

OHLONE COMMUNITY COLLEGE DISTRICT
43600 Mission Boulevard, Fremont, CA 94539
Conducted via Zoom

College Council Meeting Minutes
September 14, 2020

APPROVED

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| MEMBERS PRESENT: | Eric Bishop Milton Lang Chris Dela Rosa Matthew Ng Jeff Roberts Sheryl Einfalt Samir Abboud Rob Smith | Tony DiSalvo Shairon Zingsheim Darline Gunsauls Krina Shah Larissa Favela Jesse MacEwan Jennifer Zhou Delphyne Rollins |
| MEMBERS ABSENT: | Mike Leib Katherine Michel (LOA) SEIU (Vacant) | Sabrina Panjwani James Keogh |

OPEN MEETING:

1. Roll Call

A temporary CSEA representative was present for the meeting. Rob Smith was introduced.

Approval of the June 8, 2020 College Council Minutes

The June 8 minutes were approved by all members present with abstentions from Members Krina Shah, Jesse MacEwan, and Rob Smith.

2. College Council Constituents

- Jeff Roberts, faculty member and College Council Co-Chair, asked that all attending members properly introduce themselves.
 - It was noted that Rob Smith, CSEA President, will sit on College Council as a CSEA representative until a permanent constituent has been selected. Dr. Eric Bishop was introduced as new Co-Chair and Samir Abboud was introduced as a new faculty member representative.

3. Equity Planning Retreat Review

- Eric Bishop, Superintendent/President presented a reflection opportunity regarding the Equity Planning Retreat.
 - Eric Bishop lead a reflection session on the September 4, Equity Planning Retreat facilitated by guests Dr. Regina Stanback Stroud and Dr. Alexandra Burrel. The retreat's discussion focused on many topics, including the need to continue to view our collective and collaborative efforts on planning and communication via an equity lens. The Stormboard platform was introduced to members present to help capture, organize, and prioritize ideas of all attendees in a remote collaboration. A final report from Dr. Stanback Stroud's office will be sent, once all data has been compiled.
 - **Comment:** It's just powerful to see the entire College really start to engage in these conversations. This is the beginning of us starting to make the impactful changes that benefit

our students and our community. I don't believe any of these changes will be easy, but I believe they are all really important to focus on. I'm extremely excited to really do everything in my ability to help move equity and anti-racist curriculum forward. It is both powerful and meaningful to us and to our students. **Comment:** It was wonderful to see College Council, DDAS, Faculty Senate, and both Curriculum and SEA committees come together to discuss and share their personal perspectives, opinions, and experiences on those important topics. There was something about the Stormboard activity, that made me reflect and take into consideration my colleagues and their concerns, something I found to be very valuable and very powerful. Such a great way to get the conversation started and I'm really looking forward to more discussions, conversations and collaboration. **Question:** How do you see you that conversation? How do we use that and make sure we keep that in the forefront of our work this year? **Comment:** This really has me thinking about an email sent to the SEA committee requesting feedback in regards to the Tutoring Center Director position. One of the things a few of us talked about was how do we weave equity and anti-racism into everything that we're doing. For us to really go forward with equity, we need to figure out how do we make equity the track that we're driving on and what could be done around hiring to make sure that we have a rubric that really addresses equity and what the more systematic or college-wide changes are. We need to entrenched this into the vision and direction that we take in all of our committees, because I agree, it's really hard to weave it in without intentionality. **Comment:** The conversation that emerged about names and the connections to language and cultural identity, really spoke to me in many ways because that is what kind of what happens with my name all the time. No one really pronounces my name correctly and not even I do anymore. My initial thought is that I would want more of those conversations and more of those voices to be amplified, because I know that it's not just me. I've had conversations with other colleagues and would like those types of experiences and conversations to be shared more often. We need to dig deep and unpack things that could be beneficial in helping us understand each other as colleagues a little better. In addition, we need to amplify the voices of women. I appreciated that being brought up during the chat conversation and that it resonated with so many people, including myself. I hope that it provides insight into our individual experiences and how we interact with people and the world around us. **Comment:** That is a helpful point and I think it is one of the simplest things we can do. I do realize that I haven't really had a chance to meet most of you, but as you get to know me, one of the things that you'll find about myself is that I take names and their pronunciations very serious because I do believe that it is the identity of the person. This Council, in my mind is more than just a policy council, but a group of college leaders, and so we have to lead by example. We need to remember to force those conversations and that we create more spaces to continue to have them. So, thank you all for that. I appreciate us thinking about that, and that we try to make sure to keep the equity lens forward as we keep doing the work. **Comment:** The college community got a chance to really hear from Dr. Bishop and his perspective on the things we ought to be looking at and what needs to be taken into consideration. For us to be able to step back before jumping into any of the significant topics that we certainly have in front of us individually, collectively, and as a shared governance body with College Council, but also as a College District with making sure that we're looking at things through that lens and allowing that be the track that guides us. I am pleased with the outcomes and in with what transpired that day.

4. Planning Transparency and Trust

- Eric Bishop, presented an open-ended discussion regarding Planning Transparency and Trust.
 - Members and other attendees engaged in an open dialogue regarding the need to address transparency and trust issues within the college culture. Eric Bishop identified that he has experienced behaviors and communications that seem rooted in a previous culture where a lack of transparency and trust existed.

- **Comment:** I'm an Adjunct faculty that has been at Ohlone for almost eleven years and I haven't felt more welcomed as an Adjunct to join the conversation, as I do today. You're off to a great start! **Comment:** As we adjust to new leadership, we need to not hold you accountable for things that have happened in the past. **Question:** What is the past? What is this feeling that people felt? **Comment:** We've had a multitude of change in our leadership roles within the College. Whether they were new positions or transitioning positions, roles and responsibilities changed. The intentions associated with the different restructuring and reorganizations were intentionally meant to be productive, but I don't know if they were always well received. With the changeover in personnel, roles and responsibilities, that left a lot of people unsure of who was doing what. Then, if and when information was shared amongst the constituent groups, the validity of that information was not as trustworthy as it could have been. Our former president seemed as they were on high, so to speak, and not just because their office was up in Building 27, but metaphorically as well. We understand that the President/Superintendent is our leader but it was difficult to see and understand how everything connected together. **Comment:** As Superintendent/ President, I do have the responsibility to make decisions. The goal is to have as much information as I can, when making decisions for the College. There are decisions that are administrative and decisions that are participatory, but we make the effort to make sure that everyone is in the know. There are lines of communication that have to be clear. If we are really trying to start fresh, I hope that we call each other when we see behaviors that aren't conducive to collaboration. It will be really easy to fall back into the trenches of us versus them or silos. We all have responsibilities, we all have work, but this work is college-wide work and we all have to do our part. If we're going to change this, not only do we have to look at our hiring policies but we also have to look at our curriculum, syllabi, and course outlines. We have to examine all those structures that are barriers for students in the classroom, getting to the classroom, prerequisites, things that fall under the purview of the Faculty Senate. We all share that responsibility and we need to make sure we are working together. If it's happening or you sense it, you need to let us know. I'm hoping that I've displayed an openness to conversation and I really want this to be a place where people do want to be at, because ultimately, it's about our students. As we serve each other and make this a place where we want to work together, we serve our students. **Comment:** May I suggest that you invite people to reach out to you directly with their concerns. Some might find it a difficult to share moments without it looking like a gotcha moment in public. I'm not trying to out anyone, but I speak from experience and I think it could be helpful without creating an awkward moment for people. **Comment:** I'm really happy that you brought up the idea of silos, because it's what I've seen since arriving at Ohlone seven years ago. I admit that Ohlone has been one of those different and difficult institutions to work at but I have learned to love it and accept the challenges that come along with it. When you have different departments and different divisions doing their own things, you sometimes do get a glimpse of a silo environment. We have to break down silos between Students Services and Academic Affairs, Student Services and Human Resources, and the different silos and schisms that exist. I think with your leadership, we can move forward together with a new vision. **Comment:** I believe much of it, is deep seeded. As an Adjunct, I am not automatically selected to be on committees that I volunteer for. There have also been processes that have been written and have not been properly implemented and then when challenged, there's fallout. When one experiences those types of situations, you tend to withdraw, become less involved and you tend to be less likely to join the conversation. If we really want everyone to be a part of the collaboration, we need to do the same things that we would expect in making equity for our students. Regardless of your status or position on campus, if someone wants to participate and be part of the conversation, they should feel welcomed to do so. **Comment:** I would like to thank you for this opportunity, this is exactly the point that has driven me to want to join College Council. I've been at Ohlone for two and a half years, and during that time, my experience and that of my fellow colleagues, was that we have not always felt either included nor valued. That is the primary reason that drove me to want to join College Council and I truly

want to thank you for acknowledging that. **Comment:** Thank you. I would like you all to know that this is a collaborative team effort and if there are things that come up or if there are things that you do not feel comfortable sharing in this forum, don't hesitate to bring that information to Dr. Bishop so that we can continue to navigate forward.

5. Accreditation Report

- Tony DiSalvo, Vice President of Academic Affairs / Deputy Superintendent, presented an update on the March 2020 Accreditation visit
 - Please see [Peer Review Team Report](#) for a detailed overview of commendations and recommendations from the accreditation team visit. The accreditation update was presented to give a general idea of where Ohlone College currently stands, with its purpose of determining whether the College continues to meet Accreditation Standards, Eligibility Requirements, Commission Policies, and USDE regulations. It was noted that the ACCJC acted to reaffirm Ohlone's accreditation for 18 months with the requirement of a follow-up report, due no later than October 1, 2021, followed by a visit from a peer review team. Ohlone was provided commendations for aligning its programs and services to the mission of serving diverse populations, particularly the Deaf community, and for its strategic decision to maintain stable and healthy reserves in the event of unforeseen occurrences. Ohlone received recommendations to increase and improve institutional effectiveness and to meet the standard and Commission Policy in regards to Distance Education.

6. Budget Update

- Chris Dela Rosa, Vice President of Administrative and Technology Services, presented an update for the fourth quarter Financial Report and the final budget for fiscal year 2020-2021.
 - Please see [Q4 Report for 2019 – 2020](#) for a detailed overview of the fourth quarter financial report update. It was noted that the comparison of Unrestricted General Fund (Fund 10) budget vs. unaudited actuals reveals a net positive activity of approximately \$27K secondary to savings that occurred. Note that results may change as the district will be undergoing an audit. Please see [2020 – 2021 Final Budget](#) for a detailed overview of the FY 2020-2021 final budget. It was noted that the budget is impacted by state budget highlights, including the removal of the previously identified 8% apportionment reduction, a deficit factor of -0.85% and apportionment deferrals of \$1.5B. Unrestricted Fund 10 revenues are up from \$55.2M in the tentative 2020-2021 budget to \$57.99M in the final 2020-2021 budget, while Unrestricted Fund 10 expenditures are up from \$57.6M in the 2020-2021 tentative budget to \$57.97 in the final 2020-2021 budget, resulting in a net surplus of \$16.7K in the 2020-2021 final budget vs. a net deficit of \$2.45M in the 2020-2021 tentative budget. The result is a net increase in the Unrestricted Fund 10 balance as a percentage of expenditures from 15.51% in the 2020-21 tentative budget to 19.06% in the 2020-2021 final budget. The majority of expenditures for the district (85.4%) continue to be in the form of employee salaries and benefits. The total amount projected for the apportionment deferrals for Ohlone is \$8.6M. Due to sound fiscal management, the district will not need to borrow cash at this time in order to accommodate those deferrals.

7. Heard it Through the Grapevine/Looping

- **Comment:** Guided Pathways will begin degree mapping during the 2020 fall semester and encourages interested individuals to join the efforts.
- **Comment:** The Institutional Effectiveness Partnership Initiative Peer Review Team (IEPI-PRT) will be visiting campus virtually this fall to assist the college in three areas: Staffing Plan, Enrollment Management and Resource Allocation. Small groups have been identified to work with the IEPI-PRT in each identified area. The initial visit is scheduled for October 12 and the Open Debrief for that visit will

be incorporated into the College Council meeting that afternoon. The second visit is scheduled for November 30 and additional details for that date will be shared as they become available.

Suggestions for Future Topics

- **Comment:** Small groups have been developed to do the work of crafting action plans supporting the goals and objectives of the [2020-2025 Strategic Plan](#) (goals and objectives on pp. 23-29). Ideas and outcomes from that work will be shared at future College Council meetings.

ADJOURNED: 4:44 pm

Fall 2020 Meetings:

Fremont Campus / Room 7101, Mondays at 3:00 – 4:30 p.m. (unless noted)

- ~~August 24 (TBD, 9am to 2pm) CANCELED~~
- ~~September 14~~
- September 28
- October 12
- October 26
- November 9
- November 23
- December 7