

Oxnard College Academic Senate (Monday, January 23, 2023)

Generated by Emily Zwaal on Monday, January 23, 2023

Senate Executives (2022 – 2023 AY): Elissa Caruth (President), Dolores Ortiz (Vice President), Emily Zwaal (Secretary), Ishita Edwards (Treasurer)

Senators Present: Catalina Yang, Chris Mainzer, Dylan Altman, Lilia Ruvalcaba, Michelle Brownlee, Susan McDonald, Yong Ma, Juan Pitones, Jeanette Redding, Teresa Bonham, Josh Lieser, Kari White, Lois Zsarnay, James Harber, Tim Fontenette, Della Newlow, Erin Lawley, Gloria Lopez

Proxies: Julius Saba Munyantwali for Jennifer Zier

Senators Absent: Kevin Corse, Deanna McFadden, Jennifer Zier

Non-Voting Senator Present: Angel Garcia

Guests: Celina Benavides-Black, Vice President Christopher Renbarger, President Oscar Cobian, Dean Isaac Rodriguez Lupercio, Vice President Luis Gonzalez, Evan Michael Hess, Everardo Rivera, Tina Knight, Julius Saba Munyantwali, Amparo Medina, Marcia Faulkerson, Tom Stough, Dean Amy Edwards, Gabriela Rodriguez, Amanda Burwick, Shannon Trefts, Dean Leah Alarcon, Cristy Lopez-Bowlin, Ariane Perez, Joel Diaz, Shannon Davis, Damaris Figueroa, Constantino Lopez

1. Call to Order

1.01 Call to Order

- Meeting called to order by Academic Senate President Elissa Caruth at 2:01pm.

2. Moment of Gratitude

2.01 Moment of Gratitude

3. Adoption of the Agenda & Approval of the Minutes

3.01 Adoption of the Agenda

- 1st motion: Y. Ma
- 2nd motion: I. Edwards
- The agenda was adopted by the Senate.

3.02 Approval of the Minutes

- 1st motion: C. Mainzer
- 2nd motion: T. Bonham
- The minutes were adopted by the Senate.

4. Public Comments

4.01 Public Comments

- T. Bonham read the following statement:

"On Tuesday, January 17, Academic Senate President Caruth gave a Board report representing OC Senate. In that oral report, President Caruth included a letter from the general counseling co-chair, Julius Munyantwali, which President Caruth sent to all users earlier that day. In the letter, the author expressed their opinions on a specific aspect of the new tentative agreement which has yet to be ratified. In the end, they concluded by urging everyone to vote no on the contract. President Caruth read this at the Board meeting, in her capacity as Academic Senate President, representing all of us. As the OC full-time Vice President for AFT, as an Academic Senate Senator, and as an OC full-time faculty member, I must address a few issues related to this.

First, there was no discussion at Academic Senate related to the letter which was read at the Board. Before something is presented to the board, representing OC Academic Senate, there should be a discussion with the Senators. If time was an issue, there could have been an email discussion. In any event, there should have been an opportunity for a dialogue and various viewpoints on the issue. There was none. In addition, the Academic Senate Executive Council should have been engaged in a dialogue on the issue. Were they? As the OC full-time Vice President for AFT, I should have been contacted directly and engaged in a discussion before this letter was read to the Board. I was not contacted.

As for the letter itself, there are some issues. First, the title of the letter says, "Statement from Oxnard College Counseling Faculty." This title implies that the letter was written in conjunction with all OC counseling faculty, but I received an email from an OC counselor who told Academic Senate President Caruth on January 17th that not all counselors agree with the statement. The letter also said that 99% of all counselors, district-wide, are opposed to the new tentative agreement. I want to know where this number came from. I know that Ventura College counselors did not receive the survey until Wednesday, the day after the letter was read to the Board. This is a major flaw. It is misinformation.

Finally, I want to address the issue at the heart of the counselor's statement. They claim that the new tentative agreement has eliminated three hours of professional development. Let me briefly explain the negotiations, the current contract, and the new tentative agreement.

In negotiations, Article 5 was opened. Management proposed that counselors would work 40 hours a week with no additional compensation and eliminate 3 hours of professional development and the 5 optional hours that could be requested. Management wanted to increase student contact. The AFT negotiations team worked in good faith to protect the rights of all faculty, but compromises must be made in order to reach agreement. In this negotiation, the team was able to maintain counselors' 35-hour work week and keep professional development hours.

The current contract in Article 5, 5.3.D discusses professional development for non-classroom faculty. In the current contract, non-classroom faculty are allowed to engage in 5 hours of professional development and campus service with the permission of management. The exact wording in this section is "may." Requests may be approved, or they may not be approved. This is for all non-teaching faculty like counselors, articulation officers, librarians, and so on.

In article 5.3.E of the current contract, counselors are given three hours of professional development that are guaranteed.

In the tentative agreement, all non-classroom faculty are given a guaranteed 5 hours of professional development and campus service. The non-classroom faculty must request the hours, and management must approve them. The word used in this section is "shall," which is the strongest word to be used in a contract. Non-teaching faculty cannot be denied the five hours in the new tentative agreement, which is vastly different than the current agreement.

It is true that in compromising in good faith for all faculty that the 3 hours in 5.3.D were removed, but the 5 hours of professional development and campus service were strengthened. In essence, counselors went from 3 guaranteed hours of professional development to 5 guaranteed hours. This is fair and equitable. And non-teaching faculty who are not counselors have just gained two more hours they can use for professional development or campus service, thus benefiting more non-teaching faculty."

- E. Rivera disclosed that he emailed the Senate to share his vote of "yes" on the contract ratification. He feels the polling was not fully inclusive or accurate. He also encouraged faculty to vote "yes" on the proposed contract.
- A. Medina spoke on the concerns of the PG Manual Classified 9+1 purportedly being in direct conflict of the Academic Senate 10+1 templates. The Classified 9+1 specifically states that the items referenced are ones that have a significant effect on classified professionals outside of their collective bargaining and is not in reference to faculty matters. The Classified 9+1 was adopted by the Board of Trustees after going through the PG process and receiving support from the Academic Senate. The student 9+1 is part of academic legislation and is found in Title 5, Section 51023.7. She hopes that Academic Senate understands the

importance of keeping both in the PG Manual. When the manual was revised, the PG workgroup looked to several other colleges, including Grossmont College who also has the same College Planning Council and framework and decision making process. In addition, their PG committees have equal representation from Academic Senate, Classified Senate, Student Government, and management. The work on the revised PG handbook was acknowledged and found to be in compliance and meeting standards for decision-making roles and processes. Furthermore, Ventura College was commended in the last accreditation cycle for their work expanding to include Classified staff, which also included the addition of 9+1.

- C. Renbarger spoke on 8.02 to inform the Senate that he has placed this item on the agenda for Thursday's College Planning Council meeting. He pointed out that specific language was included in the introduction of the PG Manual which allows for adjustments and edits on an annual basis when discrepancies are found. He encouraged everyone to attend the CPC meeting this Thursday at 2:30pm. It is a public meeting on Zoom. He is happy folks are looking carefully at the manual.
- J. Munyantwali spoke about the email he sent out regarding the contract ratification. The survey that was sent out came through IT and did not go to everyone, so not all counselors were able to vote. However, of 19 counselors who did vote, 18 were opposed to their professional development being removed. This was a district-wide survey that included Moorpark College and, "anecdotally," Ventura College counselors. This was an IT error that not all counselors received the survey. He also spoke with EOPS and EAC counselors who expressed privately that they were in opposition.
- J. Diaz reported that OC is now live with the California Virtual Campus (CVC). We only have one student so far who is taking classes here at OC that is part of the CVC. These students will have an "RX" by their name on instructor rosters.
- E. Caruth responded to the above claims regarding the email sent out and her report at the Board meeting. She acknowledged that she is accountable for her actions and thanked T. Bonham for holding her accountable. She recognized that reading the email at the Board meeting did not appear neutral and unbiased. She also thanked the AFT for their difficult and arduous negotiations.
- Y. Ma shared that the email sent out by President Caruth made her think twice about her vote and suggested that this news warrants a follow-up email clarifying the misinformation. E. Caruth said she would share one if someone wrote an email and J. Redding suggested that President Caruth write and send the email. E. Caruth asked counselor J. Munyantwali to send her the numbers. He reiterated that 18 out of 19 counselors from OC and MC voted against contract ratification.

5. ASG/Student Report

5.01 ASG/Student Report

- E. Caruth welcomed the new ASG Director of Academic Affairs, Angel Garcia.
- A. Garcia introduced himself and expressed his pleasure to serve in his new role. He announced that Club Rush and the Zoom graduation are on the 25th. There are several Black History Month events coming up, as well as two movie nights which will be showing Hidden Figures and The Hate You Give. They will also be tabling to give out books to students next week and collaborating with The Coalition for the Love Yourself event on Feb. 13th from 1-3pm.

6. Guests

6.01 Guests

- No other guests this month.

7. Action Items

7.01 Vote to remain online or in person for February meetings

- 1st motion: T. Bonham

- 2nd motion: Y. Ma
- The Senate voted 88% to remain online for our February Senate meetings. We will meet online in February
- The MOU is expiring so we will resume in-person meetings beginning in March.

8. New Business

8.01 Treasurer's Report

- Treasurer Edwards reported that we spent \$145 for our holiday party (the remainder of the expenses were covered by AFT and President Cobian). The Senate still has \$4,700 left to spend. We need to discuss how to pay people for scholarships and other expenses, perhaps through requisitions.

8.02 PG Manual, Jenny Redding

- J. Redding prefaced her comments by sharing that she served as the Senate President in 2005 and 2006 and as a Senator for most of her career at OC. Having now returned to the Senate and reviewed our current PG Manual, she has found certain sections concerning. According to Ed Code under Title 5, the Academic Senate has the primary responsibility in decisions regarding curriculum and academics. This does not mean that other voices are not included, but that the Academic Senate has the primary responsibility of the 10+1. She shared the areas of the 10+1, which align with our PG committees. Our PG Manual currently states that we have primary responsibility, but a 75% threshold must be met to pass recommendations through our PG committees. Furthermore, at College Planning Council (CPC), if 2 or more minority members object then movements are defeated. J. Redding asked Senators to consider how our PG Manual ensures that the Academic Senate has primary responsibility over the 10 +1 areas. When looking at the composition of our committees, there is 30% faculty representation in the CPC versus the other constituency groups, 50% representation in Budget Committee, 47% in Campus Use, Development and Safety (CUDS), 73% in Curriculum Committee, 41% in Professional Development Committee (PDC), 50% in Program Review, 50% in Student Equity and Success Committee (SESC), and 40% in Technology. If 2 people from other groups object, then faculty won't have primary responsibility over these areas because we cannot reach 75%. She suggested we do at least one of the following: remove the 2 objectors, remove the 75% needed to pass a vote, or add new members to the committees. This is what is done at our sister colleges.
 - Dean Edwards shared that she was involved in creating the manual in question and asked for permission to speak since her role has changed since authoring the Manual. President Caruth approved.
 - A. Edwards directed Senators to our By-Laws, which list the subcommittees. She noted that while she may change some things, faculty does have a majority on these committees. She explained that page 3 of the manual isn't a power chart but rather a flow chart. The top half of the chart was left off, showing how decisions play out to the president. We could add to this to clearly explain the power dynamics. Our By-Laws clearly state these are subcommittees of Senate, which is why Senators always chair/co-chair/tri-chair them. The changes were made to allow for more collaboration and more voices. Senate now has power to remove these members if they are not showing up and voting. In 2018/2019 people weren't showing up when composition was based on department, so we weren't getting much of a faculty vote. The goal was to move it back into the hands of the Senate.
 - J. Redding suggested we take a vote on what we should do. It used to be the practice that if a committee representative missed 3 meetings they could be removed. Our sister colleges don't have the 75% threshold, so she suggested we remove this.
 - D. Newlow voiced that she agrees with J. Redding that we need more faculty representation, and acknowledged A. Edward's point that there was a problem, before the Manual was revised, with faculty not showing up for their committees.

- o J. Redding made a motion that we support changing the PG Manual so that faculty have a stronger voice to comply with AB 1725 and Title 5 and assume primary responsibility for the 10+1 areas. E. Lawley seconded the motioned.
- o L. Ruvalcaba cautioned that we should not allow the minority to steer the majority vote.
- o C. Lopez expressed his support for J. Redding's proposition.
- o The motion was amended to reflect Ed Code instead of Title 5.
- o D. Ortiz suggested lowering the threshold to 51%. J. Redding suggested getting rid of the 2 objectors. D. Ortiz motioned to split the vote into 3 separate motions:

1) Motion to lower the threshold to 51%. Passed at 91%.

2) Motion to remove the two objectors from other constituency groups blocking forward motions. Passed at 95%.

3) Where there is less than 50% faculty, increase faculty representation to at least 51%. Passed at 100%.

E. Caruth said that the Executive Team will discuss all 3 proposals, research it, and bring it back to the Senate.

8.03 Curriculum Handbook, Shannon Davis

- The Curriculum Handbook was updated last Fall with the help of the Curriculum Committee. S. Davis will post it so it can be referred to for the upcoming Accreditation Report. She is working on the 2023 - 2024 version now and asked for feedback. Although the current version has already been approved by the Curriculum Committee, comments or edits can be applied to the next version.
- The Senate will vote on the handbook at our next meeting. E. Caruth will add this as an action item.

8.04 Curriculum Committee Chair, Shannon Davis

- S. Davis will be stepping down as the Curriculum Committee chair. She is proposing the next person stepping into the role be given .4 release time OR make it a two-person job and divide the release time. E. Caruth explained that the Web Tender position was previously given .1 release time, Sabbatical chair was given .1 in Fall, and PDC .1 in Spring. If we want to give .4 to Curriculum chair/s, we can make it an action item at the next meeting. Doing this will remove .1 from both PDC and Sabbatical, and web tender responsibilities have now been absorbed by the Senate Secretary who is not receiving additional release time for this task.

8.05 BA Degree Programs, Luis Gonzalez, Isaac Rodriguez Lupercio, Evan Hess, Susan McDonald

- E. Michael Hess acknowledged those who worked on this application. The Legal Advocacy Baccalaureate program he has applied for is ground in an interdisciplinary approach to preparing students to actually enter a career field, from social work to legal advocacy, to community organizing and beyond, in jobs that can make a real difference for graduates and organizations. He is hoping it is approved and they can add an Associates degree in the future.
- S. McDonald thanked S. Davis for her help. She proposed a BS for Dental Hygiene, which will be a 125-unit program. It should be an easy transition for students who already put in substantial time under the current program, exceeding 105 units. Graduates should have more opportunities open to them such as in education, sales, management, and public health. This is a much more affordable pathway compared to BA programs at the university level. She should hear back in May whether it was approved.
- Dean Lupercio shared that we're going through the ACCJC process. We are waiting to hear back on their approval for the Chancellor's office to give final approval.
- Vice President Gonzalez thanked everyone for their hard work on writing these program proposals.

8.06 Resource Request Ranking, Chris Renbarger

- Vice President Renbarger shared a flow chart of how resource requests are sent out for rankings. Please view this before the February meetings. The hope is to have all of the rankings done in February and affirmed by Budget Committee and CPC in March and then a final decision made. C. Renbarger has asked President Cobian to include this on the Feb. 28th Budget Committee meeting after all of the other committees have met, and will then call a special meeting in early March for CPC. He'd like to do this so we can begin recruitment for hiring in Spring and not wait until Summer. After all groups have ranked, if there are no major objections, it then goes to Budget Committee for approval, then to CPC, and finally to VP Renbarger who will sit down with President Cobian after receiving the budget and determining how it will flow through the allocation model. Getting the rankings from Senate lets them know what we feel is important. Hirings are then conducted in Spring.
 - E. Caruth shared that the Exec. Team is working on the ranking process. She will send out an email later in the week that will explain the hiring prioritization process for the February meeting. We will dedicate at least the first part of the first February meeting to this. Some agenda items may be postponed to the second February meeting.
 - Y. Ma asked how retiree positions are handled. There is concern that these positions may not be filled such as has happened with the Geology instructor position. Since a faculty member retired, they have not been able to offer a class because there isn't an instructor to teach it.
 - C. Renbarger responded that from a financial perspective, replacing a faculty member in a retiree's position would not be a change of cost to the college. However, this is a process question that is best addressed by the Senate and perhaps Vice President Gonzalez.
 - D. Ortiz invited those making resource requests to speak to Senate on behalf of their request. E. Caruth will send out an email on this.

8.07 Academic Senate Officer Elections, Ishita Edwards

- Article 2 of our By-Laws stipulate the timeline and process for officer elections. The Exec Team has determined the timeline, but we first need to create an Election Committee, which T. Stough has agreed to lead since he's done it before. We need two more volunteers. J. Redding and J. Leiser volunteered. I. Edwards will send information to the Election Committee who can work on it and send back to E. Caruth for our second February meeting.

8.08 Culturally Relevant Pedagogy, Tina Knight

- An email was sent out regarding the Culturally Relevant Pedagogy grant. The State Chancellor's Office has sent out a call for grant proposals to enhance culturally relevant pedagogy. A committee has been formed to write the proposal and is meeting weekly. We are looking at hosting virtual trainings and bringing speakers to campus to perform cultural audits of curriculum, including humanizing our syllabi, etc.

8.09 IEPI Visit, Oscar Cobian

- T. Knight spoke on President Cobian's behalf. We've applied for the Institutional Effectiveness Partnership Program, which brings faculty and administration from CCCs around the state to help us think through issues we want to consider as a college. We are looking at models for a Teaching Center and getting more of an interest from community partners to enhance curriculum and programs. We are considering what we want to focus on to move forward. A team will be visiting our campus and they will share information as that date approaches.

9. Old Business

9.01 PDC Committee Member & Senator Vacancy

- Postponed to next meeting.

9.02 AP 5011 Dual Enrollment, Joel Diaz

- Faculty did not want to remove the requirement for 8th graders to seek teacher approval, so instead we are proposing to align Senate concerns with the CCC guidelines to determine what classes can be approved by a designee (our VPAA). If classes are deemed needing teacher approval we'd need to come up with a process. There will be more on this at our next meeting.

9.03 AS Goals Update, President Caruth

- Postponed to next meeting

9.04 Lifetime Achievement Recognition

- Postponed to next meeting

9.05 OC Swag

- Postponed to next meeting.

9.06 Campus Calendar

- Postponed to next meeting.

10. AS President's Report

10.01 OC Meetings and Information Update

- E. Caruth announced she will not be running for Academic Senate President for the upcoming elections. She thanked the Senate for the opportunity to serve faculty and encouraged others interested in the position to consider running. She is happy to answer any questions about the position. Please contact her directly.

10.02 District Meetings Update

- E. Caruth shared notes from the past 2 months since we did not have a December meeting due to our party.
- DCEM (District Council on Enrollment Management) – The Student Communication Guide is an informational resource that will help students understand the messaging they receive. They're also working on a Canvas Resource Hub for students who can opt in. It's very focused on getting information to students that is useful to them.
- DCHR (District Council on Human Resources) – Some APs they've been going over have been postponed a bit as they've been focusing on 7120D.
- DCCI (District Council on Curriculum and Instruction) – The IT team is working with the consulting company **Ferelly? (sp)** on a data model to process student completion as they're being entered into Degree Works, which will help develop potential auto-graduation records in Banner. This will work with the auto-award process. It's currently in its beginning stages so look for more information on this in February and March. Also there is still a lot of discussion about the compressed calendar; namely, how courses will still meet the same amount of hours and how the schedule may be modified.
- DCSS (District Council on Student Services) – J. Diaz spoke about AP 5011.
- DCAP (District Council on Administrative Procedure) – The block grant is underway so we can look forward to progress on that in the coming year.

- E. Caruth included the State budget from DCAS's January meeting in the agenda. If anyone would like more information about budget, she will invite Vice President Renbarger to speak on this.

10.03 Board of Trustee Items

11. PG/Standing Committee Reports

11.01 Reporting Schedule: Fall 2022

11.02 ASG (ASG Officer)

11.03 PDC (Cat)

- C. Yang shared that PDC is meeting next week and applications are due soon.

11.04 SESC (Erin)

- E. Lawley shared the SESC met last week and got a lot done. She asked everyone to please read her report in the agenda.

11.05 CUDS (Charles)

- See agenda for any written report.

11.06 PRC (Lilia)

- See agenda for any written report.

11.07 TEC (Ishita)

- See agenda for any written report.

11.08 Budget (Susan)

- See agenda for any written report.

11.09 Curriculum (Shannon Davis)

- See agenda for any written report.

11.10 CPC (Ishita)

- See agenda for any written report.

11.11 ARW (Susan)

- See agenda for any written report.

12. Other College Reports

12.01 Sabbatical

- See agenda for any written report.

12.02 AFT

- See agenda for any written report.

12.03 LLRC

- T. Stough shared the LLRC meets on Feb. 2nd.

12.04 University Transfer Center

- See agenda for any written report.

12.05 Guided Pathways or Statewide Committees

- See agenda for any written report.

13. Follow-Up Items for Future Agenda

14. Future Meeting Dates

14.01 February 13, 2023

14.02 February 27, 2023

14.03 March 13, 2023

14.04 March 27, 2023

14.05 April 10, 2023

14.06 April 24, 2023

14.07 May 8, 2023

15. Past Meeting Dates

~~15.01 January 23, 2023~~

16. For The Good of the Order

16.01 For the Good of the Order

- D. Ortiz shared that the Oxnard Thriving Youth Survey, in collaboration with UCLA, is able to accept 20 more students. Please disseminate information about this opportunity to students. Students gain training with survey questionnaire construction and administration. This is a 2-unit course and paid internship at \$20/hr. It's also great for student resumes to have worked on this through UCLA.

17. Adjournment

17.01 Adjournment

- E. Caruth thanked everyone for being an engaged Senate and adjourned the meeting at 3:55pm.