

Los Rios Ethnic Studies Faculty Council

Draft Minutes

Tuesday, August 31, 2021

Time: 2:00-4:00pm

ConferZoom: <https://lrccd.zoom.us/j/92493717468>

Agenda

Preliminaries

- Call to Order – 2:00pm
- Attendance – Council Members Present in Bold

Ricardo Caton, ARC

Neue Leung, ARC

Walter Kawamoto, ARC

Nyenbeku George, CRC

Alex Peshkoff, CRC

Tami Cheshire, FLC

Victoire Chochezi, FLC

Keith Heningburg, SCC

Surangi Frazier, SCC

Malika Hollinside, SCC

Juana Esty, CRC AO Representative

Renee Medina, SCC Curriculum Chair Representative

District Academic Senate President Julie Oliver (Guest Presenter)

- Approval of Agenda
Walter Kawamoto Motion, Ricardo Caton Second; All approved
- Approval of Minutes
Alex Peshkoff Motion, Ricardo Caton Second; All approved
- Public Comment
None

Announcements

- None

Decision Items

Note: Decisions should be discussed at one meeting and voted on in a subsequent meeting. Decision items must be made public 72 hours before a vote can be made per Brown Act.

- None

Chair's Report

- District has approved the hiring of full time Ethnic Studies faculty in the district.
- It should be clear that 1) minimum qualifications, 2) equivalency, and 3) disciplines that are allowed to teach a course, are three different items that feed into hiring for any discipline.
 1. Guest Julie Oliver attended the meeting to discuss hiring procedures, minimum qualifications, and equivalency for the upcoming Ethnic Studies hires. There are 3 areas to consider:
 - Minimum Qualifications - The State Level Minimum Qualifications Handbook published by the CCC Chancellor's Office, developed by the State Senate and approved by the Board of Governors - "[Minimum Qualifications for Faculty and Administrators in California Community Colleges, 2020 Handbook.](#)" Page 41 contains the min quals for Ethnic Studies. Native American Studies is currently not listed.
 - Equivalency - Faculty who do not have a specific degree in Ethnic Studies, African American Studies, Chicano Studies or Asian American Studies (meeting minimum qualifications) will need to apply for equivalency. This means applicants with Native American Studies degrees 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 we will have to complete is item A1, which requires 30 units (15 credits must be graduate level).
 - Curriculum - Section 12 of the Socrates Course Outline of Record indicates the Faculty Disciplines that can teach each course. Faculty who write the curriculum, have the ability to choose the disciplines listed. It is 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.
- Three of the four colleges are hiring and hiring committees need to be formed. There is a possibility to create a centralized district level hiring committee that will do the first round of interviews for all the positions. During the second round, college presidents would then decide which candidates would be given offers at the individual colleges. The local academic senate presidents decide who will serve on the local hiring committees.
 1. The [Los Rios Faculty Hiring Manual](#) has a statement about conflicts of interest. Persons who are related to or have very close personal relationships (outside of a professional relationship) with anyone who is applying for the position must recuse themselves from the hiring committee. This does not apply to professional relationships, including mentorships.
 2. Regarding how many people are usually on a hiring committee: It's usually a couple administrators, 3-5 faculty, classified staff (if needed). One of the faculty need to be a non-discipline equity representative.
 3. Regarding how many people would be on a potential District wide committee: It would be a regular sized committee with representation from each college. Even in the normal situation when there are 4 individual hiring committees, the same people usually apply for all the

positions. The college presidents then discuss with each other on which candidates they want for their colleges.

4. If you want to make a district wide hiring committee, the Council should discuss with HR, district admin, academic senate presidents, and college presidents.
 - There are pros and cons to going with a centralized district committee. It makes things more streamlined, especially for the candidates. On the other hand, it leaves many voices from the local colleges out of the hiring process. It makes things easier for the candidates since they only have to interview one time. This can also be a detriment, because the candidate only has once chance to perform well in the interview process. The number of people who make it to the interview process will depend on screening and there is no limit to how many people the committee wants to accept. The committee can also interview over multiple days if needed. Candidates could indicate which campuses they want to work at. The committee could also ask the candidates what their preference is or ask them to rank the colleges by preference.
 5. It is acceptable to invite faculty from across the colleges to sit on the committees. Not all the members need to be Ethnic Studies faculty. There can be a mix.
 6. The second level interview at the college level could include more people. It would be something to advocate for. If we want to do this, Julie will advocate for us.
- Regarding equivalency, a subset of the District Ethnic Studies Faculty Council, should serve on the equivalency committee, to ensure consistency across the district. All equivalency decisions would go through this one group.
 1. Alex asked if the equivalency committee could include one from each college. Julie stated that would be fine.
 2. Several members indicated agreement with the idea of a centralized equivalency committee. If all are in agreement, then Julie will push for this to happen. This committee can tell HR (or Julie can tell HR) indicate specific degrees that will pass for equivalency. For example, we can tell HR that anyone with a master's or PhD in Native American Studies automatically passes equivalency.
 3. The Ethnic Studies Council needs to move quickly to let Julie know what we decide on the equivalency and the how the hiring committees will be formed.
 - Things to decide...(1) do you want one equivalency committee being composed of Council members (2) do you want one interview committee or one for each college (3) are the any degree titles you want HR to just accept and not forward to equivalency committee
 - The big work of the Council will be curriculum.
 - Regarding part time faculty and preference: 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.
 - Hiring Committees are being formed now. Please reach out to your Academic Senate Presidents to request to serve on the Ethnic Studies Hiring Committee.
 - Council continuation and alternative options – The founding document states that our goals and tasks are to evaluate curriculum, evaluate proposed cross listed courses, proposals for future ethnic

studies programs, degrees, courses in the district, and to be a consultive body for the Ethnic Studies discipline input on equivalency.

1. We are on track for our goals for this council. After this academic year, there may not be a need for the council because we will all have departments and full-time faculty.
- The Brown Act – The Brown Act regulations that require in person meetings are currently suspended by the Governor. This allows us to meet over Zoom. If the Brown Act suspension runs out and is not renewed, we will have to meet in person in a public place. We do not have to be in the same place, but all members should enter their Zoom meeting from a public place such as our campus office or a public park. Ricardo and Alex discussed this issue at their respective senate meetings. The consensus was that the Zoom meeting must be in a public place where anyone can join. We will have to decide before the 30th of September.
 - C-ID Faculty Discipline Review Group – Tami forwarded a link to the council, which has a survey regarding the FDRG (Faculty Discipline Review Group). This would be to influence the Descriptors and Transfer Module Curriculum. Tami has been invited to be part of the FDRG for the Native American Studies classes. She will be spending the majority of her time working on that. It will be due in February. For that reason, she will not be able to continue writing the minutes for our Council. Surangi will take up that task for the committee.
 - Curriculum Timeline and Calendar – Has been established in the committee Google Drive created by Juana and Renee. Please take a look.
 - Consistent Titles Change –The terms, “Introduction to... Studies” should be added to each entry level course. All the CSU courses start with the term, “Introduction to.” Currently only some courses say, “Introduction to,” while other use the words “experience” or “studies.” While the title does not have to be exactly the same as C-ID title, it does cause confusion for students. Courses must follow the “Rule of Five.” The process is called a “collaboration request” in Socrates and Renee will be able to help us complete this process once all the courses receive Area F approval. We can make the request in the Spring of 2022. Faculty initiate the process and then it goes to your curriculum chairs at each campus will be the ones to start this process.
 - Faculty Discipline in Socrates Drop Down Menu – We would like to request for more options in the drop-down menu in Socrates. African American Studies, Native American Studies, and Asian American Studies need to be added. District Curriculum Committee needs to make a recommendation to the Socrates Advisory Group, who would then make the change. Juana said she would bring it up to the District Curriculum Committee.
 - Cross Listed Courses – Tami will follow up on that with the District Academic Senate.
 - Flex Workshop – The committee is currently too busy to have any workshops this semester.
 - Ethnic Studies Video Update – no update at this point because Malika was not present.

Discussion Items

- ETHN 300, 320, 340, 350
 - Renee indicated that all ETHNS at SCC have been revised.
 - Tami submitted everything for Folsom in the Spring
 - Alex and Nym at CRC are in the process of revising all the courses. They have two of them done. Everything will be updated in the next two weeks.
 - 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. Some of the courses such as Native American and Chicano courses do have existing courses that could be revised. Asian American Studies and African American Studies do not have second course, currently. The C-ID has already proposed what those secondary courses should be.
- SCC has an Ethnic Studies ADP/program, however, it needs to be revised.
- Local Advisory Groups
 - ARC – Ricardo let his academic president know that he is interested in being a part of the hiring committee.
 - CRC – Alex and Nyen contacted their academic senate president. Everyone is getting their training for hiring this Friday.
 - FLC – They are not hiring an ES faculty this semester. They will ask for a full time this spring. They decided not to because Tami is currently doing the work for the department and teaching the course. Members of the committee expressed disappointment in FLC's decision.
 - SCC – Surangi and Keith have reached out to our Department Chair, Dean and Academic Senate President to express interest in serving on the committee. We also provided a list of possible faculty that we recommend to serve on the committee with Ethnic Studies background. We will be getting a department at SCC. Our dean recommends that we get our Ethnic Studies hire first, and then rewrite Keith's position to be chair of the department and have rights to teach Ethnic Studies classes. The Dean and Academic Senate President will create the Department. Historically, administration has emphasized that there was not enough FTE to support an Ethnic Studies Department.
- Ethnic Studies Video Update – Committee would like to use the video for the website and to use during the flex workshop. Malika was not present to give an update, so we will revisit this our next meeting.
- Flex Workshop Series – Alex volunteered to take the lead on getting the flex workshop on the calendar. Victoire has also expressed interest in the series. Committee agreed to postpone the series until next semester. Keith and Alex will get together to discuss further.

Future Items

- Future requests for 2-3 more Full Time Hires in Ethnic Studies for Spring 2022 (request to be made this Fall 2021) and in the Fall 2022 for Spring 2023 (Ethnic Studies ADP requests based on projected student demand for classes)
- Local Advisory group reports - Ethnic Studies courses, programs, and degrees (Standing Agenda Item)
 - Update on existing Ethnic Studies Curriculum & revisions
 - Update on New Ethnic Studies Curriculum
 - Proposals for Ethnic Studies Programs, Certificates, Degrees
 - Ethnic Studies Department Formation updates
- Flex Update
- Video Update

Adjournment: 4:00pm

Upcoming Meetings

Tuesday Sept. 7th 2-4pm

Tuesday Sept. 21st 2-4pm

Tuesday Oct. 5th 2-4pm

Tuesday Oct. 19th 2-4pm

Tuesday Nov. 2nd 2-4pm

Tuesday Nov. 16th 2-4pm

Tuesday Nov. 30th 2-4pm (instead of having a December meeting)