


ORANGE COAST COLLEGE

Academic Senate Meeting | September 20, 2022 | 11:30 am - 12:30 pm |
Student Union 214 and Zoom

_____ Rebecca Morgan, Jeanette Grimm, Kate McCarroll,
Calvin Fantone, Sheri Sterner, Angelica Suarez, Diane Brown, Vesna Marcina, Eduardo
Arismendi-Pardi.





Senators will be getting a lengthy attachment, which is the Midterm

Asked about the Competency-Based Education (CBE) timeline.

The Senate sent out the MOU proposal [CBE Faculty Liaison] from Administration to create a position at this college, at each college, to create a position to be an advocate and champion of CBE.

Requested to get input from the College before he signs any MOU and to know where the College is on this.

The Senate will place on the agenda the proposed CBE Faculty Liaison MOU. The Senate will weigh in as to whether the faculty wishes to have this position or not.

Asked for feedback about the Union email that went out yesterday. CFE is concerned about any on-campus mandate for faculty who do remote work. CFE also has tickets for a hockey game in December. Faculty can contact him directly if they wish to attend.

Commented that one of the concerns at the BPAP Committee was regarding how much of the 16.7% raise was CBE-related and the cost associated with that. Those are tied together.

asked Secretary Kennedy about approving the minutes.

The Voting Tally Chart at the end of these minutes.]

[See



Two of the main goals of the CLEEO Project are to increase enrollment and encourage degree completion. Based on the presentation last week by Anna Hanlon and Kelly Holt, he noticed that even though the Latinx population at OCC is 35%, the graduation rate is only 26%. Having technology for historically disenfranchised groups provides an opportunity to catch up. There is a need to be inclusive on the spirit of DEIA.

The Multicultural Center and other groups on campus such as Umoja, continuously work together, and something that has always come up, is what can we do in addition to meet the needs of our international students, as well? So, it's about basically fostering community and cooperation with the use of technology, and also providing a space that can be utilized by stakeholders and constituents, such as the Academic Senate. "

: Stated that the Honors Council discussed the resolution and supports it.

: Supports the resolution and stated that this should go beyond the CLEEO Center and the Multicultural Center. She would like to look at the issues of (1) privacy and (2) students of means coming to campus and those without means coming to campus. Hyperflex is a conversation that has been happening at the State level for the last year. It is getting very popular. There needs to be more research into what this is.

In their last Honors meeting, they talked about the resolution, and they

Stated that Transfer is captured as another completion method. It is part of Program Review and Student Center Funding Formula.

Stated that Orange Coast College is the top transfer institution to the UCs and CSUs combined.

Stated that in terms of degree completion, there are various options that do not, in Senator Ball's case, include PE.

: Affirmed what Senator Chavez Jimenez stated. There are programs that do not require a student to take P.E.

: Stated that there are different options. When the Associates of Science came, it was mirrored from the IGETC which is the UC and CSU GE pattern. They took that into account to have the ASGE overlap with the transfer IGETC. It was done with intentionality.

thanked the Senate and shared a PowerPoint Presentation on which require that the responsibilities of the search committee include these items: Commit to the time required to complete the entire process; review, understand, and comply with District EEO Policy and Plan; complete the EEO training within two years prior to the start of recruitment; review and approve the job announcement; develop application screening criteria that will be reviewed by HR from the job announcement; develop interview questions that will be reviewed by HR, [and more](#).

HR reviews it to make sure there are no anti-EEO practices. HR also has responsibilities for hiring. These include the following obligations: Ensure the search committee reviews and complies with guidelines established in the EEO Plan; provide EEO training; monitor for adverse impact at each of the stages of screening/selection, that interviews cannot be scheduled until the applicant pool has been reviewed by HR and finalists cannot be forwarded for hiring consideration until the applicant pool has been reviewed by HR. If HR finds that any selection technique or procedure has adversely impacted any group, the following may occur: Suspend the selection proce

" In addition to the category-specific qualifications required by this chapter, all district employees shall demonstrate the ability to work with and serve individuals within a diverse community college campus environment as required by local policies regarding DEIA competencies" .

This is the same regulation that's driving the negotiations at the table about evaluations. All district employees will have evaluations that revolve around DEIA competencies. The Equity and EEO Advisory Committee, which is a district-wide committee, got together to figure out how to ensure that the faculty who were going to be hired were going to move the needle for all the college campuses. They decided on and made a recommendation to the Vice-Chancellor of HR and the Chancellor to add the following statement to all job descriptions. It was adopted:

" Demonstrated evidence of responsiveness to, and understanding of the racial, ethnic, disability, gender identity, sexual orientation, socioeconomic, academic, and cultural diversity within the community college student population, including students with different ability statuses (e.g., physical and/or learning) as these factors relate to the need for equity minded and inclusive practices within the classroom" .

They put that in an application and the next question was to assess it. The Equity and EEO Advisory Committee decided to have supplemental questions that cannot be removed from a job announcement and cannot be changed at the local level as it was endorsed by the Chancellor's Cabinet. Those questions are the following:

" Sometimes there is a belief that a commitment to equity

The Equity and EEO Advisory Committee is composed of the following representatives:
[Equity and EEO Advisory Committee Membership](#)

The OCC Academic Senate representative is Kelly Holt. They have not met this academic year so far.

that, who some people believe should have gotten in, there is no discussion about how to get them in or why people rated them a certain way.

There should be a discussion. She invited Senator Alabi to have a conversation with her.

Expressed a concern of inconsistency--that she does not experience the same thing from an HR perspective when she is on one committee versus another.

Stated that she is only the HR Director of OCC, and she cannot control what happens on other campuses. The intent of the EEO Committee district-wide HR meetings is that there is consistency across the campuses and the District. She has seen inconsistencies herself.

Stated that there are nuances that have caused problems in the hiring process. She is not concerned on how the process should work, but on how it is actually working.

Will bring her concerns back to the EEO Committee. She will let them know of the inconsistencies.

Presented the English department

people with beautiful DEIA answers but do not realize that we are assessing them on technical aspects, as well.

Where was the decision made to not allow us to have on-campus interviews last year, even though we had returned to campus? Because his division is primarily on campus, they would like to interview in the modality that they will be teaching in.

Is it a requirement that there needs to be justification provided during level two screening?

Does every single supplemental question need to be individually justified? That makes the process really long or is it possible we could make an overall justification of the application to make that process a little bit simpler?

Asked for unanimous consent to extend the meeting for five minutes.

Repeated the questions that Senator Boogar brought up.

Are we told that we cannot request transcripts and letters of recommendation. Is that true?

Is it true that we cannot ask follow-up questions?

He raised the question on the difficulty in assessing the DEIA question.

Why there were no on-campus interviews even though the campus was open?

Does each supplemental question need to be

