



FACULTY SENATE | MINUTES

Date/Time | 10/4/2018 2:30 PM | Meeting location KSC1000B

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| President | Keith Kelly | Attendees Keith Kelly, Pamela Osback, Tricia Montgomery, Kevin Arps, Tomi Johnston, Dale Heuser, Raji Lauffer, Kelly Burton, Donna Mosher, Doss Powell, Jaimee Corbet, and Marilyn Cristiano.. |
| President Elect | Dale Heuser | |
| Treasurer | Mike Hamm | |
| Secretary | Pamela Osback | |
| Meeting Type | Monthly | |

MEETING DETAILS

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| Meeting Called to order by | Keith Kelley | |
| Time Called to order | 2:34 p.m. | |
| Approval of Agenda | Yes | Arps/Johnson 14/0/0 |
| Approval of Minutes | Yes | Kelly/Arps 14/0/0 |
| Treasurer Report | None | |

OFFICER REPORTS/CONCERNS

Business

Website

- Raji Lauffer agreed to work on updating the website. She is encouraged to ask for assistance from Jon Storslee and Sean Petty as they worked on it previously. The goal is to update as well as clean-up. According to Kevin Arps, the website was last worked on roughly three years ago.

FA Membership

Faculty Senate members were encouraged to contact those, within their division, who had not yet renewed or joined. Many are not aware that they are not automatically renewed. Paypal, due to cost issues, is no longer an option.

Guided Pathways

- Tomi Johnson reported that
 - o The site visit focused on equity (ethnic groups and economic status) as well as the board and advising.
 - o Mapping continues. Committees still need representation from all campuses. At this time, representatives are mostly members of instructional councils.
 - NAU and U of A are adapting to what PVCC is doing. ASU is not adapting. Also, ASU has been taking classes that were created at the community college, changing the prefix and/or credit hours, and making it difficult for PVCC students to move forward.
 - o Many programs, in order to keep class offerings viable, are looking into offering certificates and Associates of.....
 - This should be a shared process.
 - Because PVCC is a mid to low-enrollment college, we are in danger of losing classes.
 - o Soon, the 'norm' will not focus on a semester schedule but a two-year educational plan that utilizes strategic scheduling, meaning classes are offered at certain times and students follow a cohort path. Anyone wanting more information or wanting to question this method is encouraged to go to their division chair or PLT.
 - If your program/class cannot be filled with majors, then your program/class will probably be eliminated.

Additional Conversation

- Concern was raised that we are *not* focusing on equity. We should be looking at the whole student. Kay McClenney encourages changing the mindset of incoming students. For example, talk to them about *not* taking nursing classes but instead looking toward pre-med. The same was discussed about early childhood classes, etc. She says our institute is too focused on majors that lead to low-paying jobs.
 - o Faculty Senate discussion
 - What about social justice? What about working adults, with time limitations, housing limitations, childcare, etc... what about ESL... what about those who are not academically there?
 - Many believe that Guided Pathways may increase the percentage of student completing due to survival of the fittest because we will have decreased enrollment.
 - There is concern that we are following a business model and becoming more vo-tech and private rather than community centered.

College Plan Reworked

- Please look at the college plan. Look to see if there are any amendments that “could” be changed.

Division Chair Elections

- David Rubi will take over as chair of communication and humanities at Marilyn Cristiano’s retirement. Kevin moved, Jamie second, all approved.
- Self-nominations are happening now in Math, Behavior Science, Social Science, and Health/Exercise.
 - o Dale Heuser has asked to be removed from chairing the division chair elections because there is a chance he will be running for chair of the health/exercise department. Raji has agreed to join.
 - Discussion followed as to what happens if no one steps forward to be a division chair.
 - It could be any faculty member (from any division).
 - If not, then, it could be the dean.

Committee Updates

- Committee work is expected of a faculty member. Work has just begun on sorting out just what falls under the ‘committee’ umbrella as well as pay versus no pay.
 - o There are long-term high intensity committees like Assessment.
 - o There are short-term high intensity committees like HLC.
 - Some of these rate compensation (stipend); others do not.
 - Reassign time is sometimes offered.
 - o Some committees have never met.
 - o Some committees have members who are not aware they are members.
 - There needs to be a way to assure accountability.
 - o If there is a faculty member not on a committee, eventually he/she will probably be placed on a committee.
 - o New faculty will also probably be placed on committees.
- Discussion followed that some institutions that do committee assignments in April so members are prepared for what is upcoming the next school year.
- It is likely that committee assignments and accountability will be monitored by division chairs, faculty senate, and administration, with a CANVAS component.
 - o Bottom line was that committee membership, pay, etc, are being assessed this year and will be evaluated at the end of the year (possibly by Eric Leshinskie and possibly division chairs).

HR/Pay Issues

- Employees are encouraged to check their home mail for a document detailing each employee's base pay. This was put out by Martha Anderson.
 - o There are still questions about how to determine if pay is correct. For example, steps earned, etc.
 - o An easy "How to Read Your Paycheck" should be created for employees.

Performance-based pay

- Conversation focused about the potential of becoming 'clocked' employees with a necessity of punching in and out our time. It is already being done for some grant employees. Infrastructures are being built.
 - o We might also be required to advise.
 - o Our institution requires "30 work hours." (What does that really look like?)

Officer Reports

President's Report

- The committee tasked with crafting the document was given two weeks to update a fifty-year document. Four months was given to forming the committee in charge of creating a document (as decreed by the board/chancellor/HR) dealing with teaching/learning policies, with a section acting as a manual for employee regulations and dedicated to faculty policies. The first read, by the governing board, is October 16, 2018. The Chancellor wants to present it to the next board meeting, so she wants the document by October 10, 2018. At most, this new document will be a manual of employee regulations along with teaching and learning provisions.
 - o We are not being informed about what is being negotiated.
 - o There is concern that a document has already been made by HR and that 90% of the original RFP has been eliminated (thanks to the governing board).
 - o Maria Harper-Marinick is in charge of the Ad Hoc committee but only has the ability, when it comes to the new document, to move things forward.
 - o Faculty needs to throw a tantrum and have the ability to propose policy. The RFP protected faculty who did not sign up to be at-will employees.

Next Meeting: November 1, 2018 at 2:30 p.m.

MEETING CONCLUSION

Meeting Adjourned

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| Motion to Adjourn | Motion Seconded | Time |
| Mosher | Kelly | 4:03 |