



Academic Senate Agenda

Facilitator: Dr. Minodora Moldoveanu, President

Recorder: Noemi Monterroso, Secretary

Date: March 3rd, 2022

Time: 2:00-3:30 p.m.

Location: Zoom Conference

<https://compton-edu.zoom.us/j/96592370976>

Vision:

Compton College will be the leading institution of student learning and success in higher education.

Mission Statement:

Compton College is a welcoming and inclusive community where diverse students are supported to pursue and attain student success. Compton College provides solutions to challenges, utilizes the latest techniques for preparing the workforce and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment.

Senators

- ___ Barragan-Echeverria, Theresa
- ___ Ellis, Stephen
- ___ Estrada, Harvey
- ___ Corona-Ramirez, Desiree
- ___ Hobbs, Charles
- ___ Kahn, Mahbub
- ___ Madrid, Vanessa
- ___ Mason, Don
- ___ Martinez, Jose Manuel
- ___ Martinez, Victoria
- ___ Maruri, Carlos

- ___ McPatchell, David
- ___ Mills, Jesse
- ___ Moldoveanu, Minodora
- ___ Monterroso, Noemi
- ___ Moore, Sean
- ___ Morales, Janette
- ___ Phillips, Jasmine
- ___ Phillips, Marjeritta
- ___ Schwitkis, Kent
- ___ Sidhu, Rajinder
- ___ Skorka, Evan
- ___ Thomas, Shirley

- ___ Van Overbeck, Michael
- ___ Villalobos, Jose
- ___ West, Pamela
- ___ Woodward, Valerie

Guests

- ___ Berger, Sheri (VP Acc. Aff.)
- ___ Schumacher, Holly (Ex Officio Voting Member, Union Pres.)
- ___ DeLilly, Carol (Dean of Nurs.)

Agenda

Public comments will be allowed during the discussion portion of each agenda item whether they are direct, indirect, oral, written, or otherwise, and will be limited to 3 minutes per person.

1. **Call to Order**
2. **Approval of Agenda**
3. **Review and Approval of Minutes from December 2nd, 2021**
4. **Reports (10 min)**
 - a. President's Report
 - b. ASG Report
 - c. Vice President's Report
 - d. Accreditation Faculty Coordinator Report
 - e. Academic Affairs Report
 - f. Curriculum Report
 - g. Faculty Development Report
 - h. Enrollment Committee Report
 - i. OER Committee Report
5. **Consent Agenda (2 min)**
 - a. 2-Year CTE Course Review—No Proposed Changes: FILM 95 - Cooperative Work Experience Education
 - b. 2-Year CTE Course Review—Conditions of Enrollment: MTT 103 - Conventional and CNC Turning.
 - c. 6-Year Standard Course Review—No Proposed Changes: ASTR 120H - Honors The Solar System; ASTR 125 - Stars and Galaxies; and ENGL 241 - American Literature II.
 - d. Distance Education—Fully Online: ASTR 120H - Honors The Solar System; ASTR 125 - Stars and Galaxies; ENGL 241 - American Literature II; and MTT 103 - Conventional and CNC Turning.
 - e. Distance Education—EFOMA: FILM 95 - Cooperative Work Experience Education.
 - f. Updated Textbook: POLI 101H - Honors Governments of the United States and California.
 - g. New Courses—Distance Education Fully Online: PHYS 101 - Physics for Engineers and Scientists I; and PHYS 102 - Physics for Engineers and Scientists II.
6. **Unfinished Business (40 min)**
 - a. First Read/Second Read/Approve: CNET Course Inactivation revision to Basic Course Information to include a Division Date and check boxes for justification rationales. (3 min)
 - b. First Read/Second Read/Approve: BP 4045 - Textbooks and Instructional Materials (3 min)
 - c. First Read/Second Read/Approve: BP 4100.1 – Catalog Rights (3 min)
 - d. First Read/Second Read/Approve: AR 4102 – Career and Technical Education Programs (3 min)
 - e. First Read/Second Read/Approve: BP 4226 – Multiple and Overlapping Enrollments (3 min)
 - f. First Read/Second Read/Approve: AR 4236 – Advanced Placement Credit (3 min)
 - g. Academic Senate Constitution – Proposed Edits & Civility Issues (25 min)
7. **New Business (15 min)**
 - a. AB 361 Resolution to Continue Remote Meetings in March 2022 (2 min)
 - b. Equity Definition Update (3 min)

- c. Proposed New Programs of Study – Select Programs to Research and Forward Formal Recommendation to Administration (10 min)

8. Discussion Items (15 min)

- a. Propose Hiring Freeze at Compton College Due to Low Enrollment (5 min)
- b. CSUDH MA Students - Propose Process for Them to Intern at Compton College (5 min)
- c. Dual Enrollment Issues – Propose Recommendations (5 min)

9. Informational Items

10. Future Agenda Items

- a. SOAA – one reading only
- b. New Senator Orientation
- c. Elections
 - i. Senate Secretary
 - ii. Curriculum Chair
 - iii. Adjunct Representative

11. Public Comment

12. Adjournment

Next Scheduled Meeting: March 17th, 2022, at 2:00 pm

Zoom Link:

<https://compton-edu.zoom.us/j/96592370976>

COMPTON COLLEGE ACADEMIC SENATE MEETING DATES AND LOCATIONS (1st & 3rd Thursday)

<u>FALL 2021</u>	<u>LOCATION</u>	<u>SPRING 2022</u>	<u>LOCATION</u>
September 2	Zoom	March 3	Zoom
September 16	Zoom	March 17	Zoom
September 30	Zoom	April 7	Zoom
October 7	Zoom	April 21	Zoom
October 21	Zoom	May 5th	Zoom
November 4	Zoom	May 19	Zoom
November 18	Zoom	June 2nd	Zoom
December 2	Zoom		

Per the *Brown Act*, all votes must be recorded by name. Only Nos 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.

CCC Academic Senate Roster 2021-2022 (26 Senators)

Officers:

President/Chairperson	Minodora Moldoveanu (20-24)
Vice President/Vice Chairperson	Carlos Maruri (21-23)
Secretary/Secretary	Noemi Monterroso (21-22)
Curriculum/Curriculum Representative	Sean Moore (20-22)
Adjunct Representative	Vacant (20-21)
Board Representative	Vacant
Distance Education Representative	Vacant (20-22)

Members:

Fine Arts, Communication and Humanities (5)

Charles Hobbs (21-24)
 Vanessa Madrid (21-23)
 Harvey Estrada (20-23)
 Marjeritta Phillips (20-23)
 Valerie Woodward (20-23)

Counseling (5)

Noemi Monterroso (21-24)
 Carlos Maruri (21-24)
 Theresa Barragan-Echeverria (20-23)
 Citlali Gonzales (20-23)
 Janette Morales (20-23)

Social Sciences (3)

Jesse Mills (21-24)
 Pamela West (20-23)
 David McPatchell (20-23)

Business and Industrial Studies (3)

Steven Ellis (21-24)
 Sean Moore (20-23)
 Michael Van Overbeck (20-23)

Science, Technology, Engineering and Mathematics (5)

Kent Schwitkis (20-23)
 Jose Villalobos (20-23)
 Jose Manuel Martinez (20-23)
 Rajinder Sidhu (20-23)
 Evan Skorka (20-23)

Health and Public Services (3)

Don Mason (20-23)
 Shirley Thomas (21-24)
 Jasmine Phillips (20-23)

Adjunct Faculty (2)

Vacant (20-21)
 Victoria Martinez (20-23)

Ex Officio Voting Members

Holly Schumacher – Union President



Academic Senate Minutes

Facilitator: Dr. Minodora Moldoveanu, President

Recorder: Noemi Monterroso, Secretary

Date: December 2nd, 2021

Time: 12:30-2:00 p.m.

Location: Zoom Conference

<https://compton-edu.zoom.us/j/99348460077>

Vision:

Compton College will be the leading institution of student learning and success in higher education.

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Guests

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DeLilly, Carol (Dean of Nurs.)

Agenda

Public comments will be allowed during the discussion portion of each agenda item whether they are direct, indirect, oral, written, or otherwise, and will be limited to 3 minutes per person.

1. **Call to Order at 12:36pm**
2. **Approval of Agenda**
 - **Carlos M. motioned to approve agenda. Vanessa M. seconded. Approved.**
3. **Review and Approval of Minutes from November 18th, 2021**
 - **Kent S. motioned to approve minutes. Carlos M. seconded. Approved**
4. **Reports**
 - a. President's Report – Minodora Moldoveanu
 - BOT has new meeting dates. Currently working to appoint a Trustee to replace Dr. Deborah DeBlanc. They were not able to have quorum during last scheduled date so moved the dates around. Interim replacement will be appointed during next BOT meeting until official elections in 2022.
 - Updates on buildings:
 - Student Services building is scheduled to be completed in March 2022. IT equipment is delayed.
 - VT building renovation: Cosmetology will be moved into VT, revamping HVAC and Welding grounds, replacement of hallway flooring to match classroom flooring, fresh painting throughout
 - Instructional Building #2 scheduled for completion in April 2022 but may be delayed due to equipment
 - b. ASG Report – Stephanie
 - No Report
 - c. Vice President's Report – Carlos Maruri
 - Thanks to everyone that participated in Ed Policy this semester
 - Happy and Healthy Holidays. Good luck in final week
 - d. Accreditation Faculty Coordinator Report – Amber Gillis
 - Folks are still working in the evidence collecting teams. Evidence collection will be due in next few weeks. Over winter, Amber will be going through all evidence from teams with VP Berger and Lauren. Thank you for everyone's hard work.
 - Minodora M.: Will need additional help in SP to help write the first draft of ISER. Let Minodora or Amber know if interested in volunteering
 - e. Academic Affairs Report – VP Berger
 - Wishes everyone a Healthy and Happy Holidays
 - Reminder to submit grades on time. Students rely on faculty to submit grades in a timely manner to get their final transcripts.
 - Working to complete end of semester details
 - f. Curriculum Report – Sean Moore
 - Winter release time was approved. Will be able to help faculty during winter with any curriculum questions
 - First Curriculum Committee (CC) meeting will be 2/22/22.
 - CC highly productive semester.
 - Thank you to all senators and faculty in reviewing and approving curriculum items
 - Wishes everyone a wonderful winter break.
 - g. Faculty Development Report – Minodora
 - Working on ordering books for next semester Book Club
 - h. Enrollment Committee Report – Juan Tavarez
 - Dr. Alvarado will be mailing out Award letters for the recipients of funds that were approved.
 - Spring meetings will be on 2/22/22, 3/22/22, 4/26/22, 5/24/22 at 12:00-1:00pm; everyone welcomed to join
 - i. OER Committee Report – Not Present

5. Consent Agenda

- **Don M. motioned to approve Consent Agenda items. Pamela W. seconded. Approved.**
- b. 2-Year CTE Course Review - No Proposed Changes: CDEV 107 - Infant/Toddler Development; CIS 190 - Introduction to Cloud Computing; and COSM 125 - Cosmetology Applications.
- c. 6-Year Standard Course Review - No Proposed Changes: DANC 101 - Dance Appreciation; GEOG 105 - World Regional Geography; GEOG 105H - Honors World Regional Geography; GEOG 107 - Geography of California; and HIST 122H - Honors United States Social History: Cultural Pluralism in America.
- d. CSU/IGETC Articulation Review: DANC 101 - Dance Appreciation; GEOG 105 - World Regional Geography; GEOG 105H - Honors World Regional Geography; GEOG 107 - Geography of California; HIST 122H - Honors United States Social History: Cultural Pluralism in America
- e. Distance Education: CDEV 107 - Infant/Toddler Development; CIS 190 - Introduction to Cloud Computing; DANC 101 - Dance Appreciation; GEOG 105 - World Regional Geography; GEOG 105H - Honors World Regional Geography; GEOG 107 - Geography of California; HIST 122H - Honors United States Social History: Cultural Pluralism in America.
- f. Distance Education- EFOMA: COSM 125 - Cosmetology Applications
- g. New Program: ESL Level 2 - Certificate of Completion.

6. Unfinished Business

- a. Second Read/Approve: BP/AR 4231- Grade Change
 - BP 4231:
 - Keeping 18 months for students to appeal a grade
 - AR 4231:
 - Under “Response to Filing”, Notification letter with appeal procedures will only be sent if the petition is denied
 - Keep - grade appeal form available in the office of VP Academic Affairs (VPAA) and A&R and respective webpages
 - Grade Appeal Panel Composition – Remove instructional Dean in the discipline from composition since they were already part of the original decision.
 - VP Berger: This change would help the student feel like there is no bias in the panel. VP Academic Affairs can choose a dean that is not biased
 - Grade Appeal Panel Composition - Kept students as part of appeal panel.
 - Changed to – The Panel shall be chaired by VP of Academic Affairs as a non-voting member
 - Changed to - The Appeal Panel shall issue its findings and recommendation to VPAA and forward grade change decision to A&R...
 - Removed “Security of Grade Records” section
 - **Kent S. motioned to approve policies BP/AR 4231. Michael V. seconded. Approved**
- b. Second Read/Approve: AR 7211 – Minimum Qualifications and Equivalencies
 - **Carlos M. motioned to open discussion on item 6b. Don M. seconded.**
 - Changed “may” to “shall”
 - Determination of Equivalency during the Screening Process –
 - Removed text outlining screening committee members. Replaced with reference to the CBA
 - Last paragraph – removed text. Now reads “When an applicant is granted equivalency and selected for an interview, all documentation of equivalency will be included and kept with the applicant’s hiring documents
 - Removed #9 in Committee members (President of AFT)

- Removed President/CEO from approval process after committee recommends equivalency
 - **Carlos M. motioned to approve AR 7211 as amended. Marjeritta P. seconded. Approved**
- c. Second Read/Approve: Legislative Liaison Job Description
- **Carlos M. motioned to open discussion. Valerie W. seconded.**
 - New edit: when possible to attend conferences/webinars
 - **Carlos M. motioned to approve job description. Valerie W. seconded. Approved**
- d. Second Read/Approve: Academic Senate Constitution – Proposed Edits
- **Carlos M. motioned to open discussion. Harvey E. seconded.**
 - David McP. motioned to move to committee to increase transparency. Michael V. seconded.
 - Discussion:
 - Pros: increase transparency, fairness, opportunity to participate in edits, ability to ask questions to specific authors.
 - Cons: Already had a committee with anonymous authors, should evaluate based on edits not based on authors (increases bias)
 - Vote: Not Approved. Nay (Vanessa, Kent, Carlos, Jose V., Holly, Evan, Jose M., Valerie, Theresa, Marjeritta, Pamella, Victoria, Harvey, Don)
 - Michael V. motioned to close and table discussion to next meeting. David McP. seconded.
 - Minodora: Can we let senators ask questions about the edits? There hasn't been an opportunity for a discussion about the edits proposed
 - Kent S. motioned to amend motion to allow discussion and table vote to next meeting. Michael agreed. David McP. seconded. Approved
 - Discussion:
 - David McP.: Why remove curriculum chair from e-board when it has been a historical position in the e-board at Compton?
 - Minodora M.: looked at other bylaws/constitutions and made edits as appropriate. Other colleges only had president, vice president, secretary
 - David McP.: Are you planning to remove current curriculum chair?
 - Minodora M: No. Didn't cross mind to remove current person from curriculum chair position
 - Michael V.: Can we get an explanation on first edit in document?
 - Minodora M.: The text was added to describe the relationship between the district and academic senate which is for BOT to rely primarily on academic senate in 10+1 matters ("consult collegially")
 - David McP: Why isn't academic president meeting with administration? This is reducing the 10+1 (1) and there is no communication with the district (2).
 - (1) Minodora M.: 10+1 refers to academic matters that academic senate has purview over. Not meeting with administration is not affecting this. (2) It's only the e-board meetings with district that have been discontinued because there were threats of being sued for the Vote of No Confidence. Communication with district is still occurring, it's just not through Zoom meetings
 - (2) Holly S.: Minodora is still representing the Senate in all meetings, including Consultative Council and the BOT, and moves all matters from the Senate forward
 - Minodora M. addressed why a recommended edit was to move subcommittee chairs from e-board to voting members of academic senate. Sometimes subcommittee chairs are not elected senators. This change would be giving them agency to be able to vote in senate. Currently, sub-committee chairs do not have release time (or very little) and don't have voting rights in senate. It's very hard to fill these positions when it's asking a lot of them with little compensation.
 - David McP: Worried Minodora is not fulfilling duties with assigned release time due to not attending meetings with district.
 - Minodora M.: Gets 50% release time for academic senate position. Job duties take over 80% of time. Fulfilling all duties even on her own time
 - Discussion topic closed because it is out of topic from current

discussion item. Need to discuss the open item “Academic Senate Constitution”.

- Minodora M: Edit on Page 2: Added information around consulting with affected/appropriate parties when reviewing recommendations/proposals to make well-informed decisions. These decisions are also provided in writing and shared with constituent groups
- Change in Section 3b: Corrected to Associated Student Government
- Sean M.: Can we email recommended edits to consider during next academic senate discussion?
 - Minodora M.: Yes
- Raquel MJ.: What are the true abbreviations for GPDs? There are different documents with different abbreviations. We should align GPD language across documents, some have 4 letter abbreviation and some as reflected on constitution
 - Minodora M.: Will follow-up on correct abbreviations
 - Valerie W.: Academic Senate voted on this a few years ago
 - VP Berger: 4 letter abbreviation was required for Banner
- Michael V.: Concerned if adding sub-committee chairs as voting members will skew the balance of power? Now, the academic senate senators per division is based on # of full-time faculty in division. It might be that some divisions might get more representation if subcommittee chairs are not already senators.
 - Minodora M: This would be making an assumption that all faculty in a division think the same or would vote the same.
 - Holly S.: This provides an opportunity for greater representation. We can have more faculty members voting in Senate even if they’re not senators.
 - Michael V.: How are sub-committee chairs elected? Constitution mentioned that they were selected by President?
 - Minodora M: Currently, they are voted in. If the Constitution does say that President can appoint people, that is something that can be discussed.
 - Citlali G.: Agree with concern of balance of power. We need to create a structure that is long lasting that creates a balance of power. It would be great to have more faculty representation in the voting process but as long as those people are also voted in (so there’s accountability to their votes) instead of being appointed.
 - Judith C.: As former Faculty Development chair with no release time and increasing load, advocates for sub-committee chairs to be voting members. Also, how they come to be in that position might not be as simple as a vote especially if they get release time to do that job (that they have to apply to). Might need to revisit job descriptions for positions since they were previously approved by senate. This might need to be revisited every year.
- **Michael V. motioned to table discussion until next meeting. Marjeritta P. seconded. Approved**
- **Vanessa M. motioned to extend meeting for 7 more minutes. Valerie W. seconded. Approved**

7. New Business

- a. First Read/Second Read/Approve: Resolution to Change Senate Meeting Times to 2-3:30pm – Spring 2022
 - **Valerie W. motioned to open discussion on resolution. Marjeritta P. seconded.**
 - Marjeritta P.: There are some faculty members (potential senators) that are teaching off-site during this time.
 - Valerie W.: Division Chairs are supposed to ensure that full-time faculty do not teach during college hour
 - Jose V.: Due to enrollment, it’s very likely that they will not make load and the

only time they can teach might be during this hour.

- Minodora M.: If this occurs, the division can temporarily appoint a new faculty member while senator cannot attend senate meetings.
 - Vanessa M.: Do we have any idea if meetings will continue through Zoom or in person next semester?
 - Minodora M: Still waiting to hear from the Chancellors office. Technically, our ability to meet via Zoom ends at end of December. Unless they renew again, we will have to meet in person.
 - **Michael V. motioned to approve Resolution to Change Senate Meeting Times to 2-3:30pm beginning with Spring 2022. Valerie W. seconded. Approved**
 - **Vanessa M. motioned to table remaining items until next Senate meeting. Pamella W. seconded. Approved**
- b. First Read/Second Read/Approve: CNET Course Inactivation revision to Basic Course Information to include a Division Date and check boxes for justification rationales.
- c. First Read/Second Read/Approve: BP 4045 - Textbooks and Instructional Materials
- d. First Read/Second Read/Approve: BP 4100.1 – Catalog Rights
- e. First Read/Second Read/Approve: AR 4102 – Career and Technical Education Programs
- f. First Read/Second Read/Approve: BP 4226 – Multiple and Overlapping Enrollments
- g. First Read/Second Read/Approve: AR 4236 – Advanced Placement Credit

8. Discussion Items

- a. Spring 2022 - Senate Optional Flex Day – Propose Workshops
- b. Campus Positions Release Time

9. Informational Items

10. Future Agenda Items

11. Public Comment

12. Adjournment

Next Scheduled Meeting: March 3rd, 2022, at 12:30 pm

Zoom Link:

<https://compton-edu.zoom.us/j/99348460077>

Course Standards	5/7
Codes and Dates	1/1
ASSIST	
ASSIST Preview	

Include a rationale for the course inactivation

⚠ Launch Requirement: This list requires a minimum of 1 item

- Course Inactivation - Division Does Not Plan to Offer the Course
- Course Inactivation - Low Course Demand
- Course Inactivation - Replaced by Another Course
- Course Inactivation - Other

Justification for course inactivation *

⚠ Launch Requirement: A value must be provided before launching.

Division Approval Date *

⚠ Launch Requirement: A value must be provided before launching.



COMPTON COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES POLICIES

BP 4045 Textbooks and Instructional Materials

Issued: April 17, 2018

Reference:

Title 5, section 59400, 59402, 59404
Education Code 78900 et. Seq.

The responsibility for the selection of textbooks rests with the faculty teaching the subject.

For the purpose of this policy, the term textbook includes required or recommended learning materials, including books, laboratory manuals, workbooks, student supplements, or other printed, multi-media, electronic material, or open source material.

The official course outline of record sets forth the goals and objectives of each individual course of study. All texts and other materials utilized in the learning process shall be compatible with and evaluated in light of the course outline of record.

Textbooks should reflect professional standards in content and design as well as reasonable cost to students. In accordance with Board Policy 1600: Full Inclusion of People with Disabilities, instructors are encouraged to select and utilize instructional materials that are available in alternate format or whose copyright permission is easily obtainable.

If electronic instructional materials are available to a student through a license or access fee, those materials must have continuing value to the student after the class ends. Continuing value can be obtained if the student has electronic access to the materials for at least two years after the end of the class; if the materials are printable; or if the materials can be saved by the student. Students shall not be required to pay for electronic materials used to administer the course, such as a course management system.

In order to minimize cost to students, the usual period of adoption for texts will be two academic years and whenever possible, faculty are encouraged to use Open Educational Resources (OER).

Special consideration for earlier change may be given under extenuating circumstances.

Procedures for implementing the policy will be developed in collegial consultation with the Academic Senate, as stated in Board Policy 2510.

Applicable Administrative Regulation:

AR 4045 Textbooks and Instructional Materials



**COMPTON COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES POLICIES**

BP 4100.1 Catalog Rights

Issued: June 19, 2018

References:

Education Code Section 78300 et seq; Title 5, Sections 55002, 55160(b)

The Compton College Catalog specifies the general education, major, and unit requirements which the student must satisfy to qualify for an Associate Degree, a Certificate of Achievement or a Certificate of Accomplishment. Students who have maintained continuous enrollment may choose to graduate under the catalog requirements in effect either 1) at the time they began attending Compton College continuously or 2) at the time they graduate from Compton College. For degree and certificate purposes, continuous enrollment is defined as enrolling at Compton College at least one semester, (excluding summer and winter terms) each academic year and receiving a letter grade, “W” (Withdrawal), CR/NC (Credit/No Credit, or Pass/No Pass on the transcript.



COMPTON COMMUNITY COLLEGE DISTRICT
ADMINISTRATIVE REGULATIONS

AR 4102 Career and Technical Education Programs

Issued: June 19, 2018

Commented [JM1]: Peralta College

References:

California Code of Administrative Regulations Sections 55600 et seq.
34 Code of Federal Regulations Part 600
U.S. Department of Education regulations on the Integrity of Federal Student Financial Aid Programs under Title IV of the Higher Education Act of 1965, as amended
Title 5 Sections 55600 et seq.
2 Code of Federal Regulations Part 200 (The Federal Education Department General Administrative Regulations, 2nd Edition)
ACCJC Accreditation Standard ii.A.14

Title 5 Sections 55600 et seq
California Code of Administrative Regulations Sections 55600 et seq.
34 Code of Federal Regulations Part 600 (U.S. Department of Education regulations on the Integrity of Federal Student Financial Aid Programs under Title IV of the Higher Education Act of 1965, as amended)
Title 5 Sections 55600 et seq.
2 Code of Federal Regulations Part 200 (The Federal Education Department General Administrative Regulations, 2nd Edition)
ACCJC Accreditation Standard ii.A.14

I. Advisory Committees

All Career Technical Education Programs are to have regularly scheduled advisory committee meetings. Advisory committee membership should include working professionals in the appropriate program field whose expertise would benefit the growth and development of the program. ~~Advisory committees are used for planning purposes, curriculum development, District relations, and maintaining career/ technical education programs that are relative to job needs and up to date with current field practices.~~

II. Functions of ~~the a Career/Technical Education~~ Advisory Committee

- A. Advisory committees are used for planning purposes, curriculum development, District relations, and maintaining career/ technical education programs that are relative to job needs and up-to-date with current field practices. **Such recommendations may be included in the programs academic program review.**
- B. To interpret the program to the communities served and the communities' needs to the college.

- C. To furnish specialized information and advice on technical requirements for the effective operation of the program.
- D. To provide channels of communication between ~~a-the~~ College and the various organizations and agencies of the community interested in the program.
- E. To further a cooperative relationship between ~~a-the~~ College and the resource agencies of the community (including local industries) in support of the program.

III. Operation of the Advisory Committee

- A. An instructional faculty member of the particular career/technical education program ~~or a member of the advisory committee may~~ shall serve as chairperson of the committee and shall preside at all meetings.
- B. Subcommittees may be appointed, if and as desired by the committee.
- C. Committee responsibilities of individual members may be designated, as required.
- D. Meetings shall have prepared agendas that are sent to committee members and other appropriate parties in advance of the meeting and kept on file.
- E. Minutes shall be taken at all meetings and shall become a permanent record of the meeting and shall be kept on file.
- F. It is recommended that meetings be held ~~at least~~ twice during the academic year, but at least once.
- G. Additional meetings may be called by the committee chairperson ~~appropriate administrator~~, as necessary.

IV. Documenting Competencies of Students in Career/Technical Programs

All programs are responsible for monitoring, documenting, and communicating with their advisory committee how students are progressing toward the competencies, objectives, and student learning outcomes identified for the particular program. Students may demonstrate proficiency in one or more of the following ways:

- A. Achieving grades on all assignments and examinations in each course within the program that would enable them to receive a certificate of proficiency, certificate of achievement, and/or a degree in a particular field.
- B. Performing all identified skills needed to enter a particular profession at a level that indicates proficiency in the particular skill.
- C. Completing all required clinical rotations or internships as required by the program.
- D. Passing all required local, state, and or national certification or licensure tests or examinations.

E. Achieving identified course, program, and institutional learning outcomes.

V. **Compliance with United States Department of Education Gainful Employment Requirements**

Consistent with federal regulations pertaining to federal financial aid eligibility, the Vice President of Academic Affairs will ensure that the District complies with the United States Department of Education's disclosure requirements for each of the District's gainful employment programs, by disclosing federally-mandated information about the programs to prospective students. The District shall make the required disclosures available to prospective students in promotional materials and on its website. The Vice President of Academic Affairs, ~~Academic Senate~~ shall establish procedures to ensure that the District meets these reporting requirements whenever the District intends to add a new gainful employment program

Commented [JM2]: Same as ECC. Primary responsibility: VP Academic Affairs.

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The Vice President of Academic Affairs, Academic Senate shall establish procedures to ensure that the District meets these reporting requirements whenever the District intends to add a new gainful employment program.

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COMPTON COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES POLICIES

BP 4226 Multiple and Overlapping Enrollments

Issued: June 19, 2018

References:

[Title 5 Section 55007](#)

The President/CEO shall establish procedures to ensure that **students** may only enroll in two or more sections of the same credit course during the same term if the length of the course provides that the student is not enrolled in more than one section at any given time.

The President/CEO **in consultation with Academic Senate** shall establish procedures to ensure that students may only enroll in two or more courses where the meeting times overlap under the conditions specified in **Title 5 Section 55007**.

[Related AR 4226 Multiple and Overlapping Enrollments](#)

Commented [CM1]: ECC Verbiage:
1. do not enroll in multiple sections of the same course at any given time during the term or
2. do not enroll in courses where the meeting times overlap.

Multiple Enrollments
A student may not enroll in two or more sections of the same credit course during the same term unless the length of the course provides that the student is not enrolled in more than one section at any given time.

Overlapping Enrollments
A student may not enroll in two or more classes or in sections when the meeting times overlap.
Procedures for implementing the policy will be developed in collegial consultation with the Academic Senate.

Commented [CM2R1]: Cerritos and LBCC are quite similar to what we have, almost word for word... Mt. Sac too

Commented [CM3]: From title 5:
(b) A district may not permit a student to enroll in two or more courses where the meeting times for the courses overlap, unless the district has established and incorporated into its attendance accounting procedures adopted pursuant to section 58030 a mechanism for ensuring that the following requirements are satisfied:

- (1) the student provides a sound justification, other than mere scheduling convenience, of the need for the overlapping schedule;
- (2) an appropriate district official approves the schedule;
- (3) the college maintains documentation describing the justification for the overlapping schedule and showing that the student made up the hours of overlap in the course partially or wholly not attended as scheduled at some other time during the same week under the supervision of the instructor of the course.

Commented [CM4R3]: Cerritos is the only school, of the ones I checked, that allows for this



COMPTON COMMUNITY COLLEGE DISTRICT
ADMINISTRATIVE REGULATIONS

AR 4236 Advanced Placement Credit

Issued: July 17, 2018
Revised: November 13, 2018

Reference:

Education Code Section 79500

Any student who passes a College Board Advanced Placement (AP) examination with a minimum score of three in a subject matter will be awarded credit in a general education area with a subject matter similar to that of the AP examination to meet Intersegmental General Education Transfer Curriculum, CSU General Education Breadth, Associate of Arts and Associate of Science General Education requirements. ~~The maximum number of units granted toward the associate degree will be 15.~~

For any AP examination that the District does not offer a course similar in content, the District will award credit in the General Education area shown on the California Community College General Education AP List. If there is no General Education area that fits the AP Examination, the District may award elective credit.

Faculty in the discipline, in consultation with the appropriate academic dean, shall determine the requirements to receive course credit for major requirements. Course Credit and units granted by Compton College may differ from course and unit credit granted by transfer institutions.

The District shall post its Advanced Placement Credit procedure and course equivalencies in the catalog and on its ~~Internet~~ Web-site.

Commented [CM1]: Title 5 and ed code puts no limits on units

Commented [CM2R1]: No other college looked at put limit on overall units allowed

Example of Incivility

Please look for the highlighted text.

From: Abdirashid M Yahye <ayahye@compton.edu>
Sent: Wednesday, February 23, 2022 4:42 PM
To: Minodora M Moldoveanu <mmoldoveanu@compton.edu>
Cc: Paul M Flor <pflor@compton.edu>; Kendahl L Radcliffe <kradcliffe@compton.edu>
Subject: Invite to our SS/BIS Division Meeting

Hi Minodora,

In our last Social Science / Business & Industrial Studies Division meeting, there have been a lot of comments, questions and concerns regarding the proposed changes to the Academic Senate Constitution Bylaws.

It was requested by both divisions that we invite you to our March 1st Division meeting to answer some questions that faculty have regarding the proposed changes to the AS Bylaws.

Best,

Rashid Yahye
BIS Division Chair

From: Minodora M Moldoveanu
Sent: Thursday, February 24, 2022 11:16 AM
To: Abdirashid M Yahye <ayahye@compton.edu>
Cc: Paul M Flor <pflor@compton.edu>; Kendahl L Radcliffe <kradcliffe@compton.edu>
Subject: RE: Invite to our SS/BIS Division Meeting

Hi Rashid,

I can attend. What time should I jump into your meeting? And please send me the zoom details.

Thank you.

Minodora Moldoveanu Ed. D.

Academic Senate President

Communication Studies Faculty

Compton College

From: Minodora M Moldoveanu <mmoldoveanu@compton.edu>

Sent: Thursday, February 24, 2022 5:56 PM

To: Abdirashid M Yahye <ayahye@compton.edu>

Cc: Paul M Flor <pflor@compton.edu>; Kendahl L Radcliffe <kradcliffe@compton.edu>

Subject: RE: Invite to our SS/BIS Division Meeting

Hi Rashid,

I just realized that during the time of our Division meetings I have another meeting with certain members of our administration. It will be very difficult for me to attend. I can try to come by for just a few minutes, and take down some notes on what areas of the Constitution your divisions have most concern with so I make sure to address them during Senate. But I won't be able to stay for a long discussion.

Minodora Moldoveanu Ed. D.

Academic Senate President

Communication Studies Faculty

Compton College

From: Paul M Flor <pflor@compton.edu>

Sent: Thursday, February 24, 2022 7:06 PM

To: Minodora M Moldoveanu <mmoldoveanu@compton.edu>

Subject: Re: Invite to our SS/BIS Division Meeting

Rashid,

I was surprised she would accept without a second thought. She must have consulted with her boss, "Hollymir Putin" Schumacher, and was told to back track and not fall into a trap.

My advice is to have a list of issues/questions to present to her on video and to enter the list on the chat so all in attendance can see the questions.

Dr. Paul M. Flor
Dean of Student Learning
Business & Industrial Studies
Social Science
Guided Pathway Divisions
Compton College
(310) 900-1600 x 2273

From: Minodora M Moldoveanu <mmoldoveanu@compton.edu>
Sent: Friday, February 25, 2022 8:27 AM
To: Paul M Flor <pflor@compton.edu>
Subject: RE: Invite to our SS/BIS Division Meeting

Dr. Floor,
You replied to me, not to Rashid.
I am quite disappointed with your lack of professionalism, and stooping down so low as to create offensive and demeaning nicknames for us. If you have anything to say to Holly or I, act like a grown-up and pick up the phone, or send an email. Demeaning us like this behind our back is immature and cowardly, worthy of a high-schooler. I would think that in your position, you would use your time more wisely than to spend it coming up with offensive nicknames for people you dislike. Apparently your Ed.D. program failed to teach ethics. As a Dean, and the leader of your division, you are setting a very poor example to the people you lead, evidenced by some of your people's lack of professionalism and verbal abuse in both the Senate and elsewhere.

Minodora Moldoveanu Ed. D.
Academic Senate President
Communication Studies Faculty
Compton College

From: Paul M Flor <pflor@compton.edu>
Sent: Friday, February 25, 2022 10:48 AM
To: Minodora M Moldoveanu <mmoldoveanu@compton.edu>
Subject: Re: Invite to our SS/BIS Division Meeting

I will be the first to apologize. But I will be the first to also admit I am extremely irritated with the manner the Academic Senate has deteriorated into a political tool of the faculty union, deviating from the 10+1 purview. It is very rare to find across California Community Colleges an

example of an Academic Senate that has abandoned its independence and instead taken a subservient role. It is disturbing how the By-Laws have been weaponized and covertly amended by authors cloaked in secrecy. All presidents before me held the position as guardians of Academic and professional matters, without comingling with the union. My conclusion was that the union encroached into these matters when a weakness and inexperience in leadership was apparent.

Again, I apologize to you for reading a message not intended for your eyes. My message to the intended person is my right to free expression, to express a discontent, and to advocate for constituents to call out and question misguided acts.

The lack of professionalism was on my lack of due diligence in addressing my message to the correct person. I recuperate my professionalism by apologizing to you. But I stand firm on my beliefs.

Please note: You never catch your misspelling of my last name. I can consider the manner you have spelled my last name, despite years of seeing my printed name, as a demeaning nickname.

I will consider this matter closed. Truce. We agree to disagree.

Dr. Paul M. **Flor**

Dean of Student Learning

Business & Industrial Studies

Social Science

Guided Pathway Divisions

Compton College

(310) 900-1600 x 2273

From: Minodora M Moldoveanu <mmoldoveanu@compton.edu>

Sent: Friday, February 25, 2022 11:25 AM

To: Paul M Flor <pflor@compton.edu>

Subject: RE: Invite to our SS/BIS Division Meeting

Note taken!

You do not apologize for coming up with offensive nicknames, only for the fact I got to see it.

And for the record, I have never misspelled your name or anyone's on purpose. And in spite of the fact that I have had differences of opinion with a variety of people on campus, I never took the liberty to create demeaning names for any of them, ever.

Minodora Moldoveanu Ed. D.

Academic Senate President

Communication Studies Faculty

Compton College

COMPTON COLLEGE STATEMENT OF CIVILITY & MUTUAL RESPECT

The manner in which we interact with one another is critical to cultivating and maintaining a meaningful and effective intellectual environment.

- Compton College is committed to the highest standards of academic and ethical integrity, acknowledging that respect for self and others is the foundation of educational excellence. As such, we will cultivate an environment of mutual respect and responsibility.
- Compton College encourages a climate of respect and inclusiveness that welcomes and embraces community members with diverse backgrounds and life experiences; deliberately seeks multiple perspectives; and supports the free and open exchange of ideas and civil discourse.
- Compton College uses contributions of the community to promote diversity, creativity, accountability, and transparency. Through Collaborative Governance, all constituent groups work together, in good faith, to make decisions related to policies, procedures, and practices for the benefit of the students and community that we serve.

Our community can only continue to thrive when we approach each interaction and conversation with an open mind and when each member can contribute fully. Civility facilitates professional growth and achievement and promotes an environment where each person can reach his or her full potential.

*Approved by the Compton Community College District Board of Trustees on December 10, 2019.
Approved by the Academic Senate on December 5, 2019.*

**CONSTITUTION AND
BYLAWS OF THE
ACADEMIC SENATE OF THE
COMPTON COMMUNITY
COLLEGE DISTRICT**

CONSTITUTION

PREAMBLE

We, the faculty of the COMPTON COMMUNITY COLLEGE DISTRICT, in order to promote formal and effective procedures for participating in the formation of district policies on academic and professional matters; to develop faculty participation in the formulation of district policies; and to require a clearly defined organizational structure for such participation, do hereby establish, subject to the limitations set forth by the COMPTON COMMUNITY COLLEGE DISTRICT Board of Trustees and the Legislature of the State of California, this Constitution, replacing all past constitutions and effective after ratification by two-thirds of the faculty voting in said ratification referendum.

ARTICLE I: NAME

The name of this organization shall be THE ACADEMIC SENATE OF THE COMPTON COMMUNITY COLLEGE DISTRICT (HEREAFTER REFERRED TO AS "**THE ACADEMIC SENATE**").

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ARTICLE II: PURPOSE AND MISSION

It is hereby reaffirmed that it is the primary purpose of the Academic Senate to be the principal vehicle for faculty participation in the academic and professional governance of this district. As such, the Academic Senate recognizes itself, in accordance with Title V of Subchapter 2, Sections 53200–53206 *California Code of Regulations*, and with the statewide Academic Senate process. ~~The Compton Community College District Board of Trustees or its designees will consult collegially with the Academic Senate, as duly constituted with respect to academic and professional matters, as defined by law. Procedures to implement this section are developed collegially with the Academic Senate. "Consult collegially" means that the district governing board will relying primarily upon the advice and judgment of the Academic Senate.~~ The Academic Senate defines itself as the primary representative of the Compton College faculty, concerned with making recommendations to the Compton Community College District administration and Board of Trustees in all matters related to the improvement and maintenance of academic standards and faculty professional responsibilities that are under the 10+1 purview of the District.

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The “10+1” purview includes the following:

- (1) curriculum, including establishing prerequisites and placing courses within disciplines;
- (2) degree and certificate requirements;
- (3) grading policies;
- (4) educational program development;
- (5) standards or policies regarding student preparation and success;
- (6) district and college governance structures, as related to faculty roles;
- (7) faculty roles and involvement in accreditation processes, 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 are mutually agreed upon between the governing board and the academic senate.

The Academic Senate, in order to maintain “effective participation” will consult with affected parties and afford them the opportunities to review and comment upon recommendations, proposals, and other matters. The Academic Senate will hear and give due consideration to such input; however, the Academic Senate retains its primacy regarding academic and professional matters and is not bound to adopt, accommodate, or reach consensus on concerns raised by other constituent groups (ASCCC Local Senates Handbook, 2020, p. 12-13).

The Academic Senate shall present its written views and recommendations to the Board of Trustees through regularly established channels. However, the Academic Senate, after consultation with the administration, may present its views and recommendations directly to the Board of Trustees.

The Senate shall not engage in collective bargaining activities nor affiliate with any professional association, organization or group, except associations of other Senates; however, nothing in this Constitution shall be construed to discourage members of the faculty from freely associating with other groups and organizations, and through such association independently expressing their views to the Administration and the Board of Trustees.

ARTICLE III: EXPRESS DUTIES

It is hereby reaffirmed that the principal duties of the Academic Senate are:

- 1) To establish and maintain a consistent communication process, both formal and informal, between itself, as the voice of faculty, and the Compton Community College District, **Administration** and Board of Trustees. Such communication is crucial, for an informed faculty is a participatory faculty.
- 2) To accept the responsibility for equal partnership in the collaborative governance

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of this District, particularly in matters relating to academic issues and faculty professionalism.

- 3) To make timely, compelling recommendations to the Administration, the Board, and the State, regarding academic growth, development, and improvement of the District.
- 4) To regularly inform Compton Community College District faculty on all matters of its deliberations.
- 5) To act as campus lobbyist, advocate, and articulator of Compton Community College District faculty views and interests, with the administration, the public, and other concerned parties.
- 6) To establish a standard of professional conduct (*Code of Ethics*) for Compton Community College District faculty, to monitor faculty adherence to such a standard, and to hear complaints regarding alleged breaches of said standard.
- 7) To raise faculty integrity, professionalism, and respectability, and to monitor faculty adherence to those standards and defend the faculty against any who seek to weaken those standards.
- 8) To be responsible for staff development of district faculty.
- 9) To adhere to a proactive, progressive, and winning stance in all matters that pertain to the growth and development of the Compton Community College District.

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ARTICLE IV: Civility Statement

The operation and conduct of the Academic Senate, its sub-committees and its officers will adhere to the Compton College Statement of Civility and Mutual Respect.

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The manner in which we interact with one another is critical to cultivating and maintaining a meaningful and effective intellectual environment.

- Compton College is committed to the highest standards of academic and ethical integrity, acknowledging that respect for self and others is the foundation of educational excellence. As such, we will cultivate an environment of mutual respect and responsibility.
- Compton College encourages a climate of respect and inclusiveness that welcomes and embraces community members with diverse backgrounds and life experiences; deliberately seeks multiple perspectives; and supports the free and open exchange of ideas and civil discourse.
- Compton College uses contributions of the community to promote diversity, creativity, accountability, and transparency. Through Collaborative Governance, all constituent groups work together, in good faith, to make decisions related to

policies, procedures, and practices for the benefit of the students and **the** community that we serve.

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Our community can only continue to thrive when we approach each interaction and conversation with an open mind and when each member can contribute fully. Civility facilitates professional growth and achievement and promotes an environment where each person can reach his or her full potential.

Approved by the Academic Senate on December 5, 2019.

Approved by the Compton Community College District Board of Trustees on December 10, 2019.

BYLAWS

ARTICLE V: COMPOSITION

SECTION 1. ELECTORATE

- a. The full-time Electorate (herein after referred to as the Full-time **F**aculty) shall be limited to those non-management certificated persons who are employed on at least a ten-month contract (Code, 53200(a). The full-time faculty shall elect divisional and non-divisional Senators.
- b. The part-time Electorate (hereinafter referred to as the Adjunct Faculty) shall be limited to those non-management persons who are employed less than sixty-seven percent, or as specified by state law, over the ten-month academic year (Code 53200 (a). The Adjunct Faculty shall elect the Adjunct Senators.
- c. For purposes of eligibility, nomination, and voting in individual elections for the Academic Senate, a faculty member with assignment in two or more divisions shall vote in the division in which he/she performs the major part of work. A faculty member may vote only in this division.

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SECTION 2. ORGANIZATION

- a. The senators shall be elected from the faculty in each division. Counseling shall be treated as a division.
- b. Divisions having Full Time Equivalent Faculty (FTEF) shall be entitled to senate members on the following basis:
 - 1-14 Full Time Faculty- 3 members
 - 15 and above Full Time Faculty- 5 members
- c. The composition of the Senate shall be as follows:
 - Fine Arts, Communications and Humanities (**FACH**) - 5 senators (1 of the 5 shall be elected from Library Sciences)

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- Science, Technology, Engineering and Math (STEM) - 5 senators
- Counseling - 5 senators
- Social Sciences **[SS]** - 3 senators
- Business and Industrial Studies **[BIS]** - 3 senators
- Health and Public Services **[HPS]** - 3 senators
- Adjunct ~~F~~ **[Faculty]** - 2 senators

d. Senators representing divisions, teaching or non-teaching faculty not represented by a Division Chairperson, shall be tenured members of the faculty or full-time faculty in at least their second contract year.

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SECTION 3. EX-OFFICIO SENATE MEMBERS

The term “ex-officio member” shall mean a voting or non-voting member of the Senate who shall serve as a resource person, advisor, and/or communication link with other campus decision-making bodies. A collaborative and independent Senate and Union will help cultivate a unified and supported faculty body.

a. Ex-Officio Senate Members –Voting

- Union President
- Senate Sub-Committee Chairs

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b. Ex-Officio Senate Members - Non-Voting

- Vice-President of Academic Affairs
- The President of the Associated Student Organization or designee
- Vice President of Student Services or designee
- One member of the Compton College Board of Trustees, to be designated by the Senate

c. Academic Senate Duties of the Union President

- i. Provide clarification and consultation where there is overlap between the faculty contract and Academic Senate policies.
- ii. Serve as an Ex-officio voting member.
- iii. Perform such other tasks as the Senate may assign.
- iv. Work with the Senate President on committee appointments. The Academic Senate and CCCFE shall have the right to appoint representatives as part of the faculty component of all campus committees as listed in Administrative Regulation 2511 and to any new committees (including hiring committees and evaluation committees), which may additionally be established to which a faculty member may lawfully be appointed.

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d. Academic Senate Duties of the Curriculum Chair

- i. Chair the Curriculum Committee.

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- ii. Serve as a support person for Compton College faculty developing courses or proposing new programs and as a liaison between the College faculty and Divisional Curriculum Committees at partnering institutions.
- iii. Bring matters from the Curriculum Committee that requires voting approval from the Academic Senate.
- iv. Keep the Academic Senate and the College faculty aware of all matters related to curriculum as discussed by the Compton College Curriculum Committee.

e. Academic Senate Duties of the Distance Education Faculty Coordinator

- i. Chair the Distance Education Advisory Committee (DEAC).
- ii. Maintain records and report to the Academic Senate all actions taken, policies and procedures created by the DEAC Distance Education Advisory Committee and responses thereto.
- iii. Bring matters from the DEAC Distance Education Advisory Committee that require voting approval from the Academic Senate.
- iv. Chair the Distance Education Curriculum Sub-committee (DECS).
- v. Perform such other tasks as the Senate may assign.

f. Academic Senate Duties of the Faculty Development Chair

- i. Chair the Faculty Development Committee (FDC).
- ii. Maintain records and report to the Academic Senate all actions taken by the Faculty Development Committee (FDC) and responses thereto.
- iii. Bring matters from the FDC Faculty Development Committee that require voting approval from the Academic Senate.
- iv. In coordination with the Vice President of Academic Affairs and the Professional Learning and Engagement Development Committee (PLEC), shall investigate, monitor and propose policies and programs for faculty professional development, and present proposals for use of faculty development funds to the Senate.
- v. Perform such other tasks as the Senate may assign.

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ARTICLE VI: ELECTION

SECTION 1. DIVISIONAL AND NON-DIVISIONAL REPRESENTATIVES

- a. Each division and non-divisional faculty group shall be responsible for the election of representatives to the Academic Senate.
- b. The Division Chair or a Senate designated representative will announce elections before the March division meeting. Academic Senate ~~representatives~~ shall be elected during the March Division meeting.
- c. Any faculty member that is in their second contract year, after their second evaluation, is eligible to serve. In the event there are not enough eligible faculty candidates, a

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division can select faculty who are in their first contract year, after their first evaluation, and will be considered by the Executive Board.

- d. Elections shall be held ~~by secret ballot~~ and winners must receive a plurality of the votes. Winners should be forwarded to the Academic Senate Vice-President immediately upon election to be announced at the first meeting in April.
- e. Senators will serve a three-year term.
- f. When a Division's or non-divisional group's **Representative** has been elected President or President-Elect of the Academic Senate, that Division or group shall be invited to elect a replacement Senator whose term of office shall coincide with the term of the newly elected President or President-Elect. Election to replace the representative shall take place within the Division or non-divisional group.
- g. If at any time the seat of a representative is vacated before a term expires, the Division or non-divisional group shall conduct a special nomination and election process to replace that representative.

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SECTION 2. ADJUNCT SENATORS

- a. The Vice President solicits candidates from the adjunct faculty to hold an election to determine who shall serve as Adjunct Senators during the first Senate meeting in April. The election will be held in the first meeting of May.
- b. Adjunct Senators shall be elected for a three-year term and shall assume their responsibilities at the first regular General Meeting in May.
- c. If at any time, the seat of an Adjunct Senator is vacated before that term expires, the Senate shall conduct a special nomination and election process to replace that Senator in accordance with the election procedures for adjunct senators.

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e:

SECTION 3. SUBCOMMITTEE CHAIRS

a. The Academic Senate shall elect its Senate Sub-committee Chairs from tenured members of the full-time faculty. The Vice President shall issue a call for nominations. The Vice President is responsible for processing nominations and for verifying the eligibility of each nominee. Nominations for chair positions are made from the floor by Senators. At the time of nomination, the nominees must indicate whether they wish to be considered for the position nominated. The Vice President shall be responsible for conducting the election by ~~secret ballot~~ vote. To be elected, a candidate must receive a vote from a plurality of those senators voting.

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b. When applicable, the elected Subcommittee Chair will subsequently apply for the chair position through the District application process.

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SECTION 3. DUTIES OF A SENATOR

Senators shall:

- a. Regularly attend meetings of the Academic Senate and vote on issues to represent the interests of the divisions/areas that elected them;
- b. Bring issues from their divisions/areas to the Academic Senate;
- c. Solicit input from their division/area faculty on issues before the Senate.

Senators shall adhere to duties set forth in BP 2520 Academic Senate and the Senate Constitution and Bylaws. Failure to adhere to BP 2520 and the Senate Constitution and Bylaws may be grounds for removal.

ARTICLE VII: OFFICERS

SECTION 1.

The Academic Senate shall choose its President, Vice President, President-Elect, Secretary, Board Representative, Treasurer, from among the members of the Academic Senate. ~~Senate sub-committee chairs shall be officers of the Senate Executive Board.~~ All Senate officers must be tenured members of the full-time faculty when they take office.

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SECTION 2.

Nominations: At the second meeting in April, the Vice President shall issue a call for nominations. The Vice President is responsible for processing nominations and for verifying the eligibility of each nominee. Nominees must be members of the Senate. Nominations for office are made from the floor by Senators. All nominees for President shall be sitting full-time Senators. If no sitting senators seek the position of the President, the Senate can open the election to all tenured full-time faculty who served in the Senate within the past three years. At the time of nomination, the nominees must indicate whether they wish to be considered for the position nominated. The order of nomination of offices shall be President, President-Elect when applicable, Vice President, Secretary, Treasurer, Board Representative.

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Presentation of Candidates: At the first meeting in May, the nominees shall be presented to the Senate. A statement of candidacy shall be distributed.

Elections: The Vice President shall be responsible for conducting the election ~~by secret ballot vote.~~ To be elected, a candidate must receive a vote from a plurality of those senators voting. If election voting should be deemed necessary due to campus closure because of an Executive Order, the voting process shall follow the guidelines laid out in Article VII, SECTION 2: Electronic Voting.

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Announcement of Election Results: The Vice President shall report the election results to the Senate President immediately and to the body of the Senate at the next scheduled meeting.

SECTION 3.

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~~The Academic Senate shall elect its Senate Subcommittee Chairs from tenured members of the full time faculty. The Vice President shall issue a call for nominations. The Vice President is responsible for processing nominations and for verifying the eligibility of each nominee. Nominations for chair positions are made from the floor by Senators. At the time of nomination, the nominees must indicate whether they wish to be considered for the position nominated. The Vice President shall be responsible for conducting the election by secret ballot vote. To be elected, a candidate must receive a vote from a plurality of those senators voting.~~

~~When applicable, the elected Subcommittee Chair will subsequently apply for the chair position through the District application process.~~

~~SECTION 4.3.~~

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The term of officers, with the exception of the President-Elect which is one year, shall be 2 years from July 1 to June 30. Officers shall assume responsibilities on July 1 of his/her election.

~~SECTION 5.4:~~

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The term of each officer shall be for two years, with the exception of the President-Elect, who will serve a dual role for one year as President-Elect and Vice President, and two years as President which is cumulatively three years. This shall not preclude an individual holding a given office at another point in time. Officers may be elected to subsequent terms. The President may be elected to a subsequent term with a term limit of two terms consecutively. The President may run again following two consecutive terms after there is a minimum of a one term break.

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~~SECTION 6.5.:~~

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If the President cannot or does not complete the term of office, the Vice President shall serve as President. The Executive Board shall meet to determine if an election needs to be held.

If an officer, other than the President, cannot or does not complete the term of office, the Executive Board may appoint a replacement for the remainder of the term.

~~SECTION 7.6. DUTIES OF THE PRESIDENT~~

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a. The President shall:

- ~~i.~~ Preside over meetings.
- ~~ii.~~ Prepare and distribute the agenda for all Academic Senate meetings. All relevant and timely items shall be added to the agenda for discussion.
- ~~iii.~~ Approve expenditures of all funds in consultation with the Executive Board.

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- ~~iii~~.iv. Upon invitation, attend meetings of the President/CEO’s Cabinet and/or other appropriate District meetings.
- ~~iv~~.v. Recommend the agenda for all Academic Senate Board meetings in consultation with the Executive Board.
- ~~v~~.vi. Co-chair Consultative Council.
- ~~vi~~.vii. Prepare the agenda for Executive Board meetings. Executive Board members may suggest items to be added to the Executive Board Agenda and Academic Senate Agenda by majority vote.
- ~~viii~~.viii. Recommend for the Academic Senate’s approval a candidate for the position of Parliamentarian. The Parliamentarian shall have thorough knowledge of the Academic Senate Bylaws and Constitution as well as the most current edition of *Robert’s Rules of Order* and *the Ralph M. Brown Act*.
- ~~ix~~.ix. Recommend for the Academic Senate’s approval a candidate for the position of legislative liaison. The legislative liaison shall be a sitting Senator or a member of the faculty.
- ~~x~~.x. Create appropriate Ad Hoc Committee on for Professional Standards and Ethics.
- ~~xiii~~.xi. Perform all functions that are normally thought to be within the realm of the presiding officer which are not denied by the Bylaws, Senate Rules, or Procedures.
- ~~x~~.xii. Chair the Executive Board; represent the Senate to the administration, the Board of Trustees, and the Academic Senate for the California Community Colleges (ASCCC); ensure full representation of faculty on Senate, Executive Board, and campus committees.
- ~~x~~.xiii. By the close of the President’s term, the President shall prepare a summary report for the incoming President that includes accomplishments and pending business.
- ~~x~~.xiv. Work with the Union President on committee appointments. The Academic Senate and CCCFE shall have the right to appoint representatives as part of the faculty component of all campus committees as listed in Administrative Regulation 2511 and to any new committees (including hiring committees and evaluation committees), which may additionally be established to which a faculty member may lawfully be appointed.

b. Except in matters that call for a ~~secret~~ ballot in tie votes, unless otherwise expressly set forth in this document, the President shall not vote on regular issues before the Academic Senate, but shall act as a facilitator and mediator on such issues.

SECTION ~~8~~ 7. DUTIES OF THE VICE PRESIDENT

- a. The Vice President shall:
 - i. Preside over meetings in the absence of the President.
 - ii. Assist the Senate President in carrying out the business of the Academic Senate.
 - iii. Attend college and district meetings in the absence of the Senate President.
 - iv. Conduct all elections.
 - v. Chair ad hoc Professional Relations Committee.
 - vi. Review educational policies. The vice president may call on other faculty and other campus members to help investigate, monitor and propose matters

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- concerning educational policies, such as degree and certificate requirements, grading policies and standards, policies regarding student preparation and success, and minimum qualifications.
- vii. Perform such functions as the President assigns to assist in carrying out the purposes and policies of the Academic Senate.

SECTION 98. DUTIES OF THE PRESIDENT-ELECT

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a. The President-Elect shall:

- i. Become familiar with the duties of the Senate President; learn pertinent parliamentary procedure; become familiar with the Compton Community College **District** governance structures; and learn the functions of the ASCCC. The President-Elect is encouraged to attend ASCCC Area C meetings and the plenary sessions.

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b. The President-Elect ~~will serve as the Vice-President of the Senate. may also hold another office in the Senate until beginning his/her term of office as President.~~

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c. The President-Elect shall be a voting officer of the Executive Board. ~~if not holding another office.~~

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SECTION 109. DUTIES OF THE SECRETARY

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a. The Secretary shall:

- i. Prepare and distribute minutes of all Academic Senate meetings.
- ii. Maintain an electronic file of all records (minutes, reports, etc.) and official documents of the Academic Senate except those placed in the keeping of others, such as records stored in the College archives.
- iii. The Secretary shall be responsible for all official Senate correspondence.
- iv. ~~Prepare and distribute the agenda for all Academic Senate meetings in consultation with the Executive Board.~~
- v. The Secretary shall maintain the Senate's web page and other internet links as designated by the body.
- vi. Be an ex-officio member of Curriculum Committee.
- vii. Perform such functions as the President assigns to assist in carrying out the purposes and policies of the Academic Senate.

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SECTION 110. DUTIES OF THE TREASURER

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a. The Treasurer shall:

- i. Keep the financial records up to date and in good order.
- ii. Give oral and/or written financial reports of the status of the Academic Senate's finances as required or requested by the Academic Senate.
- iii. Input all budget items into the institution's software for Executive Board approval.
- iv. With the approval of the Executive Board, make all properly authorized payments for the Senate which are not inconsistent with the Bylaws, the Senate Rules or the Procedures, and which do not threaten the solvency of the

- Academic Senate.
- v. Perform such functions as the President assigns to assist in carrying out the purposes and policies of the Academic Senate.

SECTION ~~12~~11. DUTIES OF THE PAST-PRESIDENT

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- a. The Past-President of the Senate shall:
 - i. Serve for one year as advisor to the Executive Board.
 - ii. **Serve as Vice-President of the Senate for one year.**
 - iii. Be considered an officer of the Senate.
 - iv. Advise the President of the Senate and serve as a voting member of the Executive Board of the Senate.
 - v. Serve the Academic Senate in any capacity that the Executive Board determines is appropriate.

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SECTION ~~13~~12. DUTIES OF THE FACULTY REPRESENTATIVE TO THE BOARD OF TRUSTEES

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- a. The Faculty Representative to the Board of Trustees shall:
 - i. Present the faculty viewpoint to inform and make recommendations to the Board of Trustees on relevant issues and concerns.
 - ii. Attend all Board meetings and Academic Senate meetings and report to the Senate on activities and accomplishments.
 - iii. Communicate with any and all committees or groups on campus, as he/she deems relevant.
 - iv. Develop relationships with Board of Trustee members to assist in accomplishing Academic Senate goals.

~~SECTION 14. DUTIES OF CURRICULUM CHAIR~~

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- ~~i.v. Chair the Curriculum Committee.~~
- ~~ii.vi. Serve as a support person for Compton College faculty developing courses or proposing new programs and as a liaison between the College faculty and Divisional Curriculum Committees at partnering institutions.~~
- ~~iii.vii. Bring matters from the Curriculum Committee that requires voting approval from the Academic Senate.~~
- ~~iv.viii. Keep the Academic Senate and the College faculty aware of all matters related to curriculum as discussed by the Compton College Curriculum Committee.~~

~~SECTION 15. DUTIES OF THE DISTANCE EDUCATION FACULTY CHAIR-COORDINATOR~~

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- ~~i.vi. Chair the Distance Education Advisory Committee.~~
- ~~ii.vii. Maintain records and report to the Academic Senate all actions taken, policies and procedures created by the Distance Education Advisory Committee and responses thereto.~~

- ~~iii.viii.~~ Bring matters from the Distance Education Advisory Committee that require voting approval from the Academic Senate.
- ~~iv.ix.~~ Chair the Distance Education Curriculum Sub-committee.
- ~~v.x.~~ Perform such other tasks as the Senate may assign.

SECTION 16. DUTIES OF THE FACULTY DEVELOPMENT CHAIR

- ~~i.vi.~~ Chair the Faculty Development Committee.
- ~~ii.vii.~~ Maintain records and report to the Academic Senate all actions taken by the Faculty Development Committee and responses thereto.
- ~~iii.viii.~~ Bring matters from the Faculty Development Committee that require voting approval from the Academic Senate.
- ~~iv.ix.~~ In coordination with the Vice President of Academic Affairs and the Professional Development Committee, shall investigate, monitor and propose policies and programs for faculty professional development, and present proposals for use of faculty development funds to the Senate.
- ~~v.x.~~ Perform such other tasks as the Senate may assign.

SECTION ~~17~~13. DUTIES OF THE ADJUNCT REPRESENTATIVE

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- a. The Adjunct Representative shall:
 - i. Serve as the voice of the adjunct faculty of the college in matters specifically related to adjuncts.
 - ii. Help foster respect and inclusion among all faculty.

SECTION ~~18~~14. MEMBERSHIP OF THE EXECUTIVE BOARD

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- i. All officers, President, Vice President, Past President, President-Elect, Secretary, Board Representative, Treasurer, ~~Senate Subcommittee Chairs~~, one of the Adjunct Senators shall constitute the Executive Board.
- ii. The Senate receives 120% release time and the Executive Board will determine how it shall be designated.
- iii. The Executive Board may invite guests to an Executive Board meeting with majority Executive Board member approval.

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SECTION ~~19~~15. RECALL OF OFFICERS

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Upon presentation to the President of the Academic Senate of a petition signed by at least ten percent of full-time faculty requesting that an officer be recalled, the Academic Senate's Vice President will verify that the signatures are signed by at least ten percent of full-time faculty, and will conduct the voting process, if needed. Just cause for recall of officers ~~constitutes not fulfilling duties as set forth in Article VI. shall be provided in writing.~~

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The Academic Senate shall distribute such a proposal to all full-time faculty within one week following its next scheduled meeting. The Academic Senate shall direct the President

to distribute any comments as submitted related to the recall of a Senate officer and to submit the proposal for recall for vote ~~by secret ballot~~ of full-time faculty within four weeks after the distribution of the proposal to the full-time faculty. If the recall is approved by a majority of the full-time faculty who voted, such officer shall be removed from office and the Academic Senate shall determine the process for filling the vacancy. In the case of the recall of the President, the petition shall be presented to the Vice President, who shall perform the duties of the President listed above in this Article VI Section 6.

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ARTICLE VIII: MEETINGS

- a. Regular meetings of the Academic Senate shall be held at least twice a month during the normal operating semesters of the academic year, on the first and third Thursdays following the first and third Tuesdays. Meeting dates can be adjusted to account for holidays and events. The Executive Board shall establish a calendar of meeting dates and shall distribute them to all Senators.
- b. A quorum shall consist of a simple majority of Academic Senate members. When a quorum is lost, no action shall be taken; however, discussion may continue.
- c. Special meetings of the Academic Senate shall be held as deemed necessary by a majority of the Academic Senate members or by the Executive Board of the Academic Senate.

~~d.~~ All meetings of the Academic Senate shall be open to any member of the faculty and, upon request to the Executive Board of the Academic Senate, to any other interested parties as well.

~~e.~~ The agenda of the Academic Senate shall be ~~established~~ distributed by the President, by the Executive Board. ~~At a meeting of the Faculty Senate, any senator may present an item for a future agenda of the Faculty Senate providing there is no protest, by a member of the Faculty Senate. In case of protest, a majority vote of the Faculty Senate shall prevail.~~

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~~f.d.~~ Actions of the Academic Senate shall be in the form of motions or resolutions approved by a majority of a quorum of the membership present.

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~~g.c.~~ No proxy voting will be allowed.

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~~h.f.~~ The president may place the Senate into executive session as prescribed in *Robert's Rules of Order* (latest rev. ed.).

~~i.g.~~ Absence from three Senate meetings per semester without excuse, said absence recorded by the Secretary, shall be construed as resignation. If someone is not able to serve for one semester, a substitute must be elected following the division election process.

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~~j.h.~~ A quorum of the Senators may adjourn any Senate meeting to meet again at a stated day and hour. Notice of the time and place of holding an adjourned meeting shall be given to absent Senators, either in writing or electronically. In the absence of a quorum,

a majority of the Senators present at any Senate meeting, either regular or special, may adjourn until the time fixed for the next regular meeting of the Senate.

ki The President, Vice President, President-Elect or, in their absence, any officer shall preside at meetings of the Senate. The Secretary of the Senate or, if absent, any person appointed by the presiding officer, shall act as Secretary of the Senate meeting. Except as otherwise provided, Robert’s Rules of Order (Latest rev. ed.) shall govern the conduct of all meetings.

lj The agenda for all meetings shall be prepared by the President ~~Executive Board~~, distributed to all faculty members, and posted for the public at least three school days prior to regular meetings of the Senate. A motion to approve the agenda shall be called for as the first order of business, at which time any motions to amend the agenda or order of items shall be considered.

Commented [MMM1]: This is the current practice, and has been the current practice for at least 2 past presidents.

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mk Members of the faculty may refer inquiries and recommendations to the Senate through any Senator or through any officer of the Senate, and any such referrals shall come before the Senate, be acted upon, and shall result in a report by the Senate to the referring member.

nl Any recommendation referred to the faculty which shall be approved by a majority of those voting shall become official policy of the Senate and shall be forwarded to the Administration and/or Board of Trustees as the recommendation of the Senate.

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om The Executive Board of the Academic Senate shall meet at least twice a month during normal operating semesters. The Executive Board shall establish a calendar of meeting dates to be distributed to all Executive Board members.

pn The Academic Senate President and Faculty Representative to the Board of Trustees are expected ~~to attend all Board meetings throughout the academic year not including meetings held during the summer~~ and the winter months.

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SECTION 1. REMOTE MEETINGS

- a. The Academic Senate may meet remotely in the event that in person meetings are not allowed because of an Executive order.
 - The Senate must, each time, give notice of meetings, advertise the means by which the public may comment and the procedure the Senate will use to address “requests for reasonable modification or accommodation from individuals with disabilities, consistent with the *Americans with Disabilities Act* and resolving any doubt whatsoever in favor of accessibility.”
 - All requirements in both the *Bagley-Keene Act* and the *Brown Act* expressly or impliedly requiring the physical presence of members, the clerk, or other personnel of the body, or of the public as a condition of participation in or quorum for a public meeting are waived.
 - Where posting of agendas is concerned, The Senate is responsible for adhering to the same “timeframes” and “means otherwise prescribed by the *Bagley-Keene*

Act or the *Brown Act*” but that each notice must also give information about how members of the public may observe and comment and about how the legislative body will resolve requests for accommodations and accessible materials. The Senate may alert the public via “the most rapid means of communication available at the time” which may include ~~the Academic Senate’s Website~~ or an email communication.

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- When it is neither sound nor advisable to travel to the campus to post a physical agenda, but ~~the Senate~~ will make all efforts to ensure that the meetings are publically noticed in accordance with Government Code section 54954.2.
- The Senate may meet remotely using teleconference technology without providing a physical location or requiring any member or personnel be present at a physical location accessible to the public.
- The agenda does not need to state the teleconference location from which each member will participate.
- Members of the legislative body do not need to allow members of the public to join them at their physical location in order to comment. Instead, agendas and notices should state the means by which the public may participate.
- Agendas do not need to be posted at every teleconference location, as they normally would be under *Brown Act* or *Bagley-Keene*.
- The legislative body can meet remotely even if a quorum or more of its members are joining remotely from beyond the boundaries of the legislative body’s jurisdiction.
- The following procedures for speaking attendees, including both Senators and guests, participating remotely, are as follows:
 - When you join the meeting, all participants shall type their name and appropriate division in the chat box for attendance reporting in the minutes.
 - Participants shall wait to be called upon by the President to speak.
 - Participants shall state their name before they make a comment or ask a question so that they can be accurately acknowledged in the minutes.
 - All voting shall be conducted via technology that tracks an individual voting member’s vote to their name.

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SECTION 2: ELECTRONIC VOTING

The Senate and Senate ~~Sub-~~Committees may use electronic voting for resolutions, recommendations, or other deliberative matters, so long as the following requirements are fulfilled:

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- Compliance with *Robert’s Rules of Order*, relating to electronic voting in order to provide, at a minimum, simultaneous aural communications between all meeting participants.
- Compliance with all other committee meeting regulations provided for under this section.
- The Academic Senate has authorized voting electronically in advance.

- Voting members of ~~the~~ Senate all receive the same information.
- A date and time is set for the start and end of each electronic vote.
- No motion is approved by less than a majority of the current voting members of the entity, excluding vacancies.
- Votes conducted electronically are recorded in the minutes of the next regular meeting.
- The Vice President shall provide to each voter either a ballot or instructions for voting electronically, accompanied by all relevant texts, such as background information.
- For electronic voting, the Vice President shall utilize a system which verifies each voter's identity and which maintains security.
- The Vice President shall deliver the electronically received votes to the agency authorized to count the ballots and to certify the results to ~~the~~ Academic Senate Executive Board.
- The Vice President shall follow all elections procedures in Article VI.

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ARTICLE ~~IXVIII~~: COMMITTEES

SECTION 1. SUB-COMMITTEES

a. The Senate shall have the power to create such standing or temporary committees as it deems necessary. Such committees shall be known as "Senate Sub-Committees." Faculty Senate Sub-Committee members shall be appointed by the Senate President in consultation with the Executive Board, and will be approved by the Senate. ~~The membership of any Faculty Senate Committee may be changed by majority vote of the Senate Sub-Committee.~~

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b. Standing Senate Sub-Committees shall adopt a Constitution which includes a mission and purpose statement, roles and responsibilities, and goals.

c. *Senate sub-committees include:*

- i. *Curriculum*
 - *Distance Education Curriculum*
- ii. *Distance Education Advisory Committee*
 - *Faculty Course Review*
- iii. *Faculty Development*

d. *Senate ad-hoc committees include:*

- i. *Professional Relations*
- ~~ii.~~ *Professional Standards and Ethics*

SECTION 2. DISTRICT COMMITTEES

As indicated in Article II, Senate-designated representation is called for on all relevant District committees charged with either making policy or policy recommendations. This

includes, but is not limited to, the following regular, standing District committees. *AR 2511 Council and Committee Structure* states Certificated Faculty shall be appointed by the Academic Senate and CCCFE Certificated Employees.

1. Consultative Council
2. Accreditation Steering Committee
3. Institutional Effectiveness
4. Equal Employment Opportunity/Staff Diversity
5. Planning and Budget
6. Facilities
7. Technology
8. Enrollment Management
9. Student Success
10. Student Equity
11. Professional Learning and Engagement
12. Health, Safety, and Parking
13. Auxiliary Services
14. Audit
15. Calendar
16. Tartar Support Network
17. Tartar Focused and Directed Pathways to Completion

The Academic Senate shall also have primary responsibility for the operation of the following District committees, in accordance with the Education Code and in consultation with the collective bargaining unit and administration, as set forth in contract and policy. *AR 2511 Council and Committee Structure* states Certificated Faculty shall be appointed by the Academic Senate and CCCFE Certificated Employees.

1. Faculty Hiring Committees
2. Faculty Equivalence
3. Hiring Prioritization
4. Administrative Hiring/Retreat
5. Administrative Evaluation
6. Sabbatical Leave

SECTION 3. Committee Organization

- A. Any committee policy or procedure not covered by the Senate Constitution or by these bylaws shall be covered by *Robert's Rules of Order, Newly Revised*.
- B. Chairpersons of Academic Senate Subcommittees shall:
 - i. Regularly hold committee meetings.
 - ii. Regularly report to the Executive Board.
 - iii. Any change in faculty status or resignation from the committee must be made immediately known to the committee chair, who will inform the Executive Board so that a replacement can be sought.

C. Committee Meetings:

- i. All standing committees shall meet on a regular basis, according to the published schedule.
- ii. Meeting locations shall be arranged by the committee chairs.

D. Quorum and Voting:

- iii. The quorum for each standing committee shall consist of a majority of the committee membership, not including vacant positions.
- iv. A simple majority of those voting shall carry a motion.
- v. The chairperson shall have the right to vote on all matters.

E. Each committee chairperson shall be responsible for adequate record keeping procedures. All official committee actions and resolutions shall be recorded and sent to the Senate office for filing and/or distribution. All official committee communications shall be routed through the Senate office.

F. Standing committees of the Senate are subject to the *Brown Act*.

SECTION 4. PROFESSIONAL RELATIONS COMMITTEE (AD HOC)

The Professional Relations Committee (PRC) is convened when necessary. The Academic Senate receives, in writing, matters related to problems between faculty members. It is the committee's responsibility to investigate, mediate, and render a decision regarding such a matter. The composition of the committee is as follows:

- The Senate Vice President chairs the committee
- The Senate ~~Past~~ President acts as Ombudsman.
- The Senate Secretary types or otherwise records the meeting.

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The committee presents its findings to the Executive Board of the Senate who ratifies the decision or requests additional information regarding the decision. Upon recommendation, the decision may be presented to the next meeting of the full Senate. This full Senate meeting will be conducted in closed session. Upon the findings and recommendations of the PRC, the full Senate shall vote to acquit or censure the individual against whom the complaint was brought. In case of censure, the report of the Senate's action and formal notification of censure shall be recorded and distributed to the campus body.

Time Limits:

Within five (5) school days after a charge involving a faculty member is presented to the Professional Relations Committee, the Committee shall meet to hear the charge. Twenty (20) school days, following the original meeting, shall be allowed for the recommendation of the Committee to the Senate Executive Board.

Time limits may be extended if circumstances require and/or both parties agree to an extension. However, every effort shall be made by the Committee to make its recommendation within the suggested time limits, and before the end of the academic year.

SECTION 5. PROFESSIONAL STANDARDS AND ETHICS

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The Academic Senate may consider matters of professional standards and ethics as may apply to academic institutional concerns. The Academic Senate may create an Ad Hoc Committee for such matters that concern the academic well-being and management of the institution. The Senate may, upon the Ad Hoc Committee findings, pass: a) Resolutions of Commendation b) Resolutions of Confidence c) Resolutions of No Confidence, or d) Resolutions of Censure, as well as other measures as it may deem appropriate and lawful.

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The Senate President will appoint a Senator or full-time faculty member to chair the Ad Hoc Committee. The Chair will then select several volunteers to help advise them with the tasks. The findings of the Ad Hoc Committee will be presented to the Academic Senate for discussion and ratification.

SECTION 6. RESIGNATION

A Senator and/or officer may resign by giving a written notice of resignation to the Academic Senate Executive Board. The Division is responsible for electing a senator to fill the vacancy. The Executive Board, where necessary, shall appoint an officer.

ARTICLE IX: SENATOR EMERITUS

SECTION 1.

- a. Senator Emeritus of the Academic Senate may be granted upon retirement by the Executive Board of the Academic Senate to persons who made outstanding contributions which have supported the aims and functions of the Academic Senate.
- b. The Senator Emeritus is a non-voting member of the Academic Senate.

ARTICLE XI: AMENDMENT TO CONSTITUTION

SECTION 1. ADMENDMENT PROCESS

- a. Amendments to this Constitution may be adopted in one of two ways:
 - (1) By recommendation of 2/3 vote of the Senate membership and ratification by 2/3 of those faculty members voting.
 - (2) By recommendation of 10% or more of the full-time faculty and approval of 2/3 of those faculty members voting.
- b. The amendment procedure may be used to substitute a constitution or a new set of regulations for the organization. Such a new constitution or regulations shall become effective immediately upon ratification by the faculty.
- c. The Vice President of the Senate shall conduct all voting concerning amendments.
- d. All voting shall be by secret ballot and a notice of all ratified changes shall be sent to the Board of Trustees.

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e. Editorial Changes. Non-substantive, editorial changes in the Constitution may be made by a majority vote of the Senate. *Any changes to the appendices may be made by a majority vote of the Senate.*

ARTICLE XII: OPERATING PROCEDURES

SECTION 1.

In order to implement its purposes, the Senate may request information from or meet with (a) The Board of Trustees or any of its members, (b) administrative officers, or (c) any Compton Community College District office or its representatives.

SECTION 2.

After consultation with the ~~Administration~~, the Senate may present its written views and recommendations to the Board of Trustees (Title V of Subchapter 2, Sections 53200–53206 *California Code of Regulations*)

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SECTION 3.

Notwithstanding anything in this document to the contrary, if the Senate, by a two-thirds vote of its membership, finds that there are compelling reasons not to hold an election for Senate members in April of a given academic year, or not to hold an election for Senate officers in May of a given academic year, the Senate may postpone the election or elections until the fall semester. In any action taken to postpone an election pursuant to this section, the Senate shall also set a new date for the election which shall be no sooner than two and no later than four weeks after the beginning of the fall semester.

Revisions 4/2011 and 06/2020, and 2/2022.

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Equity Definition Update

During the professional development day last week, the campus discussed the new definition of equity. Commentary from the audience suggested that the definition should explicitly name students with disabilities. The current definition, that was approved by the Academic Senate, reads:

Equity refers to achieving parity in student educational outcomes, regardless of race and ethnicity, backgrounds, or identity. Equity processes ensure that all people have an equal opportunity to engage and succeed in a high-quality education experience while providing all students with the tools to support their academic, career, and personal goals. Compton College students identify needs and solutions to equity problems on campus. Compton College identifies and removes barriers that produce inequity and intentionally designs new programs or refines services to provide each student with what they need to be successful in their college experience.

It would be helpful to know if the Academic Senate supports a revision of the definition to include “students with disabilities”. It also brings up the question if other groups that have been identified as disproportionately impacted at Compton College (e.g., LGBTQA, foster youth, veterans) should be explicitly named.

Academic Senate Proposed New Programs of Study

1. Pilot program – since Compton Airport is so close
2. Respiratory Therapy
3. Special Education
4. Speech Language Pathology
5. Software/App development
6. Information Security Analyst
7. Physical Therapy assistant
8. Forensics Program
9. Cannabis Industry
10. Urban Horticulture
11. LVN/CAN
12. Radiology Tech
13. Stenography
14. Machine Learning/Artificial Intelligence
15. Real Estate Certificate
16. Game Design – could be part of digital arts program

Using Labor Market Data for Program Planning

Centers of Excellence (COE) for Labor Market Research



About the Centers of Excellence (COE)

California Community Colleges need to ensure that CTE curriculum produces workers with the skills relevant to the regional and statewide economies.

The COE provide **quality labor market data and information** to help colleges respond to workforce needs.

Colleges use the data for:



Investing in new and relevant programs



Assessing labor market needs



Reviewing existing programs



Pursuing grants

Today's Conversation

- The what and why of labor market information
- Compton area job market
- Overview of LaunchBoard
- Q&A

Where Colleges Use LMI

- Creating or substantially revising career education (CE) programs
- Retiring CE programs
- Required 2-year internal review of CE programs
- Applying for grant funding
- Developing college- or district-wide strategic plans
- Planning for a new off-campus center
- Providing career planning counseling services

Most Useful Data in Analysis

Occupational Demand

- Identifying SOC codes with most relevance to curriculum
- Typical educational requirements (BLS)/CPS attainment by occupation
- Current employment, projections, potential salary range

Industry Concentration

- Staffing patterns (industries that typically employ these types of workers)
- # of firms in study area

Educational Supply

- List of TOP code(s) relevant to the occupation(s) selected
- Supply estimates in CCC system and non-CCC institutions in region by certificate or degree

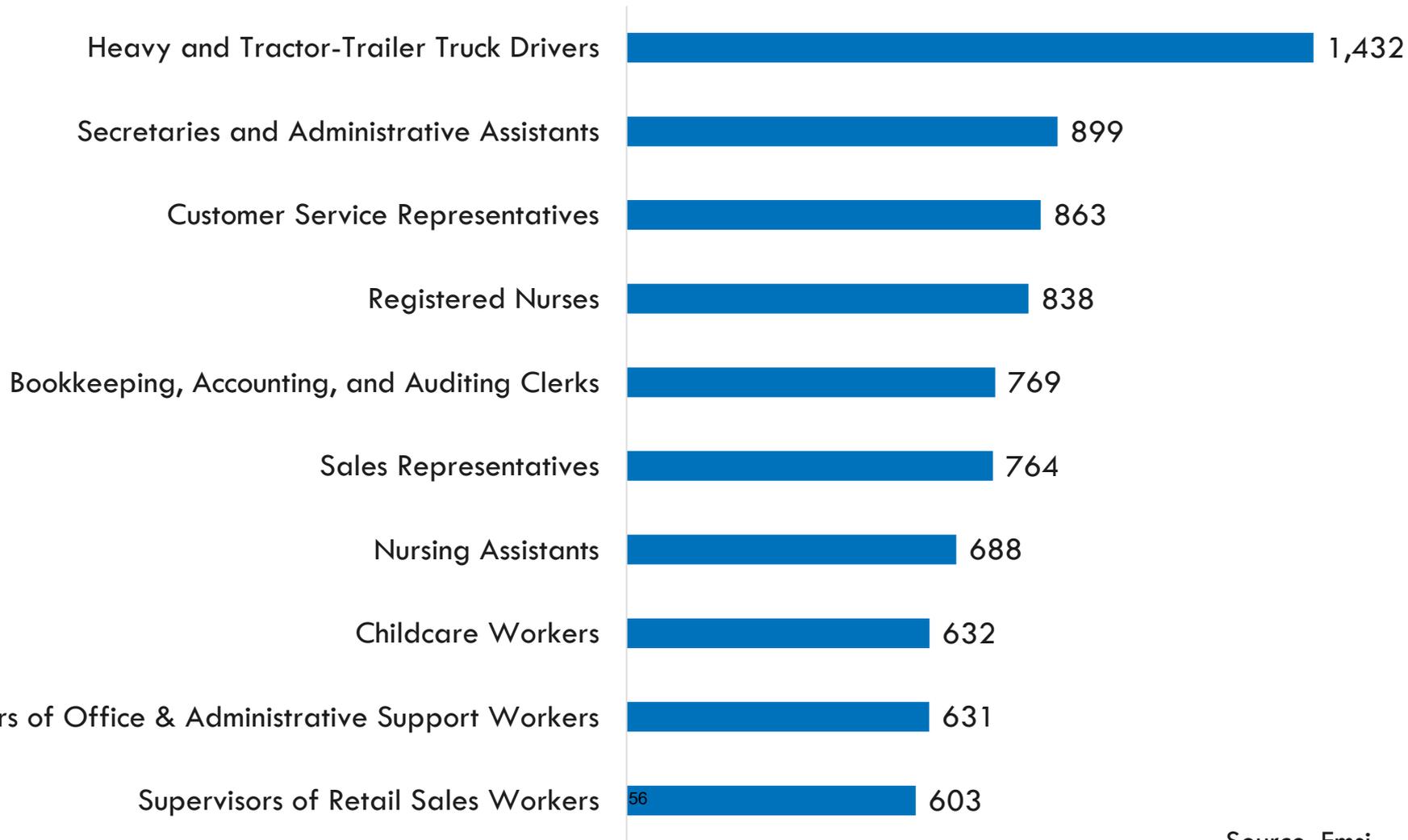
Student Outcomes

- Related state or region-level data on student outcomes (from UI wage matching data and CTE Outcome Survey)

Summary Analysis

- Indicate under/over supply, not enough data, further research needed, etc.

Middle-Skill Occupations by Annual Openings in Compton



Industry in Compton

Industry <i>Local Area Employers</i>	2017 Jobs	2022 Jobs
Local Government <i>Public hospitals, schools and colleges</i>	69,621	71,356
Food Services and Drinking Places <i>Aramark, Sodexo, Restaurant Depot</i>	44,667	49,074
Administrative and Support Services <i>Allied Universal, Securitas, G4S</i>	42,198	42,454
Social Assistance <i>The Mentor Network, ChildNet Youth Family Services, Children's Institute</i>	30,401	37,017
Ambulatory Health Care Services <i>Kaiser Permanente, Davita Inc., Telecare Corp.</i>	27,672	31,711

Industry in Compton

Industry	Location Quotient	Local Area Employers
Apparel Manufacturing	8.66	Advantage Products, Nygard International, Nature USA
Petroleum and Coal Products Manufacturing	6.98	SC Fuels, Phillips 66, Marathon Petroleum
Support Activities for Transportation	4.07	Yusen Logistics, AAA, DB Schenker
Furniture and Related Product Manufacturing	3.52	Diamond Mattress, Armstrong World Industries, The Beautiful Bed Company
Air Transportation	3.32	Forward Air Inc., JetBlue, Delta Air Lines

Industry in Compton

Industry	Location Quotient	Local Area Employers
Textile Mills	3.13	Texollini, Inc., Eagle Fabrics
Pipeline Transportation	2.78	Crimson Midstream, Kinder Morgan, MPLX
Fabricated Metal Product Manufacturing	2.19	Valmont Industries, Techni-Cast Corporation, McStarline Company
Truck Transportation	2.10	Reddaway, CEVA Logistics, NEXT Trucking
Social Assistance	2.00	California Mentor, ChildNet Youth and Family Services, Children's Institute

LMI by Guided Pathway

- **Public Health and Social Services**
- **Business and Industrial Studies**
- **Social Sciences**
- **Fine Arts, Humanities & Communication**

Public Health and Social Services

Nursing

Occupations registered nurses; nursing assistants; LVNs; home health aides

20,596 jobs in 2017

2,040 annual openings

Administration of Justice

Occupations police and sheriff's patrol officers; detectives and criminal investigators; supervisors of police and detectives; supervisors of correctional officers

5,465 jobs in 2017

398 annual openings

Business and Industrial Studies

Business and Marketing

Occupations administrative services managers; buyers and purchasing agents; sales representatives, wholesale and manufacturing, except technical and scientific products

11,118 jobs in 2017

1,084 annual openings

Computer Info. Systems

Occupations computer user support specialists; computer systems analysts; network and computer systems administrators; computer network architects; information security analysts

4,324 jobs in 2017

307 annual openings

Business and Industrial Studies

Automotive Technology/ Collision Repair

Occupations automotive service technicians and mechanics; automotive body and related repairers

4,554 jobs in 2017

439 annual openings

Cosmetology

Occupations hairdressers, hairstylists, and cosmetologists; first-line supervisors of personal service workers; manicurists and pedicurists; skincare specialists; barbers

4,154 jobs in 2017

557 annual openings

Business and Industrial Studies

Machine Tools/Welding

Occupations machinists; welders, cutters, solderers, and brazers; computer-controlled machine tool operators, metal and plastic; welding, soldering, and brazing machine setters, operators and tenders

5,096 jobs in 2017

529 annual openings

HVAC

Occupations heating, air conditioning, and refrigeration mechanics and installers; sheet metal workers

1,743 jobs in 2017

196 annual openings

Social Sciences

Early Childhood

Education/Development

Occupations childcare workers; preschool teachers, except special education

6,011 jobs in 2017

812 annual openings

Fine Arts, Humanities & Communication

Music

Occupations sound engineering technicians; audio and video equipment technicians

319 jobs in 2017

32 annual openings

Employer Job Postings in Compton Area

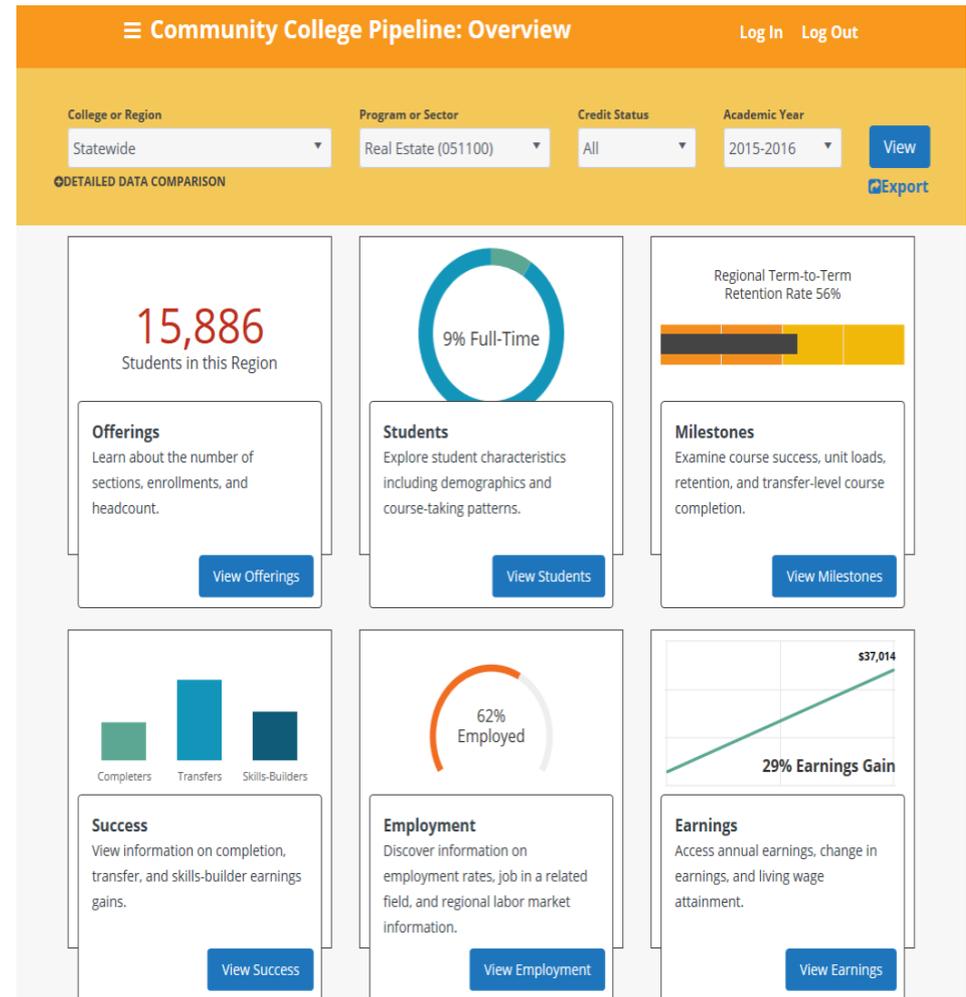
Top CE occupations by job postings in the
last 12 months

- Registered Nurses
- Sales Representatives
- Nursing Assistants
- Maintenance and Repair Workers
- Computer User Support Specialists

Cal-PASS Plus LaunchBoard

www.calpassplus.org/LaunchBoard

- Data system supported by the CCCCCO
- Data sets include:
 - Community College Pipeline
 - Adult Ed Pipeline
 - Guided Pathways
 - Strong Workforce
 - K-14 CTE Transitions



COE Website

www.coecc.net

- Search for LMI reports by occupation, industry and/or region
- Resources include TOP-SOC Crosswalk and Supply/Demand tables



Decision-Making Data

Our products and services offer a competitive advantage in: creating new and relevant programs and curriculum, pursuing grants, and accessing data.

SEARCH

TOOLS FOR YOU



Supply and Demand Tables

The COE have developed a suite of data tools to support the community college's decision-making with labor market data. Utilize these data tools to evaluate projected occupational demand and the supply of graduates from a program(s) of study.



TOP-SOC Crosswalk

Match California Community College TOP code programs to Standard Occupational Classification (SOC) codes and titles.



LMI Guides

A brief overview of LMI sources, tailored to the questions that colleges commonly ask related to developing programs, curriculum, writing grants, program review, and regional planning.

QUICK RESOURCE PANEL

New Additions

- Accounting - North Report ☆
- Cybersecurity Summary & Key Findings Report ☆
- Welding - North Report ☆
- Office Technology - North Report ☆

Top Resources

- Far North Regional Labor Market Assessment Report ☆
- Top 100 Occupations in Los Angeles County Report ☆
- Computer Information Systems Occupations Report ☆
- Cyber Security Occupations Report ☆

Search History

Start your search today to populate your recent history!

STUDIES BY REGION ▶

For more information, contact:

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Los Angeles/Orange County Region

lsanchez144@mtsac.edu

www.coecc.net



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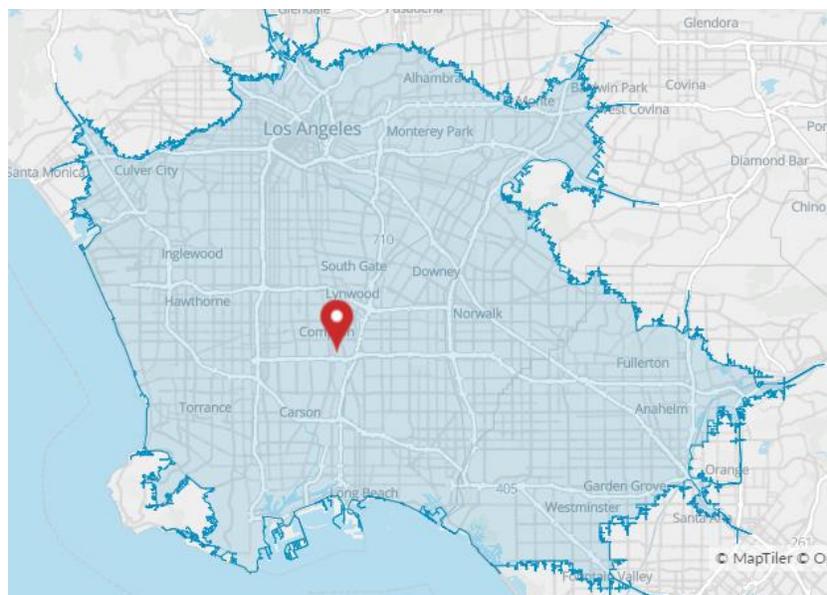
Inform Connect Advance

Labor Market Data by Guided Pathway

Compton College

The Los Angeles/Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Compton College with localized labor market supply and demand data related to their community college programs. This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs in the surrounding area. Compton College provided the LA/OC COE with a list of active programs available on their campus by Guided Pathway Division, which the LA/OC matched to corresponding occupations. Provided below is data regarding current and projected demand, average annual openings, and wages for each of these occupations within a 33-minute drive time from Compton College (see mapped area below)- the average commute for LA County residents based on data from United States Census Bureau.¹ Demand data was retrieved from EMSI (Economic Modeling Specialists Intl.). Additionally, provided below is data regarding the supply for these occupations from the 19 Los Angeles community colleges. This completion data is sourced from the Chancellor’s Office MIS Datamart.

Furthermore, the COE has identified ten potential opportunities for program development within Compton College. These programs have been selected as potential opportunities for development because they have been identified as having a significant supply gap. These opportunities exist for: Computer Information Systems and Systems Application, Cosmetology, Engineering Technology, Machine Tool Technology, Welding, Nursing, Fitness, Biotechnology, Child Development, and Special Education because these programs train for occupations that currently have annual openings that exceed the number of awards from related programs from the Los Angeles community colleges. However, a deeper analysis should be conducted before implementing or modifying such programs.



¹ [2019 American Community Survey, 1-year estimate](#)

Business and Industrial Studies

Heating, Ventilation, and Air Conditioning (HVAC) and Refrigeration

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Sheet Metal Workers	1,567	1,597	30	2%	151	\$16.26	\$23.96	\$37.78
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	5,453	5,660	206	4%	518	\$21.23	\$28.48	\$38.36
Total	7,020	7,257	237	3%	669	-	-	-

Supply:

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
0946.00	Environmental Control Technology	Citrus	11	11	4	9
		Compton	32	50	5	29
		El Camino	104	153	80	112
		LA Trade	92	86	72	83
		Long Beach	1	0	0	0
		Mt San Antonio	38	47	35	40
Total			278	347	196	274

Automotive Collision Repair/Painting; Automotive Collision Repair/Painting: Damage Estimating

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Insurance Appraisers, Auto Damage	155	139	(16)	(10%)	11	\$26.53	\$32.92	\$40.97
Automotive Body and Related Repairers	2,254	2,148	(106)	(5%)	184	\$14.50	\$21.10	\$31.36
Automotive Glass Installers and Repairers	683	636	(47)	(7%)	60	\$12.75	\$16.64	\$21.45
Painting, Coating, and Decorating Workers	250	229	(22)	(9%)	23	\$14.05	\$18.13	\$27.28
Total	3,342	3,152	(191)	(31%)	278	-	-	-

Supply:

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
0949.00	Automotive Collision Repair	Cerritos	21	15	19	18
		Compton	7	8	0	5
		El Camino	10	33	34	26
		LA Trade	32	9	16	19
		Rio Hondo	0	1	0	0
Total			70	66	69	68

Automotive Technology

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Electrical and Electronics Installers and Repairers, Transportation Equipment	205	201	(4)	(2%)	14	\$37.23	\$45.05	\$49.83
Electronic Equipment Installers and Repairers, Motor Vehicles	438	379	(59)	(13%)	41	\$14.98	\$17.25	\$19.36
Automotive Service Technicians and Mechanics	10,018	9,439	(579)	(6%)	849	\$14.83	\$21.66	\$29.22
Total	10,660	10,019	(641)	(6%)	904	-	-	-

Supply:

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
0948.00	Automotive Technology	Cerritos	57	58	71	62
		Citrus	85	114	13	71
		Compton	21	15	1	12
		East LA	84	70	35	63
		El Camino	97	70	77	81
		LA Pierce	137	86	110	111
		LA Trade	147	157	67	124
		Long Beach	0	0	24	8
		Pasadena	40	107	125	91
		Rio Hondo	85	90	86	87
		Santa Monica	0	2	0	1
Total			753	769	609	710

Business (including Business Administration & Business Management)

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
General and Operations Managers	37,766	37,492	(274)	(1%)	2,862	\$35.60	\$54.96	\$88.15
Administrative Services and Facilities Managers	6,494	6,549	55	1%	508	\$37.20	\$52.05	\$66.87
Industrial Production Managers	3,850	3,526	(325)	(8%)	230	\$38.95	\$51.19	\$69.67
Construction Managers	7,026	7,525	498	7%	552	\$22.87	\$39.52	\$68.24
Social and Community Service Managers	4,483	5,174	691	15%	495	\$29.77	\$40.49	\$49.46
Cost Estimators	3,196	3,098	(97)	(3%)	268	\$25.25	\$34.22	\$51.03
Total	62,816	63,364	549	1%	4,914	-	-	-

Supply:

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
0501.00	Business and Commerce, General	Cerritos	39	41	5	28
		Compton	1	0	0	0
		Glendale	48	40	46	45
		LA City	113	157	116	129
		LA Harbor	8	13	10	10
		LA Mission	29	9	0	13
		LA Pierce	0	5	17	7
		LA Southwest	20	30	29	26
		Long Beach	93	130	237	153
		Mt San Antonio	161	209	117	162
		Santa Monica	0	1	5	2
West LA	8	5	44	19		
Supply Subtotal			520	640	626	595

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
0505.00	Business Administration	Cerritos	181	206	250	212
		Citrus	434	349	398	394
		Compton	44	49	28	40
		East LA	159	227	247	211
		El Camino	310	295	306	304
		Glendale	246	216	241	234
		LA City	85	84	91	87
		LA Harbor	90	83	83	85
		LA Mission	60	51	88	66
		LA Pierce	181	211	208	200
		LA Southwest	22	35	56	38
		LA Trade	0	0	7	2
		LA Valley	99	131	147	126
		Long Beach	273	375	293	314
		Mt San Antonio	135	248	269	217
		Pasadena	847	909	1191	982
		Rio Hondo	216	241	276	244
		Santa Monica	335	297	334	322
		West LA	135	120	156	137
Supply Subtotal			3,852	4,127	4,669	4,216
0506.00	Business Management	Cerritos	405	456	516	459
		Citrus	1	2	0	1
		Compton	2	3	0	2
		East LA	26	29	18	24
		El Camino	23	23	33	26
		Glendale	10	9	13	11
		LA City	15	18	39	24
		LA Mission	4	3	1	3
		LA Pierce	0	3	2	2
		LA Valley	30	33	36	33
		Long Beach	22	21	29	24
		Mt San Antonio	161	202	145	169
		Santa Monica	18	23	0	14
Supply Subtotal			717	825	832	791
Total			5,089	5,592	6,127	5,603

Computer Information Systems & Computer Systems Applications

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Information Security Analysts	1,132	1,285	153	14%	109	\$44.01	\$55.38	\$67.66
Computer Network Support Specialists	2,115	2,155	40	2%	157	\$26.81	\$32.33	\$40.06
Computer User Support Specialists	8,683	8,861	178	2%	647	\$21.86	\$27.95	\$36.36
Computer Network Architects	1,888	1,875	(13)	(1%)	112	\$41.74	\$57.92	\$72.33
Network and Computer Systems Administrators	4,196	4,186	(10)	(0%)	257	\$35.39	\$45.73	\$56.91
Computer Systems Analysts	7,044	7,195	151	2%	494	\$39.75	\$52.15	\$65.25
Computer Occupations, All Other	8,341	8,325	(17)	(0%)	585	\$28.05	\$39.89	\$55.34
Total	33,399	33,882	482	0%	2,361	-	-	-

Supply:

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
0702.00	Computer Information Systems	Citrus	7	5	8	7
		Compton	0	1	0	0
		East LA	16	19	15	17
		El Camino	18	14	21	18
		Glendale	0	0	5	2
		LA City	4	1	1	2
		LA Mission	9	5	1	5
		LA Trade	14	8	20	14
		Mt San Antonio	0	0	79	26
		Pasadena	1	0	0	0
		Rio Hondo	19	21	10	17
		West LA	6	8	10	8
Total			94	82	170	115

Cosmetology

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
First-Line Supervisors of Personal Service Workers	3,192	3,253	62	2%	317	\$16.55	\$23.13	\$30.76
Barbers, Hairdressers, Hairstylists and Cosmetologists	9,495	9,271	(224)	(2%)	1,075	\$12.41	\$14.80	\$22.04
Makeup Artists, Theatrical and Performance	333	326	(7)	(2%)	35	\$41.98	\$57.46	\$68.01
Manicurists and Pedicurists	3,306	3,439	132	4%	402	\$11.64	\$13.53	\$15.51
Skincare Specialists	1,140	1,184	44	4%	134	\$13.18	\$16.66	\$22.85
Total	17,466	17,473	(7)	(0%)	1,963	-	-	-

Supply:

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
3007.00	Cosmetology and Barbering	Cerritos	67	122	86	92
		Citrus	177	177	143	166
		Compton	13	31	3	16
		El Camino	49	52	31	44
		LA Trade	83	98	62	81
		Pasadena	3	39	31	24
		Santa Monica	26	17	54	32
Total			418	536	410	455

Engineering Technology; Engineering Technician

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Civil Engineering Technologists and Technicians	1,037	1,044	7	1%	91	\$27.57	\$34.26	\$42.86
Electrical and Electronic Engineering Technologists and Technicians	2,366	2,236	(130)	(6%)	196	\$23.97	\$30.50	\$39.08
Industrial Engineering Technologists and Technicians	725	691	(34)	(5%)	61	\$23.00	\$31.24	\$42.31
Mechanical Engineering Technologists and Technicians	632	602	(30)	(5%)	53	\$27.12	\$35.62	\$43.17
Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	1,713	1,672	(41)	(2%)	146	\$23.35	\$29.53	\$38.71
Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	5,713	5,119	(594)	(10%)	532	\$14.28	\$16.89	\$20.87
Total	12,187	11,364	(822)	(7%)	1,079	-	-	-

Supply:

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
0924.00	Engineering Technology, General (requires Trigonometry)	Cerritos	23	26	15	21
		East LA	0	0	1	0
		Glendale	17	14	7	13
		Mt San Antonio	0	0	2	1
		Pasadena	173	176	216	188
Total			213	216	241	223

Machine Tool Technology; Machinist; Numerical Control Programmer; CNC Machine Operator

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Machinists	7,638	7,397	(242)	(3%)	709	\$16.38	\$21.17	\$27.80
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,604	1,500	(104)	(6%)	143	\$14.48	\$16.72	\$21.14
Total	9,242	8,897	(345)	(4%)	851	-	-	-

Supply:

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
0956.30	Machining and Machine Tools	Cerritos	38	30	37	35
		Compton	1	19	12	11
		El Camino	32	47	22	34
		Glendale	0	7	7	5
		LA Pierce	10	12	8	10
		LA Trade	17	14	4	12
		LA Valley	3	6	3	4
Total			101	135	93	110

Welding

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Welders, Cutters, Solderers, and Brazers	5,300	5,082	(218)	(4%)	495	\$15.72	\$19.87	\$25.94
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	528	461	(68)	(13%)	47	\$15.44	\$18.79	\$22.82
Total	5,828	5,542	(286)	(5%)	542	-	-	-

Supply:

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
0956.50	Welding Technology	Cerritos	85	131	118	111
		Compton	5	1	2	3
		El Camino	25	33	30	29
		Glendale	0	2	4	2
		LA Trade	27	16	26	23
		Long Beach	0	11	8	6
		Mt San Antonio	15	28	23	22
		Pasadena	2	11	4	6
		Rio Hondo	18	2	10	10
Total			177	235	225	212

Fine Arts, Communications, and Humanities

Music

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Audio and Video Technicians	1,889	1,894	5	0%	198	\$20.58	\$30.62	\$43.82
Sound Engineering Technicians	751	747	(4)	(0%)	79	\$17.02	\$29.99	\$50.85
Total	2,640	2,641	1	0%	277			

Supply:

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
1005.00	Commercial Music	Cerritos	9	3	5	6
		Citrus	58	58	51	56
		Glendale	3	0	0	1
		LA City	183	313	129	208
		LA Harbor	2	6	4	4
		LA Valley	21	7	10	13
		Long Beach	4	0	0	1
Total			280	387	199	289

Health and Public Services

Administration of Justice

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
First-Line Supervisors of Police and Detectives	1,018	1,102	84	8%	79	\$69.01	\$80.69	\$94.20
First-Line Supervisors of Correctional Officers	149	170	21	14%	15	\$42.98	\$48.78	\$56.24
Bailiffs	70	78	8	12%	8	\$45.87	\$50.16	\$85.32
Detectives and Criminal Investigators	1,870	1,959	89	5%	136	\$50.83	\$63.31	\$74.64
Police and Sheriffs Patrol Officers	14,856	15,620	764	5%	1,170	\$44.15	\$55.79	\$63.59
Private Detectives and Investigators	455	473	17	4%	42	\$19.43	\$33.79	\$49.72
Gambling Surveillance Officers and Gambling Investigators	63	59	(4)	(6%)	8	\$13.30	\$16.85	\$21.43
Total	18,481	19,461	979	0%	1,458			

Supply:

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
2105.00	Administration of Justice	Cerritos	103	115	111	110
		Citrus	176	199	224	200
		Compton	37	22	16	25
		East LA	869	964	786	873
		El Camino	120	116	117	118
		Glendale	43	38	33	38
		LA City	38	38	39	38
		LA Harbor	37	60	39	45
		LA Mission	49	44	51	48
		LA Pierce	63	117	117	99

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
		LA Southwest	39	36	39	38
		LA Trade	17	13	21	17
		LA Valley	40	37	54	44
		Long Beach	117	129	152	133
		Mt San Antonio	72	96	87	85
		Pasadena	93	120	145	119
		Rio Hondo	100	127	156	128
		Santa Monica	0	14	22	12
		West LA	123	68	108	100
		Total	2,136	2,353	2,317	2,269

Nursing and CNA

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Registered Nurses	46,864	50,560	3,695	8%	3,074	\$44.70	\$54.52	\$64.86
Nursing Assistants	18,086	20,297	2,212	12%	2,399	\$15.42	\$17.72	\$20.21
Total	64,950	70,857	5,907	9%	5,473			

Supply:

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
1230.10	Registered Nursing	Cerritos	67	80	71	73
		Citrus	28	30	38	32
		Compton	52	55	66	58
		East LA	68	68	57	64
		El Camino	77	86	64	76
		Glendale	79	84	171	111
		LA City	60	81	63	68
		LA Harbor	48	67	48	54
		LA Pierce	63	58	62	61
		LA Southwest	35	44	43	41
		LA Trade	68	71	68	69
		LA Valley	69	68	73	70
		Long Beach	98	5	17	40
		Mt San Antonio	116	105	53	91
		Pasadena	197	174	169	180
		Rio Hondo	73	80	77	77
Santa Monica	46	55	28	43		
Supply Subtotal			1,244	1,211	1,168	1,208
1230.30	Certified Nurse Assistant	LA Mission	5	5	3	4
		Mt San Antonio	9	0	88	32
Supply Subtotal			14	5	91	37
Total			1,258	1,216	1,259	1,244

Emergency Medical Technology

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Emergency Medical Technicians and Paramedics	2,504	2,544	40	2%	172	\$17.47	\$22.35	\$29.68

Supply:

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
1250.00	Emergency Medical Services	Citrus	59	55	0	38
		East LA	58	14	3	25
		Long Beach	1	0	2	1
		Mt San Antonio	74	0	35	36
Total			192	69	40	100

Fitness

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Athletic Trainers	263	299	36	14%	21	\$22.34	\$28.00	\$34.00
Exercise Trainers and Group Fitness Instructors	4,925	4,878	(46)	(1%)	799	\$15.30	\$24.19	\$31.96
Total	5,187	5,177	(10)	(0%)	820	-	-	-

Supply:

TOP Code	Program	College	2017-18	2018-19	2019-20	3-Year Award Average
0835.20	Fitness Trainer	Cerritos	0	0	3	1
		East LA	0	0	1	0
		Glendale	5	3	2	3
		LA Harbor	0	0	1	0
		Pasadena	0	2	3	2
		Rio Hondo	4	6	1	4
Total			9	11	11	10

Science, Technology, Engineering, Mathematics Biotechnology/Bio manufacturing

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Bioengineers and Biomedical Engineers	179	177	(2)	(1%)	11	\$30.91	\$40.88	\$52.76
Biological Technicians	786	799	13	2%	87	\$17.65	\$22.39	\$28.42
Life, Physical, and Social Science Technicians, All Other	1,324	1,329	5	0%	153	\$19.79	\$26.76	\$34.86
Clinical Laboratory Technologists and Technicians	4,017	4,277	260	6%	288	\$20.85	\$28.24	\$41.78
Medical Equipment Repairers	915	914	(1)	(0%)	92	\$21.46	\$29.05	\$38.39
Inspectors, Testers, Sorters, Samplers, and Weighers	11,384	9,717	(1,666)	(15%)	1,151	\$15.31	\$19.47	\$26.82
Total	18,604	17,213	(1,391)	(7%)	1,782	-	-	-

Supply:

TOP Code	Program	College	2017-18	2018 -19	2019-20	3-Year Award Average
0430.00	Biotechnology and Biomedical Technology	Citrus	16	19	8	14
		East LA	0	0	5	2
		LA Mission	14	21	37	24
		LA Trade	5	2	7	5
		Pasadena	19	18	24	20
Total			54	60	81	65

Social Sciences

Child Development

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Preschool Teachers, Except Special Education	7,275	7,359	84	1%	685	\$14.04	\$15.74	\$22.60
Childcare Workers	28,887	27,636	(1,251)	(4%)	4,057	\$13.10	\$13.88	\$18.30
Total	36,162	34,995	(1,167)	(3%)	4,741	-	-	-

Supply:

TOP Code	Program	College	2017-18	2018 -19	2019-20	3-Year Award Average
1305.00	Child Development/ Early Care and Education	Cerritos	108	140	132	127
		Citrus	174	313	161	216
		Compton	50	64	21	45
		East LA	200	335	690	408
		El Camino	166	161	187	171
		Glendale	19	32	34	28
		LA City	201	163	190	185
		LA Harbor	39	35	26	33
		LA Mission	210	259	227	232
		LA Pierce	104	92	107	101
		LA Southwest	65	50	51	55
		LA Trade	190	164	132	162
		LA Valley	71	98	148	106
		Long Beach	148	183	169	167
		Mt San Antonio	82	111	106	100
		Pasadena	83	105	114	101
		Rio Hondo	1,071	245	285	534
		Santa Monica	179	174	554	302
West LA	30	51	60	47		
Total			3,190	2,775	3,394	3,120

Special Education

Demand:

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 Change	2020 - 2025 % Change	Avg. Annual Openings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Special Education Teachers, Preschool	47	68	21	45%	8	\$19.19	\$25.05	\$41.93
Teaching Assistants, Except Postsecondary	21,642	21,655	13	0%	2,106	\$15.19	\$17.79	\$21.05
Total	21,689	21,723	34	0%	2,114	-	-	-

Supply:

TOP Code	Program	College	2017-18	2018 -19	2019-20	3-Year Award Average
0809.00	Special Education	Long Beach	1	2	1	1
Supply Subtotal			1	2	1	1
1305.20	Children with Special Needs	Cerritos	2	0	1	1
		Citrus	0	1	1	1
		East LA	65	109	51	75
		LA City	8	12	6	9
		LA Valley	45	51	55	50
		Long Beach	2	6	2	3
		Mt San Antonio	0	0	2	1
		Pasadena	2	0	0	1
		Rio Hondo	0	0	15	5
		Santa Monica	7	11	8	9
Supply Subtotal			131	190	141	154
Total			132	192	142	155



TO: Dr. Keith Curry, President/CEO
FROM: Hiring Prioritization Committee
Sheri Berger, Minodora Moldoveanu, Roza Ekimyan, Rachelle Sasser
DATE: October 6, 2021
SUBJECT: Hiring Prioritization Recommendation

The Hiring Prioritization Committee met on September 29, 2021 to review the data for eight disciplines: Anatomy, Art, Biology, History/Ethnic Studies, Sign Language, Sociology, Spanish, and Theater.

Upon review of the data, the committee discussed the positions and placed them into three tiers as follows:

Tier 1 – positions that the committee recommends hiring for a spring 2022 start.

1. Sign Language

There are currently no full-time faculty in Sign Language. It is extremely difficult to hire adjunct faculty to teach. The ongoing demand from our high school partners for Sign Language creates a staffing challenge and limits our ability to offer classes regularly on campus. The number of sections has grown from 3 to 4 since fall 2019. Hiring a full time faculty would bring the FT/PT ratio to 93% to 7%.

Tier 2 – positions that the committee recommends hiring for a fall 2022 start.

2. Theater

There are currently no full-time faculty in Theater. The number of sections offered in fall has grown from 4 to 8 since fall 2019. Theater is a high demand, general education offering. Hiring a full-time faculty would bring the FT/PT ratio to 62% to 38%. Additionally, the Visual and Performing Arts building has been approved and programming is underway. A full-time faculty is needed to grow the Theater program.

3. Sociology

This position is being recommended by the committee to replace the probationary faculty member who did not make it through the tenure process. As there is an ongoing need for Sociology classes and the current FT/PT is at 38% to 62%, replacing this position is a priority. A new full-time faculty would bring the FT/PT ratio to 69% to 31%.

4. Art

The current FT/PT ratio is 46% to 54%. The number of sections has grown from 9 to 11 since fall 2019 and there is currently only one full-time faculty member. Hiring a new full-time faculty would allow the faculty to continue to develop the studio art program and would bring the FT/PT ratio to 91% to 9%.

5. Spanish

The current FT/PT ratio is 47% to 53%. The number of sections has decreased slightly from 15 to 14 since fall 2019. The demand for Spanish, both on campus and with our dual enrollment partners, is great. Hiring a new full-time faculty would bring the FT/PT ratio to 71% to 29%.

Tier 3 – positions that the committee deemed not as a high priority as those in Tiers 1 and 2. The committee recommends hiring for a fall 2022 start if funding permits or can re-evaluate the positions next year for fall 2023.

6. Anatomy

The current FT/PT ratio is 60% to 40%. Anatomy supports students wanting to enter the Nursing program. The number of sections has decrease from 15 to 11 since fall 2019. Hiring another full-time faculty would bring the ratio to 81% to 19%.

7. History/Ethnic Studies

The current FT/PT ratio is 71% to 29%. This position was included in the College's response to the Call to Action. There are currently 3 full-time faculty in History, and two are qualified to Ethnic Studies. The number of sections has increase from 18 to 21 since fall 2019. Hiring another full-time faculty would bring the ratio to 93% to 7%.

8. Biology

The current FT/PT ratio is 62% to 38%. The number of sections offered has decreased from 10 to 8 since fall 2019. Biology is a high demand general education class and includes major classes. The program is launching Biotechnology in spring 2022, which will require one full time faculty to teach part of their load in Biotechnology. Hiring another full-time faculty would bring the ration to 100% to 0%, excluding the impact of the Biotechnology program.