Minutes
RCCDFA/CCA/CTA/NEA
March 22, 2016
RCC; DL 404

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Dariush Haghighat</td>
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<tr>
<td>(Faculty Association Pres)</td>
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<td>Shari Yates (Secretary)</td>
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<td>Ervin Slavick (MV PT Rep)</td>
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<td>Fabian Biancardi (MV VP)</td>
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<td>Rhonda Taube (Riv VP)</td>
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<td>Leo Truttmann (Treasurer)</td>
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<td>Emily Edwards (Nor PT Rep)</td>
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<td>Peggy Campo (District Acad Senate Pres)</td>
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<td>Jacqueline Lesch (RIV FT Rep)</td>
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<td>Chris Rocco (MV FT Rep)</td>
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<td>Joe Eckstein (Nor VP)</td>
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<td>Lisa Iyer (Riv PT Rep)</td>
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<td>Tim Wallstrom (Nor Rep)</td>
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<td>Shannon Hampton (Guest)</td>
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1) Call to Order 1:05pm

2) Motion (Taube/Rocco): Approval of minutes. Approved. One abstention.

3) **President Report—Dariush Haghighat**

4) Dariush followed up on his report about the district software that was scrolling through emails looking for key words. At the district safety meeting it was mentioned that the district has software that searches emails looking for key words. Dariush and Mark Sellick became concerned about the district infringing on privacy rights and freedom of speech. To get to the bottom of the issue a meeting was set up with Chancellor Burke, Vice Chancellor Aaron Brown, Associate Vice Chancellor Rick Herman, Skip Berry, and Mark Oliver. The meeting lasted for a little over an hour. All participants engaged in a very informative, in-depth and frank discussion about our districtwide listservs and stakeholders’ privacy rights and freedom of speech.

5) There was a detailed explanation of how our internal and external email system works. For what we communicate externally, there is a gateway that monitors what we send. The district will filter outgoing emails that have social security numbers or personal data. The district will contact the faculty if an email is intercepted. We’re not sure if all faculty members are aware of this filtering.

6) Within both internal and external systems, there is a mechanism that the district can monitor the content of our emails but the district has not turned that option on. The district email has had the monitoring feature for the last 15-20 years.

7) Dariush and Mark became extremely concerned that such an option exists and we have no strict policy and procedure in place clearly articulating who can decide to turn that option on and what would be the rational for utilizing it. We currently have a language in our contract limiting district’s authority on infringing faculty members’ privacy rights and freedom of
communication via our districtwide listservs. However, the fact that our districtwide listserv has a built-in option that can be switched on by any individual at any given time without any strict, clear and well-thought-out policy and procedure is really alarming to the Faculty Association.

8) As such Dariush has proposed to the chancellor and the latter has agreed that the Faculty Association and the District work out a detailed, clear and solid agreement on the terms and conditions of utilizing that option if the district would ever find a legitimate reason for it.

9) The Faculty Association will consult with the Academic Senates in crafting such an agreement with the district. We must make sure that the monitoring feature can only be turned on based on the strict guidelines stipulated in that agreement. Furthermore, the decision to monitor should not come from anyone other than the Chancellor, not a tech person. Even if FBI or law enforcement agency were to ask for permission to search emails, they would need probable cause and a court order.

10) Dariush and Mark also articulated that they would like to see the current board policy strengthened. Board Policy 3720 reviews computer usage. Mark Sellick reported that the last edits to the policy hit a stalemate with the district and were not integrated into the current policy. We want the email access to meet the heaviest legal standard.

11) There is a Data Access Security Taskforce (DAST) that is currently in place. We should have at least one faculty representative from each college including a standing person from the senate and faculty association. The taskforce is going to be turned into a district standing committee.

12) Vice Chancellor Brown is actively working to put the Part time Faculty Professional Development Form online. Dariush instructed all faculty association reps to inform part time faculty that form is currently posted on the Association website as well as on the Faculty Development websites. Part time faculty must be properly compensated for their participation on professional development as it was negotiated in our contract. Dariush does not understand or appreciate any more delay on this matter. Dariush cannot fully comprehend why this issue has become such a complicated matter. The form is simple and ready to be used. Please announce to our part time faculty colleagues [http://www.rcc.edu/cta/Pages/Part-Time-Faculty-Resources.aspx].

13) Dariush reported that Cynthia Azari has been hired as President of Oxnard College.

14) Moreno Valley College—

15) Fabian Biancardi. Fabian reported that the Vice-President of Academic Senate had a .2 release time in the fall term but only receives a .1 in spring and believes that .1 is not enough. The contract suggests .1 but it is up to the MVC academic senate to split the 3.3 as they see fit. This is not a union issue so the VP will need to work out the issue with the senate.

16) Chris Rocco. A faculty issue with Disabled Student Services (DSS) was solved.
17) The Honors coordinator reassigned time should be increased to .4 at MVC. We will meet with President Mayo to discuss this matter.

18) **Norco College**—

19) **Joe Eckstein.** Joe attended the Norco Academic Senate to report on faculty association matters. He was asked questions regarding the recent MOU, which allows for a third option for Improvement of Instruction committees.

20) Joe, Tim, and Emily have an upcoming meeting with President Hendrick. They will bring forward any issues from the faculty.

21) Bill Hedrick, candidate for the Area 1 Board of Trustee seat, cannot attend the faculty association meeting on May 3rd. We will try to reschedule for May 10th.

22) **Emily Edwards.** Emily sent out the Part time Faculty Professional Development forms to the Norco part time email listserv. Emily made sure that the form is now linked the faculty association website and is easily accessible by part time faculty at all three colleges [http://www.rcc.edu/cta/Pages/Part-Time-Faculty-Resources.aspx](http://www.rcc.edu/cta/Pages/Part-Time-Faculty-Resources.aspx).

23) **Riverside City College**—

24) **Lisa Iyer.** Lisa asked about the ratification of bylaws. The ratification will be postponed until the CTA approves the proposed bylaws. The elections for spring will go forward without the new VP position being included. Joe will email the executive board the election timeline schedule.

25) **Jacqueline Lesch.** A part time faculty member sent a concern. More will be discussed in closed session.

26) **Rhonda Taube.** The culinary faculty wants to know if they are responsible for packing. The administration would like the faculty to pack but the items will be moved by facilities. The move will take place in April.

27) The theatre faculty would like to negotiate more release time for new technical director. The director is given a .2 for each production but it is an enormous amount of work. There is a ludicrous inequity of pay that the new technical director has little release time and no stipend. It is physically impossible to do the amount of work. Dariush asked Rhonda to issue a demand to bargain, copy the chair of the department, and Cc Dariush and President Isaac.

28) Rhonda has more to share in closed session.

29) **District Academic Senate: Peggy Campo.** There are 15 positions available for educational assistants. Faculty need to submit an application.
30) The district academic senate is expanding the audit policy.

31) Faculty are complaining that the new faculty position being hired is so slow; the sluggish process puts us behind other districts when looking for new faculty. We need to know earlier when we are getting the positions and get the process started sooner.

32) All the senates have approved the Student Code of Conduct.

33) We do not have an internal policy regarding a self-plagiarism policy and that is now being discussed.

34) Open Hearing: a faculty member shared his/her concerns regarding an Improvement of Instruction finding.

35) Closed Session: Four items discussed.

36) Adjourned 3:05pm.