



Academic Senate Regular Meeting Minutes

January 29, 2026

3:00 - 5:00 P.M.

ARC Student Center Board Room

Meeting ID: 816 8060 2582

[Zoom link](#)

Preliminaries

1. Call to Order 3:05 PM by AS President Veronica Lopez
 - AS President Veronica Lopez announces that ARC Academic Senate meetings will now have ASL interpreting services. She thanked AS Secretary Andréa Pantoja Garvey for working with ARC Campus Operations last semester to make this possible.
 - Land Acknowledgement Statement read by AS President Veronica Lopez

2. Approval of the Agenda
 - Agenda approved with friendly corrections in the following items:
 - Item 10. Critical Hire for Head Football Coach (1st Read). Presenters: Kinesiology and Athletics Interim Dean, Kevin Kramer, and Kinesiology faculty and former Kinesiology and Athletics Interim Dean Carson Lowden
 - Item 11. [ARC Distance Education Charter](#) (1st Read). Presenters: Distance Education Faculty Coordinator, Pamela Bimbi, and Dr. David Miramontes-Quiñones, VPSSE)
 - Item 13. Time Certain: 3:20: Institutional Equity Assessment finding by HOTEK Consultants. Presenter: Katrina Pantig Naval, Strategic Consultant

3. Approval of the Minutes
 - [Dec 11, 2025](#) with friendly additions on item 17 to better capture the richness of the discussion.

4. Introduction of Guests
 - Angela Daroy, VPI
 - Heather Fajardo, Biology
 - AnnMarie Beasley Cisneros, Anthropology
 - Dylan Popowicz, Philosophy

5. Public Comment Period (3 minutes per speaker)
 - A faculty whose department is going through faculty hiring shared concerns that might impact everyone. More specifically, faculty mentioned that, in the process of forming their department faculty hiring committee, their department is being told that they must include a classified staff and a student. As a small department, their discipline-expertise is now turning into a minority voice. The faculty wanted to make sure to emphasize this is not an issue of student voice or classified voice; this is an issue of following our own procedure. Student voices and classified staff voices are valid and valuable. This is about following a collaborative process. Concern is about not valuing faculty voice and shared governance on academic and professional matters. Faculty are being given a binary choice on the faculty hiring process. It is really important that we have a dialogue across constituencies. It is also important to protect students. What if there are many of the student's current faculty in the pool? We need to stop and have a conversation; not be scrambling after the fact.
 - As a faculty member who wears multiple hats (as Union Vice-President and Academic Senator), Michael Angelone wanted to share that ARC is one of the four college campuses that has an active union stewardship program such as union steward Sara Smith-Silverman in the PCS division. Michael emphasized that union stewards constitute another powerful voice within each division, especially now that we are entering into the negotiation cycle, and strengthen collaboration with Quisha Beckum, Art

Jenkins, and Michael Angelone (ARC union leaders who serve on the union executive board and work with Senate-Union-Joint-Committee: SUJC).

- Another senator wanted to make sure if we'll be discussing later the topic of students being a part of faculty hiring committees. AS President Veronica Lopez said yes.
 - **3:25pm.** Had to jump to Item 13. Institutional Equity Assessment by HOTEK Consultants (under Reports)

6. President's Report (4pm)

- AS President Veronica Lopez announced that the 2026 Ken Deibert Award for Part-Time Faculty is launching this semester.
- VPI Angela Daroy attempted to work with IT for an automated solution but there were some PeopleSoft/Oracle barriers. The current workaround at ARC for concern brought up by the math department regarding [Waitlists & Enrollment Process for Linked Support Courses](#) is to hire a temporary classified staff dedicated to work on this. For more detailed information on the Math Resolution, refer back to the [Dec 11, 2025 meeting minutes](#).
 - Senator asked if the District provided any update on prerequisites for ESL.
 - Senator from Science asked VPI Angela Daroy if the prerequisite solution also applies to science courses. VPI Angela explained that currently No, but that she was open to continuing to find solutions.
 - A Math faculty member wanted to thank the support from the Academic Senate and the college on finding a workaround solution.
 - Question from another senator is if the solution is for Math only or also for English.
 - VPI Angela Daroy shared that currently the solution is only for Math but if there is also a need for English, she is open for conversation.

Consent Item

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

- Lisa Delgado
- Heidi Bennett
- Mikhail Drobot (DCDT)
- Jeff Sacha (People, Culture, & Society; Sociology)
- Rachael Simon (Nursing)
- Mihaela Badea-Mic (Biology)
- Rob Juner (Nursing)
- Shannon Pries (English Alt FT)
- Susan Chou (Nutrition)
- Michael Angelone (English)
- Mayra Mireles-Tijero (Counseling)

8. [Dual Enrollment Faculty Coordinator Position](#) for Fall 2026- Spring 2028

- AS President Veronica Lopez explained that this position is re-opened. The position is open to all faculty, clarifying that part-time faculty get paid ESA, not FTE as indicated in the current job description.
- A senator requested the item to be pulled from consent. Item pulled from consent. No discussion took place. The item will return as a discussion item in the next meeting (February 12, 2026).

Decision Items (5-10 minutes per item)

9. [Critical Hire for Fire Technology Coordinator](#) (*1st Read*) - (Fire Technology Program, Ken Wong, and Apprenticeship and Public Safety Associate Dean Charissa Gorre)

- [Request for Support](#) from Ken Wong, PT Faculty Fire Technology Program
- This critical hire follows the unexpected resignation of a probationary faculty within their first three years, thereby it would not affect next year's faculty hiring prioritization cycle. The previous faculty served in the position for 2 years and had to resign (effective Dec 31, 2025) for personal reasons.
- Dean Charissa Gorre explained that the Fire Technology Coordinator role is central to the continuity and

compliance of ARC's Fire Academies, they served as the primary contact for fire training and they must ensure the program and training conforms to state requirements and accreditation. The coordinator must have 5 years of fire service. Every program has 55 students with no financial aid. Dean Charissa Gorre also mentioned that it is hard to sustain the academy with part-time staff and there is an academy scheduled for July with no one scheduled to oversee it. AS President Veronica Lopez clarified that this position would not come from the Faculty Prioritization for next academic year.

- Questions from senators and faculty guests included if the Fire Technology Coordinator position was a faculty position or administrator position because based on the description there were responsibilities that read like admin responsibilities such as "maintain sufficient clerical and administrative capacity." Dean Charissa Gorre responded that this is a faculty coordinator position involving a lot of curriculum based on statewide training and coordinating between college and employment agencies. Follow-up questions continued to emphasize that the position included responsibilities that are not faculty coordinator responsibilities. Dean Charissa Gorre reiterated that if a faculty member can't be there with their content-expertise, then the coordinator has to be there. That's why it is a faculty position, not an administrator's position.
- Another question asked was the difference between this critical hire request and the next critical hire from kinesiology. VPI Angela Daroy clarified that whether this hiring for the Fire Technology Coordinator is happening now as a critical hire or next year, the position is already approved since the faculty resigned within the first three years. It is being brought to the Academic Senate body due to its critical need.
- Another senator appreciated the importance of explicitly distinguishing the difference between the two critical hires.

10. [Critical Hire for Head Football Coach](#) (*1st Read*) (Kinesiology and Athletics Interim Dean, Kevin Kramer and Professor of Kinesiology, Carson Lowden)

- Kevin Kramer introduced himself as Interim Dean and appreciated being at the AS meeting. Passed over to Carson Lowden who served as Interim Dean in Fall 2025, who thanked AS Senate meeting for creating the space to share the importance of the position.
- Carson L. explained that the ARC Head Football coach suddenly resigned and, currently the Assistant Football Coach is doing their best to cover the many responsibilities of the Head Football Coach. These currently include supporting 70+ students summer-to-summer, recruiting 250-300 prospective students, guiding, supervising, and evaluating coaching staff (typically consisting of 8-10 assistant coaches and support personnel). All of this includes ensuring consistent instructional practices, compliance with college and district policies, adherence to safety standards, and alignment with the educational mission of the institution. The Head Coach also plays a critical role in coordinating with counseling, admissions, compliance, and student services to support student-athletes to make sure they remain on their educational paths, while also engaging in fundraising to cover gear, basic needs, etc.
- Senator clarification question that this critical hire would take from the faculty prioritization from next year's cycle. And the answer was Yes. The follow-up question from the senator was that since Kinesiology already got two positions this year, why can't they get one position from their department and give it to the Head Football Coach?
- The Kinesiology Chair clarified that all sports are equally important so we can't say one important Head Coach position is more important than another because each student athlete has to take 12 units and all Head Coaches have these critical roles presented.
- Another senator asked for clarification on when the Head Football Coach stepped down, if it was after the Fall 2025 Faculty Hiring Prioritization. The answer was Yes.
- Another senator from counseling clarified that student-athletes have limited eligibility so timing is important and delays or decreases in the programs can have a big impact on student-athletes' careers.
- AS President Veronica Lopez thanked Interim Dean, Kevin Kramer and Professor of Kinesiology, Carson Lowden, and reminded this item will return for 2nd read.

11. [ARC Distance Education Charter](#) (*1st Read*) - (Distance Education Faculty Coordinator, Pamela Bimbi, and Dean of Library, Learning Resources, and Distance Education, Dr. David Miramontes-Quiñones)

- Handouts were distributed with a draft of the [ARC Distance Education Charter](#).
- Dr. David Miramontes-Quiñones introduced his position as project executive sponsor of the ARC Distance Education Project Charter. Explained that the landscape of DE has changed rapidly since the pandemic

and DE heavily involves 10+1 matters and they want AS feedback. Right now, looking for feedback especially on goals of the charter, objectives, and membership. Once the charter is created, it will go to ELT ([Executive Leadership Team](#)).

- The document is open for comments. Please make comments directly on the [ARC Distance Education Charter](#) file.
 - A senator shared concern with having only one faculty member from STEM and STEM is such a broad area and with such a large number of online courses. Furthermore, with Math being required to do in-person assessment, the senator is suggesting to include a Math faculty in the membership.
 - Another senator indicated if the membership is organized by division, STEM has two divisions.
 - Another senator asked if there is anyone from the AI-fellowship or someone else with AI-expertise included. This is because AI has become a central discussion topic in DE courses.
 - Another Senator echoed the concerns with academic integrity related to AI but beyond AI and suggested having a faculty on the committee with academic integrity expertise to help address concerns across disciplines.
 - Another senator asked since the UDL Coordinator position will end after June 30th, then what will happen? Suggestion to explicitly add Project Constraints.
 - Senator and AI-fellow shared that she will be meeting with each department to create a repository related to AI-use that is discipline-specific and on April 17, 2026 there will be an ARC Summit. Stay Tuned!
12. [Moving CTE Courses and Programs to 6-Year Full Review](#) (*1st Read*) - (Curriculum Chair, Aaron Bradford)
- ARC's Curriculum Handbook has historically included the following statement concerning mandatory two-year reviews for CTE courses.
 - Currently that would require reviewing 750 courses each semester. Not attainable.
 - Took a deep dive into Title 5 and the review of prerequisites every two years; the needs and purposes of CTE programs and courses.
 - So, the curriculum committee is recommending, starting Fall 2026, all CTE departments will need to do is to confirm if there has been a change or not on prerequisite & needs for their programs and courses:
 - 2-Year Review process: prerequisite & needs
 - 6-Year Review process: full review cycle

Reports (5-10 mins per item)

13. Institutional Equity Assessment by HOTEPC Consultants (Katrina Pantig Naval, Strategic Consultant) time certain 3:20pm
- HOTEPC is not an acronym, it is the last name of the founder of the consulting firm.
 - AS President Veronica Lopez provided a general context as she gave an overview of when HOTEPC Consultants was contracted by the Los Rios Board of Trustees in Fall 2023.
 - Katrina Pantig Naval from HOTEPC Consultants, went over the [Jan 29, 2026 Slides](#), emphasizing the importance to engage with key stakeholders by attending AS meetings of each college and will follow with a college-wide presentation and will provide a detailed report to include an appendix with instruments and detailed methodology of how they got the key findings.
 - Katrina explained they worked in collaboration with the core team identified by each college. The purpose of the partnership was to make sure the outside entity can have access to the community in a meaningful way.
 - Explained the timeline (slide 3)
 - April-May 2025: Collection of key institutional documents, conducted virtual stakeholder focus group discussions, and collected employee and student survey responses.
 - July-September 2025: Analyzed all three sets of data (institutional documents, focus groups, and survey data).
 - Fall 25-Spring 26 (now): Present findings to key constituent groups such as Academic Senate.
 - Three sets of data described included:
 - Surveys given to students such demographics asking questions such as were departments listed correctly.
 - Focus groups organized by constituency groups. Questions discussed included scheduling conflicts that would interfere with engagement.

- Key institutional document evaluation for review and for receiving other information from the campus, e.g., instructor information on syllabi.
- Three overarching themes identified in the preliminary analysis of ARC (see slide 4):
 - Equity is a core value college-wide but inconsistent in practice. Need to have a shared definition of equity college community can engage in the work meaningfully.
 - Institutional bureaucracy is incompatible with values of being a student-centered college such as outdated forms, unclear communication, administrative systems focused on compliance rather than flexibility.
 - Strengths in student support. Students view ARC as diverse, academically supportive, and largely welcoming (e.g. faculty care and relationships with instructors, peer connection and student support programs supported students' sense of belonging). However, improvements can be made with institutional communication, service consistency, and cultivating social connection for students.
 - Developed 23 recommendations organized by the Student Ready Equity Minded and Transformative (SET) framework, focusing on the institution as a whole (slide 5).
 - E.g., develop programming that increases campus-wide understanding of institutional plans, including how they are coordinated, implemented, and tracked, using the equity ecosystem to support awareness and meaningful engagement.
 - Establish a college-wide cohorted learning experience focused on supporting disproportionately impacted students. The program should feature subject matter experts who support a cross section of campus in the practical application of equity, incorporating self reflection of individual practices, scenario based problem solving, and collaboration with colleagues.
 - See [slide 7 "A Way Forward - EXAMPLE"](#) focused specific implementation plan rooted on shared governance and inclusive of impacted governance groups.
- Open for questions.
 - A senator asked: When does the college get to see the full 23 recommendations? Katrina said she could give the full deck slides with all 23 recommendations to AS President Veronica Lopez before the college-wide presentation.
 - AS President Veronica Lopez asked to give it to the College President Lisa Cardoza
 - Another senator commended and appreciated the goals and product of the project. Wanted to share concerns about the process, particularly the two years that we haven't heard much. From a research perspective, senator is worried about the lack of meaningful collaboration with our campus community. Was there a way of more effectively engaging the community? Katrina answered the question by stating that the HOTEK approach to work with the core team level with high-supports, which includes.
 - Primarily working with a core team of individuals, as opposed to working with large populations of participants, providing "high Supports" to the core group with tools such as explaining to the executive leadership team and the core team to communicate with the community and providing examples on how to. This approach is used to avoid chaos, not to be rigid. For instance, SCC may want to do things in a different way and they adapt. At ARC, they had shared with Brian Knirk and the core team these tools and if they had shared that it is really important that HOTEK did a presentation, then they would do so; the HOTEK approach is to be respectful of the boundaries.
 - ARC AS Secretary asked a question about the timeline. According to the original timeline in the Nov 2023 and Fall 2025 slides submitted, HOTEK was going to be presenting across the 4 colleges. Do you have comparisons across the 4 colleges? Katrina mentioned that they are not at that phase yet. Their scope is to do individual colleges first. Follow-up question was asked if there was an expected timeline for the 4-college comparison. Katrina mentioned that no date was determined yet, but by summer they hope to have that completed.
 - Another senator shared their experience of reaching out to HOTEK Consultants in that they were very responsive, and overall they had a great and positive interaction with HOTEK, so individual experiences can vary.
- Supporting materials available include:

- [American River College Overview](#)
- [HOTEP Consulting slides submitted in the Fall 2025](#) for Jan 2026 meeting presentation
- [HOTEP Consulting - Jan 29, 2026 Slides](#)
- [Hotep Consultants Proposal and Contract to Board of Trustees \(Nov 8, 2023\)](#)

14. **Councils:**

- Institutional Effectiveness Council (IEC) - Dr. Connie Ayala
 - [Written report](#)
- Operations Council (OC) -
- Student Success Council (SCC) - Caitlin Zumalt
 - [Written report](#)

Discussion (10-15 mins per item)

15. Inconsistent implementation of the Faculty Hiring Manual

- [Los Rios Community College District \(LRCCD\) Regulation 5121](#)
- [Los Rios Community College District \(LRCCD\) 2019 Faculty Hiring Manual](#)
- AS President Veronica Lopez acknowledged that many documents are misaligned and emphasized that this discussion is not about singling out any particular constituent group.
- Currently, the Faculty Hiring Manual and Regulation 5121 is being interpreted that students must be on committees and that students must rank faculty interviews here at ARC.
- Also clarified that, per Regulation 5121 and Faculty Hiring Manual, classified staff are not required to be in faculty hiring committees. Departments can make that determination. For instance, if a department is choosing to not have a classified staff to keep their hiring committee faculty weighed. It is important to emphasize again that this is not to be taken that faculty are devaluing the work of classified colleagues.
- There have been discrepancies as well in the selection of Equity Rep. Regulation 5121 states Equity Rep needs to be "outside discipline", whereas the Faculty Hiring Manual states "outside discipline or related-discipline." Recent implementation at ARC has been that Equity Rep has to be "outside the division".
- This is a district of four colleges and a districtwide hiring manual and district regulation, so there should be consistency occurring across campuses.
- DAS (District Academic Senate) President Paula Cardwell attended the meeting and shared that we as faculty must agree with Faculty Hiring Committees decisions. There is no consistency in having students on faculty hiring committees. Are we open to having discussions? Absolutely. Even though having students on faculty hiring committees has not been past practices, we would like to have discussion about how to implement this. DAS President mentioned she had conversations with Deputy Chancellor Jamey Nye that this has not been past practices and colleges need to revert to long-standing past practices until further conversations take place.
- DAS President also shared that this is not about devaluing students' perspectives, but honoring faculty purview in the faculty hiring process. DAS President thanked ARC AS President for bringing this to the attention of the District Academic Senate and elevating faculty voice. Faculty present in the board room and remotely via Zoom clapped.
- ARC AS President Veronica Lopez echoed DAS President's statement that this conversation is not anti-students. This is about not silencing one voice to elevate another group's voice as if the process has to be binary.
- A senator also raised the concern with the language in Regulation 5121, item 6.1.5., quickly reading it aloud. "A student representative nominated by the College Student Senate President in collaboration with the College President **will** participate during the interview process only." The senator mentioned that the "will" is concerning because it means unpaid labor; instead of "may" participate under certain conditions such as paying for student participation in hiring committees. The senator finds it disconcerting that students are having to engage in unpaid labor in the faculty hiring committee. This is no different than expecting students to serve at an event for a number of hours without compensation.
- Another senator mentioned that one could frame that serving at a hiring committee may have a learning value for the student and perhaps not quite the same as unpaid labor.
- Another senator mentioned that they have not been working at ARC for 35 years because they dislike or

devalue students; but that is qualitatively different from wanting a student in the faculty hiring committee for their department.

- Past President Alisa Shubb mentioned the importance of clarifying what “past practices” have been because there has been variability on that as well.
- DAS President Paula Cardwell reminded us that if we don’t reach an agreement, we have a DAS Resolution ready. So, if this is not resolved by February 17th, DAS will go to the Board of Trustees. She also reminded that AS President has to appoint the faculty to each Faculty Hiring Committee.
- Another senator suggested that the college could survey the various past practices experienced by faculty who served on hiring committees in the past and then create another multiple-choice survey to determine the top “past practices” at ARC.
- Past President Alisa Shubb shared that long-standing past practices at ARC have been that hiring committees had the discretion to determine the composition of the faculty hiring committees based on need, department size, faculty content-expertise.
- AS President Veronica Lopez gave the example of the last faculty hiring cycle: out of the 23 faculty hiring committees, there were 8 hiring committees with students and 7 of them students ranked the interviews.
- AS President Veronica Lopez highlighted once again that: “in the interest of lifting the voice of one community, we are silencing another community and I’m not okay with that. We need to have a conversation with all constituent groups at the table. We have 10+1. Students have 9+1. We need to come together to have a dialogue.”
- DAS President Paula Cardwell reminded us that we currently have 6 different manuals/ documents/ codes that are currently used to guide faculty hiring. Our big long term goal is to consolidate and fix the conflicting information and how inconsistencies will be handled.

16. Report Back (Feedback from College Areas)

- Open Issues from any Previous Agenda Item

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

- District Academic Senate (DAS) and District Meetings
- Other Areas

18. Items from College Areas for Academic Senate Consideration

Upcoming meetings:

- District Academic Senate (DAS), Feb 3, 3 - 5 pm, District Office Conference Room
- ARC Academic Senate, Feb 12, 3-5 pm, Student Center Board Room
- Board of Trustees Meeting, Feb 18, 5:30 pm, District Office Board Room
- Board of Trustees Retreat, Feb 27 to 28, District Office Board Room
- ARC Academic Senate Meetings for Spring 2026 Schedule (*dates are out of cycle)
 - February 12th and 26th
 - March 12th and 26th
 - April 16th* and 30th*
 - May 14th

5:13pm Meeting adjourned.

Sign-In Sheet 01-29-2026

ARC Academic Senate Sign-In Sheet & Roll Call 01-29-2026		In-Person	Remote	Absent				
Veronica Lopez	President	✓						

Daniel Slutsky	Vice President	<input checked="" type="checkbox"/>						
Andréa Pantoja-Garvey	Secretary	<input checked="" type="checkbox"/>						
Alisa Shubb	Past President	<input checked="" type="checkbox"/>						
Adrienne Avila	FT							
Ally Joye	FT	<input checked="" type="checkbox"/>						
Behrang Mokarami	FT	<input checked="" type="checkbox"/>						
Ben French	FT	<input checked="" type="checkbox"/>						
Brian Rosario	FT	<input checked="" type="checkbox"/>						
Caitlin Zumalt	PT	<input checked="" type="checkbox"/>						
Cheryl Tsushima	Alt PT			<input checked="" type="checkbox"/>				
Chris Moore	MCT PT	<input checked="" type="checkbox"/>						
Christian Speck	PT	<input checked="" type="checkbox"/>						
Connie Ayala	Alt FT	<input checked="" type="checkbox"/>						
David Bell	Alt PT			<input checked="" type="checkbox"/>				
David McCusker	FT	<input checked="" type="checkbox"/>						
Diane Lui	PT			<input checked="" type="checkbox"/>				
Dyanne Marte	FT	<input checked="" type="checkbox"/>						
Eric Black	FT			<input checked="" type="checkbox"/>				
Erik Haarala	Alt FT			<input checked="" type="checkbox"/>				
Heidi Bennett	FT		<input checked="" type="checkbox"/>					
Janay Lovering	FT			<input checked="" type="checkbox"/>				
Jeff Sacha	FT		<input checked="" type="checkbox"/>					
Jennifer Scalzi	FT	<input checked="" type="checkbox"/>						
John Burke	FT	<input checked="" type="checkbox"/>						
Judith Valdez	FT	<input checked="" type="checkbox"/>						
Justus Carlisle	PT	<input checked="" type="checkbox"/>						
Kim Herrell	Alt FT			<input checked="" type="checkbox"/>				

Kris Fertel	FT	✓					
Lana Anishchenko	Alt FT			✓			
Lisa Delgado	FT		✓				
Marianne Harris	Alt FT			✓			
Mayra Mireles-Tijero	FT		✓				
Michael Angelone	FT		✓				
Michael Nakada	Alt FT			✓			
Mihaela Badea-Mic	Alt PT		✓				
Mikhail Drobot	FT		✓				
Nicole Mann	FT	✓					
Palwasha Ahad	FT			✓			
Paul Knox	Alt PT			✓			
Pat Wood	FT			✓			
Rachael Simon	FT		✓				
Raquel Tejomaya	PT	✓					
Ray Simmons	Alt FT	✓					
Rob Juner	FT		✓				
Sarah Lehmann	FT	✓					
Seth Clark	FT	✓					
Shannon Pries	Alt FT		✓				
Susan Chou	FT		✓				
Tak Auyeung	FT	✓					
Tim Finnecy	FT	✓					
Tracie Tweet	PT			✓			
Valerie Bronstein	PT	✓					
Vivian Orcasitas Dillon	FT	✓					
Angela Kay Daroy	VPI	✓					
David	VPSSE	✓					

