

**Fullerton College Faculty Senate
approved minutes
27-August 2020**

present

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|---------------------|---|
| At-large | Gary Graves, Karen Markley, Bryan Ouchi |
| Business/CIS | Kathy Standen, Phat Truong |
| Counseling | Kaylan Rasch |
| Fine Arts | Megan Debin, Michael Mueller, Chad Willis |
| Humanities | Elizabeth Gaitatjis, Amy Garcia, Cynthia Guardado, Bridget Kominek, Annie Liu |
| Library | Lugene Rosen |
| Math/Comp. Sci. | Kenny Shah, Scott Malloy, Dao Vo |
| Natural Sci. | Mike Baker, Katie Kroupa, Stephanie Nobles |
| Part-time | Naveen Kanal |
| Physical Ed. | Lisa Bassi |
| Social Sci. | Moe Abdel Haq, Kelly Nelson-Wright, Ruben Lopez |
| Student Services | JP Gonzalez |
| Tech./Engineering | |
| Associated Students | David Robles |
| President | Kim Orlijan |
| President-elect | Jennifer Combs |
| Treasurer | Jeanette Rodriguez |
| Secretary | Heather Halverson Leonor Cadena |
| Guests | Albert Abutin, Dean of Enrollment Services Jodi Balma, Political Science faculty Sergio Banda, Sociology faculty Linda Borla, Cypress College English faculty/UF |

Jorge Gamboa, Dean of Social Sciences
Amber Gonzalez, Ethnic Studies faculty
Kendrick Kim, Bus/CIS adjunct faculty
Lauren Mata, President AdFac United
Melissa Medich, AdFac United
Lisa McPheron, Director of Campus Communications
Jeremy Peters, Cypress College Culinary Arts faculty/UF
Liz Putman, Cypress College Nursing faculty/UF
Joseph Ramirez, Director of Institutional Research & Planning

I. CALL TO ORDER

The meeting was called to order at 3:11P by Kim Orlijan.

II. APPROVAL OF THE AGENDA

The Senate approved the agenda for this meeting.

III. PUBLIC COMMENTS

Jodi Balma expressed concern that UF and their endorsement of candidates for NOCCCD Bord of Trustees. She encouraged faculty to act professionally during elections, stop smear campaigns and to not slander any candidates.

Lauren Mata expressed her concern that UF had attempted to gain access to confidential responses given by adjunct faculty in the Faculty of Color Survey. Although responses from adjunct faculty will now remain confidential, she encourages full-time faculty to get involved to keep their responses confidential as well.

Amber Gonzalez shared that there will be two interest meetings regarding the formation of a Black Indigenous Faculty Staff Association. The meetings will take place in Zoom on 22-Sept and then again on 21-Oct from 3:30-5P. Information will be in the President's Weekly and those interested can contact Amber.

Leonor Cadena shared the following statement: I am following the statement made by Faculty Fellows at the BOT on Tuesday 8/25 in regards to UF request of the raw data from the Faculty of Color Survey created by faculty of color within the Office of Diversity and Compliance. I cannot do equity work without the courage to stand up against such violations and as a union member and faculty of color, I refuse to have non-intended entities (who I did not authorize) have access to the information I gave the district. I am NOT the only participant who feels this way and the ethical thing to do is to let other participants know. The survey collected responses from Faculty of Color districtwide (including adjuncts) and it offered participants confidentiality. The purpose of this survey is to identify challenges Faculty of Color face within the district and create strategies to address said issues. The survey contains sensitive information which would not have been given if participants knew it would be used for other purposes.

Moreover, responses given by faculty reported negative experiences (including harassment not just of adjuncts) by some full-time faculty. Allowing UF access to any of this data is a breach of confidentiality and I am concerned that this information may lead to other consequences (including retaliation and bullying behavior). It is extremely unethical to violate the confidentiality and change the consented purpose of a survey for the potential use by any other entity. Even though the names and other information may be redacted, some comments can easily identify the participant since there are such few Faculty of Color in departments and divisions at our district. Furthermore, this is a violation of our diversity, equity and inclusion efforts as it puts the vulnerable population of Faculty of Color and adjunct faculty at risk, and it will likely result in faculty of color losing trust for any future surveys. If UF leadership wants to find out issues facing faculty of color, the ethical course of action is to create their own survey and conduct it amongst participants who consent to it. I ask UF leadership to act ethically and respect this request for privacy, yet If the president of United Faculty chooses to ignore this request and refuse to withdraw the petition, I will have to email all faculty (since I have no access to specific participants) so all participants will be informed and have the opportunity to express their concerns before the deadline of Friday 8/28/20. That is the ethical and equitable thing to do. It is easy to use the rhetoric of social justice and equity, yet it is important to respect the humanity, dignity, and privacy of vulnerable populations. In conclusion, this action taken by UF leadership will dramatically undermine the ability of our institution to collect data in the future from our Faculty of Color, the efforts of groups like SEAC, Diversity committee and more where it becomes evident that we have institutional challenges that lead to barriers for underrepresented minoritized groups.

Moe Abdel Haq shared that using a transparent process, UF endorsed a candidate running for NOCCCD Trustee from Area 4. UF is also considering an endorsement of a candidate from Area 7. He stated that UF did not request adjunct faculty responses from the Faculty of Color Survey.

IV. NEW BUSINESS

M/S/U (Combs/Debin) that the EW with Refund be used (until the practice is no longer permitted by the state) for all Withdrawals (whether the student takes the EW or the instructor drops the student) and that it be made as easily available to students as possible until the Sunday before week 16. In addition, that this policy be retroactive for Summer 2020.

M/S/U (Combs/Abdel Haq) that the P/NP option be made available to students for all courses until the end of the semester and going forward until the practice is no longer permitted by the state until the Sunday before week 16. In addition, that this policy be retroactive for Summer 2020.

The meeting adjourned at 3:54P.

Respectfully submitted,
Heather Halverson, secretary