1) Call to Order 1:00pm

2) Approval of Minutes (Taube/Schultz): Approved with amendments. One abstention.

3) President Report—Dariush Haghighat

4) Dariush and Rhonda met with Vice Chancellor Terri Hampton and discussed the districts proposed modifications to the part-time faculty rehire preference MOU. After a couple of hours of very constructive discussions, both parties agreed to take the proposed changes to the Faculty Association Executive Board and the Chancellor for final review and consideration.

5) Vice Chancellor Hampton also clarified an issue that had been addressed in the Association’s previous minutes regarding the Association’s strong objection for the new hiring requirements for the HR analyst not having any minimum requirement regarding education. Vice Chancellor Hampton indicated that would be illegal and the college cannot hire anybody without a minimum education requirement. She indicated that the new HR policy is to look broadly on the combination of education and work experience so if a candidate does not have an impressive educational credential but still meets the minimum education requirement as well as a broad work experience, the candidate would not be eliminated from the pool.

6) Dariush thanked Vice Chancellor Hampton for her clarification and in turn articulated the Association’s concern about the new HR approach in hiring classified and confidential personnel. Of course the Association cannot and will not interfere with the business of CSEA, but the Association can take a stand on hiring positions that involves both CSEA and the Faculty Association.

7) Dariush shared with Vice Chancellor Hampton that the Association is concerned that the new HR approach might lead to the lowering our standards in some of our search committees. Dariush explained that both Rhonda and Dariush were
extremely alarmed that in the most recent hiring committee that they both participated for a HR position, practically every individual who had submitted an application had received at least one vote by the search committee for consideration. Dariush suggested that he had never experienced anything like that during his twenty-eight years of participation in the search committees. Dariush suggested that he is really concerned that the new approach might send the wrong signal to some committee members that anything can go and there are no standards to consider when screening candidates. A simple observation that almost every single individual who had applied for a position had received at least one vote for consideration raises a serious question of what standards, if any, were applied in screening and selecting candidates for interviews.

8) Vice Chancellor Hampton has also responded to Dariush’s inquiry about the unilateral alteration of a job description for a faculty position by a HR technician at Moreno Valley. Vice Chancellor Hampton indicated that was an innocent mistake due to a wrong document that had been copied and pasted on the job announcement template.

9) Rhonda shared with Vice Chancellor Hampton that this time the committee will precede with the search since they already have qualified candidates in the pool. Dariush suggested that these kinds of mistakes, intentional or not, must be avoided at all costs. The integrity of hiring process is extremely important and cannot and must not be compromised. Dariush has also shared with Vice Chancellor Hampton that at least in one job announcement that Dariush is aware of the discipline’s request of Ph.D. preferred was not published in the final job announcement that was published by HR. Dariush suggested those kinds of interferences in the search processes, again intentionally or not, are absolutely unacceptable and must be seriously avoided.

10) Vice Chancellor Hampton informed Dariush and Rhonda that after the board’s approval of Keenan’s contract renewal as our district’s health care consultant for three years which was recommended by the HR and the Faculty Association among others, HR has been informed that that Keenan had been sold to another entity back in March 2017. The Faculty Association is extremely alarmed, baffled, and outraged that Keenan did not disclose this important fact during the contract renewal process.

11) Apparently Keenan is now owned by the same parent company that owns Keenan’s rival, the HUB international.

12) The Faculty Association is planning to address these issues with Keenan and the district.

13) Dariush has asked for an immediate meeting with Keenan and other interested parties to tackle and resolve the preauthorization clause for the PPO health care.
13) The Faculty Association Executive Board reviewed and discussed the proposed modification to the Part-time faculty rehire preference MOU by the district.

14) Motion (Phillipson/Biancardi): To accept and approve modified changes. Approved unanimously.

15) PAC Report. Drs. Fabian Biancardi, Rhonda Taube, Asatar Bair have prepared a Political Action Committee statement and it will be sent out soon.

16) The upcoming Board of Trustees election is very important. Candidates are seeking the Faculty Association endorsement.

17) We are going to ask faculty for private emails, money, and help involving board of trustee campaigns. We need to offer our support. It worked well with Bill Hedrick’s campaign.

18) Asatar Bair reported that good campaigns need to communicate well but also educate. Financial support is critical.

19) Drs. Asatar Bair and Ward Schinke met with Bill Hedrick discussed in detail where Bill raised his campaign funds and how he spent his funds. You can never be quite sure of what works but name recognition is imperative. One of the most important costs in campaigns is mailers. In the board of trustee elections, faculty are one of the strongest core groups of supporters however relatively few are involved.

20) Moreno Valley College

21) Fabian Biancardi. Fabian was pleased with the great faculty turnout last week at the MVC faculty association meeting. There were more faculty than ever. It was huge!

22) Fabian agrees with one of the points that a MVC faculty member made regarding assessment. Support staff are needed to input the assessment data for faculty. The faculty workload has increased massively.

23) Fabian was asked about an issue regarding a faculty member on reduced load. The counselor’s hours have been reduced from 30 to 26.5 hours per week however he/she is being deducted absences for two full days a week. One day a week makes more mathematical sense. Fabian and Chris will respond.

24) Categorical funded counselors have received March 15th notices but some have complained that they have never received March 15th in the past.

25) Ervin Slavick. Parking reimbursements for part time faculty should be finalized soon for those that purchased annual parking passes.
26) **Riverside City College—**

27) **Rhonda Taube.** Rhonda met with a faculty member regarding the summer schedule. She will be following up with Drs. Farrar and Isaac regarding the confusion surrounding a summer class. Dariush asked the faculty member to check about his/her status and follow up with the dean.

28) The Faculty Association election announcement went out on multiple listservs. Nominations started yesterday and will be open until May 5th.

29) **Emily Edwards.** Emily reported that she wants to build a link on the RCC website for part timer resources and load more resources that will help especially new faculty.

30) **Garth Schultz.** Garth has been working on behalf of faculty member who worked lab hours and wants to get paid. Garth is still investigating but whether or not it was mistake, the faculty member should get paid for the four hours of work.

31) **Norco College**

32) **Peter Boelman.** Some faculty have mentioned that the hiring committees compilations are focused on race to have the committees represented as diverse. While race and color are truly important domains of diversity, it is also important to consider all domains of diversity such as those who are members of the LGBTQ community, persons with disabilities, national origin, religion, and age.

33) **Tim Wallstrom.** A faculty member is very concerned about the Associate Faculty Reemployment Preference MOU. He/she wants to see it before it is signed. While we appreciate the passion for the issue, we don’t negotiate in public. But the Association has received and relied on many helpful inputs and recommendations from our colleagues.

34) Tim has decided not run again for re-election on the executive board. Sadface.

35) **Cameron Young.** Cameron met with Dan Reade regarding the summer orientation for part time faculty and they brainstormed possible ideas. They would like to elicit some assistance to plan the event—perhaps take it to the senate and faculty development committee.

36) They would like to see a “Live Guide” rather than a faculty handbook to demonstrate how to perform required tasks. At the orientation, Cameron can advocate for part time faculty to join face-to-face committees and become familiar with resources throughout the campus.

37) **Secretary: Shari Yates.** No report
38) **Treasurer: Leo Truttmann.** No report

39) **District Academic Senate: Mark Sellick** reported on the District Academic Senate. There is concern regarding faculty hiring committees and worries that HR has been intervening with the faculty hiring process. Modifications to job descriptions and interloping within the committee are not commensurate with the faculty priorities for the hiring search. A meeting will be held with Vice Chancellor Terri Hampton on how some of these things are being addressed.

40) Mark will send an email regarding education assistants. He encourages faculty to apply.

41) **Open Hearing.** None.

42) **California Community College Association (CCA).** No report.

43) **Closed Session:** Six items discussed.

44) Adjourned 3:55pm.