



Faculty Senate  
San Antonio College

## Minutes

September 11, 2020 12:30-2:30pm, via Zoom

Meeting called to order by: Senate President Olivia Sandoval at 12: 38pm  
Note taker: Isabel Garcia, Senate Secretary

Senators absent: Dee Joseph

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### I. Call to Order

### II. Approval of Minutes

A motion to approve the minutes of the August meeting was made by Senator Knotts. Motion was seconded by Senator Irvin and passed unanimously.

### III. Board of Trustees Meeting – Committee of Whole Meeting

- Report Out by Senator Caraway and Senator Garcia: Senator Garcia noted that the 1882 partnership between Palo Alto and the Edgewood Independent School District received some push back from the Board. They posed the question as to what the benefit to the Alamo Colleges would be and asked for more research to be done. President Sandoval also said that the discussion on Badges was of interest.

### IV. Reports of Officers

- Senate President Olivia Sandoval:  
EFC Update – The End of Course Survey is going into Phase II; Topic of Lab Pay is still a working issue and as of now it stands at .75 and the goal is to bring up to 1 to1 or equal pay. There is currently a position open for an EFC Faculty Fellow and President Sandoval asked the Senate to spread the word to other faculty to apply. Position would start in January. Senator Knotts asked how the Senate felt about someone being in that permanent position that is not teaching or interacting with faculty and is not involved with a campus per se. Senator Irvin stated that the Faculty Fellow is a faculty member who is given a full course release to hold the position and help the EFC function and perform in its decision making efforts. The position is a 2 year term. They are not an administrator as much as an organizer and facilitator. An Ad Hoc committee is still studying the topic of Faculty Evaluations and will be meeting at the end of the month to give the UFS some charges to work on after they complete a work proposal.  
UFS Update – there is a proposal going to the board of Trustees in regard to Policies and Procedures that relate to Faculty. The UFS proposes to be a part of any policy or procedure process that involves faculty. Dr. Flores has agreed for the UFS committee to meet with Dr. Reilly, Dr. Boyer Owens, the College presidents and Board Trustee Joe

Alderete (who chairs the Policy and Procedures Committee for the Board) so that questions can be asked and answered prior to going to the Board of Trustees Meeting. This meeting is currently being planned. Senator Irvin stated that this proposal, when it becomes reality, will be a real win for the Faculty since it will allow faculty input into the process of shaping or revising and passing policies and procedures as they relate to faculty. UFS also spoke with Dr. Flores about contracts that involve Faculty. UFS wants to have a seat at the table that determines the selection process of contracts such as Faculty 180 and Granger. UFS also is working to have a voice in the determination of what programming is selected by District Faculty Development for faculty across the Alamo Colleges. They will be meeting with the Faculty Advisory Board in regard to this issue. Senator Martinez added that, at that morning's meeting with Faculty Senate Leadership, Dr. Vela said that the faculty representation on the District Advisory Board is not being taken seriously by District and pushing back on suggestions that the Advisory Board is making. According to Senator Martinez, he also stated that SAC is in a better position than her sister colleges because we have the Teaching and Learning Center and can take ownership of what our Faculty want in regard to Faculty Development. President Sandoval stated that SAC does not have a Faculty Fellow at the moment on campus (Marie Valentine recently left) to theoretically represent us on the Advisory Board and so we are fortunate to have the Teaching and Learning Center since not every campus has one. Dr. Flores is very supportive of UFS and is very receptive to their proposals and is willing to work with them on the issues they are bringing forward. UFS is also in the process of forming an Ad Hoc Committee regarding tenure and President Sandoval asked Senators Irvin and Norton to serve as representatives for SAC. They accepted.

Faculty Senate Leadership meeting with Dr. Vela and Dr. Blackwood - it was an informative meeting. Since Jonathan Lee and Teanna Staggs are serving on the Faculty Development Advisory Board, Dr. Vela advised talking to them before taking any recommendations to UFS. Another discussion point was the updating of the Faculty Handbook especially in regard to the Policies and Procedures. Having an updated Handbook is important for the upcoming SAC COC visit and Dr. Vela recommended that Dr. Tiffany Cox Hernandez be consulted as to what the deadline needs to be for that submission. Senator Martinez stated that another topic that came up was that of Fourth Friday and how some departments are still holding meetings on that day and faculty are not able to attend Faculty Development. Dr. Blackwood said that she would reiterate to the chairs the importance of leaving that Friday open for Faculty Development. Senator Irvin said that Sac Scores is also held on a fourth Friday and should be discussed in regard to Faculty Development.

- Senate Vice President Ruby Martinez: Dr. Vela said that he would work on getting President Sandoval's SAC-ALL privileges and that Senator McGilloway would gain access to working on the Faculty Senate website. In regard to the Aspen visit, SAC is in the top five for consideration of the award which will be announced in May. She gave kudos to the faculty for being at the core of our students' success.
- Senate Secretary Isabel Garcia: Encouraged Faculty Senators to sign up to attend Board of Trustee meetings (currently only 5 Senators have signed up). She also recommended that attending those virtual meetings be broken into time intervals by the senators signed up for that particular meeting.

## **V. Adjunct Faculty Council**

- Senator Amanda Martin: The Adjunct Faculty Council will be having a meeting next week to make plans for Fall 2020.

## **VI. Topical Items**

- Faculty Senate Retreat follow up – President Sandoval asked if there was a topic that was not covered during the Retreat that the Senators wanted to discuss. Senator Menard said that she thought that the idea of having a list of acronyms was a great idea. Senator Robertson-Schule asked what had happened to the work being done on the issue of an Equitable PayScale for Faculty across the colleges. Senator Norton said that some findings had been announced last Spring. Senator Irvin added that there had been a recommendation for a raise but that given the pandemic it probably would not happen. Senator Rodriguez said, as a follow up, that years ago a subcommittee in the Senate had looked at the pay and come up with recommendations but that it vanished when there was a salary compression. Senator Norton also brought up that Senator Irvin suggested last spring that the Senate have a meeting with the person at District who could explain how they arrive at the Wage Calculation and what is involved. Senator Norton recommended that we bring her to speak to the Senate this fall. He also suggested that we ask Linda Boyer Owen how the 3% pay raise was calculated. President Sandoval suggested that a Faculty Senate Ad Hoc Committee for Faculty Compensation be formed to further research the issues brought up in the discussion. Senators who volunteered included: Lisa Menard, Luis Rodriguez, Bruce Norton and Linda Robertson-Schule and Anahita Lorestani. Senator Norton volunteered to be the Chair of the committee. The Ad Hoc committee will present initial findings in November.
- Faculty Survey Results – issues being covered and prioritized this year include: Faculty Evaluation (addressed through UFS), Faculty Development (addressed through the Teaching and Learning Center), 4DX, 70% Benchmark and Faculty Improvement Plans and Sac Scores and the Learning Outcome Evaluation. President Sandoval suggested inviting Dr. Vela to a meeting to discuss some of these issues. She asked the Curriculum Committee if they would be interested in looking at the 70% Benchmark and the Faculty Improvement Plan or in the Learning Outcome Evaluation and Sac Scores areas. They said that they would look at the 70% PGR Benchmark Plan.
- TCCTA Leaders Conference – is being held on October 9<sup>th</sup> and 10<sup>th</sup> and there is money to pay for the registration fees for those Senators interested in attending.

## **V. Committee Updates and Breakout Sessions**

- Communication – Senator Caraway, Chair  
The Zoom Cocktail Hour was a success! The committee will be looking into offering other opportunities via Zoom for faculty to get together. Senator Caraway also encouraged each Senator to make contact with the Departments they are representing to let them know that they can address any questions or concerns to those Senators.
- Curriculum and Instruction – Senators Alex Bernal and Jose Moreno, Chairs  
The committee met and is addressing the issue of class size. The first piece of information that needs to be gathered from every department is what the academic maximums are for their courses. Maximum class size varies from department to department. He asked that Faculty Senate Leadership to address in the next meeting with Dr. Vela and Dr. Blackwood, the instance where a Chair was over ridden in regard

to class size by Dr. Blackwood. He also said that with the College Accreditation coming up, that Dr. Tiffany Cox Hernandez, who will be the liaison between SAC and SACS, could be an ally to the Senate in addressing the issue of class size. Senator Moreno added that the issue of over enrollment has led to other concerns such as equity and transparency in scheduling. These issues also need to be addressed.

- Policy and Procedures – Senator Deidra Flynn-Dobson, Chair  
In regard to the revision of the Faculty Handbook, Senator Flynn-Dobson said that she had received some information in regard to a Canvas Shell from President Sandoval and that her committee would use that as their focus. She also stated that anyone who was on the last Faculty Senate Handbook subcommittee was welcome to offer any thoughts or to still be on the committee. President Sandoval said that Dr. Vela and Dr. Blackwood also had some recommendations in regard to the Handbook and that she would share those thoughts with Senator Flynn-Dobson after the Faculty Senate meeting.
- Research – Senator Bruce Norton, Chair – No Report
- Surveys and Elections – Senator Mai Lai Eng, Chair  
In regard to the Minnie Piper Nominations, the deadline for the selected candidate submission is November 13<sup>th</sup>. Request for candidate nominations will go out as soon as Monday or Tuesday of next week.

#### **VI. New Business/Announcements**

- New Mascot Selection Committee – Dr. Vela has formed this committee and is asking the Faculty Senate to put forward the name of one senator and one faculty member-at-large to be included. Luis Rodriguez volunteered to be the Faculty Senator representative and it was suggested that the faculty member-at-large be selected via a SAC-ALL email request. Those faculty interested are to email Senator Lai.
- Conversion of some 16 week courses to 8 weeks - Dr. Vela requested that the Faculty Senate consider what 16 week courses could be converted to eight week courses given that SAC has 72% part time students. This way, a student could take 2 eight week courses in the fall and 2 eight week courses in the spring and that would then be considered a full time student.
- Raza Heritage Month – Senator Garcia announced that she had put a flyer into Chat that lists different events being held in honor Raza Heritage Month and asked that it be shared with students and fellow faculty.
- Presence of the student Newspaper – Senator Moreno asked if a reporter for the Ranger would be coming to the Senate meetings. Senator Garcia said that she had been in contact with the Faculty person in charge and had not heard anything back yet.

#### **VII. Adjournment**

The Faculty Senate Meeting was adjourned at 2:37pm

*Next Faculty Senate Meeting will be on Friday, October 9th from 12:30 – 2:30pm via Zoom*

*Acronyms used in these Faculty Senate Meeting Minutes:*

*EFC – Executive Faculty Council*

*UFS – United Faculty Senate*

*SACS – Southern Association of Colleges and Schools*

*SACCOC – Southern Association of Colleges and Schools Commission on Colleges*