

ORANGE COAST COLLEGE

Academic Senate Meeting | Sept. 26, 2023 | 11:30 am - 12:30 pm | Student Union 214/Zoom Link: <https://cccd-edu.zoom.us/j/89711704637>

Academic Senator Attendance

Jason Ball, <i>Part Time Faculty</i>	Present	Lee Gordon, <i>at-Large, President</i>	Present
Karen Baker, <i>Math & Sciences</i>	Present	Kelly Holt, <i>at-Large</i>	Present
Carol Barnes, <i>Counseling</i>	Present	Marilyn Kennedy, <i>Lit & Lang, PDI Chair, Secretary</i>	Present
Tyler Boogar, <i>at-Large</i>	Present	Jodie Legaspi-Kiaha, <i>Athletics & Kin</i>	Present
Eric Budwig, <i>Technology</i>	Present	Irene Naesse, <i>at-Large</i>	Present
Irving Chavez Jimenez, <i>at-Large</i>	Present	Jeanne Neil, <i>Business & Computing</i>	Absent
Eric Cohen, <i>Consumer & Health Science</i>	Present	Lori Pullman, <i>Curriculum Chair</i>	Present
Sean Connor, <i>at-Large</i>	Present	Sara Qubbaj, <i>Part Time Faculty</i>	Present
Eric Cuellar, <i>at-Large</i>	Present	Loren Sachs, <i>at-Large</i>	Present
Jodie Della Marna, <i>Library</i>	Present	Katherine Sheehan, <i>Visual & Performing Arts</i>	Present
Rendell Drew, <i>at-Large, Vice President</i>	Present	Jordan Stanton, <i>Social & Beh. Sciences</i>	Present
Cyndee Ely, <i>Part Time Faculty, Parliamentarian</i>	Present	Rina Yamauchi, <i>ASOCC Student Representative</i>	Absent

Please see the Voting Tally Chart at the end of these minutes for individual members' votes.

Guests (Optional & Voluntary Sign-In): Laura Reese, Angelo Esposito, Anna Hanlon, Angelica Suarez, Larissa Nazarenko, Erin Fitzgerald, and Sydney Field.

1. Preliminary Matters

- A. **Call to Order:** President Gordon called the meeting to order at 11:30 A.M.
- B. **Opportunity for Public Comments:** President Angelica Suarez.
- C. **Approval of the Minutes:** *Motion 1: Senator Kennedy moved to approve the September 19, 2023, minutes; motion approved.*
- D. **For the Good of the Order:**

Senator Kennedy: Referred to President Suarez's public comment about the Children's Book Festival, and added that Communications Professor Ben Lohman, one of the faculty in the Literature and Languages division, has a young adult book that has been published and has earned an award, who will also be part of this. Additionally, English Professor Jeremy Zitter, also from the Literature and Languages division, is currently on sabbatical, doing research on artificial intelligence. Secretary Kennedy noted that if any senator on Zoom does not have their address posted on the agenda, they cannot vote.

Senator Cuellar: Noted that the Latinidad Heritage events scheduled for September 27 and October 4, have been moved to October 11. A new flyer will be provided.

2. Consent Agenda

A. Guided Pathways - Ensure Learning Selection/Search Committee Representatives:

Jessica Alabi, Devyn Hartnett.

Vice-President Drew read Jessica Alabi's submitted statement and **Curriculum Chair Pullman** read Devyn Hartnett's submitted statement.

Motion 2: Senator Holt moved to approve the consent agenda; seconded; approved.

3. Officer, Senator, & Committee Reports

A. President and Vice President Reports:

1. **President Gordon's Report:**

Coast Report: Showcased the award-winning *Coast Report*. The *Coast Report* has done a report on every Academic Senate so far this semester.

Vice-President Drew's Band: Invited senators to see VP Drew's band in Tustin.

Facilities Committee: Called for representatives for the Facilities Committee

Budget: Reported that the Vice Chancellor of Finance has advised the District Budget Committee that the Coast District intends to announce spending reduction targets for each of the three colleges by the end of this semester. He stated that we have been unable to get District officials to give us specifics of the plan which may already exist at least in outline form but for OCC these cutbacks may well be in the millions of dollars. He would expect that when the Coast District's austerity cutback targets for OCC are announced this semester that there will be increased interest in alternate funding sources, such as Strong Workforce. The administration has indicated that they are open to discussions regarding coming up with a more effective method of disclosure of the specific uses of Strong Workforce funding at OCC. He will ask the administration to work with the Academic Senate on developing a more open arrangement whereby faculty may learn about how the college is using Strong Workforce funding. He thinks Strong Workforce funding will likely take on a greater significance as other sources of funding begin to dry up.

2. **Vice President Drew's Report:**

Highlighted an article from the *Coast Report* about the importance of the Black Student Union. At Orange Coast College, Black students make up only 1.5% of the student population compared to 5.59% in the community college statewide. He recognized Angie Eke-Amacker and Jessica Alabi on their efforts on the Umoja program.

B. Diversity, Equity, Inclusiveness and Accessibility (DEIA) Initiatives: **VP Drew** stated that the DEIA Ad Hoc committee met yesterday; they are moving forward with strategies and developing interest forms and rolling out the grant. He will provide more updates.

C. Other Committee Reports: **President Gordon** noted the names of the committees that are yet to report to the Senate this academic year.

D. Academic Rank Committee Report-Loren Sachs: Chair Sachs reported that the applications for academic rank should go out either late this week or very early next

week, so, as we come around to our division and department meetings in October, please let folks know about that.

4. New Business

- A. **GWC Open Q&A Forum:** President Gordon stated that it has already been incorporated into board policies, but Golden West College asked for the Senate's support for a forum when there is a selection process for college president. They asked the other senates to give an expression of support. President Gordon asked for a motion of support. **Senator Kennedy** noted that Golden West has always been supportive of our Senate, and this has already been moved forward.

Motion 3: Senator Kennedy moved to support the Golden West open forum for the new president; motion seconded; motion approved.

- B. **EEO (Equity and Equal Employment Opportunity Advisory Committee--EEOAC) Plan Updates - Senator Holt:** [\[EEO Plan Update 2021-2024\]](#)

Stated that she is a member of the District EEO Advisory Committee [Senate appointee]. The Board of Governors has recently revised the Title V regulations regarding EEO. This is triggering changes to EEO Program requirements. The Board of Governors established regulations within Title V, The California Code of Regulations, to address the process of both discrimination complaints and equal/inclusionary employment opportunities in the community college system.

The language reads, establishing and maintaining a richly diverse workforce is an ongoing process that requires continued institutional support. The Chancellor's office has created a new model which she stated was provided in the documents for this meeting. It is available on the Chancellor's website. The advisory board is required to incorporate those changes into our local district EEO Plan to intentionally begin to redesign our processes for local review and continued alignment with the EEO plan to our District Vision for a Success goals.

There are dollars going to EEO Plans and implementation of those employment changes, how we hire folks, and Guided Pathways. The District must provide to the Chancellor's office, to review the plan, and the Board of Trustees must read these recommendations from the Chancellor's office and *consider* their adoption. The Board of Trustees must adopt a plan and review it annually. They must assess this plan now. In terms of reaching the employment goals, districts must do a longitudinal analysis using reliable public and private employment groups and data to identify at the District what specific job categories are underrepresented at our district.

There is now a requirement that that there is a process if there is a complaint, that it be handled in the same manner as any other unlawful discrimination complaint that would occur at this campus. The Chancellor's Office is strengthening what we are doing and our hiring practices and holding the Board of Trustees accountable for that. These new regulations came in, and the District hired a consulting firm to look at our plan and the new regulations. The OCC Director of HR serves on this committee, as well as faculty and classified representatives. The plan will be worked on at all three campuses, and it will eventually go to the Vice Chancellor of Human Resources. **Senator Kennedy:** Asked for the wording of the changes and how they affect hiring. **Senator Holt:** Stated that the EEO is publicly available on the District website. [\[EEOAC District Website\]](#) It is hard to know the future but there have been discussions in this body about changes to the hiring practices based on the old plan. We will see the changes reflected on our hiring

practice as we implement these new strategies. **Senator Boogar:** Asked for clarification on what this item on the agenda is as he had brought up full-time hiring and how it connects to the EEO. **President Gordon:** Clarified that this item is only to inform the body of the new updates. **Senator Boogar:** Stated that he has a continued concern not about the specific work of the EEO Committee or any of the people on it, but about how the work of that committee interacts with and what ends up happening in the hiring process and whether the Academic Senate's input is being solicited in this process, and whether those changes are going through the necessary board policy revising process that we regularly give input on before these changes are actually implemented in the hiring practices. There are many people who are deeply unhappy with the current state of how faculty hiring works. This is so intimately connected with it, that he worries that the changes that are being recommended, even if they are good changes, are not being vetted well enough. This is not feedback for the committee. This is structural feedback that is it probably at a level that is not even at this body. He is worried about how the EEO Committee fits in structurally. This document has broad ideas about what needs to happen but how you do things there is still a lot of control over. He wants to make sure we are exercising that freedom. **President Gordon: Made a Point of Clarification,** that the Senate will agendaize the issue of EEO and the College in terms of how we are doing it. **Senator Ball:** The Los Angeles Community College District made some mistakes over the last few years in their reporting of full-time hiring, and it dropped below the 50% benchmark to such an extent that they had to emergency hire 200 new full-time faculty over the summer. **President Suarez:** Stated that the EEO Plan presented is kind of a wish list of everything that could possibly happen at our college or in our district. All of those are only a piece of the conversation that happens at the EEOAC. It is a very thoughtful process. Some of the things that Professor Kennedy has mentioned in the past that Orange Coast is doing are those strategies that the District began implementing in 2021. She suggested to potentially have a joint presentation with the EEO representatives, the OCC Director of HR, and the current Acting Vice Chancellor of Human Resources to talk about that process. It might be helpful. In addition, in a future meeting, if the Senate would be interested, the new President of the Statewide Academic Senate, Cheryl Aschenbach, served on the faculty committee that led to some of the changes in Title V. She could also be invited to give a presentation.

C. Academic Senate Bylaws Articles 1 and Article 2 Review – Vice President Rendell Drew & Parliamentarian Cyndee Ely:

VP Drew reviewed each section under Article 1 of the Academic Senate Bylaws: the electorate, the composition of the Senate, division senators, senators-at-large, part-time senators-at-large, vacancies, tenure of office, and recall and removal of senators.

President Gordon: Stated that Senators can miss more than three times if they stay in communication with the Senate.

Motion 4: President Gordon: moved to add 2 more minutes on this agenda item; motion seconded; approved.

Parliamentarian Ely: Reviewed Article 2 of the Academic Senate Bylaws: officers of the Senate, election of officers, the responsibilities of the president, vice president, secretary, and parliamentarian. She emphasized that the immediate past president could attend the E-Board and participate but they are not required to. The non-voting members include the Curriculum Chair and the Professional Development Institute Chair. Article 2 also describes how committees of the Academic Senate are created. Committees need to report to the Senate with a written or verbal report.

Senator Kennedy: Referred to Article 1, Section 7, answering a question about its purpose which was to remedy miscalculated terms, and stated that we need to review the senate membership again and their terms listed as they do not seem accurate.

Senator Drew: In response to a question, clarified that the last amendment to the bylaws was in 2016.

D. Full-time Faculty Hiring - Lee Gordon:

Reported that the Full-Time Faculty Hiring Prioritization Committee met last week and considered the question as to whether to change the current practice, which is that when a tenure-track position opens up again in the first or second year of the tenure process, that position is referred to the college president for a replacement recommendation.

The new proposal was to increase the time frame of that referral to the college president to *at any time in the four-year tenure-track process*. In debating the proposal to extend the tenure-track replacement from two years to four years, the Full-time Hiring Prioritization Committee used a similar process to the one the Academic Senate used in debating whether to participate in the prioritization process this year. The Hiring Prioritization Committee explored extending the time limit from two to four years, with a very constructive and lively discussion. By more than two thirds, the committee voted for the change. Therefore, the Full-Time Faculty Hiring Prioritization Committee is recommending to the College Council that the practice be changed so that going forward in the event of an opening at any time in the first, second, third, or fourth year of the tenure-track process, that position be referred to the college president for replacement.

E. Dual-Enrollment - Kelly Holt & Erin Fitzgerald:

Faculty Coordinator of Early College Credit, Concurrent, and Dual Enrollment - Senator

Holt: On April 5, 2022, Felipe Salazar and Anna Hanlon gave a presentation on Dual Enrollment. A workgroup was established. They presented what Dual Enrollment is. The working group established some recommendations in order to move the dual enrollment opportunities at OCC forward. They also developed a mission statement.

The State Chancellor spoke about Vision 2030 regarding dual enrollment. Currently 6% of California high school students take dual enrollment courses. The Chancellor is recommending that by 2030 every high school student should graduate with twelve college credits and that every ninth grader be enrolled in a college class by 2025. It is a game changer at OCC. Part of this is an equity strategy. As we are aware, there is a gap in access to potentially AP or Honors courses at the high school level. If you look at it from an equity lens, we are encouraging folks that may not have those higher end opportunities at their local high school, to have the ability to take higher ed courses.

Director of Guided Pathways and Dual Enrollment Erin Fitzgerald: Reviewed a snapshot of the classes being offered next fall, stating that we have College Career Access Pathways (CCAP) classes. There are special agreements we have with feeder high schools. We have Engineering A199 and MRSC A120 at Edison High School and Math A100 at NHUSD.

There are also courses that are offered off site, but specifically for our dual assignment high school students. That would be, for example, our dance classes at Huntington Beach High School. We also have a marine biology class taught at the Aquarium of the Pacific.

The students can also be taking classes here on campus as long as they are meeting all prerequisites and getting permission to take a class. Some of the goals include Faculty Dual Enrollment Professional Development, Building High School Partnerships, Outreach to Underrepresented Communities, Streamlining Student Onboarding, and Student Support & Website Resources.

Senator Boogar: Asked for the difference between CCAP and Non-CCAP dual enrollment courses. **Erin Fitzgerald:** Explained that CCAP Agreements are limited to specific criteria. The agreement happens between the high school district and our district. It allows them to offer the course at their high school campus. It waives a lot of student fees. It closes the course so that you do not have to have it open schedule. It does have to be pursuant to a pathway. It is easier for students to enroll without much paperwork and hoops. **VP Drew:** Asked what faculty should do when they have high school students take their classes. **Senator Holt:** Stated that you have to assume that the language you speak they don't necessarily understand. College uses a different lingo. For example, they may not know what office hours are. Also, provide them with the resources and programs we offer. **CFE Executive Director Bob Fey:** Asked how evaluations of dual enrollment instructors are currently conducted? **Erin Fitzgerald:** Typically, it is going to depend on the model of dual enrollment being used. Often what we are doing is hiring them as our instructors to teach our class and in that case, they are being evaluated pursuant to our evaluation procedures. **Senator Naesse:** Asked what protections are they going to be for the instructors that are on the K-12 campuses to deal with topics that we regularly deal with in our college courses? **Erin Fitzgerald:** We have a lot of communication with the faculty that will be teaching the classes. We are deciding which classes are appropriate. The high school also agrees to it. There are a lot of conversations before the classes are offered in that way. For those who are taking classes here, they are getting a parental signature on their forms, a dual enrollment form, which is advising them as to the kind of adult content that may be in some of these courses. **Dean Nazarenko:** We evaluate those part-time faculty as our own part time faculty within our contract. We follow the evaluation process as stated. CCAP plus normally is scheduled within their bell schedule. It becomes dual enrolled. For the same student we get an apportionment, and the high school gets an apportionment. When we schedule our classes after their bell schedule, only we get the apportionment. The high school does not. Regarding textbooks, we are supposed to provide free textbooks. That is when we have detailed conversations with the district and the high school to determine who pays for that. **Senator Boogar:** Added that he goes to the high school's campus to evaluate an instructor as he would do for an instructor at OCC. **Senator Cohen:** Asked if students need to show that they are prepared to take classes at this level? **Erin Fitzgerald:** Right now, the onboarding process is that in addition to getting through the OCC application, they have to do a dual enrollment form and that will be signed off by their principal or the designee, such as a counselor at their high school level who is going to verify that they are eligible, or they can meet that rigor. **Senator Qubbaj:** Do we have detailed data about which students are taking our classes? For example, in physics, I see that dual enrollment is for overachieving students already. If one of the goals is to offer those higher classes to students who do not have access to them, the students that come to my classes already took AP physics and they are just trying to skip the college years. Do we have any more detailed information about what kind of students are taking those classes? What classes did they already take in high school? **Erin Fitzgerald:** Right now, we are exploring the data and reports available and working those out, but then we will also be looking at disaggregating that data in order to find access, as well as success, gaps. **Senator Baker** stated that she has some students in a concurrent enrollment which is different from dual enrollment. **Erin Fitzgerald:** Explained that dual enrollment is an umbrella term. Then within that we break out that

CCAP versus standard language. Concurrent enrollment is used often times by the high schools to reflect courses that we have as dual enrollment, but the student is not necessarily getting dual credit.

President Gordon adjourned the meeting at 12:26 p.m.

5. Approval of the Minutes: October 3, 2023

MINUTES: First draft written by Beatriz Rodriguez Vaca, 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 Tally Chart & Senate Membership	Motion 1 Minutes 09/19/23	Motion 2 Consent Agenda	Motion 3 Motion of support of GWC Forum	Motion 4 Motion to extend time by 2 mins
Ball, Jason: Part-Time Senator (2023-2024); 11:31am	Aye	Aye	Aye	Aye
Baker, Karen: Math and Sciences Senator (2023-2026)	Aye	Aye	Aye	Aye
Barnes, Carol: Counseling Senator (2021-2024)	Aye	Aye	Aye	Aye
Boogar, Tyler: Senator-at-Large (2023-2026)	Aye	Aye	Aye	Aye
Budwig, Eric: Technology Senator (2020-2023)	Aye	Aye	Aye	Aye
Chavez Jimenez, Irving: Senator-at-Large (2021-2024)	Aye	Aye	Aye	Aye
Cohen, Eric: Consumer Health Sciences Senator (2023-2026)	Aye	Aye	Aye	Aye
Connor, Sean: Senator-at-Large (2023-2024)	Aye	Aye	Aye	Aye
Cuellar, Eric: Senator-at-Large (2021-2024)	Aye	Aye	Aye	Aye
Della Marna, Jodi: Library & Learning Senator (2023-2026)	Aye	Aye	Aye	Aye
Drew, Rendell: Vice President, Senator-at-Large (2023-2026)	Aye	Aye	Aye	Aye
Ely, Cyndee: Parliamentarian, Part-Time Senator (2023-2024)	Aye	Aye	Aye	Aye
Gordon, Lee: President, Senator-at-Large (2022-2025)	Abstain	Abstain	Abstain	Aye
Holt, Kelly: Senator-at-Large (2023-2026)	Aye	Aye	Aye	Aye
Kennedy, Marilyn: Secretary, Lit. & Lang. Senator (2022-2025)	Aye	Aye	Aye	Aye
Legaspi, Jodie: Athletics and Kinesiology Senator (2020-2023)	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
Qubbaj, Sara, Part-Time Senator (2023-2024)	Aye	Aye	Aye	Aye
Sachs, Loren: Senator-at-Large (2022-2025)	Aye	Aye	Aye	Aye
Sheehan, Katherine (2021-2024); 11:42am	Absent	Absent	Aye	Aye
Stanton, Jordan: Social & Beh. Sciences Senator (2022-2025)	Aye	Aye	Aye	Aye