

## **Los Rios Community College District Ethnic Studies Faculty Council Fall 2021 Accomplishments & Future Directions Report**

### **Membership**

The Council began in the Spring of 2021 with 2 faculty representatives from ARC, CRC, SCC, FLC and 2 Curriculum representatives. The Council requested from the District Academic Senate adjunct representation and 2 adjunct faculty were appointed in the early Spring of 2021, just as the Council was being formed. In the fall, one full time faculty representative from ARC stepped down and was not replaced. For the Fall of 2021 Council membership included the following:

Keith Heningburg SCC, Council Chair

Tamara Cheshire FLC, Council Co-Chair

Surangi Frazier SCC, Council Logistical Support

Victoire Chochezi, FLC

Nyenbeku George, CRC

Alex Peshkoff, CRC

Ricardo Canton, ARC – Will be stepping down at the beginning of Spring 2022

Walter Kawamoto, ARC Adjunct Faculty representative

Malika Hollinside, SCC Adjunct Faculty representative

Juana Esty, CRC AO Representative

Renee Medina, SCC Curriculum Chair Representative – Stepped down at the end of Fall 2021

Membership will increase by 3 when the new hires come on board in Spring 2022. At the first Council zoom meeting of Spring 2022, the Council will welcome the new hires.

Council members are concerned about the immense workload and have inquired about compensation from the district in term of release time, sabbatical leave or monetary compensation. No compensation will be given from the district. Ricardo Caton will be resigning from the Council in protest.

### **Goals**

In January of 2021, the LRCCD Ethnic Studies Faculty Council was formed to complete the following tasks/goals:

#### **Goal #1 - Immediate Goal - This goal was met Spring 2021**

Evaluate existing CRC and SCC ETHNS approved courses against CSU Area F requirements.

#### **Goal #2 - Long-Term Goal – This goal was met Spring 2021**

Evaluate proposed cross-listed courses to meet the CSU requirements, meeting DCCC and local curriculum committee timeline requirements.

- A resolution was approved and was supported by the DAS stating:

- Be it resolved that until Ethnic Studies departments are fully formed and staffed with full time faculty at all four colleges, any proposed Ethnic Studies cross listed courses must be submitted for review by the District Ethnic Studies Council, and;
- Be it resolved that the District Ethnic Studies Council will not approve cross-listed courses until core courses have been established, and;
- Be it resolved that Ethnic Studies courses submitted for review to the District Ethnic Studies Council must align with all five CSU Area F requirements.

The Council encourages each new Ethnic Studies department chair to consider the work done by the Council to begin development of the core courses and honor the decision to have all Ethnic Studies courses align with all five CSU Area F requirements.

***Goal #3 – Long-Term Goal - In progress***

Create proposals for the future of ethnic studies programs, degrees, and courses in the district.

- A resolution was approved to create Ethnic Studies Departments at all four colleges on March 16, 2021 and was supported by the DAS on April 20, 2021
  - Folsom Lake College established an Ethnic Studies Department Spring 2021
  - Cosumnes River College established an Ethnic Studies Department in Fall 2021
  - Sacramento City College established an Ethnic Studies Department in Fall 2021
  - American River College established an Ethnic Studies Department in Spring 2022
  
- All Ethnic Studies core introduction courses (ETHNS 300, 320, 330, 340 and 350) have been approved by curriculum committees at all four campuses; and were submitted for Area F approval in December 2021. We will be making further updates to this curriculum in the Spring 2022 to meet AB928 & AB1111 requirements, new UC IGETC Ethnic Studies core language, and other curriculum committee recommendations. Title changes for 320, 330 and 340 will also take place during the Spring of 2022. Title changes will be: ETHNS 320 Introduction to African American Studies; 330 Introduction to Asian American Studies; and 340 Introduction to Chicano/a/x Studies respectively.
  - Further course development will depend on the TMC, but course development in each core group will be the focus vs. general Ethnic Studies and all courses should fulfill Area F requirements and fit within the degree pattern.
  - It is important that the Council continue this work collaboratively because students who take any of the ETHNS courses in the district, should be taking the same course respectively. All 300's should have the same or similar curriculum. Same for all 320's, 330's, 340's and 350's.
  - Ethnic Studies departments need to continue collaborating with and supporting each other in curriculum, program and degree development.

***Goal #4 – Long-Term Goal – This goal was met Fall 2021***

Be a consultative body for Ethnic Studies discipline input on equivalency decisions for hiring.

- Three Council members served as consultants on equivalency decisions for Fall 2021 hiring committees for the 3 new Ethnic Studies faculty who were hired for Spring 2022.
- The new faculty and new Ethnic Studies Departments at the colleges will be taking the lead on equivalency committees on each of their respective campuses.
- The District Academic Senate (DAS) disapproved of a district-wide committee but may bring this issue up again in the future.

## **Actions Taken by the District Ethnic Studies Faculty Council**

### **August 2021**

#### **Long-term goals in progress**

The plans for Fall of 2021 were for the Council to petition the Academic Senates for 4 new full-time hires (1 hire at each respective college) to begin in the Fall of 2022, work on finalizing Ethnic Studies Departments, create Ethnic Studies programs, and work on curriculum revisions in order to submit all new and revised curriculum for Area F approval in December 2021.

**Plans changed when the Council found out that the district had additional funding to hire new full-time faculty for a Spring of 2022 start date.**

### **Chair's Report Summary**

- ***Council members advocated for the need for 4 new Ethnic Studies hires, 1 at each college, to their respective Academic Senates for a start date of Spring 2022. Three of the four college's Academic Senates (ARC, CRC and SCC) ranked Ethnic Studies as a top hiring priority and 3 new Ethnic Studies hires were approved, one each for these three respective colleges.*** FLC did not rank Ethnic Studies in their top hiring priority at this time. Members of the Council expressed their disappointment in this decision. Council will need to work on future Ethnic Studies full time Hiring requests for Fall 2022 and/or Fall 2023.
- Hiring committees were formed on each of the 3 campuses (ARC, CRC and SCC).  
***Council members attended 'Hiring the Best & Equity' Training in order to serve.***
  1. The academic senate presidents decided who would serve on the local hiring committees. ***Several Council members were appointed and served on hiring committees at their respective campuses.***
  2. ***A few members of the Council also served on the equivalency committee, to ensure consistency across the district.***
    - ***\*Note - The State Level Minimum Qualifications Handbook published by the CCC Chancellor's Office, developed by the ASCCC and approved by the Board of Governors contains the min quals for Ethnic Studies. This is problematic because Native American Studies and Asian American Studies are two of the 4 core areas in Ethnic Studies, and neither is listed in the Handbook as a minimum qualification for Ethnic Studies. The Council's Co-Chair has assisted in petitioning***

ASCCC, The Chancellor's Office and Board of Governors to add Native American Studies to the Minimum Qualifications and supported adding Asian American Studies.

- Faculty who do not have a specific degree in Ethnic Studies, African American Studies or Chicano Studies (meeting minimum qualifications) will need to apply for equivalency. This means applicants with Native American Studies and Asian American Studies and other applicable degrees need to fill out a P-38 form for equivalency when they apply for the Ethnic Studies position(s). The only item that applicants will have to complete is item A1, which requires 30 units (15 credits must be graduate level).
- Section 12 of the Socrates Course Outline of Record in Curriculum indicates the Faculty Disciplines that can teach each course. Faculty curriculum developers have the ability to choose the disciplines listed. It was recommended to keep the disciplines broad for now, so that we can find faculty to teach the courses. Once we have a robust group of Ethnic Studies faculty, we can narrow the disciplines to only Ethnic Studies and the 4 Core.
  - As soon as the Course Outline of Record is changed, it will impact which full time and part time faculty can teach the class. Part time faculty who have preference to teach will need to get preference from their "home" department. Preference is only for load not for individual classes.

### ***Curriculum & Program Development***

**ETHN 300, 320, 340, 350 are being revised. All outlines at the four colleges will be identical. In the future, we will need to develop 4 additional courses as secondary courses to the four core introductory courses.** Native American Studies and Chicano Studies courses do have existing secondary core courses with set numbers that should be revised. Asian American Studies and African American Studies currently do not have secondary core courses. The FDRG has already proposed secondary courses, so we need to pay special attention to the FDRG decisions in order to make sure the courses are part of our TMC to create the AD-T.

- **Curriculum Timeline and Calendar** – Established in the Google Drive. The final due date for Area F submission is in December. We must work backwards in terms of deadlines and be aware that any new to college courses must go to the District Curriculum Committee and the Board of Trustees for approval prior to being submitted for Area F. We also need to be aware of College Catalog deadlines.
- **Curriculum Consistent Title Change** – The vocabulary, "Introduction to... Studies" should be added to each entry level course. All the CSU courses start with the term, "Introduction to." Currently, only some of our district courses say, "Introduction to," while other use the words "experience" or "studies." While the title does not have to be exactly the same as the C-ID title, it can cause confusion for students. Courses must

follow the “Rule of Five.” The process to change the names of the courses across the district is called a “collaboration request” in Socrates. We will complete this process in the spring once all the courses receive Area F approval. Faculty initiate the process and then it goes to the curriculum chairs at each campus who will be the ones to help complete the process.

- **Faculty Discipline in Socrates Drop Down Menu** – We requested for more options in the drop-down menu in Socrates. African American Studies, Native American Studies, and Asian American Studies need to be added. These descriptors are based on what is listed in the Chancellors Minimum Qualifications Handbook. The District Curriculum Committee needs to make a recommendation to the Socrates Advisory Group, who would then make the change in Socrates. We brought this concern up to the District Curriculum Committee and African American Studies was added. We are waiting on the other disciplines to be added after the Chancellor’s Office revises the Minimum Qualifications Handbook, and will follow up in the Spring of 2022.
- **Ethnic Studies Program Creation in preparation for the AA/AD-T**  
SCC has an Ethnic Studies AA Program; however, it needs to be revised. We began to use it as a template for the new programs we create for all 4 colleges.

### ***Video***

Malika Hollinside is working with Michael Bittner from CRC on the Ethnic Studies video which is in the editing stage. Council would like to use the video for the website and to use during the flex workshop series.

### ***Flex Workshop & Series***

Council agreed to postpone the series until next semester giving us more time to work on it.

### ***Discussion on Council continuation and alternative options***

The founding document states that our goals and tasks are to 1) evaluate curriculum, 2) evaluate proposed cross listed courses, 3) create proposals for future ethnic studies programs, 4) degrees, 5) courses in the district, and 6) to be a consultive body for the Ethnic Studies discipline input on equivalency. We are on track for our goals for this council. After this academic year, there may be a need to reassess the goals of the council.

### **September 2021**

#### **Long-term goals in progress**

Create proposals for the future of Ethnic Studies programs, degrees, and courses in the district, revise/write core curriculum and put it through local curriculum processes to submit for CSU Area F transfer approval.

#### **Curriculum deadlines**

- Sept. 1 (begin local process); October 22 (DCCC); December 1 (Area F) – Friday work group meeting will continue to work on curriculum changes and program development.

- If approved, Area F will be retroactive to Fall 2021.

### **Chair's Report Summary**

- **All colleges have submitted their courses and they are going through the local curriculum process.**
  - Curriculum Committees are asking for minor edits but also some major changes in content; we need to be on the same page so that all curriculum is changed at the same time. The Curriculum Committees don't understand that we are purposefully choosing to work together to create this curriculum.
  - Our council decided to make all Ethnic Studies course outlines for the core courses identical across the district. Right now, we are trying to get the courses approved for CSU Area F. One of our courses was approved for Area F. We have taken the SLOs for that course and placed them in all the other courses that are part of the introductory series as well as wording in the Course Topic areas and descriptions.
  - At this time, not all the courses say Introduction to.... Eventually, all the names of the core courses will match. We will make this change next semester, Spring 22. The names will be changed also because the California Community College Ethnic Studies Faculty Council has also recommended that the courses be renamed "Introduction to" in order to ensure consistency throughout the state.
  - We understand that this is an unprecedented process because we are creating curriculum together for the entire district.
  - Once one curriculum committee requests changes, all the colleges must change the language to be aligned in that course in all the introductory classes, which makes the process more difficult than just working on our own individually with singular curriculum committees at individual colleges.
  - All the courses are introductory courses. By definition, they are not able to cover all aspects of the discipline but are general overviews. We took all five of the core requirements for Area F and put them into our SLOs as well as course topics of instruction. Some of the language is word for word. We understand that changes to these course outlines will happen in the future. Because we are trying to get these approved in time, we have done a quite a bit of work and appreciate it if the curriculum committees will work with us understanding that we have deadlines to meet for Area F first.
  - Members of the council are specialist in different academic areas. Members of the council worked on the course outlines in line with their academic specialty.
  - The council has been working tirelessly towards this effort. Our work includes:
    - Official District Council meetings, every other week.
    - Members meet for several hours for Friday work group meetings
    - Members communicated via phone calls and email between council meetings.
    - Members attended statewide Ethnic Studies meetings and work groups.

- Some of the feedback from the ARC curriculum committee was disrespectful to the council. Council is concerned that the ARC Curriculum Committee member is not a content expert and is working outside of the normal process.
  - The Council welcomes comments, suggestions and recommendations. We are asking that ARC faculty on the council not be harassed by their colleagues at ARC.
  - Anti-racist terminology is included in the curriculum for each course.
  - A colleague who was not a Council member but who attended the Council meeting indicated that the ARC attacks seem racist at their core. She indicated a need to have an appreciation for people of color and their lived experience.
  - People who have issues with the curriculum should show up at our meetings indicate their concerns directly to the council.
  - Guests from ARC expressed regret for the words of their colleagues.
  - The Council Chair expressed appreciation for the entire Council and the work we are doing.
- **Proposals for Ethnic Studies Departments, Programs, Certificates, Degrees**
    - SCC is creating an Ethnic Studies Department, Keith Heningburg will be the chair
    - **Ad-hoc group was formed to work on the Program template**
  - **Resolution regarding cross-listed had its first reading at the DAS and they requested changes that were made and approved by the Council.**
    - DAS has asked us to revise our resolution regarding cross-listed courses – take out ‘Be it resolve’ point #3 and edit ‘Be it resolved’ point #2 to include ‘courses must align with all 5 points in Area F requirements; and add Title 5 change.
  - **Hiring**
    - Job announcement did not include many of our edits that were sent to Human Resources. This is important to follow up on with Human Resources.
    - The idea for a centralized district level committee for all the Ethnic Studies hires is not possible at this stage. Local hiring committees are being formed.
    - Equivalency Committee update – confirming interested Council members to forward names to Julie Oliver
    - **Future requests for 2-3 more Full Time Hires in Ethnic Studies this fall 2021 for Fall 2022 and in the Fall 2022 for Fall hires in 2023 (Ethnic Studies ADP requests based on projected student demand for classes will determine new hires)**
      - A request was made to FLC’s Academic Senate to consider a Fall 2022 Ethnic Studies Full Time hire
  - Standing agenda consent item to meet virtually every 30 days because AB361 passed.

### **October 2021**

The work that is being done is completely uncompensated and therefore, it is important to acknowledge the amount of free labor that is being used in this process.

The Chancellor's office will issue a memo which will initiate the changes to graduation requirements, adding Ethnic Studies. The colleges will then begin the work to change the graduation requirement through change in board policies. These changes will not be immediate but will take effect over the next few years through Statewide Ethnic Studies Taskforce recommendations.

**Statewide Ethnic Studies Taskforce** will be recommending: a timeline for implementation for the new Ethnic Studies course requirement; determining how to establish a unified definition of Ethnic Studies and/or competencies for the California Community Colleges; helping to coordinate professional development and technical assistance for the CCC's to ensure Ethnic Studies is implement with fidelity to the discipline; coordinator with the CSU system for intersegmental alignment; and coordinate with the UC system.

#### **CCCESFC Report**

- AB928 – counters momentum of Ethnic Studies – CCCESFC asks to oppose.
  - This state bill combines the CSU and UC systems in a specific timeline. Some have indicated it would jeopardize the area F process because it is not currently a UC requirement. Our Articulation Officer indicated that UC is adding Area 7 to IGETC by summer 2022, which will require students take an Ethnic Studies course.
- Minimum Qualifications – CCCCCO to add Asian Am. Studies & Native Am. Studies will be looking at Interdisciplinary minimum qualifications
- Equivalency is a local process – reminder that some folks who are Ethnic Studies scholars don't have 'official Ethnic Studies degrees', please consider their experiences, publications, and work in the field.
- Title 5 Revision about Ethnic Studies being a graduation requirement should be implemented by 2023 – a Task Force is being formed to address implementation
- Some Ethnic Studies courses are being considered to meet a US History requirement; we should review our courses and think about this opportunity
- Encouraging people to write about their experiences to document this time and publish.

#### **Chair's Report Summary**

- **We will be sending our 2021 Spring Council report to college admin teams, please be prepared to discuss with your college administration what the Council has done and is doing this semester if you have not been in consultation**
- **The revised resolution pertaining to cross listed courses went back to the DAS for the second reading and has been approved and supported.**
- **Hiring process is moving forward and interviews will be conducted soon.**



- **The District Equivalency committee has processed equivalency for those who have requested it.**
  
- **Requests for Full Time Hires**
  - Council members should follow the process of submitting requests for full-time positions in Ethnic Studies this Fall 2021 for Fall 2022 hires to their Academic Senates as part of the normal established process and timeline.
  - Council members should attend their Academic Senate meetings when positions are being discussed and request to speak about the need for Ethnic Studies positions with estimated high demand from students who are graduating and transferring. **\*See Attached Data for Chair's Report**
  - FLC is the only college requesting a hire for Fall 2022.
  - ARC, CRC and SCC will be getting a new hire each in the Spring of 2022.
    - It is important to ask for new hires to meet student need and put these requests in program and department plans.
    - ARC and SCC have the most need based on the number of students that graduate/transfer each year.
  
- **Curriculum Timeline and Calendar deadlines**
  - All curriculum needs to be reviewed and revised in Spring 2022
    - We are collecting all comments about curriculum for consideration in the Spring.
  - It seems that only courses with word for word language Area F language received approval.
  - ARC's curriculum has gone through to the DCC and passed. It is now eligible to be considered for Area F approval.
  - CRC's curriculum ETHNS300 , 320, 330 has been cataloged. ETHNS340 second reading tomorrow, ready for catalog soon. ETHNS350 still in revision and at 1<sup>st</sup> reading, needs to go to the DCC meeting Oct. 22<sup>nd</sup>, new to college; AO will make sure it gets to DCC to be eligible for Area F review.
  - FLC's ETHNS320-350 courses were cataloged in the spring. They are going through revision and are on their second reading and ready for Area F approval in December. ETHNS300-350 have been approved for UC transfer – check with AO's on this process for each college and other articulation agreements
  - SCC's courses have been submitted and are in catalog status. They will be submitted for Area F in December. Upon approval in the Spring, it will be backdated to Fall 2021. Not automatic, AO must request it.
  - It is important to look at the Ethnic/Multicultural category in curriculum. The current guidelines require a comparison of cultures, which Ethnic Studies does not do. Ethnic Studies focuses on centralizing the voices of the 4 core groups.
    - Current Ethnic/Multicultural Option: significant and substantial portions of the course deal with multicultural matters. The course examines significant aspects of the culture, contributions, and social experiences of underrepresented ethnic or racial groups in the U.S. or in the history and

multicultural traditions of non-Western societies. ***The course compares two or more social groups, one of which may be European Americans.*** The course includes an analysis of the concepts of ethnicity, ethnocentrism, and racism, and how these concepts shape and explain ethnic experience.

- Some faculty at the local level are concerned about whether or not their courses will meet this designation after it is changed. This will impact courses and departments who no longer meet the requirement.
- **How to support new ES faculty**
  - Introduce them to the programs and services.
  - Work with new faculty academy to see how we can support their efforts.
  - The council should consider asking for release time for the council members to provide support for the new faculty.
- **Work group meetings Friday October 8, & 15<sup>th</sup>, 10-12pm - Program Work & Curriculum discussion**

### **November 2021**

#### **CSU Area F review process update**

- Each COR is reviewed by multiple reviewers. That number may vary.
- The number of reviews is based, in part, on the nature of the COR (cross-listing, IGETC, etc).
- CORs with split decisions after the first round of multiple reviews are then reviewed by CSU Ethnic Studies faculty.
- If anything is denied, we do have the option to appeal. This will be warranted if some colleges get the courses approved but not others considering that the outlines are nearly identical.

#### **ASCCC at the Fall 21 Plenary approved Asian American Studies and Native American Studies disciplines to send on through the next steps for Minimum Qualifications.**

- Several steps are needed before the changes are official.
- They will now go to the ASCCC Executive Committee in January. At that meeting the ASCCC will decide whether or not to move the items to spring plenary. Then at spring plenary there will be a second hearing and the items will be written as resolutions and voted on during the Saturday voting session. Should they be voted for approval, then the ASCCC will forward to the Board of Governors for final approval and inclusion in the Min Qual handbook. The BOG typically acts on this over the summer and the handbook is updated shortly thereafter.

### **Chair's Report Summary**

#### **Revisit role of the Council and Goals**

#### **Hiring Committees Updates from each college**

- Interviews were scheduled, took place and names will be submitted to the Board.

- Update on release time inquiry for full semester vs. teaching 4 courses for new faculty
  - CRC does not have FTE that is specifically 'growth allocated' or designated for the new ES faculty and department. Seems to be the same for each college.
  - CRC administration has indicated that there will be no added 'growth' FTE. Reallocation conversations have not happened yet but there is concern about resentment of new ES faculty and ES departments having FTE 'reallocated'.
  - Invite Jamey Nye Deputy Chancellor to our next meeting to discuss FTE allocation.

**FTE Discussion with Julie Oliver –District Academic Senate President, Jamey Nye – Deputy Chancellor, and Mario Rodriguez – Vice Chancellor Finance and Administration**

Excerpts from the discussion indicate that Jamey Nye and Mario Rodriguez are committed to making sure that Ethnic Studies hires have FTE. Deputy Chancellor Nye stated his thanks to the Council for the work we have been doing and indicated that we are, "leading the way on hiring folks and doing good work prior to the mandate from the state". Deputy Chancellor Nye also stated that, "There is a lot of interest in our district already. I know there are a lot of questions about FTE. I want to make sure I am meeting the needs of this group. Both myself and Mario are here to help. I know there are questions about enrollment decline and FTE in general".

Deputy Chancellor Nye continued and further explained that our total enrolments and FTES are down across the board, and this was impacting the entire district, "We anticipated a decline in our budget, but we did not anticipate the decline in enrollment". But he also stated that, "We have every reason to believe that Ethnic Studies will grow and fill classes. These are schedule B classes; these are the ones that help fill another full-time faculty position. When there is strong demand, new requirements, there is a priority to make these hires. We do not have an FTE problem but rather an enrollment issue within each college. We have an interest to grow where we can. Your VPIs have FTE to support Ethnic Studies at your colleges".

Deputy Chancellor Nye shared that the district gives FTE to the colleges to manage among themselves. The district can hold back FTE and then designate it for a program. He stated that he will have conversations with VPIs about how classes are scheduled and FTE for Ethnic Studies; "There is plenty to grow Ethnic Studies. It is a program I want to see grown. I can direct VPI's to support Ethnic Studies FTE". He further stated that, "The VPI can change the allocation to another division at any time. Again, I would be happy to have that conversation to support Ethnic Studies. The VPIs work with Deans to divide it up. There is often leftover FTE as well".

Julie Oliver the DAS President stated, "The state gave us money for hiring, not FTE. CSU took requirements away from area D to create area F. There is going to be movement of FTE".

Deputy Chancellor Nye stated, "Our commitment in Los Rios is to have Ethnic Studies Departments".

Compensation was discussed about the Council's work, but this work is considered college service.

### **New Hire Request for Fall 2022**

- Update on FLC Ethnic Studies position request for fall – moved to 4<sup>th</sup> position. There will not be an Ethnic Studies new full time hire at FLC in the Fall of 2022.

### **Curriculum**

- UC Ethnic Studies Core Requirements are coming, we need to revisit and revise our curriculum again in the spring to reflect these added requirements for approval for UC transfer
  - There are a few terms that are slightly different than the CSU requirements. The outlines will need to be revised to include the requirements from the UC System. A list of terms to include in the outlines will be created for the Council to consider in the spring.
- AB 928 CSU/UC Transfer Alignment and AB 111 Course Renumbering will be impacting our curriculum, more changes to curriculum in near future.
- Multicultural Requirement Policy
  - Currently the Multicultural Requirement is being changed at the state level to align with the Ethnic Studies requirements. Curriculum reps will keep us informed of the changes that have to go to the Los Rios Board.

### **Backdating courses for CSU Area F Approval & Catalog Dates**

- Chancellor's office said they would allow back dating of courses for Ethnic Studies.
- They did not differentiate between new courses and revised courses.
- If courses are being taught with the old outlines (established in college catalogues), then the back dating will not apply.
- Ethnic Studies courses were not catalogued in time for faculty to teach until Fall 2022 at SCC, ARC, and CRC. Folsom Lake is the only college that has Area F approval for ES 300.
- SCC and CRC new faculty will be able to teach ES 300, but it won't count for Area F, just the new Title 5 graduation requirement.
- ARC new faculty may not be able to teach in the spring 2022 unless they can modify their catalog mid-year. ARC's Curriculum Chair is looking into this change.
- With new technology and the ability to change and access catalogues online as well as minimal to limited printing of any catalogues within the district; and the way that curriculum committees work in that they can approve changes within a semester, and often times new courses need to be added to a program or changes need to be made to courses with more immediacy, catalogues should be able to be updated twice a year, once at the end of each semester vs. once a year at the end of spring semester.

### **Social Justice Studies**

- Some of these programs do include Ethnic Studies Courses. The California Community College Ethnic Studies Faculty Council has argued for the extraction of

Ethnic Studies from Social Justice Studies and the deletion of the Social Justice Studies TMC.

- Ethnic Studies representatives from the Council should connect with Social Justice faculty at the different colleges and begin to discuss how each program will be organized to meet student needs and for clarity purposes.
- One concern is that students may become confused as to whether they are getting an Ethnic Studies or Social Justice degree.

### **Dual Enrollment in High Schools**

- Council members may wish to consider adding dual enrollment with high schools to their list of courses offered at each college.

**Renee Medina will be stepping down from the Council this semester.**

### **December 2021**

#### **Chair's Report**

Purpose of the Council

- Goal #1 – **Met** - Evaluate existing CRC and SCC ETHNS approved courses against CSU Area F requirements.
- Goal #2 – **Met** - Evaluate proposed cross-listed courses to meet the CSU requirements, meeting DCCC and local curriculum committee timeline requirements.
  - A resolution was approved and was supported by the DAS stating:
    - Be it resolved that until Ethnic Studies departments are fully formed and staffed with full time faculty at all four colleges, any proposed Ethnic Studies cross listed courses must be submitted for review by the District Ethnic Studies Council, and;
    - Be it resolved that the District Ethnic Studies Council will not approve cross-listed courses until core courses have been established, and;
    - Be it resolved that Ethnic Studies courses submitted for review to the District Ethnic Studies Council must align with all five CSU Area F requirements.
  - The Council encourages each new Ethnic Studies department chair to consider the work done by the Council to begin development of the core courses and honor the decision to have all Ethnic Studies courses align with all five CSU Area F requirements.
- Goal #3 – **In Progress** - Create proposals for the future of ethnic studies programs, degrees, and courses in the district.

- A resolution was approved to create Ethnic Studies Departments at all four colleges on March 16, 2021 and was supported by the DAS on April 20, 2021. Does every campus have an Ethnic Studies Department?
  - Ethnic Studies Programs, AA & AD-T's are being worked on (google docs) **waiting on the TMC via the C-ID for AD-T direction.**
  - **ETHNS 300, 320, 330, 340 & 350 are submitted for Area F review, we will be making further changes to this curriculum in the spring to meet UC IGETC language, AB928 & AB111 requirements and curriculum committee recommendations. Also need to make title changes to 320, 330, 340 to Introduction to...**
  - Further course development will depend on the TMC, but course development in each core group should be the focus vs. general Ethnic Studies and all courses should fulfill Area F requirements and fit within the degree pattern.
  - It is important that we continue this work collaboratively because students who take any of the ETHNS courses in the district, should be taking the same course respectively. All 300's should be the same or similar. Same for all 320's, 330's, 340's and 350's.
  - Ethnic Studies departments need to continue collaborating with and supporting each other in curriculum, program and degree development. This would be a lot of work for new incoming faculty who need to be focusing on their teaching for the tenure review process.
  - The new faculty and new Ethnic Studies Departments at the colleges will be taking the lead on Equivalency committees. The District Academic Senate disapproved of a district-wide committee, which do not allow for a district committee once the local departments were formed and full-time faculty were hired. They may bring this issue up again in the future.
- Goal #4 – **Met** - Be a consultative body for ethnic studies discipline input on equivalency decisions for hiring.
    - An equivalency group was formed for this last round of hiring – Alex Peshkoff, Nym George & Ricardo Caton; consider adding representatives from each college to share this workload for adjunct and new full time hiring.

#### Membership

- We began with 2 reps from ARC, CRC, SCC, FLC and 2 Curriculum reps. We added 2 adjunct faculty.
- We are down to 10 members, missing a FT rep from ARC and a Curriculum Chair representative.
  - Ricardo is not willing to continue serving on the committee without compensation.
  - Victoire is willing to put together a proposal to request compensation for the committee participation.

- We will need curriculum guidance in revising the curriculum in the spring and in putting forth the name changes for 320, 330, & 340.
- The New Hires will be invited to join the Council
  - We can tell them about our work and encourage them to view and provide feedback on curriculum that they will be teaching.
  - We do not want to overwhelm or overburden them.
  - They are welcome to participate as much as they feel comfortable.
  - Inviting new hires to join the Council is a great idea in the Spring 2022 semester to observe how the Council operates but not put any additional work on them. This way they can see how curriculum is done, how programs are written and how to develop the AA/AD-T, learning college specific and district wide procedures.

#### Where do we see ourselves Spring 2022 & Fall 2022/Spring 2023

- A sub-committee of the Academic Senate
- Additional goals
  - Maintain and create community and support for new hires and new departments
  - MOU's with High Schools & Ethnic Studies Teaching Certificate
  - How to support new and existing Ethnic Studies faculty
  - Make sure FTE is available for existing & new hires. FTE discussions with VPI's – report back to Council to determine what will be our next steps.
  - Council members as Mentors
  - We should all be informal mentors to the new faculty.
    - Victoire recommended creating a formal mentoring program that would include compensation.
  - Professional development –
    - Reach out to New Faculty Academy Coordinators at your colleges.
  - Council can continue with curriculum writing and revisions, program development, & degree development.

#### Department and/or Local Advisory Groups Updates

- ARC Advisory Group still in effect, Department has not been formed yet
- CRC New Department formed
- FLC Department formed Spring 2021
- SCC New Department and Department Chair

#### Ethnic Studies courses, programs, and degrees (Standing Agenda Item) (10 minutes)

- Updates on existing Ethnic Studies Curriculum & revisions
  - ETHNS 300, 320, 330, 340 & 350 check in
  - Curriculum deadlines with your Curriculum Committees
    - **New Spring Deadlines**

- **We need to be prepared to make changes and resubmit in the spring semester if we are denied Area F approval**
- Update on Newly Proposed Ethnic Studies Curriculum- Work group needs input on google docs
- Proposals for Ethnic Studies Programs, Certificates, Degrees - Work group needs input on google docs

#### **Future Items**

- Welcome new Ethnic Studies faculty to the Council
- FTE updates – concerns?
- Requests for full-time positions in Ethnic Studies Fall 2022 -collect data Spring 2022
- Department and/or Local Advisory group reports - Ethnic Studies courses, programs, and degrees (Standing Agenda Item)
  - Ethnic Studies Department formation updates (ARC?)
  - Update on existing Ethnic Studies Curriculum & **revisions (Area F approval?)**.  
**Need dates for Area F resubmission in the spring if we don't get approval**
    - **AB928, AB111 impact on Curriculum**
    - **Curriculum changes –**
      - **Name change for 320, 330, and 340**
      - **Consider curriculum committee recommendations for changes**
      - **Ethnic/Multicultural Requirement Policy Change**
  - Proposals for Ethnic Studies Programs, Certificates, Degrees – **Submit Programs Spring 2022**

#### **Fall 2021 Goal Summary**

- Flex Workshop & Flex Series about Ethnic Studies to inform the District - Postponed
- Debut of Ethnic Studies Video – **In progress**
- Complete the establishment of Ethnic Studies departments at all four colleges – **Complete**
- Revise and submit curriculum as needed to meet local curriculum and Area F requirements prior to internal (September) and external (December) deadlines – **Complete**
- Develop an Ethnic Studies Program and submit to curriculum committees at all four colleges – **In progress**
- Research hiring, minimum qualifications and equivalency procedures for Ethnic Studies faculty – **Complete**
- Request full time Ethnic Studies positions from Academic Senates at all four colleges – **Complete**



### **Goals - Spring 2022**

- Titles need to be changed through collaboration process so they all match and coincide with TMC proposals.
- Follow up with curriculum
- Follow up with program creation
- Work on establishing the Ethnic Studies AD-T
- Consider establishing an Ethnic Studies Teaching Certificate
- Work on hiring additional full time Ethnic Studies Faculty
- Consider Dual Enrollment
- Revisit Purpose of the Council

### **\*Attached Data for Chair's Report**

Number of courses projected to be teaching each semester based on projected students graduating or transferring to a CSU -

- 1 ft faculty = 5 sections after the first semester or year
- 1 section = 40 students
- Projected rate of students = 200 per semester for 1 ft faculty
- 400 students per year for 1 ft faculty

How many students are graduating or transferring each year from each college?

Projections follow based on degrees awarded and transfer data from last year -

- ARC 2020-2021 AA/AS Degrees Awarded - 1850, Transfers 807 \*CSU not specified (CCCCO Data Mart website) projected estimated need = 5 ft faculty each teaching 10 sections over the year with 2-3 adjuncts teaching a couple of sections each semester
- FLC 2020-2021 AA/AS Degrees Awarded - 803, Transfers 556 \*CSU not specified (CCCCO Data Mart website) projected estimated need = 2 ft faculty each teaching 10 sections over the year with 2-3 adjuncts teaching a couple of sections each semester
  - FLC 2018-2019 CSU Transfers 379 (FLC Factbook 2019) est. 200-300 CSU transfer
- CRC 2020-2021 AA/AS Degrees Awarded - 738, Transfers 567 \*CSU not specified (CCCCO Data Mart website) projected estimated need = 2 ft faculty each teaching 10 sections over the year with 2-3 adjuncts teaching a couple of sections each semester
- SCC 2020-2021 AA/AS Degrees Awarded - 1584, Transfers 720 \*CSU not specified (CCCCO Data Mart website) projected estimated need = 4 ft faculty each teaching 10 sections over the year with 3-4 adjuncts teaching a couple of sections each semester

Please note that this is a snapshot of student need taking into account the number of students graduating or transferring within a year's time (2020-2021) assuming none have taken an Area F approved Ethnic Studies course over the time they have been enrolled at any given college in the district.