



ACADEMIC SENATE MEETING

April 16, 2019 | 11:30 a.m. – 12:30 p.m. | Faculty House

1. Call to Order:

President Loren Sachs called the meeting to order at 11:33 a.m.

Senate Members: (See Voting Tallies Chart at the end of these minutes for arrival times and voting records.)
Carol Barnes, Counseling Senator; Vice-President Jamie Blair, Senator at Large; Cameron Brown, Athletics and Kinesiology Senator; Eric Cuellar, Senator at Large; John Dale, Library Senator; Matt Denney, Technology Senator; Rendell Drew, Senator-at-Large; Cynthia Ely, Part-Time Senator; Immediate Past President Lee Gordon, Senator at Large; Anna Hanlon, Curriculum Chair; Kelly Holt, Senator-at-Large; Darryl Isaac, Consumer Health Sciences Senator; Secretary Marilyn Kennedy, Literature and Languages Senator, PDI Chair; Doug Lloyd, Math and Sciences Senator; Leland Means, Visual and Performing Arts Senator; Jeanne Neil, Business and Computing Senator; Clyde Phillips, Student Services Senator; Rachyl Reynosa, Associated Students Representative; Irini Rickerson, Senator at Large; Brent Rudmann, Social and Behavioral Sciences Senator; President Loren Sachs, Senator at Large; Will Thai, Part-Time Senator.

Senate Members Absent: Lee Gordon, Jeanne Neil, Rachyl Reynosa.

Guests: A.J. Brown, Bob Fey, Diogba G'Bye, Jaki Kamphuis, Georgie Monahan, Maricela Sandoval, Sheri Sterner.

2. Approval of the Agenda:

Motion 1: Secretary Kennedy moved to approve the agenda; motion seconded; motion approved unanimously.

3. Approval of the Minutes for April 9, 2019:

Motion 2: Secretary Kennedy moved to approve the April 9, 2019 minutes; motion seconded; motion approved unanimously.

4. Public Comments:

Karen Baker, Jaki Kamphuis.

5. For the Good of the Order Announcements:

A. Events:

[Walk Your Butt to the Can!](#) April 22, 2019, 10:30 AM- 12:30 PM front of Library for cigarette butt cleanup.
[Cultural Competency Workshop](#) April 23, 2019, 12:30 – 2:00 p.m., Multicultural Center, certificates of participation to be provided, Professional Development Institute (PDI) Credits Available.

6. Consent Agenda:

Motion 3: Senator Rudmann moved to approve the consent agenda; motion seconded; motion approved unanimously.

a. Committees:

- i. **Transparency Committee:** Jaki Kamphuis
- ii. **Flex Committee:** Alissa Blystone

b. Hiring Committees:

- i. **Instructor Kinesiology - Head Women's Basketball Coach:** Jodie Legaspi (Replacement)

7. Officer, Senator, and Committee Reports:

A. **President Loren Sachs:** Attended the Spring Plenary in San Francisco, and the biggest topic at the Plenary was diversity in faculty hiring. The Senate will post a copy of all the resolutions passed on our website. Guided Pathways Coordinator Jessica Alabi was there sharing on some of her expertise.

B. **SLO/PR Training – Coordinators Kelly Holt and Georgie Monahan:**

Coordinator Holt stated that Flex Day is great currently, but there are many important tasks that need to be fulfilled and it seems like Flex is focused more on fun and interesting things, but not work-related items. Are we using Flex effectively? Should we be holding sessions regarding SLO, planning, program review, accreditation, and other topics?

Coordinator Monahan stated that she initially contacted the union as she wished to have Flex brought back. However, Flex needs to be focused on work-related issues, as well as other topics, and make it more of a quality experience: What can we do to help ourselves understand program review better? We need authentic assessment to understand our students as we are teaching them in order to ascertain changes we may wish to make to our classes. We can use Flex to enhance our knowledge and our classroom experiences. Both program review and SLOs do that for us. We can get creative with that. Flex should also be used for this type of training.

Senators made these comments:

- Agreed that there could be more focus on work-related items, but first we should look at the laws regarding what can and cannot be done on Flex Day.
- Requested that the Senate Administrative Secretary forward a copy or link of the State's [Flex Guidelines](#) to the Senators so that we can review and understand them before further discussion.
- Some senators liked the focus at Flex away from SLO and program review issues.

President Sachs stated that the Senate will extend an invitation to Flex Coordinator Marc Perkins to come and speak to the Senate about future Flex activities. Senators should contact their constituents to get feedback on what they think in regards to Flex activities.

C. **Guided Pathways Reporting: GP Coordinator Charles Otwell:**

Coordinator Otwell asked if there was any feedback on the draft clusters presented to the Senate last week. He noted that if senators are having their students do the clusters exercises the first deadline is early May for the May meeting, but there will also be another meeting in the summer if senators cannot meet that first deadline.

- A senator asked if we could create cards similar to Mt. SAC's that listed the connections of majors to certain careers. Their cards had this information on the backs so that they were really helpful and would be even better than the draft clusters—they made more sense.
- President Ballinger stated that Banner 9 has a new early alert system and it integrates with Canvas; asked the Guided Pathways Coordinators to look into this technology before moving to Starfish. President Ballinger suggested that Vice Chancellor Andrea Serban would be a good contact for possible demos. Banner 9 will go live this Summer.

D. **Math and Sciences Division Senator Report – Division Senator Doug Lloyd:**

- The Mathematics and Sciences Division found out last Friday that temporary [short-term] staffing would be changing drastically in the District. Department Chairs feel it will seriously and negatively impact the student services in our departments. He brought copies of the directive from the District. This could affect the Tutoring Center in a way that might shut it down.
- The District stated that all short-term positions would end on July 9th and they will have to apply for new positions. It is not known if those positions will get approved or not. There is a fear that we will lose all of our staffing that keeps our programs alive, and this would affect the Student Success Center. The Academic Senate should be involved and we hope that it will be added as a future agenda item.

- A senator requested that it be on the agenda due to its importance and time sensitivity. Our college HR is helping, but we need to let the Senate know what it can do to help. It's the *implementation* of the law that can make this less stressful

President Sachs stated that we will reach out to OCC's Director of Human Resources, Rebecca Morgan, and HR across the street, with a request that that attend a future meeting about the new short-term employee changes. We need their participation to make sure that what we propose to do follows the law.

8. Unfinished Business:

A. BP & AP 7310 Nepotism Policies Review and Discussion -Senator Marilyn Kennedy:

Senator Kennedy presented various nepotism policies from community colleges in California. She showed the current policy in our District, pointing out a type of relationship prohibited by our current policy as "any person living in the same home." This language has caused tremendous problems in our district, so that students with roommates cannot get jobs at the same college. She noted that the only other community colleges she could find with similar language for non-relatives living in the same home were from our own district, Long Beach City College District, and South Orange County Community College District. Their commonality is the same past or present Vice Chancellor of Human Resources. We have a new VCHR and changes are being made.

Senator Kennedy showed a variation of the template model that is sent by the Community College League to all community colleges; this template model was from Mt. SAC [see below], that had that common template language used by a large number of community colleges. She provided both El Camino and Rio Hondo policies to demonstrate this common, regular nepotism language:

BP 7310 Nepotism [Mt. SAC]

References: Government Code Sections 12940 et seq. and 1090 et seq.; Family Code Sections 297 et seq.

The College does not prohibit the employment of relatives or domestic partners as defined by Family Code Sections 297 et seq. in the same department or division, with the exception that they shall not be assigned to a regular position within the same department, division, or site that has an immediate family member who is in a position to recommend or influence personnel decisions.

Personnel decisions include appointment, retention, evaluation, tenure, work assignment, promotion, demotion, or salary of the relative or domestic partner as defined by Family Code Sections 297 et seq.

Immediate family means spouse, parents, grandparents, siblings, children, grandchildren, and in-laws or any other relative living in the employee's home.

Senator Kennedy went over Government Code 1090, referenced in nepotism policies, which prohibits state, county, district, and city officers or employees from financially benefitting from contracts sale, vendor, or purchases they make decisions for. This is what nepotism, or cronyism, policies, seek to prevent.

She read from Government Code 12940, also referred to by many policies, which prohibits employment discrimination based on marital status. However, the code does allow districts to "reasonably regulate, for reasons of supervision, safety, security, or morale, the working of spouses in the same department, division, or facility." It was noted that Administration still has transfer rights to correct problems areas. She polled the Senate for those who had problems with employees and most responded that they had, but none responded that they were due to relative/nepotism issues.

Senator Kennedy noted that the proposed CCCD policy adds even more prohibited relationships: "past" spouses, "past" registered domestic partners, and "past" cohabitation; nephews and nieces; and first cousins. It also requires that an employee report any developed relationship, after being hired, if it is on the list, directly to District HR. This kind of list is not in any other community college policy Senator Kennedy researched.

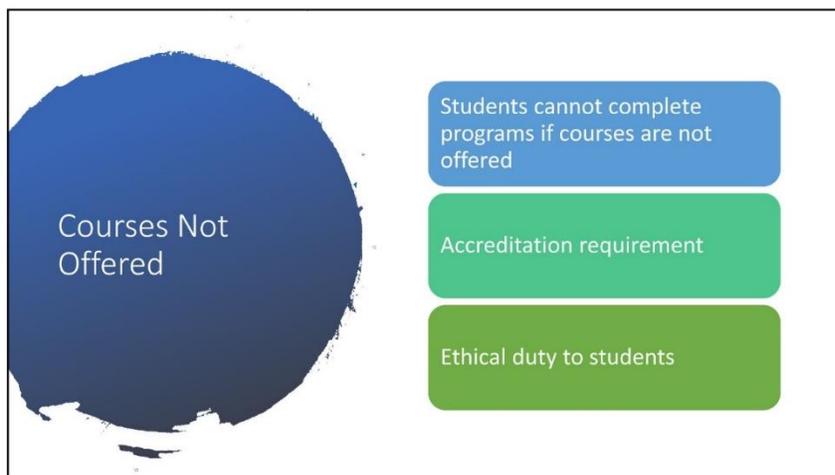
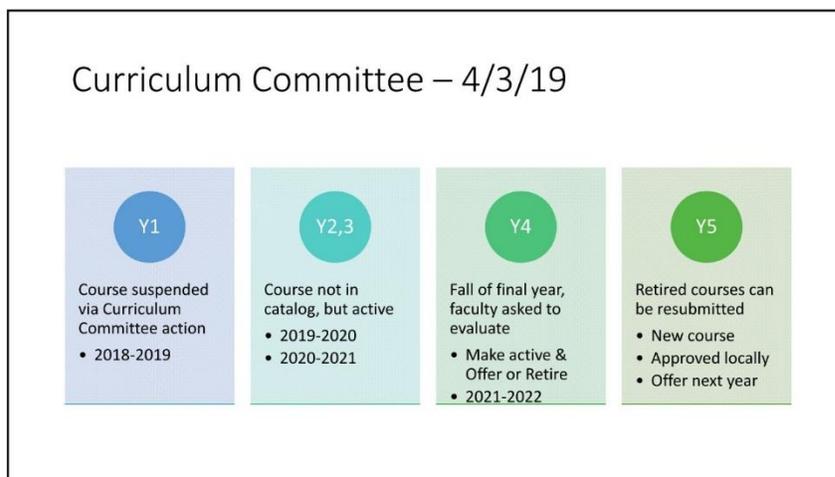
At the last DCC Subcommittee meeting, members were unanimous, with the exception of one, that this policy is too broad and inclusive and too overreaching. The language of the proposed policy was requested to be changed to indicate only direct supervisory relationships are prohibited, not working at the same college, division, or department.

Some of the issues this proposed policy is attempting to cover are management/employee behavior issues, rather than nepotism issues. There are policies for that. Also, part of this policy is directly related to hiring, and that is in the purview of the Senate more than any other representative group. Because of these concerns, we had to fight to bring this to the Senate, as the Union and Admin were holding this out for a long time without seeking our input. VC Serban made sure that occurred for the Senates.

President Sachs stated that there will be a meeting this Friday, and Senator Kennedy should report back on the latest changes and what the other constituent groups are proposing.

B. Suspended Courses and Prerequisites Endorsement - Anna Hanlon, Curriculum Chair:

Curriculum Chair Anna provided a review [from last week] on the proposed [updated process for suspending courses](#), requesting an endorsement from the Senate after based on the feedback from their constituents last week:



There were no questions. **Motion 4: Secretary Blair moved to** endorse the new suspended courses process; motion seconded; motion approved unanimously.

C. **Equity Plan Endorsement - Maricela Sandoval:**

Georgie Monahan and Maricela Sandoval provided an overview of the [Student Equity and Achievement Plan](#), their [2019 plan targets](#), and their [equity presentation](#); they are requesting endorsement of the plan. Equity in this context is less about numbers and more about fairness, respect, awareness, and closing the achievement gaps. This will provide matriculation services to assist students in making informed decisions in develop and making some changes and to improve student outcomes. There will be a report each year by January 1 following the end of the fiscal year. The Chancellor’s Office will provide guidelines on services, and on education; there is no data yet on homeless students. We are required to have an equity plan to get SEA program and funding.

Senators made these comments and questions:

- A senator noted that this provides avenues to attain success.
- A senator stated that there were concerns about separating the math and English numbers and thanked them for providing that feedback [math 21%, English 36%], and there is another concern in targeting a higher number that standards be maintained.
- A senator asked what happens if the goals are not met. It was stated that there are no known ramifications yet, but the goal is to close the equity gap in ten years.

Motion 4: Senator Means moved to endorse the Student Equity and Achievement Plan, motion seconded, motion approved unanimously.

9. Adjournment:

President Sachs adjourned the meeting at 12:33 p.m.

Approval of the Minutes: April 23, 2019

MINUTES: First draft written by Ricky Goetz, Senate Administrative Secretary. 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	Motion 5	Senate Membership
Agenda	4-9-2019 Minutes	Consent	Remove Suspend Courses	Endorse Equity Plan	
Aye	Aye	Aye	Aye	Aye	Barnes, Carol: Counseling Senator (2018-2021)
Aye	Aye	Aye	Aye	Aye	Blair, Jamie: Senator-at-Large (2018-2021)
Aye	Aye	Aye	Aye	Aye	Brown, Cameron: Athletics & Kinesiology Senator
Aye	Aye	Aye	Aye	Aye	Cuellar, Eric: Senator-at-Large (2018-2021)
Aye	Aye	Aye	Aye	Aye	Dale, John: Library Senator (2017-2020)
Absent	Absent	Absent	Aye	Aye	Denney, Matt: Technology Senator (2017-2020) 11:45 arrival
Aye	Aye	Aye	Aye	Aye	Drew, Rendell: Senator-at-Large (2016-2019)
Aye	Aye	Aye	Aye	Aye	Ely, Cynthia: Part-Time Senator (2018-2019)
Absent	Absent	Absent	Absent	Absent	Gordon, Lee: Senator-at-Large (2016-2019)
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Aye	Aye	Aye	Aye	Aye	Holt, Kelly: Senator-at-Large (2017-2020)
Aye	Aye	Aye	Aye	Aye	Isaac, Darryl: Con. & Health Sciences Senator (2017-2020)
Aye	Aye	Absent	Aye	Aye	Kennedy, Marilyn: Lit & Lang Senator, PDI Chair (2017-2020) 11:35-11:40 out
Aye	Aye	Aye	Aye	Aye	Lloyd, Douglas Math & Sciences Senator (2017-2020)
Aye	Aye	Aye	Aye	Aye	Means, Leland Visual & Performing Art Senator (2018-2021)
Absent	Absent	Absent	Absent	Absent	Neil, Jeanne: Business & Computing Senator (2016-2019)
Aye	Aye	Aye	Aye	Aye	Phillips, Clyde: Student Services Senator (2017-2020)
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Absent	Absent	Absent	Absent	Absent	Rickerson, Irini: Senator-at-Large (2018-2021) 11:47 arrival
Aye	Aye	Aye	Aye	Aye	Rudmann, Brent: Social & Beh. Sciences Senator (2017-2020)
Aye	Aye	Aye	Aye	Aye	Sachs, Loren: Senator-at-Large (2016-2019)
Aye	Aye	Aye	Aye	Aye	Thai, Will Part-Time Senator (2018-2019)
					Part-Time Senator Vacant (2018—2019)
					Senator-at-Large: Vacant (2017-2020)
					Senator-at-Large: Vacant (2017-2020)