



OFFICIAL MINUTES

I. Call to Order

Academic Senate President, Leila Safaralian, respectfully acknowledged that MiraCosta is on the traditional territory of the Luiseño/Payómkawichum people. Today, the meeting place of MiraCosta College and its surrounding areas is still home to the six federally recognized bands of the La Jolla, Pala, Pauma, Pechanga, Rincon, Soboba Luiseño/Payómkawichum people. It is also important to acknowledge that this land remains the shared space among Kumeyaay and Ipai peoples. In addition, we pay respect to elders both present and past, the respected keepers of history, culture, wisdom and knowledge. The meeting was called to order at **9:00am**

II. Remote Member Attendance

Delores Loedel requested remote participation under the Just Cause provisions of AB2449. She was approved to attend remotely under the Just Cause provisions of AB2449, by unanimous consent.

III. Roll Call

Members present: Angela Beltran-Aguilar, Krista Byrd, Sunny Cooke (ex-officio), Karla Cordero, Shawn Firouzian, Genevieve Griffin, Jim Julius, curry mitchell (Vice President), Tyrone Nagai, Candy Owens, Brian Page, Hossein Ravanbaksh, Leila Safaralian (President), Krista Warren

Members via Zoom (Just Cause): Delores Loedel

Members absent: Robin Allyn

IV. Others present: Carl Banks, Erica Duran, Sonia Gutierrez, Donny Munshower, Denée Pescarmona, Aaron Roberts

V. Persons Wishing to Address the Senate

Erica Duran spoke on behalf of the Adult High School to invite all faculty to their HS commencement and GED recognition ceremony. It will take place on Thursday, May 25th from 6-7pm at the CLC. One of commencement speakers is dual enrolled.

VI. Changes to Agenda Order

Discussion / Information item XI.B. Salary Advancement Application Review Process at the Academic Senate directly will be discussed directly after approval of Old Business item X.B. Applications for Advancement on the Salary Schedule.

VII. Consent Calendar

A. Approve Minutes of the Regular Meeting of April 7, 2023

B. One Equivalency for Computer Science

Consent calendar item A. Minutes of the Regular Meeting of April 7, 2023 was approved by unanimous consent.

Item B. One Equivalency for Computer Science was pulled from the Consent Calendar for discussion. It was believed that the applicant does not have the required five years of experience related to specific areas of expertise as explained. No members of the equivalency committee were present to explain the committee's decision to move this forward for approval.

MSF (Warren / Owens) to approve one equivalency for computer science.

This equivalency will go back to the equivalency committee for further review.

VIII. Reports

A. Academic Senate President

Academic Senate President, Leila Safaralian, noted that Delores Loedel, Robin Allyn, Luke Lara, and Maria Figueroa are attending the ASCCC Plenary in person. Safaralian and mitchell are also attending virtually. At the opening session of Plenary, Ginny May, ASCCC President, acknowledged the hard work of all faculty related to the many legislations coming from the Chancellor's Office. She is also not going to run

for a second term. The Rostrum was sent to all faculty electronically, highlighting the [article](#) written by Luke Lara, Adrean Askerneese, and Desmond Morente of Grossmont College, titled, *The "I Made It" Chair: Applying Futures Thinking to Create a Student-Centered Counseling Model*.

The committee assignments task has been completed for full-time faculty for the 2023-24 academic year and will come to AS for approval. Committee assignments for associate faculty will be made at the beginning of the fall semester and is contingent on teaching assignments. Warren reminded AF that they can use non-paid committee participation for Flex credit.

The summer schedule has been posted in SURF and the fall schedule will be posted today. Julius reminded faculty that as schedules are posted, their class Canvas shells will be available. Faculty can reach out to Julius for online mentoring to help with setting up online classes.

Check for an email from Shawntae Mitchum with information about the Black Alliance Block Party and Resource Fair on April 27th from 2-5pm at the CLC.

All are encouraged to listen to We Are MiraCosta, Episode 3, sent in an email from Aaron Roberts where he interviewed Zulema Diaz about her educational journey, her experiences as a grad student, and what moves her heart in her work.

Suggested watching the *60 Minutes* episode on CBS, The Future of AI.

Reminded everyone to share with constituents and [RSVP](#) for the May 19th Faculty Recognition Celebration from 11am-12pm in room OCT200 to recognize and celebrate faculty, incoming and outgoing senators, and retirees. The AS retreat will take place on August 11th from 9am to 2pm in room OCT200.

Shared updates from Guided Pathways. Freddy Ramirez announced that Laura Hayek will be the new counselor assigned to the Social/Behavioral Sciences ACP and will replace Ariana Solis in the ACP work at the end of the spring 2023 semester. Solis will work closely with Hayek to ensure a smooth and successful transition.

B. College Superintendent/President

Superintendent/President, Sunny Cooke, also encouraged watching the 60 Minutes episode about AI. Excited about the Spring Celebration of Excellence and for the first time to be able to recognize associate faculty for their length of service. Will also recognize classified professionals, retirees, and administrators. The college received the best accreditation report and thanked everyone who participated to help make it happen and do the work around outcomes assessment and documentation. There were no core inquiries about if we meet the standards, eligibility requirements, and the Federal guidelines. It is important to the work of outcomes assessment to know what is happening in the classroom and how we do better for our students who need support.

Congratulated Askerneese, Lara, and our Grossmont colleague for their article in the ASCCC Rostrum. One of the activities mentioned in the article is called flip it. This is a powerful activity and can envision it as one of the Futures activities. How do you envision today's way of doing things and then flip it as the exact opposite in the future. This can be done in many arenas of how we currently serve students, what we intent to do, and adjusting with the futures lens to say what are students going to expect from us.

Black Student Success Week is next week both statewide and at MCC. Don Love organize one of the events that will occur on Tuesday from 11:30am-1pm in person in Aztlan B to hear from Wendy Stewart, Don Love, and Sunny Cooke about their experience traveling to Ghana together.

This is the month of celebrations until the full college graduation on May 26th.

Foundation board member, Janice Kurth, M.D., Ph.D., is being recognized as the San Diego woman of distinction. She tells the story of MCC and why she is involved.

Further noted the finalist interviews for four new full-time faculty will occur on Monday. They are for Computer Science, Chemistry, History, and Philosophy.

C. Classified Senate

Classified Senate President, Carl Banks reported on behalf of CS VP, Ingrid Phillips. He noted the Spring Celebration of Excellence and will be presenting the outstanding employee of the semester and spotlight awards. Toni Sharp has taken the lead regarding PL and hosted a forum. The subcommittee met yesterday in preparing to meet with the ATD coach. CS elections conclude today for CS Senators.

Unopposed officers are Omar Jimenez as the new CS President, Ingrid Phillips VP, and Jennifer Streagel secretary. Working on CS committee assignments for next AY with Jimenez. They welcome Markus Berrien and Aaron Roberts to the events planning committee focusing on the event in the fall. Let Banks know if there is someone retiring, and CS will provide a parting gift. Like Academic Senate, Classified Senate has also decided to not do a program review but, instead, submit a year-end report based on the goals in their summer/fall retreat and discuss what CS has accomplished. This will help to measure their

progress against their goals and reflect on that. They will input those results into the goals section of program review. One of last things he will do is present that report to CS at their last meeting in May and the new CS president will have a place to start next year as he begins his planning process.

D. Associated Student Government

ASG Public Relations representative, Michael Potterf, reported that their last two meetings have been brief. There have been constitution revisions for next year's student government with an aim to not overwork ASG members. Applications for the next year's ASG are open. If you know any students who need a place to put their best foot forward, ASG is a good place to send them. There was a report from the Director of Legislative Affairs returning back from General Assembly Those things that are voted on at General Assembly are suggestions and not set in stone.

IX. New Business

A. Full-time Faculty Retiree List for Emeritus Status Consideration – Leila Safaralian

Description: *Each year, the college President presents to the Academic Senate the names of retiring full-time faculty who meet the qualifications for emeritus status ([AP 7280.4](#)). the Senate reviews the information and makes a recommendation to the Board of Trustees.*

This will come back next meeting for approval.

B. Associate Faculty Retiree List for Emeritus Status consideration – Leila Safaralian

Description: *Each year, the college President presents to the Academic Senate the names of retiring associate faculty who meet the qualifications for emeritus status ([AP 7280.5](#)). the Senate reviews the information and makes a recommendation to the Board of Trustees.*

This will come back next meeting for approval.

Pescarmona suggested reaching out to HR to update AP 7280.5 to include recognition for associate faculty. AF will be recognized for semesters of service while full-time faculty are recognized for years of service. It was suggested that AF who move into a FT faculty position should have their semesters of service converted into years of service instead of starting over at year one. It was also noted that a FT non-tenured track faculty member's first year is not counted towards years of service.

X. Old Business

A. MOE Charter – Jim Julius

Description: *In spring 2022, MOE identified a need for changes to its charter and practice and has spent a good deal of time since then updating its charter, including statements of annual practices and meeting practices to guide the committee toward more equitable operation. MOE chair, Jim Julius, is bringing the new charter to AS for approval. The charter can be found at this [LINK](#). This is the second read.*

MSU (Warren / Beltran) to approve the MOE Charter as presented.

B. Applications for Advancement on the Salary Schedule – Donny Munshower

Description: *Nine (8) faculty members, both full-time and associate, have submitted nine (9) applications for Approval of Coursework/Activities Toward Advancement on the Salary Schedule, based on their continued professional development. The Salary Advancement Committee (SAC) has reviewed the applications and brings them back to Academic Senate for approval. The applications can be found at this [LINK](#).*

MSU (Loedel / mitchell) to approve nine applications for Approval of Coursework/Activities Toward Advancement on the Salary Schedule as presented.

It was asked if it is common to take classes for salary advancement while on sabbatical. The answer is that faculty can take classes for salary advancement while on sabbatical but it is clear in the handbook that no MCC funds are allowed to be used towards taking classes if the classes are being used for salary advancement.

C. Submitting an Annual Report for the Academic Senate and its Subcommittees – Leila Safaralian

Description: *The Academic Senate is proposing to submit an end-of-the-year report at the end of each spring to College Council instead of writing a program review. This is a second read and comes to Academic Senate for approval.*

Safaralian offered five reasons to not do a program review but, instead, to submit an annual report. When asked how AS will ask for resource allocations without a program review, a request would be made to the FA when a call goes out prior to the CBA being opened. Reassigned time is negotiated by FA. An annual report will be more comprehensive and transparent discussing the current year's tasks compared to a

program review that discusses the prior year. This will be added to the rules and bylaws next year.

MSU (Firouzian / Page) to approve submitting an Annual Report for the Academic Senate and its Subcommittees each spring to College Council instead of writing a program review.

XI. Information / Discussion

A. San Elijo Survey – Denée Pescarmona

Vice President of Instruction, Denée Pescarmona, presented the findings from a survey conducted at the San Elijo campus.

It was noted that at the last AS meeting there was a sneak preview of the Scheduling Preferences Survey and it is live. It is under district-wide survey information and is disaggregated by credit and non-credit. Pescarmona shared why this survey was done. One of the goals AS has talked about is enrollment and declining enrollment at MCC. As the college looks at each site and center, each offering, and how we look at how we are going to move forward, the scheduling preferences survey is one of those data points being looked at as we start to think about who we are going to be as a college; how we enroll students, how we serve students moving forward. It is important to look at the demographics when looking at the data in this survey. Focus groups of over 300 stakeholders were conducted around the San Elijo campus. They consisted of community members, leaders, business owners and there was a specific LatinX-focused focus group. It was found that people have heard of the campus but when you start to disaggregate the campus data, people who have heard of SAN are over 50 and their income is over \$150,000. The lowest response rate is in an income bracket of \$35,000 to \$50,000 and ages 18 to 29. This is important in terms of marketing and getting the word out to the younger population who might benefit from specialized training and education at that campus. It was noted that SAN is a difficult campus to find and so how do we draw people to that campus. We need more presence and to make more connections. In general, however, people are satisfied with the campus. The population of college-going students at SAN is in steeper decline than our norther part of the district. Affordability and homelessness are two social issues that come to the top of the survey. Classes offered, class scheduling, flexibility and transfer are other issues. Other things of interest includes partnering with local businesses and offer employee training and retraining programs. Piloting a couple of 8-week pilots starting in the fall and will run it for two to three years, where students will be able to finish their associate degree for transfer in either communication studies or business in 22 months at the SEC. Also talking about Early College High School. This would be a high school that is housed on the SEC. Also noticed a drop off of evening classes. Perhaps we could lease space to our local four-year partners, UCSD, SDS, CSSM and other regional service providers to offer things like Bachelor's and Master's degree programs on site in the evening at SAN. Also looking at doing more things that are free and enrichment. We need to engage our stakeholders more deliberately and need CCAP agreements to help with some of the dual enrollment work. There is a lot of opportunity to grow and improve. It was advised to read the student services board report and specifically to look at the last page indicating MCC transfer rates. UC takes 30% of MCC students for transfer. MCC is the top transfer school in Southern CA.

B. Salary Advancement Application Review Process at the Academic Senate – Leila Safaralian

The Academic Senate discussed the current review and approval process of the Salary Advancement Applications by the Academic Senate senators including some possibilities for change.

Context was provided for this issue. Two colleagues did not feel comfortable discussing faculty salary in public. At the last FA meeting, the Professional Relations Committee met and discussed this. When FA was first formed, salary advancement was identified as a mutual area of interest. While the salary schedule and process for salary advancement is negotiated by the FA, it was recognized that the AS has a role in faculty professional growth and assessing faculty applications through that lens. SAC is currently a subcommittee of AS its rules outline the process for the creation and dissolution of subcommittees. The main concern is that individual faculty are discussed in public regarding salary advancement which could be embarrassing over the rationale and/or coursework listed on their application that could be questioned by underprepared/misinformed senators. The following recommendations were made based on discussions at FA and with Munshower and Byrd. In the short term and similar to equivalencies, 1. Place "Approve Faculty Salary Advancement Applications" without step/column information, on the AS agenda as a consent item. SAC does a lot of work to review, verify, and recommend applications. This item can be pulled from consent for discussion. 2. If the item is pulled for discussion, AS members should be clearly informed about what is being discussed. Individual faculty are not discussed but, instead, the focus of the conversation would be the coursework and/or whether the process was followed.

In the long term, 1. Consider whether SAC should continue as an AS subcommittee. Conversations would have to be had with FA regarding what an alternative process would look like. The Professional Relations committee does not see a need to make changes to the current process at this time. 2. As part of their goals for next year, a. SAC can create a list of approved SAC courses making the SAC members' job smoother and assists faculty with the process, and b. Create an appeals process.

Dr. Cooke noted that as a Brown Act group, everything must be available to the public. She will discuss this with legal. It may not be allowable to have material only available to the senators that is going to be considered as the public's work in public session. This may be true for equivalencies, as well. Members of the public can ask to see any agenda item at any time and be provided with that information. It was suggested there is a need to be cautious and respectful of colleagues to not mention names.

It was further suggested that like Jeff Ihara did for the equivalency process, a faculty training video can be created by Munshower to explain the process for applying for salary advancement.

Dr. Cooke further suggested all the ideas be discussed among union leadership, AS, HR, and the SAC chair to come up with a way forward by streamlining the process while keeping the quality pieces in place to assure decisions being made are transparent, authentic, and consistent.

Munshower noted he will continue to try and reach out to new associate faculty, continue offering flex workshops, and, as well, attend the associate faculty state of the Senate workshop during flex week.

Moving forward Safaralian, mitchell, and Munshower will reach out to FA and HR for one more conversation, while Dr. Cooke will consult legal. This will come back to AS again.

C. AS Goal Taskforce Groups Breakout Session Discussion – Leila Safaralian

The taskforces for each Academic Senate goal: Goal #1 Teaching and Learning, Goal #2 Onboarding, and Goal #3 Enrollment and Course Offerings, will convene to review and plan.

Time did not allow for the taskforces to meet at the end of this meeting.

XII. Senator Reports

Candy Owens: The last day for students to apply for EOPS is April 28th.

Don Love: San Dieguito Academy is hosting a college and career event next week at the SEC. Encourage students to attend a workshop during the Black Student Union Conference next week. Will have about 90 HS students on campus at that time as well.

Tyrone Nagai: This evening from 6:30 – 8:30pm will be the transition scholar's gala fundraiser in the OC cafeteria. The MCC Writing Center is accepting applications for students to become writing consultants for next year. It is important for the Writing Center to represent the diversity of MCC.

Karla Cordero: Tomorrow, Chicano Park will have their 53rd anniversary.

Sonia Gutierrez – English 280 is organizing a dream project and will be hosting a reading at the Oceanside beach on the last Thursday of the semester from 6:30 to 8:30pm. Gutierrez announced that her book, *Dreaming with Mariposas* won the Book into Movie award and may become a movie.

Jim Julius: They have been running AI workshops this spring but decided not to do one this month as it is a very busy time. The topic was going to be ethics and equity. He wanted to further note that in terms of the 60 Minutes segment, there are different perspectives. It deflects our attention away from issues we need to be aware of. When you start hearing hype, the blurring of lines between AI and humanity. Media is not critical about this and there is a certain self-interest to hype coming from AI companies. Suggested that you be very critical of things that you read in mainstream media that reproduce uncritically some of these narratives. He will share with Senate some counterpoints to some of these narratives.

Krista Warren: Highlighted the passing of John Fixel who was a good friend and a MCC service learning student. Ended up volunteering for three years until he became student aid. He was a full-time employee and worked as a tutor. His life will be celebrated in the fall on campus.

Genevieve Griffin: Next Saturday, April 29th, is the STREAM festival from 11am-2pm.

Shawn Firouzian: Tonight at 5:30pm at SEC is the Data Science Predict the Future event with a data science educator from USCD.

Michael Potterf: Tonight, is Community Night at 5pm with an exhibition from the art community. ASG elections are open next week and there will be a notification in Canvas.

XIII. Adjournment – The meeting adjourned at 11:19am.