Minutes
RCCDFA/CCA/CTA/NEA
OCTOBER 23, 2018
NC, CS 217

<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 Haghghat (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>Peggy Campo (Dist Acad Senate)</td>
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<td>NC Faculty Guests</td>
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1) Call to Order 1:00pm

2) **Opening Hearing.** Rhonda welcomed the Norco faculty to the Faculty Association meeting. She greatly appreciates the faculty attending our meeting to share their concerns and suggestions so we can better advocate for faculty.

3) A faculty member suggested that we better educate ourselves compared to other districts. The number of full time faculty is not high compared to other districts. Faculty salaries are good in comparison.

4) A concern was raised that grant funds are useful to cover capital expenses but there are time with grants that we make commitments that don’t cover “institutionalizing” the commitments. Not every dollar given in a grant is a “good” dollar. Colleges have a commitment to institutionalize grant money but the monies needs to be directly related to Norco’s strategic interests.

5) The district’s salary & benefits expenditure needs to be watched. We don’t want to get dangerously close to 90 percent which is when districts get into trouble with accreditation.
6) Salary costs include salaries of administrators. A large administration like at Norco (same number of adms as Riverside City) create a burden on the faculty. Faculty need to take the load of adding more students when the administration might not be as efficient. The faculty needs to have the salary information on all employees of the district.

7) Dariush commented that Chancellor Isaac is looking at the issue of administrators and staff to create reasonable expectations about how the hiring is done. The good news is that this Chancellor is reviewing the issue. This Chancellor wants to do all the hiring positions based on FTES. Each new position has to include a rationale. New positions need data-driven decisions based on FTES. We need to think strategically. A concern was shared that at Norco we hire the administrators first and then build the programs.

8) A discussion ensued about incentivizing professional development for part time faculty. Other college districts pay part time faculty for more professional development. At Chaffey, part time faculty are paid for professional development depending on how many units they are teaching. It’s important that we include part time faculty in professional development since so many part time faculty are teaching our students.

9) Emily compiled a report documenting how other colleges pay part time faculty for professional development. She is still researching but will continue to advocate for more professional development for part time faculty.

10) A discussion developed about AB705. Faculty affected by AB705 are worried about filling their load and their tenure at the district. “Is there anything that the union is doing to support us; I’m worried I’m not going to have a job.”

11) At an RCC FLEX activity renegotiating job descriptions was mentioned. This is not an issue the Chancellor is taking lightly. Please refer to page 51 about retraining faculty.

12) Peter and Monica will bring up this issue with President Reece at tomorrow’s meeting.

13) A faculty member asked about a possible golden handshake. Unfortunately, there is no golden handshake on the horizon. The district is working to pay for the previous handshakes. It typically takes the district five years to recover from a golden handshake. Probably in another 3 or 4 years we might see another retirement incentive.

14) A question was asked about reassigned time. Is the issue being discussed because of reassigned time in the contract or outside of the contract? What is legit or not legit? The reason that the discussion about reassigned time is occurring is the large amount of reassigned time equals about 60 full time jobs. There are areas where it
theoretically and conceptually needs to be reined in.

15) Why are so many faculty getting so much reassigned time? Reassigned time is a key component to shared governance. We must have faculty that are making decisions about shared governance in order to create truly strategic plans. Some faculty at Norco feel we need more support staff as opposed to more administrators.

16) Everything that has been discussed is dependent on the Board of Trustee election. These conversations are fruitless and ineffective if we don’t have faculty support on the board. This election is a deal breaker for us. We need to make sure that Jose Alcala and Tracey Vackar are elected. Please join our PAC. We beg you to get involved.

17) Motion (Bair/Rhyne): To approve with amendments. Approved. One abstention.

18) President Report—Rhonda Taube

19) Rhonda gave a report to the Board of Trustees standing up for academic freedom and academic integrity.

20) Rhonda also attended the new Board of Trustee candidate forum.

21) At the district safety and security meeting an issue was discussed about a part time faculty member that called 911 for a student that needed paramedics. The concrete barriers were moved to allow for emergency access to the instructor. The students who moved the barricades were admonished by the college police. Permanent bollards to prevent road access is problematic for emergency personnel. There are now cones instead of the barricades. It is imperative that these issues go through the strategic planning committees to ensure college safety at all levels.

22) Moreno Valley College

23) Fabian Biancardi. Fabian and Jeff have a meeting tomorrow meeting with President Steinback.

24) Ervin Slavick. Ervin received a question from an hourly faculty regarding his/her paycheck. Ervin will check with payroll about the issue.

25) Riverside City College—

26) Dariush Haghighat. RCC president forums were held throughout the week. The candidate, Dr. Gregory Anderson, interviewed with a variety of stakeholders. Dr. Anderson seems very genuine. He stated that he would like to work at a place with such candid and honest exchanges with faculty.
27) **Garth Schultz.** Garth was happy to report that the kinesiology job descriptions are moving forward. Language was added and slight changes were made for their protection.

28) **Emily Philippsen.** Emily sent her research to the executive board regarding part time faculty professional development. Chaffey is the best model thus far. Chaffey pays faculty related to amount of classes they teach. Valley College pays eight hours per semester. RCCD professional development for part time faculty is quite inadequate at three hours per academic year. There might be a benefit to colleges to pay part time faculty. Fabian and Jeff will ask President Steinback if there is incentive for the colleges.

29) **Norco College.**

30) **Peter Boelman.** Peter asked about progress reports. Each college is doing progress reports separately. The Norco form in “triplicate” seems to be a good idea. Faculty should not sign the form that is single page.

31) **Monica Gutierrez.** Some Norco faculty would like clarification on the assigning of "FW" and "EW" final grades. These faculty are unclear as to when either grade is indicated or who should be giving the grade. Is it the instructor, Office of the Dean of Instruction (DOI), or Admissions and Records? Further examination of DOI and Admissions and Records policies regarding grade "FW" and "EW" is needed.

32) Monica and Peter have a standing meeting with Reece tomorrow.

33) **Diana Campuzano.** Norco College is holding a part-time faculty job fair on Friday, November 16th, 2018.

34) **Secretary: Shari Yates.** No report.

35) **Treasurer: Asatar Bair.** Asatar reported that it is tax time. He is working with the accountant and in process of preparing statements.

36) **District Academic Senate (DAS) Peggy Campo.** Dr. Isaac reported that the state had available funds from other colleges around the state not reaching their FTES goals, so we are going to try to borrow around 800 from the summer to see if we can capture these additional funds. The Chancellor reiterated that the funds would stay with the colleges that collected the extra FTES.

37) Dr. Isaac asked the DAS to review and update all the board policies/administrative policies (BPAP's) within Academic Affairs that were outdated to be compliant with our accreditation timeline.

38) Dr. Mills informed DAS that the Profession Growth & Sabbatical Leave (PG&SL) workgroup established to update AP7160a Professional Growth and Sabbatical
Leave has not set meeting dates yet. The deadline to submit a request for the rank of professor or distinguished professor is Oct. 31st.

39) The DAS is working on updating the discipline facilitator list, its uses and maintenance.

40) The Moreno Valley Academic Senate (MVAS) president and Riverside City College (RCCAS) president did not want to take to their senates for discussion and vote on either RCCDAS Resolution 2018-01 nor BPAP3950 Naming of Facilities, Events, and Non-Academic Programs. Therefore, only BPAP3950 Naming of Facilities, Events, and Programs will be discussed and voted on at MVAS and Norco College Academic Senate (NCAS). RCCAS already unanimously approved this policy. Once all three senates have voted on this policy, it will return to DAS for final vote.

41) DAS is researching the possibility of uploading directly SLOs from CurricUNET Meta into Canvas for assessment purposes.

42) **Election. On behalf of Jose Alcala and Tracey Vackar** mailers were delivered, emails sent, and canvassing was occurring. Yard signs have been distributed. Tony and Caleb sent more 10000 texts. Please follow instructions for an easy way to promote endorsed candidates.

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

44) **Closed Session.** None.

45) **Adjourned 3:35pm.**