



Minutes
RCCDFA/CCA/CTA/NEA
October 3, 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 1:08 pm.
2. Motion to approve minutes from September 26, 2023 (Nelson/Lee). Motion approved with two abstentions.
3. President's Report: Rhonda Taube
 - a. Meetings with the Chancellor need to be rescheduled so Mike can attend. Rhejean will take over for Xander in these meetings.

- b. VC Tammy Few will attend either the October 10 or the October 17 FA meeting.
- c. Per BP/AP, if faculty suspect that a faculty member is under the influence of a prohibited substance and is exhibiting behavior impairment, faculty should call Campus Security and not HR or administration.
- d. The revision process of [AP 6160\[A\]](#) has been challenging. The committee working on the revision is a Brown Act committee and, therefore, needs to follow Brown Act rules.
- e. Rhonda is on the hiring committee for an RCC VP position. Committee members from the District Office outnumber both RCC faculty members and RCC classified professionals. Overall, there are seven managers, which is an imbalanced composition for this hiring committee. This raises questions of why there are district members on college-level hiring committees and why they are a larger presence than faculty or classified professionals from that college.

4. Moreno Valley College

- a. Vice President's Report: Jeff Rhyne
 - i. The VPs have been sending emails about reassignments, which has led to questions about reassigned time.
 - 1. New Reassignments
 - a. If faculty are asked to perform a role and it's clear that this role will be ongoing, they should work with the managers to decide on weekly hours and specific duties. These roles need to be published and open to the entire college. The college's administration needs to appeal to the District, which then can issue a demand to bargain.
 - b. A 0.2 reassigned time should equal approximately 6.5 hours per week.
 - c. It is not the role of the FA to determine whether a reassignment goes forward for negotiation.
 - 2. Ongoing Reassignments (Contractual Reassignments)
 - a. There is currently a form to request a new reassignment but not a form for changing or increasing ongoing reassignments.
 - b. Some faculty have reassignments with hours and duties that have significantly increased, but the reassigned time has remained the same. Faculty

should go to their deans with evidence of their duties and hours (i.e., time sheets).

3. Rhonda added that the colleges are struggling to find faculty to chair or lead some of the new committees under the District restructuring, as these positions often come with significant responsibilities but no reassigned time or insufficient reassigned time.
 - a. The District issued a moratorium on bargaining on reassignments and will not consider negotiation of positions in the contract.
 - b. The number of committees has increased. The District/colleges should not create or increase workload without providing funding.
 - c. Faculty need to advocate for the work that needs to be done, and the Academic Senate can support this process, especially for committees of the Academic Senate.
 - d. Faculty do not need to do work that is not part of their job description and that they are not compensated for.
- b. Full-Time Representative's Report: Jennifer Floerke
 - i. Jennifer reported on associate faculty healthcare and the current negotiations at Academic Senate.
 - ii. An associate faculty member wanted to gain experience teaching a variety of courses in the discipline as this can be beneficial when applying for a full-time position. Therefore, this faculty member has been evaluated multiple times but for different courses, so they do not have preference despite being at the college for many years.
 1. Associate faculty can ask to be evaluated even if it is not their semester to be evaluated.
 2. Chairs need to work with associate faculty to determine which courses are being evaluated. Associate faculty can suggest specific courses to be evaluated.
 3. If an associate faculty member is at multiple colleges, the chairs should consult with each other to coordinate evaluation.
 4. Faculty should also remember that preference is college specific.
- c. Part-Time Representative's Report: Rhejean King-Johnson

- i. Rhejean sent an email to all associate faculty members regarding healthcare negotiations and the BOT meeting on October 17. Associate faculty are urged to attend and show strength and solidarity.

5. Norco College

a. Vice President's Report: Virgil Lee

- i. Virgil spoke with the Chancellor about healthcare negotiations.
- ii. Virgil ordered flowers for Monica Gutierrez's mother.
- iii. Virgil was asked if the second review committee for a tenured faculty member who receives a *Needs Improvement* in their three-year IOI evaluation can see the evaluation reports from the original committee.
 - 1. The Contract says the second review committee will establish the scope of the review and can conduct any type of administrative, peer, and/or student evaluation it deems necessary ([FA Contract XI.D.2](#)). This implies that the second review committee can see the previous evaluation reports, but the language needs to be clearer.
 - a. Motion to allow the members of the second review committee to have access to the evaluation reports in which the individual received a *Needs Improvement* if the entire second review committee (excluding the faculty member being evaluated) agrees.
(Lee/Nelson). Motion passed with two abstentions.
- iv. Virgil received a question about the timeline for the evaluation review by two senior faculty members after associate faculty receive a *Needs Improvement* ([FA Contract XI.D.3](#)). The process should be expeditious, so it should ideally be completed by the end of the same semester in which the *Needs Improvement* was received. For this to occur, HR needs to get the associate faculty evaluation list to deans, who should forward them to chairs as early in the semester as possible.

b. Full-Time Representative's Report: Araceli Covarrubias

- i. No report

c. Part-Time Representative's Report: Diana Campuzano

- i. Associate faculty asked about the need to use their own phones for district business, such as the authenticator app, and issues with those apps. She will follow up with Christopher Blackmore.

- ii. Diana is looking into ordering shirts for the October 17 BOT meeting.
- 6. Riverside City College
 - a. Vice President's Report: Mike Chavez
 - i. Mike was asked about the lack of faculty engagement and involvement with Trade Tech at an Academic Senate meeting.
 - b. Full-Time Representative's Report: Garth Schultz
 - i. No report
 - c. Part-Time Representative's Report: David Martinez
 - i. No report
- 7. Membership Chair: Emily Philippsen
 - a. No report
- 8. Treasurer: Lee Nelson
 - a. Lee will provide the PERB report and budget soon.
 - b. Lee asked about the possibility of the FA hosting a gala next year. The FA will need the services of an event planner and could also reach out to Academic Senate about possibly co-hosting faculty events.
- 9. District Academic Senate President: Felipe Galicia
 - a. [AP 6160\[A\]](#) needs revision, particularly regarding what lower-division courses can be used for reclassification.
 - b. There is still an ongoing conversation about the District Distance Education Committee. Nearly all faculty and administrators agree that it should be a committee of District Academic Senate.
 - c. Academic Senate at the three colleges had a second read and voted on their accreditation midterm reports. These reports will continue through the governance process.
 - d. This year's Distinguished Faculty Lecturer is Melissa Bader, Professor of English at Norco College. The lectures will be given at each of the three colleges. Rhonda encouraged faculty to avoid scheduling meetings during these presentations so people can attend them.
- 10. Open Hearing
 - a. A faculty member asked if there was more information on the incidents referred to in the [Chancellor's email on October 2](#). Some of these incidents involved LGBTQ+ flyers, offices, and classrooms being vandalized at RCC. This was especially concerning because of the presence of Turning Point

USA, an ultra-right-wing political group that's active on high school and college campuses, on the RCC campus. Turning Point USA completed the paperwork to become a club, found a faculty advisor, and set up a recruiting booth at RCC.

11. Closed Session: Two items were discussed.
12. Meeting adjourned at 3:11 pm.