

# ORANGE COAST COLLEGE

Academic Senate Meeting | 10/13/20 | 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 &amp; Lang, PDI Chair, Secretary</i>	Present
Jamie Blair, <i>at-Large</i>	Present	Jodie Legaspi, <i>Athletics &amp; Kinesiology</i>	Present
Tyler Boogar, <i>Math &amp; Sciences</i>	Present	Doug Lloyd, <i>at-Large, Parliamentarian</i>	Present
Sean Connor, <i>at-Large</i>	Present	Leland Means, <i>Visual &amp; Performing Arts</i>	Present
Eric Cuellar, <i>at-Large</i>	Present	Jeanne Neil, <i>Business &amp; Computing</i>	Absent
Tina De Shano, <i>Consumer &amp; 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 &amp; Behavioral Sciences</i>	Present
Diogba G'bye, <i>Part-Time Faculty</i>	Present	Stella Tsai, <i>SGOCC Representative</i>	Present

**Guests (Optional & Voluntary Sign-In):** Anna Hanlon, Arabian Morgan, Katie McCarroll, Kelly Holt, Renee DeLong, Sheri Sterner.

## 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 – October 6, 2020:**

**Motion 1: Senator Kennedy moved to** approve the October 06, 2020, minutes; motion seconded; motion approved unanimously.

**C. Opportunity for Public Comment:** Anna Hanlon, John Taylor, Pam Walker.

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

**Senator Ely:** Announced that the Communities of Practice for Part-Time Faculty has a session on Thursday at 4pm, through Zoom, focusing on Getting Connected at OCC.

**Senator Means:** Commented that as OCC and the District approach hiring practices and hiring committees, should we also look at the applicant pool and ask why applicants look the way they do? How we are courting people to work here if we are trying to change how we look and where the applicants are from? Is the issue more an Orange County issue? He would like to see those questions addressed on the Taskforce that is being put together as they try to implement change.

**Senator Phillips:** Announced that the National Conference on Race and Ethnicity (NCORE) is hosting a series of webinars that revolve around ethnicity, race, gender, and other areas that have been discussed over the past few months. The next webinar will take place on Wednesday, October 28, 1 – 2:30 p.m. via an online platform. The details to register can be found [here](#). It is going to be dealing

with some of the issues that people are having difficulty understanding and clarifying those issues. The purpose of the webinar is to explore race, gender, class, the media and how people are portrayed in the media. There is another webinar coming up which goes over the experiences of black males navigating historically white institutions. That one will be free. The two webinars deal specifically with areas that have been discussed during the past few months. He highly recommends faculty participate in the two webinars and he also encourages them to watch the movies *When They See Us* and *Justice*. The announcement of the webinars will be listed under the resources page on the Academic Senate website.

**Senator Drew:** Commented that he hopes that they can get to the New Business section of the agenda. He would like to introduce and discuss the new Multicultural Center Coordinator position and obtain feedback from colleagues. The International Multicultural Committee (IMC) will meet later today, and they would like to discuss it there, as well. He also would like to have the same agenda item, the Multicultural Center Coordinator Position, back next week.

**Senator Kennedy:** Encouraged faculty to look ahead and get a list of webinars for the next two to three months because they can apply for PDI credits for some of the webinars mentioned, but they must apply *prior* to the webinar. If that list is sent to PDI we can get started on a review of it. She stated that regarding continuing conversations, her current sabbatical is on negotiation and consensus building. One of the things we all need to do with "difficult conversations" is to learn how to listen and speak to each other respectfully, even if we do not like what we are hearing. That is very important to move forward together. She will try and find some webinars that helps faculty to do that. One of the things she has been working on in her classes in the last twenty years is "consensus building" [argument] which seems to have become more difficult in the last few years for everyone, but it is an easy skill to practice once people start to develop it.

She suggested that since the Multicultural Center Coordinator Position agenda item seems to be time sensitive, that the Senate consider placing it earlier on the agenda directly after the Hiring Policy discussion. **Motion 2: Senator Kennedy moved to** place the New Business, item B, *Multicultural Center Coordinator Position, directly after Unfinished Business, Item A, BP Hiring Policy/AP 7120C*; motion seconded; motion approved, unanimously.

(Anna Hanlon made a public comment in this section.)

## 2. Consent Agenda: No items.

## 3. Officer, Senator, & Committee Reports

### A. President's Report – Loren Sachs:

**Board of Trustees Meeting:** At the meeting last Wednesday, Dr. Serban shared data on disproportionately-impacted groups. It was very telling and echoed a lot of the things that have been talked about in the Senate. Senator Kennedy and President Sachs reached out to Dr. Serban to request the report and data; Dr. Serban provided those details and graphs to them, which will be shared in an upcoming meeting.

**College Council:** The College Council meeting last week was very straight forward.

**Budget Meeting:** There is a budget meeting tomorrow; Senator Ely will bring back a report in a future week.

## **B. Comprehensive Evaluation Report – IE Coordinators Kelly Holt & Anna Hanlon:**

**IE Coordinator Kelly Holt** reported that next fall they will be engaging in Comprehensive Program Review and they would like to smooth out and improve the process. In preparation for a Comprehensive Evaluation, data is collected on how we felt about the evaluation and then we identify a few areas that need work.

They presented a plan to the Senate a few months back which was endorsed, but since COVID there have been some obstructions to that plan. They did conduct an emailed survey at the end of spring and that data can be included, but they still need to work on how to do the small group meetings to flesh out the extra details. They planned to get together focus groups that included IPC, Senate, and other working groups to discuss and provide feedback and ideas on how they can smooth out the process.

They would prefer not to do Zoom, so they talked with researchers and the Institutional Effectiveness office and they did some research, coming up with a research method called the *Delphi* method, an old method from the 1950s by the Rand Corporation that is done via questionnaire. It is focused first on qualitative data; they get a group of people who are familiar with the program review process and gather those comments via an open-ended questionnaire. The feedback is collected, and the researchers pare that down to more of a group response, actually working towards a consensus. Eventually, it gets to more qualitative data getting the group to agree on a method to smooth out the process, such as the issues that they are having with Program Review. This will be through three cycles of questionnaires and then potentially a final meeting just to talk things out. That is the plan. Professor Holt asked if the Senate would consider an endorsement to use this Delphi method as opposed to getting groups together in Zoom.

**President Sachs:** Stated that it could be brought back next week for a vote, so senators would have time to consult with their constituents.

**IE Coordinator Holt** noted that they would like to do a parallel process with the Planning Council, the Student Services side, as well as the faculty—including all four wings. What they also need to decide is how to recruit the “people in the know” or the people who have participated in these processes, comprehensive program review, midterm program review, and then SLO assessment. So, another endorsement that they would like to get from the Senate is to reach out to folks who have participated in this process before.

Additionally, they need to work with a group of CTE faculty because one of the areas that they want to look at integrating is all of the career and technical education reports, such as the biennial review, the core indicators, and the programmatic accreditation, to figure out how they can bring those into Program Review in a better and more meaningful way. Those are the endorsements they would like.

**IE Coordinator Anna Hanlon:** Asked the senators to ask questions and noted that in terms of time, if we stuck to focus groups and Zoom, the participant numbers are small and there is also Zoom fatigue to deal with. In terms of the Delphi method, it won't take up a lot of people's time. It will be one survey that has some open-ended questions that ask for feedback and then two other subsequent surveys that are based on those original responses.

## **4. Unfinished Business**

### **A. BP Hiring Policy/ AP 7120C – Senator Marilyn Kennedy:**

Senator Kennedy reviewed portions of the hiring policy with the Senate and asked for feedback.

First, she addressed a senator's earlier comments/questions stated in For the Good of the Order, regarding the District reaching out to underrepresented groups. She noted that on page 2 of the proposed policy, that the District is working on reaching out to underrepresented groups so that they can obtain a larger, more diverse applicant pool.

On page 4, she clarified that CFE had requested preference for tenure-track faculty appointees on hiring committees, but they are no longer interested in that if no other groups support the idea, so that is no longer being discussed and is not included.

On page 8 (proposed changes in blue), Senator Kennedy had a question:

- The Search Committee will select a minimum of three ~~preferred~~ candidates. **If the Committee does not select three candidates to move forward in the recruitment process, they must consult with the College President or designee.**

The last bullet states that the search committee will select a minimum of three candidates. If the committee does not select three candidates to move forward in the recruitment process, they must consult with a college president or designee. An OCC department communicated that they have a very small applicant pool for most of their jobs, sometimes as low as 30 or 35. Senator Kennedy spoke at the BPAP committee last week about that and administration said that those people can just simply inform the college president what is going on if there were not enough applicants to have three. Senator Kennedy would like to see something like that written into the language. She asked for comments.

Following a public comment, Senator Kennedy noted that she would inform the District Committee that Computer Science has continuous small applicant pools of sometimes six interviews [after work permit issues are dealt with] and competition from business which renders these small pools inevitable during, even nationally.

**Senator 1:** Noted that she has not been on hiring committees for about four to five years but there have been many times where there were only two qualified people due to a specific skill set needed. She suggested adding language that rates candidates one and two as highly recommended, but that candidate number three is only being sent to make the three. She is concerned that some presidents might pick that third person without input from the department, even if there are one hundred candidates. She has seen that happen.

**Senator Kennedy** noted that if they are forwarding a third person because they must then that is not desirable and may raise the risks of a tenure failure. She stated that most concerns about this proposed policy and its changes that came up are related to page 9. There are two changes that the administration wants. (proposed changes in blue and purple)

The Selection Committee for full-time faculty hiring will consist of at least the following individuals:

- The College President, or designee
- ~~A~~ College Vice Presidents may participate at his/her option their discretion
- The Division Dean
- The Search Committee Chair, if the Chair is a discipline faculty, ***or a discipline faculty designee who served on the Search Committee.*** If the Chair is not a discipline faculty, a discipline faculty member will be added to the Selection Committee.
- Other faculty or administrators may be added at the discretion of the College President.

She clarified that the Search Committee is usually formed by three or four faculty members and then a dean. Usually that ratio is usually a 75% faculty/25% administration balance. When they get to the final Selection Committee, it is usually the reverse, with a 25% faculty/75% administration ratio. They committees balance each other. However, the way it is proposed now, management wants to be able to put in as many vice presidents as they desire, not just one, which might add one, maybe two extra vice presidents to the Selection Committee. It also proposes that other faculty or administrators may be added at the discretion of the college president. Again, that might shift the balance heavily into administration, then faculty are losing their voice in hiring and that is a large concern. Faculty do not want to lose their voice in hiring somebody who is discipline specific. Senator Kennedy asked for questions, comments, suggestions.

**Senator 2:** Asked if the portion of the proposed policy that stated that the president “may” consult with the Academic Senate was addressed at the committee? It sounded like a discretionary thing.

**Senator Kennedy:** Yes, that was changed last week at the District meeting. The language was changed from “may” to “will” in the statement that says that the President *will* consult with the Senate. The Senate would have to consult with the department or the hiring committee and anybody put on there would have to go through the Senate. The major concern was that down the line some future president might misuse this language [originally designed for diversity] to simply place a friend on a committee. There was some concern from faculty about having somebody from outside the discipline on the committee but that can be dealt with at that time. There may be ways to remedy that if that is a problem.

**Senator 1:** Let's take for example, the president decides to add people to the committee so she consults with the Senate and the senate votes “no” because it has consulted with the department and it feels like it would not be in their best interest for getting the best person. If the President does not take the Senate's opinion, if there is disagreement with administration, would that go under reply primarily or mutual consent? The Senate does have legal rights, that it has used in the past. Would this fall under that? Can you find out which one rely primarily or mutual consent, because mutual consent is more powerful in this situation.

**Senator Kennedy:** Does not know whether that would be reply primarily or mutual consent but that is an important point. Senator Kennedy will find out before the committee meeting at the District on Friday. Stronger words may need to be put in there, words that are a clearer about having to go through a process.

Senator Kennedy thanked everyone for their input.

## 5. New Business

### A. Multicultural Center Coordinator Position – Senator Rendell Drew:

Senator Drew reviewed the second draft of the Multicultural Center Coordinator position. He noted that the establishment of the Multicultural Center at OCC was one of the original goals of the applied research team which consisted of Dr. Eduardo Arismendi-Pardi, Senator Cuellar, Senator Phillips, and Senator Drew, who did all the research to bring the Multicultural Center to this campus under President Dennis Harkins.

In order to have an effective Multicultural Center, there must be a hands-on coordinator. The request is that the coordinator will serve as an active member and work closely with the IMC. The Multicultural Center, which is located currently inside of the Global Engagement Center, has a lot of interaction with the Global Engagement Center and Dean Nathan Jensen is also a member of the IMC. They have a symbiotic relation and work very well together. Senator Drew proposed that this new position should report to a higher level, the Vice President of Instruction.

The coordinator will work with the division deans and the Academic Senate to identify faculty across discipline to help develop Equity and Diversity elements and it will work closely with program review processes. The marketing component will be an important tool; it is important to work closely with public relations and the Marketing Department. They were told a long time ago that the way that they could get more funding was by developing a "systematic and programmatic" approach.

The person in the new coordinator position will work very closely with the Global Engagement Center to coordinate schedules, workshops, seminars, retreats, etc. The coordinator will work with some of the established programs like CLEEO, Umoja, Puente, Student Equity, and others. They are looking forward to joining forces because the college is at a different juncture, especially in view of the justices or injustices that are going on.

Number 12 is very important because the coordinator will collaborate with the Professional Development Institute, the Classified Professional Development, the Flex Coordinator, etc.

Number 13 talks about representing the Multicultural Center work at IMC, the Academic Senate, College Council, and other committee meetings, such as Facilities Committee. The fact that there is a new President and so many changes going on, the Multicultural Center Coordinator should have a true desire and focus on developing the Multicultural Center. The compensation consists of 6 LHEs reassigned time. The suggested academic year for the position is from spring 2021 to spring 2022. The selection for this assignment shall be made mutually by the Vice President of Instruction and the Academic Senate. An MOU needs to be established with the Union.

He wants the process for this position to move forward and Senator Drew will work this semester to make sure that there can be a person occupying the position next semester. This position will be discussed further at the IMC meeting today with some senators and Dean Jensen at the IMC meeting.

Senator Drew asked for comments from senators and asked if he can bring it back to the Senate next week.

**Senator 3:** Noted that on number 12 of the draft that the line regarding PDI should be reworded. PDI does not do programming and design but offers salary advancement credits for faculty for PDI-approved activities. PDI can also help the MC Coordinator in applying for PDI credits for activities, especially if a list of semester or yearly events is created. She will send Senator Drew some possible wording suggestions. Senator 3 suggested that in Number 8, the word "maintenance" sounds like a maintenance job of out of the realm of faculty, so that might be looked at. On number 7, the phrase "answering the telephone" seems dated and more staff oriented. Number 2 sounds like it might be stepping on curriculum purview and is including the dean when this is faculty purview; she asked the former and current Curriculum Chairs for their recommendations on this item.

**Former Curriculum Chair Anna Hanlon:** Stated that she finds it appropriate; however, she does not like the reference to “Division Deans” and suggests that the coordinator work with the Academic Senate to identify the faculty to work with in order to keep everything under faculty purview.

**Curriculum Chair Charles Otwell:** He agrees with his colleague Hanlon. He also stated that the coordinator could also help them identify courses that would fulfill the multicultural requirement for graduation credit.

**Senator Drew:** Thanked Vice President of Student Services Madjid Niroumand for helping develop the Multicultural Center Coordinator position draft and moving it forward. Senator Drew asked for Vice President of Instruction (VPI) Pam Walker's perspective regarding the position. The VPI position plays an important role in the selection process and the coordinator will report to the VPI. He inquired about the selection process.

**VPI Pam Walker:** Stated that the position is an exciting opportunity, and the VPI works with the Academic Senate on this; this is what she is doing right now. Although she is an Interim VPI she believes that the future VPI would want to support this position as it works for the best interest for OCC. She assumes that the college President is going to want to hire somebody who wants to be connected and supportive of projects like these.

**Senator 1:** There is a policy in place for hiring coordinators. It was created years ago in the Senate. If it is a year position, then the Academic Senate President and the VPI interview. If more than one year, then two people from the area are on the committee and a manager; Senator 1 will access that policy and send the formalized version.

**Dean John Taylor:** Stated that the contract already has a procedure for hiring faculty coordinators with reassigned time. That should be followed.

**Senator Drew:** Appreciates all the comments and input from senators and colleagues. There will be more discussion during the IMC meeting today.

## 6. Unfinished Business, continued

### B. President's Taskforce in Equity and Inclusion; Selection Criteria for Faculty Volunteers:

**President Sachs** stated that there was some discussion last week about the criteria for the Taskforce. The group that is working on the criteria was handling midterms and other matters, so this topic did not get a lot of traction this week. This item will be brought back next week so the Senate can move forward with identifying the four faculty names for the Taskforce.

### C. Equity and Inclusion Resolution – Senator Eric Cuellar:

**Senator Cuellar** thanked the members of the Senate who have chosen to participate in the Equity and Inclusion Resolution Subcommittee. He confirmed the names of the subcommittee members: Senators Boogar, Cuellar, Drew, Kennedy, Phillips, and President Loren Sachs. They will be working on the Equity and Inclusion Resolution and they will also begin doing research to bring forth the resolution back to the Senate.

**Senator Drew** asked if the members got the copy of the email he sent out and acknowledged that Senate Kennedy received it; Senator Boogar said he did, as well. Senator Drew stated that we want to work together on this.

## 7. New Business

### B. **ASCCC Inclusivity Statement – Senator Jessica Alabi:**

**President Sachs:** Called on Senator Alabi to present and share the ASCCC Inclusivity Statement. Senator Alabi was not present.

President Sachs said that this would be on next week's meeting under Unfinished Business.

## 8. Adjournment of the Regular Meeting

**President Sachs** adjourned the meeting at 12:28 P.M.

## Approval of the Minutes: October 20, 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	Motion 2	Senate Membership
Minutes 10/06/20	Move item B, New Business, directly following Item A, Unfinished Business	
Absent	Absent	Alabi, Jessica A.: Senator-at-Large (2020-2023) late arrival
Aye	Aye	Barnes, Carol: Counseling Senator (2018-2021)
Absent	Absent	Blair, Jamie: Senator-at-Large (2018-2021) late arrival
Aye	Aye	Boogar, Tyler: Math and Sciences Senator (2020-2023)
Absent	Absent	Connor, Sean: Senator-at-Large (2020-2023) late arrival
Aye	Aye	Cuellar, Eric: Senator-at-Large (2018-2021)
Aye	Aye	Della Marna, Jodi: Library & Learning Support Senator (2020-2023)
Absent	Absent	Denney, Matt: Technology Senator (2020-2023) late arrival
Aye	Aye	De Shano, Tina: Consumer Health Sciences Senator (2020-2023)
Aye	Aye	Drew, Rendell: Senator-at-Large (2020-2023)
Aye	Aye	Ely, Cyndee: Part-Time Senator (2020-2021)
Absent	Absent	G'bye, Diogba: Part-Time Senator (2020-2021) late arrival
Aye	Aye	Gordon, Lee: Vice 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: Parliamentarian, Senator-at-Large (2020-2023)
Aye	Aye	Means, Leland: Visual and Performing Arts Senator (2018-2021)
Absent	Absent	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 (2020-2021)
Aye	Aye	Sachs, Loren: President, Senator-at-Large (2019-2022)
Aye	Aye	Stanton, Jordan: Social and Behavioral Sciences Senator (2019-2022)