

# Faculty Senate San Antonio College



**MINUTES** April 6, 2016 – 3:00 PM, VAC 120

MEETING CALLED BY: President, Lisa Black, called the meeting to order at 3:06 PM.

NOTE TAKER: Tammy Perez, Senate Secretary

Members Absent: J Ramsey, J Engel

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## **A. Approval of Minutes**

- March minutes approved

## **B. Reports of Standing Committees**

Liz, Kim, Luis – March 8 – Excellent video to watch – Kay McKlenney, our coach for the Gates Foundation grant, spoke on the importance of faculty in input in the development of pathways, institutes, etc. They should participate and have a voice in the design of it. Talked about tracking. Beware of launching lower socioeconomic status students into career fields instead of transfer. She stressed that faculty are important. Action item: Kim will send the link to the video.

## **C. Reports of Board of Trustees Meetings**

Liz, Kim, Luis - Dr. Vela talked about the win-win agreement as being faculty generated. It is intended to help faculty whose PGRs are below the norm for that discipline. Tuition changes are coming in a structure designed to increase the number of full-time students.

## **D. Reports of Officers**

- Lisa Black – DMM report out – April 6 was the final meeting of the team. Dr. Leslie will review on Friday. PVC should see it next week. Once it goes to PVC, it will go out to the broader college community.
- Tiffany Cox – no report
- Tammy Perez – motion to send out minutes via email. There will be 48 hours of discussion. The vote to approve the minutes will be sent out after the discussion period. Motion passed.

## **E. Report of Adjunct Faculty Council**

- Amanda Martin - nominations open for ACE awards – April 1-May 15<sup>th</sup>. All administrators, faculty, staff, and adjuncts are eligible to nominate candidates. Next Wednesday 13<sup>th</sup>, next meeting. 5:30 in CAND 134.

## **F. Reports of Standing Committees**

- **Communication** – Tom Cox – Leonard Ziegler was present to take photos of the senators for the website. The committee envisions a photo banner of service or pictures rotating on the website. They would like to see an access box for general comments for officers and each committee; it will detail the organizational structure; there will be a page with senator photos and short bio along with office location, contact information; Action item: Tom will be emailing senators to

request information, also giving a deadline for submissions of this information from senators. Committee pages will also contain specific committee information.

- **Curriculum and Instruction** – Mike Burton - On Wednesday, March 24<sup>th</sup> the Senate Curriculum Committee met from 2pm until 3:45pm to discuss the PGR Win-Win Agreement. Dr's Blackwood and Krueger attended, as did a dozen Senators and interested faculty. The meeting was called due to many faculty being concerned that the PGR Agreement was or could become punitive. Dr Blackwood addressed this concern and differentiated between the 2 other Win-Win Agreements that do lead to progressive discipline (the SLO & Grade Recording Agreements). The PGR Agreement, on the other hand was designed purely as an attempt to find ways to improve PGR; if the strategies in the PGR Agreements do not improve PGR, those strategies would be abandoned and others put into place, but the faculty member wouldn't be written up. She thought some of the anxiety was due to departments implementing the agreements in different ways. She was clearly aware that mandating certain PGR percentages (as some Texas Colleges are doing) would be detrimental to the quality of our courses and our degrees. She claimed that the motivation for the PGR Win-Win Agreement was to try a wide variety of interventions to see if any could be effective in increasing PGR. She also said she would be sending out a communique to all the faculty to clear up the confusion and allay the (justified) concerns faculty might have. She then opened the discussion to questions, of which there were two significant ones. First, even though the Agreement was not intended to be punitive, the strategy of reducing overloads and summer loads is punitive in that it affects the earning power of the faculty member. Dr. Krueger responded that this strategy was one that the chairs suggested and approved, especially for those faculty members who had very low PGR for many years and who were teaching a large number of overloads, the logic being that these instructors might not be able to give sufficient individual attention to students due to the size of their course load, or the time needed to reflect on their teaching style, to troubleshoot and innovate. Second, there is a kind of double pressure on a faculty member who enforces the Student Code of Conduct, as that Code puts specific responsibilities on the students, responsibilities that students often neglect. Thus, holding the students to their responsibilities results in drops or low grades. This concern was not fully addressed, and might be a topic for further discussion. Mono made a motion that the Senate hold a town hall meeting to discuss the win-win agreements, following up on the Curriculum Sub-committee meeting in March, the format of which will be agreed upon by the Senate beforehand. Motion passes with three abstentions.
- **Policy and procedure** – Jeff Hunt – grade submission deadline – motion: the faculty senate propose that The Alamo Colleges change the final grade submission deadline to the Tuesday at 11:59pm following finals beginning in the Fall 2016 semester. Motion passes with one abstention. Elumen – motion: the faculty senate proposes that San Antonio College change the Student Learning Outcome (Elumen) deadline to the Tuesday at 11:59pm following finals beginning in the Fall 2016 semester. All in favor – motion passes. D grades –motion: The letter grade of a D should count as a productive grade for instructors in Productive Grade Rate data for all Arts and Sciences courses and those courses in Professional and Technical Education as determined by those disciplines. Justification for this motion: Letter grade of D is currently accepted as a productive for students in passing a course, graduation with an Associate's

Degree, and accepted as transfer in the core by most universities. The state of Texas accepts the letter grade of D as productive and funds colleges for the grade of a D. Therefore, the only population negatively affected by a letter grade of D are the faculty in Productive Grade Rate data. This would raise PGR data and reduce courses labeled as “high risk”. Motion passes unanimously.

**By-laws proposed changes –**

- Article 3, Section 2: Change to term of office starts after first meeting following the election and ends in August at the end of three year term. Motion passes unanimously
- Article 4, section 1: Strike the word academic from academic year. Motion passes with one opposed
- Article 4, Section 2: Revision regarding ratio of AS / PTE faculty representation. 60/40 ratio respectively to be reassessed every three years. Motion passes with one opposed and one abstention.
- Article 4, Section 3: Revision regarding not enough faculty to fill PTE or AS. Motion passes unanimously. Move to consider last vote; approved. New motion: Combine two paragraphs: The faculty senate election is decided by **ranked-choice voting** of the electorate as determined by Article IV Section 2. Those faculty who receive the most votes in each division will fill the seats allocated to that division. Should there not be enough faculty willing and able to fill the allotted seats for a division, those seats would be filled by the faculty member with the next highest number of votes from the other division. Tie votes for last place will be decided by a run-off election. Strike “some other equitable method” language. Motion passes with one opposed.
- Article 4, Section 4 - Moved from Section 3. Motion passes unanimously.
- Article 5, Section 1 – Strike “academic”. Motion passes unanimously.
- Article 6, Section 1 - Change language to reflect 60/40 ratio. Motion passes unanimously.
- Article 7, Section 2 – Motion to keep original language (full-time tenured/tenure-track/non-tenure-track faculty) throughout the document with “permanent” added. Motion passes with one opposed.
- Article 7, Section 3 – Senate officers’ term runs from May to May. Motion passes with one opposed.
- Article 8, Section 3 – Changes as indicated. Motion passes unanimously.
- Article 9, section 1 – Change regular senate date to Fridays. Motion passes with one opposed and one abstained.
- Article 9, Section 2 – Strike “collegial version of”. Motion passes unanimously
- Article 9, section 2 – Add “president will appoint a parliamentarian”. Motion passes unanimously
- Article 9, Section 5 – Agenda process proposal with “to a senate officer” and “to committees or raised as for general discussion under new business” and “to be added to committee report out” language added. Motion passes with one opposition.
- Article 11, Section 2 – Change to Policy and Procedures Committee. Motion passes unanimously.

- Article 13 changes for information only. No votes required or taken. Changes will be updated by committee chairs and sent to Tammy.
  - Appendix B, Section 3: Motion tabled and sent back to committee to consider counselors / library faculty inclusion. Motion passes unanimously.
  - Appendix D: Motion tabled and sent back to committee to consider counselors / library faculty inclusion. Motion passes unanimously.
  - Appendix F, Paragraph 1: Strike academic. Motion passes unanimously.
  - Appendix F, Section 4 - Officer job descriptions VP: Replace sharepoint with website and all throughout the remaining document. Motion passes unanimously.
- **Research** – Kim Hochmeister – Discussed the minutes of Super Senate requesting clarification on several items: “at risk faculty”, Super Senate Bylaws, and faculty 180
  - **Surveys and elections** – Suzanna Borawski - Election process begins tomorrow. Nominations will be accepted. Anyone nominating will be entered in a \$100 drawing; there will be another informational session scheduled. Action item: Committee will send out dates/times for this session.

#### **G. Informational Announcements**

- MAS Core proposal – The faculty members involved in Mexican American Studies across the district are backing a proposal to include GOVT 2311 in the Core Curriculum. Signature sheets to show faculty support of this proposal will be sent out to the Chairs and senators.

#### **H. Adjournment – 6:00**

**Next meeting: May 4, 2016**

**Next BOT meeting attendance:**

**Committee meeting April 12, 2016:** J Hunt, S Duffy (this was moved to April 19 so the senators in attendance will change)

**Regular BOT meeting March 22, 2016:** J Hunt, J Ramsey, S Samet (this has also been pushed off a week to the 29th)