

# ORANGE COAST COLLEGE

Academic Senate Meeting | 02/16/21 | 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
Eduardo Arismendi-Pardi, <i>at-Large</i> (temporary replacement for <i>at-Large Blair</i> )	Present	Marilyn Kennedy, <i>Lit &amp; Lang, PDI Chair, Secretary</i>	Present
Carol Barnes, <i>Counseling</i>	Present	Jodie Legaspi, <i>Athletics &amp; Kinesiology</i>	Absent
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>	Present
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):** Jaki Kamphuis, Yilin Wang, Valerie Barcarse, Kate McCarroll, Larissa Nazarenko, Bob Fey, Anna Hanlon, Michelle Grimes-Hillman, Laura Reese, Rob Schneiderman, Arabian Morgan, and Renee De Long.

## 1. Preliminary Matters

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

**B. Opportunity for Public Comment:**

Cyndee Ely and Rendell Drew

**C. Approval of the Minutes – February 09, 2021:**

**Motion 1: Senator Kennedy** moved to approve the February 9, 2021 minutes with minor correction motion seconded; motion approved.

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

**Senator Neil:** Introduced two new guests to the Senate, Yilin Wang, a chemistry instructor at OCC who is interested in getting involved, and Valerie Barcarse, a TIES mentee who is an active CPA and has worked at the state Board of Equalization for approximately eight years. **Senator Gordon** emphasized that the TIES program is a wonderful resource.

**Senator Cuellar:** Announced that the series of seminars for Equity and Engagement starts this Thursday, February 18. Two other community colleges will join these seminars along with OCC. Anybody interested in being part of the webinars can send him an email expressing their interest in the webinars. Faculty participants can attend the seminars as much as they can.

## 2. Consent Agenda

### No Consent Agenda.

## 3. Officer, Senator, & Committee Reports

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

**Elections:** The division senator terms for Counseling and Visual and Performing Arts end this year in 2021. Those divisions will need to conduct elections. There are no term limits for senators. The goal is to get the senator at-large elections done before spring break. The Department Chair announcement will also be going out soon.

**Budget:** Last week there was a combined budget meeting at the campus and district levels. The budget seems gloomy, but there are also options and possibilities with much depending on the CARES money that is being proposed at the federal level. There will be an update about the budget next week.

**Student Names on Rosters:** The senate presidents met with Chancellor Weispfenning as part of their monthly meeting. In the fall, there was a lot of discussion about preferred name versus legal name on the roster. There is going to be a lot more discussion that is going to come up this semester about that because there has been a realization that while there is a need for it, the way it has been rolled out is presenting a lot of concerns. There is a resolution at Golden West opposing the current measure, so this conversation will come back to the OCC Senate. There may be a policy statement coming up to address this matter.

**Flex Coordinator:** The Flex Coordinator position is currently open. Faculty are encouraged to apply for the position.

### B. Guided Pathways Reporting – GP Intervention Coordinator Jaki Kamphuis:

The Intervention Team looks at how to keep students on the path that they choose as part of their guided pathways journey. Guided Pathways will have sessions on Flex Day: on creating a Faculty Center, on the Student Success Center, on the Pathways Fair, and on Starfish.

### C. Statewide Guided Pathways Representatives:

No report.

### D. Union/Bargaining Unit Report – CFE President Rob Schneiderman:

Reported that there are issues with the tenure-track evaluation process. Over the last two years, the last five people who did not make it through tenure track were either minority faculty or first-generation-immigrant faculty. That's an important thing to note; over the last two years that 100% of the people that did not make it through the tenure-track process were either minority faculty or tenure-track faculty [first-generation immigrant?]. While the Senate has done a terrific job in addressing the hiring process, it seems that once minority or under-represented faculty or first-generation immigrant faculty are hired, they are not making it through the tenure process. They do not have the support that they need because they are not successfully navigating tenure. They have received three years of satisfactory evaluations and then the last year they have some decisions, sometimes split decisions, and they are denied tenure. The [College] President is the final backstop to overcome these discriminatory policies, and we rely on the [College] President to do the right thing in these situations. When there is a split committee, especially when there have been satisfactory reviews the whole way, and we spent a

lot of time with training and we work with the Senate, the Senate needs to be aware that there is going to be a cost if this continues happening. The college bears the cost because nobody is going to want to go to a school where people discriminate against minorities, and beyond, the consequences to the managers when we file lawsuits, where will these managers now be when they look for their next promotion? It's going to affect enrollment, so we care about this, the Senate cares about this, and we really need to create an environment—it really looks like these faculty are being discriminated against and they're being retaliated against for bringing some issues up that are real issues. And you know if this continues happening it's going to have a problem for our enrollment and for your bond issues, because who in the community is going to support paying for a bond when the schools in their district are discriminating against the faculty, against people of color? So, I just wanted to bring it up that it could have downstream consequences; we hear there's give and take between the union and management all the time and that doesn't mean that the union is always giving, and management is always taking; it's not give and take, so we hope there's some balance here, and the [College] President can do the right thing to kind of overcome some of these practices.

**Senator 1:** Stated that when she was on the negotiations team years ago, she researched extensively about tenure-track evaluation training and the original intent in the committee was for training, but not the way it is now—now it is perfunctory now and just discusses procedures. However, people need to be trained in the nuances we are dealing with now—I propose that that is woefully needed now. There is also something in the contract, unless that got removed, where if there is a problem [on the evaluation team] you can request to have somebody removed from the team. Of course, we can talk about training here in the Senate, but that is already in the contract, and it doesn't say in the Contract that it has to be done the way it is being done now [The current contract states it is "developed and presented jointly by union and management"--[Link to CFE Contract on CFE Site on 2-21-2021](#)]

**CFE Pres Schneiderman:** The Senate has voiced its concern about tenure-track evaluations when the pandemic first started. It specifically communicated that the Zoom classes should not doom anyone's tenure track or anyone's evaluation. Three years of satisfactory evaluations then all of a sudden, some bad Zoom videos or something and everything goes south. The Senate voiced its opinion on this and it's really frustrating that it is not being respected.

**Senator 2:** We have another truth before our eyes here, so I want you all to think about the things we're talking about, being multicultural or being inclusive. Being cognizant of the changing demographics as we develop the infrastructure of the Multicultural Center, these are the kinds of things that need to be addressed for faculty training. What about mentoring? These five individuals are failing to get their tenure and they are all, as we were informed, minorities or underrepresented groups. It is very bothersome. The hope is that moving forward, everyone can work together in providing faculty training to get these people through. The resolution approved last week was meant to avoid problems like this. Everyone is in this situation together. The entire campus needs to make sure that faculty and staff is reflective of the changing demographics.

**Senator 3:** It seems that in the last comments by President Schneiderman, there was some information added which changed what was originally said. Did these people fail because of the Zoom environment, or is there something specific and direct happening? So, I would like a little clarification as to if it is a combination, or is it the Zoom issue?

**CFE Pres Schneiderman:** One of the five was Zoom related. The other ones were different situations.

**President Sachs:** This topic will be on the agenda in the future since it is now beyond an information report and we are delving in to how to fix it. You have all spoken eloquently. But I'd like to get this on the agenda because this is an opportunity to fix, and to discover if this is a Zoom-related issue or something else. This is something that we need to look at institutionally; based on this statistic that President Schneiderman gave about the five failed tenures, that's not acceptable in any way. This is going to take much more depth than we're going to be able to give it here so we will move on the agenda starting next week.

**CFE Pres Schneiderman:** It was only one of the five who had a Zoom issue and hopefully the [College] President, it's still on the president's desk, can do the right thing on this, on the situation and reflect the will of the Senate. But that's only one of the five; all of the other five have a different situation.

**Senator 4:** I just would ask for specifics, so we know whether there is a trend in one area or if everything is different.

**President Sachs:** I don't want to presuppose, but I think that part of the challenge is going to be that those [tenure-track evaluation] documents are confidential, so it's going to have to be in very broad strokes. I can reach out to President Suarez, but President Schneiderman has the details, and then we can work on getting some of those broad-based things and lead a discussion since Senator Kennedy probably has as much experience with contract stuff as anybody currently on the E-Board. Maybe we can have Senator Means and President Schneiderman or Bob Fey sort of co-host some of this discussion over the next couple weeks so that we can kind of drive this in a uniformed process, because what I'd be really concerned about is if [confidential] data becomes public, or if this issue gets seen by the Board of Trustees somebody on campus is going to be answering to the Board why this is happening, so we need to get ahead of this.

**E. COVID Update – Loren Sachs:** There will be a 9 AM Flex session about this topic. If anybody has any ideas to be presented feel free to email them. All faculty voices need to be heard before decisions are made. The goal is to start gathering data. There will also be a Senate meeting, probably in March, similar to the one at the end of fall semester. With the vaccine now becoming available, there will be more to talk about and there is a much more positive outlook for more campus presence in the fall as per the District Consultation Council.

## 4. Unfinished Business

- A. Starfish Faculty Liaison – Charles Otwell:** Stated that the Starfish Liaison job description currently under review was first presented to the Senate in the fall semester of 2020. It's a stipend position for a faculty member who would be giving input from the faculty perspective to the Implementation Team. That faculty member would also act as an ambassador and support person for Starfish to faculty. What was not discussed in the fall was the selection process for this so it that is being brought back to the Senate to get ideas about how the selection for this position should go. This is not a coordinator position; it is just going to be a stipend and a short-term position. [There are no restrictions as to full-time or part-time faculty.]

**GP Intervention Coordinator Jaki Kamphuis:** Originally there were supposed to be two positions, one counselor and one instructional faculty member. The counselor has already been appointed and that is Jessica Martin. The instructional faculty needs to be appointed as soon as possible because things are already starting to happen. They want the instructional faculty to help make decisions.

**President Sachs:** Reminded the Senate that next week we will be voting on this.

- B. SOAA Report – Anna Hanlon:** The SOAA report is something that is submitted every year to the State. It addresses the four pillars of Guided Pathways and it reports out the work of the different design teams with regards to Guided Pathways. It is a great document in terms of Guided Pathways, in terms of transparency to the college, but also to the State and other stakeholders. This document was sent out last week to all senators via email. If there is any feedback this is the time to share it. This is a document that has been constructed and reviewed multiple times by all the Guided Pathways leads. Everything has been compiled into one document. They collected the different narratives from the faculty members on the Design Teams. The document was written by the Design Teams and by the faculty. The biggest change was on Pillar 2. They previously just relied on assessment. They are now looking at how are they ensuring learning from the faculty's perspective. They want the development of a faculty-driven center for teaching and learning. The change was an outgrowth of the conversation between the faculty leads and the other members on the committee.

**President Sachs:** All of our GP leads have signed off on the pieces that reflect their areas. This has basically been forwarded from them to us. Asked if there were any more questions or if anyone wished to make a motion.

**Motion 2: Senator Kennedy** moved to approve the SOAA Report; motion seconded; motion approved. [See voting chart at the end of these minutes]

## 5. New Business

### A. Ethnic Studies Discussion – President Sachs & Charles Otwell:

**President Sachs:** Over the calendar year 2020 the Cal State university system put in an ethnic studies requirement for graduation. OCC sends many students to CSUs. There was been a trickledown effect as to what it looks like at the community college level. Senator Alabi is actively involved, and she is the Ethnic Studies Chair on campus and Charles Otwell is the Curriculum Chair.

Senator Alabi was not able to attend the meeting today, so President Sachs relayed her message that this summer OCC is going to be offering courses in Ethnic Studies that meet the ethnic studies requirement and there's going to be an expansion of those offerings in the fall and continue to grow out. There are currently four areas that are defined within Ethnic Studies and then there is a list of criteria that classes have to meet. There will be studies in Latinx, Black Studies, Native-American Studies, and Asian Pacific Islander Studies. Right now, those are the four groups that do exist under the Ethnic Studies umbrella for the CSU. The CSU started out with one version of it. It was dismantled and then reassembled later in the year. There has been lot of change.

**Curriculum Chair – Charles Otwell:** There has been a change to the GE pattern for the CSU. There is a new area in that pattern. This is the ethnic studies area, which requires students to take one three-semester unit course. This also means that there has been a change to area D, which will become six units, instead of nine. The reason that it is area D and not area C is

because area C is split between two areas. Students have to do three units in each of the two areas and then one other course. For Area D, this course can be lower division. Most of the courses at the CSU are also going to be lower division. They want to make sure that all transfers students meet the requirement. For a course to be placed in area F, it must meet at least three of the five core competencies, which are listed in the [website](#). The focus of the course needs to be on United States society and/or history. Only courses from the areas listed in the core competencies will satisfy the requirements. They must have an ethnic studies focus and they must also have one of the ethnic studies prefixes like Latin American Studies, Ethnic Studies, Asian-American Studies or be cross listed with a course that has such a prefix. The courses need to be offered by the community colleges by the fall of 2022. OCC should be fine there because it is already offering courses now. The CSUs have instituted the requirement for students who are graduating in 2024-2025. The courses that were submitted were Ethnic Studies 101 and 150, and History 150, which is cross listed with Ethnic Studies 150. These have already been submitted for area F. As Senator Alabi indicated, she is writing more courses. They will be working on them this summer and getting them through the Curriculum Committee and sending them for articulation in the fall. They are also going to cooperate as much as possible with the sister colleges on the numbering of courses. In order to respect the students who are having to navigate the single term code, they thought that it would be best if they consult and cooperate on numbering.

**President Sachs:** Shared his screen to share a document that came out of the Chancellor's Office. The document shows what the college's responsibilities are. The middle paragraph shows the things that the college needs to do such as prepare the Curriculum Committees and Academic Senate to discuss the ethnic studies as a discipline, review the core competency, etc. The document is dated February 11. This is new and still evolving. It is not a graduation requirement from a community college yet, but there was a resolution to include that back in the fall planetary. That will be coming up. OCC has courses in front of the statewide Chancellor's Office already waiting for approval, which puts the college in a good position.

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**Senator 2:** Asked a question about the status of the District's E-learning policies and the status of the OCC proposal.

**Senator 1:** Stated that it was shared with the District Board Policies and Administrative Procedures Committee before the winter break and was supposed to be worked on over the break, but there has not been any update on it, but she can check on the status of it at the next meeting. Currently, it is flexible per faculty as long as faculty follow the laws on recording.

**Senator 2:** Encouraged attendance at the Flex workshop on the Multicultural Committee.

**Senator 5:** Stated that the Honors Council has a scheduled session for Flex.

**President Sachs:** Discussed the large amount of Flex sessions scheduled early in the morning at the same time. He encouraged the Flex hosts to record the sessions and save them so other faculty can view them later.

**Senator 1:** Request that discussion of Flex be on the next Senate agenda.

## 6. Adjournment of the Regular Meeting

**President Sachs** adjourned the meeting at 12:28 p.m.

## 7. 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.

### Voting Tallies Chart

Motion 1	Motion 2	Senate Membership
Minutes 02/09/21	SOAA Report	
Aye	Absent	Alabi, Jessica A.: Senator-at-Large (2020-2023) 11:35 departure
Absent	Aye	Arismendi-Pardi, Eduardo: Senator-at-Large (temporary replacement for Senator-at-large Jamie Blair) (2018-2021) 11:51 arrival
Aye	Aye	Barnes, Carol: Counseling Senator (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)
Absent	Aye	Denney, Matt: Technology Senator (2020-2023) 11:38 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	Aye	G'bye, Diogba: Part-Time Senator (2020-2021) 11:47 arrival
Aye	Aye	Gordon, Lee: Vice President, Senator-at-Large (2019-2022)
Aye	Aye	Kennedy, Marilyn: Secretary, Lit and Lang Senator (2019-2022)
Absent	Absent	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)
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Aye	Nay	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)