

Faculty Senate Meeting Notes
October 1, 2021
1:00 - 3:00 PM

[Join the Meeting](#)

[Sign-in \(senators, guests, administrators\)](#)

1. Introductions (4 minutes)

- a. Welcome and introductions (3 minutes) - Rita Lennon
- b. Introduction to New Administrators (1 minute):
 - i. Phil Burdick
 - 1. Phil was unable to attend

2. Agenda Modifications and Short Announcements (3 minutes)

- a. Modification from Faculty Senate President, Rita Lennon - Dave Bea's presentation will be moved up to allow time for his presentation.

3. Business (60 minutes)

- a. Approval of [September Minutes](#) (2 minutes) - Rita Lennon
 - i. Minutes approved - Tal will add the attendees
- b. [Cradle to Career Presentation](#) (10 minutes) - United Way Peter Newbegin
 - i. Peter Newbegin, Associate Vice President for Community Development at United Way of Tucson, he directs the Cradle to Career partnerships and he is an alum from Pima Community College
 - ii. Have been a partner with Pima for 7 years. Provost Dolores Duran Cerda is on the leadership board for Cradle to Career. Pima has been involved since the beginning of C2C, but the post secondary education part of C2C has only recently begun.
 - iii. This model tries to break down the silos in learners' lives. It helps children and youth have access to opportunities and resources to succeed in education and in life.
 - iv. C2C is working on partnerships by Building a shared community vision of long term impact, making sure data gets into the right hands, aligning resources to practices that get results and centering equitable outcomes. Working with the different stakeholders helps to improve.
 - v. There is a leadership council from all different community organizations. Meetings can focus on what outcomes, that are producing results, can be built upon.
 - vi. There are four components in the C2C roadmap. It begins with childcare and ends with young adults. Each goal in the roadmap represents significant milestones in the educational pathway. Data is used more of a flashlight and not a hammer. This strategy takes away the blame and focuses on positives.
 - vii. There are over 70 communities, across the country, that are working with this model. Peer communities allow for increased opportunities.
 - viii. Faculty are encouraged to reach out if there is anything they are interested in working with C2C. There are currently about 5-7 people from Pima that are involved. Dolores will share the list with all the senators.

- c. Update about Gen Ed Committee & College Curriculum Council (5 minutes)
Kimlisa Duchicela - Updates from committees will be featured in Faculty Senate. Please reach out to Rita if you are interested in giving an update.
 - i. Kimlisa is a co-chair for the Gen Ed committee, she is filling Rita's position.
 - 1. Gen Ed committee will start to use Curriculog to make decisions on the SC, GS, SB, humanities and all the rest of the G designations. This will help with the collection of data to help make informed decisions.
 - 2. There are training sessions by the curriculum office every Friday.
 - 3. The designation of G, C, humanities or social sciences have all been revamped. The curriculum office has the details for the this
 - 4. The other co-chair is Micheal Parker. Meetings will be once a semester unless there is a need for more
 - 5. There have been some changes with transfer classes, changes are also happening at the universities that could further impact our classes.
 - 6. Please reach out to Kimlisa if you have any questions.
- d. Student Code of Conduct (10 minutes) - Makyla Hays and Suzanne Desjardin
 - i. The student code of conduct in regards to netiquette, may not necessarily be the same as a Code of Conduct. It needs to be clarified. Especially with the amount of online course we are offering. Suzanne Desjardin was not able to attend this meeting. There are discussions in administration about where to go from here.
- e. Class & Compensation Study Update (15 minutes) - Tal Sutton & Ken Scott
 - i. Faculty on the Steering committee would like to disseminate information from Class and Comp study that began a year ago, as the liaisons to Faculty. The Steering committee has met about 8 or 9 times.
 - ii. Segal has brought forward an analysis from other peer institutions that were approved by ELT. There are questions about the role of Faculty on the Steering group and being able to provide input and feedback in this process. There seems to be a potential disconnect. Kate and Dolores have been working on the communications between the Faculty and the Segal group. The committee would like to have more access to the data that the consultant is using and to the methodology and decision making to have a better understanding of the analysis. The results, so far, are all preliminary and the consultant is reluctant to have that shared. There was no say or understanding on the results of the data collected from Segal. This understanding is important to have to continue with the process. There has been some concern about how some classifications are being compared, such as librarians.
 - 1. Information from Dave Bea
 - a. There is a certain amount of work that goes on behind the scenes. In the next few months there will be important work being done in terms of getting feedback from the steering committee. There is a concern that the methodology is not widely understood. Segal is a company

that specializes in Class and Comp. Segal compiled with market based data, not specific to Pima. They look at data from CUPA. This raw data may be confidential and may not be able to be shared. Other institutions that will be compared to Pima will have to be made. Maricopa would be one of those. Existing faculty positions are then mapped against the data. There are 27 institutions that have really strong detailed information, but it is based on a total of 82 institutions. The expenditure ranges in size in terms of number of positions. Segal has been asked to look at regional proximity, which is important to include rural areas in Arizona. The Faculty Steering committee members will be brought up to speed on this information. The next steps will have more feedback. Some of the supplemental pay for faculty is more intricate and there has been an extension to the contract so that Segal can capture those details. Recommendations from Segal will get feedback from different groups. There will be a lot of back and forth when the pay for faculty is compared to the data. Is Pima paying above or below the market norm? There will have to be a plan on how that is compensated. Dave Bea would like to assure everyone that they are being heard. One of the team members from Segal has had a significant personal loss and the timeline may have to be moved back.

- i. Ken wanted to reiterate that there has been no chance to have involvement and that they would like to get information out to faculty soon. They would like to have an impact on the final outcome.
 - ii. The contract with Segal is looking at regular positions first. Adjunct faculty pay is looked at on a regular basis. This study is not only pay but class as well.
 - iii. The benchmarking against different institutions was shared but the data was very vague. There needs to be more clear data. The methodology can be shared. The Faculty on the Steering Committee are happy to do the homework and that will be tapped into.
 - iv. There may need to be another meeting just for this meeting.
- f. President's Report (10 minutes) - Rita Lennon
- i. Rita would like to celebrate what is done in the classroom. Please reach out to her about this.
 1. Adult Basic Ed had a High School equivalency virtual graduation on September 24th. There were some able to attend in person and people from around the country were able to attend. Rita was

impressed with students that took the time to reach out to her and thank her.

2. Mollie Minke, Math instructor at NW. She is part of Chair Academy. Her IP dip was created. One of Mollie's objectives was to create a student math advisory committee to improve math instruction. There were 18 students from 2 or 3 different math areas. With their feedback, Mollie was able to come up with the resources and textbooks that are currently being used.

4. Reports (30 minutes)

a. [Governing Board Report](#) (10 minutes) - Denise Reilly

- i. There were some brief presentations and awards. It felt like everyone was refreshed. Lots of positive feedback, it was positive in general. Reports from different areas.
 1. Denise would also like feedback from accomplishments.
 2. The Unteaching and Unlearning data was also shared.
 3. Co-curricular information also needs to be shared.
 4. Denise made a statement, on behalf of the Faculty Senate, on how Faculty are feeling about compensation. There was no feedback from the Governing Board

b. PCCEA Report (10 minutes) - Makyla Hays

- i. AERC update - process being formed for ineligible hiring for Adjunct Faculty. There would be a list of Adjunct Faculty that cannot be hired. This would block adjunct faculty from campus hopping and would give them an avenue for rebuttal. There are ongoing discussions about remote work. Guidance should be coming out soon in the form of a FAQ. There are policies that will be coming up for 21 day comment. There will be updates on the AERC website. PCCEA is having discussions about bylaws so there can be division representation. There will be a special election for some vacant positions. Updates on how to connect with Faculty will be coming.

c. Provost's Report (10 minutes) - Dolores Duran-Cerda

- i. There will be updates that will be shared on Monday.
- ii. There was discussion about the Sabbatical process. The amount of sabbaticals has been cut down to 4 due to the budget that the college now has to work with. Faculty are part of retention and they are also advisors and contribute to retention. The requirement to have sabbaticals relate to retention seems like it is brought in at the last minute. This is more of an awareness of how much retention is required. This will be discussed with the committee chairs. There was a request to have this requirement on the next round of sabbaticals.
- iii. Fall break was discussed in the past. This will have to be discussed with the Academic Calendar committee. Nancy Hamadou did state that if a

decision is made, it has to be made soon as the decisions for the Academic calendar are made way in advance.

- iv. Students have concerns about working virtually, would the spaces at the campuses be able to be used for this need. Dolores will take this to David Dore, as President of Campuses.
- v. There are no ESL advisors at the Downtown campuses. There are face to face advisors available at any campus. Some students do not have the capabilities to use virtual services. The Deans were asked to look at schedules for their departments and to have it ready as much as possible. Lamata will be looking at the schedule next week. It goes live on the 8th of October.
- vi.

5. Open Forum (if requested)

- a. Micheal (?) from Art division. There are some questions about the Spring schedule. There has been no input from the faculty on the schedule.

6. Executive Session (if requested)

- a. Executive session was requested.

Resources:

[Faculty Senate Charter](#)