



Governance Committee
October 18, 2019  **12:30-1:30 pm**

Members present: Gregory Anderson, Rhonda Taube, FeRita Carter, Kevin Mayse, Garth Schultz, Malika Bratton, Kristine DiMemmo, Kathleen Sell, Mary Legner, Mark Sellick

Members absent: Carol Farrar, Chip West, Dariush Haghghat, Emily Philippsen, Stephen Ashby, Angel Contreras

Minutes

I. Approval of the Minutes – May 19, 2019 (Carter/Anderson)

II. Approval of the Agenda (Mayse/Anderson)

III. Comprehensive College

M. Sellick mentioned that Norco College faculty have stated they are already “comprehensive.” F. Carter brought up that the information listed on the RCCD bond literature specifically references that resources would be used to make MVC and NC comprehensive colleges. G. Anderson shared RCC executive administrators support the success of all colleges in the district. Since there will not be enough funding for all the other two colleges to replicate RCC in size and infrastructure, the district will need to collectively to define what a comprehensive college is. It was agreed upon that this would take place through normal district planning processes. M. Sellick stated the Board will decide how the funds will be split. It was decided that this topic will be on the agenda for the next governance meeting so further discussion can take place.

IV. Strategic Planning Process

G. Anderson stated we are completing the ISER and continuing with our strategic planning. K. Sell said the mission and values will go to EPOC. We are close to having college goals and by the end of the semester they will be tightly linked with purpose statements M. Sellick asked if he should send district strategic plan to chairs when they start discussions for program review so they are aware to have this in mind when setting specific targets. K. Sell mentioned that growth implications need to be determined. It was decided strategic plan will be sent out from K. Mayse. K. Mayse stated that this item is on their agenda in the next two weeks. M. Sellick commented that this should be the most straightforward of all three processes. K. DiMemmo stated some of the goals will be simplified and aligned with program reviews. M. Sellick mentioned that he met with state senate representatives, faculty will have clear component.

K. Sell asked if the complete RCC strategic plan will be approved by the end of Fall.

G. Anderson asked if this can be included in communication with chairs.

M. Sellick responded and said it will be ready by first read on November 4.

V. Campus Climate

R. Taube explained that the issue of toxic environment within departments deal primarily with faculty. There is a need to create a District MOU for faculty disputes. We need to change the working environments. G. Schultz shared a Culture of Care policy he has received from a peer institution in the state. Discussion centered around how and if we can collaborate to create a policy. What is the compulsion? R. Taube stated that we need to create language to that isn't vague, and provides resolution. R. Taube will bring this issue to the senate for feedback on how to handle disputes M. Bratton asked what the process would be for staff and suggested staff/academic groups discuss to solve disputes that are not Title IX matters.

VI. Notification to faculty regarding early retirement incentive; impact on hiring timelines

R. Taube suggested we need to encourage faculty to sign resignation/retirement letters as soon as possible to submit to the board for approval. It is critical for replacement hires. K. Sell stated a notification needs to be sent out for departmental planning purposes. Chairs need to be informed from human resources regarding retirements. G. Schultz asked if HR can reach out to eligible retirees. K. Mayse mentioned that he met with one faculty member to encourage a letter; for the music department, losing just one faculty member can impact the entire program. Faculty who are retiring in June, 2020 have until May, 2020, to submit their resignations/retirement notifications. A resignation/retirement letter approved by the board is needed to advertise for a position. M. Legner suggested positive encouragement for those eligible for retirement. K. Sell and R. Taube suggested a Faculty Flex event to provide information about retirement. M. Bratton suggested to include staff as well. R. Taube suggested putting job descriptions in OATS as early as possible so that the posting will be ready when departments received retirement notifications. K. Sell stated this topic should be addressed in Chancellor's Cabinet. M. Bratton asked about hiring temporary staff. R. Taube mentioned the delay is in HR because they need more staff to handle the current workload involved in the hiring process. G. Anderson stated he would contact Vice Chancellor T. Hampton, and plan on adding the topic to the agenda for an upcoming Chancellor Cabinet Meeting. G. Anderson will also ask HR for a list of personnel eligible to retirement during the 2019-20 ERI.

VII. Other

VIII. Adjourn

Next meeting: Friday, November 8, 2019