

# 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

	Present (Senate Presidents in parentheses)
<b>Officers</b>	Angela Echeverri (President), Naja El-Khoury (1 <sup>st</sup> VP), Elizabeth Atondo (2 <sup>nd</sup> VP: Curriculum), Lourdes Brent (Secretary), John Freitas (Parliamentarian)
<b>City</b>	Michael Kalustian
<b>East</b>	Jeff Hernandez
<b>Harbor</b>	
<b>Mission</b>	Carole Akl
<b>Pierce</b>	Barbara Anderson
<b>Southwest</b>	Allison Moore for Robert Stewart
<b>Trade</b>	Artemio Navarro
<b>Valley</b>	Chauncey Maddren
<b>West</b>	Patricia Zuk
<b>Guests</b>	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

27 of maintaining the trust and good working relationship we currently have. Captain  
28 Rubio is currently stationed at the Corporate Center. He will be reaching out to the  
29 Senators.

30

31 **Action Items:**

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

35

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

40 (Moore/Freitas) **M/S/P**

41

42 **MOTION: Approve by unanimous consent**

43 (Kalustian/Hernandez) **M/S/U as amended**

44

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

50

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

56

57 El-Khoury observed that Reddit co-founder Alexis Ohanian will be stepping down from  
58 the board in solidarity with Black Lives Matter and so that a Black candidate can fill his  
59 seat. Later, Reddit made an announcement that Michael Seibel replaced Mr. Ohanian  
60 on the board; Mr. Seibel becomes the first Black member of the Reddit board. Reddit’s  
61 actions were intended to provide constructive change in the face of systemic racism.  
62 However, El-Khoury noted that when Sydney Kamlager-Dove resigned from the LACCD  
63 Board of Trustees to assume her elected position as Member of the Assembly for the  
64 54<sup>th</sup> Assembly District, the District Academic Senate did not take action. (The LACCD  
65 Board of Trustees did not replace her vacant position with an African-American Board  
66 member.) El-Khoury also alluded to two poems, and the pain reflected therein, as read  
67 by Robert Stewart at the Area C meeting (part of the State Academic Senate Leadership  
68 Institute). El-Khoury argued that a statement from the DAS is insufficient, and  
69 recommended that the DAS develop and implement an action plan, the first step of  
70 which could be greater diversity in the LACCD Board of Trustees.

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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

115 **MOTION:** (revision) *That the DAS support the Interstate Passport Network*  
116 *memorandum of agreement with the stipulation that any additional costs for*  
117 *continuing after 5 years be covered by the ESC, and that transfer data be collected and*  
118 *forwarded to the DAS.*

119 (Hernandez/Freitas) **M/S/P**

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121 **Perfected motion**

122 **M/S/P – as amended**

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

142

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

148

149 **POINT OF INFORMATION:**

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

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156 **Noticed Items**

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158 **DAS Calendar for 2020-2021 Academic Year**

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

170

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

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173 Echeverri reported that Freitas and Keller have been doing much good work related to  
174 working with the District discipline committees to identify and make recommendations  
175 regarding support needed to offer hard-to-convert courses. The Board of Trustees has a  
176 \$1.6 million line item for DE (distance education) certification and supporting hard-to-  
177 convert classes. In response to Anderson's request, Cornner offered rolling updates on  
178 software requests.

179

### 180 **LACCD Membership in CVC-OEI Consortium**

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

187

### 188 **Reports:**

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### 190 **Officer Reports:**

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### 192 **President**

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

199 Echeverri thanked the contributors, and requested that the Senate Presidents review  
200 the list of newly tenured faculty contained in the newsletter and make appropriate  
201 corrections to the spelling of names and identification of disciplines. She will send out  
202 the revised version when available. The LACCD Board of Trustees Committees met on

203 Wednesday, June 24, 2020. Echeverri encouraged everyone to attend a Board meeting  
204 or Board Committee meeting as participation is now easier via Zoom. Echeverri  
205 reported that California Governor Newsom and the State Legislature had come to an  
206 agreement on the state budget. Proposed cuts made by the Governor will now be  
207 considered deferrals. Calbright was cut \$5 million from its ongoing budget and \$40  
208 million as a one-time cut. There will be no COLA (cost of living adjustment) or growth  
209 funding for the California Community Colleges. There will be \$120 million statewide in  
210 COVID-19 emergency funding which could be used for software or professional  
211 development, as examples. Because distribution of those monies is based on FTES, the  
212 LACCD would receive approximately 9-10% of that. There is also emergency aid to help  
213 support undocumented students. Cuts to the SEA Program (Student Equity and  
214 Achievement), Strong Workforce Programs, Adult Education K-12 Programs, Part-Time  
215 Faculty Programs, and Academic Senate funding were all rejected. The State  
216 Chancellor's Office also prohibits the termination of permanent or probationary  
217 classified employees.

218  
219 Vice Chancellor of Educational Programs and Institutional Effectiveness Ryan Cornner  
220 explained that deferrals impact different colleges differently. For example, in a district  
221 such as the LACCD which has large reserves, the district would use its reserves and then  
222 replenish those reserves when the deferred funding is ultimately received. It was  
223 described as a cash flow issue instead of a budget issue. However, should those  
224 deferrals turn into cuts, that would have a detrimental impact on the LACCD budget.  
225 Hernandez added that we might know more in September. At this time, we do not  
226 know if there will be mid-year cuts; much will depend on political situations related to  
227 the general election in November 2020. Cornner went on to offer that deferral is at the  
228 district level; colleges will have funding being sent to them (for payroll, as an example),  
229 as the LACCD will use its reserves for the moment. However, colleges are still looking at  
230 scenarios which involve potential budget cuts. Hernandez noted that we cannot expect  
231 new fixed costs; this would have the potential for hiring freezes, except, potentially, for  
232 accreditation reasons, safety, infrastructure or the like.

233  
234 Cornner explained that potential cuts related the Student-Centered Funding Formula  
235 will be in abeyance for two additional years (until 2023); we will be held harmless. The  
236 only reasons the California Community Colleges would not be held harmless are if there  
237 are general cuts or PTO adjustments. Cornner also observed that there is a new fiscal  
238 team at the CCCCO (California Community Colleges Chancellor's Office), and we might  
239 have to have a bit more monitoring or scrutiny.

240  
241 Continuing her report, Echeverri stated that the LACCD Board Budget and Finance  
242 Committee approved the recommendation on the debt repayment policy. This  
243 recommendation will go to the full Board of Trustees at its July 8, 2020 meeting.

244  
245 **1<sup>st</sup> Vice President**  
246

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

250

251 **2<sup>nd</sup> Vice President**

252

253 Atondo reported that the District Curriculum Committee (DCC) will meet on July 17,  
254 2020. That Committee met two weeks ago on the topic of curriculum migration to  
255 eLumen, and agreed to have a special meeting if the eLumen migration timeline  
256 changed. District curriculum is currently on track for going live in eLumen in Fall 2020.

257

258 **Treasurer** – written report

259

260 **Other Reports:**

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262 **TPPC** – no report

263

264 **PDC**

265 Brent reported on planned PDC seminars on E-100 and diversity in faculty hiring.

266 Anderson’s question related to students asking for accommodations was referred.

267

268 **Hard-to-convert courses** – previously discussed

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270 **DE Training Workgroup** – no report

271

272 **Guided Pathways** – no report

273

274 **Others** – none

275

276 **Discussion Items:**

277

278 **Cancellation of Athletics Programs**

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

290

291 **MOTION: Extend meeting by 20 minutes**

292 (Kalustian/Hernandez) **M/S/P**

293

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

299

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

303

304 There is a policy related to the subjects listed above that was developed by the LACCD  
305 Emergency Operations Center (EOC) and reviewed by the DAS Exec. Cornner reported  
306 that the policy aligns with guidance from the Los Angeles County Department of Health  
307 (LACDH), but also permits decisions to remain at the local (college) level. This policy  
308 takes into account the differing infrastructure and facilities at our colleges. Cornner  
309 referred specific questions regarding the Child Development Centers (CDCs) to Interim  
310 Deputy Chancellor Melinda Nish, but noted that they will probably not be open in Fall  
311 2020, as the guidance is strict and the Centers do not have the capacity; the CDC faculty  
312 are in the loop.

313

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

317

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

322

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

324

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

327

328 **Revisions to Spring 2020 Academically Speaking Newsletter**

329

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

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334 **District Hiring Policies and Diversity**



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

349

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

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#### 354 **Other Concerns**

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#### 356 **Upcoming Meetings:**

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

367

#### 368 **Adjournment**

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

370 (Hernandez/Kalustian) **M/S/P**

371

372 Respectfully submitted by Lourdes M. Brent, DAS Secretary