

# **Sociology and Philosophy Department Minutes**

## **December 11, 2013**

**10:30 am in 26A 2640**

### **Attendance:**

Linda Rillorta, Rebecca Hatch, Andrea Diem, David Lane, Marlene Gallarde, Sam Wolde-Yohannes, Michelle Stewart Thomas

Absent: Charles McGruder (Medical necessity)

### **Minutes**

- The Nov. 13, 2013 minutes were approved, contingent upon one correction: Phil 199H needs to be changed to Phil 99H.
- Minute-taker Thomas will send/resend the Fall 2013 minutes to all department members as well as to the division in a single email, providing everyone with a convenient electronic version of the minutes for the semester.

### **Announcements**

- 2014 parking passes are now available.
- Jeanne Marie's mother's passed away; a sympathy card will be circulated for us to sign.
- The Holocaust survivor presentation had a high turnout!
- Sociologist Hatch has been collecting applications for the HTCC Undergraduate Research Conference that will be held on April 5 at UC Irvine.
- On Nov. 23 Sociologist Hatch took 5 students to the SCCUR (Southern California Conference on Undergraduate Research) at Whittier College.
  - Sociologist Hatch was commended for her dedicated service to one-on-one instruction for students desiring to learn more about research.

### **Curriculum: Arranged-Hour Classes**

- Soc 91 is not an arranged-hours class; it is a lecture class. But Soc 91L (the lab component) has variable arranged hours from 27 – 108 hours.
- The department's current arranged-hours classes are Soc 91L, Soc 99, and Phil 99

### **Adjunct Class Scheduling**

Dean Jim strongly encourages the department to implement an incentive/performance based scheduling process for adjuncts. Under this process, adjuncts with seniority will no longer be guaranteed 3 classes; they must *earn* 3 classes in the following way:

### *First Priority—Performance*

1. Score a “1” on H8 which focuses on administrative tasks (i.e. on-time submissions of book orders, syllabi, etc.)
2. Score *at least* a “2” on H4 which focuses on teaching and classroom management. The score is based on the combined evaluation of the chairperson and students.

### *Second Priority—Seniority*

Adjuncts who meet the performance standards will then be assigned by seniority.

Faculty who score a “2” on H8 and a “1” H4 or a “2” on both will be assigned a *maximum* of 2 classes until their H8 score improves.

- Concerns were raised about prioritizing administrative tasks at the expense of quality teaching.
- Chairperson Gallarde explained that the administrative tasks are objective and contractual and will be clearly defined and explained to adjuncts, both verbally (i.e. New Faculty Orientation) and in writing (i.e. emails, the SAP Adjunct Handbook)

### **Related Scheduling Concern**

Philosopher Walde-Yohannes raised the following philosophical questions: *What doth it profit full-time faculty to faithfully serve the college for decades if, upon earning the title “emeritus faculty,” they lose, rather than gain, privileges related to parking, email, library and gym usage? What is the benefit of a lofty title if having that title doth not guarantee emeritus faculty at least one course per semester?*

- Chairperson Gallarde recommended that Philosopher Walde-Yohannes raise these issues at the next Faculty Association meeting.

### **Recruitment & Hiring**

- There is a need to increase the adjunct pool for the following reasons:
  1. Some adjuncts have given up their assigned classes due to medical or personal reasons, and some of these classes require faculty with a specialized focus (i.e. child development).
  2. Once the “Dean’s Policy” regarding incentive/performance-based scheduling is implemented, some faculty who are currently assigned three classes will lose a class.
- Minute-taker Thomas raised a concern about excluding applicants with high teaching loads at other schools (RE: Nov. 13 minutes) given that there is the potential to eliminate quality instructors who live near MTSAC but teach at other schools out of necessity, not preference. Chairperson Gallarde agreed to factor in proximity to MTSAC when doing the vetting process.

- Philosophers Diem and Wolde-Yohannes agreed to interview applicants for the philosophy pool; they prefer to do the interviews on a single day

## **Budget**

The department agreed to purchase a one-semester trial of Grammarly, the on-line plagiarism tool. Use of Grammarly will be restricted to full-time faculty until an analysis can be made to determine if the benefits of Grammarly outweigh those of Google, which is free. Philosopher Lane agreed to spearhead this analysis.

- Grammarly costs \$140/year; Chairperson Gallarde will verify whether a cancellation can be made without penalty after 6 months of usage.

## **SLO/GEO**

The department made the following determination:

- In periods in which collecting data for SLO/GEOs is not required, data will be collected at the professor's discretion rather than every semester.

## **Spring Scheduling**

- The New SAP Faculty Orientation is currently scheduled for the Spring Flex Day.
- The June 11, 2014 department meeting will be held at 10:30 a.m. as opposed to the regularly scheduled 3:00 p.m. in order to better accommodate final exam schedules.

## **Drop Policy Change**

- The dropping policy has been revised; professors are now *required* to drop students missing more than 20% of classes or assignments before the drop date.
  - Although this applies to all classes, the focus is on distance learning classes.

## **Tabled Topic: Videos in the Classroom**

A lively discussion ensued about whether a policy should be implemented regarding the amount of class time that can be allowed for videos. Concerns raised were that not having a policy makes the definition of "abuse" arbitrary and can cloud the issue for adjuncts. Conversely, creating policies based on extreme cases can impose restrictions on professors' academic freedom and can limit their ability to teach in accordance to the needs of the class. Question: Do faculty need more management or more mentoring? These and other issues will be discussed in the spring semester.

*Minutes prepared by Minute-taker Michelle Stewart Thomas*