

Adjunct (1 Year)

- Josh Casper
- Karl Striepe

Behavioral & Social Sciences

- Stacey Allen
- John Baranski
- Kristie Daniel-DiGregorio
- Renee Galbavy
- Michael Wynne

Business

- Kurt Hull
- Phillip Lau
- Josh Troesh

Compton College

- Amber Gillis
- Jesse Mills

Counseling

- Seranda Bray
- Anna Brochet
- Rocio Diaz

Fine Arts

- Ali Ahmadpour
- Diana Crossman
- Joe Hardesty
- Russell McMillin
- Chris Wells

Health Sciences & Athletics

- Andrew Alvillar
- Traci Granger
- Yuko Kawasaki
- Colleen McFaul
- Russell Serr

Humanities

- Sean Donnell
- Ashley Gallagher
- Pete Marcoux
- Anna Mavromati
- Christina Nagao

Industry & Technology

- Charlene Brewer-Smith
- Ross Durand
- Dylan Meek
- Renee Newell
- Jack Selph

Library Learning Resources

- Analu Josephides
- Mary McMillan
- Claudia Striepe

Mathematical Sciences

- Dominic Fanelli
- Lars Kjeseth
- Le Gui
- Catherine Schult-Roman
- Oscar Villareal

Natural Sciences

- Thanh-Thuy Bui
- Darcie McClelland
- Troy Moore
- Shanna Potter
- Ann Valle

President/Superintendent

- Dena Maloney

Academic Affairs & SCA

- Linda Clowers
- Ross Miyashiro
- Jean Shankweiler

Assoc. Students Org.

- Wiley Wilson

ECC Federation

- Carolee Vakil-Jessop

Curriculum Chair

- Janet Young

Institutional Research

- Joshua Rosales

Dean's Reps/Guests/Other Officers:

- David McPatchell
- Sidney Porter (for Josh Troesh)
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Excused: S. Bray, C. Nagao

May 21, 2019

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

Senate President Kristie Daniel-DiGregorio called the seventh Academic Senate meeting of the spring 2019 semester to order on May 21, 2019 at 12:30 p.m.

B. APPROVAL OF MINUTES

See pgs. 6-12 of the packet for minutes from the May 7th meeting. D. McClelland motioned, P. Marcoux seconded, minutes passed as presented.

KDD: We are graced with Dean Jackie Sims' presence today. I'd like to invite her to come forward and briefly introduce herself, but her body language says she would like to stay where she is. J. Sims: I have been dean of Mathematical Sciences for 5 years. I was here as faculty for 12 years before I became the Interim Associate Dean. I really enjoyed my time in the classroom. I am recognizing Catherine and Lars, two of my senators who are here today. Thank you for all you do. We just had our elections and you are all going to get some great replacements. What is the hardest geometrical shape for someone to escape from? A **trapezoid**. (Lots of laughter)

C. OFFICER REPORTS

a. President – Kristie Daniel-DiGregorio (pgs. 13-14)

Just a reminder, we have confirmed our June 4th meeting just so we can get through our ambitious agenda for the semester. Thank you so much for putting that on your calendar.

Thanks to our senior senators for helping us with these elections. We will be recognizing our folks who will be moving on at the June 4th meeting. We need to finalize the senators for next year with Business, Library Learning Resources, and Natural Sciences. Most of those are in progress. Adjunct faculty; please help us remind adjuncts to check their email for the candidate statements. They need to vote by this Friday, May 24th.

Congratulations to Josh Casper, adjunct senator, who was approved on last night's Board of Trustees' agenda. He was listed as an incoming full-time instructor in Political Sci. Congratulations to Josh!

b. VP Compton College – Amber Gillis

KDD: I saw Jesse come in, maybe he is filling in for Amber. Jesse Mills: I have a brief report as always. We are preparing for a first reading of our Comprehensive Master Plan, titled "Compton, 2024". I think we will be voting on that before the end of the year. We just passed our Student Equity Plan, we will be voting on that before the end of the year. We are very busy at Compton.

c. Chair, Curriculum – Janet Young

KDD: CCC minutes are on line. J. Young: I am yielding my time to myself for our next meeting. (Lots of laughter.)

d. VP Educational Policies – Darcie McClelland

We have caught up with Ed Policies, I have nothing to report.

e. VP Faculty Development – Stacey Allen (pgs. 15-16)

S. Allen: I will be very fast. First and foremost, the FDC meets next Tuesday for the last time of the semester. On our agenda, the Professional Development Needs Assessment. We are looking for feedback.

Number two, Wellness Warriors. We are wrapping up our most successful semester. I will be sending out a survey tomorrow. We want to know what you are looking for in a Wellness Program. This Thursday is our last session for the semester. Next week will be our last Informed & Inspired, *Fostering Knowledge and Networks for ECC's Foster Youth Students*. Anna Brochet will be one of our presenters. So I hope that you can make it.

Number three is our call for proposals for Fall PD Day. The deadline for submitting a proposal is June 3rd. If you have an idea for a breakout session, let me know. While on the subject of Fall PD Day, if you have a suggestion for a theme or a keynote speaker, let me know.

The 4th announcement is the Great Teachers Seminar. The deadline to apply is tomorrow. We hope that you apply.

f. VP Finance – Josh Troesh

KDD: As we mentioned at our last meeting, Josh Troesh is out on family leave with the arrival of his daughter. Sidney Porter is our alternate on the PBC. He will be joining us after his class ends. For our tentative budget that goes to the Board of Trustees soon, we will have our VP of Administrative Services, Jim Buysse, come to our next meeting. He is going to tell us a little bit more about what is happening at the state and locally. Thanks to Sidney for stepping in and serving.

g. VP Academic Technology – Pete Marcoux

Dr. Maloney has tasked ITS and everyone to start talking about our workflow processes with the possibility of changing our student information system. It's Colleague. It is a huge deal. It is like doing a spinal cord transplant. It is how students apply, register, how we manage our workflow, assign classes, request textbooks, etc. This is going to be a long process, it isn't going to happen overnight. If this is something you are interested in, let me know. There may be committees and subcommittees. Ultimately, we will probably have to hire a consultant. We have a College Technology Committee meeting after this meeting. From what I understand, Ellucian is kind of changing and going more towards the cloud-based. There is definitely going to be some change. Colleague and Banner are owned by the same company, so they will just probably merge. Faculty don't have a lot of day-to-day interaction with Colleague. Counselors are definitely folks who need to be part of the conversation. Compton has chosen Banner for their system.

The last is a shameless plug. There is a Myriad reading on Tuesday, May 28th here in this room from 1-2. You can hear and see our creative students' short stories, and poetry. I hope you can attend.

h. VP Instructional Effectiveness/ALC/SLO's Update – R. Serr (pg. 17)

There have been a lot of questions about current SLO's, course changes, SLO changes. People want to put the current ones on their syllabus. The place to find it is Nuventive. The alignment grids haven't been updated in quite a while. I would not look on our website. Just go to Nuventive. All faculty have access to those.

Spring 2019 assessments are the 3rd week of Fall semester. A little reminder, people in Program Review, your drafts are due September 3rd. The faculty survey that we recently sent out, the SLO survey, for the most part had pretty favorable responses. Some people want more training. We are going to have 2 workshops at the beginning of the semester, and 2 workshops at the end of the semester. One right before they are due. People want more instructions. We have

created a new template. The template has step-by-step instructions on how to enter your information. Those should help, they are like little tutorials. The templates aren't up yet; contact the facilitator in your division for help. Hopefully they will be up on the website soon. That's it!

D. SPECIAL COMMITTEE REPORTS

Dr. Jean Shankweiler - VP of Academic Affairs

A Physicist, a Biologist and a Chemist meet at the beach..... (Not to be undone by Dean Jackie Sims, we were fortunate to hear another "joke of the day"). Lots of laughter followed this joke. Of course the Chemists came out on top!

I don't want people to think as of a certain date, they are being cut off with flex. We know Cornerstone is a new system and, as with all new systems, there are some hiccups. We had to change in the middle of the year which makes it worse. We do want to hear your concerns. We want to make sure everything is processed.

A couple of task forces I have been working on. The AA Task Force had several jobs. One was to look at Math competency. We had Math faculty there. They will also consider additional items and bring that back to the Task Force.

The Faculty Prioritization Committee is tasked with looking at the data we collect when we prioritize the faculty for hiring. We are trying to include equity data and align some of our data with the Chancellor's Office Vision for Success. We are getting a data set that we would use for the equity data and making some revisions. We will meet again to see how that is starting to look.

The Enrollment Management Plan is getting close to its first completed draft, hopefully by the end of June. Then we will start consultation in the Fall. We will put that on our things to talk about next year.

Auto-awarding of degrees has almost become a moot point. One of the purposes of auto-awarding was to see if we could get more points and more money. With the changes going through the Legislature, the Governor's office, and the Chancellor's Office, it looks like we are constrained in what could happen with the awards for certificates and degrees. There is no benefit to us in the near future to go out and find people to award degrees to, so that will probably be put on hold. In meeting with financial aid, we did find out that we are not supposed to be giving financial aid to students if they are not working toward a degree or certificate. If their major is History and we find out they are taking Cosmetology class, they shouldn't be getting financial aid. We found out that on the East coast, they have started making colleges pay back that money.

I am happy to say AP 5520, the Student Discipline Procedure went to the board last night. Another huge check off! KDD: To piggyback on that, in College Council we did a little bit more fine tuning on that. We clarified consequences, we expanded the points at which faculty would receive information about a case. Long term suspension goes on transcripts now. Just like expulsion. These are changes made in response to faculty concerns and it's a good example of the consultation process working well.

Ross Miyashiro – VP of Student Services

I am yielding my time to later in this meeting.

E. UNFINISHED BUSINESS

Academic Senate Constitution and By-Laws: 2nd Reading – Kristie Daniel-DiGregorio (pgs. 18-37)

KDD: I need a motion to approve. P. Marcoux motioned, J. Casper seconded. KDD: There are just a couple of things that have changed. We are changing the language in our constitution from adjunct to part time. That appears on page 19. In the definitions, also on page 19, we have clarified the roles for the different members of the senate and the ex-officio members. They are here as a resource. They may be invited by the Senate President to join in Senate discussions and/or go back to their constituent groups for input. Some of the spacing may be off just because of the edits – that will resolve once we finalize the changes. We removed the references to Compton. Article 3 has a reference to our part-time colleagues. That is it. I will add the date that was ratified to the end of the document.

Now I am going to jump to By-Laws. This change is not new – you saw this last meeting -- we really want to get our senators in place before we start Fall semester. We want full representation. Under article 5, section 2.2, there is a change. P. Marcoux: When you are the president of the Senate, sometimes you need to adjust the order of business because things are time-sensitive. We want to make this a little more flexible. Kristie had something in here that the president would have the right to suspend the general order of business. I thought it would be better if the body wanted to maintain that order of business, a motion could be made to allow it. L. Kjeseth: So this allows anyone to change the order of business? P. Marcoux: Yes. P. Marcoux: This is a check and balance. KDD: All it says is the senate approves it. You can make a motion, but the motion has to pass. And this last thing. This is another change reflecting Chris Wells' suggestion for speaking limits. Speakers may be allowed a maximum of 3 minutes per topic. I gave you some options. It may not be hard and fast at every single meeting. That is pretty much it. Are there any questions? We are voting on the constitution and by-law changes. Motion passed. A. Ahmadpour abstained. P. Marcoux: This has to go to the faculty at large. It is not official yet. KDD: Thanks everybody.

AP 4230 Grading and Academic Record Symbols: 2nd Reading – Darcie McClelland (pgs. 38-44)

KDD: I need a motion to approve. R. Galbavy, R. Diaz seconded. D. McClelland: This is our second reading. This is coming to us mainly because the law changed to allow for excused withdrawals. For particular circumstances beyond a students' control, they need to be able to withdraw past the drop deadline. They would get an "EW" as opposed to a regular "W". The new language is now included under number 6, and it is underlined. Are there any questions? (There were questions about how this could affect a student's financial aid) KDD: This has not gone to the deans, yet. The people in the know about financial aid will be at the table. Unless you know the answer Jean. J. Shankweiler: I will talk to Melissa and the Council of Deans. KDD: Regardless, we will report back. P. Marcoux: It mentions an illness in the family, what about the students' own illness? Does extenuating circumstances include pregnancy, illness of a family member, but not the student themselves? KDD: It is left to the judgement of the Registrar. D. McClelland: We took this straight from the language of the law. The language of the law did not include the students' own illness. KDD: We will clarify this. It is going straight to the folks who know. We can always go back in and open this up. This is new across the whole state. This AP passed as presented with 4 abstentions; R. Diaz, R. McMillan, A. Brochet, A. Ahmadpour. Thank you everybody.

AP 4240 Academic Renewal: 2nd Reading – Darcie McClelland (pgs. 45-46)

I need a motion to approve. Lars Kjeseth motioned, Chris Wells seconded. The proposed changes are on page 45, 46 is just for your reference. The only change here is from 2 years to 12 months. Any questions? The AP passed.

F. NEW BUSINESS

Recommended Syllabus Statements: 1st Reading – Stacey Allen (pgs. 47-49)

There are only recommendations, we are not directing people what to put on their syllabi. Between now and the next meeting, please have a look at these. Let us know if you have feedback or suggestions. We do want these to be endorsed by the senate. But we are going to do this in one reading at our next meeting. This is not policy, it is not procedure. P. Marcoux: We called this an affirmation.

Professional Development Plans: 1st Reading – Stacey Allen (pgs. 50-53)

KDD: We do need a first and second reading on this one. S. Allen: The plan that I am about to discuss is faculty-driven, and decided on by FDC of the state-wide academic senate in collaboration with the Chancellor's office. This is something that we are supposed to be doing that is productive and meaningful. We thought it would be a good time to introduce it in Cornerstone and start July 1st. After July 1st, you have to log into Cornerstone before you can log into any activities. Please take a look at page 50, the first paragraph explains why we are expected to complete this. Next is a text box and you will be asked to list your professional development goals for the year. We think this is useful, especially if you are scheduled for evaluation this year. We have to set objectives and we reflect on our previous objectives. This is a nice way to blend together what we are doing with our professional development activities and what we are actually writing about in our self-evaluations. After you list your objectives, the new flex matrix should pop up as a check box. You would go through the list and check the ones you anticipate that you would like to complete. It is not set in stone. We don't know in October what we are going to do in April. You can always go back and change your plan. Then there is another text box that lists objectives. These are coming straight from the guidelines. We wanted to create a form that is easy for faculty to complete. This is the first reading. Any questions? P. Marcoux: Who sees this plan and is it being evaluated? Will anyone comment on it? S. Allen: Not that we've determined at this time. M. McMillan: This is sort of a living document? The plan you may have for your own professional development is not necessarily the plan that is your plan in the later year. S. Allen: This is just a way to think about what we might do. It is a good way to get familiar with the new matrix. P. Marcoux: Is there a list of things that are going to be mandated ahead of time? Do we need to occasionally update our implicit bias training? Is it a one and done? J. Shankweiler: We are working on a list of what is going to be mandated. Some of them need to be renewed annually, some are every other year. S. Allen: It would be nice to know in advance because that could be in our planning. KDD: Any other questions? You will see this again. Take this back to your areas and bring back any questions and feedback.

AP 7160 Professional Development – Darcie McClelland (pgs. 54-57)

D. McClelland: We have been working fairly extensively on this for the past year. We had a task force look at it. We have consulted with HR, and the Professional Development Committee. We have looked at it in Ed Policies. We have put a lot of thoughtful consideration into this policy. We want to make sure that we as faculty, are meeting our own professional development. We did make several changes to it. We want to make sure that what we state in this policy is actually what is happening on campus. We found that the Chancellor's Office has changed how they view things. We have faculty, as part of the professional development advisory committee, which also includes classified staff and students make recommendations. We want to make sure we have this advisory committee to make pertinent recommendations across campus. The constituent groups are making sure if there is something big happening on campus they can talk about it. We did add language about professional development for managers that had not been in there before. KDD: This will also be reviewed by the Council of Deans. D. McClelland: This does affect all the groups on campus, not just faculty. KDD: The advisory groups can ask all the constituent groups what is needed on campus. That is where that type of feedback can come in. D. McClelland: Are there any other questions? KDD: This is a first reading, you will see this again.

Student Equity Plan – Nayeli Oliva & Ross Miyashiro (pgs. 58-81)

KDD: This report is also available on line. We are welcoming Nayeli Oliva who is our new Director of Student Equity and Ross Miyashiro. N. Oliva: The Student Equity Plan needs to be completed as a condition of student equity and achievement (SEA) funding. The Student Equity Plan uses the Chancellor's Office-based research to identify students who are disproportionately impacted (DI) in; successful enrollment, retention, completion of transfer level Math and English in the first year, earned a certificate or degree, and transfer to a 4-year institution. All colleges are required to set 3-year goals for all students and for each student group shown to have DI.

R. Miyashiro: In short, the state is requiring us to show that we are closing the student equity gap for the most impacted populations in higher education. These are some of the metrics that they are using. N. Oliva: Everything you see here is in the packet. So how do we achieve those goals? The SEP is proposing to ensure that past implementations along with future ones align with Vision for Success and Guided Pathways. We want to address equity across campus. We are going to do that by working with students programs such as FYE, EOPS, and Puente. Also by providing student support services such as counseling, tutoring, and providing equity-minded training and symposiums. Also we are proposing expand culturally responsive equity-minded curriculum. R. Miyashiro: Implicit Bias is on-going training. If we don't change the culture of equity-minded pedagogy, syllabus construction, and classroom setup, then we will never close the equity gaps. That is part of this proposal. We want everyone to be more equity minded through professional development. The next steps are mandated by the state, they are not something we chose. We have a presentation schedule. We do have a deadline by June 30th. If we don't meet the deadline, we forfeit a little over \$6.6 million. We are very committed to meeting the 6/30 deadline. The SEP must be submitted to NOVA, our online reporting system. Then approved by the President, Jean Shankweiler, Ross Miyashiro and KDD. A. Brochet: Will EOPS be included in the plan since it is one of our largest equity groups on campus? R. Miyashiro: Yes, that will be added. KDD: We will vote on this by the next meeting. R. Miyashiro: This covers student equity, it doesn't include achievement. The Chancellor's Office requires we submit a report on just student equity, instead of student equity and achievement.

G. INFORMATION ITEMS –DISCUSSION

New Flex Reporting System: Cornerstone

KDD: We wanted to give you a quick overview of some of the things we are hearing from faculty and what the situation is. There are limitations that we can't change. Cornerstone was not originally designed for flex reporting. It needs to serve all of the colleges in California. Cornerstone is in the early stages of development. We are one of the Beta-teams, the guinea pigs. The question has come up a number of times: Why can't we use the old system? PD Reporter was easy to use, why can't we use it? The old system didn't allow us to upload documents, which is required by the Chancellor's Office. There are a number of things our PD department has offered. There are supports, instructional videos on YouTube, a quick start guide, FAQ's on the website, and ongoing trainings with open labs.

Faculty concerns: The system is not intuitive, not user friendly. The system has too many steps. The video is almost 5 minutes long just to learn how to check your balance. Some things aren't new. Labels and tabs are confusing. Time consuming to create documentation. It is time consuming for event organizers. Now you need to have folks sign up ahead of time or you need to take roll and then go in and record attendance. You have to upload something and that is confusing.

Suggestions we have heard from faculty: Make it more user friendly. Streamline the processes, fewer clicks. Ease the navigation in general. There were many comments, suggestions, and concerns by faculty. C. Wells: We need to look and see what other campuses are doing. KDD: We need more support and assistance. R. Galbavy: Sometimes we don't need to provide documentation, but it forces you to upload it anyway. C. Wells: You can't go back in and edit things like change a date. M. McMillan: Look for better ways for the approval process. KDD: If you hear anything from your

divisions, please let us know. Thanks for the feedback, if you have suggestions, please let me know. See all of you next time.

H. FUTURE AGENDA ITEMS

Guided Pathways Timeline of Activities

Tentative Budget Update

I. PUBLIC COMMENT

J. ADJOURN

The meeting adjourned at 2:12 pm

TG/ECC Spring 2019