

**Fullerton College Faculty Senate
approved minutes
2-May 2019**

present, according to sign-in sheet

At-large	Bill Cowieson, Julie Felender, Bryan Ouchi
Business/CIS	Dale Craig (for Kathy Standen), Brandon Tran
Counseling	Juan Pablo Gonzalez, Lorena Marquez, Ruth Sipple
Fine Arts	Zachary Harless, Monica Lee, Michael Mueller
Humanities	Elizabeth Gaitatjis, Bridget Kominek, Annie Liu, Jeanette Rodriguez
Library	Val Macias
Math/Comp. Sci.	Nick Huerta, Nicole Rossi
Natural Sci.	Colleen Kvaska, Gretchen Stanton
Part-time	Michelle Gomez-Velazquez, Michelle Don Vito
Physical Ed.	
Social Sci.	Moe Abdel Haq, Leonor Cadena, James Crippen
Tech./Engineering	Benjamin Cuatt
Associated Students	
President	Marcus Wilson
President-elect	Kim Orlijan
Curriculum Comm.	Jennifer Combs
Treasurer	Mike Baker
Secretary	Heather Halverson
Guests	Albert Abutin, Dean of Enrollment Services Cristina Arellano-Dueñas, EOPS Counseling faculty Doug Benoit, Dean of Business, Computer Information Systems, and Economic Workforce Development Mary Bogan, Reading faculty Dr. Gil Contreras, Vice President of Student Services Jeanne Costello, English faculty, Staff Development Coordinator

Pamela Dunsmore, English faculty
Arnette Edwards, EOPS Counseling faculty
Mark Greenhalgh, Dean of Math and Computer Science
Cynthia Guardado, English faculty
Kathryn McGuthry, Psychology faculty
Lisa McPheron, Director of Campus Communications
Ula Matavao, Counseling faculty
Kelly Nelson-Wright, Sociology faculty
Alexandria Rosales, Counseling faculty
Dr. Greg Schulz, FC President
Michael Schulze, English faculty
Matt Taylor, Communication Studies faculty
Valerie Tuttle, Reading faculty
Dani Wilson, Dean of Library/Learning Resources, Instructional Support Services and Programs

I CALL TO ORDER

The meeting was called to order at 3:02P by Marcus Wilson.

II APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

M/S/U (Combs/Harless) to approve the 4-Apr 19 minutes.

III APPROVAL OF THE AGENDA

M/S/U (Combs/Macias) to approve the agenda for this meeting.

IV PUBLIC COMMENTS

Leonor Cadena encouraged faculty to vote in the United Faculty elections. She shared information about the Office of Diversity and Compliance's Future Instructor Training Program. She also stated that she believes the revisions to Board Policy (BP) 7100 are in alignment with Title 5.

Jeanne Costello stated her support for BP 7100 and encouraged senators to support it as well. She had other faculty raise their hands to demonstrate their reason for attending this meeting was to show their support for BP 7100 as well.

Pamela Dunsmore shared her support for BP 7100, the benefits of hiring new faculty who demonstrate cultural sensitivity, and urges senators to support BP 7100.

JP Gonzalez shared that the State Chancellor's updates to Title 5 will have adverse impacts on EOPS. Proposed changes include removing minimum qualifications for EOPS Directors and Counselors, ultimately leading to the dismantling of EOPS programs.

Kim Orlijan shared that Classified staff will be attending the May 14 Board of Trustees (BOT) meeting to urge the Board to consider allowing Classified staff to adjunct as faculty members within the District.

Alexandria Rosales shared reasons why she would like to serve on the Pathways Steering Committee.

Cristina Arellano-Dueñas shared reasons why she would like to serve as an At-Large representative on the Student Equity and Achievement Committee (SEAC).

Arnette Edwards shared reasons why she would like to serve as an At-Large representative on the Student Equity and Achievement Committee (SEAC).

Ula Matavao shared reasons why he would like to serve as an At-Large representative on the Student Equity and Achievement Committee (SEAC).

Moe Abdel Haq shared information about the Art Contest: Diverse Perspectives and offered his support for Leonor Cadena who is running for Vice President of United Faculty.

V EXECUTIVE COMMITTEE REPORTS

President's Report, Marcus Wilson

Marcus Wilson shared updates from the recent District Consultation Council (DCC). The council has been discussing the student funding formula. He reported that the District is lobbying with the California Community Colleges Chancellor's Office to equalize the points awarded for Associate of Arts and Sciences Degrees with points awarded for the Associate Degrees for Transfer and to continue to hold harmless for additional year. He informed senators that in order for the College to get funding for completion of certificates, all courses on the certificates may be required to have the same Taxonomy of Programs (TOP) code. The College hopes to find out more information when the May revise comes out. DCC also discussed guideline for naming rights for future naming of buildings, rooms, labs and classrooms.

At the recent Council on Budget and Facilities (CBF) meeting, it was shared that a 1% faculty raise will cost the District \$700,000. The allocation of one-time funds was made. It was voted to allocate \$3.5million to the District, \$6 million to Fullerton College, \$6.2 million to Cypress College and \$1.1 million to North Orange Continuing Education (NOCE). Faculty on CBF abstained from voting because no adequate rationale was given for how funds are to be used.

At the President's Advisory Council (PAC) the Student Equity and Achievement Committee (SEAC) memberships were confirmed. Those in attendance were informed that when students are awarded multiple degrees, they no longer need 12 additional units for each additional degree. This could have implications with the new funding formula. The Chancellor's Office has stated that funding will not be awarded for multiple certificates or degrees per year. Colleges will receive funding for the highest degree or certificate completed within each year. Kim Orlijan stated that the Academic Senate for California Community Colleges (ASCCC) supports awarding funds for one certificate or degree per year. PAC also discussed creating a Free Speech Zone beyond the current zone. PAC approved the Strong Workforce funding requests and a grant proposal from the Art Department to increase women and women of color in careers in art.

Updates from Dr. Schulz

Dr. Schulz thanked faculty for their service on hiring committees. He stated that the Horticulture Department has decided to defer hiring a new faculty member to a future cycle. He congratulated Aline Gregorio for receiving the 2020 Orange County

Teacher of the Year award from the Orange County Department of Education. He congratulated FC student Corey Lamb for receiving the Jack Kent Cooke scholarship. He is one of sixty-one students in the country to receive this honor.

Love Fullerton will take place 4-May. One of the projects will be to collect food for the Chris Lamm & Toni DuBois-Walker Memorial Food Bank. He thanked Lisa McPherson for her collaboration with city and community leaders.

The College will soon release a report with data gathered by Temple University's Hope Center for College, Community, and Justice regarding FC students who are dealing with food and housing insecurities. Dr. Schulz shared some findings regarding FC students. Of the 899 FC students that were surveyed, 50% indicated they were food insecure in the past 30 days, 61% reported being housing insecure the previous year, 17% reported being homeless and 71% reported experiencing at least one form of the basic needs insecurity in the past year. The District will partner with Pathways of Hope to collaborate on food and housing insecurities solutions. This partnership will provide more regularly accessible sources of perishable and non-perishable food. It will allow the Chris Lamm & Toni DuBois-Walker Memorial Food Bank to be open four days a week. The College will work with Pathways of Hope to also find housing insecurity solutions.

Dr. Schulz thanked Kim Orlijan and appreciates the discussion regarding an Associate Dean in Humanities.

When asked about enrollment, Dr. Schulz stated that enrollment is slightly better than mid-year projections. The College is working to maximize the number of local students who enroll in FC through outreach efforts and the North Orange Promise.

Curriculum Chair Report

Jennifer Combs shared that the Curriculum Committee is finalizing revisions to the FC AA GE pattern and area definitions. She will present a proposal, endorsed by the committee, to the Senate to discuss at a future Senate meeting. She reported that the committee has processed 155 pages of curriculum. The committee has chosen their preferred curriculum management software. Because the software will be used District-wide, FC and Cypress will need to discuss and agree on which new program to purchase.

Treasurer's Report

Mike Baker thanked Leonor Cadena, Dale Craig and Ben Cuatt for providing snacks for this meeting.

VI ASSOCIATED STUDENTS REPORT

No report.

VII PATHWAYS STEERING COMMITTEE REPORT

Matt Taylor and Dani Wilson, Pathways Steering Committee Co-Chairs, provided updates regarding the work being done by the Pathways Steering Committee. They shared PSC meeting dates, times and locations for 2019-20. They reported that the initial draft of the Scale of Adoption Assessment was sent to the California Community

Colleges Chancellor's Office on 30-Apr and a final draft is due 30-Sept. They encouraged participation in the Equity Walk scheduled for 10-May. The PSC has worked with Staff Development to put together a "pathways focused" agenda for Fall 2019 Flex Day. They provided the Senate with information regarding speakers and activities planned for that day. The PSC is currently exploring options for a fall-day symposium.

VIII STUDENT SUCCESS COMMITTEE REPORT

Lorena Marquez and Dani Wilson, Student Success Committee Co-Chairs, provided updates regarding the work being done by the Student Success Committee (SSC). The SSC is provided monthly reports from committee liaisons from: Basic Skills/ Pathways Transformation Initiative (PTI), Diversity, Student Equity (SE), Student Success & Support Program (SSSP), and Staff Development. One focus the committee had this year was to support students with Title IX concerns. The new Student Equity and Achievement Committee (SEAC) was modeled after the SSC and SSC has provided feedback for the consolidation of Basic Skills, SSSP and SE. Dani and Lorena thanked SSC members for their hard work.

IX READING DEPARTMENT REPORT

Valerie Tuttle and Mary Bogan provided updates from the Reading Department. Valerie shared that the Reading Department has eliminated some lower level Reading courses and is working on developing new courses. They are currently revising READ 142 College Reading: Logical Analysis and Evaluation to be placed on the IGETC. This course currently fulfills the Critical Thinking requirement on the CSU General Education plan. They shared that a new Reading Center will be in place starting Fall 2019. The Center will serve as a cross-campus hub for academic literacy and be housed in the Academic Support Center. Students will receive individual tutoring and attend workshops there. Faculty can learn more about how the Reading Center can be helpful to their students by contacting Jeff Rodine at jrodine@fullcoll.edu or Valerie Tuttle at vtuttle@fullcoll.edu. Dr. Schulz expressed appreciation for the Reading Department faculty as they have navigated recent changes and look for ways to support students.

X EXCUSED WITHDRAWALS REPORT

Albert Abutin shared that in January 2018, the Board of Governors passed Title 5, section 55024 regulation changes to add the Excused Withdrawal (EW) symbol. The purpose of the EW non-evaluative symbol is to permit a student to withdraw from a course for reasons beyond their control. Albert provided some examples of reasons such as job transfer outside geographical area, illness, death of immediate family member, etc. Verifiable documentation must be included when a student is requesting an EW. Students wishing to request this must submit an Extenuating Circumstances petition, with documentation, to the Admissions and Records Office. The EW will not be used towards progress probation or dismissal. However, there can be financial aid implications.

XI ELECTIONS

Guided Pathways Steering Committee (to replace Flor Huerta) 2019-20

Alexandria Rosales (Coun)

Student Equity and Achievement Committee (SEAC) **Phil Austin (PE), Cynthia Guardado (Hum), Jon-Michael Hattabaugh (Coun), Jane Ishibashi (Lib), Arnetta Smith (Tech/Eng), Pat Truong (Bus/CIS), Cristina Arellano-Dueñas (Coun), Stewart Kimura (Coun), Bridget Kominek (Hum)**

Faculty Marshals for Commencement, Lead Marshal **Nick Arman (Stud Serv)**
Marshals **Moe Abdel Haq (Soc Sci), Annie Liu (Hum), Kim Orlijan (Hum)**

Faculty Readers for Commencement **Leonor Cadena (Soc Sci), Stephen Plett (Math/CS), Lynette Pratt (Coun), Matt Taylor (Hum)**

XII NEW BUSINESS

Student Equity Plan

M/S/U (Cadena/Sipple) to approve the Student Equity Plan.

Heather Halverson made a friendly amendment to change language on page 3 from “increase availability of counseling appointments” to “increased counseling hours.” This wording is consistent with other sections of the plan where counseling hours are mentioned. This friendly amendment was accepted by Leonor Cadena and Ruth Sipple.

Cristina Arellano-Dueñas and Mark Greenhalgh provided a timeline for the creation of the Student Equity Plan. The plan must be approved by the Board of Trustees in June in order to meet the 30-Jun submission deadline.

Review of Board Policy 7100

M/S/P (Kominek/Cadena) that Faculty Senate support Board Policy 7100 Commitment to Equal Employment Opportunity and Diversity.

Nays: Cowieson, Rossi

Abstentions: Felender, Halverson

Marcus Wilson shared that at a recent BOT meeting, revisions to BP 7100 Commitment to Equal Employment Opportunity and Diversity were discussed. BP 7100 was then pulled from the agenda of the BOT meeting.

Marcus stated that the current agenda item is not about the importance of sensitivity to diversity, but about how board policies are revised. Bill Cowieson provided information regarding minimum qualifications vs. job requirements. He shared parts of BP 7100 he felt were problematic. The first being BP 71004.0 which states “The minimum qualifications for all positions within the District, require that individuals demonstrate sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of

community college students, faculty and staff.” He stated that Districts cannot create their own minimum qualifications. He provided an email from the California Community College Chancellor’s Office confirming that minimum qualifications specifically deal with relevant degree and/or job experience. BP 71005.0 states that “District employees shall actively promote diversity in recruitment and employment within the District.” The new wording implies that this is a requirement and Bill wondered how the District would check if faculty were doing this. He stated his concern was a technical issue with regards to the verbiage used in BP 7100 and that changes were made without faculty input. He suggested changing “minimum qualification” to “job requirement.”

Senators who have recently served on hiring committees noted that this was already a minimum qualification for applicants applying to the District, so this is a current practice. It was noted that faculty were not consulted regarding listing sensitivity to diversity as a minimum qualification. No one knew if there was an increase in diversity due to the addition of this minimum qualification.

Moe Abdel Haq shared that the Diversity Committee had discussed BP 7100 and support the new language. He provided examples of micro aggressions that he has experienced and reminded the Senate of the importance of providing a secure and safe space for students.

Leonor Cadena pointed out that BP 7100.50 specifically addresses recruitment, not current job responsibilities. It was asked how applicants could show evidence of meeting this minimum qualification on a job application. Current applicants can type in examples of meeting this minimum qualification, it is not a simple “yes or no” answer. It was clarified that hiring committees are screening for minimum qualifications, not Human Resources. Julie Felender expressed concern about this being a minimum qualification if Human Resources goes back to screening for minimum qualifications.

Kim Orlijan shared from ASCCC’s Senate Rostrum that "Historically, colleges in the CCC system have spent the most time discussing and refining the first faculty minimum qualification involving degrees and industry experience. The challenge that the system must take now and into the future is to systemically pay attention to the second minimum qualification for all faculty: Must have sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students."

M/S/P (Cadena/Rodriguez) to call for the question.

Nay: Felender

Reorganization of proposed management structure in Counseling and Humanities

This item was tabled until the 16-May meeting.

XII LIAISON REPORTS
Adjunct Faculty United

Michelle Gomez-Velazquez stated that she had recently attended a state conference for adjunct faculty. She also stated that the adjunct contract had been ratified.

United Faculty

Dale Craig shared information about the tentative agreement reached with the District to nearly triple the faculty fringe benefit amount from \$4,646 to \$12,097. He informed the Senate that an email with details of the agreement went out to faculty on 30-Apr. He stated that Chancellor Marshall was supportive of faculty during negotiations.

The meeting adjourned at 5:45P.

Respectfully submitted,
Heather Halverson, secretary