



Minutes
RCCDFA/CCA/CTA/NEA
September 26, 2023
Riverside City College Library Room 404 & Zoom

Present	Absent
Rhonda Taube (Riverside Community College District Faculty Association President)	
Sonya Nyrop (Secretary)	
Emily Philippsen (Membership Chair)	
Lee Nelson (Treasurer)	
Jeff Rhyne (Moreno Valley College VP)	
Jennifer Floerke (MVC FT Rep)	
Rhejean King-Johnson (MVC PT Rep)	
Virgil Lee (Norco College VP)	
Araceli Covarrubias (NC FT Rep)	
Diana Campuzano (NC PT Rep)	
	Mike Chavez (Riverside City College VP)
	Garth Schultz (RCC FT Rep)
David Martinez (RCC PT Rep)	
Faculty Guests	

1. Meeting called to order at 1:03 pm.
2. Motion to conditionally approve minutes from September 19, 2023 (Nelson/Floerke). Motion approved with one abstention.
3. President's Report: Rhonda Taube
 - a. The Interim VP of Business Services at RCC was put on leave.
 - b. Rhonda had productive conversations with Tammy Few and Susan Mills.

- i. Rhonda brought up the issue of inconsistencies in the Improvement of Instruction process and suggested providing training, led by FA, at each college on IOI best practices.
- ii. Rhonda also discussed the need for consistency across the colleges on the institutional service plan form.
- iii. Rhonda and Tammy Few discussed the issue of tenured faculty who get a *Needs Improvement* and do not appeal. FA passed a motion in the September 19 meeting to create a side letter to address this situation.
 1. The process will be to skip item D under Article XID2 and move immediately to E, and a second review committee needs to be formed within fifteen working days to meet the following semester or possibly sooner if the faculty being evaluated wishes.
 2. If faculty receive a satisfactory evaluation, they can return to good standing in the following intersession/semester.
 3. Faculty cannot appeal later if they disagree with the second-level committee decision.
 4. One question that has come up is whether faculty who earn a *Needs Improvement* for an online course should continue to be assigned online courses. They should because a faculty member earning a *Needs Improvement* for a face-to-face course would not be taken out of the classroom. Furthermore, those faculty members are provided the opportunity to improve within this modality.
- iv. Rhonda will invite Tammy Few to an FA meeting.
- c. One of the most important faculty responsibilities is hiring and evaluating faculty. Faculty need to take these processes seriously.
- d. One faculty member going through the IOI process listed an institutional service activity that involved being in someone else's classroom. During the IOI meeting, the idea was suggested of having students evaluate that faculty member. The contract is clear: Faculty members' institutional service is not evaluated by colleagues or students. Administration can check that faculty members are doing institutional service but cannot evaluate them on that service.
- e. Some colleagues are still sticking to an old contract provision that said faculty must serve on two committees. The contract currently states that institutional service should equal five hours a week. There is no minimum or maximum number of committees to serve on as long as faculty are performing their five weekly hours.

- f. Rhonda attended the September District Academic Senate meeting.
 - i. One issue that arose, which is both a curriculum and workload issue, is the AP/BP procedure to define independent study so departments can start creating independent study. There is a compensation component to this AP/BP, and an FA member needs to be involved in the conversation.
 - ii. IT is being centralized at the District Office, and the District is hiring two IT managers. Senate presidents and Rhonda questioned the decision to hire people at the district level rather than college level; if a college has an IT issue, it is less efficient to contact someone at the District. The argument the District is making is that more services will be available, and the help will be more efficient. As this is a one-year trial, we look forward to the results.
 - iii. Academic Senate and Ed Services created a task force on Professional Growth & Sabbatical Leave board policy.
 - g. FA delegates for the Inland Empire Labor Council were not invited to the forums for the candidates the delegates wanted to endorse in local, regional, and statewide elections.
4. Moreno Valley College
- a. Vice President's Report: Jeff Rhyne
 - i. Rhejean, Jennifer, and Jeff met with President Steinback to request assistance with resolving remaining HR issues.
 - ii. The Course Cap Task Force is working on terminology for moving forward with discussions on course caps.
 - 1. The task force is charged with defining the principles for decision-making, including teaching and pedagogy, workload equity, budget, and efficiency. A central definition that allows for workload equity across disciplines is not possible as disciplines can have significant differences in units, labs, etc.
 - 2. The District wants to eliminate inconsistencies in course caps by course from college to college.
 - 3. The District should not make pedagogical decisions as this is the purview of Academic Senate. The disciplines are the subject-matter experts on how many students should be in specific courses. Efficiency should be the work of the District and colleges.
 - b. Full-Time Representative's Report: Jennifer Floerke
 - i. No report

- c. Part-Time Representative's Report: Rhejean King-Johnson
 - i. No report

5. Norco College

- a. Vice President's Report: Virgil Lee
 - i. A chair asked if they are required to offer classes to associate faculty that do not have preference. The answer is no.
 - ii. A chair is proposing to include a policy in the department's operations manual that faculty cannot add students above course caps. The decision to add students is up to the individual faculty member; the manual can only strongly encourage faculty whether to add students. As this chair is concerned about safety in terms of lab space, the chair should check with Keith Dobyns, the legal counsel, about liability issues.
 - iii. Virgil, Araceli, and Diana met with President Green, who had questions about student success teams at the other colleges and faculty roles on these teams. Both RCC and MVC have had grant-funded faculty positions on the student success teams. At NC, this is a voluntary position. This position should be consistent across the district. President Green could speak with Courtney Carter and VP Kristine DiMemmo at RCC.
 - iv. The Part-time Healthcare Negotiations Team submitted hours to the District for the negotiation work they did in the summer.
 - v. On behalf of the friends and family of Barbara Moore, Virgil thanked the FA for the beautiful flowers sent to Barbara's Celebration of Life ceremony last week.
- b. Full-Time Representative's Report: Araceli Covarrubias
 - i. A faculty member asked if the FA has a role in grant-funded faculty positions becoming permanent. No, the FA does not. These positions go through the strategic planning process at each college.
 - 1. Faculty members in temporary/grant-funded positions have tenure after four years if HR does not send them a notice each year over a four-year period specifying that theirs is a one-year position.
 - ii. Araceli is concerned that faculty do not have adequate support for online education despite the growth of online courses, the evaluation of faculty on their online classes, and accreditation feedback on the need to improve in this area.

1. Jennifer believes the new Dean of Distance Education might have a plan to address these issues. She encouraged Araceli to reach out to the RCC Distance Education Committee.
 2. Faculty need support and training in online pedagogy. Jennifer stated that, as a district, we are not in alignment with federal guidelines.
 3. The District needs to clarify the compensation offered to faculty who go through training, particularly associate faculty.
- c. Part-Time Representative's Report: Diana Campuzano
 - i. Diana expressed frustration with the inability of the District to answer emails and set up a time for healthcare negotiations. It has been almost a year since the first request to negotiate.
6. Riverside City College
 - a. Vice President's Report: Mike Chavez
 - i. No report (Mike attended a department meeting.)
 - b. Full-Time Representative's Report: Garth Schultz
 - i. No report
 - c. Part-Time Representative's Report: David Martinez
 - i. Five part-time faculty members plan to attend a Board of Trustees meeting to express frustration about the lack of movement on healthcare negotiations. They can choose to have their comments read or read those comments themselves during the meeting, either in person or on Zoom.
 1. The FA will attend the October 17 Board meeting to show solidarity and support.
 - a. Motion to purchase shirts for the upcoming Board meeting. (Covarrubias/Floerke). Motion passed unanimously.
 - b. Diana will present shirt options at the next FA meeting.
7. Membership Chair: Emily Philippsen
 - a. No report
8. Treasurer: Lee Nelson
 - a. Lee will provide budget reports next week.
9. Secretary: Sonya Nyrop
 - a. No report

10. Open Hearing
 - a. A faculty member was told by the administration that faculty must be available from 8am to 5pm Mondays through Fridays. The faculty member was working part-time at another institution and attending classes for professional growth, both of which overlapped with the required availability. This faculty member received a warning and was told that other people have been terminated for this situation.
 - i. Article 10.A states that faculty must be available Monday through Friday from 8am to 5pm (within an eight-hour window).
 - ii. The District and the college administration frowned upon additional employment during these hours and have terminated people who held two full-time jobs.
 - iii. Faculty can teach part-time at other institutions or take classes after 5pm (or 4pm if they begin their workday at 8am).
11. Closed Session: Two items were discussed.
12. Meeting adjourned at 3:36 pm.