

## MINUTES OF THE ACADEMIC SENATE

### Grossmont College

Monday, December 1, 2014 in 34-150, 11:05 – 12:20

**Attendance:** Randy Abshier, Joan Ahrens, Liz Barrow, James Canady, Derek Cannon, Jennifer Carmean, Brian Carter, Joel Castellaw, Zoe Close, Ross Cohen, Garth Davies-Morris, Marion de Koning, Nadra Farina-Hess, Claudia Flores, George Gastil, Janet Gelb, Oralee Holder, Tate Hurvitz, Cheryl Kerns-Campbell, Michael Lambe, Barbara Loveless, Lisa Maloy, Kathy Meyer, Todd Myers, John Oakes, Michael Perez, Terry Reilly, Priscilla Rogers, John Scholte, Denise Schulmeyer, Scott Therkalsen, Christi Vicino, Paul Vincent, Cary Willard, Evan Wirig, Jessica Woods, Susan Working, Tina Young. **Guests:** Victoria Curran, Beth Smith. **Recorder:** Tyler Dranguet.

#### **I. Call to Order – Sue Gonda**

##### **A. Public Comment – Victoria Kerba Miller**

Matthew Ring has been hired as the College's new mental health counselor. He is on board now part-time, developing our student mental health processes and services. He will be on campus twenty hours a week to provide therapy to students in need beginning in Spring 2015. Additional information will be available during Spring Flex Week.

##### **B. Approval of Agenda**

M/S/U Wirig/de Koning

##### **C. Approval of Minutes from November 17**

M/S/U Carmean/Canady

#### **II. President's Report – Sue Gonda**

The Faculty Staffing ranking was approved at Planning and Resources Council. There were concerns in PRC that that criteria used in the ranking favor instructors over service areas such as counseling and the library. There were also concerns regarding how sub-disciplines should be treated. Not all sub-disciplines have enough full-time faculty or subject experts to support the sub-discipline. Chairs and Coordinators will be able to provide input on this topic at CCC in the future. The Faculty Staffing ranking was released one month earlier this year than previously, but the College does not know how many new full-time faculty members it will be able to hire until the State releases information about growth funding. It was suggested that the College research how other colleges rank their faculty, student services, and classified employees to see if there is a better alternative to Grossmont's current ranking criteria.

New strategic positions to be hired: the President of Grossmont College (Screening Committee: Renee Tuller and Jeff Lehman will represent faculty, Sue Gonda is co-chair and Michael Golden represents AFT); a student services assistant related to SSSP that will be paid for with SSSP funding; and an international student services specialist. An Associate Dean of Student Services and Equity was approved as a new position. This Associate Dean will report to the Dean of College Planning and Institutional Effectiveness and the position will be paid through SSSP funding. This new Associate Dean will be responsible for overseeing funding and programs related to SSSP and Equity. (There are some full- and part-time counselors also being paid with SSSP funding).

#### **III. Action Items**

##### **A. Revised Counselor and Librarian Evaluation Forms – Sue**

The revised versions of the counselor and librarian evaluation forms are nearly identical to the ones presented for instructors. The criteria for evaluation have been broken down into categories A

through D and 0.5 increments have been added to the rating scale on the bottom of the evaluation form.

Motion to approve the revised counselor and librarian evaluation forms.

M/S/U Canady/Gastil

#### **B. Equity Plan Update – Beth Smith**

The Student Equity Plan will be approved by the Governing Board on Tuesday December 8. Beth Smith extended her gratitude to those who took the time to help revise the Plan and shape it into its current form. A list of key changes was presented to the Senate that included:

1. Added new section of activities that provide infrastructure and support all goals to mitigate disproportionate impact
2. Removed (most) redundancies
3. Added mention of Dream Act students
4. Added target dates beyond 2014-15
5. Inclusion of AB 86 and East County Educational Alliance
6. Added sections on Guardian Scholars (foster youth)
7. Added activity to gather input from various groups throughout the campus (including those providing services and support to underrepresented students), to assist in developing best practices that will help address disproportionate impact to student populations and reduce the achievement gap
8. Rewrites of narrative sections that do not change the meaning, but clarify.

The College is currently coordinating with the district to acquire more student equity data over the course of Spring 2015. The College's current student equity data is based on the State Scorecard and does not necessarily include all of the student cohort data that the College would like. The Scorecard data does not capture data like that of student success improvement in specific courses and only looks at student improvement every six years. The College is in the process of building in intermediary steps to look at data involving disproportionate impact so that problems and solutions can be more readily identified and assessed than over a six year span.

The College will develop a set of best practices (Bullet No. 7 above) to help cohorts that are being disproportionately impacted. Typically, best practices that positively affect a disadvantaged group also help the entire student population as a whole. It was also noted that the College should consider its position as a Hispanic Serving Institution and become more involved with programs like Puentes that embrace and support this distinction.

This Plan is just the starting point. After the plan is submitted to the State Chancellor's office, the College will be making updates to it regularly. We still need to have many college-wide discussions about best practices, timeline, and leaders to implement them, so this is a dynamic plan that the College will continue to improve upon over upcoming years.

Motion to approve the Student Equity Plan.

M/S/U Myers/Canady

#### **IV. Information Items**

##### **Resolution for Adequate State Funding for Temporary Faculty – Mike Lambe**

This resolution was brought to the College through the Union. The Senate Officers Committee went through the resolution and made a small number of revisions to the "whereas" sections before it came to Senate. The resolution requests increased pay for part-time faculty members, payment for

office hours, and an increase in full-time faculty hires to better serve students and promote student success.

The last two "Whereas" clauses were problematic for some faculty, so in the interest of time (versus wordsmithing), they were removed from the document.

Motion to move item to action.

M/S Lambe/Reilly 38/2/0

Motion to approve resolution.

M/S Lambe/de Koning. One opposed.

Meeting adjourned at 12:20pm.

Next Meeting: Joint Senate Meeting--Spring 2015 Flex Week at Cuyamaca College