



Faculty Senate
San Antonio College

Minutes

September 13, 2019 1:00pm-2:30pm, Faculty Lounge, Loftin Student Center

Meeting called to order by: Senate President, Lennie Irvin at 12:35pm
Note taker: Isabel Garcia, Senate Secretary

Senators absent: none

I. Call to Order

II. Approval of Minutes

President Irvin said he would get clarification on whether the different leadership team meetings are open to all faculty or only to faculty representation by the Faculty Senate. Motion to approve minutes with amendment to clarify who can attend meetings was made by David Vaughan. Motion was seconded and passed.

III. BOT Report – Committee of Whole Meeting

- Report out by Senators Mai Lai Eng and Mahmud Yusef

The meeting was held at the new Alamo Colleges District campus. Items of discussion included a tax increase; financial aid; the number of work studies at the campuses and the October 2nd launch of Alamo Promise. President Irvin stated that he had heard two items of interest that day at the UFS meeting: one, that they would be presenting the strategic plan that they have been working on since last fall at the Board of Trustees meeting next week; and two, that the Board of Trustees would be passing a resolution, an amicus brief, in support of DACA when a scheduled DACA case comes before the Supreme Court in the next few weeks. This resolution will be passed at the next Board meeting.

IV. Reports of Officers

- Senate President Lennie Irvin: Welcomed Ranger staff and new Faculty Senator Dee Joseph, who is replacing Sharon Argo on the Senate. Senator Argo resigned at the end of August. Indicated that he had included in the packet information on the faculty evaluations as well as updated information on the one page faculty senate membership sheet, a one page calendar, and an update on the communications plan one pager for department representative duties and information on the faculty development design team.

The EFC (Executive Faculty Council) will be forwarding a recommendation that the new end of course survey that was reduced from 45 questions or so to 13 or 15 questions be passed on to the TLT (Tactical Leadership Team) at the end of October and then, if need be, to the Board for approval. In regard to the leadership framework that the EFC has been working on, it is almost ready to be passed on to the TLT for them to address the EFC recommendations. The UFS (United Faculty Senate) met today and there are a couple of updates. At the moment, there are two main areas of focus for the UFS – one is developing a process for creating/revising policies and procedures that directly affect faculty (for example, faculty evaluation or the revision of the promotion procedures) and this process has been started. The UFS has met with Linda Boyer Owens and Dr. Railey. Currently, they are looking at different models and their results will be shared at Employee Development Day, October 25th. Any faculty that wants to come can come and see these models and give feedback on the one they think will work best. In regard to Faculty Evaluation (Fac180), there is a meeting next week to establish a timeline for suggested changes that can be reviewed, revised and implemented by the end of next year. The Faculty Mentoring Program also came up as an issue. There was a letter that went out to all faculty from District that implied that there was going to be a District Faculty Mentoring Program that faculty would be required to participate in. Basically, each college has already developed their own mentoring program and the UFS believes that those individual college programs should be maintained and not become part of a centralized model by District. The UFS asked for clarification on the content of the letter that seemed to lay out a five year plan for a centralized model and Chancellor Flores said that the person who wrote the letter did not communicate the spirit of what was really discussed in the meeting to discuss the Faculty Mentoring Program. President Irvin thinks that Chancellor Flores heard the UFS's concerns and that there will be some opportunities soon for the individual college mentoring programs to get together and share their best practices and what they are doing in order to find ways that District can support what the individual colleges are doing. Whether that will mean keeping Fac180 or finding some other instrument to replace it is unknown. In other news, the intent of the Faculty Fellow model was that the Fellow, in this case, Marie Valentine would be at District 50% of the time and at SAC the other 50%. The way it has worked out is that she is spending 75% of her time at District and 25% on the SAC campus. This issue was brought up to Dr. Vela in a meeting with the Faculty Senate Executive Leadership and he said that he would bring it up to the TLT meeting. Additionally, President Irvin said that he had brought it up at the UFS meeting where Chancellor Flores mentioned that he was aware of this imbalance in the amount of time spent on our campus and at District. The hope is that this awareness will translate into more Faculty Fellow time spent on the SAC Campus.

- Senate Vice-President Ruby Martinez: Summarized her role as Vice President in that she will attend all EFC meetings and represent SAC with President Irvin and give voice the opinions of the Faculty Senate. She then updated the Faculty Senate on what was discussed in the monthly meeting between Dr. Vela and Dr. Blackwood and the Faculty Senate officers – President Lennie Irvin, Vice President Ruby Martinez, Secretary Isabel Garcia and Faculty Senator Linda Robertson-Schule. Vice President Martinez stated that the practice of including a Faculty Senator to attend these meetings in addition to the officers would be instituted this semester. Senator Knotts suggested that a list be sent around that would indicate availability of the Senators to attend these meetings on a

rotational basis. A topic that was discussed in the meeting was brought up by President Irvin: the idea of purchasing and using Survey Monkey to administer the faculty survey. President Vela and Dr. Blackwood were supportive of this idea and mentioned that the use of a psychometrician might be in order as well to eliminate any bias from the survey. Vice President Martinez said that a benefit to hiring such a professional would be to give more credibility to the survey in the eyes of the administration who would then take it more seriously versus administering the same survey from last year. Senator Busald asked how much it would cost to hire a psychometrician and President Irvin responded that a UTSA professor had been hired as a psychometrician for another survey and that he would be hired to review this one and that President Vela said he would approve that cost. Senator Vaughan made the comment that he thought this was a positive development for having a faculty survey. In regard to the issue of the Faculty Evaluation of Chairs, Vice President Martinez said that currently we are ignoring District procedure by not evaluating Chair. President Irvin said that at Saint Phillips, the President of the college charged the Faculty Senate to come up with an evaluation instrument for the faculty to evaluate Chairs. President Vela said that he would look into how St. Phillips conducts this process and that if the SAC Faculty Senate is committed to this idea of faculty evaluating Chairs that he would look into an agreement for us to develop such an instrument. The topic of Administrative Rounding sessions with President Vela was also discussed. Dr. Vela said that beginning this month, he and Dr. Blackwood and the Deans would be scheduling and attending meetings with the faculty and staff of 2 Departments per month to have open and informal discussions. He would ask each department the same 3 questions to guide the discussions. These sessions would be concluded by February. The question was asked by a Faculty Senator if anyone knew what the 3 questions would be and Senator Knotts said that they would be: What works well? What needs to be improved? and Who should be recognized? The rounding sessions would take place over lunch. Senator Joseph asked if there was an evaluation of VP's and the President. President Irvin said that it is not currently being done but that we could bring it up as a new topic and that he would investigate the reasons for why it no longer occurred and what the possibilities are of bringing it back. President Irvin said that the Faculty Senate would be meeting with Dr. Vela on Thursday, October 2, 2019 from 2:00pm – 3:00pm. No location as of yet.

- Senate Secretary Isabel Garcia: Presented a tutorial on how to navigate the Canvas Faculty Senate modules for information. Senator Caraway suggested adding what each person would bring for refreshments in the chart listing who is bringing refreshments. Senator Knotts suggested adding a link to the recording of each Board meeting in the chart that lists who is scheduled to attend what meeting.

V. Adjunct Faculty Council

- President Amanda Martin: Adjunct Faculty Council first meeting is scheduled for Thursday, September 19th. They will be looking at the results from their own survey that they administered last spring and what information they want to look at in both the short term and the long term. At the Academic Success meeting during Convocation week, AFC presented the ACE award to Dr. Luis Rangel Ortiz and Lauren Rosa. Senator Martin also requested that any adjunct faculty be made aware of the existence of the

Adjunct Faculty Council and encourage them to come to meetings or go to the Canvas page for the AFC.

VII. Reports from Standing Committee

- **Surveys and Elections** – Senator Mai Lai Eng

Senate Survey update -

The committee is looking at the faculty survey from last year and discussing what questions need to be added or kept and soliciting input from the Faculty Senate. President Irvin noted that the a copy of the existing survey is in each Senator's packet and that discussion on what to keep or not or any new items could be discussed now. Items to keep in the survey: 4DX, tenure, class caps, Faculty 180, Faculty Development Program, 70% pass rate faculty improvement plans, learning assessments, scheduling, adjunct sick leave (not the same as emergency leave), faculty compensation, and District Budget. President Irvin suggested that as the Senators looked through the survey, they go to the discussion board in the Faculty Senate Canvas module and input comments there. These comments should be input by September 20th.

Fall Senate elections update:

Asked for nominations for the election of Senators to the Promotion Appeals committee and the Termination Appeals committee. Nominations will be requested in February for the election of new Faculty Senators. The election will be held in March. The Piper Award Nominations request will be going out by September 23, 2019. Three nominations are required to hold the election. Dr. Vela has stated that, as incentive to go through the process and as an acknowledgement, the winner from the SAC campus will be awarded a stipend of \$1000.00 to spend on attending an academic conference.

- **Communications** – Senator Jennifer Caraway

Role of Faculty Senate Representative/Liaisons:

gave an overview of the responsibilities and encouraged the Senators to contact their assigned Department. The goal is to have a more "boots-on-the-ground" presence in those departments to establish better communication with the faculty and to give them the opportunity to convey their concerns to the Senate. Contact Department Chair or Secretary and get an email list of Full-Time and Adjunct Faculty to be able to forward information to them. President Irvin will send updates to the Senate Representatives/Liaisons and then they will disseminate that information to the Faculty they represent.

Senator Oglund asked who is to be contacted in regard to issues that are being raised by Faculty to the Faculty Senators. President Irvin said that those issues could be placed on the agenda when a request for agenda items goes out the week before the Faculty Senate meeting or an item can be sent directly to him and he will address it.

Faculty Recognition:

In an effort to increase moral, the Departments will be asked to identify positive and or exciting events going on. That information would be collected and then sent to PR for publication in SAC Talks etc. on a monthly basis.

- **Curriculum and Instruction** – Senators Alex Bernal and Jose Moreno

SAC Faculty Development Design Team:

President Irvin asked the Faculty Senate to give their feedback on the draft of the document he put into the packet that describes what the Faculty Development Design Team is and what it is for – is this information well conveyed? Also, one of the Faculty Development Design Team’s ideas for promoting Faculty Development on campus is Fourth Fridays – is that explained well in the document? The Senators looked over these drafts and had the following comments: Senator Busald stated that not all Department Chairs were aware of Fourth Fridays and President Irvin said they should know about them. Senator Knotts asked if there was a contact number on the sheet if people had questions and the answer was that there were contact emails located at the bottom of the paper. Senator Vaughan asked when Fourth Fridays would begin and President Irvin said they would begin this Fall semester. Senator Garcia wanted to know what kind of documentation system was in place for participation in Faculty Development. It was the consensus that a possible place to record documentation was in Alamo Talent. This question in regard to documentation was seen as a good question that should be asked of the Faculty Development Design Team. Senator Fabrique stated that faculty teaching on Fridays would have a conflict with a common time on Fourth Fridays for Faculty Development. Senator Vaughan asked if the SAC Faculty Development Design Team would be coming up with the guidelines of what constitutes Faculty Development. President Irvin answered that the Design Team is working on changing Employee Development Day where the activities are pre-determined back to Faculty/Staff Development Day where morning activities are determined by the departments/disciplines in terms of enrichment activities and leaving the afternoons for college wide activities. The Design Team is coming up with a list of different activities that Departments and Disciplines have done in the past for ideas of what can happen now on Fourth Fridays.

SAC Scores/Faculty Forms:

Senator Bernal had nothing to say about SAC Scores but said that TAGS (Transfer Advising Guides) need to be further examined in regard to the fact that advisors don’t always know how best to guide the students in regard to what courses they should take because of different transfer requirements for different transferring institutions. The committee talked about the need for a more transparent Charette process. The committee also discussed the 70% average of students who remain at the end of a course and how it relates to SAC Scores and how that average is arrived at. Senator Schule said that it should not be the same average across the board, since the disciplines are different and cannot be measured realistically with the same metric. President Irvin summed up the concerns as, one – there should be a change in how the 70% benchmark is calculated based upon the students who complete and two, that the disciplines are not the same and that faculty feel that the 70% rate is punitive. Several years ago, when this topic first came up, President Vela and Dr. Blackwood said that they would investigate different benchmarks for different disciplines. But it was left to the Chairs to research the comparative data for the disciplines and come up with a number. President Irvin will try and find that data on what the benchmark are that were arrived at and bring it up to Leadership for renewed discussion. Senator Busald stated that the Charette does not acknowledge different discipline benchmarks. He also expressed concern over seeing an Ethnicity question on the SAC Scores Faculty Form – since that information will be difficult for faculty to determine and is not the responsibility of the faculty. Senator Bernal agreed and said that the distillation of this

data is not a faculty job and that the margin for error is immense. Overall, the Faculty Senate agreed with this viewpoint. A viewpoint was also expressed that this question is a way of making sure that this is a way to make sure all of our students are learning and identify students who are needing specific things. Senator Moreno said that he agreed that this is what is trying to be expressed by the Administration and that during Prep Days it was explained that this information was for Faculty be able to assess student needs.

- **Policy and Procedures** – Senator Deidra Flynn-Dobson
SACS COC Liaisons vs. Chair course approval:
This topic was passed over since President Irvin felt more research needed to be done prior to any discussion.
- **Research** – Senator Patricia Portales
Coordinator Load: Release vs. Stipend increase – there is a discrepancy between programs in the amount of release time given or stipend provided to Program Coordinators. Supposedly, there is a tally sheet that lists release time and stipend provided and Senator Portales has asked for it so that she can research this issue.

Faculty Compensation:

Senator Norton said that ten years or so ago the history of salaries at SAC was hard to determine but that now because the Faculty receive stated raises, he can use that information to determine the history for the last few years and distil some useful information regarding salaries.

VIII. New Business/Announcements

- **Cross -listing Courses** – Patricia Portales
Posed the question to the Senate – “Are there negatives to cross-listing courses?” and showed slides of examples of cross-listed courses. Senator Eng said that she already does this in her Department and Senator Cox concurred that it already is done in his Department. Senators Knotts and Caraway stated that they believed cross-listing is a good idea in regard to increasing enrollment and course offerings in a department or discipline. President Irvin suggested having a meeting with Dr. Blackwood to discuss this issue and get her feedback. Senator Knotts suggested also inviting Dean Walker and the other Deans for their feedback as well.

Faculty Parking: Olivia Sandoval

Faculty members have expressed concern over the fact that with the new construction going on in the parking lot to the south of Nail Technical Center that they have lost a large amount of parking spaces and are not happy about having to compete with students for parking. Also, there are a lot of designated spaces that are never used. Is there anything that can be done to give Faculty some more dedicated parking spaces? President Irvin said he would forward that concern on to Leadership.

IX. Adjournment

The Faculty Senate Meeting was adjourned at 2:44pm

Next Faculty Senate Meeting on 11/8/19 12:30pm – 1:30pm in VAC120