

# ORANGE COAST COLLEGE

Special Joint Academic Senate-CFE Union Meeting:  
Faculty Concerns and COVID | 12/04/20 | 9:30 am - 10:45 am | 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; Languages, PDI Chair, Secretary</i>	Present
Jamie Blair, <i>at-Large</i>	Absent	Jodie Legaspi, <i>Athletics &amp; Kinesiology</i>	Present
Tyler Boogar, <i>Math &amp; Sciences</i>	Absent	Doug Lloyd, <i>at-Large, Parliamentarian</i>	Absent
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 Chair</i>	Present
Jodi Della Marna, <i>Library</i>	Present	Max Pena, <i>at-Large</i>	Present
Matt Denney, <i>Technology</i>	Absent	Clyde Phillips, <i>at-Large</i>	Absent
Rendell Drew, <i>at-Large</i>	Present	Loren Sachs, <i>at-Large, President</i>	Present
Cyndee Ely, <i>Part-Time Faculty</i>	Absent	Jordan Stanton, <i>Social &amp; Behavioral Sciences</i>	Present
Diogba G'bye, <i>Part-Time Faculty</i>	Absent	Stella Tsai, <i>SGOCC Representative</i>	Absent

## CFE Union Leader Attendance

Rob Schneiderman, <i>CFE President</i>	Present	Bob Fey, <i>CFE Executive Director</i>	Present
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**Guests (Optional & Voluntary Sign-In—There were 140 member entries in Zoom records, but only those listed here opted to publicly sign the guest list):** Shannon Keany, Laura Behr, Cameron Brown, Kate McCarroll, Erin Gratz, Stephen Gilbert, Heather Moreno, Daniel Goya Lane, Xavier Uribe, Kara Jones, Marci Gomez, Maria Traver, Marc Perkins, Jenny Chaiyakal, Virginia Komenda, Jeremy Shermak, Kirk Hulstrom, Arabian Morgan, Michael Lannom, Oscar Ortiz, Irene Naesse, Laurie Campbell, Rachel Berman, Jennifer Rafferty, Chih Lew, Erica Tzu-Chia Tseng, Michael Mann, Michelle Craner, Kevin O'Hara, Genevieve Zuidervaart, Diane Balding, Melinda Vandervis, Jose Costas, Kisha Williamson-Champion.

- A. **Call to Order:** President Loren Sachs called the meeting to order at 9:30 A.M.
- B. **Opportunity for Public Comment:** No public comments.

**1. Greetings & Format:** OCC Academic Senate President Loren Sachs, OCC Senate Vice-President Lee Gordon, CFE President Rob Schneiderman, CFE Executive Director Bob Fey

### Opening Statements from Senate and Union Leadership

**Senate Pres Sachs:** The purpose of this meeting is to inform the faculty about the most recent updates on Covid-19 and answer some questions and concerns as it pertains to instruction and working conditions.

**CFE Pres Schneiderman:** These are discussions that are going on at the District level. There is an incredible amount of change. The District seems to be going in many directions. It is a very unique situation where something that is talked about today may radically change tomorrow. CFE wants to do what the faculty wants. He thanked the Academic Senate for taking the lead.

**CFE Executive Dir. Fey:** We are concerned with working conditions and anticipate negotiating another dimension to the scheduling process. Different faculty have different risk preferences

and tolerances for how they want to re-enter work on campus. Some people might be perfectly fine with being in a room with thirty, forty, or fifty, 20-year-olds next August and September. However, many folks will not be okay with that. We anticipate the management will cooperate.

**Senate VP Gordon:** Normally speaking, the Union is dealing with faculty safety or working conditions and the Senate is concerned with instruction. However, Covid 19 cuts across all of it. There is a divergence of interests on the part of the faculty. Both the Academic Senate and CFE need to hear from the people they represent. That was the idea of this meeting which was not so much to hear the same voices but to hear from the constituents, to hear from the faculty members as to what their thoughts are.

**Senate Pres Sachs:** The direction to shut down the campus has come from the District Chancellor's Office after following the state and local guidelines coming from the Orange County Department of Health and the Orange County Department of Education. We have been a little more cautious than other districts and that is a good thing. There are some challenges that the college is facing such as having CTE programs and student housing on campus. We are in a unique situation compared to other community colleges in that sense. That is why we are making decisions thoughtfully. There was an original taskforce that was put together and after a lot of discussion it was decided to shut down. At the last DCC meeting on Monday it was discussed what would happen if they shut down the campus again. Based on how the conversation was interpreted, those that were teaching face-to-face classes on campus would continue to do so. There will not be a "one size fits all" solution as we come back. There are issues with HIPAA and personal choice that are going to inform decisions. There are going to be a variety of issues that will create a lot of work for CFE.

**CFE Pres Schneiderman:** District Chancellor John Weispfenning has been extremely cautious and the positive part of that is that we immediately closed. When the risk began, he committed to a Memorandum of Understanding that we would not be in the classroom throughout the entire spring. He is not going to force anyone to be on campus who does not want to be on campus. However, we were unable to set up a food pantry or allow students to go into the parking lot to access WiFi. Therefore, there are positives and negatives but understand the disposition of management is to be more risk averse. We need to work on something with scheduling because management will be open to the idea. As upper management is risk averse, others such as deans, may feel differently. We just had an issue recently with the Library dean wanting to push the library to open and it went to the campus reopening committee and then it went to the District. CFE intervened on behalf of the library faculty because they actually were not keen on reopening, they were just having discussions. Human Resources pulled that item from the agenda and sent it back to the campus to have a more robust discussion that really included the librarians. The District was more risk averse and it was willing to be much more cautious in that area.

Faculty and students need to be surveyed on how they want to return to campus. Do they want a hybrid schedule, or do they want 100% on-campus schedule? It is probably going to be somewhere in between. The Union needs to know because the next step is schedule development. There needs to be consistency to meet the needs of the faculty and the students. The Union needs to change the way they do schedule preferences because some people do have pre-existing conditions and they are not ready to return to campus. They have to change schedule preferences.

Nobody is going to have to disclose anything about the reason why they do not want to be on campus. What we should be doing is protecting faculty regardless of their individual situation whether it is with children or with a pre-existing condition.

## 2. Comments & Questions from OCC Faculty

### A. Forum Comments/Questions/Feedback from OCC Faculty:

- Student Success faculty asked not to forget about them when having these discussions as often they are not seen as a classroom. They are a classroom; it is considered a lab. They have had over 1700 students seek online tutoring since the Covid-19 stay-at-home order started.
- It is very difficult for schedulers and faculty to accurately plan for spring or fall because it is not clear when we are going to be on campus. There seems to be no flexibility from management and the District regarding scheduling timelines.
- There is frustration from some faculty members as they would like to return to campus but at the same time, they do not want to put anybody at risk. They would not know how to answer the surveys going out.
- Some faculty members are worried about making decisions that will end up being detrimental in the future. There are many unknowns about the virus and the vaccine that is coming out. It is a fast-changing environment.
- There is concern about using the online evaluation forms for faculty that would typically only teach face-to-face classes. They were not trained to teach online; therefore, evaluators should be careful when utilizing an online teaching form. There needs to be a conversation about evaluations if classes continue to be online. Faculty should look at the big picture and not forget the reason why most classes went to an online platform.
- Orange Coast College is in a unique position geographically. To the west there is Huntington Beach, where they are having rallies. To the east, there is Irvine where almost everybody wears masks. OCC is in the middle of both worlds and it needs to have both of them in mind as it plans for the future.

**CFE Pres Schneiderman** asked what scheduling is looking like to them in order for him to make it easier for schedulers.

- It would be great to schedule just a semester ahead due to things changing so quickly.
- Flexibility is currently adding complexity to the schedule because some people want to teach 100% online, some hybrid, some synchronously, and some want to be on campus synchronously or live online at home. When full-time faculty do not have full loads, there are no easy swaps to make. The scheduler is then put in a position to tell faculty that they cannot teach in the mode that they want and requested originally because of all the chains of flexibility that are going on.

**CFE Pres Schneiderman:** There is a Memorandum of Understanding that states that in case faculty cannot make load, they will be given an extended period of time to eventually make load. Normally it would be one year, but it has been negotiated for up to two years all the way through the final summer of the second year.

- Some faculty members understand how difficult it is to create a schedule at the present moment. However, they want some level of flexibility because we will have to come back to campus one day and things will slowly come back to normalcy.
- Teaching online has become very difficult. Faculty have to redo every single lecture, and many are finding themselves working seven days a week.

- Faculty members support a small phase in return to campus.
- There is a notion that the administration wants to continue with business as usual. Faculty feel pressured about emails regarding catalog updates, new software to learn, training, etc., on top of teaching duties.
- Faculty members want to be supportive of their colleagues whose programs rely on face-to-face contact and allow them small-enrolled classes as they build back up. The Dance program, for example, has been greatly affected by the online instruction.
- Athletics is doing a great job with athletics and conditional programming. They could be a model to follow.

**CFE Pres Schneiderman:** There was a question about the Covid-19 vaccine being a requirement to return to work on campus. There is currently not enough information about the vaccine. This is a subject that will continue to be discussed and addressed in the future. Every department will have a different return to campus plan. There will not be a "one size fits all" solution. There are many moving parts.

**Senate Pres Sachs:** If students test positive for Covid-19 but they are not coming to campus, the faculty member does not need to do anything. If students test positive and they are coming to campus because they are part of an essential program, faculty members need to notify the Student Health Center and HR. They have a great process in place for monitoring students, staff, and faculty who test positive and come to campus. The second eight-weeks session seems to be "off the table" because of the surge of Covid-19 cases.

**CFE Pres Schneiderman:** We are still far out from the summer, so it is difficult to make any proclamations. If faculty start teaching in a modality, they will continue in that modality. They do not have to worry about changing halfway through the semester.

The Senate and CFE want to make sure that faculty are not forced to do something that they do not want whether that be on campus or off campus. CFE is advocating for faculty to get what they need to teach their classes. If faculty need a better computer software or things like that to be on campus, there is a process for that.

CFE does not want those faculty that want to be on campus, either for their software or for other students, to force that upon other people. It wants people to have freedom of choice.

CFE might need to revisit the MOU that gives two years to make load because apparently with some of the sequential programs this may be a lingering problem for a lot longer than anticipated.

**CFE Executive Dir Fey:** Schedules are prioritized in this order: full-time faculty loads, full-time faculty overload, part-time assignments.

**CFE Pres Schneiderman:** CFE budgeted money and passed a policy for natural disasters after the most recent fires. This is a fund to try to help faculty with some financial assistance if they get evacuated. The Union wants to be there for faculty in those difficult times. There will be an email going out about that from the Union president.

**OCC Senate Leadership and the CFE Leadership:** Thanked faculty for attending the meeting. They hope to continue to hear from faculty. There might be a similar meeting like this happening in the spring. Happy Holidays!

### 3. Adjournment of the Special Meeting

President Sachs adjourned the meeting at 10:57 A.M.

### 4. Approval of the Minutes: February 23, 2021

**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.