

**Fullerton College Faculty Senate
approved minutes
3-Sept 2020**

present

At-large	Julie Felender, Gary Graves, Karen Markley, Bryan Ouchi, Marcus Wilson
Business/CIS	Kathy Standen, Phat Truong
Counseling	Lorena, Marquez, 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.	
Social Sci.	Moe Abdel Haq, Kelly Nelson-Wright, Ruben Lopez
Student Services	JP Gonzalez
Tech./Engineering	Benjamin Cuatt
Associated Students	David Robles
President	Kim Orlijan
President-elect	Jennifer Combs
Treasurer	Jeanette Rodriguez
Secretary	Heather Halverson Leonor Cadena
Guests	Gloria Badel, UF Dr. Gilbert Contreras, Vice President of Student Services Jeanne Costello, English faculty

Sophia Duran, Director – EOPS/CARE, CalWORKs & FYSI
Steven Estrada, UF
Danielle Fouquette, English faculty
Amber Gonzalez, Ethnic Studies faculty
Zachary Harless, Theater Arts faculty
Kendrick Kim, Bus/CIS adjunct faculty
Katheryn McGuthry, Psychology faculty
Melissa Medich, AdFac United
Lisa McPheron, Director of Campus Communications
Karyn Nguyen, Counseling faculty
Jeremy Peters, Cypress College Culinary Arts faculty/UF
Joseph Ramirez, Director of Institutional Research & Planning
Brian Roach, CIS faculty
Stephanie Rodriguez, Student Services Specialist, AS
Dr. Greg Schulz, FC President
Matt Taylor, Communication Studies faculty
Kimberly Vandervort, English faculty

I. CALL TO ORDER

The meeting was called to order at 3:10P by Kim Orlijan.

II. APPROVAL OF THE AGENDA

The Senate approved the agenda for this meeting.

III. APPROVAL OF THE MINUTES OF THE PREVIOUS MEETINGS

The senate approved the 21-May and 27-August minutes.

IV. PUBLIC COMMENTS

Karen Markley shared the following statement:

I want to put forth some comments for consideration as our college moves forward towards a new chapter, to build an anti-racist institution.

For those that don't know me, I am Karen Markley, I've been teaching anthropology at FC for 20+ yrs. As an anthropologist I teach about race, racism, and privilege every semester. These can be difficult classroom conversations, but they are absolutely essential.

We can't address that which we are unaware of and/or in denial of. In her 1619 Project, Nikole Hannah Jones challenges us to consider what is foundational to our nation- does our story begin with the arrival of the Mayflower in 1620, or the arrival of the first enslaved West Africans in 1619?

As an anthropologist I use a holistic approach, to analyze issues from the macro perspective, the institutional level, to look at policies and procedures which set the framework for human interactions. At FC we are embarking on a journey to investigate

and change our macro structure with the Antiracism Task Forces. I applaud these efforts and intend to play a role in them.

Anthropologists also look at the micro level, the individual, personal, inter-personal level. My thesis looked at two institutions which had implemented diversity programs- a university, and a large aerospace firm. At the time research showed some 50% of diversity programs resulted in significant backlash- that after the diversity program, the institutions had less inter-group acceptance, understanding, and good will than when they started, people were left polarized along group identity lines.

Developing an effective diversity program is difficult- it requires an understanding of human psychology, human social interactions, and the culture of the institution. It requires a clear goal and facilitators that have done work on themselves.

As FC begins our Antiracism initiatives, we need everyone of good faith at the table to do the work needed. We cannot start a journey towards equity, justice and inclusion, by excluding and vetting people, our colleagues. What message does proposed exclusion send to our students...who are a diverse group?

The ongoing diversity debate between Irshad Menji and Robin DeAngelo is illustrative. In 2018 DeAngelo published her work, *White Fragility*. After years of diversity work she came to the conclusion that; all White people were racist, complacent about our racist systems, and defensive and emotionally fragile in their denial of personal and systemic racism. She's labels White liberal, progressives as the most damaging to POC, worse than avowed White supremacists.

In 2019 Menji responded to DeAngelo's work with *Don't Label Me*. Menji starts with the understanding that labeling people is counterproductive to diversity work as well as intellectually flawed. Menji states if you truly support diversity - labels can't be the final word, because labels lie. Labels flatten us to one dimension, labels deceive- can we really essentialize people by their ethnicity/race/skin color? What do we really know about someone based on a label derived from their phenotype? Menji strongly advocates against the counter-productiveness of labeling. Labeling promotes ignorance, antagonism, and it works to shame people. Can we move forward when we are bullying, and shaming others?

I ask that we consider our foundational values as we move forward, that we examine the way in which we talk to each other, the language we use. Diversity and Anti Racist work is hard, and difficult, it doesn't occur easily or quickly, it takes dedication and tough skins, and it will take us reaching out and supporting each other.

James Baldwin stated "We can disagree and still love each other unless your disagreement is rooted in my oppression and denial of my humanity and right to exist."

I strongly believe the moment we deny one person's humanity, we have lost our grounding in work for justice, equity and inclusion. I hope we can have open, collegial, respectful conversations. Thank you.

Amber Gonzalez shared that there will be two interest meetings regarding the formation of a Native/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. She also expressed concern

regarding AP 5041, Student Records: Preferred Names and Gender. She stated that the appropriate faculty and student constituency groups had not been consulted and did not have the opportunity to provide input.

Leonor Cadena informed the Senate that the Office of Diversity and Compliance will offer a Future Instructor Training Program in spring 2021. Applications will be accepted this semester.

V. REPORT FROM FULLERTON COLLEGE PRESIDENT, DR. SCHULZ

Dr. Schulz reported that the EW with Refund and P/NP option will be available to students for fall 2020. It will not be retroactive for summer since grades have already been recorded and transcripts have been sent. Students still have the option of requesting an EW within two years of receiving it by completing the necessary form in the Admissions and Records Office.

Dr. Schulz also shared that the Foundation Office's transition to an auxiliary model is still being finalized.

VI. EXECUTIVE COMMITTEE REPORTS

President's Report, Kim Orlijan

Items of note from the Board of Trustees Meetings 6/9, 6/23, 7/28, 8/25:

- The Educational and Facilities Master Plan was approved by the BoT at the July 28 meeting
 - It was sent back to the consultants after a request was made to include antiracism language (vs. simply diversity, equity, and inclusion language) and was sent back again and received some feedback from the FC Ethnic Studies Department before it was approved.
- Members of the resource table (Christie Diep, Dawnmarie Neate, Lauren Mata, Craig Goralski, and Kim Orlijan) submitted a statement expressing dismay and displeasure concerning Board President Bent's comments at the June 9 meeting around issues of race and racism. We later submitted a formal letter of complaint. This complaint connects to an assertion of the use of Bent's position as Board President as a personal political platform at BoT meetings in June as well as the use of a Facebook account to present political opinions and divisive rhetoric under the title of "Board President." An ad hoc committee made up of a few trustees is being formed (as BP 2715 Section 3 requires) to investigate Bent, specifically in terms of how his actions may violate BP 2715, Code of Ethics/Standards of Practice and the ACCJC Standards.

Items of note from the Council on Budget and Facilities Meetings 6/8, 7/13, 8/9:

- So much of the information about the budget seems to be in flux, mostly due to the state budget and the information from the state being in flux. And, of course, COVID-19 expenses. If you would like the latest numbers and

information, please refer to the latest CBF meeting materials in the [Aug CBF packet](#)

- One-time funding--adjustments
 - Deficit increased to 2% (from state chancellor office)--reduces revenue from last year by about 4 million.
 - Also MOUs
 - Backfill: to campuses for revenue losses
 - FC: short, for example, for parking--\$611,000: more in expenses than in revenue received (citations, semester permits, etc.). Closer to \$72,000 (vs. the \$24,000 that is on the chart) for child development.
 - About 35.2 million in yellow/unallocated
 - The 35 million in COVID category is not for anything specific. Just what he needed to put there to get to the 84 million total.
 - CBF approved allocating the backfill--Fred Williams took the recommendation to DCC (which approved it)

Senators were provided with a copy of the latest iteration of the one-time funding chart.

Items of note from DCC Meeting 8/24:

- Several District Administrative Procedures were revised and DCC approved the revisions. They include AP 6100 (Delegation of Authority, Business and Fiscal Affairs), AP 6150 (Designation of Authorized Signatures), AP 7400 (Travel and Conference Attendance). The changes were not substantive.
- A new Administrative Procedure ([5041](#), Student Records: Preferred Names and Gender) came to DCC for review and action. DCC voted to approve it and, after being told that interested and expert folks reviewed it, DCC voted to approve and send to the BoT. However, apparently the President of GLADE did not have the opportunity to review the proposed AP, so Chancellor Marshall is asking for her input and the input of others. It will probably come back to DCC after any revisions are made. If you have input on it, please send it to Nitzya (nhabet@fullcoll.edu). It will then go to PAC and back to DCC.
- Arturo Ocampo presented an information item concerning new Title IX Procedures and the possible fiscal implications of the changes (potentially around \$200,000 a year to be in compliance, namely because of how complaints need to be dealt with). Here is the link if anyone would like to review the [agenda packet](#).

COVID-19/Safe Return to Campus Committee:

- The committee met a couple of times during the summer and continues to work on the Safe Return to Campus document.

Kim also shared the 2020-21 Senate goals, which will be on the agenda for approval at the 17-Sept meeting.

Curriculum Committee Report, Jennifer Combs

Jennifer reported that spring 2021 will be a continuation of the COVID emergency. Courses taught in spring, that were taught in summer or fall and covered by the Emergency DE Addendum will still be covered. Courses taught in spring, not offered in summer or fall, or not previously approved as DE, will need to have a DE addendum form completed. Faculty will need to submit these forms to their curriculum representative and to Jennifer Combs by 14-Sept. The Curriculum Committee is discussing the Multicultural graduation requirement and new Ethnic Studies CSU graduation requirement. Jennifer reminded senators that it is recommended, although not required, that faculty complete the OTC. It is the expectation that all faculty teaching will have at least completed the Title 5 Distance Education training.

VII. ASSOCIATED STUDENTS REPORT, DAVID ROBLES

David reported that AS is interested in hosting a drive-in movie. AS welcomes input and ideas.

VIII. NEW BUSINESS

**Program Review Recommendation for Annual Update Template
M/S/P (Wilson/Debin) to adopt the revised annual instructional program review update template.**

Abstain: Kanal

Antiracism Resolution

M/S/P (Halverson/Wilson) to adopt the Antiracism Resolution.

Abstain: Gaitatjis, Malloy, Shah

Antiracism and equity task forces

M/S/U (Debin/Abdel Haq) to establish antiracism and equity task forces.

M/S/P (Guardado/Debin) to adopt the proposed set of guidelines for the task forces.

Abstain: Malloy, Shah, Vo

M/S/P (Wilson/Debin) to adopt the list of task forces and charge the Senate Executive to name each task force.

Abstain: Gaitatjis, Malloy, Shah, Vo

USC Race and Equity Center's California Community College Equity Leadership Alliance guidelines

M/S/P (Guardado/Debin) to endorse the USC Equity Alliance guidelines document.

Abstain: Gaitatjis, Malloy, Shah, Vo

Pathways Steering Committee Recommendation

M/S/P (Rodriguez/Halverson) to approve the purchase of Hobson's "Starfish" platform for early alert and case management.

Abstain: Debin, Wilson

Classified Representative's Role of Faculty Senate

M/S/U (Halverson/Wilson) to approve a Classified Senate Representative to serve as a non-voting liaison.

Vote to confer emeritus status on faculty who retired in spring

M/S/U (Wilson/ Marquez) to confer emeritus status on faculty who retired in spring.

IX. ELECTIONS

Pathways Steering Committee Work Group Co-Chair, Work Group 1 – Clarify the Path, 2020-22 **Kimberly Vandervort (Hum)**

Senators for the 2020-22 Academic Years **Katie Kroupa (Soc Sci), Kendrick Kim, Part-time Senator (Bus/CIS)**

OER Liaison (ASCCC OERI Team), 2020-22 **Jane Ishibashi (Lib) and Michelle Priest (Nat Sci)**

FC OER Task Force, 2020-21 **Michelle Priest (Nat Sci)**

USC Race and Equity Alliance E-Convening **Candice Clasby (Fine Arts), Roman De Jesus (Nat Sci), Karen Markley (Soc Sci), Michael Mueller (Fine Arts), Daniel Pope (Fine Arts)**

Accreditation Steering Committee, 2020-21 **Katie Kroupa (Nat Sci)**

Distance Education Advisory Committee, 2020-22 **Lina Callahan (Hum), Kristin Mihaylovich (Fine Arts)**

Honors Program Advisory Committee, 2020-22 **Darren Chiang-Schultheiss (Hum), Tim Ream (Lib), Jay Seidel (Tech/Eng)**

X. LIASON REPORTS

Adjunct Faculty United

Melissa Medich provided an update on AdFac United activities, such as their increased presence on social media and webinars they are offering for adjunct faculty.

United Faculty

Moe Abdel Haq reminded senators of the two MOUs since the COVID pandemic and stated there was a large faculty turnout to ratify the MOUs. Fact finding is scheduled for 8-Oct and 9-Oct. UF endorsed Evangelina Rosales for NOCCCD Trustee.

The meeting adjourned at 5:09P.

Respectfully submitted,
Heather Halverson, secretary