

ORANGE COAST COLLEGE

Academic Senate Meeting | Sept. 6, 2022 | 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	Cyndee Ely, <i>Part-Time Faculty</i>	Absent
Jason Ball, <i>Part-Time Faculty</i>	Absent	Lee Gordon, <i>at-Large, President</i>	Present
Carol Barnes, <i>Counseling</i>	Present	Marilyn Kennedy (Remote), <i>Lit & Lang, PDI Chair, Secretary</i>	Present
Nina Barrios, <i>Part-Time Faculty</i>	Present	Jodie Legaspi-Kiaha (Remote), <i>Athletics & Kinesiology</i>	Present
Tyler Boogar, <i>Math & Sciences</i>	Present	Doug Lloyd, <i>at-Large</i>	Absent
Irving Chavez Jimenez, <i>at-Large</i>	Present	Jeanne Neil, <i>Business & Computing</i>	Absent
Eric Cohen, <i>at-Large</i>	Present	Lori Pullman, <i>Curriculum Chair</i>	Present
Sean Connor, <i>at-Large</i>	Present	Loren Sachs (Remote), <i>at-Large</i>	Present
Eric Cuellar, <i>at-Large</i>	Present	Katherine Sheehan (Remote), <i>Visual & Performing Arts</i>	Present
Jodi Della Marna, <i>Library</i>	Present	Jordan Stanton, <i>Social & Behavioral Sciences</i>	Present
Tina DeShano, <i>Consumer & Health Sciences</i>	Present	TBA - ASOCC Student Representative	
Rendell Drew, <i>at-Large, Vice President</i>	Present		

Guests (Optional & Voluntary Sign-In): Eric Budwig, Kate McCarroll, Rick Garcia, Jeanette Grimm, Rebecca Morgan, Rich Pagel, Michelle Grimes Hillman, and Angelica Suarez.

1. Preliminary Matters

- A. **Call to Order:** President Lee Gordon called the meeting to order at 11:30 a.m.
- B. **Opportunity for Public Comment:** None.
- C. **Approval of the Minutes: Motion 2: Senate Secretary Kennedy moved to** approve the August 30, 2022, meeting minutes with minor changes; motion seconded; motion approved. [See Voting Tallies Charts at the end of these minutes for voting records.]
- D. **For the Good of the Order:**

Sean Connor – The Speech and Debate team is excited to be able to do three public showcases now in person this semester. The first one is Tuesday, September 13, 5 p.m., in the Science Hall. Faculty and students are invited to attend; there is a requested \$5.00 donation. It is one of the biggest recruiting tools.

Jodie Legaspi – On behalf of the Kinesiology and Athletics Department she presented the Working on Wellness, WOW, Program, starting Wednesday, September 7, 12-1p.m., meeting Mondays and Wednesdays at the new Kinesiology & Athletics building. They will be working on functional movement and cardio, starting slowly and the moving to achieve goals. Contact her or Courtney Nix.

2. Consent Agenda:

- A. **To comply with AB 361**, continue Academic Senate, Curriculum Committee, Program and Department Review, and Professional Development Institute meetings by teleconferencing for the next 30 days due to local Board and District restrictions for onsite meetings and requirements for social distancing

B. Sheehan, Katherine Tenure Track Committee Update:

Dean	Hiring Committee	(Within Discipline)	Senate (Outside Discipline)
Larissa Nazarenko	Leland Means Roger Whitridge	Roger Whitridge Holly Topping	Douglas Johnson

Motion 1: The Senate moved to approve the consent agenda; motion seconded; motion approved. [See Voting Tallies Charts at the end of these minutes for voting records.]

3. Officer, Senator, & Committee Reports

A. President and Vice President's Reports:

1. President Gordon:

Agenda Items/Committee Reports: Clarified that anyone can speak on one of the agenda items, and we have a standard list of agenda items for every meeting of the Senate: Guided Pathways, Budget, DEIA, Part-Time Faculty, Board Policies, and we are adding educational regulations, and so on. For example, if Senator Kennedy had something that she wished to address on one of the committees she is on, such as Academic Freedom, she could do that where it says, "Committee Reports," and she would not have to agendize it and then wait a week. If there is a committee that wishes to report something and it is not already listed on the agenda, they can do that under "Other Committee Reports".

Shared Governance: President Gordon and Vice-President Drew are pleased with the commitment that Dr. Suarez and Dr. Grimes Hillman have shown in the College's efforts to increase understanding among colleagues at OCC of shared governance. This month President Gordon will meet with his counterparts at the other two colleges in the Coast District and with Rob Schneiderman and Bob Fey of the CFE. He plans to discuss with these colleagues the issue with of shared governance between faculty and administration at the Coast District.

Budget: With respect to budgeting issues, the State Chancellor's office is allowing community college districts to reset their "baseline" for full-time faculty, equivalent student FTES levels at the 2018-2019 level in order to reduce the impact of the fiscal cliff that has been discussed so much in the Senate. However, there are strings attached. Senator Boogar is going to begin today by talking about enrollment promotion. One of the strings that is attached to this budget reset is that the district must submit a plan to increase enrollment. The district must have a board policy to have a 16% or 17% ending balance.

Competency Based Education (CBE): With respect to the District's enrollment plan, under the new announced reset of the budget, a portion of the District's enrollment plan is to develop the Competency Based Education (CBE) program. President Gordon stated his concern about whether the concerns of the faculty representatives at the District's two larger colleges have been fully taken into account with respect to District policy on Competency Based Education (CBE).

Executive Board Presentations: Each member of the E-board will take fifteen minutes every other week of the Senate session to talk about an area of interest to them. Vice-President Drew will talk about the Multicultural Center at this meeting and also next week on September 13. On September 20, Professor Pullman will talk about the Succulent Garden move to the Planetarium. On October 11, the Part-Time Caucus will be presenting on part-time issues. On

October 18, Senator Kennedy, who has several areas of interest, will be asked to pick one. On November 1, President Gordon will be presenting on the Honors program.

2. Vice-President Drew:

Flex, Shared Governance Presentation: Reported that the Flex Session of the Senate was well attended. They talked about the 10+1 and shared governance.

Constitution Day: Constitution Day will be on Thursday, September 15, 12:30 p.m., at the Robert B. Moore Theater. Every school that receives state funding must acknowledge the history of the birthday of the country. This is why every fall this has been done. The topics discussed will be Jacobsen vs. Massachusetts, the Roe vs. Wade decision, and what "We the People" means in the Constitution.

- B. Guided Pathways Reporting/Statewide – President Gordon:** There has been a reorganization of Guided Pathways. Vice-President Drew and President Gordon plan on asking more about that with the Administration in their monthly meeting.
- C. Union/Bargaining Unit Report – CFE President Schneiderman:** CFE is trying to get the sunshining topics to the Board of Trustees meeting agenda. Those are topics will be negotiated for the upcoming success for agreement for the collective agreement. Those topics include evaluations, Flex Days, Department Chair rubrics, overload banking flexibility, retirement, etc.
- D. Budget Update:** As stated on President's report, there will be a reset to the 2018-2019 enrollment levels.
- E. Diversity, Equity, Inclusiveness and Accessibility (DEIA) – Vice-President Drew:** Recognized some of his colleagues that have been working alongside him on DEIA efforts such as Senator Cuellar, Senator Chavez Jimenez, Senator Stanton, Senator Alabi, and others. He will report on creating cultural synergy through diversity in the organization. He will work with the coordinators of the Global Engagement Center and CLEEO. This item will be referred to next week on September 16 to have the correct PowerPoint presentation.

Board Policies and Administrative Procedures (BPAP) Report - AP/BP 5040, AP 6305, AP 5045, BP 3820, and BP 6200 – Senator Kennedy: Reported that she did not get the updated policies in time for this meeting, but she did provide an update on those policies.

AP/BP 3820 Gifts, for large monetary gifts, or high-monetary value items, such as boats, an island, etc. This new policy was legally advised. It will require District assessment of the maintenance of large gifts or the purposes of them, and approval. There will be a separate policy for smaller individual gifts. Senator Kennedy expressed concern as to if this would affect the naming of buildings. President Gordon stated that the Board does have a policy that was updated within the last decade specifically on naming rights and major gifts.

AP/BP 5040, Student Records, Directory Information, and Student Privacy, has a change if a student requests a gender or name change for student records, where they must present a state-issued ID or driver's license, a birth certificate, a passport, a social security card, or a court order indicating a name or gender change, or both. Senator Kennedy asked that the committee consider other ways to ensure there is no ID fraud/theft with this new policy. She suggested that the District might want to include a notification to the original addressee so that they would know there was a change occurring in terms of transcripts, diplomas, etc.

BP 6200 Budget Preparation and **AP 6305 Reserves**, the District is changing its policy from having 5% in the reserves to 16.7% which is recommended across the board across the State. It will allow for two months of costs for running the District. If anybody has any comments about the policies, they can reach out to Senator Kennedy. Policies are renewed every six years.

President Suarez: Highlighted that on the Coast District website, under Board of Trustees, there is a list of [all policies](#).

Senator Alabi: Stated that many times students are lost with the naming of buildings. Some buildings have names of people on them and not the services that they provide.

President Gordon: Stated that naming rights is a genuine source of revenue for this College because of its unique nature. We have a number of, frankly, trophy buildings that, even having been open, would be of real interest to a major gift donor, and it's something that he has done on a lot of study on.

4. Unfinished Business

No items under Unfinished Business.

5. New Business

- A. Enrollment Promotion - Senator Boogar:** Reported on a conference he attended with other colleagues at OCC. The conference, held July 12-15, called Enrollment Management Academy, was a three-day academy focused on providing technical assistance to college teams on enrollment management and forecasting. OCC had one of the largest groups there.

They wanted to start a conversation about enrollment promotion, identify critical aspects of enrollment management for OCC to implement, engage in a gap analysis, and develop preliminary planning themes. This was only a start, and no decision has made.

They are bringing this back to the campus so we can make a plan. Some of the participants included two faculty representatives, one classified representative, and eight management representatives. The goal is to look at enrollment and ask, How can we be better meet student needs, and promote a greater enrollment in our courses with the resources that we have? How can we make enrollment as efficient as possible while still being mindful of academic freedom and what students need?

Enrollment management is not any of these things: standardizing class size across disciplines, campus wide class cancellation thresholds, or a discussion of compensation and benefits. Enrollment Promotion is about creating a schedule that best meets the needs of the students to promote the greatest amount of enrollment. It is about outreach. It is about doing everything possible to maximize apportionment for the students we have now. It is about maximizing student retention.

Every year there is a big drop in student enrollment from fall to the spring semester. The question is, How can we improve that? It is about empowering divisions, departments, and constituency groups to make decisions through an enrollment promotion lens. It is not about a one-size-fits-all, top-down model. It is about how we can make departments and divisions part of the conversation to make the choices that make the most sense for their areas. It is about ensuring the pathways to student enrollment are clear and easy to navigate. It is about ensuring a welcoming campus environment making students feel

like they want to be here. It is about optimizing class scheduling with the caveat that we want to do what we can without preventing students from reaching their goals such as canceling classes. We do not want to let programs go. It is about making informed decisions regarding class offerings and cancelations based on trends and demand, not just from an academic perspective, but also looking into the data.

As a team, they looked at the seven areas where they saw growth: using community engagement to support outreach and recruitment, maximizing apportionment and efficiency for stewardship of resources, planning with a student-centered scheduling design, staying on course through a focus on retention and persistence, ensuring learning through completion, relying on systems to support student completion, and facilitating enrollment management in-reach to campus community.

There is overlap in the strategic enrollment management plan. They all have a role. This is a conversation that is just getting started. No decisions have been made. Everyone has a role in enrollment promotion. It is more than the schedule. It is also about the student experience and support services that impact success and retention.

Senator Alabi: Is there a report from the conference only or if there is a group ready to dive into it?

Senator Boogar: There is a group that exists that was formed last year.

VPI Grimes-Hillman: According to our shared government documents, the Student Success Enrollment Committee is in charge of writing an enrollment management plan. They do have an IEPI grant that they put together last academic year.

Vice-President Drew: What are the next steps and how does this tie in with the existing DEIA Taskforce and the Multicultural Center and others?

Senator Alabi: Where should faculty go if they have ideas of steps to take? She has ideas about modality and hiring people to do outreach, for example, to increase enrollment.

Senator Boogar: Bring those ideas to the Student Success Enrollment Committee.

Senator Barnes: Asked that the presentation be shared along with the minutes.

Senator Boogar: He gives his permission to have the presentation shared with the rest of the senators.

President Suarez: OCC is doing some of those things already. The question is, How we build on that? At today's College Council meeting we will share where OCC is at in enrollment and the progress of reversing the downward trend. We are not waiting for a plan. The plan will help all of us put this together and make the connection, but a lot of that work also is what is happening now.

Senator Boogar: Stated that the development of the plan is not a one-time implementation. It is a process that will take years.

Senator Chavez Jimenez: Are there any people within the Onboarding Committee for Pathways who are also part of the existing student success group that was just mentioned?

Senator Alabi: There have always been counselors and people from Student Support Services on that committee.

President Gordon: Stated that Enrollment Promotion will be on the agenda as a standing item. Marketing is everybody's interest in the organization.

B. Supplemental Questions in the Hiring Process:

President Gordon: Stated that Supplemental Questions was an item that came up from the last Senate meeting. He asked Senator Alabi to open up the dialogue.

Senator Alabi: Stated that we should interrogate the hiring process in terms of the way we weight the supplemental questions and make sure that faculty are doing the hiring. She experienced that the current process has a lot of loopholes in it. People can get things right on paper but that does not mean that they can get it right in the interview. It means that we must look at systemic inequality. While there are efforts to be inclusive in many ways, we might find ourselves being exclusive. We need to look at the process and speak to faculty who have had experiences where they did not feel empowered in the hiring process, where they felt disempowered.

Senator Boogar: Asked how those decisions are decided in the first place. He shared the same concerns that Senator Alabi encountered.

Senator Kennedy: Shared constituent concerns and feedback that stated that HR engages in too much obfuscation about the process and does not work with faculty to develop a process. The feeling is that a lot of this is coming down from high. It does not include faculty input. It affects faculty decision making. It affects it at the disciplinary level. It affects everything about the process and the ways that blocks subject matter faculty experts from being empowered to make the decisions for their disciplines.

Senator Barrios: Stated that she applied last year for the English position. She said the supplemental questions were tremendous. She was in a position where she had the time and energy to complete those questions. However, when those application requirements become extensive, applicants maybe turn away from applying. She stated that perhaps the time commitment can be taken into consideration.

Senator Alabi: Stated that with Ethnic Studies they had a lot of equivalency applications. The equivalency conversation should not be separate as it impacts the hiring process. It is a District process but there is no District committee that has conversations.

President Suarez: Stated that Director of Human Resources, Rebecca Morgan, can provide an overview of AP 7120 and then follow up with District based on the questions that arise from that discussion.

Director of Human Resources Morgan: Asked to also invite Vesna Marcina who represents the Equivalency Committee.

Senator Kennedy: Stated that the hiring policies are going to be going back to the BPAP Committee this year. That might be important to include in the conversation.

C. Hyflex Setup for Multicultural Center: This item is deferred to next week.

6. Adjournment of the Regular Meeting

President Gordon adjourned the meeting at 12:24 p.m.

7. Approval of the Minutes: September 13, 2022

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 Tallies Chart

Senate Membership	Consent Agenda	Motion 1
		Approve 8/30/22 Minutes
<i>The presiding officer's vote shall be recorded as an abstention, unless breaking a tie.</i>		
Alabi, Jessica A.: Senator-at-Large (2020-2023)	Aye	Aye
Ball, Jason: Part-Time Senator (2022-2023)	Absent	Absent
Barnes, Carol: Counseling Senator (2021-2024)	Aye	Aye
Barrios, Nina: Part-Time Senator (2022-2023)	Aye	Aye
Boogar, Tyler: Math and Sciences Senator (2020-2023)	Aye	Aye
Chavez Jimenez, Irving: Senator-at-Large (2021-2024)	Aye	Aye
Cohen, Eric: Senator-at-Large (2021-2024)	Aye	Aye
Connor, Sean: Senator-at-Large (2020-2023)	Aye	Aye
Cuellar, Eric: Senator-at-Large (2021-2024)	Aye	Aye
Della Marna, Jodi: Library & Learning Sup. Senator (2020-2023)	Aye	Aye
DeShano, Tina: Consumer Health Sciences Senator (2020-2023)	Aye	Aye
Drew, Rendell: Vice President, Senator-at-Large (2020-2023)	Aye	Aye
Ely, Cyndee: Part-Time Senator (2022-2023)	Absent	Absent
Gordon, Lee: President, Senator-at-Large (2022-2025)	Abstain	Abstain
Kennedy, Marilyn: Secretary, Lit. and Lang. Senator (2022-2025) 11:53 a.m. arrival	Absent	Aye
Legaspi, Jodie: Athletics and Kinesiology Senator (2020-2023)	Aye	Aye
Lloyd, Doug: Senator-at-Large (2020-2023)	Absent	Absent
Neil, Jeanne: Business and Computing Senator (2022-2025)	Absent	Absent
Pullman, Lori: Curriculum Chair (Non-Voting)	---	---
Sachs, Loren: Senator-at-Large (2022-2025)	Aye	Aye
Sheehan, Katherine (2021-2024) 11:54am	Absent	Aye
Stanton, Jordan: Social and Beh. Sciences Senator (2022-2025)	Aye	Aye