



Faculty Senate  
San Antonio College

## Minutes

November 12, 2021 12:00pm-2:30pm, via Zoom

Meeting called to order by: Senate President Ruby Martinez at 12:34pm  
Note taker: Robyn McGilloway, Senate Secretary

Senators absent: Mai Lai Eng, Lennie Irvin, Dee Joseph, Barbara Knotts, Jose Moreno, Curtis Ogland, Yusuf Mahmud

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**I. Call to Order**

**II. Approval of Minutes**

Senator Rolando Barrientez made a motion to approve the October 8th, 2021 minutes. The motion was seconded by Senator Luis Rodriguez. The motion passed unanimously.

**III. Board of Trustees Meeting – Senator Barbara Knotts report read by Secretary Robyn McGilloway**

**Board of Trustee- Committee As A Whole - October 17, 2021**

Student Success Program- Dr. Frank Solis from SAC presented an outline on how the Ashley House will be transformed in a low-cost funeral facility for the colleges and the community. This facility will provide real life-experience for the students in the Mortuary program and generate revenue.

The Executive Faculty Council reported that after a year, 4 Ad Hoc committees were finishing their work: Tenure, Faculty Evaluation, Faculty Mentoring Model, and Clinical CTE Course Survey.

NE Lakeview and PAC-proposed a new joined program: Associate of Applied Science Degree in Advanced Manufacturing Technology.

Dr. Loston recommended changing the name of the Health and Wellness Building at St. Philip's College to the "William Allen Hudgins Health and Wellness Building" (WAH) in honor of William Allen Hudgins.

**Board of Trustees Meeting - October 26, 2021**

(This was a SAC night) The invocation was given by Joseph Liedecke from SAC.

The passing of SAC's Assistant Professor Claudio San Miguel in September was acknowledged. The student of the month was Ann Maldonado from SAC.

Citizen to be Heard: Mike Lane and one other district Facilities Management officer--Each spoken about HR salary practices as it related to positions salaries in their area. Their concern related to unfairness in new hires who received a larger salary with the same title as theirs located who are located at the other campuses (they didn't start at the entry level but the

middle level). Example given Dr. Loston's starting salary was higher than the other VP so all VPs' salaries were raised. This needs to be done for their position as well.

As part of the chancellor's report- San Antonio College received the Hispanic Contractors de San Antonio Diversity Award and the Best Development Education Program Award by College Academic Support System (CASP) for the newly built parking garage.

Dr. Jim Lucchelli and Dr. Kara Mowrey from SAC- presented their 4DX for Student Development/EDUC 1300.

After a discussion, the Board of Trustee approved the submission of a new workforce education program (Associate of Applied Science Degree in Advanced Manufacturing Technology) for NE Lakeview College.

The Board of Trustees approved the naming of the Health and Wellness Building at St. Philip's College to the "William Allen Hudgins Health and Wellness Building" (WAH) in honor of William Allen Hudgins.

Respectfully submitted by Dr. Barbara Knotts

These notes will be clarified at a later date by Senator Barbara Knotts.

#### IV. Reports of Officers

- Senate President Ruby Martinez and Senate Vice-President Isabel Garcia:
  - **President Martinez gave Executive Faculty Council (EFC) updates.** There are no presentations at the EFC level at this time. The tenure proposal went to Strategic Leadership Team (SLT). The proposal was not received as the committee had hoped. The SLT does not seem interested in conventional tenure as it is now. The SLT thought that tenure should be optional, and tenure will affect the staff/faculty relationship. The committee met with the Chancellor to try to find some kind of middle ground. The committee has designed a template for SLT to fill out with their comments and recommendations. In addition, the template would record their approval or disapproval of the tenure proposal. The tenure proposal will still be presented to the Board. The Faculty Evaluation Committee has presented to the VPASs and they liked the proposal. The proposal will now go to SLT on December 6<sup>th</sup>. The committee's hope is to remove doubt about faculty accountability and rigor of tenure.  
The Faculty Student Mentoring Model Committee has yet to present to SLT.  
The next EFC meeting will be Friday, December 10<sup>th</sup> at 10:00am.
  - **President Martinez gave United Faculty Senate (UFS) updates.** The Faculty Quality of Life Survey is complete. SAC had the most survey participants. The main trends were overwhelming talk about pay, and lack of compensation for work performed. In addition, trust and professionalism was also mentioned in the survey. Aaron Prado is in charge of the survey data, and will disaggregate the data for each college. SAC Faculty Senate will share the data at a later date.
  - **Vice-President Isabel Garcia** added that EFC is not giving up on tenure. Tenure is not going to be conventional tenure. EFC is working toward a resolution to re-instate tenure.
  - **The meetings on October 15<sup>th</sup> and 22<sup>nd</sup> with leadership, Drs. Vela and Lovato.**
  - President Martinez updated leadership on the Ad Hoc Faculty Evaluation Committee, which presented to EFC on October 8, 2021. The committee will be moving into Phase II. Dr. Vela asked if the committee would be looking for new software or would they use pre-existing software.
  - The 40-hour work week was discussed, a SAC College Policy passed by College Council in 2017. Senate leadership discussed the following:
    - a) Seeking clarification
    - b) Concerns brought forward by faculty

c) Is it feasible or suitable for faculty? (Delineation of categories)

d) If Senate wants the policy to be amended, what is the process?

Dr. Vela stated that the 40-hour work week needs to be uniform for equity. Dr. Lovato stated that CET discussed the 40-hour work week. The 15 hours of service should be different from release time. The College spends \$1 million dollars in release time. This value is very high compared to our sister colleges. In addition, when faculty receive release time, the college must higher adjuncts to cover the faculty. This is an additional expense. The release time form is to verify faculty are receiving the release time fairly.

- Year-round scheduling was discussed as some departments were unaware of the change. Year-round scheduling is not a 12-month contract and not teaching year-round. It is about setting up the schedule for one year to help students anticipate upcoming classes. Dr. Vela does not see a conflict with SACS-COC.
- We discussed initiative overload and ACUE. Dr. Vela stated that ACUE is not mandatory or required. ACUE could be a part of a faculty improvement plan. Dr. Vela stated that ACUE is the premiere andragogy and is a national credential. He would like for everyone to start the ACUE process. The ACUE course was modified to micro credential courses, which will add-up to full ACUE completion.
- Faculty Attrition – Vice-President Garcia discussed the loss of adjunct professors due to increasing job description demands. Vice-President Garcia asked senators if they had experienced similar problems. Several senators shared that their departments were seeing adjunct professors and fulltime professors leaving.
- We discussed that Spring Break Dates are not in line with local area schools. Dr. Vela stated that Spring Break is planned two years in advance. Dr. Vela thought the dates were going to be in alignment. Drs. Vela and Lovato will research the discrepancy.
- We asked if the stipend for substitute work pay increased along with salary increases. Leadership will talk with Linda Boyer-Owens. They do not think sub pay has changed.
- We asked Dr. Vela about an appeal process for Faculty180. According to Faculty Handbook a process is in place; however, some chairs/deans are not aware. Dr. Lovato is going to research this topic. They are going to determine if the policy is set for all five colleges or if SAC has its own procedure. When the policy is located they will send it to us.
- QM re-certification was discussed. Dr. Vela stated that you are good to teach for spring no matter the QM re-certification status. We still need clarification on whether QM re-certification is necessary to keep online teaching or is it just about keeping the stipend.
- Senate Secretary Robyn McGilloway: No report.

#### **V. Adjunct Faculty Council**

- Senator Amanda Martin: The Adjunct Faculty Council Newsletter was sent out. Their next meeting will be November 16<sup>th</sup>. It has been concluded that the Adjunct Faculty Handbook might be added to the Faculty Handbook as an addendum.

#### **VI. Topical Items**

- **SAC Teaching and Learning Committee (Faculty Development) – Senator Linda Robertson-Schule**
  - QM recertification is not mandatory, and the deadline for completion is May 2022. ACUE badges have been broken up into micro credentials, and administration is highly

encouraging the ACUE micro credentials. The QM stipend will be \$1,000 once the recertification is completed.

- **Year-round Scheduling Committee – Dr. Dawn Elmore report read by Secretary Robyn McGilloway**
  - Year-round scheduling is a misnomer. It's actually year-round registration. Faculty contracts and schedules will not be changing, nor will the terms in which we offer courses. Students will be able to register throughout the academic year for classes up to a year in advance. This effort requires coordination across various processes at District and the colleges; financial aid, admissions and records, and IT are all working together to ensure all the mechanisms needed for students to register will be accessible throughout the academic year. This is a tremendous undertaking. The year-round process is scheduled to begin in March 2022.
  - The only way in which faculty will be affected is we will need to schedule a full academic year at a time rather than one semester at a time. This will require department chairpersons, coordinators, and faculty to have a clear schedule for all courses and to schedule faculty to teach those courses. None of this precludes changes to scheduling as we normally do now based on enrollment and available faculty, but we will need to ensure that required courses are available for all pre-majors, fields of study, and workforce degrees and certificates in a regular cycle so students can graduate in a timely manner.
  - I will continue to attend meetings as the faculty representative and report back as developments occur.

## **VI. Committee Updates**

- Curriculum and Instruction – Senator Jose Moreno, Chair  
No Report.
- Communication – Senator Caraway, Chair  
The committee did meet. Senator Caraway is hoping to set-up an open meeting for faculty.
- Policy and Procedures – Senator Lennie Irvin has agreed to fill this committee's open chair seat.  
No report.
- Research – Senator Patricia Portales, Chair  
The research committee met and discussed the issue of an ombudsperson for faculty. Senator Patricia Portales cited examples of an ombudsperson at Austin Community College and the University of Texas. Senator Patricia Portales asked if UFS can recommend Board policy changes. President Martinez will consult the UFS President, Judah Leggett. The Research Committee will continue to investigate the issue of an ombudsperson. Senator Linda Robertson-Schule asked if we still have an arbitration committee at the College.
- Surveys and Elections – Senator Anahita Lorestani, Chair  
Professor Dwayne Bohuslav is SAC's Minnie Stevens Piper nominee.

## VIII. New Business/Announcements

- Michael Sanchez (Political Science Program) – Vice-President Isabel Garcia introduced a faculty lead initiative to encourage/create a culture of reading on campus. Senator Patricia Portales recommended reaching out to the Library Common Read faculty/staff.

- Usha Venkat and Yvonne Galindo presented their annual Client Satisfaction Survey. The following questions were asked of the SAC Faculty Senate:

- 1) What do you like about OTS current computer technology and support? What works best for you?

Senators said that they like footprints, phone line support, on-line Zoom help, and tech support for classrooms.

- 2) Now, what do you not like about OTS technology and support? What do you find frustrating?

Senators stated that student kiosks require maintenance, tech support should have expanded hours, better access to eLumen/Canvas, and SharePoint should have easier access.

- 3) What are your greatest instructional challenges? What interferes with your ability to teach?

Senators stated that test taking and academic dishonesty are instructional challenges.

- 4) SAC has supported experiments with a variety of technologies, including iPads in the classroom, VR, 3D Printing and ChatBot. What's next on your horizon?

Senators were interested in VR.

- 5) What's one thing you would change about instructional technology support at SAC? What types of assistive technology would be most helpful? How could you use this information?

Yvonne Galindo shared the link for the SAC Instructional Technology Support Resources.

- Senator Jennifer Caraway – CourseHero/Chegg Monitoring and QM Recertification  
Senator Jennifer Caraway was interested in developing a process for removing College content from pages like CourseHero and Chegg. Senator Caraway showed an example of an online quiz question and the appropriate answer available in Chegg via payment. Chegg has an 'Honor Code' with a procedure for removal; however, it requires a dated letter from the Dean on College letterhead, and additional exam information. The Chairs and Deans will be inundated with takedown requests for letters, so a procedure should be developed to streamline the process. Possibly, the Deans could generate a template letter, or academic integrity could be addressed in EDUC 1300. Senate leadership will bring this topic to Drs. Vela and Lovato.

Senator Caraway discussed QM recertification with the Chair of Teaching and Technology Committee, and decided the recertification process was not a big enough obstacle to challenge. The Teaching and Technology Committee has offered feedback for improvement of the QM recertification process.

- Staff Senate and Faculty Senate Partnership – Staff Senate President Roxanne Barrera asked for SAC Faculty Senate participation in the Thanksgiving potluck luncheon (Nov. 18<sup>th</sup>, 11:30am – 1:00pm), and Angel Tree with De Zavala Elementary. The Angel Tree drop off will

be December 8<sup>th</sup>, 8:00am – 11am. Student names can be picked up from the Office of Student Life. SAC Faculty Senate expressed interest in participating in both projects.

**IX. Adjournment**

The Faculty Senate Meeting was adjourned at 2:58pm

*Next Faculty Senate Meeting will be on Friday, December 3<sup>rd</sup> at 12:30pm*

<https://alamo.zoom.us/j/96418483223>