



FACULTY SENATE | MINUTES

Date/Time | 9/6/2018 2:30 PM | Meeting location KSC1000B

President	Keith Kelly	Attendees Keith Kelly, Pamela Osback, Tricia Montgomery, Kevin Arps, Tomi Johnston, Dale Heuser, Raji Lauffer, Kelly Burton, Mike Hamm, Donna Mosher, Kurt Hill (for Doss Powell), Lili Kang, and Jaimee Corbet.
President Elect	Dale Heuser	
Treasurer	Mike Hamm	
Secretary	Pamela Osback	
Meeting Type	Monthly	

MEETING DETAILS

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

OFFICER REPORTS/CONCERNS

Business

Officers

- Pamela Osback agreed to act as secretary. Mike Hamm is staying on as treasurer. At present, Jon Storslee, past president, is still listed in leadership capacity. Updating records is still an ongoing task.

FA Membership

- Kelly is anticipating a list of active FA members as well as a list of faculty who have dropped off the membership rolls or who are new to PVCC and have not yet been encouraged to join. As joining before October allows a discount, there will be a membership push. For stability purposes, membership growth is encouraged. There are tier-membership opportunities for non-residential faculty. FS goal is to have 80% join. The current political environment is adding to the growth process. Currently, only (roughly) 10% of faculty members are not in favor of having an 'organization.'

Money paid for dues pay for luncheons, help the food pantry, as well as sponsor scholarships.

Communication Protocol/Frequency

- Faculty should be mindful that written communication can be read by all and that often information is shared outside the membership perimeter.

Reyes Medrano scholarship fund.

- Past President Jon Storslee asked that we consider looking into a scholarship in Medrano's honor. Seed money suggested in the amount of \$500.00. The Medrano family has indicated they would also contribute. Discussion followed about whether the scholarship would be directed toward DACA or similar scenario students and/or for PVCC alone or MCCCC students—no firm consensus. Hill motioned that we look into this; Arps seconded; 14/0/0. Heuser has been tasked with looking into this possibility and reporting back to the FS his findings and ideas.

Division Chair Elections

- Math, Com/Hum, and Health/Exercise will be seeking new Chairs. Heuser, Arps, and Corbet have agreed to serve on the committee. Heuser will lead. Com/Hum is of most concern as Marilyn Cristiano retires in January. Heuser was encouraged to instigate an earlier timeline for this division so the newly elected chair can shadow Cristiano. For the other two divisions, self-nominations will start soon.

Information/Discussion

Guided Pathways

- Please inform division chairs and all faculty that the next site visit will be September 27th from 8:00 a.m. to 11:30.
- Please give feedback to your representatives as to how the meeting should progress – Q and A, Forums, etc. Silence means approval, so if you have concerns, voice them.
- Two hundred mappings were necessary. Twenty-nine are complete. ICs are in charge of the process. It was brought up that a college with a student population of 3000 typically takes five years to implement Guided Pathways. The MCC system, with a five-digit student population, is striving to complete the implementation in roughly two years. This is leading to errors, push back, and non-engagement. Faculty Senate listed a number of concerns:
 1. Mapping feedback is being ignored.
 2. Campuses with more representation are taking too much of a lead and not listening to input from other campuses.
 3. ASU has its own set of maps and they are not compatible with MCCCCD's mapping.
 4. The lessening enrollment in once popular classes due to a prepared scheduling. For example, ceramics, which for seven years had a waiting list, is now struggling to make.
 5. The change of the community college from general education (Liberal Arts) to Vo-tech. A discussion followed about statistics. Four years ago, 74% of students intended to transfer to a university. Today, only 50% of students intend to transfer to a university.

Kelly reported that MCCCCD's only concern was the completion of MCCCCD's students.

- Another discussion focused on who owns scheduling: administration or divisions. This FS believes that divisions own scheduling and needs to continue to fight for that right.

- Tomi Johnston advised members to start putting together learning communities as Guided Pathways leans toward this learning model.

Committee Updates

- Eric Leshinskie, at the request of Kelly, has begun surveying and dissecting the many committees at PVCC. So far, he's had a 95% return of his query. Initial findings show that some committees have 40 members while others only have 2. Some committees have members who are not aware they are members.
- The ultimate goals of this endeavor are (1) to transfer the tracking of committees to division chairs and (2) to encourage faculty members to serve on at least one committee as part of their expected professionalism.

HR/Pay Issues

- Many OYO's, district-wide, were not paid last pay period. The issue has not gone away.

The media has picked up on the dismal pay practices.

Linda Lawson is working on getting Dwain Desbien, EMCC Physics Faculty, to come to the PVCC campus and do a workshop on how to read MCCCDCD paychecks.

Performance-based pay

- Arps brought up that faculty performance-based pay is listed often in the transformation literature. He believes we should be paying attention to any conversations concerning 'how hourly tracking' is done, 'hourly rates' and more 'initiatives for pay per performance.' A discussion followed about how tracking hourly activity is arbitrary, which is not desired. Also mentioned was the probability that in the future (based on transformation literature) 100% of employees can expect to have a performance review. Kelly shared that HR has purchased a system that does track based on hourly rate.

College Plan Reworked

- Work has started. The plan will be done this academic year and launched in 2019.

New Marketing Manager

- Kayla Fulmer has taken this position. She will soon hire for two more positions: social media and graphic design. A top priority is the website, which district took away from individual campuses but has now returned. Apparently, the marketing manager position came with a to-do list of over 60 items.
- FS suggests that each division invite her to speak at a meeting.

Officer Reports

President's Report

- RFP: A team of four faculty representatives have been chosen – Nicole Price, Frank Wilson, Keith Hefner, and _____. This was a lengthy endeavor. Four names were given and rejected. Four new names were given and rejected. Finally, FS pushed and the second four names were accepted. There are also four non-faculty representatives on the committee. The revised RFP (are we calling it this?) should be completed by October 31st for a roll-out on November 1st.
- AAUP has called for a meeting with the governing board and chancellor. Meeting their approval helps keep MCCC'D's reputation stellar as well as compliant with HLC expectations. Right now, AAUP is concerned that the governing board is infringing on faculty freedom.
- The agenda also stated that Kelly would be meeting with COO Hibbs and Martha Anderson

Next Meeting: October 4, 2018 at 2:30 p.m.

MEETING CONCLUSION

[Meeting Adjourned](#)

Motion to Adjourn	Motion Seconded	Time
Lauffer	Montgomery	4:05