

ORANGE COAST COLLEGE

Academic Senate Meeting | April 18, 2023 | 11:30 am - 12:30 pm | Student Union 214/Zoom Link: <https://cccd-edu.zoom.us/j/82604795285?from=addon>.

Academic Senator Attendance

Jessica A. Alabi, <i>at-Large</i>	Present	Rendell Drew, <i>at-Large, Vice President</i>	Present
Jason Ball, <i>Part-Time Faculty</i>	Present	Cyndee Ely, <i>Part-Time Faculty</i>	Present
Carol Barnes, <i>Counseling</i>	Present	Lee Gordon, <i>at-Large, President</i>	Present
Nina Barrios, <i>Part-Time Faculty, Parliamentarian</i>	Present	Marilyn Kennedy, <i>Lit & Lang, PDI Chair, Secretary</i>	Present
Tyler Boogar, <i>Math & Sciences</i>	Present	Jodie Legaspi-Kiaha, <i>Athletics & Kin</i>	Present
Eric Budwig, <i>Technology</i>	Present	Jeanne Neil, <i>Business & Computing</i>	Present
Irving Chavez Jimenez, <i>at-Large</i>	Present	Lori Pullman, <i>Curriculum Chair</i>	Present
Eric Cohen, <i>at-Large</i>	Present	Loren Sachs, <i>at-Large</i>	Present
Sean Connor, <i>at-Large</i>	Present	Katherine Sheehan, <i>Visual & Per. Arts</i>	Present
Eric Cuellar, <i>at-Large</i>	Present	Jordan Stanton, <i>Social & Behavioral Sciences</i>	Present
Jodi Della Marna, <i>Library</i>	Present	Brooke Mai Ha - <i>ASOCC Student Representative</i>	Absent
Tina DeShano, <i>Consumer & Health Sciences</i>	Present		

Guests (Optional & Voluntary Sign-In): Irene Naesse, Rob Schneiderman, Angelo Esposito, Rupa Saran, Katie McCarroll, Angelica Suarez, Michelle Grimes-Hillman, Anna Hanlon, Sheri Sterner, and Bob Fey.

1. Preliminary Matters

- A. **Call to Order:** President Lee Gordon called the meeting to order at 11:30 A.M.
- B. **Opportunity for Public Comments:** Rupa Saran.
- C. **Approval of the Minutes:** **Motion 1: Senator Kennedy moved to approve the April 11, 2023, minutes with minor corrections; motion approved with one abstention.** [See Voting Tally Chart at the end of these meeting minutes.]
- D. **For the Good of the Order:**

Senator Della Marna: The Friends of the Library is having their spring book sale on Tuesday, April 25, and Wednesday, April 26, from 9 a.m. to 3 p.m.

Senator Kennedy: Reported that she read in Golden West College's meeting minutes [February 28, 2023] that their Online Coordinator reported that the distance education requirement that has student-to-student contact in online classes has changed, back in October of 2022. That means that a faculty does not have to require student-to-student discussions, as that is no longer in the ED Code. It is still an option if it makes sense to the instructor, but it was decided that it is under faculty purview and not the State to determine when it is important for the class.

Senator Ely: Stated that Senator Kennedy's comment was the direct opposite of what they just heard in their division meeting last Friday and she'd like to look into that comment more. She announced that The Communities of Practice for Part-Time Faculty is meeting this evening from 4-5:30 p.m. Food will be provided, and she extended an invitation. Jamie Speed will be talking about *authentic assessment*.

Senator Connor: Reported that the Speech and Debate team just got back from D.C. after winning their 13th national championship. They have two students on the team. One of them was the top speaker at the international parliamentary debate, Campbell Forlinsky, and another of the students was the top speaker in parliamentary debate, River Michelle. Both tied as the top speakers in the nation. They took fourteen students. Every student saw a national final round of competition. They did not bring home anything less than a silver medal from each of those students. They beat Mount San Antonio College who was second place to OCC. The National Championship Speech team will have a showcase on Thursday, April 20, in the Science Hall at 5:30 p.m. It is the Readers Theatre Showcase. Each of the theatre readers, there are three of them, won an award at nationals, two of them tied for a gold, and one won a silver. They will give extra credit for those who attend.

Senator Cuellar: Thanked the guest speakers that attended the IMC meeting last Tuesday, April 11: VPAS Rich Pagel, DSPP Director Jason Constein, Student Success Center Specialist Jeanette Grimm, and Academic Senate President Gordon.

2. Officer, Senator, & Committee Reports

A. President and Vice President Reports

1. President Gordon's Report:

ASCCC Spring Plenary: Will take place in Anaheim this week. President Gordon will be part of a panel along with other colleagues presenting on academic freedom.

President Angelica Suarez will be presenting on Collegiality in Action: Building a Relationship with Your College President/District Chancellor. President Gordon suggested that senators go to the ASCCC site [[ASCCC Plenary](#)] to review the upcoming resolutions and to email Vice-President Drew prior to Thursday if they wished for him to vote on them on a certain way. VP Drew is the voting delegate of the OCC Senate for this plenary.

Green Coast Day 2023: Will be on Wednesday, April 19. The keynote lecture is on the impact of the environment on evolution by one of the best-known evolutionary scientists in the country, Brian Alters. It will take place in the OCC Science Hall from 11:10 a.m. to 12:35 p.m. President Gordon extended an invitation to attend.

2. Vice-President Drew's Report:

DEIA Faculty Grant: The College received a notice of intent of the award—that means that the posting for the notification of the grant will be April 21, not April 17—as previously mentioned. VP Drew reminded the Senate that this is the grant proposal that was submitted in collaboration with the Senate ad-hoc committee and the VPI. The amount of the grant is \$300,000.

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

Elections: CFE is currently holding leadership elections. If you are a member of the Union, you should have received an email with a link to participate in the election.

C. Diversity, Equity, Inclusiveness and Accessibility (DEIA) Initiatives:

Umoja Symposium: VP Drew stated that he was happy to have attended the regional Umoja Symposium. It was well attended. There were about 150 guests. Umoja is making great progress statewide. It is growing as a successful organization for Black students within community colleges. It was more like a family reunion. There were three major

questions posed at the symposium for engagement and reflection: (1) Since March of 2020, what change in your life did you find difficult to adapt to since the COVID-19 pandemic? (2) What change in your life do you appreciate since the COVID-19 pandemic, that you embraced? 3) What did you learn about yourselves or the world in general during this pandemic?

The focus is how the colleges are moving forward with their practices in pedagogy. One of the guest speakers, Jefferey Wallace, said "all you have to do is ask in order to get." Sometimes ethnic minority folks feel as though they cannot ask. If you learn to work within the system, learn what the issues are, where you stand and the power you have, that should empower you to speak up.

Senator Alabi: Stated that the constant comment she received at the regional Umoja Symposium was "Thank you OCC. What a beautiful campus. What a great host." She thanked Andrea Eke-Amacker for coordinating the symposia. They were concerned about the future of Umoja when the former coordinator, Clyde Phillips, retired. However, Andrea Eke-Amacker is a great Umoja coordinator. They are relieved. Andrea Eke-Amacker is working hard. She was the reason why Umoja programs from all over the state came to OCC. It was such a day of pride. A question that was asked was, How are we helping students translate degrees into careers? She thinks that OCC may still be dropping the ball on that area, especially in instructional units that focus on transfer. If we do not do something about the gap, we are going to lose this generation. We have to do better at showing students how a transfer degree in areas like Philosophy, English, Math, and Sociology will also get jobs. We can work together to help students do that.

Black Student Graduation: Senator Alabi announced that on Thursday, April 27, Coast Colleges Umoja are having the black graduation at Coastline. If anyone knows any students whether they are graduating or not, they can put them in contact with her. Seventeen graduates will be there. Alumni will be there. Continuing students will be there. They will be draping Kente cloths for the graduates.

D. Budget Update:

President Gordon: The State of California will have its finalized budget next month, which is called the *May Revise*. For complicated reasons there is uncertainty as to what the exact revenue positions the State of California will be, and the District and OCC are very much affected by that. It seems that the District is using some very conservative projections about what will be in this announcement.

CFE President Schneiderman: For the Senate, it is good to know that these budgets are always moving, and they will continue moving through June. Some things are left for the imagination by the leadership in the District that will be filled in with "doom and gloom," but we should not make assumptions, as CFE is trying to get the best funding for the colleges. He is going to Sacramento next week to do some lobbying for that.

Senator Ely: The College Budget Committee will meet on May 10, 2 p.m., in the College Center. They will be specifically looking at *May Revise* information and she invited senators to attend. There was a question answered at the last meeting by VPAS Pagel, that if we look at the rankings of the community colleges in the sense of reserve balances, that here at OCC and at the District we do not include all of the ancillary reserves in our general fund number and we don't know if other schools do.

2. Unfinished Business

- A. **Liquid Syllabi Video**: The Senate viewed a five-minute video on [Benefits of a Liquid Syllabus](#). The video defined a liquid syllabus and explained the benefits of having a liquid syllabus available for students.

Senator Alabi asked if faculty can choose to make the syllabus public in Canvas. **Dean Taylor** stated that since Canvas is behind a login screen any way you get there, and by that definition alone, any syllabus behind a login is not liquid. It is not friendly, and it is not accessible, and even inside Canvas, it may not be accessible by a phone. It depends on how it's built. **Senator Ball** stated that digitizing and accessibility is a major class, race, gender, parenting, and general privilege issue. The research is also fairly clear that, for example, students who access materials digitally, whether on their computer or their phone, for example, such as course readings, have lower rates of retention and lower rates of engagement. When he teaches at UCLA, there is a marked difference in the general performance between students who have physical copies of things with notes that are annotated, that have learned annotation skills, and students who read PDFs from their phones. One of the ways to work with that is you try and encourage students to print or access things in a non-digital form. Interacting primarily with the screen does seem to have a negative relative effectiveness compared to the cognitive effects of interacting with physical materials. If faculty want to address the achievement gap and help students who are challenged in accessing college, then we need to incorporate in these discussions some idea of how to help students find ways to engage outside of screens. At some point, they will compete with other people who have an advantage. **Senator Kennedy** stated that a colleague in her division, **Marely Cervantes**, is an expert on liquid syllabi, and this colleague shared her syllabi with the Literature and Languages Division, and it was so good that Senator Kennedy is interested in doing this. She also noted that she has read divergent views regarding students and screen reading. She stated that anecdotally she has a student who attends class in his car but is very engaged with the class. He drives for a living. Sometimes allowing screen access reaches students who cannot attend or do not have time between their work hours to attend all their classes in person. **Senator Boogar** shared that liquid syllabi creation is something that the Math Department has been experimenting with. They had someone present on it and at least one faculty is doing it for their class now. They are concluding that this is a fantastic way to engage students initially even before the semester to make them feel welcome and hopefully reduce some of the anxiety towards approaching the class. They found that it is better to not replace the syllabus with it but have this as an additional entry point and to use that as a welcome into your class. It has the information, but you can still do that physical tactile syllabus as a point of reference, as well.

- B. **CourseLeaf: Curriculum Chair Pullman**: Following last week's presentation on CourseLeaf, **Curriculum Chair Pullman** requested the Senate's support so that the Curriculum Committee can move forward with the implementation of CourseLeaf.

Motion 2: Senator Kennedy moved to approve the adoption of CourseLeaf, a new curriculum software; motion seconded; motion approved with one abstention. [See Voting Tally Chart at the end of these meeting minutes.]

- C. **Institutional Student Learning Outcomes (ISLOs): IE Coordinator Anna Hanlon**: Thanked those who provided feedback on the ISLO document. She read out loud the changes that were made at the request of the Math Department. The recommendation for the body was to accept the wording that the math faculty submitted.

Motion 3: Senator Boogar moved to amend the ISLOs with the proposed changes by the Math department; motion seconded; motion approved with one abstention. [See Voting Tally Chart at the end of these meeting minutes.]

Motion 4: Senator Sachs moved to approve the ISLOs as amended by the Math Department; motion seconded; motion approved. [See Voting Tally Chart at the end of these meeting minutes.]

- D. **AP 7120C Faculty Hiring: Marilyn Kennedy:** Shared her screen with the latest updates. There was no meeting last week. In regard to the transcript discussion, she thanked those she received feedback from; due to that exceptional feedback, there will be no changes to the transcripts for the Search Committee and there will be no redactions.

She presented the proposed change by HR for one required supplemental question in the document:

The required minimum qualification as stated in Title 5 Section 53425 and a minimum of one required supplemental question to illicit the candidate's ability to work with and serve individuals in a diverse community college. This question will be approved by the District Human Resources in consultation with the Search Committee.

She reported that the feedback she had received is that no one is objecting to the diversity question, but departments want to shape the question on their own and not have HR create, shape, or approve it.

Senator Sheehan pointed out the misspelling of "elicit." **Senator Boogar** stated that he thinks there should be a diversity question but that the proposed language should read that it is developed by the Search Committee and then possibly in consultation with Human Resources, but not District Human Resources.

Senator Kennedy presented the proposed language changes on pages 4-5 regarding finding qualified discipline faculty if there are not enough discipline faculty in the department. She stated that the original reason OCC brought this to the BPAP committee was just so that we could get people on the Aeronautics committee who had flight skills. Because of that, she informed that section has grown too large with language added from different places and the language needs to be worked on by the three college Senate representatives and we are still working on that.

She presented and explained the newly proposed language changes on page 5 to the Search Committee, and that if the committee is not diverse enough that others can come in and change (by possible replacement or additions) the committee make-up, potentially moving the decision up to the VC of HR or the Chancellor, and faculty feedback is that they are not happy with that; they also find the language unclear:

3. The College President or designee [and the President of the Academic Senate or designee](#) will review the makeup of Search Committees [and may require the selection of alternate committee members to ensure a diverse committee composition to allow a variety of perspectives in assessment of applicants](#). If the College President or designee does not approve a Search Committee for lack of diverse backgrounds and/or experiences in support of the District's EEO Plan [and Title 5 Section 53024](#), the College President or designee will collaborate with the Academic Senate, and the College President and the Academic Senate may adjust the Search Committee

composition. If the Academic Senate and College President do not agree, the Vice Chancellor of Human Resources or Chancellor will be consulted to make the final determination and approve the Search Committee composition.

Senator Boogar asked what happens if there are just enough volunteers from a department as it is difficult to find volunteers due to the workload. Would other department members be compelled to be on the committee? Diversity is valuable and should be supported, but how would this process play out in terms of the personal identification aspects of it? He wants to understand the process. **VP Drew** said that sometimes it is good to take a second look or third look to find the DEIA characteristics. Then what do we do if we cannot get them? **Senator De Shano** asked to clarify what “diverse” means—age, gender, etc.? This could be a subjective judgment. **Senator Alabi** stated that the Senate passed a diversity hiring resolution and the word “diverse” was defined there broadly. We should go back and look at that. When they were hiring for Ethnic Studies, faculty from other divisions gracefully volunteered to serve on the hiring committees, but Ethnic Studies faculty often had to bring them up to speed and HR interfered with the process so they couldn't do so. Where is that time and process clearly written here?

Senator Kennedy stated that they cannot legally specify quotas, amounts, or types of people. That is a problematic and a potential violation/lawsuit and that cannot be put in the policy. She read to the Senate some of the feedback she has received so far. They did not support this proposed language because there is no clarity in how this will be determined per individual and the involvement of discovery/revelation of personal issues of identities; faculty are concerned about privacy. Another faculty member stated that Search Committee members are not allowed to ask about diversity issues of applicants such as race, gender, age, disability, etc., or consider those issues, and do not understand how HR can then review and ascertain those types of identifiers of committee members. Another faculty member's feedback stated that the Ed. Code makes these committee appointments faculty purview.

Senator Kennedy reported that there is proposed language that if a Search Committee cannot find three qualified candidates they can consult with the College President and the Academic Senate regarding that.

Senator Cuellar stated that sometimes there is an assumption that the campus faculty body is already diverse; they are only diverse to some extent. Are they diverse in regards to the aspect of representative diversity of a college campus? **Senator Sachs** stated that this is an issue that needs a lot more work and cannot be solved or voted on to be accepted in just a week or two.

Senator Kennedy: Stated that she was told that this hiring policy should be done in a week or two because of summer but is not clear on the details.

Senator Sachs: Stated that that is not in the spirit of collegiality. The Senate has legitimate questions. What they have done is they have created a mechanism that slows down the hiring process potentially, which is something that the Senate has always worked against. While there is no question we can do a better job in diversity, they have created something with no mechanism to describe, which is scary. There are a lot of definitions, and while there are issues of diversity that are easily determined, there are plenty of others that are incredibly difficult to determine.

Motion 5: Senator Sachs moved that the Senate does not allow a vote on this procedure to take place until it has been fully vetted by the OCC Senate until fall; motion seconded; motion approved with two abstentions. [See Voting Tally Chart at the end of these meeting minutes.]

3. Adjournment of the Regular Meeting

President Gordon adjourned the meeting at 12:29 p.m.

4. Approval of the Minutes: April 25, 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	Motion 2	Motion 3	Motion 4	Motion 5
	Minutes 4/11/23	CourseLeaf Adoption	Math Amendment to ISLOs	ISLOs Approved w/ Amend.	Postponing of Hiring Policy until Fall 2023
<i>The Presiding Officer's vote will be recorded as an abstention unless breaking a tie vote.</i>					
Alabi, Jessica A.: Senator-at-Large (2020-2023)	Aye	Aye	Aye	Aye	Aye
Ball, Jason: Part-Time Senator (2022-2023); 11:35 am	Absent	Aye	Aye	Aye	Aye
Barnes, Carol: Counseling Senator (2021-2024)	Aye	Aye	Aye	Aye	Aye
Barrios, Nina: Part-Time Senator (2022-2023)	Aye	Aye	Aye	Aye	Aye
Boogar, Tyler: Math and Sciences Senator (2020-2023)	Aye	Aye	Aye	Aye	Aye
Budwig, Eric: Technology (2020-2023)	Aye	Aye	Aye	Aye	Aye
Chavez Jimenez, Irving: Senator-at-Large (2021-2024)	Aye	Aye	Aye	Aye	Aye
Cohen, Eric: Senator-at-Large (2021-2024)	Aye	Aye	Aye	Aye	Aye
Connor, Sean: Senator-at-Large (2020-2023)	Aye	Aye	Aye	Aye	Aye
Cuellar, Eric: Senator-at-Large (2021-2024)	Aye	Aye	Aye	Aye	Aye
Della Marna, Jodi: Library & Learning Sup. Senator (2020-2023)	Aye	Aye	Aye	Aye	Aye
DeShano, Tina: Consumer Health Sciences Senator (2020-2023)	Aye	Aye	Aye	Aye	Aye
Drew, Rendell: Vice President, Senator-at-Large (2020-2023)	Aye	Aye	Aye	Aye	Aye
Ely, Cyndee: Part-Time Senator (2022-2023)	Aye	Aye	Aye	Aye	Aye
Gordon, Lee: President, Senator-at-Large (2022-2025)	Abstain	Abstain	Abstain	Abstain	Abstain
Kennedy, Marilyn: Secretary, Lit. and Lang. Senator (2022-2025)	Aye	Aye	Aye	Aye	Abstain
Legaspi, Jodie: Athletics and Kinesiology Senator (2020-2023)	Aye	Aye	Aye	Aye	Aye
Neil, Jeanne: Business and Computing Senator (2022-2025);	Aye	Aye	Aye	Aye	Aye
Pullman, Lori: Curriculum Chair (Non-Voting)	-	-	-	-	-
Sachs, Loren: Senator-at-Large (2022-2025);	Aye	Aye	Aye	Aye	Aye
Sheehan, Katherine (2021-2024); 11:43 am	Absent	Aye	Aye	Aye	Aye
Stanton, Jordan: Social and Beh. Sciences Senator (2022-2025)	Aye	Aye	Aye	Aye	Aye