

**Fullerton College Faculty Senate  
approved minutes  
7-Dec 2023**

**present**

At-large	Brandon Floerke
Business/CIS	Dale Craig, Richard Ghidella
Counseling	Porsha Boyd, Deanna Smedley
Fine Arts	Nicola Dedmon, Phil Dimitriadis, Jaime Perez
Humanities	Danielle Fouquette, Ron Farol, Elizabeth Gaitatjis, Adriana Sanchez, Kim Vandervort
Library	Tim Ream
Math/Comp. Sci.	Laura Loney, Kenny Shah, Dao Vo
Natural Sci.	Stephanie Nobles
Part-time	
Physical Ed.	Marcia Foster
Social Sci.	Archie Delshad, Ziza Delgado Noguera, Matt Tribbe
Student Services	Nadia Gabaldon
Tech./Engineering	
Associated Students	Issac Choi
Classified Senate	
President	Jeanette Rodriguez
Past-President	Jennifer Combs
Treasurer	Bridget Kominek
Secretary	Heather Halverson
Guests	Cristina Arellanos, EOPS Counseling faculty Daniel Berumen, Director of Institutional Research & Planning Dr. Gilbert Contreras, Vice President of Student Services

Roman de Jesus, Earth Science faculty  
Aline Gregorio, Geography faculty  
Cynthia Guardado, English faculty  
Henry Hua, Vice President of Administrative Services  
John Ison, English faculty  
David Jacobsen, Anthropology faculty  
Rosie Kar, Ethnic Studies faculty  
Jennifer Merchant, Director, Guided Pathways  
Dr. José Ramón Núñez, Vice President of Instruction  
Dr. Cynthia Olivo, FC President  
Matt Taylor, Communication Studies faculty

I. CALL TO ORDER

The meeting was called to order at 3:03P by Jeanette Rodriguez.

II. APPROVAL OF THE AGENDA

**M/S/U (Floerke/Craig) to approve the meeting agenda.**

Item E under New Business was moved up on the agenda.

III. APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

**M/S/U (Delshad/Ghidella) to approve the 30-Nov 2023, meeting minutes.**

IV. PUBLIC COMMENTS

Aline Gregorio shared comments regarding the Public Employment Relations Board (PERB) decision. She encouraged faculty to read the 68-page report. She pointed out false accusations made against Mohammad Abdul Haq, the extensive legal costs using taxpayers' dollars, and asked that faculty demand accountability from the District.

Nicola Dedmon shared that the Holidays at Fullerton concert will take place 8-Dec, 7:30P in the Campus Theater.

Cynthia Guardado spoke about the PERB judge's ruling that the District retaliated against employees for exercising rights under the Educational Employment Relations Act (EERA). She discussed the prevalent culture of silence at the campus and District. Despite tenure, she stated that faculty are not protected and asked Faculty Senate to create a resolution to protect faculty.

Roman de Jesus shared support for the comments made by Aline and Cynthia. He also expressed concern about the use of Artificial Intelligence (AI) and Chat GPT asked that a policy be developed regarding the responsible use of AI.

Archie Delshad read the following statement:

Dear Fullerton College Faculty Senators,

I rise today to make a public comment concerning the Public Employment Relations Board decision announced on November 9, 2023. The outcome of the case is an irrefutable condemnation of our District for its use of unfair labor practices against our faculty union broadly, and our lead negotiator specifically.

To be absolutely clear, the law allows unionized employees tremendous leeway when acting to further the cause of the employees they represent. In a precedential PERB

case, the Board noted that even “intemperate, abusive, and inaccurate statements” are legal (Decision 304-S). Moreover, the Supreme Court has also ruled that “a moment of animal exuberance” (Milk Wagon Drivers v. Meadowmoor Dairies, Inc.) exhibited by unionized workers does not deny them their Constitutional freedoms or their ability to serve as union advocates.

For context, our union’s lead negotiator, Mohammad Abdel Haq, made several comments regarding his concern about the culture of racism and toxic masculinity endemic to our District as part of his union advocacy. His comments are both appropriate and accurate. Instead of looking inward and addressing this culture, our District decided to pursue disciplinary action against him in a retaliatory witch-hunt, using a formal complaint filed by Vice President of Instruction Jose Ramon Núñez as the only piece of “evidence.” The complaint, which PERB has ordered to be formally withdrawn, alleges that Professor Abdel Haq discriminated against VPI Núñez based on his gender of male. In the ridiculous, sham, so-called “investigation” that followed, Vice Chancellor of Human Resources Irma Ramos participated as both a witness against Moe, and the “ultimate decision maker,” responsible for taking action.

The PERB decision is clear. Every claim in the formal complaint and every witness on behalf of the District was viewed as less credible than the union’s witnesses and the video evidence. The judge highlighted the absurdity of the District’s process, noting that “There is no indication that the outside investigator reviewed available video evidence, indicating both a departure from investigative procedure and a cursory investigation,” (pg. 49) and “Finally, the investigator did not seek to interview Diep or other members of [UF’s] bargaining team... Instead, the witnesses seemed to be people who individually had issues with Abdel Haq,” (pg. 50).

While we don’t know the exact monetary cost of the prolonged, retaliatory adverse actions against him, it is reasonable to assume it cost tens – if not hundreds – of thousands of tax dollars. Instead of using those funds on our students or District employees, the District chose to fund a campaign of retaliatory malfeasance. I ask you, as a fellow Senator and a union representative, to post the PERB notice in your offices, and contact both the Board of Trustees and Chancellor Breland to demand accountability. Thank you for your time.

On behalf of Amber Gonzalez, Matt Tribbe shared comments regarding the PERB decision and the retaliation against Mohammad Abdel Haq. She implored Faculty Senate to hold administrators accountable, discussed the misuse of public funds and stated that the BoT and Chancellor need to hear these concerns from faculty.

Ziza Delgado Noguera, although feeling unsafe to speak, wanted to honor Mohammad Abdel Haq by sharing her concerns about the PERB decision. Ziza shared that she is chair of the United Faculty Racial Justice and Equity Committee, union member, mother, primary caregiver and a woman of color. During UF negotiations for a return to campus after COVID, Mohammed spoke about how decisions made were ignoring the most vulnerable among us. She shared that for two years he was prosecuted for advocating for faculty as our lead negotiator and stated that our District has an unsafe climate for those advocating for all of our rights.

V. REPORT FROM FULLERTON COLLEGE PRESIDENT, DR. CYNTHIA OLIVO

Dr. Olivo shared that she hopes faculty enjoy their break and have time for rest and renewal. She shared that Fullerton College was included in the Diverse Issues in Higher Education Top 100, which acknowledges the community colleges that award the most associate degrees to students from historically excluded groups. Fullerton College was in the top 10 in California and ranked 22 in the nation.

VI. STANDING REPORTS

**President's Report**

Jeanette Rodriguez provided an update about events that happened since our last senate meeting:

- Campus Collaborations Team met and discussed the need for creating a student messaging calendar. The discussion turned into a need for some type of recommendation or set of best practices for communication to students. Students receive a lot of information, so we need to figure out a way to balance information overload and ensuring important messages get through. The committee also discussed the campus committee websites page and the need for updates to ensure accuracy.

- District Agenda Committee: The next board agenda will include a vote on Curriculum changes for Cypress, NOCE and Fullerton, the proposed SERP as well as the 2024-2025 Academic Calendar. The approval of the calendar led to some discussion about consultation. The district believes that because there are "no changes" to the calendar it doesn't require consultation. This is backwards. The district position forecloses an opportunity for any recommendations we might have to improve the schedule. The new proposed schedule allows for a 5-week intersession in 2024-2025.

- PBSC met on 12-06-2023: PBSC shared the Enrollment and Reengagement Plan update - we will get a chance to review this at an early spring senate meeting. We also briefly discussed the EFMP refresh and Program review.

Things to be aware/mindful about

- MyGateway refresh- this is necessary, but it really should not be happening during the final grade submission period.

- Hiring processes in important areas for our campus will happen over break. We need to make sure our processes are being followed to ensure consultation with faculty is happening.

- The district was found guilty of violating the Educational Employment Relations Act (EERA) and ordered to cease and desist from

- 1. Retaliating against employees exercising rights under EERA
- 2. Interfering with or harming rights of employees under EERA
- 3. Interfering with UF's right to represent bargaining unit employees.

- A former senator needs some support after a tragic DUI took her sister's life. Jodi Balma is collecting funds so Kristen can use those funds to sponsor Christmas for her sisters three children. If you refer to donate cash or checks, you can drop them off in the Social Sciences division office room 1415.

Other thoughts....

Thank you, senators for your time and participation this semester! We have accomplished so much during our time together this fall including but not limited to...

- 5 resolutions!
- Finished drafting the constitution including the proposal for DEIA ombuds.
- Coordinated with Guided Pathways and Jane Ishibashi to create the OER Liaison position with reassigned time!

#### **Treasurer's Report**

Bridget Kominek thanked Porsha Boyd, Dale Craig, and Deanna Smedley for providing snacks for this meeting.

#### **Curriculum Chair Report**

John Ison reported that the Curriculum Committee had its third discussion of the AA/AS General Education pattern. He thanked guests for attending and contributing to the discussions. The deadline to prelaunch courses for fall 2025 will be the first week in February.

#### **Associated Students Report**

No report.

#### **Accreditation Steering Committee Report**

No report.

### VII. NEW BUSINESS

#### **Resolution in Support of Classified Colleagues**

**M/S/U (Bogan/Delshad) to support Resolution No. 2023-7: Faculty Support of Classified Colleagues**

#### **Guided Pathways Update**

Matt Taylor shared that Guided Pathways and Senate Exec met to discuss upcoming projects. The schedule calendar will be changed so that students register for fall 2025 classes in April and May, instead of June and July. The first implications of this will begin spring 2024, when faculty will be asked to schedule spring 2025 classes before the end of spring 2024. The spring class schedule can then be built into Banner over summer. Department Coordinators will be put on small Professional Expert contracts to support the administrative assistants.

The College is mandated to inform students how much their textbooks will cost for their classes. The College will also be required to report this data. The deadline to implement this is next fall. Textbook information will now need to be provided by faculty when either filling out their course request forms or book adoptions. Guided Pathways has created resources for faculty to support this process.

Matt discussed the acceleration of the use of Starfish to help faculty make connections with students and make referrals to specific support when needed. The

Guided Pathways Office will seek faculty participation for a Starfish implementation team. He reported that FYE has been moved to Guided Pathways. He also explained that due to financial aid regulations, students will not receive aid for courses that are outside of their program. There will be a campus-wide effort to assist students in clarifying their major and updating their major in Degree Works.

**Educational Facilities Master Plan (EFMP) Update**

Henry Hua provided an EFMP update. The BoT will vote on this in February.

**Senate Constitution Revision Workgroup**

**M/S/U (Craig/Kominek) to approve the revised constitution, with the change to use “single” instead of “one” in Article III.**

**Fullerton College Mission Statement**

**M/S/P (Craig/Vandervort) to bring the two sentences that the District and Campus have consensus on, as the proposed mission to the BoT.**

No: Combs, Delshad, Loney, Shah, Tribbe, Vo

**Empower Senate Executive Committee to Act on Behalf of Senate**

**M/S/U (Halverson/Bogan) to empower Senate Executive to act on behalf of Senate over the winter break.**

VIII. ELECTIONS

Open Educational Resources (OER) Liaison to the ASCCC and ZTC Grant Director, Spring 2024 – Spring 2026 **Jaqueline Margo (Math/CS)**

Drop Survey Update Workgroup, Fall 2023 – Spring 2024 **Laura Loney (Math/CS), Bridget Kominek (Hum), Matt Tribbe (Soc Sci)**

Program Review and Planning Committee, Fall 2023 – Spring 2025 **Olivia Barajas (Coun)**

IX. LIASON REPORTS

**United Faculty**

Archie Delshad reviewed the PERB ruling against the District. He highlighted several sections from a handout provided to senators.

**Classified Senate**

No report.

**AdFac**

No report.

The meeting adjourned at 5:20P.

Respectfully submitted,  
Heather Halverson, secretary