# **District Academic Senate (DAS) Minutes**

**Tuesday, January 30, 2024 - 3:00 -5:00 pm**

**Los Rios District Office Main Conference Room**

[**Remote Participation Link**](https://lrccd.zoom.us/j/85212623490?pwd=Sk5WSDhxaExXanRuWC83RjVWUGJ1dz09)Meeting ID: 852 1262 3490Passcode: losrios

## Members Present

DAS

* Alisa Shubb, President
* Sarah Lehmann, Secretary

ARC Academic Senate

* Brian Knirk, President
* Veronica Lopez, Vice President
* David McCusker, Secretary
* Alisa Shubb, Past President

CRC Academic Senate

* Jacob Velasquez, President
* Lauren Wagner, Vice President
* Eric Anderson, Secretary

FLC Academic Senate

* Eric Wada, President
* Lisa Danner, Secretary
* Wayne Jensen

SCC Academic Senate

* Amy Strimling, President
* Dawna DeMartini, Vice President
* Lori Petite, Past President
* Nadine Kirkpatrick, interim secretary

## Preliminaries

1. Welcome/Call to order
2. Land Acknowledgement was read by Alisa Shubb
3. Approval of Agenda
   1. Agenda was approved
4. Approval of Minutes
   1. Minutes were approved
5. Introduction of guests
   1. Guests present included: Kalee Christensen, LaQuisha Beckum, Tressa Tabares, Teresa Aldredge, Lily Xu

## Public Comment Period

* No public comments

## DAS President’s Report

1. **DAS Task forces**:
   1. [CCCApply](https://docs.google.com/document/d/1RLUwGwh2bYL2yOH0-LbJ16MpkLGxwtYA_YotSXjvFhE/edit?usp=sharing)
   2. [Transfer Evaluation Systems (TES) workgroup](https://docs.google.com/document/d/1z3CJEKM2TCzsgRfhYyc0UOzoftw7e2RT3m2ResNDwQs/edit?usp=sharing)
   3. [Moratorium Advisory/Policy](https://docs.google.com/document/d/1YHf3E94jMpc65-T4hDon4a0hU4y_d8QiB5TmY3o5XGs/edit?usp=sharing)
   4. Work Experience Title 5 changes workgroup (forming soon)
2. [**Study Abroad: Tanzania**](https://lrccd.instructure.com/courses/176134/files/58113399?wrap=1)
3. **International Education** - **faculty appointments needed**!
   1. convening a task group/workgroup of the committee to work on revamping the process for screening and determining the faculty who will participate in our Districtwide Study Abroad program in the future. These faculty will work with Adam Windham, coordinator for District Study Abroad, and 2-3 IE faculty committee members on this process, plus a staff member who works with Adam to assist with coordinating the program.
   2. Current membership of IE Committee:
      * ARC—Kamau Kinuthia, Marcia McCormick  
        CRC—Alex Kagan, Kirsten Feindart, Danielle Heard Mollel  
        FLC—Richard Mowrer (also serving as co-chair), Debi Worth  
        SCC—Riad Bahhur, Holly Piscopo
4. **Proctorio replacement options update**: Awaiting responses from some vendors, with a deadline for the end of the month for responses. DO-IT will create a comparison matrix early February that includes features & costs. DETC will work on narrowing down to the top 2 or 3. Faculty input is welcome and needed. End of February or early March for Faculty input & demonstrations.
5. [**Equal Employment Opportunity (EEO) Advisory Committee**](https://employees.losrios.edu/our-organization/committees/equal-employment-opportunity-advisory-committee)
6. - **Faculty appointments needed!**
7. **Chief of Police Impressions, Friday Feb 23rd - Faculty facilitator & questions needed! :** [**Chief of Police Impressions Schedule.docx**](https://lrccd.instructure.com/courses/176134/files/58202591?wrap=1)
8. [**DAS projects Spring 2024 summary**](https://docs.google.com/document/d/1xkPsWgiVpBzQJxI_juwVq0xtw6QJiNgqgnEI5LwDWXw/edit?usp=sharing)

## Consent Items

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

1. Approval of remote attendees
   1. Remote attendees were approved

## Decisions

(10-15 minutes per item)

### 9. Textbook Affordability Task Force Request to Become DAS Standing Committee *(second reading)*

*Action: Does DAS support the creation of this new standing committee?*

Background:

* This action is requested by the District Textbook Affordability Task Force
* [Draft Charter](https://docs.google.com/document/d/1dA56OVN8pJakg5zYj3ICj8B2ttUlNT0INXez67yg-VU/edit?usp=sharing)

Discussion:

* Suggestion that only faculty members have voting rights, since it is a DAS committee

Vote

| Issue: Should we approve the creation of a DAS Textbook Affordability Committee? | | | | |
| --- | --- | --- | --- | --- |
| **ARC** | |  | **FLC** | |
| Knirk | Yes |  | Wada | Yes |
| Lopez | Yes |  | Jensen | Yes |
| McCusker | Yes |  | Danner | Yes |
| Shubb | Yes |  | Cardwell | absent |
|  |  |  |  |  |
| **CRC** | |  | **SCC** | |
| Velasquez | Yes |  | Strimling | Yes |
| Wagner | Yes |  | DeMartini | Yes |
| Anderson | Yes |  | Kirkpatrick | Yes |
| Crosier | absent |  | Petite | Yes |

### 10. Revisions to proposed R-3412 section 2.1.1.1.1 *(first reading)*

Action: Do we support the proposed revisions to R-3412 section 2.1.1.1.1

Background: [Link to proposed revisions](https://docs.google.com/document/d/1CMm7xz8Id7oiUkvlutcVdEQbAf7rWDT8/edit)

Discussion:

* Do we feel we’d be able to get to agreement in order to pass it at a second reading?
  + Suggestion: get close to something we can live with and then continue to revise
* Fundamentally, we are upset that District Ed Tech is not a subcommittee of DAS
* We want something in the language to ensure proper consultation
* If you have more language to propose, please do so
* Suggestion: move forward on the already-approved changes, put back the original language around Ed Tech, and have a continued discussion around strengthening that language
  + The body supported this approach
* Question: does District Ed Tech supplant the charge of the District Equity and Student Success Committee? Shouldn’t all technologies be reviewed for equity?

### 11. PREP Committee Revisions (first reading)

Action: Does DAS approve this charge as a pilot for the rest of the year?

Background:

* There was an interest in creating a faculty-heavy committee
* This is a time-sensitive proposal because it the committee has an interest in continuing to meet under this new structure
  + It was noted that our bylaws do not allow us to suspend the rules to take action on a first reading

Discussion:

* Commended the work of the group for clear language and specific tasks they will work on
* It was announced that SCC will not be having a faculty coordinator for PREP going forward
  + Suggestion: amend the language to say something like “coordinator or equivalent, to be appointed by Senate president”

### 12. Moratorium on Use of Human Remains Revision (first reading)

Action:

Background:

* There are some cases where companies have made reproductions of human remains, and Native American tribes have asked them to stop but they refused to do so and continued to sell the items

Discussion:

* Interest in being very precise in the language
* Suggestion to use language “reproductions” rather than “casts” in section 2
* Uncertain how many items would fall under this moratorium; would need to check with subject matter experts. Uncertain what impact removing these items would have for student learning. Would prefer to get faculty input and expertise on the impact of this modification.
* Clarification that there is no plan to remove more items; the items affected by this modification have already been removed. The language is symbolic and likely would not result in further action to remove things. We would also not purchase reproductions of Native American human remains while the moratorium is in effect.
* Concern that it has been difficult to replace some of the items that have been removed.
* Concern that some materials have been removed outside the scope of NAGPRA
* It is not known whether this change to our moratorium language is satisfactory to faculty and meets the shared interest of faculty and our tribal partners
  + Deputy Chancellor Nye says this new language does meet the interest of the tribes
* Interest expressed that it would be helpful if all departments had the complete list of the items that have been removed before we decide on this change to the language
* Interest expressed review this language before a decision is made
* Item will return for second reading

## Reports

(5 minutes per report + 5 minutes for questions)

### 13. DETC Report (Morgan Murphy)

Report:

* A new tool from Instructure called Impact can allow for just-in-time messaging to students and faculty to help them navigate Canvas. This tool is funded by the CVC. District Ed Tech wanted to bring this to the attention of DAS. Are there any objections by Academic Senate to Ed Tech continuing to pursue this tool?
  + Link to the tool: <https://instructure.com/higher-education/products/impact>
  + Link to the Canvas discussion board that also includes the links to the webinar the LMS coordinators attended, and the case studies: <https://lrccd.instructure.com/courses/176134/discussion_topics/3023290>

## Discussion

(10-15 minutes per item)

### 14. Faculty Hiring Spring 2024 Processes (Carrie Bray & Alex Casarenos) 4pm

Background:

DAS had a few questions we wanted to learn more about from HR:

* Wanted to learn more about HR role in faculty hiring committee composition
* HR role in approving questions in the screening and interview process
* We want to allow interviewees to be able to do remote interviews. How much agency do we have in saying we want our interviews to be on ground but with a Zoom option? What if the manager says we have to have the interviews on Zoom?

Discussion:

* For classified and manager interviews, the initial interviews are all over Zoom. The decision of whether the first interview should be on ground is up to the committee. That said, if the candidate asks for a Zoom interview, we are required to offer that option to them.
* It is not the manager’s call that the interviews must be on Zoom - committees can choose.
  + Committees can also choose NOT to have interviews on Zoom
* We are to be following the Faculty Hiring Manual
* Some departments have specific requirements for interviews, such as in culinary where the candidate is asked to prep a meal using a set of ingredients.
  + In these types of cases a committee can decide that the process requires an in-person interview and cannot be replicated online
    - In these cases we would need to be very mindful of the need to give candidates 10 days notice so they can arrange travel
* How does this information get out to the faculty and hiring committees in an equitable and uniform way?
* Hiring committees can vary widely based on who the chair is
  + Example: you can ask for a writing sample in advance, rather than the day-of, but this is not widely known
* In many cases when we interview in person, the dean/committee chair would walk the candidate into the room and explain a little bit about the process. On Zoom, this doesn’t happen as well, and may be a disadvantage to introverts or those who are new to interviewing in a community college, etc.
  + It could be nice to have some standard “welcome to the interview” language that goes out to the candidate to explain the process, to set the expectation that it is a panel interview, that the interviews are very formal, not conversational, etc
* We are unsure if committees will be rejected if their population does not reflect the demographics of the students and the college. What is HRs practice around this?
  + This will first go to the equity officer at the college. They will look at the demographics of the college vs the committee
  + Committees that are not diverse may be asked to reconsider the composition
    - Who is the one who should be pushing back the committees to become more diverse? The campus AVP of Equity? Or is it HR?
      * HR has only pushed back in very egregious situations
  + The colleges are diverse, and therefore the hiring committees should be diverse as well
  + Experience shared that some managers did not want to deal with making committees diverse and instead delegated that work to the Academic Senate president. This work can’t all fall to one person. The committees we appoint to hire faculty end up having generational consequences for our colleges.
* Appreciation expressed for the work of HR
* Why was the Chief of Police second level impressions panel not diverse? It is composed of all men, three out of four of whom are White.
  + In an impressions level, it is different because those are the managers that person will be reporting to. In the first level interview, the committee had gender balance and was racially diverse.
* Second level interviews: there are no designated equity reps and there may not be as much diversity. There is an interest from DAS to consider putting equity representation into the second level interview process
* Carrie and Alex welcome additional questions as they come up

### 15. LRCCD General Education & Graduation Requirement Revisions

Report:

* Link to the GE information: <https://losrios-employee-staging.ingeniuxondemand.com/our-organization/committees/district-curriculum-coordinating-committee/new-general-education-pattern>
* There will be a webinar and faculty forum on this topic

### 16. ARC & SCC Votes of No Confidence in Chancellor King

1. DAS next steps
   1. Reminder of the [2019 DAS Resolution around collegial consultation](https://lrccd.instructure.com/courses/176134/files/58203815?wrap=1). Perhaps the Chancellor could revisit this document.
   2. The criteria we have been using to review collegial consultation each semester has not been mutually agreed on with the Chancellor. There has been mutual conversation with the Deputy Chancellor, but not formal agreement.
   3. Reminder: In 2019 we asked for a mutual reaffirmation (in writing) of “our legal, ethical, and values-driven commitment to collegial consultation on academic and professional matters.” However, no effort has been undertaken by the Chancellor to do this.
   4. Ought we agendize a DAS Vote of No Confidence?
      1. FLC Academic Senate has asked their Academic Senate President to ask DAS to draft a VNC resolution
         1. If DAS were to draft a VNC, drafters would need to be identified. DAS President will begin a document.
         2. One suggestion is to return to the 2019 resolution and call out the “Resolved’s” that have yet to be addressed.
      2. CRC Academic Senate is considering further actions around expressing concerns with district leadership.
2. Chancellor’s proposal for Collegial Consultation Plan
   1. Concern expressed that we don’t need an action plan; collegial consultation is already enshrined in State law
   2. Concern that Chancellor King sees himself has having made all the correct decisions but the faculty just don’t understand them
   3. Fundamentally, Chancellor King does not respect us as professionals nor does he respect our expertise. We can’t change someone’s values and beliefs.
   4. When someone has deeply harmed someone, that person needs to own the harm, acknowledge the ways they contributed to the harm, and commit to different behavior moving forward. We have not seen this from Chancellor King.
   5. This plan is insulting. Concern expressed that some are offended to have received this response
   6. DAS directed the DAS President to convey to Chancellor King that we are not comfortable moving forward with this action plan idea.
   7. Idea raised to write a point-by-point response to Chancellor King’s goals for a collegial consultation action plan. Discussion that this might not be valuable as the proposal was intended as a starting point,
   8. Idea: if we are going to go forward with any plans for improvements, perhaps we ask for concrete and tangible actions from him responding to the Resolved from 2019 calling for a written commitment to collegial consultation.
   9. Ought we consider asking the Board to appoint a new designee to communicate and consult collegially with District Academic Senate? We have no confidence in the Chancellor’s ability to do this.
      1. What might the response of the Board be if we go this route?
      2. Some Board members do support the Collegial Consultation Action Plan idea.
   10. Idea shared: Ought we consider asking the board to remove and replace this chancellor? If they will not, perhaps we take a vote of no confidence against the board.
   11. Conclusion: DAS is not willing to move forward with participating in Chancellor King’s proposed collegial consultation action plan and have directed DAS Presidents to that effect.

### 17. DAS Bylaws: Articles 1-4: Organization of Leadership

* DAS President has noticed a few areas of the bylaws that are not optimal in terms of transitioning leadership. Currently, there is a team of one (the DAS President) who constitutes the entire leadership team, with an appointed secretary. Please take a look at the bylaws. It would be great if a few DAS members could read through the bylaws and propose changes to improve the leadership transition.

## Items from Colleges for District Academic Senate Consideration

* None

## 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*

### District Equity & Student Success Committee (DESSC) – *Ea Edwards*

### DESSC CHAIR REPORT JANUARY 2024 ● Meeting held 01/22/2024 ● Minutes:https://docs.google.com/document/d/1xZX\_u94EuWVHuMVe5ifvucVGoCci i3AQPjeKRpCMxKs/edit ● Chair Report: ○ New member welcomed ● Administrator Report: ○ Spring enrollment is up ○ Fraudulent enrollment is also up ● Discussion: ○ A&R Redesign Update: ■ Roll out of automated major change form ● Will still be housed in eservices ● Will happen automatically rather than the current 3+ day wait that is the case now ● Jason and Sonia will meet with the Counseling Dept. Chairs and Deans to get input ○ TES Implementation Update: ■ Limited full-time staffing resources were secured and work will resume. ■ Looking at a Feb restart of workgroup ● In need of faculty appointments ○ Credit for Prior Learning update: ■ AO’s are helping to lead this effort and shared that they expect to have the alignment of AP, IB and CLEP scores done by end of February, in time for the 2023-24 college catalog ○ Financial Aid Redesign Update: ■ https://docs.google.com/document/d/1OgMjq0TUnqAtvbQysZt6jkHfMEr1 WdDx1xdEeVegKoo/edit?usp=sharing ● Remaining Meeting Dates for Spring: 2/26, 3/18, 4/15

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### District Educational Technology Committee (DETC) – *Morgan Murphy*

### Prison & Reentry Education Program Committee (PREP) – *Kalinda Jones*

### Ethnic Studies Council – *Tami Cheshire, Keith Heningburg*

### Instructional Accessibility Committee *- Kandace Knudson*

# **Report for DAS Jan. 30, 2024**

Kandace Knudson, Tammy Montgomery, co-chairs

The Accessibility Team has remediated more than 3,000 pages and nearly 600 slides to date and is happy to assist faculty seeking assistance creating accessible instructional documents. The most recent set of videos captioned in the last month included more than 5,100 minutes of videos for 11 courses spanning 19 sections.

IAC members continue to discuss and develop ways of directly or indirectly decreasing accessibility-related barriers for all students. One such project is the drafting of helpful sample language for faculty to consider when applying for a sabbatical devoted to increasing the accessibility of their instructional materials.

Faculty should reach out to their campus Universal Design and Accessibility Coordinator for support or assistance reducing accessibility-related barriers for students.

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## Other meeting reports

### Budget – *Troy Myers*

### Calendar

### Program Placement Council (PPC) – *Alisa Shubb*

### LRCFT – *Jason Newman*

## Land Acknowledgements

[Los Rios Community College District Indigenous Land Acknowledgment Statement](https://losrios.edu/about-los-rios/our-values/indigenous-land-acknowledgment) “In the spirit of community and social justice, we acknowledge the land on which our four colleges reside as the traditional homelands of the Nisenan, Maidu, and Miwok tribal nations. These sovereign people have been the caretakers of the health of the rivers, the wildlife, the plant life, and the overall eco-social balance in the greater Sacramento region since time immemorial.  
 Despite centuries of genocide and occupation, the Nisenan, Maidu, and Miwok continue as vibrant and resilient tribes and bands, both Federally recognized and unrecognized. Tribal citizens of these nations continue to be an active and important part of our Los Rios college community. We take this opportunity to acknowledge the land and our responsibility to the original peoples, the present-day Nisenan, Maidu, and Miwok tribal nations.”

[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.”