

## **Vote of No Confidence in Los Rios Community College District (LRCCD) Chancellor**

**Whereas**, California Education Code, Title 5, and LRCCD Board Policies and Regulations establish requirements for collegial consultation between the LRCCD Board of Trustees and the District Academic Senate, between local college administrations and local college academic senates, and establish requirements for participatory governance among all constituent groups, and,

**Whereas**, LRCCD administrative leadership has failed to produce substantive changes in the areas of collegial consultation and effective participation despite robust efforts by local college and District Academic Senates to correct, encourage, promote, and ensure that consultation and governance processes are honored<sup>1,2,3</sup>, and,

**Whereas**, the failure of the LRCCD leadership to engage in collegial consultation with the Academic Senate as well as the failure of LRCCD leadership to engage constituent groups through participatory governance processes have been extensively documented over a period of years through the SCC White Paper (2022<sup>4</sup>), ARC Resolution (2023) and FLC Resolution (2023), and DAS actions, and,

**Whereas**, the LRCCD administration failed to take proactive action towards complying with NAGPRA (1990) and CalNAGPRA (2001, Amended 2021) that could have averted the recent demand by local tribal leaders to place an emergency District Moratorium on the Use of Human Remains - which includes many artifacts, replicas, and histological slides not covered by NAGPRA/CalNAGPRA - on all four LRCCD campuses<sup>5</sup>.

**Whereas**, SCC supports compliance with NAGPRA/CalNAGPRA as well as the moratorium, however, the District failed to fully engage faculty in collegial consultation on how to come into compliance and mandated a confusing and immediate inventory of *all* collections (biological, archeological, ethnographic, replicas, geological, paleontological, archival, historical, etc.). The moratorium and subsequent district survey resulted in an unreasonable and exponential increase to the workload of many faculty as they completed inventories, changed lesson plans, and re-ordered materials for classes already in progress. The timing and implementation of the moratorium drastically and negatively affected students' ability to satisfy the curriculum and SLOs in classes that rely on these teaching materials because replacements could not be reordered in a timely fashion, and,

**Whereas**, it was found by the Auditor of the State of California that the LRCCD administration, under the leadership of Chancellor King, was not able to account for almost \$7 million of state money (allocated 2018-2022) earmarked to increase the percentage of full-time faculty providing for-credit instruction to 75%<sup>6</sup>. Furthermore, the LRCCD used a metric that overestimated the actual percentage of full-time faculty by 7% (actual: 63%; LRCCD estimate: 70%). The State Audit additionally found that over the past 22 years (overseen by Chancellor King since 2012), under the district's faculty

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<sup>1</sup> [Fall 2019 DAS Resolution: Creating Accountability for Collegial Consultation on Academic and Professional Matters](#)

<sup>2</sup> [DAS 2019 Collegial Consultation Resolution Report](#)

<sup>3</sup> [Spring 2023 Collegial Consultation Report](#)

<sup>4</sup> [SCC Academic Senate Website](#)

<sup>5</sup> It's notable that compliance with NAGPRA/CalNAGPRA has been undertaken at CSUS now for 10-15 years (DAS Meeting Approved Minutes, Sept. 19, 2023)

<sup>6</sup> [California Community Colleges: Increasing Full-Time Faculty and Diversity Remains a Challenge. Auditor of the State of California Report. Feb. 2023.](#)

diversity internship program, only 14% of the district's interns were hired for tenure-track positions, and,

**Whereas**, over the last three years, instead of investing in full-time faculty hires, LRCCD leadership has engaged in the excessive hiring of long term temporary (LTT) faculty (77 total district-wide between FY21-FY23; 42 district-wide for 2022-2023)<sup>7</sup>, outside of the equity- and diversity-focused processes established by the LRCCD Board and Academic Senate<sup>8</sup>, which has resulted in negative effects for equity and diversity successes gained in recent years<sup>9</sup>, disproportionate impacts to faculty members of color, potential negative impacts to our students and their success<sup>10</sup>, and the failure to meet the State Chancellor's Office Vision for Success goals around faculty diversification, and,

**Whereas**, during the latest round of faculty hires, every one of the 39 faculty position requests included evidence that full-time faculty had not been replaced for years, and/or that the program itself was in jeopardy due to a lack of qualified full-time faculty to administer it, and/or that the programs could not currently meet the needs of waitlisted students due to the inability to attract qualified adjunct faculty due to low salaries, lack of benefits, and lack of job security. For example, Kinesiology would not currently meet a common measure of Title IX compliance without a new hire, and as of Oct. 5, 2023, general counseling had the capacity to serve only 8% of students. Requests documented that many faculty are teaching overloads of up to 1.6 FTE, many adjuncts are close to FTE limits, and multiple departments documented zero or only one full-time position. Faculty documented being exhausted, overworked, and suffering from low morale<sup>11</sup>, and,

**Whereas**, LRCCD leadership knowingly failed to provide vital information regarding ARC Davies Hall<sup>12</sup> building safety to its students, staff, faculty, and the general public for well over a year after the Division of the State Architect and LRCCD's own consultant affirmed that Davies Hall could be at risk for progressive collapse and catastrophic failure in the event of a wind or seismic event, or in the case of remodel, renovation, or alteration; and that LRCCD leadership failed to negotiate timely with LRCFT as evidenced by the [LRCFT Unfair Labor Practice Charge](#) filed as a result (2023); failed to engage in participatory governance through Chancellor's Cabinet as required by Board Policies and Regulations on what is clearly an issue of strategic planning; and failed to consult with the Academic Senate on academic and professional matters related to this issue; and,

**Whereas**, the Chancellor, as the designee of the LRCCD Board of Trustees, provides direction for all administrative actions of this district, including the failure to engage in collegial consultation with the Academic Senate as required by California Education Code, Title 5, and LRCCD Board Policies and Regulations, therefore,

**Resolved**, the Academic Senate for Sacramento City College hereby issues this Vote of No Confidence to the LRCCD Chancellor, Brian King.

Affirmed this 5th day of December 2023.

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<sup>7</sup> LRCCD Long Term Temporary Demographics for 2020-2023

<sup>8</sup> LRCCD Faculty Hiring Manual, March 20, 2019

<sup>9</sup> [California Community Colleges, Diversity, Equity, Inclusion & Accessibility](#)

<sup>10</sup> The gig workers of California community colleges face worsening conditions, EdSource, Feb. 10, 2022

<sup>11</sup> 2023-2024 Faculty Hiring Requests

<sup>12</sup> [Davies Hall Closure Employee FAQ](#)