

# ORANGE COAST COLLEGE

Academic Senate Meeting | 10/15/19 | 11:30 am - 12:20 pm | Faculty House

## Academic Senator Attendance

<b>Carol Barnes, Counseling</b>	Present	<b>Kelly Holt, at-Large</b>	Present
<b>Jamie Blair, at-Large, Vice President</b>	Present	<b>Darryl Isaac, Consumer &amp; Health Sciences</b>	Present
<b>Cameron Brown, Athletics &amp; Kinesiology</b>	Present	<b>Marilyn Kennedy, Lit &amp; Lang, Secretary, PDI Chair</b>	Present
<b>Sean Connor, at-Large</b>	Present	<b>Doug Lloyd, Math &amp; Sciences</b>	Present
<b>Eric Cuellar, at-Large</b>	Present	<b>Leland Means, Visual &amp; Performing Arts</b>	Absent
<b>Jodi Della Marna, Library</b>	Present	<b>Jeanne Neil, Business &amp; Computing</b>	Absent
<b>Matt Denney, Technology</b>	Present	<b>Max Pena, at-Large</b>	Present
<b>Rendell Drew, at-Large</b>	Present	<b>Clyde Phillips, Student Services</b>	Present
<b>Cyndee Ely, Part-Time Faculty</b>	Present	<b>Loren Sachs, at-Large, President</b>	Present
<b>Diogba G'bye, Part-Time Faculty</b>	Absent	<b>Jordan Stanton, Social &amp; Behavioral Sciences</b>	Present
<b>Lee Gordon, at-Large, Parliamentarian</b>	Present	<b>Raymond Tu, ASOCC Representative</b>	Present
<b>Anna Hanlon, Curriculum Chair</b>	Absent		

### Guests (Optional & Voluntary Sign-In):

Kevin Ballinger, Nathan Jensen, Jaki Kamphuis, Kate McCarroll, Charlene Reed, Angélica Suarez, John Taylor.

## 1. Preliminary Matters

### A. Call to Order:

President Loren Sachs called the meeting to order at 11:30 a.m.

### B. Approval of the Minutes – October 8, 2019:

The minutes will be revised in one section and the minutes will be returned next week.

### C. Opportunity for Public Comment:

Rob Schneiderman, John Taylor.

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

**Guided Pathways Workshop – Senator Isaac:** [Redesigning with Careers in Mind: A Guided Pathways Workshop](#) (Sacramento) on February 18, 2020 in Sacramento.

**Student Participatory Governance Committee Application – Student Rep. Tu:** He asked the Senators to encourage their students to apply to be an ASSOC representative on a participatory governance committee and provided a handout with a list of them.

### **Skateboarding on Campus in Unmarked Area – Senator Kennedy and Senator Blair:**

Senator Kennedy noted that a skateboarder was on an unmarked area of campus on her way to the Senate meeting and she took a photograph; she is concerned about safety and preventing an accident that causes injuries. Senator Blair stated that she was almost hit by a skateboard and hopes that the Facilities Committee is following up on this issue, as requested.

**STEM Night – President Sachs:** He noted that STEM night is on October 25, 2019, 5:30-9:30.

## 2. Consent Agenda

No consent items.

## 3. Officer, Senator, & Committee Reports

### A. Academic Senate President – Loren Sachs:

President Sachs met with the Chancellor and shared concerns that our Portal is still problematic in terms of HR hiring aspects and that needs correction. He also shared OCC's concerns about the nepotism policy and requested assurance that during this faculty hiring period that anyone pulled from the applicant pool due to the current nepotism policy will be placed back into the pool in time to be competitive for the position applied for, as at OCC, the faculty hiring process is beginning at the IPC subcommittee. The District held a budget retreat yesterday. The Academic Rank Petition will go live today and it is due on November 9, 2019. There are plans at the library to create a space to highlight faculty and student published works. Librarian Erin Gratz has volunteered for this project. A senator suggested that we also have an accompanying webpage that highlights these accomplishments.

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

GP Intervention Coordinator Kamphuis stated that the Interventions Design Team is finishing up the inquiry phase, and lots of good questions were raised regarding increased awareness and why or why not students are using resources. A campus wide campaign regarding student success is in the works. The next Intervention Design Team meeting is on October 25. They conducted a survey at Flex Day of forty-five faculty regarding student support and resources and provided a brief overview of the [results](#). A senator suggested that we should have one spot on campus that could act as a liaison for all resources on campus, a go-to spot for students to find out about campus resource, or have a sole counselor that could act as this liaison.

## 4. Unfinished Business

### A. AP/BP 7110: Delegation of Authority & AP/BP 7310 Anti-Nepotism - Senator Kennedy:

**AP/BP 7110, Delegation of Authority:** Senator Kennedy presented both AP and BP 7110, Delegation of Authority, noting that at the last District Consultation Council Board Polices and Administrative Procedures committee meeting a CDMA representative originally expressed concern about the lack of equivalency of authority (BP 7110 delegates it to the Chancellor, AP 7110 delegates it to the Vice-Chancellor of HR). Besides that lack of parallelism in tasks and delegation, the proposed changes, if taken into effect, move a lot of authority over to the VC of HR. Right now the Chancellor has the authority to delegate these tasks and authorities and he does so for many of them, but these changes would codify into policy all of these tasks and authority to the Vice Chancellor or HR, so the Chancellor will lose that formal delegating authority option. What might seem of little importance now in delegation could have larger repercussions in the future.

Senators made these comments:

- The Chancellor's ability to act might be limited.
- It eliminates the possibility of the Chancellor making the delegation.

- It gives the VC of HR total authority on these issues versus keeping it with the Chancellor with the option of delegation.
- Item 16 is cut and pasted into the BP, but is not referenced in the AP.
- Is the BP saying that the Chancellor has the ability, not HR, to modify job classification for short-term employees? Would this keep it at the Chancellor level? This seems contradictory to other recent policies.

President Sachs noted that the current practice is for the VC of HR to do some of these tasks as per the Chancellor's discretion and delegation, but if the policy changes then the Chancellor would not be able to hand it off on a situational basis, as may be needed or necessary in the future. Based on commentary here today and this review, it is clear that this needs a lot of work and clarification and should be returned to the committee for more review before we see it again.

### **AP/BP 7310 Anti-Nepotism:**

Senator Kennedy presented the draft of the "Resolution on Senate Purview, Shared Governance, and the AP/BP 7310 Anti-Nepotism Policies" and noted that this was a very rough draft and many changes need to be made on it. She wanted the Senate to see it and work on it.

President Sachs noted that last week we announced that the E-Board was working on a resolution to bring to the Senate.

Senator Kennedy stated that one change needed to be done formally now, so she read the second whereas to clarify where that change will be [in the underlined area]:

**Whereas**, nevertheless the entire policies were pulled from public, Senate purview and moved to all private meetings between the administration and the unions, excluding shared governance and the Senates;

We were not clear which of the unions were involved [CCA, CFCE, CFE] so we wanted to change it to say "a union or unions" since we heard informally via an email that CFE was not involved with this and also why we noted last week we did not know. She directed a question to CFE President Schneiderman, is that correct that CFE is not involved?

CFE President Schneiderman stated that in the last year, as per his checked email, the last email contact or communication about this was on January 23<sup>rd</sup> of this year.

Senator Kennedy noted that on the back of the resolution is a list of legal references used for the resolution. She read the resolves to the Senate and asked the Senators to be prepared next week, after reading the resolution, to propose changes. [standard Senate practice for the first presentation of a resolution]

**Be it Resolved** that participatory governance and mutual respect flourish when all charged parties are actively acknowledged and engaged in all aspects of a discussion;

**Be It Further Resolved**, that the Coast Community College District Board of Trustees recognize the purview of the Senates within the California Education Code as well as recognize the purview of the unions on subjects within the scope of bargaining; and

**Be It Finally Resolved** that the Coast Community College District Board of Trustees recognize that faculty purview established by California Education Code 87630, AB 1725,

*the 10+1, and the District's own policy acknowledgements of that Senate purview be recognized and utilized in the evaluation and review of all relevant Board Policies and Administrative Procedures, but in particular, AP/BP 7310 Anti-Nepotism policies, immediately.*

We are asking the BOT to give these Nepotism policies back to us, recognizing our purview as per the Ed. Code, etc. listed in the resolution.

Three senators made these [bulleted] comments:

- I don't fully understand the wellspring of this document, although it seems to have merit.

President Sachs noted that last week we stated that Senate purview had been taken from the Senate and the policy had vanished from the shared governance committee and moved to at least one of the union constituencies and we were told via a letter from the District that in that writer's opinion, they had to discuss the impacts and effects with the unions. The letter has an end warning/ statement that it cannot be disseminated beyond a small group.

Senator Kennedy noted that it was sent via school email to her, as a public representative, and we don't think the restriction on dissemination statement has validity, but we wanted to honor it and use caution.

- We are basing this on a mystical letter? We are tying the union into this. Is this a request for this to be looked at by the union?

President Sachs explained the Senate purview on hiring policy and that the other Senates reported the withdrawal of the Nepotism policy from the shared governance committee and expressed concern, as well. We are *not* asking the unions to look at it separately.

The Parliamentarian noted that there is a question in the language of this letter that raises concerns if the District fully recognizes the 10 + 1.

President Sachs noted that the Nepotism policies were given to at least one of the representative unions for an opportunity to shape it and then bring it back to the committee where the Senate has a seat along with other constituents. If you are reviewing something serially, is this going to be a fair hearing, as it is no longer participatory from the beginning? We are not saying we have purview over all aspects of it, but the Senate does have purview over who is acceptable to be hired on the faculty side of the house. If they're going to inhibit faculty hiring because of restrictions they made on marriage and living arrangements then we have the potential to have input as it affects hiring—that's the piece we are trying to hold on to.

The Parliamentarian noted that any time the leadership of this body is concerned about a purview issue and the 10 + 1, it is incumbent for us to reply. If we do not, that lack of response or vacuum could seriously endanger our purview.

- This policy is too broad and I'd like to see it blown up into sub-policies that accurately state each of their purposes.

CFE President Schneiderman asked who the letter was from. The union has a stake in this as per hiring and keeping people in the pool and you have a stake as the Senate. I can share that our opinion does not preclude your opinion at all and we never said anything about that. We have given our opinions on an opt-in policy that every single person who applies,

whomever they are, that that person goes through the process and is not pulled until the very end. They should not be pulled earlier and that is a big deal for us. That is what we have been pushing with them, and as I mentioned, the last time I emailed communicated with them about this was January 23<sup>rd</sup>.

- The policy covers so many different things. You have to report if you get married. What is the discipline process if you do not—that is union stuff. It covers the 10 + 1—that is Senate stuff. It covers a completely different body of classified people than the faculty yet the same rules apply for all. Each group should focus on its part and it is all one big mess as it is.

Senator Kennedy stated that she wanted to make a clarification about purview; the hiring process that the CFE president mentioned he talked about with the District is faculty Senate purview; however, the unions' purview [CCA, CFE, CFCE] is discipline and transfers which the Senate does not want to touch. It is appreciated and one can see the good intent, but hiring is Senate purview, and if hiring policy and procedure get codified in any way via any union MOU [CCA, CFE, CFCE, ], and we don't know if this occurred or not, we have lost another piece of the Senate purview—faculty hiring—which is so important in the Ed. Code it is even listed separately from the 10 + 1. Every aspect of hiring affects everything we do here, the quality of our programs, so we need to use care and protect our purview.

- I am having trouble with this as a resolution as it seems as if the union would have entered into an MOU without the union conferring with the Senate. It was brought to us with that "stain" on it, and that is my issue.

Senator Kennedy requested that each Senate member read the details of the resolution to fully understand the issues, laws, and regulations; that reading will clarify and answer many questions and concerns.

## 5. New Business

### A. Canvas Tool: ReadSpeaker – Online Coordinator Charlene Reed:

Online Coordinator Reed shared that there will be a new tool available soon in Canvas, possibly by mid-October, called ReadSpeaker—it is a screen reader embedded in Canvas that works in a variety of languages. She demonstrated how it reads a page and a student can select a male or female voice for the speaker. She demonstrated how to use that product at its site, [ReadSpeaker tool](#)

A senator asked if this could be used for speech to text?

Coordinator Reed was not sure.

A senator stated that in the future all of your textbooks will have assignments contained within them—called digital education—with embedded questions after a reading assignment—all in one place.

### B. Constitution; Bylaws – Revisions and Additions Discussion:

This item will be added to the next meeting agenda.

## **6. Adjournment of the Regular Meeting**

President Loren Sachs adjourned the meeting at 12:30 p.m.

## Approval of the Minutes: October 22, 2019

**MINUTES:** First draft written by Ricky Goetz, Senate Administrative Secretary. 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

No votes taken at this meeting	Senate Membership
	Barnes, Carol: Counseling Senator (2018-2021)
	Blair, Jamie: Senator-at-Large (2018-2021)
	Brown, Cameron: Athletics & Kinesiology Senator (2017-2020)
	Connor, Sean: Senator-at-Large (2017-2020)
	Cuellar, Eric: Senator-at-Large (2018-2021)
	Della Marna, Jodi: Library & Learning Support Senator (2017-2020)
	Denney, Matt: Technology Senator (2017-2020) 11:39 arrival
	Drew, Rendell: Senator-at-Large (2017-2020)
	Ely, Cynthia: Part-Time Senator (2019-2020)
	Diogba G'bye: Part-Time Senator (2019-2020)
	Gordon, Lee: Senator-at-Large (2019-2022)
	Hanlon, Anna: Curriculum Chair (Non-Voting)
	Holt, Kelly: Senator-at-Large (2017-2020) 1:44 arrival
	Isaac, Darryl: Con. & Health Sciences Senator (2017-2020)
	Kennedy, Marilyn: Lit & Lang Senator, PDI Chair (2019-2022)
	Lloyd, Douglas Math & Sciences Senator (2017-2020)
	Means, Leland Visual & Performing Art Senator (2018-2021)
	Neil, Jeanne: Business & Computing Senator (2019-2022)
	Pena, Max: Senator-at-Large (2019-2022)
	Phillips, Clyde: Student Services Senator (2017-2020) 11:39 arrival
	Sachs, Loren: Senator-at-Large (2019-2022)
	Stanton, Jordan: Social & Behavioral Sciences Senator (2019-2022)