

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

College Council Meeting Minutes  
March 29, 2021

APPROVED

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MEMBERS PRESENT:	Chris Dela Rosa Delphyne Rollins Eric Bishop Ghada Al-Masri Jeff Roberts Katherine Michel Krina Shah Larissa Favela	Marco Escalante Mark Young Mike Leib Milton Lang Samir Abboud Shairon Zingsheim Susan Myers Tony DiSalvo
MEMBERS ABSENT:	James Keogh Jennifer Zhou Matthew Ng	Sabrina Panjwani Sheryl Einfalt

OPEN MEETING:

1. Roll Call

Approval of the March 8, 2021 College Council Minutes

The March 8 minutes were approved by all members present with no abstentions.

2. Community Agreements for Brave Conversations

- Maggie McKenzie, English Faculty, Jose Rico, Mathematics Faculty, and Leading from the Middle members, presented the second reading of the proposed [Community Agreements for Brave Conversations](#).
  - It was noted that one minor edit was made to the March 8 document that included the changing of the word 'civility' to 'collegiality' in Community Agreement #8.

**MOTION:** Moved/MASRI; Second/LEIB to endorse the revised Community Agreements for Brave Conversations as is. The motion was approved by all members present.

3. IEPI-PRT

- Chris Dela Rosa, Vice President of Administrative and Technology Services, provided an update on the Institutional Effectiveness Partnership Initiative.
  - It was noted that the College's Institutional Innovation and Effectiveness Plan (I & E Plan) was approved by the IEPI-PRT Board and is now in the process of implementing the proposal into the five areas of focus: Staffing Plan, Enrollment Management, Resource Allocation Model, Participatory Governance, and Integrated Program & Services Review. A consultant has been hired to help with the development of the Human Capital Management Plan, formerly known as Staffing Plan. The Human Capital Management Plan task force is ahead of schedule with accomplishing its objectives. The Enrollment Management task force is in the initiation phase with the development of an Enrollment Management Strategic Plan. The majority of the task force's work will occur in late spring and summer 2021. The Resource Allocation Model team has completed identifying the consultants who will be assisting with the Resource Allocation

Model. A revised objective and action item will be resubmitted to assist with a more realistic timeframe. The Participatory Governance and Integrated Program & Services Review focus areas will need to be completed before a comprehensive Recourse Allocation Model can be completed. The Planning and Decision-Making Handbook (PDMH) task force is actively reviewing and evaluating documents, policies, and procedures, concerning Participatory Governance. The task force has attended a Collegiality in Action training and is reviewing AB 2510. They have also captured the interest of Dr. Jim Wright, a former VP of Academic Affairs to help guide the process. The PDMH task force is also ahead of schedule with accomplishing its objectives. Lastly, the Integrated Program and Services Review task force has identified a full-time faculty who will help document the items needed for the Integrated Program and Services Review area of focus. The IEPI-PRT team is scheduled for a third visit on Thursday, September 23, 2021 from 8:30 AM to 12:00 PM. The goal of the visit is to provide the IEPI-PRT team with the challenges and successes being encountered during the completion of the I & E Plan's objectives and receive additional insight for possible solutions.

#### 4. Return to Campus/COVID-19 Update

- Shairon Zingsheim, Vice President of Human Resources and Training, presented this topic
  - Please review [Return to Campus Status](#) for the latest campus activities. It was noted that a few Late Start dance classes have been held in the dance studio, beginning Monday, March 29, 2021. These on campus pilot classes will help examine the cleaning process and provide perspective on the time needed to clean efficiently in between classes. The College successfully held its Employee Service Awards drive-thru during spring break. Testing services for student-athletes continue. Conversations concerning summer and fall instruction are ongoing. Student Services is preparing to return to campus with aims to provide limited in-person student assistance tentatively by Tuesday, June 1, 2021. The Academic Offices and Support Services are tentatively to return to campus beginning June 2021. The goal is to complete the transition by the fall semester. The College Administration delivered a return to work presentation to faculty on Friday, March 19. Shairon Zingsheim and Rob Moore are to attend a forthcoming CSEA meeting to present similar information and answer questions concerning the return to work information. A communication structure is being developed to create a process that ensures the College is conveying relevant information to administrators, the community, faculty, staff, and students effectively. The RTC team is examining the [Permission to Come to Campus Request Form](#) with the intent to start enforcing the form to ensure the necessary resources are made available for those coming onto campus. Safety Monitors and Health Screeners are being hired and trained to help contribute to the ongoing success of campus health and safety efforts. A Case Investigator is being considered for hire; serving as Ohlone's health professional responsible for receiving reports of persons suspected or confirmed as having COVID-19, locating them, and interviewing them in order to gather information necessary for health case investigation and contact tracing. Although Alameda County has entered the Orange Tier, the College is unable to adopt those changes immediately. The College must go through a process, so be advised to not make assumptions until communication has been sent from the President's Office. The College Maintenance staff now has a dedicated person who receives and transmits information to coordinate operations; allowing for faster execution of projects and set-up. New contact tracing devices and health screening entry methods are being tested. A new system needs to be created to be able to accommodate larger amounts of individuals coming onto campus. A few challenges have been identified that include: contact tracing, faculty and staff training regarding COVID-19 exposure reporting, and class sanitization scheduling. All campus buildings are in compliance with the relevant standards and medical grade filters have been placed in the gym due to the amount of physical activity. Safety measures are almost complete in Building 7, and will soon move onto preparing the Academic Core.

## 5. Guided Pathways

- Larissa Favela, Communication Studies Faculty, College Council member, Melissa Cervantes, Executive Dean of Equity, Inclusivity and Campus Diversity, and Guided Pathways Co-Chairs, presented a status update on Guided Pathways' degree mapping.
  - Please review [Guided Pathways](#) for the latest program activities. It was noted that 12 of the 27 ADT (associate degree for transfer) degree maps have been completed with the remaining 15 in their final stages of completion. Guided Pathways (GP) is now moving onto local degrees and certificates; starting with CE program certificates. GP is scheduled to meet with CE faculty to identify the best approach on how to move forward and serve each of the different programs. GP is also working with other faculty and departments who are interested in mapping some of their local degrees and certificates. Recent conversations have brought awareness on: opportunities to serve students better by developing maps (pathways) for transfer or local degrees; ADT maps following IGETC (Plan C) – raising questions or concerns about inadvertently leading students towards certain courses and in what ways does it serve or not serve students; language choice on the maps and the framing narrative – critical to clarify goal and purpose of the maps for students; having faculty, counseling, and student perspective; and lastly the use of data has been insightful, especially for certain programs. The next steps regarding degree mapping include obtaining feedback from various groups in efforts to bring together a revised plan. GP is also pursuing an intentional and effectual way to incorporate more student feedback in the conversation. GP is moving forward with Interest Area development to integrate GP across campus. Much like equity, GP is a responsibility across the entire campus. GP serves as a framework for equity and is very intentional in that way; making sure that the campus and college community are aware of how equity intersects with GP and how GP intersects with all of the different initiatives and state mandates. Even though GP seems very instruction forward, the intent is to make sure that everyone has a piece of the responsibility in those efforts. In the idea of being more intentional, there will be conversations surrounding equity in monthly DDAS meetings, which will include some of the GP framework vision. Part of the ask moving forward, is to have GP Co-Chairs attend division, department, and staff meetings to provide perspective on how GP and equity look like in those respective areas, identifying how those items fold into one another and become a larger vision for DEI as a college. Lastly, the spring GP retreat has been postponed to fall 2021 in order to make sure that the efforts within GP are across the College.
  - **Question:** I am unsure of how many people are aware of what the issue is from CSU GE (Plan B) versus IGETC (Plan C) as it relates to ADT. Is there any value in maybe providing a little more insight? **Answer:** Students can use Plan B to fulfill lower division GE requirements for CSU, whereas students can use Plan C to fulfill lower division GE requirements for CSU, UC and some private/out-of-state universities. The complication is that most of the classes that are on Plan B are also on Plan C, with an exception of a few areas. Many times, students are unsure on what plan to follow, one week they choose something from Plan B and then select something from Plan C the following week, which is very common. There is so much overlap between the two paths, that is very rare when a student encounters an issue. Eventually most of the time it works out since there is so much overlap between the two. Ultimately it is figuring out the best way to clearly establish specific ADT maps to assist students in making informed choices in their career paths, so that when it comes to associate degree transfers, we are able to help narrow the options for that student.

## 6. Faculty Senate

- Susan Myers, Acting Faculty Senate President and Counselor, provided updates on the last several Faculty Senate meetings and on the Cohorts in Equity Workshops.
  - It was noted that Faculty Senate has had two meetings since the February 22 College Council meeting that consisted of various updates, discussions, and presentations. Tony DiSalvo, Vice President of Academic Affairs / Deputy Superintendent, provided an update on Accreditation.

Robert Smedfjeld, Mathematics Instructor, provided an update on the Equivalency to Minimum Qualifications key points. Sheida Parvasi, WEX Instructor, Emily Burns, Career Education Coordinator, and Andrew LaManque, Executive Dean of Academic Affairs and the Newark Center, presented an update on the latest achievements and activities of the noncredit program. Mark Lieu, Academic Dean of Language, Communication, and Academic Success and Maggie McKenzie, English Instructor, presented an update on the Community Agreements for Brave Conversations. Along with updates from Guided Pathways and the Student Equity and Achievement committee. Faculty Senate has identified that the Senate Bylaws and Constitution need to be amended to be in alignment with one another before the Accreditation team visit in October. Ongoing conversations have been had amongst the Call to Action and DEI Plan. Faculty Senate began hosting [Cohorts in Equity Workshops](#) on Friday, April 2, 2021. Invitations were initially sent to faculty but were subsequently extended to other parties. Spaces still available for the second cohort session beginning Friday, April 23, 2021.

## 7. Collegiality in Action

- Jeff Roberts, Kinesiology Faculty and College Council Co-Chair, presented an overview debrief on the recent Collegiality in Action training.
  - It was noted that 17 Ohlone employees attended the virtual Collegiality in Action workshop on Thursday, March 11, 2021. The information shared by ASCCC President Davison and CCLC President Galizio has been identified to benefit and help with the efforts of revising the Planning and Decision-Making Handbook (PDMH) and the associated Participatory Governance elements of IEPI. Definitions and perspective regarding Effective Participation versus Collegial Consultation were explained, including insight regarding the definition of participatory governance versus shared governance. The Collegiality in Action workshop at Ohlone was the first one in history that incorporated individuals from the Statewide Classified Senate. The PDMH subcommittee is focusing on identifying the College governance philosophy and developing a glossary of terms with supporting definitions including, but not limited to, shared governance and participatory governance. Work is planned for Summer 2021, with support from the district, to help advance in completing the objectives of the IEPI process and the revision of the Planning and Decision-Making handbook draft. The goal is to present a drafted Planning and Decision-Making Handbook for a first reading at College Council and Faculty Senate by December 2021.

## 8. Heard it Through the Grapevine / Looping / Suggestions for Future Topics

- **Comment:** Our Student Life Department and Student Health Center hosted an Asian American and Pacific Islander (AAPI) Solidarity event on Monday, March 29, 2021. I would like to suggest that we continue to communicate with one another and ensure that we make ourselves accessible for support. Many of our students and colleagues are hurting more than they are letting on. Let us make sure we keep that in the forefront of our minds.
- **Comment:** Ohlone's Diversity Inclusion Advisory Committee (ODIAC) and Society for Women Engineers (SWE) hosted a virtual panel discussion on Wednesday, March 31, 2021 at 3:30 PM. The Choose to Challenge event provided an intimate look into the paths and continued struggles of some of our STEM faculty, staff, and administrators.
- **Comment:** On Wednesday, April 7, 2021 at 6:00 PM, we will celebrate the life and legacy of Cesar E. Chavez, through a conversation with his grandson, Andres Chavez. So much of the work and service that Cesar Chavez accomplished was around community and bringing people together. As we navigate our current environment and address the challenges within our college and community, what lessons can we take from his life's work? How can we come together and be in solidarity with one another as we aim to become an equity-based, anti-racist educational institution? Andres will share the history and impact of Cesar Chavez and his work, and the ways in which his philosophy and vision for a better world can still make a difference today. The evening will end with a moderated question and answer session.

- **Comment:** The College will host another AAPI Solidarity event on Thursday, April 8, 2021 at 11:30 AM. Superintendent/President Bishop will hold an open dialogue with Fremont Mayor Lily Mei, Newark Mayor Al Nagy, and Union City Mayor Carol Dutra-Vernaci on ways to tackle hate crimes against our Asian American and Pacific Islander community and to dismantle racism through deliberate action. The event will be moderated by KPIX-Reporter Betty Yu.
- **Comment:** An email was sent to all faculty, academic managers, and the Executive Team about the Accreditation Follow-Up Report and forthcoming visit. The email also outlined good practices for online education. We need to make sure that all of our courses are consistent, have regular effective substantive interaction, and that there is a landing page for every course. We need to correct those elements within our distance education component. So, I ask that all members of College Council help spread the word and make sure that we are prepared for the October visit. The Accreditation Follow-Up Report will be presented at both Faculty Senate and College Council for first and second readings during the month of April. If endorsed, the follow-up report will then be presented to the Board of Trustees sometime in June or July and then submitted to ACCJC shortly after.

ADJOURNED: 4:23 pm

**Spring 2021 Meetings:** *Via Zoom, Mondays at 3:00 – 4:30 p.m. (unless noted)*

- ~~January 25~~
- ~~February 8~~
- ~~February 22~~
- ~~March 8~~
- ~~March 29~~
- April 12
- April 26
- May 10