

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 **9:02am**.

II. Roll Call

Members present: Robin Allyn (Coordinating Officer), Angela Beltran-Aguilar, Sunny Cooke (ex-officio), Karla Cordero, Shawn Firouzian, Jim Julius, Delores Loedel, Don Love, curry mitchell (Vice President), Tyrone Nagai, Gilbert Neri Candy Owens, Brian Page, Hossein Ravanbaksh, Leila Safaralian (President), Krista Warren

Members absent: Ingrid Bairstow

Others present: Adrean Askerneese, Claudia Flores, Genevieve Griffin, Thao Ha, Denée Pescarmona, Michael Potterf

III. Teleconferencing for Meetings

A. Recertify the Resolution (R. 2-21) Authorizing Teleconferencing for Meetings Pursuant to AB 361 – *Safaralian*

MSU (Page / Ravanbaksh) to recertify the resolution (R. 2-12) authorizing teleconferencing for meetings pursuant to AB 361.

IV. Persons Wishing to Address the Senate

Claudia Flores addressed Academic Senate on behalf of her Child Development colleagues who work alongside the Child Development Center (CDC) lab staff. This is in response to the administration's top-down approach to making hiring decisions that are inconsistent with our shared governance process. The college circumvented the AAC's sanction ranking of hiring while departments put time and effort to write compelling hiring requests according the five areas of consideration detailed in the AAC hiring rubric. Eight departments requested eight replacement positions. The CDC faculty position was unanimously ranked as number one. The recommendations were forwarded to the administration and presented to AS; however, the administration had already determined that the CDC position would not move forward weeks before the AAC deadline to submit the request. The division Dean had reached out to the CDC informing them that the VPI was inquiring if they would be submitting a hiring request for this cycle. The VPI sits on the AAC hiring subcommittee and was among the members who unanimously ranked the CDC faculty position as number one. Last week the CDC was informed that a tentative plan was decided upon not to replace the CDC faculty role, but instead would take a year of exploration to determine how classified manager of supervisor would replace a faculty role. The decision to eliminate the CDC faculty position directly impacts the function of their program, specifically curriculum development and implementation between the department and lab. It bears mentioning that the negotiations that occurred between the FA and administration related to faculty directors did not include the CDC faculty position. The opportunity to create a climate of trust and collaboration has passed. The results of the recent districtwide survey cited that the most common themes as areas of improvement for the administration were a need to improve the communication process and a perception of the administration overriding decisions that are made at the committee level. Flores is requesting that the AS agendize a public discussion on the role of shared governance with the focus on what the breaching of process by the administration means in the context of our faculty purview as it pertains to the most recent violation of good faith and process at the AAC meeting.

Krista Warren addressed AS as an associate faculty member and in her role as AF union president. Updates in response of campus-wide webinars. The unions been working at the legislative level trying to increase the opportunity for AF to work beyond 67% load with an increase of up to an 80% load. This goes to the Governor's desk, but he has vetoed it two years in a row because of not knowing the full cost of AF working at an increased load. In response, this year the Governor added a \$200 million dollar line item to increase the health benefit opportunities for adjunct faculty. At MCC there are about 450 AF working this semester and about 20% of them access health coverage. When teaching a certain load, they have the opportunity to enroll in the Kaiser care and the district pays for half while the AF pays for the other half of the coverage at about \$240/month. With the legislation and budget this year, AF have entered into negotiations with the district to increase the coverage so AF do not have to pay premiums and so the district will also not have to pay by being reimbursed for the costs. MCC has stalled this process indicating they have no means for calculating those AF who are freeway fliers and teaching at multiple districts. Other SDICA colleges have already started paying 100% of the healthcare premiums for their adjunct faculty. MCC associate faculty need support and need full-time faculty to help them. Starting this semester, AF demand that this be addressed. Warren also wanted to thank AS from years ago for creating the Awards Committee who acknowledge faculty at all levels. AF will be invited to the Spring Celebration and be acknowledged for the first time for the years they have worked at MCC. Thanks for getting this done.

V. Changes to Agenda Order – None.

VI. Consent Calendar

A. Approve Minutes of the Regular Meeting of December 2, 2022

B. Approve One Equivalency Request for Gerontology

The consent calendar was approved by unanimous vote.

VII. Reports

A. Academic Senate President

Academic Senate President, Leila Safaralian, noted that this week is final exam week and faculty are working with students to provide support. Department chairs are working on enrollment management. The MOU for the joyful teacher was shared in an email from Mary Gross. Upon return from winter break, submit a letter of interest for this position. The AS President, Vice President of Instructional Services, and the PDP Coordinator will select a new faculty member for this position. Further, allocation ranking for equipment, facilities, supplies, and technology has been completed and is on the portal page. The timeline was outlined in an email from Melanie Haynie on 12/7 with more information. Look for emails about the January 19th event which will be hosted by AS, CS, and PDP titled Cultivating Human Connection. The link to rsvp is included in an email from Aaron Roberts. The event includes breakfast and lunch and will be from 9a-3p. It was also noted that this is the last AS meeting of this semester. The first AS meeting of the spring will follow All College Day on January 20th from 1-3pm in room 0C3101 and will be in person.

curry mitchell and Safaralian attended the PDP meeting on 12/9 along with Charlie Ng. They discussed, at length, the Possibility Statements. PDP created subgroups to review and make suggestions to the statements. Their first meeting in the spring will be in February at which time they will make their recommendation to AS. mitchell sent a survey about onboarding goal of the AS in an email and has received nine responses with insightful feedback. He will resend it today noting that this is an internal survey for Senate members only. Safaralian attended the End of Year Celebration and gave thanks to Carl Banks and Ingrid Phillips and their team for all their great work putting together a great event. All classified members who were nominated for the employee of the semester received a certificate of appreciation. Debby Adler was nominated and Safaralian presented her with a certificate during this meeting.

B. College Superintendent/President

Superintendent/President, Sunny Cooke, wished happy holidays to all. Wanted to note that when the district does not follow a governance recommendation on a matter such as faculty ranking, the reason for why goes back to the committee in writing. While AAC and the subcommittee for hiring do not look at regulations and laws and compliance, as well as STRS regulations, it is the district's responsibility to follow the laws around supervisory roles and what is STRS creditable work and what is not. This is the

difficult decision that has to be made around faculty directors and people who supervise staff, for example, in the CDC. They look forward to ensuring the college will have amazing leadership in the CDC and appreciates the service of the person currently in that role. This was unfortunate time with the rankings. Administration is trying to be as transparent as they can be.

Further, while the district looks forward to providing AF with healthcare coverage, it is difficult when our AF are at 40% threshold of those working at multiple campuses. The district looks forward to working out those logistics and moving forward as soon as possible; however, there are no systems available to calculate but want to make that happen as soon as we can.

This cycle of the semester is a stressful time for everyone. All are encouraged to take a deep breath. Wants to thank everyone for the remarkable work everyone does. Linda Kurakowa and Sudershan Shaunak were recognized yesterday for their work at the TCI. As well, two students will be recognized nationally but we are not at liberty to announce their names just yet. Please get rest, stay healthy, and enjoy time off with family and friends.

C. Classified Senate

AS President, Leila Safaralian, reported on behalf of CS Vice President, Ingrid Phillips. CS thanks all who came out to enjoy the Year End Celebration. During the celebration, CS raised \$4,219.00 for the NDN scholarship. Congratulations to Carlos Lopez as the outstanding classified employee for fall 2022.

D. Associated Student Government

ASG Public Relations, Michael Potterf, noted that ASG voted to send their legislative workgroup to the General Assembly next semester. They also voted to partake in ASG senate retreat next semester to kick off the semester which will include team-building activities. They further voted on ASG training to kick off the semester and to make sure everyone feels they can operate best in their positions and workgroups.

E. Redesigning the Student Experience

Adrean Askerneese reported that the guided pathways leads have been working collaboratively with regional coordinators assigned from Chancellor's office and connecting to develop some professional learning with the ACP teams sometime in the spring semester. For those who are part of ACP, stay turned for some professional opportunities related to guided pathways. January will have some welcome days. Look for emails to encourage students to register and get connected with our ACPs.

VIII. Old Business

A. Approve Forwarding MiraCosta's Nominees for the ASCCC Hayward Award – Robin Allyn

Description: *The Faculty Awards Committee put a call out for the ASCCC Hayward Award for "Excellence in Education" and received applications for review. Nominees must have a record of outstanding performance of professional activities, as well as a record of active participation on campus. The Awards Committee is recommending Erica Duran (Full-time Faculty, English, Adult High School) for this prestigious award. This is the second read and comes back to AS for vote.*

MSU (mitchell / Aguilar-Beltran) to approve forwarding MiraCosta's nominee, Erica Duran, for the ASCCC Hayward Award as presented.

IX. New Business

A. AP5300: Student Equity – Wendy Stewart

Description: *In accordance with the District's review cycle for administrative procedures, AP5300 has been updated and is being routed to Academic Senate as part of the routing process. This is a first read.*

This AP and BP are part of the periodic review of BPs and APs in advance of the accreditation cycle. Changes in this procedure is to align the metrics and to change the charge of who is overseeing the plan.

BP5300: Student Equity – Wendy Stewart

Description: *In accordance with the District's review cycle for board policies, BP5300 has been updated and is being routed to Academic Senate as part of the routing process. This is a first read.*

There are no changes to this BP. It was noted that these must formally be voting on by the BOT. All this does is who is charged with the oversight and the process of implementing and getting it approved.

B. Latin Honors – Dominique Ingato

Description: *Faculty in the biomanufacturing bachelor's degree program would like to include Latin honors for their graduates. This presentation will cover the importance of Latin honors for the bachelor's degree students and the proposed criteria that students will need to meet to earn the honors. This proposal received support from the Academic Affairs Committee (AAC) during its most recent meeting.*

Ingato shared a short slide show (attached) regarding Latin Honors for students of the Biomanufacturing Bachelor's Degree Program. She shared a proposal to award students with Latin honors who graduate

the bachelor's degree program and meet the GPA requirements. An average of 12 students per cohort would qualify and be recognized for Latin Honors. This request has been made from students since the first graduating cohort wanting to be recognized for their hard work and efforts. It is hoped to be able to start to implement this possibly as soon as the next graduating class of 2023. After presenting this to AAC, it was suggested to change the Summa cutoff so that students could get one grade of B and still be eligible for that high honor. Students could also be eligible if they completed a minimum of 40 upper division units in the program out of the 45 total for a letter grade. Would appreciate any feedback from AS on this proposal.

Kathy Rodriguez noted that Admissions and Records is ready to support this but would also like to ask AS to consider adding honors to the associate degree as well.

It was further noted when asked that Mesa College has also started to award Latin Honors to its bachelor's degree program graduates and as more and more community colleges begin to offer bachelor's degree programs, we are likely to see this more and more.

AS has been asked to approve this today so it can be included in the spring catalog.

MSF (Warren / Allyn) to suspend the rules.

It was decided to not vote on this today but, instead, get constituent feedback. The online catalog can be updated later, and we can retroactively award the honors to graduating students. Firouzian would like to extend this designation for Associate degrees. There is a process and so cannot do this now but can start the process with AAC. It would then come to AS as a recommendation. Loedel further pointed out there may be some confusion. As co-advisor of PTK, they are called an honor society, and there are also honors contracts. She is also on the Honors Advisory Council and teaches honors contracts. There is already confusion with the term honors. Adding this is going to create more confusion adding this on top of all that. It was suggested that constituents review the Academic Awards Page in the catalogue as they consider this, so they understand the Presidents list, honor roll, etc. Kathy Rodriguez has a document that breaks down the honors in the catalog and also states where the honors notated on the transcript, or they are acknowledged during commencement. This will be shared with the senators.

C. Guidelines for AB 2449 – Sunny Cooke, Leila Safaralian

Description: *Dr. Cooke worked with legal counsel to assist Academic Senate in creating a set of guidelines for Brown Act committees.*

Thanks to Dr. Cooke for allowing us to work with MCC counsel for feedback and guidance. Along with Jim Julius, a simplified sample agenda was created and is being shared at this meeting. It was noted that when voting on whether a member of the committee could participate remotely, it would be done separately from the consent calendar. This will take the place of the teleconferencing item on the agenda. For Just Cause, there is no motion or resolution. Conversely, the committee will need to approve or deny emergency provisions.

X. Information / Discussion

A. Native American & Alaskan Native (NDN) Scholarship – Manesseh Park

Description: *Follow-up of the conversation from the AS meeting of 12/2, regarding the NDN scholarship created by AS, CS, and the IDEA team.*

Safaralian reminded everyone that two student scholarships were created and approved by AS: the AS student scholarship and the NDN scholarship. The first question was concerning what NDN stands for and secondly, the criteria for the scholarship. She reached out to Omar Jimenez and Manesseh Park of the NDN committee to answer any questions.

Park thanked everyone for supporting this scholarship. She shared some personal background information about where she is from and her heritage. She noted there are 574 federally recognized tribes in the U.S. according to the Bureau of Indian Affairs, not to mention the non-federally recognized tribes in the U.S. All of these tribes have different traditions and cultures and so finding one name to call of them and identify all of these different beautiful people can be tricky. The MCC committee is also made up of all different tribes. Native American and American Indian still seem to be acceptable names but they all have different views and opinions, so it is always good to ask what people prefer. She explained that the letter NDN started in the early 2000's as a shorthand abbreviation for Native American. It is not an acronym and does not stand for anything but literally simply took out the vowels from the word, Indian. It is a term used by native communities to self-identify.

In regard to the criteria for the scholarship, the goal of the committee was to be inclusive as possible and for anyone who identifies as native without asking for proof of enrollment of a tribe. It was noted that they have the opportunity in the future to modify the criteria, but they are standing by what they chose. They are trying to reach as many Native students in the community as possible and to take advantage of all the resources available at MCC.s

Concerns were raised about the applicant's need to discuss their leadership in the community. Park noted they could look at the term, "leadership," but they were just asking applicants to write a personal statement on how they were involved in the community. There was also concern about too many requirements and that it might be hard to meet all the criteria. Suggested the criteria could be separated by the word "or" versus "and" between each one or that the applicant must meet, at least one or more, or any of the requirements. It was further noted that there is no GPA requirement to apply.

B. Online Mentoring – Julius

Description: *Jim Julius will update the senate on the opportunities for faculty support available through the peer faculty Online Mentor program, including 1-1 collegial consultation available now, three adapted @ONE courses which will launch during Flex week in January, and a new process for receiving peer feedback and enhancement suggestions for online classes called VROOM (Voluntary Review of Online Materials) which will begin in spring.* Julius noted the online mentoring that faculty unions negotiated with the district has been in place since the first fall after Covid. This provided an avenue for individual faculty to reach out to peers who could provide support. Hoped to evolve this into something that would create a structure that can continue as a culture of support for one another for online quality experiences for students. The new MOU that was negotiated this fall included provisions for continuing online mentoring one to one support. It also calls out a couple of other specific programs that are getting started. One is online mentors leading adapted versions of @ONE courses. After review of the @ONE course catalog, we will use some adaptable courses locally. The second piece is a new completely voluntary course; a review course, peer review process that is being set up now and will be based on the locally developed criteria that MOE has created through the online class quality guidelines and requirements. It is expected to launch these in the spring. Nadia Khan described the three courses that will be offered and run for four weeks each; 1. Creating Accessible Course Materials; 2. Humanizing Online Teaching and Learning, and 3. Introduction to Asynchronous Online Teaching. These three courses cover all the aspects of online teaching. The first cohort will be rolled out during Flex week and the second one will be offered in March or early April.

XI. Senator Reports

Candy Owens gave a big thank you to faculty for providing 154 children with holiday gifts.

Delores Loedel thanked all who contributed to the clothing and blanket drive that supported Father Beno's. At the first CTE meeting of the year, good things were said about MCC leadership.

Don Love encourage faculty to come have lunch at one or both welcome events with ACP students on Monday, January 9th from 12-1 and/or Tuesday, January 10th from 2-3pm.

Brian Page noted that the lengthy PDP discussion regarding the possibility statements led to the workgroups who will address some concerns raised for better clarity and addressing the concerns brought up at the last AS meeting and elsewhere.

Tyrone Nagai noted this evening's celebration for the MCC transitions program for formerly incarcerated students. Also congratulated two students from the program who are successfully transferring to CSUSM. mitchell reminded everyone to take the Hyflex survey as another space for administrators to hear us for professional development. He reported that over the course of the semester there is a technology that has been slowly rolling out that is capable of generating content called GPT. It is an AI technology. There is a small group that mitchell is a part of who have been looking at and thinking about this. They are going to host series of workshops next semester so faculty can talk about how these technologies might impact academic integrity including creativity, writing, arts, coding, and more. If interested, everyone is encouraged to do some research. There are good articles about this.

Safaralian thanked everyone for their hard work and dedication and to have a relaxing holiday with loved ones.

XII. Adjournment – The meeting adjourned at 11:54am.