

Week 15 Recap

Spring 2020

Week 15 Meetings

Monday May 4th

- DAS Leadership ConferZoom 9:30am
- ASCCC/CCCCO Fall 2020 Planning Webinar ConferZoom 11am
- Chancellor's Cabinet Meeting ConferZoom 2:30pm
 - Planning for return to facilities
 - Short term to allow employees access to facilities to gather items from their workspaces. Details being worked out. Faculty teaching summer is a priority. Reach out to your Dean and let them know of your need to access facilities.
 - Long term discussions of how to return to facilities while maintaining proper safety protocols (sanitation, physical distancing) to keep everyone safe and healthy. Request made to involve local safety committees.
 - Brian King has been asked by Eloy Oakley to lead a CCCCCO work group on reopening.
 - **COVID-19 Values and Guiding Principles for Budget Cuts** document shared with the Cabinet. Constituency feedback requested by Monday May 11th. To be shared with all local senates and at DAS. [draft at end of this document]
 - Follet will be running all the college bookstores as of June 1st. They will be shipping summer materials free of charge to students and hope to have a physical presence on campus as soon as public health allows. Dan Crump is a DAS appointed member of the planning committee.

Tuesday May 5th

- Meeting with DAS Leadership, King, and Nye ConferZoom 1:45pm [see notes at the end of this document]
- DAS Meeting ConferZoom 3-5pm [materials at [DAS website](#)]

Wednesday May 6th

- CCCCCO Webinar ConferZoom 9am
- Meeting with King and Oliver Phone 1:30pm
- Senate-Union Joint Issues Committee (SUJIC) ConferZoom 3pm
 - Discussed district research survey, Fall 2020 planning, workload committees, safety in terms of reopening facilities

Friday May 8th

- Online Education Meeting ConferZoom 10am
 - Planning for May 18th district wide webinar
- Tenure Virtual Reception ConferZoom 3pm
 - Wonderful celebration of all our newly tenured faculty! [list at the end of this document]

Week 15 Actions

- None

Week 16 Outlook

Week 16 Meetings

Monday May 11th

- DAS Leadership ConferZoom 9:30am
- Chancellor's Cabinet ConferZoom 2:30pm

Tuesday May 12th

- District Accessibility Plan Implementation Committee (DAPIC) ConferZoom 2:30pm

Wednesday May 13th

- CCCCCO Webinar ConferZoom 9am
- Meeting with King and Oliver Phone 10am
- Meeting with Nye and Oliver Phone 2:30pm
- District Budget Committee ConferZoom 3:30pm
- Board of Trustees Meeting ConferZoom 5:30pm

Friday May 15th

- CVC-OEI Advisory Committee Meeting ConferZoom 9:30am

Report Back Needed from DAS Leadership

- District Writing and Math Competency Committee appointments due May 5th
- Updates needed from all colleges for District Committee Membership Lists.

DRAFT* Covid-19 Values and Guiding Principles for Budget Cuts* DRAFT

We are in unprecedented times with the Novel Coronavirus COVID-19 global health crisis. This pandemic has impacted our entire society, specifically, forcing higher education to dramatically shift the delivery of instruction, services, and operations with spring semester college closures and the move to 100% remote operations.

The Los Rios Community College District is facing an uncertain budget outlook and preparing for budget reductions now and into the next fiscal year of 10% and 15%. The inequities that existed before the pandemic are heightened and exposed far more than ever during this health crisis. We draw on our collective wisdom to identify and implement actionable strategies to mitigate harm to our most vulnerable communities, disproportionately impacted groups, and historically underserved communities.

As institutional leaders, adopting an equity-minded framework and guiding principles for decision-making requires us to interrogate the status quo and frequently ask *who benefits* and *who loses*?

Equity-Minded Framework

The Los Rios Community College District will be guided by an equity-minded framework that includes core values and guiding principles to inform institutional policies, practices, and procedures related to budget management and fiscal planning.

Core Values:

- Student Success
 - Experience learning that empowers students to achieve their personal, academic, and career aspirations.
- Equity
 - Recognize patterns of inequity and distribute resources to ensure student success.
- Inclusive Excellence
 - Inspire an inclusive and welcoming environment for critical thinking, learning, achievement, and responsible participation in the community.
- Learning and Teaching
 - Cultivate new knowledge, skills, and abilities through various modalities.
- Fiscal Prudence
 - Exercise fiscally sound, efficient, transparent, and accountable practices essential to achieve our mission.
- Data-Informed
 - Consciously seek out data to help us ask better questions and guide our consideration of solutions.
- Compassion
 - Care for people in an intentional manner (people don't care how much you know until they know how much you care).
- Innovation

- Disrupt the status quo by taking risks to find creative and flexible solutions in support of the district mission.
- Social Justice
 - Compassionate and equitable distribution of resources and all members are physically and psychologically safe and secure.

Guiding Principles

Staying true to the Mission

- We make decisions that place student success and the quality of learning and teaching as the highest priority.
- We prioritize the employment of our permanent workforce.
- We recognize that traditional inequities are exacerbated in the current crisis, and “equal” treatment of students is unlikely to result in “equitable” outcomes, particularly concerning digital access.
- We use college and district-level structures, participatory governance groups and processes for information and recommendations.

Budget Planning

- We will be transparent in dealing with budget reductions and provide on-going communications with constituency groups.
- We will find new revenue sources through resource development of all kinds: fundraising, grant-writing, and profitable programs.
- We maintain the ability to perform essential operations and maintenance of the physical plant.
- We will maximize federal and state categorical and grant flexibility while maintaining adherence to the law.
- We recognize the current crisis is likely to have an impact for many months to come; we will attempt to make strategic decisions that understand the finite nature of one-time funds received.
- We will assert an equity-minded decision-making process for budget reductions, restoration, and reallocation of resources that has a minimal negative impact on student success.
- We will evaluate the outcomes of decisions made and adjust as needed.

Key Terminology:

Equity:

Takes into consideration the social identifiers (race, gender, socio-economic status, etc.) that affect equality. In an equitable environment, an individual or a group would be given what was needed to provide them with equal advantage. This would not necessarily be equal to what others were receiving. It could be more or different. Equity is an ideal and a goal, not a process. It ensures that everyone has the resources to succeed.

Equity-Mindedness:

The term “Equity-Mindedness” refers to the perspective or mode of thinking exhibited by practitioners who call attention to patterns of inequity in student outcomes. These practitioners

are willing to take personal and institutional responsibility for the success of their students and critically reassess their practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American Higher Education.

Race Consciousness: In an affirmative sense involves noticing racial inequities in educational outcomes and experiences, naming those specific racial/ethnic groups that are experiencing equity gaps, and shying away from euphemisms often used to avoid open and honest discussions of the roles that race and racism play in the perpetuation of educational inequity. (Bensimon and Malcom 2012)

Privilege: Unearned access to resources (social power) that are only readily available to some people because of their social group membership; an advantage, or immunity granted to or enjoyed by one societal group above and beyond the common advantage of all other groups. Privilege is often invisible to those who have it. (Adams, M., Bell, Lee Anne, Griffin, and Pat 1997).

Meeting King, Nye, and DAS Leadership Tuesday May 5, 2020

- Online education
 - Plan for May 18th 2:30pm district wide sharing of work done this semester by College Presidents and Academic Senate Presidents
- Local DE Emergency Addendum
 - Language approved by DCCC, will be discussed at DAS today, moving to local Curriculum Committees and Academic Senates for more discussion
- Budget
 - Document, "Covid-19 Values and Guiding Principles for Budget Cuts"
 - Academic and Professional Matters ("10+1") Number 10 "Processes for Institutional Planning and Budget Development"
 - Likely greater demand and possibly shift in demographics coming our way
 - Timing, not ideal, trying to move quickly while not circumventing feedback is always a challenge
 - Origin of developing this document came out of budget cutting discussions (DO Executive Team Monday meetings)
 - M. Gutierrez took lead with a small group to develop the document
 - Used the Mission, Vision, Values of all four colleges as a starting point, some language more common at one college than another
 - It is a "draft" document
 - Having a document that we all agree upon doesn't necessarily make the end decisions easier
 - LRCFT's workload committees-how will they fit into this discussion? agreement with them would make workload committees easier
 - Labor summit will be happening with all Los Rios bargaining unit representatives to brainstorm at a high level on budget and re-opening
 - Planning for webinar before semester ends to explain budget situation
- Additional topics...
 - King is chairing CCCCCO reopening workgroup to discuss Fall 2020 re-opening. Safety concerns make it more challenging to make plans for the fall. Safety is key. Physical distancing. MOU agreement for 100% online for tenured faculty.
- ARC nursing clinical openings found, but nurses said no because of safety concerns.

Newly Tenured Faculty 2020

| ARC | | |
|------------|-----------|--|
| Rebecca | Arnfeld | Art History Professor |
| Pamela | Bimbi | Distance Education Coordinator |
| Robyn | Borcz | English Assistant Professor |
| John | Burke | Mathematics Professor |
| Ricardo | Caton | History Professor |
| Marianne | Harris | Librarian |
| Ryan | Hermle | CIS Professor |
| Carina | Hoffpauir | English Professor/WAC Writing Center Coordinator |
| Arthur | Jenkins | Counselor-EOPS |
| Jeffrey | Jurach | Business (Real Estate) Prof |
| Todd | LaMarr | ECE Professor |
| Kay | Lo | SSSP Counselor |
| Veronica | Lopez | Nutrition Professor |
| Carson | Lowden | Professor |
| Diana | Lysinger | Foreign Language Professor |
| Geraldine | Machado | Psychology Professor |
| Dyanne | Marte | Fashion Professor |
| Laurinda | Reynolds | Gerontology Professor/Coordinator |
| Cielo | Sichi | Horticulture Professor |
| Douglas | Silva | Hospitality Management Professor |
| Sara | Smith | History Professor |
| Patricia | Wood | Art Professor |

| CRC | | |
|-------------|------------|---------------------------------|
| Trang | Abeid | English (Reading) Professor |
| Patrick | Butler | Business Mktng/Mgmt Professor |
| Tanika | Byrd | Communication Studies Professor |
| Iris | Dimond | ECE Professor |
| John | Ellis | Architecture Assistant Profess |
| Juana | Esty | Counselor/Articulation Officer |
| Linda | Hoang | Mathematics Assistant Prof |
| Jonathan | James | Men's Basketball Coach |
| Stephen | McDowell | Chemistry Professor |
| Lisa-Marie | Mederos | Business Entrepreneurship Prof |
| Kari | Nahlen | Volleyball Coach |
| Thien-Huong | Ninh | Sociology Professor |
| Amanda | Procsal | Psychology Professor |
| Christopher | Torres | Counselor-SSSP |
| Christina | Washington | English Professor |
| Ivan | Zaigralin | Mathematics Professor |

| FLC | | |
|------------|---------------|---------------------------|
| Suha | Al Juboori | CIS Professor |
| Elizabeth | Cook | EOPS Coordinator |
| Gena | Estep Gompert | History Professor |
| Jeremy | Harden | Mathematics Professor |
| Mary | Keller | Biology/Zoology Professor |
| David | Lacy | English Professor |
| Vadim | Nersesyan | Mathematics Professor |
| Rebecca | Roehr | English Professor |
| Matthew | Watanabe | Business Professor |
| Andrew | Williamson | English Professor |

| SCC | | |
|------------|--------------|--------------------------------|
| Catherine | Anderson | Art History Professor |
| Dana | Armstrong | English Professor |
| Halsey | Boyd | Mathematics Lab Coordinator |
| Thomas | Burg | Aeronautics Professor |
| Emmylou | De Guzman | Nursing (LVN) Professor |
| Cindy | Dibble | Mathematics Professor |
| Richard | Gentry | Mech/Elec Tech Professor |
| John | Herlihy | Assistant Football Coach |
| Joel | Hwang | Chemistry Professor |
| Christine | Jones | Dental Hygiene Professor |
| Kandace | Knudson | Distance Education Coordinator |
| Hayley | Laird | English Assistant Professor |
| Jesus | Limon Guzman | English Professor |
| Shane | Logan | Sociology Professor |
| Doris | Marshall | Nursing (Vocational) Professor |
| Linda | Myers | English Assistant Professor |
| Terry | Peterson | Art Professor |
| Brian | Pogue | Instructional Development Coor |
| Helen | Rice | Nursing (Vocational) Professor |
| Tricia | Sanford | Mathematics Professor |
| Kirt | Shearer | Music Professor |
| Elizabeth | Stevenson | Lrng Skills & Tutorial Coord |
| James | Town | Coordinator - 12 Month |
| Amelia | Tuifua | RISE Counselor |
| Meili | Xu | CIS Programming Professor |
| Robert | Young | Art Film Studies Professor |