

## Minutes of the Academic Senate Meeting

Tuesday, October 26, 2010

Members present: Nancy Schur, Kelly Locke, Jennifer Fellguth, Liz Estrella, Steven Triano, Peggy Mayfield, Tony Anderson, Janet Pessagno, Sunita Lanka, Alejandra Gutierrez and Mark Roberts

The meeting was called to order by the President Nancy Schur. The Agenda was approved.

### Public Comments:

Liz Estrella summarized some key point from the "Divided We Fall" document that had previously been sent out by Dr. Helm. She recommended that senators read the article and possibly address some of the issues as discussion items for future meetings.

### The President's Report:

A report from the full time faculty committee was presented and accepted at the Resource Allocation Committee (RAC). The committee presented that there are 88 full time faculty at this time. Our current faculty obligation is for 96.9 faculty, but currently this is not being enforced by the state, due to the State funding cuts. The full-time faculty hiring committee recommended hiring 21 faculty over the course of 3 years beginning with hiring 10 this year. Even though RAC accepted the recommendation, it does not guarantee implementation as there are additional barriers to consider, mostly concerning future funding from the state.

Nancy announced the resignation of Barbara Durham as Vice President of the senate. The position is now open for re-election.

### Action Items

#### Committee Appointments

- 1) Pam Weisse was appointed to the full time hiring committee.
- 2) As a member of the Faculty Development Committee, Sunita suggested that we could have greater participation from faculty if the committee had representation of all departments.

### Discussion Items:

- A. Post tenure faculty review: 27 people are being evaluated in 2010/2011 academic year. According to the current contract the evaluator is the "immediate supervisor." At present Suzanne, Paulette, and Carole divided the work of evaluating the 27 post tenured faculty. Although the evaluatees did not have any objection to having an assigned evaluator who is not the immediate supervisor, an evaluatee cannot waive his or her right as doing so could open up the college for grievances. State requires review of tenured faculty, but does not specify the process. The current process of a peer and supervisor observation was negotiated years ago based on the evaluation process for non-tenured faculty. The

- discussion raised questions about whether the current structure is the most effective value added structure. Other campus models include post-tenure review being tied into the faculty development process and faculty best practices among peers. There was consensus that developing a post tenure evaluation process that involves peer observation, best practices and professional development would be a worthwhile goal of the Senate.
- B. The counseling department brought forth a resolution regarding the use of paraprofessionals for consideration by the Academic Senate. The position of our local counseling department is that the use of paraprofessionals should not be permitted. Background: The State wide senate published a position paper and the April 2010 *Senate Rostrum* included an article on how paraprofessionals can be utilized in counseling and the risks of overstepping the boundaries between dissemination of information and advising. The state wide Academic Senate paper on the use of paraprofessionals, clearly delineates that the paraprofessionals can only be permitted to disseminate information, but must not participation in advising, counseling, or student planning. Currently Hartnell does use paraprofessionals, such as student ambassadors. The risk is that the line between showing a student how to register and advising a student as to what class to register for is often blurred by paraprofessionals. Counselors have witnessed student ambassadors change the Ed plan by suggesting specific instructors. Students often misconstrue as coming from a counselor; thus the student being advised does not recognize that the course change could also affect the ability to transfer in the future. The position of the Hartnell counseling department is that paraprofessionals should not be used. There were questions as to whether there the student ambassadors met minimum qualifications for the paraprofessionals. Currently there are no minimum qualifications designation. which draws more attention to the risk of using paraprofessionals. The discussion indicated that the Senate felt that we needed to take action on this resolution. It was decided to bring this forward as an action item at the next meeting.

Breakout session:

- A. Equivalency to Minimum qualifications: Kelly presented the work of the committee. There were highlighted areas for discussion so that the committee could know the will of the Senate as they design a policy.
- B. Implementation of information competency: The Senate decided to table this work at present because issues in legislation are pending as CCC and the SSU system develop policies for implementation of clear related to AB 1440

The meeting adjourned at 5:10 p.m.