

ORANGE COAST COLLEGE

Academic Senate Meeting | March 18, 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> | Present | Jodie Legaspi-Kiaha, <i>Athletics & Kinesiology</i> | Present |
| Carol Barnes, <i>Counseling</i> | Present | Mike Lannom, <i>Curriculum Chair</i> | Present |
| Lauren Becker, <i>CHS Division</i> | Present | Kate McCarroll, <i>at-Large</i> | Absent |
| Tyler Boogar, <i>at-Large, Parliamentarian</i> | Present | Irene Naesse, <i>at-Large</i> | Present |
| Allissa Blystone, <i>Math & Sciences</i> | Present | Jeanne Neil, <i>Business & Computing</i> | Present |
| 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> | Absent |
| Rendell Drew, <i>at-Large, President</i> | Present | Katherine Sheehan, <i>Visual & Performing Arts</i> | Present |
| Lily Ei, <i>ASOCC Student Representative</i> | Present | Jordan Stanton, <i>Social & Beh. Sciences</i> | Present |
| Carly Gonzalez, <i>at-Large</i> | Present | Vacant, <i>Part Time Faculty</i> | Vacant |
| Lee Gordon, <i>at-Large, Vice President</i> | Present | Vacant, <i>at-Large</i> | Vacant |
| Marilyn Kennedy, <i>Lit & Lang, PDI Chair, Secretary</i> | Present | Vacant, <i>at-large</i> | Vacant |

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

Guests (Optional & Voluntary Sign-In): John Fawcett.

1. Preliminary Matters

- A. **Call to Order:** President Drew called the meeting to order at 11:30 A.M.
- B. **Public Comments:** Eduardo Arismendi-Pardi.
- D. **Approval of the Minutes:** Motion 1: Senator Kennedy moved to approve the minutes from the March 11, 2025, meeting with minor changes; approved.
- E. **For the Good of the Order:**

Vice President Gordon summarized Eduardo Arismendi-Pardi's comments and confirmed that the Executive Board would agendaize the item of establishment of a Senate Emeritus Institute.

Senator Barnes proposed a Flex Day presentation titled "Busting Myths and Building Bridges," recognizing that counselors are teachers, too. She invited suggestions on topics for this from faculty members.

Senator Kennedy stated she was concerned about a disservice to students, that is the pop-ups on computers that appeal to and invite students to use AI [for writing]. These types of messages confuse students as to the college's position on the use of AI by students. Senator Kennedy shared that about half of the students she reports for academic dishonesty might not be doing so if they were clearer on the college's stance, as well as the instructor's. President Drew agreed and urged the development of a district-wide policy for AI, with each college creating its own guidelines.

2. Consent Agenda:

Motion 2: Vice President Gordon moved to have the consent agenda deferred to next week; seconded; approved. President Drew reported that the Senate has had personnel issues related to Senate support.

3. Officer, Senator, & Committee Reports

A. Academic Senate President and Vice President Reports:

1. **President Drew's Report:** Included a review of future agenda items and guest presentations: student-centered funding formulas(SCFF), budget issues, development of AI guidelines, credit for prior learning(CPL), and parking issues.

For today's meeting, he introduced three guest presenters: Vice Chancellor of Human Resources Diane Fiero, Vice Chancellor of Educational Services and Technology Andreea Serban, and OCC Vice President of Administrative Services Rich Pagel.

Vice President Gordon: No report in the interest of time.

B. Union/Bargaining Unit Report – CFE OCC Executive Director Vesna Marcina Kuo:

Executive Director Marcina Kuo provided an update on the student-centered funding formula (SCFF). The union at the state level is attempting to get another three years of the *hold harmless* provision for the SCFF funding floor.

C. Curriculum Committee – Michael Lannom:

Curriculum Committee Chair Lannom said that he will be speaking next week about the new degree patterns and that faculty should prepare any questions to ask him next week. The Curriculum Committee is currently very busy working on completing the curriculum in the queue for this spring.

4. New Business

A. Federal Changes to DEI – Vice Chancellor Diane Fiero:

Vice Chancellor Diane Fiero introduced herself and stated that for three years she was a deputy chancellor and Chief DEI officer. She offered to provide legal reference and links for what she is presenting today.

President Drew stated that one of the main reasons that we invited her is because everyone is concerned about the changes at the Federal level to DEIA. The Senate would like to know, from the federal level, what impact that would have on us specifically in the state down to the local level.

VC Fiero: We had the Dear Colleague letter issued from the Department of Education from their office of Civil Rights on February 14, and since then they've issued a Frequently Asked Questions document on the 28 of February about that letter. The letter specifically talks about *Students for Fair Admissions v. Harvard*. It's important to remember that this case was not about DEI specifically; it was about institutions of higher education not being able to use race in admissions and they did prevail. That doesn't apply to the California Community College System with our open access as we don't use race as admission criteria. The only kind of criteria we use is that someone has to be eighteen and able to benefit from our college. We are very inclusive. The letter also addresses discrimination. We do not discriminate, and obviously we have several BPs and APs that speak to discrimination and harassment, our approach to anti-discrimination, how complaints should be filed, and how they are adjudicated when they do arise. California law, both in the Education Code and Title V, underpin all of our

policies and procedures and guide our work, specifically in human resources related to EEO.

The Dear Colleague letter was intentionally vague. It clearly states that it does not carry the weight of the law. Don't overreact and don't over obey in advance. Be strong advocates and allies. Keep doing what you're doing until they say you cannot. When you hear about something, please make sure that you're going to the source material and seeing what it actually says. Stay steadfast to our mission and ensure that students can succeed in providing them with support to do so.

How does this impact California community colleges? There are three ways. First, if there are people working on federal grants, such as Title V grants or Hispanic Serving institution grants, those may be in jeopardy, but not this year. They've already allocated the money. Second, if people are working with affinity groups, whether they're student groups, employee groups, programs and events, I would encourage everyone in your marketing material, both on your websites and any brochures or anything about your program or events, that you say they're open to everyone. Honestly, that's how we do it. People from all backgrounds come to these group meetings. The fact that it is open to everyone means you're not discriminating. Third, we have looked at our practices to make sure that everything that we talk about, whether it's EEO training for our hiring committees or anything else, is underpinned by law: the California law, Title 5 and the Education Code. The Federal Government said, "We're not doing DEI," but in the State of California we still are. Those are the laws that we follow, the State of California. We're here to be educators. We need to make sure we're totally inclusive.

President Drew: I keep getting asked, "How did this change so quickly?" The President can make executive orders which have the full effect of law. Those laws passed under the President are only good for the term that the President is in office, they are not laws passed by Congress. **Senator Kennedy:** One of the reasons that OCC isn't having a problem or will not in most instances is because we were very careful to include academic freedom in almost all of the DEIA language, so that we had a climate of choice, where although it wasn't mandated, we still had a lot of people getting involved. **President Drew:** In California we have Title V. We have California law that was in existence long before this executive order came along, and it did not change, and will not change the way that we will continue to service our students, regardless of their ethnicity. We are accommodating the changing demographics of our students. We just recently had a nearly \$300,000 DEIA grant from the Chancellor's office.

VC Fiero: One question that comes up a lot is about Federal financial aid. Our students get Pell grants and that allows them to go to school. I think it's important to remember that in order to prove that an institution should not receive that federal financial aid, they would have to prove that we're discriminating in some way. And that's court case, and that takes a long time. There are a lot of mechanisms in place already. I think there are a lot of protections in the State of California that would come to the fore. I don't foresee that happening. Even if they dismantle the Department of Education, federal financial aid is being talked about being moved to the Treasury Department.

Vice Chancellor Andrea Serban: All communications have been clear that federal financial aid for students is not targeted in any shape or form. When the discussion was about possible restricting federal funds like Columbia University, it was not for financial aid, but grants for contracts, so that needs to be very clear. There have been repeated communications from the White House that federal financial aid is not a target in any shape or form.

B. Accessibility Review Protocol – Vice Chancellor Andreea Serban:

Vice Chancellor Andreea Serban presented the draft accessibility review protocol. She provided that federal law, Title 5 section 55, 21837, 23, all talk about the requirement that all digital content needs to meet a certain threshold of accessibility. There are nuances, of course. We made a decision to establish a formal review of digital content in order to comply with guidance from the State Chancellor's office, which indicated some years ago that all community colleges in California should conduct a regular review of digital content to ensure accessibility. That stems from a lawsuit that Los Angeles College District lost in 2019. We want to be proactive.

Faculty need to ensure that the documents, content, files, whatever they have in their Canvas portion meets that threshold of accessibility. That's a requirement. But that does not respond to the guidelines from the State Chancellor's office. In 2023 we worked and developed our first review protocol that was actually administered in the fall of 2023, selecting 10% of sections with published Canvas portions. We learned from the Pope Accessibility tool we used, which had many shortcomings, to move to another tool. UDOIT Advantage, which was highly recommended by faculty, was purchased by the District in the summer of 2024 as a districtwide license. It's an accessibility review tool that provides indications on how to fix errors. There are two levels of severity: (1) *Errors* must absolutely be fixed for accessibility purposes and (2) *suggestions*, a lower level of severity that, if they can be fixed, fine, but they don't raise the level of critical problem from an accessibility perspective. We also acquired a districtwide license for a tool called TidyUp, where faculty can identify old files they haven't used in a long time, or things they should remove.

We have a draft on this process that we are seeking input on. Dr Eric Wilson has created an open course for all faculty to access that is related to questions about this process. We are seeking input for the protocol itself and the process, which we would like to have completed by May 9. Faculty who were selected in the fall of 2023 will not be selected again, and no faculty will be selected again until three cycles have passed.

What we want is for the CRN selected, that the faculty member use TidyUp, fix all the errors and correct suggestions, if possible. Review files and also review videos as those need to be reviewed manually. Throughout this whole document we have links to other resources to help faculty in this process. Eric, Sue, and Curtis are all there to help and each college has their own campus team. We are seeking feedback on the clarity of the protocol itself. And that's the form we would like the feedback on by April 8. We will finalize the protocol and the form on April 9 and the faculty selected will finish their reviews on May 9.

Motion 3: Parliamentarian Boogar: Moved to extend for five minutes; approved.

VC Serban: We are still working to finalize the sample of selected CRNs which we do absolutely want to have done by Monday [March 24], such that it will inform the faculty selected by email before the protocols and details of the form are finalized. She invited suggestions to be sent to her.

Senator Kennedy: Requested that the Senate take time to look at the document so that any suggestions are vetted and recorded at the Senate, for an official record. **Senator Boogar:** How much time do you expect it would take a faculty member to go through the process of checking if there are no issues to correct?

VC Serban: If a course has no errors there will still need to be a review of the files. If you have files already checked, then this whole thing should take ten minutes.

C. Budget Update – Vice President of Administrative Services Rich Pagel:

Vice President Rich Pagel provided a budget update, originally presented with the Board of Trustees at the early March meeting.

Multi-Year Unrestricted General Fund Projections

Through FY 2027-28



| | 2021/22 Audited Actuals | 2022/23 Audited Actuals | 2023/24 Audited Actuals | 2024/25 Adopted Budget & 311Q-Qtr 2 | 2025/26 Projection | 2026/27 Projection | 2027/28 Projection |
|--|----------------------------|----------------------------|----------------------------|--|-----------------------|-----------------------|-----------------------|
| COLA | 5.07% | 6.56% | 8.22% | 1.07% | 2.43% | 3.52% | 3.63% |
| Beginning Balance | 35,775,828 | 44,914,000 | 59,337,450 | 68,126,206 | 69,357,296 | 67,065,779 | 60,950,282 |
| Audit Adjustment | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Revenue | | | | | | | |
| Adjusted SCFF TCR (Max A, B, or C) | \$205,358,089 | \$223,431,430 | \$241,797,493 | \$239,351,317 | \$239,351,317 | \$240,907,766 | \$251,121,696 |
| Deficit Factor 0.5% | \$0 | (\$2,234,314) | (\$2,417,975) | (\$1,196,757) | (\$1,196,757) | (\$1,204,539) | (\$1,255,608) |
| Other State Revenue | \$19,445,048 | \$20,557,399 | \$20,855,568 | \$19,177,198 | \$19,177,198 | \$19,177,198 | \$19,177,198 |
| Local Revenue | \$5,312,220 | \$4,490,060 | \$6,701,601 | \$5,430,400 | \$5,430,400 | \$5,430,400 | \$5,430,400 |
| Local Dedicated Revenue | \$15,789,611 | \$21,693,099 | \$19,301,148 | \$20,750,288 | \$20,955,093 | \$22,179,218 | \$22,179,218 |
| Actual Revenue | \$245,904,968 | \$267,937,674 | \$286,237,835 | \$283,512,446 | \$283,717,251 | \$286,490,043 | \$296,652,904 |
| Expenses | \$236,766,796 | \$253,514,224 | \$277,449,079 | \$282,281,356 | \$286,008,768 | \$292,605,541 | \$303,757,951 |
| Salaries & Benefits as a % of Total Expenses & Other Outgo | 90.00% | 90.02% | 89.24% | 88.78% | 88.61% | 90.28% | 90.40% |
| Surplus / (Deficit) | \$9,138,172 | \$14,423,450 | \$8,788,756 | \$1,231,090 | (\$2,291,517) | (\$6,115,498) | (\$7,105,047) |
| Ending Balance | 44,914,000 | 59,337,450 | 68,126,206 | 69,357,296 | 67,065,779 | 60,950,282 | 53,845,234 |
| Board Reserve Requirement | 10.00% | 16.67% | 16.67% | 16.67% | 16.67% | 16.67% | 16.67% |
| Ending Balance as a % of Total Expenses less Other Outgo | 19.19% | 23.64% | 24.94% | 24.80% | 23.51% | 20.86% | 17.77% |
| Adjusted for Fiscal Stability Plan Phase III not incorporated in 2024-25 Adopted Budget | | | | | | | |
| Potential Salary & Benefit Savings | | | | 1,166,557 | | | |
| Potential Savings from Non-labor | | | | 2,193,278 | | | |
| Potential Revenue Increases | | | | 278,755 | | | |
| Adjusted Ending Balance | | | | 72,995,886 | 70,704,369 | 64,588,871 | 57,483,824 |
| Ending Balance as a % of Total Expenses less Other Outgo | | | | 26.11% | 24.79% | 22.10% | 18.97% |

Notes:

For 2024-25, due to the reversion to the Hold Harmless guarantee in 2024-25, the SCFF declines by 1.01% rather than increasing by the 1.07% COLA. For 2025-26, the "Funding Floor" replaces the "Hold Harmless" in 2025-26 and does not increase by the COLA. As a result, SCFF revenue for 2025-26 does not increase by the COLA. Salaries have not been increased by the COLA.

3/3/25

Source: M. Drinkwine, DCC Budget Meeting 2/28/25

The District: In January, the governor came out with the state budget, and there is no state budget deficit. There is a growth of 0.50% statewide. The cost-of-living adjustment for the state is 2.43%. This can change as the May revise comes out.

For the District, there is a net increase of revenues of 1.48 million. There is a net decrease in District expenditures of 1.43 million. It is possible to raise our District reserve 1.23 million. The District's projecting 24% of an ending balance reserve, as by the Board of Trustees, we should have 16.67%. If we're able to break out of that funding floor there might be a possibility that COLA might come to the Coast.

| Orange Coast College | | | | | | | |
|--|----------------------|-------------|------------------------------|----------------------------------|----------------------|----------------------|----------------------|
| ORANGE COAST COLLEGE | | | | Multi-Year Fiscal Stability Plan | | | |
| | 2024/2025 | | | Q2 Changes | 2024/25 Projected | 2025/26 Projected | 2026/27 Projected |
| | 2024/25 Tentative | Changes | 2024/25 Adopted Budget | | | | |
| State COLA | 1.07% | | | | | 2.43% | 3.52% |
| Revenue Allocation Model: | | | | | | | |
| Apportionment Revenue | 123,378,935 | - | 123,378,935 | - | 123,378,935 | 123,195,842 | 123,993,943 |
| Other State Revenue | 3,810,118 | 256,448 | 4,066,566 | - | 4,066,566 | 4,066,566 | 4,066,566 |
| District Wide Local Revenue | 2,569,231 | 258,301 | 2,827,532 | | 2,827,532 | 2,829,781 | 2,829,781 |
| Deficit Factor (0.5%) | (523,145) | - | (523,145) | | (523,145) | (525,394) | (528,810) |
| SRP Annual Debt Service Payment | (693,643) | - | (693,643) | | (693,643) | - | - |
| District Assessments | (28,491,877) | 323,097 | (28,168,780) | - | (28,168,780) | (28,832,498) | (29,645,346) |
| Net Allocation | 100,049,619 | 837,846 | 100,887,465 | - | 100,887,465 | 100,734,297 | 100,716,134 |
| Local Revenue | 12,500,000 | 1,300,000 | 13,800,000 | - | 13,800,000 | 14,112,000 | 14,112,000 |
| Inor Non-Resident | 1,300,000 | (1,300,000) | - | - | - | 500,000 | 1,500,000 |
| Total Unrestricted Revenue | 113,849,619 | 2,137,846 | 114,687,465 | - | 114,687,465 | 115,346,297 | 116,328,134 |
| Total Expenditures | 117,356,520 | (2,669,055) | 114,687,465 | - | 114,687,465 | 116,407,777 | 118,735,932 |
| Potential Salary & Benefit Savings (Vacant/Closed Positions) | - | (1,873,187) | | (1,200,000) | (1,200,000) | (300,000) | (500,000) |
| Potential Savings from Non-Salary | - | (795,868) | | 1,200,000 | 1,200,000 | (200,000) | (200,000) |
| Surplus/(Deficit) | (3,506,901) | (3,200,264) | 0 | - | 0 | (561,480) | (1,707,798) |
| Beginning Balance | 910,011 | | | | | | (561,480) |
| Ending Balance | (2,596,890) | | 0 | | 0 | (561,480) | (2,269,278) |

OCC Projection as of 02/11/2025

Orange Coast College: We've been in a hiring freeze since 2020, and you see the dollar savings there. We've completed 35 reorganizations. We are seeing an increase in utility expenses, and of 1.2 million dollars annually over last year, so we are having a third-party entity looking at utility bills and doing an audit. Secondly, we're working with an outside group to look at the operations of the campus. How can we dial it in? How can we start to bring our utility bills down? The campus does have one-time monies available in college reserves.

Our campus is pretty entrepreneurial. We have a swap meet that runs on the weekends. Those resources come into the college. Our planetarium, catering, and student housing is fully occupied. We know those resources are coming into the college. We're going to continue to leverage partnerships that we see with our food pantries. Unfortunately, we need to raise the parking fees and public safety is one of the next areas to watch.

How does the campus address negative balances? We have campus resources. We also know the district has reserves. We have reserves at our college, and then the district office also has reserves.

5. Adjournment

President Drew adjourned the meeting at 12:30 p.m.

Minutes: Approved on April 8, 2025

MINUTES: First draft written by Amy Akiona. 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 Membership & Voting Tally Chart | Motion 1 Minutes 3-11-2025 | Motion 2 Consent Agenda | Motion 3 Extend Time 5 Minutes | |
|---|----------------------------------|-------------------------------|---|--|
| Ball, Jason: Part-Time Senator (2024-2025); | Aye | Aye | Aye | |
| Barnes, Carol: Counseling Senator (2024-2027) | Aye | Aye | Aye | |
| Becker, Lauren: Senator at-Large (2024-2027) | Aye | Aye | Aye | |
| Blystone, Allissa: Math & Sciences Senator (2023-2026) | Aye | Aye | Aye | |
| Boogar, Tyler: Senator at Large (2023-2026) | Aye | Aye | Aye | |
| Budwig, Eric: Technology Senator (2023-2026) | Aye | Aye | Aye | |
| Della Marna, Jodi: Library & Learning Senator (2023-2026) | Aye | Aye | Aye | |
| Drew, Rendell: President, Senator-at-Large (2023-2026) | Aye | Aye | Aye | |
| Carly Gonzalez: Senator at-Large (2024-2027) | Aye | Aye | Aye | |
| Gordon, Lee: Vice President, Senator-at-Large (2022-2025) | Aye | Aye | Aye | |
| Kennedy, Marilyn: Secretary, Lit. & Lang. Senator (2022-2025) | Aye | Aye | Aye | |
| Legaspi, Jodie: Athletics and Kinesiology Senator (2023-2026) <i>late arrival</i> | absent | Aye | Aye | |
| McCarroll, Kate: Senator-at-Large (2024-2027) | absent | absent | absent | |
| Naesse, Irene: Senator-at-Large (2023-2026) | Aye | Aye | Aye | |
| Neil, Jeanne: Business and Computing Senator (2022-2025) | Aye | Aye | Aye | |
| Paxton, Leland: Part-Time Senator (2024-2025) | absent | absent | absent | |
| Sachs, Loren: Senator-at-Large (2022-2025) | Aye | Aye | Aye | |
| Sheehan, Katherine (2024-2027) | Aye | Aye | Aye | |
| Stanton, Jordan: Social & Beh. Sciences Senator (2022-2025) | Aye | Aye | Aye | |
| Vacant: Senator-at-Large (2023-2026) | | | | |
| Vacant, Part-Time Senator (2024-2025) | | | | |
| Vacant: Consumer Health Sciences Senator (2023-2026) | | | | |