



Academic  
Senate

Meeting  
10-06-20

El Camino College

# Welcome New 2020-2021 Academic Senate Reps!

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## **Dr. Joanna Nacheff**

*Faculty, Music, Fine Arts Division*  
Director of Choral Activities

### **What is one thing you are looking forward to in your Senate role?**

I am looking forward to understanding the valuable role Academic Senate plays in guiding ECC towards a fertile field of knowledge for our students. I have always believed that we are in the “Customer Service” industry and they deserve all the attention, inspiration, guidance and support.

### **What is your favorite pandemic activity?**

My favorite pandemic activity was having the luxury of time to trim my rose garden and create beautiful bouquets to display around the house.

# Welcome New 2020-2021 Academic Senate Reps!

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## **Stepanie Burnham**

*Faculty, English, Humanities Division*

### **What is one thing you are looking forward to in your Senate role?**

I am looking forward to being a part of the larger conversations about policies and procedures, and having a front-row seat to the latest information on campus actions.

### **What is your favorite pandemic activity?**

My favorite pandemic activity is movie nights in (ordering take out and watching what the latest streaming service has to offer)!



# Welcome Deans Representative!

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**Dr. Amy Grant**

she/her

*Dean, Natural Sciences Division*

**In what ways is your division demonstrating its commitment to equity and justice?**

The Natural Sciences Division has a commitment to equity and inclusion. Our Life Sciences Department has been having robust equity and inclusion meetings twice a month. Our Guided Pathways Success Team recently participated in equity training. We also participated in a Flex Day activity in which all departments brainstormed about equity. Results of the activity were sent to all NS faculty.

# Urgent Announcements



# Meeting Format Changes

- Comments/questions not directly related to current agenda item will not be acknowledged until public comment. Additionally, comments/questions on agenda items should contribute to the discussion in a meaningful way. Public comments will be limited to 1 three-minute comment per person per meeting.
- New delegation of meeting responsibilities to members of E-board
- If you type something in the chat that you would like read aloud, please begin the comment with \*\*\*. If your comment does not begin with \*\*\*, we will assume it's just for others to read silently and will not acknowledge it publicly.
- Finally, please remember to respect our community norms if you wish to participate in senate meetings.
  - Assume good intentions
  - Address concerns/constructive criticism about senate meeting format/issues to a member of the senate executive board.

- 5 CCR § 53200

- For the purpose of this Subchapter:
- (b) “Academic senate,” “faculty council,” and “faculty senate” means an organization formed in accordance with the provisions of this Subchapter whose primary function, as the representative of the faculty, is to make recommendations to the administration of a college and to the governing board of a district with respect to academic and professional matters. For purposes of this Subchapter, reference to the term “academic senate” also constitutes reference to “faculty council” or “faculty senate.”
- (c) “Academic and professional matters” means the following policy development and implementation matters:
  - (1) curriculum, including establishing prerequisites and placing courses within disciplines;
  - (2) degree and certificate requirements;
  - (3) grading policies;
  - (4) educational program development;
  - (5) standards or policies regarding student preparation and success;
  - (6) district and college governance structures, as related to faculty roles;
  - (7) faculty roles and involvement in accreditation processes, including self-study and annual reports;
  - (8) policies for faculty professional development activities;
  - (9) processes for program review;
  - (10) processes for institutional planning and budget development; and
  - (11) other academic and professional matters as are mutually agreed upon between the governing board and the academic senate.
- (d) “Consult collegially” means that the district governing board shall develop policies on academic and professional matters through either or both of the following methods, according to its own discretion:
  - (1) relying primarily upon the advice and judgment of the academic senate; or
  - (2) agreeing that the district governing board, or such representatives as it may designate, and the representatives of the academic senate shall have the obligation to reach mutual agreement by written resolution, regulation, or policy of the governing board effectuating such recommendations.

# Student Major Campaign

Guided Pathways

# First screen a student sees when they apply to ECC



- Enrollment 
- Account
- Education
- Citizenship/Military
- Residency
- Needs & Interests
- Demographic Information
- Supplemental Questions
- Submission

El Camino College

## Welcome

### Enrollment Information

Term Applying For 

-- Select -- 

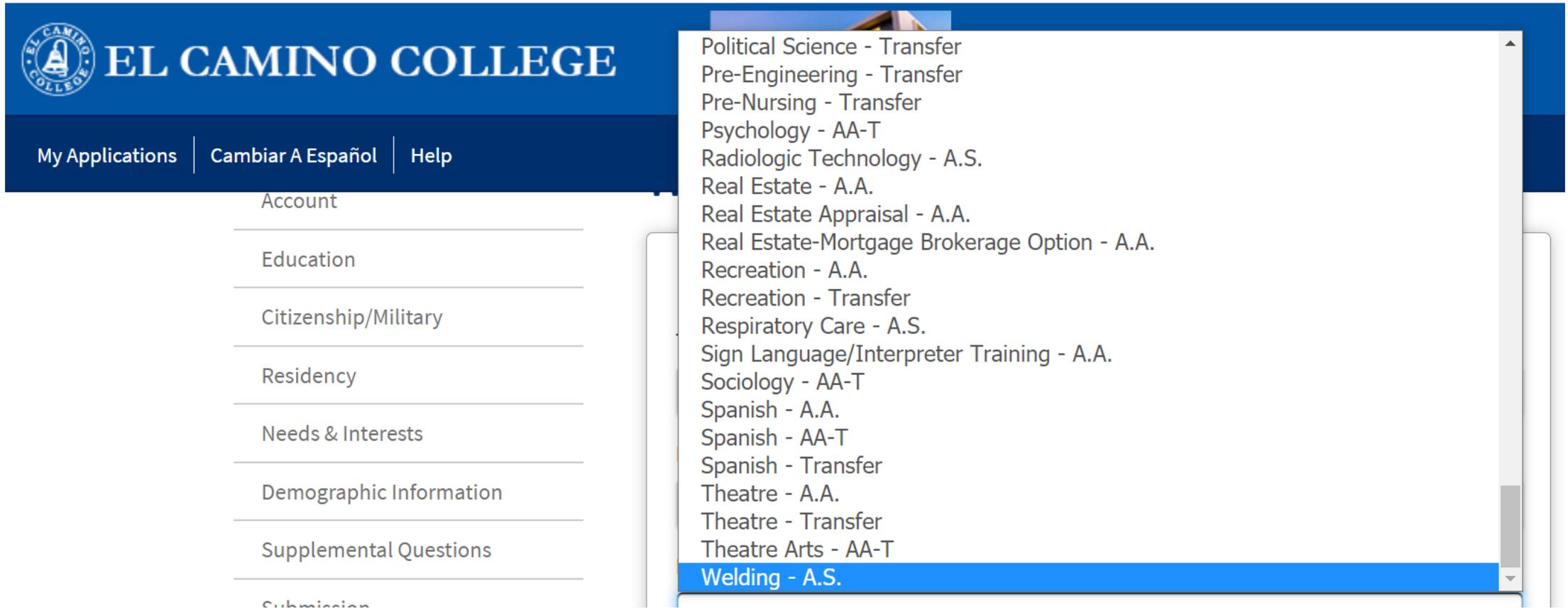
Educational Goal 

-- Select -- 

Intended Major or Program of Study 

-- Select -- 

After they select the semester and their goal, they must declare a major...



The screenshot displays the El Camino College application portal. At the top left is the college logo and name. Below it are navigation links: "My Applications", "Cambiar A Español", and "Help". A vertical menu on the left lists application sections: "Account", "Education", "Citizenship/Military", "Residency", "Needs & Interests", "Demographic Information", "Supplemental Questions", and "Submission". A dropdown menu is open on the right, listing various majors. The "Welding - A.S." option is highlighted in blue at the bottom of the list.

**EL CAMINO COLLEGE**

My Applications | Cambiar A Español | Help

- Account
- Education
- Citizenship/Military
- Residency
- Needs & Interests
- Demographic Information
- Supplemental Questions
- Submission

Political Science - Transfer  
Pre-Engineering - Transfer  
Pre-Nursing - Transfer  
Psychology - AA-T  
Radiologic Technology - A.S.  
Real Estate - A.A.  
Real Estate Appraisal - A.A.  
Real Estate-Mortgage Brokerage Option - A.A.  
Recreation - A.A.  
Recreation - Transfer  
Respiratory Care - A.S.  
Sign Language/Interpreter Training - A.A.  
Sociology - AA-T  
Spanish - A.A.  
Spanish - AA-T  
Spanish - Transfer  
Theatre - A.A.  
Theatre - Transfer  
Theatre Arts - AA-T  
**Welding - A.S.**

# Student Major Campaign

## Sponsored by Guided Pathways

- **When:** October 19<sup>th</sup> – 23<sup>rd</sup>
- **What:** A campaign to encourage students to verify their declared major
- **Why:**
  - Many students are likely missing out on valuable resources (i.e., counseling and financial aid) because their declared major is not accurate
  - ECC Connect and Colleague allow us to track students by major and corresponding Meta Major which allows us to:
    - Offer tailored support to students within a Meta Major
    - Better track our students along their path

# How can faculty participate in the campaign?

- Watch for more information about the campaign next week.
- Share information about the campaign with your students – especially the campaign link which will be emailed to you on Monday.
- The campaign link will take students to the Majors Campaign Canvas page located in the Student Services Hub.
- Include the campaign link in your email signature.
- Ask your students about their major.
- Volunteer to assist students who “drop in” for assistance via Zoom, October 19<sup>th</sup>-23<sup>rd</sup>, 1:00-2:00. Link to volunteer:  
[https://elcamino.formstack.com/forms/student\\_major\\_signup\\_copy](https://elcamino.formstack.com/forms/student_major_signup_copy)

# Unfinished Business



# 2020- 2021 Senate Goals

- **Ensure full faculty involvement in decision-making related to academic and professional matters (BP 2510)**
- Measures:
  - Provide leadership for the college on issues related to Senate purview;
  - Arrange faculty representation on local and statewide senates and on campus committees;
  - Review BPs/APs within Senate purview to ensure that all are up-to-date;
  - Provide faculty leadership for the effective utilization of academic technology at the college;
  - Revise Faculty FLEX FAQs to be more responsive to faculty questions/needs;
  - Take leadership role in examining NFLA and revising content to meet new faculty needs. Add equity/diversity focus;
  - Take leadership role in facilitating transition back to in-person instruction following Covid emergency
  - Maintain communication and effective collaboration with ECC Federation of Teachers.

# 2020- 2021 Senate Goals

- **Strengthen faculty involvement in the activities of the Academic Senate**
- Measures:
  - Create Canvas course for Senate orientation to facilitate greater accessibility throughout the year and increase time for discussion during senate meetings. ~~Enhance Senate orientation at the start of the academic year including an introduction of new Senators;~~
  - Provide regular, ongoing communication with all faculty;
  - Inspire greater participation of senators in activities of Senate, including Senate e-board, subcommittees and task forces;
  - Encourage greater community within Senate body. Discuss community norms and facilitate a safe space where all senators feel welcome and comfortable expressing their viewpoints;
  - Continue initiatives to recognize faculty who achieve tenure.

# 2020- 2021 Senate Goals

- **Support the college's institutional effectiveness goal that more students from our diverse communities will attain educational success and achieve their academic goals.**
- **Measures:**
  - Provide leadership in campus equity efforts by participating in and collaborating with President's Advisory Council on Equity. Lead campus efforts to infuse equity-minded practices into all college curriculum and train faculty to utilize these practices.
  - Create a Vice President of Equity, Diversity, and Inclusion position on executive board. Define the role over 2020-2021 school year and amend the senate constitution and bylaws to include a job description for this position by end of spring 2021.
  - Explore ways to formally recognize faculty and staff who have completed extensive equity training through creation of a certification program.
  - Collaborate with Campus leadership to revise faculty hiring practices in order to prioritize the hiring of diverse faculty.
  - Participate in and provide constructive feedback on the implementation of success teams and other Guided Pathways initiatives. Support efforts to keep students on the path to success through utilization of tools such as ECC Connect.
  - Support the work of the noncredit task force in development of the noncredit plan.
  - Evaluate lessons learned from transition to emergency remote learning to improve distance education going forward

# 2020- 2021 Senate Goals

- **Collaborate with campus leadership to support Accreditation site visit.**
- Measures:
  - Ensure senate representatives participate in meetings/visits with accreditation team.
- **Consult and collaborate with campus leadership to hire ECC's next President/CEO.**
- Measures:
  - Provide feedback about qualities/skills the senate is seeking in the next President/CEO;
  - Provide input about selection process and interview questions;
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# New Business



BP/AP 4235, Credit for Prior Learning

# A Resolution of The El Camino College Academic Senate Mandating Anti-Racist/ Equity Professional Development for all El Camino College Faculty

- WHEREAS the mission of El Camino College states that “El Camino College makes a positive difference in people’s lives. We provide innovative and excellent comprehensive educational programs and services that promote student learning, **equity** and success in collaboration with our **diverse** communities” And, one of the five core values of the college is **diversity** described as “We embrace our similarities and differences to promote an inclusive campus community with equitable outcomes for all”; and
- WHEREAS despite the college’s public commitment to address issues of racial equity in our community throughout spring and summer 2020, Black employees and students continue to communicate that these promises have not yet manifested into campus wide **actions** to combat racism and they do not feel safe, acknowledged, listened to, or valued within the ECC community because they continue to face racial microaggressions on a regular basis; and
- WHEREAS racism is systemic, and it is unconsciously and consciously rooted into society’s institutions, policies, and practices as well as those of our College; and
- WHEREAS according to the 2019-2022 Equal Employment Opportunity Plan, 60% of tenured or tenure-track faculty and 48% of part-time faculty at El Camino College identify as white while only 13% of El Camino students identify as white; and

# A Resolution of The El Camino College Academic Senate Mandating Anti-Racist/ Equity Professional Development for all El Camino College Faculty

- WHEREAS in order for our majority-white faculty to develop enhanced empathy and truly provide an anti-racist, equitable, inclusive learning experience that provides all El Camino students (the majority of whom identify as students of color) a chance to succeed and to address the aforementioned concerns of Black members of the El Camino College Community not feeling safe, all faculty must be educated about the historical and current impact of racism, oppression, marginalization, and discrimination on the physical, emotional, and mental health of students, employees, and community members of color, as well as their own responsibility in perpetuating such inequity; and
- WHEREAS nearly 2/3 of El Camino College faculty are employed on a part-time basis and thus it is the belief of the El Camino College Academic Senate that any college-wide effort to educate faculty about racial equity in order to improve student success must include part-time faculty; and
- WHEREAS Title 5 section 53200 entrusts local academic senates with the responsibility for developing policies for faculty development activities; and
- WHEREAS the 2020-2022 agreement between the El Camino College District and the El Camino College Federation of Teachers Local 1388 compensates tenured and tenure-track faculty for 24 hours of professional development activities and part-time faculty for up to 3 hours of professional development activities; and
- WHEREAS the 2020-2022 agreement between the El Camino College District and the El Camino College Federation of Teachers Local 1388 allows individual faculty members broad discretion in selecting activities they will participate in to fulfill their contractual professional development requirements such that no racial equity and anti-racist professional development activities are currently required of ECC faculty;

# A Resolution of The El Camino College Academic Senate Mandating Anti-Racist/ Equity Professional Development for all El Camino College Faculty

- THEREFORE BE IT RESOLVED THAT The El Camino College Academic Senate will develop a senate policy requiring that all tenure and tenure-track faculty complete four hours and currently employed part-time faculty three hours of senate-approved racial equity focused professional development outside of the fall and spring professional development day general sessions each academic year beginning with the 2020-2021 school year along with a suggested plan for implementation of this policy to be agenzized for a first reading at the October 20, 2020 Academic Senate meeting; and
- BE IT FURTHER RESOLVED THAT the El Camino College Academic Senate fervently requests that the El Camino Community College District ~~respect our state-mandated purview in developing policies for faculty professional development and partner with us~~ and the El Camino College Federation of Teachers Local 1388 (Federation) **honor their commitments to partner with us** to promote the success of all El Camino students through **action** to combat racism and racially based microaggressions within our campus community by negotiating ~~agreeing to~~ a Memorandum of Understanding (MOU) to **implement the above mentioned policy** ~~with the Federation~~ by the first day of spring semester 2021; and

# A Resolution of The El Camino College Academic Senate Mandating Anti-Racist/ Equity Professional Development for all El Camino College Faculty

- BE IT FURTHER RESOLVED THAT the El Camino College Academic Senate requests that the El Camino Community College District back their promise to promote the development of an anti-racist institution where all campus community members feel safe and welcome with financial support by agreeing in the above-mentioned MOU with the Federation to pay all part-time faculty members actively employed by the District, regardless of teaching load, for three hours of racial-equity focused professional development per school year; and
- BE IT FURTHER RESOLVED THAT in order to reaffirm our commitment to equity and social justice, lead by example, and express solidarity with our Black students, colleagues, and leaders through **action**, each El Camino College Academic Senator hereby commits to completing at least four hours of racial equity based professional development by May 31, 2021 and reporting to the executive board how they fulfilled this commitment and how they intend to apply the lessons learned in future interactions with students so that the senate executive board can report out to the campus community about each senator's participation in this commitment at the June 8, 2021 Academic Senate meeting.

# Call for Nominations

- Vice President Elect of Equity, Diversity, and Inclusion

Guidelines on enforcing student health and safety requirements in the classroom

# Information Items



# Supporting our SRC Students in the Virtual Learning Environment

# Officer Reports

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# President's Report

# Curriculum

- Completed the Annual Certification Training at the Sept 22nd CCC required to continue local approval of courses and most degrees/certificates
- Meeting with ACCJC Team seemed to go well
- Curriculum will be reviewed via Curriuclog for the Oct. 27th CCC meeting
- ***Curriculog Café*** will be held at the end of each CCC meeting for those who wish to stay on the call and ask questions or provide feedback.

# Educational Policies

# Faculty Development

- **Outstanding Adjunct Faculty Award** – nominations due by 4 pm this Friday
- **Professional Development Activity Proposal Form** has been updated to include:

*The Academic Senate strongly encourages racial equity focused professional development. Will this activity provide opportunities to learn about racism, anti-racism, equity gaps, or other areas related to racial equity?*

# Faculty Professional Development Plans



*New &  
Improved!*

- New streamlined process! 😊
- Set your professional development objectives for the year and identify activities that will help you achieve your goals.
- Provide a statement explaining how your objectives will lead to staff, student, and/or instructional improvement.
- Plans can easily be revised if you'd like to make changes over the course of the year.
- Please submit your Faculty Professional Development Plan by Friday, October 23<sup>rd</sup>.

# Finance

# Academic Technology

- [Academic Technology Committee](#)
- [College Technology Committee](#)

# Instructional Effectiveness

- Accreditation meetings seemed to go well. Looking forward to hopefully more good news in January.
- SLO completion rates are near 100% across all divisions.
- Humanities and Health Sciences & Athletics are at 100% for PLO assessments, others are not far behind. Due date for PLO reports was recently, 25 September.
- Critical Thinking ILO assessment report is nearly done and summary of results will be presented here in November.

# Special Committees



# Academic Affairs

- Accreditation – Thank you to everyone that attended interview, forums and worked on accreditation in any way. A special thanks to Claudia Striepe for all her excellent work and support over the last 3 years. We will get our final results from the Commission in January.
- Guided Pathways: Jenny Simon and the GP team will be accepting proposals to fund requests for Academic Technology that will support one of the 4 GP pillars. Look for more information.
- The documents for Professional Development plans will be coming to faculty soon.
- Lecture Lab Parity proposals documents out, due Nov 16.

# Student Services

- The Warrior Food Pantry served 92 students in one day. The first day served 37 students. Thank you to everyone who supports the Warrior Food Pantry.
- The Warrior Closet will partner with the Warrior Food Pantry to allow students to shop by appointment, and pick-up clothing ordered through the Warrior Closet. Thank you to everyone who have donated new and lightly used clothing.
- The Student Development Office and Associated Students Organization are organizing a Student Town Hall Meeting to discuss Voter Registration and at a second Town Hall to discuss Race and Equity.

# Distance Education



El Camino College

# Invisible Disabilities in a Remote Environment

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# Types of Common Invisible Disabilities

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- Learning Disabilities
- Attention Deficits
- Autism Spectrum Disorders
- Visual Impairments
- Mental Health
- Mobility
- Deaf and Hard of Hearing

# Missed Dynamics on Campus vs. Online

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Nuances missed in remote classes:

- Comprehension
  - No visual acknowledgement of understanding or not
  - Blank stares
  - Muted mics
  - Overall more reading required for online classes
    - Reading the syllabus, lessons, assignments, discussions, etc.

# Missed Dynamics on Campus vs. Online

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- Attention/Focus

- Students looking away from the camera
  - Deaf students not looking “straight” on and appear to be looking at someone else
- Distracted
- Students moving and not sitting quietly, restless

# Missed Dynamics on Campus vs. Online

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- Environmental factors
  - Background noises in the house or outside
  - Family members
  - No dedicated work/study space
  - Lack of access to technology and/or internet connection

# Missed Dynamics on Campus vs. Online

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## ■ Participation

- Webcam issues
  - Students move in and out of range
  - Camera pointed at a different angle
- Camera Shy
  - Feels like everyone is looking at everyone
  - Students on the Spectrum have difficulty adjusting to an online environment, and may have difficulty with concentrating and focus. They may not speak up or talk at all.
- Discussion Forum shy
  - Difficulty with spelling
  - Difficulty with getting thoughts into written form

# What Instructors Can Do

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Be mindful of students' interactions in the remote "classroom"

- Check in with students discretely
  - Check for understanding after a few points/examples
  - Encourage them to visit you during Office Hours
  - Be extra mindful with students who have submitted accommodations
  
- Provide a variety of lesson activities
  - Articles
  - Videos
  - Discussions
  - Take a stretch break

# What Instructors Can Do

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- Test Proctoring
  - Proctorio may not be accessible for all students
    - The SRC is available to proctor if needed
  - Reduced distraction testing environment is not possible at home
  - Some students may need more time (or grace) due to lack of technical skills
- Do not assume your students have the same technology you have.
  - Borrowed Chromebooks, tablets, smart phone apps do not have the same views

# What Instructors Can Do

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- Deaf students may be trying to find the Sign Language Interpreter while the Instructor has begun lecturing.
  - Make sure the Deaf student has found the Interpreter before beginning to lecture.
  - Or, check in with the Interpreter to make sure the Deaf student sees them and they are ready.

# What Instructors Can Do

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- Provide resource information
  - SRC
  - Student Services
  - Other ECC support resources
- Contact us in the SRC, we're here to provide resources, consultation and support.

# Resources

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- [Special Resource Center](#) - (310) 660-3295, [srcinfo@elcamino.edu](mailto:srcinfo@elcamino.edu)
- [Canvas Resource Page](#)
- [Inside Higher Ed – Accessibility Suffers During Pandemic](#)
- [US News – Navigating Online College as a Disabled Student](#)