



Faculty Senate
San Antonio College

Minutes

December 3, 2021 12:00pm-2:30pm, via Zoom

Meeting called to order by: Senate President Ruby Martinez at 12:33 pm
Note taker: Robyn McGilloway, Senate Secretary

Senators absent: Rolando Barrientez, Frances Ervin, Barbara Knotts, Curtis Ogland

I. Call to Order

II. Approval of Minutes

Senator Linda Robertson-Schule made a motion to approve the amended November 12th, 2021 minutes. The motion was seconded by Senator Lisa Menard. The motion passed unanimously.

III. Board of Trustees Meeting – An emergency Board meeting was called; however, there is no information at this time.

IV. Reports of Officers

- Senate President Ruby Martinez and Senate Vice-President Isabel Garcia:
 - **President Ruby Martinez gave Executive Faculty Council (EFC) updates.** President Ruby Martinez shared a PowerPoint presentation, entitled 'Executive Faculty Council Quarterly Report January 2022'. The following ad hoc group topics were discussed: 1) end of course student surveys, Phase II (Clinical/CTE courses), 2) Tenure Proposal, 3) Faculty Evaluation and Platform, and 4) Faculty Student Mentoring Model.
Regarding End of Course Surveys, a presentation will be made to the Board on December 14th. The Tenure Proposal was discussed. Senator Bruce Davis read the tenure proposal. He had the concern that an Evergreen contract is re-evaluated every so many years, and this is not the same as continuous tenure. Senator Lennie Irvin stated that the ad hoc committee agrees, but the Evergreen contract information was requested by the Chancellor to be in the tenure proposal. The ad hoc committee's recommendation is still continuous tenure. In addition, Senator Lennie Irvin explained that with an Evergreen contract, faculty can have automatic renewal unless some issue triggers remediation. If the remediation does not occur within three years, faculty could be let go. Vice-President Isabel Garcia stated that the ad hoc committee is looking for 'middle ground' between traditional tenure and an Evergreen contract. The Strategic Leadership Team (SLT) is still providing comments on the tenure proposal document. President Ruby Martinez encouraged participation in the tenure proposal ad hoc group. Senator Kim Hochmeister raised two concerns. First, some faculty are confused about the status of their previously awarded tenure. If tenure does not exist for newly hired faculty, does that mean faculty have lost their previously awarded tenure. Senator Kim Hochmeister's second question is about our term of equity. If we go to an Evergreen contract, does that mean that all faculty need the same kind of tenure. President Ruby Martinez and Senator Lennie Irvin stated that faculty could not be stripped of tenure already

awarded. Senator Lennie Irvin will request the latest version of the tenure proposal from Aaron Prado. The tenure proposal will go to the Board on March 2022.

Regarding Faculty Evaluation and Platform, President Ruby Martinez will present to the Strategic Leadership Team (SLT) on December 6th, 2021. The proposal will go to the Board on January 25th, 2022. President Ruby Martinez encouraged faculty participation at the Board meeting.

According to President Ruby Martinez, the Faculty Student Mentoring Model has not had a lot of movement. The Faculty Student Mentoring Model will be presented to Strategic Leadership Team (SLT) on January 13th, 2022. The ad hoc group is working on getting scheduled for a future Board meeting.

- **President Martinez gave United Faculty Senate (UFS) updates.** The Faculty Quality of Life Survey was discussed with the Chancellor. The main trends were feelings of micromanagement, initiative overload, and compensation issues. Linda Boyer Owens requested the qualitative data from the Survey. President Ruby Martinez stated that was not ethical due to the anonymous nature of the survey.
- Senator Lennie Irvin asked for background on the Faculty Student Mentoring Model. Vice-President Isabel Garcia stated that the model is vague at this point due to other charges, like tenure, taking the attention of the Executive Faculty Council (EFC). President Ruby Martinez said that the proposal states that every student will have a mentor. Senator Lennie Irvin requested that a copy of the proposal be shared.
- **Vice-President Isabel Garcia** reported on the staff/faculty Thanksgiving luncheon. In addition, Vice-President Isabel Garcia encouraged participation in the Angel Tree Project.
- **The Leadership Meeting with Drs. Vela and Lovato will occur on December 9th at 3:00 pm.**
- Senate Secretary Robyn McGilloway: No report.

V. Adjunct Faculty Council

- Senator Amanda Martin: The Adjunct Faculty Handbook will be added to the Faculty Handbook as an addendum. There is currently a Canvas discussion about the handbook content. Senator Amanda Martin hopes to summarize the data collected by February. The Adjunct Faculty Council will have a meeting on December 14th.

VI. Topical Items

- **District Faculty Development Advisory Board** – Senator Lennie Irvin is no longer on the Advisor Board. However, Senator Dee Joseph is on the Advisor Board, and will make a report in January.
- **SAC Teaching and Learning Committee (Faculty Development) – Senator Linda Robertson-Schule** – No Report.
- **ALAMOBooks+** - President Ruby Martinez discussed ALAMOBooks+. The Alamo Colleges District is moving to a new course material model, through the Barnes & Noble College campus bookstore, that will eliminate the cost of books for students and ensure they have all their materials across all courses by the first day of class. All required course materials will be available to all students at no cost beginning in Spring 2022. The District is currently using government funds to pay for the project. President Martinez stated that the Ranger published an article about funding this project in the future. It is a concern that student tuition and fees may be raised to fund this project going forward in Fall 2022. President Ruby Martinez asked for senator feedback. Senator Linda Robertson-Schule stated that students could probably go to Amazon, Abe books or Chegg and get them for cheaper as her past students have done. Senator

Jennifer Caraway stated that financial aid might be able to cover the textbook fees rather than raising tuition. Secondly, Senator Jennifer Caraway stated FTIC students might be unaware of cheaper textbook options. President Ruby Martinez requested wording be generated for our syllabi so that students are aware of the textbook change. Senator Lennie Irvin stated that textbook orders are handled within the department. In addition, he stated that there is a Barnes & Noble tab within ACES. Senator Lennie Irvin expressed concern that students would need to apply for the textbook. President Ruby Martinez said that she is not aware of any application process. Senator Linda Robertson-Schule was interested in how the ALAMOBooks+ process influences DM textbooks. With DM, students have automatic access to a digital copy of the textbook once registered.

VI. Committee Updates

- Curriculum and Instruction – Senator Jose Moreno, Chair
No Report.
- Communication – Senator Caraway, Chair
No Report.
- Policy and Procedures – Senator Lennie Irvin
Senator Lennie Irvin shared the College Council Policy approved in 2017, which delineated the faculty 40-hour work week. College policy states 15 hours for teaching, 10 hours of office hours, and the remaining 15 hours to department or college service. This allocation of time lacks classroom preparation and grading time. Senator Irvin, stated that the policy is unrealistic regarding 15 hours of department or college service. Senator Lennie Irvin shared the new release time request form. The form asked for a description of the work performed for the 15 hours of service. Senator Lennie Irvin asked if the SAC Faculty Senate is interested in generating a statement regarding the 40-hour work week. Senator Luis Rodriguez stated that faculty in the sciences that teach labs work 17 hours to meet the equivalent of the 15-hour load. Secondly, additional office hours are required for overloads. Senator Luis Rodriguez expressed this is an equity issue. Due to the nature of faculty work schedules, Senator Jennifer Caraway shared that a breakdown on a monthly basis maybe more realistic than a 40-hour work week. Regarding the release time request form, President Ruby Martinez shared concerns with Dr. Vela at the last leadership meeting. According to Dr. Vela, the College Deans generated the release time request form due to SAC spending more on release time than our sister colleges. Vice-President Isabel Garcia stated that during our last leadership meeting, Dr. Vela acknowledge that the wording on the form needed editing and clarification. According to Vice-President Isabel Garcia, SAC Faculty Senate needs to be vigilant that the edits are made, and that this form does not become a requirement of all faculty. Senator Lennie Irvin proposed a motion to craft a statement in opposition to the 40-hour work week policy. Senator Linda Robertson-Schule seconded the motion. The motion passed unanimously.
- Research – Senator Patricia Portales, Chair
No Report.
- Surveys and Elections – Senator Anahita Lorestan, Chair
No Report.

VIII. New Business/Announcements

- Senator Jennifer Caraway – CourseHero/Chegg Monitoring

Senator Jennifer Caraway was interested in developing a process for removing College content from pages like CourseHero and Chegg. Senator Jennifer Caraway hopes to work with the Deans and Chairs to generate a template letter to takedown course content.

- Senator Mai Lai Eng reminded senators about replacing senators cycling off of SAC Faculty Senate at the end of the year.
- Senator Lennie Irvin asked if we could have a celebration or recognition for Professor Dwayne Bohuslav as our 2022 Minnie Stevens Piper Award Nominee. Vice-President Isabel Garcia suggested recognition at Convocation Week. Faculty Senate Leadership will bring up this idea with Drs. Vela and Lovato.
- President Ruby Martinez discussed a possible 'Welcome Bag' or T-shirt for Spring. Senator Dee Joseph expressed interest in working on a SAC Faculty Senate T-shirt. President Ruby Martinez stated that utilizing SAC Faculty Senate funds is a complicated process. Due to the fact that SAC Faculty Senate Leadership is a one year appointment, the leadership is not granted P-card access. Senator Linda Robertson-Schule asked that budget access be on the agenda for Spring 2022.

IX. Adjournment

The Faculty Senate Meeting was adjourned at 2:29pm

Next Faculty Senate Meeting will be on Friday, January 14th at 12:30pm in person (This statement was made on December 3rd, prior to the latest COVID restrictions).