

ORANGE COAST COLLEGE

Academic Senate Meeting | 09/29/20 | 11:30 am - 12:30 pm | Zoom Meeting

Academic Senator Attendance

Jessica A. Alabi, <i>at-Large</i>	Present	Lee Gordon, <i>at-Large, Vice President</i>	Present
Carol Barnes, <i>Counseling</i>	Present	Marilyn Kennedy, <i>Lit & Lang, PDI Chair, Secretary</i>	Present
Jamie Blair, <i>at-Large</i>	Present	Jodie Legaspi, <i>Athletics & Kinesiology</i>	Present
Tyler Boogar, <i>Math & Sciences</i>	Present	Doug Lloyd, <i>at-Large, Parliamentarian</i>	Present
Sean Connor, <i>at-Large</i>	Present	Leland Means, <i>Visual & Performing Arts</i>	Present
Eric Cuellar, <i>at-Large</i>	Present	Jeanne Neil, <i>Business & Computing</i>	Present
Tina De Shano, <i>Consumer & Health Sciences</i>	Present	Charles Otwell, <i>Curriculum</i>	Present
Jodi Della Marna, <i>Library</i>	Present	Max Pena, <i>at-Large</i>	Present
Matt Denney, <i>Technology</i>	Present	Clyde Phillips, <i>at-Large</i>	Present
Rendell Drew, <i>at-Large</i>	Present	Loren Sachs, <i>at-Large, President</i>	Present
Cyndee Ely, <i>Part-Time Faculty</i>	Present	Jordan Stanton, <i>Social & Behavioral Sciences</i>	Present
Diogba G'bye, <i>Part-Time Faculty</i>	Present	Stella Isai, <i>SGOCC Representative</i>	Present

Guests (Optional & Voluntary Sign-In): Arabian Morgan, Katie McCarroll, Rebecca Morgan, Renee DeLong.

1. Preliminary Matters

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

B. **Approval of the Minutes – September 22, 2020:**

Motion 1: Senator Kennedy moved to approve the September 22, 2020, minutes; motion seconded; motion approved unanimously.

C. **Opportunity for Public Comment: No Public Comments.**

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

Senator Drew: Asked to move the last item on the agenda, IMC Coordinator position, to the following meeting on October 6, for discussion, then it will go to the IMC after that, then return to the Senate.

Senator Kennedy: Stated that today is the last day to get feedback on the faculty hiring policy, which is listed under New Business in the agenda. The District hiring policy supersedes any resolutions in terms of hiring protocol by legal power. If feedback is not received today, she will move forward with the feedback that she has already received.

Senator Blair: Announced that Guided Pathways is starting webinars every Tuesday, starting today from 11-12 pm.

2. Consent Agenda

Motion 2: Senator Kennedy moved to approve the consent agenda for Jaime Rossiter as new representative of the Institutional Effectiveness Committee and Eric Cuellar as Academic Senate representative for the DDSS hiring committee; motion seconded; motion approved unanimously. The names for the VPI Committee were pulled until next week to comply with the Brown Act as there was a change of names on the agenda after it was posted, due to a lack of [current or updated every two years] EEO training in some volunteers.

3. Officer, Senator, & Committee Reports

A. IPC Report – Loren Sachs: The BSI coordinator has a seat on IPC. IPC was created as an MOU between the Academic Senate and Administration. The Senate needs to review changes to the membership. BSI is no longer an independent entity. It was discussed at IPC to replace the BSI Coordinator with the coordinator of the Student Success Center. President Sachs wants the Senate to discuss this. **Dean Taylor** believed that Jaki Kamphuis, who was the BSI coordinator, was made a semi-permanent member of IPC and that there needs to be a 50/50 balance of administration and faculty. **President Sachs** said there is to be a 50/50 balance, but that any change to the coordinator selected would need approval of the Senate and he needs to get clarity on it from IPC. He made note that a senator brought up issues of the selection of a coordinator should be considered in relation to AB 705. This issue will return as an action item next week.

4. Unfinished Business

A. Equity and Inclusion Resolution – Senator Eric Cuellar:

President Sachs: Senator Cuellar forwarded this revised resolution to the Senate last night an amended revision to the resolution.

Senator Cuellar: Introduced and read each paragraph of the revised Equity and Inclusion resolution, located in the September 29, 2020, BoardDocs [agenda](#). He stated that the goal and the intention of the resolution is fostered by the values of architecture of care and additive empathy. In addition, the intention is to have an open call to form a subcommittee to continue the work of the Equity and Inclusion Resolution. Senator Cuellar sees an opportunity to reach out to his constituents as an academic senator at-large to consult them regarding the revised resolution. It is based on feedback that he received from other faculty members on campus. Senator Cuellar asked for permission of the Senate to have Dr. Eduardo Arismendi-Pardi, a speaker he invited to share a narrative that motivated the topic of equity and inclusion.

Equity & Inclusion Senate Resolution

Proposed By: Eric Cuellar; Associate Professor of Counseling & Senator at Large

Seconded By: Dr. Rendell E. Drew, Professor/Political Science & Senator at Large

Date: Sept. 29, 2020 (Revision)

Whereas, the Coast Community College District (CCCD) Board Policy 3420 addresses Equal Opportunity by acknowledging the following: “*the District is committed to employing qualified administrators/managers, faculty, and staff members who are dedicated to student learning and success.*” It further goes on to state, that the CCCD Board is committed to the hiring and staff development process that support the goals of

"equal opportunity and diversity," and to those processes that provide equal consideration for all qualified candidates.

Whereas, as evidenced by the recent announcement on the OCC website, positions were expressed in order to address social justice and the current nationwide debates regarding "racism, social injustice and privilege" the OCC's recent referral to the Black Lives Matter (BLM) movement was well intentioned. One must objectively concede that there could be potential concern in such reference and usage.

Whereas, "Black Lives Matter" is the name of a movement which can be viewed as divisive by some. It is truly a reference that addresses both past, and recent incidents of nationwide social justice, by naming only one social/ethnic group (Blacks). In the view of others, this may appear to separate that group from all others by omission: Hence, it may be deemed by some to be "subjectively divisive" by the separation of one social group from others— including by many of those of the dominant culture—primarily Non-Hispanic Whites. OCC must rather take a stand of inclusiveness.

Whereas, OCC must continue in its commitment to the acceptance of multiculturalism, inclusion of racial, ethnic and social diversity by providing fair opportunities for all individuals to compete for hiring and promotion within the CCCD.

Whereas, the current and future administrative and faculty leadership of OCC will set a goal to represent the diverse demographics of the students we enroll and serve, primarily through the hiring committee processes.

Whereas, the best way to demonstrate OCC's true commitment, as an inclusive institution of higher education that values social diversity and embraces the multicultural atmosphere of our campus, resides in our commitment to ensure that we create an environment which fosters cooperation, acceptance, democracy, and free expression of ideas. This commitment on all search committees should apply to all individuals from all racial and ethnic, as well as other groups protected from legal discrimination.

Be it resolved: that all present and future administrative, and faculty search committees, shall be chaired and staffed by individuals who themselves are representative of OCC's diverse student population, but also the "most qualified" in their respective fields and areas of knowledge. Including those who observe with integrity the OCC's & CCCD's policies of inclusiveness.

Be it further resolved: That the administrative staff, the faculty of OCC will work together and utilize the developing services of the OCC *Multicultural Center* in order to help provide educational and cultural training opportunities and experiences for our faculty, students, and staff which is unparalleled in its inclusion.

Submitted to the Academic Senate for revisions on: 9/29/20

Dr. Arismendi-Pardi: Thanked the Senate for allowing him to speak. He wanted to talk about experiences that are long lasting, using personal experiences of himself and others. He was shocked about the feelings and the opposition that came up out of the resolution. He asked for senators to put themselves in the place of the situations that he was about to describe. When he was first hired at Orange Coast College, he was told that he was hired because he looked like "you." He gave specific personal examples of his own and of past faculty who experienced comments or incidents that indicated systemic racism. He has been treated in a different way from his white colleagues. He posed the question; "How would you feel if you were to face micro aggressions like this day in and day out?" These are little incidents, perhaps, but the sum total of all of these incidents really has an enormous impact. These are experiences. It is not easy for him to talk about or to even discuss those experiences. He felt that it was important for him to relate to the senators some examples of institutional racism and why it is important that they [faculty] mirror the very students that they serve.

Senator 1: Thanked his colleagues for their comments and explained that the revised resolution considered a lot of the inputs and comments that were made last week, but that there was a misfocus last week on Black Lives Matter. The intent and focus of this resolution is to highlight the current Coast Community College District policies on hiring and equal opportunity at all different levels of the hiring processes and to increase awareness on the existing policies and the fact that the EEO training is established. When he was hired into the District and he interviewed to teach political science, the first thing that the dean asked him was if he could teach Multicultural Studies and Ethic Studies? He does not call that a *micro aggression*, but one could characterize some of the responses last week as micro aggressions. He encouraged people to get past that as we are in this together. Take a look at the revised resolution and understand its intent, to increase the awareness and how individuals are formed to serve on the various selection committees. They are asking for perhaps two or three more people to serve on a subcommittee because we are in this together. On the resolution, they address the issue anchoring it to district policies, the issue of Black Lives Matter, bringing in the future developing infrastructural role that the Multicultural Center can play, and addressing all the processes of interviewing committees from faculty, administration, and classified.

Senator 2: Thanked the author of the revised resolution for the improved clarity as it answered 80% of the questions she had received. As a frame of reference, however, it should be noted that the district policy for hiring will supersede this resolution by legalities and that needs to be made clear as faculty need to know how things are practically applied. Does this resolution mean there will be a diversity of all races, ethnicities, and socio-economic faculty on hiring committees? Will this include gender, sexual orientation, age, disabilities, political perspectives, etc.? How will this diversity be ascertained--must one self-disclose? Who decides? She read two things from her division from opposing perspectives: (1) "People who are doing the hiring and getting hired should not have to reveal the gender, racial or ethnic identities and of course, no one should be excluded from being hired or being on a hiring committee because of their identities, either. You cannot have open mindedness and acceptance of all on one end and not the other. " (2) "Given the current homogeneity of most departments on campuses, the provisions of the resolution would require that the same few people be on every hiring committee placing an undue burden and service on them, will they be given additional compensation for this? How will the appointment of extra departmental committee members who are willing to do this labor repeatedly avoid motivated maneuvering? If the resolution implying that the same individuals who fall under this umbrella of diversity could committee hop and have a say in every departments hiring process? There must be a rigorous thorough and transparent way to evaluate a hiring committee's diversity that goes beyond shallow and ill-informed assumptions by just looking at someone."

Senator 3: Wanted to speak to the issue of the resolution, the purpose of it, and to the past experience of one of his colleagues. He does have experience with micro aggressions in the hiring process and this is part of the systematic process that needs to be understood. The resolution is trying to correct a situation, to a point. No one is trying to make a sweeping change to putting the same people on hiring committees for all time but there has to be some understanding that the system that has been in place, thus far, has fallen a bit short and a resolution is a way to address that and have a discussion on what needs to change. They

are aware that hiring committees are under other guidelines than talking in regards to the Taskforce and things of that nature. They need to put some effort into working on the resolution with people who are not comfortable with it or put some effort into understanding that the process and or system does not continue in the way that has been. The system does work in one way, hiring one particular population of people that has been consistent as far as history is recording data. They want people to understand this is not any type of overt resistance but a way of making positive check-ins and dealing with the micro aggressions that seem to affect one particular population over the other.

Senator 4: It is a good idea to revisit the hiring process for many reasons, one of which is that if there are more faculty than allowed, a vote for selection often results in the popular faculty being selected.

Senator 3: In the past she has seen this body and other parties urge the Senate to go to the board [Board of Trustees] meeting and pressure the Board on board policy. It is interesting that many times people have stated, "We are in charge of this policy." We are being very emphatic now that the Senate has no way to be in charge of this policy, but any other time we would be saying we will go to the board meeting and influence the policy. Yes, the Senate does not make this policy, but what is wrong with the Academic Senate making it clear to its students and the campus community that it stands for diversity and hiring? What is wrong with the spirit of the resolution that a faculty cannot stand up and say where it stands? She hears this faculty Senate loud and clear and she hears where it stands, and it tries to stand behind semantics. This Faculty Senate does not want to take a stand on diversity, but now it wants to stand behind semantics, but on other issues it wants to influence 10+1, "hear our consultation, hear our word on how we can influence policy," but now are saying they cannot influence this at all. When all the hiring committees were white and they were hiring all white people, everybody was fine. Now that we are talking about diverse hiring committees everybody has ninety-nine questions about how those committees will be determined and what they will look like. Senators should stand back and ask why for years and decades OCC was okay and comfortable with white hiring committees and hiring white people, no questions, no discomfort. Now there is a small group of people of color, faculty of color, raising issues. Senators now have a hundred questions about what kind of diversity. We already know what kind of diversity this college is comfortable with. They are comfortable with veterans. They are comfortable with the DSPS. Right? Equity has been talked about for many years now. Every time the issue of racial, ethnic diversity and disproportionately impacted students is brought up there is always a distraction. What about DSPS? What about veterans? What about gender? What about poor students? I have news for you, we have been focusing on them for years; all those student groups have their own offices. What you refuse to focus on are racial and ethnic issues.

Motion 3: Senator Kennedy moved to extend this agenda item for two more minutes due to the SCOCC student representative's request to speak; motion seconded; motion approved.

SGOCC Representative: Stated she had posted a question asking if the resolution was a form of affirmative action and a senator responded "no." She stated that she is aware of the systematic racism in this country. She stated that when two candidates are parallel in their credentials and capacities, it would be unfair to

choose one over another based on race; it should be chosen randomly, not on race. This is her opinion and not spoken on behalf of all students.

President Sachs: Asked Senators to take the revised resolution to their divisions.

Senator 1: The original request for a subcommittee came from Senator Cuellar. Should we go through with that or do you want to bring it back for more discussion next week? The original proposal was to ask for a handful of individuals who would like to have a vested interest and work on the resolution. This is not about race. This is not about affirmative action. This is about increasing awareness. I personally would like to have other people that have any of those concerns to help work on this resolution. We heard a lot last week. This is your opportunity.

President Sachs: It can go back out to the constituents so that folks can weigh in on the current version in front of us and then if that leads to a subcommittee, then that would be the next steps.

Senator 1: Who would they give the names to? Senator Cuellar, President Sachs, the Senate? How will we know who wants to serve? I was hoping to get it now.

Senator Cuellar: I did ask in regards to the intention of forming a subcommittee from the Academic Senate regarding this equity inclusion resolution.

Senator 3: Do we understand that the recommendation is going out to the Academic Senate, not to the representative of each department?

Senator Cuellar: I would like to be inclusive of both.

Senator 1: Who should they contact, you or President Sachs?

Senator Cuellar: They can email me.

President Sachs: Let me step back because I have missed something in exchange here. Is the question to develop a subgroup to work on the resolution?

Senator Cuellar: Yes.

Senator 1: That was the original request by the author of the resolution.

Parliamentarian Lloyd: Point of order, resolutions are handled as main motions. There is a main motion on the table and then it seems that there is motion to amend that motion. This is where the conflict is happening because in terms of order, the first motion should be handled but then there is another suggestion to form a subcommittee. That is why there is some confusion.

President Sachs: Thank you. An action needs to be created that would allow for a subcommittee to occur. It will have to be voted on and then the subcommittee will be charged with doing the amendments and adjustments to the resolution. Is that correct?

Senator 1: Yes.

President Sachs: Senator Cuellar what you need to do is make a motion and then it can be worked off that. Senator Lloyd is that correct?

Parliamentarian Lloyd: Well, there is a motion pending right now about the resolution. To keep the order, we should have the discussion regarding the motion to amend the resolution prior to form any new motions.

President Sachs: Okay, because it is an amendment, it still has to go back out to constituents and then it would come back next week. Then we can look at the subcommittee next week, as well, to be procedurally correct.

B. President's Taskforce in Equity and Inclusion; Selection Criteria for Faculty Volunteers—All Senate Discussion

President Sachs: There has been a lot of discussion for the past several weeks about criteria for the President's Taskforce on Equity and Inclusion that President Suarez has created. At Cabinet today, President Suarez introduced Dr. Pearson from Cal State Fullerton, who has been brought on board by the District. Because of her role in the District, she is also going to be available to the individual campuses. She will also be participating in the task force and also looking at some programming around equity and inclusion topics, the first of which will probably be some time in October.

Last week President Sachs reached out to Rebecca Morgan, Director of Human Resources, and asked her to help the Senate. There is a group of senators that are working on some questions that revolved around what those criteria would look like. The Assistant to the Senate, Beatriz Rodriguez, took the suggested criteria and created a Google Form, a [draft Interest Form](#) for faculty to fill out. The Interest Form includes general information such as name, division, status, and email address and also other questions which include, In what ways do you hope to contribute to purpose and goals of the taskforce? Which committees and/or leadership roles are you engaged with on campus and/or in the community?

Senator 1: Suggested to include that external component, which is very important.

President Sachs: Other questions include, in what ways do you practice equity minded or inclusive teaching strategies? What anti-racist/equity minded professional development have you attended in the past year and how that has informed your teaching? What top three strategies do you feel the campus should be focusing on as we move to equitable and more inclusive environment? and Tell us about a time you had conflict with a student or colleague regarding equity, inclusion or identity. What was it about? How did you react? What would you do differently?

Some senators who have been on faculty hiring committees might already have seen some of these questions. This is a framework. It would potentially be used as the selection criteria to identify faculty who are interested in sitting in one of the four faculty spots on the President's Task Force in Equity and Inclusion. The thought is in the mechanics of this is. This would go out as part of the request for service. The individuals would then fill out the form and then the process was working on rating the responses that you probably have a score of one to four, then compiling that data and then looking at the participants on the committee. One of the other things that have been mentioned previously was to probably increase the breadth of representation on the campus by trying to get members from one division, one per division representative.

Senator 3: Who will be evaluating the results?

President Sachs: Right now, it would probably be the four that have been working on this and that would be Senators Alabi, Cuellar, Drew, and Gordon. However, that is open for discussion, as well.

Senator 1: Expressed his concerns in the legalities of things and saw some red flags. Everyone needs to be clear on the goals of the committee. The questions

need to be looked at very carefully because some of the definitions might be difficult to understand. One suggestion is to give one or two examples of how the applicant can respond in general terms being careful of any names, legal issues, pending allegations, etc. That is something that needs to be avoided. It is a sensitive subject. We do not have want a legal conflict.

President Sachs: The email with the link will be sent out today so Senators can share it with their constituents and get some feedback. This will be back next week.

5. New Business

A. District Policies, AP/BP 5910 Sexual Misconduct and Faculty Hiring AP 7120C – Senator Kennedy:

AP/BP 5910 Sexual Misconduct: Reported that she sent out a [Board Policies and Administrative Procedures Subcommittee] report last week to everybody and that nothing has changed in the sexual misconduct policy. She has attended two seminars by attorneys about this and is comfortable about what is already in place and that it has to be done legally. There is really nothing we can change because of [state and federal] laws on that one. Things are up to date on that as her report showed last week.

AP 7120C Faculty Hiring: It sounded like earlier in the meeting someone said that we do not have input over these policies—maybe I misunderstood—but this is where input is taken, right now. The District committee actually gave us this extra week to do that.

As per this pending policy, no change is recommended in the EEO HR diversity checks at each step, as that is already been status quo and that is required by Ed Code.

There are two things that are standing out after that which are concerns: (1) should there be written policy preference for tenured faculty on hiring committees--should we give preference to tenured faculty on hiring committees? She has gotten feedback from her division and others that there are two difficulties with this proposal made by CFE President and OCC Counseling. One is that sometimes the newer tenure-track faculty are more aware of things having to do with diversity. The second thing is Coastline College has a multitude of small departments and it is going to be very difficult, if not impossible, for them to meet this goal and the policy has to be written for the three colleges. She recommends that the Senate not give priority to that. The departments can discuss it on their own when they make their own voting selections for faculty on hiring committees, as departments should still have that freedom to select the faculty they prefer. (2) Should the College President have the ability to approve or disapprove of a committee's make-up? She qualified that these comments have nothing to do with the current college president who everybody trusts and respects immensely. The concerns come when there may be a new college president or designee in the future who may have been granted the power to approve or disapprove of committee s claiming lack of diversity, but it may be implanted for another reason. She recommends that we allow the college president or designee to review the search committee for concerns about diversity only, nothing else. If there is a concern, they can go to the College's Academic Senate. If there are still concerns, then it can be brought back to the department that is doing the hiring. The Senate, the President, and the department will work that out in terms of what is done. There is a second place during the selection committee process where the President can add a faculty member or administrator without any reasons given; they may mean diversity but did not include that. She would recommend again seeking Academic Senate feedback at that time and also to ensure that the faculty do not lose the faculty oversight on these committees. There are concerns about diversity that are legitimate that need to be addressed. They can still be

addressed, but it will lessen the latitude for president in the future to just do this for another reason. Those are the major concerns. Senator Kennedy asked for more feedback from the Senate.

Senator 4: Noticed that a simple fix would be changing the wording to say the President "will" or "shall" bring it to the Senate, not "may." That should also be done in the part about selection committees and to require a reason be provided. Senator 4 recommends everybody to go back to the end of Senator Kennedy's report last week because that is where the demographics over the last few years are listed, which would be helpful for this, and the resolution presented earlier.

Senator 1: He read the policies thoroughly and had conversations with several other senators. This new proposed policy is almost going backwards on the policies that have already been set up with affirmative action, EEO, and the ways that committees are selected. President Suarez is not the concern, but future presidents might be because of the language that policies are written in. He personally does not like it. More discussion is needed.

6. Adjournment of the Regular Meeting

President Sachs adjourned the meeting at 12:29 P.M.

Approval of the Minutes: October 6, 2020

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 Minutes 09/22/20	Motion 2 Consent Agenda	Motion 3 Time Extension – Equity and Inclusion Resolution	Senate Membership
Aye	Aye	Aye	Alabi, Jessica A.: Senator-at-Large (2020-2023)
Aye	Aye	Aye	Barnes, Carol: Counseling Senator (2018-2021)
Aye	Aye	Aye	Blair, Jamie: Senator-at-Large (2018-2021)
Aye	Aye	Aye	Boogar, Tyler: Math and Sciences Senator (2020-2023)
Aye	Aye	Aye	Connor, Sean: Senator-at-Large (2020-2023)
Aye	Aye	Aye	Cuellar, Eric: Senator-at-Large (2018-2021)
Aye	Aye	Aye	Della Marna, Jodi: Library & Learning Support Senator (2020-2023)
Aye	Aye	Aye	Denney, Matt: Technology Senator (2020-2023)
Aye	Aye	Aye	De Shano, Tina: Consumer Health Sciences Senator (2020-2021)
Aye	Aye	Aye	Drew, Rendell: Senator-at-Large (2020-2023)
Aye	Aye	Aye	Ely, Cyndee: Part-Time Senator (2020-2021)
Aye	Aye	Aye	G'bye, Diogba: Part-Time Senator (2020-2021)
Aye	Aye	Aye	Gordon, Lee: Vice President, Senator-at-Large (2019-2022)
Aye	Aye	Aye	Kennedy, Marilyn: Secretary, Literature and Languages Senator (2019-2022)
Aye	Aye	Aye	Legaspi, Jodie: Athletics and Kinesiology Senator (2020-2023)
Aye	Aye	Aye	Lloyd, Doug: Parliamentarian, Senator-at-Large (2020-2023)
Aye	Aye	Aye	Means, Leland: Visual and Performing Arts Senator (2018-2021)
Aye	Aye	Aye	Neil, Jeanne: Business and Computing Senator (2019-2022)
--	--	--	Otwell, Charles: Curriculum Chair (Non-Voting)
Aye	Aye	Aye	Pena, Max: Senator-at-Large (2019-2022)
Aye	Aye	Aye	Phillips, Clyde: Senator-at-Large (2020-2021)
Aye	Aye	Aye	Sachs, Loren: President, Senator-at-Large (2019-2022)
Aye	Aye	Aye	Stanton, Jordan: Soc and Beh Sciences Senator (2019-2022)