

SANTA MONICA COLLEGE

ACADEMIC SENATE

MINUTES

Tuesday, March 7, 2017

11:15 am-12:35 pm, Business Building Room 144

[Attendance and Voting Sheets](#)

I. Call to Order and Approval of Agenda

Motion: T. McCluskey

Second: L. Kluckhohn-Jones

Passed unanimously at 11:16 a.m.

II. Public Comments

Senators were reminded that the Brown Act requires that they address the body under the Announcements section of the agenda.

III. Major Items of Business

A. Pulled Consent Agenda Items--None

B. Strategic Planning Listening Session of the Academic Senate with the Faculty Association Representative Assembly as guests and full participants—F. Chandler, P. Morse and Collaborative Brain Trust

The listening session was led by Carolyn Russell, CBT consultant, retired faculty member from Rio Hondo College, former dean, former FACCC Board of Governors member and 3-year president, served on the Chancellor's Office Board of Governors, experience both as a union president and local Senate president.

One goal of this strategic planning round (for next 5 years) is better coordination between student equity and student success plans. Others are strategic initiatives, organizational structure, and integrated planning.

Initiatives or goals are the big picture items to be identified, and they will need measureable objectives. Ms. Russell's major talking points:

1. Thinking big but realistically with a limited budget: What do you want SMC to be in 5 years?
2. What can be done to improve student success overall?
3. What suggestions do we have to improve the college's planning process?

Comments summarized as follows: The answer to the first 2 questions is same—fulltime faculty. Our goal is 75% fulltime. We are not even at 50% now. 60% is an interim goal, according to our 75/25 Full-Time Faculty Hiring Plan adopted by DPAC and the Academic Senate. Ms. Russell noted that Rio Hondo was already at 75% when the law was passed.

Drawbacks of insufficient coverage by full-time faculty: Faculty burnout. Weakens shared governance. Inadequate number of people for or time for the every-increasing mentoring role required to meet the needs of our diverse population, most of whom come from backgrounds where they don't have the kinds of support needed to succeed in college. Inadequate coverage for student clubs. More likely to be on campus more and to participate more fully in the work of the college outside the classroom/counseling office. New initiatives, such as the creation of pathways and the creation of new courses and new programs, expansion and strengthening of CTE programs and spending Strong Workforce funds require faculty input and increase the workload for full-time faculty. Constant training of an every-changing case of part-time faculty is unproductive use of faculty time and is dangerous to student success. Insufficient numbers of do the work of shared governance. Faculty have to do it all; too few to do both the work of the departments and the work of shared governance while putting in the time needed to mentor students and increase student success. The role of the college is changing (law school pathway, bachelor's degree, etc.); full time faculty are needed to plan and implement these changes. Decreased student success leads to decreased enrollment; the very people needed to make students want to attend college, take more units, and finish their classes and programs represent only about 40 percent of the faculty (less in some departments). Not enough counselors to cover key programs and not enough instructional faculty to take leadership roles in specific courses or programs—negative impact on enrollment. Inability to mentor new faculty, to create a group culture that would increase student success. Everyone needs to be on the same page if we want to be No. 1 in equity; can't do this with such a low full-time to part-time ratio.

The drawbacks of overreliance on adjunct faculty: Involvement in work outside the classroom due to time constraints related to having to be on many different campuses. Adjunct office hours—not enough to meet student's needs for flexibility around their own class schedules. Adjuncts can't make department flex days which makes it impossible to develop the cohesiveness and consistency necessary to further student success within disciplines. The need to hire so many part-time faculty members burdens department chairs and makes proper vetting problematic. Insufficient numbers can become associate faculty, which makes long term stable employment a constant worry. Part-time faculty often don't have access to the knowledge needed to advise students and do the work of the department due to communication problems and inability to make department and other meetings. Negative environmental impact: More cars on the freeways campus and more overcrowding in SMC parking lots. The spreading of misinformation to students and others due to the difficulty of keeping up with necessary practices and processes of teaching at more than one campus. Some CTE courses and programs can't be developed or taught because of the pay differential between business and part-time faculty pay.

Other suggestions: Administrators should respect the shared governance process. Impact on enrollment of not having safe, clean, nice-looking buildings, restrooms, and classroom. No safe spaces on campus of

vulnerable populations. More psychological services are needed to enable instructional faculty to better focus on teaching their subject areas and so that students are being helped by those qualified to help them with psychological issues. Non-repeatability of courses hurts students and is an enrollment issue.

Suggestions on Planning:

Same issues come up year after year. No long-term plans to solve systemic problems, such as improving the ratio of full-time to part-time faculty. Too much living in individual silos with little knowledge of what is occurring in other silos on campus. Shared governance is in name only. DPAC agrees on recommendations; the college president shoots them down. The administration runs on a corporate model and uses the budget as a scare tactic to prevent progress.

Administration actions are reactive rather than proactive. Example: Not having done anything to plan for the decreasing number of high school graduates due to demographic changes known about for over 15

Census data should be studied in our planning. Is anyone looking at the total demographics? Data pieces are missing.

Too much seems to be driven by grants, which are dumped in people's laps after the fact. Departments aren't consulted before grants are written.

Need to create, publish and follow an enrollment plan. Why are we continually surprised every 4-5 years? Need a holistic approach to managing enrollment. Turn students away due to lack of lab space; where else are we losing enrollment due to facilities issues and scheduling issues?

Cut spending on marketing; bring all constituents to the table on this topic.

Broad faculty voices are generally not at the planning table for noncredit courses yet the Senate wants to ensure that these programs are taught by full-time faculty as they expand.

IV. Consent Agenda. Any item pulled from the consent agenda will be discussed as part of III above.

A. [Curriculum Items](#), G. Del Piccolo

Motion: M. Strathearn

Second: A. Villalpando

Passed at 11:19 a.m.

V. President's Report/Information Items

A. None

VI. Announcements from the Floor

Fran introduced Anisha Fullard as the new Senate administrative assistant.

J. Resnick passed out flyers for upcoming personal finance workshops for students. One of Senate's objectives this year is to infuse financial literacy throughout the curriculum. The Business Department will be offering \$25 gift cards to students who attend the workshops.

VII. Adjournment

Motion: M. Strathearn

Second J. Hernandez

Passed: 12:41 p.m.

Next scheduled meeting, March 21, 2017, 11:15-12:35, Business 144