

District Academic Senate (DAS) Meeting - Minutes

Tuesday, February 15, 2022
 3-5 pm

Call to order 3:02 PM

Members Present (X = present)

Julie Oliver	CRC	District Academic Senate President	X
Alice Dieli	ARC	District Academic Senate Secretary	X
Alisa Shubb	ARC	Academic Senate President	X
Corina Hoffpauir	ARC	Academic Senate Vice President	X
Amy Gaudard	ARC	Academic Senate Secretary	X
Tressa Tabares	ARC	Academic Senate Past President	X
Scott Crosier	CRC	Academic Senate President	X
Lisa-Marie Mederos	CRC	Academic Senate Vice President	X
Jacob Velasquez	CRC	Academic Senate Secretary	X
Greg Beyrer	CRC	Academic Senate Past-President	X
Eric Wada	FLC	Academic Senate President	X
Danielle Beck	FLC	Academic Senate Vice President	X
Lisa Danner	FLC	Academic Senate Secretary	X
Paula Cardwell	FLC	Academic Senate Past President	X
Lori Petite	SCC	Academic Senate President	X
Sandra Guzman	SCC	Academic Senate Vice President	X
Amy Strimling	SCC	Academic Senate Secretary	X
Troy Myers	SCC	Academic Senate Past President	X
Andi Hicks	FLC	District Curriculum Coordinating Committee (DCCC)	X
Jena Trench	CRC	District Educational Technology Committee (DETC)	X
Bernadette Anayah	FLC	District Equity & Student Services Committee (DESSC)	X
Jason Newman	CRC	Los Rios Colleges Federation of Teachers (LRCFT)	

Guests:

Chanelle Whitaker HR

California Title 5 §53200 "10+1" 1. Curriculum, including establishing prerequisites 2. Degree and certificate requirements 3. Grading policies 4. Educational program development 5. Standards or policies regarding student preparation and success 6. College governance structures, as related to faculty roles 7. Faculty roles and involvement in the accreditation process 8. Policies for faculty professional development activities 9. Processes for program review 10. Processes for institutional planning and budget development 11. Other academic and professional matters as mutually agreed upon.

Mario Rodriguez
Torance Powell
Craig Davis
Dan Crump
Tamara Cheshire
Teresa Aldredge
Teresa Lopez

Preliminaries

- Land Acknowledgement for FLC [listed at end of agenda]
- Welcome

Public Comment (up to 3 minutes per person as time permits)

The public may comment on any items within the DAS's jurisdiction, even if the items are not on the agenda, only during this portion of the meeting. However, the law prohibits action by the DAS on non-agenda items. Speakers are limited to up to three minutes. If you wish to speak to a particular item on the current DAS agenda, your comments will be taken up at the time the DAS takes up that item.

- No comments

Consent Considerations

A member of the DAS may request that an item be removed for further discussion and separate action.

- DAS February 15, 2022, Agenda
- DAS February 1, 2022, Minutes
- Adoption of Findings Related to Public Meetings Pursuant to AB 361:

Consent items approved unanimously with roll call vote.

BACKGROUND:

On September 16, 2021, Governor Newsom signed AB 361, which amended the Brown Act to provide local legislative bodies the ability to conduct virtual meetings under certain circumstances. The legislation included an urgency clause, which made it effective immediately.

AB 361 allows local legislative bodies to conduct virtual meetings during a state of emergency proclaimed by the Governor under certain conditions, including when "state or local officials have imposed or recommended measures to promote social distancing."

If the state of emergency is ongoing, the local legislative body must adopt certain findings by majority vote every thirty days in order to continue using the virtual meeting rules under AB 361.

On January 6, 2022, the Sacramento County Public Health Officer issued an order "Directing all Public Meetings in the County to Occur Virtually Until Further Notice and Encouraging Workplaces to Conduct Meetings Remotely as Business Needs Permit," which provides in part:

“All public boards, councils, commissions, and other similar bodies shall suspend in-person public meetings and conduct all meetings virtually. Affected bodies shall ensure opportunities for virtual public participation and compliance with the Brown Act and other relevant statutes.”

The stated purpose of the January 6, 2022, Public Health Order is to “control and reduce the rate of community spread and to reinforce the need for safe interactions.” The Order notes that “in addition to existing COVID-19 mitigation measures, including vaccination and face coverings, additional actions can help limit the likelihood of COVID-19 transmission in workplaces and public settings.”

RECOMMENDATION:

Consistent with the Sacramento County Public Health Officer’s Order dated January 6, 2022, it is recommended that the District Academic Senate (DAS) adopt the finding “that state or local officials continue to impose or recommend social distancing measures.”

DAS President’s Report (10 minutes)

Review of meetings and answering of any clarification questions.

AB 705

- Math group has been working diligently at bi-weekly meetings with department chairs, deans, VPI/AVPIs. Meeting last week topics included coordinating communications with counselors spreading news to counselors and timeline to present at least one new to district course for Board approval at the March meeting.
- Class caps continue to be discussed and will be a topic at the next Math AB705 meeting
- Discussions taking place at the Math AB705 meeting regarding how to support students who will be impacted by AB 705 changes.

Meeting with Chancellor and Deputy Chancellor

- Discussed regional grants that are being explored along with consortium of CSU, UC, and K-12 representatives; most likely will be tied to dual enrollment.
- Online education report shared by Dyan Pease and Torance Powell is being distributed to college senates for discussion at the local level and at DAS.
- Accreditation is in progress and includes an anonymous random sampling of 5% of Fall 21 courses to get an overview of what is happening in the district.
- Reminder that Canvas is the only LMS platform approved for use in the district.

Accreditation

- Sessions with the accreditation teams are scheduled at each college in the next two weeks.

Legal

- General Counsel is working on language to amend P-7241 to allow courses with C- grades to be applied to Certificates.

Decision Items (15 minutes per item)

None

Discussion Items (15 minutes per item)

1. Faculty Hiring

(Guests: Chanelle Whittaker, Associate Vice Chancellor of Human Resources and Mario Rodriguez, Vice Chancellor, Finance & Administration)

Background: DAS requested data about hiring committees and hiring outcomes. Information regarding outcomes was forwarded earlier today, however the data concerning the committees is still being actively gathered.

DAS requested a discussion on next steps for infusing equity into the hiring processes beyond faculty hiring manual (items such as equity reps at second level interview, the reference check process, job descriptions, and recruitment efforts).

- Discussion began with invitation from guests to hear from DAS and an acknowledgement that HR will soon be requesting volunteers to help with revision to hiring manual.

Topics brought forward from DAS included:

- Feasibility of modifying processes for hiring committees that infuse equity including eliminating letters of recommendation and names of institutions that awarded degrees. Guests noted that EEO committee has also brought up eliminating names of institutions, and state-wide discussions have included those suggestions as well as eliminating names and video from video interviews and names from the documents.
- Committee composition, which is the responsibility of the senate presidents, language needs to be clarified regarding how to build a committee that is diverse. That is sometimes very challenging because not everybody has access to the needed information about potential committee members. In trying to gather that information, there is a lot of back and forth that takes place with the chair, the Dean the AVPs, and the Title 9 intervention officer as presidents are attempting to build committees. Request to consider clarifying the language to make the process clearer. Currently a whole lot of training needs to be done with Dean's, and chairs, and AVPs on the current language of the manual. Additionally, the adjunct portion could be strengthened and clarified with more explicit language. Although the current language has been modified, it can use more improvement.
- Suggestion that faculty hires have teaching demos in front of actual students in actual classrooms.
- Suggestion for use of professional reference checks rather than colleagues who may be friends of friends of friends; guests report that current guidance is for deans and presidents are responsible for completing reference checks following specific process.
- Request for data that tracks demographics from applicant pool to those who meet min quals, and then any additional screening that is done before list is made available to committee. And then, based on the changes that have been made to our process,

continuing with data from results of the interviews through hiring. Guests report that some of that data is available, and they will explore the request.

- Question about what changes have been made to widen the time and reach of recruitment?
- Question about how min qual screening works based on anecdotes about candidates receiving different results from different colleges within the district.
- Question about why we cannot specifically ask for bilingualism in job description? Guests report that the legality has been addressed recently and the guidance is that bilingualism can be a preferred qualification, but if was min qual, then it eliminates, unequivocally, anyone who does not speak the specified language. Guidance is that bilingualism can be a preferred qualification. Guests will follow up.
- Question about the parameters for follow-up questions. Guests report that LRCCD has no official policy however guidance is that for first-level interviews, all candidates need to have an equitable and fair opportunity. Discussion continued about what to do with candidate who needs prompting for a multi-part question. Guests agreed that there should be an official policy to address this.
- Question about the feasibility of cluster hires for positions to support students from special populations. Guests report that it does happen in classified positions and some management positions and can be explored for faculty positions.
- Question about when request will be made for faculty to serve on review or writing teams for updates for the hiring manual? Guests report that should be happening soon.
- While a decision is made at HR to accept applicant panel based on diversity, question is whether the diversity of the committee composition is ever kicked back. Guests report that while they haven't seen that yet, but will check with staff.
- Question about the state of the budget and if the guests had a sense if the revised budget might have additional funding for faculty hires. Guests report that labor unions focus is on support for adjuncts including health benefits, additional payments for compensation for adjunct, and additional support for office hours.
- Question about exclusion of contact information, would that include location and phone number? That has not been discussed specifically.
- Consider extend time period between expiration of certification from hiring the best trainings?
- Interest in having discipline faculty in 2nd level interview.
- Note there are certain disciplines where classified staff do support instructional faculty and are necessary to the function of those programs. And in some of those areas they function in very, it's a very lean and mean and if that person is out sick, or if that person retires, we potentially end up, you know, having to scramble to find someone to fill but you know, a big void in those areas for example in athletics, performing and visual arts and of course in science as well.

- Consider that with elimination of letters of interest, there may be a loss of mentorship comments.
- During the interviews, candidates can ask questions and how does that impact the equity of the process.

Follow-up meeting will take place with DAS President, incoming DAS President, and the guests, to consider the work that needs to be done to improve the faculty hiring process, including the topics brought up here, and then establish work groups to move the improvement process forward.

2. Curriculum and AB928 & AB1111

(Guest: Torrance Powell, Associate Vice Chancellor of Instruction)

Background on the new laws AB 928 Student Transfer Achievement Reform Act of 2021 & AB 1111 Common Course Numbering (Wada)

AB 928 Student Transfer Achievement Reform Act of 2021: Associate Degree for Transfer Intersegmental Implementation Committee

- a. Statewide implementation committee will be formed of 16 members, which will include 3 faculty, students, admin, and outsiders. For reference, AB 928 was not widely supported by any of the practitioners in higher education. It was opposed by the UC system by the CSU, and by the community colleges - not only by the faculty, but also by the chancellor's office in each of those systems. And at least initially the students in those systems are opposed as well.
- b. Timeline
 - i. May 31, 2023 – development of single lower division GE pathway for students wishing to transfer to both UC and CSU; the intersegmental council of the AS of the CCs ECs and CSUs(ICAS) will work together on developing this pathway; if the council cannot agree, the three systems' chancellors will be empowered to develop the pathway by Dec 31, 2023.
 - ii. Dec 31, 2023 – implementation committee responsible to establish goals related to the number of transfers that are necessary for closing equity gaps in transfer disaggregated by race. Note that standards for student preparation of success is a 10 +1 item #5.
 - iii. Aug 1, 2024 -- CCC are required to place students on ADT pathway, if pathway exists and students considers transfer to CSU as a goal. Students will have choice to drop off of ADT pathway and opt for local degree if they are considering transfer to UC or private school. Note that although ADT pathway provides preferential acceptance at a CSU, the preference of major and location is at CSU discretion.
 - iv. Dec 31, 2024 – Transfer model curricular (TMC) will be reviewed, guidance TBA.
 - v. Provision for relook at STEM ADT degrees
- c. Current progress – ICAS with a committee of 10 composed of 3 members from each system plus an articulation office, is working on GE alignment. Students and representatives from

each system's chancellor's office are listening in on the conversations and providing input where appropriate.

- d. ASCCC has established a feedback portal to [Submit Input on AB 928](#).
- e. Note that there are conflicts between IGETC and CSU GE and UC GE guidelines, restrictions and requirements.

AB 1111 Postsecondary Education: Common Course Numbering System

- a. July 1, 2024 - Deadline for community colleges only, to establish a common course numbering system. Specifically, this applies to GE courses, any courses required for GE, and then also transfer pathway courses.
 - i. The system must be student facing, therefore, in the catalog. May mean renumbering everything unless you happen to be one of the fortunate colleges after which the course members are going to be modeled.
 - ii. May begin with C-ID and expand to GE and transfer courses, but there is no requirement pertaining to the order of work.
- b. Current progress – CCCCCO has hired SOVA Consulting. Several community college faculty with senate and/or curriculum experience have been selected to provide input to this group. Los Rios is fairly well represented on this group by Eric Wada, Julie Oliver, and Amanda Paskey. Group is identifying dates and challenges including communication to students as not all courses with the same number will necessarily have the same articulation.

Impact at LRCCD (Torance Powell)

District common course numbering system project to provide consistencies within district may be impacted and a practical approach may be to wait until more direction is provided by CCCCCO.

Discussion around whether DAS supports DCCCC going forward with local work in light of AB 1111?

- Clarification needed with reference to whether work on alignment among courses within district continue even though numbering may change?
- Alignment within district for articulation of GE courses for transfer seems to be still a valid effort with goal to create consistency among articulation agreements for courses of the same number, though numbers may change with AB 1111 process.
- Clarification needed for disciplines such as ECE, which is involved in a statewide curriculum alignment project that aligned 8 courses for 24 units with the same SLOs and descriptive language. Work has been vetted by an outside agency and shared on a common website.
- Discussion of current curricular projects will continue considering these new laws.

3. Resolution in Support of Increased Adjunct College Service Compensation (included in Supplemental Materials)

All colleges have discussed the resolution, though there are still questions. Recognizing that compensation is not a Senate item, the resolution acknowledges that all four college senates and the DAS support LRCFT in taking this forward to hopefully negotiate more funding, language, MOUs,

and whatever else to help serve and compensate adjunct faculty who serve on Senates, in other governance roles, and whatever else that might be.

Agreement to bring this to SUJIC on February 28th to let DAS bring forward with support and questions.

Request Presidents send questions to Julie who will send to Jason so he can prepare for discussion.

4. LRCCD Strategic Planning

DAS has discussed this a number of times last fall and coming back to it. The steering group for this is Chancellor's Cabinet with the next meeting on February 28th. At cabinet there has been general agreement that our goals for the district plan are going to roll over and that the process will be more of a fluid annual process instead of a complete overhaul once every five or six years. The annual work will really focus on strategies and thinking about strategies that might need to be changed or edited and talk about what that process might look like. The topic has been discussed at the meeting with the Senate and DAS Presidents and Chancellor and Vice Chancellor. Discussion included:

- At multiple discussions, SCC faculty did not disagree with goals. Concerns have to do with next steps to identify strategies, indicators, metrics, interventions; and how will senate and constituent groups be involved; concern processes are not truncated.
- ARC faculty are comfortable with fact that strategies are at college level. Concern for Chancellor's cabinet to address what will actually be done on an annual basis at a district level and on what timeline.
- DAS President asked for feedback to bring to cabinet meeting on February 28th.

5. Diversity, Equity, and Inclusion (DEI)

Time for reflection on how to infuse DEI work into everything associated with academic and professional matters.

- Recently, CRC hosted Pulitzer Prize-winning reporter Nikole Hannah-Jones, creator of the landmark 1619 Project. The local Sacramento Bee opinion piece focused on the speaker fee rather than the topic. Discussion pondering the focus of the article on the speaker fee as a smokescreen because of the controversial nature of the work rather than discussing the speaker and topic.
- Reminder of scheduled events for Black History Month.

Reports (5 minutes per item, as time permits)-Please submit written reports to DAS President and Secretary.

- College Academic Senate Presidents-ARC, CRC, FLC, SCC
 - FLC – continuing discussions on equity data facilitators project looking at classroom data aggregated by race, ethnicity, and demographics on DI students. Concerns have been raised about perception about disparity in data being due to teaching rather than

institutional practices, societal practices, systemic issues and other concerns students experience outside the classroom; discussed hyflex.

- SCC – busy couple of weeks. Last week, we took a few moments in tribute and in memory for SCC student Emma Roark, who was murdered. That really sent shockwaves through our campus, so we appreciate the support. And that is a really sad time. We send our thoughts and prayers to her family and friends. And we have colleagues, of course, and students, who knew her. We also took time to honor Belinda Lum and Sandra Guzman, both of these professors have recently been honored. Belinda Lum was honored as a Great Teacher and Sandra Guzman and the Puente project have been nominated for an award for Excellence in Education and we are really proud of our people. Have had discussions on dual enrollment, the hyflex report, we have elections coming up, and we have approved our updated mission vision values.
- ARC -- working on mission, vision, values; discussed hyflex report; passed resolution that the academic Senate at ARC will through the direction given to the curriculum committee, ensure that equity diversity, inclusion, cultural responsiveness, and anti-racism are appropriately reflected in course outlines of record; passed a resolution on research support for program review; heard dual enrollment presentation; math faculty presented on AB 705 recognizing that so many disciplines are dependent on a math requirement we need to make sure that everybody is aware of the changes that are happening with math and the possible impacts on how they are getting students prepared – sending a big shout out to everyone who is working on this.
- CRC – discussion on AB 705 commending work of math department; discussed hyflex doc; advocating for additional weave confidential advocate, have been answering questions, waiting for response from call to Weave to get back to senates. (General counsel oversees Weave and may be able to answer some questions)

Comments: DAS will bring hyflex to March as discussion

With reference to Math AB 705 changes to Socrates – some may be automatic (SAG group is working on it)

- District Curriculum Coordinating Committee (DCCC) (Hicks)
- District Equity & Student Success Committee (DESSC) (Anayah) – nothing since last meeting
- District Educational Technology Committee (DETC) (Trench) – nothing since last meeting
- Other meeting reports
 - AB705 (Oliver) (see Discussion item)
 - Accreditation (DACC) (Oliver) (see President’s report)
 - Adjunct Hiring Manual (Crosier)
 - Accessibility (DAPIC)(Knudson)
 - Budget (Myers) – will meet in March for presentation on budget process within the district
 - Calendar (Oliver) – will meet late this spring or next fall for consideration of including Juneteenth and Cesar Chavez Day for 2023-24
 - Ethnic Studies Council (Cheshire/Heningburg) – will meet tomorrow
 - Prison & Reentry Program – will be hiring director, possibility of grant

- Other...
- Academic Senate for California Community Colleges (ASCCC)

Future Agenda Items

- DAS Constitution and Bylaws revisions
- Attendance options for Plenary
- Discussion of Hyflex Report (March)
- Faculty Hiring workgroups

Future Events

- Future DAS meetings
 - Spring 2022-Mar 1 & 15, Apr 6 & 20, May 3
- [LRCCD Board of Trustees](#)
 - Regular Meeting, Wednesday, Feb 16, 2022, 5:30pm
- [ASCCC events](#)-many other events and institutes are listed on the website
 - [Area A Friday March 18, 2022, 10-3, \(virtual\)](#)
 - Plenary April 7-9, 2022 (hybrid) deadline to register is March 25th

Adjournment 4:41 PM

Supplemental Materials

Discussion Item # 3

Support for Increased and Improved Compensation for Adjunct Faculty to Participate in College Service-FLC Senate Resolution F21-01; Approved 26 October 2021

Whereas adjunct faculty comprise over 57% of the entire faculty districtwide (as of Fall 2021), and at Folsom Lake College, adjunct faculty are approximately 60% of the faculty (of which there are 124 full time faculty).

Whereas college service is an effective way to keep faculty engaged in current practices and services to enhance the student experience at the college.

Whereas college service on Senate committees, which typically oversee areas such as Curriculum, Student Success, Student Equity, Professional Development, Student Learning Outcomes, and Guided Pathways, is a way to work towards continuous growth and improvement in both instruction and student services as they pertain to faculty roles that extends beyond one's own classroom or office.

Whereas Folsom Lake College has (as of Fall 2021) 122 full-time faculty and approximately 300 college service needs on department, area, college, and district committees, subcommittees, task forces, workgroups, councils, advisory committees, and student club advisor positions in addition to other ad hoc or liaison work.

Whereas adjunct faculty bring a valued perspective to the committees on which they serve by relaying both their own personal and professional experiences to enhance instruction and student services.

Whereas college service typically involves both attending meetings and meeting with peers and constituents to relay information before or after meetings, and the amount of time can be up to 16 hours per semester just in meetings alone. The current compensation is \$300 per semester, which would be less than \$20 per hour to do work on academic and professional matters.

Resolved that the Folsom Lake College Academic Senate supports both (1) providing increased monetary compensation to adjunct faculty to serve on Senate committees or to do work related to academic and professional matters and (2) increased numbers of adjunct faculty positions that can be compensated for college service work as specified above.

Resolved that the Folsom Lake College Academic Senate encourages both (1) the other Los Rios College Academic Senates and the Los Rios Community College District Academic Senate to support this resolution, and (2) the Los Rios College Federation of Teachers to relay the support of the Academic Senate for adjunct college service compensation equity in the next round of contract negotiations.

Los Rios CCD Academic Senate Call to Action

Approved Tuesday November 17, 2020

The four Los Rios Colleges and the District Academic Senate support the Academic Senate of California Community Colleges (ASCCC) Fall 2019 Plenary Resolution "[Support Infusing Anti-Racism/No Hate Education in Community Colleges](#)". Specifically, to the following Resolved statements from that resolution:

- denounce racism for its negative psychological, social, educational, and economic effects on human development throughout the lifespan;
- take steps to not only strive for a greater knowledge about and the celebration of diversity but also to support deeper training that reveals the inherent racism embedded in societal institutions in the United States, including the educational system, and asks individuals to examine their personal role in the support of racist structures and the commitment to work to dismantle structural racism; and
- infuse Anti- Racism/No Hate Education in all its activities and professional development opportunities to the degree that doing so is feasible.

To achieve this, our Academic Senates are committed to:

1. Include a discussion of anti-racism/no-hate education on agendas. Remembering that we do not have to have an answer to start a conversation.
2. Prioritize culturally responsive curricular redesign with our curriculum committees.
3. Acknowledge, without assigning blame, that the structure of our colleges houses the biases and prejudices of their founding times. Those biases have privileged some and disadvantaged others, particularly African American and LatinX communities.
4. Prioritize the evaluation of hiring and evaluation processes with an equity lens.
5. Request services from the ASCCC about any of these topics if needed.
6. Evaluate our academic senates and find the voices among our faculties missing in governance. Find ways to empower those voices.

7. Work with our administrations, classified professional colleagues, and students to find constructive ways students can express themselves about structural and historical biases that exist.

Land Acknowledgements

[ARC Indigenous Land Statement](#)

“We acknowledge the land which we occupy today as the traditional home of the Maidu and Miwok tribal nations. These sovereign people have been the caretakers of this land since time immemorial. Despite centuries of genocide and occupation, the Maidu and Miwok continue as vibrant and resilient Federally recognized tribes and bands. We take this opportunity to acknowledge the generations that have gone before as well as the present-day Maidu and Miwok people.”

[CRC Land Acknowledgement](#)

“We pause to acknowledge that Cosumnes River College sits on the land of Miwok and Nisenan people. We remember their continued connection to this region and give thanks to them. We offer our respect to their Elders and to all Miwok and Nisenan people of the past and present.”

[FLC Land Acknowledgement](#)

“We respectfully acknowledge the land currently occupied by Folsom Lake College as the traditional home of the sovereign Nisenan, Maidu and Miwok peoples who have a unique and enduring relationship stewarding this land since time immemorial. Despite colonization, occupation and genocide, the Nisenan, Maidu and Miwok people continue and thrive in their resilience and self-determination. We celebrate and recognize our Nisenan, Maidu and Miwok tribal neighbors and honor their sustained existence.”

[SCC Land Acknowledgement](#)

“We acknowledge the land currently occupied by Sacramento City College as the traditional home of the Maidu, Miwok and Nisenan people. These sovereign people have been caretakers of the area since time immemorial. Despite centuries of genocide and occupation, the Maidu, Miwok and Nisenan people continue as vibrant and resilient federally recognized and unrecognized tribes, bands, and rancherias. Today, we honor and recognize our Maidu, Miwok and Nisenan tribal neighbors for their contributions as the caretakers of the Sacramento Valley and honor their sustained existence. It is with their blessing and continued guidance that Sacramento City College seeks to provide an accessible, equitable, and supportive institution of learning and experience.”