District Academic Senate Executive Committee

Meeting

Friday, June 26, 2020

10:00 a.m. to 12:00 a.m.

Zoom URL: https://laccd.zoom.us/j/920663328
Meeting ID: 920 663 328

MINUTES

Attendance

<table>
<thead>
<tr>
<th>Officers</th>
<th>Present (Senate Presidents in parentheses)</th>
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<tbody>
<tr>
<td>Angela Echeverri</td>
<td>(President), Naja El-Khoury (1st VP), Elizabeth Atondo (2nd VP: Curriculum), Lourdes Brent (Secretary), John Freitas (Parliamentarian)</td>
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<thead>
<tr>
<th>City</th>
<th>Michael Kalustian</th>
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<tr>
<td>East</td>
<td>Jeff Hernandez</td>
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<td>Harbor</td>
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<tr>
<td>Mission</td>
<td>Carole Akl</td>
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<tr>
<td>Pierce</td>
<td>Barbara Anderson</td>
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<tr>
<td>Southwest</td>
<td>Allison Moore for Robert Stewart</td>
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<tr>
<td>Trade</td>
<td>Artemio Navarro</td>
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<tr>
<td>Valley</td>
<td>Chauncey Maddren</td>
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<td>West</td>
<td>Patricia Zuk</td>
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| Guests            | Francisco Rodriguez (Chancellor); Adrienne Brown (Harbor); Anna Bruzzese (Pierce); Jennifer Cole (West); Ryan Cornner (VC EPIE); David Hale (East); Daniel Keller (Dean, Curriculum, LACCD); Don Rubio (LASD); Hansel Tsai (Payroll, West) |

Call to Order:
President Angela Echeverri called the meeting to order at 10:07 a.m.

Approval of the Agenda:
The agenda was adopted as revised – eliminate review of equivalency process as a noticed item (Kalustian/Anderson) M/S/P

Approval of the Minutes:
The minutes of the DAS Exec meeting of June 5, 2020 were approved as revised (Hernandez/El-Khoury) M/S/P

Abstain: Maddren; Moore

Public Speakers: Don Rubio introduced himself as the Captain of the Community College Bureau of the Los Angeles Sheriff’s Department. He emphasized the necessity
of maintaining the trust and good working relationship we currently have. Captain Rubio is currently stationed at the Corporate Center. He will be reaching out to the Senators.

**Action Items:**

**DAS Statement of the Murder of George Floyd, Police Brutality, and Systemic Racism**  
(Hernandez/Anderson)

**MOTION:** Amend first sentence to read *(amended language underlined)* “We, the Los Angeles Community College District Academic Senate (DAS), share in the collective grief and outrage at the recent murders of George Floyd, Breonna Taylor, Ahmaud Arbery, and countless other Black people.”  
(Moore/Freitas) M/S/P

**MOTION:** Approve by unanimous consent  
(Kalustian/Hernandez) M/S/U as amended

Echeverri introduced the resolution and also referred to resolutions by the Academic Senate at East as well as the AFT Faculty Guild. She thanked Anna Bruzzese for writing the resolution. Bruzzese stated that she was happy to help and suggested a modification in the first sentence of the resolution from “…countless others” to “…countless other people of color.”

Moore made a motion, seconded by Freitas, to amend the end of the first sentence in the resolution to “…countless other Black people.” Hernandez argued in favor of the amendment, noting that there is horrific racism and ethnically-charged brutality against others, but the plight of Black Americans must be front and center at this time and in this resolution.

El-Khoury observed that Reddit co-founder Alexis Ohanian will be stepping down from the board in solidarity with Black Lives Matter and so that a Black candidate can fill his seat. Later, Reddit made an announcement that Michael Seibel replaced Mr. Ohanian on the board; Mr. Seibel becomes the first Black member of the Reddit board. Reddit’s actions were intended to provide constructive change in the face of systemic racism. However, El-Khoury noted that when Sydney Kamlager-Dove resigned from the LACCD Board of Trustees to assume her elected position as Member of the Assembly for the 54th Assembly District, the District Academic Senate did not take action. (The LACCD Board of Trustees did not replace her vacant position with an African-American Board member.) El-Khoury also alluded to two poems, and the pain reflected therein, as read by Robert Stewart at the Area C meeting (part of the State Academic Senate Leadership Institute). El-Khoury argued that a statement from the DAS is insufficient, and recommended that the DAS develop and implement an action plan, the first step of which could be greater diversity in the LACCD Board of Trustees.
Hernandez noted that he had solicited faculty input in the development of the resolution at East L.A. College, and tried to consider what we as an academic senate could do that was in our purview. He sees the DAS resolution as a starting point which speaks to real concerns among our students, colleagues, and society in general, and begins to identify priorities which would be part of an action plan which could be reviewed and approved at the DAS Executive Committee retreat.

Moore observed that a 5-year-old copy of Essence magazine she had contained articles discussing the same issues which are relevant today. She recommended that, although there is gender-based discrimination and bias against other ethnic groups, the focus of the DAS resolution currently being considered should be on the systemic racism and police brutality against Black people, and offered an amendment to the motion. She also requested that the DAS distribute the resolution. Freitas also noted that the LACCD Board of Trustees may appoint someone to fill an unexpired Trustee term when the position is vacated. And when Sydney Kamlager-Dove resigned from the Board upon her election as a California Assembly Member, the Board did not fill her vacant position with an African American person. That action left the Board with less diversity and no African American on the Board. Another challenge is that Board members are elected as members-at-large instead of as representatives for a particular geographical district.

Various strategies to confront these inequities and biases were offered by the Senators: 1) rewriting the faculty hiring policies and procedures to have more diverse faculty; 2) professional development; 3) shifting some Guided Pathways funding to provide culturally responsive training; 4) require such training as a FLEX obligation; 5) make anti-racist training mandatory for all employees; 6) take action which is visible to the public.

Chancellor Rodriguez thanked the Senators for the rich conversation, and noted that he had shared a framework for social justice and equity, the final version would be shared later. The chancellor also observed that the recommendations being made by the Senators are contained in this framework. Solutions would be both campus-based as well as broader District-wide reform activities involving, as examples, Human Resources and law enforcement. It is intended that this framework provide very specific action that is intended to be positive and proactive and have a District-wide impact. Echeverri thanked the Chancellor for his comments and stated that the DAS plans to work further to develop specific action items and plans.

Reconsideration of Interstate Passport Network memorandum of Agreement

MOTION: Take previously failed motion from the table
(Freitas/Kalustian) M/S/P

No: Hernandez
Abstain: Maddren
MOTION: (revision) That the DAS support the Interstate Passport Network memorandum of agreement with the stipulation that any additional costs for continuing after 5 years be covered by the ESC, and that transfer data be collected and forwarded to the DAS.

(Hernandez/Freitas) M/S/P

Perfected motion

M/S/P – as amended

This motion was previously discussed and placed on the table (postponed indefinitely). Therefore, it needed to be taken from the table to review. That motion passed, and discussion on the motion to support the Interstate Passport Network commenced. The Senators continued their concerns about how many LACCD students would use the WICHE (Western Interstate Commission on Higher Education) exchange versus the cost of use, i.e., the cost in comparison to gain. The Senators were also concerned regarding obtaining data and reports related to use and efficacy for our students to transfer, as well as to how membership in the exchange would impact the faculty. Corner agreed to distribute data on an annual basis after Year Two. Atondo reported that the District Curriculum Committee (DCC) had looked at this matter thoroughly many times in terms of curriculum, articulation, and faculty impact. The LACCD is already a member of WICHE. This proposal is just an expansion and would serve to align the General Education (GE) local degree requirements between the LACCD and WICHE, thus aligning District GE’s with other WICHE institutions. The outcome would be a type of reciprocity already being practiced among the 9 colleges in the LACCD. District Curriculum Dean Daniel Keller and Atondo have begun the course mapping, and assured the Senators that no new curriculum need be developed. There is no potential harm for our students.

Chancellor Rodriguez expressed his respect for the academic concerns of the Senators. He also reassured the Senators regarding the cost – if the District joins by June 30, 2020, there is a five-year window in which there will be no cost to the LACCD. After that, the District will assess and, if there is believed benefit, the LACCD Chancellor’s Office’s budget would fund the District’s passport membership.

POINT OF INFORMATION:

Navarro requested written assurances that the LACCD would be a member of the WICHE exchange for 5 years without payment; that there would be a review of the student transfer data with WICHE before 5 years elapsed; and, if after that time, the District continues its participation in the WICHE exchange, that the LACCD Chancellor’s Office will fund. Chancellor Rodriguez agreed.

Noticed Items

DAS Calendar for 2020-2021 Academic Year
Echeverri suggested that the DAS Exec retreat would be a good time to work on the action plan previously discussed. To the previous draft of the calendar she added dates for consultation as well as for the District Budget Committee and the Executive Committee of the District Budget Committee. The dates of the ASCCC Spring 2021 Plenary Session as well as the meetings of the LACCD Board Committees are currently unknown. Certain schedule conflicts, such as the October 8, 2020 DAS meeting and the ASCCC Academic Academy, were noted. No revisions were recommended due to already-full meeting schedules at both the District and college levels. The Senators chose December 11, 2020 for consultation since that meeting would occur after both DAS Exec and the full DAS.

**DAS Recommendation on Support for Hard-to-Convert Classes**

Echeverri reported that Freitas and Keller have been doing much good work related to working with the District discipline committees to identify and make recommendations regarding support needed to offer hard-to-convert courses. The Board of Trustees has a $1.6 million line item for DE (distance education) certification and supporting hard-to-convert classes. In response to Anderson’s request, Cornner offered rolling updates on software requests.

**LACCD Membership in CVC-OEI Consortium**

Echeverri stated that Pierce and West are members of the Consortium and inquired as to which colleges voted to belong. Those are: City, East, Southwest, and Trade. Mission has not yet confirmed; Valley voted against joining. Maddren noted a lack of information in order for the Valley Senate to make an informed decision. Echeverri suggested that the DAS may wish to consider this item in Fall 2020.

**Reports:**

**President**

Echeverri announced that Freitas will chair the DAS Academic Technology Committee, which will be meeting soon. It is also comprised of two DE coordinators – Wendy Bass from Pierce and Jessica Drawbond from Southwest; Mission’s Professional Development Coordinator, Bamdad Samii; and Guided Pathways Coordinator Adrienne Brown from Harbor. *Academically Speaking*, the DAS newsletter, was sent out electronically.

Echeverri thanked the contributors, and requested that the Senate Presidents review the list of newly tenured faculty contained in the newsletter and make appropriate corrections to the spelling of names and identification of disciplines. She will send out the revised version when available. The LACCD Board of Trustees Committees met on
Wednesday, June 24, 2020. Echeverri encouraged everyone to attend a Board meeting or Board Committee meeting as participation is now easier via Zoom. Echeverri reported that California Governor Newsom and the State Legislature had come to an agreement on the state budget. Proposed cuts made by the Governor will now be considered deferrals. Calbright was cut $5 million from its ongoing budget and $40 million as a one-time cut. There will be no COLA (cost of living adjustment) or growth funding for the California Community Colleges. There will be $120 million statewide in COVID-19 emergency funding which could be used for software or professional development, as examples. Because distribution of those monies is based on FTES, the LACCD would receive approximately 9-10% of that. There is also emergency aid to help support undocumented students. Cuts to the SEA Program (Student Equity and Achievement), Strong Workforce Programs, Adult Education K-12 Programs, Part-Time Faculty Programs, and Academic Senate funding were all rejected. The State Chancellor’s Office also prohibits the termination of permanent or probationary classified employees.

Vice Chancellor of Educational Programs and Institutional Effectiveness Ryan Cornner explained that deferrals impact different colleges differently. For example, in a district such as the LACCD which has large reserves, the district would use its reserves and then replenish those reserves when the deferred funding is ultimately received. It was described as a cash flow issue instead of a budget issue. However, should those deferrals turn into cuts, that would have a detrimental impact on the LACCD budget. Hernandez added that we might know more in September. At this time, we do not know if there will be mid-year cuts; much will depend on political situations related to the general election in November 2020. Cornner went on to offer that deferral is at the district level; colleges will have funding being sent to them (for payroll, as an example), as the LACCD will use its reserves for the moment. However, colleges are still looking at scenarios which involve potential budget cuts. Hernandez noted that we cannot expect new fixed costs; this would have the potential for hiring freezes, except, potentially, for accreditation reasons, safety, infrastructure or the like.

Cornner explained that potential cuts related the Student-Centered Funding Formula will be in abeyance for two additional years (until 2023); we will be held harmless. The only reasons the California Community Colleges would not be held harmless are if there are general cuts or PTO adjustments. Cornner also observed that there is a new fiscal team at the CCCCO (California Community Colleges Chancellor’s Office), and we might have to have a bit more monitoring or scrutiny.

Continuing her report, Echeverri stated that the LACCD Board Budget and Finance Committee approved the recommendation on the debt repayment policy. This recommendation will go to the full Board of Trustees at its July 8, 2020 meeting.

1st Vice President
El-Khoury reported that the Equivalency Committee will continue to meet with the Project MATCH Steering Committee to resolve their challenges. He thanked the DAS Exec for approving the resolution in support of Project MATCH.

2nd Vice President

Atondo reported that the District Curriculum Committee (DCC) will meet on July 17, 2020. That Committee met two weeks ago on the topic of curriculum migration to eLumen, and agreed to have a special meeting if the eLumen migration timeline changed. District curriculum is currently on track for going live in eLumen in Fall 2020.

Treasurer – written report

Other Reports:

TPPC – no report

PDC

Brent reported on planned PDC seminars on E-100 and diversity in faculty hiring. Anderson’s question related to students asking for accommodations was referred.

Hard-to-convert courses – previously discussed

DE Training Workgroup – no report

Guided Pathways – no report

Others – none

Discussion Items:

Cancellation of Athletics Programs

Zuk reported that she had received an email from a full-time athletics coach related to the cancellation of all athletics courses at West for the Fall 2020 Semester. She described the lack of transparency on the cancellation and noted that the college will lose FTES (apportionment for full-time equivalent students). Corner replied that there was a meeting with all of the athletics directors prior to releasing the policy guidance, and noted that not all athletics courses would be cancelled. The current policy is that if a course is going to be offered, it must be completely remote/online. The plan has different layers based on available curriculum. For example, competition courses cannot be offered until there is an assurance that athletes can compete. However, conditioning classes may be offered.
MOTION: Extend meeting by 20 minutes
(Kalustian/Hernandez) M/S/P

Echeverri and Cornner emphasized the difference between postponing course offerings versus discontinuing athletics programs. Questions related to unemployment eligibility were referred to the AFT. Of concern for the DAS would be such issues as: which courses could be offered remotely; when they would be allowed to be taught face-to-face; and would they be part of the DE (distance education) blanket addendum.

District Emergency Operations Center (EOC) Policies on Hard-to-Convert Classes, Child Development Centers, Athletics, Equipment, College Middle High School, and Community Services

There is a policy related to the subjects listed above that was developed by the LACCD Emergency Operations Center (EOC) and reviewed by the DAS Exec. Cornner reported that the policy aligns with guidance from the Los Angeles County Department of Health (LACDH), but also permits decisions to remain at the local (college) level. This policy takes into account the differing infrastructure and facilities at our colleges. Cornner referred specific questions regarding the Child Development Centers (CDCs) to Interim Deputy Chancellor Melinda Nish, but noted that they will probably not be open in Fall 2020, as the guidance is strict and the Centers do not have the capacity; the CDC faculty are in the loop.

Cornner enumerated the middle college schools at the LACCD, including at Harbor, Southwest, Trade, noted that we have a site at Southwest, the Harbor Academy at L.A. Harbor College, one that operates out of Trade-Tech, and Van de Kamp.

Echeverri will invite AFT Faculty Guild President Joanne Waddell to the next meeting of the DAS Exec, and noted that Waddell has concerns about faculty safety. Of pressing concern are 150 sections of Spring 2020 courses in which students received “In Progress” grades.

Supplemental Reassigned Time for Academic Senate Work (2020-2021)

Echeverri requested that the Senate Presidents review and update the list of additional reassigned time as aid to local senates.

Revisions to Spring 2020 Academically Speaking Newsletter

Echeverri requested that the Academic Senate Presidents review the newsletter for possible needed corrections to the names and disciplines in the list of newly tenured faculty.

District Hiring Policies and Diversity
Kalustian reported that City will be reviewing and revising its procedures for hiring tenure-track faculty. However, he argued that a similar review is necessary at the District level, commenting on the District’s rigid interview protocols. Hernandez observed that faculty hiring procedures are matters of local control, but offered that the DAS could suggest best practices for policies and outcomes, including a more diverse faculty. Moore noted that position announcements should be posted in diverse locations, not just the LACCD webpage, and commented on the different interview protocols for hiring classified staff. Brent advocated for a faculty presence, for the DAS as well as the Faculty Guild, at the LACCD Human Resources Council, and requested data on faculty ethnicity in the LACCD disaggregated by discipline. Cornner replied that such data could be provided, but noted that more than 20% of faculty choose not to report their ethnicity. Hernandez also noted that how faculty are treated when they are brought into service is also important.

Echeverri formed a task force; Kalustian will take the lead. This task force could forward a resolution to the DAS Exec at its August retreat, and it could be an area of focus for the 2020-2021 academic year. Diversity in future leadership is also important.

Other Concerns

Upcoming Meetings:

- **ASCCC Curriculum Institute Virtual Conference**: July 7-10, 2020
- **LACCD Board Meeting**: Wednesday, July 8, 2020 – Zoom
- **District Budget Committee**: Wednesday, July 15, 2020 – Zoom
- **DAS Executive Committee**: Friday, July 17, 2020 – Zoom
- **Board Standing Committee**: Wednesday, July 22, 2020 – Zoom
- **Consultation Meeting**: TBA – Zoom
- **DAS Executive Retreat**: Friday, August 7, 2020, 9:30 a.m.-12 p.m. – Zoom
- **DAS Meeting**: Thursday, September 10, 2020 – Zoom
- **Fall 2020 District Discipline Day**: Friday, October 9, 2020 – Zoom

Adjournment

The meeting was adjourned at 12:31 p.m.

(Hernandez/Kalustian) M/S/P

Respectfully submitted by Lourdes M. Brent, DAS Secretary