



Faculty Senate  
San Antonio College

## Minutes

August 23, 2019      1:00pm-2:30pm, Faculty Lounge, Loftin Student Center

Meeting called to order by: Senate President, Lennie Irvin at 1:05pm  
Note taker: Isabel Garcia, Senate Secretary

Senators absent: Tom Cox

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### A. Approval of Minutes

Senator Bruce Norton suggested that the minutes be amended to reflect the fact that he was left off the new Senators list that was distributed at the May meeting. May minutes were then approved as amended. Motion to approve amended minutes was made by Senator Bernal and seconded by Senator Eng. Motion passed.

### B. Reports of Officers

- **Senate President Lennie Irvin:** Welcomed New Faculty Senators Ryan Cabalu, Saumil Christian, Curtis Ogland, Bruce Norton and Linda Robertson-Schule. Senator Robertson-Schule pointed out that she is a faculty member in the Psychology Department and not the Sociology Department on the Faculty Senator Contact sheet. President Irvin said he would correct that information.

President Irvin then reviewed an all in one calendar senate commitments for committee work, district board meetings etc. He then addressed avenues of shared governance and referenced a handout that was in the Faculty Senate meeting packet. He demonstrated how the process works using Lab loading as an example. He noted that within our college, Faculty Senate Officers meet with President Vela and Dr. Blackwood twice a month where concerns of the Senate are brought to their attention and discussed. He also noted that the Faculty Senate President or officers are invited to the College Leadership committee meetings that are comprised of the College Executive team, the Chair of Chairs, the Faculty Senate and staff. Additionally, the Faculty Senate is invited to College Council meetings with all the Directors and Chairs although typically only President Irvin attends as Senate representative. Vice President Martinez volunteered to attend these meetings with President Irvin. We are also able to bring issues to the attention of the United Faculty Senate and the Executive Faculty Council at the District level through our Faculty Senate President and Vice-President. They in turn present their findings and recommendation to the District TLT and accept or reject their recommendation. Senator Davis commented that in this new model of shared

governance, the senate now has two avenues of communication with the Board of Trustees: through the EFC and the TLT. This year, Will Thorton of St. Phillip's College is the Faculty Fellow. He represents all the colleges in the EFC. President Irvin then stated that the DLT is a new informational forum that the Chancellor runs at the district level as a means of sharing information.

President Irvin pointed out that Robert's rules and the Senate Faculty Bylaws are included in the meeting packet and he encouraged the Senators to review them.

Updates: President Irvin stated that we received a Faculty Pay raise and that it brings ACCD faculty in line with 3'ness. He also said that In the last UFS meeting, the issue of faculty involvement in the process of creating or changing policies and procedures was discussed because is not spelled out. The UFS brought this to the attention of the Chancellor and Vice Chancellors and they agreed that it is an issue that needs to be addressed. Thus it will be a focus of the UFC this coming fall. Our Faculty Senate's 180 resolution was also brought up at this meeting and this led to a discussion about faculty evaluation and how it is an issue not just for faculty but for chairs and needs improvement. Chancellor Flores agreed that it too should be a focus of the UFC. Senator Bernal added the comment that while these issues are important, the Senate needs to also keep other issues such as Faculty compensation, Lab loading, Tenure etc. on the front burner so that they too continue to be moved forward. He also expressed a concern about continuity of issues from one cycle of Faculty Senators to the next. President Irvin responded that in regard to Faculty compensation we will use the TCCTA data to send a clear note to the Administration on where we are and what we desire in regard to the issue. Senator Moreno suggested that new Senators be partnered with senior Senators working on current issues to ensure continuity.

Over the summer, a SAC Faculty Development Design Team was formed to advocate for and propose ways and frameworks for proposing more discipline specific faculty development. The submitted a proposal that identified four key items that they will concentrate on. Two of these items were discussed by President Irvin: finding and allocating more money for faculty to attend conferences, designating a day and time (possibly the 4<sup>th</sup> Friday of the month from 10:00am – 12:00pm) for Faculty Development. This would be an optional activity for faculty members. The two additional items were High Impact Practices (President Irvin had nothing to report in regard to it) and Employee Development Day which would dedicate the first half of the day to faculty enrichment at the Departmental level. Senator Davis commented that it would be helpful if the Faculty Development Design Team had something from the Faculty Senate that outlined what faculty needed. President Irvin stated that the best judge of that would be the specific faculty discipline. Senator Davis also suggested that the individual faculty forms that will be submitted for SAC Scores could be culled to identify areas of interest, goals etc. for Employee Development Day. President Irvin then followed up to inform the Senate that the Faculty Status of Chairs resolution that was passed was not acted on over the course of the Summer. The reality of the situation now is that at our sister colleges, chairs are being replaced by administrators. He cited St. Phillip's as an example. In regard to tenure, he recognized Senator Portales for her contribution to creating a resolution for the SAC Faculty Senate and noted that the other colleges have done or will do the same and that it will be advocated for at the

UFS. It will be brought up at the meeting with administration in September. President Irvin has been pushing to make an Executive Council charge so that it gets into the EFC realm and becomes an EFC recommendation that it can go to the Board. Senator Moreno requested that a written definition for tenure be developed for and provided to new faculty members. Senator Portales said that she could provide him with the written definition that was in place prior to tenure being taken away. Senator Davis suggested that resolutions from last year be provided to new Senators to help them become familiar with past and current issues. Senator Caraway that requested an update on President Vela meeting with the Departments (Rounding). President Irvin said that a date in September was being looked at for the Faculty Senate to meet with President Vela and that in regard to Rounding (meeting with the individual faculty members in the individual Departments), Vela's office would be contacting the Departments to set up dates. Senator Lorestani asked what the purpose of Rounding is and President Irvin responded that President Vela wants to hear more directly from individual faculty about their opinions on items on the Faculty Survey in a more one on one basis. Senator Portales expressed the concern that non-tenured faculty would not be comfortable being candid given their position and Senator Caraway said that it is even more important in that circumstance for Faculty Liaisons to be present at those meetings.

- 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. Also told the Faculty Senate that if they had any questions or concerns that they could contact her at any time.
- Senate Secretary Isabel Garcia: Requested that Faculty Senators be sure to sign up for attendance and to sign up for the various committees, board meetings, refreshment lists etc.

**C. Adjunct Faculty Council**

- President Amanda Martin: No report given

**D. Reports from Standing Committee**

- No standing committee reports since the committees are only now being formed.

**E. Committee Breakout Session**

- President Irvin requested that the Senators break out into their committees to identify the following: What are the top three priorities for the semester and the year? And after reviewing the Faculty Survey from last year and looking at the questions being asked, determine whether or not the questions being asked are the most pertinent and if the language being used is the most appropriate or needs to be tweaked. Then the last action item is to determine who will chair the committee. Wrap up of breakout sessions resulted in the following potential areas of continued or new focus: Compensation, Faculty 180, Tenure, SLO's, Charette data, Improvement Initiatives, Initiative Overload, Automatic Granting of Degrees, and Faculty Recognition. Senator

Ogland stated that changing the Faculty Survey questions this year would make it not allow for an apple to apple comparison to last year's results.

**F. New Business/Announcements**

Senator Portales suggested that the Faculty Senate have a PR campaign to rally faculty members to take the Faculty Survey – perhaps by using a completion thermometer to encourage them to complete it. Also to get the word out in departmental meetings. Senator Eng announced that the TCCTA conference this year is in Austin and that it is being held September 27 and 28. Monies to attend the conference will be requested by President Irvin. He also reminded the Senate that the District Faculty Mixer will be held at the new District Offices on N. Flores from 4:00pm – 6:00pm on September 13, SAC Scores Day and encouraged the Senate to attend.

**G. Adjournment**

The Faculty Senate Meeting was adjourned at 2:45pm