

ORANGE COAST COLLEGE

Academic Senate Meeting | 11/02/21 | 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>	Absent	Marilyn Kennedy, <i>Lit & Lang, PDI Chair, Secretary</i>	Present
Jason Ball, <i>Part-Time Faculty</i>	Present	Jodie Legaspi, <i>Athletics & Kinesiology</i>	Present
Carol Barnes, <i>Counseling</i>	Present	Doug Lloyd, <i>at-Large</i>	Present
Tyler Boogar, <i>Math & Sciences</i>	Present	Leland Means, <i>Visual & Performing Arts</i>	Present
Nina Calabretta, <i>Part-Time Faculty</i>	Present	Jeanne Neil, <i>Business & 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>	Absent	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>	Present
Cyndee Ely, <i>Part-Time Faculty</i>	Present		

Guests (Optional & Voluntary Sign-In): Irene Naesse, Renee De Long, Kate McCarroll, Michelle Grimes-Hillman, Steve Tamanaha, Bob Fey, Jeanette Grimm, Anna Hanlon.

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 approve the agenda; motion seconded; motion approved.

- B. **Opportunity for Public Comment:** Irene Naesse. (In response, *Senators Alabi, Drew, and Kennedy* requested that the issue of copiers be placed on the Senate agenda next week. President Gordon stated the discussion of agendizing the copiers issue would be in the Executive Board directly after this meeting on the same Zoom link.)

- C. **Approval of the Minutes: Motion 2: Senator Kennedy** moved to approve the October 26, 2021, minutes, with minor corrections; motion seconded; motion approved.

- D. **For the Good of the Order:**

Senator Kennedy: Agreed with Irene Naesse's concerns about the copiers. This is the second complaint Senator Kennedy has received from faculty in the last two weeks about unilateral decisions without faculty input, the other being the mandate for everyone to teach one class on campus and also the COVID testing. There needs to be more dialogue back and forth with faculty *before* decisions are made.

Senator Ely and President Gordon: Shared concerns about when the memo was sent out to all faculty as per the copier issue; later in the meeting President Gordon noted that the memo was sent out earlier.

Senator Alabi: Stated faculty did not negotiate to be forced to work online. Now the District is trying to force us back on campus and paperless, which seems a contradiction. We went into Emergency Distance Learning mode on Canvas, and we are now being told to return to campus and buy paper ourselves.

2. Consent Agenda

No items.

3. Officer, Senator, & Committee Reports

A. President and Vice President's Reports:

Vice President's Report – Rendell Drew:

Faculty Funding Opportunities Grant: Encouraged senators and their faculty division members to consider applying for a District Foundation Faculty Funding Opportunities Grant: ten grants at \$2,000 each. The deadline to apply is Friday, December 17. Faculty with innovative ideas should take advantage of this. There is a rubric to measure how the grants will be awarded. **Senator Means** highly recommends faculty to apply for the grants. He has received three of them in the past and has been able to build things for his programs, funds that he would never have gotten through ARRs. It was an easy process and worthwhile.

Transparency Committee Update on the HSI: Vice-President Drew stated that the Senate is waiting on the status or update on the HSI grant. **Senator Phillips** stated that the Transparency Committee has received information on the HSI grant. They are evaluating it. However, they have a lot of information that they have to look at. They will postpone reporting on it for now until the beginning of the spring semester. They will invite the HSI committee.

Faculty Handbook: There was a call out to find volunteers to help with updating the faculty handbook. The volunteers include Senator Arismendi-Pardi, Senator Cuellar, Senator Ball, Professor Leland Paxton, and Vice-President Drew.

Shared Governance Training: The Senate would like to move forward with shared governance training. The training would include 10+1 and collegial consultation. There is more information to come.

Copiers: The copiers issue was discussed at the Senate at the beginning of the semester. It was the Senate's understanding that the issue was resolved at that time at the College Council meeting and via the deans. The copiers issue is also a working condition, and "CFE President Schneiderman has chimed in, so I hope he will be able to speak on this." It is the hope of the Senate to work alongside administration to figure out a solution to continue to serve students the best way possible.

President's Report – Lee Gordon:

Full-Time Faculty Hiring Prioritization Process: The college already has a process for two new faculty positions that will be filled. They are prioritizing eleven new faculty positions. It may be some time before we again have double digit numbers of new hires. They are taking this process seriously. As part of the process, the departments that have requested each hire have a pitch session of three to five minutes to make their case for the position(s) they are requesting. That will take place on Wednesday. There is a full agenda between noon and three o'clock where each speaker for a position has a few minutes to make their claim for why this should be prioritized. They have already done the first part of the process going through the written applications and voting on the material that was presented in writing. Then the members of the subcommittee on the full-

time faculty hiring prioritization subcommittee will again go through the ranking process based on the material from the sessions. President Gordon encourages senators to attend via Zoom. Those interested in attending the session can reach out to Beatriz Rodriguez, the Senate's administrative assistant, to obtain the Zoom link.

B. Union/Bargaining Unit Report – Rob Schneiderman:

Copiers – CFE President Schneiderman sent a letter to the Senate Executive Board talking about the need to have a united front with management. The Office of Instruction is accountable for the copiers issue; they are the responsible party; they can resolve this quickly. They were the ones that removed the copiers; they are the ones that can put copiers back in. It is an equity issue. It is a working conditions issue. It is a curriculum issue. The resolution done by administration was not effective and that needs to be called out. He hopes to see the copiers on a future senate agenda.

Testing and Vaccine Mandates and Student Exposures: CFE came to a resolution with administration on most of the issues. Faculty that have COVID-positive students on campus have to act quickly; they have to notify the students and management and the faculty may be able to take one (physical) day off and convert it to remote. After that, administrative approval is required. Finally, CFE is working with management to allow the checking of students who receive services that are in close contact with others who may not be vaccinated or may not have been tested. These are places such as the library, counseling, and tutoring center with very high contact and long-term exposure. They want to make sure those offices are allowed to check the status of the students coming into close contact with faculty.

- C. Budget Update – Senator Ely** stated that there is a correction from the numbers stated during last week's meeting. The amount allocated to the ARR process is \$500,000 not \$300,000.
- D. Diversity, Equity, and Inclusiveness Initiatives – Jessica Alabi** reported that they are making progress with Ethnic Studies compliance. They submitted several classes to the Curriculum Committee to further develop the choices that students will have.
- E. Part-Time Faculty Caucus – Cyndee Ely** reported that the Part-Time Communities of Practice October session did not get enough enrollment, so they postponed it to next Wednesday, November 10. They will be presenting on critical thinking. It is more than just a buzz term. They are diving into what it means and hopefully looking at some tools that they can use both in the classrooms and remotely to assess and promote critical thinking in students. It will be Wednesday, November 10, from 4:30 to 6:30 pm. Faculty can register in Cornerstone.
- F. Multicultural Center Committee – Coordinator Rendell Drew** reported that the Multicultural Center set up a Día de Los Muertos altar along with Senator Cuellar, Nathan Jensen, Jordan Stanton, Martha Guevara, and Natalia.

4. New Business

- A. Plenary Resolutions – Jessica Ayo Alabi:** Displayed and summarized the major [resolutions](#) that will be discussed during the statewide plenary. Resolutions on the consent calendar are considered non-controversial. She pointed out some of the resolutions, and for example, the System-Level Zero-Textbook-Cost Resources, OER, which has become very popular.

It is the other longer list of resolutions that focus on other issues that might have more debate.

There are some that OCC faculty would really be interested in, for example, the Equity in Science, Technology and Engineering resolution. OCC is already doing some work in STEM and Equity. Another resolution is looking at dividing zero-cost from low-cost course materials, as not all faculty are ready to move zero cost.

There is a resolution on Transfer Pathway Guarantees. The college does have some articulation agreements but now that it is in guided pathways there are some concerns that it does not have pathway guarantees.

There are curriculum resolutions that will be important. Many faculty members have worked on course outlines of record. However, none of them have ever had any type of requirement, though some of them may have on their own, included equity issues. None of them had ever had a requirement to put in culturally responsive curriculum, equity mindedness and anti-racism, on outlines of record. That will be a widely debated as a resolution.

A resolution on Adopting the Role of Faculty in Tutoring and Learning Centers is probably going to be discussed. The college has a faculty coordinator in tutoring, but faculty are not necessarily directly involved in the Tutoring Center. They have talked about a faculty teaching and learning center.

The focus of resolution on the Support Diversity, Equity and Inclusion-Focus Hiring Practices is that there are two minimum qualifications for hiring. Most colleges have focused on the discipline minimum qualification, but not the minimum qualification that focuses on being sensitive to diversity. What this particular professional standard focuses on is changing Ed codes so when people are going through the applications, they will also have to look at the minimum qualification for that. The issue will be what kind of rubric people would use. It is much easier to look at people's transcripts, degrees, for the discipline minimal qualification, but how do people look at the minimum qualification for the second minimum?

The concern about the Advocate for Electronic Access to Required Course Materials resolution is that as colleges move out of a pandemic and back on campuses there is concern that they will not continue to advocate for students who are taking online classes and continue for them to have access to required course materials. The concern is that colleges will just go back to things the way they were and forget about all the support that students who are still taking classes online will need. Many faculty members know that during the pandemic, they found really innovative things they can do online, although others wanted to get back to campus. *A lot of colleges have found that they really need to figure out how to do both.*

She asked senators to look at the resolutions and contact President Gordon as he is our delegate with voting rights.

President Gordon: Advised senators to go to the ASCCC website and look under "Plenary," where the resolutions are listed publicly.

Senator Alabi stated that she is the Black Caucus Co-chair at the state level. She is also a liaison to the Executive Committee of the Academic Senate at the state level. She is not a delegate that votes for the resolutions. She look at issues for the caucus that affect equity issues and things that affect African-American faculty and African-American students. She does not want anyone to think that she goes to the meeting and votes on issues from a black perspective. She wanted to thank the Senate for supporting her work at a state level.

President Gordon: Stated that the state academic senate works similarly to local Senates, with committees or caucuses. There are approximately eight recognized caucuses, and Senator Alabi holds an official position at one of them.

Senator Kennedy: Asked if Senator Alabi could review resolution 7.02 F21 HyFlex Modality Accounting and Apportionment.

Senator Alabi: Stated that the resolution asks for a system definition of the hybrid modality, mainly for coding and distance education. Part of the problem is locally, we have a definition, and it works well, but it does not seem like the Chancellor's office has a definition. They are trying to address continuity.

Senator Kennedy: The resolution looks like it might give more consistency to what hybrid means, because I think some of the definitions are fluid on campus no matter who you talk to. In breakout sessions on hybrids at other conferences, the definition is different from campus to campus. I'm hoping that we'll clarify that a bit. What I'm hearing from faculty in the last two weeks is that the District is fairly behind other campuses in terms of understanding and implementing hybrids and flexibility. The flexibility of the percentage of online and live teaching needs to be more accommodating to student needs.

Senator Alabi: Noted she had similar experiences and perspectives, some based on visiting other classrooms as an evaluator.

Vice-President Drew: Thanked Senator Alabi for her work at the local and statewide Academic Senate. He would like to hear more about DEI focus in hiring practices, equity in STEM, the Teaching and Learning Center, etc. The hope is to bring some items back to future Academic Senate agendas.

Senator Alabi: Displayed and summarized the Support Diversity, Equity and Inclusion-Focus Hiring Practices. She also emphasized that there is a Social Justice policy that came out in June 2021 from the ACCJC. There are some things that need to change to keep accreditation right and so moving in the right direction. She would like to see OCC on the cutting edge and as leaders in this and not having to be forced to move in the right direction.

President Gordon: Thanked Senator Alabi for her work.

- B. Evaluation of Contract Faculty Members (Tenure-Track) – Marilyn Kennedy:** Presented the portion of the CFE contract on Tenure-Track Evaluation, the October-posted sunshining statement between CFE and the Administration, and the Ed Code that states that the Union consults with the Senate in terms of what faculty would like to see in the evaluation negotiations process *before* negotiations take place. This has been happening at the Senate since about 2010.

She noted that the sunshining statement stipulates the tenure-track section of the contract of evaluations will be negotiated, focusing on the quality, fairness, objectivity of the tenure-track evaluation team, and also the training of them to help make a quality instructor. She is presenting the ideas and language so that if faculty have seen anything

that does not work or has been consistently a problem to submit ideas. She reviewed the following parts of the tenure-track evaluation contract section:

- Evaluations will be at done at least once in each academic year
- As per diversity, it states that “The peer review process shall be on a departmental or divisional basis, and will address the forthcoming demographics of California, and the principles of affirmative action. The process shall require that the peer reviewing are both representative of the diversity of California and sensitive to affirmative action concerns, all without compromising quality and excellence in teaching”
- If a tenure-track committee member is presenting a problem with being unfair or not doing their duty, there is a fall back to look at that and potentially replace that person.
- The potential for excellence is part of criteria. Already included in the contract is language for sensitivity and responsiveness to the needs of individual students.
- Modalities of teaching, academic freedom, and due process are included.

One the pieces of feedback she has received from her division is that faculty do not like to have the same out-of-department person each time but rather various faculty representatives in order to gain different viewpoints and perspectives.

Senator Drew: Asked if OCC already offers any training before faculty serve on any hiring committee and if there have been any ways of moving forward to come up with a system rubric.

Senator Kennedy: Noted that the District and campus have EEO and tenure-committee training, respectively. There is a second part of this where the faculty have that training if they are going to be on a tenure-track team. Years ago, she originally researched and wrote that contract language and worked with a committee on it, and the intent was not to have the training be rote where the contract portion is read [by the union and administration] and gone over but to broaden faculty evaluation knowledge and perspectives. For example, have something like a FLEX day activity where tenure-track evaluation team members (and others) could pick breakout sessions on what they wanted to learn but not have everyone go to the same breakout sessions, but later meet and share what they learned. That is how some campuses have done training [in breakout sessions]. Ideally, she would like to see a move away from reading and reviewing written contract language and a movement to a broadening and understanding of perspectives in evaluation and in guiding the tenure-track faculty member into excellent teachers of their own.

She noted that if any senators wish to have a copy of this material, they can request it from the Senate support staff, as Senator Kennedy will forward it to the staff for sharing.

CFE President Schneiderman: Stated that the first FLEX day is coordinated by management with faculty but the second one is primarily faculty purview, so the proposal that Senator Kennedy discussed would probably work very well there.

5. Adjournment of the Regular Meeting

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

6. Approval of the Minutes: November 9, 2021

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
Approval of the Agenda	10/26/21 Minutes	
Aye	Aye	Alabi, Jessica A.: Senator-at-Large (2020-2023)
Absent	Absent	Arismendi-Pardi, Eduardo: Parliamentarian , Senator-at-Large (2021-2024)
Aye	Aye	Ball, Jason: Part-Time Senator (2021-2022)
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) 11:33 arrival
Aye	Aye	Della Marna, Jodi: Library & Learning Support Senator (2020-2023)
Absent	Absent	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)
Aye	Abstain	Gordon, Lee: President , Senator-at-Large (2019-2022)
Aye	Aye	Kennedy, Marilyn: Secretary , Lit and Lang Senator (2019-2022)
Aye	Aye	Legaspi, Jodie: Athletics and Kinesiology Senator (2020-2023)
Aye	Aye	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)
Aye	Aye	Phillips, Clyde: Senator-at-Large (2021-2024)
Absent	Aye	Sachs, Loren: Senator-at-Large (2019-2022) 12:04 arrival
Aye	Aye	Stanton, Jordan: Social and Behavioral Sciences Senator (2019-2022)