Faculty Senate Meeting
September 4, 2014

Members Present:

Marie Brown, Pam Harrison, Kevin Healy, Loretta Kissell, Megan McGuire, Jeff Messer, Patrice Nango, Mark Neeley, Paul Nuñez, Bruce Peterson, Janice Pierson, Robert Soza, Phil Waclawski, Eddie Webb

DCA Liaison:

Nora Reyes

Guests:

Dr. Jim Mabry

VPAA Mabry - Update on Maricopa Priorities

Dr. Mabry reported on the rationale for the Priorities initiative as a process for reviewing the District’s growth.

Dr. Mabry stated that assessments were completed for all programs including those at District Office and were submitted in Spring 2014.

Dr. Mabry stated that each college created a task force that reviewed the assessments.

Dr. Mabry reported that this was the first time such a large community college district attempted this kind of assessment.
Dr. Mabry reported that MCC’s Steering Committee has met and reviewed all recommendations and Dr. Pan has reviewed all 181 assessments and he is making his own recommendations.

Dr. Mabry stated that the Priorities recommendations will not lead to a drastic increase or decrease in any program’s size, with one exception.

Dr. Mabry also stated that recommendations will be a starting place for shifts in programs and faculty around the District.

Dr. Mabry confirmed that processes involving faculty will follow the RFP.

Dr. Mabry reviewed the steps of the process as follows: Recommendations from each College go to the District Steering Committee and then to the Chancellor’s Executive Council.

Dr. Mabry reported that all MCC assessments and recommendations will be available through a SharePoint site by tomorrow (9/5). He further stated that MCC is the only Maricopa college that will be publishing all assessments and recommendations, but CGCC is considering this.

Dr. Mabry stated that feedback on the assessments and recommendations will be accepted for a time period yet to be determined.

Dr. Mabry reported that all assessments, recommendations, and feedback will be submitted to District Office by September 19.
Dr. Mabry expressed optimism that the Priorities assessments have facilitated a College-wide exploration.

President Soza asked about how to institutionalize discussions about the broader goals of the College.

Dr. Mabry stated that the President’s Office has identified 5 or 6 areas for further exploration and discussion.

Dr. Mabry felt that this was a long-term and useful process. He stated that the original process was not perfect and everyone can learn from what worked and what needs improvement.

President Soza asked about the frequency of Priorities in the future. Dr. Mabry stated that the expectation is 3-5 years, but the first iteration of the process is not yet complete so it is too early to be specific.

Dr. Mabry stated that faculty will provide the solutions to the issues and opportunities raised by the Priorities process.

A Senator raised a concern about accountability for this process leading to real changes. Dr. Mabry stated that an accountability process is under development.

A Senator raised a concern about the force that drives the Priorities process. Is it a goal of driving the District toward some specific educational or is it a cost-cutting process?

Dr. Mabry stated that Dr. Glasper has not viewed the Priorities process as a cost-cutting effort. Instead, Priorities provides an opportunity to use limited educational funding most effectively.
Dr. Mabry and a Senator stated that there has been robust conversation in trying to reach consensus on the deliberations, rather than a vote to force a decision.

Past-President Nuñez stated that the substance of each assessment was more important than the numerical scores created by the Priorities metrics.

Dr. Mabry reported that “total scores” were not calculated so that ranking of programs did not become a result of the process. DCA Liaison Reyes supported this description of the process.

**VPAA Mabry - Discussion with Senators**

A Senator asked about data supporting the Success From Day One policy.

Dr. Mabry reported that student success has been an ongoing focus of investigation by the College. Research by Dean Ashcraft has shown a strong correlation between date of enrollment and student success/completion.

A Senator asked about the specific analysis that was used.

Dr. Mabry stated that there are details in the data that can be analyzed in many ways. He agreed that different observers could examine the same data and reach different conclusions.

A Senator asked about the Success From Day One policy impacting first-time college students, with potential concerns about correcting mistakes in enrollment (such as RDM vs. SD), etc.
Dr. Mabry offered that there must be a balance between access to college vs. the success in classes. Dr. Mabry reported that the process that led to the SFDO policy identified specific exceptions that were meant to address known issues.

Dr. Mabry reported that prior to SFDO, there was significant variability within departments about how late enrollment was handled. He stated that SFDO was meant to provide uniformity across the College and District.

A Senator raised the concern that enrollment numbers are a significant aspect of the issue. For example, preventing enrollment during Week 1 could reduce the number of students enrolled in a course section which could lead the section to be cancelled.

Dr. Mabry agreed that there are issues to be addressed with the process.

Dr. Mabry stated that the policy reported on the Thursday before class start date (8/19) was not a change in policy. He described that issue as a problem of miscommunication.

A Senator asked if a student could still enroll in a section with open seats with instructor permission according to current SFDO policy.

Dr. Mabry stated that is consistent with SFDO policy, but it is not advertised to students.

A Senator also raised a concern where Enrollment has overridden the policy without the instructor’s prior knowledge.

A Senator reported on the results of a study by the Bill & Melinda Gates Foundation looking at enrollment policies impacting student success.
A Senator reported on students who were upset with cancelled classes. Dr. Mabry stated that it is a work-in-progress to build a course schedule that leads to the fewest cancelled classes as possible. He described it as a major goal of administration, Department chairs, and faculty members.

A Senator asked about averaging enrollment numbers since some classes have hard limits on class size (equipment, safety, room capacity).

Dr. Mabry asked about the sample size for averaging to use: Department, discipline, prefix, semester, etc.

Dr. Mabry stated that the process is being reviewed. He also stated that there has been significant reduction in class cancellations in recent semesters.

Dr. Mabry reported on a Rethinking Enrollment Committee to look at these issues. He also stated that there is a process to review and revise enrollment policy at the District level.

A Senator asked if the 9 exceptions applies to a single policy item or the entire enrollment policy. Dr. Mabry responded that his understanding is they applied to the entire enrollment policy.

A Senator reported that faculty members had asked for the reports and studies consistently referenced in emails from administration concerning the connection between enrollment on or before the first day and student success be made available for further analysis. Dr. Mabry stated he would investigate.

A Senator stated that all Zone questions regarding Success From Day One and enrollment issues, including those asked and answered today, would be forwarded to Dr. Mabry for consideration and response, and cc’d to the Senate and DCA.
I. General

A) Meeting called to order at 4:00 PM

B) Approval of the Agenda -
Motion to approve was advanced
Unanimously approved

C) Approval of Minutes –

DCA Liaison Reyes proposed an amendment to the August 21, 2014 meeting minutes.

Motion to approve amended August 21, 2014 meeting minutes was advanced

Motion passed unanimously, with one (1) abstention

II. Reports

A) President’s Report - Robert Soza

President Soza deferred most of his report until later agenda items.

President Soza asked Senators to contact their Zone members who are not Faculty Association members to ask them why they have chosen not to join.

President Soza asked that that feedback be provided to him to be forwarded to FEC.
President Soza reported that an update for membership will be available soon.

President Soza stated that FEC President Hefner has set a goal of 1,100 members, a 200 member increase over current enrollment.

President Soza reported that the significant drop in membership occurred when District stopped payroll deduction.

A Senator reported on their problems with the enrollment process.

B) Vice President’s Report - Linda Collins

No report

C) Recording Secretary’s Report - Kevin Healy

Recording Secretary Healy indicated that he will post approved, amended August 21, 2014 meeting minutes to the MCC Faculty Senate website.

Recording Secretary Healy also reported that he has made significant updates to the Faculty Senate website.

D) Treasurer’s Report - Phil Waclawski

Treasurer Waclawski reported a savings account balance of $8,488.51 and a checking account balance of $34,777.39.
Treasurer Waclawski also reported on discussions with President Soza to changes to the Faculty Senate budget.

Treasurer Waclawski raised the idea of training for Senators on the various Faculty Association enrollment processes to allow Senators to provide more accurate guidance to faculty trying to enroll in Faculty Association.

E) Past-President’s Report - Paul Nuñez

Past-President Nuñez reported that he is on the Strategic Planning Committee.

Past-President Nuñez reported that the number of College Strategic Priorities have been reduced. He reported that a forum was held.

Past-President Nuñez reported on a new initiative to examine the College Plan.

President Soza stated that FEC is also working on governance documents.

F) Department Chair Association Liaison Report – Nora Reyes

DCA Liaison Reyes reported that Chairs will be involved in a Rethinking Advisement “Plus Delta” meeting.

DCA Liaison Reyes reported on DCA discussions regarding the scheduling process recommendations from the Committee study led by VP Collins.
DCA Liaison Reyes reported that DCA will hold a special meeting on 9/15 concerning RDM scheduling issues.

G) Faculty Senate Committees -

1) Faculty Staffing

A Senator reported that Staffing requests are due Friday (9/5).

A Senator reported that deans will review and rank staffing requests, then Staffing Committee will review those and recommend on 9/26.

A Senator reported that recommendations will then go to Faculty Senate and DCA for review and approval, and then to the College Vice Presidents and Dr. Pan for final decisions by October.

A Senator reported that Staffing Committee has not yet heard from administration about the number of hires that will be available.

A Senator reported that no Chair visits or Dean visits will be scheduled by Staffing Committee this time.

2) Constitution / Bylaws / Best Practices
3) Faculty Travel
4) Honors Program Advisory Committee
5) Student Outcomes

A Senator reported that forums have been held about Student Outcomes.
III. Old Business -

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

President Soza reported that targeted invitations have been sent out and that an open invitation to faculty will ask for participation in plan development.

B) Key Campus Committees: Who is Serving Where?

President Soza will be providing a spreadsheet file to solicit Senator participation in Committees.

C) Senate Budget: revision

President Soza reported that he and Treasurer Waclawski plan to present a budget to the Senate at the next meeting.

President Soza stated one proposal is to eliminate the President’s Stipend.

President Soza reported he has communicated with the faculty who oversee the Faculty Foundation scholarship fund to pursue the goal of “endowing” the scholarship fund with a donation from the MCC Faculty Senate.
President Soza reported that additional details will be provided at the next Senate meeting.

D) Enrollment Practices: Follow-up Discussion

A Senator asked if the current exploration of enrollment policies was begun by faculty request.

President Soza reported that he thought that was the case.

DCA Liaison Reyes reported that she felt there is significant improvement in the discussions on the enrollment policy.

A Senator reported about miscommunication that occurred in the process of discussing changes to the enrollment policy.

A Senator reported that Advisement had a strong desire to present students with a unified message regarding enrollment policy.

A Senator reported that past students had an expectation of overrides.

Several Senators expressed a desire to make sure the message to students made it clear that consultation with faculty is always possible.

E) Fire Science: Relocation

A Senator reported that several faculty members raised concern that if Fire Science left their current Zone, the remaining faculty will all be Service Faculty. This could lead to reduced representation of the remaining faculty
in that Zone.

A Senator expressed the desire not to hold Fire Science / EMT hostage, but to let them do what they want.

A Senator asked which Zone would be a good fit.

A Senator reported that one Zone had a bad experience in adopting another program.

A Senator asked that Fire Science provide a rationale for moving Zones.

President Soza stated he will ask for additional rationale for changing one Zone organization. He stated that there is nothing in best practices that determines Zone structure or program membership.

F) Faculty Association Membership

President Soza reported that the membership list will be available soon. It will be emailed to Senate when it comes available.

G) Senate Vacancies

President Soza reported 3 vacancies and there are candidates for each.
IV. New Business -

A) Meet and Confer Issue Generation

President Soza reported on the issues that were sent out from M & C Committee and those generated locally by MCC faculty.

President Soza presented the voting results District-wide and reported the faculty turnout was about 50%. He reported that turnout among MCC faculty was lower.

Pres Soza reported that several issues are not within the scope of the RFP and will not be negotiated by M&C.

Several Senators recommended that these non-RFP be left out of the list.

Motion proposing the following ranked list of issues be forwarded to FEC:
1. Adjunct Pay
2. Lab Loading
3. Predictable Salary Advancement

Motion was approved unanimously.

B) Shared Governance: Communication

President Soza reported that faculty communication will become increasingly important as faculty are asked for input on College initiatives and programs under the Shared Governance model.
Pres Soza reported that Dr. Pan hopes for a faculty-wide communication system that will be effective at soliciting feedback.

C) College Plan: Revisions
No report. Covered by previous reports.

D) Strategic Planning Feedback
No report. Covered by previous reports.

V. Information / Discussion

A) Eddie Webb
Tabled

VI. Zone and At-Large Reports and Significant Happenings / Issues

A Senator reported that a faculty member has not received any evaluations from students or Department Chair. The faculty member is frustrated.

President Soza and PAR Facilitator Pierson reported that this issue will be addressed.

A Senator reported that Barry Vaughn has asked for faculty members and Chairs to make texts available in the Library to reduce student requests for emergency funding for textbooks.
A Senator reported that texts owned by faculty can be provided to the Faculty Association to raise funds for student scholarships and emergency funds.

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

A) Maricopa Priorities update

B) Staffing Timeline

C) Academic Master Plan announcements and call for volunteers

D) Shared Governance, Zone reps becoming more important in providing lines of communication between faculty and admin

E) Remind faculty to announce to students about emergency funds. Faculty contacts Barry Vaughn

F) M & C issues to be forwarded to FEC
   1. Adjunct Pay
   2. Lab Loading
   3. Predictable Salary Advancement

VIII. Announcements / Good Of The Order / Adjournment -

Motion to Adjourn

Unanimously Approved

Adjournment at 5:28 PM