ORANGE COAST COLLEGE

Academic Senate Meeting | March 12, 2024 | 11:30 am - 12:30 pm | Student Union 214/Zoom Link: https://cccd-edu.zoom.us/j/89711704637

Academic Senate Member Attendance			
Jason Ball, *Part Time Faculty*	Absent	**Lee Gordon,** *at-Large, President*	Present
Carol Barnes, *Counseling*	Present	**Kelly Holt,** *at-Large*	Present
Lauren Becker, *at-Large*	Present	**Marilyn Kennedy,** *Lit & Lang, PDI Chair, Secretary*	Present
Allissa Blystone, *Math & Sciences*	Present	**Jodie Legaspi-Kiaha,** *Athletics & Kin*	Absent
Eric Budwig, *Technology*	Present	**Irene Naesse,** *at-Large*	Present
Irving Chavez Jimenez, *at-Large*	Present	**Jeanne Neil,** *Business & Computing*	Absent
Eric Cohen, *Consumer & Health Science*	Absent	**Lori Pullman,** *Curriculum Chair*	Absent
Sean Connor, *at-Large*	Absent	**Sara Qubbaj,** *Part Time Faculty*	Present
Eric Cuellar, *at-Large*	Present	**Loren Sachs,** *at-Large*	Present
Jodie Della Marna, *Library*	Present	**Katherine Sheehan,** *Visual & Performing Arts*	Present
Rendell Drew, *at-Large, Vice President*	Present	**Jordan Stanton,** *Social & Beh. Sciences*	Present
Cyndee Ely, *Part Time Faculty, Parliamentarian*	Present	**Vacant**, *ASOCC Student Presentative*	Vacant

Please see the Voting Tally Chart after these minutes for individual members' votes.

Guests (Optional & Voluntary Sign-In): Bob Fey, Dr. Eric Wilson, Sue Harlan, Tyler Boogar, and Curtis Williams.

1. Preliminary Matters

A. **Call to Order:** **President Gordon** called the meeting to order at 11:30 A.M.

B. **Public Comments:** John Fawcett

C. **Approval of the Minutes:** Due to lack of a quorum in room SU214, the approval of the minutes was postponed to next week's meeting.

D. **For the Good of the Order:**

Senator Della Marna: The OCC Friends of the Library is presenting the Banff Mountain Film Festival Worl Tour this Tuesday and Wednesday, March 12 and 13, at 7 p.m.

Senator Cuellar: Extended an invitation to the Senate to the IMC meeting today from 1-2:30 p.m. in the Multicultural Center.

Senator Ely: Read from a submitted statement (see Appendix).

Senator Holt: Accolades to the Culturally Synergy Institute's opening session which she attended via Zoom. It was very inclusive. Michelle Bean was an amazing speaker, and it was a great environment, very interactive, and a wonderful presentation. One could take some of the comments and some of the teachings and use it in the classroom the very next day. It was a great presentation. Thank you for bringing her here.

2. Consent Agenda

Early Childhood Education Search Committee Representative: Jamie Hitchings. Alternate: Laurie Campbell

Due to a lack of quorum in room SU214, the approval of the Consent Agenda will be postponed to next week's meeting.

3. Officer, Senator, & Committee Reports

A. **President and Vice President Reports:**

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

I begin by acknowledging one of our most devoted readers of the OCC Academic Senate's minutes Coast District President Dr. Lorraine Prinsky for her kind words at the last Board of Trustees meeting. President Prinsky gave a positive review to the OCC Academic Senate's presentations on the budget challenges in California. Regarding the California budget, when we last spoke on the budget, I mentioned the difference between the Governor's optimistic projections and the more conservative projections by the independent office of the Legislative Analyst Office (LAO). The LAO is now projecting a deficit of 73 billion dollars which is well above their original forecast. In 2 months, you will have the official numbers on the tax collections through April, along with the spending amounts.

At the March sixth meeting of the Coast District Board of Trustees, the District presented its fiscal stabilization plan. I want to thank Rich Pagel and Rachel Kubik for their preparation of OCC's submission under this plan.

I want to express solidarity with our colleagues on the classified professional staff for turning out in large numbers at the March sixth CCCD Board meeting to express their concerns.

Today, we will have the second in our series of presentations by members of the Academic Senate on their career education programs. Senators Holt and Sachs will tell us about radiation technology.

We also invited members of the Senate to tell us about these career education programs, fashion, welding, food and beverage management, accounting, and marketing. Please let us know if you are available to do a brief presentation on your career education program.

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

I want to share what I took from the Culturally Synergy Institute's opening session. Michelle Bean talked about Risk, Rigor, and Real Talk. She talked about DEIA. This is work from the heart. We all have to view it from a lens of empathy and humanity. We must acknowledge, before anything, that we are all humans. We all come from different perspectives. She talked about those three zones. It is difficult sometimes to talk about changes in DEIA issues. As an educator, you have to give yourself permission to take those risks and speak from the heart. He hopes for a cultural environment where we could learn how to take a deep breath, get past ourselves, and talk about these things. She presented several activities. It was a hands-on interactive workshop, and I got a lot of value out of it.

President Gordon and I met with Jim Rudy, head of security, and Bai Ngiyen prior to this meeting. There will be an emergency lockdown drill on April 12 at 10am. The purpose of that is that they are checking the new key system. They are also rechecking the PA system. They also want to see how the staff and students respond. They will come next week to talk about it. There will also be an evaluation.

We received a response from Doug Bennet, the Executive Director of the OCC Foundation. The nomination of Sylvia Mendez to the OCC Hall of Fame was accepted. The administration will reach out to Sylvia Mendez to see if she can make it to commencement.

B. **Parliamentarian's Report: Parliamentarian Cyndee Ely:** I am referring the Brown Act and AB2449 Compliance Issues to the newly created Accommodation Task Force of the Academic Senate as I provided detailed information and instructions to all Senators by email and through Academic Senate meetings. AB 2449 allows specific and limited circumstances for an individual board member, a senator in our body, to participate in meetings without making their location remote and accessible to the public. In order for a specific member, and we have at least about five, who regularly participate via Zoom to utilize remote participation exemption, these requirements must be met.

Number one: Members participating remotely must do so through audio and visual technology. Number two: The body must provide a way for the public to see and remotely address the body through the meeting. Number three: An individual member may not participate remotely for more than three consecutive months, or 20% of the regularly scheduled meetings within a calendar year. We meet weekly for four months each semester, eight months in a calendar year. The remote member must notify their *just cause* or emergency circumstance that exists for their remote participation at the beginning of each meeting to the entire body. We need to add an agenda item at the beginning of each meeting for Brown Act AB 2449 Just Cause Emergency Circumstances. *Just cause* has four very specific defined reasons, and those reasons are all that need to be given at the earliest opportunity up to and including the start of the meeting under the proposed regular agenda item. Number 5: *Just cause* can only be used by a member for up to two calendar meetings per year. Number 6: Emergency circumstances also has very specific rules, and the individual board member or senator must publicly request, at the beginning of every meeting for the remote participation, exemption, and the request must be voted on by the entire body for approval or denial of the request. The description of emergency circumstances should be twenty words or less, and not include any personal information. Number 7: This is why it is being referred to the task force. The Brown Act body must implement a procedure for receiving and resolving requests for reasonable accommodation for individuals and must give notice of these procedures. As I have stated in writing, and verbally, if the requirements of AB 2449 are too onerous, or this body does not want to comply, we can go back to the original Brown Act Rules and virtual attendance and meetings will no longer be permitted. We will be back to fully in person participation and attendance.

C. **CFE Union/Bargaining Unit Report: CFE Executive Director Bob Fey**: We are asking faculty to attend the Board of Trustees meeting on March 20, 2024. Specifically, we are going to be addressing the Board as to why they failed to participate in state-funded programs and the reimbursement for part-time faculty health benefits.

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

Senator Drew: There were approximately thirty-eight participants in the Culturally Synergy Institute's opening session. Things seem to be working with the structure of the stipends. Senator Stanton has been supportive of this. **Senator Chavez Jimenez:** There were nineteen participants remote via Zoom. There was a good balance between in-person and remote participation. He added that the evaluations will be going out shortly. There will be a deadline for those. **Senator Cuellar:** I want to thank the Senate for its support of both the Multicultural Center and the CLEEO Project Center regarding having a technology system. It came into fruition during the Culturally Synergy Institute's opening session. Had it not been for the efforts of this Academic Senate body and supporting these centers, we would not have been able to have this hybrid event for the CSI. Second, I was very thankful for Professor Michelle Bean and her presentation. I reflected on a quote after the workshop "it is a reminder for me to continue to grow and live as an adult as long as I continue to love, wonder, and learn as a child if I value life-long learning." I also want to thank the Academic Senate for its support of the ad hoc group and establishing a clear path of communication. I also want to thank Dr. Alabi for hosting Professor Bean and the support provided by Irving Chavez Jimenez, Dr. Rendell Drew, Barbara Cooper, and myself. Tomorrow, March 13, will be the second presentation of the Cultural Synergy Institute. We will again have faculty compensation of $500 to $1,500, depending on the level of participation, level one, or level two. I wanted to share that Dr. Louis Rodriguez, from UC Riverside, Professor of Education, will be leading this presentation tomorrow from 4:15 to 5:45 p.m. at the CLEEO Project Center. The title is Reflections of Excellence: Building Institutional Pedagogies for Latina/o/x Student. Success. The synopsis is drawing on asset-based conceptual frameworks in education. This presentation will focus on various pedagogical strategies in education including the following: 1) Corazon (Heart) Pedagogy & the role of Education Journeys in the classroom, 2) Mochila (Backpack) Pedagogy, 3) Espejo (Mirror/Reflection) Pedagogy, all culminating into a larger framework for developing a Pedagogy of Care (Cariño) in the classroom. Emphasis will be placed on serving historically marginalized students in the classroom to cultivate individual student success and institutional excellence. Thanked the participation of OCC faculty.

E. **Budget Update: President Gordon:** I want to thank President Fawcett for his supportive words today on the Academic Senate and the CFE Union's efforts to achieve budget transparency from the Coast District. I always need to remind the OCC community that we have enjoyed this transparency from the OCC Budget Committee for some time. It is the District Budget Committee that we are making this request of. Under the student-centered funding formula there are two important supplemental provisions that we have to take into account, in addition to our overall enrollment. One of the supplemental provisions is the allocation for low-income students, including Pell Grant college promise, and 540 beneficiaries. Our performance in this category will amount to approximately 10% of our state funding under the student-centered funding formula. The other consideration is the allocation for the student success factors, particularly completion rates. Our performance in the category of completion will amount to approximately 20% of our state funding under the student-centered funding formula.

F. **Artificial Intelligence:**

Senator Chavez Jimenez: I just wanted to report on a new alternative that the ARC will begin employing to carry out the accommodation for note taking. We would like to preface before I start talking about [Otter AI Software](#) that this is due to the fact that we

are experiencing a continuing challenge with identifying and securing note taking services for classes. Unfortunately, this has resulted in needing to drop courses. It has an obviously significant impact on not only this semester, but potentially future student timelines and plans. I would also like to share that there is a plan in place. We will be working with the Academic Senate on inviting a trainer, a representative from Otter AI software, so that they can answer any questions that anyone may have that revolve around that specific software. We are also federally mandated to ensure timely services and accommodations for students within the program. That is another layer and reason for the implementation of Otter AI.

It is already being used by numerous California Community colleges. Otter AI is a tech software which creates shareable audio files and transcripts. It is particularly helpful during lectures. This has built-in features where students can receive transcripts in word or PDF files to be able to refer to the notes from the class, and they can also receive the link to the audio with the text for the class. They are able to manipulate the text and add and edit the text as needed, based on maybe something that they gathered from their notes. In the end this all revolves around their approved accommodation and ensuring access to education and equal opportunity. I wanted to introduce this software before we begin really rolling it out and for you all to hear first.

Senator Holt: I struggle mightily with getting a notetaker. I want to support that this is definitely a gap and want to support this. **VP Drew:** if this has been used statewide, why have we not used it? **Senator Chavez Jimenez:** it entails purchasing a license. **VP Drew:** The Academic Standards Committee and the Online Advisory Board will review AI as there are some negative and some positive uses of it. We need to find a balance. I will bring information from the spring plenary. **President Gordon:** We have overlapping jurisdictions with respect to artificial intelligence. I am simply going to say from a leadership standpoint that until we, unless and until we would get a dedicated Artificial Intelligence Committee, I think it should be the Academic Standards Committee that takes the lead on behalf of the Senate, and then reports to other constituencies unless we get something dedicated to that. **Classified Senate President Fawcett:** What we used to think of as the Online Advisory Board needs to become the Learning Advisory Board, because more and more, all of our classes are beginning to have some component that looks like online learning. We are now going to fluid documents among other things.

Senator Becker: I felt really good about it until you told me that they were editable transcripts. As an educator who puts videos on YouTube and puts things online there are many hours of my voice in the world. Who has access to that? How are they utilizing it? Is it editable? I would want to know more about that. I know Microsoft has been brought up previously as a safe bet against AI. They have announced the introduction of Microsoft Co-Pilot, which is an OpenAI model, which is basically Chat GPT, so they have bought a lot of stock in that company and are going to roll that out across all Microsoft services. Canva just announced that there is a Chat GPT plugin, so you can say "Chat GPT make me a logo design via this" and Canva will spit it out for you. My role is very much design-centered and solving design problems. I see this as a challenge and a design problem. How are we teaching our students to be creative thinkers because they do not even know what to ask AI. What is our role in changing the way in which we educate so that they are prepared to use these tools in their future because they are not going anywhere? **Senator Kennedy:** We need to educate students on awareness of *authorized* and *unauthorized* use, ethical use, and lastly *thinking* use. The material I am getting from students that is identified as AI is clearly not using critical thinking skills. Some are not even reading what they are submitting. It is taking a common pool of knowledge and putting it into a very cliched way of writing. It is not doing anything to create or enhance thinking. The second thing I wanted to add is that we have to be

careful of a couple of things. We all own our own writing and our own teaching. There is also something called a *fundamental alteration* of a class. If something comes into your class and *fundamentally alters* the way you are supposed to be teaching and having students learn critical thinking, you have fundamentally altered the class [(fundamental alteration and process)](). We need to be a little more diligent about this, and the Senate needs to be on top of this by working with ARC at the front and not at the back to catch up. **Dr. Eric Wilson:** I have been using Otter for about fifteen years, and I know the product very well. I am more than willing to help faculty learn what it is and what it is not. I love it as a deaf person. Otter AI is a great tool for me as I cannot take notes and read lips at the same time. I cannot read captions and take notes at the same time. The Otter AI has a fantastic annotation tool. You can highlight parts of it as it is being lectured. You can take little notes to side sticky notes for it. I just want to emphasize Otter AI is wonderful. As for AI itself, I am putting together a think tank which is going to be a big Canvas shell for all of you and the staff about AI. I am also putting together an AI one-on-one training. I am hoping to have that ready for you for the summer, and thereafter.

G. **Transparency Committee Report: TC Chair Irene Naesse:** Deferred her report to next week's meeting due to time constraints.

4. Unfinished Business

A. **Rad Tech: Rad Tech Professors Kelly Holt and Loren Sachs:**

Professors Holt and Sachs gave a Power Point Presentation about the Radiologic Technology Program. These are some of their main points:

Origins: Established in 1955, the first community college Radiologic Technology Program in the country.

Oversight: Joint Review Committee on Education in Radiologic Technology. Last self-study – fall of 202. Last site visit – spring of 2022, Awarded a maximum 8-year accreditation. Approved by the California Department of Public Health (CDPH) Radiologic Health Branch (RHB. Last inspected – fall 2023. Coast Community College District (CCCD) audit completed spring 2024.

The Program: A 22-month comprehensive educational experience combining a strong didactic education coupled with outstanding clinical experiences for our students. Our goal is to start 28 students each year. Currently, the number of program ready students is 7. Have met both the program pre-requisites and AS degree general education requirements. Students on the interest list – 308. Have completed the application for the program

Accessibility and Inclusion: Requirements for admission to the program. Complete the program and AS general education requirements with a 'C' or better. The OCC Radiologic Technology program is the only community college program in California that DOES NOT use additional devices or requirements for admission; thus, we provide a pathway for students to obtain high paying jobs without the barrier of a high GPA, admission interview, or skill on an assessment/aptitude test. Some programs use a lottery system, but that does not assure ultimate access to the program.

Student statistics IE Databases March 6, 2024:

Special Populations

2022-2023	Campus	Rad Tech
Econ Dis	40%	49%
DSPS	4%	2%
Vet	2%	2%
Foster Youth	1%	Blank

Success

	Campus	Rad Tech
Black	59%	NE%
Asian	81%	92%
Hispanic/Latinx	68%	80%
White	78%	98%

Ethnicity/Race

	Campus	Rad Tech
Black	2%	%
Unknown	3%	3%
Two + Races	6%	5%
Asian	27%	30%
White	28%	22%
Hispanic/Latinx	34%	40%

Gender

	Campus	Rad Tech
Female	48%	54%
Male	49%	46%

SB 1348: Reporting Requirements. Senate Bill 1348 requires that the Chancellor report data describing the number of students receiving clinical training at individual clinical sites on an annual basis. …Counts of clinical trainees by site. "The number of students participating at each clinical training site." "This shall include information about proficiency in languages other than English." Since 2019, 71 of 141 Radiologic Technology graduates had proficiency in a language other than English.

Vision for Success: Strong Workforce: Decrease achievement gaps. As you have seen, while we do have some gaps, we are achieving student success at a higher percentage than the campus overall. Decrease number of units to earn a degree (goal was 7, 87 to 79). Between fall 2019 and fall 2024 we will have reduced our degree units by 6.5. Improvement hiring of CTE students from a system-wide 60 to 69%. Job placement, 5-year average 91%.

Other Measures: Exam Pass Rate – First Attempt: 5-year average 93%, 100% after second attempt. Completion rate: Class of 2022 - 95%

Employers: Per the CA EDD, 4 of the 20 largest employers in Orange County have students from our program. UCI, Kaiser, Providence St. Joseph Hospital, and Mission Hospital. Over 90% of the technologists at UCI Medical Center are graduates of our program.

Efficiency Data: FTES/FTEF Dashboard, March 06, 2024: WSCH18/FTEF – Weekly Student Contact Hours. Campus – 407.8. CHS – 330.03. Rad Tech – 500.39.

FTES/FTEF: Campus – 14.82. CHS – 11.53. Rad Tech – 16.68. Note: Rad Tech has 50 students enrolled this year, our program FTES is 118.46. At the base allocation we are generating a minimum of $620,000 annually in allocation monies against a budget of $290,000.

What we Offer: Degree: AS degree in Radiologic Technology. Certificates: Imaging Assistant which allows for an entry-level hospital experience and offers a pathway to the Rad Tech and DMS programs. Specialization in Advanced Clinical Practice for either Mammography or CT(Computed tomography). These both realize a 25% bump in salary. Developing along with our DMS and CVT colleagues an Interventional Radiography Certificate to provide additional post-graduate opportunities. Dual enrollment: Rad Tech faculty have been actively involved in the Summer Health Academy; this summer a second summer of programming will be available.

Professor Sach's Sabbatical: The development of a limited X-ray Permit Program that would compete against proprietary schools in the local area offering a non-college credit experience for $19,000 to $25,000. Hopeful for fall 2025 start

President Gordon: As I mentioned earlier at the point where we come under the student-centered funding formula, 20% of our funding is going to be based on completion. I am holding this as representative of all the career education programs. Look at that completion rate of 95%. That is to be expected in a program competitive and top ranked as this. There are similar completion rates in a number of our career education programs that we are going to talk about. I am delighted that you put that in. I am going to ask each of our senators who does a career education program like this to give that completion statistic because we are trying to send the message that we are going to be paid based on that.

B. **TurnItIn.com-CopyLeaks: Marilyn Kennedy:**

President Gordon: In mid-April the Coast District will give a contract to CopyLeaks on behalf of Golden West College. However, OCC will not have to participate unless OCC specifically were to opt in. At the last meeting of the District Consultative Council, I raised the issue of the revenue model of CopyLeaks which includes student fees in order to access enhanced features as this aspect could be of particular interest to students seeking to circumvent the AI detection features of CopyLeaks. **Senator Kennedy:** If I report a student for unauthorized AI use, the first question I often hear from a student (usually by email) is asking what AI detection system I am using? What I am finding in my own research online is that students are sharing online different ways to circumvent AI detection programs. I think Senator Ball said it excellently last week: We have to be careful who we align ourselves with, and if CopyLeaks is fundamentally against the academic process of teaching people to learn and think, it is not something we want to be aligned with. Then from another perspective, AI is not wholly negative. We use AI frequently whether we think about it or not in our daily lives, and those things are positive. What is problematic is how it is impacting negatively the critical thinking in my critical thinking classroom. AI gathers common knowledge and spits it out. Students often do not even know what they are submitting if they use it, and they are rarely critically interacting with it. The things that make somebody a critical thinker are their unique takes and interpretations, as we are doing here right now. That is the difference.

C. **Acronyms and Metrics:** Deferred to next week due to time constraints.

5. New Business

D. BP/AP 3900 Speech: Time, Place and Manner: Deferred to next week due to time constraints.

6. Adjournment

Due to a College meeting that begins at 1 p.m., **President Gordon** adjourned the meeting at 12:24, to allow the Senate E-Board to meet briefly.

Minute Approved: March 19, 2024

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 and Senate Membership No quorum in the room (SU 214); therefore, no votes were taken.			
Ball, Jason: Part-Time Senator (2023-2024)			
Barnes, Carol: Counseling Senator (2021-2024)			
Becker, Lauren: Senator at-Large (Spring 2024)			
Blystone, Allissa: Math & Sciences Senator (2023-2026); 11:35am			
Budwig, Eric: Technology Senator (2023-2026)			
Chavez Jimenez, Irving: Senator-at-Large (2021-2024)			
Cohen, Eric: Consumer Health Sciences Senator (2023-2026)			
Connor, Sean: Senator-at-Large (2023-2024)			
Cuellar, Eric: Senator-at-Large (2021-2024)			
Della Marna, Jodi: Library & Learning Senator (2023-2026)			
Drew, Rendell: Vice President, Senator-at-Large (2023-2026)			
Ely, Cyndee: Parliamentarian, Part-Time Senator (2023-2024)			
Gordon, Lee: President, Senator-at-Large (2022-2025)			
Holt, Kelly: Senator-at-Large (2023-2026)			
Kennedy, Marilyn: Secretary, Lit. & Lang. Senator (2022-2025)			
Legaspi, Jodie: Athletics and Kinesiology Senator (2023-2026)			
Naesse, Irene: Senator-at-Large (2023-2026)			
Neil, Jeanne: Business and Computing Senator (2022-2025)			
Qubbaj, Sara, Part-Time Senator (2023-2024)			
Sachs, Loren: Senator-at-Large (2022-2025)			
Sheehan, Katherine (2021-2024); 12pm			
Stanton, Jordan: Social & Beh. Sciences Senator (2022-2025)			

Appendix

For the Good of the Order – March 12, 2024

"Give it to Mikey, He'll eat it"

"Let's call a spade a spade"

"The only thing necessary for the triumph of evil is for good men to do nothing."

These are 3 common quotes or sayings that all apply to part time faculty, and particularly as we continue in tough financial times. We have already heard over the last three years about the challenging decisions that have been and will continue to be made in light of funding woes in this state and district.

First, Give it Mikey, he'll eat it, as there are fewer and fewer Full Time faculty available to or willing to step up and take on the various tasks required outside of actually teaching students, the jobs often fall to hourly instructors. Many hourly instructors are willing to gain experience and help out their respective departments and divisions as it helps them improve their knowledge and exposure should a full time position become available or a career goal. The problem arises when division deans, department chairs, and full time faculty expect to give the job to an hourly instructor or for the instructor to always say yes.

"Let's call a spade a spade" my horticulture colleagues can tell you the spade in a workhorse tool in the garden and the plants cannot flourish without the regular and varied uses for the spade. The same goes for hourly instructors. Did you notice that I have not used the terms adjunct or part time? Our job title is hourly instructor, that is what I put on my income tax forms as my occupation and have done so for 31 years. I am only paid for the instructional hours I work. I am fired at the end of the last class I teach of every semester and am not hired again until the first class of the next semester starts. I am paid a month late, to ensure that all classes in my load make it beyond the census date. I am paid for 8 office hours a semester ONLY if I apply to the lottery for that pay and win, at the non-instructional hourly rate.

""*The only thing necessary for the triumph of evil is for* good men to do nothing." I am privileged and if I don't speak up and say something, I am allowing the continuation of bad habits and harmful practices (rather than evil) to continue. If I don't step up and speak up who will? Hourly instructors are the last to be hired and the first to be fired, and often at the last minute. If one person, staff or student, doesn't like us or something we said or did, we are gone. If we say no, I won't do that task, we are looked down upon and sometimes never considered again or valued for our experience or input.

If we don't hold that weekly 30 min office time, I won't use the term hour or don't apply for it or are denied because we didn't win the lottery (there is a limited amount of funds set aside for the payment), how are we student centered when we tell students are not able to meet with them outside of class time or respond to emails.