



DAS President Paula Cardwell

ARC President Veronica Lopez

CRC President Lauren Wagner

FLC President Wayne Jensen

SCC President Amy Strimling

District Academic Senate (DAS) Minutes

Tuesday, January 20, 2026, 3:00-5:00 pm

Los Rios District Office Main Conference Room

[Remote Participation Link](#) Meeting ID: 852 1262 3490 Passcode: losrios

Members Present

DAS

- Paula Cardwell, President
- Sarah Lehmann, Secretary

ARC Academic Senate

- Veronica Lopez, President
- Daniel Slutsky, Vice President
- Andréa Pantoja Garvey, Secretary
- Alisa Shubb, Past President

CRC Academic Senate

- Lauren Wagner, President
- Jason Patterson, Vice President
- Emily Bond, Secretary

FLC Academic Senate

- Wayne Jensen, President
- David Lacy, Vice President
- Lisa Danner, Secretary
- Eric Wada, Past President

SCC Academic Senate

- Amy Strimling, President
- Ilana Johnson, Vice President
- Lori Petite, Past President

Preliminaries

1. Welcome/Call to order
2. SCC Land Acknowledgement was read
3. Approval of Agenda
 - Agenda was approved
4. Approval of Minutes
 - Dec 16, 2025 Minutes were approved
5. Introduction of guests

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

- Public comment from ARC faculty member relating to hiring. Specifically, the way the current hiring manual is being interpreted differently across campuses and differently from past practice. This individual serves in a small department with 3 full time faculty. Their department was approved to hire a new colleague in Spring 2026. The speaker expressed concern that the hiring process at ARC this semester seems to be different

from what is in the [Faculty Hiring Manual](#). In particular, concern expressed about the recommendation that we must include both a student and a classified staff member on the hiring committee. The department values these voices, but is concerned about being told we must do this. In a department of only 3 full time faculty, the voice of the department faculty can get outweighed. Also, the speaker is concerned about other issues related to bringing students onto committees. For example, students don't know all the factors that go into choosing faculty. There are also power issues, because the students may be influenced by others, such as mentors or former instructors. The students also might not have all the appropriate training to be able to serve effectively on a hiring committee. Opinion expressed that now is the time to address these concerns if we are not happy with where they are going. Once the new practices become more entrenched, it will be difficult to roll them back.

- Public comment from an ARC faculty member regarding faculty hiring. Would like to remind faculty that even though we may have received inconsistent messaging from administrators about hiring, it is NOT true that a classified employee must serve on a department's faculty hiring committee. Also, the speaker encouraged anyone with concerns about hiring practices to share your concerns with your college's academic senate leadership. Also, if a department has trouble finding enough faculty to serve on a committee, they can reach out to other Los Rios campuses to ask faculty in their same discipline to serve on the committee.

7. DAS President's Report

- Socrates Advisory Committee Update/Socrates Replacement Group
 - This group will be exploring replacements for SOCRATES. The work will be starting soon. Please forward interested faculty names to DAS President ASAP.
 - Note that the Online Grading System (OGS), which is experiencing many syncing problems today, is also a homegrown system but is separate from SOCRATES. Perhaps it is important to look into replacing this system as well. There are systems that do both curriculum management and OGS.
- Update re: Communication with LRCD Police Chief Woo &
 - DAS President let Chief Woo know that DAS appreciated the safety update at the last meeting, and would love to get regular updates directly from Chief Woo.
- ASCCC Collegiality In Action team
 - DAS is interested in bringing an ASCCC Collegiality in Action team to help facilitate a discussion about the faculty hiring process. There is a \$1,000 fee to have a Collegiality in Action team come to campus. DAS President has contacted the Deputy Chancellor to ask if DO can fund this.
- Meeting with Chancellor Update
 - Meeting went well
- Senate Goals for Spring 2026
 - Robust Plenary Participation
 - Finalize NAGPRA Policy Recommendation to the Board

- Hiring Manual Revision Task Force
 - Ongoing concerns at ARC with efforts to put students on all hiring committees and have them rank during interviews. The hiring manual states that “students participate in interviews” but does not specify that they rank. Particularly, concerns with inconsistent/unclear communication and lack of collaboration.
 - This work may not be finished before the end of Spring
- Noncredit Pilot
 - Colleges can go forward with noncredit in the Fall if they want to. Colleges can also opt out of offering noncredit if they don’t want to.
- AI Guidance
- Academic Language Recommendation
- R-2222 - Next Steps

Information Items

- [ASCCC Spring 2026 Plenary](#), April 9-11, Hyatt Sonoma Wine Country (Conference & Hotel registration is open)
 - Contact Paula for instructions and budget codes for your Travel Authorization Request

Committee Reports

(Written reports will be posted to Canvas supporting material section and included in subsequent meeting minutes)

1. District Curriculum Coordinating Committee (DCCC) – Renee Medina
 - a. DCCC is working on making sure the hours in CORs match the number of units for each course.
 - b. TOP (Taxonomy of Program) codes are [transitioning to CIP](#) (Classification of Instruction Programs) codes throughout the state. The rest of the country uses CIP and California is joining them. The goal is to finish the transition by December. These changes will impact many aspects of curriculum management and instruction. College instruction offices may be reaching out for help during the transition.
2. District Equity & Student Success Committee (DESSC) – Paula Cardwell/Lydia Delgado
 - a. No report
3. District Educational Technology Committee (DETC) – Morgan Murphy
 - a. No report
4. Prison & Reentry Education Program Committee (PREP) – Jeff Knorr
5. Instructional Accessibility Committee - Beki Mendel
 - a. ACMM reports are here! See Canvas supporting materials for the reports.
 - b. IAC has not yet met to discuss the reports.
 - c. This topic will be discussed today as an agenda item

6. District Affordable Learning Materials Committee – Andi Adkins Pogue
 - a. No report

Discussion

(10-15 minutes per item)

1. Task Force composition for R-2222 (Attendance Requirements & Reports) group
 - a. What should this committee look like? DAS president hopes that Jason Ralphs, who leads the Admissions & Records department at DO, will serve on the group.
 - b. Important to ensure the committee includes faculty who teach online
 - c. It is challenging to find faculty who already know a lot about Ed code and regulations, but these types of committees can be a great opportunity to learn more about these topics.
 - d. College presidents - please send an email out to your faculty to explain the work of this committee and see if anyone steps forward. 1-2 faculty from each campus would be fine; it does not need to be a giant group.
 - i. Ideally share names with DAS president by Feb 3.
 - e. The group's task is to draft changes to the regulation and bring them to this body for input.
 - i.

2. ACMM Reports are in!
 - a. They are linked in today's supporting documents in Canvas
 - b. Note that the group may also need to revise the policies related to this issue
 - c. Note that while our scores seem low, we are a bit above average compared to other California Community Colleges. Lack of accessibility is a systemwide issue.
 - d. The reports make initial recommendations for what to work on and sets goals for the district and each college.
 - e. The reports also include a very detailed summary and analysis of our current practices, as well as excel worksheets that can help the colleges track their work towards improving accessibility.
 - f. The committee strongly advocates for renewing the UDL coordinator positions for another three years, or better yet, make the positions permanent.
 - g. Appreciation expressed for this work
 - h. Next step: DAS President will bring up the UDA coordinator positions with district admin and ask if they will be renewed. If the answer is anything less than a resounding yes, DAS could consider taking a position in support of the UDA positions.

- i. Opinion that the average faculty member does not have the knowledge or expertise to implement these changes or remediate non accessible materials. Faculty need someone to whom they can ask these types of questions and get training.
- j. Opinion that the work to update instructional materials should be faculty-led, since it is related to instruction. Opinion that it would not be ideal to outsource this work to a company.

3. Faculty Hiring: R-5121 / Inconsistencies with Hiring Manual

Public comment related to faculty hiring:

A member of the public commented that she is an art professor who holds an MFA and advanced training in art. Recently, she applied for the adjunct pool at Los Rios and was determined to be qualified and eligible to be hired by the CRC hiring process. However, DAS president let her know that the interview had occurred in error and therefore she was not actually eligible to be hired. The speaker expressed concerns with how this process was conducted and disputes the facts put forward by DAS President.

DAS discussion of discrepancies between R-5121 and the Faculty Hiring Manual

- It was noted that in several places, the language in the [Los Rios faculty hiring manual](#) does not mirror the language in [Los Rios Regulation R-5121](#)
- Opinion that both are Board-approved documents, and they should be consistent with each other
- Concern about [R-5121 Section 6.1.5](#), regarding student representatives on hiring committees and how they participate in the interview process only. What does it mean for a student to participate in the interview process? Administrators are asserting that students should rank the candidates during the interview process. Some faculty disagree that students should rank. Ranking during interviews can put students in vulnerable position such as discomfort, pressure, role confusion, and/or conflict as some faculty have witnessed first-hand when contentious discussions took place.
- Opinion that students can share their feedback in many ways other than by ranking candidates, such as by participating in the debrief of top candidates' strengths and growth areas, and/or sharing out their student perspective after teaching demonstrations.
- It was noted that the practices of how students are involved in hiring are inconsistent across the campuses.
- Concern about getting pushback from administrators when faculty raise concerns. Faculty are being told by admin that admin are following the current guidelines and interpreting the current rules, and therefore do not need to join faculty in collaboration and consultation. However, some faculty dispute the fact that the current guidelines are being followed. Noted that the way students are being included in hiring this semester is

different from past practice, when students often did not serve on hiring committees and did not consistently rank during interviews.

- It was stated that ARC administrators are alleging that faculty are attempting to silence student voices by not allowing them to rank during the interview process. Strong concerns with this allegation.
- FLC President reports that a year ago, he was told that no, students don't rank during interviews. Now, they are being told that students do rank. It seems that background conversations are happening amongst admin on this topic where they are deciding how to do things, and faculty are being left out.
 - Opinion that the consternation is less about different bodies having different perspectives over a particular issue, and it is more about how these differences are being handled.
- Inconsistency with discipline faculty weight on the committee:
 - R-5121, 6.1.1 states: "Discipline faculty should represent the majority of members on the committee."
 - Faculty Hiring Manual states on pg 17: "Discipline faculty (or related discipline faculty if needed) should represent at least half of the faculty members on the committee."
- Inconsistency with the practices of appointing faculty to hiring committees
- Inconsistency with R-5121 section 6.1.3 about the equity rep.
 - R-5121 says the equity rep "are not faculty in the discipline for which the hiring committee is convened."
 - The hiring manual says "in the discipline or related discipline for which the hiring committee is convened."
 - At ARC, some deans believe that the equity rep cannot report to the same dean who is serving as the committee chair. However, ARC Senate Past President cannot find any written documentation to support this interpretation.
 - This interpretation is happening at CRC as well
- Noted that inconsistencies in language result in different interpretations and different practices that are not rooted in actual policy.
- Opinion that it can be very tough for students to serve on hiring committees. Speaker shared a story of a student hiring committee member who had an emotional meltdown during the committee process because the student had taken courses from several of the professors who were on the committee, and felt loyalties to some of the professors and felt bad about her opinion differing from theirs. This student had a lot of trouble with the responsibility of ranking
- Question to admin: Do students serve on committees for administrative and classified hiring positions? Do they participate in the interview processes, and if so, do they rank? If so, do those rankings have the same weight as the other committee members?
- Could we imagine a situation where a student might sit on an interview committee and be asked to rank one of their current professors? Or take a class in the future semester from a faculty member who did not get the job?
- At ARC, concern that faculty voice is being diluted on hiring committees by adding additional members who are not faculty

- It is important that discipline faculty voices are heard during hiring committees for full time faculty.
- Idea: could faculty rankings be weighted higher than non faculty?
- Question: should we be updating the regulation R-5121 before we update the hiring manual?
- Opinion: Asking a student to serve on a hiring committee puts a lot of pressure on the student and also gives that student a lot of power.
- Opinion: We of course want to hear from student voices. But choosing a future colleague who one will work with for potentially decades is a huge decision.
- Big concerns expressed about hearing that admin are saying faculty “we are trying to silence student voices.” We have dedicated our careers and lives to teaching students.
- Concern expressed about the potential for a student to serve on a hiring committee for a past instructor. Is this a conflict of interest?
- We should also look at aligning the faculty hiring manual to the District’s [EEO plan](#) because the EEO plan document also contains inconsistencies with the other hiring documents. For example, on page 37 the EEO document states that the district shall create a short video on implicit bias that the equity rep will play to the committee before every hiring process begins. However, this video is not listed in any other hiring document. Unclear if this video exists.
- There is an additional, lesser-known document that the district uses to guide hiring practices: [Guidelines for Authorizing New and Replacement Faculty Positions](#)
- It was noted that in 1-2 person departments, it becomes very difficult to form a hiring committee with weighted discipline faculty expertise.
- Opinion: the Academic Senate president can refuse to approve committees where the composition does not reflect sufficient discipline expertise.
- Concern that Academic Senate presidents are not being given enough time to gather input from the senate body on the changes to the hiring process that we are seeing.
- Suggestion for next steps: bring up the issue around students on hiring committees at the next meeting with the Vice Chancellors. Write a resolution for first read at the next DAS meeting, proposing that:
 - We continue with the past practice of NOT having student committee members rank.
 - Clarify that there are various ways that students can give input without ranking.
 - Ask that admin enter into collaborative and collegial discussion with academic senate leaders to discuss and resolve faculty concerns
 - Suggestion that we also include a Whereas statement regarding the many ways that ranking puts students in a vulnerable, potentially damaging position (conflict of interest, their current instructors also serving on the committee, intense stress if disagreement and they are the tie-breaker, etc.).
 - Another whereas suggestion: **Whereas**, Students occupy a structurally vulnerable position within the institution, and assigning them authority to rank faculty candidates may create role confusion, discomfort, and/or pressure, while also increasing the emotional and ethical burden placed on student participants;

- Opinion that this type of administrative power grab would have been unheard of 10 years ago.
- Noted that administrators come and go. Faculty are here for our entire careers. Faculty hiring is faculty purview.
- This issue will be discussed at the next hiring manual task revision force meeting
- Opinion that we are seeing more changes to the way committees are appointed in the last 2 years than in the last 20 years. Unclear what is behind these changes.

Items from Colleges for District Academic Senate Consideration

- How is productivity being addressed at each campus? How are decisions being made on how to cancel classes? At SCC, classes are being cancelled seemingly without regard to the impact on the programs, such as:
 - Cancelling nearly the entire weekend cohort of a program without faculty consultation
 - Cancelling late-start tutoring classes and saying the students can get the info from online modules instead
 - It was noted that with the class caps in some programs, it is impossible for productivity to be above 450 or so, but admin seem to have goals of attaining higher productivity
- Concern expressed with proposed LRPD response to ICE on Los Rios campus - particularly whether the LRPD responding officers would actually implement/uphold [Los Rios' intended response](#). Can we invite Chief Woo to an upcoming DAS meeting to discuss this issue and find out what would happen if an officer did not properly respond to an ICE incident?
 - What question would we want to ask Chief Woo?
 - Suggestion: how are officers being trained to respond if ICE shows up on a campus?
 - The person who proposed this item will follow up with the DAS president to discuss additional questions
- Our [Full-Time Faculty Obligation Number \(FON\)](#) has dropped 10% in 5 years, according to the CCCC/FON Reports. Compare the [2025 FON report](#) with the [2020 FON report](#). In 2020 we had 73% full time faculty. In 2025 we had 63% full time faculty. Why are we not hiring more full time faculty? Especially when our student enrollment is up.

Future Returning Items:

- Resolution in support of the Pan-African Virtual College
- Not-for-Credit Curriculum Process

Upcoming Meetings / Events

- Jan. 21: AB 1705 Math meeting, 3 pm
- Jan. 22: EdTech Meeting Canceled
- Jan. 26: DESSC, 2:30 pm
- Jan. 26: Chancellor's Cabinet, 3 pm, DO Board Room
- Feb. 2: DALMC, 2:30 pm
- Feb. 3: District Academic Senate, 3-5 pm
- Feb. 5: PREP Subcommittee, 9 am
- Apr. 9-11: Spring Plenary, Sonoma

Land Acknowledgements

[Los Rios Community College District Indigenous Land Acknowledgment Statement](#)

“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](#)

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

[CRC Land Acknowledgement](#)

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

[FLC Land Acknowledgement](#)

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

[SCC Land Acknowledgement](#)

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

Voting Template

Issue:			
ARC		FLC	
Lopez		Jensen	
Slutsky		Lacy	
Garvey		Danner	
Shubb		Wada	
CRC		SCC	
Wagner		Strimling	
Patterson		Johnson	
Bond		Kirkpatrick	
Crosier		Petite	

