

# ORANGE COAST COLLEGE

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Academic Senate Meeting | 11/12/19 | 11:30 am - 12:3

### 3. Officer, Senator, & Committee Reports

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

Coast Colleague of the Year: Nominations are open. There have been email communications, so if you have anyone in mind, follow the links. We will be looking for readers to review the applications. If that would interest you, please reach out to Ricky Goetz or Michelle Ozuna to volunteer.

Senate Fall Plenary: Attended Plenary with Parliamentarian Gordon. It was one the best plenaries with many improved sessions. Jessica Alabi was co-author of two resolutions. There was a lot of discussion about Guided Pathways and integration when funding ceases, and how will colleges will institutionalize.

- Resolution, Stand Hold Harmless: President Sachs voted no, but this passed for an additional two years and stated that it will hurt us badly as a district. The resolution goes against the spirit of the funding formula. Budget Committee Representative Ely noted that it's not just the fact that other schools are being held harmless, it's the fact that the district is facing a bill to make up the difference of potentially \$9 million for the entire district we will have to pay back.
- Baccalaureate Degree Program at Community Colleges: There is massive support for the elimination of the pilot term from the baccalaureate program and the look to expand Allied Health. We are starting to see the 2018 first graduates of the community colleges of the Baccalaureate program. The one reigning success is Rio Hondo College and their Dental Hygiene program. If this BA program does expand, this will be an interesting experience for a lot of campuses.
- Guided Pathways: A senator asked if there were any resolutions regarding the integrating and institutionalizing of Pathways? The senator also noted that In reading the documents that are coming in, departments will have to change, positions have to change. There's a resistance to this change. This will involve union negotiations and moving people around. President Sachs noted that academic senates at the local level have to be working with their administration to create the structures that will sustain it. There was one resolution that was written where it's obvious that some colleges do not have the level of cooperation that we do.

Guided Pathways and Buckets: The buckets for Guided Pathways do not necessarily fit the existing divisions. Do the buckets become the new divisions or sub-divisions? Or do we have associate deans because there's a large bucket underneath them? We can develop ideas but then create an action plan for those ideas. Things have to change at the structural level. This is why it's important to stay on the timeline because if we have to get things re-negotiated through the union and then come back through the vetting process, board approved, these are things that take time. The sooner we identify these areas that need interventions the more fluid this process will be. We are doing a really good job of where we're at. We're moving along well in this process.

#### B. Guided Pathways – GP Curricular Coordinator Charles Otwell

GP Curricular Coordinator Otwell reviewed the Career and Academic Pathways document and noted that the pathways and descriptions are not finalized. He advised the Consumer, Health, and Science faculty in attendance to look at Southwestern College's catalog to see the way they divide their careers; they have some sub-division "buckets." He also stated that work needs to be done on the short descriptions of the buckets, that discipline faculty of each of the areas work on that language. and once

those are done, then, they might be placed on a chyron (text-based graphic overlay or banner) with words that say "I'm interested in..." that when hovered over, bring up a list of careers.





The last sentence in the first paragraph was changed to be more specific, "examples of family relationships covered by this policy are limited to the following," so that there cannot be any other interpretation.

Senator Kennedy noted that the third paragraph where it says "this policy is established..." It's very broad because it says no employee or trustee can use their position to effect things..." which might result in the continuation of the current investigative process. We should consider other language.

Most BP policies have language that allows the District to regulate in some way due to supervision, safety, security, morale or conflicts of interest based on state regulations and language.

The portion added last week on the second page about applications was removed so that this is not an administrative procedure or hiring policy, but a stand-alone board policy.

A senator asked what the next step is to get the Board of Trustees' consideration.

President Sachs noted that VC of HR Baeza will be attending next week to see what our suggestions regarding this policy are. There will also be a Q & A segment.

Another senator noted that the concern is more with the administrative policy than the board policy. There is pretty much a consensus on the board policy. What really counts is the details. He would like to make sure we try to get a response from the Vice Chancellor with respect to our fundamental request that the faculty be de-coupled from the classified. This should not be one of many things we talk about, this should be "where do you sir, stand on this?" We have asked for two different administrative policies, one for faculty and one for classified. To my knowledge they have not given us feedback on where they stand on this.

Senator Kennedy stated that the process is that the Senate approves a version, and as the committee representative I take it back to the committee where I am one of many voices on the committee, so we need others from the E-Board to attend. Then it goes to the Board. We need to be prepared for pushback in regards to objections and be prepared to be certain they have validity other than a surface or supervision objection. We need to do our own follow-up on any objections presented to us.

A senator noted that when you look at the guidelines and contracts for managers, classified, and faculty, we all have different guidelines, different contracts, and different everything that we do. There is nothing different that we're doing here by making a separate board policy because contracts and everything else already separate our groups. The senator noted that she had spoken to her homeowner's association attorney who made it clear that there is nothing out of the ordinary with this.

President Sachs stated that we have a plan of action. The consensus is that the board policy is maybe not ideal but it's functional and the administrative policy is where the hang-up is. The big part of it is that all three groups of employees are being put into a large bucket and in actuality the three groups of employees are hired in different manners as per board policies [[APs 7120 A-E](#)]. There is also a problem with the way "supervision" is identified and interpreted in the administrative policy. We have a different reporting mechanism than what is clarified or interpreted in the current draft of

the AP. Homework for the next week is to think about that section. Some of the language within the current administrative policy would certainly be able to be carried over. But there are some issues in that middle body of it.

President Sachs noted that Golden West Senate is on board with us to the extent that they are unsatisfied with the existing administrative policy. Neither of the other two Academic Senates are satisfied with the way it is. But no one else has done nearly the amount of work we have in 17kr12 0 612non

department chairs: "All qualified adjunct faculty members shall have voting rights except for the right to vote in elections for department chair." And that is what



## Approval of the Minutes: November 26, 2019

MINUTES: First draft written by Michelle Ozuna, Administrative Assistant, HR. 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
Consent	
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 & 0 1 1emh,.