

# ORANGE COAST COLLEGE

Academic Senate Meeting | 09/22/20 | 11:30 am - 12:30 pm | Zoom Meeting

| : F B , G M F ; K M G : G                |         |  |         |
|--|---------|--|---------|
| Jessica A. Alabi, <i>at-Large</i>        | Present | Lee Gordon, <i>at-Large, Vice President</i>                  | Present |
| Carol Barnes, <i>Counseling</i>          | Present | Marilyn Kennedy, <i>Lit &amp; Lang, PDI Chair, Secretary</i> | Present |
| Jamie Blair, <i>at-Large</i>             | Present | Jodie Legaspi, <i>Athletics &amp; Kinesiology</i>            | Present |
| Tyler Boogar, <i>Math &amp; Sciences</i> | Present | Doug Lloyd, <i>at-Large, Parliamentarian</i>                 | Present |
| Sean Connor, <i>at-Large</i>             | Present | Leland Means, <i>Visual &amp; Performing Arts</i>            | Present |
| Eric Cuellar, <i>at-Large</i>            | Present | Jeanne Neil,   |         |

1 N L M ( I M H G E / H N G M R , B G G Arabian Morgan, Pam Walker, Rebecca Morgan,  
2 Renee DeLong, Rich Pagel.

3 **) K B F B G R : M M K**

4 : **E M ( K K** President Loren Sachs called the meeting to order at 11:30 A.M.

5 B. **I I K H Q E H M B G N M L , I M F ; K , I M F ; K**

6 **H M H G , G M K G G R F H O M** approve the September 15, 2020, minutes with a  
7 minor correction; motion seconded; motion unanimously.

8 **H M H G , G M K G G R F H O M** approve the September 8, 2020, minutes; motion  
9 seconded; motion approved.

10 **( I I H K M G B A H K ) N ; B H F F G M** Eric Cuellar, Katie McCarroll, Rendell Drew.

11 **H K M H H H M ( K K G H N G F G M**

12 , **G M K G G R** Reiterated Katie McCarroll's public comment [from the Literature and  
13 Languages division]. There is a letter circulating [about the new building being built right  
14 now], expressing concerns about the lack of healthy air circulation and operable  
15 windows (they cannot be opened) in response to COVID-19 health concerns and various  
16 other health and safety reasons.

17 , **G M K R** Reminded the faculty that the Communities of Practice for Part-Time Faculty  
18 session that was scheduled for week three has been rescheduled for this Thursday  
19 [September 24th], focusing on using online resources to create community within the  
20 classroom. Faculty can register through Cornerstone; the link will also be in the weekly  
21 email.

22 , G MK : KG L Made the Senate aware that Counseling has availability for counseling  
23 appointments, so encourage faculty to send students now before the spring schedule  
24 comes out, before the big rush for registration begins.

25 HQ GM G :

26 H/HG , G MK GG R F HO M approve the consent agenda; motion seconded; motion  
27 approved unanimously.

28 ( B K , G MK HF F BW I HKVA

29 : F B , G M )K LB GM HK G, : L  
30 • : BBVA L NG O BG HP L BG P ; NE BG President Sachs stated that during  
31 the meeting last week Michael Mandelkern made a comment reiterating his  
faculty's desire for operable win









253 , **G MK** The hiring policy presented earlier in this meeting dealt with much of  
254 this and it has been vetted by District legal. Additionally, my constituents sent  
255 eloquent responses to this proposed resolution. There were concerns regarding  
256 the legality of parts of it, but if wording and clarity are simply the issue, that can  
257 be worked on. There was a suggestion that the reference to Black Lives Matter  
258 should be more strongly represented in hiring committees' political make-up.  
259 Others wanted more variety of backgrounds/experiences/viewpoints on diversity  
260 delineated or clarified. Many people asked about how a person's ethnicity is  
261 identified, one saying, "there may be situations where an administrator can look  
262 at a person and conclude 'oh, that person is a particular race' but I don't think  
263 it's always possible to look at someone and conclude 'he is Hispanic or she is part  
Asian on your mother's side or she's bisexual."







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/ HMG -: BB L : KM

|              |              |                      |               |
|--------------|--------------|----------------------|---------------|
| HMG<br>BGNML | HMG<br>BGNML | HMG<br>HGL GM<br>G : | , G M F ; K B |
|--------------|--------------|----------------------|---------------|

407 [AP 5910 Sexual Misconduct—Revision, Update](#): In the last policy update an appeals section was added and expanded. The  
408 Dept. of Education now requires a school to offer both parties an appeal from a determination regarding responsibility or a  
409 dismissal of a formal complaint or allegations on the following bases (a school may offer an appeal equally to both parties on  
410 additional bases):

- 411 1. procedural irregularity that affected the outcome
- 412 2. new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal  
413 that could affect the outcome
- 414 3. the Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias that affected the outcome.

415 CCCD Proposed Appeals Process in New Policy: it meets the mandates of above. Allows ten business days for a written appeal  
416 to be submitted. The Title IX Coordinator appoints three trained employees to the Appeals Committee as long as they do not  
417 have any conflicts of interest. Provides a three-day response time for a respondent to reply to an appeal if it involves them. At  
418 this juncture, the non-appealing party may raise new grounds for appeal. The proposed policy does not yet stipulate a  
419 designated length of time for the Appeals Committee (AC) to review the appeal. When the AC decides by a majority vote (2 out  
420 of 3) and with a preponderance of the evidence standard (just over 50%), it has five business days to submit its finding to both  
421 parties.

422 [AP 7120C Faculty Hiring—Revision, Update](#): (Cal Regulation 53001c—referred to in BP 3420) Equal Employment Opportunity.  
423 "Equal employment opportunity" means that all qualified individuals have a full and fair opportunity to compete for hiring and  
424 promotion and to enjoy the benefits of employment with the district. Equal employment opportunity should exist at all levels  
425 and in all job categories listed in section 53004(a).

426 CCCD Board Policy 3420 Equal Employment Opportunity: "The District is committed to employing qualified  
427 administrators/managers, faculty, and staff members who are dedicated to student learning and success. The Board recognizes  
428 that diversity in the academic environment fosters awareness, promotes mutual understanding and respect, and provides  
429 suitable role models for all students. The Board is committed to hiring and staff development processes that support the goals  
430 of equal opportunity and diversity, and provide equal consideration for all qualified candidates. Ensuring equal employment  
431 opportunity also involves creating an environment which fosters cooperation, acceptance, democracy, and free expression of

459 dean and one (or two) faculty members, right now it stipulates two. This is to accommodate what may be  
460 differences/preferences across the District colleges.

461 Below are charts comparing student and faculty race/ethnicity percentages in fall of 2018—taken from OCC College Atlas.

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