

ORANGE COAST COLLEGE

Academic Senate Meeting | 10/13/20 | 11:30 am - 12:30 pm | Zoom Meeting

Guests (Optional & Voluntary Sign-In): Anna Hanlon, Arabian Morgan, Katie McCarroll, Kelly Holt, Renee DeLong, Sheri Sterner.

1. Preliminary Matters

- A. Call to Order: President Loren Sachs called the meeting to order at 11:30 A.M.
- B. Approval of the Minutes | October 6, 2020:
 - Motion 1: Senator Kennedy moved to approve the October 06, 2020, minutes; motion seconded; motion approved unanimously.
- C. Opportunity for Public Comment: Anna Hanlon, John Taylor, Pam Walker.
- D. For the Good of the Order Announcements:
 - Senator Ely: Announced that the Communities of Practice for Part-Time Faculty has a session on Thursday at 4pm, through Zoom, focusing on Getting Connected at OCC.
 - Senator Means: Commented that as OCC and the District approach hiring practices and hiring committees, should we also look at the applicant pool and ask why applicants look the way they do? How we are courting people to work here if we are trying to change how we look and where the applicants are from? Is the issue more an Orange County issue? He would like to see those questions addressed on the Taskforce that is being put together as they try to implement change.

with some of the issues that people are having difficulty understanding and clarifying those issues. The purpose of the webinar is to explore race, gender, class, the media and how people are portrayed in the media. There is another webinar coming up which goes over the experiences of black males navigating historically white institutions. That one will be free. The two webinars deal specifically with areas that have been discussed during the past few months. He highly recommends faculty participate in the two webinars and he also encourages them to watch the movies _____ and _____. The announcement of the webinars will be listed under the resources page on the Academic Senate website.

Senator Drew: Commented that he hopes that they can get to the New Business section of the agenda. He would like to introduce and discuss the new Multicultural Center Coordinator position and obtain feedback from colleagues. The International Multicultural Committee (IMC) will meet later today, and they would like to discuss it there, as well. He also would like to have the same agenda item, the Multicultural Center Coordinator Position, back next week.

Senator Kennedy: Encouraged faculty to look ahead and get a list of webinars for the next two to three months because they can apply for PDI credits for some of the webinars mentioned, but they must apply _____ to the webinar. If that list is sent to PDI we can get started on a review of it. She stated that regarding continuing conversations, her current sabbatical is on negotiation and consensus building. One of the things we all need to do with "difficult conversations" is to learn how to listen and speak to each other respectfully, even if we do not like what we are hearing. That is very important to move forward together. She will try and find some webinars that helps faculty to do that. One of the things she has been working on in her classes in the last twenty years is "consensus building" [argument] which seems to have become more difficult in the last few years for everyone, but it is an easy skill to practice once people start to develop it.

She suggested that since the Multicultural Center Coordinator Position agenda item seems to be time sensitive, that the Senate consider placing it earlier on the agenda directly after the Hiring Policy discussion. Motion 2: Senator Kennedy moved to place the New Business, item B,
Unfinished Business, Item A,

B. Comprehensive Evaluation Report I

First, she addressed a senator's earlier comments/questions stated in For the Good of the Order, regarding the District reaching out to underrepresented groups. She noted that on page 2 of the proposed policy, that the District is working on reaching out to underrepresented groups so that they can obtain a larger, more diverse applicant pool.

On page 4, she clarified that CFE had requested preference for tenure-track faculty appointees on hiring committees, but they are no longer interested in that if no other groups support the idea, so that is no longer being discussed and is not included.

On page 8 (proposed changes in blue), Senator Kennedy had a question:

- **The Search Committee will select a minimum of three-preferred candidates. If the Committee does not select three candidates to move forward in the recruitment process, they must consult with the College President or designee.**

The last bullet states that the search committee will select a minimum of three candidates. If the committee does not select three candidates to move forward in the recruitment process, they must consult with a college president or designee. An OCC

In order to have an effective Multicultural Center, there must be a hands-on coordinator. The request is that the coordinator will serve as an active member and work closely with the IMC. The Multicultural Center, which is located currently inside of the Global Engagement Center, has a lot of interaction with the Global Engagement Center and Dean Nathan Jensen is also a member of the IMC. They have a symbiotic relation and work very well together. Senator Drew proposed that this new position should report to a higher level, the Vice President of Instruction.

The coordinator will work with the division deans and the Academic Senate to identify faculty across discipline to help develop Equity and Diversity elements and it will work closely with program review processes. The marketing component will be an important tool; it is important to work closely with public relations and the Marketing Department. They were told a long time ago that the way that they could get more funding was by developing a "systematic and programmatic" approach.

The person in the new coordinator position will work very closely with the Global Engagement Center to coordinate schedules, workshops, seminars, retreats, etc. The coordinator will work with some of the established programs like CLEEO, Umoja, Puente, Student Equity, and others. They are looking forward to joining forces because the college is at a different juncture, especially in view of the justices or injustices that are going on.

Number 12 is very important because the coordinator will collaborate with the Professional Development Institute, the Classified Professional Development, the Flex Coordinator, etc.

Number 13 talks about representing the Multicultural Center work at IMC, the Academic Senate, College Council, and other committee meetings, such as Facilities Committee. The fact that there is a new President and so many changes going on, the Multicultural Center Coordinator should have a true desire and focus on developing the Multicultural Center. The compensation consists of 6 LHEs reassigned time. The suggested academic year for the position is from spring 2021 to spring 2022. The selection for this assignment shall be made mutually by the Vice President of Instruction and the Academic Senate. An MOU needs to be established with the Union.

He wants the process for this position to move forward and Senator Drew will work this semester to make sure that there can be a person occupying the position next semester. This position will be discussed further at the IMC meeting today with some senators and Dean Jensen at the IMC meeting.

Senator Drew asked for comments from senators and asked if he can bring it back to the Senate next week.

Senator 3: Noted that on number 12 of the draft that the line regarding PDI should be reworded. PDI does not do programming and design but offers salary advancement credits for faculty for PDI-approved activities. PDI can also help the MC Coordinator in applying for PDI credits fo

Former Curriculum Chair Anna Hanlon: Stated that she finds it appropriate; however, she does not like the reference to "Division Deans" and suggests that the coordinator work with the Academic Senate to identify the faculty to work with in order to keep everything under faculty purview.

Curriculum Chair Charles Otwell: He agrees with his colleague Hanlon. He also stated that the coordinator could also help them identify courses that would fulfill the multicultural requirement for graduation credit.

Senator Drew: Thanked Vice President of Student Services Madjid Niroumand for helping develop the Multicultural Center Coordinator position draft and moving it forward. Senator Drew asked for Vice President of Instruction (VPI) Pam Walker's perspective regarding the position. The VPI position plays an important role in the selection process and the coordinator will report to the VPI. He inquired about the selection process.

VPI Pam Walker: Stated that the position is an exciting opportunity, and the VPI works with the Academic Senate on this; this is what she is doing right now. Although she is an Interim VPI she believes that the future VPI would want to support this position as it works for the best interest for OCC. She assumes that the college President is going to want to hire somebody who wants to be connected and supportive of projects like these.

Senator 1: There is a policy in place for hiring coordinators. It was created years ago in the Senate. If it is a year position, then the Academic Senate President and the VPI interview. If more than one year, then two people from the area are on the committee and a manager; Senator 1 will access that policy and send the formalized version.

Dean John Taylor: Stated that the contract already has a procedure for hiring faculty coordinators with reassigned time. That should be followed.

Senator Drew: Appreciates all the comments and input from senators and colleagues. There will be more discussion during the IMC meeting today.

6. Unfinished Business, continued

B. DFYg]XYbHj; HJg_Zc fWJ `]b `9ei]mUbX `bWi g]cb; Selection Criteria for Faculty Volunteers:

President Sachs stated that there was some discussion last week about the criteria for the Taskforce. The group that is working on the criteria was handling midterms and other matters, so this topic did not get a lot of traction this week. This item will be brought back next week so the Senate can move forward with identifying the four faculty names for the Taskforce.

C. Eq

Voting Tallies Chart

Motion 1 Minutes 10/06/20	Motion 2 Move item B, New Business, directly following Item A, Unfinished Business	Senate Membership
Absent	Absent	Alabi, Jessica A.: Senator-at-Large (2020-2023) late arrival
Aye	Aye	Barnes, Carol: Counseling Senator (2018-2021)
Absent	Absent	Blair, Jamie: Senator-at-Large (2018-2021) late arrival
Aye	Aye	Boogar, Tyler: Math and Sciences Senator (2020-2023)
Absent	Absent	Connor, Sean: Senator-at-Large (2020-2023) late arrival
Aye	Aye	Cuellar, Eric: Senator-at-Large (2018-2021)
Aye	Aye	Della Marna, Jodi: Library & Learning Support Senator (2020-2023)
Absent	Absent	Denney, Matt: Technology Senator (2020-2023) late arrival
Aye	Aye	De Shano, Tina: Consumer Health Sciences Senator (2020-2023)
Aye	Aye	Drew, Rendell: Senator-at-Large (2020-2023)
Aye	Aye	Ely, Cyndee: Part-Time Senator (2020-2021)
Absent	Absent	