Faculty Senate Meeting  
February 6th, 2014

Members Present:
Jeff Andelora, Christine Beckman, Marie Brown, Debra Campbell, Elliot Cherner, Linda Collins, Pam Harrison, Kevin Healy, Jeff Messer, Paul Nunez, Janice Pierson, Frederick Schineller, Robert Soza, Phil Waclawski, & Eddie Webb

Department Chair Association (DCA) Liaison:
Debra Bitter

I. General

   A) Meeting called to order at 3:05 p.m.

   B) Approval of the Agenda -

      An item was added under Information / Discussion, Item D, entitled “Definition of Probationary Status”

      A motion to approve the agenda as amended was advanced

      The motion was unanimously approved

   C) Approval of Minutes -

      A motion to approve the January 16th, 2014 meeting minutes was advanced

      The motion was unanimously approved

II. Reports

   A) President’s Report - Paul Nunez

      President Nunez noted his recent attempts to interact with faculty more frequently

      In particular, President Nunez noted his recent communications regarding discussions that occur during President’s Cabinet meetings

      President Nunez noted his corresponding intent to provide even greater detail in upcoming communications in order to further promote enhanced communication with faculty
President Nunez asked Senators to discuss his role as a faculty representative on the President’s Cabinet and to correspondingly consider how he might improve his faculty representation.

One senator asked about the roles of other members of the Cabinet.

President Nunez noted that he is considered to be a “member” of the Cabinet.

Another senator noted that President Nunez is a unique member of the cabinet because he does not report directly to the college president.

President Nunez reviewed the names of the other members of the Cabinet.

A senator asked if President Nunez is permitted to provide input to the Cabinet; President Nunez indicated that he is permitted to offer input.

President Nunez summarized his comments by indicating that his current position on the President’s Cabinet is a uniquely challenging position.

President Nunez strongly encouraged senators to attend the Friday February 7th, 2014 Shared Governance event.

President Nunez also invited senators to challenge constituents to become well-informed with respect to the Meet-&-Confer process.

President Nunez cited specific issues such as salary inversion and reduction-in-force (RIF) as critical, current issues.

Senators thanked and congratulated President Nunez for his very diligent, committed work as Faculty Senate President.

President Nunez noted that multiple staffing decisions are being made by the President’s Cabinet albeit President Nunez does not have sufficient opportunity to solicit faculty input and, subsequently, duly represent faculty concerning such decisions.

B) Vice President’s Report - Robert Soza

President-Elect Soza asked senators to encourage constituents to comment on the recent “doodle” (concerning RIF policy) from Meet-&-Confer representative Wilson.
C) Recording Secretary’s Report - Jeff Messer

Recording Secretary Messer indicated that he will submit approved January 16th, 2014 Faculty Senate Meeting Minutes for posting to the MCC Faculty Senate Internet site and will prepare a draft of February 6th, 2014 Faculty Senate Meeting Minutes for consideration at the February 20th, 2014 Faculty Senate Meeting.

D) Treasurer’s Report - Phil Waclawski

Treasurer Waclawski indicated that he has recently deposited a check for MCC’s share of 2013 – 2014 Faculty Association (FA) dues.

E) Past-President’s Report - Jeff Andelora

No report.

F) Department Chair Association Liaison Report - Debra Bitter

DCA Liaison Bitter noted that underage enrollment has been discussed consequent to a recent incident with underage enrollment and that the DCA has brought the issue to the attention of Dr. Mabry.

DCA Liaison Bitter noted that MCC Disability Resource Services (DRS) has indicated that they have sufficient personnel to assist faculty with Americans with Disabilities Act-related (ADA-related) issues that pertain to courses.

DCA Liaison Bitter indicated that underage enrollment issues that arise do not reflect an inadequate process but rather the decision of certain individuals not to adhere to the currently established process.

G) Faculty Senate Committees -

1) Faculty Staffing
2) Committee’s Committee
3) Faculty Travel
4) Honors Program Advisory Committee
5) Student Outcomes
6) CTL Advisory
7) Professional Right and Responsibilities
8) Faculty Social

A senator addressed a recent, evolving change in process that significantly impacts current Staffing Committee work.
The senator shared the belief that the Staffing Committee and department chairs were approaching the issue of faculty staffing by assuming that one-year-only (OYO) positions that are specific to replacement faculty lines will not automatically be reviewed.

The senator described an apparently evolving process in which a select committee including the Vice President of Academic Affairs (VPAA) and designated faculty (Heffner, Seims, and Soza) would evaluate / rank potential OYO positions and associated replacement requests.

The senator shared a consequent concern regarding a lack of transparency and a related concern that the aforementioned decisions will not involve the Staffing Committee.

The senator indicated considerable confusion regarding the overall process.

The senator emphasized the importance of Faculty Staffing committee input in-support of fully informed, final staffing decisions.

Multiple senators expressed the view that faculty are not being included in the staffing process and related decisions such that a broader, systematic issue / problem exists.

Yet another senator reminded the Senate that the Residential Faculty Policies (RFP) specifies that a faculty member can teach a 25.0 semester load yet the administration is currently enforcing a limit of 22.5 hours per semester.

A different senator shared a colleague’s concern that the aforementioned, select committee would be making any staffing decisions.

Multiple senators expressed a concern regarding lack of transparency.

President Nunez emphasized that he will attempt to obtain information and secure a more comprehensive understanding of this critical issue such that he can duly report to Senate.

President Nunez addressed the Center for Teaching and Learning (CTL) Committees; President Nunez noted that one is a college committee and the other is an advisory committee composed of faculty senators.
President Nunez asked Senators if the Senate would endorse Eddie Webb as the new head of the CTL advisory committee

Committee’s Committee - (Healy, Lewis, Nunez, and Soza)
President-Elect Soza indicated that the committee will meet with Kacie Takata in order to enhance understanding of the process of faculty participation on various committees

President-Elect Soza noted that the group agreed to change certain committee status from “open” to “check with Senate President”

One senator asked if the official list of committees could include information regarding the timing and frequency of committee meetings

One senator proposed that faculty consider a broader strategic process for engendering committee presentation

III. Old Business -

A) Academic Master Plan (Standing Agenda Item: Robert Soza) -

President-Elect Soza noted that a committee is completing a Compelling Questions resource designed to facilitate the evolution of a master plan

President-Elect Soza noted concern that the development of the plan must be expedited in order to contribute expeditiously to distinct yet related planning functions

President-Elect Soza shared his hope that the Compelling Question resource would be finalized for subsequent sharing with DCA and Faculty Senate in the very near future

B) Distinguished Faculty Award (progress) -

A senator indicated that progress is ongoing

C) Maricopa Priorities: Status; Janice Pierson and Paul Nunez -

President Nunez noted that recent forums have taken place

A senator noted that an arrangement has been made for a professional counselor to advise the Task Force chairs and Steering Team chairs as to the potential reaction of faculty to decisions that will be communicated in September 2014
Another senator shared the perspective that the Maricopa Priorities initiative is an excellent opportunity for faculty and programs to strongly justify their role, viability, and importance.

D) Reorganization of the Office for Scheduling and Curriculum: Linda Collins -

Senator Collins noted that the process is ongoing and that scheduling recommendations, for example, are currently being shared with relevant stakeholders.

E) Shared Governance Discussion - Friday, February 7th, 2014

IV. New Business -

No new business.

V. Information / Discussion

A) DCA and Senate Joint Resolution: Status -

President Nunez reviewed recent discussions in which faculty leadership communicated concern regarding shared governance and the associated, recent formulation of a draft formalizing such concerns in addition to inviting President Pan to remain a strong partner in the process of shared governance.

President Nunez asked Senators to read the draft and to consider whether the draft would contribute positively to a process of working toward improved shared governance.

A senator contributed a proposed modification to the initial draft.

Another senator indicated that the draft is relatively vague.

President Nunez reminded Senators of a previous request to prepare such a draft.

DCA Liaison Bitter similarly noted that a prior DCA discussion concluded that such a draft should be authored and discussed.

A senator suggested that the Friday, February 7th, 2014 Shared Governance event would provide a basis for formulating a more specific draft that might catalyze future, specific discussions with college administration.
Another senator consequently shared the interpretation that the existing draft should be tabled.

Several senators emphasized that the final draft should emphasize the shared responsibility of faculty and college leadership to improve and evolve shared governance.

President Nunez suggested that Senators seek feedback subsequent to the Friday, February 7th, 2014 event and communicate such feedback to President Nunez prior to the Thursday, February 20th, 2014 Faculty Senate meeting.

B) Operational Planning and Budget Committee: Input -

President Nunez reminded Senators that he has recently shared a budget-related resource for senator review.

President Nunez requested that senators solicit input from constituents and share such input with the Senate President.

C) Staffing Cycle: Status and Future Plans -

A senator reviewed the process that attends to staffing and the associated duration of a staffing cycle.

The senator noted that the aforementioned cycle has typically included an OYO position for the initial year subsequent, for example, to a retirement followed by a hiring process/cycle.

The senator additionally noted that the current cycle is therefore typically a two-year cycle.

D) Definition of Probationary Status -

A senator noted a recent faculty hire in which the new faculty began teaching as of January 2014 and asked if that faculty would thus participate in the Peer Assistance and Review (PAR) process for five-and-one-half years.

President Nunez indicated his intent to follow-up in order to clarify understanding of the duration of the probationary period.

Several senators articulated multiple concerns regarding the PAR process and predicted that numerous lawsuits may result as this process is implemented and executed.
VI. Zone and At-Large Reports and Significant Happenings / Issues -

A senator noted that Astronomy Night is scheduled for Friday, February 7th, 2014

A senator noted that a Faculty Social has been formally scheduled for Friday, February 21st, 2014

A senator indicated that the March 6th, 2014 Faculty Senate meeting will be held in a room at the Red Mountain campus library

A senator noted a draft of a document oriented toward specifying existing issues with the Maricopa County Community College District (MCCCD) Information Technology function

A senator noted a potential date for a follow-up meeting related to the Friday, February 7th, 2014 Shared Governance event: Thursday, February 27th, 2014

VII. Zone Issues for Reporting Out from Today’s Meeting

A) Send out the Template

B) DL Lists

VIII. Announcements / Good Of The Order / Adjournment -

President Nunez noted that the next Faculty Senate meeting is scheduled for February 20th, 2014 and will be conducted at the Southern and Dobson campus

A motion to adjourn the meeting was advanced

The motion was unanimously approved

The meeting was adjourned at 5:21p.m.