# Approved District Academic Senate (DAS) Meeting - Minutes

**Tuesday, September 6, 2022**

 **3:00 -5:00 pm**

<https://lrccd.zoom.us/j/84695861936?pwd=alhnSjMwTTAyRndOL1J0aTZNNHNSdz09>

Meeting ID: 846 9586 1936

Passcode: LosRios

Members Present (x = Present)

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Campus | Role | Present |
| Alisa Shubb | ARC | District Academic Senate President | x |
| David McCusker | ARC | District Academic Senate Secretary | x |
| Carina Hoffpauir | ARC | Academic Senate President | x |
| Brian Knirk | ARC | Academic Senate Vice President | x |
| Veronica Lopez | ARC | Academic Senate Secretary | x |
| Alisa Shubb | 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 |
| Dawna DiMartini | SCC | Academic Senate President | x |
| Sandra Guzman | SCC | Academic Senate Vice President | x |
| Amy Strimling | SCC | Academic Senate Secretary | x |
| Lori Petite | SCC | Academic Senate Past President | x |
| Bill Simpson | ARC | District Curriculum Coordinating Committee (DCCC) | x |
| Morgan Murphy | FLC | District Educational Technology Committee (DETC) | x |
| Ea Edwards | CRC | District Equity & Student Services Committee (DESSC) | x |
| Jason Newman | CRC | Los Rios Colleges Federation of Teachers (LRCFT) | x |
| Kandace Knudson | SCC | Instructional Accessibility Committee | x |
| Georgine HodgkinsonKalinda Jones | CRCFLC | Prison Reentry Education Program Committee (PREPC) |  |
| Tamara CheshireKeith Heningburg | FLCSCC | Ethnic Studies Faculty Council | x |

## Preliminaries

1. Welcome / Call to order

2. [Land Acknowledgement](#bookmark=id.d4wym91kndxi)

3. Approval of Agenda - Approved

4. Approval of Minutes - Approved

5. Introduction of Guests - Pamela Bimbi, Craig Davis, Alan Keys

6. **Public Comment Period** (up to 3 minutes per speaker)

New DAS President Alisa Shubb was congratulated and welcomed.

Senators were asked to consider SCC’s White Paper on District Leadership.

Concern was expressed that the District’s Strategic Plan does not seem to change.

7. DAS President’s Report

In July, Pamela Haynes requested the Board consider a resolution regarding AB 705 and 1705. Asked for time so faculty could provide input. With Jamey Nye, presented to the board on how AB 705 has been implemented. Trustees were interested in hearing more about how we are supporting students in this post AB 705 environment.

During the summer, with LRCFT, advocated for faculty to be able to attend convocation online or in-person.

Also advocated around COVID protocols. There appears to be some uncertainty around faculty responsibilities if faculty hears from a contact tracer that students must be alerted of possible COVID exposure. There does appear to be an expectation that faculty will contact students.

Working on getting draft regulation for academic renewal.

Preliminary conversations with District around [board policy 2222](https://losrios.edu/shared/doc/board/policies/P-2222.pdf) (regarding dropping students who are absent on the first day of class).

LRCFT and Academic Senate are moving forward with mandatory equity training for faculty.

DAS Canvas - If you’re a chair of a standing committee, discussion forums could be created. Documents could be shared there.

Appointments are needed for standing committees. Academic Senate Presidents were thanked for their work on this and asked to continue that work.

## Consent Items - None at this time

(Any member of the DAS may request an item be removed for further discussion and separate action.)

## Decisions (10-15 minutes per item)

1. Adoption of Findings Related to Public Meetings Pursuant to AB 361: “the state of emergency continues to directly impact the ability of members to meet safely in person.” (Second Reading)

**Approved** by roll call vote. Adoption is for the next 30 days.

**Yes -** Shubb, Hoffpauir, Knirk, Lopez, Crosier, Mederos, Velasquez, Beyrer, Wada, Beck, Danner, Cardwell, DiMartini, Guzman, Strimling, Lori Petite

## Reports (5 minutes per report + 5 minutes for questions)

1. Status of DAS Resolution “Impact of Class Size on Instructor Ability to Engage as Equitable Practitioners” *(Alisa Shubb)*

District would not support a standing committee but would support working with a task force. A [draft proposed project charter](https://docs.google.com/document/d/1FRumZkptMLSTTEyVc551EEbB-FPbGwlU/edit?usp=sharing&ouid=111365725088157068297&rtpof=true&sd=true) for such a task force was shared.

There was an inquiry as to whether LRCFT representation on the task force would be required or advantageous.

There was an inquiry as to whether we should start by focusing on math and English.

A concern was raised that a focus on math and English could create classes of disciplines, due to the legislation regarding math and English.

A concern was raised that faculty from career ed programs should be included.

There was a request that the charter highlight existing evidence and literature on this topic from professional organizations and scholars.

It was noted that workloads can vary widely across the state.

The importance of the inclusion of student voices/perspectives in the charter was noted.

## Discussions (10-15 minutes per item)

1. Cultivating an Inclusion, Diversity, Equity, Anti-Racism, Accessibility (IDEAA) lens in DAS work.

Comment that this is a good starting point and hopefully we can continue to develop the framework.

It was shared that there was significant discussion of IDEAA at ASCCC.

 The importance of the role of equity in committee appointments was discussed:

* Encouraged to seek representation
* Reappointments may be easy/comfortable but may be suboptimal for equity.
* Encouraged to respond to inquiries about why someone was not reappointed with a response such as, “We’re looking at diversifying our representation.”
* Rotation in committee membership is advantageous.
* Encouraged to check in with new appointments and ask if they are being heard.
* Encouraged to consider how to ensure new appointments are heard.
1. DAS Voting, Constitution, & Bylaws

It was shared that we need to do some deep work, looking at our constitution and bylaws and consider, for example, how they might support racism.

Inquiry as to how bound voting officers are to the decisions of their local senates.

Suggestion that we consider that a tie vote is likely an indication that the question or issue needs more examination. Encouraged to bring issues back to local senates.

Suggestion that we do need something in the bylaws about what happens in the event of a tie.

Suggestion that, when working on the bylaws, consider the concern that we not bind our successors.

1. Draft District Strategic Planning Process

Feedback is desired on the District’s [Draft Strategic Planning Process](#bookmark=id.ms387p2v7eg4).

Inquiry as to who makes the decisions. Where do these decisions get made? Concern that current practice allows district to make decisions as they go.

Inquiries as to what progress has been made on this process in the past year. Concerns that we are in the same situation as we were last fall.

Comment that there is a need for data disaggregated by college.

Concern that with all the business local senates have before them, we may need significant time to provide meaningful feedback.

Suggestion that we may need to be vocal about our needs with District in order to play a meaningful role (e.g. we need to see how the draft changed in response to our feedback, we need it by this date, etc).

Suggestion that we plan backwards from due dates in order to plan appropriately.

Make sure we have faculty involved in consideration of student data.

Concern that the planning process shared with us may be less than fully transparent.

Concern expressed about the limited opportunity for meaningful consideration/discussion of the plan at Chancellor’s Cabinet.

1. Initiating the Investigation of Noncredit Workgroup

Suggestion that IDEAA must be centered.

Inquiry as to what LRCFT’s concerns are on this topic.

Hope that students will be centered.

Interest in seeing noncredit courses improve access to education for undocumented students.

1. Student-centered schedule language

Concern that the language currently used in the schedule may not be clear to students.

DAS members expressed interest in pursuing this topic. Please bring this topic back to individual colleges and ask how faculty might want to proceed.

Language in the schedule would be consistent across the district.

Desire expressed that:

* instructional faculty, counselors, and student services personnel, and students be involved in crafting this language.
* We ensure we have racial diversity represented in those looking at the language.
* We ask students, “If we said this, what does that mean to you?”

Suggestion that the ed tech committee look at this language.

## Items from Colleges for District Academic Senate Consideration

[SCC Academic Senate White Paper District Leadership Review & Recommendations](#bookmark=id.r1t8hfa8g7mt) to the Board of Trustees as well as the [Board’s response](#bookmark=id.fd0so8bbbw0x) were shared.

Concerns were expressed that the response from the board was not substantive and that some concerns raised in the white paper were not addressed (e.g. exit interviews and demographics of those exiting).

Concerns were raised about lack/sidestepping of collegial consultation and participatory governance.

Request was made that local senates consider the documents and express support for/affirm the concerns stated in the white paper and/or express concern that the board’s response does not substantively respond to the concerns in the white paper.

Officers were asked to return to their senates and ask them to consider whether they would want to ask DAS to make a request that the District make a substantive response to the white paper.

Inquiry as to whether SCC could provide pointers as to what we would ask for (e.g. a substantive response to concern X).

## Committee Reports (as time permits, written reports will be posted to Canvas supporting material section and included in subsequent meeting minutes)

* District Curriculum Coordinating Committee (DCCC) – *Bill Simpson* [Report](#bookmark=id.dqvj9a8nifly)
* District Educational Technology Committee (DETC) – *Morgan Murphy* [Report](#bookmark=id.704f9mi9s7pr)
* Other meeting reports
	+ Program Placement Council - *Greg Beyrer* [Report](#bookmark=id.swik8wwt74r3)
* LRCFT – *Jason Newman* [Report](#bookmark=id.14ciuxfe9ml2)

## Upcoming Meetings / Events

* District Academic Senate: Tuesday, Sept 21st 3-5pm
* [LRCCD Board of Trustees](https://losrios.edu/about-los-rios/board-of-trustees) Meeting: Wednesday, Sept 14th 5:30pm
* ASCCC Area A Meeting: Friday Oct 14th
* [ASCCC events](https://asccc.org/calendar/list/events)-events and institutes are listed on the website

## Land Acknowledgements

[ARC Indigenous Land Statement](https://arc.losrios.edu/student-resources/native-american-resource-center#:~:text=We%20acknowledge%20the%20land%20which,Maidu%2C%20and%20Miwok%20tribal%20nations.&text=Despite%20centuries%20of%20genocide%20and,both%20Federally%20recognized%20and%20unrecognized.)

“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](https://crc.losrios.edu/about-us/our-values/equity-and-diversity/land-acknowledgment)

“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](https://flc.losrios.edu/about-us/our-values)

“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](https://scc.losrios.edu/student-resources/native-american-student-success/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.”

**Supplemental Materials**

**District** **Draft Strategic Planning Process**

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| --- |
| **Draft Process**Process overview discussed at Chancellor’s Cabinet: August 29th, 2022Draft document discussion at Chancellor’s Cabinet: (Scheduled) September 26th, 2022 |

|  |  |  |
| --- | --- | --- |
|  | **Complete by** | **Strategic Planning 2022-23** |
| □ | **May 10th, 2022** | **\*Strategic Plan Goals Reaffirmed**Interests discussed for updated strategic planning process include:· Moving to a more agile strategic planning process responsive to change· Spending more time and energy on the work and less on the process· Creating a process where the strategic plan never sunsets· Reviewing indicators of achievement data annually· Reviewing and updating college and district strategies annually |
| □ | **August 2022** | · Review framework presented in May 2022· Discuss draft strategic planning process with timelines· Share 2021-22 indicators of achievement data· Share draft strategic planning process document |
| □ | **September 2022** | · Review District Research Council “Proposed Indicators of Achievement”· Discuss and get feedback on draft strategic planning process document· Finalize indicators of achievement |
| □ | **October 2022** | · Colleges set local targets for indicators of achievement· Colleges review and update strategies for achieving progress on indicators of achievement· District staff review and update districtwide support/strategies for achieving progress on indicators of achievement |
| □ | **November 2022** | · Update district and college 2022-23 strategic plans |
| □ | **Ongoing** | · Collect and review indicators of achievement data |
|   |  | **Annual Strategic Planning 2023-24** |
| □ | **September 2023** | · Review indicators of achievement data· Review and update college and district strategies |
| □ | **October 2023** | · Update district and college strategic plans |
| □ | **Ongoing** | · Collect and review data on indicators of achievement |
|   |   | **Annual Strategic Planning 2024-25** |
|   | **September 2024** | · Review indicators of achievement data· Review and update college and district strategies |
|   | **October 2024** | · Update district and college strategic plans |
|   | **Ongoing** | · Collect and review indicators of achievement data |
|   |   | **Annual Strategic Planning 2025-26** |
|   | **September 2025** | · Review indicators of achievement data· Review and update college and district strategies· Reaffirm or modify indicators of achievement metrics (3 year review) |
|   | **October 2025** | · Update district and college strategic plans |
|   | **Ongoing** | · Collect and review indicators of achievement data |

**Ongoing Annual Strategic Planning**

|  |  |  |
| --- | --- | --- |
| Goals | Indicators of Achievement | College and District Strategies |
| 6 Year Review | 3 Year Review | Annual Review  |

**Goals 2022-2027**

1. Establish effective pathways that optimize student access and success.

2. Ensure equitable academic achievement across all racial, ethnic, socioeconomic, and gender groups.

3. Provide exemplary teaching and learning opportunities.

4. Lead the region in workforce development.

5. Foster an outstanding working and learning environment.

**SCC Academic Senate White Paper**

**District Leadership Review & Recommendations to the Board of Trustees**

**Spring 2022**

This document has been compiled for our Board’s attention to highlight the concerns faculty have regarding our district’s leadership, planning, and decision-making. We believe that collegial consultation and effective participation, as codified in California Education Code, Title 5, and our own Board Policies and Regulations, have been the subject of persistent failures over the last several years. We urge the Board’s attention to these matters as we believe they represent serious organizational concerns.

1. ***Collegial Consultation and Participatory Governance***

District has failed to engage in meaningful collegial consultation on academic and professional matters with the Academic Senate, resulting in a previous a [white paper](https://go.boarddocs.com/ca/scc/Board.nsf/files/BUNVYW82D4DE/%24file/minutes-10-16-2018.pdf) from the SCC Academic Senate (October 16, 2018); a [resolution from the District Academic Senate](https://employees.losrios.edu/lrccd/employee/doc/committee/das/2019/das-minutes-20190402.pdf)  (April 2, 2019); a follow-up [resolution from Sacramento City College](http://go.boarddocs.com/ca/scc/Board.nsf/goto?open&id=BXGUJE7C3DAC) (May 4, 2021); an IBA session with the Chancellor, the Deputy Chancellor, and the Academic Senate presidents (January 14, 2019); a [Collegiality in Action](https://losrios.edu/lrccd/main/doc/board/2021/20210127-bot-agenda.pdf) session facilitated by ASCCC and CCLC (January 2021); and a District Core Inquiry from the ACCJC review team in 2022 regarding governance and decision-making ([SCC & District Core Inquiries](https://files.ctctusercontent.com/b650dad1801/2f7fa4dc-36ba-4dfa-a3e8-334f1b70a86e.pdf?rdr=true)).

LRCCD Board Administrative Regulation [R-3411](https://losrios.edu/shared/doc/board/regulations/R-3411.pdf) states that “the Chancellor’s Cabinet will function as the Los Rios Community College District participatory governance group and may take up issues of District-level significance which are not reserved by law, contract or agreement for negotiation, or which may be the responsibility of other groups” However, Chancellor’s Cabinet meetings fail to meet basic standards consistent with effective participatory governance groups. Agendas frequently lack relevant data, staff reports, or other information vital to making informed recommendations to the Chancellor, meeting schedules do not facilitate the timely exchange of information and feedback to and from local constituent groups; and meeting minutes consistently lack sufficient detail to reflect the complex and nuanced feedback offered by members. As a result, Chancellor’s Cabinet does not support effective participation. Additionally, District Core Inquiries received from the ACCJC review team ([SCC & District Core Inquiries](https://files.ctctusercontent.com/b650dad1801/2f7fa4dc-36ba-4dfa-a3e8-334f1b70a86e.pdf?rdr=true)) identify Chancellor’s Cabinet as a specific area for further review, citing agendas, minutes, governance, and structure among other elements for exploration.

District failed to consult effectively with the SCC Academic Senate, our Curriculum committee, and affected department faculty over AB 705 implementation for Math and English. In 2020, District failed to honor the processes of the AB 705 Implementation work group, and instead issued a decision related to English writing placement which directly impacted the faculty and students of SCC. In 2021-2022, District has failed to consult effectively on recent implementation requirements for Math and again issued a directive to our Math departments impacting curriculum, and student preparation and success. Other college districts are using the next year to support Math faculty in professional development, providing time and resources for the creation of new curriculum, and offering the opportunity for both faculty and students to prepare for the coming changes; however, our District accelerated the most recent guidelines around implementation, mandating implementation this year. Math faculty have expressed similar frustrations with District over recent negotiations on class caps. SCC ESL faculty note that since 2019, District has similarly abandoned consultative roles with ESL departments who worked in good faith to create effective AB 705 processes. As our faculty attempt to comply with the rapidly changing environment, it is imperative they have the support and flexibility needed to succeed.

Additionally, where decisions are not clearly 10+1 areas, they are still frequently issues of shared governance, per our [SCC Governance Guide](https://inside.scc.losrios.edu/scc/inside/doc/e3-governance/5-participatory-governance/guide-to-participatory-decision-making.pdf) or in coordination with district-wide committees, and require effective participation or consultation with these affected groups.

*Recommendation: We respectfully urge the Board to review these documents; conduct interviews with constituent groups directly to clarify the concerns highlighted; and develop a meaningful plan of action for organizational change within our district that honors our local college governance processes and Academic Senate consultative processes.*

1. ***Centralization without Consultation***

As referenced in SCC Academic Senate Resolution 2021-02 ([SCC AS Agenda 05/04/21](https://go.boarddocs.com/ca/scc/Board.nsf/Public)), District has undermined the autonomy of the college presidents by centralizing key areas that previously reported directly to them including the Public Information Offices (PIO) and Philanthropy Offices. It appears these decisions were made by early 2020; however, public announcement was not made until the [October 10, 2020 Board Retreat](https://losrios.edu/lrccd/main/doc/board/2020/20201009-bot-retreat-agenda.pdf), and only as a direct response to a question posed by one of the trustees. A college PIO provides critical support to a college president, serving as their spokesperson, speech writer, and media specialist. As this position now reports to District, the loss of this role at the college level is significant. Further, the SCC Philanthropy Office and personnel have also been centralized, now report to District, and the SCC office is closed. A college Philanthropy Office and personnel have the ability to cultivate relationships with community donors and meet the needs of our students and college directly. These relationships are more than symbolic in their connection with our local community and the goodwill they generate.

As “processes for institutional planning” are a 10+1 issue ([P-3412](https://losrios.edu/shared/doc/board/policies/P-3412.pdf)), we maintain District had a duty to consult with us on these proposals, but failed to do so. Numerous services across our colleges have been centralized or proposed for centralization including: PIO offices, Philanthropy/Foundation offices, A&R, FA, Research, Outreach, Information Technology (IT), College Websites and Webmasters, College Nurses, Call Centers, Online Catalog, Degree Planner, Los Rios Colleges Online, Online Course Development Coordinators (OCDCs), and Tutoring Services. Many of these areas touch purview for the Academic Senate, the District Equity and Student Success Committee (DESSC), ([P-3412](https://losrios.edu/shared/doc/board/policies/P-3412.pdf), [R-3412](https://losrios.edu/shared/doc/board/regulations/R-3412.pdf)) [local governance committees](https://inside.scc.losrios.edu/governance/participatory-governance-committees), and/or [Chancellor’s Cabinet](https://employees.losrios.edu/our-organization/committees/chancellors-cabinet). While there may be organizational efficiencies or other benefits to be gained with specific efforts, District has failed to ensure that transparent, meaningful consultation has taken place in advance and has failed to provide robust data to support proposed organizational changes. Our faculty emphasize the importance of having local offices, local connections, and local staff at our college to serve our students effectively. For example, our ESL faculty note that in the case of ESL student questions about enrollment and financial aid, local staff who are able to provide information and facilitate processes are essential, not a telephone chain to an unknown DO employee. Local staff, who can ensure our students receive immediate help pertinent to our college, is essential.

Financial Aid, Admissions & Records, and Outreach are all core matriculation areas and fall under the purview of the [District Equity and Student Success Committee](https://losrios.edu/shared/doc/board/regulations/R-3412.pdf) (DESSC; formerly District Matriculation), which serves as a recommending body to both District Academic Senate and the Board of Trustees. While DESSC has recently been engaged by District over the planned centralization of Admissions & Records and Financial Aid, this communication has only taken place *after* SCC’s Resolution against Centralization without Consultation (2021-02) and *after* vigorous attempts by our faculty and senate representatives in meetings with the Chancellor, Chancellor’s Cabinet, via Board reports, and other communication over a period of time. We further note that many of the efforts toward centralization have accelerated over the course of the pandemic, made easier by the lack of day-to-day interactions and accountability these interactions promote.

Per Board regulations, Chancellor’s Cabinet is identified as “the steering committee for District strategic planning processes” ([R-3411](https://losrios.edu/shared/doc/board/regulations/R-3411.pdf)) and “recommendations shall be reached by consensus.” However, on issues of centralization--which constitute district strategic planning--no consensus has been achieved. Instead, District has continued its efforts toward centralizing services across the colleges, without effectively engaging Chancellor’s Cabinet as a governance group in these decisions.

District has cited *equity* as the rationale during meetings and college [coffee chats](https://employees.losrios.edu/our-organization/departments-and-offices/student-services/admissions-and-records-and-financial-aid-redesign-project) for centralizing of additional functions and services, including Admissions & Records, Financial Aid, Outreach, Call Centers, and Information Technology, while failing to provide evidence-based rationale for how centralization of these functions would close equity gaps and promote anti-racism. Instead, District has moved forward with decisions and retention of consultants. Centralization of services has been the predetermined outcome without data to support change and without constituent group consensus.

Further, between 2013 and 2021, administrative positions at the District Office have increased by 71%, while increasing by 30% at ARC, 22% at FLC, and 5% at SCC, and decreasing by 15% at CRC, suggesting an increasingly heavier concentration of administrative power at the District level while faculty and local college hires have noticeably declined.<https://datamart.cccco.edu/datamart.aspx>

Centralization efforts have recently gained the attention of the ACCJC’s District Peer Review Team. The [District Core Inquiries](https://files.ctctusercontent.com/b650dad1801/2f7fa4dc-36ba-4dfa-a3e8-334f1b70a86e.pdf?rdr=true) indicate, among others, *governance*, *reorganization* plans, and the *autonomy* of the four colleges in the district as areas to explore further.

*Recommendation: We urge the Board to review and evaluate the evidence—or lack of—for all areas that have been centralized or proposed for centralization, and to consult collegially with the Academic Senate on processes for institutional planning as well as through our local college governance structures. We urge the Board to restore autonomy to our local colleges and to our college presidents in accordance with our Board Policies and Regulations.*

1. ***Lack of Transparency with the Board and Others***

Instead of the previously broad-based, collaborative, and robust district strategic planning process, District opted for a [process](https://employees.losrios.edu/lrccd/employee/doc/committee/das/2021/20211005-2021-2022-strategic-plan-reaffirmation-process.pdf) involving just two individuals from a single college. This left college senates to provide feedback to the existing goals, without meaningful information, including data, reports, legislation, and state chancellor objectives that may inform recommendations. Meaningful engagement with constituent groups has been largely absent. <https://employees.losrios.edu/lrccd/employee/doc/committee/das/2021/20211005-2021-2022-strategic-plan-reaffirmation-process.pdf>

District failed to provide appropriate information to Chancellor’s Cabinet including the [District Core Inquiries](https://files.ctctusercontent.com/b650dad1801/2f7fa4dc-36ba-4dfa-a3e8-334f1b70a86e.pdf?rdr=true), received from the ACCJC. Chancellor’s Cabinet met on March 28th, 2022 and April 25th, 2022, and while the core inquiries from ACCJC had been received previously, they were not agendized for discussion on either day ([Cabinet Agenda 03/28/22](https://employees.losrios.edu/lrccd/employee/doc/committee/chancellors-cabinet/2022/20220328-chanc-cab-agenda.pdf), [Cabinet Agenda 04/25/22](https://employees.losrios.edu/lrccd/employee/doc/committee/chancellors-cabinet/2022/20220425-chanc-cab-agenda.pdf)). As a participatory governance group, Chancellor’s Cabinet is responsible for “Reviewing and providing recommendations to the Chancellor on district-related accreditation processes and documents”; however, timely information about our colleges’ and district’s accreditation findings has not been shared with this governance group ([Chancellor's Cabinet Responsibilities](https://employees.losrios.edu/our-organization/committees/chancellors-cabinet)).

District has retained numerous consultants to provide services for the centralization of various areas without following procedures outlined in LRCCD Administrative Regulation [R-8335](https://losrios.edu/shared/doc/board/regulations/R-8335.pdf) and codified in California Public Contract Code [§20651](https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=PCC&sectionNum=20651.) requiring public disclosure of bidding and contract awards. These actions result in a lack of transparency regarding the need for such services and how much money the District is paying these consultants. We have concerns regarding consultants being retained to enact District objectives instead of providing relevant data and information to constituent groups for review and recommendation.

*Recommendation: Our senate respectfully recommends that the Board review its policies and regulations pertinent to Chancellor’s Cabinet to address the issues cited above. Further, we urge the Board to conduct an audit on the consultants who have been hired by our district in recent years, including: the services provided; amounts committed; the funding streams associated with these expenditures; the return on investment to our colleges; and the transparency in sharing reports and data with the Board and constituent groups in a timely manner.*

1. ***Equity and Anti-Racism***

District has failed to operationalize in a meaningful and tangible way the commitments made by the LRCCD Board of Trustees in their [Resolution dated July 14, 2020](https://losrios.edu/lrccd/main/doc/board/2020/20200714-bot-agenda.pdf). Further, while making a formal and public commitment to equity and anti-racism in the wake of George Floyd’s murder, and after hiring two consultants, Lasana Hotep and Dr. Cynthia Olivo, to assist with this work, District failed to provide the LRCCD Board of Trustees or faculty with meaningful updates on the progress of this work or a final Board-approved report documenting the consultants’ findings and recommendations.

Despite the fact that the Los Rios Community College District’s Black/African American student enrollment dropped by 25% since Fall 2017 (compared to an 11% decline across all demographic groups), the District has not identified Black/African American student enrollment and retention as a district-wide strategic priority (source: CCCCO Data Mart and<https://losrios.edu/about-los-rios/our-values/strategic-plan>).

The recent racist threats directed at ARC’s College President and, by extension, to our students of color have prompted concerns over District’s failure to share information broadly and promptly with our college community, jeopardizing the safety of SCC faculty, staff, and students, particularly those of color. This person, who posed an imminent safety threat, was able to enter the SCC campus and buildings while classes were in session, classes that included black faculty and black students who had not been informed of the danger and could have reported her presence earlier.

This incident has further highlighted concerns previously expressed by our Black Faculty and Staff Association (BFSA) colleagues about safety, transparency, and leadership as reflected in both the 2020 and 2022 list of demands.

*Recommendation: We respectfully urge the Board to review its stated commitments and the concerns of the BFSA, black student enrollment, anti-racism, and safety to develop a prioritized plan of action to address these issues.*

1. ***Wasted Taxpayer Dollars***

On March 3, 2020, the District was unsuccessful in persuading voters to approve [Measure E](https://losrios.edu/measure-e), a $650 million bond measure that would have been used to upgrade facilities throughout the District, despite a [record voter turnout](https://www.sos.ca.gov/administration/news-releases-and-advisories/2020-news-releases-and-advisories/ap20044-california-election-results-certified-record-number-ballots-cast-primary), despite the fact that voters had previously approved [Measure A in 2002 and Measure M in 2008](https://losrios.edu/community/facilities/general-obligation-bonds), and despite the fact that on March 3, 2020, voters approved [Measure H](https://www.sacbee.com/article240813271.html), a bond measure benefitting the Sacramento City Unified School District.

The District has purchased software packages and technology solutions, frequently without consultation with users, and many of these software solutions, such as Ad Astra, Degree Planner, and Starfish, have either been only partially implemented, abandoned, or have failed to adequately serve their intended purposes. Additionally, the sheer number of consultants retained by the District in recent years and the associated tax-payer dollars committed to them, with undetermined outcomes, warrants further attention.

*Recommendation: In addition to conducting an audit on consultant contracts and expenditures, we urge the Board to perform an audit on the software packages, programs, and technology solutions and services that have been purchased in the last nine years to assess the state of implementation, utility, costs, and return on investment to our colleges.*

1. ***Safety***

The lack of protection for our college campus during the COVID-19 pandemic has allowed unlawful entry, residence, and vandalism on college property and has been accompanied by security threats to our faculty, staff, and students. Our college campuses have remained available to the general public--but essentially closed to our students, staff, and faculty--during the pandemic without adequate physical and District law enforcement protection. Presently, our SCC police captain is having to perform duties for two colleges, we are losing personnel, and our college police departments are critically understaffed making it challenging to keep up with every day duties and respond effectively to hotlines established to help staff and faculty. Our operations personnel have also been negatively impacted by the extra-normal duties of cleaning up trash, needles, and human excrement on our college campus throughout the pandemic. Recent complaints from our West Sacramento Center also underscore a lack of responsiveness from our district in addressing safety concerns as reported by our personnel.

*Recommendation: We respectfully urge the Board to review recruitment and retention practices for the LRCCD Police Department, implement temporary remediation measures, and to explore additional safety systems.*

1. ***Organizational Culture***

Districtwide employee satisfaction surveys from [2019](https://drive.google.com/file/d/1LroYUJByntWkET6e15NZhcG1QNK9PPwM/view?usp=sharing) and [2017](https://drive.google.com/file/d/1SJUcPcF3AzamG787X2KJkcRFrCDvj7ZF/view?usp=sharing) indicate that since 2014, employees increasingly feel as if the district is not headed in the right direction, the quality of education the students are receiving is declining, and that the district is becoming less well-regarded in the community. <https://employees.losrios.edu/our-organization/institutional-research/reports/employee-survey-reports>

On May 12, 2021, statements were made during the [public comment portion of the Board of Trustees meeting](https://losrios.edu/lrccd/main/doc/board/2021/20210512-bot-minutes.pdf) describing a culture of intimidation within the district, and the fear of retaliation when employees voice opinions. These comments included both SCC faculty and anonymous comments from managers in our district. Manager comments highlighted concerns regarding organizational decision-making, centralization, and a culture of intimidation that restricts their ability to express diverse viewpoints.<https://losrios.edu/lrccd/main/doc/board/2021/20210512-bot-minutes.pdf>

Since 2013, six highly qualified presidents have left or are leaving. Of those resignations, three included relative lateral moves and three resigned before reaching full retirement age. No conclusion is drawn from this data alone; however our senate believes this situation warrants further analysis to assess variables related to retention of our college presidents. The recent announcement of SCC’s college president’s resignation has increased faculty complaints about our district leadership, decision-making, and the inability of the college presidents to function as CEO’s of the colleges “without interference” as per Board Policy P-4111.<https://losrios.edu/shared/doc/board/policies/P-4111.pdf>

*Recommendation: Our senate recommends that a district-wide survey be conducted to provide employees the opportunity to elaborate on responses and provide greater contextual information to help inform organizational change. We also respectfully recommend that our Board conduct exit and post-exit interviews with all college presidents and high-level administrators who have left District employment in the last several years, or whose resignations have been announced, to gather and assess factors that might reduce turnover and promote stable, high quality leadership.*

***Conclusion and Recommendation***

Given the many concerns highlighted above, the persistence of behaviors over an extended period of time without substantive change, and despite numerous appeals to our district leadership, we believe that significant and immediate inquiries are warranted at the highest levels of our organization. We urge the Board to consider and respond to the totality of persistent concerns that have been identified. We respectfully urge the Board to give its full attention to these concerns and to act in an expedient manner.

**District Responses to SCC Academic Senate Recommendations**

*May 31, 2022*

In a document provided to the Los Rios Community College District administrative leadership and Board of Trustees by the Sacramento City College Academic Senate on May 2, 2022, the Senate identified areas of concern and opportunity for the coming year. The members of the Chancellor’s Executive Staff (CES) have worked collaboratively to develop responses to the recommendations from the SCC Academic Senate. We welcome the opportunity to meet in person during the Fall Semester after faculty return from the summer break to explore how the Chancellor’s Executive Staff (including the President of Sacramento City College) can work together with the SCC Academic Senate in the interest of our students, faculty and staff. The focus of this document is addressing broad, important themes included in the SCC Academic Senate document. (An appendix is also included providing factual corrections to a few items in the document approved by the SCC Senate.)

1. **Collegial Consultation and Participatory Governance**
2. *Chancellor’s Cabinet (*[*R-3411*](https://losrios.edu/shared/doc/board/regulations/R-3411.pdf)*)*

Each of the four Los Rios colleges has broad representation on the Chancellor’s Cabinet including ten members of the faculty, the largest single group represented on Cabinet. The membership of Cabinet also includes five administrative leaders and seven classified leaders, for a total of twenty-two members. The purpose of the Cabinet is to *“function as the Los Rios Community College District participatory governance group and may take up issues of District-level significance which are not reserved by law, contract or agreement for negotiation, or which may be the responsibility of other groups.”*

Since our colleges converted to remote services and instruction on March 13, 2020, the Chancellor has scheduled Cabinet meetings more regularly than required by policy to provide important opportunities for the broad, diverse membership to share input and recommendations about a staggering array of challenging issues. Many of these issues, such as the Board’s decision to implement a vaccine mandate, had very short timelines for implementation. As noted in policy, *“Chancellor’s Cabinet meetings shall be informal, and recommendations shall be reached by consensus. If consensus cannot be reached, no recommendation shall be forwarded.”* Given the complicated, contentious nature of many issues that have arisen during the pandemic (and the reality that important issues subject to negotiation are not discussed or resolved in Cabinet meetings), it is completely understandable that some members of Cabinet may have suggestions for improved communication and decision-making based on the experiences of the crucible of the last two and a half to three years.

With that context in mind, the first meeting of the Chancellor’s Cabinet this Fall will be an extended retreat. Each year, several new members join the Cabinet who may not be familiar with R-3411 or the recommending role of the Chancellor’s Cabinet. The SCC Academic Senate will have a new representative to Cabinet, as will other colleges as is the case each year. We welcome specific suggestions from the SCC Senate, faculty union, and other stakeholders about issues—particularly during the pandemic—where representatives of the SCC to the Chancellor’s Cabinet believe they were not allowed sufficient opportunities to share their inputs and insights or participate adequately in the development of recommendations based on consensus.

1. *Changes to Developmental Education Including AB 705 Requirements*

The state of California and the California Community College Chancellor’s Office have required massive changes to developmental education in recent years. AB 705, approved by the legislature and signed into law by the Governor, included mandates and timelines that were opposed by a broad array of stakeholders during the legislative process. The legislative mandate put college administrators in a difficult position at times as administrative leaders had a legal requirement—and in the case of Los Rios, a mandate supported by the elected Board of Trustees—that many faculty opposed.

The primary focus of faculty and staff in implementing AB 705 has been on doing what is best for students. With the possibility of additional legislation being passed this term that would provide additional requirements for colleges, it is very important that we continue to work together in as collaborative a way as possible. The District Academic Senate has and will play an important role in implementing legal requirements like AB 705. We look forward to opportunities to engage faculty at SCC and at all four colleges as the difficult process of implementing legislative mandates continues.

1. ***Administrative Organizational Changes and the Role of College Academic Senates***

The purpose of [The Admissions and Records and Financial Aid Redesign Project](https://employees.losrios.edu/our-organization/departments-and-offices/student-services/admissions-and-records-and-financial-aid-redesign-project) is to improve these important services for our students. Though almost all of the employees directly involved in the project are classified staff, we appreciate the interest and engagement of faculty in this important process. The two final reports from our outside consultants present options that could include organizational changes, but no decisions have yet been made with respect to any administrative reorganizations. The project teams have hosted numerous meetings where everyone at our colleges, including faculty, were invited to participate. The response from many attendees to these planning meetings has been overwhelmingly positive. All involved understand that the next phase—implementation of selected recommendations—will require continued input, feedback, and collaboration.

Though no changes in organizational structure have taken place in Admissions & Records or Financial Aid, we respectfully disagree that administrative reorganizations—particularly those almost exclusively involving non-faculty employees—are included in the “10 + 1” purview of a college or district academic senate. However, we continue to value the input and expertise of faculty members in improving services to our students. We welcome suggestions or insights from the SCC Academic Senate about how to improve services to our students, including feedback to the final reports from our consultants involving Financial Aid or Admissions and Records.

1. **Update to District Strategic Plan**

The Chancellor’s Cabinet discussed and accepted a new process to update the [Los Rios Strategic Plan](https://losrios.edu/about-los-rios/our-values/strategic-plan) during the extraordinary circumstances of the pandemic. The District Academic Senate also discussed and approved the new approach. To the extent that representatives of the SCC Academic Senate or the full SCC Senate opposed the updated process or how the decision was reached, the other three colleges did not express similar concerns at Cabinet meetings or elsewhere. Though it is preferable to have unanimous support from all four colleges, at times one of our four colleges may oppose a direction or a decision supported by a majority of our colleges. In discussions on this topic, we made it clear that individual colleges may expand upon the engagement processes laid out by the Cabinet if they find it valuable and so choose. We welcome additional information from the SCC Senate about concerns that the renewal of the District Strategic Plan may negatively impact students or employees at SCC, and have shared that we will review the renewed Plan in a regular annual cadence.

1. **Shared Commitment to Improving Access and Outcomes for Students of Color**

At SCC and across the Los Rios colleges, a precipitous decline in enrollment is a major concern for Los Rios, SCC, and for our region. We are hopeful that the SCC Academic Senate will take an active role in developing the SCC Strategic Enrollment Plan to ensure that faculty contribute to and support local initiatives to address the loss of students, particularly students of color. As is the case with many important issues, the District will support and collaborate with our colleges to do everything we can together to restore access for our students and to improve outcomes for our students of color.

1. **Fiscal Responsibility**

Los Rios is respected across the state for our fiscal responsibility and stability. We look forward to discussing specific concerns the SCC Academic Senate may have about the 2020 Bond Issue (addressed in the appendix) or other major district-wide issues or decisions. We agree that adoption of some software has been slower than we had hoped, and welcome insights into challenges and opportunities at SCC in making the best use of new software tools.

1. **Focus on Public Safety**

The safety of our students and staff is paramount. Los Rios is directly impacted by the staffing challenges facing police forces and public safety operations across Sacramento, California, and the United States. We are in the process of developing a comprehensive Safety Plan to be prepared for the return of thousands of students and employees to our facilities across the region this Fall with the understanding hiring qualified, trained staff in the traditional model of providing public safety is incredibly difficult for virtually every organization across the state and nation. We also recognize that the tragic proliferation of unhoused individuals throughout the Sacramento region is having an impact on our colleges as well. This is a regional, state and national challenge from which we are not immune. There are no easy solutions to the shortage of traditional police officers in the workforce or the rapid growth of the unhoused population in the region. At each of our colleges, college leadership will work directly with faculty, students, and staff to identify issues of specific concern to respond appropriately and promptly. The CES and the Los Rios Board of Trustees are committed to the development of a Public Safety Plan for the Fall of 2022 that recognizes the difficulty of hiring traditional public safety employees and that also embraces innovative, collaborative solutions to keeping our students and employees safe.

1. **Stress, Trauma and the Pandemic: Impact on Culture and Relationships**

By almost any measure, the last two and a half years have been among the toughest years any of us have faced in our lifetime. We have all endured a variety of traumas, both physical and emotional. As we begin the Fall Semester and work our way together towards a new normal, grace and compassion are more important than ever. We look forward to working with the SCC Academic Senate and all of the important stakeholder groups at SCC in the coming weeks, months and years.

**Appendix Addressing SCC Senate Factual Statements**

**Between 2013 and 2021, administrative positions at the District Office have increased by 71%, while increasing by 30% at ARC, 22% at FLC, and 5% at SCC, and decreasing by 15% at CRC, suggesting an increasingly heavier concentration of administrative power at the District level while faculty and local college hires have noticeably declined.**

*The CCCCO recently stopped publishing the staffing metrics cited in the SCC Academic Senate document due to concerns about reliability of the data. This is why the staffing link included in the SCC White Paper concerning management staffing is no longer active. Several repurposed or new management positions at Los Rios since 2013 include categorical and other positions such as:*

* *Emerging areas such as our director of sustainability in facilities management or our directors of compliance (Equity, Title IX, and ADA) in human resources*
* *Director of Refugee Career Pathways (grant funded)*
* *Degree Planner Director (interim/one-time funding through June 2023)*
* *Director of Dual Enrollment (new Permanent Position, 90% categorically funded Strong Workforce Program)*
* *Health Services Director (interim for 2022-23 but colleges will likely want to make this permanent after this year—funded by health services fee)*
* *Director of A&R (interim position that will become a permanent position)*
* *Director of Financial Aid (interim position that will become permanent replacing a current district position)*
* *PREP (Prison Re-Entry Program Director—Director has many FLC responsibilities and also coordinates PREP; the reporting is primarily at FLC and the colleges have asked for this coordination for the benefit of our students in scaling the PREP program*
* *Another change came in 2017 when we moved our existing three police captains to managers.*
* *In addition, another change came when the three directors of philanthropy began to report directly to the Associate Vice Chancellor of Philanthropy (the positions were not new, but the reporting structure changed)*

*We would be happy to discuss any and all of these changes in greater detail to provide context and background. Every decision was made with a focus on improving services and outcomes for our students. We also continually evaluate the efficacy of new programs and initiatives, and welcome the insights and feedback of all stakeholder groups—including, but not limited to the SCC Academic Senate—as we work to make good decisions that keep our students first.*

**District has retained numerous consultants to provide services for the centralization of various areas without following procedures outlined in LRCCD Administrative Regulation** [**R-8335**](https://losrios.edu/shared/doc/board/regulations/R-8335.pdf) **and codified in California Public Contract Code** [**§20651**](https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=PCC&sectionNum=20651.) **requiring public disclosure of bidding and contract awards.**

*Los Rios General Counsel Jacob Knapp has confirmed that professional services contracts do not require a public bidding process, and that all legal and policy procedures have been followed in securing outside consultants. In addition, approved contracts are generally available to the public in the interest of transparency.*

**On March 3, 2020, the District was unsuccessful in persuading voters to approve** [**Measure E**](https://losrios.edu/measure-e)**, a $650 million bond measure that would have been used to upgrade facilities throughout the District, despite a** [**record voter turnout**](https://www.sos.ca.gov/administration/news-releases-and-advisories/2020-news-releases-and-advisories/ap20044-california-election-results-certified-record-number-ballots-cast-primary)**, despite the fact that voters had previously approved** [**Measure A in 2002 and Measure M in 2008**](https://losrios.edu/community/facilities/general-obligation-bonds)**, and despite the fact that on March 3, 2020, voters approved** [**Measure H**](https://www.sacbee.com/article240813271.html)**, a bond measure benefitting the Sacramento City Unified School District.**

*In the voter area served by Sacramento City Unified School District, the Los Rios Bond Issue also received a passing vote (see county election information* [*here*](https://results.saccounty.net/resultsSW.aspx?type=LM&map=MPRC&shape=Mar2020&eid=2036)*). The Los Rios District includes areas with voters who are often less supportive of tax increases, including El Dorado County which voted against the measure by a significant margin. The 2020 election took place on a day when the stock market had crashed (see chart below), and a global pandemic had begun. Though we always strive to learn from outcomes that are not what we had hoped for, Los Rios still received over 50% of the districtwide vote in support in spite of a confluence of historic events that doomed many such elections at districts across the state in March of 2020.*

**Since 2013, six highly qualified presidents have left or are leaving. Of those resignations, three included relative lateral moves and three resigned before reaching full retirement age.**

*Los Rios has recruited and retained a diverse group of talented presidents since 2013. Three of our four current presidents have served for more than five years, and our newest president followed a president who also served for more than six years. It is accurate that six Los Rios presidents have departed or are leaving since 2013: SCC President Kathryn Jefferey, ARC President David Viar, CRC President Debbie Travis, FLC President Rachel Rosenthal, and ARC President Thomas Greene have left, and SCC President Michael Gutierrez will leave for a promotional opportunity June 30, 2022. However, it is inaccurate that any of Los Rios’ departing presidents left for lateral positions. All three who left for other districts were promotional opportunities from the role of president in a multi-college district to the role of president/superintendent in a single-college district (Santa Monica CCD for Dr. Jefferey, Glendale CCD for David Viar, and Hartnell CCD for President Gutierrez). Each of the departing presidents received substantial salary increases for the promotion. Presidents Travis and Rosenthal retired, and departed on good terms and are enjoying retired life. President Greene resigned to have the opportunity to travel extensively with his wife, a travel author. It should be noted that high turnover among college presidents based on the stresses of that difficult job is a point of concern throughout California and the nation. The average California Community College CEO’s tenure is just 5.1 years (according to a 2020 study by the Community College League of California).*

**District Curriculum Coordinating Committee Report**

The committee met on Aug. 26.

 All of the curriculum proposals were approved.

 The AVCI is forming a Catalog Process Improvement workgroup to coordinate all of the

work done by different groups at the colleges and district when a new catalog is

published.

 The AVCI is forming a workgroup to update the district’s Academic Renewal policy, to

address the inability of students to retake below-transfer-level English writing and math

courses in which they had previously received a substandard grade. The initial plan is to

model it on Rancho Santiago’s policy.

 Concern was expressed by members of the committee regarding inconsistent GE

reviews by the CSU system, where nearly identical SJS and ETHNS courses in the district

did not receive the same GE approval. The committee would like assistance from

DO/DAS in addressing this issue, if possible.

 SAG is taking on considerably more work than it has in the past, due to the pandemic

and to legislative changes. The SAG chair and the local curriculum committee chairs

need to be compensated for the additional work they are putting in.

The next DCCC meeting will be on Sep. 23, 2022.

Respectfully submitted by Bill Simpson, DCCC Chair.

**DETC Summary - Summer 2022**

Proctoring Legal Decision

An August 22, 2022 Federal legal decision indicates that Room Scanning, a feature that

requires students to use their webcam to display the entire room, during a proctored quiz

violates students’ right to privacy. A Chancellor's Office Legal Opinion (2020) is the most recent

guidance that recommends minimally invasive proctoring tools that limit camera use.

EdTech has this item at the top of the agenda for the Sep 22, 2022 meeting. Current

discussions are around sunsetting Proctorio (Los Rios’ online proctoring tool) in June, 2023

unless required for program accreditation. Discussion of how to best transition away from the

tool is ongoing.

Accessibility & Video Captions

The Los Rios Captioning project has assisted over 225 courses in getting ADA 508 compliant

captions for their videos. Funding for the project is secured through April, 2023.

Future Discussion Items for 22/23 AY

Intersection of district-wide equity work and distance education, refreshing/reviewing distance

education planning documents, and using data to inform future planning for distance education.

# Program Placement Council

Gregory Beyrer, DAS designee

## Sept. 6

Second readings

* FLC Algorithmic and Logical Thinking Certificate
* FLC Artificial Intelligence Certificate

First readings

* [SCC Data Science Degree](https://drive.google.com/file/d/107IYMVCcDhviL22Ekr7N2MAmtr30lXze/view?usp=sharing)
* [SCC Global Business Economics Certificate](https://drive.google.com/file/d/1f3O7ehhE749sW6dVLhsKyeBWHSTqfghx/view?usp=sharing)

Discussions

* We discussed whether the mode of instruction should be an explicit consideration for program placement and agreed that it is already implicit.

**LRCFT President Report May 18-September 7, 2022**

Meetings and task accomplished during summer:

 Sacramento Central Labor Council

o Attended five meetings with CLC COPE to interview/endorse political candidates.

o Attended monthly exec. council and delegate meetings.

o Salute to Labor dinner 05.26.22: presented the Murakami award to Pat Murakami

 California Federation of Teachers

o exec. council meetings 5.24.22

o exec. retreat 6.17-6.18.22

o COPE 8.2.22

o Boston AFT conference 7.15-7.19.22

o Division Council 8.12.22

o PT faculty health care regional meeting 8.31.22

 Trinational Coalition in Defense of Public Education

o Attended several six meetings for Oct. 7 conference in Oaxaca, Mexico

 LRCFT

o steering meetings with district twice monthly

o LRCCD Board of Trustees meetings monthly (3)

o Dual enrollment meetings (2) with district, SUSD, and SCTA

o Karina Talamantes and Katy Maiple campaign fundraisers

o Dave Jones campaign fundraiser/LRCFT cohost

o Kaiser mental health worker strike

o Farmworker AB 2183 march to capitol

o Cuban Deputy Ambassador: Discussed LRCFT trip to Cuba next May

o State senate education committee testified AB 1856

o Dustin Johnson and Robert Jones trustee meetings: elections

o Chancellor King’s labor summit meetings weekly

o State Chancellor’s office budget webinar

o Former CRC LRCFT Pres. Van Patten discussion: the bucket

o New LRCEA president Jacob Huggins lunch

o New DAS president Alisa Shubb discussion

o LRCFT salary retro meeting

o PAFC chair advertisement sent to faculty

o BFSA Pres. Deborah Crumpton meeting

o Planning meeting for January 2023 retreat

o Convocation activities: four orientations, new faculty reception

o SUJIC meeting prior to Chancellor’s cabinet

o Chancellor’s Cabinet

o UCD labor center meeting with Kent Wong and SCLC

Labor Day picnic