

Faculty Senate Meeting Agenda
December 3, 2021
1:00 - 3:00 PM

1. Introductions (1 minute)

a. Chancellor comments

- i. The Chancellor thanked everyone for the work and resilience over the last 20 months during the pandemic. He mentioned how important the vaccine mandate is. The mens and womens soccer teams are in the national league. The work of everyone helps support that achievement. There have been millions of dollars that have been raised over the last 20 months. We were able to survive the pandemic because of the work that was done prior to the pandemic.

1. Questions:

- a. Staffing model for Pima, what is it? Student ratios are not relevant to staffing, only faculty:student ratios.

- i. The work force at the college has three different employee groups that require different models. Benchmarking is done in order to follow best practices. Pima is not as heavily staffed, in administration as other colleges of the same size. It is constantly assessed. Enrollment may bring some changes

- b. We have lost enrollment over 10 years or so and have reduced instructional positions and expenses even more. Should staff and admin expenses not be tied to enrollment at all? You cited how we reduced campus Presidents VPI's and Deans as examples of reduction in administration, however other positions and promotions have resulted in total expenses being pretty much the same.

- i. Look at things over the last 9 years that the Chancellor has been here. Some positions have been shifted. The work that the Administrators do requires a certain skill set that keeps state requirements, HLC and a lot of other areas that keep the college in compliance. We need to have the right folks here at the college. The college was previously on probation with the Department of Education. Aviation program was on the brink of being lost, HLC requirements were not followed. There were a lot of issues that were uncovered when the Chancellor came here. Administrators are held at a higher level of accountability. Administrators are recruited from other colleges and can make more money elsewhere. We need the right talent here at the College.

- c. Makyla - There is no question that we need the right people at the college. What is being shared is that people want to feel supported

and valued. There are a lot of people who do not know what administrators do and that makes it hard to value what they do. Faculty also feel like the administrators are close enough to what the Faculty do as well. This could be a structure and value issue. Further conversations would be welcome. Value for all employee groups should be worked on.

- i. Chancellor likes that idea and wants to be invited to the classrooms. He welcomes anyone to invite him. Any administrator would do the same. Deans and VP's should be aware of what Faculty are doing. Administrators are always talking up the college and what is done here. The College was zeroed out through the State budget and we are trying to make the most of what we have. There is a challenge of how many locations we have in comparison to how many students we have.
- d. Ken - Frustration with no pay increase for Faculty but there have been pay increases for Administrators. The class and comp study is on schedule. It will be implemented at the end of the first quarter in 2022. The class and comp study is appreciated.
 - i. Faculty have had issues of composition that have been addressed. Class comp is not the be all and end all. Some may not see any increase. Salaries will not be adjusted down. We will try not to negatively affect staff. The money that is raised does have limits and cannot always help with Faculty salaries. It is important that the College keeps getting recognized for the work that we do so we can keep moving forward.
- b. Welcome and introductions - [Rita Lennon](#)

Rita asked for all to sign in through the chat.

 - i. Moment of silence for Manny Durazo
 1. Sean - are there other faculty that have passed away and how can that be identified? Could there be a process that is developed for this issue.
- 2. Requests for Agenda Modifications and Short Announcements (5 minutes)**
 - a. Update on the Academic Workforce Plan Steering Committee - Ken Scott
 - i. Class and Comp study is moving along.
 - ii. The other committee dealing with a mechanism for workforce resources wants to share the following statement: "The steering committee has been organized and has established a positive foundation for working together duine the initial meeting. We have established our group agreements, and we have developed a set of guiding principles for a project. We have clarified the roles of the steering committee member and project consultants and we've also reviewed the project phases and components."

- iii. Tal Sutton and Ken Scott will be stepping down for their officer positions. Thanks from Rita for their service. [Denise Reilly](#) will continue. Brooke Anderson will be stepping in as VP. [Sarah Jansen](#) will be stepping in as logistics and time manager

3. Requests for Open Forum or Executive Session (1 minute)

- i. No request for Executive session

4. Approval of [November Minutes](#) (2 minutes) - [Rita Lennon](#)

- i. Minutes approved.

5. Reports (30 minutes)

a. [Provost's Report](#) (10 minutes) - [Dolores Duran-Cerda](#)

- i. Provost expressed her appreciation for the work of the Faculty. She does value Faculty and what they mean to the college. She wants the Faculty to feel valued. She would like to see more involvement between Administrators and Faculty. She would like to see Faculty sharing what they do in the classroom. If administrators were able to teach it would help with those connections. AERC faculty reps could attend a meeting with administrators to discuss ideas, concerns. She will continue to think of ways to strengthen these relationships. She thanked Tal and Ken and welcomed Brooke and Sarah. Administrators could also attend the Faculty Senate and explain what they do.
- ii. Highlights from Provost report.
 - 1. Men and Womens soccer team
 - 2. Pima Online awards
 - 3. Passing of Many Durazo
 - 4. Provost office hours on December 13, 2021
- iii. Matej - Is there any update on Sabbaticals? Has the number been restored.
 - 1. The issue of sabbaticals is being revisited. There have been few requests in years past. There has been benchmarking. Chief academic officers meeting, admins from across the state. Most do offer sabbaticals but there are few requests. The Provost realizes the value of sabbaticals and will continue looking at this.
- iv. Funding from Bank of America
 - 1. One million dollars has been awarded to work on initiatives from BofA. This is coming from \$25 million given to 21 colleges and universities. The focus was primarily black and hispanic institutions. This is a 4 year initiative that is focused on entry level high wage, high demand careers. Breaking Student Barriers subcommittee that is working on curriculum. This may be an initiative that BofA can help with. There may be an initiative that can help with part time students. This would come from the Gardeners Institute. [Jeff Thies](#) Hilda Ladner, Amanda Abens, Jaquie Allen and Ozlem were all involved.

- b. Governing Board Report (10 minutes) - [Denise Reilly](#)
 - i. Nov 10, 2021 Board meeting. The next Board meeting will be January 12, 2022
 - 1. Things that make Denise go hmm
 - a. A lot of positive kudos from students, Centers of Excellence, Cyber Security.
 - b. Serious divisiveness between the Board members, Maria very concerned about communication.
 - c. Some board members seem to be making an effort to go and visit the campuses to see how things are going and visit with students.
 - d. Suggestion of an advisory board committee with community members.
 - e. The Chancellor's raise was approved 3 to 2.
 - 2. Faculty noticeable accomplishments need to be shared. Denise will take these forward.
- c. [PCCEA Report](#) (10 minutes) - Makyla Hays
 - i. Makyla - There are details about the meeting with AERC and Dave Bea in the report. This is the first in-depth meeting about the budget that has taken place. Value was discussed. System in place to make sure equity is achieved during the Class and comp.
 - ii. Board Study brought up the concern of Faculty overload. If this is looked at the benefits that other employee groups receive. This should be taken to the next Board presentation.
 - iii. Class and Comp meetings with administrators present is very helpful. There will be a survey that comes out to get faculty opinions on salaries. Please encourage other faculty to take the survey
 - iv. Faculty Evaluations seem to be stalled - there are different messages from different divisions. There are questions about the process. Do one of the goals have to be related to advising?
 - v. Climate - Makyla will be meeting with the Chancellor to discuss the survey that will be going out. Makyla sent out a survey to all Faculty and has received a lot of faculty. She is compiling these concerns to take to the meeting with the Chancellor. Results may be able to be shared on All Faculty day.

6. Business (25 minutes)

- a. [Poll Results](#)
- b. All Faculty Day (5 minutes) - [Rita Lennon](#)
 - i. There are two options: Balanced All Day Event or Strictly Business
 - 1. It was voted to have a Strictly Business meeting.
- c. Standing Administrative Guest Invitations (5 minutes) - [Rita Lennon](#)
 - i.
- d. Faculty Senate's Focus for Spring (10 minutes) - [Rita Lennon](#)

i.

7. Discussions (50 minutes)

a. HLC Visit

- i. Focused on the Governing Board - What are some questions you would like answered.
- ii. There was a question if the letter that was sent by HLC could be made public.

b. Waiting List

- i. The waitlist did address concerns but there have been other issues that have come up.
- ii. Rita asked for concerns to be shared with her about the waitlist. She will take these concerns to the Faculty Senate Leadership meeting with Administration and will forward concerns to Michael Tulino.

c. Vaccine Mandate - Division Impact

- i. David Parker is here to answer questions about how this mandate will affect divisions.
 1. This mandate may affect the Spring semester. December 14th is the last date to have vaccine data in. For Moderna the last date to get the first shot is Dec.7th. For Phiser, the last date to get the first shot is Dec.14th. Johnson & Johnson is only one shot and can be gotten on Dec. 14th. Some vaccine sites require appointments, please plan accordingly.
 2. There are only two accommodations requests that are available: medical/disability and sincerely held religious belief. ADA process will be used for medical accommodations. These requests need to be in by December 14th or earlier. Religious beliefs can be reasonably questioned.
 3. Vaccination information and accommodations have been entered in banner.
 4. As it stands today, we are still under the mandate.

d. Faculty Retention Ideas

- i. Making ID's more important and to give access to other resources.
- ii. PCCEA is the group that will address salaries.

e. AP/BP notifications

- i. November 8th policies went out for 21 day comment. There was a question of why they did not come to the Faculty Senate. Rita has asked that these communications come to all Faculty Senate leadership. Rita and Matej did look at what is being commented on.

8. Open Forum

- a. Faculty meeting on the 19th - frustration with scheduling - in person classes not being scheduled. Concern about Aadastra and how those will be rolled out. There may need to be discussions with Lamata Mitchell. Lamata may be another Administrator that should have standing meeting time at the Faculty Senate.