

ORANGE COAST COLLEGE

Academic Senate Meeting | 10/27/20 | 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>Literature & Languages, 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 Tsai, <i>SGOCC Representative</i>	Absent

Guests (Optional & Voluntary Sign-In): Arabian Morgan, Jaki Kamphuis, Renee DeLong, Kate McCarroll.

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 20, 2020:

Motion 1: Senator Kennedy moved to approve the October 20, 2020 minutes; motion seconded; motion approved. Ayes **20**, Nays: **0**, Abstentions: **0**. [See voting chart at the end of these minutes]

C. Opportunity for Public Comment: Anna Hanlon.

D. For the Good of the Order Announcements:

Senator Kennedy (on behalf of Anna Hanlon): The ASCCC is hosting a webinar, "Challenges and Opportunities Regarding Camera Use and Synchronous Online Instruction," Thursday, October 29.

Secretary Kennedy: Reported on Zoom voting challenges and record keeping. Some senators have been emailed in the past two weeks to ascertain if they were in attendance or voted. Secretary Kennedy expressed concern about how to best record the votes for major motions and resolutions. Senators may be asked to submit their vote via chat. They can type "aye" for yes, "no" for no, or "abstain." Abstain means that they are not voting; it is not a neutral vote but an absence of a vote but notes that they were present at the vote tally. The E-Board looked into how to record votes and Golden West and other senates are using chat. **Senator Means:** Shared that the Curriculum Committee has an electronic window [a poll] that comes up when they do votes. The poll option is a good way to figure that out. Elizabeth Page set it up.

Senator Cuellar: Announced that the International Multicultural Committee will have a Canvas page observing the tradition of the Día de Los Muertos, or Day of the Dead, for Orange Coast College. President Dr. Angelica Suarez will also be having a reading for the campus community regarding the observation of this tradition. It will take place Monday, November 2, and the Canvas page will be available to the campus community for the entire week.

2. Consent Agenda

No consent agenda.

3. Officer, Senator, & Committee Reports

A. President's Report – Loren Sachs:

Board of Trustees (BOT) Meeting: Reported that at the BOT meeting the budget for this year was adopted with a lot of caveats. It is unknown exactly what will happen from the state or federal level in terms of dollar availability. There is a three-campus and District budget meeting tomorrow afternoon; there might be more details after this meeting. There was some interesting information made available last Wednesday regarding the 50% law. A couple of weeks ago, it was mentioned that the percentage for the District was at 50.23%, just above the of 50%. Districtwide on the Faculty Obligation Number (FON) they are significantly over. President Sachs believes that the number for this year is around 389 or 385 and the district is at about 440, about 15% over. The District Board policy for that is about 5% over as a target or goal. There are some challenges ahead. This will be continued to be talked about throughout the academic year and the foreseeable future. College Council is moving a few things forward with academic accreditation that was talked about last week.

President Sachs directed to committee chairs to please send Zoom meeting links to Beatriz Rodriguez, assistant to the senate, to post them on the Academic Senate public website and have that easily accessible.

B. Guided Pathways Reporting – GP Intervention Coordinator Jaki Kamphuis: The Guided Pathways intervention team will meet next week. Faculty is welcome to join. They can send her an email to obtain the meeting details. They continue to do work. Many of the members of their group are working on projects that affect interventions.

C. Statewide Guided Pathways Representatives: No report.

D. Union/Bargaining Unit Report: No report.

4. Unfinished Business

A. AP Report 7120C Faculty Hiring Policy – Marilyn Kennedy:

Senator Kennedy reviewed a few portions of the hiring policy that could use feedback. She noted that the District committee will meet again for the last time to cover some updates to the policy on Friday, November 6.

They added some changes to page one on the Hiring Recruitment section and on page two regarding the Recruitment Methods section. On the third page, where it says Development and Announcement of Position, Senator Kennedy would like to hear any suggestions for making a better outreach set of methods to reach out to more diverse candidates. The policy already does so, but in a generic way. She asked that if faculty has any ideas to send her an email and she can preset them to the committee. She received a suggestion that the District might consider supporting travel for applicants to avoid a potential barrier to enlarge the diversity pool. Another suggestion/question was inquiring about how active we are in terms of reaching out to the faculty at universities with HBCUs, for example, or to the students who are graduating with their degrees. Is putting an ad in a journal good enough, as sometimes we are not active or proactive enough in breaking down barriers.

Senator Kennedy noted that on page eight in the language for forwarding three final candidates to the selection committee, there is a department at OCC and probably some other schools that do not have enough qualified candidates to forward. For example, there is apparently a nationwide shortage of candidates for computer science teaching positions, so they don't always have three final candidates to move forward. However, the District did not want to lower the overall minimum to two due to concerns that all the other search committees on the three campuses may start forwarding two. The District noted that in cases like the Computer Science, the language has been changed to allow that explanation to the College President.

B. Multicultural Center Coordinator Position – Rendell Drew:

Senator Drew presented the third draft of the Multicultural Center Coordinator position. He thanked Vice President Niroumand for going to the International Multicultural Center (IMC) meeting, making the initial drafts, and taking input. Senator Drew presented the coordinator position for more feedback, summarizing the main duties of the position. The red highlights were some of the updated changes. This position will report to the Vice President of Instruction.

Senator Drew stated that he currently serves as the faculty co-chair of the IMC. The IMC is the committee that worked over the years, along with the applied research team, to bring the Multicultural Center on. The Multicultural Center is located inside the Global Engagement Center and they work very close together and want to continue to do so. The coordinator would serve as the key representative to create and implement a Multicultural Center "Community Advisory Committee." This was one of the other original recommendations, and the Community Advisory Committee would make direct links with the community reach out to organizations such as businesses, schools, churches, etc. for student equity, inclusion, and counseling. Senator Drew emphasized that the Community Advisory Committee would serve only as an advisory committee. not a policy-setting body. One of the main duties is to work with all the different departments to directly coordinate and plan activities workshops, seminars, etc. with existing programs like CLEEO, Umoja, Puente, Student Equity, and other related programs.

Senator Drew asked Senator Kennedy to connect with him regarding item 13 to rewrite the statement related to Professional Development Institute (PDI) as she had sent in a revision that he would like included.

Senator Kennedy (also PDI Chair) recommended to line out the Professional Development Institute in the first line on number 13, then add at the bottom of item 13, "Apply to the Professional Development Institute (PDI) for PDI salary advancement credits for faculty who attend or present at the Multicultural

Center events." PDI does not create the activities like PDAC or Flex but provides funding or credits.

Senator Drew asked if anybody else had any other changes. When the Applied Research team did their research, they found that the Multicultural Center was something that enriched the institution. Therefore, they want to go with this new position within the center to develop that center and hopefully one day have a standalone Multicultural Center.

The Coordinator will collaborate with PDI, Professional Development Advisory Committee, Classified Professional Development (CPD), and the Flex Coordinator to develop programming that advances the goals of the Multicultural Center. He asked the Academic Senate to be involved and utilize the Multicultural Center to do different workshops and training on intersectionality, sensitivity, etc.

The hope is to move forward with it as soon as possible. The position would start on January 20, 2021, and end May 29, 2022. This position will be for full-time faculty with six LHEs per semester. The selection process still needs to be discussed. Senator Drew asked for President Sachs' input regarding the selection process as he does not know what that looks like.

President Sachs noted that he reached out to Rebecca Morgan, Director of Human Resources, to make sure he was interpreting the language of the contract correctly. He asked Rebecca Morgan if she could take the floor and address Senator Drew's question.

Director of Human Resources Rebecca Morgan: The selection process is defined in the contract which is if it is an appointed coordinator for less than a year, then the person is mutually appointed by the Academic Senate and the Vice President or administration, in this case the VPI. They decide what that process looks like, it could be interviewing, it could be just a call-out for a request. If there is only one applicant, then they appoint that person. If it is more than one academic year, then there could be elections. She assumes that if there is a big interest, then they would probably want to go to the election process as defined by the Department Chair election process. What she has recently seen with coordinator positions that are more than one year is usually just an interview process with the VPI, maybe a Dean over the area, and the Academic Senate President. It is just a mutually agreed upon process by the Academic Senate, the VPI, and the manager over the role. She told Senator Drew that once this is finalized, it still has to be negotiated at the District. She would like to have that ready as soon as possible. They also need to get the Union MOU, etc. Ms. Morgan emphasized the urgency of getting the contract done as soon as possible because they are a little backed up on all the MOUs districtwide.

Senator 1: Commented that in the past during applying for several coordinator positions, the Senate had a process when there was more than one applicant it required two people from the area on the committee, one person from the Senate, a manager, and the VPI. It was not just the Senate President. She believes that they need to go back and look at what the Senate voted on as a process and locate that.

Senator Drew: Spoke with his administrator, Dr. Kevin Henson, who is 100% supportive of allowing 6 LHEs from his division, especially looking at what is going on in these times with the enrollment being down, etc.

Senator 1: The Senate policy was created for all coordinator positions because sometimes they had two administrators who did not particularly want a person, but the faculty did and thought they were the most qualified, and when there is only one faculty member on that committee there is a problem with balance. It will change the balance to having three faculty and two administrators on the committee to select, and we want to move forward with the appropriate process.

Director of Human Resources Rebecca Morgan: Stated that we should keep the generic selection process statement on the MOU that Dr. Drew has drafted. It is vague and it just says that it will follow the CBA. Then they will just follow the CBA or the Academic Senate process once it finds its process and they can refer to it.

President Sachs Asked Parliamentarian Doug Lloyd if it is okay to call for a motion to approve the position with the most recent change about PDI on item 13.

Parliamentarian Doug Lloyd: Yes.

Motion 2: Senator Kennedy moved to approve the Multicultural Center Coordinator Position with the updated changes and those from this meeting; motion seconded; motion approved: Ayes 21, Noes: 1, Abstentions: 0. [See voting chart at the end of these minutes]

[See the Appendix at the back of these minutes for the approved language for the MC Coordinator.]

C. Equity and Inclusion Resolution – Eric Cuellar:

Senator Cuellar reported that the subcommittee met last week, and various points were addressed and discussed. Additional points were introduced about a third revision. There might be a fourth that is upcoming to be discussed this week. The subcommittee is making progress in the right direction. They will meet this week again to go over the fourth revision that was submitted by a subcommittee member. They will continue to have discussion, but it seems that they are getting closer to having an Equity and Inclusion Resolution that they can bring forth to the Senate.

Senator 2: He commended Senator Cuellar and all the members of the subcommittee. He was very happy with the way that the subcommittee communicated in a very respectful manner and on how they worked together to move the resolution forward. He hopes to bring the resolution back for final discussion and vote on it.

Senator 1: Our division had a breakout session on the resolution, and someone commented that they support the resolution's intent. However, there were two points made on diversity and privilege. (1) The purpose of the resolution is not to say how we will achieve diversity on the hiring committee for that is another issue that needs to be addressed, so we need to separate those. It is just that we need diversity. It is going to be a challenge to say how we do it because what you see is not what you get. The senator shared personal experiences of losing parents and being on her own at age 14, then becoming an emancipated minor, then living out of a suitcase, then going to college and becoming successful. Those experiences are diverse as they are categorized in two categories of equity, but what you see of a person on a committee is not always apparent in terms of diversity. That is going to be a challenge. (2) The second point is certain words that are used in the resolution need to be explained, for example, the word "privilege," and what that means. My experiences are not from privilege; I

worked hard but suffered to get those things, and that is the reason why I started programs for students who lacked what other students had and why I have worked at that job for 40 years for others who need help. She invited Dr. Arismendi-Pardi to speak on what he shared about privilege with his division and asked President Sachs to allow him to speak.

Dr. Arismendi-Pardi: Thanked the Senate for allowing him to speak. He explained his perceptions of the word "privilege." He shared personal experiences of his privilege and those of colleagues who do not have his privileges. He has a series of questions that he asks himself and would like senators to consider in regards to privilege:

1. Have you always had good mental health?
2. Did you grow up middle class?
3. Are you White?
4. Are you male?
5. Are you non-disabled?
6. Are you neuro-typical?
7. Are you a documented citizen?
8. Are you heterosexual?
9. Did you grow up in a stable home environment?
10. Do you have stable housing?
11. Do you have reliable transportation?
12. Are you thin, tall, and conventionally attractive?
13. What advantages do you have that others do not?
14. One can have privilege in some areas of our life and yet in other areas we may be unprivileged, what areas of your life are privilege and what areas are not?

Senator 2: We all have rights from the Constitution, but some people do not get to take advantage of those rights as other people do or maybe at all. Those that get to, they were not given something special, they just were able to exercise their right. Privileged just means you were able to exercise your rights, it does not necessarily mean that you have got something special. Explaining that to constituents could make the passing of the resolution a lot easier. As ethnic minorities, you cannot let other people define you. That was one of the sermons when he attended church a few months ago. Also, some of our disadvantaged Students might be struggling now taking classes on Zoom. They might need the personal interaction with a faculty member. The topic of remote teaching needs to go on the agenda within the next few weeks.

D. ASCCC Inclusivity Statement – Jessica Alabi: The Senate did not have time to get to this agenda item.

E. Faculty Selection for Starfish Implementation – Charles Otwell & Steve Tamanaha: The Senate did not have time to get to this agenda item.

5. Adjournment of the Regular Meeting

President Sachs adjourned the meeting at 12:33 P.M.

6. Approval of the Minutes: November 3, 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 10/20/20	Motion 2 Multicultural Center Coordinator Position	Senate Membership
Aye	Aye	Alabi, Jessica A.: Senator-at-Large (2020-2023)
Aye	Aye	Barnes, Carol: Counseling Senator (2018-2021)
Aye	Aye	Blair, Jamie: Senator-at-Large (2018-2021)
Aye	Aye	Boogar, Tyler: Math and Sciences Senator (2020-2023)
Aye	Aye	Connor, Sean: Senator-at-Large (2020-2023)
Aye	Aye	Cuellar, Eric: Senator-at-Large (2018-2021)
Aye	Aye	Della Marna, Jodi: Library & Learning Support Senator (2020-2023)
Aye	Aye	Denney, Matt: Technology Senator (2020-2023)
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)
Aye	Aye	G'bye, Diogba: Part-Time Senator (2020-2021)
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)
Aye	Aye	Neil, Jeanne: Business and Computing Senator (2019-2022)
--	--	Otwell, Charles: Curriculum Chair (Non-Voting)
Aye	No	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)

APPENDIX

Multicultural Center Coordinator

3rd Draft

Submitted by: Dr. Madjid Niroumand, Vice
President Student Services (VPSS)

&

Dr. Rendell E. Drew, Professor, IMC Faculty
Co-Chair,
Senator-at-Large
(10-17-20)

Note: This draft announcement contains may of the latest inputs and updates from both the Academic Senate and the IMC members.

Pursuant to the Collective Bargaining Agreement (CBA) between the District and the Coast Federation of Educators, **AFT** Local 1911 (Article XI, Section 16), the following Coordinator position has been negotiated and is hereby announced:

Date of Announcement: October 2020

Anticipated starting date: January 2021

Term/Ending date: May 29, 2022

Duties:

The coordinator shall serve as an active member of the International and Multicultural Committee (IMC), and to **work closely with the Academic Senate, Office of the President, Office of the Vice President, Instruction (VPI), College Council, and the instructional and student services wings** to provide programming guidance and leadership to expand and enhance efforts to promote multiculturalism at Orange Coast College. The **Vice President of Instruction will provide general supervision to this position.** Examples of duties will include the following:

1. As an active member of the International and Multicultural Committee (IMC), to uphold the vision, mission, and principles of the IMC, and to attend meetings regularly. **Serve as an active advocate to seek and establish a future stand-alone Multicultural Center at Orange Coast College (OCC)**
2. In close collaboration with the Academic Senate, identify faculty from across the disciplines to help develop equity and diversity elements to **seek multicultural education, learning, and activities which helps to promote cultural competencies across the campus, and throughout the campus community.**
3. To serve as the key representative to create & implement a Multicultural Center **"Community Advisory Committee"** by working collaboratively with local community-wide leaders, organizations, local businesses, schools, churches, etc.; **The Community Advisory Committee will exist, primarily in an advisory capacity, by providing direct and insightful inputs and recommendations for successful creative planning and coordination of community-wide programmatic activities to help ensure the success of the OCC Multicultural Center.**
4. In consultation with the assigned supervisor, to monitor the program's budget and ensure expenditures remain within the budgetary limits, follow related policies and procedures for planning events and programs (e.g., approval process, contracts, etc.).
5. Track participation in events/activities through appropriate methods, to implement program assessment methods (e.g. surveys, etc.) for program review and accreditation reporting purposes.
6. In collaboration with the **Marketing and Publications Department to create marketing and advertising materials; To promote the Multicultural Center's events on a variety of platforms such as developing an official**

website to advertise community-wide events, activities, programs and services including distinguished guest lectures, artists, speakers, and cultural competency training workshops.

7. To provide information to the college-wide community regarding the Multicultural Center by responding to questions from students, faculty, administration, and the public.
8. As needed, to directly coordinate with the OCC Maintenance & Operations (M&O) Department with any required event arrangements/room preparation for the set-up and tear down for planned events in the Multicultural Center.
9. In collaboration with the Global Engagement Center, to assist with the overall coordination of events at the Multicultural Center, and other designated locations.
10. Maintain flexible work schedule to support the needs of the Multicultural Center's scheduled events and operational needs (within the scope of the assignment).
11. To directly collaborate and plan activities, workshops, seminars, etc. with existing programs such as CLEEO, Umoja, Puente, Student Equity, and other related programs.
12. To develop and provide faculty, staff, and students with planned training opportunities such as: multicultural & diversity training, sensitivity training, cultural competency training, intersectionality training,
13. Collaborate with the Professional Development Institute (PDI), Professional Development Advisory Committee (PDAC), Classified Professional Development (CPD) and Flex Coordinator to develop programming that advance the goals of the Multicultural Center. Apply to the Professional Development Institute (PDI) for PDI salary advancement credits for faculty who attend or present at the Multicultural Center events.
14. Represent the Multicultural Center, and work of the IMC, by participating on the following college committees:
 - a. Academic Senate
 - b. College Council
 - c. Other OCC committee meetings or events (as required and/or requested)

Eligibility:

Tenured faculty are eligible to apply for this position.

Desirable Qualifications:

- Faculty member of the college with demonstrated leadership ability
- Demonstrated interpersonal communication skills with individuals of diverse backgrounds.
- Excellent presentation skills and effective relationship building skills with other faculty and staff on and off campus
- High level of sensitivity and understanding of equity, diversity, inclusion and multiculturalism.
- Record keeping skills and ability, familiarity with needs assessments, and data analysis

Compensation :

As negotiated by the Coast Federation of Educators, AFT Local 1911, and Coast Colleges, the compensation for this position is as follows:

2020/21-2021/22 Fiscal Years:

- Spring (2021) semester: 40% (6 LHE) reassigned time
- Fall (2021) semester: 40% (6 LHE) reassigned time
- Spring (2022) semester: 40% (6 LHE) reassigned time

Selection Process :

The selection for this assignment shall be made mutually by the Vice President of Instruction and the Academic Senate.

Evaluation:

Evaluation of Coordinators shall be conducted as per the CBA, Section 8. Evaluations.