

ORANGE COAST COLLEGE

Academic Senate Meeting | 12/14/21 | 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 & 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>	Absent
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>	Absent
Cyndee Ely, <i>Part-Time Faculty</i>	Present		

Guests (Optional & Voluntary Sign-In): Rob Schneiderman, Kate McCarroll, Arabian Morgan, Michelle Grimes-Hillman, Renee DeLong, and Sheri Sterner.

1. Preliminary Matters

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

Motion 1: Senator Arismendi-Pardi moved to pull the Math and Science positions from the consent agenda for discussion after the COVID and Teaching resolution; motion seconded; motion approved. [See voting chart at end of these minutes.]

President Gordon highlighted that Chancellor Weispfenning announced his upcoming retirement from the Coast District. The District sent out a request for a search committee for a new Chancellor. The search committee will begin its work around the time of the next scheduled meeting of the Academic Senate, so It will be necessary for the E-Board to make that appointment during the winter break. This will be done in early January.

- B. **Opportunity for Public Comment:** Arabian Morgan, Rendell Drew, Cyndee Ely.

- C. **Approval of the Minutes:**

Motion 2: Secretary Kennedy moved to approve the November 23 and November 30 minutes; motion seconded; motion approved. [See voting chart at end of these minutes.]

2. Consent Agenda

English Faculty Search Committee Members: Andy Stuart, Laura Wagner, Flavia Ruzi (4th additional committee member requested), Kenneth Parker.

Motion 3: Senator Sachs moved to approve the consent agenda; motion seconded; motion approved. [See voting chart at end of these minutes.]

3. New Business

A. Consent Agenda (Math and Science positions pulled from for further discussion):

Instructor – Math & Science/Marine Science Aquarium Coordinator (replacement position): Tara Giblin [dean], Karen Baker, Robert Ellis, Karen Prioleau, Robert Profeta.

Instructor – Math & Science/Physiology Instructor: Tara Giblin [dean], Kelli Elliott, Jill Parsell, Allissa Blystone.

Instructor – Math & Science/Mathematics Instructor: Tara Giblin [dean], Tyler Boogar, Mariana Voicu, Douglas Lloyd.

Senator Arismendi-Pardi: Explained that the Academic Senate had a resolution that had to do with the composition of faculty members in hiring committees with the intent to make those committees as diverse as possible. So, he emailed the Board of Trustees and the Chancellor and asked whether the District really means business in terms of having diverse committees. He received a communication from the Chancellor, which Senator Arismendi-Pardi read:

My short answer is yes. The District and I view diversity on hiring committees to be vital to making our faculty, staff, and administrators as diverse as possible. Vice Chancellor Baeza will be working with the Academic Senate on issues as we take a deep look into improving the processes we have used to make hiring decisions.

Senator Arismendi-Pardi also spoke privately to the English Department Chair who informed him the English Department had a comprehensive process that was faculty driven, not administrative driven. The department has procedures they use when they call for the hiring committee volunteers to make a concerted effort to encourage diverse faculty to join the committee. They have a subcommittee that takes all the volunteers and goes through a particular sub-process to determine the final outcome of the composition of the committee.

Senator Arismendi-Pardi stated that he conducted a gap analysis between the communication of the English Department process and with Mathematics and Sciences Division process and found great discrepancy. The procedure used by the Mathematics and Sciences Division seemed very top down, not very respectful of collegial consultation, and managerially driven rather than faculty driven. However, Senator Arismendi-Pardi stated he did not want to stop the process of allowing this search committee process to move forward because it is important that we are timely in getting the best applicants. Therefore, he spoke to Senator Boogar who is the representative for that division and asked him to commit to doing everything he can to explain to his division the importance of diversity and to reach out and collaborate with the English Department to come up with a solution that addresses this particular issue which did not honor the Diversity and Inclusion Resolution. This would help in aligning with the vision of President Suarez as to how she wants this institution to be inclusive and also the vision of the District and the Chancellor.

Senator Boogar: Stated that he finds himself in a dual track mind. He said that on one hand he was a little caught off guard because the Dean of Math and Sciences followed the board policy to the letter and that is a common practice. The Board policy says it has to be initiated by the manager, a call goes out, and volunteers are collected. In the case of the Math Department there was no excess of volunteers, so the Committee was formed, and no vote was needed. As the Chair he made sure ahead of time that

everyone knew about the EEO training so that they would have an opportunity to participate, and they would not be shut out because of that requirement.

Then there is another track that says there is the spirit of the DEI resolution that the Senate passed which he felt fortunate to be a part of. There is the letter of the law of what the board policy says. Then there is the movement of what this campus is trying to do, and that the Senate body is trying to do regarding diversity, equity and Inclusion. These things do not have to be in opposition to each other.

As Chair along with the Dean, they can follow the board policy while making a more intentional effort to promote diversity on committees. He will take Senator Arismendi-Pardi's recommendation and that the body is making. He also would welcome an invitation to work collaboratively with the English Department as well as other departments. As a new chair, he is grateful for this opportunity. He thinks working with other departments is the best way to bring fresh perspectives into his department and to his division in general. He appreciates the senator's comments and efforts to bring this topic for discussion while simultaneously not acting to halt the hiring process so we can have the broadest and fullest applicant pool. This is a discussion of growth and not just constructive criticism, and he appreciates the spirit in which this is brought forth.

Senator Alabi: Said that diversity, equity, and inclusion requires intentionality. Coastline reached out to her to be on the Ethnic Studies search committee. She was very intentional in putting her own department's committee together. She had someone from English and Counseling on her committee. It requires intentionality and thinking more than just about the discipline.

Vice-President Drew: Stated that this is a good opportunity to put into place the diversity, equity, and inclusion initiatives. He also pointed out that three ethnic faculty members just recently retired. They need to properly be replaced.

Motion 4: Senator Arismendi-Pardi moved to approve the Math Instructor search committee to move forward but that Senator Boogar will work closely with the English Department and come up with a procedure that is intentionally inclusive; motion seconded; motion approved. [See voting chart at the end of these minutes.]

Motion 5: Senator Sachs moved to approve the Aquarium Coordinator and Physiology Instructor search committees; motion seconded; motion approved. [See voting chart at the end of these minutes.].

4. Unfinished Business

A. COVID & Teaching - Senator Kennedy & Senator Arismendi-Pardi:

Senator Kennedy: Thanked the Senate for allowing this resolution to come back before the end of the fall semester. She explained that the revised resolution is on the front page, the original with line-outs on the second page. The title was shortened, the references to the UCs and CSUs were removed because they did not come across as they were intended to, and the Resolves, on the advice of several people, were turned into a singular Resolve that was tightened and based on the major points in the resolution overall.

Senator Arismendi-Pardi: Read the new Resolve to the Senate, then stated that the resolution is about allowing faculty to have academic freedom to choose how they want to conduct their curriculum. They also do not want to be COVID police.

Senator Kennedy: Responded to a public comment about the phrase “during COVID” as very being very open-ended. She is open to changing that language and the word *crisis* might be better, but that could be misinterpreted, as well. The resolution was written to allow for whatever time is needed to address critical issues in response to the frequent changes occurring during the pandemic, and to allow and extend COVID temporary disability accommodations and lift the required campus presence during these critical times.

Senator Barnes: Expressed concern for COVID variants that could develop in the future, like the flu, which could last a long time. She also pointed out the phrase “evolving student needs” and that students like choices and different teaching modalities. If all faculty members prefer to teach online that limits student choices. Another point is about the phrase “honor faculty choice,” as faculty members can indicate their choices, but the division deans have the right of assignment. They can balance everything for students, whether it is in the classroom or hybrid or however it is offered. Then the phrase “suspend required campus presence.” Are we all going to be just an online institution?

Vice-President Drew: Asked for more clarification and explanation of the purviews of the Academic Senate and the Union regarding teaching modalities and working conditions, etc.

CFE President Schneiderman: Stated that this is one of those areas that overlaps. The 10+1 includes item 4, educational program development, and that definitely falls within that, normally curriculum, but also the modalities are important. Standards and policies regarding student preparation and student success, are also important and in the 10 + 1. Those are appropriate. He added that at some point the Senate is going to have to address the infrastructure issue meaning access to computer labs and pods where students can fully engage if they have both on-campus and off-campus classes, and they cannot really great internet at home.

Senator Ball: Stated that he shared some of the stated concerns, but the reality is that the Senate doesn't have decision making power at certain levels, but the language here is fluid enough to allow more ability for the union to negotiate and for the Senate to remain flexible to revisit things and not get locked into technicalities. There is a short-term interest in having this type of flexibility as COVID is very dangerous and it is not clear how reliable and consistent COVID testing and protocols will be to keep students and faculty safe. We also do not want to long term become an automated University of Phoenix model. We can watch for that.

Senator Alabi: From an epidemiology perspective. The vaccine works when people catch the virus; it is only triggered that way. The District has not said anything about the uptick that happens during the holidays or about the new variant. It is the understanding that none of the policies have changed. This is not data driven. There is no reaction about the holiday uptick and the more hospitalizations. What is the plan if something happens during the holidays? Is there a backup plan for spring? There is faculty concern that they are the last to know what the plans are. Senator Barnes expressed that she does not want the college to become an online college, but Senator Alabi does not want the college to become a face-to-face only college. We had an experience in which we became an online college by force, and it exposed us to something that we never knew. We cannot just go back to being in person when we found out that students gained something. We should become an online college, but we should not snatch something from students that works so well for them, that benefited them. The problem is that the college is not looking at students' evolving needs. It is also not looking at something that works so well for many faculty. She posed the following questions: What

did the District look at? What are we saying about what worked for students? She has been collecting data and a lot of students want to come back to campus, but a lot of those same students are very nervous and anxious about coming back to campus. A lot of them want both to come back to campus and also take online classes. They like the flexibility of both. The college should look at the fact that we are not going to be an on-campus college only anymore.

Senator Calabretta: Suggested that if people are concerned about the COVID verbiage, they could say something like "while California is under an emergency order." The State is currently under order through March 2022, though that may change.

Senator Kennedy: Stated that everything she was going to say in response was said eloquently and well by Senators Ball and Alabi. Senator Kennedy stated that she has taught online since 2007 and is sensitive to Senator Barnes' concerns and she shares the concerns about not wanting this campus to be a 100% online campus, nor should it be, but that we need to be evolve and adjust to student flexibilities. Nowhere should anybody be recording lectures and not teaching live over and over without changing them; that is something that should not be happening. This written resolution is for the COVID crisis to solve a lot of problems we keep facing with the District, and as Senator Alabi stated, to keep up to date for emergencies that may happen, possibly as soon as January.

Motion 6: Senator Kennedy moved to approve the COVID and Teaching Resolution; motion seconded; motion approved. [See *voting chart at the end of these minutes.*] [See the approved resolution in the Appendix at the end of these minutes.]

5. Adjournment of the Regular Meeting

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

6. Approval of the Minutes: February 1, 2022

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

Mot 1	Mot 2	Mot 3	Mot 4	Mot 5	Mot 6	Senate Membership
Pull Math & Science search comm. from consent agenda	Approve Nov 23 & 30 minutes	Approve English search comm.	Approve Math search comm. members	Approve Aquarium Coord. & Phys. Inst. search comm.	Approve COVID & Teaching Resolution	
<i>Please note that the Presiding Officer's vote shall be recorded as an abstention, unless breaking a tie vote.</i>						
Aye	Aye	Aye	Aye	Nay	Aye	Alabi, Jessica A.: Senator-at-Large (2020-2023)
Aye	Aye	Aye	Aye	Aye	Aye	Arismendi-Pardi, Eduardo: Senator-at-Large (2021-2024)
Absent	Absent	Aye	Aye	Aye	Aye	Ball, Jason: Part-Time Senator (2021-2022) 11:58 arrival
Aye	Aye	Aye	Aye	Aye	Nay	Barnes, Carol: Counseling Senator (2021-2024)
Aye	Aye	Aye	Aye	Aye	Aye	Boogar, Tyler: Math and Sciences Senator (2020-2023)
Aye	Aye	Aye	Aye	Aye	Aye	Calabretta, Nina (Part-Time Senator (2021-2022)
Aye	Aye	Aye	Aye	Aye	Aye	Connor, Sean: Senator-at-Large (2020-2023)
Aye	Aye	Aye	Aye	Aye	Aye	Cuellar, Eric: Senator-at-Large (2021-2024)
Aye	Aye	Aye	Aye	Aye	Aye	Della Marna, Jodi: Lib. & Learn. Sup. Senator (2020-2023)
Absent	Absent	Absent	Absent	Absent	Absent	Denney, Matt: Technology Senator (2020-2023)
Aye	Aye	Aye	Aye	Aye	Nay	De Shano, Tina: Con. Health Sci. Senator (2020-2023)
Aye	Aye	Aye	Aye	Aye	Aye	Drew, Rendell: Senator-at-Large (2020-2023)
Aye	Aye	Aye	Aye	Aye	Aye	Ely, Cyndee: Part-Time Senator (2021-2022)
Abstain	Abstain	Abstain	Abstain	Abstain	Abstain	Gordon, Lee: President , Senator-at-Large (2019-2022)
Aye	Aye	Aye	Aye	Aye	Aye	Kennedy, Marilyn: Lit and Lang Senator (2019-2022)
Aye	Aye	Aye	Aye	Aye	Aye	Legaspi, Jodie: Ath. and Kin. Senator (2020-2023)
Absent	Aye	Aye	Aye	Aye	Nay	Lloyd, Doug: Senator-at-Large (2020-2023)
Aye	Aye	Aye	Aye	Aye	Aye	Means, Leland: Vis. and Perf. Arts Senator (2021-2024)
Absent	Absent	Absent	Absent	Absent	Absent	Neil, Jeanne: Bus. and Computing Senator (2019-2022)
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Aye	Aye	Aye	Aye	Aye	Aye	Pena, Max: Senator-at-Large (2019-2022)
Absent	Absent	Aye	Aye	Aye	Aye	Phillips, Clyde: Senator-at-Large (2021-2024) 11:52 arrival
Aye	Aye	Aye	Aye	Aye	Aye	Sachs, Loren: Senator-at-Large (2019-2022)
Aye	Aye	Aye	Aye	Aye	Aye	Stanton, Jordan: Soc. and Beh. Sci. Senator (2019-2022)

APPENDIX

Orange Coast College Academic Senate

COVID, Student-Centered Teaching, Faculty Choice Resolution #F-2021-4

Moved by AS Secretary Prof. Marilyn Kennedy

Seconded by AS Parliamentarian Dr. Eduardo Jesús Arismendi-Pardi

Passed by the Orange Coast College Academic Senate on December 14, 2021

Whereas, Issues related to COVID and teaching intersect two purviews: **(1)** Union (safety, modalities, hours of work, time on campus) and **(2)** Senate (curriculum, modalities, standards and policies regarding student success, and educational program development);*

Whereas, Contract language and scheduling policies were written mostly pre-COVID;

Whereas, District COVID on-campus protocols have demanded additional work duties from faculty to ensure classroom COVID compliance, ascertain student health/status, assure classroom safety, and

monitor classroom security, yet faculty are neither professional health workers nor law enforcement officers;

Whereas, Other campuses prioritize COVID safety protocols *and* academic excellence, offering teaching flexibility and safety to their faculty and allowing faculty choice in both the modality of teaching and their level of COVID safety or need as per campus presence;

Whereas, Students are choosing work over college, with California community colleges suffering from a 10.6% to 14.8% loss in students (*Los Angeles Times*, 11/18/2021, *Inside Higher Ed*, 11-8-2021, respectively);

Whereas, Students deserve more choices as they prioritize work, family, and educational obligations;

Whereas, In our own District, CFE President Robert Schneiderman addressed these COVID safety and student flexibility issues in his November 9th Academic Senate public comments on faculty purview:

[T]he OCC schedule is a Back-to-the Future schedule that's a lot closer to a pre-pandemic schedule than anyone anticipated. Currently, approximately 15% of the classes being offered are being offered either online or live online at OCC compared to 30% of those classes at Golden West. . . .during the student registration process, by far the most popular classes with the highest fill rates are these online or live online classes. . . .The faculty will want classes that are scheduled to meet students' needs....

Whereas, Faculty know their most successful teaching styles and modalities and are keenly aware of their students' needs and successes: on-campus, Canvas, Zoom, or a hybrid of these;

Whereas, Classes scheduled a year in advance lessen flexibility in both COVID safety issues and changing student needs;

Whereas, CFE Contract 12.13.b. states "Load for Full-Time Faculty Members shall be assigned first," but 12.13.j. adds "Part-time faculty shall be given no less than two (2) weeks to provide their scheduling preferences which should include day and time of availability, course preferences, specialized expertise and delivery mode."

Be It Resolved that during COVID the Coast Community College District focus on evolving student needs, honor individual faculty choice in teaching modalities (per curriculum and contract), suspend required campus presence, schedule more flexibly and nearer to term, extend temporary COVID accommodations, enforce Covid safety protocols, ensure COVID mandates and testing are strictly followed and appropriately confirmed before student classroom entry.

***Union:** Its purview is working conditions and compensation as per the EERA. This includes safety and job/duty assignments including teaching, modality, hours of work, and "physical presence."

Senate: Its purview is teaching and curriculum as per AB 1725. This includes curriculum, modalities (on campus, Zoom, Canvas, self-paced, and their variations), academic standards, standards and policies regarding student success, and educational program development. Faculty are the ones directly in touch with all the students on a regular, personal basis.