



## CONSULTATIVE COUNCIL MEETING MINUTES

**Facilitators:** Keith Curry/Amber Gillis  
**Date:** May 4, 2020

**Recorder:** Paula VanBrown  
**Location:** Zoom

### 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.

### Present:

Linda Coleman	Amber Gillis	Rachelle Sasser
Tina Kuperman	Amankwa McKinzie	Holly Schumacher
Keith Curry	Heather Parnock	Lauren Sosenko
Jerome Evans	Chris Perez	

### MINUTES

#### 1. Reviewed minutes from April 27, 2020 – Approved

#### 2. President/CEO Items

##### A. Update on COVID-19

Dr. Keith Curry reported that he met with the Compton College managers/superiveors today and discussed the eventual return to campus to get thoughts on Eventual Return to Campus. Dr. Curry also asked for thoughts and suggestions from the Consultative Council on the Eventual Return to Campus. Also, Dr. Curry talked to Holly Schumacher and Amber Gillis last week about adding another faculty to attend the Health, Safety, and Parking Committee. Dr. Curry asked for thoughts from the Consultative Council on the on Eventual Return to Campus.

Dr. Curry asked what are some of the things you think we should consider? Thought shared included:

- Should anyone over 65 remain remote;
- Online tutoring;
- make sure signs and tape are put down for social distancing in certain spaces on campus;
- Testing all employees and students; and ask St. John’s for help with potential testing.
- All large meetings, should be held via zoom;
- check all air filters before returning;
- anytime someone has to meet with students we should make sure they have masks and also consider installing some kind of barrier or blockade.
- Suggested using plexiglass barriers.
- What happens with Athletics?
- All students should be required to wear masks when on campus.
- Suggested to have social distancing monitors and requiring masks.
- Student Lounge and Cafeteria. Suggestion that when the cafeteria is opened, the food should be to go only.
- May needs a social distance monitor in the Student Lounge.
- and how long will the new precautions stay in place, and how long will these conditions last.

Dr. Curry said if there are any other suggestions/ recommendations, please email them to Rachelle

Sasser, Heather Parnock, Chief Ramund Box, or Reuben James.

## **B. University of Southern California Center for Urban Education on the Compton College Faculty and Administrator Hiring Process Report**

Presentation by Tina Kuperman mentioned that the Data Collection Timeline was from August 2019 through December 2019. The report finding included: Regimented hiring process – Compton College’s hiring process was described as being extremely regimented. Through an analysis of interview and observation data, hiring committees were found to operate on a rigid set of guidelines. Eliminated qualified candidates because they did not have community college experience. They may not have had community college, but had a wealth of other experiences. Emphasis on scoring – based on observation data, the Compton College hiring process is driven by a process of scoring. Hiring committee members went down a list of candidates, assigned numbers based on the desired qualifications agreed on, and added them up on a scale of 1 to 5. Perceived neutral hiring hiring process. Interview data indicated that Compton College administrators and faculty believe the current hiring process provides an equitable evaluation of all candidates; neutrality came up as a consistent strength. We cannot talk about race, because that is not neutral. Equity-deficient process – currently not addressing social or racial equity. Doesn’t really give the candidate a chance to address social equity or justice Changing demographics at Compton College, concerns with changing priorities.

Recommendations from the Center for Urban Education on the Compton College Faculty and Administrator Hiring Process Report, included:

- Use race-conscious and equity-minded language in job announcements;
- Create a culture of accountability through responsive communication and follow-up;
- Create a practice of clear and friendly communication with job candidates;
- Clear evaluation of job candidates;
- And consider a monthly newsletter.

Lauren Sosenko commented that Dr. Curry produces a monthly newsletter that is more comprehensive. The communication piece is more important, or should more information be included that doesn’t include more reading material. Lauren Sosenko mentioned that race is an important issue around equity, but do not forget the many other groups that are not focused on. We should include other impacted groups. Tina Kuperman responded that she is looking forward to working through that.

Tina Kuperman pointed out the next section shows changing demographics; resistance to changing demographics regarding segregation (but not in the traditional meaning): 60% Latinx; 25% Black at Compton College. The need to review the Compton College hiring data on a regular basis. Lauren Sosenko asked if , in our process, those data are captured in the candidates application. Tina Kuperman responded, yes, but they’re not being used to the maximum. Once again, equity-minded hiring. The faculty should reflect the student population; equity-minded concept and instructor responsibility must be included.

Lauren Sosenko asked what does that mean exactly – does that mean giving hiring committees the racial breakdown? Tina Kuperman responded that it means giving them the racial background of current employees. Lauren Sosenko asked if this is focused on the faculty? Dr.Curry replied this is focused on faculty and administrators.

## **C. Compton Community College District Equal Employment Opportunity Plan 2020-2023**

Tina Kuperman recommendations from the Center for Urban Education on the Compton College Faculty and Administrator Hiring Process Report, should be incorporated into the EEO (Equal Employment Opportunity) Plan (mandated by California Code). The EEO non-discrimination is required by Title V. The EEO contact – Tina Kuperman; The Plan includes the following:

- Complaints/procedures – Title V regulations;

- Accommodations;
- Working with diverse memberships. Includes committee having training on all of these areas, including closing racial-equity gaps;
- Promoting job announcements;
- and measure to address under-representation.

Tina Kuperman mentioned diversity, faculty pipeline programs; Race and Equity committee; advising faculty; administrative hiring procedures; leadership, responsibility, and collaboration.

Dr. Curry asked who served on the EEO committee? Tina Kuperman responded: an adjunct, Dr. Donald Roach, Namoi Castro, Andree Pacheco. Brittany Starling, LaVetta Johnson, Pamela Wilkerson, and Tina Kuperman. Dr. Curry thanked Tina Kuperman for the information.

#### **4. Institutional Standing Committees**

Amber Gillis said she had no updates on the Collaborative Governance document, the content is the same. It will be submitted to the Academic Senate for first reading on Thursday, May 7, 2020. Dr. Curry directed Lauren Sosenko to follow-up on the Governance Survey. Lauren Sosenko asked if data surveys and surveys for each committee are to go out. Dr. Curry responded, yes, that is correct. Dr. Curry said he has survey for Consultative Council based on the 2019-2020 goals.

#### **5. Thinking Out of the Box**

Dr. Curry mentioned research articles regarding EAB; Pilar Huffman will send email.

#### **6. Future Agenda Items**

- A. Facilities Update
- B. Board Policies/Administrative Regulations

#### **7. Other**

Amber Gillis asked when they were to start discussion on Professional Development Days. Dr. Curry responded that he will follow-up with Pilar Huffman.

**The next Consultative Council meeting is scheduled for Monday,  
May 11, 2020, at 2:00 p.m. via Zoom**