

8/29/24

3:00 PM

ARC Student Center Boardroom

Zoom Meeting ID: 868 3910 1900

<https://lrccd.zoom.us/j/86839101900>

American River College Academic Senate Regular Meeting Minutes

## AGENDA

### **Preliminaries**

#### 1. Call to Order

3 PM (Veronica)

Land Acknowledgement Statement read

#### 2. Approval of the Agenda - approved by consent

Approved unanimously

Introduction of Jeff Sacha (new Senate Secretary)

#### 3. Approval of the Minutes - approved by consent

Approved unanimously

#### 4. Introduction of Guests - Guests included:

Araceli Badilla

Alicia Szutowicz

BJ Snowden (AVP of Equity and Institutional Effectiveness)

Brett Sawyer (Student Life Supervisor)

Debra (Math)

Andrea (Psych)

Kalinda Jones (FLC)

Dylan Popowicz (Philosophy)

Art Jenkins (Counseling and LRCFT)

#### 5. Public Comment Period (3 minutes per speaker)

Brett Sawyer: tomorrow is the first Student Senate meeting of the year, voter registration is a top interest/priority; ASB has passed \$15k to encourage students to vote (will vote On \$10k more to be used at tomorrow's meeting); competing in a Ballot Bowl competition; Request for Student Senate to come speak at classes to advertise

LaQuisha Beckum: lack of communication on the part of management, which triggered a problem with room of instruction placements. Request for Senate to support her (and other faculty) who are facing displacement or other classroom placement issues.

#### 6. President's Report

Discussion of failed searches

PREP Program report update; Kalinda Jones (guest) clarified the MOU between the

Union and the District/PREP Program; clarified that the DoC was not conducting the investigation, but rather Los Rios District. The Board of Trustees has asked for the full report on the investigation, but it has not been provided by the District.

Ice cream social reminder (Tuesday, Sept 3rd at the Oak Cafe)

### **Consent Items**

7. Approval of Remote Attendees - approved by consent.

Approved unanimously

### **Action Items (10 minutes per item)**

8. NA

### **Discussion Items (10 minutes per item)**

9. BJ Snowden: Cluster Hiring

Defines the concept of "cluster hiring"

Faculty positions for Spring 2025 (we don't know how many; we find out in November)

Cluster hiring is a marketing strategy to highlight applicant experience and expertise in working with/serving disproportionately impacted student populations

Data has shown that cluster hirings approaches diversifies applicant pools

BJ feels that taking this marketing approach would help ARC be more competitive for candidates whose values align with equity

Aligns with faculty hiring timeline in the Fall

For all positions that opt into the cluster hire strategy, 1-3 questions would be included in all applicant screening or interview questions

Ties back to a State Senate (2022) resolution and effort

Potential to pilot this kind of marketing/recruitment strategy

BJ's office is treating this as a pilot to see if our pools become more diverse by adding this additional marketing and supplemental questions

Sac City has already piloted it (Pres Garcia felt that the second level candidate pools were much more diverse)

BJ took questions from the room

Question: Clarification on whether all hires would be included in the cluster hire process (rather than an opt-in approach); BJ confirmed that the goal is to have all hires participate

Comment: the language of the supplemental questions should be written in a way that all departments/disciplines can be intelligible; concerns expressed about whether terms like “marginalized communities” would make sense to folks from industry.

Comment: changing language could make applicants/candidates uncomfortable, but that can be a good thing in the service of closing DI gaps

Question: what is the “opt-in” process; ELT would be the body to decide that the cluster hiring marketing approach would be used for all FT searches

Clarification on the difference between marketing (in the cluster hiring strategy) and department job description writing or requests to advertise in certain professional organizations. CTL could be tasked with drafting the questions.

BJ will invite CTL faculty into a meeting to draft a statement (explaining why) and sample questions

BJ will look into Sac City’s process and will provide some “best practices” language or templates to help faculty envision the process

#### 10. Senate Priorities for this Academic Year

Communication around classroom placement

Faculty desire to do more about AI; more robust conversation about academic integrity and how to use AI to support learning (PD/CTL)

Class sizes are now an issue (from a classroom/facilities perspective in terms of ventilation) and in terms of counselor staffing; speaks to the student experience; the way we’re scheduling classes is still too siloed (could be an IT issue because there is no centralized database of all instructional spaces on campus). Possible IEC request for admin to do. Faculty can provide the “things” we want/care about in room/facilities details.

Staffing updates (faculty, staff, and admin) in all areas and student service offices; the carousel of ARC administrators is detrimental to our students

District HR issues (Interior Design lost multiple part-time faculty to the HR processes)  
The Board should hear about the problems that HR is creating for faculty

Access to budgets should be earlier

Need to clarify how institutional goals/interests are being operationalized this year (in

terms of committees and project teams and strategy)

Strategic enrollment management is needed

We need to augment faculty presence at Board of Trustee meetings

Consider returning to identifying ourselves when speaking

The EOP&S tutoring center was dismantled (TRIO, Puente, UndocuScholar students, and DSP&S students all impacted); is tutoring part of the 10+1??

What is the Academic Senate purview over budgetary decision making? Need to leverage the rights given to us through the Education Code

10+1 conversation to clarify

**Meeting adjourned at 4:56 pm.**

Upcoming Meetings

• Academic Senate: Fall Meeting Dates: Aug 29 Sept. 12, Sept. 26, Oct. 10, Oct. 24, Nov. 7\*, Nov. 21\*, Dec. 12

**Supporting Materials**

**District Academic Senate May Meeting Report**

## Appendix A:

**Attendance**

	<b>ARC Academic Senate Roster</b>		<b>Updated</b>		
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Formally known as	Area (as of Fall 2023)	Senator	Adjunct/ FT	Term End	Clicker Number	
	Arts	Dyanne Marte (Fashion)	Full-time	2026	21	Present
	Arts	Linda Gelfman (Art)	Full-time	2024	22	Absent
	Arts	Diane Lui	Adjunct	2023	23	Absent
	Arts	Unfilled	Full-time	2025	24	
	Arts		Alternate Full-Time		25	
	Arts		Alternate Adjunct			
Business & Computer Sciences	Business	Brian Rosario	Full-time	2026	6	Present
	Business	Tak Auyeung (CSIT)	Full-time	2025	7	Absent
	Business	Kahkashan Shaukat (CSIT)	Full-time	2024	8	Absent
	Business	Christian Speck	Adjunct	2023	25	Approved Remote
		Damon Antos	Alternate Full-Time		10	
	Business		Alternate Adjunct			
Workforce/ Work Experience/Apprenticeship/ SRPSTC (Sacramento Regional Public Safety Training Center)	Career Education, Workforce, Public Service, & Apprenticeship	Vivian Dillon	Full-time	2024	49	Present

	Career Education, Workforce, Public Service, & Apprenticeship	Carlos Ponce	Adjunct	2024		Absent
	Career Education, Workforce, Public Service, & Apprenticeship	Jody Johnson	Adjunct	2026		Absent
	Career Education, Workforce, Public Service, & Apprenticeship	<i>Unfilled</i>	Adjunct			
	Career Education, Workforce, Public Service, & Apprenticeship	Lonetta Riley	Alternate Full-Time		50	Absent
	Career Education, Workforce, Public Service, & Apprenticeship		Alternate Adjunct			
Counseling	Counseling	Kim Herrell	Full-time	2026	11	Absent
	Counseling	Joyce Fernandez	Adjunct	2024	12	Absent
	Counseling	Mayra Mireles-Tijero	Full-time	2026	13	Absent
	Counseling	Carmelita Palomares	Full-time	2025	14	Present
	Counseling		Alternate Full-Time		29	
	Counseling		Alternate Adjunct		12	
English	English	Valerie Bronstein	Adjunct	2023	16	Present
	English	Michaela Cooper	Full-time	2026	30	Present

	English	Caroline Prieto	Full-time	2024	18	Present
	English	Gina Barnard	Full-time	2025	19	Present
	English	Melissa Diaz	Alternate Full-Time		20	
	English		Alternate Adjunct		16	
Health & Education	Health & Education	Rob Juner	Full-time	2026	26	Approved Remote
	Health & Education	Jen Kirkman	Full-time		27	Absent
	Health & Education	Susan Chou (NUT)	Full-time	2024	28	Present
	Health & Education	<i>Unfilled</i>	Adjunct			
	Health & Education		Alternate Adjunct			
	Health & Education	John Coldiron	Alternate Full-Time			
Kinesiology & Athletics	Kinesiology & Athletics	Eric Black	Full-time	2024	37	Absent
	Kinesiology & Athletics	<i>Unfilled</i>	Full-time			
	Kinesiology & Athletics	<i>Unfilled</i>	Full-time		38	
	Kinesiology & Athletics	<i>Unfilled</i>	Adjunct		39	
	Kinesiology & Athletics		Alternate Full-Time			
	Kinesiology & Athletics		Alternate Adjunct			
Humanities	Language & Communication	Adam Karp	Full-time	2025	31	Absent

	Language & Communication	Jill Birchall (sign lang)	Full-time	2024	32	Approved Remote
	Language & Communication	<i>Unfilled</i>	Full-time	2026	36	
	Language & Communication	Andrew Fix	Adjunct	2025	34	Present
	Language & Communication	Erik Haarala (ESL)	Alternate Full-Time		35	
	Language & Communication		Alternate Adjunct			
Library/Learning Resources/Instructional Tech. Center	Library/Learning Resources/Instructional Tech. Center	<i>Kate Williamson</i>	Full-time	2024	41	Absent
	Library/Learning Resources/Instructional Tech. Center	<i>Sarah Lehmann</i>	Full-time	2026	40	Present
	Library/Learning Resources/Instructional Tech. Center	Marianne Harris	Alternate Full-Time		42	Absent
Technical Education	Manufacturing, Construction & Transportation	Chris Moore	Full-time	2024	60	Absent
	Manufacturing, Construction & Transportation	Mikhail Drobot	Adjunct	2023	61	Absent
	Manufacturing, Construction & Transportation	<i>Gary George</i>	Full-time	2023	62	Absent
	Manufacturing, Construction & Transportation	Ben French	Full-time	2026	63	Absent
	Manufacturing, Construction & Transportation		Alternate Full-Time		64	



	Manufacturing, Construction & Trasnportation		Alternate Adjunct			
Behavioral & Social Sciences	People, Culture & Society	Lauren Chavez (Anthro)	Adjunct	2024	1	Present
	People, Culture & Society	Robin Akawi (Psy)	Full-time	2026	2	Approv ed Remote
	People, Culture & Society	<i>Unfilled</i>	Full-time	2024	3	
	People, Culture & Society	Ricardo Caton (History)	Full-time	2025	4	Approv ed Remote
	People, Culture & Society	<i>Unfilled</i>	Alternate Full-Time		5	
	People, Culture & Society	Ellen Bowden (Anthro)	Alternate Adjunct			
Mathematics	STEM - Math	Deborah Gale	Adjunct	2024	44	Present
	STEM - Math	Rocio Owens	Full-time	2026	45	Present
	STEM - Math	Adrienne Avila	Full-time	2024	46	Absent
	STEM - Math	Sonya Reichel	Full-time	2025	47	Present
	STEM - Math	Lana Anishchen ko	Alternate Full-Time		48	Approv ed Remote
	STEM - Math		Alternate Adjunct			
Science & Engineering	STEM - Science	Mihaela Badea-Mic	Adjunct	2025	52	Absent
	STEM - Science	Glenn Jaecks	Full-time	2025	53	Present

		(Earth Science)				
	STEM - Science	Charles Thomsen (Science)	Full-time	2024	54	Present
	STEM - Science	Mike Holmes (Bio)	Full-time	2025	55	Absent
	STEM - Science		Alternate Full-Time			
	STEM - Science		Alternate Adjunct			
Student Support Services	Student Support Services	Judith Valdez	Full-time	2024	57	Absent
	Student Support Services	<i>Unfilled</i>	Adjunct		51	
	Student Support Services	Arthur Jenkins	Alternate Full-Time		56	Present
	Student Support Services		Alternate Adjunct			
	Officers	Brian Knirk		President	--	Present
	Officers	Veronica Lopez		Vice President	66	Present
	Officers	David McCusker		Secretary	67	Present
	Officers	Alisa Shubb		Past President	68	Present