

MINUTES OF THE ACADEMIC SENATE
Grossmont College
Monday April 17, 2017 Griffin Gate, 11:00 – 12:20

Attendance: Tate Hurvitz, Jeff Lehman, Beth Kelley, Pearl Lopez, Cary Willard, David Milroy, Ken Ard, Terry Reilly, Richard Unis, Jessica Woods, Tina Young, Sharon LeSure, Jamie Shatwell, Jennifer Carmean, Brian Carter, Brodney Fitzgerald, Philip Blanco, Gregg Robinson, Lara Braff, Maria Pak, Janette Diaz, Michael Golden, Michele Perchez, Brian Keliher, Liz Barrow, Diana Vance, Angie Gish, Joel Castellaw, Denise Schulmeyer, Roxanne Tuscany, Janet Gelb, Clifton Quinn, Renee Tuller, Stephanie Decker, Dave Dillon, Sarah Moore, Sue Gonda, David Mullen, Patrice Braswell, Mark Goodman, Judd Curran, Oralee Holder, Joan Ahrens, Helen Liesberg, Natalia Aylett, Randy Abshier, Angela Feres, Pricilla Rogers, Jessica Owens, Felicia Kalker, Raymond Funk, Evan Wirig, Jeanette Calo, Lisa Maloy, Zoe Close, Carey Flores, Beth Duggan, Brian Rickel, Marion DeKoning, Paul Turounet, Gareth Davies-Morris, Paul Vincent

Guests: Elizabeth Wilke

Recorder: Jacqui Valdivia

I. Call to Order 11:01 am

A. Public Comment

1. Michael Golden AFT Rep- There will be a Day of Action on May 1, 2017. This action will be that the teachers will not teach but take a personal necessity day to a rally from 9am-11am. They will be discussing workers' rights. Please come out and be proactive
2. Gregg Robinson – A few add ons to what Michael Golden said. This rally is about the unions really trying to help revive the concern over working class and middle class Americans. The middle class income has stagnated and that is due to growing economic inequality. Economic inequality is driving unionization down. It is about workers' rights, but also immigration, and women's rights. Please come out and bring your students.

B. Motion to approve the Agenda

1st Cary Wiard/ 2ndTerry Reily
Motion Passed

C. Approval of Minutes from February 6, 2017

There was an amendment to the minutes about an unclear sentence and it was removed.

1st Marion DeKoning/ 2nd Evan Wirig
Motion Passed

II. President's Report (Tate Hurvitz)

A. East County Educational Alliance

The ECEA has now reached a point where it is beginning to coalesce. Some of these elements are Dual Enrollment whereby College faculty can teach college courses on high school campuses during the bell schedule, there is an MOU in process. Also, the Alliance is promoting a "promise" program which includes a free year of tuition and a free Chromebook for Grossmont Union High School District students meeting certain criteria. These criteria, which involve a number of outreach and educational opportunities are currently being drafted and many of these things will be coming through the Senate for information and input. A copy of the new ECEA mission and vision statements will be attached to the minutes. If you have any suggestions for the accompanying "goals," please send them to Amber Hughes (ECEA coordinator)..

B. Compressed Calendar Survey

There is a survey that is schedule to go out on April 24th but this may be a little too soon. There will hopefully be another conversation before the survey goes out so when people look at the survey will have deeper understanding of the questions and the definitions of terms within the questions. We still would like to complete and get the results back to be ready to move towards drafting a sample by the end of May. The survey is not about whether we are doing or not doing compressed calendar. It is designed as a tool for understanding the collective preferences for calendaring within a compressed schedule. However, there will be an opportunity of your opinion on the compressed calendar generally. It is highly recommended that everyone fill out all the questions so all preferences are duly noted.

C. **ACTION ITEMS**

D. None

III. COMMITTEES

A. None

IV. IFORMATIONAL ITEMS

A. ASL Equivalency - Jennifer Carmean

In 2008 the departments created equivalencies to their degree or work experience and that information went to HR. Our department would now like to update those equivalencies. The reason is that the certificates are no longer offered and new degrees are being offered at other colleges and we would like to add those new courses. A description will be sent out to all AS.

There was a motion to just bring this topic as information only.

1st Sue Gonda/2nd Cary Willard

Unanimous Motion Passed

B. New AP credit Legislation – Tacey Hosley

There was a memo from the chancellor that went out March 30, 2017 saying that September 23, 2016 Assembly Bill 1985 put specific advancement placement credit requirements into law. Please see memo. The State Chancellor's Office released an AP Chart which we are now adopting. This will cause some changes. Please see chart for changes. There will be more information coming.

C. Student Success and Equity Taskforce – Lida Rafia

In the new shared governance draft which will be coming for discussion to Senate next month, there is a proposal for a new Student Success and Equity Committee. However, in the meantime we still would like to form a task force to accomplish some of the goals of our SSSP, Equity, and Basic Skills projects in a collaborative and open way. The state has asked for us to create integrated plans across these initiatives. We have created several initiatives, but one common goal. This is that our students enter our college, get what they need and succeed. While we have created many goals and identified our challenges, we are currently not sharing across these plans to make sure that our work is moving forward and we are not duplicating efforts. We also do not have efficient ways to fund or manage the implementation of ideas that cross these plans because there is no space for a shared conversation, so there is a need to bring them together and create a shared conversation. This would be at the core of the task force responsibilities which will help drive ideas and plans forward. The roles, responsibilities and composition of this group would almost certainly morph if we decide to adopt it as a committee in the new governance structure, but for now we will use the taskforce to accomplish essential and urgent tasks in these areas.

D. Faculty Staffing – Dr. Nabil Abu-Ghazaleh

The faculty staffing ranked list came out as recommendation to the president. The president then makes a decision about the final hiring priorities. There are some discrepancies between the recommendation and the final hiring priority that has been cause for some concern with a number of faculty. In order to facilitate a conversation about the decision, Dr Abu-Ghazaleh has been invited to the Senate meeting to discuss this.

When Dr. Abu-Ghazaleh first came to Grossmont, the president was to chair the planning and resources committee council. He found that he would not want to chair this committee as it would be a conflict of interest to be direct its deliberations and to be receiving its recommendations. As a result, he stepped down as Chair. This is an indication of his deep respect and attention to appropriate shared governance practice.

In this case (Faculty Staffing) Dr. Abu-Ghazaleh received 27 recommended positions. He looked at the list, asked for more information, and tested some of the positions. He agreed with some and disagreed with others. The top two positions did reflect a real need for expanding enrollment and those departments also connected to regional employment demand. The third position he decided to approve was number 15 on the list. There has been some discussion about the recommendations 3-14 and why they were passed over.

Dr. Abu-Ghazaleh has found much value in all of the disciplines on the list. The main reasoning behind his decisions was that he asked what does the college collectively need and what does our strategic plan tell us what would be of the greatest importance. Cross Cultural Studies has no full time faculty and has a chair borrowed from another department. CCS has grown 100% in the past two years. The adjunct faculty is doing co-curricular work that is expected and needed most desperately by students who are most identified in our strategic plan. These students are being served by programs that help build up their self-efficacy and to understand where they fit in the world.

He does not disregard the recommendations, but CCS is an area that is growing, is an area that has no full time faculty, and these students are the most in need. He is not criticizing the process or those who applied the existing rubric, but rather hopes it can be improved through a collaborative effort to come to common ground. He felt the list did not completely serve the greatest needs of students. He felt that each of these departments are important and essential, but this will serve our greatest need and, thus, he pushed back on the recommendation

Dr. Abu-Ghazaleh did not discuss his decisions with all sub committees as he would not go around the body that made the recommendations to express his concerns. Planning and Resources is the body that made the recommendation to him, and it is with this body that he discussed his reasoning and intended change to the recommended list for over an hour. He

made his decisions based on recommendations but also the data, the growth of the college and the strategic plan of the college. He finds himself responsible not only to individual departments, but also to 18000 students and in this case this is what he felt was necessary to do.

Meeting adjourned at 12:17 pm.

Next Meeting: May 1, 2017 11am