



ACADEMIC • SENATE

Minutes

Thursday, November 9th, 2023

2:00 – 3:45 p.m.

Present: Manuel Mancillas-Gómez, Karen Marrujo, Jane Gazale, Hanaa Alkassas, Kristin McGregor (as proxy for Lindy Brazil), Guillermo Colls, Rita Ghazala, Moriah Gonzalez-Meeks, Rachel Jacob-Almeida, Raad Jerjis, David Lizarraga, Jonathan Martin, Rachelle Panganiban, Miriam Simpson

Absent: Lindy Brazil, Dan Curtis, Camille Jack, Brad McCombs, Joan Rettinger, Cyrus Saghafi, Rob Wojtkowski, Asma Yassi

Other: Octavio Leal, Jennifer Tomaschke, Nicole Salgado, Jessica Robinson, Brianna Brown, Osvaldo Torres

Recorder: Aiden Lovewell

The Senate minutes are recorded and published in summary form. Readers of these minutes must understand that recorded comments in these minutes do not represent the official position of the Academic Senate. The Academic Senate expresses its official positions only through votes noted under "Action." In accordance with the Ralph M. Brown Act guidelines, Senators voting "nay" or abstaining will be identified. All other present members will be assumed to have voted "aye."

I. Call to Order/Introductions: Manuel Mancillas-Gómez, Academic Senate President, called the meeting to order at 2:06pm.

II. Approval of Minutes: October 26th, 2023 – Senate reviewed the minutes from October 26th, 2023. Senate to approve minutes. **Motion/Second:** Rachel Jacob-Almeida/Rachelle Panganiban. **Nays:** None. **Abstentions:** Raad Jerjis, Miriam Simpson. **Motion Passes.**

III. Announcements –

A. Nominations for Academic Senate President:

The senate discussed nominations for Academic Senate President next term. The winner will be announced at the December 14th meeting of Academic Senate to give faculty about 1 month for voting. Ballots will hopefully be sent out by next week and statements from the candidates will be posted on the AS website.

B. Queer Center Grand Opening Nov. 14:

The senate discussed the Grand Opening of the Queer Center. The Queer Center will have its grand opening on November 14th on the first floor of the I-building. This will be a great opportunity to show support and provide services for students.

C. Other:

Teaching and learning dialogues flyer. Next Wednesday 11/15/2023 from 12:30-2pm. The purpose is to create an environment for people to connect, do work together, and share support if needed.

A callout was sent to find a proxy for Camille Jack who is a part-time adjunct from student service. Octavio Leal applied and is just waiting for approval from SOC which will come next week. Hopefully Octavio will be able to join us at the next meeting as a proxy member.

Open mics are coming up with the next one being Thursday, Nov 15. On November 30th at 1pm there will be a bigger open mic event. Manuel shared a poem at the last open mic.

Kumeyaay village garden and build event will be taking place on Friday, November 17th behind the A-building from 9am-12pm for the building portion, followed by music, dancing, and games from 12-2pm.

Tomorrow, November 10th there will be an opportunity to see a band from Mexico City play at the amphitheater at UCSD at 8pm.

IV. Action – None

V. Information (First readings and updates for future action) –

A. December Curriculum Board Meeting Packet:

Jane Gazale reviewed the December Curriculum board packet with the Academic Senate. This will be the last packet for the semester. MATH 128 was approved at Curriculum but will not be sent to the board yet because we are waiting for Grossmont to send us their alignment changes. This will come for action at the next meeting on December 16th. There are also new additions including the SW certificate. There is now a second version of the COMM ADT so the first version is being deleted. This will be brought to Academic Senate next meeting for action.

B. Regular and Substantive DE Policy:

Bri Brown reviewed the Regular and Substantive DE Policy with the Academic Senate. These are Title 5 changes that came down since November of 2021 and the purpose of the policy is to align with Title 5. There is an emphasis on the interactions being regular and substantive. Some policy requirements include: frequency of interaction, clear course policies, type of interaction, quality of interaction, feedback and assessment, inclusive and accessible interaction, and use of technology. This will create a more faculty-friendly document that is easier to understand and give them clear strategies for interactions. The ultimate goal is to have Academic Senate endorse this policy to make this widely available. This will be brought to Academic Senate next meeting for action.

C. New Degree Audits:

Rachelle Panganiban reviewed the new degree audits with the Academic Senate. Degree audits are what counselors use to see where students are, have been, and what else they need for their pathway. Elucian had degree audit features included but it was determined that Elucian was insufficient. We purchased DARS as the new degree audit system and, while it has some issues, it works. The district wants to get rid of DARS and use the Elucian degree audit features instead. This is problematic because end users aren't included in this conversation and the new system has several massive shortcomings including: old data from 2008 to now would not be rolled over into the new system, the new system will not include previous catalog years, the new system does not clearly identify when students are ready to graduate or not, leaving students extremely confused over where they stand. There is strong belief that this is a major equity issue and that getting rid of DARS would be extremely detrimental to students. Requesting guidance from Academic Senate. The Academic Senate is extremely concerned about this and feel as though a resolution and a statement that AS could endorse would be appropriate.

VI. President's Report – Manuel Mancillas-Gómez –

A. FON Update:

FON represents the full-time faculty obligation number. Jessica Robinson and Nicole Salgado reviewed the FON update. This number changes yearly and we as a college are obligated to make sure we're at the number we should be and not below the FON number. Last year's number was 95 and this year's number is 88. That 7 faculty comes out to ~ \$900,000 per year paid to faculty including benefits. This FON number needs to be close because having a number that is over means that the money coming in isn't sufficient to cover the faculty. We hired a lot of faculty last year and now have only 3 hires left to do: AUTO, WWTR, and ART. It has been especially difficult to hire for these positions for several reasons including the pay that these positions offer as an instructor compared to working in the field. Because we are over by 7 on FON we will need to take a pause on hiring and continuously monitor where we are at and reevaluate. Nicole Salgado noted that due to changes to FTES, which is what our current 95 FON is based off of, and emergency conditions allowance ending in 2022-2023 due to the pandemic, our current district funding level will be tapering off over the next three years so we will need to use this time to pause hiring and wait for a more realistic FON number. The counter to this will be factoring in our enrollment growth. If we can grow enrollment then that FON number will also increase as a result. This is also performance-based by college. Jessica Robinson and Nicole Salgado will be coming back to the December 14th meeting of Academic Senate to give an overlook of our budget as a college.

B. EEO Site Lead Update:

EEO site leads were part of an initiative to have diversity in hiring and were in charge of appointing representatives. There has been mixed communication on whether site leads will be temporarily or permanently leaving but we do know that we won't have site leads in the spring.

C. Personnel Commission Update:

The personnel commission has adopted their rules and will start operating at the beginning of this next year. The commission will do all of the recruiting and first levels of interviews with no one from the college participating in this part of the process. The commission will review the applicants and give them a test with the top 3 candidates moving forward. Next, the college will proceed with the rest of the hiring process. Cuyamaca won't have EEO reps in these committees.

D. Faculty Evaluation Forms adding DEI Criteria:

Manuel shared a document from the state regarding faculty evaluation. Faculty evaluation criteria will be added to include diversity, inclusion, and equity. The task force will be discussing this further. Several questions on the evaluation will be reviewed to either be removed, replaced, or potentially added.

E. Camera Placement Update:

Tabled. IT is saying they don't have the capacity to handle the networking for the cameras and that procedures are not in place to facilitate them.

VII. Vice President Report –

Tabled.

VIII. Part-Time Officer-at-Large Report – None

None.

IX. Committee Report – None

X. Public Comments – None

Karen Marrujo noted that today has been designated as shutdown for Palestine day. People are dying and we need to cease fire.

Adjourned at 3:51pm