

February Faculty Senate Meeting Minutes
Tuesday, February 2nd via Teams
4:00 – 5:30 p.m.

Senators Present: Sylvia Flores, Richard Smith, Ana Riojas, Nadia Carreon, Louis Lee, Jesus Munoz, Wendi Williams, Martin Knecht, Nihan Kayaardi Hinojosa, Tim Weber, Rolando Longoria, Pooja Rishi, Mark R. Murray, Reynaldo Jasso, Robert Vela, Jose Molina, Brittany Leckey, Jaclyn Miller, Aaron Wilson, Micah Bailey, Rainlilly Elizondo, Annette Wingard, Ruben Flores

Meeting called to order by Sylvia Flores at 4:05 pm

Old Business

- Roll Call
- Approval of December Minutes
Mark Murray moved to approve. Micah Bailey seconded. Motion approved.

New Business

- Faculty Senate Topic List
-Richard Smith made motion to provide five minutes for Senators to vote on top three topics to bring forth to Interim President. Mark Murray seconded. Five minutes were provided for Senators to vote. A total of 82 votes were cast (3 per Senator). Final results were:

Faculty Representative at Board Cabinet Meetings (18%), Keep course sections open until the Friday before classes start rather than cancelling or merging them the week before they start (this would apply to both 16-week and minimester courses) (12%), Allow chairs to split students between online or equal sections when creating a core-5 to avoid underload (12%), Faculty Senate Resolutions (12%), Include Faculty Senate in the College's COVID-19 decision making process as well as preparation plans for Fall 2021 (11%), Identify what the College is doing to partner with health authorities to provide vaccinations for students, faculty and staff (10%), Transitioning lecturer/adjunct positions into full-time regular employees (9%), Collaboration between the FS COVID-19 Committee and

PR to provide up-to-date information on the College's COVID-19 page (6%), Use online platforms, such as Powerapps and Sharepoint, to share data rather than paper memos (4%), Using a national clearinghouse of data for major financial decisions instead of collecting local data (4%), Restoration of the Course Release for Faculty Senate President (2%).

-Due to a tie, the top four topics were then discussed.

- Faculty Representative at Cabinet Meetings – Sylvia Flores mentioned this would be the first step towards more Faculty involvement. If having a faculty representative at Cabinet Meetings is not possible, Mark Murray suggested having an ongoing, standing meeting with the College President as an alternative.
- Keep course sections open until the Friday before classes start rather than cancelling or merging them the week before they start (this would apply to both 16-week and minimester courses) – Rolando Longoria mentioned this is a concern encountered every semester by faculty and chairs. Administration directs courses with low enrollment to be closed a week before semester begins, and to combine low enrolled classes to maximize enrollment. Once those classes are filled, then departments can open new sections. Rolando pointed out that this occurs when registration is still open and can be challenging for students who are on different schedules. Departments have also found that most students register for courses at least the week, if not a few days, before the semester starts. This practice of cancelling low-enrolled courses creates scarcity rather than freedom for students to enroll in classes up to the start date. He mentioned the standard of practice at other universities and colleges is to leave enrollment open until the start date, sometimes even afterwards, and that low-enrolled courses are usually cancelled a few days before the start of the semester, not the week before.
- Allow chairs to split students between online or equal sections when creating a core-5 to avoid underload- Rolando Longoria brought up that faculty's core-5 load was disrupted due to low enrollment caused by pandemic. He recommended that high-enrolled classes be split so faculty's core-5 are met; this would avoid underload and

allow for flexibility in a system that enforces scarcity. Ana Riojas agreed, mentioning this should be done only in special circumstances, and should not be a common occurrence.

- Faculty Senate Resolutions – Mark Murray believes it is important to let President/Interim President know Faculty Senate still supports the three resolutions the Faculty Senate has voted on at large. The resolutions were multi-year contracts (passed in 1999); faculty have full pedagogical authority (passed in 2000); and opposition to performance-based funding (passed in 2008). Questions over the wording over amendments were discussed. Aaron Wilson suggested that since the resolutions were passed as early as 1999, perhaps updating them/renewing them would show stronger support from Faculty Senate. Tim Weber and Pooja Rishi voiced their agreement. Richard Smith cited that the resolutions were solidified and there would be no need to vote on them again.
 - Wendi Williams made a motion to extend the discussion and for Louis Lee to speak on the issue; Micah Baily seconded. Louis Lee encouraged more discussion on multi-year contracts.
 - Mark Murray moved to put the discussion of revising and updating the resolutions on a future agenda. Wendi Williams seconded.
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- Faculty Scoring and Ranking System – Ana Riojas
 - Ana Riojas brought forth the issue of departments ranking their faculty due to low enrollment and Policy 4912 (termination or reduction of personnel due to financial exigency or program change). She asked for feedback from the Senate and whether they had heard any concerns from their constituents. She had been contacted by several faculty members asking questions such as how the ranking system was developed. Rolando Longoria cited that chairs are following a specific set of criteria that include past evaluations, seniority, trainings, performance, and service. Faculty rankings will be reviewed by the Deans. Aaron Wilson asked whether faculty members would be able to verify accuracy and that clarification from administration be provided. Mark Murray asked whether any faculty were involved in creation of the criteria categories. Richard Smith brought up the issue of chairs evaluating their faculty.

- Richard Smith made a motion to extend the discussion time of the Faculty Scoring and Ranking System. Aaron Wilson seconded.

- Several concerns were brought up by Senators such as the timing of the ranking system, whether administrators would be ranked, transparency and accountability from administration, what would qualify as a certification as well as the completion timeframe.

-Another concern brought forth was the need for possible deployment of the faculty ranking and scoring system for Policy 4912 despite the ongoing message from administration that things will get better. Enrollment has not improved in the past two semesters. It was mentioned that accountability for enrollment should begin with administration and other departments within the college rather than with faculty. There should be an administrative ranking system parallel to the faculty ranking and scoring system.

- The validity of student evaluations as well as their weight in the faculty ranking system was also brought forth. Faculty giving bonus points for completion can be seen by students as a bribe for better student evaluations. Faculty with low completion rates of student evaluations was also brought up. A strong correlation exists between how well a student is doing in the course and its impact on a positive or negative instructor evaluation. This would not be an accurate evaluation of the faculty member's teaching performance. It was also mentioned research has shown student evaluations to be skewed against women and minority instructors. If student evaluations are such a small percentage of a faculty member's ranking, why have it as a criteria item at all?

-Rolando Longoria made a motion for Faculty Senate to see the Faculty Ranking worksheet before Deans release it. Mark Murray seconded.

- Forming Salary and Benefits Committee – Aaron Wilson
Aaron volunteered to chair this committee last semester, but more volunteers from all divisions are needed. He cited that a meeting with the VP of Finance Mary Elizondo had been arranged for Wednesday, February 10. Others such as Laura Requena (current HR director), Martha Perez (Budget Manager), and Miriam Lopez (Comptroller) would also be in attendance. Tim Weber, Pooja Rishi, Hanan Amro, and Javier Reyes

volunteered to serve on the Salary and Benefits Committee. The committee plans to meet Tuesday, February 9, to touch base.

Mark Murray made motion to adjourn. Micah Baily seconded.

Meeting adjourned at 5:22 pm