



Academic Senate Regular Meeting Minutes

September 25, 2025

3:00 - 5:00 P.M.

ARC Student Center Board Room

Meeting ID: 816 8060 2582

Zoom link: <https://lrccd.zoom.us/j/81680602582>

Preliminaries

1. Call to Order

3:02 PM (Veronica)

Land Acknowledgement Statement read by Daniel Slutsky

2. Approval of the Agenda

- Agenda approved unanimously.

3. Approval of the Minutes

- Sept 11, 2025: approved unanimously with no changes.

4. Introduction of Guests

- New Senators, Tracie Tweet (Funeral Services) and Raquel Tejomaya (Psychology), introduced themselves. VPI, Angela Milano, introduced herself.

5. Public Comment Period (3 minutes per speaker)

- Senator Michael Angelone gave everyone a gentle nudge to remind colleagues to fill out the [Faculty AI survey](#), which closes on Oct 1st. As of 09/25, only 68 respondents. For more information, see Michael Angelone's email sent out on 09/24.
 - Another senator reiterated that while instructions indicated that the survey can take up to one hour and the person gets 1 hour Flex credit for participating in the survey, it did not take them an hour to fill it out and that the survey was a great opportunity to reflect and voice perspective on AI-related matters.
- Senator mentioned that at their dept meeting last week there was discussion to create AI-Task Force in the Math Department and it was suggested to be open to other colleagues.

6. President's Report

- **Faculty Prioritization Scheduled for Thursday, October 23rd.**
 - First, AS President Veronica Lopez wanted to pause and thank everyone for everything we do as we approach the end of week 5, we are in the thick of everything, with grading, supporting students, department meetings, and many college-related tasks.
 - Then, to Faculty Prioritization. Based on communication from Mario Rodriguez, Executive Vice Chancellor, Finance and Administration at District Office, they are currently tracking 43 faculty vacancies (retirements and resignations) districtwide. The district working target remains roughly 55 new positions this cycle, leaving about a dozen additional positions to allocate beyond replacements. Those additional positions are tied to projected FTES growth that we are hoping the state will fund in the current year and the budget year.

- American River College: 15 to 25 faculty
- Cosumnes River College: 10 to 20 faculty
- Folsom Lake College: 5 to 10 faculty
- Sacramento City College: 5 to 15 faculty
- Veronica has posted our current [2025-2026 Timeline](#), [Faculty Prioritization Definitions](#), and [Faculty Prioritization Directions](#) in the Academic Senate Canvas site, please use these documents as a reference. VPI Angela Milano, AVP of Instruction & Enrollment Management Adam Windham, and Eric Wang from IT have been **tremendously helpful** in their efforts to make this process seamless for everyone interested with this work.
- Very Important: please plan on October 23rd to be a long meeting, probably 2.5 hours, as there will be Faculty Prioritization Presentations.
 - Senators asked if the Faculty Prioritization Presentations meeting could start earlier since it is expected to last 2.5 hours and some faculty have classes at 5:30pm.
 - It was also asked if the meeting with presentations could be recorded. Past President Alisa Shubb indicated that it has been done before.
- **2019 [Los Rios Faculty Hiring Manual](#) Taskforce**
 - Both Vivian Dillion and Veronica Lopez are serving on this taskforce. They would like to ask faculty to please review [the manual](#) and send them suggestions on where there could be improvements, areas that need more clarity, or an omission. For example, we are looking into the 900:1 ratio that is used in hiring counselors.
- **Looking for 2-3 Faculty to appoint to [Non-Credit Feasibility Task Force](#).**
 - Meetings will be virtual and scheduled around member availability.
 - [List of Enhanced Credit Courses](#)
- **Removal of Punitive Language**
 - The Faculty Association of California Community Colleges (FACCC) Counselor Committee and the Academic Senate for California Community Colleges (ASCCC) are working on removing punitive language with more supporting language, such as academic notice, progress notice, and academic or progress pause versus academic probation. How to submit public comment:
 - Written Comments: Submit to the Chancellor's Office Regulations Coordinator at regcomments@ccccc.edu or by mail (1102 Q Street, Suite 4550, Sacramento, CA 95811-6549). Comments must be received by 4:00 p.m. on October 17, 2025. Be sure to reference specific sections and subparagraphs of the proposed changes in your feedback.
 - In-Person or Virtual Comments: Provide testimony during the Board of Governors' second reading of the regulations on November 18, 2025.
- **CRC Faculty Evaluations**
 - Deans at CRC, under President Ed Bush leadership, sent out an email to faculty being reviewed and their PRT members their Faculty Course Success Data. That's in violation of the [2023-2026 LRCFT Contract](#). Furthermore, this was not done in consultation with the CRC Academic Senate, it was done without warning, done across the college to current faculty undergoing Performance Review this year. LRCFT issued a "cease and desist" (in plain English, *stop this nonsense and honor the collective bargaining agreement*) and if those data are referred to in the faculty evaluation review process, that is grievable.

Consent Item

7. Approval of [Remote Attendees](#):

- Vivian Orcasitas Dillon (Career Education, Workforce, Public Service, & Apprenticeship)
- Christian Speck (Business Adjunct)
- Mikhail Drobot (DCDT)
- Seth Clark (History)
- Jeff Sacha (Sociology; PC&S)
- Rob Juner (Nursing)
- Lana Anishchenko (Math alternate)

Decision Items (5-10 minutes maximum per item)

- 8. Work Experience:** Proposal to approve changes to [Board Policy 7421 \(P 7412\)](#) to comply with changes to Title 5 (2nd Reading, Vivian Dillon)
- Motion made and seconded. Item [approved unanimously](#).
- 9. ARC AI Faculty Fellowship(s)** [Job Description](#) – (2nd Reading, Michael Angelone and Dr. Brenda Valles, Dean of Equity, Institutional Effectiveness & Innovation)
- Michael Angelone explained some of the clarifications in response to the feedback such as up to 2 fellows and the Pay & Hours Breakdown. Senators thanked Michael for the transparency in the Pay & Hours Breakdown and appreciated the challenges in spreading the limited resources.
 - Motion made and seconded. Item [approved unanimously](#).
- 10. HomeBase Liaison** [Job Description](#) (2nd Reading, Angela Milano, Vice President of Instruction-VPI)
- All comments were accepted, including a guide to possible time expectations and cohorts involved. Senators thanked VPI Angela Milano for the clarifications and transparency.
 - Motion made and seconded. Item [approved unanimously](#).
- 11. 2025-2028 Student Equity and Achievement Application (SEP)** (1st, Angela Milano, VPI and Dr. David Miramontes-Quiñones, Vice-President of Student Services and Equity-VPSSE)
- In all transparency, there is a tight timeline. It needs to be submitted on Nov 3 to be at the Nov 12 Board of Trustees meeting.
 - VPSSE explained the context, thanked faculty who worked in the Summer workshop during off contract, thanked AS President Veronica Lopez for her support and intentional leadership. Grant needs to be submitted to the state by Nov 30.
 - AS President Veronica Lopez explained that one of the reasons it comes through the Senate is because the SEP application requires the Academic Senate President signature.
 - VPSSE also mentioned that the Associated Student Body has also been involved.
 - This is a 3-year cycle funding, geared toward disproportionately-impacted students, focusing on three groups. Based on the ARC data, the grant application will focus on Black students, Native American students, Latinx students and their intersectionality.
 - [Draft Document](#) (37 pages - Google Doc format)
 - Question included: The way data were presented at the bottom/table was confusing. VPI mentioned that some of the data are pre-populated by the NOVA program.
 - [Draft Executive Summary 2025-2028](#) (3 pages - PDF format)
 - [NOVA Student Equity and Achievement Program Plans 2025-2028](#) (34 pages - PDF format)
 - There are different sections for different programs such as Guided Pathways, EOP&S, Care, Beaver Cares, etc. and VPI and VPSSE reached out to the folks in these areas to get feedback.
 - Item will **return for 2nd read on Oct 9th** because Oct 23rd is Faculty Prioritization Presentations.
 - Academic Senate Past-President Alisa Shubb complimented AS President Veronica Lopez, VPI Angela Milano, and VPSSE David Miramontes-Quiñones for the thoughtful and effective collaboration. It takes more work and more time, but the result is a more intentional product. 🥳

Reports (5-10 minutes per item)

12. Councils Updates

- Institutional Effectiveness Council (IEC) - Dr. Connie Ayala
 - First meeting was held and they are trying to form the membership. Anyone interested in joining the IEC, please, contact AS President Veronica Lopez.
 - Part of the action items is the updates of the Institutional Equity Planning updates.
 - For more detailed information, see [Written Report](#)
- Operations Council (OC) -
- Student Success Council (SCC) - Dr. Neue Leung shared [draft of meeting notes](#) to keep faculty informed

Discussion (10-15 minutes per item)

13. Waitlist for Support Courses (Rocio Owens and Sonya Reichel, Math Department Co-Chairs, and Adrienne Avila Math Department)

- Thoughtful [presentation with slides](#) was given by faculty colleagues from the Math Department Rocio Owens, Sonya Reichel, and Adrienne Avila on lack of waitlists for “parent” math courses and their corresponding “linked” support courses. The “parent” course refers to the transferable course that is required for a program or degree objective. The linked “support” course is a 2-unit course developed to offer students with the study skills and support skills to succeed in the “parent” course. The “support” course is taught by the same instructor as the “parent” course, because courses are linked.
 - For example, a student taking trigonometry but is not ready from prior knowledge (i.e., will not succeed in the course), they may need to take trigonometry with a linked support course. Similarly, a student taking calculus who didn’t have precalculus, student would have to take calculus with a linked support course.
- The problem is the District’s current software, PeopleSoft, is not able to be programmed to alter its code to synchronize the waitlists for “parent” course and linked “support” course. Students who enroll in courses with support must have both courses, the parent course and the linked support course, in their cart to be able to enroll. The lack of viability to synchronize the waitlists in PeopleSoft makes it impossible for a student to have the same position number on a “parent” course and a “support” course.
 - For example, if waitlists existed for support courses now: Student A is number 1 in Math 372, but number 3 in MathS 72 (the linked support course). If a spot becomes available in Math 372 and MathS 72, PeopleSoft moves Student A to enroll in Math 372, but automatically drops the student from the support course because the requirement due to not enrolling WITH concurrent support - the enrollment requirement (Remember, Student A is #3 in MathS 72).
- Therefore, part of the challenge is to get waitlists that enroll students into both required courses simultaneously!
- The current enrollment process of the “parent” and linked “support” courses is impacting faculty, counselors, and students in a variety of ways ranging from Increase in instructional faculty workload due to student requests for enrollment, creating and maintaining informal waitlists, difficulty tracking enrollment, difficulty tracking demand for a course; for counselors, inability to direct students to available courses, increase in workload due to keeping a record for the demand of a course, difficulty in advising students; for our students, inequity in enrollment as adding a course becomes a “first come, first serve” basis or the ones who reach out to the instructor are the ones added (and not all communities feel comfortable doing so!), students' frustration with the unknown, cumbersome process might signal to students that college is not for them, students may seek enrollment elsewhere outside LR such as Sierra College or Woodland CC.
- The Math Faculty presenters wrapped up inviting voices such as from English, Counseling, and any other affected colleagues to get a more comprehensive view of the issue. They thanked their Math senators for bringing this up to the Senate agenda and for the opportunity to help make a change.
- Lively discussion occurred with comments and questions:
 - How are students being informed? Via faculty and counseling.
 - Have you considered no wait list limit for the support course as a possible work around?
 - Discussion about other possible solutions such as combining the support course unit with the “parent” course. Not a viable solution because the “parent” course is a transferable course and the “support” course is not.
 - Similar challenges were brought up with People Soft regarding courses with pre-requisites, creating institutional barriers for students’ enrollment and affecting their graduation timeline.
 - Lots of discussions about inconsistencies of pre-requisite checks across the college with some departments having the pre-requisite automatically done while others don’t. Faculty who teach courses with prerequisites keep emailing students throughout school breaks and unfortunately many students end up ignoring because they were still allowed to register.
 - Counselors would like to see a district-wide system to clear prerequisite checks so there isn’t duplication of work within the district for both counselors and students.
 - **Suggested Next Steps that Floated:**
 1. **District Technology Escalation:** ARC AS President Veronica Lopez will contact ARC's Distance Education Committee Chair, Pamela Bimbi, regarding PeopleSoft's waitlist synchronization issue

(sharing slides) and request escalation to the District Ed Tech Committee. President Veronica Lopez mentioned there is the November Board of Trustees meeting to make this process seamless for students.

2. **Senate Resolution:** ARC Past President Alisa Shubb mentioned ARC can be a leader and create a Resolution on Linked Courses and Pre-requisites, bring the resolution forward to the District Academic Senate, and then bring it to District IT. The Resolve is District IT finds the technical solution. Many Senators present nodded, verbally saying yes and smiling. The room appeared to have an energy of "Yes, we can!" "Si, podemos!"
3. **Public Comment:** ARC Math Senators can make public comments at the District Academic Senate Meeting on October 7th at 3pm.
4. **District Senate Support:** ARC Academic Senate Executive Team can formally request District Academic Senate President Paula Cardwell for a discussion about the PeopleSoft waitlist issue.
5. **Student Senate Engagement:** Visiting the Student Senate to gain their support. If a working draft resolution is available, explore co-signing or collaborative support statements. Since ARC Academic Senate Vice President Daniel Slutsky attends these meetings, he might be able to make a public comment on behalf of the Math Department.

14. Extending ARC Cluster Hiring Pilot 2.0 (Veronica Lopez)

- President Veronica Lopez starts out explaining that given that this was only a pilot and we have another robust round of faculty hiring, we need to revisit [Questions approved by Senate Nov 2024](#) and decide if this is something we want to extend? Ask for additional data?
- The first question that came up was How is this different from non-cluster hiring? What is cluster hiring?
- Clarification in the use of the terminology of "cluster hiring" was provided by Senators that were serving in the Academic Senate in the past year. For instance, one of the elements of the "cluster hiring" involves that these seven supplemental questions will be included in the application and the applicants select to answer two of them.
- Another senator clarified that "cluster hiring" means to be "cohort hiring" that all faculty hired in that particular cycle will have some grounding on equity-advancing, inclusion, and social justice.
- Another senator shared their mixed feelings about the process at various levels:
 - Because it is a clunky process to answer the questions, leading to errors of omission which can result in the questions not being answered and candidates potentially disqualified?
 - At a philosophical level, the questions have a more progressive leaning and the language is jargony such as BIPOC, DI populations, etc. and it comes from a particular perspective. Are we intending to turn off certain candidates?
- Another senator responded that they have been in hiring committees where candidates still get interviewed when not answering the supplemental questions and the reason these questions are being added is because we are trying to expand the diversity in the campus.
- Another senator mentioned that questions can be edited, if needed, but even for disciplines that might not be as familiar with some of the jargon, there is always ChatGPT to help.
- Another senator mentioned that hiring committees will still be screening, developing screening criteria, interview questions, and their scoring system.
- Another senator mentioned that it would have been helpful to have more clarity in the instructions of how long (approximately) the answers to the two selected questions should be as well as having two boxes to submit the answers so the applicants would have a clear indication that they are only to select two out of the many options.
- Another senator mentioned if we accepted Student Equity Plans and part of our College Mission and Values, these questions are in alignment with our college mission.
- AS Secretary Andréa Pantoja Garvey reaffirms some of the main points mentioned by senators, stating that it seems like the questions are in alignment with the college vision and mission. Then the matter becomes whether we want to add more questions, edit existing questions to make them more friendly to a wide variety of applicants from a variety of disciplines and fields of practice, and we also need to keep in mind that each hiring committee develops their screening criteria, and there is the interview process.

15. Report Back (Feedback from College Areas)

- Open Issues from any Previous Agenda Item
- None were addressed

16. Report Out (Information from District Meetings and Other Areas)

- District Academic Senate and District Meetings
 - Board of Trustees 9/10/2025 - Los Rios purchased land in Elk Grove for future student housing; LRCCD Budget [Presentation](#)
 - Concern about funding not meeting growth and the effects in the college's ability to provide support for students
 - District Academic Senate proposed [DESSC Academic Probation Language Workgroup Charter; California Community Colleges, A²MEND and University of Ghana Collaborate to Establish Pan-African Virtual College.](#)
 - [Chancellor's Cabinet Meeting 9/22/25](#)
- Other Areas
 - California community colleges will lose up to 20 million dollars in funding, affecting HSI grants and programs such as TRIO.
 - Concerns with homework with Chrome extension "Help with Homework" AI-assistant. Canvas Instructure is aware of it and we'd like to know what we can do about it?
 - AI-literacy was discussed, topics such as the right way of using AI-assistant technologies such as "Help with Homework" and improper ways of using it. Examples given included posing questions to students such as "what do you need to learn to get a job?", "Is this use of AI supporting you to achieve this goal?", "What can you do that this AI cannot do so you can remain marketable in the workforce?"
 - Another senator shared that she's at an AI-task force piloting different AI tools to test student assessment in a post-AI world. When she has substantial prototypes to demonstrate, hopefully by the end of Fall, she will give a presentation at the Academic Senate.

17. Items from College Areas for Academic Senate Consideration

5:02pm Meeting adjourned

09/25 Sign-In Sheet and Roll Call (Y=Yes; N=No; A=Abstain)

ARC Academic Senate Sign-In Sheet & Roll Call 09-25-2025		In-Person	Remote Attendance	Absent	Item 8.	Item 9.	Item 10.
Veronica Lopez	President	✓					
Daniel Slutsky	Vice President	✓			Y	Y	Y
Andréa Pantoja-Garvey	Secretary	✓			Y	Y	Y
Alisa Shubb	Past President	✓			Y	Y	Y
Adrienne Avila	Full-time	✓			Y	Y	Y
Ally Joye	Full-time	✓			Y	Y	Y

Behrang Mokarami	Full-time	✓					
Ben French	Full-time			✓			
Brian Rosario	Full-time	✓			Y	Y	Y
Caitlin Zumalt	Adjunct	✓			Y	Y	Y
Cheryl Tsushima	Alternate Adjunct						
Chris Moore	Full-time			✓			
Christian Speck	Adjunct		✓		Y	Y	Y
Connie Ayala	Full-time Alternate	✓			Y	Y	Y
David Bell	Alternate Adjunct						
David McCusker	Full-time			✓			
Diane Lui	Adjunct			✓			
Dyanne Marte	Full-time			✓			
Eric Black	Full-time			✓			
Erik Haarala	Alternate Full-Time			✓			
Heidi Bennett	Full-time	✓			Y	Y	Y
Janay Lovering	Full-time			✓			
Jeff Sacha	Full-time		✓		Y	Y	Y
Jennifer Scalzi	Full-time	✓			Y	Y	Y
John Burke	Full-time	✓			Y	Y	Y
Judith Valdez	Full-time			✓			
Justus Carlisle	Adjunct	✓			Y	Y	Y
Kim Herrell	Alternate Full-Time						
Kris Fertel	Full-time	✓			Y	Y	Y
Lana Anishchenko	Alternate Full-Time		✓		Y	Y	Y
Marianne Harris	Alternate Full-Time						
Mayra Mireles	Full-time	✓			Y	Y	Y
Michael Angelone	Full-time	✓			Y	Y	Y
Michael Nakada	Alternate Full-Time	✓			Y	Y	Y

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