

Tuesday, May 4, 2021

3:00pm – 5:00 pm

Minutes

Julie Oliver	CRC	District Academic Senate President	X
Dan Crump	ARC	District Academic Senate Secretary	X
Alisa Shubb	ARC	Academic Senate President	X
Janay Lovering	ARC	Academic Senate Vice President	X
Amy Gaudard	ARC	Academic Senate Secretary	X
Tressa Tabares	ARC	Academic Senate Past President	X
Greg Beyrer	CRC	Academic Senate President	X
Scott Crosier	CRC	Academic Senate Vice President	X
Lisa-Marie Mederos	CRC	Academic Senate Secretary	X
Julie Oliver	CRC	Academic Senate Past-President	X
Paula Haug	FLC	Academic Senate President	X
Eric Wada	FLC	Academic Senate Vice President	X
Lisa Danner	FLC	Academic Senate Secretary	X
[NONE]	FLC	Academic Senate Past President	
Lori Petite	SCC	Academic Senate President	X
Sandra Guzman	SCC	Academic Senate Vice President	X
Kandace Knudson	SCC	Academic Senate Secretary	X
Troy Myers	SCC	Academic Senate Past President	X
Eric Wada	FLC	District Curriculum Coordinating Committee (DCCC)	X
Jena Trench	CRC	District Educational Technology Committee (DETC)	X
Bernadette Anayah	FLC	District Equity & Student Services Committee (DE&SSC)	X
Jason Newman	CRC	Los Rios Colleges Federation of Teachers (LRCFT)	X
Guests			
Phil Smith	ARC	Faculty, Mathematics	X
Carina Hoffpauir	ARC	Faculty, English; Academic Senate VP-Elect	X
Alexis Tarleton	SCC	Student, Distance Education Student Advocate	X
Nicole Woolley	SCC	Faculty, Library	X
Dipali Buch	FLC	Faculty, Business; Adjunct Faculty Senate Representative	X
Dyan Pease	SCC	Faculty, Business; Faculty Lead, Los Rios Colleges Online	X
Camille Moreno	CRC	Faculty, Mathematics; Academic Senate VP-Elect	X
Craig Davis	SCC	Faculty, Geography	X
Angela Brady	CRC	Classified, Financial Aid Supervisor	X
Teresa Aldredge	CRC	Faculty, Counseling; College LRCFT President	X
Tamara Cheshire	FLC	Faculty, Anthropology; Co-Chair, LRCCD Ethnic Studies Faculty Council	X
Debra Crumpton	SCC	Faculty, Business	X
Keith Heninburg	SCC	Faculty, History & Ethnic Studies; Co-Chair, LRCCD Ethnic Studies Faculty Council	X

- Call to Order at 3:02pm.
- Land Acknowledgement---CRC.
- Welcome and Introduction of Guests
- Approval of the Agenda---approved.
- Approval of April 20 minutes---approved.
- Public Comment (3 minutes per person as time permits)

Phil Smith---voiced comments about the educational uses of cryptocurrency and expressing interest in starting an interest group.

Debra Crumpton---voiced concerns about centralization.

DAS President's Report

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

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

- Meeting with LRCCD General Counsel Knapp
 - o Reviewed progress on equivalency policy & regulation
 - o Reminded about need for input on policy & regulation items on which DAS wants feedback
 - Meeting with King
 - o Discussion of DAS emails regarding centralization and degree audit/planner
 - o Discussion about reaffirmation of strategic plan
 - o Accreditation meeting with ACCJC Vice President Gohar Momjian
 - Meeting with Nye
 - o Discussed accreditation, strategic plan, ethnic studies, and VPSS work on fall student services planning
 - District Accreditation Coordinating Committee (DACC)
 - o Reviewed and updated timeline
 - o Confirmed collection of evidence for DO areas will be done in coming weeks
- Question and answer time with ACCJC Vice President Gohar Momjian
- Confirmation that there is no accreditation jeopardy in terms of centralization and improving services
 - ISER will be a snapshot of where colleges are at the time they are submitted
 - Addendums may be shared closer to the time when the team reviews the ISERs and comes for site visits if there have been substantive changes Thursday April 29th • Meeting with Nye 3:30pm o Discussed accreditation and timelines for evidence collection by DO

Decision Items

None

Discussion Items

1. Antiracism and Equity

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

Oliver shared a press release---The Council of Chief Librarians and the Community College League of California (League) are working together to secure diversity, equity, and inclusion (DEI) focused library resources to benefit community colleges across the state. The funding would be used to obtain DEI focused library resources for the

state's 2.1 million students throughout the California Community College system.

Equity Webinars:

- "It's in the Syllabus: Developing an Equity-Minded Syllabus"---May 5, Lasana Hotep
- "Si Se Puede: Affirming LatinX students through intentional practices for success"---May 10, Dr. Cynthia Olivo.

STEM Coordinator and STEM Literacy Coordinators proposed for SCC---currently will be .2 and .4 FTE release.

2. District Accessibility Plan Implementation Committee (DAPIC)

- *Faculty lead Kandace Knudson will provide the DAS with an update on the work and recommendations of the DAPIC.*

See Attachment B.

3. Los Rios Colleges Online (LRCO)

- *Faculty lead Dyan Pease will provide the DAS with an update on the work and recommendations from the LRCO.*

See Attachment E.

- LRCO set up because previous efforts hadn't involved widespread collegial discussion with faculty
 - Internal advertising for counselors to help with the program---will be overload and evenings/weekends
 - Ecosystem development group---being done by other groups so this group was not seen as viable.
 - Training group was redundant with LRCFT and also the work of what the OCDCs are already doing.
 - Many of the IT-related concerns are more district/centralized-focused.
 - How were the programs (one at each college) selected/determined? It has created chaos at one of the colleges as the selected program was already online with online resources already.
 - There are bargaining issues with LRCO. Please keep LRCFT abreast of issues.
- Please direct concerns to Pease, college or district senate presidents, or those faculty listed on the membership roster.

4. Los Rios CCD Strategic Plan Reaffirmation Process

- *Sharing of the draft plan for the reaffirmation process and timeline for the LRCCD Strategic Plan.*

- Strategic Plan was developed six years ago for a timeframe of six years with Goals/Indicators/Strategies.
 - Will be reviewed at the May 10 Chancellor's Cabinet meeting.
 - There is also an interest (draft/draft/draft) in not doing a long-term strategic plan, but have a process that examines on an annual basis. Oliver and CRC President Bush to get the ball/conversation rolling. Reaffirmation could be changes to the current Strategic Plan, but not a total overhaul.
- See Attachment C.

5. Guided Pathways and Degree Audit & Degree Planner [see Supplemental Materials]

- *Review of the Chancellor's email response to the DAS regarding the request to stop the use of Degree Audit and Planner until resources are allocated to remedy all the concerns with the platforms.*
 - *Next meeting of the District Degree Planner Work Group Wed May 5th, 3pm*
- Oliver sent a response to the Chancellor (along with his response)
 - Concerns that there are inconsistencies among courses that don't articulate.
 - Negative impacts to students already experienced, problem with technology, process of consultation---

concerns were not heard or recorded in minutes.

- Need to have a student-friendly system that students can understand the course descriptions.
- Need to think about curricular activities (including GE alignment).
- When we think about things like aligning GE courses and “Rule of Five”, there needs to be more involvement than just the DCCC---we need the work of college curriculum committees.
- “Low hanging fruit”---there is a report out there on what is currently similar (in PeopleSoft), no understanding of how that report came to be. Ensuring integrity of what data there is. Need to get discipline faculty to get aware of this report and have districtwide discipline discussion.

6. Centralization and Collegial Consultation [see Supplemental Materials]

• *Review of the Chancellor’s email response to the DAS regarding reimagining financial aid and admissions and records.*

- Need to start the local discussions.
- Seem to be varying levels of discussions, especially involvement of front-line staff. The four colleges are not at the same place with this---we need to have dialogue among us.
- DESSC charge is very robust and appears to have purview over many of the discussed items.
- Feedback that we give is valuable, but it does replace collegial consultation.
- LRCFT comments (Newman) on centralization. Because it does affect workload of some faculty (e.g. counselors, LRCFT has given a “demand to negotiate” to the District. Because of the impact on centralization on faculty roles, the District can plan, but not implement, plans that directly affect faculty roles.
- Centralization is the buzzword, but the concern is lack of consultation. Examples of DESSC and Chancellor’s Cabinet being informed after the fact, as opposed to being consulted and discussed with.

7. Collegial Consultation Spring 2021 [see Supplemental Materials]

• *Discussion regarding Spring 2021 consultation, per DAS Resolution passed Fall 2019 semester.*

Need to address third Resolved (clear definition of consultation)---to be an agenda item for the DAS Retreat in August.

Reports (5 minutes per item)

- Meetings with Chancellor, Deputy Chancellor, etc.

Tuesday April 20, 2021, 1:30-3:00pm

1. Class Cap Resolution-next steps of forming a task group to develop recommendations (full text of resolution at end of this document)

- DO open to having a task group gathered to discuss class caps with admin, senate and LRCFT
- Resolution asks for a shared governance group-could if function in a similar way as the competency groups, on call when needed
- LRCFT has interest in alignment across colleges
- Increasing student success and equity should be focus
- Convening of all parties in the early fall to listen and hear each other
- Contract uses language “traditional class maximums” but no where is this defined, need to define class size in the contract
- Need to be careful about rolling over schedules without resetting class caps back to ‘normal’

2. Financial Aid and Admission & Records-how to encourage dialog and consultation moving forward on ways to improve these services for students

- Recent email gave a good background on the framework and focus for college discussions

- FLC-listening hour to hear more about constituency interests; also would like anonymous ways to gather feedback (GoogleForm)
 - SCC-sees centralization topics as squarely “10+1” issues, should be discussions at DESSC and primary involvement of DESSC (R-3412); faculty concerned about being consulted ‘after the fact’; feedback and input not as robust as a consultative process
 - May 6th DO Exec and college presidents interested in a districtwide conversation to share concerns
 - ARC-not knowing if conversations can happen or what the conversations need to be about is a problem; taking conversations through normal governance processes (Operations Council) which will feed back to Academic Senate
 - College presidents have been talking about how to have the college level discussions and try to work in unison while also acknowledging local process may be different
 - Consultant presentations about FA-what data is needed to have informed conversations, interviews of everything throughout the process of FA from college up to district
 - Administration has purview in organizational decision making. Different views on how DESSC should be utilized in the process.
 - Need to clarify which decisions are within which constituency’s purview
 - Need to make sure process, policy, procedures, etc. work to support what is best for students
 - CRC-meeting scheduled with VPSS and others to discuss
 - Does the DESSC charge need to be reexamined? Is it too overreaching?
 - Helpful in the future to have case making come out first and transparently and then move to idea and planning stages
 - Current P&R and process and governance should be used to guide us through these discussions and decisions
 - There is however tension in the system to adapt at a faster pace than in the past; tremendous urgency to serve our students better; past process has not allowed us to be nimble enough to meet students’ needs
 - Want to engage people directly involved in FA and those with insight in best practice to determine plans moving forward, no plans have been made yet
 - Current metrics for FA-we don’t have any metrics in the district
3. Hiring Committees-As appointments to adjunct hiring committees are increasingly “kicked back” from HR for insufficient diversity, ARC faculty are increasingly questioning the lack of transparency around the use of quotas, the burden this is placing on faculty of color to constantly train and serve as equity reps (and non-discipline faculty committee members), and the impact on students of hiring delays incurred as a result of this process of having committee membership disapproved at the district level. As appointments to adjunct hiring committees are increasingly “kicked back” from HR for insufficient diversity, ARC faculty are increasingly questioning the lack of transparency around the use of quotas, the burden this is placing on faculty of color to constantly train and serve as equity reps (and non-discipline faculty committee members), and the impact on students of hiring delays incurred as a result of this process of having committee membership disapproved at the district level.
- Nye will share concerns with Chanelle
 - Language in hiring manual not specific in terms of administrative and classified professional role in the overall diversity of the committee
 - Increased burden on faculty of color

- College Academic Senate Presidents

None.

- District Curriculum Coordinating Committee (DCCC) (Wada)---See Attachment A
- District Equity & Student Success Committee (DESSC) (Anayah)

- District Educational Technology Committee (DETC) (Trench)
- Ethnic Studies Faculty Council--approved a resolution about process for determining courses and other curricular issues. FLC and SCC are working on their ethnic studies departments and hearing good things about work at ARC and CRC. Next agenda item will be dealing with equivalencies. Districtwide flex activity to introduce ethnic studies. Looking at a webinar for new graduates of UCD and Sac State alerting them to possibility of teaching positions in the ethnic studies programs. Working on an ethnic studies video.

Los Rios College Federation of Teachers (LRCFT) (Newman)--see Attachment D.

- Adjourned at 4:58pm

Future Events:

- DAS Retreat-August 17th (morning)
- Future DAS meetings-Sept 7 & 21, Oct 5 & 19, Nov 2 & 16, Dec 7
- LRCCD Board of Trustees Meeting, Wednesday, May 12, 2021 5:30pm

ATTACHMENT A:

Here is a DCCC report:

- The Emergency Closure Addendum (ECA) MOU is being finalized, and it should be ready to go in the fall semester.
- Colleges should prepare to have local discussions on operationalizing:
 - The ECA MOU
 - Credit for Prior Learning processes
 - Removing residency restrictions on students petitioning for credit by exam
- New CSU-GE Area F courses submitted for review in December would miss the UC Transfer review deadline in August. DCCC is considering holding a special meeting to help get those courses submitted for UC Transfer instead of waiting a year.
- The DCCC Chair for the 2021-22 year will be Rose Giordano from FLC.

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ATTACHMENT B:

District Accessibility Plan Implementation Committee
 2020-2021 Year-End Report to District Academic Senate
 May 4, 2021

Co-Chairs: Torence Powell, Kandace Knudson

Goals for this report

Provide a broad overview of the work done by the DAPIC in 2020-2021

Context: LRCCD Accessibility Plan

- California State Auditor report (2017)
 - Colleges “do not have processes to monitor whether they comply with accessibility standards for instructional materials”
- Accessibility Task Force Recommendations (Spring 2019)
 - New policy and regulation
 - Accessibility plans--consultant driven--with no means for implementation

Initial goals of DAPIC

This committee will work to better understand the scope of the work required to create and remediate ICT, with a specific focus on instruction materials. The committee will also identify the types of resources needed.

The committee will:

1. Inventory the scope of work required to meet accessibility standards and guidelines.
2. Identify areas that faculty should be responsible to meet accessibility standards.
3. Identify needed training resources for faculty to meet accessibility standards and guidelines.
4. Identify areas of higher-level ICT accessibility issues that should not be completed by faculty.
5. Identify the workload impacts required to meet accessibility standards and guidelines.

Summary of DAPIC Work Fall 2020- Spring 2021

1. Completed 5 tasks as outlined in original committee charge
2. Discovered the enormous magnitude of creating a culture of accessibility
3. Recommend continued, long-term DAPIC work to elicit that change
 - a. Accessibility experts across district are DAPIC and poised to guide these changes

DAPIC Goals for its Fall 2021 Report, mid-May, 2021

1. Clarify what work is required in order to make instructional content accessible
2. Influence meaningful change at the college and district level
 - a. Changes needed in the culture and perception of the term “accessibility” as a shared responsibility, not a burden
 - b. Inform planning processes at the college and district level

DAPIC Strategic-Level Committee Observations and Recommendations

- Considering accessibility as a “burden” places emotional load onto our LRCCD community members who have disabilities, visible or otherwise.
- There is incentive to ignore accessibility because the ever-changing accessibility tools and standards that faculty are expected to apply to course materials creates conflicting information and significant additional workload.
- The 2019 Accessibility Plan and board policies R-2731 and P-7136 should be vetted and updated by the new LRCCD counsel with appropriate consultation as needed from CCC Accessibility Center and DAPIC.
- A wrap-around support network for Los Rios employees, housed on the College campuses and including accessibility specialists, should be established.
- No amount of training will effectively address all the workload issues related to accessibility.
- The workload associated with accessibility is not evenly distributed among disciplines, therefore it can be expected that some faculty areas will need more specialist support than others.

Header 1 Next Steps: Fall 2021

- o DAPIC chairs draft formal report this summer, including a plan to engage stakeholders outside of the Instructional space (e.g. student services, facilities)
- o DAPIC will meet at least once in Fall to approve/revise final report as needed
- o Many of committee members have agreed to continue this work if the DAPIC becomes a long-term or standing committee
- o Report back to DAS and executive sponsors to extend the committee’s scope and timeline

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ATTACHMENT C:

DRAFT-Reaffirmation Process for LRCCD Strategic Plan

Chancellor’s Cabinet May 10th

Since the Chancellor’s Cabinet is by LRCCD Regulation 3411 Section 1.3.2 the steering committee for District strategic planning processes, it will be necessary for the Chancellor’s Cabinet to agree on a reaffirmation process of the current LRCCD Strategic Plan.

- Goals are still relevant to the work and direction the LRCCD is moving, need to think about indicators and strategies with minimum, if any, adjustments only to the current goals.
- Need to spend time and energy on the work not on the process
- Set up a process where the strategic plan never sunsets, rather assess every year to adjust indicators and strategies;

create a yearly evaluation of strategic plan, yearly weigh in so there is constant input, data reporting, reflection, and adjustment

- Want to move to a more agile strategic plan process to be more responsive to internal or external changes
- Need to take into account the need for a remote process this fall

LRCCD Institutional Research Summer 2021

Ask District Institutional Research to create, over the summer, a report of progress on indicators of achievement and strategies to share with Chancellor's Cabinet in August.

Fall 2021 Process

Recommended process for Chancellor's Cabinet and colleges to weigh in on the reaffirmation the strategic plan

- Survey for entire district to solicit feedback on the strategic plan and the research report
- Send data districtwide so each college may collect feedback, perhaps by having listening tours or other collegewide events

ATTACHMENT D:

LRCFT report to Senate 5.4.21

The LRCFT continues to meet with the district to negotiate one-time funds from the stimulus packages and the various aspects of safety required for a fuller return to on ground activities in the fall semester.

The LRCFT has launched a faculty relief fund. See email on 5.11.21 from Jason Newman on the topic.

The LRCFT provided \$1000 to the five graduations in Los Rios this semester.

The LRCFT is launching a salary campaign over the next academic year.

The LRCFT will invite trustee Pamela Haynes to its next exec. board meeting.

The LRCFT will conduct a retreat at the start of fall semester.

The LRCFT will coordinate a campus trainings for writing the equity reflection

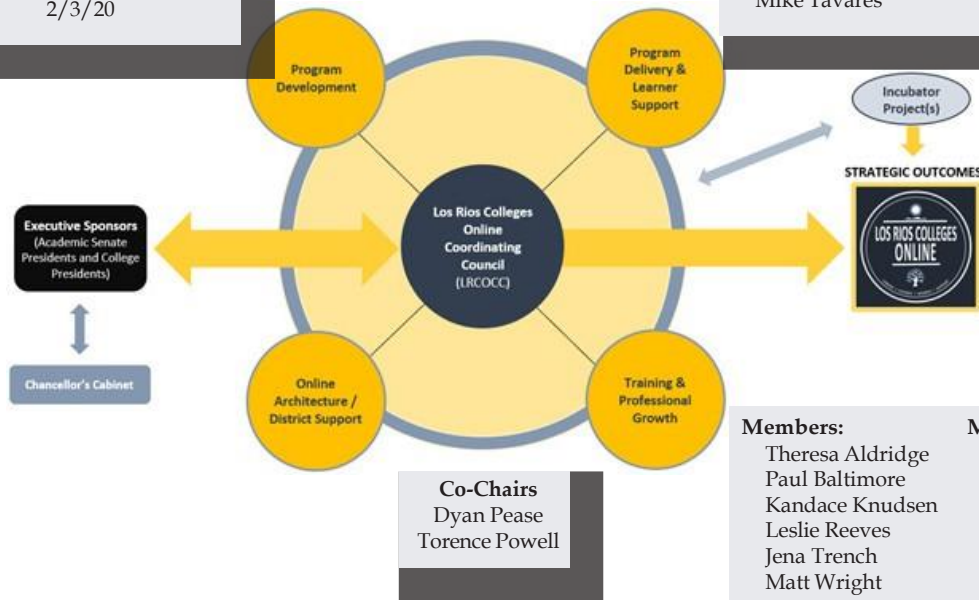
ATTACHMENT E:



Report to DAS May 4, 2021

Members:	Meeting Dates:
Kale Braden	9/8/20
Jennifer Borenstein	9/22/20
Patrick Crandley	10/7/20
Albert Garcia	10/20/20
Jessica Nelson	11/4/20
Eric Wada	11/17/20
	12/2/20
	2/3/20

Members:	Meeting Dates:
Araceli Badilla	3/17/21
Amy Brinkley	3/24/21
Alex Castaneda	4/12/21
Tiffany Clark	4/26/21
Aselia Melo	
Toni Newman	
BJ Snowden	
Mike Tavares	



Members:	Meeting Dates:
Theresa Aldridge	9/14/21
Paul Baltimore	10/14/21
Kandace Knudsen	
Leslie Reeves	
Jena Trench	
Matt Wright	

❖ In spring 2021 the LRCO continued its work this spring with the goal to submit recommendations to the executive sponsors by early summer.

❖ The Program Development group continued to meet into February and has finalized recommendations for the Coordinating Council.

❖ The Training and Professional Growth group met a couple of times until it became clear that the work of the group was redundant to both the work of the ODCs and the work of the LRCFT negotiating team, with respect to faculty training for online teaching.

❖ The Program Delivery & Learner Support group has met four times this spring and is close to finalizing a set of recommendations for the Coordinating Council.

❖ The Ecosystem Development group has not materialized as this work is already being done by other workgroups around the District. [E.G. creation and alignment of tools, services, systems, and interfaces for a seamless online student experience]

❖ Torrence and I are working hard to finalize recommendations regarding long-term plans for program development and online student services so we can convene the first meeting of the Coordinating Council in May, before we break for summer.