



Minutes

Faculty Senate Regular Meeting
Monday, December 14, 2015,
2:15 PM - STEM Building
(Room B126)

I. Call Meeting to Order & Establishment of Quorum

- Quorum was established. In attendance were Leslie J. Dennis (Chair), Mimi Overhulser (Vice Chair), Cindy Armijo (Immediate Past Chair), Lawrence Martinez (Senator, LRC), Sherry Goodyear (Satellites Senator), Joseph Montoya (Trades Senator), Nichole Collins (STEM Senator), Erin Gilland (Nursing and Allied Health Senator, Secretary), Bruce McAllister (STEM Faculty), Roxane Despain (Allied Health Faculty), Kenneth Bachicha (Media Arts Faculty), Eugene Sandoval (Trades/Auto Faculty), Betsy Sanchez (STEM Faculty), Gloria Pacheco (Allied Health Faculty & Dental Program Director), Leroy Sanchez (LCC President), Albert Campos (Santa Rosa Satellite Director), Keith Gutierrez (Interim Coordinator Springer Satellite)

II. Approval of Agenda

- Roxane Despain suggested adding "Faculty Handbook" as an informational/discussion item. Cindy Armijo moved to approve the agenda with the addition of that item. Bruce McAllister seconded the motion. The motion passed.

III. Approval of Minutes from November 2015 Meeting

- Cindy Armijo moved to approve the agenda. Joseph Montoya seconded the motion. The motion passed.

IV. Informational/Discussion Items:

A. Introductions and questions for President Sanchez:

- a. **Leslie J. Dennis gave President Sanchez a brief synopsis** of Faculty Senate's history, role, and workings at LCC.
- b. **Bruce McAllister brought up problems with the Math portion of LCC's Course Placement Testing.** President Sanchez asked if Dr. Martinez had been consulted on this. Bruce said yes and reported that Dr. Martinez had said, "That's the way it is." Sherry Goodyear and Betsy Sanchez concurred with Bruce that this is a serious problem. Betsy offered that the paper-and-pencil version of the test seems to produce more accurate results than the computerized version does. Albert Campos concurred with Betsy. Betsy and Bruce offered to help Access Center grade the paper tests. President Sanchez stated that he would try to get this problem resolved this week, expressing his opinion that communication seemed to be the main problem here and that the issue could be easily resolved.
- c. **Leslie J. Dennis brought up a previously-discussed concern regarding blanket prohibition of overloads for full-time faculty,** mentioning Dr. Martinez's previous statements to her saying that full-time faculty overloads are no longer allowed. President Sanchez responded that that was not accurate, that overloads would certainly be allowed if deemed necessary and appropriate by faculty and directors. He mentioned that if one person were to teach 26 credit hours that that would be unacceptable, and amended that of course faculty could not simply decide to teach more classes on their own without administrative approval.
- d. **Eugene Sandoval asked about compensation for 1-student "directed study" courses.** President Sanchez said that he couldn't be sure, but that paying instructors for teaching those courses would probably not happen. Joseph Montoya affirmed that teachers are not currently compensated for such courses.
 - i. Nicole Collins volunteered that the Programs of Study documents that she's written, which lay out exactly which courses students must take each semester for her programs, have helped reduce the necessity for directed study courses. Mimi Overhulser suggested that the Access Center should be using documents like that to advise students. Kenneth Bachicha

responded that departmental advisors do use similar documents. Mimi asked where students are falling through the cracks then, and the consensus was that Freshmen students advised through the Access Center tend to fall through the cracks most often. President Sanchez responded by saying that we can certainly do a better job at our Access Center and that a key area of weakness at LCC seems to be lack of training and support for our new employees, a situation he would like to improve.

- ii. Eugene mentioned that taking developmental courses also contributes to students getting off-track. Nichole concurred. Leslie J. Dennis mentioned that she has achieved 100% retention with students who begin in remedial courses and move steadily through her course progression. Cindy Armijo, Leslie, Kenneth, and Nichole agreed that it is vital for retention that students not put off or take breaks between their remedial and core classes, especially in Math and English.
 - iii. President Sanchez warned of many accountability-related changes coming down the pipe from the NMPED.
- e. **Leslie J. Dennis brought up previous concerns about the rights and roles of adjunct faculty, on which Mimi Overhulser elaborated.** Mimi reminded us that LCC's adjunct pay rate is \$750 lower than NMHU's, which is \$100 lower than the NM average, which is itself below the national average, an embarrassing situation. She also voiced objection to a Board member's recently expressed belief that instructors routinely try to "weed out" students to reduce class sizes so they won't have to work as hard, stating that in her experience LCC faculty do just the opposite, working very hard to support and retain students. President Sanchez nodded agreement with her statements that, right or wrong, faculty are often held accountable for loss of students. Mimi said, "I take great joy in teaching, and I simultaneously have great compassion for the plight of adjuncts like the young woman in Boston who killed herself a few years ago because she was working full time and was still in poverty, on food stamps." President Sanchez commiserated, saying, "If I were a teacher here right now, I would be incensed, because you can't survive on that kind of pay." He mentioned a \$50 raise for adjuncts which occurred the last time he was President at LCC, and a \$500 bonus which he gave to custodians just recently. President Sanchez also said that pay raises were on his agenda for next semester and that he didn't know how it was possible that there seemed to be so little money available at LCC for necessities like that, since it has not always been that way as he recalled.
- f. **Mimi Overhulser mentioned the need for - and recent denial of - a phone for adjunct faculty in the Humanities Department.** President Sanchez agreed that they needed a phone in their office and that that should be fixed.
- g. **Bruce McAllister thanked President Sanchez for attending** and for seeming to be very receptive and responsive.
- h. **Cindy Armijo mentioned to the President that he had missed a great turnout at the Phi Theta Kappa reception for faculty** this morning, and the President expressed his regrets at having to be in Santa Fe for a meeting with the Governor instead.
- i. **President Sanchez reminded us about the Christmas luncheon** to take place at 11:30 at the Roughrider Grill on 12/18 and mentioned the early dismissal that day.
- j. **Erin Gilland asked President Sanchez for his thoughts on Faculty Senate's recent and continuing efforts to become affiliated with NEA**, an educational workers' union. President Sanchez said that that is faculty business, not his, adding that he has had experiences working in places where there were unions and where there were not unions, and that he would be happy to work with us however we decided to go forward with that.
- k. **President Sanchez thanked Faculty Senate** for inviting him to the meeting and for helping him to understand our role at LCC. He then excused himself.
- l. **Anita Roybal, the new Director of Humanities, was welcomed and introduced.** She expressed thanks for her very positive experiences at LCC thus far and for her excellent team in Humanities.

- B. **Faculty Self-Evaluation Forms:** Leslie J. Dennis reported that the new Faculty Evaluation Forms which the Senate created and the Board approved have been confirmed lost somewhere between the then-HR Director Carolyn Chavez's desk and Dr. Martinez's desk. Nichole Collins mentioned that she had heard that Self-Evaluations were going to be discontinued at President Sanchez's directive. She left the meeting to find him to find out if that was true. Erin Gilland brought up the fact that educational research supports Self-Evaluation as a valuable exercise, and consensus was reached among the Senate that Self-Evaluation should remain included in our Faculty Evaluation Forms as we seek to recirculate them and have them re-approved by administration.
- C. **PTK/AWC event 12/15/15 "The Link":** Leslie J. Dennis mentioned the excellent speaker coming to discuss the significant link between human and animal violence in the Allied Health lecture hall on Tuesday 12/15 from 6-8pm. Cindy Armijo encouraged everyone to attend.
- D. **NEA followup:** Leslie J. Dennis reviewed the highlights of the NEA Representative's visit at our last meeting. Roxane Despaigne reported that she was now officially an NEA member, despite difficulties with HR refusing to deduct NEA dues directly out of her paycheck (on the grounds that she is adjunct faculty - she reported that HR said they would have no problem setting this up for a full time faculty member). She finally had to set up automatic withdrawals from her personal bank account to be able to pay NEA dues. Mimi Overhulser expressed disbelief that HR had refused to accommodate her, and Leslie J. said that she would visit HR to further investigate and hopefully resolve this matter.
- E. **Review Resolution on Faculty Community Service:** Leslie J. Dennis passed out copies of the previous Faculty Senate Resolution that Community Service be included as a meaningful component of faculty evaluations, reminding us that this was one major difference between the Faculty Evaluation Forms the Senate has created (and is seeking adoption of) and the old/current forms. President Sanchez briefly returned to the meeting to confirm that the old Self-Evaluation Forms would no longer be in use but added that anyone who wanted to use them for their own purposes was free to do so.
- F. **Review Resolution on Faculty Overload Teaching Policy:** Leslie J. Dennis passed out copies of the previous Faculty Senate Resolution that *Faculty* should be the major determiners of class enrollment maximums and allowance of students to enroll beyond those maximums.
- G. **Faculty Senate Spring Events, Goals:** Nichole Collins resubmitted the idea of having a Pancake Breakfast for faculty and/or students during Finals Week. Cindy Armijo voiced support for sponsoring more academically-oriented events on campus. Possibilities discussed: forums for academic discussion or educationally-oriented movie-viewing, student-work showcases, and advisement trainings.
- H. **Faculty Handbook:** Leslie J. Dennis reported that she has in the last several weeks resubmitted the new Faculty Handbook (authored by Faculty Senate and submitted twice before in recent years) to administration, had it returned to her once for changes, made those changes, resubmitted it again, and is waiting for more feedback, which she is ready to incorporate into a final version to be approved by Administration and the Board of Trustees. Erin Gilland thanked Leslie J. for her work on this and further clarified that another committee on campus was working on the "Employee Handbook," soon to be renamed the "Staff Handbook," which does not pertain to faculty.

V. Action Items

- A. Date and time for Spring Faculty Senate Meetings will be established at the first meeting of the Spring Semester, to take place during Inservice Week and to be announced by the Chair.

VI. New or Follow-up Items for Next Meeting's Agenda

- A. SLOA Responsibilities for Faculty and New Processes for SLOA will be discussed at the next meeting.

VII. Adjournment

- A. Erin Gilland moved to adjourn the meeting. Lawrence Martinez seconded. The motion passed and the meeting was adjourned at 4:16pm.