

Faculty Senate Meeting Minutes

October 7, 2022

1:00pm - 3:00pm

1. Introductions (2 minutes)

- a. Welcome and introductions - Rita Lennon
 - i. Introductions were done in chat.
 - ii. [Attendance Roster](#)

2. Requests for Open Forum or Short Announcements (1 minute)

- a. No calls for Open Forum.

3. Approval of September Meeting Minutes

- a. Approved by email.

4. Requests for Agenda Modifications and Executive Session (1 minute)

- a. Tawanna Wilson moved to request for an Executive Session after the report section and before business.

5. Committee Reports (5 - 7 minutes)

- a. Adjunct Report
 - i. Adjunct faculty's work with AERC, currently working with the terms and conditions to review the Employee Handbook, ensuring it is aligned with the Adjunct Faculty Guidebook.
 - ii. Tiered system is found in the Full-Time Faculty document.
 - iii. College Council and discussion with the Senate in regards to rate my professor website and how we as an institution need to create an environment that allows us to share the great things that PCC faculty are a part of and accomplish.
 - iv. Save the date and come celebrate. October 26, 2022, 4pm -6pm Downtown Campus.
 - v. Adjunct faculty (Oct. 7, 2022) the 45th day semester enrollment reporting begins.
- b. President Report
 - i. Rita and Kagen shared input from PCC students about their personal feelings and impact on their lives following the reversal of Roe Vs. Wade. It is important to focus on unplanned pregnancies, impact students and employees and how we can ensure their success and find ways to remove barriers for them.
 - 1 out of 10 pregnant people drop out of Community College. Out of teens and young adults, roughly 45% are unplanned. A large portion of the community PCC serves.
 - Continue to stay informed, keep judgements out of the conversation with students and employees, instead replace it with compassion and a willingness to help them find resources to continue to reach their goals.
 - Continue gathering feedback at our Senate meeting.
 - ii. [Announcement of the tragedy](#) that took place at the U of A where a faculty member was attacked while working in his office.
 - Support one another as a community. Deans and Dept. Heads, please find ways to be flexible with campus expectations. Ex. if there isn't a pressing need to be on campus and a faculty member would like to work from home instead. Let's allow that to happen.

- When working in our office, be sure to leave as a group and if possible try not to stay too late or alone on campus. Some like to work on weekends, but maybe that is not the best choice at this point in time.
 - Messages from UA and PCC Administration ask to speak up if we see anything, but that when doing so, PCC faculty and staff can count on being heard.
 - Study session to be dedicated to this topic. Need to raise awareness of the resources we have available to us and we know the protocols to follow. Study session to be opened up on Oct. 21, 2022, 1pm -3pm. Senators to spread the word.
- c. Vice President
- i. Quick announcement - Ethnic Gender and Transborder Studies Summit. Reminder email to be sent by Brooke Anderson. Guest lecture to take place on Thursday, October 13, 2022 and a luncheon on Friday, October 14, 2022. Encourage students and colleagues. Email Francisca James Hernandez for more information on how to register.
 - ii. Roe Vs. Wade Study Session
 - a. [Feedback Collection Form: Supporting Students in a Post Roe V Wade Era](#)
 - [Reproductive Health & Bodily Autonomy Study Session Google Folder](#)
 - With 58 people in attendance, David Dore continued to work with Rita Lennon and Brooke Anderson on this topic. Follow up meeting scheduled for October 25, 2022.
 - Discussion of forming a subcommittee under the Senate.
 - Brooke Anderson is currently working with Rosanne to create a guide on resources for students and a post Roe vs. Wade as well as employees.
 - iii. Charter Revision Committee updates
 - Next meeting is coming up the week of Oct. 10 - 14.
 - iv. Study Session on Faculty Workloads: Nov. 18, 1-3 pm
 - Critical topic to address outstanding issues with full-time and part-time faculty workloads.
- d. Governing Board [Report](#)
- i. Please reference the attached report/minutes for information. The good, the bad, and the ugly Report: Nic Richmond made a statement and prevention screenings. Denise's role was reviewed and supports a collaborative work environment with the Chancellor, et al. Cat Ripley stated that the message was well received. Cat stated that the Faculty is the backbone of PCC. The focus from our Chancellor was how PCC is a wonderful place to work but we have issues needing to be worked on as well. In Denise's observations, the Board seems more collegial now and thanked everyone for trusting her as our Faculty Senate BOG Representative.

She expressed gratitude to Cat Ripley and the Administrators for attending our Faculty Senate meetings!

e. PCCEA [Report](#)

- i. Please reference the attached report for information.
- ii. Rita Lennon addressing two items:
 - Time to start discussing how to pull the PCCEA within the Senate Committee, to work together on the problematic, work-related issues and the work environment.
 - Several different divisions work differently, as each division is unique. **However, there are other times where there should be an institutional process in place for how things are done.** Ex. overload pay, it should not be unique to one division vs. another division. It should be the standard of how the institution pays faculty.
 - Rita has asked that the Deans work together to find the standardized processes for this and work with the Provost office to ensure that those are in place.

f. Provost's [Report](#) & Discussion about UA shooting

- i. Please reference the attached report for information. Time has been extended to David Dore and Michelle Nieuwenhuis to speak on the UA shooting.
 - Emphasis on prevention: If you see something, say something.
 - Immediate threats, code violation, to notify police immediately.
 - All classrooms have been removed from the card reader system and will operate on a manual level. Opening and unlocking the classroom, allowing to have the classroom locked from the inside.
 - Recommended to conduct virtual office hours with students if you may have safety concerns with a particular student.
- ii. Q & A
 - Faculty relocations can be accommodated, if there is a safety concern involved.
 - Raise awareness of online safety. Also, student profiles may not have pictures, if you need to identify a student physically PCC Police can help in that matter.
 - Concern - If a student is removed or “fired” from a program and reenlist in another program, there is no documentation trail to provide the new

program instructor(s) about the reason a student has been removed from the program. To be further discussed during a study session.

- Revisit the code of conduct.
- [Resource](#) provided by Suzanne Desjardin

6. Business (10 -20 minutes)

- a. Makyla Hays - motions to add an agenda item in the business section for a Senate endorsement of a letter from the AERC faculty to the HLC.
 - i. Tal Sutton seconded the motion. Item added to the end of the business section.
- b. AERC Groups [Committee Sign-up form](#)
 - i. Between AERC and The Provost Office created discussion of policy that might be developed. Looking at the current policy, seeing if it's appropriate and seeing what needs to be added. With the 3 areas listed below.
 - Faculty Roles & Responsibilities
 - Committee to take a look at the expectation of the institution be of full-time faculty and adjunct faculty. Find some balance between the new expectations.
 - Recognition of Faculty work outside of credit hours (FT/PT faculty)
 - Committee to put together a structure that can financially recognize worthwhile credentials that are directly a pride in the field(s). Achieve those credentials and apply it to some kind of structure. To conduct benchmarking on this.
 - Hiring Faculty for Hard-to-Hire Disciplines (FT/PT faculty)
 - Currently have a different salary structure for nursing faculty. Given the demands in the field for their area. This committee will be looking at how we went about determining the current structure and what other fields would meet that criteria.
- c. AZ Transfer and AGECE Redesign
 - i. Steering committee has been formed.
 - ii. Approached by the Climate Action and Sustainability Plan Curriculum Subcommittee. They had recommendations and they have things that they have to implement and asked if they could have representation on the committee. Michael Parker agreed to it.
 - Maria Perra from the group to be serving.
- d. [Assurance Argument for HLC](#)

- i. Please reference the link above for further information.
- ii. We have committees that have been identified in relation to accreditation assurance review. Wendy Weeks spearheading this work. Rita Lennon extended the invitation to faculty in sharing assurance arguments.

- [Committee sign-up form](#)

e. [CASP](#) Curriculum Team (**Tabled and added to next meeting**)

- Committee [Sign-Up Form](#)

f. Student Success DFW Update

- i. In regards to the survey sent on All College Day to get more information about action steps from faculty about what can be done to fulfill that strategic goal of improving 6 rates particularly for at-risk students and populations. With establishing a list of 3 action-items.

- November 4, 2022 to share the action items list and vote in establishing a list of 3 action-items to focus on.

g. AERC Faculty Letter to the HLC *Vote*

- i. Joe Brewer - Motion to endorse a letter sent by faculty members of the AERC to the HLC.
- ii. Makyla Hays - Seconded that motion.
 - Tal Sutton - Modify motion to table the vote, pending a Google vote forum to be sent to the Senators.
 - Joe Brewer accepted the modification.
 - Makyla Hays seconded the motion.
 - Brooke Anderson sent out the voting forum to the faculty senate list and it is to be submitted by 5pm.
- iii. Majority in favor, reflected in voting polls, to endorse this letter.

7. Closing: Adjourn (1 minute)

- a. Motion: Moved by Joe Brewer, seconded by Makyla Kays. Meeting adjourned @ 3:10.

Minutes submitted by: Ariana Laguna