

**Riverside City College Academic Senate  
November 2, 2020 • 3:00 - 5:00 PM/Zoom**

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

3:00 II. **Roll Call – sign-in**

**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 Phillipson

Econ/Geo/Pol Sci: James Hayes (Not Present)

English: Jan Andres

His/Hum/Phil: Kirsten Gerdes

Kinesiology: Jim McCarron

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: Hayley Ashby

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): Caresse Boulter (Not Present)

**Recorder of Minutes:** Jess McDermott

**Guests:**

Dean Kristine DiMemmo, CTE

President Gregory Anderson

VP Carol Farrar, Academic Affairs  
Monique Greene, Counseling  
Oliver Thompson, Behavioral Sciences  
Sally Ellis, Library  
Shannon Hammock, Library  
Shari Yates, Early Childhood Education  
Kenneth Cramm, Mathematics  
Dean Kristi Woods, Languages, Humanities & Social Sciences  
Laneshia Judon, Business Admin/Info Sys Tech  
Marc Sanchez, Mathematics  
Micherri Wiggs, English Speech Communications  
Miguel Reid, English Speech Communications  
Ajene Wilcoxson, Business Admin/Info Sys Tech  
Ellen Brown-Drinkwater, Counseling  
Jacqueline Lesch, Library

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

- Senator Ruth shared that the Communications Department has been looking at and discussing equity data during department meetings and now they hope to involve equity champions from other departments who can share practices and pedagogy they are employing to help eliminate equity gaps. RCCAS President Sellick proposed that the Student Equity Committee act as the group to discuss this topic and see what general disposition there is to create larger forum to bring a recommendation to the Senate and ensure all departments are involved in this endeavor. VP Mayse will put Senator Ruth on agenda for next DLC meeting, so this topic can be discussed.
- RCCAS President Sellick asked Senator Ruth how PT-Faculty are being involved in this conversation. Ruth said they hold two meetings a month to get a handful of PT participants and also encourage them to connect with IR to get their equity data to discuss after their IOI is completed, so they can join the department discussion. FA President Taube said as long as their collected data isn't being used for evaluation purposes, it isn't an issue.
- RCCAS President Sellick- At state senate level, we are becoming more equity minded in sense of including equity metrics in considerations of a number of things. For anyone to stay on top of this pedagogical evolution, they should be aware of the data, looking at it, and using it when making determinations about where gaps lie within their own classes.

3:20 **IV. Approval of the Agenda- 3:13 pm**

- Senator Nelson moves to amend agenda to add Curriculum Committee Report under section 7
- M/S/C: Nelson/Lehr
- Accepted by consent

3:20 **V. Approval of the minutes: October 19**

- Accepted by consent

3:25 **VI. Officer and Liaison Reports- 3:16 pm**

A. President

- ASCCC Fall Plenary will be this week Nov. 5-8.
- If interested in attending, the board meeting is tonight at 6 pm.
- Issues connected to board policy and procedures on the agenda today to discuss.

B. Vice President

- No report.

C. Secretary-Treasurer

- Last time we asked to go to departments to ask how to celebrate the alumni wall. Input?
- VP Mayse- Already been a year or so, so preference to wait until next fall vs a Zoom opening. Opinion of Secretary Legner as well to wait for live event.
- President Sellick will agendaize to make this an action item at next meeting on Nov. 16. Senators should take this discussion to their departments and be ready to vote at the next meeting.

D. RCCD Faculty Association

- Sent out contract survey to all part-time and full-time faculty at all three colleges and received a little over 250 responses, and it was a landslide determination to rollover the contract. 239 voted to rollover without changes and 12 voted no. Key issues were to maintain health care, part-time work condition issues, and the IOI process. The Chancellor put together a task force of administrators to look over and make a list of parts that could be addressed and fixed in contract. The executive board did this as well and the IOI process was chosen as one that needs fixing, which will require work with the Academic Senate as accreditation standards is something that must be worked on in collaboration. As continue working in DE, have to adhere to standards and keep to contract, so we will be working on this the next several months and the task force will be bringing this to the Senates and Senate Presidents.
- Issue with PT preference getting to department chairs on time. Working with district office to speed up this process. The complication is that it goes to two different offices and creates a backlog, which isn't fair to colleagues.
- Federal Department of Education under title IX has tightened definition of what sexual harassment is and making it so if a student claims sexual harassment, it must lead to a live hearing, and California has responded with SB493, which makes much broader language and leads to a grievance process versus a live hearing. Changes that have been made by current administration is to construct trials on campus level, and the law pertaining to higher ed is much stricter than other work places. But if we don't comply, risk losing federal funding. If a claim is made against a union member, the best the FA can do is put them in touch with a CTA attorney.
- President Sellick- If claim potentially violated the law, there isn't union representation provided. Encouraged to get your own attorney in this case.

E. College President

- Encourage to read news letter and PLT minutes. Administration appreciates the work of the faculty and their work to put students first despite being strained from working at a distance.
- Anticipating a challenging budget next year. First indication will come in January when receive Governor's budget proposal. Should prepare for this. Will continue to drive enrollment in winter and particularly spring with marketing campaign. Also holding off on hiring some staff and administrative positions as anticipate budget changes. Positions related to work on equity and racial justice and critical to fulfilling Guided

Pathways will continue to be hired. Three critical positions that hiring is currently underway on are: Athletic Director, Interim VP for Academic Affairs, and VP for Planning and Development.

- President Anderson doesn't yet have prioritization results, but he does understand that the meeting went well. He will get numbers from Chancellor around the first of December. Decisions about funding to fulfill what has been prioritized will not come out until 2021.

F. ASRCC Representative

- Absent. Will schedule report out for the next meeting.

3:55 VII. **Council and Curriculum Reports- 3:42 pm**

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

- From prioritization meeting we learned that we need a parliamentarian. LCC voting is up 12% from last year and 47 out of 54 voted. For the most part, people had good questions. There were 28 initiatives and 3 joint initiatives. Only 16 needed to be ranked. Prioritization meeting ran almost the full 3 hours. In the second meeting for faculty prioritization, the number one initiative that came forward was the need for an equity audit that will hopefully show path to removing gaps. Faculty prioritization lasted an hour and had 5 positions total: 1. Counseling Coordinator for Umoja 2. Biology position for Microbiology 3. Communications 4. Theater 5. Biology position for Anatomy. President Sellick thanked Senator O'Connell and VP DiMemmo for their excellent job on behalf of the Senate and said it couldn't have gone more smoothly given this was the first time it was held via Zoom.
- FA President Taube- Under impression there were eight total positions that were funded from last years that still needed to be filled?
- RCCAS President Sellick- We were allocated six positions but only had five requests. This is a planning issue and a planning commitment that the district has to adhere to.
- FA President Taube- Yes, there were six funded that were from this year but since the list came out after the prioritization was done and the Chancellor took so long to allocate that it switched and Norco got more.
- Senator O'Connell- We have made great strides and doing much better than five years ago, but there were issues that came up at the prioritization that are safety issues that need addressed. Senator O'Connell will be working with the President and VP to see if these issues can be pulled out of privatization and get them funded.
- RCCAS President Sellick- Basic safety issues should not wait until the program review process to be addressed, so GEMQ needs to address how to best separate these things out so that members of disciplines and departments know exactly where to go and what to do to make certain that safety concerns are addressed immediately.

B. Teaching and Learning Leadership Council (Taylor or designee)

- Teaching and Learning met and discussed the prioritization process. VP of ASRCC, Stephanie Montezuma, brought up student concerns to our body. The first concern was how classes were labeled for fall. Some students were upset that when they scheduled online classes, they were surprised to see it that it had a required schedule time for zoom, so they had to drop classes. And some students were upset at faculty for not getting back to

them via email 3-4 days up to a week after they sent a question. Out of courtesy, we need to get back to students. This labeling issue has been addressed going forward in winter and spring.

- RCCAS President Sellick- This will be made clear to students if the class will be meeting via Zoom as courses will be designated. Last time schedule went out it just said not face to face.
  - Senator Eldridge- Despite having legend in schedule, it is confusing. Reinforcing to faculty to communicate to students at least two weeks before classes start. Think we will run into same problem despite our efforts to make it better.
  - RCCAS President Sellick- One thing we can do is create a statement that goes out to faculty about how to best message this to classes, so getting it in schedule and statement to colleagues, so they know how to effectively communicate with students.
  - Professor Taylor- Some faculty have no idea they can open up Canvas shells sooner. Senators should go to respective departments to reiterate to faculty that they can open shell sooner and should communicate with students.
  - Senator Soto- We want students to see what they are getting into so they are able to switch schedules. If students don't know, they will be dropping, and we will have aid funding issues. Want to push to faculty to open Canvas up much sooner as a strong recommendation, so students understand what getting themselves into.
  - Senator Eldridge- Opening Canvas shells sooner does put more pressure on faculty as they do have to have shells ready sooner, but it is our duty in this online climate to make this happen for our students.
  - FA President Taube- It was brought up to require faculty to have their Canvas shells available two weeks early, and FA said no as a compulsory issue, but it can be shared as a best practice and the student-centered thing to do.
  - Senator McKeen- Instead of pressure to have Canvas shells ready two-weeks early, can we focus on emailing or realizing syllabi to students early on instead of canvas open as this may help relieve pressure on faculty? We could send an email to faculty recommending they do this. RCCAS President Sellick said he is happy to send such an email. His focus on the opening of Canvas early has to do with empowering faculty who may not know this is an option.
  - One issue with opening early is that students may not be loaded into the class yet. RCCAS President Sellick said an email can still be sent through Webadvisor with syllabi and briefly tell expectations. President Sellick will take this up with other Senate Presidents, so there is consistency across the colleges on how to best prepare students for upcoming semester.
- C. Student Access and Success Leadership Council (Perez or designee)
- Senator Perez could not make it but he informed President Sellick that SASS's focus was prioritization and that he is looking forward to resolutions to be discussed and passed on our agenda.
- D. GEMQ Leadership Council (McKeen or designee)

- Been focused on prioritization and discussed how to present initiatives to everybody and will focus on the safety issues that need to be taken care of right away. Encourage other leadership councils that have suggestions to send them our way. It is our mandate to oversee this process and make it better.
  - RCCAS President Sellick- Want to say thanks to McKeen and Taylor for what they've done so far and to O'Connell and Perez as well. They have accomplished a lot under difficult circumstances.
- E. Curriculum Committee Update (Douglass or designee)
- The Chancellor's Office is starting a competency based education pilot program, and they will pick 7-10 schools to pilot the establishment of infrastructure that will include writing Title V regulations, designing a program, and working with CUs and UCs. It will be a lot of work, but there is funding up to \$515,000 that comes in payments across those 3.5 years as benchmarks are made. Competency based education (CBE) instruction is based on student achievement of mastery, and that level of mastery is defined as 80% vs passing grade of 70%. It is a higher level of competency. Students move at their own pace, and it will establish credit equivalencies between CBE competencies and traditional course student learning outcomes. Colloquies who want to do his would be involved statewide throughout the process. Not now or never to offer but now or never to join the pilot. At end of week must submit interest form. Need to know that we have an interested program to go forward. A program cannot be mixed and matched with some CBE and some courses traditional credit units. So, if agree to go forward, have to have a program for students who are interested. Don't think ready to do a gen ed program because would need an area for CBE. Likely candidates are a certificate that is self-contained in a single discipline. Unaware of interested programs at this time. Do any Senators know of programs with this interest?
  - President Sellick- CBE has been gathering momentum last several months, so part of some ASCCC webinars, and shifting a bit, but primarily, geared toward programs already considering this movement if possible for them. If interested, contact President Sellick or Professor Douglass.
  - President Sellick extends thanks to Douglass and all curriculum members for the amazing amount of work under not optimal conditions that they have accomplish. Douglass said they have an incredible team and everyone has done an incredible job responding to requests, so she thanks everyone.

4:15 **VIII. Ongoing Business- 4:17 pm**

A. Resolutions from RCC Black Faculty, Student Equity, and ALASS action (Reid, Sanchez, Avila or designees)

The RCCAS will consider resolutions originating from the RCC Black Faculty, Student Equity, and ALASS as a first read

- RCCAS President Sellick- Resolution 21-01 was modified to meet resolution process. Slight changes made were made in agreement with those who created it. Senate should be aware there are a number of asks that we need to do to create a more equity minded culture. Primarily, the

resolve is to Curriculum and Academic Stands Committees to be trained in cultural proficiency and culturally relevant teaching to foster equity mindedness. We have had programming on this, but it needs to be more intentional. We will continue to work with faculty who drafted this resolution to give updates on how we are doing and how changes are creating high impact practices that allow intuitively to close equity gaps, and we will continue to have discussion in this body to make changes suggested here.

- **Motion to accept Resolution 21-01**
- **M/S/C: Lehr/Ruth**
- **Passes with 18 Yes, 0 no votes, and 1 abstention**
- ALASS Resolution 21-02- The primary ask is to continue to work to create an inclusive environment for students. This one mainly asks us to make an inclusive, safe environment for students of color, and particularly African-America students.
- **Motion to accept Resolution 21-02**
- **M/S/C: Nelson/Andres**
- Senator Sarkis- Did read resolutions and abstaining because want more concrete examples on why doing this and how it will change things. Have been at RCC for 24 years and have never noticed anything. How are we failing to be equitable? How are we failing to treat our black students fairly? Where will this take us? Did send to department and did not get feedback. Want examples of how failing.
- President Sellick- Equity and equality not the same. The picture most often used to represent is the image of the three people watching a baseball game behind the fence, but if given same items, not all can see. This is equality. Equity is the acknowledgement that certain populations require additional resources to provide equal treatment.
- Professor Sanchez- One place where we see a difference is in the student equity success data. Can see at various levels where we are failing. We can request that data, we can see what is happening in our own classrooms, still not where we want it to be. The Student Equity Plan, which was presented to this body a year ago, has a list of campus wide areas where students are not performing at the same levels across racial groups and other identities. A lot of attempts made have been on student support side, but this is on the faculty side, so faculty can be brought many trainings, but we don't have participation that is sufficient, so we want colleagues to align with student equity to help convince faculty that this is valuable and worthwhile.
- Professor Thompson- There are 22 years of data that show African American students are at the bottom. And the gap is not closing, it is widening.
- **Passes with 19 yes, 0 no votes, and 0 abstentions**
- Pulled up Student Equity Resolution 21-03.
- Professor Sanchez- Work started last spring and have been editing to address national issues such as the murder of George Floyd. The main ask is for faculty colleagues to align with student equity efforts to close equity gaps and continue moving forward. Asking for RCCAS to say that

this is worthwhile for RCC and faculty and to commit selves to high impact practices to scale and address equity gaps.

- **Motion to accept Resolution 21-03**
- **M/S/C: Ruth/Nelson**
- **Passes with 20 yes, 0 no votes, and 0 abstentions**
- RCCAS President Sellick- We will continue to work with the Student Equity Committee on this particular issue to ensure that we are working on equity and developing practices to close equity gaps. And again, we began this meeting with Senator Ruth pointing out that his department is doing this work right now, and he put out request for other departments to have discussion on closing equity gaps.

4:30 **IX. New Business- 4:39 pm**

- A. Consideration of Board Policy (BP)/Administrative Procedure (AP) 2040: Library and Other Instructional Support - first read (Braiman) The RCCAS will give a first read of BP/AP 2040.
  - First read of BP/AP 2040. Will be considering again on Nov. 16 and up for a vote then for passage or rejection.
  - Senator Braiman discussed revisions made such as removing reference to the IMC, which no longer exists, and transcript polls as well as giving flexibility in disposing. And, in the event of a challenge in the collection, it clarifies the reporting structure.
- B. Consideration of BP/AP 2105: Distance Education - first read (Cramm) The RCCAS will give a first read to BP/AP 2015
- C. First read of BP/AP 2040. Will be considering again on Nov. 16 and up for a vote then for passage or rejection.
  - Professor Cramm- As things have changed quite a bit for DE over the last 6-8 months and this was last updated in 2015, the updating occurred in two phases. The red ink came from updates spearheaded by the District DE Office. Gray represents language by DE chairs in cooperation with the district. Yellow are changes to the original document. There is also a key at the bottom to say what colors represent.
  - RCCAS President Sellick- Please bring back to departments a call for PT-Faculty senator, so we can hold an election. We need to give consideration to all interested parties. There is a stipend attached to the position.

5:00 **IX. Adjourn- 4:48 pm**  
**Motion to adjourn**  
**Soto/Lehr**