

Riverside City College Academic Senate
March 15, 2021 • 3:00 - 5:00 PM / Zoom

3:00 I. **Call to Order- 3:04 pm**

3:00 II. **Roll Call**

Officers:

President: Mark Sellick

Vice President: Kevin Mayse

Secretary-Treasurer: Mary Legner

Department Senators:

Applied Technology: Paul O'Connell

Art: Will Kim

Behavioral Science: Marc Wolpoff

Business Admin/IST: Mark Lehr

Chemistry: Stacie Eldridge

Communication Studies: Cliff Ruth

Cosmetology: Peter Westbrook

Counseling: Sal Soto/Scott Brown

Dance/Theatre: Jodi Julian

Early Childhood Education: Emily Philippsen

Econ/Geo/Pol Sci: James Hayes

English: Jan Andres (Not Present)

His/Hum/Phil: Kirsten Gerdes

Kinesiology: Jim McCarron/Dennis Rogers

Library: Linda Braiman

Life Sciences: Lisa Thompson-Eagle

Mathematics: Evan Enright

Music: Kevin Mayse

Nursing: Lee Nelson

Physical Science: James Cheney

World Languages: Rosemary Sarkis

Associate Faculty Representative: Not determined

Ex-Officio Senators:

EPOC: Paul O'Connell

ASC: Not determined

TLLC: Star Taylor

GEMQ: Wendy McKeen

RDAS: Tucker Amidon (Not Present)

SAS: Eddie Perez (Not Present)

Curriculum: Kelly Douglass

Faculty Association: Rhonda Taube

ASRCC (Student Representative): Not determined

Recorder of Minutes: Jess McDermott

Guests:

President Gregory Anderson

VP Susan Mills, Academic Affairs
VP FeRita Carter, Student Services; AF, Econ
Erik Galicia, Viewpoints
Ellen Drinkwater, Committee Member, Academic standards
Bryan C. Keene, Art History
Joanie Gibbons-Anderson, Communications Studies
Dean John Adkins, Fine and Performing Arts
Kelly Douglass, Chair RCC Curriculum
Kenneth Cramm, Chair Distance Education Subcommittee
Marc Sanchez, Chair Student Equity Committee
Mike Daul, Chemistry
Monique Greene, Counseling
Patricia Avila, Faculty Development Coordinator
VP Chip West, Business Services
Dean Scott Blair, STEM and Kinesiology
Dean Shari Yates, Career and Technical Education
Dean Torria Davis, DE

3:05 **III. Approval of the Agenda-3:04 pm**

- Motion to approve agenda, **M/S/C: Julian/Legner**
- Motion to amend agenda by adding under VII a report from curriculum, **M/S/C: Thompson-Eagle/Eldridge**
- Accepted by consent

3:05 **IV. Open Hearing- 3:05 pm**

- Professor Sanchez- Dr. Bettina Love will be presenting on abolitionist teachings on March 29 from 3-5 pm. Expressly put in this spot, so senators could join. Have limited spots, so must RSVP. As soon as link is up, Sanchez will send an email to Riv-all with information on how to RSVP. It cannot be recorded. President Sellick encourages Senators, if they have the opportunity, to attend.
- FA President Taube- At the Chancellor's Call to Action Task Force on Civic Engagement and Partnerships workgroup meeting, the idea of having internships for students to be involved in political campaigns and civic engagement was floated, and it was suggested that this be filtered through Academic Senate. More details are forthcoming, and it would not begin this semester. Any feedback can be sent to FA President Taube. President Sellick will meet with Taube to discuss in more detail how this might work.
- Senator Ruth- I perceived a flexible approach to fall; however, over the weekend, we were told there is no flexibility. We are returning back to the Fall 2019 schedule, which can be an issue if we were not offering online courses at that time. Not sure this is the most student-centered approach. Does seem to be an Academic Senate issue.
- It was discussed that if sticking to 80/20 rule, the Sciences will have to reduce course offerings, and if in the process of expanding online classes in the Fall 2019 semester, it does present a problem returning to those numbers because of a lack of online offerings.
- VP Mayse- The 80/20 percentages is a college issue, but encourage chairs if valid argument for some change, that discussion needs to happen. 80/20 is not locked in

in my understanding, so if sciences offering less, then others have to offer more. To get more online classes approved there needs to be justification as to why and that decision goes up to the Chancellor.

- FA President Taube- Pre-COVID, we had to have rationale to add more online classes to curriculum to increase offerings, and this is still in place.
- Douglass- 80/20 is a college number, so if that's what we're doing for Fall 2021 because we are in a transitional semester that's great but lost opportunity to not grow from what we learned because high rate of pass in some online classes now show that certain classes work online, and Senate seems to me to be the place that we may have a reorganization of offerings. If one department has to shrink for another department to expand, we need to have this conversation. This is a transitional move, but it does not acknowledge what we learned as educators.
- President Sellick- The assumption is that no social distancing will be in place. The general disposition of the District Office is to schedule as though it is normal like 2019. One thing brought up is if we learned something, then make those arguments about pedagogical soundness of this delivery method and change overall what we give. The Chancellor is trying to resist a move to just stay remote. We need to act as though we are going back to a regular schedule, but there may be changes in deliverability. May be that that doing partly remote is beneficial, then we can change to this mode. 80/20 is an expectation grounded in historical modality mix, but this might not be the case for the fall as determined by conversations that discipline members and department chairs and deans have about what makes the most sense. We have email out to the Chancellor now about scheduling DX courses, so the courses that people constructed only to be done during an emergency or the pandemic. We are asking that those courses be allowed to be flown even if things are seemingly out of the pandemic and we're back to our normal face to face delivery mix, but we have not received word back yet. The district retains the right of assignment, but we don't want them to exercise that power unless there's a good reason
- Senator Ruth- Like collaborative nature of using input and data to drive decisions, but in my division, there is a strict notion that we aren't talking about changes and sticking to the 2019 schedule, with the understanding that this came from District. President Sellick will talk to VP Mills and Dean Woods in LHSS because understanding is the 80/20 is historical but if found a course good in remote modality, understanding can add to the mix and change offerings. Senators should reach out to President Sellick if seeking to get more clarity for your division.
- President Sellick- We are hoping to schedule emergency DX courses if people have found that those courses can be taught in that modality and are successful. While we are doing this, we want faculty to show they are making an effort to change those DX classes to DE and putting them through the curriculum process to get that designation changed.
- Senator Thompson-Eagle- Assumption that we can go back to full classroom capacity this fall without social distancing is a bit of an issue. Come to STEM Seminar this Friday to learn more about this from a microbiologist perspective.
- VP Mills- The RCCD website has an article that talks about the return. At DLC retreat tried to relay what President Sellick said in that we need to look at data and each discipline individually. The issue brought up by Senator Ruth will be followed up to

determine what exactly was conveyed by the Chancellor to divisions. We need more clarification.

- President Sellick- Article on RCCD Website seems consistent with what we've been saying and that the DX designation is still being worked out. President Sellick will keep everyone up to date on any designation changes.
- Senator Gerdes- We need clarification as the article says we are social distancing but at 100% capacity, how will this work? President Sellick agrees message is a bit problematic either changing or we're not. Could have been written better as in preparations could include this possibility.
- Douglass- If we go face to face and something happens, in this situation DX is covered for sure. What we are trying to get clarity and agreement on is if we ought to be allowed to schedule some face to face classes that only have DX approval for the fall. All of this is up in the air while making these decisions as we are in emergency terms right now. The reality is if you discovered classes don't have DE or DX designation for, and we retract, you won't have an online space to move to, which is another reason why DX should be honored in the fall.
- VP Mayse- At the Parking Committee meeting this morning it was brought up that students with handicapped placards are getting tickets that are not being voided even though our AP says handicapped placards are allowed and you don't have to have a daily parking permit. There are multiple occasions where parking services has handed out tickets to students with handicap placards that are very visible, and they're saying they got a ticket because they need a daily permit, which they clearly do not. I told the student with the ticket to print the AP and take to parking services and contact me if have issues as AP is the board policy, so it should be followed. President Sellick would like a message to go out to students, so they are aware of process to challenge this situation. In this case she did appeal and it was denied. Mayse will keep Sellick posted on this situation.
- Secretary Legner- Some colleges have a designation to have a remote synchronous designation then they are saying not DE course. Not sure if doing to cover DX. Send to President Sellick, so he can see how this aligns with DX.

3:20 **V. Approval of the Minutes:** March 1, 2021- 3:45 pm

- Accepted by consent

3:25 **VI. Officer and Liaison Reports- 3:46 pm**

A. President

- A lot has already been discussed, mainly on scheduling, but the Senate Presidents are also dealing with DE. There has been discussion about certifications for faculty in the DE environment, but need more conversation about what this would entail. Coming up a discussion on Chancellor's guidance on pass/no pass and what we may want to do locally, given the information that we have. ASCCC Area D meeting will be held the Saturday following this Saturday after the Spring Plenary.

B. Vice President

- We received two names for Associate Faculty Representative: Lindsay Weiler-Leon and Scott Russell. Only Associate Faculty or eligible to vote.

- Motion to accept these two names and put on ballot for Associate Faculty Representative election and ask Senator Lehr to conduct a virtual vote **M/S/C: Mayse/Legner**
- VP Mayse- The elected Associate Faculty Representative would start this semester after election and term will end June 30, 2022. The vote will be going out to Associate Faculty members whether they have a current assignment or not. We need to move forward, and we've done it this way before, so hopefully Lehr has a procedure for that. Emily Philippsen can also help us identify Associate Faculty if need be as she was in the role previously. President Sellick can get current roll and check against voting roll to make sure.
- Senator Lehr will send his list of Associate Faculty to HR to ask if all are eligible to vote and have them confirm the list. He will announce the election on the Associate Faculty listserv then compare those that voted with the list. Even if you haven't taught a class in two years, Lehr believes you should still be on the list. Once comparisons are done and duplicates are removed, it will be ready to correlate. Election results will be shared two meetings from now on April 19. Lehr will open vote next week.
- Senator Gerdes- Some of our department's Associate Faculty were not on the listserv, so it may be good to go back to your departments and make sure that your part-time faculty know to be added and who they can contact to be added to the list.
- **All those in favor of the ballot as constructed please signify by voting yes, those opposed please signify by voting no, please abstain by sending a chat message. The item prevails.**

C. Secretary-Treasurer

- Next meeting for the emeritus wall temporary work group will be on March 29. Don't know if we can take a vote now but would like to have reception before graduation in June of 2022. Voted to have in March previously. This item will be brought to the next meeting and Legner will send out reasons to Senators before next meeting on April 5.

D. RCCD Faculty Association

- We have been talking about the results of AB1825, which is a piece of legislation from Governor Brown that states any business, education included, with 50 or more employees, must go through sexual harassment training but must update every two years as well. Please let your departments know that you will be getting an email from Everfi about this two-hour training. Part-time faculty will be compensated for two hours of work and full-time faculty will get FLEX credit. We got a year extension to comply due to the pandemic. Will get emails in the next few months.
- The District has been saying full time faculty shouldn't be teaching noncredit courses because it will affect retirement, but we looked into with CTA, and this is a violation of the Ed-code. Retirement should not be affected at all. In fact, part time faculty may have issues if they teach noncredit. Should have a report on this soon, but we are still doing research. The real question is what constitutes load for noncredit courses? The state does not define full load for noncredit.
- HR's incompetence has gotten to absurd levels, and we can't even get responses from emails. We have a search underway for Vice Chancellor of HR, and we're hoping that this gets resolved. There is a culture in district HR to do whatever they want without accountability, and we want to bring accountability.

- Senator Julian- Is gender identity included in this training as well? Would like training on gender identity would like college or HR to provide training on this.
- FA President Taube- Gender identity is not tied to the statutory mandate, but it may be a component of that. We have not tested the training yet, so we are not sure what is included.
- President Sellick- If Everfi doesn't include gender identity training, we can look to see if we can get this included. Can talk about this in terms of what is being offered. Could take this up with faculty development as well.

E. College President

- I am committed to seeking greater clarity on fall scheduling, and I have trust in our faculty leaders and chairs working within departments to strive for best decisions. Also understand there has been some confusion. What hasn't changed is our aim is to reach 80%. It is a goal to be 80% face to face. It represents optimism for the fall. Need to concurrently plan for this not happening. And plan B will be a hybrid of online and in person. The DX should be honored, and I want to reiterate that as we plan and hope for the best, if we need to go back online and there is no designation to allow a course to go online, that would be problematic. I am committed to working with Chancellor for clarity and need more clarity on the message Dean Woods sent out. Want to say nothing in that message changed overall goal of reaching 80% as a college.
- Two search committees for VP positions met today and understand schedules have been set, so optimistic to have these positions filled on a permanent basis.

3:50 VII. **Council and Curriculum Reports- 4:09 pm**

A. Educational Program Oversight Committee (O'Connell or designee)

- The Guided Pathways plan was approved and still working on handbook and getting other forms up to date.

B. Teaching and Learning LC (Taylor or designee)

- Met right as returned for Spring and spent time going over mission statement and guiding principles. For our next meeting, we will go over our subcommittee list.

C. Resource Development and Administrative Services LC (Amidon or designee)

- Not present to report.

D. Student Access and Support LC (Perez or designee)- Not present for report, notes read by President Sellick

- Currently solidifying membership for student life and services and integrated support, including student voices. We are working to improve and refine goals and strategies from our handbook with Guided Pathways. Believe we have great ideas and that we will be expanding our community engagement. Much of our time has been used to discuss the lack of participation and ways to improve our work.

E. Governance, Effectiveness, Mission, and Quality LC (McEwen or designee)

- We revised some of strategic goals and once get finality will present for approval. We have also continued to work on survey that will help the LCs and ourselves to see how prioritization process went last fall.

F. Curriculum Report (Kelly Douglass)

- Spring is the time to work within discipline to draft and discuss curricular changes. This will put you in a good position for the fall. So, do collaborative and thinking work now instead of waiting until October.
- DE proposals for standard permanent proposals, if you discovered something works in an online environment, will need to be submitted for the winter and spring by April 9. This should be emailed to Tech Review (TechReview@rccd.edu). Ship has sailed for Fall.
- FA President Taube- Thank you to Kelly. Attended many meetings and you all were amazing. The culture of Curriculum has changed and it is a supportive process now. President Sellick also thanks Douglass for all work done. Douglass gives credit to Schmidt on Tech Review side and Casandra Greene on support side as well for their collaborative support.

4:15 VIII. Faculty Presentation- 4:19 pm

A. Presentation on Land Acknowledgment (Keene)

Professor Bryan Keene (Art History) will offer a presentation on land acknowledgment

- A land acknowledgment is a formal statement that recognizes and respects the indigenous peoples who are the traditional stewards of the land around us. This is part of an ongoing process of working to be in good relationship with the land and people of the land, and it is also part of a commitment to de-colonize our field of study by having honest conversations, and to acknowledge histories of indigenous peoples here. Propose college and district adopt a land acknowledgement. This takes a long time, and we can modify language that already exists in region, but it also means partnering with indigenous communities to craft a statement that shows commitment to partner with them to steward land. Keene and over 30 colleagues looked through RCC catalogs and noticed that art, anthropology, English, history, philosophy, and a few other disciplines already acknowledge indigenous history in our curriculum, so it might be that a collaboration between these disciplines, together with leadership and local elders begin this process. Tracy Fisher at the Center for Social Justice and Civil Liberties would also provide yet another avenue for us to engage in sustained relationship with our indigenous neighbors.
- Senator Julian- You are amazing and so happy to have you at RCC.
- President Sellick- There has been discussion in District about outreach to native communities in area and how bad we have been at this. And, with the equity gap in mind, this is a way to tying pieces together. Look forward to discussion about how to move this forward. Maybe with President Anderson, we can sit down to talk about how to move this forward and benchmarks to meet.
- Keene- Two things you can do now is to include acknowledgements in email signature or name on Zoom, which are two simple ways on an individual level to show acknowledgment. And, as language also matters, some use traditional and mission names which is another element as well.
- VP Mayse- Great job. And know Eric is here representing View Points, seems like it could be a great article to work on.

4:25 IX. Ongoing Business- 4:27

- A. Action on Faculty Development Subcommittee Bylaws (Avila) Faculty Development Coordinator Pati Avila act on the latest version of the Subcommittee's updated bylaws
- President Sellick- We are not prepared to act on this item today.
 - Avila- When brought to you for first read, the committee had questions on representation and Co-chair position. Today, specifically want feedback on the Co-chair position. Avila provided context on position and history. The position was established to act as an admin liaison to represent faculty and as a way to have a steady stream of Coordinators to fill position.
 - President Sellick- Discussed compensating the Co-chair and splitting reassigned time with the Coordinator.
 - Secretary Legner- Years ago had worked on something similar in Curriculum to have someone take over for Chair. And see this being something good to have in Guided Pathways or Accreditation as well. Like the idea of succession. Douglass is not aware of this in Curriculum and doesn't believe it is listed in the bylaws or contract.
 - President Sellick- Succession planning is good to concern ourselves with and it should be incentivized. Might want to bring back after seeing what Faculty Development members think about this.
 - Secretary Legner- Suggest listing the time for Coordinator and Co-chair as a percent and not as a reassigned time. Then won't have to keep redoing contract part.
 - Senator Soto- These models have already taken place. What needs to be identified is the responsibilities for these entities. Strongly voice that this should be established before looking at percentages.
 - President Sellick- Maybe compensation is adjusted when transition happens because one thing that will occur is that the existing Faculty Development coordinator would be providing guidance as part of the succession. Maybe we need to talk about the best way to compensate the succession. First, though, is the need to parcel out the roles as much as you want. Should be fleshed out, and then we can talk about actual percentages for compensation. After this is done, suggestions on how it should be doled out and what it should be should go to President Sellick and the FA.
 - Senator Soto- In looking at your voting membership, there is an even number, which may be an issue.
 - President Sellick- The representative numbers are based on leadership councils' representation. We have yet to agree on Associate Faculty representation because not contractual obligation so issue of compensation.
 - Avila- We plan to remove the two Associate Faculty members based on what was brought up at least meeting. Everything else has mirrored the leadership councils.
 - President Sellick- This needs to be brought back on April 19 and Senators will need the most updated version, so they can take action.
- B. Discussion of Grading Policies: RCCAS will review CCCCO Executive Order 2021-1 and consider adopting Fall 2020 EW and P/NP Decision for the 2021 semesters.

- Had discussions about what do with State Chancellor's Office guidance on W and pass/no pass. We did not get guidance for the winter, so we just went ahead as though it was a normal semester, but I would encourage students to apply for Ws if they feel as though they were not able to perform adequately within their classes, and I generally give them latitude in the same way we did during the height of the pandemic as we did get guidance on pass/no pass, and the guidance is just the suspension. So, what has happened is the State Chancellor's Office has suspended the 30% expectation for pass/no pass. In other words, in a normal semester students would be given until about week five to decide whether or not they wanted to take a pass/no pass. At this point, we have not gotten any guidance from the CSUs, so we cannot reasonably say to our students, yes, if you're going to transfer taking a pass in this particular class is not going to affect you in the same way. Given that we are already near the 30% date, the Senate presidents are thinking of discussing this next week at the District Academic Senate meeting to see what kind of dispositions senators had on this issue. The drop deadline for dropping without a W has already passed.
- President Sellick will bring this forward to District Academic Senate and then bring back to RCCAS in April. Assuming guidance we will probably get is to go ahead with 70% deadline but will bring back for confirmation.
- Second discussion of Tina Love's book will be 12:50 pm this Thursday. Thanks to Star for bringing to attention.

4:45 X. New Business- 4:51 pm

- A. Consideration of new DE IOI Form – first read (Cramm) Distance Education Committee (DEC) Chair will walk through a consideration of a new form designed by the DEC for PT IOI evaluations
 - Cramm- This is a collaboration of all three committees at all three colleges in conjunction with the District DE Department. Plan to make this an Adobe type form, so it can be signed and handled online and paperless. Bringing to attention, so you all can see what the committee has been working on and for you to read and be ready to ask questions at the appropriate time. We are doing this as we are strong in believing that we are an advising committee and that online classes do need to have a strong evaluation process. And the line items you read should show this. We have also discussed the need for access to Canvas shell to fulfill contract.
 - President Sellick- This will go to all three Faculty Senates and the FA to ensure alliance with contract then back to us for approval. This won't go into effect for this semester as it needs approval. The purpose of bringing it to us today is to give idea of work on this issue and to give direction on expectations and feedback to make modifications as necessary as DE is under charge of Senate. Implementation depends on when it will be approved, which may be as early as the fall.
- B. Discussion of discipline facilitator position (Sellick) The RCCAS will discuss the history, purpose, and future of the discipline facilitator position
 - The role of the discipline facilitator has not been hammered down, and historically not given compensation, partly due to disciplines being different in size or not district wide. So, we need to discuss what the viability is for this

position for given discipline. Would like senators to bring back to departments to discuss how these facilitators are being used or not. Want feedback on this issue.

- VP Mayse- This started when MVC and NC were new colleges. Because things have changed in 25 years and not in contract or bylaws, I don't think it is necessary anymore.
- Douglass- They are part of the curriculum process, we can change process, but one role it does have that is functional is that this person is supposed to coordinate votes across district for curriculum to make sure we don't have three separate catalogues.
- Motion to extend for 5 minutes **M/S/C: Nelson/Gerdes**
- Senator Julian- As facilitator in theatre, deans have often reached out when can't find adjunct faculty to fill classes at other two colleges.
- Secretary Legner- Echo Douglass, but also think it depends on the discipline. If didn't have someone keeping a history of what is going on, think we would have three separate curriculums if get rid of position.
- President Sellick- Right now, I want this to be taken to departments to have discussions there. Not going to decide fate today in meeting. We will discuss the role of discipline facilitators at our April meeting.

5:00 XI. **Adjourn- 5:06 pm**

Motion to adjourn **M/S/C: Nelson/Legner**