Adjunct (1 Year)
☒Sanda Oswald

☒Selene Torres

Behavioral Social Sciences
☒Stacey Allen

☒Yun Chu

☒Kristie Daniel Di-Gregorio

☒Hong Herrera-Thomas

☒Orion Teal

Business
☒Kurt Hull

☒Phillip Lau

☒Josh Troesh

Counseling
☒Anna Brochet

☒Rocio Diaz

☒Maria A. Garcia

Fine Arts
☒Jonathan Bryant

☒Joe Hardesty

Unexcused: Russell McMillin

☒Joanna Nachef

Health Sciences & Athletics
☒Andrew Alvillar

Unexcused: Tom Hazell

Unexcused: Shiney Johnson

☒Dina Mauger

Unexcused: Eric Villa

Humanities
☒Stephanie Burnham

☒Sean Donnell

☒Brent Isaacs

☒Elayne Kelley

☒Anna Mavromati

ITEC
☒Charlene Brewer-Smith

☒Ross Durand

☒Dylan Meek

☒Renee Newell

☒Jack Selph

Library
☒Camila Jenkin

☒ Analu Josephides

☒Gary Medina

Mathematics
☒Susana Acosta-Acuna

Excused: Diaa Eldanaf

☒Robert Eleuteri

☒Greg Fry

Unexcused: Ronald Martinez

Natural Sciences
☒Jwan Amin

Unexcused: Mia Dobbs

☒Shimonee Kadakia

☒Darcie McClelland

☒Shanna Potter

ASO
☒Anisha Moutra

Curriculum Chair
Unexcused: Janet Young

Academic Affairs
 ☒Jackie Sims

Student Services
☒Ross Miyashiro

President/Superintendent
☐Brenda Thames

ECC Federation

☒Kelsey Iino

Institutional Research

☒Josh Rosales

Dean's Reps/Guests/Other Officers:

☒Ali Ahmadpour

☒Anna Mavromati Duncan

☒Arturo Hernandez

☒Brizset Giles

☒Elizabeth Basile

☒Irena Zugic

☒Jackie Nolasco

☒Keiana Daniels

☒Kevin Degnan

☒Laura Almo

☒Linda Cooks

☒Maeve Lee

☒Moses Wolfenstein

☒Ryan Wallach

☒Susan Nilles

☒Viviana Unda

ACADEMIC SENATE MINUTES May 3, 2022

Unless noted otherwise, all page numbers refer to the packet used during the meeting, not the current packet you are reading now.

A. Call to Order

- Call to order at 1:04pm.

B. Approval of Minutes (p. 6-12)

- Academic Senate President called approval of minutes to motion. Motioned by S. Allen, seconded by K. Degnan.
- 0 No's, 0 abstentions. Approved.

C. Unfinished Business:

a. Change in Title, Senate Secretary/Webmaster- Senate Executive Board

- Academic Senate President called approval for title change fall 2022. Motioned by A. Josephides, seconded by S. Allen.
- No comments.
- 0 no's, 0 abstentions. Approved.

D. New Business:

a. Hyflex Implementation Proposal- Moses Wolfenstein (p.13)

- Reviewed ECC Academic Senate definition of Hyflex meeting. Refer to document for full details.
    - Faculty may be DE certified
    - ADA compliant
- Question about campus goals for hyflex modality
    - Hard to say at this point because it's so new.
    - Departments may want to discuss what course would do well with this modality.
- Can faculty require on-campus attendance on certain dates? (ex. Labs/exams)
    - Lab courses may be best to be scheduled as hybrid on class schedule.
- Suggested to define "equivalent"
- Concerns about explicit need for classroom assistant
    - May create budget concerns
    - What if students don't use hyflex option?
    - Facilitating activities between online students vs in person student
    - Maybe provide an alternative to classroom assistant
- Some courses have selected as pilot for fall 22 and students may see communication alerting them to change in course modality.

b. Ap 7160, Professional Development- Camila Jenkin (p. 14-17)

- Tabled

c. Ap 5700, Athletics- Camila Jenkin (p. 18-20)

- Tabled

E. Information Items – Discussion

a. AP 3445, Accommodations for Persons with Disabilities in Non-Classroom Activities- Leo Barrera

- This AP 3445 was developed prior to Leo's start date.
- Classroom accommodations still go through SRC.
- Reviewed definitions and language from federal law
- **Non-classroom** activity announcements:
  - Must have accommodation language so event is accessible
- Person in charge of event should be initial contact person. May contact Leo Barrera if unable to mitigate on own or for consultation.
  - Person in charge does not need to request proof of documentation for disability. Just provide accommodation.
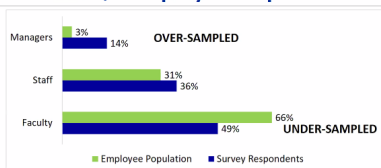
b. Permissible Use of Other Power-Driven Mobility Devices- Leo Barrera (p. 21-25)

- Gasoline and/or combustible engines may not enter campus.
  - Refer to BP for acceptable mobility devices allowed on campus.
- Chief of Police will monitor and enforce compliance.
- Campus community is not to request documentation of verifying disability.
- Leo will email flyer verbiage to Academic Senate President to share with Senators

c. Campus Climate Survey Results-Vivana Unda (p. 26-30)

- 2021 Employee Campus Climate Quantitative findings

College Service & Communication to Employees

- Employees believe **ECC has protected and supported them during the COVID-19** pandemic.

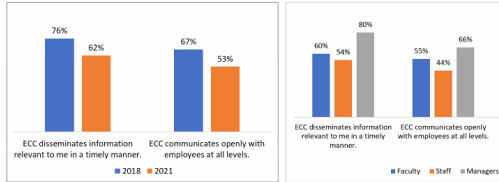|	
I believe ECC protected employees during the COVID-19 pandemic.	80%
I believe ECC has provided the proper support to work from home during the…	72%
I am confident that ECC is prepared for a large-scale emergency (for example, an…	62%

College Service & Communication to Employees (cont.)

- Employees' **satisfaction with College communication** is **lower** compared to 2018.

ECC disseminates information relevant to me in a timely manner: 2018 76%, 2021 62%.
ECC communicates openly with employees at all levels: 2018 67%, 2021 53%.

ECC disseminates information relevant to me in a timely manner: Faculty 60%, Staff 54%, Managers 80%.
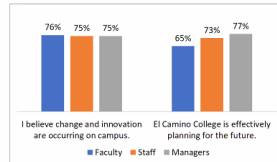ECC communicates openly with employees at all levels: Faculty 55%, Staff 44%, Managers 66%.

Institutional Mission & Vision

- A majority of employees believe **ECC is achieving its mission**.

College Mission	2018	2021
ECC makes a positive difference in people's lives.	98%	96%
ECC provides excellent comprehensive educational programs and services.	96%	95%
I understand my role in helping ECC make a positive difference in people's lives.	98%	97%

- Employees believe **ECC is actively working on fulfilling its vision.**

I believe change and innovation are occurring on campus: Faculty 76%, Staff 75%, Managers 75%.
El Camino College is effectively planning for the future: Faculty 65%, Staff 73%, Managers 77%.

Service to Students

- Employees **feel prepared to address the needs of students**.

I feel prepared to address the needs of different students, including students:	2018	2021
From different economic backgrounds	90%	96%
With different sexual orientations	85%	94%
Of different genders and gender identities	83%	93%
Of different race/ethnicities	90%	91%
With different religious affiliations	83%	89%
With disabilities	87%	88%
With different political affiliations	82%	86%
With different immigration statuses*	-	93%
Of different ages or generation*	-	94%
Who are homeless*	-	75%

* Not included in 2018 Campus Climate Survey

Work Environment

- **Job satisfaction** is **high but lower** compared to 2018 (average decrease of 4%).
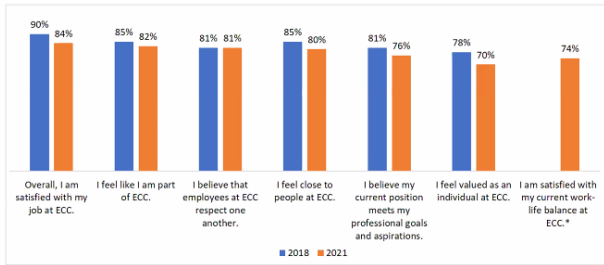
Work Environment (cont.)

- Job satisfaction is **high among employee groups**. **Staff experiences lowest percentages** for most of the statements.
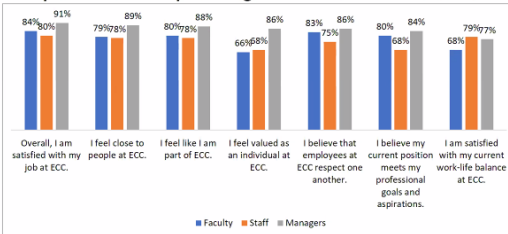
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College Leadership

- Compared to 2018, respondents' **perceptions about managers decreased** (9% to 10%).
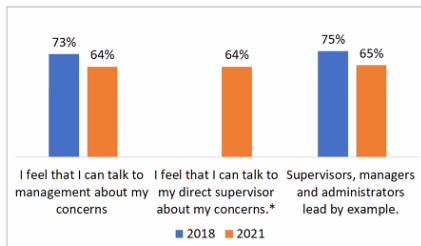
* Not included in 2018 Campus Climate Survey

College Leadership (cont.)

- **Faculty** respondents are **less satisfied with leadership** compared to staff and managers.

	Overall, the President, Vice Presidents, Deans, and other leadership staff treat employees fairly.	Overall, the President, Vice Presidents, Deans, and other leadership staff are genuinely concerned about my well-being.	Senior management effectively addresses the challenges facing ECC
Faculty	59%	58%	58%
Staff	75%	65%	55%
Managers	79%	78%	72%

Equity, Diversity and Inclusion

- The **needs of diverse employees are addressed** by College leadership.

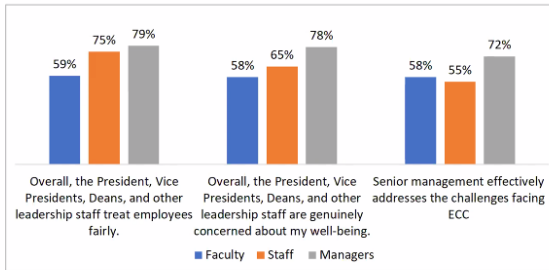| The needs expressed by employees are addressed by College leadership, including employees:*	%
With different sexual orientations.	87%
Of different genders and gender identities.	85%
With disabilities.	83%
With different immigration statuses.	83%
With different religious affiliations.	82%
Of different ages or generations.	80%
Of different races/ethnicities.	78%
From different economic backgrounds.	78%
With different political affiliations.	73%

*Not included in 2018 Campus Climate Survey

Equity, Diversity and Inclusion (cont.)

- Except for Asian respondents, the **level of satisfaction with campus experience regarding diversity decreased for all ethnicity groups** compared to 2018.

	Asian	Latino or Hispanic	White	Decline to State	Pac. Isl./Haw. Nat. & Amer. Ind./Alaska Nat.	AA/Black
2018	91%	86%	95%	77%	80%	74%
2021	97%	78%	77%	65%	56%	33%
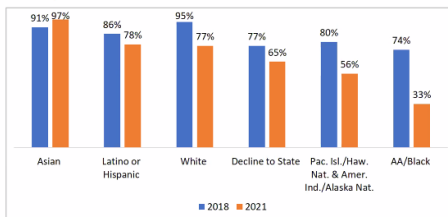
3 Things That Would Improve Your Work Experience at ECC

- *"Make equity a priority rather than a new buzz word"*
- *"Mandatory diversity training for all faculty and staff"*
- *"A more diverse teaching faculty including discussions around racism in the classroom"*
- *"El Camino College needs to incorporate DEI in all facets of the college, not just for compliance but for true transformational change."*

Equity, Diversity and Inclusion (cont. 2)

- **Some employees** have **experienced discrimination**.

Survey Statement	Faculty	Staff	Managers
I have had negative experiences with ECC students or employees that I felt were based upon my race, age, gender identity, religion, national origin, age, disability status and/or other.	46%	41%	46%

- Experiencing **discrimination varies by ethnicity**.

65% AA/Black, 60% Pac. Isl./Haw. Nat. & Amer. Ind./Alaska Nat., 60% Decline to State, 50% Asian, 42% Latino/Hispanic, 34% White
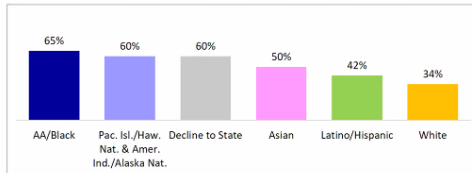
- o Discussion about how and what will the campus respond to concern:
  - Discrimination experienced
  - Equity
  - Etc.
  - o Suggestion to create spaces where this can be discussed with HR and/or create townhall meeting.
  - o Viviana to present an action plan template to work on these results
  - o Darcie will make time to discuss at next AS meeting.
- Student Campus Climate Survey Quantitative findings:
  - o Latinx and part-time student under-sampled

Highlights Demographic Differences Survey Respondents v/s ECC Population

Quantitative Section
2021 survey: 4.6% response rate (819)
Margin of error of 3.3%

Qualitative Section
55% (450) responded to ECC's likes question
48% (393) responded to ECC's improvement question
23% (185) offered additional feedback
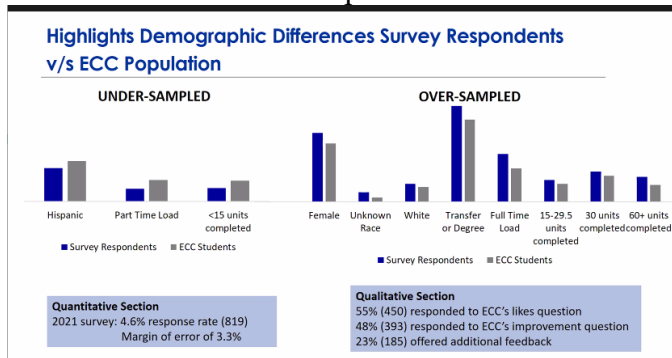
Overall Experience

- Students have a **positive view** of their **experience at ECC**.

Percentage increase compared to 2018:

- Students who believed **could complete goals within expected timeframe**
- Students who would **choose ECC again**

Physical Environment & Safety

- Students **like the physical environment and campus police**.
- More can be done to **help evening students feel safe after dark** (68% v/s rates in all other statements in the 80%-90% range).

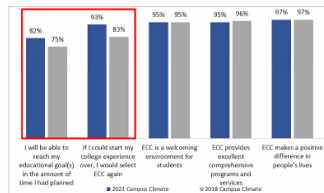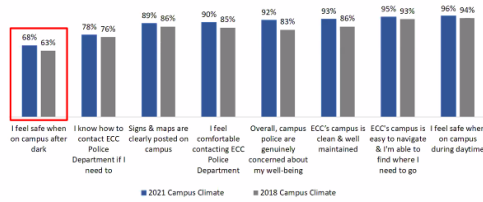|	
I feel safe when on campus after dark	68% / 63%
I know how to contact ECC Police Department if I need to	78% / 76%
Signs & maps are clearly posted on campus	89% / 86%
I feel comfortable contacting ECC Police Department	90% / 85%
Overall, campus police are genuinely concerned about my well-being	92% / 83%
ECC's campus is clean & well maintained	93% / 86%
ECC's campus is easy to navigate & I'm able to find where I need to go	95% / 93%
I feel safe when on campus during daytime	96% / 94%

■ 2021 Campus Climate   ■ 2018 Campus Climate

Campus Life & Activities

- Compared to 2018, **students' connection to ECC increased**.
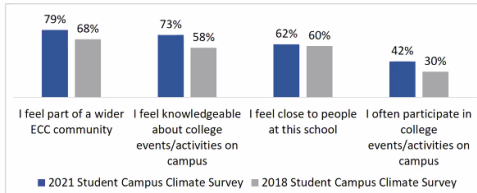
3 Things ECC is doing well
- ○ "I love how inclusive ECC is. Especially during these times it's nice to read the emails from ECC and feel like everyone is accepted."
- ○ "ECC is doing well in creating a welcoming environment, making college exciting, encouraging students to participate in activities and services."
- ○ "It strongly tries not to discriminate students in any reason."

I feel part of a wider ECC community	I feel knowledgeable about college events/activities on campus	I feel close to people at this school	I often participate in college events/activities on campus
79% / 68%	73% / 58%	62% / 60%	42% / 30%

■ 2021 Student Campus Climate Survey   ■ 2018 Student Campus Climate Survey

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Equity, Diversity & Inclusion

- Students overwhelmingly believe **ECC respects and supports** its **diverse population of students**.

ECC respects and supports students	2018	2021
From different economic backgrounds	96%	96%
Of different ages or generations*		96%
Of different genders	96%	97%
Of different races/ethnicities	96%	97%
Of different sexual orientations	97%	98%
Who are homeless*		93%
Who are parents*		95%
With different immigration statuses*		97%
With different political affiliations	90%	91%
With different religious affiliations	95%	96%
ECC respects and supports students with disabilities	97%	95%

* Not included in 2018 Campus Climate Survey

3 Things ECC is doing well
- ○ "Efforts in creating an equitable space for students of all backgrounds, easy access to resources"
- ○ "Support programs for marginalized communities such as the Puente program and success program"
- ○ "Efforts in creating an equitable space for students of all backgrounds, easy access to resources (library, database, etc.), and communicating with students about current issues (George Floyd, etc.)"

Equity, Diversity & Inclusion (cont.)

- **30% of students: negative experience** with other students or employees.

- For **Black/African American students**, above **rate jumps to 46%**.

- **Asian males** and **students with disabilities** reported **negative experiences more than** peers.

- **93% of respondents** feel **faculty and staff represent the diversity** of the campus.

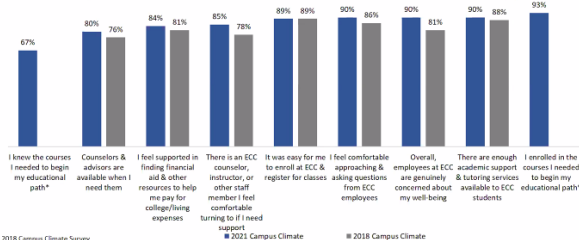- **8% less of Black/African American students agree** with statement above.

3 Things ECC needs to improve
- ○ "More African-American teachers"
- ○ "Hiring more diverse people"
- ○ "Encourage more people to join programs, help less fortunate students with more opportunities"
- ○ "No more racism classes or lessons, it make me uncomfortable having white kids tell me [I'm] a minority when [I'm] fine"

Services & Resources

- Compared to 2018, **students felt even more supported** by ECC (finding financial aid, somebody at ECC to ask for help, enough academic support, etc.).

Category	2021	2018
I knew the courses I needed to begin my educational path*	67%	
Counselors & advisors are available when I need them	80%	76%
I feel supported in finding financial aid & other resources to help me pay for college/living expenses	84%	81%
There is an ECC counselor, instructor, or other staff member I feel comfortable turning to if I need support	85%	78%
It was easy for me to enroll at ECC & register for classes	89%	89%
I feel comfortable approaching & asking questions from ECC employees	90%	86%
Overall, employees at ECC are genuinely concerned about my well-being	90%	81%
There are enough academic support & tutoring services available to ECC students	90%	88%
I enrolled in the courses I needed to begin my educational path*	93%	

* Not included in 2018 Campus Climate Survey

■ 2021 Campus Climate   ■ 2018 Campus Climate

EL CAMINO COLLEGE

Services & Resources (cont.)

- However…

3 Things ECC needs to improve

o *"More resources for BIPOC and LGBTQIA+ students"*

o *"Direct coordination with BIPOC students to […] ensure that they are receiving the resources that they need to succeed when pursuing transfer"*

o *"Accessibility like captions and ASL interpreters should [be] readily available on ALL webinars, workshops, activities."*

o *"Support is lacking for those students who work full time and English is their second language; implement new programs that enable immigrants to prepare for better opportunities"*

Classroom Instruction

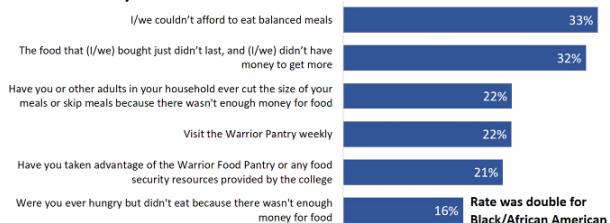- Students have an **affirmative perception of interactions with instructors**.

Survey Statements	2018	2021
Overall, **instructors at ECC treat students fairly**	94%	95%
Instructors **welcome and encourage students to contribute diverse perspectives** in class	94%	93%
My instructors provide a climate in which I am **comfortable asking questions** about the subject they are teaching	95%	92%
For the most part, my instructors include **course materials that reflect/include a variety** of diverse **populations**	95%	92%
My **instructors are available outside of class time** if I have questions or need help	91%	92%
Overall, **instructors at ECC are genuinely concerned about my well-being**	90%	91%
I feel **comfortable talking to my instructors outside** of class	88%	88%

Food Insecurity

3 Things ECC needs to improve
o *"The food court options can be more diverse"*
o *"Meals at a lower price for students"*

- **Many students** have **challenges with food insecurity**.

I/we couldn't afford to eat balanced meals	33%
The food that (I/we) bought just didn't last, and (I/we) didn't have money to get more	32%
Have you or other adults in your household ever cut the size of your meals or skip meals because there wasn't enough money for food	22%
Visit the Warrior Pantry weekly	22%
Have you taken advantage of the Warrior Food Pantry or any food security resources provided by the college	21%
Were you ever hungry but didn't eat because there wasn't enough money for food	16%

Rate was double for Black/African American students (33%)
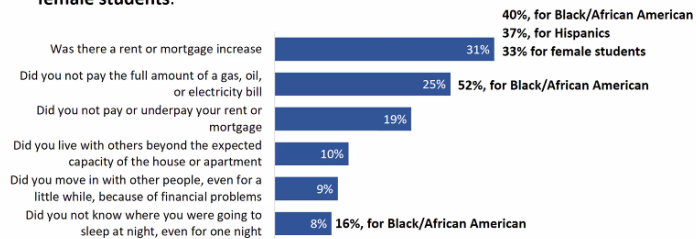
EL CAMINO COLLEGE

Food Insecurity

However…

3 Things ECC is doing well
- *"Warrior Pantry is the best. Their assistance in time of need has overwhelming put a positive impression of the ECC caring to their students"*

- *"The Warrior Pantry!!!"*

Housing Insecurity/Homelessness

- **Housing cost** increase **mostly affected Black/African American, Latino and female students.**

Was there a rent or mortgage increase	31% — **40%, for Black/African American / 37%, for Hispanics / 33% for female students**
Did you not pay the full amount of a gas, oil, or electricity bill	25% — **52%, for Black/African American**
Did you not pay or underpay your rent or mortgage	19%
Did you live with others beyond the expected capacity of the house or apartment	10%
Did you move in with other people, even for a little while, because of financial problems	9%
Did you not know where you were going to sleep at night, even for one night	8% — **16%, for Black/African American**

Health Services

3 Things ECC is doing well
- *"Mental health services and the student health center are great resources."*
- *"Also, the mental health workshops have been extremely helpful in dealing with the isolation. Thank you for providing extensive mental health services during this time."*
- *"I had mental issues like depression for years, it just flared to the surface during the pandemic. Thanks to the telemental counseling I've recently started I feel way better. It was the first time having someone listen to my feelings."*

3 Things ECC needs to improve
- *"Living in a toxic environment that made my mental health worse had a negative impacted on my educational experience because I felt that I didn't have the strength or motive to enroll in more classes. I also felt that I wasn't doing the best I can in my class because of the toxic household I'm in."*
- *"Having mental health issues and no one to talk to majorly impacted my educational experience because I became more and more unmotivated and depressed."*

Selected Recommendations

EMPLOYEE SURVEY
- **Identify specific conditions hindering job satisfaction**
  It continues to be high, but there was an average decrease of 14% from 2018.

- **Create meaningful dialogue between senior leadership and managers, staff, and faculty**
  Perceptions about College leadership decreased 11% compared to 2018.

- **Strengthen work around employees' diversity, equity, and inclusion**
  In general terms, compared to 2018, level of satisfaction on campus experience regarding diversity decreased for all ethnicity groups except for Asian respondents.

STUDENT SURVEY
- **Expand faculty, staff, and student knowledge and best practices related to equity, diversity, and inclusion**
  1/3 of students feel they have had a negative experience based upon race, age, gender identity, national origin, disability status among others.

- **Explore alternatives to better address food and housing insecurities**
  Black/African American, Latino, and female students experience more negative impact than others.

- **Expand Health Services**
  In response to comments in the qualitative section of the survey

- Sample survey statements developed by the senate chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.elcamino.edu/academics/academicsenate/FDCMinutes/Newsletter%20Sample%20Syllabus%20Statements_Spring%202021.pdf

d. Healthy Minds Study Student Survey - Susan Nilles (31-66)

- Annual survey study to be provided to ECC students and compare nationally.
  - Students have until May 21st to complete survey
    - Four $250 Amazon opportunity drawing
  - Healthy Minds Study Survey Link is already in Student ECC Emails - they will receive 3 emails reminders over the next 3 weeks

About the Healthy Minds Study
Background

- Began in 2007
- 550,000+ respondents, 400+ campuses to date
- Expansion to community colleges in 2014

Main Topics Assessed (validated screening tools)

- Mental health (depression, anxiety, self-injury, suicidality)
- Lifestyle/health behaviors (substance use, exercise, sleep)
- Attitudes/awareness
- Service utilization
- Academic/social environment

The Healthy Minds Network

Benefits of Participation in HMS:

- Evaluate existing programs
- Assess need for programs and services at your institution
- Advocate for new or improved mental health services and programs on campus
- Help make the economic case for investment in mental health services to key administrators
- Strengthens grant applications (e.g. SAMHSA)
- Raise awareness of mental health and campus resources among your students
- Make comparisons nationally and with peer institutions

The Healthy Minds Network

- Student on waitlists prefer in person mental health services.
- Reviewed fall 2020 national findings:
  - 32,754 students surveyed
  - Anxiety and depression #1 reason to seek psychological services.
  - Discussion about perception of using services vs what people actually think of someone utilizing psychological services.

e. Cornerstone Updates- Jackie Nolasco

- New changes on Cornerstone welcome page
  - Can now locate external training button
  - Chancellor's office trainings do not need to submitted as external trainings anymore. They will be automatically added to your dashboard.
- Dashboard will reflect total of hours
  - When logging in, make sure to refresh to see most updated hours.
    - Can export to excel sheet for event details
  - Dashboard can show you the number of hours for Racial equity.

F. Officer Reports

If you haven't completed the Faculty Professional Development Needs Assessment, please do so by Friday, May 6th
https://elcamino.co1.qualtrics.com/jfe/form/SV_3KO4NFLiDu8reOG

a. President – Darcie McClelland

b. Chair, Curriculum – Janet Young

c. VP Educational Policies – Camila Jenkin

d. VP Equity, Diversity, and Inclusion- Analu Josephides

e. VP Faculty Development – Stacey Allen (p. 67-68)

f. VP Finance – Josh Troesh

g. VP Academic Technology – Stephanie Burnham

h. VP Instructional Effectiveness/ALC & SLOs Update – Kevin Degnan

G. Special Committee Reports

a. ECC VP of Academic Affairs – Jackie Sims

b. ECC VP of Student Services – Ross Miyashiro

H. Future Agenda Items:

a. Program Review Revisions

b. AP 4230, Grading and Academic Record Symbols

I. Public Comment

J. Adjourn

- Adjourned 2:45pm