

## PVCC Faculty Senate News March 2014

### PVCC Faculty Senate Update

Your faculty senate met on Thursday, March 6th. You can review the minutes and other documents at: <http://www2.pvc.maricopa.edu/senate/aye2014/index.htm>. The minutes and other documents are at the end of the page.

**Faculty Senate Scholarship / Essay Writing Contest:** The Faculty Senate approved to continue both of our student programs. Materials were distributed to the college. Please encourage your students to apply. Web pages have been created for each of the programs containing information on the program and how to apply. URL's are as follows:

Scholarship: <http://www2.pvc.maricopa.edu/senate/scholarship.htm>

Essay Contest: <http://www2.pvc.maricopa.edu/senate/essayContest.htm>

**Survey Results:** The survey I sent out at the end of February indicated the Meet & Confer team was working on things most of the faculty felt they should. However, over 70% percent of the faculty felt we need to have a better process to bring issues forward to Meet & Confer. My suggestion is to not "bundle" issues but rather, vote on them individually. For example, there were many issues bundled under the category of "Salary Inequities" which included a new salary system. I feel the unbundling of the issues would promote better transparency and would allow only those issues the majority of faculty were concerned with to be brought forward. The complete survey results will be distributed to all faculty.

### FEC News

**Meet & Confer:** A preliminary agreement on the Retain and Retrain (RIF) policy was distributed to the faculty for feedback via an online survey. The other items (see Frank Wilsons latest Meet and Confer Minute – Jan 2014) are still in the discussion phase. It is expected more information will be available after the February 10<sup>th</sup> meeting. It was determined by the Meet & Confer team that the salary inversion issue affects approximately 400 faculty.

**Disabilities Resource/Academic Accommodations:** Gene Heppard, Director of DRS at Phoenix College, discussed the history of the ADA Act and requirements and the role of the Office of Civil Rights (OCR) to address ADA complaints. College students must have documentation to be given academic accommodations, but accommodation will be given for one semester while documentation is gathered. Gene reported that the Disability Services areas at the colleges will have a common name – Disabilities Resource and Services (DRS).

**Employee Benefits Advisory Council:** Ilene Borze reported that Mike Osborn (GCC) attended the last meeting and he was very engaged. EBAC has discussed a potential \$2mil short fall with benefits due to healthcare changes. Ilene discussed the possible proposals from EBAC, including an increase in deductible costs for emergency room visits to encourage employees to use urgent care services instead of the ER, reviewing the dental plan benefits, and increasing the out-of-network cost.

**Administrative Assistant Update:** Patty discussed the decision to discontinue funding a full-time administrative assistant for the Association. The Officers are covering essential functions.

**Under Age 18 students:** Council discussed the proposed forms to be used for Under Age 18 students enrolling in courses. Patty reminded Council that Faculty are not allowed to discriminate based upon age; enrollment may only be limited for sound educational or developmental reasons and there is a four-part legal analysis that is generally used to establish such reasons. Prior to enrollment, the department/division chair and/or faculty will be consulted. Students will be informed that course content will not be changed due to age-related considerations and that some material may be unsuitable for minors. A question was raised about the notification of faculty. Patty cautioned that notification, while a good idea in general, may result in inadvertent discrimination. The forms in their current state will be provided for open comment to the public and revised forms will be appended as a link to the appropriate Administrative Regulation. ICs will be requested to identify courses that may meet the legal four-part test for age restrictions next year.

**Common Pages:** The Incomplete Grades proposed language was accepted and final documents are scheduled to be released for open comment. There is an upcoming Sexual Harassment/Title IX compliance policy change in the works and language will be forwarded to FEC as soon as it is available.

**Faculty Association Constitution Change:** The Constitution was changed to reflect the current practice of distributing representatives based on the percent of members of a college to the total membership. The text reads as follows: *The twenty two (22) members of the Faculty Executive Council will be allocated to the colleges in direct proportion to the number of faculty who are Active Regular Faculty Association members as of the date listed in Article IV of this Constitution for the preceding fall semester. If a college's allocation does not constitute a full voting representative (less than one half (0.5) of a voting representative), then an additional voting faculty representative will be added to the Faculty Executive Council and will be allocated to that college.*

*The resultant size of the Faculty Executive Council may fluctuate around twenty two (22) due to rounding considerations. Disputed or tied allocations may be adjudicated by the Council of Presidents.*

*Each eligible college's first representative position will be assigned to its Faculty Senate President.*

**Faculty Association President Elect:** Salina Bednarek is the only self-nominee for the Faculty Association President Elect. Election is scheduled for the April 8<sup>th</sup> FEC meeting.

**RPF Information Sessions:** Pending upon final negotiations, I have scheduled an information session for April 11<sup>th</sup> at 10:00am-noon in KSC1000B. The sessions are to discuss the final changes to the RFP faculty will be voting on around April 28<sup>th</sup> – May 9<sup>th</sup> (tentative dates).

## College and Faculty News

Dr. Ann Weaver Hart, President of the University of Arizona, visited and toured PVCC Wednesday 5 March. The purpose of her visit was to announce a new University of Arizona degree, the bachelor of general studies, which will be offered here at PVCC starting January 2015. Joining President Hart was Dean J. P. Jones from the Social and Behavioral Science college, Asst. Dean Kim Jones from the Humanities College, Dean of Admissions Kasey Urquidez and Senior Admissions Director Brenna Secore (who is based at PVCC). As part of their commitment to PVCC and to our faculty, the UA will be bringing aboard some PVCC faculty to help teach in the program. Thanks to Jim Patterson for getting this going!

HLC Update: The college report is nearly completed in its first very rough draft form. The next step is for Mike Mitchell, the report writer, to meet with each of the criterion teams to go over the rough draft of their area to adjust the report as necessary. The "final draft" is anticipated to be released to the college as a whole by mid-April. College comments will then be collected, evaluated, and updates made as appropriate, and then the final report will be ready during the summer. At that point the report will be given over to a person or group to do professional formatting for both the electronic version (HLC requires the report be in PDF format) and a print version (Dr. Dale wants a handful of printed copies for community members or others who may need that). The report will also be formatted for our web page. The report is required to be submitted (PDF) to HLC by approximately Sept 1st.

Speaking of the college web page, we have started working on web related projects: 1) verifying that the links from all primary web pages (WWW server basically) are all active and current; 2) verifying and updating specific pages related to programs that are required (by federal rules) to contain "employment" data [namely occupation programs and certificates]; 3) collecting and organizing the minutes from all "key" committees on campus so that they are uniformly housed and easily accessible. (This would be committees such as Strategic Planning, Assessment, CLC, etc. -- I think there are about 6-8 that were identified.) The hope is that all committees will end up following the same procedures for their minutes and documentation, but that would be in the future.

Finally, early planning is beginning for the Fall 2014 all employee convocation and other Fall 2014 activities for a final push.

We have gotten great support from faculty who have volunteered to work on the various criterion teams. This is especially true of Dan Donahue, who has had to chair his team solo for many months when his co-chair left PV for another job. Also Mike Hamm, whose co-chair, Heather Kruse, has been out on sabbatical this semester, and all of this while he has been trying to learn the ropes of being a division chair!

There is concern the great majority of faculty are not engaged or even interested in learning what is going on. The affirmation of accreditation process requires everyone to at least be aware of what is being found, reported, and required. We were told by our HLC liaison in January that the visiting teams often track down faculty, even in their offices, to ask about HLC related issues. There is a higher probability for those faculty in certificate or degree areas or have special programs that are singled out in the college report. Please be aware of what is in the report and how it relates to your program(s).

Social Event: We will be holding a faculty mixer at Pezzano Pasta & Pizza (NW corner of 32nd St & Union Hills) on Wednesday, March 26<sup>th</sup>, from 3:00-6:00pm. Take a break and join us for some good food and drink.

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I hope everyone is having a good semester. If there is anything I can help you with, please don't hesitate to contact me.

Gary R. Smith  
PVCC Faculty Senate President  
Phone: 602-787-6701  
e-Mail: [gary.smith@paradisevalley.edu](mailto:gary.smith@paradisevalley.edu)