

# ORANGE COAST COLLEGE

Academic Senate Meeting | 2/4/20 | 11:30 am - 12:30 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>	Present
<b>Jodi Della Marna, Library</b>	Present	<b>Jeanne Neil, Business &amp; Computing</b>	Present
<b>Matt Denney, Technology</b>	Present	<b>Max Pena, at-Large</b>	Absent
<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>	Present	<b>Jordan Stanton, Social &amp; Behavioral Sciences</b>	Present
<b>Lee Gordon, at-Large, Parliamentarian</b>	Present	<b>Raymond Tu, ASOCC Representative</b>	Absent
<b>Anna Hanlon, Curriculum Chair</b>	Absent		

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

Kevin Ballinger, Bob Fey, Kate McCarroll, Angelica Suarez, John Taylor, Yuki Toyooks Smith, Bryan Harris

## 1. Preliminary Matters

### A. Call to Order:

President Loren Sachs called the meeting to order at 11:31am.

### B. Approval of the Minutes:

Approval of the 2/4/20 minutes will be postponed until next week's meeting.

### C. Opportunity for Public Comment:

Rob Schneiderman, Clyde Phillips, Leland Means, Lee Gordon, Doug Lloyd, Cameron Brown, Angelica Suarez, Jessica Alabi, Rendell Drew, Darryl Isaac, Jamie Blair, Marilyn Kennedy

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

**Senator Phillips:** Next Thursday, UMOJA is hosting an event for Black History Month on 2/13 at the Planetarium from 2:30 – 3 pm, featuring Max Speare, who will be speaking about the legacy of slavery. Dr. Karenga will be at the Planetarium on 2/26, 3 pm, presented by UMOJA, the Global Engagement Center, and EOPS. Thanks to Jordan Stanton for his help.

**Senator Means:** This Thursday evening, 2/6/20, there will be photographs by John Upton in the art gallery and also a virtual reality presentation.

**Parliamentarian Gordon:** Friday, March 13, in the Robert B. Moore Theater, Iri Rickerson will be hosting her last benefit/presentation on archeology around the world.

**Senator Lloyd:** The high school math meet is on 3/13/20 at 4 pm.

**Senator Brown:** Next Monday, 2/10/20, there will be a memorial for the Altobellis at Angel Stadium at 4 pm. **President Suarez** noted that info about the memorial for the Altobelli family will go out to the campus.

**Senator Drew:** Raised concerns about support services at night, as last semester a student needed medical attention and the Student Health Center was closed. **Senator Isaac** noted that Campus Safety is well versed in assistance with any type of emergency.

**Secretary Kennedy** noted that at the Honors Conference last Friday, lack of funds and staffing to serve students' mental health needs was discussed. This and other hiring freeze issues are related to the Senate, as faculty hiring is under Senate purview, and the District never consulted us.

**Vice President Blair:** At other campuses faculty and Senate purview regarding Guided Pathways has become an issue. At OCC, our faculty and Senate input is part of Guided Pathways, and we should keep informed of State GP issues to ensure our participation continues.

## 2. Consent Agenda

There were no consent items.

## 3. Officer, Senator, & Committee Reports

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

**District Consultation Council (DCC):** At DCC yesterday, Dr. Serban shared the enrollment statistics for the last ten years. From the 2009-2010 academic year through this year, we have seen an 18.67% reduction in FTES California. In 2009 we had 36,000 students and currently have 28,000.

**Campus Budget Committee:** The campus budget committee meets next Wednesday and the following week Senator Ely will go over the budget at the local level and how it affects our campus. During Flex Day there will be a session about sustainable budgets bringing a lot of the constituencies together; faculty, classified, the bargaining units, in order to have a discussion of what a sustainable budget looks like. Request pie chart on how the District spends the overall money. We need to see that and the process for appeals to hiring.

### B. Guided Pathways:

**Charles Otwell:** Reviewed the mapping of program areas into the pathways and noted that the starred items (those with asterisks) are going to be in more than one pathway. This was done by the design team and we have started talking to divisions and at the VPA meeting on Friday, and they have offered suggestions which are listed at the bottom of the report:

- **Find your pathway:** General Studies
- **Computer Science:** Computer Science, Computer Information Systems\*, DMAD\*
- **Kinesiology, Fitness and Wellness, Sports & Athletic Performance:** Athletics & Fitness, Dance\*, Kinesiology, Public Health\*
- **Careers in Healthcare:** Culinary and Food Science\*, Nutrition and Dietetics\*, Medical Health Services, Public Health\*

- **Math and Science:** Anthropology\*, Astronomy, Biology, Chemistry, Culinology and Food Science\*, Environmental Science, Engineering\*, Geology, Geography\*, Horticulture\*, Marine Science, Mathematics, Physics
- **Language and Communication:** Communication Studies, English\*, ESL, Foreign Languages\*, Journalism
- **Social science & Humanities:** Anthropology\*, Economics\*, English\*, Ethnic Studies, Foreign Languages\*, Gender Studies, Global Studies, Geography\*, History, Philosophy and Religious Studies, Political Science, Psychology, Sociology
- **Hospitality, Food & Tourism:** Culinary Arts, Culinology and Food Science\*, Food Service Management\*, Hospitality and Travel, Nutrition and Dietetics\*, Professional Mariner\*
- **Business, Management & Entrepreneurship:** Accounting, Business & Business Administration, Computer Information Systems\*, DMAD\*, Economics\*, Fashion\*, Food Service Management\*, Interior Design\*, Leadership Studies, Management, Marketing, Real Estate
- **Industrial and Engineering Technology:** Architecture\*, Aviation Maintenance, Construction Technology, Electronics Technology, Engineering\*, Horticulture\*, HVAC, Industrial Automation, Manufacturing Tech, Pilot Flight Training, Professional Mariner\*, Welding
- **Teaching & Education:** Early Childhood Ed
- **Visual Arts, Design and Performing Art:** Art, Architecture\*, Commercial Art, Dance\*, DMAD\*, Fashion\*, Film/TV, Horticulture\*, Interior Design\*, Multimedia, Music, Photography, Theatre Arts
- Photography, Film/TV and Theater Arts in Communications? Dance in Soc Sci? which VPAs go in Education?

We will entertain suggestions. The governing criteria, #1: where are students going to look for this? #2: Are there shared courses with other programs within the bucket?

We want to be able to add programs to the buckets when it makes sense to do so. We are ready to listen if you have input. Possibly other items to fit into Teaching and Education will be some of the VPA instructor certificates and other certificates related to teaching might go there, as well. Additionally, an example of the website design landing page draft has been updated.

**President Sachs** asked if the Senate wished to go to New Business before Unfinished Business. **Motion 1: Secretary Kennedy moved** to place New Business before Unfinished Business; motion seconded; motion approved unanimously.

## 4. New Business

### A. Golden Handshake (SRP) & Hiring Freeze

President Sachs introduced CFE President Rob Schneiderman and noted that faculty hiring is Senate purview and that the CFE was surprised by the hiring freeze.

**CFE President Schneiderman:** Yes. The beginning of this is that the District is spending over 90% of the budget on employee salaries and benefits. They came to all the constituency groups and wanted a golden handshake, as Coastline has a problem with their military program which is going away because the Navy opened up a community college and Coastline has classified staff in that area who were approached by the District about a layoff or a golden handshake.

Once we did the math, and management, staff, and faculty agreed on the savings, the union felt like this was an opportunity to have balance. If there will be five million dollars in savings from thirty-five retirees, then we want some of that savings to go toward enhancements in the contract.

In the end, it was agreed that rehiring was a management right, so Management inserted the FON+5% into the MOU, which included some nice contract enhancements; two-year retirement incentives if you're in CalSTRS, in PERS it would be a 70% of base salary as a payout. The next day there was an email about a hiring freeze which was news to us. That's where we are right now.

**Senator 1:** Regarding the *golden freeze* – what is it? What about the possibility of lateral hires within the organization? What happens when there's a retirement and there is a need to replace the person, is there a provision to go in-house instead of out?

**CFE President Schneiderman:** OCC President Suarez and VPI Ballinger might have had a discussion, because what if we have an area of dire need or something--is there a way around it? We [the union] were pretty clear that District cannot dip below 50% with instructional expenses [Note: This is state mandated]. It seemed like they need to rehire appropriately. I can't imagine how the hiring freeze would actually work.

**OCC President Suarez:** I understand that there were a number of different factors that were considered: FON, 50%, and moving forward with replacement of faculty retirements. That will continue to be a conversation as it relates to faculty and the freeze and we'll look at the FON. As our enrollments are reduced the FON gets readjusted; we look at our 50% law and where we are with that; we look at critical programs; all of these things will continue to be part of that conversation.

The freeze, as it relates to classified employees, is a mechanism that institutions use to address budget issues. Within the agreement of the freeze there is a caveat for positions that have been discussed and prioritized and have been moved forward. This starts with lateral transfers, internal hires, and only during extenuating circumstances for classified positions will we go outside the district for any kind of specialty area.

**Senator 2:** During the negotiations there was a possibility of working one more fall semester, is that still on the books?

**CFE President Schneiderman:** Management pulled that option. We talked about that and we advocated for that. I don't know if it's a complexity because of STRS but that was completely pulled off the table.

**Senator 2:** For a department without a lot of faculty, this could cause a lot of turmoil if people take advantage of this golden handshake.

**CFE President Schneiderman:** Yes, there's an additional issue that if people who are in CalSTRS, based on the CalSTRS website, they don't allow you to work for the same institution who gave you the two-year service credit for five years. Anyone who is from a small department, they really have to make a more difficult choice.

**VPI Ballinger:** For the faculty, the twelve new [faculty] hires that were approved by the Senate are still moving forward. We're assuming the number of LHEs lost by full-time faculty are replaced on the scale with part-time faculty and we build

back to this 5% over FON. The board policy has been 2% over FON; this is still maintaining over what the board policy states.

**CFE President Schneiderman:** When we were doing the modeling for how much money we would save and how much money we would spend on these different enhancements, we modeled out the full replacement of full-time faculty with part-time faculty. We did model out a few full-time replacements and it would be up to management in those situations, would they want to hire a full-timer or hire a one-year replacement because that is modeled out where there is money for that. There is a small amount of money built into the model we created, so it would be Management's opportunity to do that.

**OCC President Suarez:** I wanted to clarify about the faculty and freeze. The resolution that went to the board does not have faculty included in that freeze, in that language.

**Senator 3:** I originally requested this item by on our agenda as students are concerned about their programs and faculty have expressed concerns about what the golden handshake might do to smaller programs and the quality of programs overall. If a lot of people leave, what does that do those of us left carrying the extra work? There are also concerns as to how this will affect students.

When in negotiations, you have to assume the worst-case scenario and prepare for that; I wish the district had conferred with faculty and the Senate.

**President Sachs:** One of the things that Chancellor Weispfenning said in the Academic Senate Presidents meeting prior to the DCC was that the college leadership has been tasked with determining mission critical positions knowing that there are people who have been here for a while who are likely to leave and to put mechanisms in place to make lateral moves or internal promotions to address those concerns.

Chancellor Weispfenning made it very clear that when they are closer to the cut-off date, part of the process is looking at the positions affected as they go forward and not just at the raw numbers and dollar signs. There are people-- support staff, managers, directors--who are in positions that could have a tremendous impact on students if they did not replace them in a timely fashion. This is being discussed and there is awareness. On the faculty side, because of the STRS issues, it may get a little more complicated.

**VPI Ballinger:** I'd like to provide clarification on one thing: all of the info will be released in the workshops; mid-April is the deadline to submit a retirement letter. For the SRP (golden handshake retirement incentive), the district collects all of those in a window and the Board doesn't take action on those until the May meeting.

It's quite possible that if the District does not get enough people that want to take this incentive, all of the retirement letters are off the table. It's going to be really hard to make any plans until May. We need to know what the final decision is. In our usual cycle we have twelve to fifteen retirees a year with no incentive.

One of the District models we looked at is where forty faculty retire--the sweet spot is for some of the benefits that the union wants. I'm not seeing this as being an incentive that's going to decimate our faculty more than in a usual year.

Our processes are being that we look at the retirees in the fall through IPC through Senate recommendation and move forward. We are fully aware that we have one-person programs and the question is, do we keep the program? Do we have to have a faculty member in it? This is not an end-of-the-world scenario.

**Senator 4:** Has the District put out an informational letter?

**VPI Ballinger:** No, but everyone received an email about the retirement workshops. Apparently if you're eligible you get an informational letter with more specifics.

**Senator 4:** Is there a way of making sure that all of our concerns being brought up here are forwarded to the District as they make this plan solid?

**VPI Ballinger:** The chancellor opened up a portal where you can submit your stuff.

**Senator 3:** Those I know who have retired say it is a long-term decision-making process regarding personal and financial plans; it's a major life decision. I don't know how people who make all those plans, then submit a letter, then possibly get notified that the incentive is not viable will do. I don't think it is the wisest plan to allow it to be rescinded as it puts those people in a very tough situation.

**President Sachs:** I said exactly that at DCC yesterday. It would devastate someone if they have their 70% and then they don't get it.

**Senator 5:** There is a huge loss of reality over at the District as to what happens on the campuses. They make decisions when we're closed and they tell us the week before when we're getting ready to hire people and then we can't. The day before school starts, we get a new phone system when we get the most phone calls from students.

The biggest one was the hiring change that they made where they didn't give us any support for almost one-hundred hours' worth of work. To redo everything, they required us to work really fast but they hired a full-time person to handle it on their end. We worked weekends, evenings.

They don't respond when you say this to them. I don't trust that these exceptions on our end will be given the consideration that they will give to themselves. That's why I want to see the budget and want to know every person that the District replaced because it seems to be that they get everything they need.

I look around and I know all the other places like the Writing Center and the Honors Center, and they're at a standstill. The number one important thing to those of us who do not retire is the student, following that is the faculty. You can have faculty and students and not all of this fluff that they have over there and everywhere else. That could be done without, the little extra projects, but you can't go without what the student needs and the support the instructor needs. That needs to be the first priority when they make the decisions and that doesn't seem to be happening and it's very frustrating.

**Senator 6:** At the first read through, I thought that this is a contingency if forty people need to retire. Could you clarify, President Schneiderman?

**CFE President Schneiderman:** We don't know the magic number. We set up different thresholds of retirees. If a certain number, say twenty-five people, retire, this is the enhancement we can expect with those twenty-five. If there are thirty retirees, there will be additional enhancements and if there's thirty-nine or above, the district saves the most money and we get the most enhancements. The

reason for the enhancements was to give more money to those department chairs who would be working extra because some of the colleagues will no longer be with us.

**VPI Ballinger:** We can't give you some kind of a formula; they have to look at the whole picture, but it will be a mixture of faculty, management and classified. Does it add up to enough to have this savings and planning on the rehiring over a period of time? If we said we need to have "X" out of this bargaining unit, we don't want them to think this is the only place it can come from. What ends up happening is that there needs to be a financial analysis and a recommendation to the board.

**President Sachs:** The 50% law, if it's all faculty and no one else takes it then that skews our 50% law completely off and vice versa.

**VPI Ballinger:** All of those laws are still in place; it can't just be faculty. They will probably say "no" to that.

**Senator 4:** Are they hearing these concerns; are they considering our concerns in their decision?

**President Sachs:** It came up at DCC yesterday where the Senates are going to be invited to participate and offer some talking points that reflect the campus perspective that reflect the campus perspective across all constituency groups that we can then carry to next month's DCC.

Most folks who are going to take this have been thinking about retiring already. There will be a few people who might look at the money and jump. This is a big life-changing event and I would hope that nobody makes a rash decision because that when there may be regret or a negative impact.

**OCC President Suarez:** About the concerns, all of you sit on different shared governance committees where information is being shared and we'll share it at DCC as well. I have been through SRPs (golden handshakes) before and what I have told myself is that I need to increase my threshold for patience. There are a lot of things that we don't know until things develop.

You have my commitment to make sure that we do have the conversations about the different departments and services on campus. Everything we're doing is important; however, we have a budget situation that we have to address: our expenditures, revenues and enrollments. I have asked the management team to take a look and work with all of you, as well, to look at our services and prioritize. What are the functions that we absolutely have to continue to carry out to be a college that embodies the values of OCC? We want to do this as thoughtfully as possible; it's never easy but I'm hopeful.

**Senator 2:** So, there's a letter that going to go out to people who are eligible but the longer that is waiting that is adding to the tension of the situation.

**CFE President Schneiderman:** Correct. That was in the initial MOU that was signed. Immediately after the January board meeting there was a letter that was supposed to go out in January to those who are eligible. The District didn't get the letter out because they wanted to adjust some dates; they said it would be going out tomorrow. The District needs to do that.

The way we structured this retirement agreement if forty people retire because we structured a FON +5%, we probably will still have to rehire about twenty people right away. We have to trust in the processes that you can identify those

areas of high need. There will still be re-hiring based on the MOU even with this supposed hiring freeze. That's just the math and it's in the agreement.

**OCC President Suarez:** There needs to be clarity on where the retirement communication is coming from; it's coming directly from the retirement systems.

**VPI Ballinger:** That's why it's taking longer and I also heard that the two PARS had to have the same agreement and they had to go back and adjust the language and approve at a closed session tomorrow. The email, however, did go out for the workshops.

**President Sachs:** The Flex Day on sustainable budgets would be a continuation of this discussion with classified, faculty, administration, and directors. Let people know if they have concerns. It's still a little bit in flux so if you have questions, ask questions. Be comfortable when you make a decision; don't make a rash one.

## 5. Adjournment of the Regular Meeting

President Sachs adjourned the meeting at 12:26pm

## Approval of the Minutes: February 11, 2020

**MINUTES:** First draft written by Michelle Ozuna, Administrative Assistant II, Human Resources. 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

Motion 1	Senate Membership
Move New Business	
Aye	Barnes, Carol: Counseling Senator (2018-2021)
Aye	Blair, Jamie: Senator-at-Large (2018-2021)
Aye	Brown, Cameron: Athletics & Kinesiology Senator (2017-2020)
Aye	Connor, Sean: Senator-at-Large (2017-2020)
Aye	Cuellar, Eric: Senator-at-Large (2018-2021)
Aye	Della Marna, Jodi: Library & Learning Support Senator (2017-2020) 11:34 arrival
Aye	Denney, Matt: Technology Senator (2017-2020)
Aye	Drew, Rendell: Senator-at-Large (2017-2020)
Aye	Ely, Cynthia: Part-Time Senator (2019-2020)
Aye	Diogba G'bye: Part-Time Senator (2019-2020) 11:40 arrival
Aye	Gordon, Lee: Senator-at-Large (2019-2022)
---	Hanlon, Anna: Curriculum Chair (Non-Voting)
Aye	Holt, Kelly: Senator-at-Large (2017-2020) 11:59 arrival
Aye	Isaac, Darryl: Con. & Health Sciences Senator (2017-2020)
Aye	Kennedy, Marilyn: Lit & Lang Senator, PDI Chair (2019-2022)
Aye	Lloyd, Douglas Math & Sciences Senator (2017-2020)
Aye	Means, Leland Visual & Performing Art Senator (2018-2021)
Aye	Neil, Jeanne: Business & Computing Senator (2019-2022)
Absent	Pena, Max: Senator-at-Large (2019-2022)
Aye	Phillips, Clyde: Student Services Senator (2017-2020)
Aye	Sachs, Loren: Senator-at-Large (2019-2022)
Aye	Stanton, Jordan: Social & Behavioral Sciences Senator (2019-2022)