



## OFFICIAL MINUTES

### I. Call to Order

Academic Senate President, Leila Safaralian, respectfully acknowledged that MiraCosta College is on the traditional territory of the Luiseño/Payómkawichum people. Today, the meeting place at MiraCosta College and its surrounding areas is still home to the six federally recognized bands of the La Jolla, Pala, Pauma, Pechanga, Rincon, Soboba Luiseño/Payómkawichum people. It is also important to acknowledge that this land remains the shared space among Kumeyaay and Ipai peoples. In addition, we pay respect to elders both present and past, the respected keepers of history, culture, wisdom, and knowledge.

The meeting was called to order at **9:02am**.

### II. Remote Member Attendance

Description: *Academic Senate will consider remote participation of members under the provisions of AB2449, if any.*

No members requested attendance under the provision of AB2449.

### III. Roll Call

**Members present:** Robin Allyn, Daniel Ante-Contreras, Angela Beltran-Aguilar, Shawn Firouzian, Julie Graboi, Jim Juluis, Don Love, curry mitchell, Brian Page, Hossein Ravanbaksh, Leila Safaralian (President), Nate Scharf, Alexis Tucker Sade, Krista Warren

**Members absent:** Sunny Cooke (ex-officio)

**Others present:** Nashona Andrade, Carl Banks, Scott Fallstrom, Stacey Hull, Denée Pescarmona, Valeria Pineda, Aaron Roberts, Kathy Rodriguez, Jim Sullivan

### IV. Persons Wishing to Address the Senate

*Members of the public shall have an opportunity to address the committee either before or during the committee's consideration of each item of business to be discussed at regular or special committee meetings, including closed session items. In addition, with limited exceptions, the committee will provide an opportunity at regular meetings to address the committee on any other item of interest which is within the subject matter jurisdiction of the Academic Senate. To efficiently manage the business of the committee, the committee chair may limit the amount of time.*

Alexis Tucker Sade announces that April is Sexual Assault Awareness Month. Title 9 students and the Women's Club are having important events. She also encourages everyone to attend the viewing of the documentary, *To Kill A Tiger* in the Little Theater, OC3601 on April 24<sup>th</sup>.

Erica Duran announced the Student Socials at the CLC on Friday, April 12<sup>th</sup> and Saturday April 13<sup>th</sup> from 9-12.

### V. Changes to Agenda Order – Time certain were noted.

### VI. Consent Calendar

#### A. Approve Minutes of the Regular Meeting of March 15, 2024

#### B. Approval of Applications of Coursework/Activities Toward Advancement on the Salary Schedule and Applications for Changing a Previously Approved Application to Advance on the Salary Schedule - Munshower

Description: *Nine (9) faculty members, both full-time and associate, have submitted ten (10) applications for Approval of Coursework/Activities Toward Advancement on the Salary Schedule and one (1) Application for Changing a Previously Approved Application to Advance on the Salary Schedule, based on their continued professional development. The Salary Advancement Committee (SAC) has reviewed the applications and they now come to Academic Senate for approval.*

#### C. Ratify Updated Faculty Constituent Groups for AY 2023-2024

#### D. Ratify Office Assignment Procedure

#### E. Approve Academic Senate Leadership – Reassign Time

Consent calendar item E. Approve Academic Senate Leadership – Reassign Time, was pulled from the consent calendar for discussion.

Information was shared to clarify the procedure in the document under Office Assignments 4. c) Category 2 and explained removal of the phrase “squatter’s rights.”

**Consent calendar items A., B., C., and D. were approved by unanimous consent.**

Updated changes to the Senate Leadership LHE was shared as noted on the document attached to the agenda. Joanne Benschop will no longer be the SLO coordinator and so she will be replaced.

**MSU (Beltran-Aguilar / Owens)** to approve item E. Approve Academic Senate Leadership – Reassign Time as presented.

## **VII. Reports**

### **A. Academic Senate President**

AS President, Leila Safaralian, was honored to announce Sociology Instructor, Edwina Williams won the statewide Stanback-Stroud Award. Congratulations to Williams and the Awards Committee for all their hard work. She will attend Board of Governor's meeting on April 19<sup>th</sup> to receive her award. It was noted that this is a single person or program award from across the state. It was further noted that the Awards Committee was born out of AS. It was the goal of a taskforce to help create this committee. Academic Senate will have a faculty celebration on May 17<sup>th</sup> directly after the regular Senate meeting from 11-12 to acknowledge and recognize all award winners.

The Celebration of Excellence will take place on April 26<sup>th</sup> at 3pm in the cafeteria.

April is Arab, Middle Eastern, Muslim, and South Asian (AMEMSA) + History Heritage Month and Autism Acceptance Month. It is a month-long commemoration of the history and achievement of AMEMSA+ people that takes place each April in the US. Arab Americans and immigrants or descendants of people from the Arabic-speaking world, which includes 22 countries in the Middle East and West, North, and East Africa. The countries include Algeria, Bahrain, Comoros, Djibouti, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Mauritania, Morocco, Oman, Palestine, Qatar, Saudi Arabia, Somalia, Sudan, Syria, Tunisia, the United Arab Emirates, and Yemen. The South Asia includes India, Pakistan, Bangladesh, Sri Lanka, Nepal, Bhutan, and the Maldives and sometimes includes Afghanistan. Many thanks to Dr. Cooke and our colleagues who have arranged events to celebrate AMEMSA+ during April.

Today is the last day to make changes to committee assignment requests for full-time and associate faculty and for the office derby assignments for full-time faculty. Both documents will come to Senate on April 19<sup>th</sup>.

There was a second scheduling summit on Friday, March 29<sup>th</sup>. This was one of the outcomes of Guided Pathways discussions in Senate. It was a well-designed event and thanks to Zhenya Lindstrom, Denée Pescarmona and her team.

MITCHELL and Safaralian attended the Area D meeting on March 22<sup>nd</sup> and there were only a few resolutions that came forward. One was related to freedom of speech related to Palestine and Israel issues and pros and cons were discussed for, at least, two hours with no final resolution.

Academic Senate is encouraged to continue with thematic goals next year to bring the voice of faculty and staff to the Senate. This has been very powerful this last year.

The 2024 ASCCC spring plenary will take place April 18-20. Safaralian, MITCHELL, and Julius will attend virtually and Pescarmona will present in person on AI.

### **B. College Superintendent/President**

VPI, Denée Pescarmona, reported on behalf of Superintendent/President, Sunny Cooke. She congratulated Edwina Williams again. It was announced that Wendy Steward is the permanent IDEA officer and we are happy to have her on board.

### **C. Classified Senate**

CS Vice President, Carl Banks, reported that the elections for CS are underway. The new CS members will be revealed at their April CS meeting. They have also begun the process for selecting the next outstanding classified professional of the semester. Please submit nominations. They are also continuing to look at policies and procedures to make sure what they are doing is making sense in a post-pandemic environment and they are also working on a master schedule for CS. Spotlight award nominations are due April 15<sup>th</sup>.

### **D. Associate Student Government**

ASG representative, Valeria Pineda, reported are currently doing standard revisions for the school year and taking feedback from students and ASG members. Yesterday, their executive partner went to Santa Clara to present resolutions that will be up for debate. Applications for artists and commencement speakers have been posted as of April 3<sup>rd</sup>.

## VIII. New Business

### A. BP4020 Programs Curriculum and Course Development – Scott Fallstrom

Description: *There was a minor modification to work experience education for Title 5 section 55253.*

This will come back for approval at the next meeting.

### B. AP4020 Program and Curriculum Development – Scott Fallstrom

Description: *There was a minor modification to work experience education for Title 5 section 55253.*

This will come back for approval at the next meeting.

### C. BP4025B Philosophy and Criteria for Baccalaureate Degree and General Education – Scott Fallstrom

Description: *Modified (simplified) the title. Removed irrelevant information about the local general education pattern. Aligned philosophy with ACCJC reports and revised standards. Added Title 5 references. These are legislative changes to Title 5 section 55060, Philosophy and Criteria for the Associate Degree and General Education, affected the philosophy of lower division GE included in this BP.*

This will come back for approval at the next meeting.

### D. AP4025B Philosophy and Criteria for Baccalaureate Degrees and General Education – Scott Fallstrom

Description: *Modified (simplified) the title. Added course approval process, which is reports. Replaced “U.S. regionally accredited” with “accredited by a national recognized accrediting agenda” to align with recent legislative changes. Added a bachelor’s degree satisfies the lower-division GE requirement, per legislative changed. Added referenced. This aligns with Title 5, sections 55060 and 55062.*

Discussion ensued concerning the phrase nationally accredited agency vs. regionally accredited.

The recommended language from an official document that was provided to the committee was “institutionally accredited institution.” The committee came up with four options for this language and they came up with “...an institution accredited by a nationally recognized accrediting agency.”

Director of A&R, Kathy Rodriguez, further explained that she oversees the academic records. A&R awards degrees and evaluates transcripts. It is important to know who they are accepting transcripts from to award credit. We could put more general language in and then determine what accredited bodies are accepted for the purposes of awarding credit. CPC can change the language to the longer iteration recommended by Pescarmona. The language can be discussed, and a friendly amendment added to a motion to change the phrasing when it comes back for approval at the next meeting.

### E. BP4100B Graduation Requirements for Baccalaureate Degree and General Education – Scott Fallstrom

Description: *Modified (simplified) the title. Removed reference to competencies as a graduation requirement to align with legislative changes. Replaced “Us regionally accredited” to align with legislative changes. Added Title 5 reference. Recent legislative changes to Title 5, section 55060.*

This will come back for approval at the next meeting.

### F. AP4100B Graduation Requirements for Degrees and Certificates – Baccalaureate in Science Degree – Scott Fallstrom

Description: *Modified (simplified) the title. Added Title 5 reference. Replaced “Us regionally accredited” and clarified a bachelor’s degree satisfies the lower division GE requirement per changes to Title 5. Legislative changes to Title 5, section 55062.*

This will come back for approval at the next meeting.

### G. BP4100C Graduation Requirements for Adult High School Diploma and Noncredit Certificates – Scott Fallstrom

Description: *This is a periodic review. A minor addition was made to show how many college credits are required to satisfy the high school diploma residency requirement.*

This will come back for approval at the next meeting.

### H. AP4100C Graduation Requirements for Adult High School Diploma and Noncredit Certificates – Scott Fallstrom

Description: *This is a periodic review update. A minor addition was added to show how many college credits are required to satisfy the high school diploma residency requirement. Also updated competency requirements per Title 5.*

This will come back for approval at the next meeting.

### I. Sabbatical Leave Reports – Gail Meinhold

Description: *Eight (8) sabbatical leave reports come to Academic Senate for a first read for returning faculty members Raymond Clark, Leigh Cotnoir, Zulema Diaz, Michelle Famam, José Jara, Thong Nguyen, Leola Powers, and John Turbeville. These reports are reviewed to meet the following standards: (a) comprehensive, professional quality reports that clearly communicate and document the purpose, objectives, activities, and achievements of the sabbatical leave, (b) alignment of applications and reports, (c) adequate documentation, (c)*

*minimum number of hours met, and writing reflects standard of profession. Sabbatical leave reports are forwarded to the President/Superintendent for approval.*

Meinhold noted that the SLC reviewed all reports. She noted that Leola Powers is unbanking this semester and did not have to submit her report until Fall 2025, but chose to turn in her report early. Safaralian noted that one of the great honors as Senate President is to choose a faculty member to present their SL report. Last year Sean Davis and Karl Cleveland presented theirs. This year was Alexis Tucker Sade presented her amazing work about what she has done for women.

## IX. Old Business

### A. Recommended Changes to Academic Senate Rules and Bylaws – Leila Safaralian

*Description: In accordance with Article #.H. of the AS Bylaws, a taskforce was formed to conduct the annual review of the AS Bylaws and AS Rules. There are several recommended changes that impact both documents. This is the second read of these two documents.*

**MSP (mitchell / Scharf) [Robin Allyn and Julie Graboi voted no] [Daniel Contreras, Hossein Ravanbaksh, Alexis Tucker Sade, and Krista Warren, abstained]** to approve the recommended changes to the Academic Senate Rules and Bylaws as presented.

Safaralian met with the legal team, the FA President, and had conversations with the Associate Faculty Union President regarding the decorum, and removal and recall policies added to AS rules and Bylaws. Discussion ensued concerning these additions to the AS Rules concerning the Decorum Policy. Concerns were voiced that there is not a concrete process in place with leaving out in the recall process as to what happens to the faculty member if they are recalled. It was explained that a discussion would be had with the recalled committee member to see where they would like to move. Based on the conversation and availability, she can move that faculty member to another committee. It was further noted that institutional commitment is not just from the list of committees that are sent out and this is not seen as a concern. It was then recommended to add that removal from AS does not affect the fulfillment of the faculty member's contract.

It was also explained from the associate faculty CBA, what was agreed to in the CBA is different from the AP. The AP does not need to be updated. A family member is now a designee.

### B. AP4230 Grading and Academic Record Symbols – Stacey Hull

*Description: The AP is updated the process to assign an incomplete. Clarifies that an incomplete can only be assigned after the 75% withdrawal deadline and that the student had to be an active participant and had completed required coursework through the 75% withdrawal deadline. This is the second read.*

**MSU (Page / Love)** to approve AP4230 Grading and Academic Record Symbols as presented.

### C. AP5055 Student Enrollment Priorities – Stacey Hull

*Description: Clarification of enrollment priority groups. Updated with supportive language and aligned with previously updated AP/BPs. This is the second read.*

**MSU (Owens / Tucker Sade)** to approved AP5055 Student Enrollment Priorities as presented.

For this AP, they made sure the language was aligned and updated to the regulated priority group.

## X. Information / Discussion

### A. Sexual Orientation Gender Identify (SOGI) Presentation – Nashona Andrade

*Description: The college is on a mission to collect SOGI data from our employees to match the data that we collect from our students. Our goal is to encourage employees to provide their SOGI data in Workday while discussing how the information will be used and protected.*

It was asked that everyone update their demographic information, including SOGI, in Workday which can be done at any time, but ask for it to be done before the summer.

The current data is largely under reported. MCC would like to align the data of staff and employees with students. They are asking for the data because of the need for information of other demographic data the college collects. It supports the IDEA office efforts to recognize disproportionate impact and leverage resources to address gaps. The district is unable to use SOGI data to accurately assess adverse impacts or include this data set in its EEO report. They are further asking for this information to ensure our LGBTQIA+ employees are counted, acknowledged, and valued as essential members of our campus community. The greatest concern is how HR plans to use the data. All information is highly confidential and part of personnel information that will be kept private. However, in the event there was an investigation, aggregate data would be shared. By the end of spring 2024, it is hoped that at least 85% of current employees will have responded to SOGI data questions in Workday.

See the attached slideshow for more information.

### **B. C3 Teaching and Learning Center and Professional Development – Jim Sullivan**

Description: *The joyful teacher, Jim Sullivan, will 1) share an overview of what he has been up to in the C3 and elsewhere, 2) outline some plans for the future of the position and the center, and 3) suggest some ways the faculty might re-imagine professional development related to teaching and learning. The joyful teacher will not be giving away free Tesla's during this visit to the Senate, but he cannot, in good faith, make any promises regarding costumes or other ridiculous behavior.*

Joyful Teacher in Residence, Jim Sullivan shared his thoughts about the current culture of a shift away from student learning and that all things faculty are doing collectively is paralyzing even though what they are doing is spectacular. There is a culture problem. Instead of promoting change and joy and purpose and engagement, it has created fragmentation, isolation, anxiety and frustration. There is a need to support students, so they learn. The shift from student learning is problematic.

It was also noted that learning centers are not led by faculty but by classified professionals. There are major shifts happening. Also, the majority of Flex workshops have nothing to do with student learning. Further discussion talked about what can be done to change this culture when faculty are supposed to be teaching first, then engaging in department issues, then institutional service, then PD.

Discussion ensued in support of this presentation. Senate members were asked to reflect on the presentation today and come back to the next meeting for further discussion with possible solutions.

To see diagrams of what is going on at the campus and promoting change in teaching and learning spaces, view the whiteboards shared at the meeting at this [LINK](#).

Further, for the full presentation/discussion, visit this [LINK](#).

### **C. Reorganization – Denée Pescarmona**

Description: *The Instructional Services division is re-organizing effective July 1, 2024. The new organizational structure is focused on key student momentum points, particularly in supporting students during their first year at MiraCosta. The re-organization is also looking at how to better support the San Elijo campus in its work to re-energize the instructional programming at the site.*

Pescarmona discussed why we need to reorganize noting that this reorganization is cost neutral with no increases in Deans. View the attached slideshow.

Observations made included the need to restructure to support the onslaught of legislative mandates coming through AP 1705, AB 1111, AB 928 and many more.

In looking at data, the area of improvement needed was in first year students who drop out. Need to align to provide both discipline and geographic support and supervision such that new buildings / spaces = new opportunities to align. Also need to rethink San Elijo focus and future planning.

The new re-organization chart of departments was shared as seen in the slide presentation (link above). Some changes included:

- Moving to Denée Pescarmona will be Honors and Strategic Enrollment Management

- Jonathan Fohrman will get MAT

- Zhenya Lindstrom – the Learning Centers

- Mike Fino – Automotive and History and Horticulture and lose Math

- Danielle Lauria – KINE, Health and Nutrition

- Al Taccone is moving to the SEC

- Russell Waldon will be interim dean at the OC

This proposal will go to the Board in April. Waldon's contract ends at the end of June. The reorganization will go into effect July 1<sup>st</sup>.

There was a concern shared about separating Math from Sciences. It was further noted that with the work of AB1705 giving autonomy to the various disciplines, it is the hope that there is a Dean that has a singular focus on faculty in this area.

Pescarmona indicated she will get some sense of clarity before going to the Board and would be happy to have conversations about any concerns.

## **XI. Senator Reports**

Shawn Firouzian announced the event hosted by the Data Science Alliance, Navigating the Data Science Industry, on April 18<sup>th</sup> from 4:30pm - 8:00pm in the Little Theater, OC3601.

## **XII. Adjournment – The meeting adjourned at 11:39 am.**