

SCC Academic Senate Business Meeting Minutes (Final)– November 16, 2021, 1:30pm-3:15pm, ConferZoom

Senators Present

Aguilera, Leonor
Castellanos, Ralph
Chavez, Ricardo
Crabil, Phillip
Cummins, Shawn
Frost, Alicia
Gates, Alana
Govea, Melissa
Graham, Song Le
Henry, Amanda
Howell, Scott
James, Scott
Johnson, Kimberly
Kramer, Jessica
Murphy, Ryan
Salcido, Andrew
Snow, Margie
Valdos, Yanina
Van Dyke-Kao, Rita

Senators Absent

Gonzalez, Sara
Oase, Daniel

Guests

Brown, Thurman
Carpenter, Amanda
Freese, Amy
Rivera, Tamara
Wagner, Joyce

SCC-AS Executive Board Present

Rutan, Craig, President
Taylor, Mike, Vice President
Kubicka-Miller, Tara, Secretary/Treasurer
Diaz, Darlene, CIC Chair

I. Welcome

- A. Santiago Canyon College Academic Senate (SCC-AS) President Craig Rutan called the meeting to order at 1:31pm on Tuesday, November 16, 2021

II. Approval of Agenda

- 16 November 2021 agenda approved unanimously (Moved by A. Gates, Seconded by R. Castellanos)

III. Public Comments (2-minute limit per person)

- A. The results of a district-wide survey from last spring show approximately 49% of SAC students and 33% of SSC students would not return to campus if the vaccine was

mandated. The board has stated we did not want to mandate the vaccine for financial reasons, and it is important to consider the possible implications of losing students.

- B. Senator read an email received from a constituent, “The very premise (of a personal exemption) seems antithetical. A mandate is a rule for all to follow. This exemption would essentially mean: This is a rule all must follow unless they don’t want to. That’s not a mandate, it is a suggestion or polite request that has no enforcement aside from collective shaming and creating in/out groups. Some have said that one of the reasons to include it is because there is already a religious exemption that has the potential for abuse. This argument is ridiculous. Essentially, it is claiming that because we know the rule, we are about to pass has a loophole that can be abused, we are going to make the loophole even bigger. Preposterous. The response to this potential abuse in the religious exemption is to address it should it arise, not throw up our hands to an imagined conflict and cede even more ground. Furthermore, the freedom argument is superseded by social welfare meaning although we have freedoms and should have freedoms, they are not more important than social welfare. Also, there are FTES generation implications. If faculty are not safe to go back, then face-to-face falters. From a pragmatic view we must return to face-to-face, and this loophole perpetuates the problem. Lastly, parody is an issue if faculty cannot return without it then students should not be able to either.”
- C. Senator provided message from a constituent in support of a personal exemption as part of the student vaccinations
- D. Senator provided message from a constituent opposed to any personal exemption as part of student vaccinations.

IV. Approval of Minutes

2 November 2021 minutes approved unanimously. (Moved by A. Gates, Seconded by Y. Valdos)

V. SCC-AS Executive Board Reports

A. SCC-AS President Rutan

1. The entire 3 ½ hour discussion at the board policy committee meeting was about the personal exemption with disagreement among the trustees. Currently, there is a personal exemption in the board policy. The chancellor and the district administration have recommended to the board that it be removed and not be included in the student policy. There was disagreement among the trustees, and they forwarded it with the exemption that currently exists in the employee policy to the board of trustees for consideration. For clarification, the policy we are discussing is coming from the trustees and is one we voiced our support for earlier. The trustees commissioned another student survey this semester and presented the results to the board policy committee and the board of trustees. The discussion is no longer about whether there will be a student vaccine mandate, it is whether a personal exemption will be included. The voice of the

faculty has not been taken into consideration into the discussions because neither the Faculty Association nor the Academic Senate have had the opportunity to discuss the personal exemption. The fact that faculty have not reached out in opposition is in some cases being received as support of the personal exemption, however lack of faculty feedback may simply be because they did not know the discussion was happening.

2. If you want to be able to serve on a hiring committee, please remember EEO training is only good for two years.
3. The open forums for the SAC college president have taken place and it is anticipated the new president will go to the board of trustees for approval at the December 13, 2021, meeting. Hopefully, by the end of spring we will have filled all our interim positions and gained some stability.
4. If anyone updated on their EEO training is interested in serving on the hiring committee for the District's Chief Information Officer, please contact AS President Rutan.
5. President Ralston will be holding an open office hour for faculty next week. There is no college council meeting next week.
6. We will likely have a presentation for the updated spring professional development calendar at our next meeting.
7. We attended the plenary session. For anyone interested in being a senate officer in the future it is very beneficial to connect with other campus senate officers. AS President Rutan suggested that if the plenary continues to be offered in hybrid, our senate takes the position that the president attends in person.
8. The Chancellor of California Community Colleges will be officially returning to work on Monday.

B. SCC-AS Vice President Taylor

No Report

C. SCC-AS Secretary/Treasurer Kubicka-Miller

No Report

D. CIC Chair Diaz

1. More class capacity petitions have come in for chemistry labs.
2. CIC had a wonderful discussion on Plan D. Any faculty concerns or thoughts should come to CIC for the second reading in two weeks.
3. We have finalized a resolution to support the printable catalogue that will be put forward for the next meeting.
4. Still working on a plan for EMC and actively working on a self-assessment to understand how progressive we are in enrollment management and identify goals we may be lacking.
5. EMC is looking for a faculty at-large member.

E. SAC Academic Senate Representative - No SAC Representative was in attendance.

F. Associated Student Government - No ASG Representative was in attendance.

VI. Summary Reports

VII. Action Items

First Reading

A. Resolution F2021.12 - Support Addition of Personal Exemption to BP5215 (Moved by R. Castellanos, Seconded by A. Gates for discussion)

AS President Rutan clarifies that the only change from the previous resolution passed by the senate is for the addition of a personal exemption. Therefore, this resolution was written as is.

Discussion -

- A senator commented that they and all their constituents are strongly against the inclusion of a personal exemption. A personal exemption is in addition to a medical or religious exemption and considers those to be the only legitimate exemptions. Therefore, a personal exemption renders a mandate obsolete.
- Answering the question if the new board policy included exemptions for online only students AS President Rutan clarified this is only for students who enroll in an in-person component.
- Clarifying that this is only for students and not employees AS President Rutan explained no faculty member has been able to request a personal exemption at this point because our FARSCCD negotiated MOU did not include a personal exemption.
- Answering the question of if there is a conversation about which personal exemptions would be allowed AS President Rutan explained it is not currently clear what is intended or outlined by personal exemption. In the case of students, the personal exemption must be reviewed, and he guesses that responsibility would fall on DSPS. AS President Rutan added that we also do not know if a personal exemption would require students to be tested every week adding that cost would be the responsibility of the college.
- Senator commented it is very important our online students are kept separate from the mandate.
- A senator provided the quote “if we are overreacting here, we may never know, if we are underreacting and doing too little it will be very apparent.” Also supporting a public comment that if faculty are required to return to on-campus teaching, he and other faculty will only be comfortable doing so with a vaccine mandate.
- AS President Rutan reported that the chancellor has communicated his intent for faculty to return to campus and the chancellor told the board that if it was their goal as well, we must make it as safe as possible, and if it is not a different discussion is needed. Both senate presidents have communicated that it is very difficult to do the work of the college outside of the classroom when more than half the full-time faculty are not present on campus and faculty are waiting for the board to decide. The Board’s response was they

imposed the employee mandate. AS President Rutan commented that a faculty mandate different from a student mandate seems to be inconsistent.

- A senator added that medical and religious exemptions have a clear process, however the process behind a personal exemption is vague and could lead to other issues of not coming to campus masked. They further stated that it will create incredible difficulties and stressors to both faculty and students to start a class on campus and must, again, switch to remote in the event of a covid spread. Additionally, they argued that we are offering many teaching modalities that allow students who do not want to get a vaccine to continue their education at SCC. It is not as though we do not offer several modalities for those students who wish not to violate their personal preferences.
- Answering the question of if the employee mandate included a personal exemption AS President Rutan explained that the employee mandate board policy includes a personal exemption. When FARCCD negotiated the MOU, it did not have the personal exemption nor did the administrative regulation. A new administrative regulation was approved at the district council that included it. FARSCCD is waiting to see what happens with the student policy because if the student policy does not include the personal exemption, then administration is going to pull it from the employee mandate and if it does include the personal exemption FARSCCD would have to go back and negotiate a new MOU.
- Answering the question, how our system is going to catch the students who are not vaccinated to not enroll face-to-face, AS President Rutan stated students who do not upload proof of vaccination would likely be blocked in the system from enrolling in face-to-face classes.
- A senator commented that there is no feature that would prevent an online student from coming onto campus to receive on campus support in areas such as counseling. AS President Rutan clarified that there is no way to enforce a vaccine mandate for students to go to the library, admissions etc. This has been discussed as a logistical challenge. What has not yet been discussed is how exemptions for students will be evaluated in the same way employees are being evaluated through HR. There are many difficult questions that are yet to be answered and AS President Rutan will be communicating them to the chancellor.
- A senator reported that their constituents do not support the personal exemption and quoted one constituent as saying “that personal exemptions no longer make our campus a safe space from being compromised and we should be a college that protects the most vulnerable. Another constituent stated we do not take the virus or the vaccination seriously and does not feel comfortable returning to the classroom.
- Answering a senator's question about other campus student mandates AS President Rutan stated we are the only district in Orange County that does not have a student mandate in place and none of the mandates include a personal exemption. The senator continued that being the only campus with a personal exemption is likely to attract all the students who are not vaccinated and therefore bringing more risk to our campus. The senator also questioned if this personal exemption is being used by the trustees as a personal selling point. AS President Rutan responded that some of the trustees feel it is a restriction on student freedom to not let them opt out of the vaccine and that it doesn't matter what other colleges are doing, we do not have to follow.

- A senator questioned if we have different covid rates considering we are the only campus without a mandate. AS President Rutan explained we do not have the data to answer that question. Another senator added that if all the campuses around us have the mandate without personal exemption, there are no other campuses for them to go to. Therefore, we would not lose students to other campuses.
- A senator noted that when someone tests positive for covid it affects many other students who will now have to be quarantined due to exposure. The lab environment was provided as an example for a place where this impact can be an issue due to students needing to be in close contact. Another senator added that an exposure in one classroom also impacts all the other face-to-face classrooms the infected student attends.
- A senator commented that the vaccine does not prohibit someone from getting or spreading covid. Another senator commented that the vaccine may not be 100% effective, but it is scientifically the most effective tool to prevent spread.

AS President Rutan asked senators to continue speaking with their constituents and a roll call vote will take place at the next meeting.

B. Resolution F2021.13 - Creation of Faculty Hiring Prioritization Process Task Force (Moved by A. Gates, Seconded by M. Taylor)

VIII. Discussion items

A. SCC Website and Technology Update - Thurman Brown discussed the upcoming transition to a new college website and possible changes to office technology for faculty, classified professionals, and administrators.

1. Mr. Brown demonstrated what the new website will look like and how the menus will be utilized. A customizable experience will be included. It will be accessible across devices and student centered with administration and faculty/staff focus localized for access in the upper left. Faculty webpages will be built from scratch and created with verbiage and content based on faculty input.
2. Ways to standardize hardware on both campuses as well as the implementation of a virtual desktop is being discussed.

Discussion -

- CIC Chair Diaz commented that if standardizations are written into curriculum, then it can be supported by the campus, so if faculty use technology that is not in the curriculum it would not be supported by the campus. It is also contradicting that we are putting an Apple store in the bookstore but will not be supporting professors who use Apple products. Chair Diaz added that to be equitable and inclusive, faculty should be supported using a variety of technology.
- A senator reported that counseling has had students, who use Apple products, experience barriers from connecting with counselors. It is important to

acknowledge that many students use Apple products and are very tech savvy in using a variety of software and applications.

- AS President Rutan echoed the previous comment by stating that when we are discussing products that require access by all students they must be as OS agnostic as possible.
- A senator commented that the plan for standardization is following an effective process wherein it goes through many committees and examines what is appropriate for various areas across campus. It could be that there is an exemption process for faculty or other variables that allow for various access. It is not as simple as trying to get rid of Apple products for faculty. The senator is highly confident that decisions will support all faculty and staff to function at a high level of performance.
- Guest Thurman added that the goal is to find the standard for all the use cases so that the campus can be supported while also simultaneously setting a standard for what will happen if these devices are used. AS President Rutan commented that when it comes to faculty, how they do their work with the students, and how technology intersects that work, it is not a collegial governance decision. It is a 10+1 item, and the senate will take a position in recommending what the faculty should or shouldn't be able to do. AS President Rutan does not like the idea of developing a standard that restricts the flexibility of faculty to work in the ways that best serve the needs of their students. It is important to find a compromise that allows faculty to be most effective, best serves the needs of students, and serves the needs of the campus' ITS infrastructure.
- A senator clarified that if the senate decides a range of devices to select from is what is best for faculty, then ITS examines those devices and decides how they are appropriate to use. That is the type of standardization being examined.
- Secretary/Treasurer Kubicka-Miller commented that some faculty (including herself) have used personal Apple products to create all their course material over the quarantine and this needs to be considered in the standardization so that faculty are not having to do more work as they move back to campus.
- Guest Thurman and AS President Rutan discussed how the virtual desktop will answer a lot of the concerns with using various devices.

AS President mentioned senate elections will be done first thing upon our return in the spring semester and senator elections need to happen as early as possible.

Meeting adjourned, 3:01 pm. (Moved by A. Gates, Seconded by A. Salcido)