



Agenda & Table of Contents: Tuesday, September 7, 2021 via Zoom

Agenda Item	Page Numbers
A. Call to Order	
B. Approval of Minutes	6-13
C. Unfinished Business: None	
D. New Business: a. 2020-2021 Senate Evaluation Survey-Viviana Unda and Darcie McClelland b. 2021-2022 Goals 1 st Reading- Executive Board c. Resolution urging Board of Trustees to adopt Covid-19 Vaccine Mandate for ECC Employees and Students-Executive Board d. Call for Nominations, Part Time Senators- Darcie McClelland	14-24 25-26 27-30
E. Information Items – Discussion a. Anti-Racist Equity PD MOU- Stacey Allen	31-32
F. Officer Reports 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 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 c. Online and Digital Education Committee- Mary McMillan	
H. Future Agenda Items: a. Strata presentation on space utilization b. Program Review calendar c. OERI updates	
I. Public Comment	
J. Adjourn	

Page numbers refer to the Academic Senate meeting packet, which can be accessed by visiting:

<http://www.elcamino.edu/academics/academicsenate/agenda.asp>. Hard copies of agendas are posted outside the Library.

Any individual with a disability who requires reasonable accommodation to participate in an Academic Senate meeting, may request assistance by contacting Darcie McClelland, dmcclelland@elcamino.edu (310) 660-3593 x3254, 16007 Crenshaw Blvd., Torrance, CA 90506.

Per the Brown Act, all votes must be recorded by name. Only No's and Abstentions will be recorded by name in the minutes. If a senator was signed in to the meeting and did not vote No/Abstain, their vote will be assumed to be a Yes.



September 7, 2021

Academic Senate of El Camino College 2021-2022

16007 Crenshaw Blvd., Torrance CA 90506, (310) 532-3670 x3254

Office location: Schauerman Library, Room 273

Zoom information for Academic Senate Meeting 9/7/2021

Join from PC, Mac, Linux, iOS or Android: <https://cccconfer.zoom.us/j/96066759172>

Or iPhone one-tap (US Toll): +16699006833,96066759172# or +12532158782,96066759172#

Or Telephone Dial:
+1 669 900 6833 (US Toll)

Meeting ID: 960 6675 9172

We ask that everyone please keep in mind the following points of virtual meeting etiquette:

- When you join the meeting, please type your name and division in the chat box so we can take note of attendance for the minutes.
- If you would like to ask a question or make a comment, please use the raise hand feature and wait until acknowledged, do not just blurt out your question/comment or interrupt another individual.
- State your name before you make a comment or ask a question so that we can acknowledge you in the minutes.
- Please ask one question or make one comment at a time. Then pause and wait for others to participate before making additional comments or asking additional questions.
- Keep discussion focused on the current agenda item.
- Mute your microphone when you are not speaking.
- Turn the camera off if you are multitasking during the meeting so others are not distracted.

If you think of comments or questions ahead of time that you would like read and addressed during the meeting, please email them to dmcclelland@elcamino.edu by noon on Tuesday, September 7. In the subject line, please put Academic Senate Meeting 9/7 comment/question so that I can easily find it. Comments and questions can also be typed into the chat window during the meeting.



Academic Senate of El Camino College 2020-2021

September 7, 2021

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Office location: Schauerman Library, Room 273

Officers & Executive Committee

President	Darcie McClelland	VP Finance & Special Projects	Josh Troesh
VP Academic Technology	Stephanie Burnham	VP Instructional Effectiveness	Kevin Degnan
VP Ed. Policies/Pres-Elect	Camila Jenkin	Curriculum Chair	Janet Young
VP Faculty Development	Stacey Allen	Secretary	Maria Garcia
VP Equity, Diversity, and Inclusion	Analú Josephides	Parliamentarian	TBA

Part-Time (One-year terms)

TBA

TBA

Behavioral & Social Sciences

Stacey Allen 22/23

Yun Chu 23/24

Kristie Daniel-DiGregorio* 22/23

Orion Teal 23/24

Hong Herrera Thomas 23/24

Business

Kurt Hull 21/22

Philip Lau*^R 21/22

Josh Troesh 21/22

Counseling

Maria Garcia 23/24

Anna Brochet*^R 21/22

Rocio Diaz 22/23

Library Learning Resources

Analú Josephides* 21/22

Gary Medina 23/24

Camila Jenkin 23/24

Fine Arts

Jonathan Bryant 21/22

TBA 23/24

Russell McMillin*^R 21/22

Joanna Nacheff 21/22

Darilyn Rowan 21/22

Health Sciences & Athletics/Nursing

Andrew Alguliar 22/21

Ryan Anthony 22/23

Nate Fernley 21/22

Tom Hazell 23/24

Eric Villa 23/24

Humanities

Sean Donnell 21/22

Brent Isaacs 21/22

Elayne Kelley 21/22

Stephanie Burnham 21/22

Anna Mavromati 21/22

Industry & Technology

Charlene Brewer-Smith*^R 21/22

Ross Durand* 21/22

Dylan Meek*^R 21/22

Renee Newell 21/22

Jack Selph 21/22

Mathematical Sciences

Susana Acuna-Acosta 22/23

Diaa Eldanaf 22/23

Robert Eleuteri 22/23

TBA 23/24

Ronald Martinez 21/22

Natural Sciences

Shimonee Kadakia 21/22

Darcie McClelland 22/23

Mia Dobbs 21/22

Shanna Potter*^R 22/23

Jwan Amin 22/23

Academic Affairs & Student Services

Jackie Sims

Ross Miyashiro

Associated Students Organization

President/ Superintendent

Brenda Thames

Ex-officio positions

Janet Young CCC Chair
Kevin Degnan ALC Chair
Kelsey Iino ECCFT

Institutional Research

Josh Rosales

Dates after names indicate the last academic year of the senator's three-year term, for example 21/22 = 2021/2022.

*Denotes longest-serving division senator (i.e., the "senior senator"). ^R Denotes division senator who reports to division on Senate meetings.

El Camino College Academic Senate Purpose, Meetings, and Committees

Purpose: To provide faculty the means for full participation in the formulation of policy on academic and professional matters relating to the college, including those in Title 5 (§53200-53206). The Board of Trustees will normally accept the recommendations of the Academic Senate on academic and professional matters in the following “10+1” areas in the senate purview (BP 2510). If a disagreement arises, the Board and the Senate must mutually agree to any changes or new policies.

1. Curriculum, including establishing prerequisites and placing courses within disciplines
2. Degree and certificate requirements
3. Grading policies
4. Educational program development
5. Standards and policies regarding student preparation and success
6. District and college governance structures, as related to faculty roles
7. Faculty roles and involvement in accreditation process, 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 mutually agreed upon between the Board of Trustees and the Academic Senate.”

The Academic Senate is committed to supporting the college’s Mission and Strategic Plan, including Strategic Initiative C – COLLABORATION - Advance an effective process of collaboration and collegial consultation conducted with integrity and respect to inform and strengthen decision-making. For more information consult [ECC Academic Senate Handbook](#) or [Local Senates Handbook](#).

ECC ACADEMIC SENATE MEETINGS:

1st and 3rd Tuesdays, 1-2:30 p.m., Distance Education Conference Center (DE 166).

FALL 2021: September 7 & 21, October 5 & 19, November 2 & 16, December 7.

SPRING 2022: February 15, March 1 & 15, April 5 & 19, May 3 & 17, June 7.

SENATE COMMITTEES:

Academic Technology. Chairs: Stephanie Burnham & Marlow Lemons. 2nd Thursday, more details TBA.

Assessment of Learning. Chairs: Kevin Degnan & Catherine Shultz-Roman. 9/9, 10/14, 11/18, 11/25 (tentative), 2:30-4 pm, Communications 109.

Academic Program Review. Chairs: Kevin Degnan & TBA. Thursdays, 12:30-2pm, Library 202 or Communications 109.

College Curriculum. Chair: Janet Young. 2nd & 4th Tuesdays, 2:30-4:30, DE 166.

Distance Education Advisory Committee. Chair: Moses Wolfenstein. D.E. Liaison: Mary McMillan. 4th Thurs, 1:30-2:30, Lib 202.

Educational Policies. Chair: Camila Jenkin. 2nd & 4th Tuesdays, 1-2, Natural Sciences 127.

Faculty Development. Chair: Stacey Allen. 2nd & 4th Tuesdays, 1-2, West Library Basement.

CAMPUS COMMITTEES:

Accreditation. Chair: Jackie Sims. Faculty Co-Chair: TBA. Standards Co-Chairs: R. Serr, C. Herzig, J. Troesh, M. Kline.

Board of Trustees. Chair: Nilo Michelin. Senate Rep: Darcie McClelland. 3rd Mondays, 4 pm, Alondra.

Calendar. Chair: Ross Miyashiro. Senate Reps: Stacey Allen, Ali Ahmadpour. Meets annually or as needed.

College Council. Chair: Brenda Thames. Senate Rep: Darcie McClelland. 1st & 3rd Mondays, 1:30-2:30, Library 202.

Council of Deans. Chairs: Jackie Sims & Ross Miyashiro. Senate Rep: Darcie McClelland, 2nd Thurs., 8:30-10:30, Alondra.

ECC Technology Committee. Chairs: Crystle Martin & Marlow Lemons. Senate Rep: S. Burnham. 3rd Tuesdays, 2-3, Library 202.

Enrollment Management. Chair: Jackie Sims. Senate reps: TBA, 2nd & 4th Thurs. 1-2, Com 109/LIB 202.

Facilities Steering Committee. Chair: Jorge Gutierrez. Senate Rep: TBA, 1st Monday, 2:30, Library 202.

Guided Pathways. Steering Committee: C. Mosqueda, J. Pon-Ishikawa, J. Rosales, J. Sims, J. Simon, C. Wells. 1st Tues, 2:30-3:30 DE 166.

Planning & Budgeting (PBC). Chairs: Ann Tomlinson and Viviana Unda. Senate reps: Josh Troesh & Darcie McClelland, 1st & 3rd Thurs, 1- 2, LIB 202.

Senate & committee meetings are open to the public. Contact committee chairs or representatives directly to confirm details.

ECC (El Camino College) Acronyms

Acronym	Meaning
ACCJC	Accrediting Commission for Community and Junior Colleges
ALC	Assessment of Learning Committee
ADT	Associate Degree for Transfer
AP	Administrative Procedure
ASO	Associated Students Organization (ECC's student government)
ASCCC	Academic Senate for California Community Colleges
BP	Board Policy
BSI	Basic Skills Initiative
BOGFW	Board of Governor's Fee Waiver
BOT	Board of Trustees
CCC	College Curriculum Committee
CCCCO	California Community Colleges Chancellor's Office
CMS	Course Management System
COLA	Cost of Living Adjustment
CTE	Career Technical Education (formerly Vocational Education)
DE	Distance Education (instruction that is at least 51% online)
DEAC	Distance Education Advisory Committee
EPI	Educational Planning Initiative
FACCC	Faculty Association for California Community Colleges
FDC	Faculty Development Committee
FTEF/FTES	Full-Time Equivalent Faculty/Full-Time Equivalent Students
FYE	First Year Experience program
GP	Guided Pathways
HTP	Honors Transfer Program
IE	Institutional Effectiveness (actions/measures of college improvement)
IEPI	Institutional Effectiveness Partnership Initiatives (state-mandated support for IE and host of the Framework of Indicators data portal)
ILOs	Institutional Learning Outcomes
IR/IRP	Institutional Research / Institutional Research & Planning
ITS	Information Technology Services
MMAP	Multiple Measures Assessment Project
OEI	Online Education Initiative
PLOs	Program Level Outcomes
PBC	Planning & Budgeting Committee
PR	Program Review (period program evaluation and plan)
PRP	Program Review & Planning (annual integrated planning system)
SAOs	Service Area Outcomes
SLOs	Student Learning Outcomes
SEP	Student Equity Program
SSSP	Student Success & Support Program
SWP	Strong Workforce Program
Title 5	California Code of Regulations (CCRs) section which details state law related to education. (Also known as "Ed Code")
Title V	Many "Title Vs" exist, but we typically mean a Federal grant program to support the improvement of Hispanic-Serving Institutions (HSI).
WSCH	Weekly Student Contact Hours

Many thanks to Viviana Unda and the Institutional Research and Planning department for sharing their compilation of acronyms.

Adjunct

- Chinedu (Ed) Muo
- Jack Spencer

Behavioral & Social Sciences

- Ali Ahmadpour
- Stacey Allen
- Kristie Daniel Di-Gregorio
- Renee Galbavy
- Michael Wynne

Business

- Kurt Hull
- Phillip Lau
- Joshua Escalante Troesh

Counseling

- Anna Brochet
- Rocio Diaz
- Seranda Sylvers

Fine Arts

- Jonathan Bryant
- Joe Hardesty
- Russell McMillin
- Joanna Nacheff
- Darilyn Rowan

Health Sciences & Athletics

- Andrew Alvillar
- Ryan Anthony
- Nate Fernley
- Tiffanie Lau
- Colleen McFaul

Humanities

- Kevin Degnan
- Sean Donnell
- Brent Isaacs
- Elayne Kelley
- Pete Marcoux

Industry & Technology

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

Library and Learning Resources

- Analu Kameeiamoku Josephides
- Mary McMillan
- Claudia Striepe

Mathematical Sciences

- Susana Acosta-Acuna
- Diaa Eldanaf
- Robert Eleuteri
- Le Gui
- Ronald Martinez

Natural Sciences

- Mia Dobbs
- Shimonee Kadakia
- Darcie McClelland
- Shanna Potter
- Jwan Amin

Associated Students Organization

- Dalyan Johnston

Curriculum Chair

- Janet Young

Academic Affairs

- Jean Shankweiler

Student Services

- Ross Miyashiro

President/Superintendent

- Dena Maloney

ECC Federation

- Kelsey Iino

Institutional Research

- Joshua Rosales

Dean's Reps/Guests/Other Officers:

- Debra Breckheimer
- Walter Cox
- Kenneth Brown
- Stephanie Burnham
- Nancilyn Burruss
- Linda Cooks
- Keiana Daniel
- Mark Fields
- Greg Fry
- Maria Garcia

Christina Gold
 Meg Granich
 Edith Gutierrez
 Hong Herrera Thomas
 Christopher Hurd, SEA
 Camila Jenkin
 Shiny Johnson
 Lillian Justice
 Maureen Linzaga
 Coleen Maldonado
 Gary Medina
 Nilo Michelin
 Anisah Moutra
 Brenda Peterson

Jacquelyn Sims
 Brenda Threatt
 Jeniffer Torres
 Greg Toya
 Jackson Tropp
 Mana Tsumoto
 Moses Wolfenstein, LLR – ODE
 Erika Yates
 Tony Roland Zapata

Excused:

ACADEMIC SENATE MINUTES

June 1, 2021

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 Darcie McClelland called the last Academic Senate meeting of the Spring 2021 semester to order on Tuesday, June 1st at 12:31pm.

B. APPROVAL OF MINUTES (p. 6-15)

D. McClelland: See pgs. 6-15 of the packet for minutes from May 18th meeting. Motioned by S. Donnell, seconded by S. Sylvers.

- Comments or questions? None.
- Reminder that if you are here and do not vote no or abstain, we will assume your vote is a yes.
- yes, 0 nos, 0 abstentions. APPROVED.

R. Diaz: Our Deans Rep for today is Walter Cox from Fine Arts—welcome!

W. Cox: I'm the Associate Dean of Fine Arts. In terms of what ways we are connecting with students to support them in a remote environment: Helping students with questions that they have. Faculty are doing an amazing job working with students, working with IT to see that students have resources they can complete their courses with. Really promoting projects, have a place to go, interact with each other.

R. Diaz: Next we are going to introduce the Director of Academic Affairs who will be serving next year for ASO, Anisah Moutra.

A. Moutra: Good afternoon, Academic Senate. My pronouns are she/her. One thing I am looking forward to as Director of Academic Affairs is the opportunity to work closely with Deans of each academic division to improve quality of education at ECC and advocate for students' academic success. Thank you for having me, I look forward to working with you all.

R. Diaz: Next we have Dr. Jacquelyn Sims, our incoming VP of Academic Affairs. Welcome!

J. Sims: I am so excited to be serving in role of interim VP of Academic Affairs. I am looking forward to working closely with Academic Senate. Among my time at ECC, I served on other committees on campus. I am excited to return to admin but also being able to work and support academic senate. Thank you for having me.

C. INFORMATION ITEMS - DISCUSSION

a. Campus Ventilation Update – Jorge Gutierrez

- J. Gutierrez: Plan of action to improve air quality:
 - Second slide: listed 11 buildings where we are proceeding to assess our entire ventilation system.

- Third item: we are proceeding to replace or filter and HVAC system. We will be doing that and also be monitoring that and doing record keeping of when we replace those filters.
 - Questions?
 - S. Donnell: Were these paid for out of one-time funds? If so, are we going to have ongoing funds for replacing charcoal filters and what not? D. Maloney: The initial cost of retrofit for system in these 11 buildings will be drawn up from HERF funds, which are federal dollars to colleges and universities to handle impact of covid. Long-term, will need to look at how we will continue to maintain those systems. Portable units also through HERF funds because direct connection of COVID to campus.
- b. Academic Integrity Update – Greg Toya and Moses Wolfenstein
- M. Wolfenstein: First thing we did was put formal wording that you will find in packet
 - 3 goals gave rise to 3 workgroups, each workgroup has produced a variety of results.
 - Faculty focused workgroup
 - Students focused workgroup- focused on communication with students
 - Process focused workgroup-working around communicating and normalizing process. Major pieces of work we have started with IRP
 - Reason this committee came into existence: to support remote instruction
 - Will be separate workgroup to focus on online issues
 - G. Toya: Just want to reiterate the charge to bring faculty and managers together to really work on different components of academic integrity. Keeping accountability but also being proactive and helping students to educate them about what academic integrity is and also bringing a student centered equity minded philosophy as we approach academic integrity
 - MW: Student voices on our committee have been extraordinarily helpful
 - Questions? None. GT: If interested in being in committee, will be working during the summer and in Fall next year, we have some space for this committee. Let Moses and I know if you are interested.

D. UNFINISHED BUSINESS

- a. Elections, Academic Senate Secretary-Kevin Degan and Darcie McClelland
- D. McClelland: We did get a nominee for our Secretary/Webmaster position, Maria Garcia. She is a new senator for next year from counseling. Are there any other nominations for the secretary/webmaster position? Hearing none, we will go ahead and vote on electing Maria into our Senate Secretary/Webmaster position.
 - Vote: 0 no, 0 abstentions. APPROVED.
 - We look forward to working with you on our e-board, thank you for being willing to commit your time to being on leadership on Academic Senate.
- b. BP/AP 4070, Course Auditing and Audit Fees 3rd Reading and Vote- Claudia Striepe
- Motioned to approve by P. Marcoux, seconded by S. Allen

- C. Striepe: This is third reading, we took back to Ed Policies following suggestion to strike out the last sentence of AP that caused some confusion.
 - No questions, comments, or concerns.
 - Vote: 0 no, 0 abstentions. APPROVED.
- c. ESL Adoption Plan 2nd Reading and vote- Debra Breckheimer
- Motioned by S. Donnell, seconded by Isaacs
 - Questions?
 - S. Donnell: was this vetted by entire ESL department? D. Breckheimer: yes, we had Matt Kline work on it but ran it by entire ESL department
 - Vote: 0 nos, 0 abstentions. APPROVED.
- d. Guidelines for maintaining Distance Education Certification 2nd Reading and Vote-Moses Wolfenstein
- Moved by C. Striepe, seconded by K. Daniel Di-Gregorio
 - K. Daniel Di-Gregorio: did we make change so that the same flexibility people have with flex credit they also have with DE? M. Wolfenstein: Yes, it is actually fourth option—language is broader
 - B. Isaacs: Question about last requirement for recertification/refresher course—you need if it's been three years of no online teaching. Does that include hybrid? MW: Good catch, should have said distance education format, and includes hybrid. D. McClelland: We will make that change
 - Vote: 0 nos, 0 abstentions. APPROVED.

E. NEW BUSINESS

- a. Special Recognition-Executive Board
- D. McClelland: a couple of us from e-board are on campus today to recognize some individuals leaving us at the end of the year
 - We will start with Dr. Maloney's

F. OFFICER REPORTS

- a. President, Darcie McClelland
- D. McClelland: Please take the AS Evaluation Survey that Darcie will email this week
 - Please remind faculty to vote to ratify constitutional changes
- b. Chair, Curriculum – Janet Young
- Election news: our final CCC meeting is next Tuesday. Will be completing my final term because I am retiring next year. Edwin Ambrosio will be chair-elect. All courses are in Curriculog. Programs will be reviewed in the system in fall.
 - It's been a really good, productive year—for a total of 697 total proposals
 - None of this could happen without our team
- c. VP Educational Policies – C. Striepe
- None

d. VP Equity, Diversity, & Inclusion- A. Josephides

None

e. VP Faculty Development- Stacey Allen

- S. Allen: Our minutes and summary of activities are end of packet
- Congratulations faculty! Thank you for supporting our PD efforts
- August 26th-mark your calendars for our next PD day – four hours of flex. Afternoon breakouts are optional

f. VP Finance- Josh Troesh

J. Troesh:

- Tentative budget is being developed. Puts at 42 million dollars in our reserve— small change relatively speaking. As Dr. Maloney mentioned, federal and state funding has helped. Everything we are talking about may change. We are in much better position that I thought we would be a year ago.
- Biggest thing that has been changed: we can find things by department/division and check if your items have been approved

g. VP Academic Technology- Pete Marcoux

None

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

- K. Degnan: Not a whole lot to report that is new. A lot of this is a reminder from last time:
 - Spring 2021 SLO data & analysis is due 17 Sept, PLO data & analysis due 1 Oct
 - Nuventive will be upgraded over the summer, so look will change over next few months. Upgrade will be completed by end of summer and new training materials will be available on ECC SLO webpages
 - a. Keep eye out for PD day workshop, Brown Bag in early Fall 2021
 - Program Review training on recently approved template will be offered in early August, recorded for future viewings, and made available on ECC Program Review webpages

A couple of announcements:

- R. Diaz: Seeking senators. We have a couple of divisions that have outgoing senators, if you see your division on the slide (BSS, counseling, fine arts, HSA, Mathematical Sciences), please conduct an election. I will be supporting my fellow colleague, Maria Garcia, in the transition so feel free to email me and Darcie when you have your new senator(s) reps available. If you've already elected them, please let us know.
- We want to take the time to thank our outgoing, or continuing senators if they are continuing their term!

G. SPECIAL COMMITTEE REPORTS

- a. ECC VP of Academic Affairs – Jean Shankweiler
 - Working on setting up faculty retirement celebration on graduation day
 - This month working with Dr. Jackie Sims so it is a smooth transition
 - It's been such a pleasure, thank you so much

- b. ECC VP of Student Services – Ross Miyashiro
No report

- c. Online and Digital Education Committee- Mary McMillan
No report

H. FUTURE AGENDA ITEMS

- a. Have a wonderful summer!

I. PUBLIC COMMENT

- K. Iino: After letter I read to everyone last senate meeting, we formally requested COVID re-opener. Congratulations everyone and thank you.
- R. Diaz: I just want to say thank you everyone, it's been a pleasure to serve on Academic Senate e-board. One of my favorite parts of serving as secretary is connecting with so many of you on campus even via Zoom.
- A. Josephides: I want to thank Claudia for all of her service, she has been such a pleasure to work with not just as my colleague but mentor. You will be missed!
- J. Sims: Just to follow what I was saying earlier, I am really looking forward to working with Academic Senate. I will never forget my roots as a faculty member, that's my bread and butter. Shout out to Mathematical Sciences senators. Will work with Dr. Shankweiler to ensure smooth transition. Thank you for your service, I wasn't on academic senate, but I was on other committees and it really helped me to make ECC more of a home for me and getting to know colleagues outside of division. In my role, I will be encouraging all faculty to step out of your departments and step into this change and transformation.
- J. Nacheff: Since I had the privilege of introducing campus Dr. Maloney with a song. Thought it would be nice to recognize Dr. Maloney and Dr. Shankweiler for their work and leadership....thank you!
- D. Rowan: Make a request to Senate for next year—would be very useful and helpful to include in any anti-racist statement, the anti-Semitism. A lot of fear and trepidation. Any statement that comes out, I beseech my colleagues to remember and include that
- C. Brewer Smith: Thank you to committee leaders. Thank you, Darcie, for keeping everything going. Congratulations to everyone retiring, all the new people coming in. We have nothing but a bright future ahead of us. Looking forward to being on Senate and continuing to serve.
- D. McClelland: Rest this summer, come back in fall rejuvenated. Will continue this work. Thank you everyone

J. ADJOURN

Meeting adjourned at 1:45pm.

RD/ECC Spring 2021

2020-21 Academic Senate Self-Assessment Report

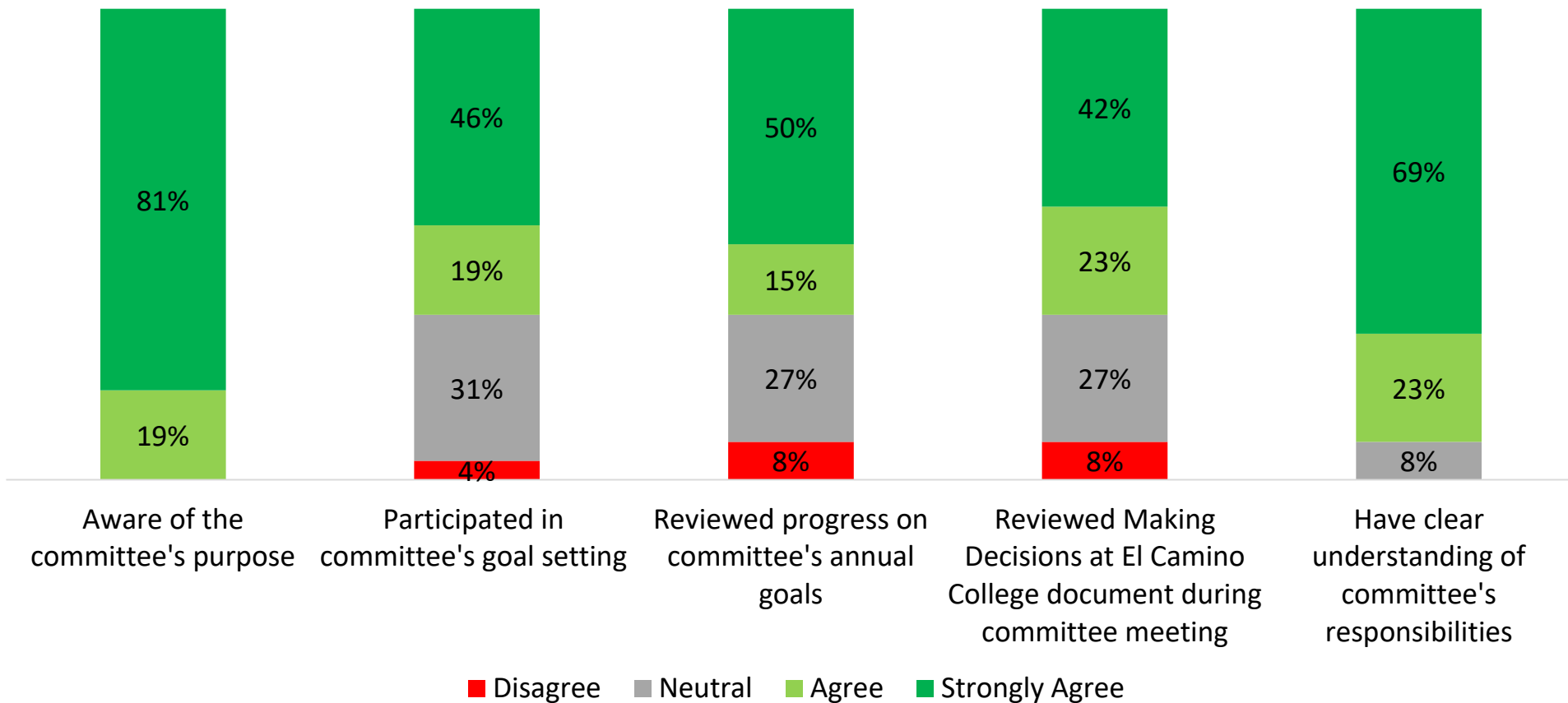
INSTITUTIONAL RESEARCH & PLANNING

Assessment Areas

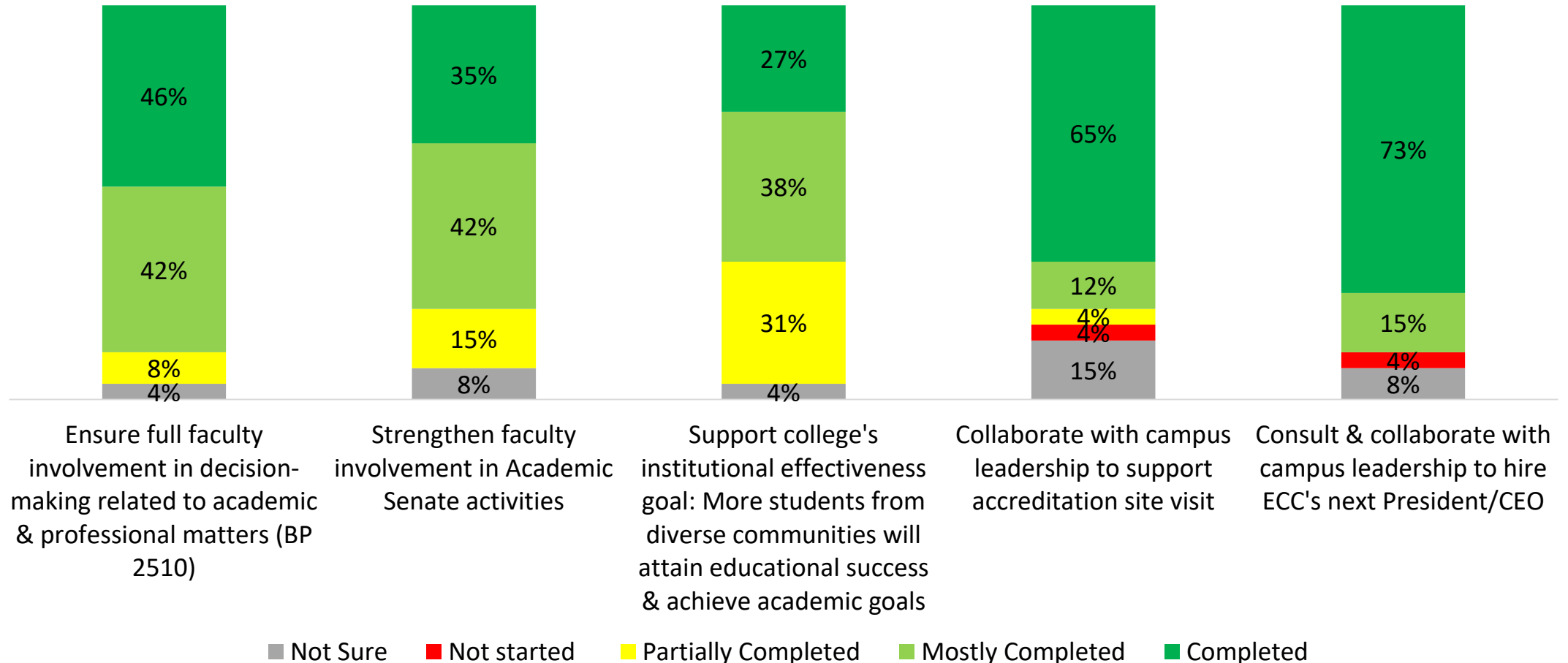
1. Purpose, Goals & Tasks
2. Committee's Functioning
3. Decision-Making Effectiveness & Communication

Response rate: 52% (26/50)

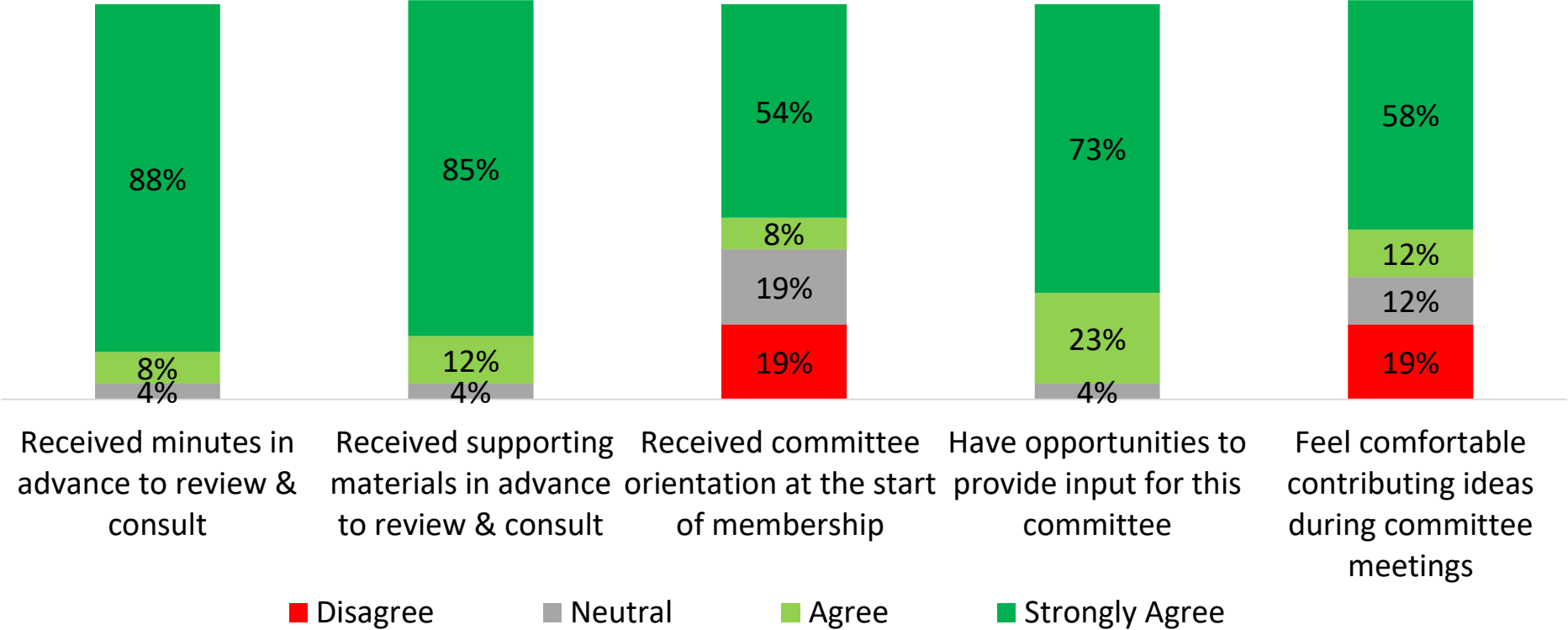
Purpose, Goals & Tasks Findings



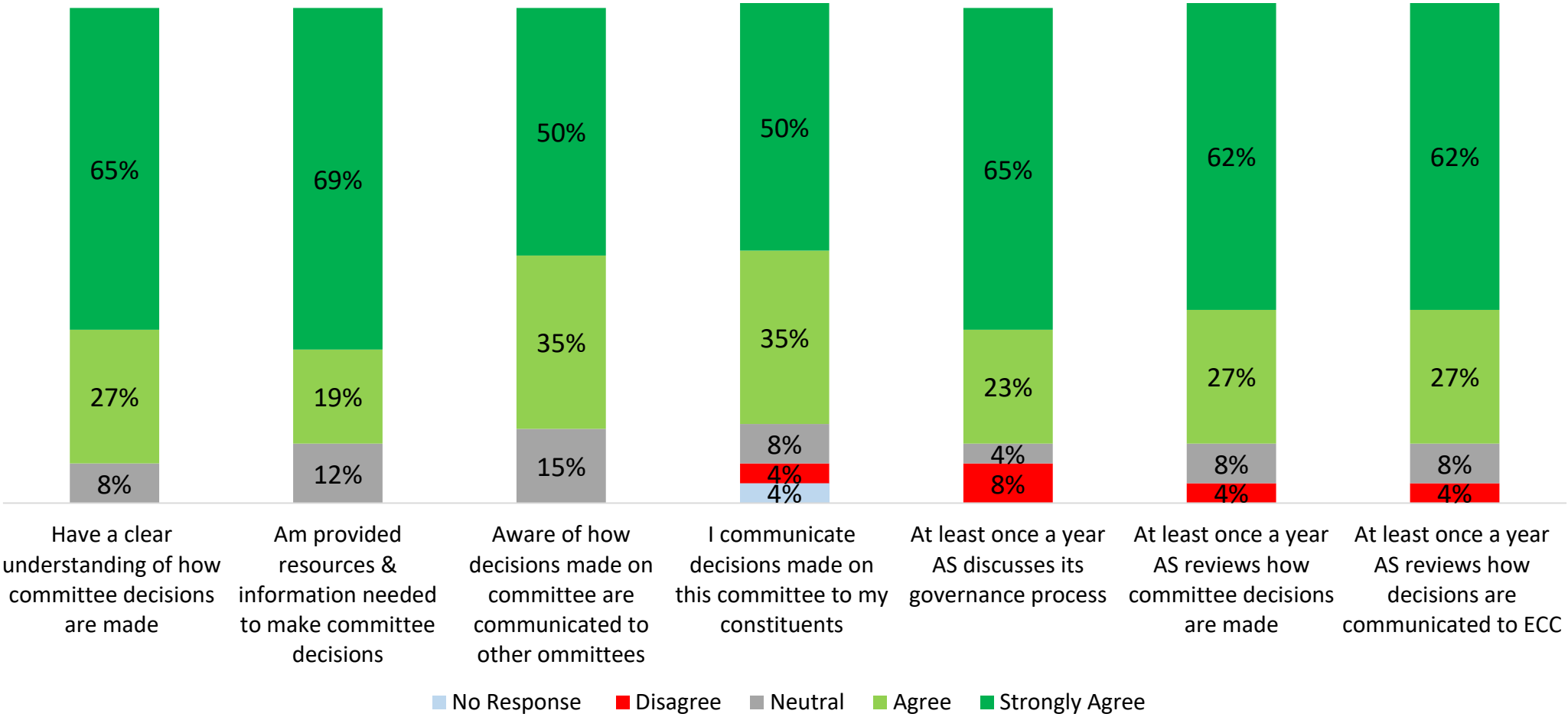
Completion of Academic Senate Goals



Committee's Functioning Findings



Decision-Making Effectiveness & Communication Findings



Accomplishments Mentioned by Respondents

- Developed statement of support for Black Lives Matter & AAPI students, faculty & staff
- Responded & addressed multiple national issues including social/racial injustice, diversity
- Offered faculty professional development on equity (Dr. D. Solorzano, Dr. K. Knight & Dr. Jeremiah Sims)
- Started equity-minded teaching
- Continued to provide academic leadership during the pandemic
- Moved seamlessly from in-person to Zoom
- Ran meetings on time & switched format of meeting schedule to include public comment
- Completed agenda items
- Updated e-board positions; added new VP Equity Diversity & Inclusion; filled other senate positions that needed to be filled
- Voted on & passed numerous BPs & APs

Improvements Mentioned by Respondents

- Accelerate the work to becoming an anti-racist campus
- Diversify executive board and Academic Senate composition
- Increase faculty involvement in Academic Senate
- Ensure division faculty communicate with their constituents prior to Academic Senate voting
- Establish basic Zoom meeting norms (ref.: antisemitic Zoom screens used during academic senate sessions)
- Request presenters to provide Senators key ideas that they can take back to their constituents
- Record Zoom meetings so that Senators can watch them, if missed
- Give presenters a time limit of 5-10 minutes

Goals/Initiatives/Issues Respondents Proposed to address in 2021-2022

- Be involved in the campus re-opening process
- Review/develop future policies within a post-COVID world (virtual office hours, virtual counseling, etc.)
- Support work towards balancing, for students and faculty, the return to campus and working from home
- Complete Equity-Minded Institute curriculum
- Increase representation on the Executive Board

Additional Information Respondents Would Like & Suggestions on Academic Senate Communication

- 11 respondents (42%) stated Academic Senate does a sufficient job of keeping them updated about the college.
- Develop a brief summary of meetings to help Senators disseminate critical information to constituents
- Invest more time in dialogue on items where Senators don't agree with presenter



Thank You
Questions?

El Camino College Academic Senate 2021-2022 Goals

The Academic Senate's annual goals reflect a commitment to "[advancing] an effective process of collaboration and collegial consultation conducted with integrity and respect to inform and strengthen decision-making" (ECC Strategic Initiative C).

1. Ensure full faculty involvement in decision-making related to academic and professional matters (BP 2510)

Measures:

1. Provide leadership for the college on issues related to Senate purview;
2. Work with new campus leaders to establish strong lines of communication and build relationships
3. Arrange faculty representation on local and statewide senates and on campus committees;
4. Review BPs/APs within Senate purview to ensure that all are up-to-date;
5. Provide faculty leadership for the effective utilization of academic technology at the college;
6. Revise Faculty FLEX FAQs to be more responsive to faculty questions/needs;
7. Take leadership role in examining NFLA and revising content to meet new faculty needs. Add equity/diversity focus;
8. Facilitate communication between faculty and the Covid Task Force. Take leadership role in facilitating transition back to in-person instruction.
9. Work with ECC Federation of Teachers to create a permanent liaison position to facilitate communication and effective collaboration.

2. Strengthen faculty involvement in the activities of the Academic Senate

Measures:

1. Provide regular, ongoing communication with all faculty;
2. Transition back to on-campus meetings while maintaining a zoom option to facilitate greater participation.
3. Inspire greater participation of senators in activities of Senate, including Senate e-board, subcommittees and task forces;
4. Encourage greater community within Senate body. Discuss community norms and facilitate a safe space where all senators feel welcome and comfortable expressing their viewpoints;
5. Continue initiatives to recognize faculty who achieve tenure.

3. Support the college's institutional effectiveness goal that more students from our diverse communities will attain educational success and achieve their academic goals.

Measures:

1. Support the work of the noncredit task force in expanding the noncredit program.
2. Facilitate sharing of best practices in remote student instruction.
3. Collaborate with other campus leaders to determine how to best use P/NP option to promote student success
4. Participate in and provide constructive feedback on the implementation of Guided Pathways initiatives. Support efforts to keep students on the path to success through utilization of tools such as ECC Connect.
5. Work with the Distance Education Advisory Committee and Federation to develop recommendations on appropriate online load for faculty.

4. Collaborate with other campus constituents in leading efforts to become a truly Anti-Racist institution.

1. Partner with Guided Pathways to train the campus community and institutionalize the use of the IMPACT grid as a tool for equity minded decision making.
2. Launch the Equity Minded Teaching Institute.
3. Educate faculty about the new equity professional development requirement and how the Academic Senate hopes this will improve campus culture for all ECC students and employees.
4. Support and showcase the work of the Equity, Diversity, and Inclusion Committee.
5. Collaborate with Guided Pathways to break down silos and unite the campus concerning student success and equity efforts.
6. Create a program to formally recognize faculty who have completed extensive equity training/work.
7. Collaborate with other campus leaders to revise hiring practices in order to prioritize the hiring of diverse faculty.

A Resolution of the El Camino College Academic Senate Urging the El Camino College District Board of Trustees to Adopt Resolution 2021-09-07 Directing the Superintendent/President of the El Camino College District to Require Evidence of Covid-19 Vaccination for All Students and Employees

WHEREAS the El Camino College (ECC) Academic Senate is committed to supporting the success of all students by providing a safe, supportive learning environment; and,

WHEREAS, ECC faculty must be able to practice genuine empathy in order to support the success of all students in an equitable manner and according to Maslow's hierarchy of emotional needs, an individual is incapable of this level of empathy unless that individual's basic needs -- including that of feeling safe -- are fulfilled¹; and

WHEREAS, we are in the midst of a global pandemic that has claimed the lives of over 643,000 Americans,² including more than 65,700 Californians and 25,382 residents of Los Angeles County³; and,

WHEREAS, there has recently been a surge in the number of COVID-19 infections due to the Delta variant (B.1.617.2), which is a highly transmissible variant of the COVID-19 virus²; and

WHEREAS, people who have not been vaccinated against COVID-19 are most at risk of infection, adverse health consequences, and further spreading COVID-19, including the highly transmissible Delta variant, to friends, family, colleagues, and the community at large²; and

WHEREAS, the overwhelming majority of serious illness, hospitalizations, and death resulting from COVID-19, including the Delta variant, are among the unvaccinated²; and

WHEREAS, the Pfizer-BioNTech (Comirnaty) COVID-19 vaccine received full US Food and Drug Administration (FDA) approval August 23, 2021 while the Moderna and Johnson and Johnson's Janssen vaccines received Emergency Use Authorization (EUA) from the FDA⁴ on December 18, 2020 and February 27, 2021, respectively, and all three vaccines have proven to be safe and highly effective in protecting against serious illnesses, hospitalizations, and death from COVID-19 infection²; and,

WHEREAS, both public and private employers including at least 1,014 colleges and universities and at least 34 of the 76 California Community College Districts including Los Angeles Community College District have imposed vaccine mandates for employees and students to protect their workforces and educational communities from the continued spread of COVID-19^{5,6}; and

WHEREAS, the implementation of mandatory COVID-19 vaccination mandates at the workplace and at colleges has been held to be permissible in recent court cases, administrative decisions, and through guidance provided by, among other agencies, the U.S. Equal Employment Opportunity Commission, DFEH, and the California Community Colleges Chancellor's Office;

THEREFORE BE IT RESOLVED that the ECC Academic Senate urges the El Camino College District Board of Trustees to adopt resolution 2021-09-07 directing the superintendent/president of the El Camino College District to require evidence of COVID-19 vaccination for all students and employees; and,

BE IT FURTHER RESOLVED that the El Camino College Academic Senate urges the El Camino College District Board of trustees to implement a requirement for all contractors and visitors 12 years of age or older to provide proof of

1) [Maslow, A.H. \(1943\). "A theory of human motivation". *Psychological Review*. 50 \(4\): 370–96. doi:10.1037/h0054346.](#)

2) www.covid.cdc.gov

3) <https://covid19.ca.gov/state-dashboard>

4) www.fda.gov

5) <https://www.chronicle.com/blogs/live-coronavirus-updates/heres-a-list-of-colleges-that-will-require-students-to-be-vaccinated-against-covid-19>

6) <https://www.capradio.org/articles/2021/09/02/californias-community-colleges-divided-on-vaccine-mandates-for-students/>

full vaccination against COVID-19 as a condition to physically enter any District building, classroom, library, gymnasium, facility, or other indoor space unless exempt for medical or religious reasons.

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Adopted this 7th Day of September, 2021 by the El Camino College Academic Senate.

Darcie L. McClelland, PhD

President

- 1) [Maslow, A.H. \(1943\). "A theory of human motivation". *Psychological Review*. 50 \(4\): 370–96. doi:10.1037/h0054346.](#)
- 2) www.covid.cdc.gov
- 3) <https://covid19.ca.gov/state-dashboard>
- 4) www.fda.gov
- 5) <https://www.chronicle.com/blogs/live-coronavirus-updates/heres-a-list-of-colleges-that-will-require-students-to-be-vaccinated-against-covid-19>
- 6) <https://www.capradio.org/articles/2021/09/02/californias-community-colleges-divided-on-vaccine-mandates-for-students/>



El Camino College

RESOLUTION 2021-09-07

DIRECTING THE SUPERINTENDENT/PRESIDENT OF THE EL CAMINO COMMUNITY COLLEGE DISTRICT TO REQUIRE EVIDENCE OF COVID-19 VACCINATION FOR ALL STUDENTS AND EMPLOYEES

WHEREAS, according to the Centers for Disease Control and Prevention (“CDC”), the California Department of Public Health (“CDPH”), and the Los Angeles County Department of Public Health, COVID-19 continues to pose a risk, especially to individuals who are not fully vaccinated, and certain safety measures remain necessary to protect against COVID-19 cases and deaths; and

WHEREAS, three COVID-19 vaccines have received Emergency Use Authorization from the U.S. Food and Drug Administration and over 160 million people have been fully vaccinated in the United States; and

WHEREAS, vaccination is the most effective way to prevent transmission and limit COVID-19 hospitalizations and deaths; and

WHEREAS, the El Camino Community College (“College”) District (“District”) Board of Trustees and District leaders have regularly communicated with students and employees to stress the importance of vaccinations and to encourage getting vaccinated for COVID-19 as soon as possible; and

WHEREAS, on June 17, 2021, Governor Gavin Newsom issued Executive Order No. N-09-21, which provides for the readoption by the Occupational Safety and Health Standards Board of the revised COVID-19 Prevention Emergency Temporary Standards (“Standards”) to be effective June 17, 2021; and

WHEREAS, the Standards require employers to take specific measures to protect employees from COVID-19, including, but not limited to, enforcing masking and return-to-work requirements, and offering COVID-19 testing at no cost to employees during paid time to unvaccinated employees who are symptomatic, regardless of whether there is a known exposure, and for vaccinated employees after an exposure if they develop symptoms; and

WHEREAS, the Standards also require employers to verify and document that an employee is fully vaccinated before allowing that employee to work indoors without a face covering (except at certain indoor settings where a face covering remains required regardless of vaccination status per CDPH order); and

WHEREAS, unvaccinated employees are at greater risk of contracting and spreading COVID-19 within the workplace and to the College community; and

WHEREAS, although 63% of Los Angeles County residents who are 16 years old and older have already been fully vaccinated, the pace of vaccinations has significantly slowed; and

WHEREAS, the Delta variant is currently increasing infection rates among those individuals who are unvaccinated; and

WHEREAS, the CDC Director warned on July 16, 2021 that COVID-19 is becoming a “pandemic of the unvaccinated;” and

WHEREAS, there is an ample supply of vaccines for Californians 12 years of age and older; and

WHEREAS, the District has and will continue working with state and local health officials to provide access to the COVID-19 vaccines for students, faculty, staff, and their families; and

WHEREAS, the University of California and the California State University systems have implemented mandatory COVID-19 vaccination programs for their employees and students effective for the Fall 2021 semester; and

WHEREAS, the Board of Trustees finds that requiring employees and students who have access to the El Camino College campus or El Camino Community College District programs (even if not located at El Camino College) to be vaccinated is necessary to ensure the health and safety of the College community.

NOW THEREFORE BE IT RESOLVED, that we, the El Camino Community College District Board of Trustees directs the Superintendent/President to take the following actions:

1. Require that all students (a) be fully vaccinated, (b) if not fully vaccinated, become fully vaccinated, and (c) provide evidence of full vaccination no later than Monday, January 3, 2022.
2. Require that all employees (a) be fully vaccinated, (b) if not fully vaccinated, become fully vaccinated, and (c) provide evidence of full vaccination no later than Monday, November 8, 2021.
3. Provide a process for vaccination exception or deferral in the following situations: (a) medical exemption from receiving COVID-19 vaccine due to medical contraindication or precaution recognized by the U.S. Centers for Disease Control and Prevention or by the vaccines' manufacturers; (b) medical exemption due to COVID-19 diagnosis or treatment within the last 90 days; (c) disability; (d) pregnancy; or (e) religious objection based on a person's sincerely held religious beliefs, practice, or observance. In the case of an exception or deferral, regular COVID-19 testing with evidence of negative test results will be required prior to any person who is not fully vaccinated accessing District campuses or facilities.
4. Deploy procedures to track the vaccination status and test results of students and employees in a secure system designed to protect the privacy of students and employees in accordance with applicable laws.

ADOPTED AND APPROVED BY THE BOARD OF TRUSTEES OF THE EL CAMINO COMMUNITY COLLEGE DISTRICT THIS 7th DAY OF SEPTEMBER, 2021 AT TORRANCE, CALIFORNIA.

AYES: NOES: ABSTAIN: ABSENT:

X

Nilo Vega Michelin
President, Board of Trustees

X

Brenda Thames Ph.D.
Secretary to the Board of Trustees

Memorandum of Understanding
between
El Camino Community College District
and the
El Camino College Federation of Teachers
Local 1388, AFT, CFT, AFL-CIO

RE: Anti-Racist Equity Professional Development

This Memorandum of Understanding (MOU) is entered into between the El Camino Community College District (“District”) and the El Camino College Federation of Teachers, Local 1388, AFT, CFT, AFL-CIO (“Federation”).

El Camino College’s mission is to make a positive difference in people’s lives and provide innovative and excellent comprehensive educational programs and services that promote student learning, equity, and success in collaboration with our diverse communities. Hence, it is imperative that faculty engage in Senate-approved professional development that unpacks, interrogates, and identifies strategies to vigilantly mitigate and dismantle systemic racism and/or addresses racial equity, diversity, and inclusion (EDI).

It is mutually agreed as follows:

10-month full-time faculty are currently required to complete 24 hours of professional development activities annually per Article 8, Section 21 of the collective bargaining agreement. Beginning with the 2021-2022 school year, all 10-month tenured and tenure-track faculty will be required to complete four (4) hours of equity focused professional development training outside of the mandated fall and spring professional development day general session each academic year. Completion of senate approved racial equity focused trainings shall count toward the completion of the required 24 hours of professional development hours for 10-month faculty.

Beginning with the 2021-2022 school year, all part-time faculty will be paid to complete two hours of mandated, Senate-approved racial equity focused professional development each academic semester when employed with an active contract (fall/spring). Completion of equity focused professional development hours shall be counted separately from required District trainings per (Article 10, Section 9(h)). The remaining one hour, if the part-time faculty member is eligible for more than two (2) hours, shall be paid based on contracted hours per Article 8, Section 21e. Professional development hours shall be paid at the appropriate column and step of Appendix D-1, Lecture rate.

Some examples are as follows based on Article 8, Section 21e and the preceding text:

1. A PT faculty member with a six (6) unit load (eligible for three (3) paid hours of PD per CBA)
 - a. If the PT faculty member completes one (1) hour of EDI PD and two (2) hours of non-EDI PD, they shall be paid for three (3) hours at the appropriate D-1 lecture rate.

- b. If the PT faculty member completes three (3) hours of non-EDI PD, they shall be paid for three (3) hours at the appropriate D-1 lecture rate.
- 2. A PT faculty member with a four (4) unit load (eligible for two (2) paid hours of PD per CBA)
 - a. If the PT faculty member completes three (3) hours of EDI PD, they shall be paid for two (2) hours at the appropriate D-1 lecture rate.
 - b. If the PT faculty member completes three (3) hours of non-EDI PD, they shall be paid for two (2) hours at the appropriate D-1 lecture rate.
- 3. A PT faculty member with a two (2) unit load (eligible for one (1) paid hour of PD, per CBA)
 - a. If the PT faculty member completes two (2) hours of EDI PD, they shall be paid for two (2) hours at the appropriate D-1 lecture rate.
 - b. If the PT faculty member completes two (2) hours of non-EDI PD, they shall be paid for one (1) hour at the appropriate D-1 lecture rate.

For the Federation:

MELISSA FUJIWARA

Melissa Fujiwara
El Camino College Federation of Teachers

7/18/2021

Date

For the District:

Jane Miyashiro

Jane Miyashiro
El Camino Community College District

7/15/2021

Date