

ACADEMIC SENATE MEETING

1. Call to Order:

President Loren Sachs called the meeting to order at 11:33 a.m.

Senate Members: (See Voting Tallies Chart at the end of these minutes for arrival times and voting records.)

Carol Barnes, Counseling Senator; Vice-President Jamie Blair, Senator at Large; Cameron Brown, Athletics and Kinesiology Senator; Eric Cuellar, Senator at Large; John Dale, Library Senator; Matt Denney, Technology Senator; and vot

- o A senator requested that it be on the agenda due to its importance and time sensitivity. Our college HR is helping, but we need to let the Senate know what it can do to help. It's the *implementation* of the law that can make this less stressful

President Sachs stated that we will reach out to OCC's Director of Human Resources, Rebecca Morgan, and HR across the street, with a request that that attend a future meeting about the new short-term employee changes. We need their participation to make sure that what we propose to do follows the law.

8. Unfinished Business:

A. BP & AP 7310 Nepotism Policies Review and Discussion -Senator Marilyn Kennedy:

Senator Kennedy presented various nepotism policies from community colleges in California. She showed the current policy in our District, pointing out a type of relationship prohibited by our current policy as "any person living in the same home." This language has caused tremendous problems in our district, so that students with roommates cannot get jobs at the same college. She noted that the only other community colleges she could find with similar language for non-relatives living in the same home were from our own district, Long Beach City College District, and South Orange County Community College District. Their commonality is the same past or present Vice Chancellor of Human Resources. We have a new VCHR and changes are being made.

At the last DCC Subcommittee meeting, members were unanimous, with the exception of one, that this policy is too broad and inclusive and too overreaching. The language of the proposed policy was requested to be changed to indicate only direct supervisory relationships are prohibited, not working at the same college, division, or department.

Some of the issues this proposed policy is attempting to cover are management/employee behavior issues, rather than nepotism issues. There are policies for that. Also, part of this policy is directly related to hiring, and that is in the purview of the Senate more than any other representative group. Because of these concerns, we had to fight to bring this to the Senate, as the Union and Admin were holding this out for a long time without seeking our input. VC Serban made sure that occurred for the Senates.

President Sachs stated that there will be a meeting this Friday, and Senator Kennedy should report back on the latest changes and what the other constituent groups are proposing.

B. Suspended Courses and Prerequisites Endorsement - Anna Hanlon, Curriculum Chair:

Curriculum Chair Anna provided a review [from last week] on the proposed [updated process for suspending courses](#), requesting an endorsement from the Senate after based on the feedback from their constituents last week:



