1) Call to Order 1:00pm

2) Motion (Biancardi/Rhyne): To approve with amendments. Unanimously approved.

3) **President Report—Rhonda Taube**

4) Rhonda attended the District Academic Senate to voice a concern regarding a MVC senate resolution of how faculty new hires are distributed throughout the district. There is a conflict if the senate pass a resolution that differs on the negotiated agreement that the Faculty Association made with the administration. MVC would like to see a change in the way the faculty distribution is done. Unfortunately, the resolution from the senate is powerless and infringes on the work of what we have negotiated. The resolution is now being brought to the other senates to vote. The implication from the resolution is that the Faculty Association is at odds with the senates. Of course, the senates can air any sentiment they wish and openly criticize the Faculty Association negotiations, but we were blind-sided by the resolution.

5) Further concern is that the resolution was an aggressive insult to the Chancellor who has voiced his concerns about the faculty distribution process and is amenable to altering the distribution in the future. The resolution as it reads, didn’t have a specific percentage mentioned and did not include data. Additional discussions
would need to clarify the basis for which faculty distributions are made.

6) Dariush spoke to our aversion of crossing paths with the senates that we don’t want to appear to be questioning the senates. However, the Faculty Association is sole bargaining unit in which these negotiations are made. If the senates pass this resolution, it is obsolete and ineffectual.

7) In moving forward, the principles and the rationale of faculty distribution need to be addressed. In fact, Dariush would like to see faculty hires be a continuing part of the budget to alleviate the necessity to negotiate. Decisions have been irrational in the past and based on “personalities.”

8) Dariush indicated that, unfortunately up until now negotiating new faculty positions have not been on any rational foundation. The way these positions were negotiated in the past was based on how much Dariush pressured the former chancellors in allocating more funding for new hires. The District always claimed poverty and would come up with low numbers and then Dariush had resort to more pressure to raise those numbers. This year again the negotiations were, at best, arbitrary. The state has allocated funding for eight new faculty positions and after going back and forth with the district, the district finally agreed to match the state funding.

9) Again, such a decision is not based on any logical and rational foundation. The question is the district can afford eight new positions, then why can it not afford nine or ten positions.

10) This type of negotiations is not sustainable and it is totally irrational. Especially when you have a very logical and data-driven scientist at the helm of our institution.

11) Rhonda and Dariush has high hopes that negotiations with Chancellor Isaac will be fundamentally different from negotiations with his two predecessors.

12) Rhonda and Dariush suggested that full time faculty hiring needs to be an ongoing percentage of the district budget. As these types of discussions are occurring, it’s somewhat premature for senates to get involved. We welcome senates’ feedback and input but these discussions are already transpiring.

13) Jeff expressed that the resolution stemmed from a lot of frustration from the chairs at MVC, who is a body of a senate. With such few faculty at MVC, there is a ton of extra service on committees that is not as easy to divide up. MVC does not have enough faculty to fulfill all the roles for committees. Fabian stated, “We aren’t trying to make it unfair but it seems past decisions are disproportionate to dividing the spoils.”

14) Rhonda and Dariush had a meeting with the district administration and HR about the Improvement of Instruction (IOI) process for contract faculty. Currently “soft skills” are not included in the IOI process. We need to build a tool that is legitimate and
standardized about how faculty are a “good fit” within discipline/departments including soft skills to best serve the students.

15) **Moreno Valley College**

16) **Fabian Biancardi.** Fabian met with the company that was hired to assess MVC needs for comprehensive master planning. They discussed how students have changed through the years. The goal is to support the idea that there is a strategic thought and strategic ideals behind the master plan. A lot of the plans depend on the district bond passing. Fabian is looking forward to be presented with the final report.

17) **Ervin Slavick.** Ervin reported that an Early Childhood Education (ECE) lab teacher who earned a promotion but lost pay due to the faulty salary structure of being placed on the new tier but moved back to step one. Fabian will immediately issue a demand to bargain since the faculty member took on more responsibility for less pay. Ervin will ask for the faculty member to send more details.

18) Shari and Emily are pulling data for a proposed ECE salary structure that will alleviate these issues. Shari stated, “You haven’t seen anything until you see how inadequately ECE lab teachers are underpaid.” Other Faculty Association executive board members added that the salary structure is shameful.

19) **Riverside City College**—

20) **Dariush Haghighat.** Dariush clarified that the line is clearer between a HR investigation and a college investigation. HR gets involved if there is a complaint about “harassment.” If a student accuses a faculty member of inappropriate touching, HR would investigate. If a student complains that a faculty member screamed at the student AND the student claims that it was based on a bias of a “protected class,” then it becomes a subject of investigation for HR. The part that becomes troubling is that these investigations cost a lot of money. There needs to be some groundwork to verify the claim before expensive investigations are launched.

21) The HR must also communicate and notify the respective college president before launching an investigation of a faculty member in his/her college. And even after the investigation is completed, all the findings along with the recommended course of action must be turned over to the respective college president. Ultimately the president of the college makes the determination to follow the investigation recommendation or not. Presidents don’t have to go with HR’s recommendation.

22) The Faculty Association would like to encourage the presidents to consult with the Association before an administrative determination is made. That is the system the Association and then President Isaac established at RCC and it worked extremely well.
23) Dariush spoke about maternity leave and proposed a clarification side letter of agreement regarding tenure review process. If a contract faculty misses a fall semester due to maternity leave or any other legitimate and documented medical leave, then we would like to propose the Improvement of Instruction (IOI) to be done in the spring. Furthermore, if there was an administrative misstep and a faculty member was not evaluated in the fall, the contract faculty should not be penalized and should be evaluated in the spring.

24) **Motion (Haghighat/ Rhyne):** To institutionalize contract faculty getting back on the regular cycle as necessary when the fall term is missed. Approved unanimously.

25) Dariush recounted a highly problematic and truly concerning ongoing issue that for all three colleges that there are a number of faculty, staff and even managerial positions that are still in the queue. It takes a long time for HR to post and hire faculty. Positions have not been flown that were approved last October. There are many steps to hire before a position is posted. This issue does not just affect faculty hires but staff and administrative positions as well. The delayed timeline to hire greatly affects the pool of faculty applying for tenure track positions.

26) **Garth Schultz.** Garth shared documents from Communication faculty members regarding the speech tournament and a proposed stipend. Garth will ask the faculty for a log of hours that it takes to conduct the speech tournament. Stipends need to be based on hours at the faculty lab rate.

27) **Emily Philippsen.** Emily is advocating for an Associate Faculty page on the RCC website that holds all the information that is important to part timers (preference, professional development, assessment, etc.). We currently have one under our Faculty Association page but that could be hard to find, especially for new Associate Faculty [https://www.rcc.edu/cta/Pages/CTA Home.aspx](https://www.rcc.edu/cta/Pages/CTA Home.aspx).

28) Emily and Diana will attend a meeting today for Etrieve.

29) **Norco College.**

30) **Monica Gutierrez:** Several faculty asked for clarification on item #34 from the 2/26/19 minutes:

   a) **Peter Boelman.** A question arose from a faculty member asking if a contract faculty may serve on an Improvement of Instruction (IOI) committee. Yes, only one faculty member must be a tenured faculty member on an IOI committee.

   b) Clarification: contract faculty can serve on Improvement of Instruction (IOI) committee for regular faculty as only one member on the committee must be tenured. However, for contract faculty IOI committees, three tenured faculty are required.
31) **Peter Boelman.** Peter asked if faculty could teach at the high schools before 3:00pm. It is dependent on the high school and the high school unified school district agreements with the teachers’ union. Many of the local districts allow teaching before 3:00pm and faculty throughout the RCC District are teaching before 3:00pm.

32) **Secretary: Shari Yates.** Regarding preference, Associate Faculty may only ask for an evaluation if they were missed in their yearly evaluation cycle. If a faculty member was not missed from the faculty member’s evaluation, chairs do not need to evaluate in spring (or the “off-term”).

33) Associate Faculty may ask to be evaluated if they are evaluated regularly in the fall and teach a different course in the spring. There are times when Associate Faculty only teach a course in a semester that is not "in concert" with their evaluation cycle. If this is the case, then Associate Faculty may ask for an evaluation because they would never get evaluated without asking.

34) When an Associate Faculty member is up for an evaluation, it’s up to Associate Faculty to tell their chairs if they want to be evaluated in one of their courses or all their courses. The contract says that students surveys should be collected in all the courses but they might want a narrative (peer-review) in each particular class they teach which would help to earn preference.

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

36) **District Academic Senate (DAS) Peggy Campo.** Peggy reported the senates are working on their guided pathways efforts. The district has also convened a workgroup to discuss course caps and we are working to implement AB705.

37) Each college is working on their accreditation report and the district strategic plan is almost complete.

38) Peggy also noted that the DAS is aware that it needs to update its constitution, bylaws, as well as work on some district BPs and APs. We are working closely with Vice Chancellor Mills to do so. This will greatly help some committees like PG&SL. The district was without a vice chancellor of educational services for quite sometime and we are playing catch up. So saying that the PG&SL committee is anachronic is not correct. The policies governing the committee are outdated. PG&SL, that lacked staff support for a long time, is simply following prescribed policies that need to be updated. We are working as quickly as possible to get things done in a timely manner.

39) **Open Hearing.** A faculty member asked how many co-chairs could a department have. Rhonda answered up to three co-chairs.
40) **California Community College Association (CCA)**. No report

41) Closed Session. Five items discussed.

42) Adjourned 2:55pm.