

## **CCC Senate Meeting Minutes - September 23, 2021 [Draft]**

Senators in attendance: Sabrina Adams-Roberts, Antoinette Brim, John Christie, Seth Freeman, Bruce Miller, Cleo Rolle, Amy Lemire, Hannah Gregory, Bharat Bhushan, John Thomas, Kathy Herron

### **1. Election of New Senate Chair**

- No nominations for Senate chair. Senate Chair to be nominated and elected at next meeting.

### **2. Update from CEO Harris**

- Convocation on Monday, September 27, hybrid Centinel Hall and virtual (MS Teams). There is still space in Centinel Hall for in-person attendance (Contact Liza). Christie Higney will provide overview of talent acquisition and recruitment area, modifications that have been made to onboarding area.
- Vaccination event on Tuesday, 2<sup>nd</sup> floor. In the middle of campaign for promoting responsible vaccination.
- President Cheng will be on-campus from 10am-4pm. Noon will meet with foundation. Student meeting with Randall and Ryan. Faculty, then staff.
- NECHE meets in March, Substantive Change document will be presented. SEMC report to be prepared. Funding in HEERF relief to offset tuition loss.
- Covid-19 updates:
  - Responding to CFT event on Covid-19 practices held on Monday, September 19 – Implementing recommendations. To put together team of faculty/staff/students to respond to questions about vaccinations, creating vaccination campaign,
  - Supplies and PPE on-hand, additional masks, eye shields, identifying areas where PPE can be delivered (email Liza for supplies).
  - Testing done on 3<sup>rd</sup> floor, feedback provided to SINA re: scheduling. Site determined because it is away from administrative offices. Seats and signage for appointments.
  - Dashboard being created. Attestations are collected and being followed up. Policy being developed for students who are non-compliant with mandated testing, falls under student code of conduct.

### **3. Update from Dean LaPierre-Dreger**

- 32% courses that are on-ground, course cancellations. 62% classes fully online. Hi-flex classes, hybrid in-person/LRON, looking to scale up in the future. Remainder are clinicals, labs, etc.
- More late start classes this semester, approx. dozen classes moved to late start. Approx. 40 classes late start
- With PACT program, schedules need to be developed earlier, will be finalized in next week

- New Department Chairs – Business and Tech – Gerry Murphy Humanities – Daniela Ragusa, Health Careers and Public Safety – Devi Mathur
- CASA Pathways – End of Year 1, September 30. Accomplishments: Brian Keiser hired as Title V Coordinator. GP Advisors - Glorivee Ortiz and Caroline Dunlap hired. Unused funds will be used to hire additional GPA I by December

#### **4. COVID/Reopening**

- Concern regarding self-attestation for vaccine, not as safe for college community, four-year state institutions requiring proof of vaccination
  - Difference may be due to dorms, residential living, Duncan will seek clarity of difference
- Concern limited communication regarding vaccination statistics, not enough information, how many have applied for religious exemption, medical v. non-medical exemption, why is attestation adequate. How long is lag between student self-reporting Covid symptoms reporting to Department of Public Health, and college population is informed. MA school uses Coverified, application used to upload vaccination status, weekly testing also implemented.
- Questions about flex schedules, hybrid models as exposure exists, as possibility for departments where things have quieted down
  - Staggered work schedules and faculty doing advising remotely
- College has had conservative approach to Covid. Lack of congruence between philosophy and application since reopening. 4-year requires scanned copy for on-ground. As we move towards on-ground, more conservative approach may be encouraged and revisited. Off-campus and remote students are still able to access student supports (e.g. ASC) even without vaccination.
- Positive elements to reopening, seeing students, in-person engagement
- Senate to put together resolution and encourage questions/concerns

#### **5. Union contract negotiations**

- Encouraging engagement with union stewards, meetings, re: negotiations

#### **6. Problems with search committees - Regional HR**

- Frustrations with process for regional search committees, specific details removed from job description
- Adding length to job search process, reducing local control (not able to create job positions/openings to hiring people of color esp. for HSI grant, requirements specific to CCC campus), losing candidates during long process
- Little feedback able to be given to HR on process
- Additional challenges re: purchasing – inconsistency across campuses, handbook cumbersome and not applicable
- Additional challenges re: tuition reimbursement, unknowledgeable about process, adding to confusion to process, requiring union to be involved

- Isolating growing pains v. structural problems
- System overwhelmed, not responding to concerns of staff/faculty
- What are current academic leadership doing to resolve some of these issues?
  - Some due to union confirmation on new job titles, affirmative action that delayed hiring process
  - Some due to new process being implemented
  - New system - allows for more cross-posting across campuses, reference question banks for past searches
  - Implementation and resolving concerns can start now

#### **7. iTeach memo (see attached)**

- Tabled until next meeting

#### **8. Telework**

- Concerns: faculty doing on-ground hours for remote classes, flexible schedules
- Productivity did not decline as a result of telework, already been deployed successfully. Exposure risk with on-campus hours for remote students.
- Central management allows telework, but not local staff/management to manage institution
- Senate to put together statement in support of telework, encouraging participation and presence at President Cheng visit
- Lab School – High risk of exposure, quarantine classroom, but not able to have telework option. At least an extenuating telework option should be considered when breakouts occur.

#### **9. Standing Committees**

##### *CAP*

- No updates, next meeting in October

##### *CTC*

- No updates

##### *College Affairs*

- No updates, meeting in October

##### *Diversity and Inclusion*

- Hispanic Heritage Month, workshop held 9/22
- Staff members for EDI
- Crisis on border event

##### *FSSD*

- No updates

*Planning and Review*

- No updates, next meeting in October
- Open seat from Student Services

10. New/Old Business

- No new/old business

Meeting adjourned 3:57 p.m.