

Meeting Minutes of the Academic Senate

Grossmont College

5/7/2018

11:00 AM – 12:20 PM

I CALL TO ORDER 11:07am

A. Public Comment

Gregg Robinson – Going into election cycle and election of our board members. We are doing phone bank, to talk with our community about our board members and our campus. They will be doing this every Saturday until the election. If you would like to participate, please let Gregg know or Judd Curran.

Alicia Munoz is running, and we are supporting her.

B. Motion to approve the Agenda 1st Sue Gonda 2nd Marion DeKoning

Amendment to agenda remove Distant Ed

C. Approval of Minutes 4/30/2018 1st Nemie Capacia 2nd Terry Reilly

II. PRESIDENTS REPORT

- A. Governance Re-Org forums- There were 4 forums approximately 120-130 attendees total. It was to look over a basic draft of structure. The basic breakdown was to look at past practices, reasons, goals and the process to date. The committee is looking at a basic draft of the structure (which will remain mostly as it has been to date) and then focusing primarily on the non-structural issues like minutes, agendas, committee information and charge, as well as governance philosophy and member training. The basic draft will also be made into a handbook. You can reach out to members of the steering committee for questions, and ideas.

Thoughts?

Below are representative excerpts from the conversation that occurred:

1# Is it possible to see the survey results?

There overall presentation that contains the first survey results will be an email coming out with the comments and suggestions. A more detailed analysis will also be going out in the coming weeks when district IR can complete the deeper work.

2# There is an uncertainty that the feedback will distil the different between the dissatisfaction with shared governance structure vs how effectively we have been able to participate in shared governance. There were a lot of great suggestions of how we can improve the effectiveness of our shared governance with a handbook and maybe an onboarding process where everyone is up to speed on how things work. Some of these ideas could be incorporated into our current structure. Anytime we move to a new structure there is potential to change the power structure within the representation amongst the various constituent groups. We have not seen with the current draft how that will play out.

It feels a little rushed. Because to participate effectively there is a need to have a better sense of how it works beyond the 10 + 1.

Answer from Tate While there is understandable concern that we may find ourselves in a

situation where our faculty will be in a less powerful position than they currently are, we do have to acknowledge that we do need changes and that started with faculty, staff, and administrators all being dissatisfied with our processes. Then our IEPI visitors confirmed that there is much need for change as we would not be in a good position for the coming accreditation process with our current structure. So, with this feedback, as well as through the surveys, the need has been well established. How we do this is the entire question. The structural changes that are being recommended is very modest set of changes. Where the deeper need for changes are in our processes. We need to make sure that our processes and procedures are more transparent and constituent groups are represented. Also, any changes will come to the AS for discussion and a vote. We are going to move forward and make sure that we are not diminishing faculty representation and decision making. If there is something that seems not to be in line with our sense of what is needed or valuable, this will be consultative process that allows for that to be heard.

3# With the draft in place where do we go from here and what will be the process for implementation? How are the committees going to be assembled or reassembled with term limits in force? How are they going to get comprised and when?

Part of the work of the steering committee in proposal stage is to do draft charges and composition for each of the committees. Then it will be vetted with the rationale behind the committees and what changes will be made, if there will be changes made. The plan is to have this implemented by Spring of 2019. This will allow for an entire semester of discussion, feedback and revision and will allow us to have it in place in time for our Accreditation visit.

Part two is the question of whether AS will have a say in the representation and this is absolutely yes. The standard is that no decisions about representation, faculty roles and governance can be made outside of mutual agreement. The only exception is for a legal mandate or if there is a clear fiscal responsibility, but the standard is for mutual agreement.

#4 There has been a need for this change for many years. three accreditation cycles ago there was a recommendation for the college to review all of the committees every spring for their charges and compositions. Then two accreditation cycles ago the visiting team noted that there were too many committees, but there were no changes made. The last accreditation cycle also noted that there were too many committees and that we should look at our overall structure. This has been a long-term discussion not only this administration but through other administrations.

Response: The concern not that there is a need for structural change, but rather with all the things that have been done that we can articulate that the problem is the structure vs how we are using it. We have not fully identified

No one believes that it is the structure alone is the problem, but rather the way we are using the system is a substantial problem. We can however make some structural tweaks, that are important and needed that will be given consultation.

It is our collective responsibility that all constituents on campus have a voice. This includes Faculty, classified employees, and students as well. We are looking at the representation of these groups to make sure all voices are represented. The process will take time.

There are currently some operational committees that operate but their voice does not go anywhere. In some cases these are committees with no charter and no formalized role in relation to the governance structure. We need to clean this up. This does not necessarily mean we are going eliminate these committees, but we do need to examine their functions and formalize their roles.

- B. Distinguished Faculty nominations need to be in by this wed May 9th.

III. ACTION ITEMS

- A. None

VI. COMMITTEES

- A. Part-time faculty senate committee (Richard Unis)

The handbook was on the screen. We were able to secure some funds from the Professional Development Office for completing the new handbook. There is a subcommittee workgroup working on this. They are reaching out to departments to consult on our handbook. They are also reaching out to other schools to have a bigger community of part time faculty. Finally, as part of a broader orientation effort, the committee has begun arranging tours for new hires during flex week.

V. INFORMATIONAL ITEMS

- A. A first-year faculty committee District Level- Alyssa Brown and Brian Banfield.

The charge and composition were presented (See Attachment)

There will be a new employee orientation for hired Full Time First Year of Experience. The proposal is to conduct a half day orientation and round table sessions throughout the year. They will be encouraged to attend 8 of 10, 90 min roundtables. These meetings will help with clarity and alignment of our district core values.

There is a concern that the Part Time are not currently going to be included in this pilot. There is also concern that the 8 round tables might be too much, given that we already have a monthly first year orientation series for our first year full-time faculty.

Meeting Adjourned 12:20 pm
Next Meeting May 21, 2018

ATTENDEES

SENATE OFFICERS		DIVISIONAL SENATORS		DIVISIONAL SENATORS	
TATE HURVITZ	X	DIANA VANCE	X	SCHORSCH KAFFENBERGER	
STEVE DAVIS	X	JESSICA WOODS	X	PRICILLA RODGERS	X
BETH KELLEY				JESSICA OWNES	X
PEARL LOPEZ		ANGIE GISH		JULIE MIDDLEMAS	
LIZ BARROW	X	ROBIN SEPULVEDA	X	FELICIA KALKER	X
RICHARD UNIS	X	JOEL CASTELLAW		NEMIE CAPACIA	X
DIVISIONAL SENATORS		DENISE SCHULMEYER		RAYMOND FUNK	
PT: KEN ARD	X	ROXANNE TUSCANY	X	SHIRLEY PEREIRA	
PT: TERRY REILLY	X	JANET GELB		MIKE LINES	
PT: ERICA BALAKIAN	X	CLIFTON QUINN	X	EVAN WIRIG	
PT: KEVIN GALLAGHER		ANDRE ANDERSEN		JEANETTE CALO	
TINA YOUNG	X	STEPHANIE DECKER		DEREK CANNON	
MICHAEL STEWART		DAVE DILLON	X	LISA MALOY	X
SHARON LeSURE		SARAH MOORE	X	CHRISTI VICINO	
JAMIE SHATWELL	X	M. DENISE ACEVES	X	AMANDA ROBBINS	
JENNIFER CARMEAN	X	JAMES CANADY	X	ZOE CLOSE	X
PATRICE BRASWELL		SUE GONDA	X	JUNE YONG	
BRIAN CARTER	X	JAMES FORAN		SCOTT MCGANN	
BRODNEY FITZGERALD	X	DAVID MULLER		JOE BRAUNWARTH	
PHILIP BLANCO		MARK GOODMAN	X	PEGGY WELLS	X
ISAEEL CARDONA-GERENA		JUDD CURRAN	X	CAREY FLORES	X
GREGG ROBINSON	X	ORALEE HOLDER	X	BETH DUGGAN	
LARA BRAFF	X	JOAN AHRENS	X	BRIAN RICKEL	
MARIA PAK		SARAH MARTIN		MARION DeKONING	X
JANETTE DIAZ		HELEN LIESBERG		PAUL VINCENT	
SHINA ALAGIA		BARBARA LOVELESS		CLAIR LIU	
CRAIG MILGRIM		JIM SYMINGTON		VIRGINIA YOUNG	
MICHELE PERCHEZ	X	RANDY ABSHIER	X	Jacqui Valdivia	X
BRIAN KELIHER		CHERYL KERNS-CAMPBELL			
BARB GILLESPIE		ANGELA FERES			
LINDA SNIDER		BONNIE HARRIS			
GUESTS				Senators Present	40
Cary Willard					
Bill McGreevy					
Nabil Abu-Ghazaleh					
Barbra Gallego					