

ORANGE COAST COLLEGE

Academic Senate Meeting | 02/23/21 | 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 SAL Jamie Blair)	Present	Marilyn Kennedy, <i>Lit & Lang, PDI Chair, Secretary</i>	Present
Carol Barnes, <i>Counseling</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): Yilin Wang, Kate McCarroll, Michelle Grimes-Hillman, Renee De Long, Anna Hanlon, Nathan Jensen, Jaki Kamphuis, Bob Fey, Arabian Morgan.

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, Leland Means.
- C. **Approval of the Minutes – February 16, 2021:**
Motion 1: Senator Kennedy moved to approve the February 16, 2021, minutes; motion seconded; motion approved.
Motion 2: Senator Means moved to approve the December 4, 2020, minutes for the Joint Senate-CFE Union Special meeting; motion seconded; motion approved.
- D. **For the Good of the Order Announcements:** None.

2. Consent Agenda

No Consent Agenda.

3. Officer, Senator, & Committee Reports

- A. **President's Report – President Loren Sachs:**
FLEX Coordinator Position - The FLEX coordinator position is still open; it closes Wednesday, February 24, 5 p.m.

IPC - The first meeting of the semester took place last week. This is the semester where the ARR data collection is done; the timelines are out there for the acquisition of materials, facilities, etcetera.

Faculty Hiring - There was a debrief during the IPC subcommittee about faculty hiring. They approved the rankings back in the fall; however, they are still at the District office. There have been some conversations between President Suarez and Dr. Weispenning about waiting for the next state budget to make sure that the numbers are approximately where they were in the fall. When this academic year started, there were estimated massive shortfalls that were proven not to be the case. The idea is that if those estimates were so widely variant, then it would be better to wait for another round of numbers from the state before the District commits to action.

Senate President and Vice-President, College President and Vice-President Meeting - Last Friday Senate President Sachs and Senate VP Gordon met with College President Suarez and College VP Grimes-Hillman. They discussed FLEX Day and potential alternatives for scheduling and formatting since so many sessions were at the same time.

Accelerated Tenure Process - There was a request from Coastline about utilizing the accelerated tenure process. The challenge was that in order to meet the mandated guidelines per the contract, it would have had to have been convened and executed by this Friday, February 26, and that couldn't be done due to the need to call out and select GWC and OCC appointees to the committee. Therefore, that timeline might produce some work for Bob Fey and Union President Rob Schneiderman.

HEDS Survey – Please take the time to fill out the HEDS survey released by Dr. Baeza.

Student Services – Please direct students in need to Student Services because they are doing tremendous work in finding resources for them, whether that is at OCC or through other community partners.

B. Board Policies and Administrative Procedures Committee (BPAP) BP/AP Report – Senator Kennedy:

Senator Kennedy noted that the BP/AP policies under review by the BPAP are attached under the President's report section of the [BoardDocs agenda](#) for review by the senators. Please provide feedback for any policies that are not discussed in depth that you have concerns with.

AP 4105: Distance Education: The BPAP will be revising the existing AP 4105 Distance Education to incorporate camera and Zoom issues and to include language that mirrors the legal opinion from the State Chancellor's Office sent on March 5. Faculty should include their expectations of Zoom and camera use in their class syllabi and minimize the cases when they request students to turn their cameras on. This is to keep academic freedom and equity issues intact.

The following policies have changes that do not directly affect faculty, but feel free to contact Senator Kennedy if you have questions, concerns, or suggestions, as the policies are in first readings: BP 2015 Student Member, Board of Trustees; BP 2105 Selection of Student Member, Board of Trustees; AP/BP Fees (for students); changes at Coastline; AP/BP 6700 Civic Center and Other Use Facilities; will be updated again once the newest OCC buildings are done and spaces are ready to be rented; AP 7120D Recruitment and Selection for Confidential Employees and AP 7120E Recruitment and Selection for Classified Employees; both are adding a confidential employee; and BP/AP Fingerprinting.

President Sachs noted that Kinesiology and VPA are encouraged to look at the facilities on BP/AP 6700 because those are the two areas where their facilities may be affected.

- B. Guided Pathways Reporting – GP Intervention Coordinator Jaki Kamphuis:** There is a Starfish kickoff event for Friday, March 5, 9:00 – 10:30 a.m. Hobsons will be talking about the project Starfish. It will be a broad overview of what the project looks like, a timeline, and an introduction for the implementation team. They also have some focus groups that have been scheduled with the company's representatives, as well.

There will be a focus group open to both faculty and staff that is going to be held on March 4, from 12 – 1 p.m. There will be one for instructional faculty on Wednesday, March 10, from 8 – 9 a.m. Lastly, there will be another focus group, scheduled for counselors on Thursday, March 11, 8:00- 9:00 a.m.

- Kickoff event – March 5, 9-10:30
- Focus groups:
 - Info session for faculty and staff – March 4, 12-1
 - Instructional faculty – March 10, 8-9 a.m.
 - Counselors – March 11th, 8-9 a.m.

A [link](#) was provided to a short [Interest Form/Survey](#). The survey is to ask faculty if they are interested in participating in these focus groups. The survey information will go to Erin Fitzgerald, who is helping to organize these events. The company does want to keep these focus groups small, so they are going to cap them at around fifteen participants.

- C. Statewide Guided Pathways Representatives:** No report.

- D. Union/Bargaining Unit Report – CFE President Rob Schneiderman:** CFE received a lot of feedback at the Union session on Flex Day last Thursday. President Schneiderman had a discussion with President Suarez and the purpose of that was not to negotiate because some of this is negotiable, but some is not, but rather to find out where she was and to try to communicate that with faculty. The meeting was based on the Flex Day session and the discussions with many people, as there is a vacuum in terms of information. Wednesday is when VPI Michelle Grimes-Hillman is going to be talking with all the deans on what the specific goals are for the fall and that will have to be worked out with different departments.

- E. Budget Update – Senator Cyndee Ely:**

Senator Ely reported that the District received an “unqualified” rating—the highest rating possible, in audit speak. This means that the District's financial statements were accurate and presented fairly, in all material respects, the financial position of the District. This evaluation normally happens earlier, but the District was waiting for CARES instructions from the federal agencies. The fact that the District had a clean audit indicates that they are moving forward. There will be more to come on the budget, but it is very important that the District got a completely “unqualified” opinion in the audit report.

4. Unfinished Business

- A. Starfish Faculty Liaison – Curriculum Chair Charles Otwell and Anna Hanlon:**

Curriculum Chair Charles Otwell reported that the Starfish Faculty Liaison position was brought before the Senate last week and so today they are asking for the Senate's approval on the faculty liaison position in order to get the call out started because the kickoff is on March 05. **Anna Hanlon** noted that they are up against a time crunch. This is

not a coordinator position; it is not a permanent long-term position; it will probably go through this semester and potentially into summer if there is additional work. She asked for the Senate's feedback and potential endorsement.

Motion 3: Senator Ely moved to approve the Starfish Faculty Liaison Position; motion seconded; motion approved.

5. New Business

A. Tenure-Track Evaluation Discussion:

President Sachs: Last week CFE President Rob Schneiderman shared concerns about some faculty who are going through the tenure process, and the E-Board discussed the tenure evaluation parts that are a Senate issue, and this item was placed on the Senate agenda to possibly recommend some next steps, as the issue sits in both the Union and Senate purviews. [Ed. 87663 (e) The Legislature recognizes that faculty evaluation procedures may be negotiated as part of the collective bargaining process. (f) In those districts where faculty evaluation procedures are collectively bargained, the faculty's exclusive representative shall consult with the academic senate prior to engaging in collective bargaining regarding those procedures.]

Senator [1]: Because faculty had to learn how to manage different tools and platforms with the sudden transition to remote teaching, that is something to be mindful of as the Senate looks at tenure-track evaluations.

Senator [2]: The COVID crisis came on suddenly and a large number of faculty did not intend to be distance learning instructors. For that reason, they should be "held harmless," for tenure-track and regular faculty evaluations. As long as this crisis persists, no one should be harmed because of Zoom.

President Sachs: As a reminder, the Senate did make that statement the start of the fall semester regarding Zoom and evaluations. VP Gordon and I reiterated it to President Suarez and Vice President Grimes-Hillman at our last meeting.

Senator [3]: If there is a pattern of disproportionately denying tenure to minority groups, the college should look into that and we should revisit the evaluations process to ensure it is rigorous, fair, and has oversight. However, the Senate should abstain from making a general statement saying that everyone who was originally denied tenure by the committee should now be granted tenure if there are some candidates who have had very well documented issues prior to this year that are not Zoom-related. The hope is that our college president, who is good at looking through an equity and diversity lens, looks at each case individually and fairly.

Senator [4]: The senator shared some negative experiences experienced during the senator's own tenure-track process, which were related to speech style, background training, and classes that were scheduled at times that created contract violations. The contract is not respected with new hires; there additionally needs to be more sensitivity to women's issues and the culturally relevant and responsive types of teaching that minorities do.

Senator [5]: The tenure process needs to be looked at; however, in case of the five people up for tenure now, the Senate cannot move and make decisions in an informed way without facts, and these are confidential issues.

Senator [6]: Currently in the contract is a Professional Development Institute (PDI) option for mentoring tenure-track faculty; Professor Lerma, PDI Alternative Methods Subcommittee Chair, recommended that since faculty can get PDI credits or stipends, the Senate should

put out calls for mentors for new hires; mentor and mentee still have to agree to the pairing; the new hire could also select a mentor on their own.

Additionally, the contract has a small tenure appeals process which should be made stronger by CFE, and some senates have a committee that reviews tenure or evaluation issues--maybe OCC should consider that. OCC has the Academic Freedom Committee if there are issues with teaching styles being misunderstood.

While a member of the CFE negotiations team, the senator noted that the original idea of tenure-track committee training was researched; other campuses were training for understanding and sensitivity to various teaching styles, academic freedom, diversity issues, and many items under current discussion.

The senator's division provided some refutations of CFE's Flex Day suggestions about making evaluations more objective by adding weight to student evaluations or using faculty retention numbers. The research showed that student evaluations are not objective overall; they are also biased against minorities and women. A general concern was that using retention numbers as a metric might create a lightening of some course standards.

Senator [7]: The information presented by CFE at our prior meeting was disturbing because the Senate was not presented with enough information, and this information is coming from confidential files. This situation reported to us is alarming; an investigation should be completed to ensure there was no bias.

The Senate should discuss the tenure review process and it should be updated if there is a way to improve it within Senate purview. Currently, the tenure review process provides different layers of administrative, peer, and student reviews and feedback. If that feedback indicates needed improvement, specific improvement plans are created, If the improvements are not made, is tenure going to be granted? In the event of that scenario, the administration can review the documentation and the system of checks and balances is in place. The Senate can agree that an instructor who does not support student learning and does not improve through the mentoring process, despite the recommendations and improvement plans, should not be granted tenure; tenure should be earned.

Senator [2]: The faculty have recourse to an important committee of the Academic Senate that is unique to OCC if faculty feel that the administration has dealt with them in an arbitrary manner, the Transparency Committee. It was created as a result of an evaluation in a previous accreditation cycle. It is a very important part of the system of checks and balances.

Senator [1]: The issue is not checks and balances, but the heart, as per Dr. Martin Luther King. People should examine their own biases, their own personal views of others so they are more objective. A person of a certain ethnic background may never have been a professor before. Consider the resolution just passed; the faculty, the union, and the Multicultural Center should accommodate and move toward sensitivity and cultural competency to improve the processes and expand the diversity in the ranks in the college and within the District to be more reflective of what the local demographics are.

Senator [8]: The senator reported that a tenure-track committee he was on for a person not born in the United States and who had a thick accent was not given tenure and there was a hidden agenda from the committee about this person's ethnicity and language. A tenure process has to be fair, transparent, and no one should be subjected to any form of prejudice. The general process needs to be carefully examined. He shares concerns about the accuracy and precision of student evaluations.

CFE President Schneiderman: Stated that there is come some confusion over what he said last week. To clarify, over the last two years *in the District*, it appears there are four or five

people who will not make it through tenure. All are people of color or first-generation immigrants. He is not saying that they all should be granted tenure; this is expressing there is some problem in the process. There are assumptions made that this is a completely fair process; people do get treated differently. Everything we do now is 100% subjective and it exposes the tenure-track person to potential biases. As was mentioned earlier, there is literature that people of color and women get treated differently and have higher expectations by these committees so we need to inject some objective measures in addition to the subjective measures, but I don't know what those will be.

The process itself questions if the college is recruiting a diverse pool. After recruiting, who are they selecting? Are they for the right reasons? Are they because they have a fancy degree or are a fantastic teacher? Are they doing teaching demonstrations? The English Department uses two interviews where these questions gets answered and they have teaching demonstrations. Is every committee doing that?

Faculty are hired for one reason and then they get evaluated for something completely different; if they are getting evaluated on something different, we need to offer them support.

At Cal State Fullerton new hires usually teach one fewer class that first year so they can go through a mentoring process. They can see other teachers and sit in on other classes and do professional development. That might be something that would be really helpful if the Senate advocated for that; the Union would be more than happy to negotiate something like that.

Senator [9]: The question is, is this a pattern? Percentages of things happening a certain number of times will dictate whether or not it is a reality. The fact that it is happening on a regular basis to a specific group of people tells you it is going to come up again. The senator noted that in his thirty years at OCC his experience has not been a very positive one in terms of hiring and tenure processes. It is something only a certain group of people tend to experience consistently, as the data will show. This is not a request for a blanket resolution or approval. This is happening to just certain people. The facts prove that. What can be done to solve that? What can we do to bring about the necessary changes?

Senator [10]: We need to be emotionally intelligent and mindful of equity. We have student equity; is there a faculty equity program? We do not all start at the same place. We need to be mindful and careful of using the term "earned." It dismisses privilege and that is very uncomfortable because we have not all necessarily earned our privilege. We need to be mindful of that type of language; that needs to be considered when committees are formed and who the individuals being evaluated are. There is "earned," then there is "unearned," and this can turn into the tyranny of meritocracy.

6. Adjournment of the Regular Meeting

President Sachs adjourned the meeting at 12:33 p.m.

7. Approval of the Minutes: March 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 Meeting Minutes 2/16/21	Motion 2 Joint Senate- Union Special Meeting Minutes 12/04/20	Motion 3 Starfish Faculty Liaison Position	Senate Membership
Aye	Aye	Aye	Alabi, Jessica A.: Senator-at-Large (2020-2023)
Absent	Absent	Absent	Arismendi-Pardi, Eduardo: Senator-at-Large (2018-2021) 12:02 arrival (temporary replacement for SAL Blair)
Aye	Aye	Aye	Barnes, Carol: Counseling Senator (2018-2021)
Aye	Aye	Aye	Boogar, Tyler: Math and Sciences Senator (2020-2023)
Aye	Aye	Aye	Connor, Sean: Senator-at-Large (2020-2023)
Aye	Aye	Aye	Cuellar, Eric: Senator-at-Large (2018-2021)
Aye	Aye	Aye	Della Marna, Jodi: Library & Learning Support Senator (2020-2023)
Aye	Aye	Aye	Denney, Matt: Technology Senator (2020-2023)
Aye	Aye	Aye	De Shano, Tina: Consumer Health Sciences Senator (2020-2023)
Aye	Aye	Aye	Drew, Rendell: Senator-at-Large (2020-2023)
Aye	Aye	Aye	Ely, Cyndee: Part-Time Senator (2020-2021)
Aye	Aye	Aye	G'bye, Diogba: Part-Time Senator (2020-2021)
Aye	Aye	Aye	Gordon, Lee: Vice President, Senator-at-Large (2019-2022)
Aye	Aye	Aye	Kennedy, Marilyn: Secretary, Lit and Lang Senator (2019-2022)
Aye	Aye	Aye	Legaspi, Jodie: Athletics and Kinesiology Senator (2020-2023)
Aye	Aye	Aye	Lloyd, Doug: Parliamentarian, Senator-at-Large (2020-2023)
Aye	Aye	Aye	Means, Leland: Visual and Performing Arts Senator (2018-2021)
Aye	Aye	Aye	Neil, Jeanne: Business and Computing Senator (2019-2022)
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Aye	Aye	Aye	Pena, Max: Senator-at-Large (2019-2022)
Aye	Aye	Aye	Phillips, Clyde: Senator-at-Large (2020-2021)
Aye	Aye	Aye	Sachs, Loren: President, Senator-at-Large (2019-2022)
Aye	Aye	Aye	Stanton, Jordan: Social and Behavioral Sciences Senator (2019-2022)