

# ORANGE COAST COLLEGE

Academic Senate Meeting | 10/26/21 | 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
Eduardo Arismendi-Pardi, <i>at-Large, Parliamentarian</i>	Present	Marilyn Kennedy, <i>Lit &amp; Lang, PDI Chair, Secretary</i>	Present
Jason Ball, <i>Part-Time Faculty</i>	Present	Jodie Legaspi, <i>Athletics &amp; Kinesiology</i>	Present
Carol Barnes, <i>Counseling</i>	Present	Doug Lloyd, <i>at-Large</i>	Present
Tyler Boogar, <i>Math &amp; Sciences</i>	Present	Leland Means, <i>Visual &amp; Performing Arts</i>	Present
Nina Calabretta, <i>Part-Time Faculty</i>	Present	Jeanne Neil, <i>Business &amp; Computing</i>	Present
Sean Connor, <i>at-Large</i>	Present	Charles Otwell, <i>Curriculum Chair</i>	Present
Eric Cuellar, <i>at-Large</i>	Present	Max Pena, <i>at-Large</i>	Present
Jodi Della Marna, <i>Library</i>	Present	Clyde Phillips, <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 &amp; Health Sciences</i>	Present	Jordan Stanton, <i>Social &amp; Behavioral Sciences</i>	Present
Rendell Drew, <i>at-Large, Vice-President</i>	Present	Katherine Smith, <i>ASOCC Student Representative</i>	Present
Cyndee Ely, <i>Part-Time Faculty</i>	Present		

**Guests (Optional & Voluntary Sign-In):** Renee De Long, Kate McCarroll, Jeanette Grimm, Maricela Sandoval, Anna Hanlon, Rebecca Morgan, Jaki Kamphuis.

## 1. Preliminary Matters

**A. Call to Order: President Lee Gordon** called the meeting to order at 11:30 A.M.

**Motion 1: Vice-President Drew** moved to move Old Business, New Business and Consent Agenda to the top of the agenda; motion seconded; motion approved.

## 2. Unfinished Business

**A. Faculty Handbook – Vice-President Rendell Drew:** Reiterated that there was a discussion about updating the [Faculty Handbook](#) at the beginning of the semester. The Senate would like to review and update it from a faculty perspective to make sure that the areas that pertain to faculty purview and the 10+1 are reviewed by faculty. There are also sections listed that are operational where faculty do not have to change anything. Vice President Drew emphasized that the handbook is not a contract. There already exists a contract with the Union although there are sections in the handbook from the contract. They are establishing a committee and would like to ask one or two more senators to volunteer. Senator Arismendi-Pardie volunteered. He asked if Senator Cuellar would volunteer. Senator Cuellar agreed.

**Secretary Kennedy** advised that the Senate procedure is sending out a call to all faculty for volunteers. Since this seems to be an ad hoc committee that part might make it more expeditious to get things done within the committee.

**President Gordon** stated he wished to call it a *work group* and not a *committee* so a call out may not be necessary as he just wants senator volunteers to assist VP Drew.

**Vice-President Drew** stated that there was no rush between now and the end of the semester and they just need one or two Zoom meetings before the end of the semester.

**Parliamentarian Arismendi-Pardi** stated that the President could ask for volunteers right now and if enough volunteered, that would be enough, and we would not need to send out emails that do not get responses and we could close this now.

**Senator Ball** volunteered for the committee.

- B. Part-Time Discussion & Resolution – Part-Time Caucus:** Jason Ball spoke on behalf of the Part-Time Caucus within the Senate and that they are open to discussion and questions about the updated resolution that he presented:

**Inclusiveness and Equity for Part-Time Faculty in College Governance**  
**Introduced by: The Part-Time Faculty Caucus (Jason Ball, Cyndee Ely, Nina Calabretta)**  
**[#F-2021-3]**

Whereas, part-time faculty are a vital and important part of Orange Coast College; and

Whereas, Orange Coast College uses a participatory governance model premised on acknowledgement that individuals, recognized constituencies, and the college as a whole benefit from governance that is diverse, inclusive, and equitable; and

Whereas, part-time faculty may need to participate for reasons including, but not limited to, advocating on behalf of themselves and their students, expressing their investment in and care for their college community, and doing so within the context of a job market reality that privileges community participation in full-time hiring decisions; and

Whereas, recognizing part-time faculty are the sole professional constituency whose participation in college governance is uncompensated, meaning part-time faculty bear a unique cost in order to participate; and

Whereas, realities of macro level disparities of time and financial resources correlating with race, ethnicity, gender, class, parental status, age, and disability may amplify the unequal cost of part-time participation and further exacerbate challenges to equity and inclusiveness; and

Whereas, the compensation barrier to full equity and inclusion is not only an issue of fairness to part-time faculty but limits the benefits that Orange Coast College as a whole may receive from part-time faculty participation: be it therefore

Resolved, that the Academic Senate of Orange Coast College recognizes the fundamental issue of fairness, inclusiveness, and equity at stake in part-time faculty representation and participation; be it further

Resolved, that the Academic Senate of Orange Coast College requests that the relevant unions and campus administration work together to assign part-time faculty participation in formal college governance the same value as that of other professional constituencies.

**Senator Cuellar:** Reminded Senator Ball that the word “ethnicity” would be added to the resolution [added in the above document]. **Senator Ball** concurred and added that to the resolution.

**Senator Barnes:** Asked for some clarification on the last Resolved as to what it meant: Does it mean monetary compensation or more participatory opportunities on all committees?

**Senator Ball:** Clarified that the point of this resolution is that part-time faculty are the only professional constituency who are part of the shared governance/participatory governance structure that are uncompensated for participation. That comes with a number of equity issues, not only for group as a whole but within their group. They are asking the Senate to simply state that there should be equal pay for equal work.

**Senator Ely:** Added that they are asking for the appropriate constituents (not the Senate as it is not their purview) to get together to make those decisions as to how they can assign a value and make part-time work appreciated.

**President Gordon:** Asked if the Part-Time Caucus would consider an amendment to change the word "same" to the word "comparable" in the last line of the resolution? By saying "same" they may be crossing the line into directly negotiating. By saying "comparable" they leave the purview of the Union intact.

**Senator Ball:** CFE President Rob Schneiderman informed him that management and the Union have made progress on and have come to an agreement to start allocating money so there is not a cost for their participation in shared governance. As a part-time representative with constituent interest, nobody else takes a pay cut when they participate. The rate at which part-timers are paid for anything else would still constitute a kind of inequality within the college structure. Even though this is a resolution just stating the Senate's opinion, he would be happy to change it, but his preference would be, even if it is changed, that they have an understanding that part-timers are devalued, either by performing free or discounted labor, when they work alongside everyone else in the Senate.

**Senator Arismendi-Pardi:** Stated that "gender" is viewed as a duality. There are a multiplicity of gender and sexual orientations and identifications. He would like to see that included. He has seen part-time faculty members who have a non-dual sexual orientation barred or discriminated against from participating on something because of their sexuality or sexual identity. He has seen part-time faculty get involved, have opinions and exercise their limited academic freedom only to be told the next semester that they do not have a class for them. That is something that concerns him because part-time faculty members are just as qualified as full-time faculty members. Part-time faculty get paid much less than full-time faculty for the work that they do. He wholeheartedly supports all the part-time faculty at OCC and supports the resolution.

**Senator Kennedy:** Sees the word "value" in the last line of the resolution as more than just monetary compensation but as some work that is valued. For that reason, the wording has two meanings and is less a negotiating term. Overall, the resolution is well written.

**Motion 2: Senator Means** moved to approve the Part-Time Resolution; motion seconded.

**Senator Alabi:** Asked if the resolution includes any language that cautions full-time faculty from pressuring part-time faculty to do free work. She also asked if there was anything that differentiated between mentoring and pressuring part-time faculty.

**Senator Ball:** No, it does not, but the Part-Time Caucus plans to continue to bring part-time issues and questions before the Senate regularly. This resolution is purely about dealing with the issue of equity, inclusiveness, and representation within the formal governance structure of the college. In regards to mentoring, one of the *whereases* makes it clear that this is not talking about being a club advisor, or working on the research symposium, or any of the other things that part-time faculty may or may not do. This resolution is purely about formal governance of the college. This resolution is not

requiring the Senate to speak to any of the other complicated ways in which part-timers are involved in the campus. It is about shared governance.

**President Gordon called for the vote;** the motion was approved with one *nay* vote. [See voting chart at the end of the minutes.]

**Vice-President Drew:** Asked what happens to resolutions after they are passed and also how they are posted on the Senate website.

**Senator Kennedy:** Stated that the ideal after a resolution is passed is that the Academic Senate President presents it to the Board of Trustees at the next meeting; this should always be happening. Otherwise, it just goes on our resolution wall and that is not enough; we need to share our voice.

### 3. New Business

#### A. Student Mental Health: OCC Mental Health Director Larry Valentine

**President Gordon:** Asked to what extent the demand for mental health services has increased among OCC students in recent years.

**Director Valentine:** Since 2016, each semester the number of sessions for mental health counseling goes up about 10%: 10% more sessions and 10% more students. The last fully on-campus semester they were doing about 1500 sessions per semester. Since then, they have moved completely to Telehealth and seeing students on Zoom. That has reduced the number of students they see because they are not seeing the crisis students that just come into the center or who faculty walk over. Last spring, they did about 1300 sessions during the semester. They expect it to go up again next semester, as well.

**President Gordon:** Asked if there is an estimate as to why the demand for mental health services is increasing so significantly.

**Director Valentine:** That is a question that is being asked all across college mental health. With the recent COVID-19 situation, there is more isolation and less support. Also, more awareness has helped to bring more people in. They have grown since he came to OCC and added more therapists. That has allowed them to see more people and have less of a waiting list.

**President Gordon:** Asked what procedures would faculty members follow if they think they have a student who would benefit from the mental health services at OCC?

**Director Valentine:** There are two different procedures. One if there is an emergent need or if it is something that faculty are very concerned about, they can use the incident reporting system and connect with the Behavioral Intervention Team. Director Valentine receives the report and then he will talk to the faculty member and figure out how to proceed. If it does not rise to that level, people can always text him at the Mental Health number and that goes directly to him, or they can call him and leave a voicemail. He will be the one to reach out to the student or ask for the faculty member to use their relationship to reach out to the student to connect the student to mental health. When they are back on campus, people can always walk someone over or send someone to the Health Center. They are set up to see crisis and emergencies right away, so they can always help in that way too.

**Senator Cuellar:** Has seen a trend throughout the California Community colleges on the Student Services side, for faculty in counseling departments and divisions, mental health

counselors are being prioritized and added to work in collaboration with the health centers on the community college campuses. He wanted to highlight the importance of that since they are seeing an increase in cases. It is also an opportunity to have collaboration with the health centers with both student services and instruction faculty.

**Vice President Drew:** Asked what other kind of tangible services students have access to other than initial counseling services. Are there other steps or referrals to community agencies?

**Director Valentine:** They do have a lot of referrals in the community. They keep up with them and connect to the community with the different places they can send someone. They do let students know that they are short term. They do not have a cap on the number of sessions, so they do not have a session limit. They collaborate with the student on what is going to be best and what that means. They just let them know that at some point, if they need longer term, they are going to help move them on. They are going to do a warm hand off to somewhere that they trust and somewhere that they know. They are also connected to County mental health. They do trainings and presentations with mental health for Orange County. They can connect people through that direction, as well. They also help if students need assistance in negotiating their insurance, figuring out how to get the medication they need, or trying find places that will take them if they only have Medi-Cal or even no insurance. They use Hoag for some of that. They are trying to expand their range about where they can send students for the different needs.

**Senator Kennedy:** Previously attended a mental health session from our OCC Health Center and it was very informative. In the last two years her students have shared more and more about their mental health issues without her asking. One semester she had all honor students in one class focusing on aspects of mental health in their projects. Once this issue is brought up in class students want to continue to talk about it and it is one of the reasons cited why students are late with work or miss class. She wonders if there is a way or a plan for the future, on Zoom, in person, or a combination of the two, of having some kind of places where students can learn, talk, and share ideas for more student awareness.

**Mental Health Director Valentine:** Stated that that is a great idea. One of their goals has always been to try to create a mental health-friendly campus. They are trying to get a new health educator to move beyond what is currently happening in the Student Health Center. He has hired three professional experts that can go to classes and give talks on that. They hope to be able to do that more in the future.

## 4. Consent Agenda

**Motion 3: Senator Drew** moved to approve Diane Brown for MQ/EQ Committee for Health (Equivalency Review, Part-time Faculty Health); motion seconded; motion carried.

## 5. Officer, Senator, & Committee Reports

- A. **Guided Pathways – Senator Alabi:** They recently submitted a report to the chair of the Guided Pathways Task Force that will be going to the Board for the annual update. They are now at that place where their Design Team is discussing funds and their proposal to rework Onboarding. They are excited that they are probably just a couple of weeks away from bringing that to the Senate.

## 6. Preliminary Matters, continued

- B. Opportunity for Public Comment:** Kate McCarroll, OCC President Angelica Suarez.
- C. Approval of the Minutes: Motion 4: Senator Kennedy moved to** approve the October 19, 2021, minutes; motion seconded; motion approved.
- D. For the Good of the Order:**

**President Gordon:** The Journalism Program and the Garrison Honors Center are collaborating on a Town Hall tomorrow, Wednesday, October 27, on the recent Orange County oil spill. Assembly member Cottie Petrie-Norris will be participating, as well as Orange County Supervisor Katrina Foley, former Congressman Harley Rouda, and *Los Angeles Times* business columnist Michael Hiltzik. The Zoom link has gone out.

**Senator Cuellar:** The CLEEO session with Dr. Pedro Antonio Noguera was a success. He gave a brilliant presentation speaking of the power of education and fostering a culture of learning. They had over one hundred registered participants. CLEEO project so far this semester has been averaging about one hundred participants per presentation. Dr. Noguera's presentation was motivating and inspiring. He provided a lot of valuable information and research data.

## 7. Officer, Senator, & Committee Reports, continued

- B. Union Bargaining Unit Report – Rob Schneiderman:** Wanted to inform on where CFE is with the vaccine/testing mandate. So far, the Union has agreed with management on the implementation timeline, the consequences for noncompliance, and faculty notifications when students do not comply with the testing. Right now, they are finishing up with classroom management. Currently, they have a verbal commitment from management that faculty can turn their class to a remote class for one week when someone in class reports positive for COVID. They have not formalized it or signed it, but that is where they are at.  
  
**Senator Kennedy:** Stated that there was information given by CFE to a member of the Literature and Language Division that faculty could use sick leave next semester if they did not want to teach online. That was passed on to several other faculty and apparently that is incorrect. She is concerned. She also found something in the documents at the District that indicates they passed something in September with a timeline to talk to the students about the student exemptions from vaccines and the "closely held belief" exemption and student testing protocols but there was nothing in the schedule that included faculty being informed along the way.
- C. Budget Update – Senator Ely:** On October 13 the OCC Budget Committee met and had a brief presentation by Dr. Dunn regarding a lot of the same funding issues coming from the State. The biggest outcome of the meeting was that they recommended to allocate \$300,000 to the ARR process. That is something that the Budget Committee does every year. Last year it was \$500,000. The DCC Budget Committee met on October 22 and their main topic of discussion was enrollment management, looking at all aspects of enrollment decline, ways to increase, suggestions, etc. The biggest thing that came from that meeting was a lot of good data and statistics that were asked for, so that they can continue to review enrollment and its impact on the budget.
- D. Diversity, Equity, and Inclusiveness Initiatives – Vice President Drew:** The Chancellor's Office has established the DEI Implementation Task Force. It is moving forward with

identifying constituency groups and advancing the recommendations included in System's 2020 DEI Report. The ASCCC representatives doing modules for DEI are Dr. John Stankas and Dr. Mayra Cruz. The recommendation is to include faculty, administrators and classified staff in the task force to help enhance their knowledge of DEI concepts.

There are two modules scheduled in the near future. One is scheduled on Thursday, October 28 from 3-4:30 p.m. and the second one is scheduled for Friday, November 19 from 10:30 a.m. to 12 p.m. These modules focus on cultural competency, implicit biases, anti-racist learning, working environments, etc. The California Community College system is committed to an ongoing effort to foster inclusiveness. This is an opportunity for everyone in the different groups to talk about DEI efforts.

One of the topics is called "I Don't See Color. I Just See People: Becoming Culturally Competent" with the following description: This learning module examines the way in which the U.S. educational system perpetuates inequity and introduces various frameworks that can be leveraged to promote cultural competence and develop culturally affirming policies, practices and pedagogies that improve students' experience on campus.

The second one is called "Playing Behind the Screen: The Implicit Bias in Our Colleges" with the following description: This learning module introduces implicit bias and how it manifests on a college campus. The module offers strategies to address implicit bias at the institutional level to improve the educational outcomes for students and experiences for everyone on our campuses. Vice President Drew encourages Senators to take advantage of those two modules being offered. These modules are in Cornerstone.

**Senator Kennedy/PDI Chair:** Stated that if faculty attend these modules, they can apply for PDI credit as long as they go through Cornerstone and submit a certificate or verification of attendance/completion to PDI.

#### **E. Other Committee Reports:**

**Professional Development Institute (PDI) PDI Chair Kennedy:** Announced that the maximum PDI conference annual amount is \$1800. The administration and the Board have been approving physical conferences; however, she has not received official notice that this is the case. If faculty want to go ahead and apply for those, they can.

#### **F. President and Vice President's Report:**

**Vice President's Report – Rendell Drew:** The District Foundation is now accepting applications for the 2021-2022 Faculty Funding opportunity Grant. There will be up to ten \$2,000 grants awarded this year. The deadline to apply is December 17. For more information, faculty can email District Foundation at [foundation-info@ccc.edu](mailto:foundation-info@ccc.edu).

## **7. Adjournment of the Regular Meeting**

**President Gordon** adjourned the meeting at 12:26 p.m.

## 8. 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	Motion 3	Motion 4	Senate Membership
Move Old, New, Consent to Front of Agenda	Part-Time Resolution	Consent Agenda	Minutes 10/19/21	
Aye	Aye	Aye	Aye	Alabi, Jessica A.: Senator-at-Large (2020-2023)
Aye	Aye	Aye	Aye	Arisмени-Pardi, Eduardo: <b>Parliamentarian</b> , Senator-at-Large (2021-2024)
Aye	Aye	Aye	Aye	Ball, Jason: Part-Time Senator (2021-2022)
Aye	Aye	Aye	Aye	Barnes, Carol: Counseling Senator (2021-2024)
Aye	Aye	Aye	Aye	Boogar, Tyler: Math and Sciences Senator (2020-2023)
Aye	Aye	Aye	Aye	Calabretta, Nina (Part-Time Senator (2021-2022)
Aye	Aye	Aye	Aye	Connor, Sean: Senator-at-Large (2020-2023)
Aye	Aye	Aye	Aye	Cuellar, Eric: Senator-at-Large (2021-2024)
Aye	Aye	Aye	Aye	Della Marna, Jodi: Library & Learning Support Senator (2020-2023)
Aye	Aye	Aye	Aye	Denney, Matt: Technology Senator (2020-2023)
Aye	Aye	Aye	Aye	De Shano, Tina: Consumer Health Sciences Senator (2020-2023)
Aye	Aye	Aye	Aye	Drew, Rendell: <b>Vice President</b> , Senator-at-Large (2020-2023)
Aye	Aye	Aye	Aye	Ely, Cyndee: Part-Time Senator (2021-2022)
Aye	Aye	Aye	Aye	Gordon, Lee: <b>President</b> , Senator-at-Large (2019-2022)
Aye	Aye	Aye	Aye	Kennedy, Marilyn: <b>Secretary</b> , Lit and Lang Senator (2019-2022)
Aye	Aye	Aye	Aye	Legaspi, Jodie: Athletics and Kinesiology Senator (2020-2023)
Absent	Aye	Aye	Aye	Lloyd, Doug: Senator-at-Large (2020-2023) 11:54 arrival
Aye	Aye	Aye	Aye	Means, Leland: Visual and Performing Arts Senator (2021-2024)
Aye	Aye	Aye	Aye	Neil, Jeanne: Business and Computing Senator (2019-2022)
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Aye	Nay	Aye	Aye	Pena, Max: Senator-at-Large (2019-2022)
Aye	Aye	Aye	Aye	Phillips, Clyde: Senator-at-Large (2021-2024)
Aye	Aye	Aye	Aye	Sachs, Loren: Senator-at-Large (2019-2022)
Aye	Aye	Aye	Aye	Stanton, Jordan: Social and Behavioral Sciences Senator (2019-22)