

ORANGE COAST COLLEGE

Academic Senate Meeting | February 25, 2025 | 11:30 am - 12:30 pm | Student Union 214/Zoom Link: <https://cccd-edu.zoom.us/j/86541330812>

Academic Senate Member Attendance

Jason Ball , <i>Part Time Faculty</i>	Absent	Mike Lannom , <i>Curriculum Chair</i>	Absent
Carol Barnes , <i>Counseling</i>	Present	Jodie Legaspi-Kiaha , <i>Athletics & Kinesiology</i>	Absent
Lauren Becker , <i>Consumer and Health</i>	Present	Kate McCarroll , <i>at-Large</i>	Present
Allissa Blystone , <i>Math & Sciences</i>	Present	Irene Naesse , <i>at-Large</i>	Present
Tyler Boogar , <i>at-Large, Parliamentarian</i>	Present	Jeanne Neil , <i>Business & Computing</i>	Absent
Eric Budwig , <i>Technology</i>	Present	Leland Paxton , <i>Part Time Faculty</i>	Present
Jodie Della Marna , <i>Library</i>	Present	Loren Sachs , <i>at-Large</i>	Present
Rendell Drew , <i>at-Large, President</i>	Present	Katherine Sheehan , <i>Visual & Performing Arts</i>	Present
Lily Ei , <i>ASOCC Student Representative</i>	Absent	Jordan Stanton , <i>Social & Beh. Sciences</i>	Present
Carly Gonzalez , <i>at-Large</i>	Present	Vacant , <i>at-Large</i>	Vacant
Lee Gordon , <i>at-Large, Vice President</i>	Present	Vacant , <i>at-Large</i>	Vacant
Marilyn Kennedy , <i>Lit & Lang, Secretary</i>	Present	Vacant , <i>Part Time Faculty</i>	Vacant

Please see the Voting Tally Chart after these minutes for individual members' votes.

Guests (Optional & Voluntary Sign-In): Vesna Marcina Kuo.

1. Preliminary Matters

- A. **Call to Order:** **President Drew** called the meeting to order at 11:30 A.M.
- B. **Public Comments:** Megan Johnson, John Taylor.
- C. **Approval of the Minutes: Motion 1: Senator Kennedy moved to approve the minutes for February 4, 11, 18, 2025; approved.**
- D. **For the Good of the Order:**

Senator Becker: Stated she would like to discuss the following items in next week's agenda: The imminent closure of the Children's Center on campus. While this matter is not directly related to the 10 +1, it aligns closely with the values, goals, and mission of our college. This issue is significant for student equity, which is a priority for many faculty members. I would appreciate it if this topic could be added to the agenda for next week. **President Drew** reported that this issue has already been brought to the E-Board and is now being presented here for further consideration. He will take responsibility for sending out the invitations to Dr. Niroumand and the other individuals needed for our discussion.

Senator Naesse: She seconded and formally requested that the decision-makers involved in this issue, which impacts every constituency on campus, hold a town hall meeting for the entire community. This meeting should not be limited by the time constraints of a Senate agenda item.

Senator Boogar: **Senator Kennedy** had asked another faculty member and me to meet with District Human Resources to review the faculty hiring process for full-time faculty positions. These discussions have transitioned from a temporary Vice Chancellor of Human Resources to our permanent Vice Chancellor, and they have been ongoing for

the last two years. I plan to ask that we include this in the agenda soon, hoping to present it to all of you in the next couple of weeks. I'm really excited about the improvements, such as allowing the committee to choose the modality and accommodations without the need to enter comments for Level 2 screening, which can be a substantial time-saver for large departments. These changes promise to enhance our quality of life and help us focus on improving the hiring process.

VPI Giblin: Announced that she had an email sent from her office about regarding our transition from the Curricunet system to a new curriculum management system this spring. She requested that faculty avoid entering any new curriculum into Curricunet, as it will not be transferred to the new system. The Curriculum Committee is working hard to process items in Curricunet, so if you receive emails from Melissa Rowden or Mike Lannom, please respond quickly. The deadline for moving items through the Curriculum Committee is March 12.

2. Consent Agenda:

Senator Kennedy requested to pull item E. Faculty Coordinator MOUs, from the agenda, and move it to New Business.

Motion 2: Vice-President Gordon moved to approve the Consent Agenda, as amended [without Item E. Faculty Coordinator MOUs]; approved.

- A. **Hiring Committee: Chemistry:** Kevin Henson, Mickey Laux, Matt Appel, Amy Hellman, and request to approve an additional fourth member—Classified appointed by the College Classified Senate.
- B. **Hiring Committee: Culinary Arts:** Kelly Holt, Eric Cohen, Davina Dunner, Verna Leahy.
- C. **Hiring Committee: Ethnic Studies:** Kevin Henson, Jessica Alabi, Francisco Najera, Jordan Stanton.
- D. **Hiring Committee: Counselor 50/50:** Renee DeLong, Jennifer Hall, Caryn Plum, Jared Vidal, and request to approve an additional fourth member—Faculty Member appointed by the College Academic Senate (preferred: Allied Health Discipline Faculty).

3. Officer, Senator, & Committee Reports

A. **Academic Senate President and Vice President Reports:**

1. **President Drew's Report: Chancellor Sonia Christensen** sent a message that discusses the "Dear Colleague" letter from the Department of Education, clarifying that the letter doesn't change the law but simply explains how the Department interprets existing federal law. Chancellor Christensen also mentioned a webinar hosted by the League on Wednesday, February 26th, at 9 AM.

Vice President Gordon: Called everyone's attention to the Pirate Involvement Fair, which is happening outside of the building. Here you can see the various opportunities for our students to be engaged. I want to congratulate our friend and colleague, Professor Lauren Becker, on being elected to the Senate for Consumer Health Sciences.

B. **Union/Bargaining Unit Report – CFE President Rob Schneiderman:**

President Schneiderman stated that CFE will begin our Competency-Based Education (CBE) negotiations on Friday, as Coastline aims to offer credit through this method. We'll update you on the progress. Additionally, I believe the Senate should address the

layoffs of instructional assistants for large lectures. Management has chosen to provide support only for classes with over 85 students. We are investigating whether this is a unilateral change in working conditions, which PERB has said that it needs to be unequivocal, clearly enunciated, acted upon, and for over a reasonable amount of time, then it is established practice that been accepted by both parties and has been regular, consistent, and historically accepted. So, if we've met all those requirements for having course assistants for classes below 85, then we may have a PERB charge, but I also think it really has to do with curriculum, that if faculty that are teaching a class with 75 or 80 students and they don't have any support. It definitely changes their curriculum because they're going to be spending a lot of time on housekeeping that otherwise would be devoted to instruction. I would hope that maybe the Senates can have a discussion about this. We're exploring it on our end, but we it may not meet the threshold required for the Public Employee Relations Board, but it certainly has to do with curriculum. **Senator Booger:** He reported that there were classes with students in the seventy-seat range that weren't being supported previously unless they were scheduled in large lecture halls, so there was an historical inequity there, as it depended on where you were scheduled, not what size your class was. **President Schneiderman:** Stated the union was aware of that, as well.

C. Diversity, Equity, Inclusion and Accessibility

President Drew mentioned the CLEO project announcing its Summit 18.0 with Dr. Manuel Vargas, Professor of Philosophy, UCSD on March 5 at 11:10am in the CLEO project center.

D. District Board Policies and Administration Procedures Committee (BPAP)—Marilyn Kennedy:

Senator Kennedy presented the following report:

AP 3415 (new policy): Immigration Enforcement Activities: This would be requested to be on the Senate agenda next week and she will have the policies emailed to the Senators, but the new policy stipulates the laws and procedures that we are already following. Basically, faculty and staff do not engage with law enforcement officers, and they are to contact Campus Safety if an ICE agent or enforcement officer comes to their offices or classrooms. Faculty offices and our classrooms are not fully public spaces, so they cannot just enter those areas without a *federal judicial* warrant. This is a very specific type of warrant, and while an officer might have a legitimate one, faculty cannot ascertain the legitimacy of one on their own and must contact Campus Safety to do so. Also, faculty and staff are not to interfere in any way if they have do have this type of warrant—contact Campus Safety. ICE does not have our class rosters, so they do not know what students are in our classrooms. Finally, if a student were to be removed from the United States by immigration, they would be eligible for an excused *withdrawal* grade notation.

AP 5017 (new policy): Responding to Inquiries of Immigration Status, Citizenship Status, and National Origin Information: She will ask for this to be on the agenda next week, too. It states that we will not inquire specifically about a student's citizenship or immigration status or their parents' status unless required by federal or state law. The District cannot use any of this information to discriminate if they find out accidentally.

CFE President Schneiderman: Stated that inquiring about citizenship status is sometimes relatively important for counselors when they are helping students with financial aid or the parallel program for undocumented students. **Senator Kennedy:** Stated that the policy stated that there might be other ways to get the same information, but she would follow up on that at the committee. **Senator Becker:** There is a program that

places students in internships. It can be problematic if they are not eligible to work in the United States legally. There are times when we do ask similar questions, to try to figure out how to best place them in internship opportunities. That also can be a challenge.

Senator Kennedy: Stated that she would make sure about these issues and have the Senate support send out a copy of the policies in the next couple of days, and then you can look over this actual language and decide if it covers what you need or not. She will bring back the policies back, so we have more vetting.

BP 7908: Lactation: This policy is simply being reviewed as it has been five years since our last review. There are no changes.

BP 5030: Fees: This policy has already been vetted by all constituent groups except the OCC ASOCC as per the changes in fees. Once they approve or make suggestions, it will return to the committee for approval.

4. Unfinished Business

- A. ***AP 2510 Chancellor Whitney Yamamura: The Chancellor gave an update on EIA and the Dear Colleague Letter and how it relates to proposal 7128. The value of diversity and equal opportunity and how that is reflected throughout the districts hiring practices and policies. See dialogue and details below:***

President Drew: Chancellor Yamamura, we're asking that you address the Academic Senate in reference to some of the discussions that we've been having here about serving on the District wide committees for the AP/BP hiring policies. There have been some concerns about the district and their role in the faculty's role in selection of faculty on those committees.

Chancellor Yamamura: There's an understanding in 10 +1 that senates have the right to appoint members to committees for participatory governance. How the Senate chooses to do that differs by college, but ultimately that is the Senate's purview for committees, for participatory governance. Hires are not part of academic and professional matters. Even for classified hiring committees and managers hiring committees, as a business practice, the Senate has appointed members to those committees, so I don't think that is an area of disagreement as it is common business practice.

Vice President Gordon: We appreciate you being here. I have questions concerning the timing of the proposal and the scope of the proposed policy, and I will invite others to talk about the shared governance aspects. In the SFFA cases the Supreme Court held that diversity is not a compelling interest for factoring race into admissions decisions. If the court were to hold that diversity is not a compelling interest for factoring race into hiring decisions, then the prospective policy to add membership to a committee deemed insufficiently diverse would probably be inoperative. Everything I've read indicates that the court majority are very likely to extend the logic of the SFFA diversity decision into hiring. So, my question is about the timing of the proposal in light of the recent DOE guidance Dear Colleague letter that you mentioned, and the employment trend away from using the word *diversity* in hiring policies. If within three years from now this proposal to use the issue of diversity to add membership to a hiring committee were to be declared unlawful, why would we be doing this now?

Chancellor Yamamura: For me, there's a fundamental value attached to this. Southern New Hampshire College is a nonprofit private, they're nationwide, and they recruit nationwide. The college president who built up the college from the small regional college that it was into a national one said intelligence and ability are randomly

distributed around the world. If that's the case, then why, in terms of the success rates in higher education, is it not random? We've seen all the studies that show that there is a difference by demography. At some point there is a fundamental issue, hopefully legal, for us to support students who have been historically underrepresented and disadvantaged to meet them where they are and to provide them with support so that they can have the equal chance to succeed. We've gotten half the equation, which is the equal access. The Harvard case for admissions does not directly apply. We admit everybody. So, there's no criteria at all to the point you're making, although the Administration may choose to try to extend that logic to other areas. There's a quoted study from De Anza College. The authors looked at the demographics of employees and students, and through their culling of the data their conclusion was that when students have someone that they can identify with in whatever form or fashion that is, it could be a staff person at the financial aid counter or admissions records, it could be a faculty member, it could be an administrator, that because they saw someone who they could identify with, they were more likely to persist and more likely to succeed. We're trying to get our employees to reflect the demographics of our students. That is not an illegal form of discrimination, and again, a core value that I would hope in terms of helping our students succeed again.

Senator Boogar: I think that the value in a diverse staff and faculty is not up for debate here, and, in fact, the Senate, a couple of years ago endorsed a resolution saying that we support diversity in hiring committees. The Senate recognizes that there's value in that. However, it's illegal in California to hire based on race, right? That's equal opportunity. The notion that somebody might be barred or added, based on race, to a hiring committee, is questionable. Somebody might come to the position of Chancellor in the future who might appoint this faculty member, and it might allow them to get somebody on there who is representative of the Senate.

Chancellor Yamamura: There's no barring of anybody from service on the committee. It is additive. Proposition 209 is clear, and we need to follow 209. It's the law of California, right? We don't have quotas for specific groups of people in terms of hiring or any other aspect. But at the same time, that doesn't mean we don't figure out ways to acknowledge those that have been historically underrepresented. We all know, sociologically, psychologically, we tend to gravitate towards people that are most like us. So, without a diverse committee, in the broadest sense of that term, you're going to get replication.

Professor Marcina Kuo: I'm concerned about who's making the appointment. Title V says faculty senates make the appointment. Our administrative procedure reiterates that point of title V and the new proposed procedure allows you to make the appointment. I don't trust the Administration to make the right appointment. I think the faculty should be appointing faculty. Because that's what Title V gives us the power to do, even if it's additive. Why not allow the faculty to make the appointment?

Chancellor Yamamura: We have asked each of the constituency leaders to consider diversity as part of the factor in getting an appointment. Each individual constituency group may choose within the context of what they represent and end up with a certain candidate they have for an appointment. When I see the collective committee, that's when I can see there's not diversity; there's empirical evidence, if you will, in terms of the hiring of the President Golden West and that search committee and the VCHR. Faculty have the right and it is enshrined and encoded to make appointments for participatory governance committees. I don't know that you could make the case that a management hire a Vice Chancellor or a President is.

Professor Marcina Kuo: Title V defines what an educational administrator is, and all of these people we're talking about in 7120 are educational administrators. They make policy. They manage instruction and student support, and I don't know what is more important in terms of academic and professional matters than the people that we hire.

Chancellor Yamamura: I can say it's not a 10 +1. I've been a faculty member, too. Deans do influence, and educational administrators do influence. The Senate fulfilled its role in making their appointment. The committees are not diverse, and so, therefore, there needs to be some mechanisms to add diversity.

Motion 4: Vice President Gordon: Moved to extend time ten minutes; approved.

President Drew: I've been in this district thirty something years. I think I served on every selection committee coming into this District as an ethnic minority representative. We have now gone through processes where we've developed new policies and now you have to go through a process before you serve on committees and all the EOC training, we have come a long way. When I first heard about his policy allowing an administrator to appoint, it's like going back, reversing the policies back to the way it used to be, picking the people that they think are appropriate, or, you know to serve in the positions based on their academic backgrounds or favoritism or nepotism. When I hear that someone's going to have the ability, an administrator or manager, to appoint people to committees because there wasn't enough diversity, what is that saying? That the committee didn't do their job. Is that training ineffective?

Chancellor Yamamura: It is not an appointment exclusively because the original was in consultation and the faculty member would be in consultation with the three Academic Senate Presidents. The Classified member would be in consultation with the Classified Senate Presidents. It's not without consultation. I made a pitch to some constituency leaders for the VCHR Committee, and the response was we did consider it, and we're still going to pick who we pick. The outcome ended up being two-thirds of the committee weren't diverse when two-thirds of our students are diverse. I heard from one consultant that we had candidates we recruited that are committed to DEIA and they've scanned your websites. They look to see what you've done in terms of actual concrete work and then they come into the room, and they don't see evidence of that in the committee itself, and that's going to send them a message that the District isn't as serious as it purports to be in its language and use in support of DEIA issues. That's a big embarrassment

Senator Becker: It sounds like the only metric of diversity is race. When I think about diversity on our campus it is race and ethnicity, and we absolutely do not have as much representation as we do in our student body. There are also other diverse protected classes, sexual orientation, political affiliation, there are a lot of other components that represent diversity that aren't visible on the surface. I think that we're discrediting our ability to make sure that we have diverse voices

Chancellor Yamamura: The perfect is the enemy of the good. So, we're not going to expect a perfectly representative committee amongst the fifteen. There are some aspects of diversity that we don't necessarily measure amongst the students in terms of trying to reflect what our students look like, being the ultimate goal of a diverse committee. So again, for me, it's a compromise. We know we get the demographics of students. Gender, as an example, may have been in the past an issue with regard to committees, but my understanding in my experience with the last two executive hires is that gender was not a criterion, but it could be.

Senator Kennedy: How do you ascertain the invisible things besides race that are sometimes invisible? There's age, gender, ability, disability. This District makes it difficult

for faculty to go through that process. What do we do about the students that need that? How do they know that we have those faculty?

Chancellor Yamamura: I'll say again, the perfect is the enemy of the good. We won't get perfection, even the existing proposal, adding three won't create a diverse committee, even racially so, but it's a step towards that. There's all kinds of invisible diversity. LGBTQ is a protected class at the federal and the state level, but it's more voluntary in terms of when folks choose to identify or not. So again, diversity could take all of those forms, and that could be a consideration. It is easiest to look at race and ethnicity because we have a lot of demographic information

CFE President Schneiderman: I want to say something that Senators Becker and Kennedy stated. I was one of the members of that non-diverse Vice Chancellor of HR Hiring Committee and when they went over the AP for the hiring committee, I'll read the one from for faculty, it says, "individual differences can include, but not limited to race, ethnicity, national origin, ancestry, citizenship, migration, immigration, status, sex gender, sexual orientation, physical disability, mental disability, medical conditions, genetic information, marital status, registration." Then it talks about political beliefs, religion, military status. We list all those things, What I asked in that committee is if we're going to have an AP or BP with all this detail about military status and political beliefs, if there is no effort to ascertain different political or personal religious beliefs, or different veteran status, we're not really seeking diversity because it's complete window dressing. Nobody's doing a questionnaire ahead of time. Now, if you want to do a questionnaire, that's great. Then you will actually have an opportunity for diversity. But to list everything and the kitchen sink and then do nothing to ascertain whether that committee is, in fact, diverse just doesn't make sense.

Motion 4: Vice-President Gordon moved to extend the time for two minutes; approved.

Chancellor Yamamura: We have a long record of in terms of historically underrepresented groups and reasons why, again, a lot of it is race-based. Some of it's not. Again, you could argue the LGBTQ community faces those same kinds of issues. Transgender folks typically have a shorter life span than others right because of the stress attached by society. We have an ability, because of what we measure, to engage in rectifying to some degree the lack of diversity in a hiring committee based on race. So again, I say, if we wait for the perfect, we're going to ignore the ability to address things a little bit, and to say that the struggles of historically underrepresented groups, groups of color race group, different races, different ethnicities, and not to try and remedy that, I think, would be a huge shame.

CFE President Schneiderman: Do you ask for that information on the EEO plan that's presented a couple times a year to the Board? Veteran status, political beliefs that will show the diversity that actually exists, is that presented in the EEO plan?

Chancellor Yamamura: I actually don't know that until we can do all of that, that we can't do anything would be the wrong strategy for me, and not a goodwill gesture for those who we can provide some remedy to You bring up a good case in the Faculty AP/BP. It does mention a remedy in terms of a lack of diversity on the committee, so we were trying to replicate that in the executive that, after all reports to me. If you go back and look at the faculty policy, you will see a mechanism there to increase the diversity of the search committee. That was passed and approved by the Board.

CFE President Schneiderman: I just want everyone here to know that there was a lot of leaning on the Chancellor to act on that Vice Chancellor Search Committee, and he resisted that because he goes according to AP/BP, and it does not give him the flexibility to add people.

President Drew: I really want to thank you for coming to the Academic Senate. We'll have you back in the future.

5. New Business

- A. **OC Works – Stephanie Feger:** Tabled
- B. **CTE Highlight: Fashion – Lauren Becker:** Tabled
- C. **Campus Parking – Lee Gordon:** Tabled
- D. **Caring Campus – Rebecca Morgan:** Tabled

6. Adjournment

President Drew adjourned the meeting at 12:20 p.m. due to technical difficulties.

Minutes: March 11, 2025

MINUTES: First draft written by Senate Staff Support. 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.

Senate Members & Voting Tally Chart	Motion 1 Minutes for Feb. 4, 11, 18	Motion 2 Consent Agenda, as Amended	Motion 3 Extend Time 10 Minutes	Motion 4 Extend Time 2 Minutes
Ball, Jason: Part-Time Senator (2024-2025);	absent	absent	absent	absent
Barnes, Carol: Counseling Senator (2024-2027)	aye	aye	aye	aye
Becker, Lauren: CHS (2023-2026)	aye	aye	aye	aye
Blystone, Allissa: Math & Sciences Senator (2023-2026)	aye	aye	aye	aye
Boogar, Tyler: Senator at Large (2023-2026)	aye	aye	aye	aye
Budwig, Eric: Technology Senator (2023-2026)	aye	aye	aye	aye
Della Marna, Jodi: Library & Learning Senator (2023-2026)	aye	aye	aye	aye
Drew, Rendell: President, Senator-at-Large (2023-2026)	aye	aye	aye	aye
Carly Gonzalez: Senator at-Large (2024-2027)	aye	aye	aye	aye
Gordon, Lee: Vice President, Senator-at-Large (2022-2025)	aye	aye	aye	aye
Kennedy, Marilyn: Secretary, Lit. & Lang. Senator (2022-2025)	aye	aye	aye	aye
Legaspi, Jodie: Athletics and Kinesiology Senator (2023-2026)	aye	aye	aye	aye
McCarroll, Kate: Senator-at-Large (2024-2027)	aye	aye	aye	aye
Naesse, Irene: Senator-at-Large (2023-2026)	aye	aye	aye	aye
Neil, Jeanne: Business and Computing Senator (2022-2025)	absent	absent	absent	absent
Paxton, Leland: Part-Time Senator (2024-2025)	aye	aye	aye	aye

Sachs, Loren: Senator-at-Large (2022-2025)	absent	absent	aye	aye
Sheehan, Katherine (2024-2027)	aye	aye	aye	aye
Stanton, Jordan: Social & Beh. Sciences Senator (2022-2025)	aye	aye	aye	aye
Vacant: Senator-at-Large (2023-2026)	---	---	---	---
Vacant: Senator-at-Large: (2024-2027)	---	---	---	---
Vacant, Part-Time Senator (2024-2025)	---	---	---	---
Vacant: Consumer Health Sciences Senator (2023-2026)	---	---	---	---