April 13, 2009  
{Revised 5/4/09}

**OFFICERS AND MEMBERS PRESENT**

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
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<tbody>
<tr>
<td>ACADEMIC SENATE PRESIDENT</td>
<td>JIM BICKLEY</td>
</tr>
<tr>
<td>VICE PRESIDENT</td>
<td>EDWARD MARTINEZ</td>
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<tr>
<td>SECRETARY</td>
<td>AHNI ARMSTRONG</td>
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<tr>
<td>TREASURER</td>
<td>PATRICIA LYNN</td>
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<tr>
<td>ADJUNCT FACULTY</td>
<td>MARK DODGE</td>
</tr>
<tr>
<td>BUSINESS &amp; COMPUTER TECHNOLOGY</td>
<td>SHELLEY GASKIN</td>
</tr>
<tr>
<td>COUNSELING</td>
<td>JAMES ARAGON</td>
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<tr>
<td>ENGLISH</td>
<td>ROGER MARHEINE</td>
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<td>ENGLISH</td>
<td>MARTHA BONILLA</td>
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<tr>
<td>HEALTH SCIENCES</td>
<td>LEE HASSIJA</td>
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<tr>
<td>HEALTH SCIENCES</td>
<td>TOM NEIDERER</td>
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<tr>
<td>KINESIOLOGY, HEALTH &amp; ATHLETICS</td>
<td>JESSIE MOORE</td>
</tr>
<tr>
<td>LANGUAGES</td>
<td>ANDRZEJ BOJARCZAK</td>
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<tr>
<td>LIBRARY</td>
<td>DONA MITOMA</td>
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<td>LIBRARY</td>
<td>JUDY OHYE</td>
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<td>MATHEMATICS</td>
<td>FRED KEENE</td>
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<td>MATHEMATICS</td>
<td>PAT PEACH</td>
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<tr>
<td>NATURAL SCIENCES</td>
<td>KERIN HUBER</td>
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<tr>
<td>PERFORMING AND COMMUNICATION ARTS</td>
<td>TAD CARPENTER</td>
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<td>PERFORMING AND COMMUNICATION ARTS</td>
<td>RITA GONZALES</td>
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<tr>
<td>SOCIAL SCIENCES</td>
<td>DAVE MCCABE</td>
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<tr>
<td>SOCIAL SCIENCES</td>
<td>DEREK MILNE</td>
</tr>
<tr>
<td>SPECIAL SERVICES</td>
<td>JO BUCZKO</td>
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**OFFICERS AND MEMBERS ABSENT**

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
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<tbody>
<tr>
<td>COMMUNITY EDUCATION CENTER</td>
<td>NADEGE WILLIAMS</td>
</tr>
<tr>
<td>COUNSELING</td>
<td>CECILE DAVIS ANDERSON</td>
</tr>
<tr>
<td>ENGINEERING</td>
<td>BERNARDINO RODRIGUEZ</td>
</tr>
<tr>
<td>LANGUAGES</td>
<td>LOKNATH PERSAUD</td>
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<tr>
<td>NATURAL SCIENCES</td>
<td>TERRI BORMAN</td>
</tr>
<tr>
<td>SOCIAL SCIENCES</td>
<td>PHIL RICARDS</td>
</tr>
<tr>
<td>VISUAL ARTS AND MEDIA STUDIES</td>
<td>REBECCA MORRIS</td>
</tr>
<tr>
<td>VISUAL ARTS AND MEDIA STUDIES</td>
<td>YOLANDA MCKAY</td>
</tr>
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I. CALL TO ORDER – 3:08p.m

II. PLEDGE OF ALLEGIANCE AND INTRODUCTIONS
Pledge of Allegiance Tom Neiderer
Introductions:

III. APPROVAL OF MINUTES
The March 30 minutes were presented for review.
MOTION for approval of minutes as submitted made by Mark Dodge and seconded by
Ahni Armstrong. James Aragon announced he would be replacing Chuck Ward as the
alternate representative for Counseling.
Vote on the motion: Motion passed unanimously.

IV. PUBLIC COMMENT: None.

V. STANDING/AD HOC/CAMPUS-WIDE COMMITTEE REPORTS

1. Nominations and Elections Committee chair Pat Peach announced that the
Academic Senate elections ballot was sent out last week. The ballot due date is Noon,
Friday, April 17, 2009, Ballot Box, C129. Questions may be forwarded to Pat Peach or
Judy Benson.

2. Senate SLO Committee/SLOARC. No report today.

3. Educational Policies Committee Chair Ahni Armstrong commented on the following:
Classroom auditors: The Committee supports the option of permitting students to audit a
course. A Policy/Procedure proposal should be drafted on this topic by a college wide
committee including all campus constituencies and staff in the Records Office.

Academic Integrity: Various campus groups (including the Board of Trustees,
management and students) will be asked to work on writing their plans on how to address
academic integrity, including student cheating and plagiarism. Previous recommendations
were to give students a 0 or F depending on the instructor’s discretion. There was a statewide Academic Senate proposal for an XF grade, but this has not been approved. This proposed grade would indicate an F was given because of cheating, not academic performance. It was recommended that a clause be included in this proposal noting that an instructor may submit a final recommendation for grades, make-up exams, etc. Data from the Academic Senate Faculty Survey on Student Academic Integrity and Authentication Spring 2009 will be reviewed for areas pertaining to this matter.

President Bickley said there is a current challenge of the Ralph Black (legal counsel for the Chancellor’s Office) legal opinion on this matter. Academic Integrity will need to be addressed at the state level in regards to what kind of discretion faculty have to fail a student, drop a student or give an F or 0.

Last year the Distance Education Committee and the Educational Policies Committee were asked to look into a number of issues. One complaint was that certain Distance Educational Courses were not accommodating to students with special needs. The Educational Policies Committee needs to submit a recommendation to the Senate addressing the policy and procedures. Because of the complexity of this policy, its development could be done in consultation with other groups.

MOTION made by Mark Dodge and seconded by Ahni Armstrong, that in principle, or in concept, the faculty agrees with allowing students to audit courses and recognizes the need for additional college-wide committee work to bring this to fruition and form consultative committee to work out details.

VOTE ON MOTION: Motion passed by a majority vote: One abstention. President Bickley said this matter will be passed on to CAPM.

EXECUTIVE COMMITTEE RECOMMENDATIONS:
1. Appoint Ahni Armstrong, Ana Ogaz, Gary Woods for Hiring Committee for VP for Administrative Services. This recommendation was discussed by the Senate Executive Committee. MOTION approving the above nominees made by Tom Neiderer and seconded by Jo Buczko. VOTE: Motion unanimously approved.

2. Motion to open Scholarship Savings Account at Pasadena Service Employees Federal Credit Union. President Bickley said the Executive Committee supports having a “separate” scholarship savings account from the Foundation, and the Credit Union Savings and Checking Account monies. The Credit Union is asking for a Board motion approving setting up this account. The two signatories on this account would be President Bickley and Dr. Lynn. Account deposits may be made by Academic Senate Office secretary, Judy Benson.

MOTION made by Roger Marheine and seconded by Tom Neiderer to open a Credit Union Scholarship account.
Dr. Lynn said the permanently restricted funds and current Foundation/Scholarship Fund payroll deductions would remain with the Foundation. Monies from future special one-time contributions and fundraisers (mouse pad sales, etc.) would be deposited into the new scholarship account.

**VOTE ON MOTION:** Motion passed by a majority vote. One abstention.

3. $5,000 to be approved for Senate Scholarships for spring 2009 selection process. The Senate Treasurer said a request has been made for March Academic Senate Scholarship fund balance with the foundation. The Foundation has suggested 4% spending limit on this year’s temporarily restricted funds would be approximately $9000. Scholarship fund benefactor, Keith Miller, has been contacted in regards to future donations. The scholarship awards reception will be held before the last Senate board meeting.

**MOTION** to approve $5,000 to be approved for Senate Scholarships for the spring 2009 selection process made by Fred Keene and seconded by Patricia Lynn.

Patricia Lynn said the Senate was not informed (until recently) about the Foundation’s 7% spending limit on its temporarily restricted account for 2008. The 2009 spending limit is 4% of the temporarily unrestricted funds (for this year that is approximately $9,000). Because the current quarterly amount for the account is not known the Executive Committee is not comfortable with allocating the $9,000 amount and possibly risk taking money out of the permanently restricted fund of ($130,000).

**VOTE on motion:** Motion passed by a majority vote. No: one vote.

**Sent to Committee:**
The Shared Governance Committee will look into matter of Division Dean Hiring Committee issues. Recommendations will be brought back to the Senate.

At this point in the meeting President Bickley asked for Information Item Number 2 to be addressed at this time. (See below)

**VII. REPORTS FROM EXECUTIVE COMMITTEE**

**R-1 President’s Report:**
Board of Trustee Meeting:
Announcement: A joint Board of Trustee/PUSD meeting is scheduled Tuesday evening. Topic of discussion: Six areas of potential collaboration including the proposed on site Early College High School program.
Pending: Scheduling of a future meeting with Associated Student Body. Center For The Arts presentation was made by Dr. Van Pelt. The Board expressed
concern over certain features of the building they felt wouldn’t blend well with parts of the campus. There may be a digital screen installed to advertise upcoming events.

Faculty Lecturer / Performer Award:
Date: Thursday, April 30, 12-1
Performer: Jackie Smith, Culinary Arts instructor.
Event Title: “The Importance of Measurements In Cooking” It’s Not Your Grandmother’s Way
Award: Jointly funded by Board of Trustees and Academic Senate.

2009 Faculty Lecturer/Performer nomination applications were distributed to the Senate Board by Dr. Bickley. Awardees are given an opportunity to “showcase their abilities” to faculty, staff and students. Nomination deadline: May 15, 2009.

2009 Senate Scholarship Awardees Reception: This event will be discussed and voted on at the next Senate board meeting. The reception is usually held an hour (2:PM) before the last Senate Board meeting in the spring. Discussion of this date and venue (usually C233) will be discussed at the next Senate meeting followed by a motion.

R-2 Vice-President’s Report:
Edward Martinez reported on the following Ad Hoc Title 5 Committee work:

Recommendations for proposed policy #4062 (the Philosophy of the Associate Degree) may be forwarded to Mr. Martinez. A final version will soon be available.

A second revision of proposed policy #4055 (Course Repetition) is being developed.

New and additional majors for AA degrees are being reviewed. The Languages Division has proposed new majors and a major in Environmental Studies is being developed. Following Committee review and revision this matter will be forwarded to the C & I Committee for its review (probably fall 2009).

R-3 Secretary’s Report:
Ahni Armstrong reported the Senate will wait until next year to schedule Senate fundraisers. Our last fundraiser was the mousepad sales.

R-4 Treasurer’s Report: No report.

VIII. INFORMATION ITEMS: The following items will be discussed, with possible action to follow on each item.

1. Veterans on Campus: Patricia D’Orange Martin announced the upcoming symposium scheduled for May 15, 8AM-3PM.
Title: The Road Home Symposium.
Purpose: Raise awareness and provide information to faculty, staff, and administrators about the large numbers of veterans expected to attend PCC and many other local colleges because of increased educational benefits provided under the new GI bill.
Event Speaker: Paul Gross, chief regional attorney for Department of Education.
Event Participants to include: student veteran panels, outside service provider referrals.

Areas of interest and activities to include
- Transition concerns
- Hardships
- Role of education in meeting veteran needs
- Classroom expectations
- Working lunch roundtable discussions
- GI Educational requirements have been lowered. There are many veterans returning to school with basic skills needs.

Senate representatives were urged to share this information with their fellow instructors and for them to register online for this event.
Registration address: Pasadena.edu/roadhome

2. Division Dean hiring Procedures Problem in Kinesiology: Greg Smith

Update:
President Bickley, Dr. Jacobs, and Lyle Engeldinger met with faculty members of Kinesiology, Health and Athletics Division to answer questions about the division dean hiring process for their division. Many faculty members were upset and concerned with the dismissal of fellow faculty members from the hiring committee who had signed a vote of “no confidence” pertaining to Dean Tate. Dr. Jacobs and Mr. Engeldinger explained that the hiring process must be a fair, un-biased process. Grace Apiafi had met with the Senate Executive committee on April 6.

Comments and concerns were expressed by Coach Smith on behalf of himself and a number of faculty and classified staff from the Kinesiology Division.

Three of the original faculty representatives selected from Kinesiology to serve on the hiring committee were “removed” because of their signing a vote of no confidence pertaining to Dean Tate.

Coach Smith asserted that supporters of Dean Tate have expressed their opinions (verbally and with letters) to President Perfumo, Board of Trustee members and other groups on campus. Lyle Engeldinger of Human Resources said he was not aware of this having happened.
Coach Smith also asserted that the convening of a new hiring committee changes the dynamics of this process in part because Dean Tate’s secretary is a member of the hiring committee. Faculty and staff concerns about Dean Tate were addressed in a vote of no confidence (by letter form signed by many employed in the Division) that addressed administrative and supervisory issues. Coach Smith argued that to remove a number of the original hiring committee members from Kinesiology for signing this document was not fair to the Division faculty and the failure to include the faculty’s hiring committee preferences seemed to be a violation of the Dean Hiring Procedures.

Coach Smith further stated that Beverly Tate was warmly welcomed into the Kinesiology Division as a one-year interim dean. When her position was extended to two years at the interim level the faculty and staff became concerned that the rumors that Dean Tate was promised full-time status might come to fruition. Concerns that Dean Tate was approaching the two year mark in her interim dean position and that that might mean she would automatically assume permanent status prompted the faculty and staff to write and sign their vote of no confidence in her ability to effectively lead their Division.

Concerned faculty have been asked to trust the process, but there needs to be accountability in following the steps of the hiring process.

Coach Smith argued that a fair selection process for the new dean is not possible with the configuration of the current committee. It is not fair to say that those who signed a vote of no confidence could not have been as objective and fair as those who actively lobbied for the support of Dean Tate, which included communication with President Perfumo and the Board of Trustees.

President Bickley said the Senate had approved the division dean hiring policy and procedures. The Shared Governance Committee will address the concerns about this matter, and perhaps make recommendations for changing the policy/procedures.

**Concerns and Comments:**
Has there been any indication of bias or that the hiring process wasn’t properly followed?
What constitutes bias?
Is it bias if a potential committee member acknowledges they have a negative evaluation of the performance of one or more of the candidates?
How were the members of the hiring committee selected?
Is there evidence showing the hiring procedures were not properly followed?
Maybe a better/fairer hiring process should be designed.
Could the Senate request the hiring process to start over?
This hiring process should be public to eliminate the appearance of bias.
Human Resources should not dictate who can or cannot be on a hiring committee.
The Interim Dean of Human Resources, Lyle Engeldinger, is in many ways overseeing this process and doing what he can to make it a fair and equitable process. Mr. Engeldinger said that the public statements of those signing the vote of no confidence were sufficient reason to exclude them from the process due to possible bias. The members of the Management Association that signed a document of support for Dean Tate were likewise removed from the process due to possible bias. The goal of Human Resources is to remove any possible hint of bias or impropriety in the hiring process. There are legal guidelines the college must adhere to such as EEO guidelines for fairness and equity. Whether the current process is flawed or unfair would be difficult to determine. A consultation with an attorney might shed important light on the matter, but Dr. Bickley stated that the hiring process is now in motion. The first meeting of the hiring committee has taken place. He stated he trusts that the current process will be fair to all applicants, and he would ask that all the participants in the process to live up to this trust and choose the candidate that is best qualified to lead the splintered Division.

Mr. Engeldinger does not believe that the current hiring committee members were unfairly chosen. He acknowledged that the college might want to look at its practices and policies with how it deals with these types of matters. To his knowledge, the assertion of there being inappropriate contact (on the part of hiring committee members) with Board of Trustee members has not been substantiated. Human Resources does not have the power to make decisions about committee disqualifications without Administration consultation.

The hiring committee is comprised of ten members. The original four faculty members who have been removed included a former dean. All four members signed the petition of “no confidence,” – which identified the current dean, a possible applicant, as not being fit to be the permanent dean. All but three managers signed a letter of support for the interim dean. Those deans were disqualified from being on the hiring committee.

Classified Senate representative, Leticia Velez, said “suspicion of bias” is not “proof of bias.” She is uncomfortable in feeling that her sense of integrity and fairness might be viewed as suspect and is concerned about participating in procedures for selecting classified staff for future hiring committee assignments.

Jessie Moore said it was unfair to remove committee members chosen a year earlier because they had signed a vote of no confidence. The Senate was urged to review this matter so this type of situation would not be repeated.

Next on Agenda: Information Item #1.

3. Proposed Academic Senate Committee on Diversity- request for members: The Executive Committee met with Lauren Arenson about opening up the process for members of the community to join. Both full-time and adjunct faculty can join. President Bickley
would like non-voting membership from all groups [managers, classified, students]
As a Senate committee only Senate representatives could vote.

4. Senate recognition of Senate scholarship winners:
The Scholarship winners’ recognition will probably be scheduled before the convening of
the last Senate Board meeting (June 1) in C233.

STANDING INFORMATION ITEMS

S1-1: PCCFA REPORT: Mark Dodge
The PCCFA will hold a meeting on April 16 at Noon in C333. The CTA lawsuit; may be
moving towards settlement. Faculty input is needed. This matter involves both adjunct
and full-time faculty.

S1-2: FACCC REPORT. No Report.

S1-3: ADJUNCT FACULTY REPORT: No Report.

IX. ANNOUNCEMENTS
1. ASCCC Plenary Session: April 16-18, San Francisco Westin.
2. Faculty Lecture/Performance Presentation April 30, 2009, 12:00 – 1:00 pm, Forum.
3. Campus wide staff mixer on Cinco de Mayo (May 5, 2009).

X. Adjournment. MOTION to adjourn at 5:06 pm made by Mark / Edward.

Next Meeting: Monday, May 4, 2009