

**Educational Plan Subcommittee**  
**East Los Angeles College**  
**Minutes**

Tuesday, June 20, 2006

Present: Karen Daar, David Beaulieu, Leonor Perez, Dennis Villacorte, Danelle Fallert, R.C. Williams III, Renee Martinez, Suzette Morales-Guerra, Daniel Ornelas, Dean Athans, Cathleen Rozadilla, Oscar Valeriano

Guests: Karen Taback, Adrienne Ann Mullen, Lisa Stallworth, Lisa Deutsch

- I. **Call To Order:** The meeting was called to order at 2:05 p.m.
- II. **Approval of May 16, 2006 Minutes:** *M/S/P (D. Athans/O. Valeriano)* to approve the minutes of May 16, 2006 with the following changes: VI-b delete “He explained to the EPSC that this is a big issue, because there are plans on even making South Gate larger”; and edit the following sentence to read, “However, he indicated that it is not the role of the Academic Senate to increase the amount of full-time faculty at South Gate, but rather the Dean’s.”
- III. **Vacancy of Associate Dean of Research Position:** K. Daar informed the EPSC that many faculty members have expressed great concern and shock in learning about the recent termination of Aria Razfar as the Associate Dean of Research. She explained that the faculty has long advocated for the Associate Dean position, and that the college is now in a detrimental position, as many of the plans by departments and the educational working committees (Matriculation, SLOs, Student Success, Program Review, etc.) cannot be implemented without continual research. She requested an explanation for A. Razfar’s termination as well as a report on the Research and Planning Office’s plans on replacing him. L. Perez responded that she was not at liberty to discuss personnel issues. However, she did inform the EPSC that the College President plans to provide hourly payment to fulfill the research functions of the campus until the Associate Dean of Research vacancy is filled, and that she has already called an existing Dean within the District (Trade’s Rebecca Tilberg, who runs the District Research Council). The vacancy will be filled, and the new candidate will be selected through the usual hiring process. She further outlined to the EPSC the history of the decision to merge the Research and Planning offices, and indicated that the office as a whole has greatly benefited from hiring three new positions.
  - a. K. Taback informed the EPSC that she had a professional relationship with Aria Razfar, and was greatly impressed by his level of integrity. She found that he was very responsive to faculty needs and came to a great many meetings. She was shocked by his termination in which he was not given any opportunity to fix, if there were indeed any, problems. She claimed that it is frightening that someone who has made such a huge impact on the campus community, in so many different ways, can be fired in this manner, and finds it terrible that the administration chooses to

function this way. She stated that ELAC is now in jeopardy, as there is no security for “acting” administrators, nor any respect for professionalism.

b. D. Beaulieu explained to the EPSC that A. Razfar, a contributing and active member of the committee, was apparently shown the door with 12-hour notice. He further questioned the general functioning of the Research and Planning Office, and informed the EPSC that the Senate Exec is contemplating a number of steps that can be taken about this issue. He has already discussed with the President how disappointed the faculty is regarding this decision, and will also discuss this further with the Chancellor. He relayed that the Student Success Initiative Steering Committee has learned that a college’s success is dependent on having a researcher who has a continuing dialogue with students, faculty and staff, and is not just punching in numbers. A. Razfar was involved with “action” research and was doing what he should be doing as a researcher. For that, and for being “too involved”, he was fired. D. Beaulieu shared that he wonders how he personally could work with the Research and Planning Office, and it is striking to him that he has not heard a single complaint from any administrator during A. Razfar’s 12-month term. He questioned whether any applicant, with any talent whatsoever, would apply for the research position at East. He also commented that he finds it ironic that Mission has asked East to show them how to do the job, when East itself cannot make things work.

c. K. Daar asked whether or not the Research and Planning Office met with representatives from the campus community to rank research projects (an activity that she herself was involved in when Holliday Wagner was the Associate Dean of Research).

d. L. Perez replied that there are plans to revive the Research and Planning Council again.

e. D. Beaulieu added that he has asked L. Perez twice to reconvene the council, but never received a response. He said that A. Razfar, however, did respond to ad hoc research demands.

f. L. Perez responded that she had not received these two requests as stated by D. Beaulieu.

- IV. **Non-Credit Program Proposal:** K. Daar distributed a copy of a Non-Credit Program Proposal, submitted by D. Villacorte, to expand non-credit services. The proposal outlined the history of the non-credit program, its current staffing, budgetary information, and attendance trends. The proposal recommended hiring two full-time, non-credit faculty members (one Director for the Resource Center and one non-credit instructor for ESL and Academic Preparation), and the equivalent of one full-time classified position to act as Program Technician and Program Office Assistant. R. Martinez informed the EPSC that the CIOs want all of the colleges to clearly delineate their tutoring services, including establishing clear descriptions and titles for all tutoring courses (currently, ELAC’s four tutoring entities are sharing the same class titles regardless if the courses offered are credit/non-credit or

supervised/unsupervised). She also reported that there are plans to request at least one full-time non-credit instructor through the Joint Hires Process (ELAC will be the first in the District to ask for a full-time non-credit position). She further informed the EPSC that, in response to the Governor's support of career-technical programs, ELAC will also investigate creating vocational, non-credit courses which can feed into credit, vocational courses.

a. D. Beaulieu stated that non-credit is an inappropriately neglected program, especially in relation to disconnected youth issues. He emphasized the need to offer literacy courses, and gathered from the Senate's Plenary Session that ELAC is way behind most colleges outside the district in having at least one full-time, non-credit faculty member (D. Villacorte, the coordinator for non-credit, currently has 60% reassigned time).

b. D. Villacorte stated that it is an open question whether or not non-credit vocational courses will feed directly into credit courses, or would instead push the students away from credit. Non-credit vocational courses, as classified by the State Chancellor's Office, have to be short-term and lead directly to a career. He reminded the EPSC that the college did previously approve non-credit Keyboarding courses, but since these courses did not specifically lead to a career, the State's Chancellor's Office classified them as "Basic Skills" courses. These courses are not currently offered at ELAC.

c. A.A. Mullen informed the EPSC that she sees an increase in undocumented students who have not graduated high school and have no other access to the college.

V. **Off-Site Committee and Off-Site Educational Issues:** D. Beaulieu reported that the Off-Site Committee is currently undergoing a transition in faculty leadership. He will act as interim faculty co-chair, but only for the summer. He also informed the EPSC that the college was finally able to confirm South Gate's enrollment figure as 4100 student headcount—1/5 of ELAC's enrollment (a "student" being defined as enrolled in at least one course at South Gate during a semester). This is an important figure, he explained, because the EPSC needs to determine the proportionate amount of student services to offer at South Gate (for example, currently there is only one English tutor at the location). He added that A. Razfar was able to confirm this figure even when the college's former researcher was unable to. He further informed the EPSC that an ad hoc committee has been created to strategize on how to get more full-time faculty to teach at South Gate. Currently, full-time faculty members teach only 14% of South Gate courses, and the college's goal is to raise that percentage to 25%.

a. O. Valeriano added that about a thousand students from South Gate are now receiving financial aid, in contrast to only 400 previously. He also informed the EPSC that EOPS has one tutor housed at South Gate.

b. R.C. Williams III stated that South Gate will go through Program Review in the Fall (on a 3-year cycle). South Gate's need for any additional basic services will be known after its review.

- VI. **Student Success:** D. Beaulieu reported that a DAS/District Summit, possibly on the technology needs of students, is being planned, and the SSI has asked each college in the District to report on how it performs orientation. Also, the East's Opening Day will focus on student success issues. He further informed the EPSC that key aspects of the District's Strategic Plan is to achieve educational excellence, and that at least two out of its six strategic priorities are tied to student success.
- VII. **Program Review and the Educational Plan:** L. Perez reported that most vocational departments will go through Program Review next semester. She also reported that Gary Colombo asked for ELAC's collaboration on an action research project focusing on the increased college dropout rates of Latino males. At first, ELAC students were the only students to be surveyed, but the college suggested to also survey students from ELAC's feeder high schools and the parents of ELAC students. Although Roosevelt was not available, Garfield did participate. She reported that one of the more interesting aspects of the survey was the evident conflict in views among students and parents regarding the expectation for the student to work while attending college. Whereas the students expressed pressure from their families to work, parents did not express that same expectation. The Board will hear the results of the study the next day, and portions of the study will be incorporated into the college's Educational Mater Plan. A first draft of the District Strategic Plan is expected by the end of the month, and the Research and Planning Office will draft the college's Educational Plan based on the framework of the District Strategic Plan. Formal circulation of the Educational Plan should take place in September.
- a. K. Daar requested that drafts of the Educational Plan be first circulated to the EPSC for commentary before the rest of the campus.
  - b. R. Martinez suggested that the notifications for the Program Review Workshops be distributed to units at least two weeks before the start of the first workshop.
  - c. L. Perez stated that Department Chairs could also arrange additional Program Review Workshops throughout the semester.

Meeting adjourned 3:20 p.m.

Respectfully Submitted,

Karen Daar

EPSC Co-chair