

Faculty Senate Minutes for November 25, 2025

Executive Committee Members in attendance: Nicholas Hinojosa, Wendi Williams, Jaclyn Miller, Silvia Herrera, and Maria Cervantes.

Senators in attendance:

Business and Public Safety: Ruby Campuzano, Jesus Amaya, and Claudia Mercado.

Liberal Arts: Annie Liss, Robert Miller, Rachael Brown, and Robin Bell.

Math, Science, and IT: Courtney Galle, Mehrzad Mahmoudian-Geller, Reginald Gonzales, Juan Luna, Fidel Rodriguez, and Isauro Zaragoza.

Nursing and Allied Health: Layman Darnell Miller and Sharon Rice.

Social Behavioral Science: Nihan Kayaardi Hinojosa, Pooja Rishi, Tim Weber, Lisa Veliz, and Celina A. Jorge.

Bachelor's Programs: Rebecca L. Lynch and Laura Garcia.

Senators absent: Blanca Herrera, Michah Bailey, Melissa Terry, JoAnna Martinez, and Ana Valladarez.

Meeting Agenda

4:00 pm: Welcome and Check Quorum

- Quorum was verified and met.

4:04 pm: Vote on September Meeting Minutes

- Fidel made a motion to accept the meeting minutes, which was seconded by Tim, and Nicholas facilitated a poll for voting, with Wendi reminding that only voting members may participate.
- 26 poll responses (met quorum and passed).

4:06 pm: Vote on October Meeting Minutes

- Wendi made a motion to accept the meeting minutes, which was seconded by Fidel, and Nicholas facilitated a poll for voting.
- 27 poll responses (met quorum and passed).

4:08 pm: Faculty Senate Updates- Nicholas Hinojosa

Mandatory Training Deadline

- Nicholas mentioned that Pooja Rishi brought to his attention the short deadline for the mandatory trainings, and the deadline was extended by 90 days. The new deadline is February 17th, 2026.
- Robert Miller mentioned that the trainings were a lot longer than before and some of the subjects mentioned seemed off topic and not tailored to the college – training on hazing and athletics.
- Annie Liss mentioned that these topics are either federal or state mandated.

Graduation

- Thanked Sharon Rice, Dr. Williams, JoAnna Martinez, and Reginald Gonzalez for volunteering to participate as mace holders and Masters of Ceremony.

- May 2026 will have 5 graduations. December 2025 will hold only two.

Jaguar Work Day Ambassadors

- Thanked Jaclyn Miller, JoAnna Martinez, Celina Jorge for volunteering to be Jaguar Work Day Ambassadors.

Flyers Update

- The removal of flyers during the No Kings protest raised concerns about political motivation, as other decorations remained. George McCaleb, Executive Director of Facilities, explained that the issue relates to Senate Bill 2972, which governs expressive activities like protests and flyer distribution.
- Current college policies (DGC Local, FLA Local, GD Local) must be revised to comply with the bill while avoiding censorship.
- George is seeking legal guidance and agreed to involve Faculty Senate in the process, provide updates, and attend a future meeting (likely February) to discuss changes and answer question.

4:42 pm: Multi-Year Contracts Discussion - Fidel Rodriguez and Liza Veliz

- Multi-year contracts represent a college commitment, not a binding obligation for faculty.
- Faculty can still retire, resign, or relocate despite multi-year agreements.
- Options discussed: 2-, 3-, or 5-year contracts.
- Multi-year contracts seen as a sign of investment in faculty and could improve job satisfaction and retention.
- **Adjunct Pay Rate:** Recent increase of \$100 per LHE noted, but concerns remain about competitiveness with neighboring institutions. Desire for regular pay reviews (annual or every 3 years) to avoid decade-long gaps.
- **Strategic Alignment:** Retaining talented faculty aligns with the college's strategic plan.
- **Job Satisfaction:** Multi-year contracts perceived to positively influence satisfaction.
- **Benefits vs. Salary:** Faculty generally satisfied with benefits but less so with salary.

5:12 pm: Faculty Classification Policy Review - Mehrzad Mahmoudian Geller

- **Policy Changes Identified:**
 - Title change: "Instructor" → "Faculty."
 - Waiting period for promotion: 1 year → 2 years (Assistant to Associate Professor).
- **Concerns Raised:**
 - Lack of clarity and transparency in wording and procedures.
 - Inconsistent application and feedback across cycles and committees.
- **Recommendations:**
 - Develop a clear rubric for evaluation and eligibility.
 - Increase awareness through convocations, PD days, and departmental communication.
 - Standardize processes to ensure fairness and efficiency.

5:24 pm: Motion to extend Classification Policy discussion

- Wendi mentioned that a motion and vote would be needed to extend the meeting. Mehrzad motioned and Liza seconded.
- 15 votes majority of who were still logged on to the meeting; extension was approved for 30 minutes.
- **Implementation Period Clause:**
 - Ambiguity around duration and interpretation of “implementation period” for applying to highest rank.
- **Committee Observations:**
 - Some departments actively promote classification; others show minimal engagement due to complexity and workload.

Mehrzad motioned to vote for the documentation to be sent to the Academic Classification Committee, but Wendi informed the senate that we did not meet quorum and suggested an electronic vote via email. Nicholas would advise Mehrzad on the protocol and steps after the meeting.

5:49 pm: Constitution committee Update – Wendi Williams

- The Constitution Committee has reformatted the initial draft to align with the BGC local template, which revealed some wording issues.
- The committee needs to revisit these issues before finalizing the document.
- No official vote is expected before the end of the calendar year; the vote will likely occur in February. There is still work to do.

5:50 pm: Student Success Committee Update - Maria Cervantes

- The committee’s goal of compiling a comprehensive list of student resources available college-wide.
- They recently met with a representative from the Adult Restart/Reconnect program, who is helping create a one-sheet quick reference guide for students. The committee also plans to gather information on mental health resources and has a pending meeting with the Disabilities Office.
- The ultimate objective is to produce deliverables, such as a booklet or centralized resource, that faculty, staff, and students can use to easily access information on services like mental health, food support, financial aid, counseling, and advising. This initiative aims to create an “encyclopedia” of student support resources, though it may take more than a year to complete

5:54 pm: Meeting was Adjourned

- Motion to adjourn at 5:53 pm; meeting was adjourned.

Total Time Duration: 1 hour and 54 minutes

Motion to Submit packed or recommendations to the Academic Classification:

On Wednesday, December 3, 2025, Mehrzad sent out the Academic Classification Committee Proposed Accommodations for review and vote via email to the senators. Maria C. motioned to approve the submission of packet and Fidel seconded it. Nicholas sent out an electronic poll via email on December 6, 2025 with a deadline of December 8, 2025.

- 29 poll responses (met quorum and passed)