

ORANGE COAST COLLEGE

Academic Senate Meeting | 11/26/19 | 11:30 am - 12:30 pm | Faculty House

Academic Senator Attendance

Carol Barnes , <i>Counseling</i>	Present	Kelly Holt , <i>at-Large</i>	Absent
Jamie Blair , <i>at-Large, Vice President</i>	Present	Darryl Isaac , <i>Consumer & Health Sciences</i>	Present
Cameron Brown , <i>Athletics & Kinesiology</i>	Present	Marilyn Kennedy , <i>Lit & Lang, PDI Chair, Secretary</i>	Present
Sean Connor , <i>at-Large</i>	Present	Doug Lloyd , <i>Math & Sciences</i>	Present
Eric Cuellar , <i>at-Large</i>	Absent	Leland Means , <i>Visual & Performing Arts</i>	Present
Jodi Della Marna , <i>Library</i>	Present	Jeanne Neil , <i>Business & Computing</i>	Absent
Matt Denney , <i>Technology</i>	Absent	Max Pena , <i>at-Large</i>	Present
Rendell Drew , <i>at-Large</i>	Present	Clyde Phillips , <i>Student Services</i>	Absent
Cyndee Ely , <i>Part-Time Faculty</i>	Absent	Loren Sachs , <i>at-Large, President</i>	Present
Diogba G'bye , <i>Part-Time Faculty</i>	Absent	Jordan Stanton , <i>Social & Behavioral Sciences</i>	Present
Lee Gordon , <i>at-Large, Parliamentarian</i>	Present	Raymond Tu , <i>ASOCC Representative</i>	Absent
Anna Hanlon , <i>Curriculum</i>	Absent		

Guests (Optional & Voluntary Sign-In):

Jaki Kamphuis, Kate McCarroll, Madjid Niroumand, Rich Pagel, John Taylor, Yuki Toyooka Smith, Dr. Andrea Serban

1. Preliminary Matters

A. Call to Order:

President Loren Sachs called the meeting to order at 11:34am.

B. Approval of the Minutes – November 5, 12 and 19, 2019:

Motion 1: Senator Kennedy moved to approve the November 5th minutes; motion seconded; motion approved unanimously.

Motion 2: Senator Kennedy moved to approve the November 12th minutes; motion seconded; motion approved unanimously.

Motion 3: Senator Kennedy moved to approve the November 19th minutes with minor changes; motion seconded; motion approved unanimously.

C. Opportunity for Public Comment:

Jessica Alabi.

D. For the Good of the Order Announcements:

Senator Drew: Comment on the CLEEO event on December 2nd with Dolores Huerta. Everyone is encouraged to attend.

2. Consent Agenda

Motion 4: Senator Lloyd moved to approve the consent agenda – Hiring Committees; motion seconded; motion approved unanimously.

1. **Instructor Aviation Maintenance:**
 - a. Hiring Manager: Daniel Shrader
 - b. Committee Member: John Carter
 - c. Committee Member: Mark Zombek
 - d. Committee Member: Timothy Peters
2. **Instructor Marine Science & Aquarium Coordinator:**
 - a. Hiring Manager: Tara Giblin
 - b. Committee Member: Karen Baker
 - c. Committee Member: Robert Ellis
 - d. Committee Member: Kelli Elliot
 - e. 4th Committee Member (special request): Robert Profeta
3. **Instructor Mathematics:**
 - a. Hiring Manager: Tara Giblin
 - b. Committee Member: Mariana Voicu
 - c. Committee Member: Timothy Cooley
 - d. Committee Member: Tyler Boogar
 - e. 4th Committee Member (special request): Douglas Lloyd
4. **Counselor – General:**
 - a. Hiring Manager: Renee DeLong
 - b. Committee Member: Jessica Martin
 - c. Committee Member: Caryn Plum
 - d. Committee Member: Manoj Wickremesinghe
5. **Instructor Kinesiology-Head Water Polo Coach:**
 - a. Hiring Manager: Michael Sutliff
 - b. Committee Member: Samantha Doucette
 - c. Committee Member: Joel Gonzalez
 - d. Committee Member: Anthony Iacopetti
 - e. 4th Committee Member (special request): Jason Kehler
6. **Instructor Journalism:**
 - a. Hiring Manager: Michael Mandelkern
 - b. Committee Member: Cathleen Werblin
 - c. Committee Member: Erik Rangno
 - d. Committee Member (Replacement): Jennifer Peters

Motion 5: Senator Kennedy moved to approve the consent agenda – MQ/EQ Committees; motion seconded; motion approved unanimously.

1. **Biological Sciences:** Replacement - Cheryl Baker

3. Officer, Senator, & Committee Reports

A. Academic Senate President – Loren Sachs:

Facilities Meeting: Discussed skateboarding and safety issues, there is going to be a bike lane on Merrimac, revision on Adams parking lot entrance

Budget Subcommittee Meeting: The IEPI task force for the budget that has been convened through a grant that Chancellor Weispenning requested meets again next Tuesday, and so President Sachs, two senators, and a large group of campus leadership will be attending that meeting. President Sachs requested that the Senate endorse suspending the Senate meeting for next week and reconvening on December 3rd.

Motion 6: Parliamentarian Gordon moved that the Senate suspend its meeting next week and that we meet in two weeks; motion seconded; motion approved with one abstention.

District Consultation Council Subcommittee Meeting: Our enrollment for spring and intersession is up a bit; the other two colleges' enrollments are even or down. Fill rates and fiscal numbers are looking a little bit better at OCC. There are still a lot of questions about the student-centered funding formula that will be decided over the next couple of months. There will be a big meeting in the middle of December that will have some output from Dr. Dunn. By the time we come back in the spring, we'll have a better handle on how some of this is going to play out.

B. Guided Pathways:

GP Interventions Coordinator Jaki Kamphuis: We are meeting next week and Rendell Drew is on the agenda for next week to talk about the survey on December 10th. The intervention team will be meeting over the intersession to work on action items and some recommendations.

Dean Rene DeLong: The three GP design groups are intending to have Dr. Darla Cooper, the RP group's executive director for the California Community Colleges come and provide some training for those three design teams on Friday, January 24th during intersession. This will be open to the three Guided Pathways design teams only.

GP Onboarding Coordinator Jessica Alabi: We're asking Dr. Cooper to stay open to the campus community but to tailor it to the Guided Pathways work we're starting to do. Our scale of adoption assessment is due and we'll be doing very focused equity work. If people want to come, we'll be expecting them to stay with us and work.

4. Unfinished Business

A. Transitioning of BSI, Equity, and SSSP to SEA – Jamie Blair

Senator Blair noted that Senator Phillips, also the Transparency Committee Chair, could not attend today. He has something to report to the Senate regarding this. Senator Blair provided a brief history of the creation and purpose of the Transparency Committee. Because of his absence, she is shortening her presentation today and will bring it back in its entirety when Senator Phillips returns, at the meeting in two weeks.

She stated she would like to present some information and ideas and get Senate feedback.

This is a transition year for SEA. Next year it will be called SEAP – a combination of what's happening in equity, SSSP and basic skills initiative all moved into one group.

The intent of SEA is in implementing activities that reflect Guided Pathways and eliminate achievement gaps of traditionally under-represented students. The districts will be allowed to make decisions on how they're going to spend the money locally, so we have some authority here.

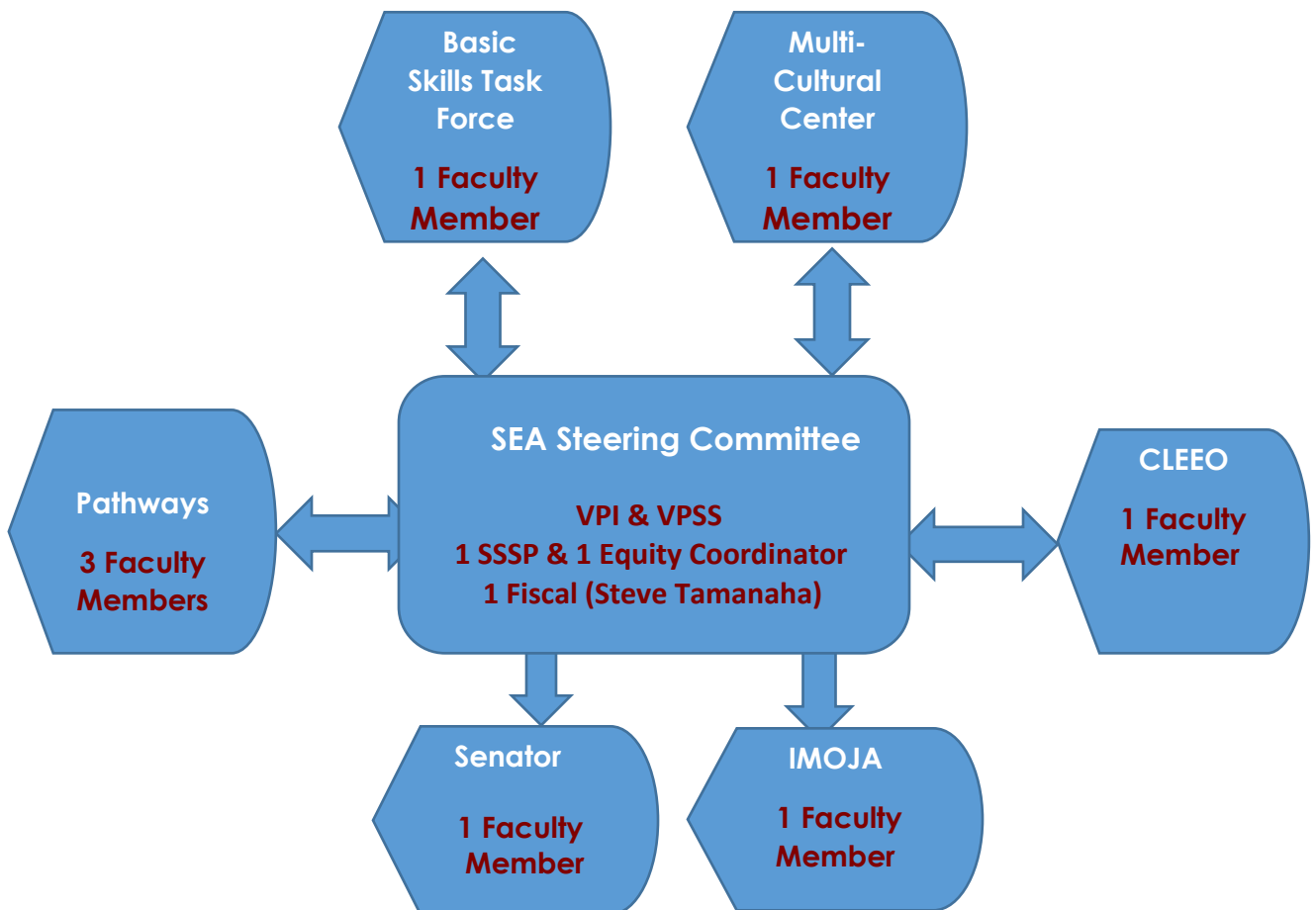
The SEA Guide refers to Education Code 78222 that states that up to 1% of the funds can be used for faculty and staff development to improve curriculum, instruction, student services, and program practices in basic skills and English as a Second Language program pursuant to Section 88815 of the Education Code. That puts the SEA program and how it works under the 10 + 1. How do we create a committee that oversees the implementation of the SEA program?

To answer that question, Senator Blair reported that she reached out to UMOJA and CLEEO as they serve underrepresented students in basic skills, and under-represented first-year students, so their representation here would be helpful. The Multicultural Center and

Pathways instructors are necessary as they can provide information on how to support Pathways. The committee needs the support of the VPs of Instruction and Student Services. When you are using categorical money, you need a fiscal person to make sure you're using funds correctly. The Equity and the SSSP coordinators are needed because we have to abide by Equity guideline benchmarks.

Therefore, this diagram is a suggestion of a starting point for a SEA Steering Committee. She requested Senate feedback.

**DRAFT PROPOSAL FOR A "SEA STEERING COMMITTEE"
TO OVERSEE THE IMPLEMENTATION OF THE SEA PROGRAM**



Senate Members Presented These Comments and Ideas:

- Because there is so much impact on English and math, should there be a dedicated person for each on the committee?
- It would be good to have someone from the Student Success Center and the library.
- Partnering with the library for developing student research skills would be helpful.
- Can SEA's goals be presented more thoroughly?

Senator Blair noted that since Guided Pathways may only be here a couple more years, that part of the proposed committee might change. Nevertheless, the SEA Steering Committee will have to manage the state money, plus ensure bridging of gaps and attainment of goals, and that's why we have to hear from all of these particular groups noted on the proposed SEA Steering Committee diagram. The charge of this group is to make sure we're achieving the SEA goals. This group has to manage the money from the state.

She agreed to add the word "Guided" to the Pathways part of the diagram, to bring back detailed SEA goals, and to consider clarifying the focus and difference between this steering committee's charge and other committees on campus.

B. DCC Subcommittee AP 7310: Nepotism – Marilyn Kennedy

Senator Kennedy reviewed her process of writing, researching, and collating the AP and its proposed changes, and proceeded to review the changes and updates since last week.

Originally, we had planned to de-couple the faculty AP from everything else. Right now, it's still merged with the other employee constituencies, but the de-coupling is an option if things don't work out for us.

As to the changes, she explained that the anti-discrimination of family members clause was taken from Yosemite Community College District's 7310 policy which is based on government code 12940: *it is unlawful to discriminate in employment practices due to ancestry, genetic information, marital status*. This is to protect potential employees from being excluded as applicants solely on the basis of their family relationship with someone else in the District but that still allows for exclusions based on nepotism [required by Code].

The word "immediate" supervisor was changed to "direct" so that it can be interpreted only as the employee's direct supervisor (usually a dean for faculty), not anyone in the supervisory chain (such as the VPI). This change is based on last week's recommendations. It allows for direct supervisory relationships for faculty only if there is no conflict of interest which may be due to assigning another to evaluate and supervise in rare situations.

She noted that Dr. Serban and Dr. Baeza were concerned about the strike-outs in lines 48-51, but reassured them that some of these concerns are covered in lines 15-23 about supervisory relationships and in lines 33-36 about unfair influence. [Keeping lines 48-51 struck ensures faculty the freedom to apply and work in the same department without having to report or appeal to the District unless there is a direct, supervisory relationship between them.]

Clearer language was added in section 3 to ensure that no applicant would be removed from the applicant pool until the appeal process is completed and there was a determination that there was a conflict of interest

Language was added that would make it clear that a job applicant would disclose *to the best of their knowledge* any familial relationships that would result in a direct supervisory relationship.

She noted there were a few more things to ensure in the policy.

Dr. Serban noted that the last meeting of the DCC subcommittee for the fall semester is December 6th and we will be asking for a vote of the DCC subcommittee incorporating some of the revisions to the AP. If we don't have an approved revised AP at the December 6th subcommittee, all hiring for spring will be done under the current BP which we all agree is no good and we want it changed. I suggest to you, while this may not be perfect, it better to have those approved. After this, they have to go to two board meetings so it will not be until the first February board meeting. We can have something better in place for the spring hiring. In order to help the hiring process in the spring, it doesn't do any good to stay with the current BP and by not having a new AP that's approved by the subcommittee by December 6th, we will be forced to stay with the current BP for spring hiring. We're probably at ninety percent of where we want to be. This doesn't preclude further discussion in the spring and having another revision.

A senator noted that It would be much worse if these new employees would be hired under the existing flawed policy. The policy is good but not quite perfect. What Dr. Serban says is reasonable for us. This is taking a lot of senate time.

Senator Kennedy noted that the original plan was to de-couple faculty from the others in this policy so that they are less restricted; this new policy will remove that protection.

Dr. Serban noted that in the last DCC subcommittee meeting we cannot move without the AP because the BP makes reference relationships in the AP. A lot of the procedural stuff is on the AP making the BP a hollow piece of paper. We also cannot move forward with an AP that does not include faculty because there are hirings happening for all employee groups.

Senator Kennedy noted that with the policy we have in place right now, the current BP, it does have special exclusions for faculty. If we don't approve the BP/AP now, those faculty exclusions will stay.

Dr. Serban noted that "We actually incorporated a lot of your suggestions. The one we will not incorporate is the lines 48-51, the appeal process. This is very important from an HR perspective and will stay there."

Senator Kennedy noted her concerns with those lines that are requested to be reinstated as they have the "immediate supervisor" language which has been triggering investigations because those are interpreted as the VPs. If we don't approve anything today and leave what we have right now, faculty are protected more than they will be.

President Sachs asked if there was a motion. Do we need to leave lines 48-51 in?

--Senators asked for clarity on what was being voted on—what language.

After clarification and discussion, President Sachs noted that all struck out language would be the same except that lines 48-51 [as per Dr. Serban's request] would be brought back and lines 87-88 in red would be struck out.

Motion 7: Senator Isaac moved that the Senate approve the AP 7310 Nepotism policy as stated by President Sachs; motion seconded; motion approved with one abstention.

C. Review of District-Wide Technology Plan for 2020-23 – Sandy Whiteside

Sandy Whiteside addressed the Senate and said that in the interest of time, she would provide brief information. The Technology Committee met on October 3rd and went through this document for one hour and a half, line by line. The Academic Senate has five representatives on the committee. The document has also been taken to the College Budget Committee and the Classified Senate and will go back to College Council in December.

She proposed to submit those detailed meeting minutes reviewing the Technology Plan and have one of the faculty representatives have them sent to all of the Senators; Sandy Whiteside will return on December 10th for approval.

President Sachs stated that the plan was presented at the last College Council meeting and while it wasn't endorsed yet, there were no concerns about it or objections to it.

5. New Business

President Sachs noted that there were only three to four minutes left in the Senate meeting and there is a guest, Dr. Serban, who would like to present on potential discussions on the Academic Calendar (an item on New Business). He asked for a motion to do so.

Motion 8: Senator Kennedy moved to take up New Business and allow that discussion to begin; motion seconded; motion approved unanimously.

A. Academic Calendar – Dr. Adreea Serban

The Academic calendar is developed and approved by the District Academic Calendar Committee which has representation from the bargaining unit representatives, the Vice Presidents of Instruction, myself (Vice Chancellor of Instruction), and the Vice Chancellor of Human Resources. We've had the same calendar the last few years.

We began to discuss other options to enhance opportunities for what course offerings could be scheduled, possibly to increase enrollments; we looked at data on how winter has performed. In 2013-14, the intersession was reinstated when the budgets became good again. VC Serban presented this overview of the three proposals:

- Option 1 – This is repeating the current calendar we currently have
- Options 2 and 3 – [three full sessions or trimesters—with 13- to 16-day breaks between each session] The reasons to consider these are to allow for a longer summer that provides for different opportunities in terms of types of courses and length of sections that could be scheduled.

Looking at the data, it shows that winter session numbers have gone down since 2016. The number of sections has gone up, but enrollment has gone down. For students enrolled in the winter sessions, many do not continue on into spring. Summer is different, as many students enrolled in summer continue on through to fall.

We will also be seeking input from the Associated Student Governments in spring and from all Senates. We want an opportunity to discuss and look at pros and cons. Are we willing to try something one year and see if it makes a difference?

--A senator wondered that with options 2 and 3, would there be three full semesters where faculty could select two out of the three semesters to teach in? Would there still be the same hours of teaching in each session?

--Another senator stated that it would be helpful to have a list of considerations and strategies as to why this change? Something more directive and informational.

President Sachs noted that that discussion on teaching load and hours would get into negotiated issues. However, this is something that bears some real thought as per the impact on programs and the Senate would benefit from smaller working groups looking those concerns. He requested that Senator Isaac find an Allied Health person to see how this impacts their programs and suggested that other disciplines should look at how it would affect their programs, too.

--A senator noted that this does lean into negotiating territory with the discussion of working conditions. However, how this effects teaching and program quality are Senate issues. As a senator, she has been slammed with division constituents' complaints about this proposal and their concerns on the quality of teaching and programs; it's a huge concern. She recommended that the Academic Standards committee review this in terms of impact of teaching and program quality standards. She also noted that most trimesters are shortened, heightened semesters with less classes per faculty or student. These proposals are not the same; these are hybrids with a break of two weeks which gives little time for faculty to prepare or improve their class teaching.

President Sachs noted that we have an Academic Standards Committee that might be the venue, we can look at that in the spring time.

6. Adjournment of the Regular Meeting

President Loren Sachs adjourned the meeting at 12:34pm

Approval of the Minutes: December 10, 2019

MINUTES: First draft written by Michelle Ozuna, Administrative Assistant II, HR. 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

Motions 1, 2, 3 Minutes Nov. 5, 11, 19	Motions 4 & 5	Motion 6 Suspend 12/3 meeting	Motion 7 AP 7310: Nepotism	Motion 8 Move to New Business to Discuss Academic Calendar	Senate Membership
	Consent				
Aye	Aye	Aye	Aye	Aye	Barnes, Carol: Counseling Senator (2018-2021)
Aye	Aye	Aye	Aye	Aye	Blair, Jamie: Senator-at-Large (2018-2021)
Aye	Aye	Aye	Aye	Aye	Brown, Cameron: Athletics & Kinesiology Senator (2017-2020)
Aye	Aye	Aye	Aye	Aye	Connor, Sean: Senator-at-Large (2017-2020)
Absent	Absent	Absent	Absent	Absent	Cuellar, Eric: Senator-at-Large (2018-2021)
Absent	Absent	Absent	Absent	Absent	Della Marna, Jodi: Library & Learning Support Senator (2017-2020) 11:42 arrival
Absent	Absent	Absent	Absent	Absent	Denney, Matt: Technology Senator (2017-2020)
Aye	Aye	Aye	Aye	Aye	Drew, Rendell: Senator-at-Large (2017-2020)
Absent	Absent	Absent	Absent	Absent	Ely, Cynthia: Part-Time Senator (2019-2020)
Absent	Absent	Absent	Absent	Absent	Diogba G'bye: Part-Time Senator (2019-2020)
Aye	Aye	Aye	Aye	Aye	Gordon, Lee: Senator-at-Large (2019-2022)
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Absent	Absent	Absent	Absent	Absent	Holt, Kelly: Senator-at-Large (2017-2020)
Aye	Aye	Aye	Aye	Aye	Isaac, Darryl: Con. & Health Sciences Senator (2017-2020)
Aye	Aye	Abstain	Abstain	Ayen	Kennedy, Marilyn: Lit & Lang Senator, PDI Chair (2019-2022)
Aye	Aye	Aye	Aye	Aye	Lloyd, Douglas Math & Sciences Senator (2017-2020)
Aye	Aye	Aye	Aye	Aye	Means, Leland Visual & Performing Art Senator (2018-2021)
Absent	Absent	Absent	Absent	Absent	Neil, Jeanne: Business & Computing Senator (2019-2022)
Absent	Absent	Absent	Absent	Absent	Pena, Max: Senator-at-Large (2019-2022) 11:47 arrival
Absent	Absent	Absent	Absent	Absent	Phillips, Clyde: Student Services Senator (2017-2020)
Aye	Aye	Aye	Aye	Aye	Sachs, Loren: Senator-at-Large (2019-2022)
Aye	Aye	Aye	Aye	Aye	Stanton, Jordan: Social & Behavioral Sciences Senator (2019-2022)

