



 DISTRICT ACADEMIC SENATE

DAS President Julie Oliver

ARC President Alisa Shubb

CRC President Gregory Beyrer

FLC President Paula Haug

SCC President Lori Petite

Tuesday, April 20, 2021

3:00 pm – 5:00 pm

Approved Minutes

Julie Oliver	CRC	District Academic Senate President	X
Dan Crump	ARC	District Academic Senate Secretary	X
Alisa Shubb	ARC	Academic Senate President	X
Janay Lovering	ARC	Academic Senate Vice President	X
Amy Gaudard	ARC	Academic Senate Secretary	X
Tressa Tabares	ARC	Academic Senate Past President	X
Greg Beyrer	CRC	Academic Senate President	X
Scott Crosier	CRC	Academic Senate Vice President	X
Lisa-Marie Mederos	CRC	Academic Senate Secretary	X
Julie Oliver	CRC	Academic Senate Past-President	X
Paula Haug	FLC	Academic Senate President	X
Eric Wada	FLC	Academic Senate Vice President	X
Lisa Danner	FLC	Academic Senate Secretary	X
[NONE]	FLC	Academic Senate Past President	
Lori Petite	SCC	Academic Senate President	X
Sandra Guzman	SCC	Academic Senate Vice President	
Kandace Knudson	SCC	Academic Senate Secretary	X
Troy Myers	SCC	Academic Senate Past President	X
Eric Wada	FLC	District Curriculum Coordinating Committee (DCCC)	X
Jena Trench	CRC	District Educational Technology Committee (DETC)	X
Bernadette Anayah	FLC	District Equity & Student Services Committee (DE&SSC)	X
Jason Newman	CRC	Los Rios Colleges Federation of Teachers (LRCFT)	X
Guests			
Tamara Cheshire	FLC	Faculty, Anthropology; Co-Chair, LRCCD Ethnic Studies Faculty Council	X
Ricardo Caton	ARC	Faculty, History; Member, LRCCD Ethnic Studies Faculty Council	X
Keith Heninburg	SCC	Faculty, History & Ethnic Studies; Co-Chair, LRCCD Ethnic Studies Faculty Council	X
Teresa Aldredge	CRC	Faculty, Counseling, College LRCFT President	X
LaQuisha Beckum	ARC	Faculty, MESA Coordinator; ARC LRCFT part-time board member	X
Lisa Roberts-Law	ARC	Faculty, Counseling	X
Craig Davis	SCC	Faculty, Geography	X
Camille Moreno	CRC	Faculty, Mathematics; CRC Academic Senate, VP-Elect	X
Debra Crumpton	SCC	Faculty, Business	X

Preliminaries

- Call to Order at 3:03pm
- Land Acknowledgement---FLC statement. Petite noted that the SCC Executive Council is finalizing the land

- acknowledgment statement for SCC.
- Welcome and Introduction of Guests
- Approval of the Agenda---approved.
- Approval of April 6 minutes---approved.
- Public Comment (3 minutes per person as time permits)

Debra Crumpton (SCC Faculty)-Voiced concerns about centralization

Craig Davis (SCC Faculty)-Voiced concerns about centralization

Liz Johnson (classified professional at ARC) (email comment via Oliver)---proposal to establish Labor Studies in the district in honor of Murakami.

Acknowledgement to LRCFT for the loss of two leaders---Dean Murakami and Paul Baltimore---in the last several months.

DAS President's Report

- Review of meeting notes and weekly recaps and answering of any clarification questions.

See the full text of the DAS President's weekly Recap/Outlook Reports on the DAS page of the District website--
- <https://employees.losrios.edu/our-organization/committees/district-academic-senate>

Equivalencies---met with General Counsel Jake Knapp. He is inundated with a case hearing and not able to respond as soon as necessary, but is suggested changes to district policies and regulations. Some might have issues with statutes.

C- grading---moving forward to Chancellor's Cabinet.

Met with Betty Glycer-Culver (Los Rios Director of Institutional Research) last Monday. There was nothing in the student comments to make substantive changes to the survey. Survey was launched on April 13---1200 have been received. Should have data soon.

HR---shared the interest in increasing recruitment efforts for faculty hiring

Accreditation concerns (including possible centralization proposals) will be addressed by Gohar Momjian,, ACCJC Vice President, on April 28th at District Accreditation Coordinating Committee (DACC) meeting.

- ASCCC Executive Committee, April 14 (Oliver is the Area A Representative on the ASCCC Executive Committee)
- o CCCCO reports enrollment down ¼ million students from Fall 2019 to Fall 2020.
 - o Chancellor Oakley spoke about slow reopening to ensure safety
 - o Ethnic Studies Title 5 changes to first reading at Board of Governors in May, second reading in July, expected to be approved; after passage CCCCO will create an ES Task Force to work on implementation, with faculty appointed by ASCCC
 - o ASCCC working with CCC ES Council on TMC (could be established by Feb 2022), C-ID, etc.

LRCCD Board of Trustees Meeting

Special study session - Los Rios Board of Trustees has identified a review of Career Exploration Tools at the four Los Rios Colleges as a project to improve outcomes for students. The purpose of the Special Study Session is to:

- (1) Discuss the goal to align and improve access for all students, and particularly students of color, to an effective career exploration tool;
- (2) Discuss the strategy to achieve the goal; and
- (3) Outline the action steps to support the project and achieve the goal.

The Board is committed to implementation of the project in the interest of our students.

Decision Items

1. Los Rios Ethnic Studies Faculty Council Resolution-Second Reading

- Read and consider the resolution presented to DAS from the ES Council regarding supporting the creation of ES departments at the colleges and supporting ES hiring.

Oliver proposed to put forward the resolution from the Los Rios Ethnic Studies Faculty Council with a preamble/statement that DAS supports the resolution.

Thanks from Heninburg, Chesire, and Caton for the support provided by DAS. And thanks from DAS for all the wonderful work done by the Council.

Action:

Motion to support the resolution from the Los Rios Ethnic Studies Faculty Council and include a preamble/statement from DAS.

M/S/Acclamation

Crosier/Knudson

Discussion Items

2. Antiracism and Equity

- Time for reflection on how to infuse antiracism work into everything associated with academic and professional matters. Recap of Spring Plenary “Working Collectively: Transforming and Decolonizing Institutions”.
- o General session with Roberto Hernandez (San Diego State University)---“Decolonizing community colleges: understanding history to reimagine the future”---most of our classic western university knowledge comes from six countries that represent less than 12% of the world’s population---so it does not represent world view.
- o A plus for the it being virtual---how inclusive and participative the resolution process felt; A minus was that we missed the district-wide dinner.
- o Cost of attendance for a virtual conference was less expensive and we were able to send more attendees.
- o Three years ago, who would have thought of a theme of decolonization for Session?
- o Value of equity in the use of OER.
- o Benefit of Ethnic Studies as a GE requirement of CSU and possibly CCCs.
- o Opportunity for Local Senate visit/presentation from team of CCLC and ASCCC. Some senates read the scenarios from the presentation. Might try that with our senates.
- o AAPI caucus was formed. There are other caucuses which meet throughout the year, not just at Plenary.
- o Heartening to hear that aligning all of our goals to equity can take time.
- o Facilitators were so generous and patient.
- o Resolutions on Saturday---we were hearing from comments from all across the state that can reflect and enrich our experiences. So good to see how many times that equity was infused over so many areas of the resolutions.

3. Program Placement Council (PPC)

- The following requests will be considered at the May 4th PPC meeting:
 - i. FLC Food Science (new) Certificate of Achievement
 - ii. FLC Food Science (new) AS Degree

- o Approval of the music requests at the April 6 meeting.
- o Need to inform nutrition faculty about the food science requests.
- o Did approve operating guidelines that will take effect in the Fall.
- o Vetting a new proposal template.

Action:

College senate presidents to inform Nutrition faculty about the food science request.

4. Degree Planner

- The issue we are facing with degree planner is that “similar courses” are not similar at all for the student experience unless they:
 - o Have the same name
 - o Have the same course number
 - o Meet the same CSU GE requirements
 - o Meet the same Local GE requirements
 - o Meet the same IGETC requirements
 - o Have the same C-ID (if applicable)

There may also be an issue with course sequencing in some cases. Bottom line is that degree maps were developed locally and are only guaranteed to work for students when completed locally; trying to use degree planner as if courses/maps are the same across the district is not appropriate.

This issue comes from DCCC. Wada reported the concern with the possibility that degree audit and degree planning might be more of an automated process going forward. There is more complexity than just courses having the same header information (e.g. BIOL 300). Just because it has the same header information doesn't mean that it necessarily meets the same articulation, degree or transfer requirements needed. Actual reviewing is done by CSU and UC faculty and articulation officers. “Layers of the onion are many!” Complexity of identifying what is “similar” and the involvement of faculty in these conversations.

Roberts-Law notes that this concern goes further than just Degree Planner. District is looking to automate many processes such as Financial Aid noting applicability for courses for financial aid. Degree Planner does apply accurately when it is applied to the specific college, but might not with other Los Rios colleges. Example of SPEECH at ARC and COMM at the other colleges. There are certain courses in those designators that are similar, but others that are not similar.

Shubb reported that she has been compiling a pile of evidence of students who have been harmed. And counseling faculty who are being grieved by students. Her request is to stop this process of calling these courses “similar” until a list of criteria have been determined in order for them to be coded as similar.

Comments:

- Going back to the District Renumbering project---are there processes from that time on how to determine that courses are similar?
- We don't have current process, besides the “Rule of Five”.
- Concern about the time and effort needed to work on this.
- We need to have someone from District IT who know this program so that we can make sure that we are asking the right questions for technology.
- Students are not so much using degree audit, but the counselors do. Concern that we don't have enough counseling time to see each student, but we need something to help the students.
- This is more of a degree audit concern, before it becomes a Degree Planner concern

Oliver noted that she met with Torence Powell on a different topic and was able to talk a little about this issue. There is support for a subgroup of DCCC (with possible additional members) to work on this issue, including doing an audit of what has already happened (i.e. courses have already been determined).

5. Reopening Planning

- Share any concerns or input regarding the Los Rios CCD reopening planning.
- o Need more robust conversations about mask requirements. What are faculty responsibilities?
- o There are specific Math and English courses that are going to be in person with lower class caps. Concerns about disparities in other departments having to adhere to social distancing standards.
- o Need to have more conversation about Fall and Spring.
- o Faculty wish they have had these discussions months before. More hearing about things instead of having consultation process.

6. Centralization and Collegial Consultation

- Updates regarding discussions about improving services in Financial Aid (FA) and Admissions and Records (A&R).

The main focus of the meeting that the senate presidents (along with Crosier and Wada as incoming presidents) had with Chancellor King and Deputy Chancellor today was a robust discussion on this topic.

Comments at DAS meeting:

- o While appreciating the discussion that the senate presidents had, still have serious concerns that DO does not recognize the purview that DAS has in these situations. There have been three organized discussions at SCC senate on centralization, along with students and classified. Significant concerns about lack of consultation. Concern that there are not taking this to the District Equity & Student Services Committee (DESSC). All the mentioned services for centralization are part of the matriculation process. It is astounding that DESSC does not have a prominent position in these district discussions.
- o Reminded King that revised charge of DESSS is strong. Nye openly admitted that we have a disagreement in terms. When services provided by student services faculty it seems that less attention is paid to 10+1 purview.
- o There is a difference between consultation and feedback. FLC is putting together “listening sessions” about these centralization endeavors and will be sending comments/feedback to DESSC.
- o There are no metrics to measure how effective some of these services are. Put a pause on centralization--- we need to first have some metrics and data. If there are no metrics, then it begs the question about the purpose of centralization in the first place.
- o The first thought should have been to get everyone at the table.
- o This is a disturbing power grab (example of some multi-college districts in Texas). Concerning when we narrow the decision-making process. There is a difference between collaboration and centralization. There can be reasons for coordinating certain functions. We are losing direct reporting of these units to the college presidents.
- o What is it that we want to have stopped? Do we not want to have the district to talk about FA until...?
- o King noted “during my tenure here, we will not be a one-college district.”
- o Decisions are being announced before there has been consultation. Problematic that decisions are being shared with top 30+ of administrators. DESSC charge gives them purview over these issues being proposed.
- o If these current efforts succeed, it isn't hard to imagine that centralization of instruction of instruction is next.
- o This seems like a personnel reorganization shrouded in “student success”
- o Less staff still doing the same amount of work isn't equitable; also it is overworking staff
- o There will never be a one-college district because it would cost money, i.e. we would lose funding. But a

- system where service areas bypass local reports and go straight to DO is too close for me.
- o They have been making a lot of decisions without the consultation of faculty and staff.
 - o We don't need a consultant to tell us what to do with something that depends on local expertise and institutional knowledge.
 - o No plans with making change is highly problematic.
 - o SPAs are part of call center plans which have been going on for at least a year and a half. Call Center does report informationally to DESSC.
 - o The greater faculty need to be made aware of what's being proposed; each college should hold some meetings with faculty to find consensus of the need or possibilities, then leadership can take that information forward.
 - o Centralization has not been discussed at DESSC and does not meet again until May 17.
 - o The issue is loss of local decision making, disempowerment of college presidents and local administration who work with their local senates.
 - o Am troubled with the recent trend of bringing in consultants to try and tell us how to run our organization. in my estimation we have always and still should have the expertise to look into issues like this in-house. in the end these decisions are being made without any real plans and i want to remind all that the college public information officers and the college foundations were centralized without any discussion which has laid the groundwork that this type of action can be taken by district without any input whatsoever. We have been put in a situation that we are always in reaction mode as we are always called to the table at the 11th hour. Until that dynamic changes, we will always be seen as reactionary and trying to stop all that district does when we really just want our place at the table.
 - o We don't know because the plans doesn't yet exist. We don't know what we want to have stopped. There is an intention to do something, but no one knows yet because there are not any plans yet.
 - o These issues affect faculty functions---e.g. counseling and FA. Put on pause as this relates to faculty roles. These areas of faculty purview are definitely being affected. We need to assert the faculty roles and rights. Put a stop---fearful that these circular discussions will be seen as collegial consultation.
 - o Concern that we hear messages that don't match my perceptions. Example of April 12 message--- "shared interest" in reimagining FA and A&R.
 - o Do we want to say "no" to the reimagining? Is that we want to put the brakes on?
 - o The issue is "without consultation." 14 areas across colleges that have been announced for centralization. It has to be in the context of the cumulative effect of this actions.
 - o What is DAS directing Oliver to do?
 - o One particular "ask" to have DESSC to review all the identified areas that have been centralized or are considered for future centralization. Need formal response/statement from DESSC.
 - o There will be a discussion at DETC. Asked Nye for clarification on what expected from the committee.

Newman noted that the LRCFT is meeting with District to negotiate the impacts of centralization on faculty. They are asking them to halt centralization until negotiations on the topic are completed.

Action:

Oliver will collect comments and take back for discussion with King and Nye.

Reports (5 minutes per item)

- Meetings with Chancellor, Deputy Chancellor, etc.
- April 20th meeting with King, Nye, Oliver, Beyrer, Haug, Petite, Shubb, Crosier, and Wada
 - Discussed
 - Next steps of class cap resolution passed by DAS

- Centralization of FA and A&R
- Adjunct Hiring Committees

- College Academic Senate Presidents

No reports.

- District Curriculum Coordinating Committee (DCCC) (Wada)---no report.
- District Equity & Student Success Committee (DESSC) (Anayah)---see Attachment A.
- District Educational Technology Committee (DETC) (Trench)---meeting this Thursday, including a discussion of HyFlex instruction and whether/how it may be implemented and supported.
- Ethnic Studies Faculty Council---see Decision Item #1.

Other meeting reports:

o AB705 (Oliver)

- Accreditation (Oliver)
- Adjunct Hiring Manual (Crosier)
- Accessibility (DAPIC)(Knudson)---see Attachment B.
 - Calendar (Oliver)
 - College Bookstores (Crump)
 - Equivalency Task Group (Oliver)
 - Prison & Reentry Program (Crosier)
 - Other...
- Academic Senate for California Community Colleges (Oliver)---very successful session this last week. Also see comments under Item #2, Antiracism and Equity.
- Los Rios College Federation of Teachers (LRCFT) (Newman)--see Attachment C.
- Adjourned at 4:56pm.

Future Events:

- Future DAS meeting: May 4
- LRCCD Board of Trustees Meeting: Wednesday, May 12, 2021, 5:30pm

ATTACHMENT A:

DESSC report to District Academic Senate 4. 20.2021

The District Equity & Student Success Committee met on 4.19.2021 from 2:30 to 4:30 PM. Key points from the meeting were:

1. BJ Snowden reported on the work that the District is doing with the consultants. Office hours with the consultants are available. Work with VPs at the colleges. District is planning to re-up the contract. Focus on strong deliverables. Focus is on a Train-the-Trainer model with the goal of moving beyond the consultants. Contact BJ for more information.
2. Mike Chappell (CRC counselor) shared his concerns about the need to be prepared for when the verdict is issued in the George Floyd trial. He has talked to Dr. Ed Bush, President of CRC, about this concern. Some ideas that were discussed:
 - Be proactive rather than reactive and use the time we have before the verdict to prepare - using a protection mindset. Focus on ways to respond. Involve counselors and instructional faculty.
 - Best to do this district-wide with the help of the Chancellor's office.
 - Prepare a Rapid Response Team that will be ready at a one or two-hour notice with a zoom link to respond when the verdict is issued.

- Think ahead to our cultural celebrations and any possible threats.
 - Keep this work ongoing. Bring in members from the community and community agencies to continue the conversations.
3. Tutoring and Black/AA students
Colleges are exploring ways that Black/AA students can be more effectively connected to tutoring services. This topic will be carried over to next semester - fall 2021.
 4. Dual Enrollment/Advanced Education outreach efforts to Black/AA students
Discussion around combining these 2 elements into one workgroup. Colleges do things differently with these programs, adding to the confusion. Lack of data is also an issue. This topic will be carried over to next semester - fall 2021.
 5. Cultural celebrations for graduation are being prepared. Groups have done a great job. Announcements are coming out. Please encourage members to attend.
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ATTACHMENT B:

DAPIC met last week

Workload Issues team provided summary of their research, resulting in 9 themes:

1. There are substantial ongoing workload issues involved in making materials accessible
2. Training is an issue because it also will take time and ongoing commitment
3. Workload is not distributed equally across disciplines
4. There are equity issues (Standard American English requires less captions editing)
5. More work is caused from lack of clear communications and and changing expectations about tools and practices
6. Inaccessible student services info that instructional faculty are expected to relay to students causes more workload
7. Accessibility is driving pedagogy in some cases when faculty opt out of using good materials that require work to make them accessible
8. Faculty suggest outsourcing some of the accessibility work to reduce workload
9. Coordinators (DE, DSPS, UDL) should not and cannot do all or even part of this work on behalf of instructional faculty
10. Accessibility obligation is a disincentive to teach online

The committee will have an initial draft of its final report ready to introduce at the final DAS meeting.

ATTACHMENT C:

LRCFT report April 20, 2021

- o The LRCFT is providing financial contributions to the five **student graduation ceremonies** this semester.
- o The LRCFT recently hosted at our union hall a live show by *Good Day Sacramento* featuring an art auction by Sacramento City College student artist Henry Fisk. Part of the proceeds benefit the SCC RASA Center & Undoc Resource Program. The auction continues through April 16.
- o The LRCFT recently attended the **CFT statewide virtual convention** where ARC student performer Brette Stout sang several songs between sessions. Several Los Rios faculty also gave statewide presentations and are running for elected office in the CFT.
- o The LRCFT recently sent a letter to the Placerville City Council in support of a vote for removal of nooses from city property.
- o The LRCFT sent out a resolution two weeks ago against historic, recent, and on-going violence towards Asian Americans.
- o The LRCFT has established a *Faculty Relief Fund* to assist faculty in short term financial need.
- o The LRCFT continues to support statewide legislation to improve health care and pay for part time faculty.
- o The LRCFT continues to invite LRCCD Trustees to our meetings this semester and next semester for mutual question and answer sessions.
- o The LRCFT continues to work with the district collaboratively regarding Fall reopening planning and the collective bargaining of issues related and unrelated to reopening.
- o I would like to close this report in honor of **Paul Baltimore**, a part time history professor in Los Rios who passed away suddenly last week. We remember our generous friend and helpful colleague who worked tirelessly for his students, colleagues, and union. We are planning a virtual memorial for him that we will announce soon.

Thank you,
Jason Newman
LRCFT President

At the April 20, 2021 Los Rios Community College District Academic Senate (DAS) meeting, the DAS approved by acclamation the following Los Rios Ethnic Studies Faculty Council Resolution.

Establishing Los Rios Community College District Ethnic Studies Departments

Whereas, the Los Rios Community College District is committed to student success, equity, and diversity; and equitable education requires making significant connections with students and providing diverse learning experiences to meet diverse needs; and

Whereas, California Assembly Bill 1460, commencing with students graduating in the 2024–25 academic year, instructs “the California State University to require, as an undergraduate graduation requirement, the completion of, at minimum, one 3-unit course in Ethnic Studies...”; and

Whereas, the proposed California Assembly Bill 1040, commencing with the 2022–23 academic year, requires “each community college district to offer courses in Ethnic Studies at each of its campuses. The bill would require that the units earned by students for successful completion of these courses would be eligible for transfer and, if applicable, would meet Ethnic Studies graduation requirements at the California State University”; and

Whereas, the proposed California Assembly Bill 1040, commencing with the 2024–25 academic year, requires “each community college district to require the completion of at least one course in Ethnic Studies of at least 3 units as a requirement for a student to obtain an associate degree for transfer”; and

Whereas, the proposed California Assembly Bill 1040 stipulates, “Because this bill would impose new duties on community college districts, it would constitute a state-mandated local program. The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement”; and

Whereas, only Sacramento City College and Cosumnes River College currently offer Ethnic Studies courses, and no Los Rios Community College campus has an Ethnic Studies department;

Resolved, that the Los Rios Community College District Ethnic Studies Council recommends and requests to the District Academic Senate (DAS), advocating for the establishment of Ethnic Studies departments at each college in the district.

Resolved, that the Los Rios Community College District Ethnic Studies Council recommends and requests to the District Academic Senate (DAS), support advocating for a budget for each Ethnic Studies department to include FTE, a department chair, at least two full-time Ethnic Studies faculty hires, and part-time hires.

Resolved, that the Los Rios Community College District Ethnic Studies Council will serve as a resource to guide the four colleges in developing Ethnic Studies departments that will meet the demands of AB 1460 and the proposed AB 1040, and continue the district’s commitment to student success, equity, and diversity.

References

[Los Rios Community College District Equity and Diversity Statement](#)

[California Assembly Bill No. 1460](#)

[California Assembly Bill No. 1040](#)

Dee, Thomas and Penner, Emily. “The Causal Effects of Cultural Relevance: Evidence from an Ethnic Studies Curriculum,” *American Educational Research Journal* 54(1) (2017).