Minutes
RCCDFA/CCA/CTA/NEA
September 26, 2017
RCC, DL 404

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Dariush Haghighat (Faculty Assoc Pres)</td>
<td>Rhonda Taube (Riv VP)</td>
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<td>Shari Yates (Secretary)</td>
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<td>Leo Truttmann (Treasurer)</td>
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<td>Fabian Biancardi (MV 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>Garth Schultz (RIV 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>Cameron Young (NC PT Rep)</td>
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<td>RCC Faculty Guests</td>
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1) Call to Order 1:00pm

2) Motion to approve minutes (Rhyne/Schultz). Unanimously approved.

3) President Report—Dariush Haghighat

4) Dariush thanked Rhonda and Fabian for the professional and robust message sent to faculty regarding the association’s endorsement of Jose Alcala. The letter was well done and we received good responses about Jose and the outstanding Trustee he would be for our district.

5) On October 27th the Faculty Association will hold a meet and greet event and Jose Alcala will share his vision for RCCD if elected as our trustee. We sincerely hope that faculty will join us. The executive board members will be reaching out personally to invite the faculty. More information will be given. Garth is working on the flyer for the event.

6) We cannot afford to take the upcoming election for granted. We have to actively get involved and help Jose Alcala elected as RCCD Trustee representing area 4.

7) The Political Action Committee (PAC) is working on social media accounts that we can use for information regarding PAC.

8) The PAC website is being put together by Tomas Ocampo and Emily Philippsen: website: [https://rccdfacultyassociationpac.com/](https://rccdfacultyassociationpac.com/)

9) Cameron Young and Emily Philippsen are working on a mission statement for a Twitter account: [https://twitter.com/RCCD_FA](https://twitter.com/RCCD_FA)
10) Rhonda Taube and Emily Philippsen are putting together a Facebook account: https://www.facebook.com/rccdfapac

11) Dariush reported that the official communication from the co-chairs of the chancellor search committee suggests that process might very well wrap up by the January 2018 if everything goes well as scheduled.

12) Dariush indicated that thanks to Emily Philippsen’s insightful inquiries into the new laws governing extended leave and parental bonding leave. The Association has reached the conclusion that it must engage in negotiations with the district on these very important issues.

13) After extended research by Emily and Dariush, there is no doubt that the Association must make certain that like our full time faculty members, Part time faculty will be covered by the extended leave provision in our contract.

14) Furthermore, Dariush and Emily indicated that the Association must also negotiate 12 weeks compensation at 50% of regular salary for both full and part time faculty for parental bonding making certain that our district is brought into compliance with the new law that has gone into effect this year.

15) Dariush suggested that it is unfortunate that like many other issues, the district has not initiated the discussion and negotiations on yet another important matter affecting our faculty. However, the Association cannot wait for the district and it should initiate the discussions and negotiations on these issues so our colleagues’ rights and interest will be properly safeguarded.

16) Finally, Dariush reported that in his discussion with the Interim Vice Chancellor of the Academic Service, he was informed that the Educational Services is trying to hire a person full time to process the paperwork for the part time reemployment preference.

17) Moreno Valley College

18) Fabian Biancardi. Fabian raised an issue regarding an Improvement of Instruction (IoI) question that he was asked from administrators. Are administrators allowed to do class evaluations as part of the ioi committee? Administrators are welcome to attend faculty’s classes but they should not weigh in on the subject matter. Dariush will send an email to administrators that the review should be an administrative review—not subject matter expert review.

19) We will speak with the district and write a side letter of understanding to augment our contract regarding this issue.
20) *Does every class need to be evaluated, even overload classes?* If overload is a different course other than “load” courses, then it needs to be evaluated.

21) Another contract question was asked of Fabian about the frequency of evaluations regarding categorically funded faculty. It appears categorical faculty are being evaluated on different timelines throughout the district. The spirit of the contract was for contract faculty to be evaluated using the similar process and timeline as regular faculty. The contract needs to be changed with a MOU to clarify the language.

22) **Riverside City College—**

23) **Emily Philippsen.** The Faculty Association website now has a Reemployment Preference tab for forms and information.

24) **Garth Schultz.** Garth received two questions. A faculty member came to Garth and asked if faculty can publish a book either in hardcopy or electronic format and profit from the sales of it. Yes, but we discourage faculty using self-published materials to rip off students. [Faculty selling his/her PowerPoints or notes for $200 is unethical, amoral, and unconscionable.]

25) A faculty member asked if departments may come up with criteria for teaching online as part of operations/department policies. Could it possibly be considered a specialty? Subject matter expertise is a specialty; online teaching is one mode of delivery but not a subject specialty. Yes, departments can outline hiring policies in their department operations.

26) **Norco College**

27) **Peter Boelman.** Peter heard that the state might be giving money for part time office hours.

28) **Monica Gutierrez.** The Distance Ed coordinator’s job description is being written.

29) **Cameron Young.** Cameron announced that the National Center for Study of Collective Bargaining in Higher Education Conference would be held in Long Beach on Dec 1st and 2nd.

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

31) **Treasurer: Leo Truttmann.** Leo reported that RCC is pushing hard to offer dual enrollment classes at local high schools. Is this a work condition for faculty? Dariush believes that this is a senate issue and should be raised in that arena. Of course, if there is a working condition issue, then the Association will weigh in.
32) **District Academic Senate:** The district met yesterday. Data-entry staff are needed for inputting cross-listed disciplines.

33) **Open Hearing.** Dariush asked interim Vice Chancellor Dennis Anderson and Associate Vice Chancellor Christopher Blackmore to join us regarding our concerns with the limitations with various listservs. Christopher reported that the district has 90 listservs within the district. When Dariush worked with Chancellor Gregory Gray on content limited on listservs, they only agreed on a moderator for RCCD-all. It appears that other listservs have moderators. Another concern was that some of the faculty listservs do not allow more than 1 megabyte, which limits the ability to include attachments.

34) Associate VC Blackmore was very responsive and immediately changed each listserv to accommodate 100 megabytes.

35) A faculty member mentioned that back in the “old days” when we didn’t have the ability to make a distribution list through email, faculty asked for listservs. Now that it is easy to make distribution lists on Outlook, perhaps some of the listservs could be housed on individual email accounts.

36) Associate VC Blackmore will work on a method and process to collectively clean up the listservs.

37) Dariush inquired how we could change moderators’ status so they do not censor faculty—not including the listserv of RCCD-all.

38) Interim VC Anderson sent the proposed calendar to Dariush. It would be helpful if we could approve the proposed calendars for the next two years. To approve the calendar in advance would benefit educational services and programs.

39) Ward Schinke announced a forum that could be quite interesting. On Oct 4th from 1:00pm-4:00pm in the digital library, *Movement School for Revolucionaries* will be presented about rising fascist organizations.

40) A faculty member is having a problem with the Disability Resource Center (DRC) allowing students to record faculty without faculty’s knowledge. The faculty member believes that there are alternative accommodations that could be in place other than recording. There should be room for everyone’s rights in the classroom including students who do not wish to be recorded.

41) Dariush stated that we want to accommodate students but we want to protect faculty. In the light of the recent challenges the Association faced with a Norco faculty member placed on paid administrative leave due to a student complaint, we need to be vigilant protecting faculty while making absolutely certain that students’ rights are safeguarded and honored. It is concerning when students have been encouraged to take legal action against faculty. We need legal clarity and to see if
this practice is an abuse of power. Dariush will contact CTA legal counsel regarding DRC accommodations.

42) California Community College Association (CCA). No report

43) Closed Session: Five items discussed.

44) Adjourned 3:35pm.