



In accordance with California's Code of Regulation, Title 5, ARC's Academic Senate is the organization whose primary function, as the representative of the faculty, is to make recommendations to the administration of a college and to the governing board of a district with respect to academic and professional matters.

"Academic and professional matters" means the following policy development and implementation matters:

- (1) curriculum, including establishing prerequisites and placing courses within disciplines;*
- (2) degree and certificate requirements;*
- (3) grading policies;*
- (4) educational program development;*
- (5) standards or policies regarding student preparation and success;*
- (6) district and college governance structures, as related to faculty roles;*
- (7) faculty roles and involvement in accreditation processes, including selfstudy and annual reports;*
- (8) policies for faculty professional development activities;*
- (9) processes for program review;*
- (10) processes for institutional planning and budget development; and*
- (11) other academic and professional matters as are mutually agreed upon between the governing board and the academic senate.*

9/14/23

3:00 PM

ARC Student Center Boardroom

Zoom Meeting ID: 814 3639 5801

<https://lrccd.zoom.us/j/81436395801>

American River College Academic Senate Regular Meeting AGENDA

Preliminaries

- 1) Call to Order
- 2) Approval of the Agenda
- 3) Approval of the Minutes
- 4) Introduction of Guests
- 5) Public Comment Period (3 minutes per speaker)
- 6) President's Report

Consent Items

- 7) Approval of Remote Attendees

Decision Items

- 8) ARC Academic Senate Elections:
 - a) Candidate for President: Brian Knirk
 - b) Candidate for Vice President: Veronica Lopez
 - c) Candidate for Secretary: David McCusker
- 9) Military Credit Draft regulation (1st reading)
- 10) Academic Renewal draft regulation (1st reading)

Reports (5-10 minutes per item)

- 11) Davies Hall (Lisa Cardoza / Frank Kobayashi)
- 12) Review of ARC Hiring Process (Adam Windham, Brian Knirk)
- 13) Council / Committee Updates
 - a) Curriculum (Aaron Bradford)

Discussion (10-15 minutes per item)

- 14) Senate Bylaws and Voting Caucuses
- 15) Report Back (Feedback from College Areas)
 - a) Open Issues from any Previous Agenda Item
- 16) Report Out (Information from District Meetings and Other Areas)
 - a) District Academic Senate and District Meetings
 - b) Other Areas
- 17) Items from College Areas for Academic Senate Consideration

Upcoming Meetings:

- ï District Academic Senate: Tuesday, 9/19 3:00 PM (District Main Conference Room)
- ï Academic Senate: Thursday, 9/28 3:00 PM (ARC Board Room)

Thursday, September 14, 2023 at 3 pm
Academic Senate Meeting Notes

Preliminaries

1. Call to Order: Called to order at 3:04 pm
2. Approval of the Agenda: Approved with amendment; include Student Success Council report
3. Approval of the Minutes: For August 24, 2023 Meeting - Approved
4. Introduction of Guests:

Students: Pedro Galvan Arriaga, Martin Varas, Alejandro Garcia, Eleora Zamora, Samuel Kolesnikovich, Jacob Castellanos, James Whalen, Caroline Comer, Tijera Sylvester, Margo Gomes, Anthony Valencia, Andres Rico, Irina Nevero, Juan Serrano, Rain Barron, Heather Amberson; John Bell, English; Elise Campbell Classified, Shannon Pries, English; Pamela Bimbi, Distant Ed Faculty Coordinator; Alice Dieli, Distant Ed Faculty Coordinator, Hilary Mroczka, Librarian; Camille Leonhardt, History; Amanda Corcoran, English; Bill Zangeneh-Lester, Religious Studies; Cynthia Youngs, English; LaQuisha Beckum, Psychology; Oranit, ESL & LRCFT Campus President; Shannon Mendez, English; Neue Leung, English; Andréa Pantoja Garvey, Psychology; Patrick Hoggan, ESL; Michael Crowder, English; Jeff Sacha, Sociology; Erica West Oyedele, ASL-English Interpreting; Connie Ayala, Counseling; Pam Chao, Sociology; Logan Markle, Classified; Adam Windham, AVP of Instruction and Enrollment Management; Carlos Suarez, Classified, Victor Zarate, Physics; Josh Weiner, History; Nancy Bertoglio, English; Thoeung Montgomery, ESL; Michael Angelone, English; Tanisha Jenkins, UNITE Center; Aaron Bradford, English; Tressa Tabares, Political Science/PCS; Anne Gillman, Political Science/PCS; Dylan Popowicz, Philosophy; Chris Padgett, History; Araceli Badilla, Faculty Coordinator; Ally Joye, ESL; Glenn Jaecks, Geology Faculty; Anne Gillman, Political Science/PCS; Dylan Popowicz, Philosophy. Chris Moore, Automotive.
5. Public Comment Period (3 min) -
 - Senator from Math shared that there is an Adjunct Room in Howard Hall with computers that is available.
 - Guest Chris Padgett, a former Academic Senate leader and former adjunct, brought their class to demonstrate governance in practice, that our teaching conditions are our students learning conditions. Appreciated letters received by Senate Leadership to continue discussions on how to rebuild trust. Our campus leaders should be asking questions and not just rubber stamping.
 - Guest wanted to thank all the faculty members that showed up at the Board of Trustees meeting. Requested a Town Hall meeting with Chancellor King to address many unanswered questions.
 - Guest shared letter regarding concerns over Spring 2024 scheduling and approach to classrooms should use an equitable approach. Entire letter/comments provided in attachments.
 - Faculty from History Department submitted a letter signed by History Faculty. Entire letter provided in attachments..
 - Faculty from Political Science - Seeking answers to 4 questions.
 1. Given the knowledge of safety risks two summers ago, why did they not create any contingency plans for relocated classes and offices?

2. Why did leaders respond as if closing Davies Hall was a genuine emergency, giving less than 24 hours to vacate with no indication of if, when or how access to retrieve items required to do our job and effectively serve students would be possible after the closer?
 3. Why did they decide to communicate to our students, without faculty input, that we could and should respond to losing our classrooms and office spaces by immediately switching our in-person classes to fully online modality, with the expectation we would immediately switch back when assigned new spaces, only some of which are suitable classrooms?
 4. Why has there been no acknowledgement that things might have been handled better, much less any admission of mistakes?
Full comments provided in attachments.
- Faculty from English: Closing Davies in some ways is a First World problem, and I'll be fine. However, the way we were moved out of Davies was a shitshow. Closing Davies immediately after the earthquake in Spring 23 would have been understandable. In fact, I was talking with a student in my office at that time and we both felt the strong trembling of the building. Telling us Thursday 9 am Davies will close by Friday 8 am is NOT OK. On Thursday, I told students about the closure of Davies. I invited them to leave if they felt in danger. I asked students if they had any questions about the closure of Davies. I asked students if they had any questions about the closure of Davies. They signed up for in-person classes and wanted in-person classes. I signed up to teach in-person classes and wanted in-person classes. One student cried because she had signed up to have all her classes in person in Davies because working on computers is difficult for her and she has DSPS accommodations. This Tuesday in our new space, one of the first questions was a student asking if we would be moved again. I said I don't know. I encourage faculty to speak with ARC school paper The Current.
 - English Faculty - Comments provided in attachments.
 - Senator from Library/Resource Center - The Los Rios Strategic Plan indicates that our values include solving problems through collaboration, participatory governance, informed decisions by people who are close to the issues, and transparency.
 1. What values informed the decisions that led to the outcomes we're hearing about today?
 2. Did anyone who worked or studied in Davies have a seat at the table when these decisions were made?
 3. While this incident is on another level, what we're seeing matches a pattern we've seen before.
 4. When the Library closed for COVID, the librarians found out about the closure from maintenance. When the Library closed in March, no one across campus was informed that the real reason for the closure was asbestos remediation.
 5. When can we admit that the Strategic Plan is at best, theater, and at worst, gaslighting?
 - Faculty shared that at the Board of Trustees meeting last night, it was asked to review when Davies Hall was going to be closed.
 - Faculty shared that they started as an adjunct in 1995, full-time in 2001 and in Davies Hall for their FT career. They had always felt respected and part of a family, it was collegial. Davies Hall was supposed to be rebuilt? What happened. Very grateful for the work done to set-up classrooms, but there was no trust of faculty with this information. People knew this was going to happen because boxes were ready.

- Senator from Library/Resource Center, Sarah Lehmann - I was stunned to get the email that Davies hall would be closed less than 24 hours later. And to be clear, I was stunned by the 24 hour part. I don't think anyone disagrees that it's appropriate to close a building if there's evidence that it is unsafe. But we knew it was potentially unsafe over a year ago! So why wasn't the information shared at that time? Why couldn't faculty have been given the respect and dignity of getting a few weeks notice to move out of their offices? Why wasn't there any advanced planning for rescheduling classes? If the district could wait until the census data to announce the closure, surely they could have given faculty more than 8 working hours to move out of their offices, some of which they'd occupied for over 20 years. If there was time to build an entire FAQ website, surely there was time to give faculty a few days notice. It's just stunningly bad planning, and stunningly poor communication.

This was a blunder and a huge breach of trust, and ARC is owed an apology. I understand that maybe these decisions were made at the district level, and maybe administrators can't really speak up on this without fear of losing your jobs. So maybe Frank and Lisa, blink twice if you're being held captive by Brian King. But if that's the case, I still hope you'll have the courage to call out the district leadership for a very bad decision making process. Again, ARC employees and students are owed apology and an explanation for this baffling timeline. Thank you

- Senator from People, Culture & Society, Robin Awaki read a letter signed by numbers Davies Hall Community members. Entire letter provided in attachments.
- Kim Herrell, Counseling Faculty - proud of faculty, students and our classified staff for all of their work during this time. Worried about our students. Estimated that 6,000 students impacted. Wonders if decision was done strategically after the census date. The drop deadline for full refund was 9/1 and last day to drop classes without notation was 9/3. How are we assessing the impact of all of this on students. Will student be offered options such as EW, early withdrawals. Students have been communicating with counselors.
- Michaela Cooper, English Professor, English Area Senator - Many of us have commented on the Chancellor's silence around this profound loss, a silence that is simply stunning. ARC prides itself on being a premier learning institution, but we are not if the administration and faculty are not willing to create the conditions for everyone all the time to do their absolute best work and shine as professionals and human beings. If we value student success, we also have to address the issue of office space because our offices are an important extension of the classroom, a space where students are supported academically and personally. The contingent spaces and fixes we have been offered are unsatisfactory, unsustainable, and insufficient given the work we do, and portables won't do much to alleviate the larger problem. These are band-aids applied to a broken limb. Given that Davies Hall will not be replaced for years, we need long-term solutions. I propose an equitable sharing of classrooms AND office space across the entire college to share the burden, which will also provide a long overdue opportunity to create viable space for adjunct faculty. I realize that it must seem easier to contain and manage this problem if those outside of Davies, administrators and faculty, see our situation as they would a conflict on another continent rather than the dumpster fire in their own backyard that threatens to consume their house. Our loss is your loss. Our students are your students. We have a chance to rebuild and re-envision our community, but it will take courage, creativity, and, above all, solidarity.

- Faculty from STEM Building extended invitation to any Davies Faculty teaching in the building to reach out if you have any questions on how to use any of the equipment in the classrooms.
- Student Rain Barron - student at both Sacramento State and American River College, the Managing Editor of the ARC Current, taking 25 units and is devastated by the closure of Davies Hall. The lack of information, the confusion regarding communication, the back and forth, and the uncertainty has negatively impacted them. What about the impact to other students?

6. President's Report:

- Several ARC faculty and a student, Wahidulla Ahmandzai, made public comments at the Board of Trustees meeting.
- Next year's budget was approved by the Board of Trustees.
- Update on CCCCO Equitable Placement, Support and Completion (AB 1705) Funding Allocation is pending and interested in hearing from faculty.
- Jeff Moran has accepted the position as Student Learning Outcomes Assessment Coordinator.
- Faculty HomeBase Liaisons are still needed for Public Service and Manufacturing, Construction and Transportation. See Announcement and job description under Supporting Materials.
- The Faculty Coordinator position for PRISE Coordinator Position has been opened. See application under Supporting Materials.
- Assistive Technologies are available to faculty and students from their single sign-on page hub page. Canvas users have the ability to enable Microsoft's [Immersive Reader within Canvas](#)
- Innovation grants program has been announced. Application period is September 11 – November 6, 2023. \$100,000 to be awarded. For any questions contact Kirsten DuBray.
- Topic of water bottle refilling stations for those who don't have bottles has been placed on Operations Councils agenda.

Consent Items:

7. Approval of remote meeting attendees - list below
 - Mihaela Badea-Mic (Emergency), Jill Birchall, Diane Lui (Emergency), Kahkashan Shaukat (Non-Emergency) - approved by consent.

Decision Items:

8. Senate Elections: [Senate Bylaws](#) require the election of officers. (Alisa Shubb and Tak Auyeung)
 - Candidate for President: Brian Knirk
 - Candidate for Vice President: Veronica Lopez
 - Candidate for Secretary: David McCusker
 Candidates Elected by acclamation
9. Military Credit Draft regulation (1st reading) - not discussed
10. Academic Renewal draft regulation (1st reading) - not discussed

Reports: (5 - 10 minutes per item)

11. Davies Hall - Dr. Lisa Cardoza and Dr. Frank Kobayashi)

- Dr. Cardoza apologized and doesn't underestimate the magnitude that the decision has had on faculty, students and classified staff.
- Truly sorry and fully understands the loss is not just of the building, but the communities built with students, with staff and with other faculty colleagues.
- Spent time discussing how they approach emergencies. For example, upon first arriving to ARC, asked for the emergency manual. Was handed 3 binders that had plans in place in case of an emergency. Has dealt with a ton of emergency while at University of Texas and while at Sac State as chief of staff. Even the best laid out plan will result in something different, similar to as faculty may have to change up their syllabus. There was not a plan to vacate an entire building.
- Biggest fear is losing someone under her watch. It's happened before, while not the President, and knows the impact it has on a President. Biggest fear when they got word that Davies Hall was not built in a manner that under a seismic could be catastrophic damage, catastrophic failure ARC went into emergency mode.
- Does operate in an "even better if" framework however, will continue to solicit input. Has heard faculty want more input, want more say, and to be part of the solution. Has offered the History Department to sit down and wants concert ideas on how to move forward. This was an emergency situation, they enacted the EOC that Thursday morning, and ARC went into the emergency mode.
- Woke up Friday morning to learn about a 5.0 magnitude earthquake in Redding and learning about the shaky of Davies Hall when the STEM building going up. In that moment I knew it was the right decision.
- Hearing lots of things, ARC moved to slow, moved to fast. While in emergency mode, at the same time of crafting FAQ, team was making plans on how to get desks into space to put classes into, what other spaces can be transform into classrooms because of importance to students to be in person. Frank's and his team operations worked hard, to get this to happen. Now we recognize that it was whiplash. Trying to be flexible and proactive and fully understands that they didn't get it all right.
- Geology Instructor shared [Earthquake Shaking Potential for California](#). Question about intersection of our geological hazard and the hazard that Davies Hall presents requiring folks moving out. Since ARC is in a low green part of map, a low risk for seismic events. We might feel earthquakes over here, but they're not coming from underneath so we're not going to be as damaging. Is there something about Davies that required the urgency to get folks out? Could there have been a protracted approach to move out classes, then teaching materials, a staggered approach or a week long because. Is there something we can do for the future?
- After talking to the Division of State Architects on September 5th, they did not offer any further certification. Based on the report, that there could be failure with a seismic and learning about the building shaking with the STEM going up, it was an emergency decision.
- Questions regarding at point were ARC administrators first informed by the Chancellor that Davies Hall had to be closed when was that in comparison to the June 20 2022, July 14, 2022, and August 15 2023? Who made that decision and that one point ARC administrators informed of the definite rush to close Davies Hall.
- Timeline: Dr. Cardoza was asked to stay after Chancellor Executive Committee meeting on Tuesday August 29th, had not seen any of the letters, planned a meeting on September 1st, to talk about State Architects and whatever their decision they may need this to happen on September 1st. Before the Labor Day weekend, they started

initial conversations with the ARC Leadership Team, then confirmed on September 5th. At that time, DO and ARC Leadership told stakeholders on the September 6th.

- Question regarding if ARC Leadership was asked not to share information with faculty, students, and classified by the state chancellor's office. They were not asked because there was a plan. Together a plan was created and decided how it would be communicated to the campus.
- Inquires if Dr. Cardoza made the final decision to close Davies Hall. The decision was a joint decision among district leadership in our campus leadership. Then how did Dr. Cardoza and that group decide not to involve any other groups in the planning process? They put forward a communications plan, then we told some stakeholders on that Wednesday and the communication went out on Thursday.
- Did the division of state architects say that they needed to close the building because this was the safety emergency - they did not. Who decided given that the State Architects did not see it as an emergency and they are the experts, why did the group treat it like an emergency when it wasn't an emergency. There are two categories of the division of the State architects category A and Category B this building with the Category D building, Davies Hall was not an immediate red tape. They did say was that it was a prudent way of how they were handling the situation to evacuate the building. The State architects did not weigh in regarding the time frame.
- How did the census date play into the decision of when to inform the community? That was not factor. They are prepared to ensure that our students are not impacted by this decision. Did talk about how it would impact students if they wanted drop classes, they are prepared to refund them, working with District Office, looking into early withdrawal's (EW), no interest in impacting their financial aid.
- Timeline: Friday September 1st the ARC administrators and district administrators first began discussing the real possibility of the building being closed. Did it occurred to someone that the academic Senate or the union would be interested in weighing in on the decision. Was that decision made to completely ignore faculty union and staff. ARC Leadership trying to balance whether to bring every possibility when decisions need to be made.
- Questions about scheduling: Looking for clarification on scheduling that does not force Davies hall into makeshift spaces. We are told we are family, then as family we should shoulder burden and avoid a two-tier system of scheduling. Hoping to hear about how scheduling for classes for Spring 24 will not be the the classes and disciplines and Davies hall being placed into the leftovers after scheduling for every other building is made. Scheduling process is underway. Round two spreadsheets are due in less than two weeks. The entire campus is moving with a traditional scheduling. Guidance memo will be sent to Deans on Monday on how will be approaching scheduling. Will have a due date for the rest of the campus exempting Davies Hall from round two planning sheets. Then look at all room usage across the campus. One thing that was found during emergency mode, finding classes not utilizing their block schedule and deviating from being as efficient as possible. The plan is take these round two planning sheets, make them as efficient as possible and then extend the deadline for Davies Hall and then insert classes using this strategy. Operating within the time frame of having to live.
- Department chairs can help by looking at classes do not require specific rooms, leave those as TBA and allow the opportunity for Davies Hall Faculty to have some of those classrooms.
- Communication regarding scheduling will go out Tuesday regarding clarification. However the 2nd round is due on the 20th, Wednesday. Adjunct faculty want to know

what classes they will have. Can information sent out now? Priority has been given to finding appropriate classroom and office space. Concerns from Davies Faculty that schedule will result in getting left overs and process should be an equitable and not piecemeal approach.

- Regarding timeline, on Friday of September 1st we were aware of the potential and then then we began on Tuesday at how we could reschedule. We've heard about the challenges of getting mixed messages we were working under an emergency situation and don't have a scheduling software. They had to print every single room chart for the entire institution and then looked for free space. One by one move classes that took Tuesday, Wednesday, Thursday, and then on Friday we inputted with ISA team and at that point that's when we were confident that we could reschedule 100% of classes. Until that point it was all theoretical until that point Dr. Kobayashi thought they had a 60% chance reassigning 60% of the classes. The number kept on going up every night until Friday. These were the conditions in which they were working in.
- Safety first, understandable, but the wholesale announcement simultaneously to us and our students that they would be fully online immediately was problematic. Saying you were already working on rescheduling classes, with the possibility and without reaching out to find out what faculty need compounded the situation. Why was there a need to make an announcement that classes would be fully online even though there were plan to get back everyone back on ground. Communication that states we'll get back to you on what we're doing next would have been way better. Students were very grateful for getting them back into classrooms.
- ARC Leadership communicated with certain stakeholders on Wednesday, who were those stakeholders. A stakeholder is party that has an interest in the company that can affect their benefactor bu business, by the vested interest in decision making and people for this next organization or project why not consider faculty that work in Davies Hall as stakeholders? ARC Senate Leadership and Union Leadership on Wednesday. When will faculty have access to Davies Hall because faculty still have items for their class in their offices. There will be a follow-up on this topic.
- For clarification, constituents in the room when told were Academic Senate President, Leadership of the Union, Oranit and Jason, the Classified President were all notified via email at 6:50 am on Wednesday morning from Mario Rodriguez from District for an emergency meeting at 2 pm Zoom meeting. Constituents were given information on basically what is going to happen on Thursday. Everyone was shocked, stunned and unable to process questions. Basically, told what's going on and were told not to pass that information. Constituent Leaders did not get any opportunity for input into the decision. Why were Constituent Leaders told not to share this information? There was communication plan in place. Concerns that District Office is leading this. Dr. Cardoza affirmed she made the decision, stands by her decision and will continue to make decision for the institution.
- Faculty expressed hope that there might be more hearing of faculty because when hearing things like the prioritization of rescheduling classes, sounds like a policy regarding student success, also heard about office spaces which is also student success. Faculty heard that gay straight alliance to meet with privacy was rescheduled for classes, now they don't have a place to meet with privacy that's a policy of student success. There is a hope that issues like this will come back to Academic Senate.
- Faculty would like more rationale behind the decision, to help them better understand but to also be able to communicate this to students.

- Faculty left scrambling on Thursday and wanted to remind administrators that planning takes so much time and energy, it is not so easy to just “flip” your on ground class to an online class. In English, you change your books, make items accessible, the planning you do for an onground class is very different to an online class. Administration understands they could have done better and tried to reinforce flexibility knowing everyone had their own situation.
- Timeline: June 20. 2022 the first letter that was received from the district from DS, July 2023 is letter where the district engaged the work of the structural engineer. The first June 2022 letter communicates that there may be an issue we're doing more research they believe this is the only building in the district that is made from this lift slab construction. The following July 2023, when the DSA confirmed Davies Hall the only building in the district.
- Question regarding if/when students will be notified that they might be coming into room not suitable for classes. Classes will need to be scheduled first before comments.
- Faculty want to trust leadership again, faculty want to stay on ground with their student, trust faculty to figure it out, faculty needed time. Faculty also hoping that data and consulting experts will guide decision making
- There was an earthquake last semester, why was the building not closed then? Faculty have concerns that district is trying to manage the local campus leadership team.
- Faculty worried that emergency plan doesn't have plans for fire, a police action. However, Dr. Cardoza assured that there are several emergency plans.
- The closure of Davies resulted in the loss of 40 classrooms, have portables been ordered? Who had the information from August 15th to August 21st? Don't know the status of portables, but will work with District. Can't answer the second question, don't know who had information.
- Request from Faculty to bring Brian King to ARC. Faculty expressing frustration about not being told by Administrators and by Senate Leaders and finds this to be a huge mistake. Faculty feel devalued, disrespected, and uncared for. Secretes are unacceptable. Issues are going around Academic Senate and Union via the Student Success Council.
- At the request of the Senate faculty ARC Academic Senate President will work with ARC President to host a Townhall with Brian King.
- Faculty are stunned that the District did not inform the then interim President (Spring 2023) and current ARC President about Davies Hall until Dr. Cardoza was told in August.
- Faculty voiced concerns that a small number of faculty leaders were invited to a meeting the day before and no opportunity to provide input and being forced to deceive your colleagues even if for only a matter of hours.
- Faculty expressed concern that the issue is not the emergency of closing the building, but the lack of collegial consultation. Based on past behavior, faculty voice don't matter at the district level. Dr. Cardoza communicate interest to create a task force to look over the emergency plans and to how to best communicate to all constituents. Faculty voice do matter. She does value faculty voices. Looks forward to moving forward with more collegial consultation with between Senate and Union.
- When students were informed that they would go online for 2 weeks they were concerned, either because they did not have a computer, wifi and not knowing if they were going to complete the semester. Dr. Cardoza will be holding a forum with students.

12. Review of ARC Hiring Process (Adam Windham, Brian Knirk)

13. Council Updates

- a) Curriculum - Aaron Bradford
- b) Student Success Council - Brian Knirk

Discussion: (10-15 minutes per item)

14. Senate Bylaws and Voting Caucuses - not discussed

15. Report Back (Feedback from College Areas)

- a. Open Issues from any Previous Agenda Item - none

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

- District Academic Senate - none
- Other Areas - none

17. Items from College Areas for Academic Senate Consideration - none

Upcoming meetings and Events:

- District Academic Senate: Tuesday, 9/19 3:00 PM (District Main Conference Room)
- Academic Senate: Thursday, 9/28 3:00 PM (ARC Board Room)

Meeting Adjourned at 5:22 pm

September 8, 2023

To Whom It May Concern:

We, the undersigned faculty of the History Department, wish to express our strongest disapproval regarding the circumstances and reporting of the Davies Hall closure. However clear is the mandate for earthquake safety standards, we who teach in Davies have long known of the pressing need to replace it with an updated classroom building. Unfortunately, once again, we have witnessed the sad consequences owing to the loss of shared governance and faculty voice on matters vital to the college, such as building and grounds, and vital facilities. Sadly, it mirrors the prerogative we have lost in many areas vital to our interests as teaching faculty, interests that directly influence the educational quality available to our students.

For many years the replacement of Davies Hall was on the college planning agenda, and only in recent years since the "college redesign" was our effective representation in that planning process removed, and without any effective communication, the loss of priority to replace Davies. Since returning from the COVID quarantine, those of us teaching in Davies have cataloged and requested classroom upgrades to little or no avail. Without an adequate representation in the college facilities decision-making process, we have been left to seek solutions piecemeal, to little effect.

The bombshell of Davies's closure landed on us Thursday morning, without warning or premonition in a single 'urgent' email from the college president, even though we now learn from President Cardoza's second email that concern and discussion over Davies has been ongoing for months. By contrast, we scrambled to peel from the walls of our classrooms and faculty offices years and decades of accumulated educational resources in a matter of a few short hours, and carry what we could in bags, boxes, and bundles, in our wagons and carts, out to our cars.

We were left to communicate an improvised and uncertain message to our students, who were likewise anxious about their prospects going forward.

Of course, as we later found out, it was as early as June 2022 that our administration knew there was at least a possibility that Davies Hall was structurally unsound. Further, since August 15th a series of meetings were held to assess reports about the safety of Davies Hall. It is beyond disingenuous to stress that the "DSA did NOT tell us to immediately evacuate the building or take any action regarding the closure of the building," until September 5th. The fact is that this outcome did not come out of nowhere and was not in any way impossible to predict. The urgent emails, the mad rush to clean out offices, the scramble to find spaces so faculty can continue to carry out the work that makes this institution so valuable to our local community; these were the result of poor leadership, not a report put together by architects and engineers.

President Cardoza has since informed us that classrooms have been found for all of our current sections, though many details remain to be worked out, and our primary concerns about the nature of the Davies Hall closure remain unaddressed. Davies Hall was outdated and ugly. None of us will mourn the building itself. Its offices and classrooms and the strange interior courtyard on the 3rd floor will not be missed. But, before the word was coopted, it was our homebase. You can find us new classrooms in Raef, in the STEM building, in Fine Arts, or in

Tech Ed and can scatter us in office space across the campus, but the community we built in Davies Hall cannot be rebuilt so easily.

Finding a band aid solution does not mitigate the deplorable effect this has on our educational integrity and viability. We see this as a massive failure of administrative management and planning by both the district and college administration, part of a larger failure of leadership districtwide. It is a leadership failure shared by our college academic senate leaders who have been all too quick to fast-track administrative initiatives and jump into the administrative ranks, leaving the faculty nearly bereft of effective voice in shared governance at the level of planning and decision-making.

Most grievous, in real time now, considering the void of actual partnership with faculty, is the gas-lighting effect of cheerful administrative memos announcing that “welcome tables” are planned for Monday morning to redirect students to their new classrooms, as if this were not a collapse of leadership but merely another student-centered learning opportunity. As has now, sadly, become the custom of the college, faculty are left to guess what possible arrangements are in the waiting, without any real effort by administration to enlist us as partners in the process of resolution.

As History Department faculty who have watched the turnstile of administrative leadership and turnover, seen arbitrary hiring freezes thin the ranks of their department without replacement, have watched our division and its academic standing be summarily dismantled in deference to the unproven and unvetted boutique stand-in called HomeBase, and who have witnessed the steady erosion of shared governance in deference to the unmeaning corporate phraseology of “redesign,” it is with great sadness that we now experience the entirely avoidable loss of our college’s primary classroom complex as another disheartening assault on the educational viability of our college.

Sincerely,

Ricardo Catón, Chair

Chris Padgett, Professor

Joshua Weiner, Professor

Camille Leonhardt, Professor

Ed Hashima, Professor

Sara Smith, Professor

Hello, my name is Aaron Bradford. I'm a co-chair in English, and I'm displaced faculty from Davies Hall.

In English, specifically, in our displacement, we lost the classrooms we designed to meet the challenges of AB705, classrooms built with deep intentionality. Faculty spent years researching and bringing into fruition physical learning spaces for our most underserved and under-resourced students. These classrooms had desks that could be converted into computer workspaces to facilitate hands-on guided writing practice, wraparound white boards to facilitate non-hierarchical learning, and pod style formations to build a sense of community and support. We created a space that showed students as soon as they walked into the room that the college and the English department had invested in them and would innovate for them. These classrooms showed underserved students that the college cared. Those classrooms, like the work gone into them, are erased and not easily replaced by simply putting the desks into a community room or by putting the students into a computer lab designed for solitary work. This intentional design toward centering equity-minded learning and reducing disproportionate impact was erased in less than 24 hours.

But I'm not here just to talk about the past and what we lost. I'm here to talk about next semester, specifically the scheduling of Spring 24. Much of that scheduling may already be done. I truly don't know. I do know that English faculty demand that Davies Hall courses should not be the only ones put into makeshift spaces. This closure affects us all; and this isn't just relative deprivation speaking. If the campus is a family, as we've been told countless times over countless years, then the classroom spaces currently "owned" by other disciplines should be made available at the point of scheduling. Davies Hall courses should not once again, come Spring 24, be the only ones affected. This is a matter of equity.

If ARC is a family, its members would shoulder the burden, collectively. It would not create a two-tiered system of scheduling, one for those outside of Davies and one for those displaced Davies faculty and students.

We want the scheduling of our classes come Spring 24 not to be the leftovers after the lionshare is taken. We refuse to be made hyenas fighting each other for scraps. We want our burden lightened by making it shared.

Thank you.

My name is Tressa Tabares. I have been serving students at ARC since 2002 - in classrooms and an office in Davies Hall.

As a political scientist, I teach students that it is their right and responsibility to hold leaders accountable, especially when those leaders claim to be acting on their behalf and in their collective best interest.

Assessing leaders' performance should be based on clear and reasonable criteria related to their responsibilities. For example, ARC's Academic Senate has a responsibility to represent the faculty body within the college's system of participatory governance, making recommendations in "academic and professional matters" (or, "10+1") which include

- Standards or policies regarding student preparation and success.
- College governance structures
- Processes for institutional planning.

Therefore, on behalf of the Political Science Department, I request that ARC's Academic Senate, as our representatives, hold district and college leaders accountable, by seeking answers to four questions:

1. We expect our leaders to be effective at planning. Given that they were aware of the possibility of safety risks in Davies Hall two summers ago, and had increasing evidence this was the case by this summer, **why did they not create any contingency plans for relocating classes and offices?**
2. We expect our leaders to be competent at risk-assessment and cost-benefit analysis. Given that the DSA did not mandate evacuation, **why did our leaders respond as if closing Davies Hall was a genuine emergency, giving less than 24 hours to vacate with no indication of if, when or how access to retrieve items required to do our job and effectively serve students would be possible after the closure?**
3. We expect our leaders to respect us as professionals and exercise good judgment. **Why did they decide and communicate to our students, without faculty input, that we could and should respond to losing our classrooms and office spaces by immediately switching our in-person classes to a fully online modality, with the expectation we would then immediately switch back when assigned new spaces, only some of which are suitable classrooms?**
4. We expect our leaders to engage in critical reflection and exhibit an eagerness to learn from potential mistakes. Particularly given our college president's embrace of the slogan "even better if", **why has there been no acknowledgement that things might have been handled better, much less any admission of mistakes?**

Ideally, answers to these questions will be shared quickly and publicly with our faculty and the ARC community. Thank you.

I am still in disbelief about the way the closure of Davies Hall was handled. EVEN IF, the college administrators were blindsided by the news on Tuesday, September 5, faculty were not notified until 9am Thursday, September 7. That is two days, 48 hours, that faculty who are not on campus every day, who have lives outside of campus, who have decades of materials and belongings within their offices could have begun to plan, to raise concerns, to offer suggestions.

There was absolutely no reason that faculty could not have been given notice that the building might need to be closed permanently on Tuesday, September 5 and admin was weighing the options (unless they absolutely wanted no faculty input, which violates our shared governance policies).

There was absolutely no reason that faculty could have been given until 5pm Friday, September 8, to clear their things from the building. Operations was on site until late in the evening Thursday, September 7. They could just as easily have been there late into the evening of Friday, September 8 putting up the fencing.

The only difference was that faculty were given no warning. They had to upend their lives, whether it meant following up a long day of teaching with hours of removing personal items or it meant disregarding what was happening in their personal lives (childcare availability issues anyone?) to arrive on campus to sort and pack their belongings.

And for anyone who suggested that we could make an appointment at a later date to retrieve our things, I filled out a form with operations the night of Thursday, September 7. I still have not heard anything from them on when I may retrieve my remaining items.

Students were left baffled by contradictory messages. Thursday afternoon: We were going online for two weeks and then would be back in-person. Friday morning: We were meeting in-person on Monday but in a new space. Students didn't understand that the move was permanent and didn't understand why the directions changed within 24 hours.

It isn't just the lack of collegial consultation, it isn't just the contradictory messaging, it isn't just the upheaval of our teaching and professional lives, it isn't just the disregard for all that goes into teaching a course and working with students, it isn't just the neglect of Davies Hall for its entire existence. It is all of it all together.

We could have been trusted with the knowledge and given a heads-up that we might be needing to evacuate. We could have been treated with dignity and respect and allowed to remove our things from the building over a tight but manageable 36-hour period instead of a chaotic and stressful 23-hour one. We could have been asked to provide some input so that things such as office hours, material resources, technology, and so forth could have been better managed and addressed.

But we were not. And the toll on our classes, the students in them and the faculty who teach them, shows that and will continue to show that.

September 13, 2023

We, the undersigned Davies Hall community members, wish to express our profound concerns regarding the circumstances of the sudden closure of Davies Hall communicated to the ARC community on Thursday, September 7, 2023.

Our concerns range from confusing communication to faculty, classified staff, and students to lack of adequate planning implying an expectation that everyone (faculty, classified staff, students, and deans) would smoothly pivot within an unreasonable timeline of 8 business hours. It seems that our current leaders had little regard to how these disruptions would impact students, faculty, and staff. As a result, we are entering the first week of classes since the **sudden closure** of Davies Hall with many of us (faculty and students) feeling displaced. Below are a few examples of how this sudden closure of Davies Hall has impacted (and will continue to impact) our students' learning environment and faculty working conditions.

After rushing to Davies Hall on Thursday to pack individual offices and class materials stored in Davies Hall, many of us notified our students on Thursday evening that we would be pivoting online for the next 2 weeks, adjusting immediate lessons to the online environment, supporting students who were nervous about the abrupt change, setting up instructions for students who did not sign up for online or hybrid classes on how to login and use Zoom, etc., all while being mindful of maintaining regular and effective contact hours as well as making course materials fully accessible. By Friday afternoon, as we barely wrapped our brains around this sudden and shocking news, we received another communication indicating that our deans would be contacting faculty over the weekend with their newly assigned classrooms. Unfortunately, in some cases, classrooms were not designed to safely and comfortably accommodate the classes (e.g., unlocked doors, no functional projectors, inadequate speakers for video showing, inoperable AC).

Furthermore, as a result of the sudden closure of Davies Hall, packing decisions were made based on the first directive from administration to immediately change everything to fully remote for 2 weeks. Had we been informed there was a chance we would be able to be teaching on campus in the next 2 weeks, packing and rearrangement of our personal schedules would have been done differently. The following are some immediate challenges that resulted from the confusing communication about the sudden closure of Davies Hall.

- Printouts for classes were inaccessible by many of us who focused on gathering course materials for the classes after September 25 (after the 2-week remote period). Had we been told in advance of the possibility of holding classes on campus before the 2-week period, many of us would have packed differently.
- There was not sufficient time to order new items from Printing Services. And, up until recently, we had no idea where to tell Printing Services to deliver printed materials.
- For some of our colleagues, who check out computers for students but don't have a place to secure them after the class ended, there was no office space and keys provided to lock the classrooms. Yet, we have been told we are personally responsible for any of those computers checked out for our classes.
- Without the ability to lock classroom doors, how are we to proceed in case of an emergency situation such as a campus shooting/safety threat? To our knowledge, no guidance has been provided about that either.
- The time used by faculty to quickly adjust and readjust to the sudden closure of Davies Hall has been time taken away from us to keep with our practice of engaging in regular and effective contact hours with our students.

Needless to say, the classroom rapport established in the first weeks of classes has been disrupted and it is imperative that faculty and staff are able to properly communicate and guide students. Yet, as of Tuesday (September 12), many safety, privacy, and consistency concerns remain unclear as we continue to move forward. For instance:

- Are the rooms assigned to faculty over the weekend going to be our permanent locations for the rest of the semester? Students are asking us those questions and we don't know the answer.
- Do we have the option of moving all office hours online this semester, if no private office space can be provided and if effective for the students we serve?
- Is there a plan in place for next semester? We are currently in the process of working on the Spring 2024 schedule and don't know the classroom spaces available to hold courses (each with specific needs depending on the content of the course). Or do we need to redesign our courses again in preparation of limited classroom infrastructure?
- Will there be a portable village for us? If so, when will that be available? We need office spaces for teaching online right after on-ground classes.

Similar to our colleagues from the History and Political Sciences Departments, there are immediate issues we expect current leaders to be held accountable for and communicate in a more transparent way. We reiterate them here:

1. We expect our leaders to be effective at planning. Given you were aware of the possibility of safety risks in Davies two summers ago, why did you not create any contingency plans for relocating classes and offices?
2. Given that DSA did not mandate evacuation, why did our current leaders respond as if closing Davies Hall was an emergency, giving faculty, staff and students less than 24 hours to evacuate and pivot on Thursday? Needless to say, our Friday classes were deeply disrupted with students confused and unable to engage in meaningful learning that Friday. Confusion remains as adequate and permanent classroom and office spaces have not been secured yet.
3. We expect our leaders to respect us as professionals and exercise good judgment. For instance, why did you decide and communicate to our students, without faculty input, that we could and should respond to losing our classrooms and offices by immediately resuming our in-person courses in an online modality, with the expectation we would then switch back?

While we appreciate the efforts to bring the Davies Hall community back to the physical campus (including the relentless work of Operations and IT teams), the manner this transition has been executed has contributed to more disruption and unnecessary stress on faculty, classified staff, and students - who remain displaced and spread out across campus. A better way to serve and guide our students to success is to have more efficient planning and more transparent communication of the inevitable closure of Davies Hall - a building that would literally shake as the new Science Building was being erected.

Sincerely,

Andréa Pantoja Garvey, Psychology Professor
Geraldine Machado, Human Services/Psychology Professor
LaQuisha Beckum, Psychology Adjunct Professor
Karen McCord, Psychology Adjunct Professor
Robin Akawi, Psychology Professor
Mieke San Julian, LTT Psychology Professor

Tori Bovard, Psychology Professor
Lori Hokerson, Psychology Professor and UDL/AS Coordinator
Yuj Shimizu, Psychology Professor / Research Coordinator
Marcia McCormick, Psychology Professor
Lisa Bertaccini, Human Services/Psychology Professor
Palmis Jones, Psychology Professor
Kristin Jensen, LTT Psychology Professor
Liz Nelson, Psychology Professor
Bill Zangeneh-Lester, Humanities and Religious Studies

ARC Academic Senate Roster					Updated	2023.09.14		
Formally known as	Area (as of Fall 2023)	Senator	Adjunct/FT	Term End				
	Arts	Dyanne Marte (Fashion)	Full-time	2026	Present			
	Arts	Linda Gelfman (Art)	Full-time	2024	Absent			
	Arts	Diane Lui	Adjunct	2023	Approved Remote			
	Arts	Unfilled	Full-time	2025				
	Arts		Alternate Full-Tim					
	Arts		Alternate Adjunct					
Business & Computer Sciences	Business	Marc Condos (CIS)	Full-time	2026				
	Business	Tak Auyeung (CSIT)	Full-time	2025	Present			
	Business	Kahkashan Shaukat (CSIT)	Full-time	2024	Approved Remote			
	Business	Christian Speck	Adjunct	2023	Present			
	Business	Damon Antos	Alternate Full-Tim					
	Business		Alternate Adjunct					
Workforce/ Work Experience/Apprentice	Career Education, Workforce, Public	Vivian Dillon	Full-time	2024	Present			
	Career Education, Workforce, Public	Carlos Ponce	Adjunct	2024	Absent			
	Career Education, Workforce, Public	Jody Johnson	Adjunct	2026	Absent			
	Career Education, Workforce, Public	Unfilled	Adjunct					
	Career Education, Workforce, Public	Lonetta Riley	Alternate Full-Tim					
	Career Education, Workforce, Public		Alternate Adjunct					
Counseling	Counseling	Reyna Moore	Full-time	2023	Absent			
	Counseling	Joyce Fernandez	Adjunct	2024	Absent			
	Counseling	Mayra Mireles	Full-time	2026	Present			
	Counseling	Carmelita Palomares	Full-time	2025	Present			
	Counseling	Jennifer Scalzi	Alternate Full-Tim					
	Counseling		Alternate Adjunct					
English	English	Valerie Bronstein	Adjunct	2023	Present			
	English	Michaela Cooper	Full-time	2026	Present			
	English	Caroline Prieto	Full-time	2024	Present			
	English	Gina Barnard	Full-time	2025	Present			
	English	Melissa Diaz	Alternate Full-Tim					
	English		Alternate Adjunct					
Health & Education	Health & Education	Unfilled	Full-time					
	Health & Education	Unfilled	Full-time					
	Health & Education	Susan Chou (NUT)	Full-time	2024	Present			
	Health & Education	Unfilled	Adjunct					
	Health & Education		Alternate Adjunct					
	Health & Education	John Coldiron	Alternate Full-Tim					
Kinesiology & Athletics	Kinesiology & Athletics	Eric Black	Full-time	2024	Absent			
	Kinesiology & Athletics	Unfilled	Full-time					
	Kinesiology & Athletics	Unfilled	Full-time					
	Kinesiology & Athletics	Unfilled	Adjunct					
	Kinesiology & Athletics		Alternate Full-Tim					
	Kinesiology & Athletics		Alternate Adjunct					
Humanities	Language & Communication	Unfilled	Full-time	2025				
	Language & Communication	Jill Birchall (sign lang)	Full-time	2024	Approved Remote			
	Language & Communication	Jeff Moran	Full-time	2026				
	Language & Communication	Andrew Fix	Adjunct	2025	Present		(Philosophy)	
	Language & Communication	Erik Haarala (ESL)	Alternate Full-Tim					
	Language & Communication		Alternate Adjunct					
Library/Learning Resources/Instructional	Library/Learning Resources/Instructi	Unfilled	Full-time	2024				
	Library/Learning Resources/Instructi	Sarah Lehmann	Full-time	2026	Present			
	Library/Learning Resources/Instructi	Marianne Harris	Alternate Full-Tim					
Technical Education	Manufacturing, Construction & Trasi	Chris Moore	Full-time	2024	Present			
	Manufacturing, Construction & Trasi	Mikhail Drobot	Adjunct	2023			(Mather?)	
	Manufacturing, Construction & Trasi	Unfilled	Full-time	2023				
	Manufacturing, Construction & Trasi	Unfilled	Full-time					
	Manufacturing, Construction & Trasi		Alternate Full-Tim					
	Manufacturing, Construction & Trasi		Alternate Adjunct					
Behavioral & Social Sciences	People, Culture & Society	Lauren Chavez (Anthro)	Adjunct	2024	Present			
	People, Culture & Society	Robin Akawi (Psy)	Full-time	2026	Present			
	People, Culture & Society	Unfilled	Full-time	2024				
	People, Culture & Society	Ricardo Caton (History)	Full-time	2025	Present			
	People, Culture & Society	Unfilled	Alternate Full-Tim					

