

**Fullerton College Faculty Senate
approved minutes
1-Oct 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, Kendrick Kim
Physical Ed.	Lisa Bassi, Pam Lewin
Social Sci.	Mohammed Abdel Haq, Kelly Nelson-Wright, Ruben Lopez
Student Services	JP Gonzalez
Tech./Engineering	Benjamin Cuatt, Jose Miranda
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 Cecilia Arriaza, Director Cadena Cultural Center and Transfer Center

Josh Ashenmiller, History faculty
Phil Austin, Physical Education faculty
Gloria Badel, UF
Linda Borla, UF
Julio Reyes Cabezas, Student Services Specialist, Grads To Be
Dr. Gilbert Contreras, Vice President of Student Services
Ziza Delgado, Ethnic Studies faculty
Sonia Duran, Director – EOPS/CARE, CalWORKs & FYSI
Steven Estrada, UF
Deniz Fierro, Director of Educational Partnerships and Programs
(Promise)
Danielle Fouquette, English faculty
Amber Gonzalez, Ethnic Studies faculty
Dr. Elian Lipiz Gonzalez, Dean of Student Support Services
Aline Gregorio, Geography faculty
Flor Huerta, Counseling faculty
Katheryn McGuthry, Psychology faculty
Melissa Medich, AdFac United
Lisa McPheron, Director of Campus Communications
Joe Ramirez, Office of Institutional Effectiveness
Rolando Sanabria, Faculty Coordinator, Educational Partnerships
& Outreach
Dr. Greg Schulz, FC President
Rena Martinez Stluka, Registrar
Matt Taylor, Communication Studies faculty
Gilberto Valencia, Coordinator, Grads To Be

I. CALL TO ORDER

The meeting was called to order at 3:03P 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 17-September minutes.

IV. PUBLIC COMMENTS

Leonor Cadena informed the Senate about the upcoming Pluralism, Inclusion & Equity Series events. Dr. Frank Harris will be presenting on 23-Oct at 1P and Melina Abdullah, PhD on 9-Nov at 4pm. She also reminded faculty about the Future Instructor Training Program.

Flor Huerta shared reasons why she would like to be elected Antiracism Task Force Chair for Hiring, Tenure, and Retention.

Aline Gregorio shared reasons why she would like to be elected to the President's Advisory Council.

Cecilia Arriaza informed senators that application season has begun. Application assistance for the CSU and UC applications is available in the Transfer Center. The application deadline for the Jack Kent Cooke Scholarship is 6-Jan.

Josh Ashenmiller shared reasons why he would like to be elected Program Review Chair.

Amber Gonzalez and Ziza Delgado (on behalf of Aline Gregorio) read the following statement:

Dear Faculty Senate colleagues;

I (Amber) come to you today to inform fellow senators of a literature review submitted jointly by me and Aline Gregorio to the Senate's Executive Council on September 21, 2020. As womxn of color, and critical scholars of our respective disciplines - Ethnic Studies and Geography - we came together to bring forth inquiries and insights as to how the current design of anti-racism task forces may exacerbate or perpetuate racial inequalities and face shortcomings in producing meaningful and long-lasting change. Because Professor Gregorio will use her time during public comment to speak to another issue, Professor Ziza Delgado will read the second half of our letter on her behalf. The Senate Executive Council received and reviewed our letter, but ultimately the following general concerns about the approved process for anti-racism task forces remain unaddressed:

Task-force makeup: It is our understanding that the current call for task force participants is open for all campus faculty to volunteer to lead in making Fullerton College an anti-racist institution. As designed, task force chairs are not being recruited based on expertise, but interest and will. This creates the prospect for task forces to be populated by the same figures that fiercely maintain the status quo, those who defend oppressive processes and practices regardless of the inequitable outcomes.

White faculty who think they are capable of making decisions for and in the interests of BIPOC often don't understand the epistemologies or lived experiences of those for whom they are making decisions. BIPOC are impacted by racism and should be charged with leading efforts to dismantle oppressive structures and lead the campus towards its racial justice goals.

Without a focused recruitment, centering voices of BIPOC faculty, targeting scholars and faculty with expertise in structural racial inequality and radical scholarship, can we truly evoke structural change? As Audre Lorde said: "The master's tools will never dismantle the master's house." We urge senate leaders to consider the need for radical scholars to lead transformative change and to actively recruit radical voices that are often suppressed in our decision-making bodies.

No compensation for expertise: It is our understanding that the task-force design was inspired by the format of Guided Pathways workgroups. But Guided Pathways participation included professional expert compensation and followed an

established state-wide framework. Recruiting volunteers is exclusive, as it attracts those who have the time and resources. Amidst a global pandemic this will inevitably perpetuate inequities. For example, WOC faculty already tend to have heavier teaching loads and more new course preparations than men. We are overburdened by a form of “cultural taxation” given the urgent need for our cultural and equity expertise and disproportionate service in mentoring students who need us most. (additional research presented in the letter submitted to Senate exec).

No guiding framework: How is anti-racism defined? As we understand it, there is no framework guiding the work of the task forces. A framework can be drawn from the existing scholarship of revolutionary Black, Indigenous and intellectuals of Color and help the campus understand the direction of the task forces. Having each task force determine their own framework is likely to create unnecessary obstacles and potential disputes. In designing a path forward, expertise and frameworks matter. Transparency matters.

Timeline: We have concerns over the short-term design of the task forces. The expectation that task forces will form, meet, and create effective tangible plans by the second meeting of the spring semester 2021 feels rushed, unrealistic and unsustainable. As community organizers, we understand that meaningful racial justice work takes time and is a long-term commitment to present and future generations. In fact, working under a sense of urgency is a characteristic of whiteness that makes it difficult to take time to be inclusive, encourage collective decision-making, to think long-term, and to consider consequences. This frequently results in sacrificing representation, expertise, and interests of communities of Color because little or no value is attached to processes; if it can't be measured, it has no value.

We seek an equitable and racially just way forward, and it is by making important considerations at every step that we can begin to design it. We encourage the faculty senate to put value in the design and process of the task forces. We ask that Faculty Senate colleagues consider rescinding the recently approved process to explore compensated recruitment of experts and to define guiding frameworks in order to move forward in a careful and intentional manner.

Gilberto Valencia shared that the Brave Space Student Forum will take place 6-Oct and “Undocumented Student Action Week” is 19-Oct through 23-Oct.

Katheryn McGuthry shared that she would like to work on an antiracism task force. She is against silencing voices and would like to foster collaboration.

Amy Garcia shared information on the upcoming Community Mindfulness Series on 8-Oct, 15-Oct and 22-Oct.

Mohammed Abdel Haq shared support for the statement read by Amber and Ziza.

Cynthia Guardado asked senators to consider the statement shared by Amber and Ziza.

V. REPORT FROM FULLERTON COLLEGE PRESIDENT, DR. SCHULZ

Dr. Schulz reported that the Student Equity and Achievement Task Force is prioritizing distribution of a campus climate survey. The Diversity Committee partnered with the Office of Institutional Effectiveness to create a survey, which was then placed on hold due to COVID-19. Due to the partnership with the USC Race and Equity Alliance, the college has access to surveys as well. The task force has asked to see samples of the surveys and Dr. Schulz stated that we will conduct a survey this year, hopefully in fall.

He also shared that 21,000 FC students received an invitation to complete the “Real College Survey” conducted the by The Hope Center at Temple University to assess food insecurity, housing insecurity and homelessness.

Two students have recently reported testing positive for COVID-19. He appreciates that faculty and staff followed established protocol and safety guidelines. Faculty who become aware of a student testing positive should contact their dean and Dana Timmermans.

Forty-four EV charging stations are being installed in the parking garage, bringing the total to 50 charging stations. Installation should be complete in November.

He encouraged faculty to participate in the Future Instructor Training Program and the upcoming USC Race and Equity Alliance eConvening.

VI. EXECUTIVE COMMITTEE REPORTS

President’s Report, Kim Orlijan

Kim shared the following report:

Items of Note from the [Board of Trustees meeting, 9/22/20](#):

- The BoT approved the purchase of Starfish
- The BoT had a first read of two resolutions, one to support [Proposition 15 p.1](#) and [page 2](#) and the other to support [Proposition 16 p.1](#) and [page 2](#). The resolutions will return to the BoT at the 13 October 2020 meeting. The Faculty Senate will review the resolutions in today’s meeting and decide whether to endorse one or both of them.

Items of Note from the President’s Advisory Council meeting, 9/23/20:

- The proposed board policy around sustainability was endorsed with a few minor recommendations for modification.
- Dr. Joe Ramirez informed PAC that the college needs to review the Integrated Planning Manual. The Office of Institutional Effectiveness will review the IPM for factual updates (e.g., correct committees and committee structures, etc.). Lisa McPherson (member of the Accreditation Steering Committee) discussed how the IPM must also be reviewed, according to the

accreditation report (as an area of improvement), for issues connected to: how our committees assess themselves, how effective our processes are (and how the college assesses our processes for continued quality improvement), and how the college provides access to committee information.

- PAC received information regarding the ongoing process of reviewing the new AP 5041 (sent to Senators in the last Senate President's report for feedback).
- A proposed Antiracism statement was brought to PAC by Dr. Gil Contreras for review as an information item. It will be reviewed and possibly endorsed at the today's Senate meeting and will eventually be brought back to PAC for approval.

Other information:

- The Institutional Integrity Committee is recommending that the college engage in a review of the college mission in order to incorporate antiracism and equity language into it. Here is the [current mission](#)
- The Academic Senate for California Community Colleges is holding its fall area meetings and our area meeting (we are Area D) takes place on October 17. It is at that meeting that local academic senates review potential resolutions to bring to the statewide fall plenary (November 5-7). If you would like to suggest any resolutions that have statewide impact, please send them to Kim by 1/16. Here is the [ASCCC site](#) for guidance.
- The Senate Exec and President Schulz and his staff are beginning to work on a proposed process for determining how many units of reassigned time a position on campus should receive, how to review those units if adjustments need to be made, and how to determine which roles on campus should receive reassigned-time units. This proposal will ultimately be reviewed by Faculty Senate and PAC.
- At the DCC meeting on 28-Sept, it was reported that the Decision Making Manual update will be taking place and there is a proposal on the table to have the Institutional Effectiveness Coordinating Council work on the updates. Also, a work group is being formed to work on revising the college's mission, vision and values statements.

Curriculum Committee Report, Jennifer Combs

Jennifer reported that most of the spring 2021 DE approvals are complete, and all will be done by the next meeting. Submissions for CSU General Education and IGETC are due to the committee by the 14-Oct meeting to meet the timelines for approval.

VII. ASSOCIATED STUDENTS REPORT, DAVID ROBLES

David reported that AS fall elections took place and 18 new senators were elected. Over 200 students voted in this election. AS plans to have town halls and

possibly surveys to look at student's needs with regards to the antiracism work being done on campus.

VIII. NEW BUSINESS

Guided Pathways

M/S/U (Wilson/Halverson) to approve the proposal by Work Group #3 to use GP funds to update Banner for transfer data and transcript processing.

Fullerton College Antiracism Statement

M/S/P (Felender/Guardado) to endorse the antiracism statement drafted by the Student Services leadership.

Abstain: Gaitatjis, Malloy, Robles, Shah, Vo

Accreditation Steering Committee

M/S/U (Wilson/Halverson) that the Senate charge DEAC to construct a simple self-assessment for faculty that are not online certified. The self-assessments will be sent to their Distance Education Division Representative (DEDR). It further recommends that the Title 5 DE training will count for spring distance education certification.

Council of Chairs

M/S/N (Haq/Graves) to reinstate the Council of the Chairs.

Yes: Combs, Rodriguez

No: Baker, Cadena, Debin, Felender, Gaitatjis, Garcia, Gonzalez, Graves, Guardado, Haq, Kanal, Kim, Kominek, Liu, Malloy, Markley, Miranda, Mueller, Nelson-Wright, Rosen, Shah, Standen, Truong, Vo, Willis, Wilson

Abstain: Bassi, Cuatt, Halverson, Kanal, Liu, Marquez, Nelson-Wright, Ouchi, Rasch, Robles

Academic Calendars

M/S/P (Haq/Cadena) to endorse the 2021-22 and 2022-23 academic calendars.

Yes: Baker, Bassi, Cadena, Combs, Cuatt, Debin, Felender, Garcia, Gonzalez, Graves, Guardado, Halverson, Haq, Kim, Kominek, Ouchi, Markley, Marquez, Miranda, Nelson-Wright, Rasch, Robles, Rodriguez, Rosen, Standen, Truong, Willis

No: Kanal, Wilson

Abstain: Gaitatjis, Liu, Malloy, Shah

Board of Trustees Resolutions

Although there was discussion and a vote on this item, unintentionally there was no motion made.

IX. ELECTIONS

Program Review Committee Chair, 2020-23 **Josh Ashenmiller (Soc Sci)**

President's Advisory Council, 2020-22 **Aline Gregoria (Soc Sci)**

Antiracism Task Force Chair: Hiring, Tenure, and Retention, 2020-21 **Flor Huerta (Coun)**

Faculty Senate Constitution and Bylaws Revision Workgroup, 2020-21 **Jennifer Combs (Coun), Karen Markley (Soc Sci), Kim Orlijan (Hum), Jeanette Rodriguez (Hum), Marcus Wilson (Bus/CIS)**

Performing Arts Building User Group (BUG) **Marcus Burger (Mus), Candice Clasby (Thea)**

Faculty Allocation Committee, 2020-22 **Leonor Cadena (Soc Sci)**

X. LIASON REPORTS

Adjunct Faculty United

Melissa Medich reported that AdFac United would be heading back to the negotiation table with the District to begin negotiating their Spring 2021 COVID-19 MOU. Starting 5-Oct, they will be having their COPE (Committee on Political Education) week where they will be holding a few events surrounding the upcoming elections and to encourage more members to get involved in the COPE committee. Melissa also informed Senate of the "Your Vote Counts" webinar and Zoom Slate party. AdFac's endorsed candidates Miguel Alvarez (for NOCCCD BoT candidate for Area 4) and Kerri Kropke (NOCCCD BoT candidate for Area 7). Josh Newman will be joining the webinar from State Senate District 29 and a few other guests from the Democratic Party of Orange County and the OC Labor Federation. The Zoom Slate party is open to all faculty and staff in the district, including nonmembers. They will be hosting an Anti-racism webinar series on 12-Oct and their Executive Board will meet 2-Oct to plan future events and outreach activities.

United Faculty

Mohammed Abdel Haq reported that United Faculty will be meeting with the District on 8-Oct to begin negotiating a Spring 2021 COVID-19 MOU. He also reported that due to COVID-19 concerns and travel considerations for the fact-finding parties, the fact-finding date has been postponed until 17-Dec and 18-Dec. He stated that United

Faculty is currently in arbitration with the District regarding a grievance issue. UF will soon be sending out a newsletter.

The meeting adjourned at 5:40P.

Respectfully submitted,
Heather Halverson, secretary