Attendees:

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Rhonda Taube (Faculty Assoc Pres)</td>
<td>Peter Boelman (NC VP)</td>
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<td>Asatar Bair (Treasurer)</td>
<td>Monica Gutierrez (NC FT Rep)</td>
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<td>Jacqueline Lesch (Acting Secretary)</td>
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<td>Shari Yates (Membership Chair)</td>
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<tr>
<td>Fabian Biancardi (MVC VP)</td>
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<td>Dariush Haghighat (RCC VP)</td>
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<td>Jeff Rhyne (MVC FT Rep)</td>
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<td>Garth Schultz (RCC FT Rep)</td>
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<td>Ervin Slavick (MVC PT Rep)</td>
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<tr>
<td>Diana Campuzano (NC PT Rep)</td>
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<tr>
<td>Emily Philippsen (RCC PT Rep)</td>
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<tr>
<td>Mark Sellick (District Academic Senate)</td>
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<td>RCC Faculty various guests</td>
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1) Call to Order 1:07

2) The following minutes were approved during the 11/5/19 Faculty Association Executive Board meeting.

   Motion (Haghighat/Rhyne) to approve the 10/29/19 Faculty Association minutes with amendments.
   Motion carries: 10 yes; 2 abstain.

3) President: Rhonda Taube

4) The Faculty Association circulated a second draft of the Dispute Resolution MOU which included language clarifying the role of Human Resources in the process.

   Motion (Biancardi/Schultz) to approve the draft Dispute Resolution MOU with HR language clarification.
   Motion carries: 10 yes, 1 abstain.

5) DeWayne Sheaffer has been elected as District Q State Representative. He has many great ideas of how to merge the goals of CCA with the American Association of University Professors (AAUP). We hope he will be a great advocate for keeping our CTA Board position at the State level. He is interim replacing Susan Green who left her seat when the Cal States disaffiliated from CCA.
6) RCCD Board of Trustees is considering placing a college improvement bond measure on an upcoming 2020 ballot. If approved, this measure could generate up to $840 million in locally controlled funding to:
- Maintain classrooms and student service centers by replacing leaky roofs, rusty plumbing and outdated and faulty electrical systems where needed
- Upgrade outdated classrooms, science labs and career training facilities to keep pace with current industry standards and allow for state-of-the-art courses in biology, chemistry and physical sciences
- Expand and improve Veterans’ Centers at all campuses, which provide job training, placement, counseling and support services to military veterans and their families
- Improve student safety and campus security systems including security lighting, cameras, emergency communications systems, smoke detectors and fire alarms. (https://www.rccd.edu/potentialmeasure/Pages/index.aspx)

Motion (Rhyne/Schultz) to dedicate $10K to establish a new PAC with a purpose of passing the bond initiative with the intent to raise matching funds. Motion carries unanimously.

7) Membership Chair: Shari Yates - No report.

8) Secretary: Jacquie Lesch - No report.

9) Treasurer: Asatar Bair - No report.

10) College Reports

11) Moreno Valley College

12) Fabian Biancardi – No report.

13) Jeff Rhyne

14) Jeff and Fabian meet with President Steinbeck and VP Lopez. Spaces have been secured for three (3) part-time faculty offices. The offices are intended for meeting with students one-on-one and administering make-up tests. The space includes a common work room. The Faculty Association is pleased that this need has been acknowledged and VP Lopez agreed it’s a good beginning, but more can be done.

15) MVC supports LaTonya Parker’s continued appointment as Area D Representative, Academic Senate for California Community Colleges by claiming the reimbursement from ASCCC for .6 reassigned time.

16) Ervin Slavick – No report.

17) Norco College
18) Diana Campuzano

19) Diana met with President Green last week. She was apprised of the dual enrollment issues that other colleges in the district are experiencing.

20) Part-time workspace will hopefully open in November.

21) Part-time faculty may use hardcopy forms or Etrieve to submit hours for professional development or assessment activities for payment. The hardcopy forms are problematic for the part-time faculty to secure the required signatures from department chairs and deans. Diana and Emily worked with District IT to create a streamlined form in Etrieve, but it has not rolled out. IT explained form is ready, but payroll indicates they require more training. The sentiment from part-time faculty is that it takes longer to get signatures to get paid than the actual time conducted in professional development and assessment activities.

22) It is possible for part-time faculty to receive multiple consecutive “Needs Improvement” on IoI evaluations. The FA Executive Board Part-time Reps surveyed part-time faculty at their respective colleges as to whether they agreed a part-time faculty should receive multiple consecutive “Needs Improvement”. Diana reported part-time faculty felt there should be no more than 2-to-3 consecutive “Needs Improvement”. Part-time faculty also shared concerns that there is no consistency on how part-time faculty are evaluated and there is lack of support for improvement.

23) Riverside City College

24) Dariush Haghighat

25) Many faculty have shared their concerns with the Faculty Association regarding some of the hiring practices that result in prolonging the process and creating a bottleneck in bringing new faculty and other stakeholders on board at RCCD.

26) Some staff members have shared similar concerns about the hiring process to the Faculty Association.

27) Dariush has contacted other districts to find out if HR personnel are mandated to sit in on every hiring committee. RCCD has a limited number of DHR at the three (3) colleges, and such practice has become one source of delay in filling vacant positions.

28) Dariush noted that he has held a number of meetings with President Anderson and VP West regarding extending the evening and Saturday hours for the mail room.

29) Dariush suggested such a move is absolutely necessary for making RCC a truly comprehensive college with adequate services provided to faculty teaching in the evenings and Saturdays.
30) Dariush and Rhonda have engaged in negotiations with Chancellor Isaac regarding two (2) hours compensation for part-time faculty conducting mandatory sexual harassment training as well as three (3) hours compensation for part-time faculty teaching dual enrollment.

31) **Garth Schultz** – No report.

32) **Emily Philippsen**

33) The issue of resources needed for part-time faculty teaching evenings and weekends is being addressed.

34) Emily also reported out on the part-time faculty “Needs Improvement” survey. Similar to Diana’s report, part-time faculty felt there should be no more than 2-to-3 consecutive “Needs Improvement”. Part-time faculty also shared concerns that there is no consistency on how part-time faculty are evaluated and there is lack of support for improvement. There should be a clear remediation process with a timeline. District should be providing follow-up training.

35) **Open Hearing**

36) **District Academic Senate President - Mark Sellick**

37) The District Academic Senate passed/approved the Curriculum Handbook. Details regarding distance education accessibility support are still being discussed including the job description of the instructional designer.

38) Closed Session. Three (3) items discussed.

39) Meeting adjourned: 3:33 p.m.