

ORANGE COAST COLLEGE

Academic Senate Meeting | 02/08/22 | 11:30 am - 12:30 pm | Zoom Meeting

Academic Senator Attendance

Jessica A. Alabi, <i>at-Large</i>	Present	Lee Gordon, <i>at-Large, President</i>	Present
Jason Ball, <i>Part-Time Faculty</i>	Present	Marilyn Kennedy, <i>Lit & Lang, PDI Chair, Secretary</i>	Present
Carol Barnes, <i>Counseling</i>	Present	Jodie Legaspi, <i>Athletics & Kinesiology</i>	Absent
Tyler Boogar, <i>Math & Sciences</i>	Present	Doug Lloyd, <i>at-Large</i>	Absent
Nina Calabretta, <i>Part-Time Faculty</i>	Present	Leland Means, <i>Visual & Performing Arts</i>	Present
Sean Connor, <i>at-Large</i>	Present	Jeanne Neil, <i>Business & Computing</i>	Present
Eric Cuellar, <i>at-Large</i>	Present	Charles Otwell, <i>Curriculum Chair</i>	Present
Jodi Della Marna, <i>Library</i>	Present	Max Pena, <i>at-Large</i>	Present
Matt Denney, <i>Technology</i>	Present	Loren Sachs, <i>at-Large, Immediate Past President</i>	Present
Tina De Shano, <i>Consumer & Health Sciences</i>	Present	Jordan Stanton, <i>Social & Behavioral Sciences</i>	Present
Rendell Drew, <i>at-Large, Vice-President</i>	Present	Katherine Smith, <i>ASOCC Student Representative</i>	Absent
Cyndee Ely, <i>Part-Time Faculty</i>	Present		

Guests (Optional & Voluntary Sign-In): Jaki Kamphuis, Anna Hanlon, Kate McCarroll, Bob Fey, and Renee DeLong.

1. Preliminary Matters

- A. **Call to Order: President Lee Gordon** called the meeting to order at 11:30 A.M.
- B. **Opportunity for Public Comment:** Jeanne Neil
- C. **Approval of the Minutes:**
Motion 1: Senator Kennedy moved to approve the February 1, 2021. meeting minutes; motion seconded; motion approved.
- D. **For the Good of the Order:** No Comments

2. Consent Agenda

No items.

3. Officer, Senator, & Committee Reports

- A. **President and Vice President's Report:**

President's Report – Lee Gordon:

Coast Report: Congratulated the *Coast Report* on their timely reporting of the February 2 District's decision to maintain the scheduled campus reopening to two weeks after the start of the semester. As soon as *Coast Report* had confirmed with a District Official, they posted this on social media and *Coast Report* had a banner announcement at the top of their website. If anybody is looking for timely information on breaking stories involving the college, President Gordon recommends following them on Twitter, @CoastReport, or their website: www.CoastReportOnline.com .

Enrollment: He and VP Drew continue to work with VPI Grimes-Hillman on her initiative to bring in advisors on how faculty and management can work together to increase the efficiency and the size of college enrollment. They will be meeting Thursday to further develop this proposal.

COVID & Teaching: Will be a standing item on the Senate agenda for the first half of this semester.

Flex Day: Is coming on Feb. 24 and the Flex Committee hopes to have the Flex program published and posted on the portal page this week.

Vice President's Report – Rendell Drew:

Faculty Handbook: He is following up with the Faculty Handbook subcommittee, and the next step is to contact VPI Michelle Grimes-Hillman to come up with some strategies. The Senate is only going to focus on the faculty purview aspect.

Senator-at-Large: The Academic Senate has two Senator-at-large positions available. The call will go out today. The responses will be received by next week on Monday. In two weeks, the candidates will have the opportunity to introduce themselves at the Senate meeting, then the Senate will vote to elect the two new senators.

- B. Guided Pathways – Senator Alabi** reported that during intersession they had a summit with Program Review and IE. They participated in a training with department chairs. They have been trying to break down silos and do a college transformation and part of that is integrating Guided Pathways into Program Review. The meeting was very productive.
- C. CFE Union/Bargaining Unit Report – Rob Schneiderman:** Reported that there are currently two Vice President positions available on the CFE Executive Board. If anybody is interested, they can contact him, CFE Executive Director Bob Fey, or Maria in the union office. They meet on the first Thursday of the month from 9am-12pm. They have some KN-95 masks and will be buying additional ones and will work with the District to get more. Faculty can email Maria (maria@cfe1991.org) the Union Office Coordinator, if they need a mask.
- D. Diversity, Equity, and Inclusiveness Initiatives – Anna Hanlon:** Reported on the President's Diversity, Equity, and Inclusion (DEI) Taskforce. Stephanie Wells, Kisha Williamson-Champion, Rebecca Ogaz, and herself are the faculty members selected by the Senate to represent faculty at the Task Force. Vice-President Drew is the representative for the Multicultural Center. In the Fall, the Task Force identified a group of goals and drafted some objectives and tasks that fall under the goal to "Provide Culturally Responsive Curriculum." They would like to increase participation in this work. She will be holding some feedback sessions in February to accomplish that. The first one will be on Friday, February 11, 9:30 to 11am, and also on Monday, February 14, 4 pm. They will also have a Flex session. The plan is in draft form, and they would like as much feedback as possible.
- E. Faculty Purview (10+1) –** President Gordon shared on Zoom some of the key aspects of the 10+1: curriculum, degree requirements, grading policies, program development, student success, accreditation process, program review, professional development policies and more. The Senate has delegated to the Transparency Committee the oversight of the 10+1.
- Senator Drew:** Commented that in reference to the Transparency Committee, that it needs to fill the two positions currently available to move forward faculty initiatives.

F. Transparency Committee Report – President Gordon stated that the Transparency Committee (TC) is unique to the OCC Academic Senate, as it is delegated the oversight under the 10+1. It was founded in response to an accrediting sanction on the college years ago where the management of OCC at the time were found by the accrediting body to have been acting in a way that was not transparent. This was during the time that Dr. Arismendi-Pardi had his first term as President of the Senate. Under his leadership the Transparency Committee was created. The Senate, in creating the Transparency Committee, delegated to the Transparency Committee the oversight authority over issues relating to the 10 + 1. It is important to know that the Transparency Committee does not investigate allegations of violations of the union contract. Anything that involves working conditions, compensation, and issues that could be a grievance under the contract, those are handled by the faculty Union (CFE). The Transparency Committee is dealing with issues under the authority of the Senate and does not get involved in issues between faculty members. It strictly investigates disputes involving faculty and management as per the 10 + 1. Until now the past practice of the Transparency Committee had been to limit membership to tenured faculty because of the sensitivity of the work that Transparency Committee does. However, that is not a written policy. If the part-time faculty would like to see that policy change, they are welcome to come to a formative committee meeting. As Vice-President Drew mentioned, the former Transparency Committee Chair retired. It is very important that the Transparency Committee has the requisite number of faculty members, as the committee's work is vital.

Senator Kennedy: Reported that as a long-time member of the Transparency Committee, she wished to report that it met last fall and it has been meeting regularly. They have plans to meet again soon. She will set up a call to the current members to assess bylaws. It is the bylaws, not policies, that state who can be a member of the committee. They also have an open item on their agenda that was partially examined, and they are going to be looking at that. Since there is no chair, they will be looking at selecting a chair. There is no limitation on committee members as per the bylaws. There will be a meeting in a couple of weeks and then they will put out a call for faculty to join.

President Gordon displayed the list of committees under the Academic Senate Purview. They include the Academic Freedom Committee, Academic Rank, Academic Standards Committee, Basic Skills Task Force, Curriculum Committee, Honors Program Advisory Committee, Online Advisory Board, Part-time Faculty Committee, Professional Development Institute, Transparency Committee, and the Umoja Committee. These committees do not need to request to be added on the agenda, as committee reports are part of standing agenda items. There are also activities under the scope of the Senate. Two weeks from now, they will look at a questionnaire that has been developed for each committee to do in compliance with Program Review efforts. All the committees do important work.

G. CCC District Board Policies and Administrative Procedures (BPAP) Report – Marilyn Kennedy: Reported on the policies at the first BPAP meeting last Friday. A few hours before the meeting the Committee received the packet containing the agenda and policies with proposed changes, so there was no opportunity to bring them to the Senate for input. The normal committee process is to have a first reading to allow all constituent groups to have input before voting. But at this meeting were Classified guests and representatives asking to have a Classified member added immediately to the **BP2431 Chancellor Search** board policy [the current committee has already started work] to affect the currently working search committee. As of now, Classified do not have a representative on the policy, and hence, not on the current Chancellor search committee, as their prior requests for a member were turned down by the Board of

Trustees. All three college Academic Senate representatives and the CCCD HR representative voted to abstain on this item during voting because of lack of information, a lack of time allowed for them to get input from their constituents, and because the OCC Senate has indicated before that they would like to look at that policy and make changes. However, it was voted to be moved forward by the committee with enough votes from other constituents, so it is moving forward to the Board of Trustees without our input. Senator Kennedy asked the Senate to consider if they wanted to review the policy anyway and ask for revisions either now or in the future even though it has moved forward. Four other policies that were on the BPAP agenda had small, proposed revisions (**AP & BP 3600 Auxiliary Organizations and AP & BP 7110 Delegation of Authority, Human Resources**). The **AP and BP 5700 Intercollegiate Athletics** policies are being held to allow time for the three college athletic directors' review and input.

Senator Sachs recommended bringing the policy back for Senate review. As former Senate President, he was at least four or five district level hiring committees during that tenure. This issue comes up every single time, so it needs to be addressed as a body.

- H. Curriculum Committee – Curriculum Chair Otwell:** The College sent a letter of interest for participating in this next round of applications for baccalaureate degrees. The application period opens on April 15 and closes in August. Faculty who are interested have some time to do some research. The Curriculum Committee is working on an interest form for OCC faculty, so that they can get some sense of who might be interested. The application and selection process will be determined by the Senate. If anybody has any questions, they can email Chair Otwell directly. Programs for this degree need to be something that is not served in our service area and where a need has opened up. One thing that might happen is that faculty might note a change in the job market or educational requirements for jobs under the external factors part of program review. That gives some documentation for pursuing the application.

4. Unfinished Business

- A. Recommendations for Midterm Report Process, Timeline, and Faculty Writer – Dr. Anna Hanlon:** Stated that last week she presented the recommendations that have come from the Accreditation Coordinating Committee (ACC). She is looking to get feedback and then hopefully to get an endorsement from the Senate.

Motion 2: Senator Sachs moved to endorse the midterm report process timeline and the use of a faculty writer from ACC; motion seconded; motion approved.

There is a form for committees that will be reviewed by the Senate for approval. The job description for Faculty Writer is currently under revision for more faculty involvement. The Faculty Writer is selected just as Coordinators are selected. The VPI and Senate President interviews. This time for the Faculty Writer there will be the addition of the Dean Research Planning and Institutional Effectiveness. That individual is serving as the Accreditation Liaison Officer.

Senator Kennedy commented that although there are people who are excellent writers outside of the English Department, there are also a lot of excellent writers in that department, but they already have so much writing and reading to do. She recommends that they consider some reassigned time to offer the Faculty Writer besides the stipend to attract excellent writers and because writing takes time.

Dean Sterner stated that the job description still needs to be vetted by CFE. She emphasized that the timeline on the Faculty Writer is a little bit different than it was in the past. They would want that person to start now and work this semester. The summer work would be via stipend, but the fall work could be potentially reassigned time.

B. COVID & Teaching

President Gordon: Stated that this item will be on the agenda every week for at least the first half of the semester. We are now in the second of the two weeks that the District had set aside at the start of the semester. There will be a full reopening of the campus next week. President Gordon would like the Senate to be updated next week as to how the reopening goes. There are new buildings; there are faculty members that have not used facilities in quite some time. He would like to get a sense of how that is going because faculty gets asked that all the time.

CFE President Schneiderman: Commented that he has been emailed many questions about masks. They are going to keep working with management to get more N95 masks. The Union is buying N95 masks, and they want to make sure that even though California is dropping the mask requirement that that remains in the classroom.

Senator Kennedy: Commented that the Senate passed the Covid and Teaching resolution in the middle of December, which was placed in the minutes, but they could not be sent out as they had to be approved by the Senate first in February and asked if the Senate President and CFE President were able to present the resolution to the Board of Trustees (BOT) earlier and what their response was.

President Gordon: Thanked Senator Kennedy for her question because it gave him a chance to go over the reporting relationship of the Academic Senate. The Academic Senate by design does not report through the normal chain of command at the College but rather directly to the Board of Trustees which is a very important organizational design. In years past, they would make their comments live at the meetings of the BOT, but since COVID the BOT meetings have not gone to not a Zoom format, but a telephone format, where people listen on their telephones. Then, the Academic Senate, from time to time, files written reports. President Gordon took the full text of the resolution that the Senate passed, and it was his entire report to the trustees at that time as soon as it passed. They got it. He was told they read it. That was their way of informing them.

CFE President Schneiderman: Commented that he did not have conversations with the BOT about it. When he discussed it with the Chancellor, he was aware of the resolution.

President Gordon: Clarified that the Senate and the Union were reporting together.

Vice-President Drew: Received clarification from CFE President Schneiderman that he was referring to the State of California lifting the COVID restrictions.

Senator Boogar: He asked if there are any plans of the Senate to adopt a hybrid or in-person format during the semester or if the Senate will stay online the whole time. He also inquired about division meetings.

President Gordon: Stated that the Senate announced at the end of last semester that it was going to stay online this semester. The Senate has not had any discussion yet about the next academic year. He does not have an answer to that. With respect to the division meetings, he has not heard anything about that issue as to whether it is going to be on a case-by-case basis, or whether it is going to be a general policy.

Senator Means: Thanked Rebecca Morgan and her team for making such a clear setup for when faculty have students who are not allowed in the classroom, having a clear notification on the roster. That is good communication, and it seems to work perfectly.

CFE President Schneiderman: In regards to division meetings there are many people who have accommodations not to be on campus. Even though there is no longer a mask mandate, there are still people that will not be on campus based on that accommodation. Management has said that all division meetings will remain live online via Zoom. Let him know if deans say otherwise.

Senator Kennedy: Looked at different schools to see what they were doing in terms of opening up. Everyone is all over the place. Cerritos College is opening up March 7. As to the Zoom and the District meetings, she sent the Board of Trustees an email over the break about that because she wanted to answer constituents who were asking her during the break how they could give feedback to the Board of Trustees. She was told that the Board of Trustees meetings were not going to move to Zoom for various reasons. The Chancellor was very polite in his response in the letter.

She expressed her concerns about telephone meetings as they limit public interaction during public meetings; other District and College committees, plus classes, are using Zoom, not telephones and written reports.

President Gordon: The District mask mandate will remain in effect even if the State removes the mandate.

Senator Ely: Clarified that the school districts follow the CDC guidelines, not the State of California guidelines.

5. New Business

A. CFE Evaluations:

CFE President Schneiderman: He provided the Senate a broad overview of some of their goals. They are going to be meeting with management to discuss some changes to evaluations for this new set of tenure-track faculty who are going to be hired this year.

They want to try for greater equity and that includes training, processes, and the evaluation forms. Senator Kennedy has pointed out that they were weak on that, and they are going to try to do more in that area.

They also want to work on timing issues of both the self-evaluations and of the communications between the tenure-track evaluatees and the committee.

They need to clarify the role of enrollment and ADA compliance in the evaluation process. CFE sent a cease-and-desist letter to management about using enrollment data for tenure track decisions. There is one tenure-track faculty who is in arbitration right now and that person had their tenure denied basically based on enrollment. CFE found that to be extremely problematic because the evaluation process at the very beginning says, "the reason for this tenure track evaluation process is to improve teaching." It is not to improve enrollment. Enrollment is a downstream consequence. It is also a consequence of RateMyProfessors website. CFE believe that is an unfair gauge to deny tenure. They sent a letter to management, and they responded by saying that they can use enrollment data for evaluations. They disagree vigorously in that area. CFE finds that inappropriate and they are not going to make an agreement that agrees to using enrollment data as a metric for tenure-track employees.

In regards to ADA compliance, he just received an email that some faculty are very concerned that management is pushing to process their classes through some software

to evaluate ADA compliance. That would give them an evaluation positive or negative based on that compliance. There is no support for this. In fact, the person in arbitration for not being granted tenure made a strong statement that students who needed accommodations were not receiving them because the campuses were not making the appropriate commitment to provide accommodations. The question was how do they want to put that on the faculty member to do everything themselves with no support and be punished if they bring up the fact that there is no support? That is a problem.

Those are some of the complications that they may be facing during the evaluation process and some of the goals that they have.

Vice-President Drew: He wanted to clarify if managers or deans are saying that student enrollment should be part of the faculty member's evaluation.

CFE President Schneiderman: Stated that the District has asserted in their response to their letter that they have the right to use enrollment data in the evaluation process.

Vice-President Drew: Stated that he does not recall that being a part of a successful instructor. He ever knew that dependence on student enrollment in a class was part of an instructor's evaluation. There are internal processes right now that already should take care of a poor teaching issue.

CFE President Schneiderman: During the arbitration he had to testify, and it is very clear that the criteria that has been set up has been criteria were faculty can work it out on themselves and become a better instructor. They cannot work on enrollment. Furthermore, there are many issues that affect enrollment such as the time of day, the classes taught, the modality, the level of the class, etc. The person in question here was teaching a very high-level honors class that does get very low enrollment. CFE would recommend any tenure-track never to take one of those type of classes during the first four years of their enrollment. That affects curriculum. This has a domino effect, and it is really problematic.

President Gordon: Commented that because he is involved with the honors program, he thinks this is an issue that cuts across the purview of both the Union and the Senate. It absolutely deals with 10+1 items. If they are going to be in a race to the bottom where you are able to enhance your position is by having the lowest possible standards, therefore, the highest possible enrollment. That is something that the Academic Senate would be interested in, as well as the Union.

Senator Kennedy: Commented that she had a constituent for her division complaining about ADA compliance not getting enough support to be able to have faculty trained to do that. That is also coming from managers. As per enrollment, that can be affected by a lot of things. We need look at it in a more nuanced way. The Academic Standards Committee might be committee that could address things like this. They definitely do not want enrollment to be an issue unless that is tempered by poor teaching.

President Gordon: Reiterated that there is a need for the Academic Senate Transparency Committee to re-gain the members that it has lost because they have been contacted by faculty who have concerns, and that is in the province of the Transparency Committee.

6. Adjournment of the Regular Meeting

President Gordon adjourned the meeting at 12:22 p.m.

7. Approval of the Minutes:

MINUTES: First draft written by Beatriz Rodriguez, Administrative Assistant to the Senates. Revision of first draft and Senate-approved drafts written by Senate Secretary, Marilyn Kennedy, who also distributes the final Senate-approved version to the Chancellor, Board of Trustees members and secretary, union presidents, GWC and Coastline Academic Senate presidents, OCC College President and faculty as per OCC Senate bylaws.

Voting Tallies Chart

Motion 1	Motion 2	Senate Membership
2/1/22 Minutes	Midterm Review Recommendations, Timeline & Faculty Writer	
Aye	Aye	Alabi, Jessica A.: Senator-at-Large (2020-2023)
Absent	Aye	Ball, Jason: Part-Time Senator (2021-2022) 11: 34 arrival
Aye	Aye	Barnes, Carol: Counseling Senator (2021-2024)
Aye	Aye	Boogar, Tyler: Math and Sciences Senator (2020-2023)
Aye	Aye	Calabretta, Nina (Part-Time Senator (2021-2022)
Aye	Aye	Connor, Sean: Senator-at-Large (2020-2023)
Aye	Aye	Cuellar, Eric: Senator-at-Large (2021-2024)
Aye	Aye	Della Marna, Jodi: Library & Learning Support Senator (2020-2023)
Aye	Aye	Denney, Matt: Technology Senator (2020-2023)
Aye	Aye	De Shano, Tina: Consumer Health Sciences Senator (2020-2023)
Aye	Aye	Drew, Rendell: Vice President , Senator-at-Large (2020-2023)
Aye	Aye	Ely, Cyndee: Part-Time Senator (2021-2022)
Abstain	Abstain	Gordon, Lee: President , Senator-at-Large (2019-2022)
Aye	Aye	Kennedy, Marilyn: Secretary , Lit and Lang Senator (2019-2022)
Absent	Absent	Legaspi, Jodie: Athletics and Kinesiology Senator (2020-2023)
Absent	Absent	Lloyd, Doug: Senator-at-Large (2020-2023)
Aye	Aye	Means, Leland: Visual and Performing Arts Senator (2021-2024)
Aye	Aye	Neil, Jeanne: Business and Computing Senator (2019-2022)
--	--	Otwell, Charles: Curriculum Chair (Non-Voting) (Open)
Aye	Aye	Pena, Max: Senator-at-Large (2019-2022)
Absent	Aye	Sachs, Loren: Senator-at-Large (2019-2022) 11:46 arrival
Aye	Aye	Stanton, Jordan: Social and Behavioral Sciences Senator (2019-2022)