Minutes
RCCDFA/CCA/CTA/NEA
February 12, 2018
RCC, DL 404

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Rhonda Taube (Faculty Assoc Pres)</td>
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<td>Shari Yates (Secretary)</td>
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<td>Asatar Bair (Treasurer)</td>
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<td>Garth Schultz (Riv FT Rep)</td>
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<td>Fabian Biancardi (MV VP)</td>
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<td>Dariush Haghighat (Riv VP)</td>
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<td>Peter Boelman (NC VP)</td>
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<td>Jeff Rhyne (MV FT Rep)</td>
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<td>Monica Gutierrez (NC Rep)</td>
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<td>Emily Philippsen (Riv PT Rep)</td>
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<td>Ervin Slavick (MV PT Rep)</td>
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<td>Diana Campuzano (NC PT Rep)</td>
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<td>RCC Faculty Guests</td>
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1) Call to Order 1:00pm

2) **President Report—Rhonda Taube**

3) Rhonda reported that at the last board of trustee meeting that Vice Chancellor Aaron Brown reviewed the proposed state budget that would allocate 3.45% COLA. If the COLA is approved and is combined with the negotiated contract raises, part-time faculty members would receive a salary increase of 5.95 percent and full-time faculty members would receive an increase of 5.45 percent. Governor Newsom ostensibly is friendly to community colleges.

4) It was also reported that the Governor has paused the proposed community college funding formula of 60% (*enrollment-based funding*), 20% (*student equity targeted funds to districts serving low income students*), and 20% (*student success*). The Governor is not completely sold on the 60/20/20 so he will continue the current funding model of 70/20/10 for three years.

5) Rhonda distributed a spreadsheet with explanations of how our district will benefit with an increase of 7.76 percent of state funds—approximately 10 million dollars. Rhonda reiterated that the Faculty Association would keep an eye on the district budget. Peter and Asatar were tasked to review the documents and report back to
the Executive Board.

6) Rhonda reported that she attended the CCA conference in San Diego. She recommends that the entire Executive Board attend the upcoming CCA Conference and serve as delegates during April 26th-28th at the Hilton Irvine. The officer elections will be held at that time and as one of the largest chapters, it’s extremely important we have a voice in who is running CCA.

7) Board Policy (BP) 3950 Naming of Facilities, Events and Programs will be approved at the next Board of Trustee meeting.

8) Rhonda, Fabian, Peter, and Dariush met with the Chancellor at the end of the fall term. Both the district and the Faculty Association agreed that sabbaticals would be allocated districtwide, not per college.

9) It was also discussed in December that a workgroup is being formed to help modify the Professional Growth and Sabbatical Leave (PGSL) committee. The current committee is an anachronism. They don’t review quality of sabbatical applicants—only review if the deadline was met. There is interest to add a component where the PGSL faculty members have to present at the meetings. Regarding faculty who receive sabbaticals, they need to report what they achieved. Sabbaticals need accountability and it must be clear to the applicants when applying that reporting is required. The timeline for scheduling sabbaticals needs to align with building the faculty schedules since full time faculty teaching loads are hard to fill.

10) Rhonda, Dariush, Fabian, and Peter representing the Faculty Association reached an agreement with the Chancellor Isaac and Vice Chancellor Brown that a total of 16 new tenure track faculty positions will be allocated to the three colleges for this academic year: 8 for RCC; 4 for MVC; and 4 for NC.

11) A project of looking at course caps is ongoing. Vice-Chancellor Susan Mills will announce the principles of course caps.

12) HRER is interfering with the hiring process. It is taking forever to host these jobs, which is terrible for competitive fields. It’s becoming a yearlong process to get someone hired.

13) There has been an explosion of administrative positions especially new positions at RCC. The process of “strategic planning” is consistently stated when the Association is inquiring about the positions. The new hires however are being used against us given that the district budget is at 86 percent for salaries. The salaries are a congregate of administrators, faculty, and staff. The new administrative positions slow down new faculty hires. We need to look at all the new positions and ancillary support staff required. Faculty needs to be an integral part of the budget and financial planning committees.
14) Discussion ensued regarding faculty exploring retirement. One item that is preventing more retirements is losing the district health benefits at age 65 and higher.

15) Mindful that health care is an important challenging issue for those who are contemplating retiring, as well as the ever rising cost of health care for our retirees, Rhonda, Dariush, Fabian and Peter as representatives of the Faculty Association have engaged in a comprehensive discussion with the district and our health care consultants regarding measures to curb health care costs as well as providing some sort of subsidies for the retirees health care.

16) Although there is not a golden handshake this year, augmenting health care for retirees would serve as an incentive for faculty contemplating retiring—a “golden-nudge” per se.

17) The Association is still waiting for the summary of faculty release time report from VC Aaron Brown. Part of the larger discussion with the Chancellor is that the Association becomes the “bad guy” when we deny release time that has not been negotiated. We should push the administration to negotiate with the Association to avoid the quagmire of release time that has not been negotiated.

18) A progressive women’s group asked Rhonda to consider running for Riverside City Council. The city council election will be in June 2019. Dariush spoke that this is such an honor for RCC and our Executive Board. Rhonda is an outstanding candidate. Rhonda considered the opportunity and decided over the winter break that her number one priority is serving the Faculty Association. She might be interested in serving the city at a later date.

19) Rhonda is working on a side letter of understanding to clarify the contract language on faculty transfers. It was unanimously agreed by the Executive Board that the contract referring to faculty transfers was intended to specify from college to college, not within a college to another discipline.

20) Moreno Valley College

21) Fabian Biancardi. Fabian reported that MVC had a nice kick off to spring semester by a well-attended FLEX day forum. Rhonda shared important Improvement of Instruction (IOI) information.

22) The MVC Faculty Association reps will be meeting with President Steinback and VP Lopez regularly.

23) In December, Fabian received a phone message from the Press Enterprise lamenting on the lack of coverage of RCCD due to the lack of resources. Alan Lovelace nailed it that local journalism is hemorrhaging from communities not
renewing subscriptions.

24) Unfortunately MVC has experienced technical issues with the website being down due to hardware failure. For last weekend, it was quite challenging at the end of the Winter term and beginning of Spring term.

25) **Jeff Rhyne.** Jeff is working with a faculty member who gave a student an incomplete grade but it was in Blackboard and now the student cannot finish due to the district switching to Canvas. Jeff is confident that the matter can be resolved.

26) It was reported that a faculty member when administering the student survey portion of an IOI was given unsolicited information from the students voluntarily. Can this information be used in the IOI narrative? The Executive Board agreed it is okay to be used since it was gathered within the context of doing the IOI. There is a strong push for narratives to include student survey information, which means that the student survey information needs to be shared before the final IOI meeting.

27) Regarding part time faculty, Chairs can override a satisfactory narrative report from another faculty and mark needs improvement if the chair has information that the faculty needs to improve. In this unlikely event, communication between the chair and faculty completing the narrative report should be ongoing.

28) **Ervin Slavick.** Ervin reported that the copy center was down and the administration and staff handled it well. Ervin also reported that he has received faculty complaints about the bookstore.

29) **Riverside City College—**

30) **Dariush Haghighat.** Dariush met with the new RCC president, Dr. Gregory Anderson, on January 11th; he officially started on January 2nd. The new president had a “baptism by fire;” he was involved in the first dilemma caused by a member of his administration running afoul with the Faculty Association his first hour on the job.

31) Since the departure of Dr. Isaac as RCC President, many of his transparent and inclusive practices especially in establishing hiring committees for key management positions have been abandoned at RCC.

32) Tragically, the number of faculty in hiring committees has been substantially reduced. One guiding principle in Dr. Isaac’s administration was the pivotal role faculty played in the hiring committees of key management positions. Dr. Isaac made sure all faculty groups who would be affected by the incoming manager would have sufficient representation in the hiring committee. Dr. Isaac also made certain that faculty voices would not be drawn out in the hiring committees due to lack of sufficient representation in the process.
33) Dariush shared numerous examples of selection committees with limited faculty representation. In a couple of committees there was only one faculty member. 

34) Dariush indicated so far RCC VP, Dr. Monica Green has manifested some of the best practices in establishing hiring committees under her area in the true spirit of Dr. Isaac's guiding principles. Not only Dr. Green has made sure that sufficient number of faculty would be included in the key managerial positions being recruited in her area, Dr. Green has also provided meaningful rationale for the appointment of key faculty members in those recruitments based on the relative knowledge and expertise of those faculty vis-a-vis the management position that is being recruited. 

35) Dariush is urging the full cooperation between the Faculty Association, RCC Senate, and President Anderson and his cabinet to bring some of the solid principles we used to adhere to on Dr. Isaac's watch in recruiting key managers for RCC. 

36) Dariush also shared that, unfortunately, he has also experienced some hiccups and missteps in the hiring processes at the district level. For example, Dariush was extremely alarmed and dismayed that no teaching experience was part of the job requirement for a key academic manager's position at the district level that was recently flown. 

37) Hiring an academic administrator without teaching experience is absolutely reckless and extremely counterproductive since academic administrators have the right to retreat to the classroom. We have to take these things seriously; we cannot dilute position qualifications. 

38) In the last few weeks, the Association was thrown into a potential violation of the Board Policy (BP) 3950 Naming of Facilities, Events and Programs by the RCC administration. The Association’s President, Dr. Taube, recently inquired about the rationale for RCC administration taking a classroom offline in Quad area and she was informed that classroom was scheduled to be converted to a dean’s office. Upon further inquiries about that matter, the Association noticed that particular classroom happened to be a dedicated classroom for a former faculty member. 

39) When the Faculty Association reminded RCC administration about that important fact, the Association was assured that matter had already been vetted and approved by the affected Division as well as by the RCC Strategic Planning Committee. RCC administration further assured the Association that the dedicated plaque for that room could be removed and posted on another room. 

40) Upon further and careful review of the BP 3950, the Association had to strongly recommend both the RCC and the District administration against such a move since the BP 3950 is quite specific, requiring board of trustees’ approval, and informing the family of the faculty member room that was dedicated to before a change could occur.
41) Thanks to President Anderson's intervention, the issue was amicably resolved before creating a major embarrassment for RCC with the Board of Trustees. The Faculty Association and President Anderson also agreed that is not the charge of Faculty Association, or faculty in a particular division, or the RCC Strategic Planning Committee to uphold the integrity of the Board Policies. It is rather the administration that must make certain all board policies are properly enforced.

42) The Faculty Association and President Anderson also agreed Dariush reiterated that health care needs to be extended to retirees. He has pressed the District regarding the need to bring retirees' health care under our bargaining unit. The district can arbitrarily raise premiums—it was raised 60 percent a few years ago.

43) Since Board of Trustee candidate Jose Alcala won the election, many potential candidates for the Riverside City Council have approached the Association for support and endorsements.

44) Garth Schultz. Garth reported that Clifford Ruth sent documentation of the proposal from speech faculty for the annual speech competition.

45) Emily Philippsen. Emily presented professional development time received at other colleges including Chaffey College. Most professional development time is based on how many hours faculty work a week. Hopefully it will help with negotiations for more professional development growth for part timers.

46) Emily presented preference guidelines for ECE lab teachers (see attached).

47) Motion (Rhyne/Gutierrez): To approve ECE lab teacher preference clarification. Motion approved unanimously.

48) Norco College.

49) Monica Gutierrez. Some full time faculty are concerned about a limit of 1000 copies per month. Faculty are worried that at the beginning of the term, copies requested may exceed their limit. If faculty send copy requisitions in advance, an unlimited amount of copies can be made. Perhaps, Monica can negotiate an exception for new course development.

50) Monica clarified that the Faculty Association participated in the hiring committee of the Interim VP of Strategic Development. The process was fair and transparent. The committee recommended and announced an interim VP Strategic Development.

51) Peter Boelman. Peter asked about a full timer whose overload was canceled and if he/she can take a part timer’s course. According to the contract, once the class starts, the full timer cannot take a part timer’s class for an overload.
52) **Diana Campuzano.** Diana met with the deans of instruction about keys and ID swipe cards not working. It was also reiterated that changing the website during finals in fall was poor planning. The deans agreed that these types of issues need addressing and were working to resolve any issues for part timers.

53) Diana was asked if retired full timers (now part timers) were allowed to receive three hours of professional development training for Canvas. Yes, they are retraining and compensation is allowed.

54) **Secretary: Shari Yates.** Shari clarified preference issues:

   a) Full time faculty that are teaching “part time” for another discipline, do not earn preference. Preference was intended and only applies to part time faculty.

   b) Full time faculty that retire and want to return as part time faculty, are to be given a class to teach when eligible. Retirees need to apply for preference using the application form. Retirees have the same standards applied for preference as part time faculty including the necessity of earning at least 2.0 FTEF per course, and have previous satisfactory evaluations. Retirees may apply for preference for more than one course, but only one course is required to be given due to the preference status.

   c) Part time faculty that are assigned to “lab” hours (instructional hours) must maintain the same standards as counselors and/or librarians by earning at 1215 hours and have at least three satisfactory evaluations (including student surveys) to obtain preference.

55) **Treasurer: Asatar Bair.** No report.

56) **District Academic Senate.** No report.

57) **Open Hearing.** A part time faculty member had received and approved a teaching assignment. On the first day of school, the dean told the chair to cut the faculty member’s hours. The Association does not agree to the process that the dean has taken and will protect the faculty member’s teaching assignment.

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

59) Closed Session. Three items discussed.

60) Adjourned 3:15pm.