

1/23/25

3:00 PM

ARC Student Center Boardroom

Zoom Meeting ID: 868 3910 1900

<https://rccd.zoom.us/j/89982250416>

American River College Academic Senate Regular Meeting Minutes

AGENDA

Preliminaries

1. Call to Order

3:02 PM (Brian Knirk)

Land Acknowledgement Statement read

2. Approval of the Agenda - approved by consent

Approved unanimously

3. Approval of the Minutes - approved by consent

Approved unanimously

4. Introduction of Guests -

Guests introduced:

Michael Henderson (LRCFT)

Online:

Laquisha Beckum

Ruth Owens, Cultural Resource Manager (guest of Tee Gager)

Araceli Badilla, Beacon Coordinator, Guest

5. Public Comment Period (3 minutes per speaker)

Glen Jaecks (Science): was asked to be on an equivalency committee at Sac City

Had issues dealing with HR

The Dean was not getting access to the files fast enough

Faculty weren't being put at the right level upon being onboarding

Lack of communication between HR and the committees (to finalize the committee and appoint)

Tak (CIS)

His department had a FT hire in the Fall and District HR did not contact them after acceptance of the verbal acceptance of the position happened.

This candidate had already accepted a position from a different employer

The Step placement was also suppressed (Step 1 when the applicant was clearly more experienced than that)

The Union had to

Dyanne Marte (Interior Design/Fashion)

They now have to charge to reserve space on campus to host events on campus
Expressed concern about additional coordination for chairs in hosting events
Asks for more information and clarity

David McCusker (Library)

The word “vulnerable” is used to describe student populations a lot
Asks all faculty to consider word use because of the connotation with weakness
Acknowledges the political context where violence and vulnerability seem salient
Urged a centering of the systemic threat and system causing the negative experiences/outcomes

Connie Ayala (EOP&S Coordinator)

On a classified hiring committee and a committee member thought the email from the “new system” was SPAM or trash
Asked the new system to be introduced more clearly

Alisha Shubb (Communication and Past Senate Pres)

Inadequate classroom spaces (spaces not serving our students for the delivery of curriculum or may even be dangerous/uninhabitable)

There is a spreadsheet that Adam Windham has where we can put “things” in that we need or that may be wrong/inadequate with instructional spaces

Urges faculty to rigorously document the issues that we are experiencing

6. President's Report

Hiring for Spring: starting immediately

Need equity reps!!

Request to email Brian with willingness/availability to serve on hiring committees

PREP Update

The District is moving the program from District back to Folsom Lake College

Communication (or lack thereof) remains a major issue. The PREP committee was not informed of this shift.

Adjunct Senate pay:

The amount is increasing from 9 hours to (up to) 18 hours per semester (pay based on Step B placement); payment not load attributable

The process is still being clarified by the VPI, and Veronica Lopez (Senate VP)

has been active and adamant in working to get this clarity

(Per Michael Henderson, LRCFT): The form will be filled out at the end of the semester to capture all Senate work that was done

We are waiting for LRCFT to finalize the understanding with the District, including the new form and process that payment will follow

LRC Tutoring

New form from our new Interim VPSSE that shows the resources available to students (and when/how to access them)

Form available “on the website”

Consent Items

7. Approval of remote attendees

Sarah Lehmann (Library)
Sabina Simon (ESL)
Rob Juner (Nursing)
Lana Anishchenko(Math-sub for John Burke)
Behrang Mokarami (Accounting)
Arthur Jenkins (ARC Union Pres)

Approved by consensus

Action Items

8. Critical Hire PSC (1st Read)

The faculty coordinator at the Public Safety Center (PSC) was moved into administration and are now in immediate need for a “critical hire” in order to remain in compliance with their accreditation standards

Letter from PSC available in supplemental materials

Reports (5-10 minutes per item)

9. FACCC (Oranit Limmaneeprasert)

She is the incoming FACCC president (thanks ARC faculty for support)

Asked Brian to share the slides about FACCC (available in supplemental materials)

Read the mission of FACCC

Stressed the difference between FACCC and the Union and the Academic Senate

Union: works on work conditions, pay, benefits

Senate: works on 10+1

FACCC: can do both! Stressed the many stakeholders and collaborators that FACCC works with in its advocacy.

Plugged a social event on Feb 6th at Downtown at Kupros Craft House (117 21st St) where food and drinks will be provided

The role of AI in education is going to be discussed at an upcoming FACCC event that will be held via Zoom (Saturday, Feb 1st 9 AM -12 pm); open to all, not just FACCC members

FACCC conference coming up on Sunday, Feb 23rd and Monday, Feb 24th (Monday is the lobbying day! Can meet with legislators)

Training will be provided in how to advocate for issues

Key issue: Community colleges should be allowed to offer pre-college coursework (Math is leading this effort)

March in March (Tuesday, March 4th) to protest cuts to supporting “wrap-around student services” in our current political climate that targets specific student groups

Discussion (10-15 minutes per item)

10. Faculty Mentors

Coming from the Academic Senate retreat last week: we do not currently have a standardized process regarding faculty mentorship

Do we want to make recommendations or a list of “best practices” to help encourage mentors and support them in providing

Daviel Slutsky (Bio)

Are we talking about walking new folks through logistics or about mentoring them in the classroom? It may be hard to have “best practices” for in-class instruction.

Ricardo Caton (History)

Onboard should not come from mentors, but the District needs to do significantly more to help ease the transition of full-time faculty. If we aren't truly on-boarding faculty from the beginning, we are setting them up for a hard time.

Andrew Fix (PCS)

Adjunct mentorship does not currently exist. Hopes to include adjuncts

Oranit L. (ESL)

Their department always has a full-timer plan an orientation and on-boarding for new full-time faculty (part of their service). Urges management to take more of a

role.

Connie Ayala (EOPS Coordinator)

Management has to step up in terms of the hiring manager (as a first level), but departments (especially departments with multiple full-time faculty) can step up. Urged there to be sensitivity around mentor-mentee matching to make sure that the mentor can support the on-boarding person fully, based on similarity in role.

Alisa Shubb (Past Senate Pres)

Always in favor of PD wherever people want it (including mentorship), but is leery about formalizing things around mentoring. It can be difficult based on who the mentee is and what their needs are. There is no real formal role or compensation for mentors except in the contract where it stipulates that the mentor cannot serve on the PRT.

Sabina Simon (ESL, Online)

Are there any mentoring workshops offered through CTL? As a new hire I have a mentor and she's great, but I am still unclear about what her role is or what I should go to her for

I like the idea of a set of guidelines that both mentee and mentor can look at. Not prescriptive but just some ideas that the mentee and mentor could look at together and maybe navigate together what they want

Sonya Reichel (Math and CTL)

Veronica Lopez (Senate VP)

Created a Menti Meter to capture ideas for mentorship workshops and resources

We could pursue compensation for faculty who engage in mentorship (with flexibility in how folks operationalize the mentorship experience)

Urged the inclusion of part-time and full-time faculty

Brian Knirk (Senate Pres)

Looking for something that folks, coming in as mentors, feel supported in this important work. Something like "things to consider."

Tak (CIS)

Are we collecting ideas now? If so:

Just having a consistent check-in is really useful and important (every week or every other week).

Oranit L. (ESL)

Emotional support and creating a “safe space” are crucial

Alisa Shubb

Ideally, mentees and mentors could select each other, based on needs and experiences and match. We need to balance our ideal with the structural/institutional constraints of the matching process.

Andrew Fix (PCS)

Was hired in 2018 at 5 total campuses. Does not recall what “on-boarding” looks like at ARC. It seems like there should be more standardized process that new folks move through and should be provided by the District and College (not department and faculty).

Connie Ayala (EOPS Coordinator)

Is there still a “new faculty orientation”? What happened to the New Faculty Learning Community?

Deborah Gayle (Math)

A mentoring program would be particularly helpful for adjunct faculty

David McCusker (Library)

Cannot find a faculty handbook besides one from 2015. Stressed that emotional connection and support is not a need for all faculty and resources like a handbook might better support some faculty.

11. Reassign Time Coordinator Timelines

We've discussed it in the past

At our last meeting, there was a discussion about making sure the Senate has its eyes on all reassign time positions are posted (and when)

Believes that there are benefits to aligning all reassign time positions on a standard timeline in order to have people in place by the end of the year (vet the descriptions in Feb, post in March, hire in April, to begin in the Fall, for example)

Vivian Dillon (Career/Workforce Development)

Supports the standardization of the process

When the description comes from admin, where is the description coming from? What is management's understanding of the faculty coordinator/reassign time roles? What lens are we (the Senate) looking at these descriptions through?

Aracelli Badilla (Beacon Coordinator)

How is reassign time being defined (vs overload or adjunct work)? It seems like it is different from other kinds of work we have available.

Described examples of “faculty coordinator responsibilities” in her own position that are not actually part of that position.

Oranit L (ESL)

Described the “coordinator” position as something of a “gray area.”

Administrators occasionally like to dump lots of things on your lap. Supports the idea of getting clear on reassign time positions to clarify responsibilities that are in line with faculty purview (not administrative or clerical). Stressed the difference between “reassign time” and “overload”

Connie Ayala (EOPS Coordinator)

Has been a faculty coordinator of three programs at ARC. Non-instructional faculty coordinators do not experience their time as “reassign time.”

Believes we have 5 or 6 full-time coordinators at the moment (we used to have more). Wants to explain to administration the reality of full-time coordinators. By doing all of the things in the job description, coordinators are proving to administration that they do not need necessary support.

Veronica Lopez (Senate VP)

These concerns speak to the messiness of the contract. Urges the Union and ARC’s Union President to participate in the conversation to get clear on the experiences of full-time coordinators.

We need a list!! We need timelines.

Alisa Shubb (Past Senate Pres)

What would the Senate say to assigning people to a task force to work on a review of the current JDs for reassign time and coordinator positions, to check for consistencies across positions/descriptions/hours/compensation?

David McCusker (Library)

Supports the effort to organize a task force

Vivian Dillon (Work Force)

Supports the effort to organize a task force

12. Report Back (Feedback from College Areas)

- a. Open Issues from any Previous Agenda Item
None shared

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

- a. District Academic Senate and District Meetings
 - i. We have request from the District Instructional Accessibility Committee has a proposal that we will discuss at our next meeting. Requests to get involved in a “maturity model” process to move forward with accessibility. District administrators are asking that they receive permission from DAS to pursue this.
- b. Other Areas

Adam Karp (World Languages)
 The “Forward Motion” page in IGOR have not been updated since 2022.
 Request to clarify what is going on with our governance structures.

14. Items from College Areas for Academic Senate Consideration

Move to Adjourn 4:35 pm

Upcoming Meetings

- Academic Senate:
 - Spring Meeting Dates: Feb. 13, Feb. 27, March 13, March 27, April 10, April 24, May 8
- Next DAS Meeting: Dec 17 ARC Admin Conference room (remote location)

Appendix A:

Attendance

Name	Role	Area	Term End	Empl Status	Present	Remote
Brian Knirk	President		2025	Full-time		
Veronica Lopez	Vice-Pres		2025	Full-time	X	
Jeffrey Sacha	Secretary		2025	Full-time	X	
Alisa Shubb	Past-Pres		2025	Full-time	X	
Adam Karp	Senator	Language & Communication: Spanish	2025	Full-time	X	X

Andrew Fix	Senator	Language & Communication: Philosophy	2025	Adjunct		
Behrang Mokarami	Senator	Business: Accounting	2025	Full-time	X	X
Benjamin French	Senator	Manufacturing, Construction & Transportation	2026	Full-time		
Brian Rosario	Senator	Business: Economics	2026	Full-time	X	X
Carlos Ponce	Senator	Career Education, Workforce, Public Service, & Apprenticeship	2024	Adjunct		
Carmelita Palomares	Senator	Counseling	2025	Full-time	X	
Chris Moore	Senator	Manufacturing, Construction & Transportation	2024	Full-time	X	
Christian Speck	Senator	Business	2023	Adjunct	X	
Daniel Slutsky	Senator	STEM - Science	2027	Full-time		
David McCusker	Senator	Library/Learning Resources/Instructional Tech. Center	2025	Full-time	X	
Diane Lui	Senator	Arts	2023	Adjunct		
Dyanne Marte	Senator	Arts: Fashion and Interior Design	2026	Full-time	X	
Dylan Popowicw	Senator	People, Culture & Society: Phil	???	Full-time		
Eric Black	Senator	Kinesiology & Athletics	2024	Full-time		
Gina Barnard	Senator	English	2025	Full-time		
Glenn Jaecks	Senator	STEM - Science	2025	Full-time	X	

Jen Kirkman	Senator	Health & Education: Nursing	2025	Full-time		
Jennifer Scalzi	Senator	Counseling	???	Full-time	X	X
Jody Johnson	Senator	Career Education, Workforce, Public Service, & Apprenticeship	2026	Adjunct		
John Burke	Senator	STEM - Math & Computer Science	2026	Full-time	X	
Judith Valdez	Senator	Student Support Services: EOPS	2024	Full-time	X	
Kris Fertel	Senator	Language & Communication	2027	Full-time		
Lauren Chavez	Senator	People, Culture & Society	2024	Adjunct		
Linda Gelfman	Senator	Arts	2024	Full-time		
Matthew Stoehr	Senator	Arts: Art/New Media		Full-time	X	
Mayra Mireles-Tijero	Senator	Counseling	2026	Full-time	X	
Michael Crowder	Senator	English	2025	Full-time		
Michaela Cooper	Senator	English	2026	Full-time	X	
Mihaela Badea-Mic	Senator	STEM - Science	2025	Adjunct		
Mikhail Drobot	Senator	Manufacturing, Construction & Transportation	2023	Adjunct		X
Ricardo Caton	Senator	People, Culture & Society	2025	Full-time	X	
Rob Juner	Senator	Health & Education	2026	Full-time	X	X

Sarah Lehmann	Senator	Library/Learning Resources/Instructional Tech. Center	2026	Full-time	X	
Sabina Simon	Senator	Language & Communication: ESL		Full-time	X	
Sonya Reichel	Senator	STEM - Math & Computer Science	2025	Full-time	X	X
Susan Chou	Senator	Health & Education	2027	Full-time	X	X
Tak Auyeung	Senator	STEM - Math & Computer Science	2027	Full-time	X	
Tee Gager	Senator	People, Culture & Society	2026	Part-time	X	X
Valerie Bronstein	Senator	English	2026	Adjunct	X	
Vivian Dillon	Senator	Career Education, Workforce, Public Service, & Apprenticeship	2024	Full-time	X	
Deborah Gale	Senator	STEM - Math & Computer Science		Alt Adjunct	X	
Arthur Jenkins	Senator	Student Support Services	Ex Officio	Alt Full-Time	X	X
Ellen Bowden	Senator	People, Culture & Society: Anthro		Alt Adjunct		
Erik Haarala	Senator	Language & Communication		Alt Full-Time		
John Coldiron	Senator	Health & Education		Alt Full-Time		
Kim Herrell	Senator	Counseling		Alt Full-Time		
Lana Anishchenko	Senator	STEM - Math & Computer Science		Alt Full-Time		

Lonetta Riley	Senator	Career Education, Workforce, Public Service, & Apprenticeship	Alt Full-Time		
Marianne Harris	Senator	Library/Learning Resources/Instructional Tech. Center	Alt Full-Time		
Melissa Diaz	Senator	English	Alt Full-Time		
Michael Nakada	Senator	Arts: Hospitality Management	Alt Full-Time		
Shannon Pries	Senator	English	Alt Full-Time	X	X
Susan Ramonés	Senator	STEM - Science: Biology	Alt Full-Time	X	