

Pima Community College Faculty Senate

January 14th, 2020 | 1:45-3:45 pm | All-Faculty Day, F-204, West Campus

Meeting Minutes

Meeting called by	Josie Milliken, President @ 1:50 pm	Notetakers Anthony Sovak, Secretary
Type of meeting	Monthly Meeting	Timekeeper Kenneth Sharp Sergeant at Arms /Logistics Officer

SENATOR ATTENDANCE

SENATOR NAME	REPRESENTING	Present?
Josie Milliken	President & Communications	Yes
Taliesin Sutton	Vice President and Mathematics	Yes
Brooke Anderson	Faculty BOG Representative & Communications	Yes
Sean Mendoza	Adjunct Faculty Representative and Business & IT	Yes
Rita Lennon	Secretary and Education, Student Success & Biomedical Sciences	Yes
Tanya Preusser	Sergeant at Arms, Logistics Officer, & Education, Student Success & Biomedical Sciences	Yes
Adult Education		
Marjorie Nelson	El Rio	No
Patty Figueroa	East Campus	No
Applied Technology		
John Gerard	Downtown Campus	Yes
Susan Kuklin	Desert Vista Campus	Yes
Manny Carrillo	East Campus	No
Arts		
Carol Christofferson	West Campus	Yes
Michael Nolan	West Campus	Yes
Cherise Brashear	Downtown and Northwest Campus	No
Business & Information Technology		
Kenneth R Scott	Northwest Campus	Yes
Darryl Wong	Desert Vista Campus	Yes
Communications		
Elena Grajeda	Northwest Campus	Yes
Nancy Hamadou	West Campus	Yes
Mayra Cortes-Torres	Downtown Campus	Yes

Pima Community College Faculty Senate

January 14th, 2020 | 1:45-3:45 pm | All-Faculty Day, F-204, West Campus

Meeting Minutes

Critical Care		
Alicia Smith	West Campus	
Lynn Cushing	West Campus	Yes
Education, Student Success & Biomedical Sciences		
Virginia Harmelink	Desert Vista Campus	Yes
Denise Reilly	Downtown Campus	Yes
Courtney Webb	West & East Campus	Yes
Treya Allen	East Campus	Yes
Library		
Joe Brewer	Downtown Campus	Yes
Monique Rodriguez	Northwest Campus	Yes
Mathematics		
Jeannie Arbogast	Desert Vista Campus	Yes
Matej Boguszak	Downtown Campus	Yes
David Parker	Desert Vista Campus	Yes
Mary Sibayan	West Campus	Yes
Pima Online		
Anthony Sovak	Northwest Campus	Yes
Sciences		
Cori Leonetti	Desert Vista Campus	Yes
Dennis Just	Downtown & West Campus	Yes
Lisa Werner	(Sabbatical)	Yes
Arlo Osler	West Campus	Yes
Steve MacKie	West Campus	Yes
Hernan Aubert	West Campus	No
Social Sciences & Humanities		
Adriana Romero	Desert Vista Campus	No
Kimlisa Duchicela	Downtown Campus	No
Margarita Youngo	Downtown & West Campus	Yes
Sarah Ruth Jansen	Downtown & West Campus	No
Workforce Development		
Wright Randolph	Workforce	No

Pima Community College Faculty Senate

January 14th, 2020 | 1:45-3:45 pm | All-Faculty Day, F-204, West Campus

Meeting Minutes

Administrators and Guests:

Nina Corson	Active VPI & Transfer Pathways
Morgan Phillips	Campus President and Vice Chancellor
Kate Schmidt	Executive Director Faculty Affairs and Development
Dolores Duran-Cerda	Provost
Courtney Webb	West/East Campus Adjunct
Roseanne Couston	Library Downtown
Jim Monaco	Athletics, West
Terry Fillipowicz	English Faculty, West
Brittany Griwzow	East Campus
Elliot Churilla	English Faculty, Desert Vista

I

1. Introductions (5 minutes)

- a. Introductions (5 minutes)

2. Agenda Modifications and Short Announcements (5 minutes)

Yes- Cabbabi is PCC's staff/employee/administrator Literary/ Art magazine please submit.

Pima Community College Faculty Senate

January 14th, 2020 | 1:45-3:45 pm | All-Faculty Day, F-204, West Campus

Meeting Minutes

Yes - Open Forum item Brooke Anderson

3. Business (60 minutes)

- a. Approval of the [December Minutes](#) (5 minutes) - Josie Milliken

Can't find the attendance so we are postponing the minutes so the secretary can look at the video.

- b. Early Alert and Pima Connect (10 minutes) - Jacqie Allen and Jeff Thies

Provided updates on Pima Connect the case management tool we use to connect students to all the different services in their success network (tutors, advisors, faculty, coaches).

Early Alert: Jeff Thies provided a timeline of the rollout of early alert system, which is now all developmental and gateway courses. Discussed flags and kudos which can always be entered but are sometimes bundled in surveys at 3 times per semester (will now only do 2 for 8 week classes) or ease of use by faculty. The 3rd survey is mostly for kudos or alerting college staff and the students if they are in danger of failing to provide the opportunity for them to re-evaluate their enrollment. Jeff Thies reviewed the data so far.

Brooke Anderson Reported that several students enjoyed the contact but wanted to provide feedback on her experience with the survey (she doesn't want to use it because of the lack of personalization and that she was using pima connect in other ways), which Jeff responded by asking faculty to submit the empty form instead of filling it out.

Training is offered each semester including one on January 15th for adjunct faculty.

Josie Milliken: Is there something in between kudos and flags? Sort of.. Tutor referral is now available and need to be specific about what the student needs help with. Is there an option to leave a blank? Yes you can leave it blank.

Nancy Hamadou: Comments required can be frustrating. Jeff Thies says it can be fixed.

- c. Athletic Department Changes (10 minutes) - Jim Monaco

Restructuring Athletics in the next few years to align programs with budgets and coincide with the college mission to support non-traditional college students.

Elaborated on the specific challenges of the athletics budget. Staring down the barrel of losing over 100 student athletes (each who brings on average another 3 students) if they proceed with cuts to cross country, golf, and track in order to bring the budget in line with the 1.7 million dollars projected for next semester.

Shoutout to Chapman & Adidas for supporting our athletics team monetarily and with branding. Working through the idea of an Aztec Card to access to use the facilities and enter in to all games for free.

Pima Community College Faculty Senate

January 14th, 2020 | 1:45-3:45 pm | All-Faculty Day, F-204, West Campus

Meeting Minutes

E-sports is the fastest growing sports in the NJCAA. May not boost student enrollment but it will boost student involvement. Sand volleyball is the 2nd fastest growing sport. Lacrosse is another one. There may also be opportunities for lost sports to return as club or intramural sports.

Lisa Werner Science: Anything from other community colleges we can borrow for our models?

JM they are playing on a different field because those institutions have money for scholarships and room and boarding. They have fewer sports and can recruit internationally.

Ken sharp Drone racing is also a sport JM agreed.

Matej: RE cards why 25\$ is at an opt in? JM thought it would be a good # and it would be an opt out after the first year. For FT students would be mandated freshman year.

Contact Jim Monaco for more info?

d. President's Report (15 minutes) - Josie Milliken

i. [Faculty Senate Charter](#)

Creating a protocol for standing committee communication- still working on that.

Compensation: RE the chancellor's idea that faculty should support a tuition increase. Please ask your constituents if they would support the idea of raising tuition to fund employee compensation and come to Feb meeting with the answer. Many details need to be worked out but there is no large increase based on tuition money.

Lisa Werner: What would we be supporting? An across the board increase or some get it some don't?

Ken: While \$500 isn't much in one year it might help us eventually reach a sustainable wage. Would we keep doing it?

Nancy: There are a lot of staff positions that are extremely well paid. The people in the offices badly need a raise but there are some very well compensated staff positions.

Brooke: In WRT DFC we talked about the need to fight for sustainable structure changes to avoid being boxed into the idea

Mary W math: never like % based raises since it leaves people at the bottom of the pay scale. Pima has a history when faculty were used to advocate for higher taxes that were then not used for what they were said to be used for. Not worth the faculty being the bad guy for a tiny increase.

Rita: Aztec press in May 2018 several administrators got a substantial raise. Where did that money come from? And would those administrators pass on that raise? Those olive branes may be worth more.

Tal Sutton: Does not like the idea of linking faculty raises to tuition raises.

Joe Brewer: To be equitable one idea may be that a certain sum to each individually plus a %

Pima Community College Faculty Senate

January 14th, 2020 | 1:45-3:45 pm | All-Faculty Day, F-204, West Campus
Meeting Minutes

Ken: Our pay is already linked to tuition and prices are going up.

Lynn: When was the last time there was a raise?

Tal Sutton: Cola on July 1 but step progression was paused 3 years ago

Rita: RE class & comp review that takes 24 months to complete but why do we have to hire someone to do this if we have an HR department? Why does it take 24 months? Also why do we have to wait?

Sovak Feels like we are being painted into a corner, encourages us to say what we as a body say about the process, There needs to be an equitable process for all employees not a different process for each employee group.

Matej: It is reasonable for faculty to expect that there is a system in place, Realizing savings through faculty retirement but not seeing that in other areas. Our role isn't to say we should do this through tuition. Not really our job to do this.

Carol- Please send a unified statement about what you said

Josie- Please email me, what did I say?

- i. [Standing Committee Communication, Charter Revision](#)
- ii. FSO/Admin Meeting Highlights

4. Reports (35 minutes)

- a. PCCEA Report (10 minutes) - Matej Boguszak

Any questions about what we said this morning.

- b. BOG Report, Brooke Anderson

Reminder that the next board of governor's meeting is feb 5th so must have our report on jan 28th. Keep in mind the lag time on the reports. Please all watch the special session from december on the budget because there is a lot fo critical conversations about what the board and our administrative leadership is talking about. Start at minute 46 if you are limited on time because that is when they are talking about online education and feels pressured to consider a new model for faculty by grouping them into faculty designers, faculty teachers, and faculty assessors. So, please make sure to be engaged in those conversations when we are making huge changes to our process.

Also, Merdeith Hay Board Member asked why are we designing our own curriculum instead of buying it? They talk about class and comp, merit pay, and adjunct tiers.

Send any announcements that you have so that she can update our board on the things we are doing.

Pima Community College Faculty Senate

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Meeting Minutes

- c. Provost's Report (10 minutes) - Provost and Executive Vice Chancellor Dolores Durán-Cerda, Ph.D.

At the last meeting between administration and faculty senate leaders they are talking about compensation and she looks forward to continuing the conversations. If you have any questions please ask.

Brooke Anderson: When you talked about the interest areas grouped together under certain deans it led me to believe we are reducing the # of deans, is that happening?

Dolo: nothing has been decided on # of deans but we do want the deans to align with the center of excellence. Also, Lamatat Mitchell is now supervising the deans so she will be a part of those conversations.

5. Open Forum (if requested)

The topic of this open forum was that Instructional Designers will no longer be deployed to campuses.

Dennis Just Motion to adjourn Sovak seconds all in favor ends 3:09

6. Executive Session (if requested)