

Pima Community College Faculty Senate

March 6, 2020 | 1:00-3:00 pm | Amethyst Room, Downtown Campus

Meeting Minutes

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 |
| Anthony Sovak | Secretary, PimaOnline | Yes |
| Kenneth R Scott | Sergeant at Arms, Business & Information Technology | Yes |
| Adult Education | | |
| Marjorie Nelson | El Rio | No |
| Patty Figueroa | East Campus | Yes (Proxy) |
| Applied Technology | | |
| John Gerard | Downtown Campus | Yes |
| Susan Kuklin | Desert Vista Campus | Yes |
| Manny Carrillo | East Campus | Yes |
| Arts | | |
| Carol Christofferson | West Campus | Yes |
| Michael Nolan | West Campus | Yes |
| Cherise Brashear | Downtown and Northwest Campus | No |
| Business & Information Technology | | |
| Darryl Wong | Desert Vista Campus | Yes (Proxy) |
| Communications | | |
| Elena Grajeda | Northwest Campus | Yes |
| Nancy Hamadou | West Campus | Yes |
| Mayra Cortes-Torres | Downtown Campus | Yes |
| Critical Care | | |
| Rollin Medcalf | West Campus | Yes |
| 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 | No |

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|---|--|------------|
| Rita Lennon | Education, Student Success & Biomedical Sciences | Yes |
| Tanya Preusser | Education, Student Success & Biomedical Sciences | Yes |
| Treya Allen | East Campus | No |
| 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 | No |
| Mary Sibayan | West Campus | Yes |
| Pima Online | | |
| Sciences | | |
| Cori Leonetti | Desert Vista Campus | No (Proxy) |
| Dennis Just | Downtown & West Campus | No |
| Lisa Werner | (Sabbatical) | --- |
| Arlo Osler | West Campus | Yes |
| Steve MacKie | West Campus | No (Proxy) |
| Hernan Aubert | West Campus | Yes |
| Social Sciences & Humanities | | |
| Adriana Romero | Desert Vista Campus | No |
| Kimlisa Duchicela | Downtown Campus | Yes |
| Margarita Youngo | Downtown & West Campus | Yes |
| Sarah Ruth Jansen | Downtown & West Campus | No |
| Workforce Development | | |
| Wright Randolph | Workforce | No |

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Administrators and Guests:

| | |
|-----------------|--------------------------------------|
| Jim Craig | Dean of Business & IT |
| Kate Schmidt | Executive Director Faculty Affairs |
| Morgan Phillips | Campus President and Vice Chancellor |
| Julian Easter | Curriculum |
| Jennie Conway | Curriculum |
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1. Introductions (5 minutes)

- a. Introductions (5 minutes) Called to order at 1:02

2. Agenda Modifications and Short Announcements (5 minutes)

Morgan Phillips and Instructional Structure Transformation Design Leadership Team Meeting with administration

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Coronavirus plan? Arlo

Kate Schmidt - two plans one complete shutdown and another on academic continuity. Dept of Ed is being fairly liberal on requirements for this event (i.e. not need to have all programs vetted for online in order to offer online etc). Stay tuned for more info next week and try to make sure you are familiar with brightspace communication tools and keep grades up to date.

3. Business (60 minutes)

- a. Approval of the [February Minutes](#) (5 minutes) - Josie Milliken (Approved with two abstentions)
- b. [AP Review: 3.25.02](#) (5 minutes) - Jennie Conway [Summary](#)
 - i. Jeanie Arbogast Why are we limiting the number of degrees?
 - ii. Jennie Conway because of financial aid and because they think they need another degree but it is not true.
- c. Guided Pathways and Curriculum Development (10 minutes) - Julian Easter
 - i. Julian E- We unveiled pathways in fall 19 and we are approaching it as a continuous improvement process. Need to get Degreeworks up and running. Will utilize the existing college committees for improving pathways going forward.
 - ii. Carol C. - Are you eliminating cross listing classes which can be detrimental to small but vital programs? Also what is degreeworks?
 1. JE Yes we are moving in that direction
 - iii. Carol C- how can we continue to serve the public's need?
 1. JE of course but I'm not sure how that is a discussion
 - iv. Nancy H. All of ESL is cross listed due to banner limitations?
 1. JE that is a discussion. We may not be using banner right.
 - v. Matej B are we offering Crosslisted in fall
 1. JE Fall of 21 so we have plenty of time?
 - vi. Nancy H Please lets have those discussions early in Fall of 20
 - vii. Margarit - how many courses are cross listed in 1,3,4,and 5 other disciplines?
 1. JE not yet.
 - viii. Margarita - Can we just grandfather some disciplines in and have them left alone? What would be the process?
 1. JE- There will be a justification form
 - ix. Sovak - What problem is the elimination of cross listing trying to solve? It can be taxing at times for curriculum staff.
 1. Between 10 and 50 cross listed courses (there is some conflation and confusion between cross listing and stacking courses.)
 2. Jennie personally doesn't see the benefit of cross listing
 3. Josie M argues that cross listing facilitates diversity
 4. Jennie "I've never seen it save a class"
 5. Sarah J. ½ phi ½ rel would not run otherwise
 6. Mike Nolan -Visual arts programs painting 1,2,3
 7. Julian E Bring concerns to your reps
- d. [Academic Freedom BP Preliminary Review](#) (5 minutes) - Kenneth Scott
 - i. JM Headed to formal policy review process and will return to senate afterwards

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- ii. Ken Scott No comments so far. Still trying to preserve academic freedom for instructors on how to present material as long as it fulfills requirements for pathways and the discipline
 - iii. Joe B Academic Freedom usually relates to how individual faculty can deliver content and research. Does this document talk about the collective freedom of the faculty to design curriculum.
 - iv. Ken S- trying to be as broad as possible and I think this will cover the content. Ideally each department will meet to discuss what curriculum they will be doing .
 - v. Joe B are there limits on the freedoms of what faculty can collectively teach?
 - vi. Kimlisa - the institution must inform faculty of any ideology or agendas limitations on academic freedom..
 - vii. JB I advise the committee to address the rights of the collective faculty.
 - viii. Ken s. I think that is covered in curriculum documents.
 - ix. Matej B. Do we have any materials statement in this policy?
 - x. Ken s. We reference materials but we tried to keep it broad so that all disciplines can decide for themselves.
 - xi. Matej B It was in FPPS but not in the new policy so he will send to the committee.
 - xii. Josie - other comments need to be in for this policy before spring break
- e. Faculty Senate Elections - Tal Sutton (10 minutes)
- i. Tal S. Our elections for fall senators will take place in the spring. Half of all senators will be up this year (we reset terms when we shifted from campuses to divisions). Tal is open to suggestions for improvement. Ask Tal if you want to know more about the process or which divisions are up this term although you will hear more on this soon enough.
- f. Faculty Emeritus Nominations
- i. [Simone Gers](#) No person here to answer questions
 1. Results Yea 32 Nay 01 Abstain 03
 - ii. [Becky Moore](#) Chuck is here for questions
 1. Results Yea 25 Nay 02 Abstain 09
 - iii. [Brad Fiero](#) Lisa is here for questions. He was the life force in biology (Hernan agrees). Dept chair for 7-9 years.
 1. Results Yea 32 Nay 00 Abstain 04
- g. President's Report (15 minutes) - Josie Milliken
- i. [Faculty Senate Charter](#)
[Faculty Senate Charter: Standing Committee Communication, Charter Revision](#)
 1. Reasonable expectations for senators on committees.
 - a. Nancy H Questions: definition of counselors (staff or faculty)
 - b. Tal motions to approve Hernan 2nds
 - i. Passes with two abstentions
 - ii. Instructional Structure Transformation Design Leadership Team
 1. Morgan P these will be individuals who will help design the roles to try and bring them together under a common structure. This small group will help guide us through the discussion of this. 7 spots on the group 4 are instructional and 3 are staff and

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administrators. The goal is to identify the kinds of positions we need at Pima.

2. Josie M (JM) reads questions she received by email.
 - a. JM How does the timeline of change of possible structure changes align with the timeline of the Classification & Compensation study? How will they work in conjunction with each other? MP this is one of the reasons we need to do this bc we want to consider the new positions as a part of this.
 - i. JM when does class & comp begin
 - ii. Morgan P (MP) we don't know just yet as we are only now identifying who the vendor is for it
 - b. JM Many are concerned that this is ultimately about reducing the amount of full-time faculty positions. People are also worried about career downskilling and downward mobility. What is the more specific idea and purpose behind the charge and this team's work?
 - i. MP there is no goal associated with this in terms of reducing FT instructional faculty at this time. In fact the new structure might have more...
 - c. JM Are you looking to reduce the 50-to-1 faculty ratio?
 - i. MP - the 50 to 1 faculty ratio was a David Bea invention to help us with our budget. Going forward that is less important as we get through the fiscal cliff.
 - ii. MP look for a more comprehensive way to integrate our Adjunct faculty.
 - d. JM Are there any deliverables?
 - i. MP we are looking for the ideal structure for our organization. Imagine if we created PCC today what would the structure look like. We'd like it to be thoughtful and similar across different divisions.
 - e. JM How does this plan align with student success goals?
 - i. MP We want to have a structure that connects these positions not only to student success but faculty professional development.
 - f. JM Faculty are already feeling discouraged, fearful, anxious, and demoralized. Morale is at an all-time low. How can you assure faculty that Pima remains a decent long-term career choice, where educators are appreciated and valued for their knowledge, experience, and commitment to student success?
 - i. MP Education is the place where you really make a difference in people's lives. Instructors are the backbone of PCC and they provide the primary service for our students. So we need to rejoice in the professionalism in the faculty we have. We have the challenge to address this in a systematic way.
 - g. JM Why wasn't this introduced earlier? Why the rush?
 - i. Morgan P We have talked about this in concept for 6 months or so. This is just the beginning of the process so it isn't really rushed. This is an incremental process. We have to start it sometime. There is no emergency but we are trying to get it down so it is aligned with class and comp..

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- h. Brooke Anderson : Time commitment of 10 hours a week is a lot! What exactly will those 10 hours consist of i.e. meetings/work on our own etc?
 - i. MP Not of entire meetings but it is the expectation you will be doing something for 10 hours each week. Identify projects and then work on your own. There will be other opportunities for feedback
- i. Tal S . I encourage and support the idea that a support staff take good notes out quickly so that they can be shared with other faculty.
 - i. Morgan P. Yes we have support staff there for that reason. We structured this based on the experience of other committees.
- j. Ginny Harmalink Is this an open meeting?
 - i. MP I don't have any issues with that.
- k. Ken Scott Feedback from other faculty. If there is more information about those hours it may help to get folks involved
 - i. MP that's a good suggestion. We did ask folks what times are they available in the form.
- l. JM & TS If you have a fear of commitment for 10 hours you can partner with folks
- m. Nancy H - Some are afraid this a step towards canned curriculum.
 - i. MP That is part of the conversation about how we operate as an institution. And we want to have that discussion
- n. Sarah Jansen - Will the team be looking at disciplines with no ft faculty?
 - i. MP yes. The team is not going to be looking at the long term structure of how our faculty structure might look
 - ii. SJ- are there any PT faculty on the leadership team
 - 1. MP Yes one of them will be part of Adjunct faculty. We did not want people to come just for the \$\$
- o. Matej B This sounds reasonable but I'm hoping everyone heard the concern that it will be about fundamentally reworking the function and role of FT faculty at the college. I am concerned that we are handpicking people who happen to be available or are willing to work for free. We already have structures and committees in place?
 - i. MP AAERC is not involved in the function of [Board Policy 2.02](#) (the hiring policy) leadership team is not making decisions about this but is getting feedback about this.
- p. Matej B. it sounds like a loophole to me. Do you think it could allow you to create 200 new positions and then closed 200 faculty positions?
 - i. MP. FT faculty is one kind of position. How many we have is part of our budget process. Please understand that we want to make sure You are involved in these decisions. That is the purpose of this committee.
- q. Matej B. That does sound good but the team is very small and then the ship has sailed. I think its unfortunate that we are kicking this fundamental change in this manner.

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2. The college inserted a line that said the college can use for any professional development activity that benefits the college.
 - iv. Counselors requalified as staffed.
 1. 9 month counselors are now being asked to work 12 months for 11 months of pay. HR is reviewing this.
 2. House has passed a bill to allow AZ CC to offer 4 year degrees (still work in progress) . Universities are opposed but Maricopa is in support. PCCEA is not taking a position.
 3. No student feedback in courses this year.
 4. March 27th All Faculty Meeting 1-3 pm
 - b. [BOG Report](#), Brooke Anderson
 - c. [Provost's Report](#) (10 minutes) - Kate Schmidt on behalf of the Provost and Executive Vice Chancellor Dolores Durán-Cerda, Ph.D.
5. **Open Forum** (if requested)
 6. **Executive Session** (if requested)