

**Board of Trustees - Regular Meeting  
Board of Trustees Governance Committee,  
Teaching and Learning Committee, Planning and  
Operations Committee, Facilities Committee and  
Resources Committee  
Tuesday, October 04, 2016 6:00 PM**

**ORDER OF BUSINESS**

**Pledge of Allegiance**

Anyone who wishes to make a presentation to the Board on an agenda item is requested to please fill out a "REQUEST TO ADDRESS THE BOARD OF TRUSTEES" card, available from the Public Affairs Officer. However, the Board Chairperson will invite comments on specific agenda items during the meeting before final votes are taken. Please make sure that the Secretary of the Board has the correct spelling of your name and address to maintain proper records. Comments should be limited to five (5) minutes or less.

Anyone who requires a disability-related modification or accommodation in order to participate in any meeting should contact the Chancellor's Office at (951) 222-8801 as far in advance of the meeting as possible.

Any public records relating to an open session agenda item that is distributed within 72 hours prior to the meeting is available for public inspection at the Riverside Community College District Chancellor's Office, 3rd Floor, 3801 Market Street, Riverside, California, 92501 or online at [www.rccd.edu/administration/board](http://www.rccd.edu/administration/board).

I. COMMENTS FROM THE PUBLIC

*Board invites comments from the public regarding any matters within the jurisdiction of the Board of Trustees. Pursuant to the Ralph M. Brown Act, the Board cannot address or respond to comments made under Public Comment.*

II. PUBLIC HEARING (NONE)

III. CHANCELLOR'S REPORT

- A. [Chancellor's Communications](#)  
*Information Only*

IV. BOARD COMMITTEE REPORTS

A. Governance

1. [Board Policies for First Reading](#)

*The Committee to review the first reading of Board Policies 1100, 2010, 2710, 4020, 4220, 5030, 5140, 5500, 6700, 7335, 7340, and 7700.*

B. Teaching and Learning

1. [Grants Office Fall 2016 Report](#)  
*Information Only*

C. Planning and Operations (None)

D. Resources

1. [Riverside Community College District Workforce Analysis](#)  
*Information Only*

E. Facilities

1. [Agreement Amendment No. 1 for the Henry W. Coil, Sr., and Alice Edna Coil School for the Arts Building and Parking Structure with GLUMAC](#)

*The Committee to review Amendment No. 1 with GLUMAC for additional time and LEED Commissioning Services in the amount of \$1,590 for the Coil School for the Arts and Parking Structure project.*

V. OTHER BUSINESS (NONE)

VI. CLOSED SESSION (NONE)

VII. ADJOURNMENT

## Agenda Item (III-A)

Meeting 10/4/2016 - Committee  
Agenda Item Chancellor's Report (III-A)  
Subject Chancellor's Communications  
College/District District  
Information Only

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### **Background Narrative:**

Chancellor will share general information to the Board of Trustees, including federal, state and local interests and District information.

Prepared By: Michael Burke, Ph.D., Chancellor

### **Attachments:**

None.

## Agenda Item (IV-A-1)

Meeting	10/4/2016 - Committee
Agenda Item	Committee - Governance (IV-A-1)
Subject	Board Policies for First Reading
College/District	District
Funding	n/a
Recommended Action	It is recommended that the Board of Trustees accept the first reading of Board Policies 1100, 2010, 2710, 4020, 4220, 5030, 5140, 5500, 6700, 7335, 7340, and 7700.

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### Background Narrative:

The Board Policies listed below are presented to the Board of Trustees for first reading:

1100 - The Riverside Community College District – Policy updated through the CCLC to delete an outdated reference to Elections Code Section 18304.

2010 – Board Membership – Updated through the CCLC to include the restriction in Ed Code Section 72104 that precludes members of the governing board from serving on the governing body of a high school district with coterminous boundaries with the community college distri

2710 – Conflict of Interest – Updated through the CCLC to specify that employees as well as Board members are prohibited from having a financial interest in a contract made by them in their official capacity

4020 – Program, Curriculum, and Course Development – CCLC changed the word “deletions” to “discontinuances” to maintain consistency in terminology throughout this policy.

4220 – Standards of Scholarship – CCLC update to change a reference from Title 5 section 55002 et seq. to Title 5 sections 55020 et seq.

5030 Student Fees – The added verbiage under “Enrollment Fee” regarding payment in full registration was originally proposed by Sylvia Thomas to clarify the appropriate timeframe. The changes under “Physical Education Facilities” are in response to a request by the Board of Trustees to make the paragraph more understandable and to reflect the need for parity between campuses for costs assessed to students.

5140 – Disabled Student Programs and Services – Updated through CCLC to reflect the language used in the new and amended Title 5 sections 56000 et seq. that went into effect July 1, 2016, and to remove a redundant citation.

5500 – Standards of Student Conduct – Updated through CCLC to add sexual assault and sexual exploitation to the list of sample conduct that may result in discipline.

6700 – Use of Facilities – Updated through CCLC to add legal citations (Title 5 sections 59601 et seq.) governing the calculation of costs for use of college facilities.

7335 – Health Examinations – Updated through CCLC to include a more specific reference to subsection (d) of 42 U.S. Code Section 12112.

7340 – Leaves – Updated through CCLC to correct a typographical error to the legal references for leave for jury service or appearance as a witness in court.

7700 – Whistleblower Protection – Updated through CCLC to extend protection against retaliation to District employees and applicants whose family member makes a protected disclosure.

Prepared By: Michael Burke, Ph.D., Chancellor  
Patrick Pyle, General Counsel

### **Attachments:**

[BP 1100 The Riverside Community College District](#)  
[BP 2010 Board Membership](#)  
[BP 2710 Conflict of Interest](#)  
[BP 4020 Program, Curriculum and Course Development](#)  
[BP 4220 Standards of Scholarship](#)  
[BP 5030 Student Fees](#)  
[BP 5140 Disabled Student Programs and Services](#)  
[BP 5500 Standards of Student Conduct](#)  
[BP 6700 Use of Facilities](#)  
[BP 7335 Health Examinations](#)  
[BP 7340 Leaves](#)  
[BP 7700 Whistleblower Protection](#)

**BP 1100 THE RIVERSIDE COMMUNITY COLLEGE DISTRICT**

**References:**

Education Code Section 72000(b);  
~~Elections Code Section 18304~~

The District has been named the Riverside Community College District.

It is the legal name, and is the property of, the District. No person shall, without the permission of the Board of Trustees, use this name or the names of any colleges or other facilities of the District, or any abbreviation of them, to imply, indicate or otherwise suggest that an organization, product or service is connected or affiliated with, or is endorsed, favored, supported, or opposed by, the District.

The District consists of the following colleges:

- Moreno Valley College
- Norco College
- Riverside City College

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Date Adopted: April 20, 2010

**Revised: September 1, 2016** (reference only)

## BP 2010 BOARD MEMBERSHIP

### References:

Education Code Sections 72023, 72103, and 72104  
ACCJC Accreditation Standard IV.C.6

The Board of Trustees of the Riverside Community College District, serving at the will of the electorate, derives its powers and duties from the Constitution and Legislature of the State of California as set forth in the Education Code and Title 5, California Code of Regulations, and directives from the Board of Governors for the California Community Colleges.

The Board of Trustees shall consist of five members elected by the qualified voters of the District. Members shall be elected by District.

The Board of Trustees is charged with the governance of the Riverside Community College District and holds the Chancellor of the District responsible for the administration and management of the District.

Any person who meets the criteria contained in law is eligible to be elected or appointed a member of the Board of Trustees.

An employee of the District may not be sworn into office as an elected or appointed member of the Board of Trustees unless he or she resigns as an employee.

No member of the Board of Trustees shall, during the term for which he or she is elected, hold an incompatible office.

**No member of the Board of Trustees shall, during the term for which he or she was elected, be eligible to serve on the governing board of a high school district whose boundaries are coterminous with those of the community college district.**

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Date Adopted: September 16, 2008

Revised: December 11, 2012

Revised: June 16, 2015 (reference only)

**Revised: September 1, 2016**

(Replaces Policy 1010)

## BP 2710 CONFLICT OF INTEREST

### References:

Government Code Sections 1090 et seq., and 1126

Board members **and employees** shall not be financially interested in any contract made by **them in their official capacity**, ~~the Board~~ or in any **body or board of which they are members** ~~contract they make in their capacity as Board members~~.

A Board member shall not be considered to be financially interested in a contract if his or her interest is limited to those interests defined as remote under Government Code Section 1091 or is limited to interests defined by Government Code Section 1091.5.

A Board member who has a remote interest in any contract considered by the Board of Trustees shall disclose his or her interest during a Board meeting and have the disclosure noted in the official Board minutes. The Board member shall not vote or debate on the matter or attempt to influence any other Board member to enter into the contract.

### Incompatible Activities

A Board member shall not engage in any employment or activity that is inconsistent with, incompatible with, in conflict with or inimical to his or her duties as an officer of the District.

No officer or employee of the District shall engage in any employment (including self-employment), activity, or enterprise for compensation that is inconsistent, incompatible, in conflict with, or inimical to his/her duties as an officer or employee of the District. No officer or employee shall perform any work, service, or counsel for compensation outside of the District where any part of his or her efforts will be subject to approval by any other officer, employee, Board, or commission of this District, unless otherwise approved in the manner prescribed by this policy.

The Chancellor, with the assistance of legal counsel, will determine those outside activities that, for officers and employees of the District, are inconsistent with, incompatible to, or in conflict with duties as an officer or employee of this District. An officer or employee's outside employment, activity, or enterprise may be prohibited if it:

- Involves the use, for private gain or advantage, of District, time, facilities, equipment, or supplies; or the badge, uniform, prestige, or influence of District's office of employment; or



- Involves receipt or acceptance by the officer or employee of any money or other consideration from anyone other than the District for the performance of an act which the officer or employee, if not performing such act, would be required or expected to render in the regular course or hours of District employment or as a part of duties as a District officer or employee; or
- Involves the performance of an act, other than in his/her capacity as a District officer or employee, which may later be subject directly or indirectly to the control, inspection, review, audit or enforcement of any other District officer or employee; or
- Involves such time demands as would render performance of his/her duties as a District officer or employee less efficient

Board of Trustees members are encouraged to seek counsel from the District's legal advisor in cases where questions arise.

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Date Adopted: November 18, 2008

**Revised: September 1, 2016**

**BP 4020 PROGRAM, CURRICULUM, AND COURSE  
DEVELOPMENT**

**References:**

Education Code Sections 70901(b), 70902(b) and 78016;  
Title 5 Sections 51000, 51022, 55100, 55130, and 55150;  
U.S. Department of Education regulations on the Integrity of Federal Student  
Financial Aid Programs under Title IV of the Higher Education Act of 1965, as  
amended;  
34 Code of Federal Regulations Sections 600.2, 602.24, 603.24 and 668.8;  
ACCJC Accreditation Standards II.A and II.A.9

The programs and curricula of the District shall be of high quality, relevant to community and student needs, and evaluated regularly to ensure quality and currency. To that end, the Chancellor shall establish procedures for the development and review of all curricular offerings, including their establishment, modification or discontinuance.

Furthermore, these procedures shall include:

- appropriate involvement of the faculty and Academic Senate in all processes;
- regular review and justification of programs and course descriptions;
- opportunities for training for persons involved in aspects of curriculum development.
- consideration of job market and other related information for vocational and occupational programs.
- consideration and review of financial and administrative impact.

All new programs and program deletions **discontinuances** shall be approved by the Board of Trustees.

Program or course modifications shall be approved by the Chancellor/President, or his/her designee, upon the recommendation of the respective Curriculum Committee.

All new courses and programs shall be submitted to the Office of the Chancellor for the California Community Colleges for approval as required.

Individual degree-applicable credit courses offered as part of a permitted educational program are subject to approval by the Board. Non-degree-applicable credit and degree-applicable courses, that are not part of an existing, approved program must satisfy the conditions authorized by Title 5 regulations and are subject to approval by the Board.

### Credit Hour

Consistent with federal regulations applicable to federal financial aid eligibility, the District shall assess and designate each of its programs as either a “credit hour” program or a “clock hour” program.

The Chancellor will establish procedures which prescribe the definition of “credit hour” consistent with applicable federal regulations, as they apply to community college districts.

The Chancellor will establish procedures to assure that curriculum at the District complies with the definition of “credit hour” or “clock hour”, where applicable. The Chancellor shall also establish procedures for using a clock-to-credit hour conversion formula to determine whether a credit hour program is eligible for federal financial aid. The conversion formula is used to determine whether such a credit-hour program has an appropriate minimum number of clock hours of instruction for each credit hour it claims.

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Date Approved: May 15, 2007

Revised: April 22, 2008

Revised: August 20, 2013

Revised: November 25, 2014 (references only)

**Revised: September 1, 2016**

**BP 4220 STANDARDS OF SCHOLARSHIP**

**References:**

Education Code Section 70902(b)(3);

Title 5 Sections ~~55002-55044~~ **55020 et seq., 55031 et seq., and 55040 et seq.**

The Chancellor shall establish procedures for standards of scholarship consistent with the provisions of Title 5 Sections ~~55750 et seq.~~ **55020 et seq., 55031 et seq., 55040 et seq.**, and Board Policy.

The procedures shall address: grading practices, academic record symbols, grade point average, credit by examination, academic and progress probation, academic and progress dismissal, academic renewal, course repetition, limits on remedial coursework, and grade changes.

The procedures shall also be described in the catalog(s).

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Date Adopted: December 9, 2008

**Revised: September 1, 2016** (reference only)

**BP 5030 STUDENT FEES****References:**

Education Code Sections 76300 et seq. and other references cited below  
ACCJC Accreditation Standard I.C.6

The Board of Trustees authorizes the fees indicated below. The Chancellor shall establish procedures for the collection, deposit, waiver, refund, and accounting for fees as required by law. The procedures shall also assure those who are exempt from or for whom the fee is waived are properly enrolled and accounted for. Fee amounts shall be published in the District's catalog, the schedule of classes and on the District's website ([www.rccd.edu](http://www.rccd.edu)).

**Enrollment Fee:**

Each student shall be charged a fee for enrolling in credit courses as required by law.

Non-resident tuition **shall be paid in full at the time of registration** with these permissive exemptions (Education Code Sections 76140 and 76140.5):

- All non-resident students enrolling for 6 or fewer units;
- A student who is a citizen and resident of a foreign country who demonstrates financial need.

**Auditing Fees:**

Persons auditing a course shall be charged a per unit, per semester fee, not to exceed the maximum fee allowed by Education Code, Section 76370. The fee amount shall be adjusted proportionally based upon the term length. Students enrolled in classes to receive credit for 10 or more semester credit units shall not be charged this fee to audit three or fewer units per semester.

**Health Fee:**

The District will charge the maximum allowable fee as approved by the State Chancellor's office in accordance with the Education Code, unless otherwise indicated by financial activity review or directed by the Board of Trustees. The Board of Trustees and the Associated Student Body government will be notified of changes in the maximum allowable fee prior to implementation.

**Parking Fee:**

Students shall be required to pay a fee for parking services, in an amount not to exceed the maximum allowable fee per semester or intersession, pursuant to Education Code, Section 76360(a)(1).

Instructional Materials:

Education Code and Title 5 Sections 59400 et seq.

Students may be required to provide required instructional and other materials for a credit or non-credit course, provided such materials are of continuing value to the student outside the classroom and provided that such materials are not solely or exclusively available from the District.

Physical Education Facilities:

Education Code Section 76395

~~Where the District incurs additional expenses because a physical education course is required to use non-District facilities, students enrolled in the course shall be charged a fee for participating in the course.~~ **The District will impose a fee on participating students for the additional expenses incurred when kinesiology courses necessitate use of non-District facilities. These additional fees will not be assessed unless such assessment would occur on all District campuses.** Such fee shall not exceed the student's calculated share of the additional expenses incurred by the District. **Where kinesiology courses include charges made to individual students by non-District facilities, students will pay those individualized costs independent of the District.**

Transcript Fees:

Education Code Section 76223

The District shall charge a reasonable amount for furnishing copies of any student record to a student or former student. The Chancellor is authorized to establish the fee, which shall not to exceed the actual cost of furnishing copies of any student record. No charge shall be made for furnishing up to two (2) transcripts of students' records, or for two (2) verifications of various records. There shall be no charge for searching for or retrieving any student record.

International Students Application Processing Fee:

Education Code Section 76142

The District shall charge students who are both citizens and residents of a foreign country a fee to process his or her application for admission. This processing fee and regulations for determining economic hardship may be established by the Chancellor. The fee shall not exceed the lesser of 1) the actual cost of processing an application and other documentation required by the U.S. government; or 2) one hundred dollars (\$100), which shall be deducted from the tuition fee at the time of enrollment.

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Date Adopted: August 21, 2007

Revised: June 16, 2015

Replaces Policy 6042

**Revised: September 19, 2016**

## BP 5140 DISABLED STUDENT PROGRAMS AND SERVICES

### References:

Education Code Sections 67310 and 84850;  
Title 5 Sections 56000 et seq. and 56027

The District is committed to the full inclusion of and effective communication with individuals with disabilities.

Students with disabilities shall be reasonably accommodated pursuant to federal and state requirements in all applicable programs in the District.

Disabled Student Programs and Services (DSP&S) shall be the primary provider **for academic adjustments, auxiliary aids, services, or instruction that facilitate equal educational opportunities for disabled students who can profit from instruction as required by federal and state laws** of reasonable accommodations, academic adjustments, adaptive equipment, rehabilitation counseling and academic counseling to students with qualifying documented disabilities who request these services.

DSP&S services shall be available to students with verified disabilities. The services to be provided include, but are not limited to, reasonable accommodations, academic adjustments, technology accessibility, accessible facilities, equipment, instructional programs, rehabilitation counseling and academic counseling.

Procedures that specify the standards for publication of alternative formats and guidelines for designing, creating, purchasing, and disseminating materials utilized in communicating to the community we serve will be revised and updated as appropriate.

No student with disabilities is required to participate in Disabled Students Programs and Services Program.

The District/College shall respond in a timely manner to accommodation requests involving academic adjustments. The Chancellor shall establish a procedure to implement this policy which, at a minimum, provides for an individualized review of each such request, and permits interim decisions on such requests pending final resolution by the appropriate administrator or designee.

The Chancellor shall assure that the Offices of DSP&S conform to all requirements established by the relevant laws and regulations.

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Date Adopted: November 18, 2008

Revised: September 18, 2012

Revised: September 15, 2015

Revised: September 1, 2016

## BP 5500 STANDARDS OF STUDENT CONDUCT

### References:

Ed Code Section 66300, 66301, 76033;  
ACCJC Accreditation Standards I.C.8 and 10 (formerly II.A.7.b)  
Health and Safety Code Section 11362.79  
34 C.F.R. Part 86, et seq.

The Chancellor shall establish procedures for the imposition of discipline on students in accordance with the requirements for due process of the federal and state law and regulations.

The procedures shall clearly define the conduct that is subject to discipline, and shall identify potential disciplinary actions, including but not limited to the removal, suspension, or expulsion of a student.

The Board of Trustees shall consider any recommendation from the Chancellor for expulsion. The Board of Trustees shall consider an expulsion recommendation in closed session unless the student requests that the matter be considered in a public meeting. Final action by the Board of Trustees on the expulsion shall be taken at a public meeting.

The procedures shall be made widely available to students through the college catalog(s) and other means.

The following conduct shall constitute good cause for discipline, including but not limited to the removal, suspension, or expulsion of a student.

1. Causing, attempting to cause, implying, or threatening to cause, harm to another person whether or not the threat is in writing, by electronic means (including social media) or in person. Harm is defined as, but not limited to, physical harm, harm to profession (defamation) or psychological harm.

Threats of any kind directed at anyone on District property or one of its approved educational sites will not be tolerated. District Police shall be called by the receiver of the threat or anyone on behalf of the receiver.



2. Possessing, selling or otherwise furnishing any firearm, knife, explosive or other dangerous object, including but not limited to any facsimile firearm, knife or explosive, unless, in the case of possession of any object of this type, the student has obtained written permission to possess the item from a District employee, which is concurred by the Chancellor.
3. Possessing, using, selling, offering to sell, or furnishing, or being under the influence of, any controlled substance listed in Chapter 2 (commencing with Section 11053) of Division 10 of the California Health and Safety Code, an alcoholic beverage, or an intoxicant of any kind; or unlawful possession of, or offering, arranging or negotiating the sale of any drug paraphernalia, as defined in California Health and Safety Code Section 11014.5. It is also unlawful under federal law, to possess, use, sell, offer to sell, furnish, or be under the influence of any controlled substance, including medical marijuana.
4. Committing or attempting to commit robbery, bribery, or extortion.
5. Causing or attempting to cause damage to District property or to private property on campus.
6. Stealing or attempting to steal District property or private property on campus, or knowingly receiving stolen District property or private property on campus.
7. Willfully or persistently smoking, including e-cigarettes and vapors in any area where smoking has been prohibited by law or by policy or procedure of the District.
8. **Sexual assault or sexual exploitation regardless of the victim's affiliation with the District.**
89. Committing sexual harassment as defined by law or by District policies and procedures.
910. Engaging in harassing or discriminatory behavior toward an individual or group based on ethnic group identification, national origin, religion, age, gender, gender identity, gender expression, race or ethnicity, color, ancestry, genetic information, sexual orientation, physical or mental disability, pregnancy, military and veteran status, or any characteristic listed or defined in Section 11135 of the Government code or any characteristic that is contained in the prohibition of hate crimes set forth in subdivision

(1) of section 422.6 of the Penal Code, or any other status protected by law.

4011. Engaging in negligent and/or willful misconduct which results in injury or death to a student or to District personnel or which results in cutting, defacing, or other injury to any real or personal property owned by the District or on campus.

4112. Engaging in disruptive behavior, willful disobedience, habitual profanity or vulgarity, or the open and persistent defiance of the authority of, or persistent abuse of, District personnel.

4213. Engaging in dishonesty

Forms of Dishonesty include, but are not limited to:

- a. Plagiarism, defined as presenting another person's language (spoken or written), ideas, artistic works or thoughts, as if they were one's own;
- b. Cheating, defined as the use of information not authorized by the Instructor for the purpose of obtaining a grade. Examples include, but are not limited to, notes, recordings, internet resources and other students' work;
- c. Furnishing false information to the District for purposes such as admission, enrollment, financial assistance, athletic eligibility, transfer, or alteration of official documents;
- d. Forging, altering or misusing District or College documents, keys (including electronic key cards), or other identification instruments.
- e. Attempting to bribe, threaten or extort a faculty member or other employee for a better grade;
- f. Buying or selling authorization codes for course registration.

4314. Entering or using District facilities without authorization.

4415. Engaging in lewd, indecent or obscene conduct on District-owned or controlled property, or at District-sponsored or supervised functions.

- ~~4516~~. Engaging in expression which is obscene; libelous or slanderous; or which so incites students as to create a clear and present danger of the commission of unlawful acts on college premises, or the violation of lawful District administrative procedures, or the substantial disruption of the orderly operation of the District.
- ~~4617~~. Engaging in persistent, serious misconduct where other means of correction have failed to bring about proper conduct.
- ~~4718~~. Preparing, giving, selling, transferring, distributing, or publishing, for any commercial purpose, of any contemporaneous recording of an academic presentation in a classroom or equivalent site of instruction, including but not limited to handwritten or typewritten class notes, except as permitted by any District policy or administrative procedure without authorization.
- ~~4819~~. Using, possessing, distributing or being under the influence of alcoholic beverages, controlled substance(s), or poison(s) classified as such by Schedule D, Section 4160 of the Business and Professions Code, while at any District location, any District off-site class, or during any District sponsored activity, trip or competition.
- a. In accordance with Section 67385.7 of the Education Code and in an effort to encourage victims to report assaults, the following exception will be made: The victim of a sexual assault will not be disciplined for the use, possession, or being under the influence of alcoholic beverages or controlled substances at the time of the incident if the assault occurred on District property or during any of the aforementioned District activities.
- ~~4920~~. Violating the District's Computer and Network Use Policy and Procedure No. 3720 in regard to their use of any, or all of the District's Information Technology resources.
- ~~2021~~. Using electronic recording or any other communications devices (such as MP3 players, cell phones, pagers, recording devices, etc.) in the classroom without the permission of the instructor.
- ~~2122~~. Eating (except for food that may be necessary for a verifiable medical Condition) or drinking (except for water) in classrooms.
- ~~2223~~. Gambling, of any type, on District property.

- 2324. Bringing pets (with the exception of service animals) on District property.
- 2425. Distributing printed materials without the prior approval of the Student Activities Office. Flyers or any other literature may not be placed on vehicles parked on District property.
- 2526. Riding/using bicycles, motorcycles, or motorized vehicles (except for authorized police bicycles or motorized vehicles) outside of paved streets or thoroughfares normally used for vehicular traffic.
- 2627. Riding/using any and all types of skates, skateboards, scooters, or other such conveyances is prohibited on District property, without prior approval.
- 2728. Attending classrooms or laboratories (except for those individuals who are providing accommodations to students with disabilities) when not officially enrolled in the class or laboratories and without the approval of the faculty member.
- 2829. Engaging in intimidating conduct or bullying against another person through words or actions, including direct physical contact; verbal assaults, such as teasing or name-calling; social isolation or manipulation; doxing and cyberbullying.
- 2930. Abuse of process, defined as the submission of malicious or frivolous complaints.
- 3031. Violating any District Board Policy or Administrative Procedure not mentioned above.

## Responsibility

- A. The Chancellor is responsible for establishing appropriate procedures for the administration of disciplinary actions. In this regard, please refer to Administrative Procedure 5520, which deal with matters of student discipline and student grievance.
- B. The Vice President of Student Services of each College will be responsible for the overall implementation of the procedures which are specifically related to all nonacademic, student related matters contained in Administrative Procedure 5520.
- C. The Vice President of Academic Affairs of each College will be responsible for the overall implementation of the procedures which

are specifically related to class activities or academic matters contained in Administrative Procedure 5522.

- D. For matters involving the prohibition of discrimination and harassment, the concern should be referred to the District's Diversity, Equity and Compliance Office.
- E. The definitions of cheating and plagiarism and the penalties for violating standards of student conduct pertaining to cheating and plagiarism will be included in all schedules of classes, the college catalog, the student handbook, and the faculty handbook, all of which are produced and posted to the college websites. Faculty members are encouraged to include the definitions and penalties in their course syllabi.

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Date Adopted: May 15, 2007

Revised: May 17, 2011

Revised: August 20, 2013

Revised: September 15, 2015

**Revised: September 1, 2016**

(Replaces the Standards of Student Conduct portion of Policy 6080)

**BP 6700 USE OF FACILITIES**

**References:**

Education Code Sections 82537 and 82542

**Title 5 Sections 59601 et seq.**

Use of the District's facilities shall be granted as provided by law. The Chancellor shall establish procedures regarding the use of District property, including but not limited to facilities, equipment and supplies, by community groups and other outside groups or organizations.

The administrative procedures shall reflect the requirements of applicable law, including Education Code Sections referenced above, regarding use of District facilities. The procedures shall include reasonable rules regarding the time, place, and manner of use of District facilities. They shall assure that persons or organizations using District property are charged such fees as are authorized by law. Public use of District property shall not interfere with scheduled instructional programs or other activities of the District on behalf of Students.

No group or organization may use District property to unlawfully discriminate on the basis of race, color, religion, ancestry, national origin, military or veteran status, pregnancy, disability, gender, gender identity, gender expression, genetic information, or sexual orientation, or the perception that a person has one or more of the foregoing characteristics, or because a person associates with a person or group with one or more of these actual or perceived characteristics or on any basis prohibited by law.

Use of the District's facilities will be only for the purposes described by the California Legislature in Education Code Section 82537(a). These purposes include use by associations "formed for recreational, educational, political, economic, artistic, or moral activities of the public school district" in order to "engage in supervised recreational activities" or "meet and discuss from time to time, as they may desire, any subjects and questions which in their judgment appertain to the educational, political, economic, artistic, and moral interests of the citizens of the communities in which they reside" (Education Code Section 82537(a)). In granting permission to use District facilities, the District will not discriminate on the basis of viewpoint with regard to organizations engaging in expressive activities on the topics and subject matters articulated above.

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Date Adopted: March 17, 2009

(Replaces RCCD Policy 8005)

Revised: January 25, 2011

Revised: May 21, 2013

Revised: June 16, 2015

**Revised: September 1, 2016** (reference only)

**BP 7335 HEALTH EXAMINATIONS**

**References:**

42 U.S. Code Section 12112(d);  
29 C.F.R., Part 1630;  
Government Code Section 12940  
Education Code Section 88021

The Chancellor shall establish administrative procedures related to medical examinations of candidates for appropriate positions prior to assuming the duties of the position. Such pre-employment medical examinations shall be required only after a conditional job offer has been made and shall be required of any candidate for a position for which a pre-employment medical examination has been deemed appropriate. No candidate shall be required to participate in such an examination solely on the basis of the candidate's age or disability.

The procedures may require any employee to undergo a physical or mental examination where such a fitness for duty exam is job related and consistent with business necessity.

All such medical examinations shall be at the District's expense and shall be conducted by a physician chosen by the District.

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Date Adopted: November 18, 2008

**Revised: September 1, 2016** (reference only)

## BP 7340 LEAVES

### References:

Education Code Sections 22719, 87763 et seq., 88190 et seq., and cites below

The Chancellor shall establish procedures for employee leaves as authorized by law and by any collective bargaining agreements entered into by the District. Such leaves may include, but are not limited to:

- illness leaves for all classes of permanent employees;
- vacation leave for members of the classified and confidential service, administrators, supervisors and managers;
- leave for service as an elected official of a community college district public employee organization, or of any statewide or national employee organization with which the local organization is affiliated (Education Code Sections 87768.5 and 88210);
- leave of absence to serve as an elected member of the legislature (Education Code Section 87701);
- pregnancy leave (Education Code Sections 87766 and 88193; Government Code Section 12945);
- use of illness leave for personal necessity (Education Code Sections 87784 and 88207);
- industrial accident leave;
- bereavement leave;
- jury service or appearance as a witness in court (Education Code Sections 870365 and 870376);
- military service (Education Code Section 87700); and
- sabbatical leaves

In addition to this Policy and collective bargaining agreements, the Board of Trustees retains the power to grant leaves with or without pay for other purposes or for other periods of time.

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Date Adopted: December 9, 2008

**Revised: September 1, 2016** (reference only)

(Replaces RCCD Policies 3020, 4020, and 4021)



**BP 7700 WHISTLEBLOWER PROTECTION**

**References:**

California Labor Code Section 1102.5;  
Government Code Section 53296;  
Private Attorney General Act of 2004 (Labor Code Section 2698)  
Education Code Sections 87160-87164  
Affordable Care Act (29 U.S.C. 218C)

The Chancellor shall establish procedures regarding the reporting and investigation of suspected unlawful activities by District employees, and the protection from retaliation of those who make such reports in good faith and/or assist in the investigation of such reports. For the purposes of this policy and any implementing procedures, “unlawful activity” refers to any activity—intentional or negligent—that violates state or federal law, local ordinances, or Board Policy.

The procedures shall provide that individuals are encouraged to report suspected incidents of unlawful activities without fear of retaliation, that such reports are investigated thoroughly and promptly, remedies are applied for any unlawful practices, and protections are provided to those employees who, in good faith, report these activities and/or assist the District in its investigation.

Furthermore, District employees shall not: (1) retaliate against an employee or applicant for employment who has made a protected disclosure, assisted in an investigation, or refused to obey an illegal order; **(2) retaliate against an employee or applicant for employment because the employee or applicant is a family member of a person who has made a protected disclosure, assisted in an investigation, or refused to obey an illegal order;** or ~~(2)~~ **(3)** directly or indirectly use or attempt to use the official authority or influence of his or her position for the purpose of interfering with the right of an applicant or an employee to make a protected disclosure to the District. The District will not tolerate retaliation and will take whatever action may be needed to prevent and correct activities that violate this policy, including discipline of those who violate it up to and including termination.

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Date Adopted: May 20, 2008

Revised: February, 2014 (references only)

**Revised: September 1, 2016**

## Agenda Item (IV-B-1)

Meeting 10/4/2016 - Committee  
Agenda Item Committee - Teaching and Learning (IV-B-1)  
Subject Grants Office Fall 2016 Report  
College/District District  
Information Only

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### Background Narrative:

Presented for the Board's review is the Grants Office Fall 2016 Report in accordance with Board Policy (BP) 3280. This report gives an update on the progress and status of grant applications and awards district-wide.

Prepared By: Michael Burke, Ph.D., Chancellor  
Richard Keeler, Dean, Grants  
MaryAnn Doherty, Director of Grants

### Attachments:

[Grants Fall 2016 Presentation](#)



District Grants Office  
Proposal & Award Activity  
Fiscal Year 2015-16  
Report to the Board of Trustees



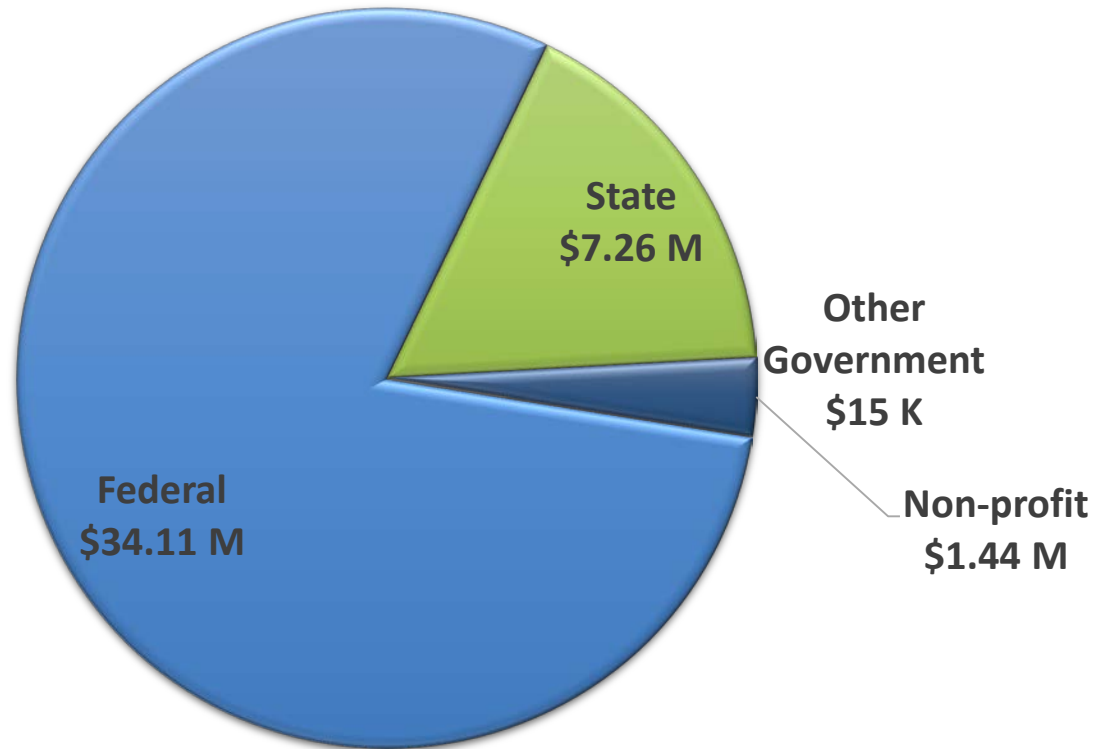


## *FY 2016 Proposal Submissions by College and Administrative Unit*

	Awarded		Declined		Pending		Total	
	No.	Amt.	No.	Amt.	No.	Amt.	No.	Amt.
Economic Dev.	3	\$1,349,476	1	\$250,000	4	\$724,786	8	2,324,262
Moreno Valley	3	\$2,899,735	0	\$ -	1	\$5,888,177	4	8,787,912
Norco	2	\$5,343,099	0	\$ -	1	\$6,000,000	3	11,343,099
Riverside	5	\$2,273,930	5	\$6,272,813	3	\$8,535,912	13	17,082,655
District	0	\$ -	1	\$1,835,892	0	\$ -	1	1,835,892
Foundation	20	\$244,000	3	\$110,000	24	\$1,103,668	47	1,457,668
<b>TOTAL</b>	<b>33</b>	<b>\$12,110,240</b>	<b>10</b>	<b>\$8,468,705</b>	<b>33</b>	<b>\$22,252,543</b>	<b>76</b>	<b>42,831,488</b>



## *Proposals by Funding Source, FY 2016*



Total Funding Request: \$42,831,488



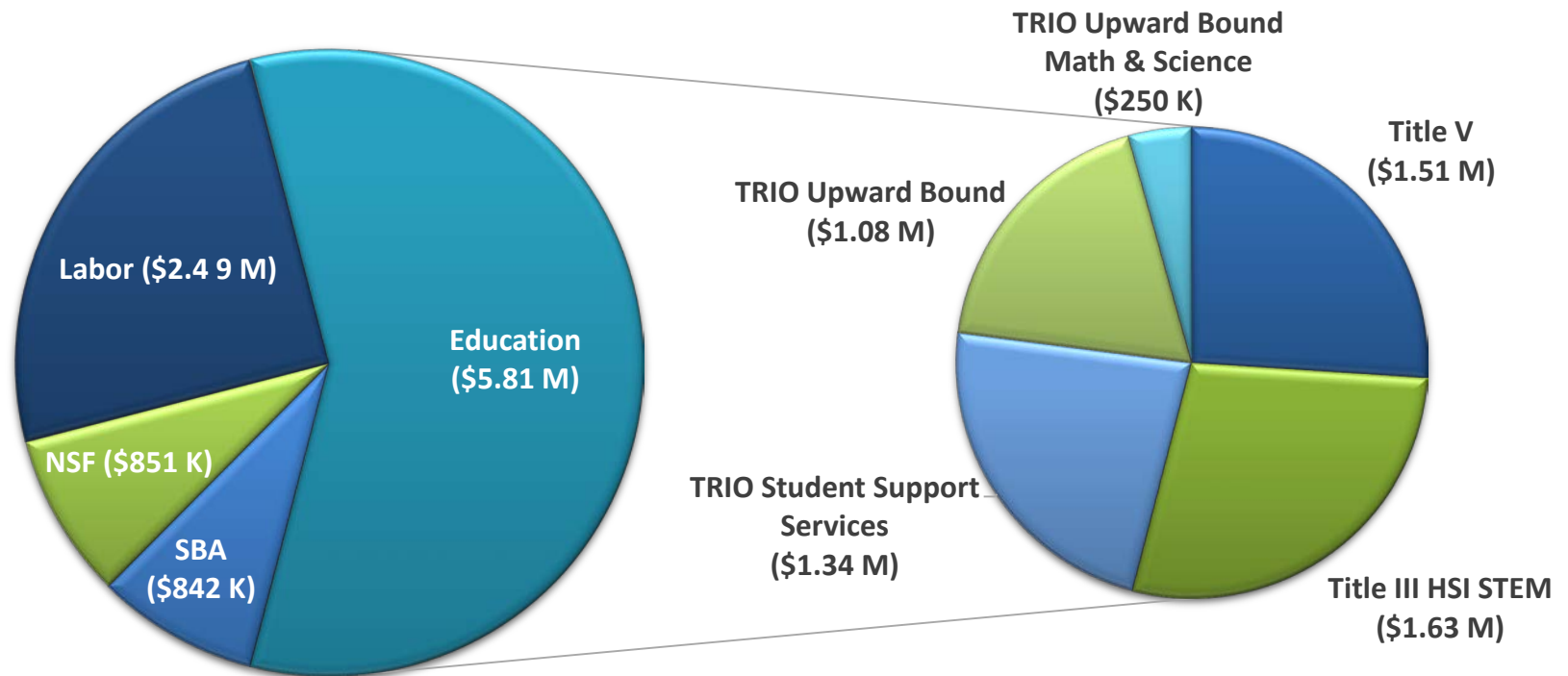
## *Active Grants by Source, FY 2016*

	<b>No.</b>		<b>FY 2016</b>
Federal	28	\$	10,013,738
State*	13	\$	7,996,989
Other Government	3	\$	15,000
Non-profit	25	\$	442,358
<b>Total</b>	<b>69</b>	<b>\$</b>	<b>18,468,085</b>

\*Does not include categorical funding.



## Active Federal Grants by Sponsoring Agency & Program, FY 2016

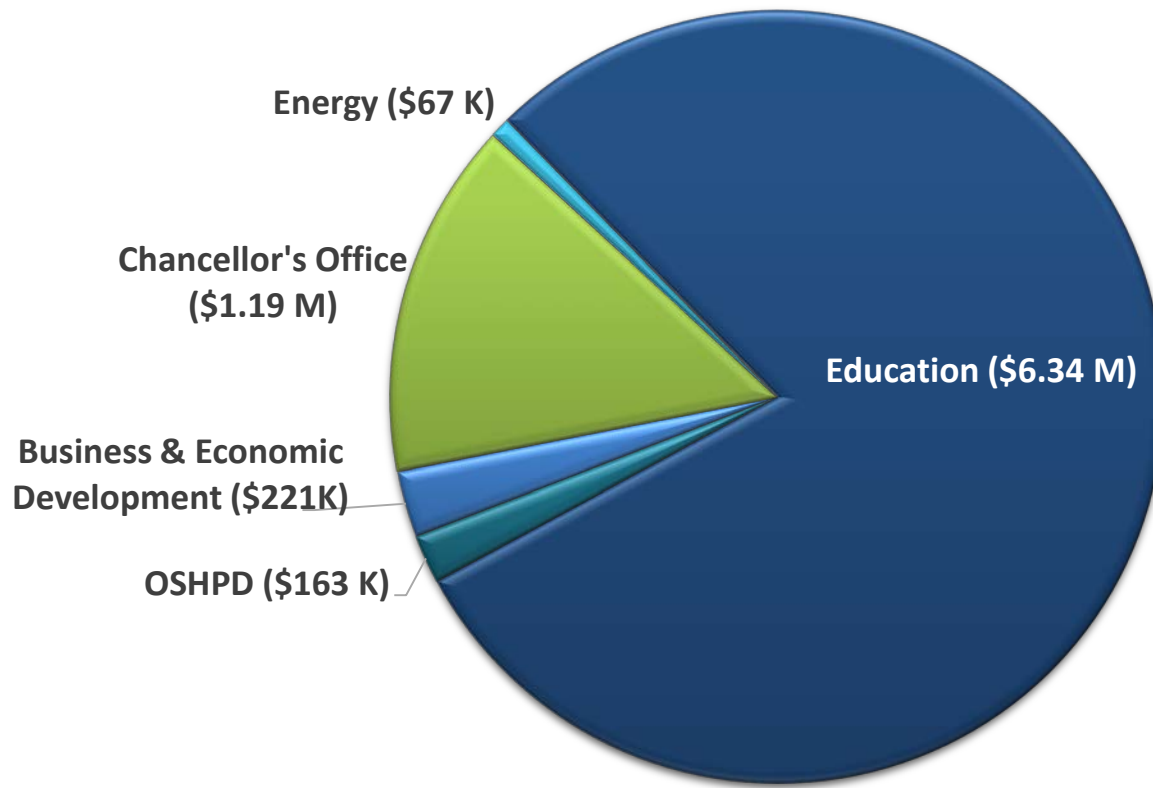


Total Federal Funding: \$10,013,738

Total Dept. of Education Funding: \$5,814,273



## Active State Grants by Sponsoring Agency, FY 2016



Total State Funding: \$5,814,273



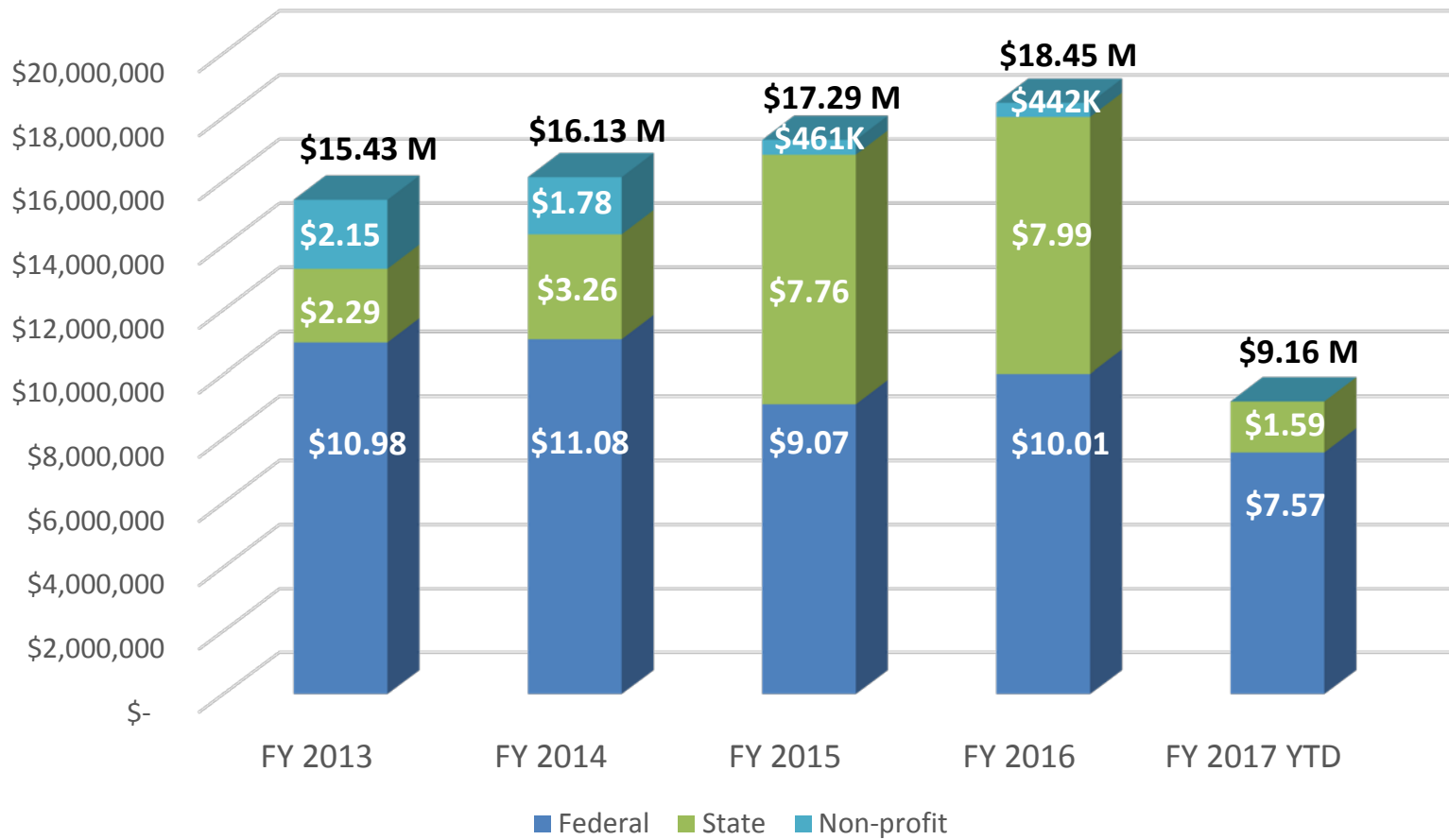


## *FY 2016 Awards by College and Administrative Unit*

College/ Administrative Unit	Awards			
	FY 2015		FY 2016	
	No.	Amount	No.	Amount
Economic Development	7	\$1,368,857	9	\$1,836,157
Moreno Valley College	5	\$1,596,563	5	\$1,739,223
Norco College	13	\$11,706,132	12	\$ 11,137,543
Riverside City College	9	\$2,181,693	13	\$3,288,484
District	1	\$2,275	2	\$9,320
Foundation	22	\$545,350	28	\$457,358
<b>TOTAL</b>	<b>57</b>	<b>\$ 17,400,870</b>	<b>69</b>	<b>\$18,468,085</b>



## *Awards by Source, Fiscal Years 2013 to 2017 Year-to-Date*





# Agenda Item (IV-D-1)

Meeting 10/4/2016 - Committee  
Agenda Item Committee - Resources (IV-D-1)  
Subject Riverside Community College District Workforce Analysis  
College/District District  
Information Only

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## Background Narrative:

Staff will present a report on the District's Workforce Analysis for the Board's review and information.

Prepared By: Terri Hampton, Vice Chancellor, HR and Employee Relations

## Attachments:

[2016 Workforce Summary](#)

## MEMORANDUM

DATE: October 4, 2016

TO: RCCD Board of Trustees  
Chancellor Michael Burke, Ph.D.

FROM: Terri L. Hampton, D.P.A.  
Vice Chancellor, Human Resources & Employee Relations

SUBJECT: 2013-15 Workforce Demographic Executive Summary

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The intent of this communiqué is to provide a summary of the 2013-15 RCCD Workforce Demographic analysis recently conducted within the Office of Human Resources & Employee Relations.

### **Report Purpose**

Our students are best prepared to live and work in a global society when they are given an opportunity to learn in a diverse environment. To that end, RCCD has set upon a path towards ensuring the makeup of our workforce is a reflection of that globally diverse society in which our students will ultimately work and live. This report presents the results of efforts to ensure a diverse workforce population during the period of 2013-15. The statutory authority for this analysis resides within Title 5, section 53001 et seq.

### **Report Methodology**

The data used in the preparation of this report was taken from a variety of sources. While the information related to total employee headcount, age, gender, ethnicity, and job category was taken from multiple reports housed within the California State Chancellor's Office Datamart, the information related to employee type was taken from the District's own enterprise data management system, Datatel/Colleague. The information related to applicants was taken from the District's own enterprise application tracking system, PeopleAdmin<sup>1</sup>. In addition to the above, data was also taken from the California Department of Employment Development, the federal Bureau of Labor Statistics, the U.S. Census Bureau, and the U.S. Department of Education.

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<sup>1</sup> Given the applicant information was taken from PeopleAdmin in or around mid-August, only those recruitments that were completed and closed out in the system at the time the report information was generated were included, those recruitments that closed after that date were not included. Consequently, the total number of applicants may be slightly higher than that which is presented in this report.

## MEMORANDUM

### **RCCD Current Workforce Demographics**

The demographic make-up of the District's workforce was analyzed on the basis of the following:

- Overall headcount and individual headcount by location: RCC, MVC, NC, and District Administrative Offices
- Overall gender distribution and individual gender distribution by location: RCC, MVC, NC, and District Administrative Offices
- Overall age distribution and individual age distribution by location: RCC, MVC, NC, and District Administrative Offices
- Overall number of employees by job category and the number of employees by location and job category: RCC, MVC, NC, and District Administrative Offices

It should be noted that the job categories utilized for the purpose of this analysis are the same that must be reported to the Chancellor pursuant to Title 5, section 53004(a) and are: (1) Executive/Administrative/Managerial, (2) Faculty and other Instructional Staff, (3) Professional Non-Faculty, (4) Secretarial/Clerical, (5) Technical and Paraprofessional, (6) Skilled Crafts, and (7) Service and Maintenance.

### **What the Data Revealed**

In terms of headcount, the overall number of employees increased by 5.6% from 1,951 in 2013 to 2,061 in 2015. Specifically:

#### Headcount

- District office personnel decreased 11.6%
- RCC faculty and staff increased 4.32%
- MVC faculty and staff increased 10.45%
- NC faculty and staff increased 10.35%

#### Gender

- Consistently, the District's employed more women than men
- There was a 5.7% increase in the number of females employed by the District
- The number of males in the District workforce increased by 7.9%
- While the District, in general, employed more women, men dominated the faculty, skilled and service ranks
- Women dominated the clerical professions
- The distribution between male and female executives was relatively equal and remained constant

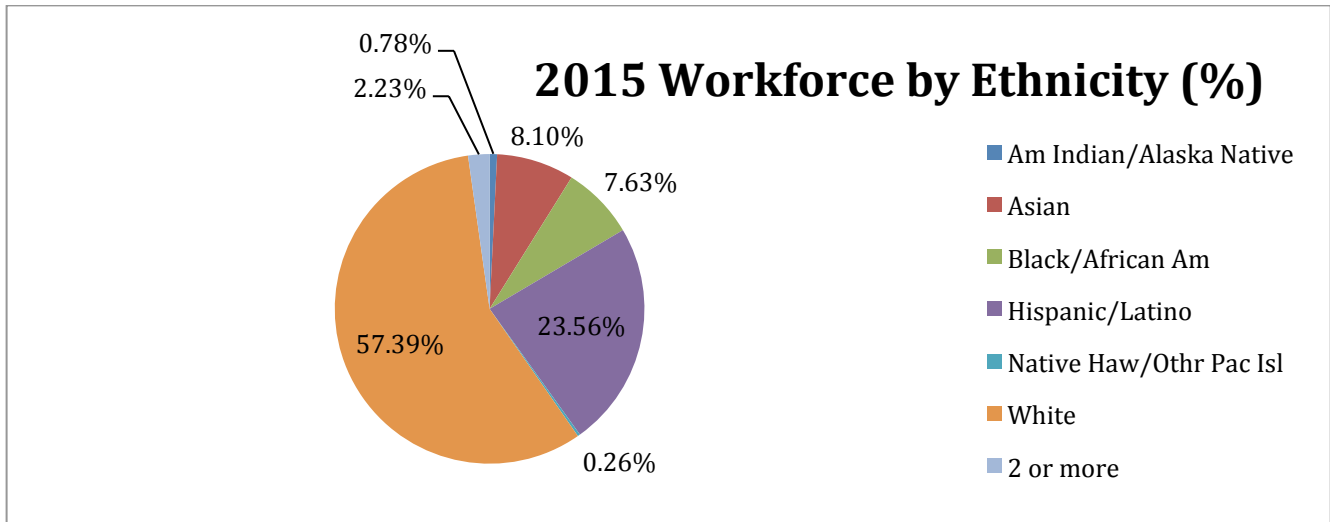
## MEMORANDUM

- In 2015, more than 70% of the men working in the District held faculty positions
- In 2015, more than 63% of the women employed in the District held faculty positions

### Age

- In 2015, more than 31% of the District’s workforce was age 55 or older
- In 2015, 43% of the District’s workforce was at least 50 years old
- In 2015, 70% of the District’s workforce was age 40 or older
- With 43% of the workforce theoretically eligible to retire on the basis of age, it would be prudent to begin developing a workforce succession plan that enables the capture of institutional knowledge and the creation of training and development opportunities for employees

### Ethnicity<sup>2</sup>



	American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/Pacific Islander	White	2 or more
<b>2013</b>	0.86%	7.18%	8.20%	22.88%	0.32%	58.41%	2.09%
<b>2014</b>	0.86%	7.61%	8.31%	23.26%	0.27%	57.77%	1.93%
<b>2015</b>	0.78%	8.10%	7.63%	23.56%	0.26%	57.39%	2.23%

<sup>2</sup> A detailed analysis, by college is contained in the accompanying Complete Report and the PowerPoint presentation.

## MEMORANDUM

- American Indian/Alaskan Natives and Native Hawaiian/Pacific Islander groups each accounted for less than one percent of the District’s overall workforce and continue to decline
- Hispanic employees accounted for approximately 23% of the workforce
- The number of Asian employees increased by approximately .5%
- The number of Black/African American employees declined by slightly less than .6%

### RCCD Overall Underrepresentation by Ethnicity

	2013	2014	2015
American Indian/ Alaska Native	0.86%	0.86%	0.78%
Asian	7.18%	7.61%	8.10%
Black/ African American	8.20%	8.31%	7.63%
Native Hawaiian/ Pacific Islander	0.32%	0.27%	0.26%
Two or More	2.23%	1.93%	2.23%

- Underrepresentation in the above groups exist within all job categories, at all locations

### Recommendations

- Design a deliberate strategy that will increase the diversity of candidates sent forward for interview
- Use a multifaceted approach to implement best practices, which include:
  - Leading by example
  - Ensuring EEO Advisory Committees are operating at all colleges and the District office
  - Updating the EEO Plan
  - Expanding training for selection committee members
  - Partnering with neighborhood organizations
- Use relevant labor market data to set reasonable goals and objectives
- Work the plan until it works!



# Riverside Community College District Workforce Analysis

2013 – 15

Terri L. Hampton, D.P.A.

Vice Chancellor, Human Resources and Employee Relations

# Purpose of Analysis

- To ensure students are prepared to live and work in a globally diverse society because they have been given the opportunity to learn in an environment that is a reflection of diversity.
- Comply with Title 5, Section 53001 requirement to conduct longitudinal studies of the workforce and applicant pool.

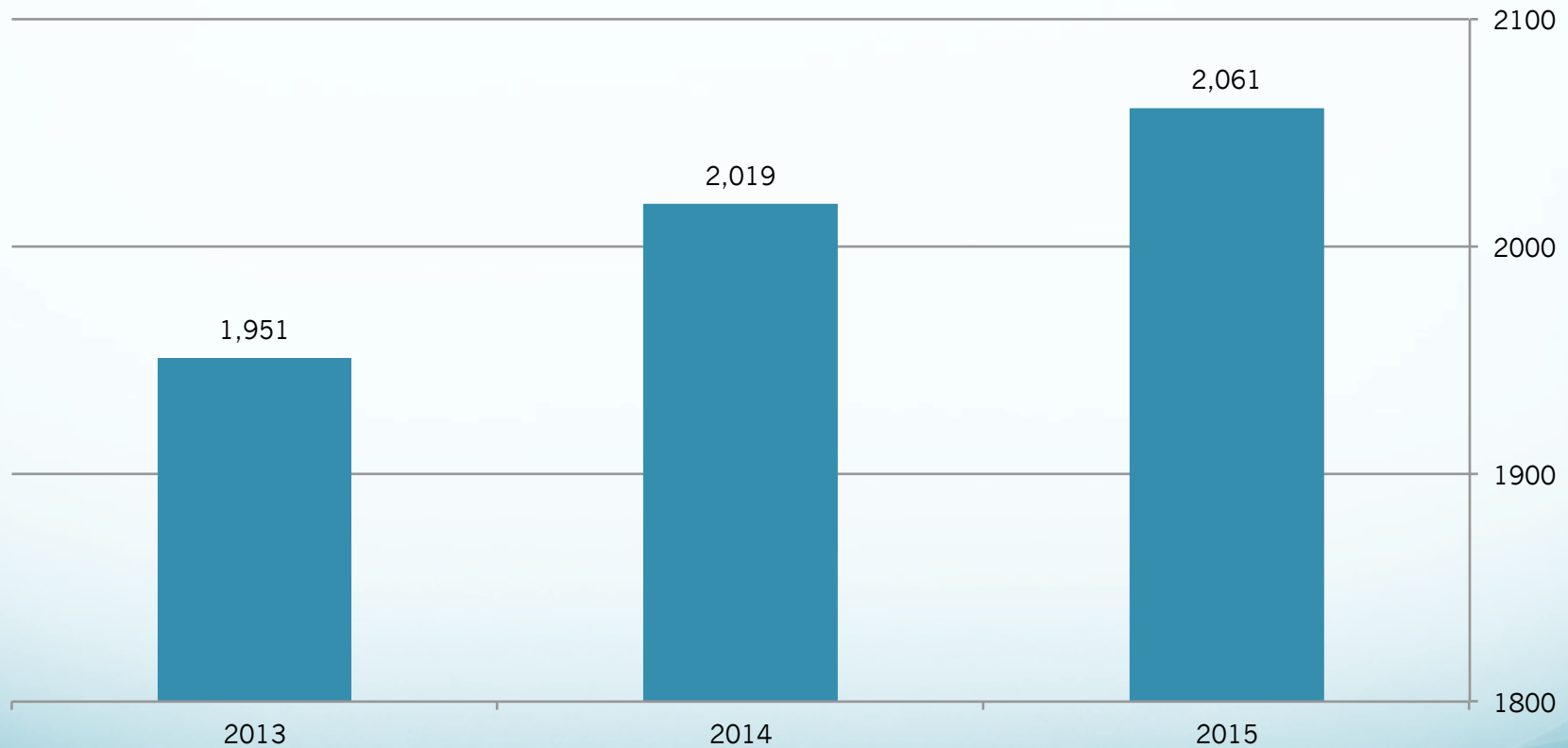
# Source Materials Used

The data used in the preparation of this report was taken from a variety of sources, including:

- California State Chancellor's Office Datamart,
- RCCD enterprise data management system, Datatel/ Colleague and applicant tracking system, PeopleAdmin
- California Department of Employment Development
- Federal agencies
  - Bureau of Labor Statistics
  - U.S. Census Bureau, and the
  - U.S. Department of Education

# 2013-15 RCCD Overall Headcount

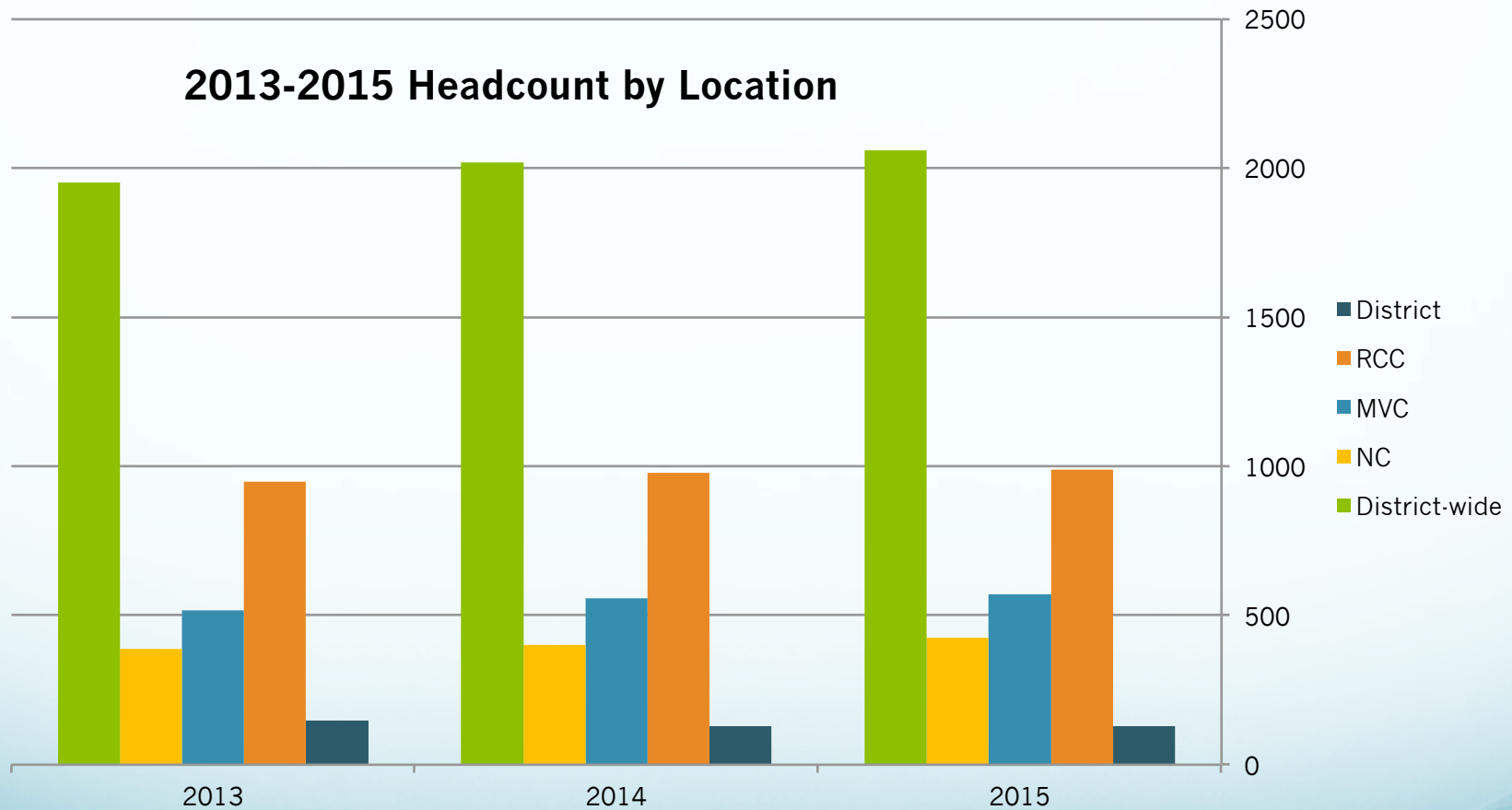
**2013-15 Overall Headcount**



# 2013-15 Overall Headcount by Location

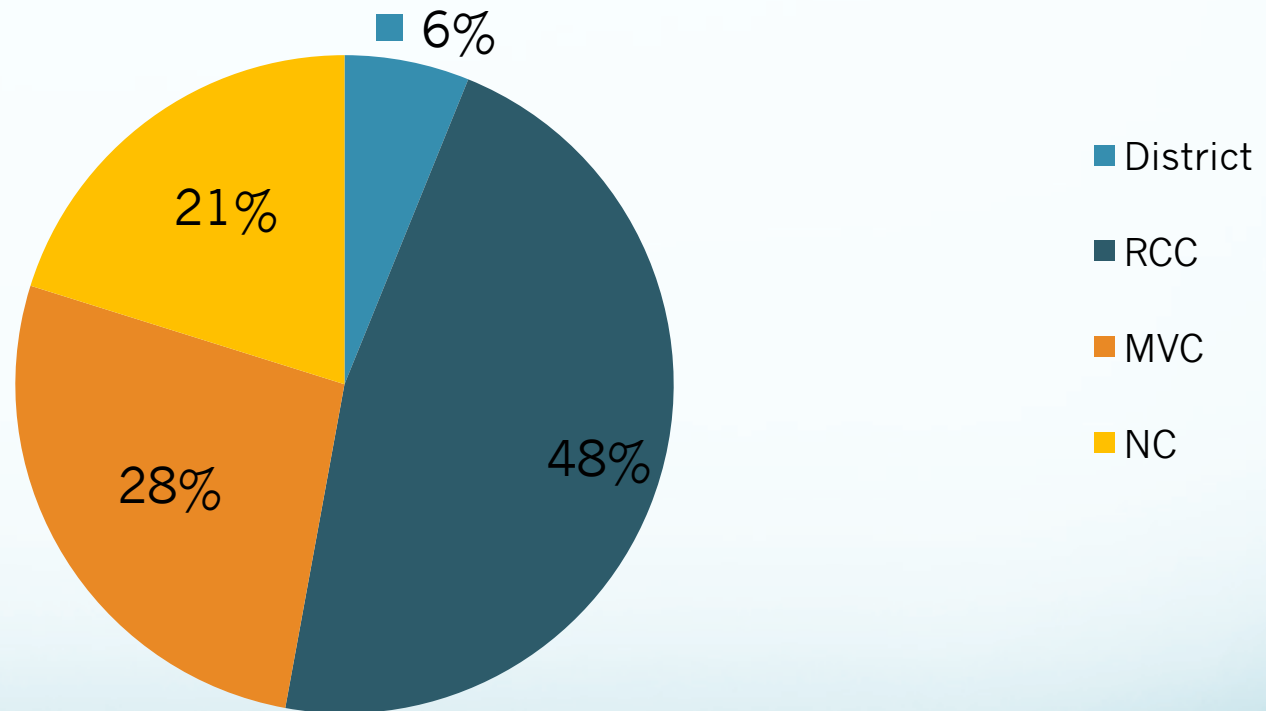
	2013	2014	2015
<b>District</b>	147	129	130
<b>MVC</b>	517	559	571
<b>NC</b>	387	401	427
<b>RCC</b>	949	978	990
<b>Total</b>	<b>1951</b>	<b>2019</b>	<b>2061</b>

# 2013-15 Overall Headcount by Location



# 2015 Location Headcount Percentages

2015 Headcount by location (%)

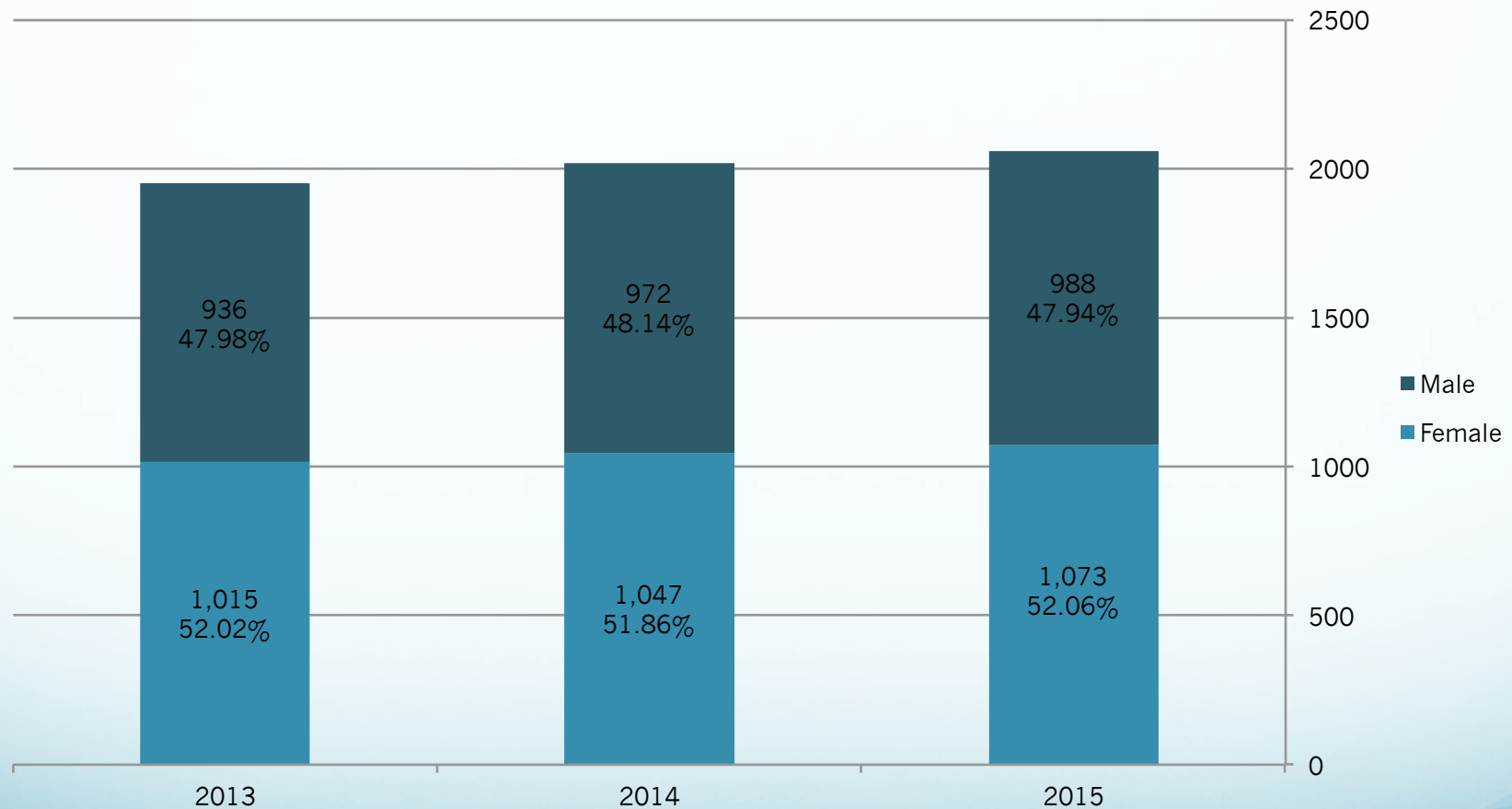


# 2013-15 RCCD Workforce by Age

	18-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
2013	306	229	242	234	264	251	182	104	54
2014	310	225	255	229	264	265	179	117	56
2015	329	235	255	261	272	263	198	107	56



# 2013-15 RCCD Gender Distribution by Percentage



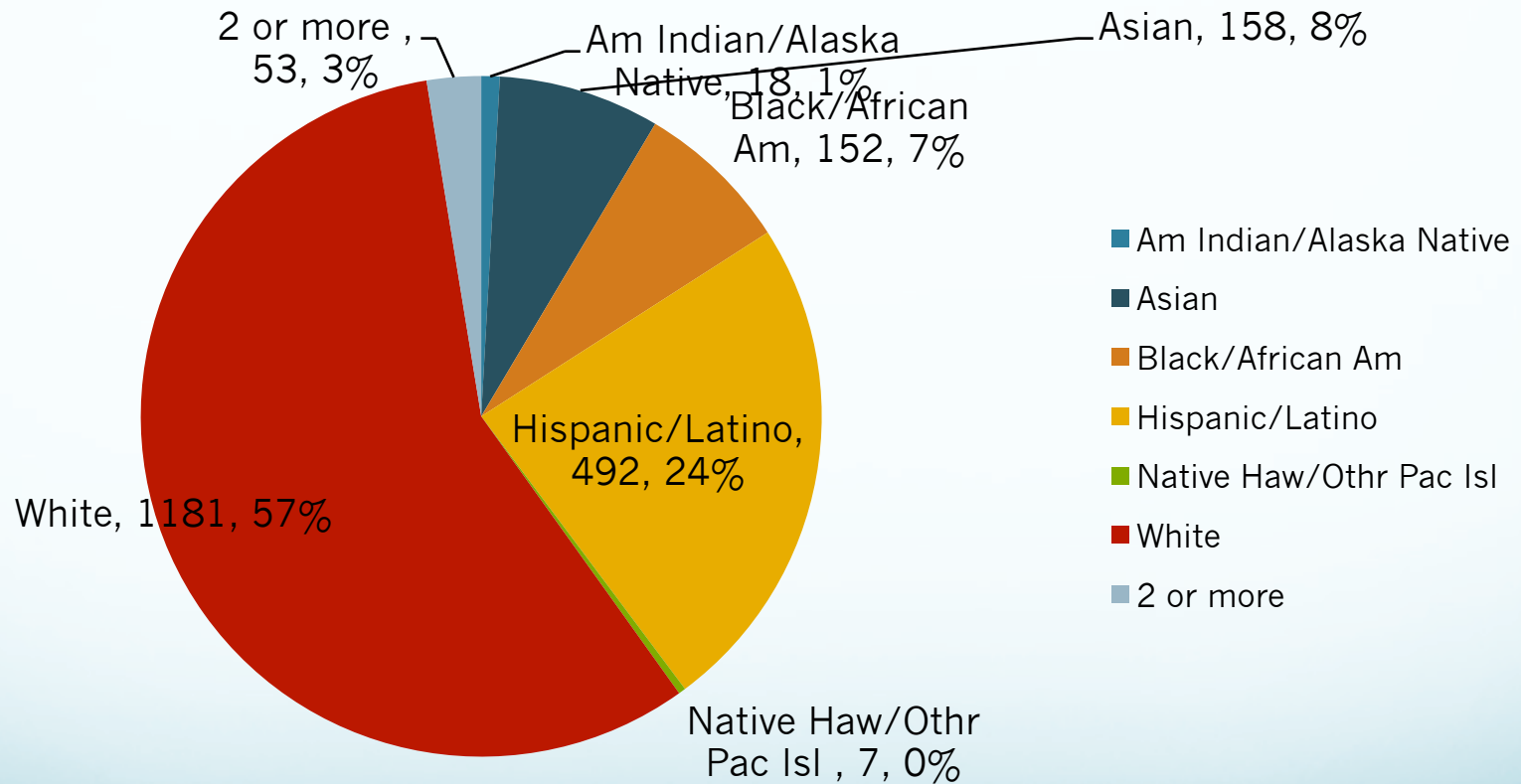
# Job Categories

- Faculty
  - Tenured/Tenured Track
  - Part-time
- Executive/Administrator
- Classified
  - Professional
  - Clerical
  - Technical & Paraprofessional
  - Skilled & Service

# 2013-15 RCCD Workforce Gender Distribution & Job Category

	Professional	Clerical	Technical	Skilled	Service	Executive	Faculty	Total
2013 Female	17	237	45	5	26	62	623	1015
2013 Male	9	47	73	21	78	65	643	936
2014 Female	25	212	63	5	20	61	661	1047
2014 Male	10	42	74	24	79	64	679	972
2015 Female	26	213	67	4	21	64	678	1073
2015 Male	8	41	74	23	80	65	697	988

# 2015 RCCD Overall Workforce Distribution by Ethnicity

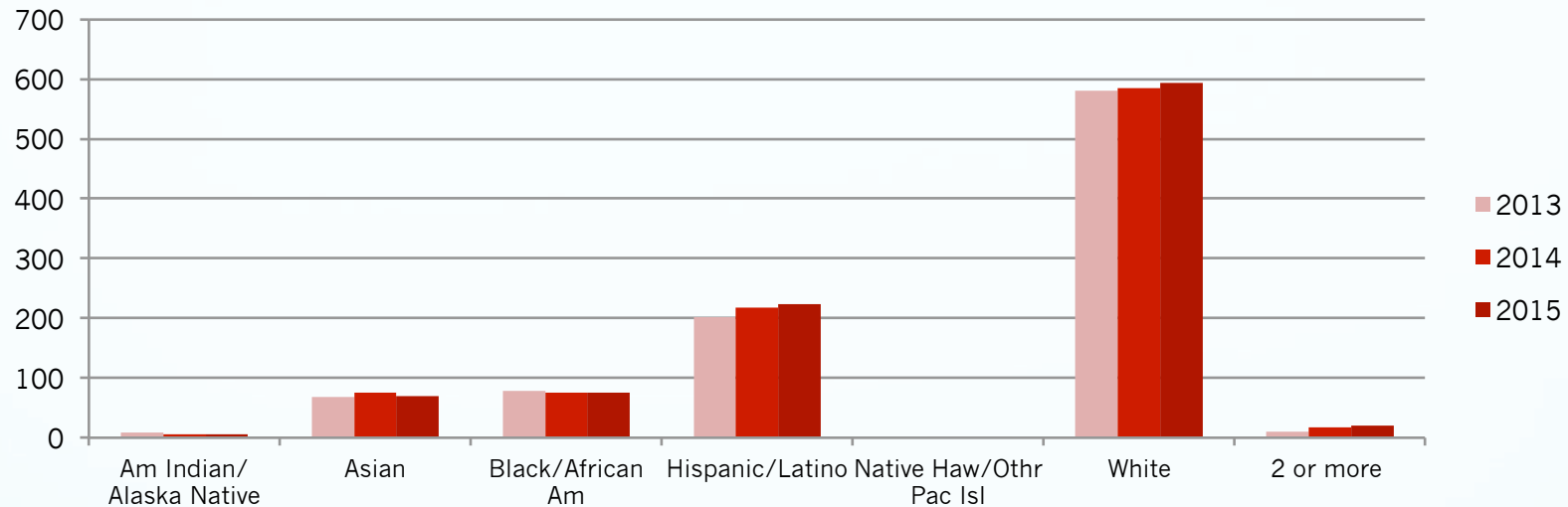


# 2013-15 RCCD Workforce Distribution by Ethnicity

	American Indian/ Alaska Native	Asian	Black/ African American	Hispanic /Latino	Native Hawaiian /Pacific Islander	White	2 or more
<b>2013</b>	0.86%	7.18%	8.20%	22.88%	0.32%	58.41%	2.09%
<b>2014</b>	0.86%	7.61%	8.31%	23.26%	0.27%	57.77%	1.93%
<b>2015</b>	0.78%	8.10%	7.63%	23.56%	0.26%	57.39%	2.23%

# Riverside City College

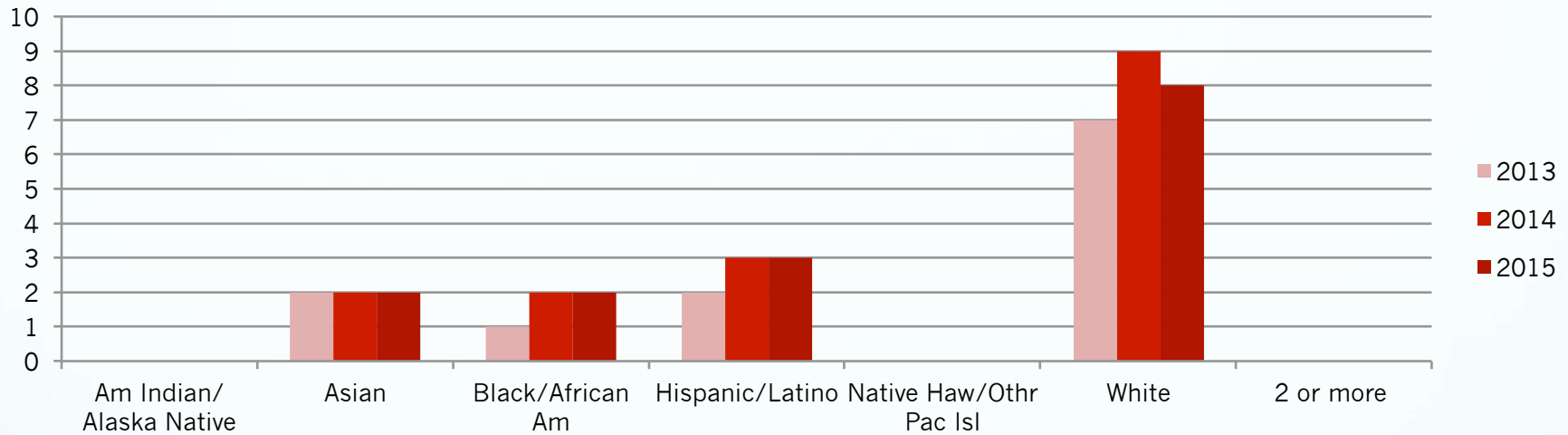
# 2013-15 RCC Workforce by Ethnicity



	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	1%	7%	8%	23%	0%	60%	2%
<b>2014</b>	1%	8%	8%	22%	0%	60%	2%
<b>2013</b>	1%	7%	8%	21%	0%	61%	1%

# 2013-15 RCC Professional Workforce

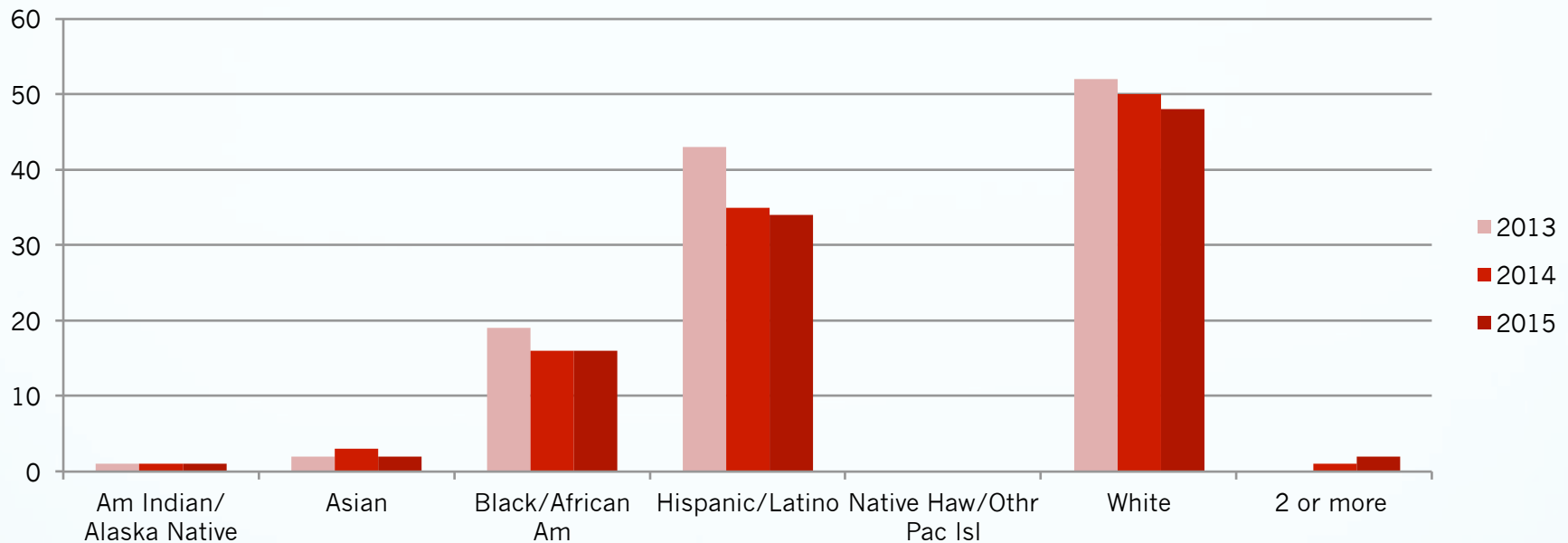
2013-2015 RCC Professional Workforce by Ethnicity



	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	2	2	3	0	8	0
<b>2014</b>	0	2	2	3	0	9	0
<b>2013</b>	0	2	1	2	0	7	0

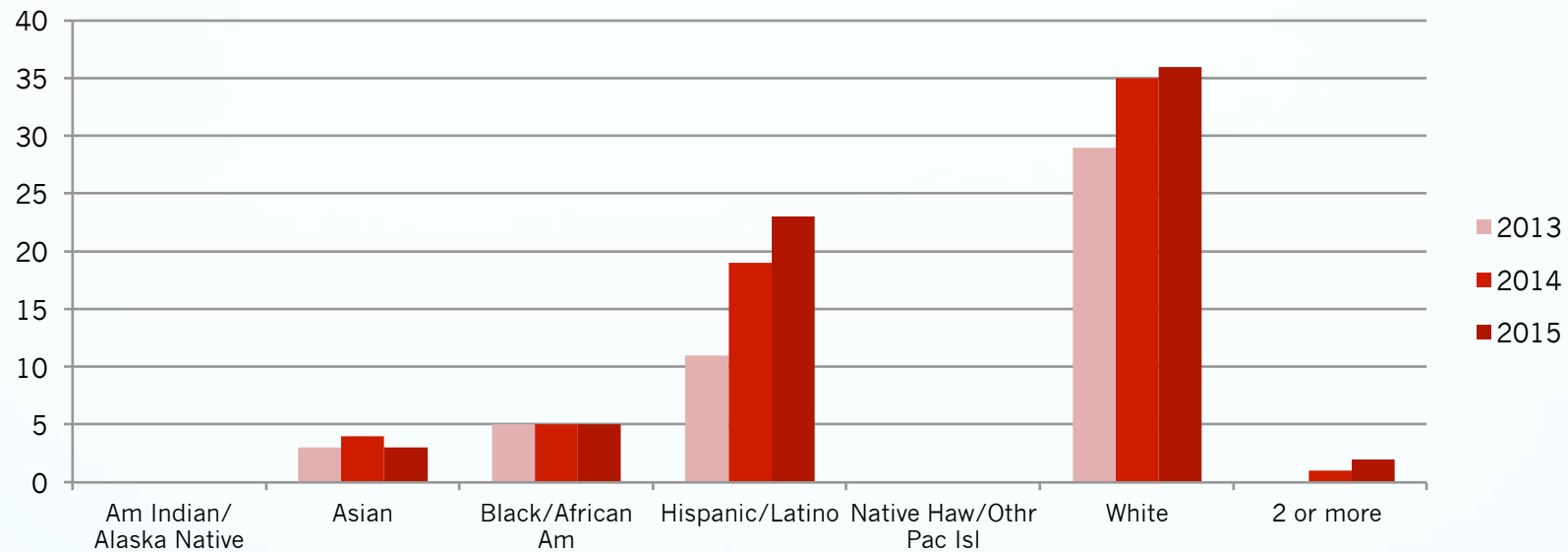


# 2013-15 RCC Clerical Workforce



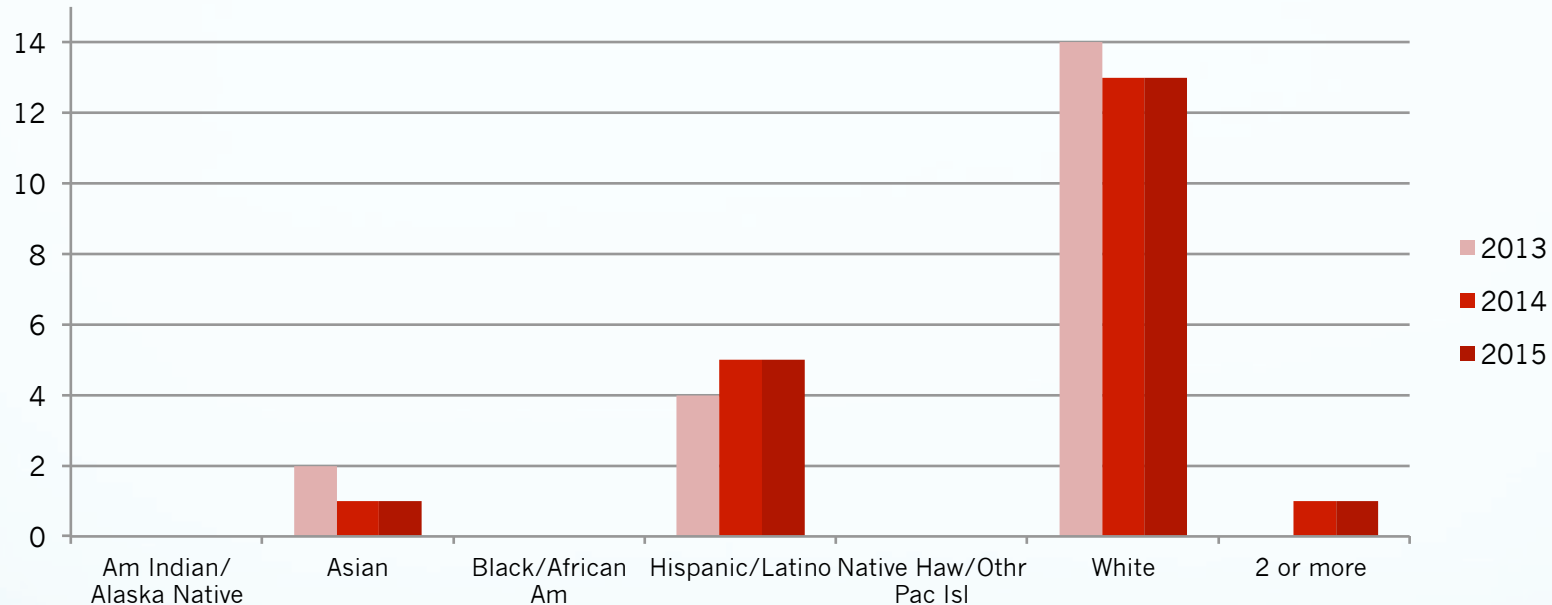
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	1	2	16	34	0	48	2
<b>2014</b>	1	3	16	35	0	50	1
<b>2013</b>	1	2	19	43	0	52	0

# 2013-15 RCC Technical Workforce



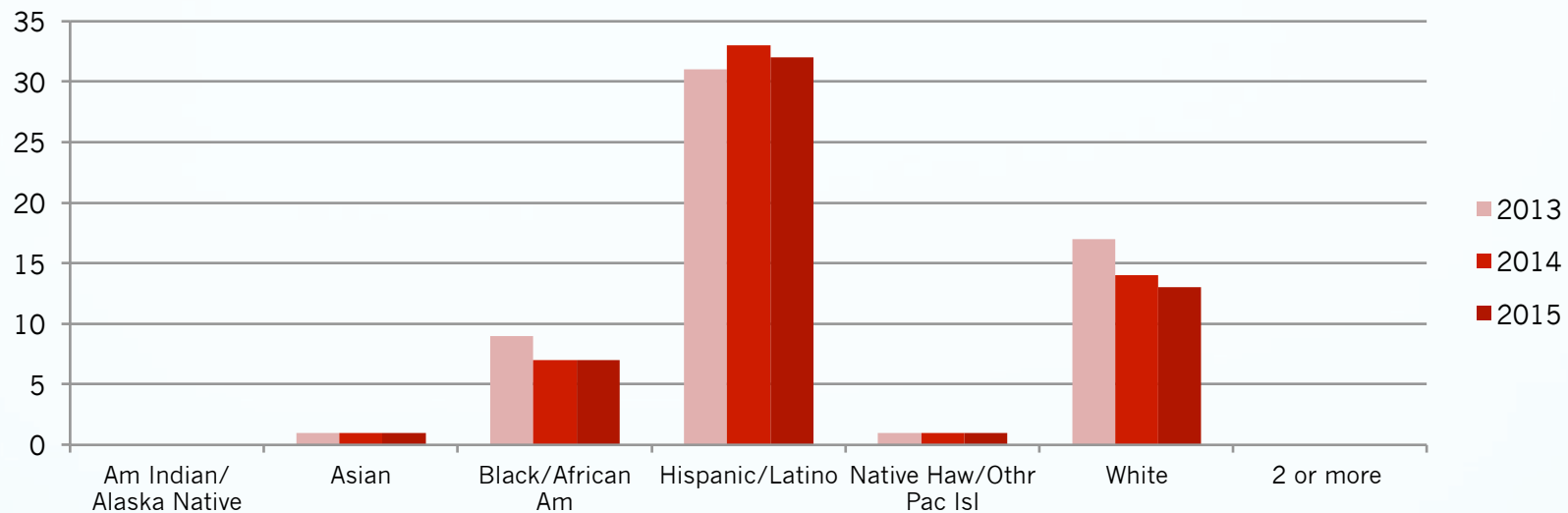
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	3	5	23	0	36	2
<b>2014</b>	0	4	5	19	0	35	1
<b>2013</b>	0	3	5	11	0	29	0

# 2013-15 RCC Skilled Craft Workforce



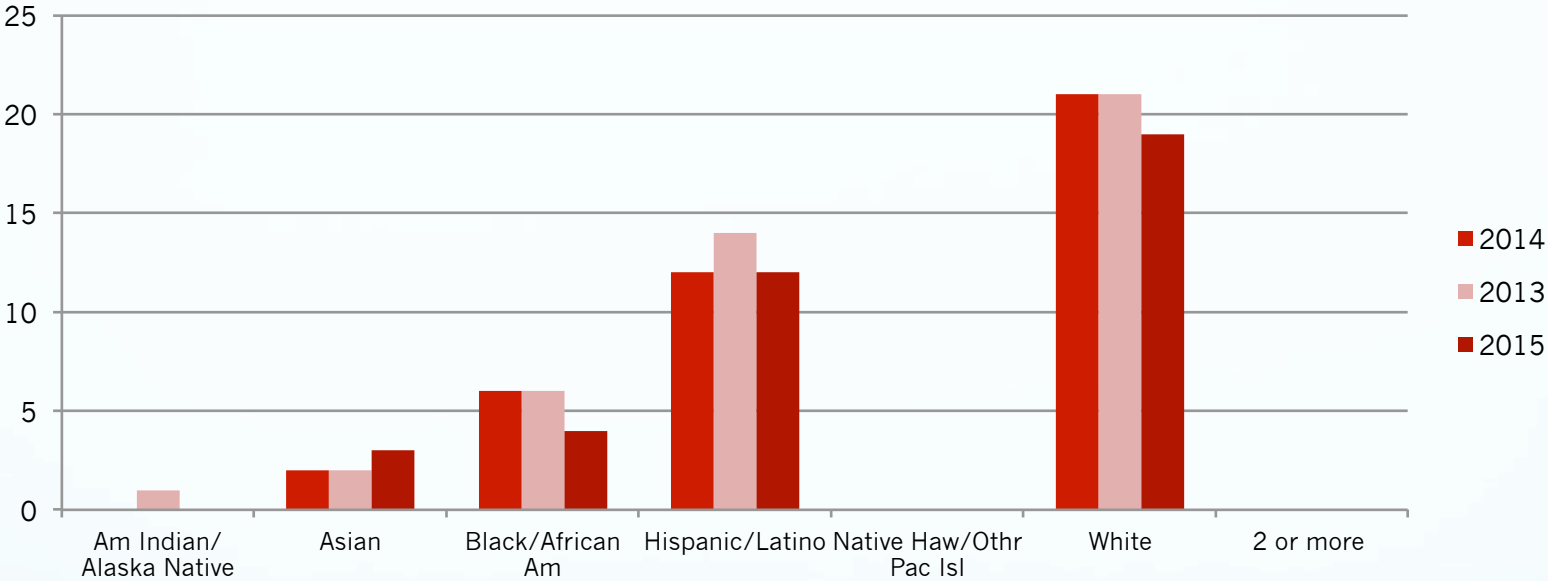
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	1	0	5	0	13	1
<b>2014</b>	0	1	0	5	0	13	1
<b>2013</b>	0	2	0	4	0	14	0

# 2013-15 RCC Service & Maintenance



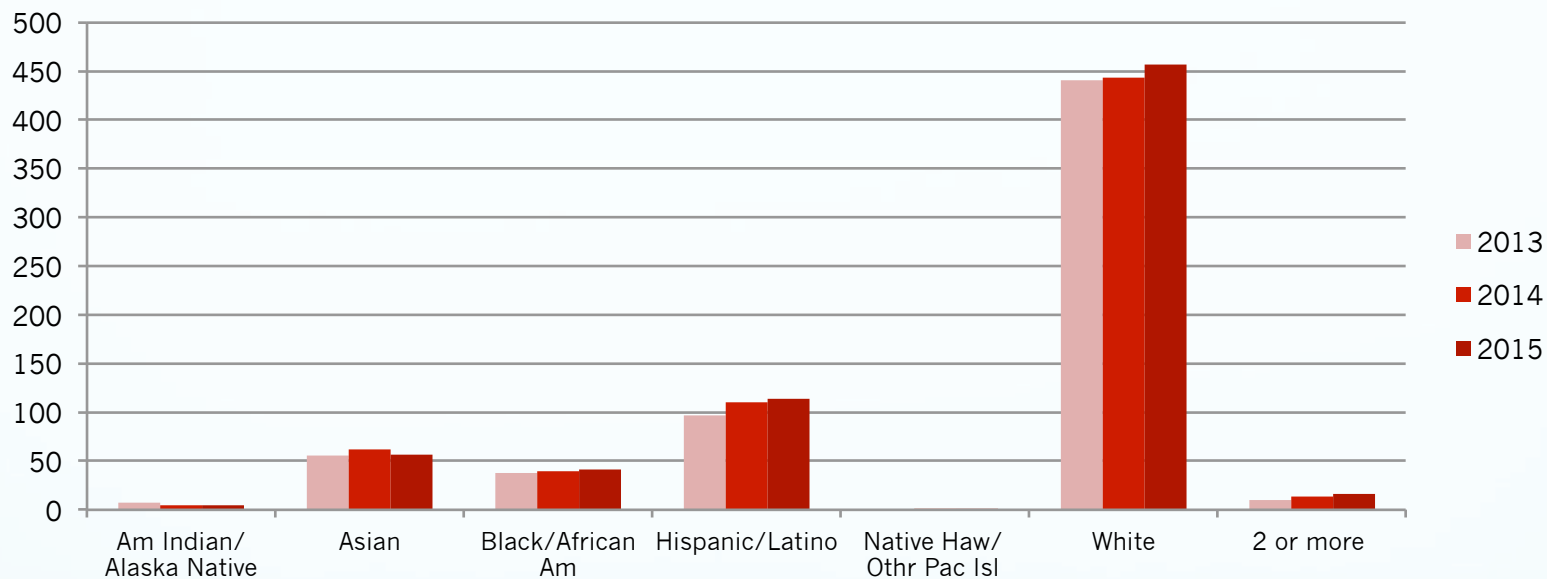
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	1	7	32	1	13	0
<b>2014</b>	0	1	7	33	1	14	0
<b>2013</b>	0	1	9	31	1	17	0

# 2013-15 RCC Executive Workforce



	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	3	4	12	0	19	0
<b>2014</b>	0	2	6	12	0	21	0
<b>2013</b>	1	2	6	14	0	21	0

# 2013-15 RCC Faculty Workforce



	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	5	57	41	114	1	457	16
<b>2014</b>	5	62	40	110	1	443	14
<b>2013</b>	7	56	38	97	0	441	10

# 2015 RCC

## Underrepresented Groups

	Professional	Clerical	Technical	Skilled	Service	Executive	Faculty
AI/AN	0%	1%	0%	0%	0%	0%	1%
Asian	13%	2%	4%	5%	2%	8%	8%
B/AA	13%	16%	7%	0%	13%	11%	6%
H/L	20%	33%	33%	25%	59%	32%	16%
NH/PI	0%	0%	0%	0%	2%	0%	0%
White	53%	47%	52%	65%	24%	50%	66%
2+	0%	2%	3%	5%	0%	0%	2%

# RCC Applicant Information

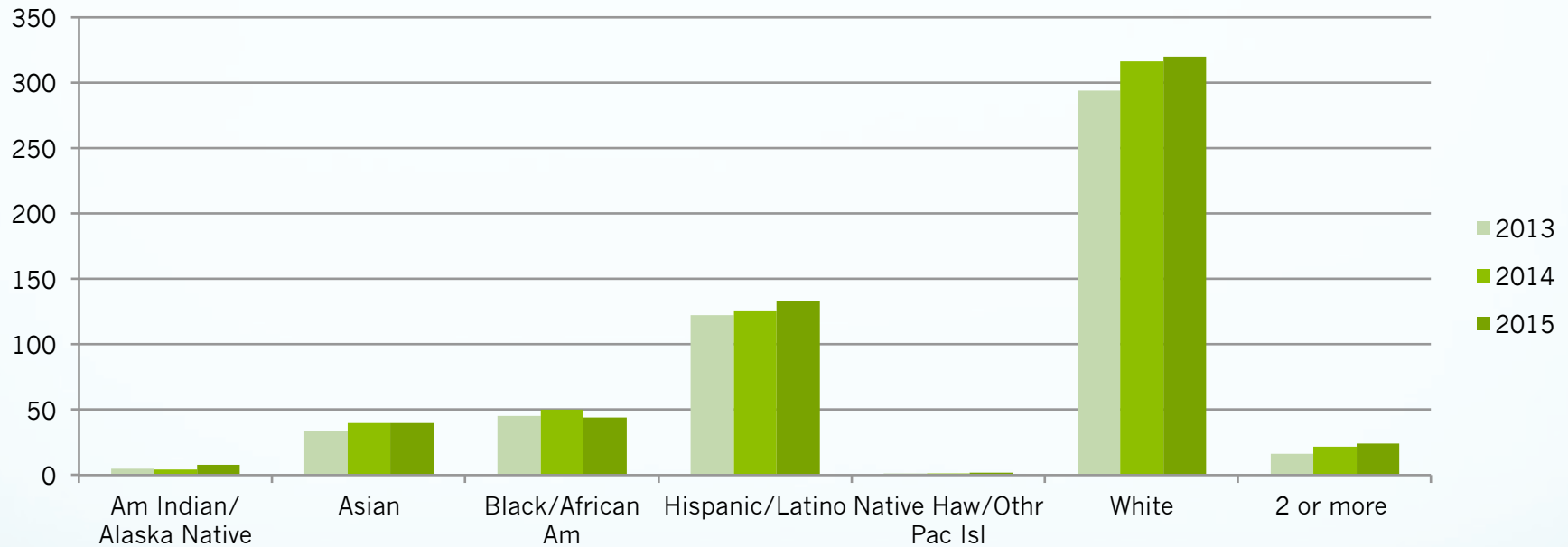
	# Apps	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
		<b>Total Applications</b>	<b>4354</b>																									
PT Classified	568	453	103	12	183	49	1	24	13	0	78	10	0	1	1	0	1	0	0	128	25	0	26	1	0	12	4	11
FT Classified	2027	1415	573	39	585	288	6	65	34	0	266	94	0	6	0	0	8	2	0	368	115	1	79	23	0	38	17	32
Classified Managers	92	53	33	6	12	11	0	4	1	0	10	4	1	2	0	0	0	0	0	16	16	0	5	1	0	4	0	5
Academic Managers	451	197	240	14	38	43	0	19	19	0	54	55	0	1	1	0	2	0	0	64	100	0	6	14	0	13	8	14
FT Faculty	1216	577	592	47	92	100	0	71	81	0	72	54	3	2	2	0	0	1	0	271	293	1	41	24	0	28	37	43
<b>Qualified Applicant Pool</b>	<b>3488</b>																											
PT Classified	394	310	73	11	119	37	1	19	9	0	52	7	0	1	1	0	1	0	0	89	16	0	19	1	0	10	2	10
FT Classified	1434	993	411	30	419	206	6	36	24	0	201	72	0	4	0	0	5	1	0	249	82	1	52	12	0	27	14	23
Classified Managers	84	47	31	6	11	10	0	4	1	0	10	4	1	1	0	0	0	0	0	13	15	0	5	1	0	3	0	5
Academic Managers	407	174	220	13	33	41	0	17	18	1	47	50	0	1	1	0	1	0	0	56	90	0	6	12	0	13	8	12
FT Faculty	1169	541	581	47	83	88	0	70	88	0	62	52	3	1	2	0	0	1	0	261	290	1	37	27	1	27	33	42
<b>Interviewed</b>	<b>559</b>																											
PT Classified	79	52	27	0	21	14	0	1	1	0	11	3	0	0	0	0	0	0	0	16	8	0	2	0	0	1	1	2
FT Classified	230	157	72	1	59	38	1	3	3	0	39	12	1	0	0	0	0	0	0	45	17	1	4	0	0	7	2	1
Classified Managers	5	4	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0
Academic Managers	23	11	11	1	2	1	0	1	2	0	1	4	0	0	1	0	0	0	0	4	3	0	1	0	0	2	0	1
FT Faculty	222	106	111	5	19	27	0	10	11	1	6	7	0	0	1	0	0	0	0	54	58	0	8	2	0	9	5	5
<b>Hired</b>	<b>116</b>																											
PT Classified	9	7	2	0	4	2	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FT Classified	42	29	13	0	15	6	0	0	0	0	3	4	0	0	0	0	0	0	0	8	3	0	2	0	0	1	0	0
Classified Managers	4	2	2	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Academic Managers	12	8	4	0	2	1	0	0	1	0	3	0	0	0	0	0	0	0	0	3	2	0	0	0	0	0	0	0
FT Faculty	49	24	24	1	6	5	0	1	3	0	1	0	0	0	0	0	0	0	0	12	15	0	4	1	0	0	0	1

DATA ABOVE IS BASED UPON 97 TOTAL JOB POSTINGS IN ALL JOB CATEGORIES



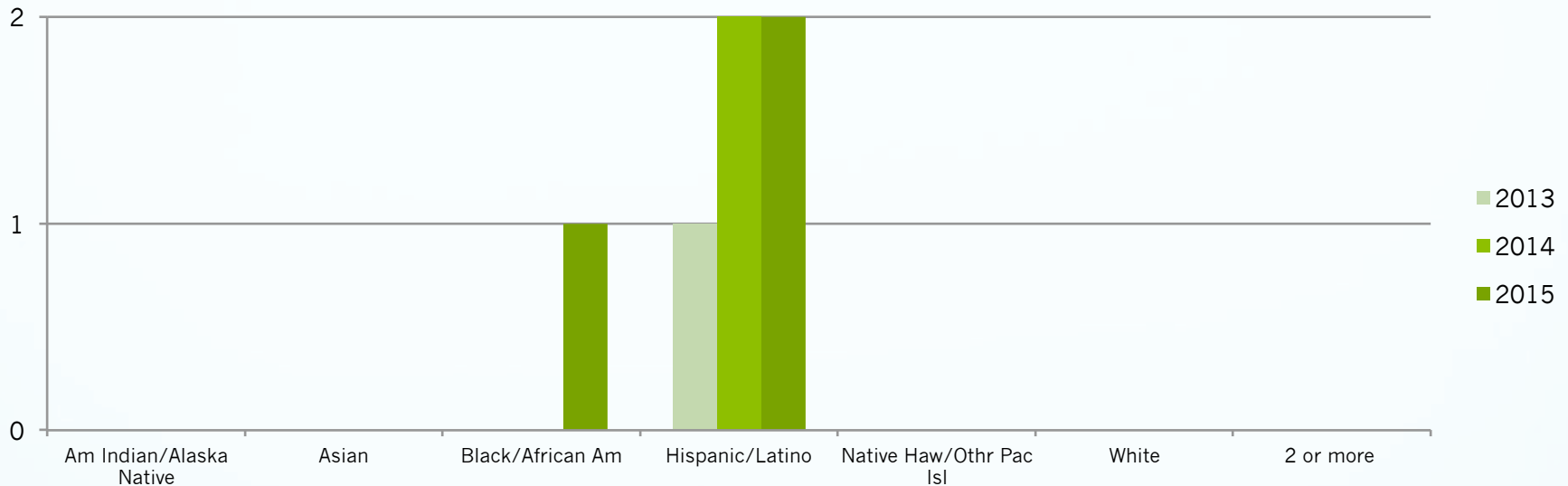
# Moreno Valley College

# 2013-15 MVC Workforce by Ethnicity



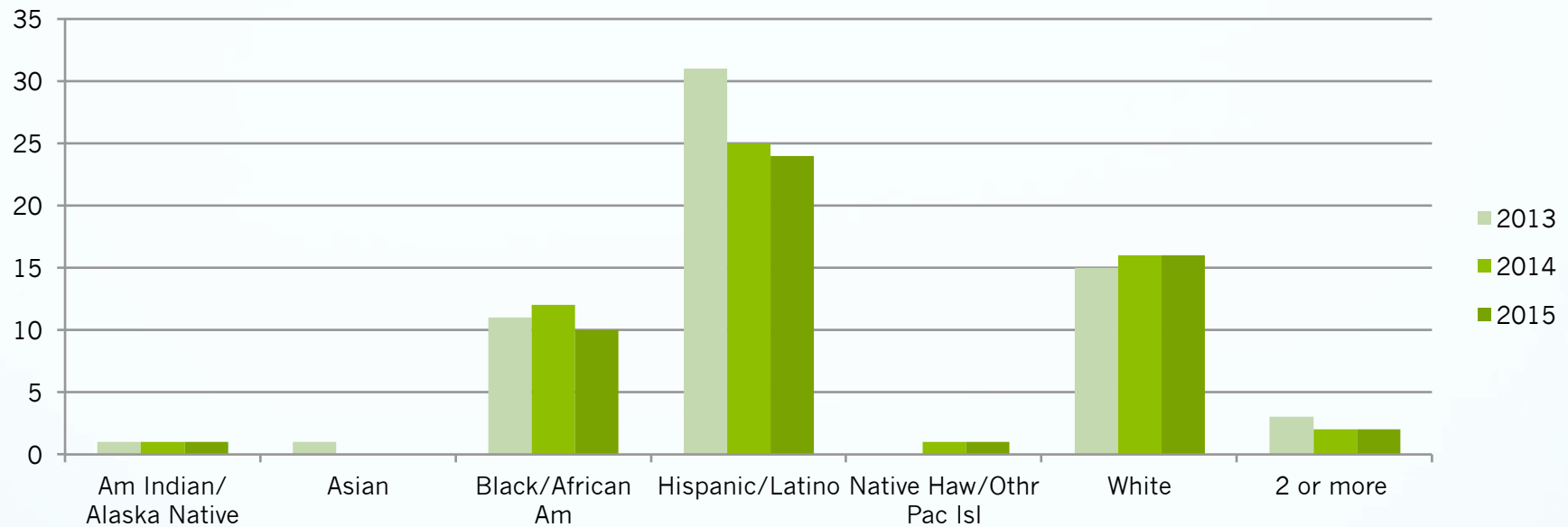
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	1%	7%	8%	23%	0%	56%	4%
<b>2014</b>	1%	7%	9%	23%	0%	57%	4%
<b>2013</b>	1%	7%	9%	24%	0%	57%	3%

# 2013-15 MVC Professional Workforce



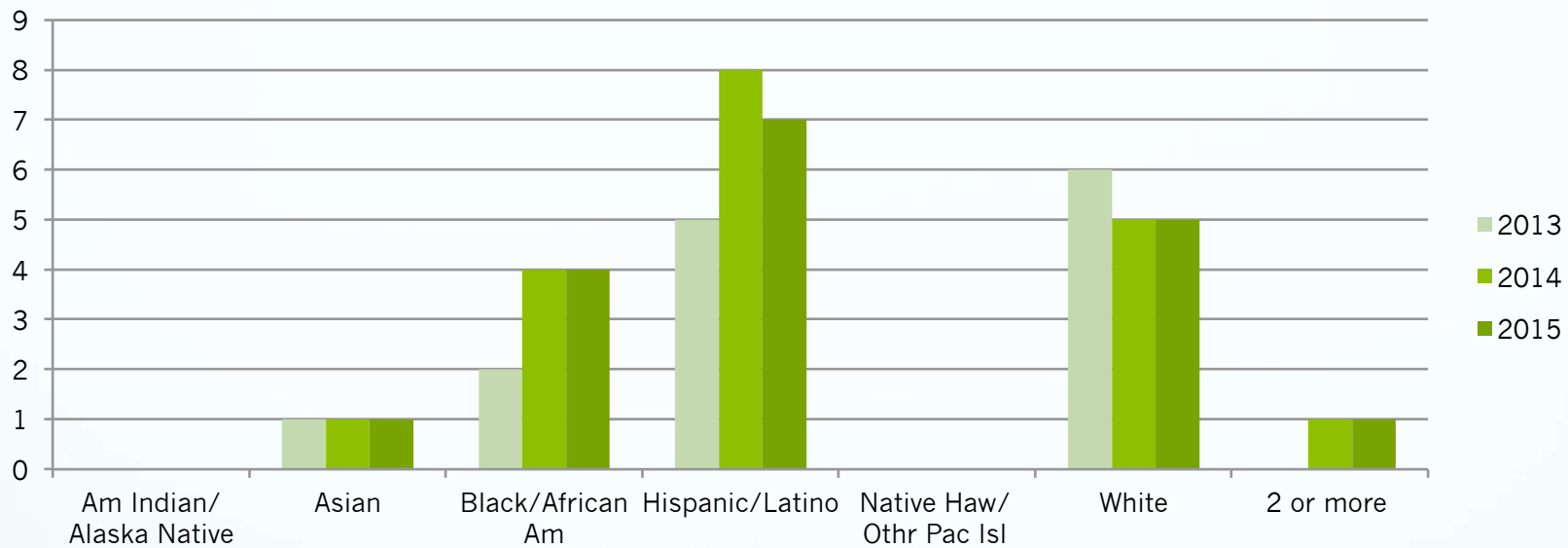
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	0	1	2	0	0	0
<b>2014</b>	0	0	0	2	0	0	0
<b>2013</b>	0	0	0	1	0	0	0

# 2013-15 MVC Clerical Workforce



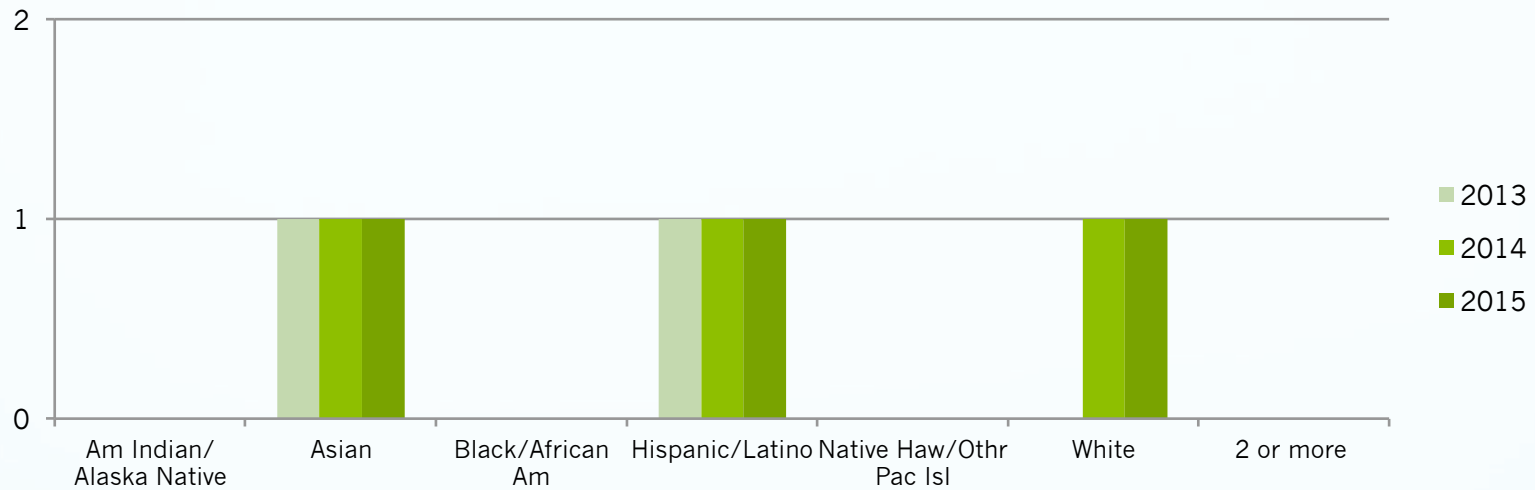
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	1	0	10	24	1	16	2
<b>2014</b>	1	0	12	25	1	16	2
<b>2013</b>	1	1	11	31	0	15	3

# 2013-15 MVC Technical Workforce



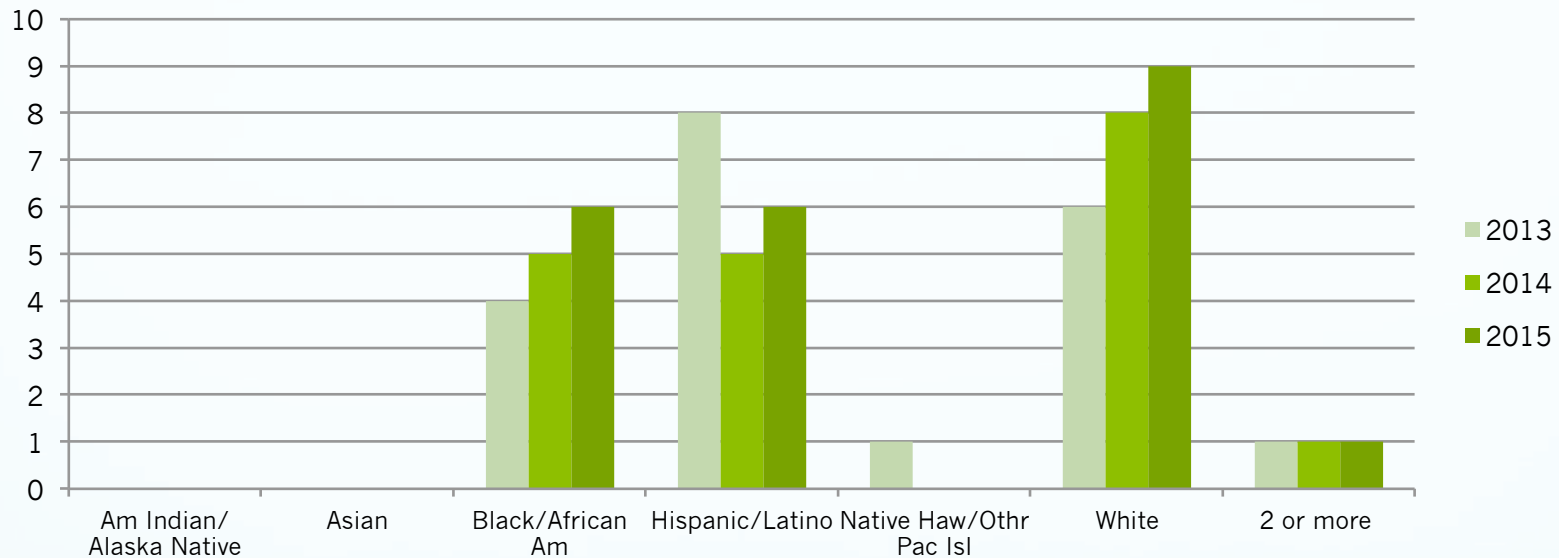
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	1	4	7	0	5	1
<b>2014</b>	0	1	4	8	0	5	1
<b>2013</b>	0	1	2	5	1	6	0

# 2013-15 MVC Skilled Craft Workforce



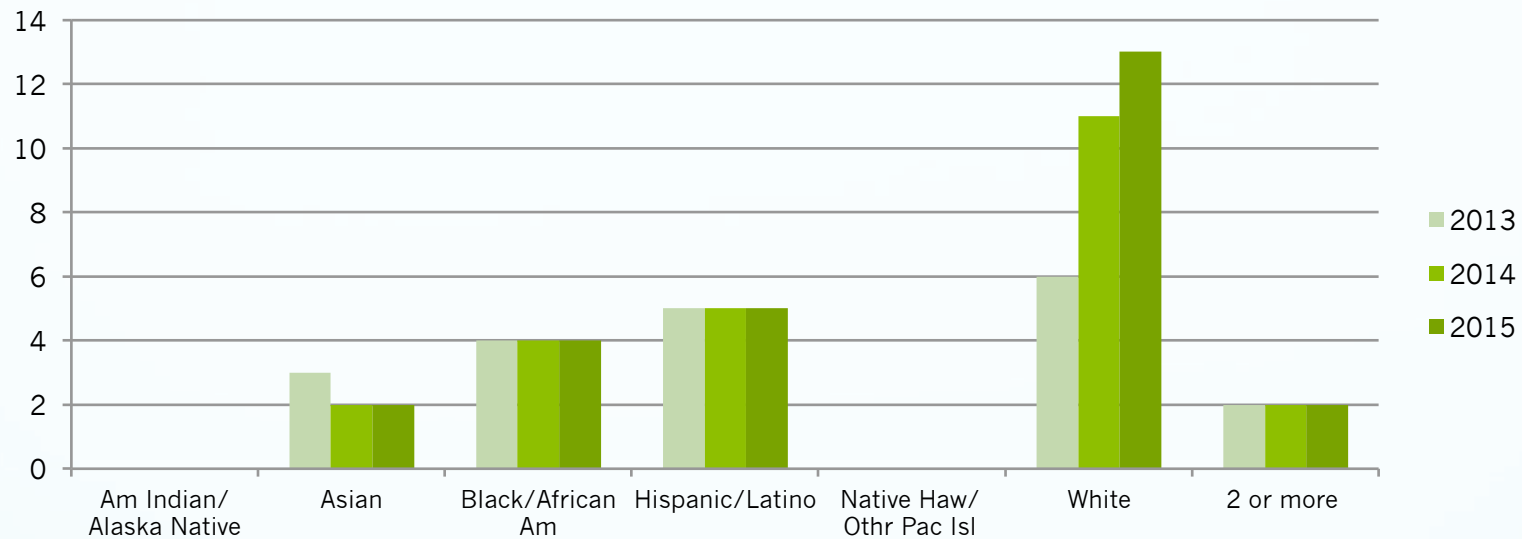
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	1	0	1	0	1	0
<b>2014</b>	0	1	0	1	0	1	0
<b>2013</b>	0	1	0	1	0	0	0

# 2013-15 MVC Service & Maintenance



	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	0	6	6	0	9	1
<b>2014</b>	0	0	5	5	0	8	1
<b>2013</b>	0	0	4	8	1	6	1

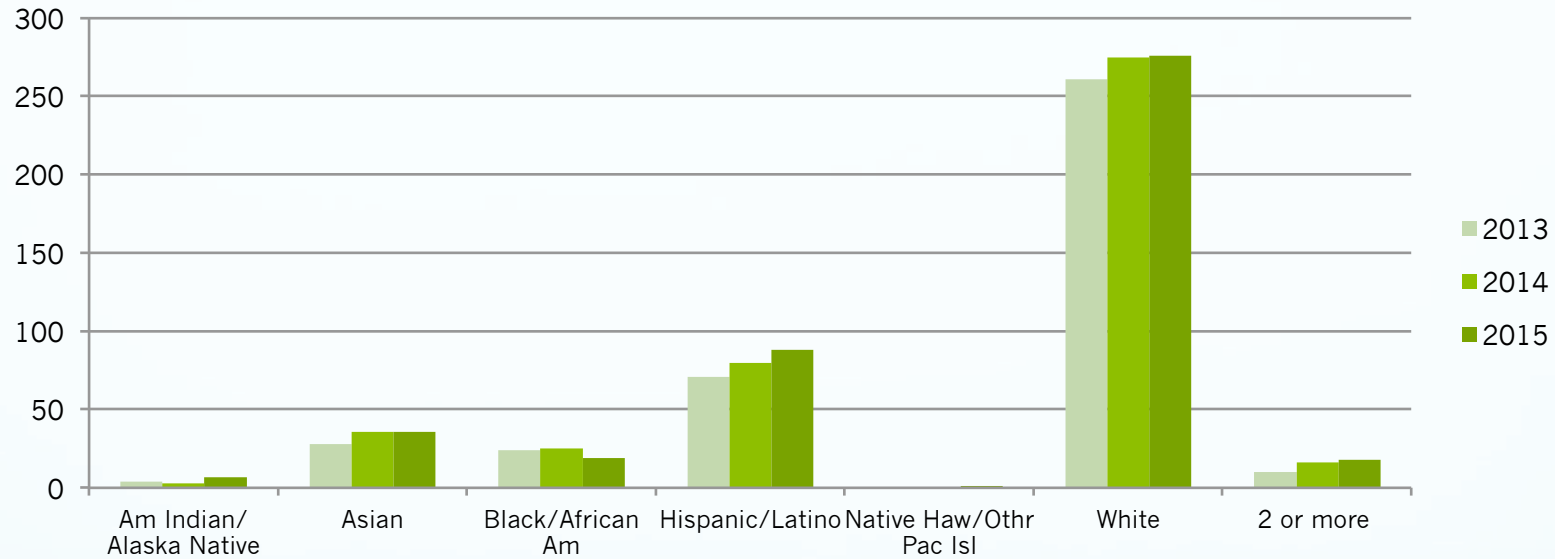
# 2013-15 MVC Executive Workforce



	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	2	4	5	0	13	2
<b>2014</b>	0	2	4	5	0	11	2
<b>2013</b>	0	3	4	5	0	6	2



# 2013-15 MVC Faculty Workforce



	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	7	36	19	88	1	276	18
<b>2014</b>	3	36	25	80	0	275	16
<b>2013</b>	4	28	24	71	0	261	10

# 2015 MVC

## Underrepresented Groups

	Professional	Clerical	Technical	Skilled	Service	Executive	Faculty
AI/AN	0%	2%	0%	0%	0%	0%	2%
Asian	0%	0%	6%	33%	0%	8%	8%
B/AA	33%	19%	22%	0%	27%	15%	4%
H/L	67%	44%	39%	33%	27%	19%	20%
NH/PI	0%	2%	0%	0%	0%	0%	0%
White	0%	30%	28%	33%	41%	50%	62%
2+	0%	4%	6%	0%	5%	8%	4%

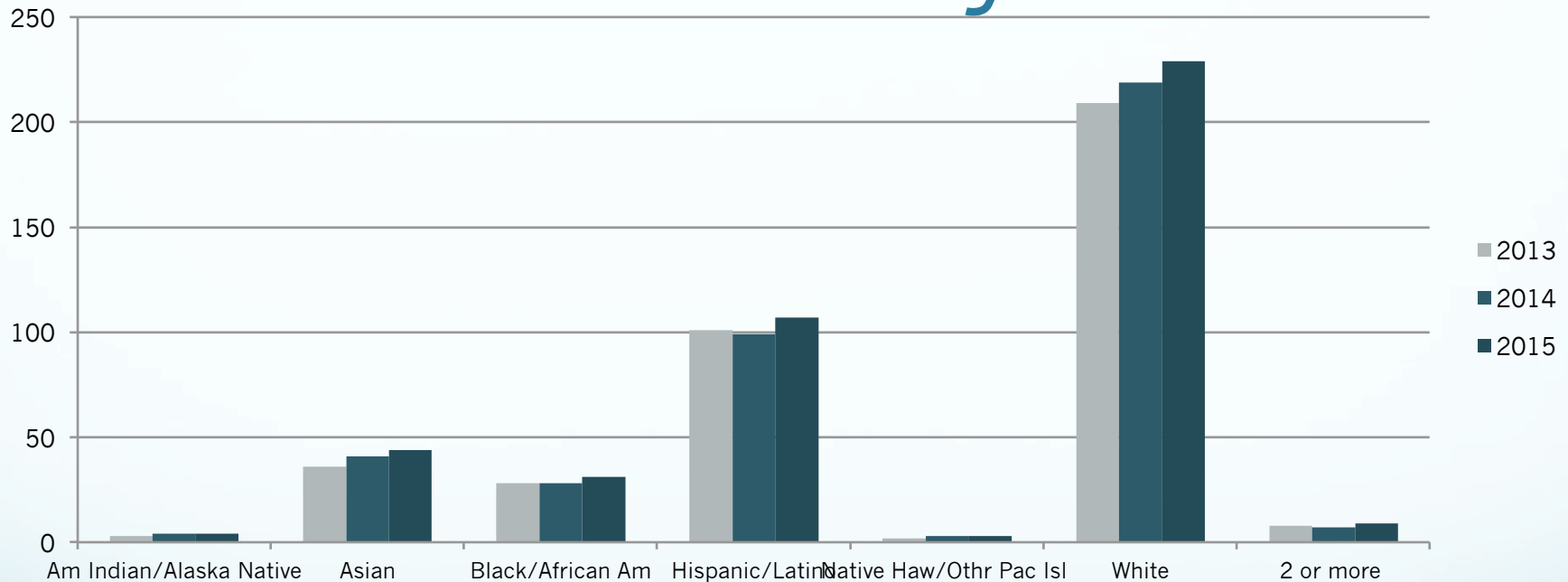
# MVC Applicant Information

	# Apps	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
		<b>Total Applications</b>	<b>2064</b>																									
PT Classified	293	230	55	8	100	26	0	10	6	0	39	9	0	1	0	0	2	0	0	63	9	0	9	2	0	6	3	8
FT Classified	787	622	148	17	250	65	1	29	19	1	134	19	1	1	0	0	9	0	0	135	34	1	41	8	0	23	3	13
Classified Managers	107	54	53	0	16	16	0	2	2	0	14	6	0	0	1	0	1	0	0	18	25	0	0	1	0	3	2	0
Academic Managers	137	69	63	5	10	13	0	5	3	0	19	23	0	0	1	0	0	0	0	21	17	0	5	4	1	9	2	4
FT Faculty	740	315	391	34	67	64	0	36	48	0	42	42	1	4	0	0	0	0	0	122	198	3	18	20	0	26	19	30
<b>Qualified Applicant Pool</b>	<b>1940</b>																											
PT Classified	238	188	45	5	76	19	0	10	4	0	35	9	0	0	0	0	2	0	0	51	9	0	8	2	0	6	2	5
FT Classified	811	634	152	25	248	65	3	36	13	2	123	19	1	9	2	0	6	0	0	150	41	1	38	11	0	24	1	18
Classified Managers	92	49	43	0	14	11	0	1	2	0	13	4	0	0	1	0	1	0	0	17	22	0	0	1	0	3	2	0
Academic Managers	131	65	61	5	9	11	0	5	3	0	17	23	0	0	1	0	0	0	0	21	17	0	4	4	1	9	2	4
FT Faculty	668	270	367	31	48	62	0	30	41	0	38	39	1	3	0	0	0	0	0	107	190	3	17	19	0	27	16	27
<b>Interviewed</b>	<b>238</b>																											
PT Classified	47	35	10	2	13	2	0	2	1	0	10	4	0	0	0	0	0	0	0	9	1	0	0	1	0	1	1	2
FT Classified	59	50	5	4	21	1	1	3	1	0	10	1	0	0	0	0	1	0	0	10	2	0	1	0	0	4	0	3
Classified Managers	19	10	9	0	5	1	0	0	1	0	1	1	0	0	0	0	0	0	0	4	6	0	0	0	0	0	0	0
Academic Managers	15	7	7	1	1	3	0	0	0	0	2	3	0	0	0	1	0	0	0	3	1	0	0	0	0	1	0	0
FT Faculty	98	50	46	2	11	15	0	2	5	0	7	6	0	1	0	0	0	0	0	27	17	0	1	1	0	1	2	2
<b>Hired</b>	<b>50</b>																											
PT Classified	8	7	1	0	1	0	0	0	0	0	5	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
FT Classified	11	11	0	0	5	0	0	0	0	0	4	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Classified Managers	6	2	4	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	3	0	0	0	0	0	0	0
Academic Managers	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FT Faculty	23	18	3	2	5	2	0	1	0	0	2	0	0	0	0	0	0	0	0	10	1	0	0	0	0	0	0	2

DATA ABOVE IS BASED UPON 46 TOTAL JOB POSTINGS IN AL JOB CATEGORIES

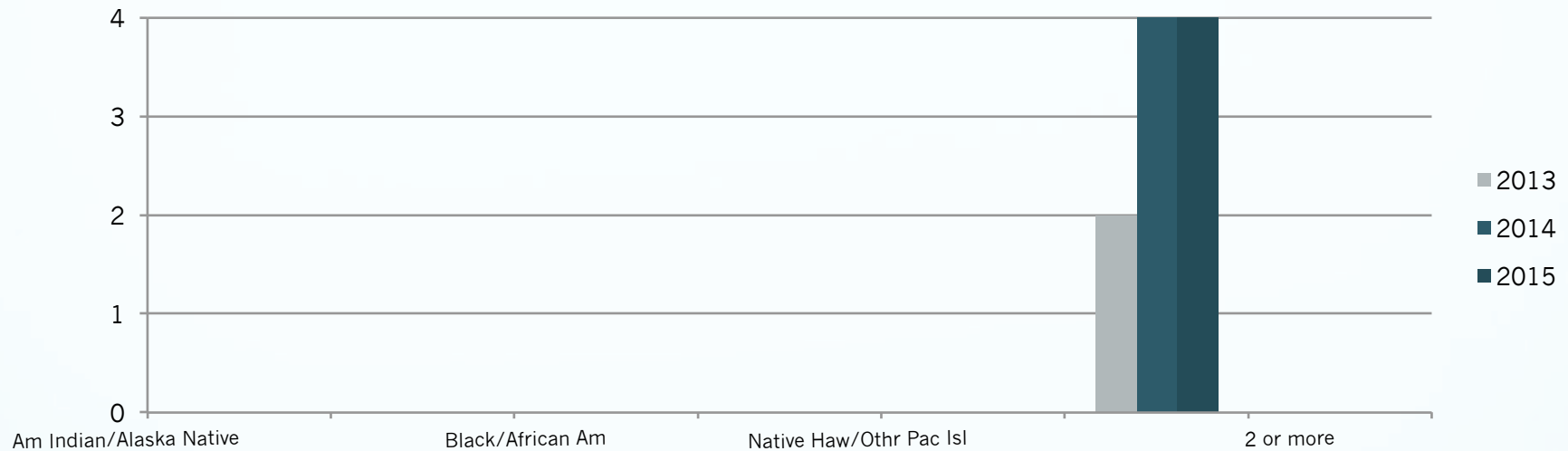
# Norco College

# 2013-15 NC Workforce by Ethnicity



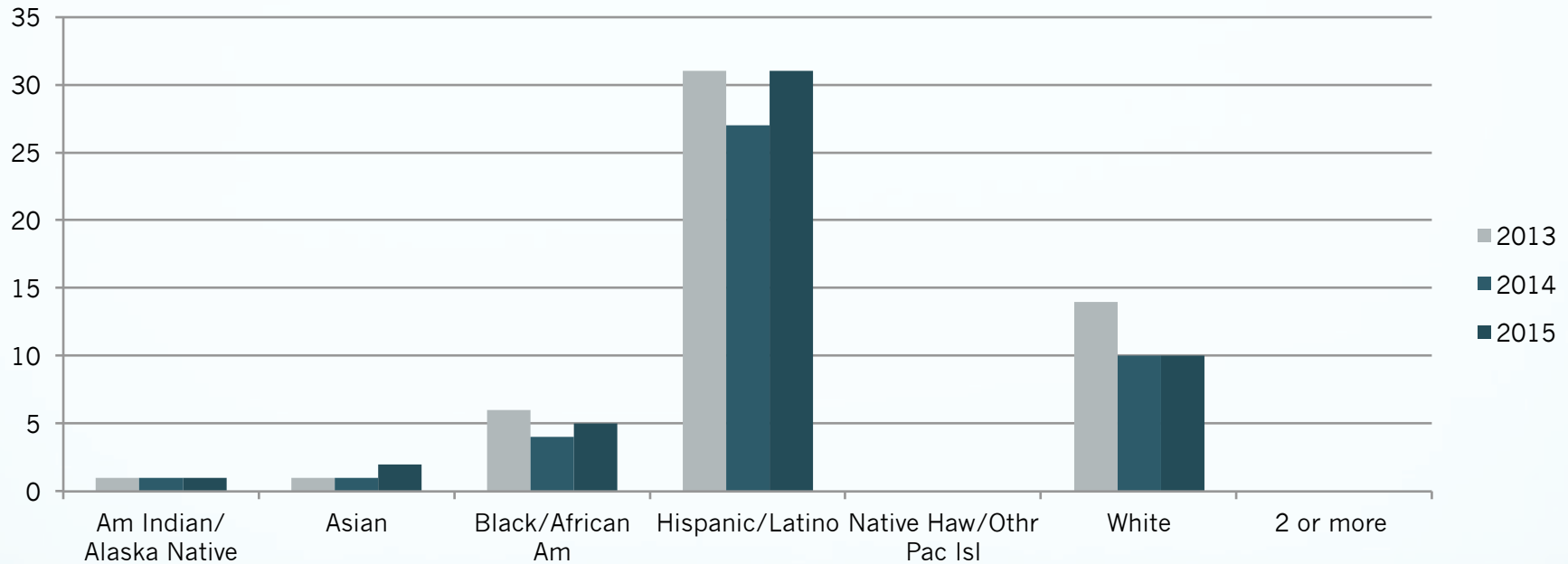
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	1%	10%	7%	25%	1%	54%	2%
<b>2014</b>	1%	10%	7%	25%	1%	55%	2%
<b>2013</b>	1%	9%	7%	26%	1%	54%	2%

# 2013-15 NC Professional Workforce



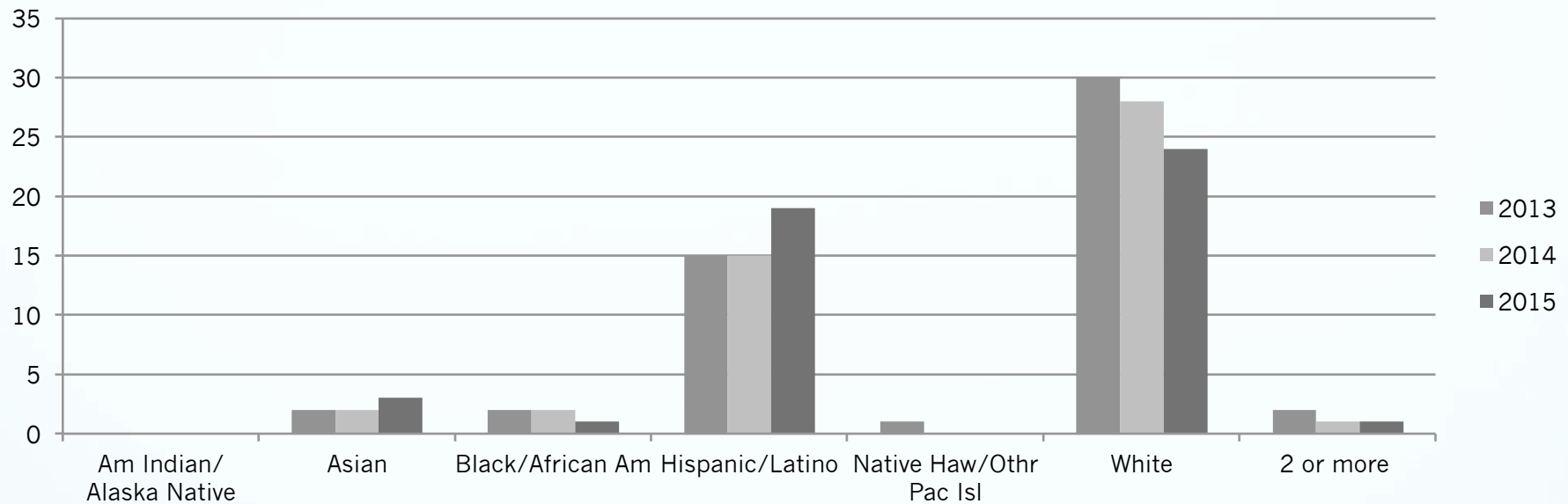
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	0	0	0	0	4	0
<b>2014</b>	0	0	0	0	0	4	0
<b>2013</b>	0	0	0	0	0	2	0

# 2013-15 NC Clerical Workforce



	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	1	2	5	31	0	10	0
<b>2014</b>	1	1	4	27	0	10	0
<b>2013</b>	1	1	6	31	0	14	0

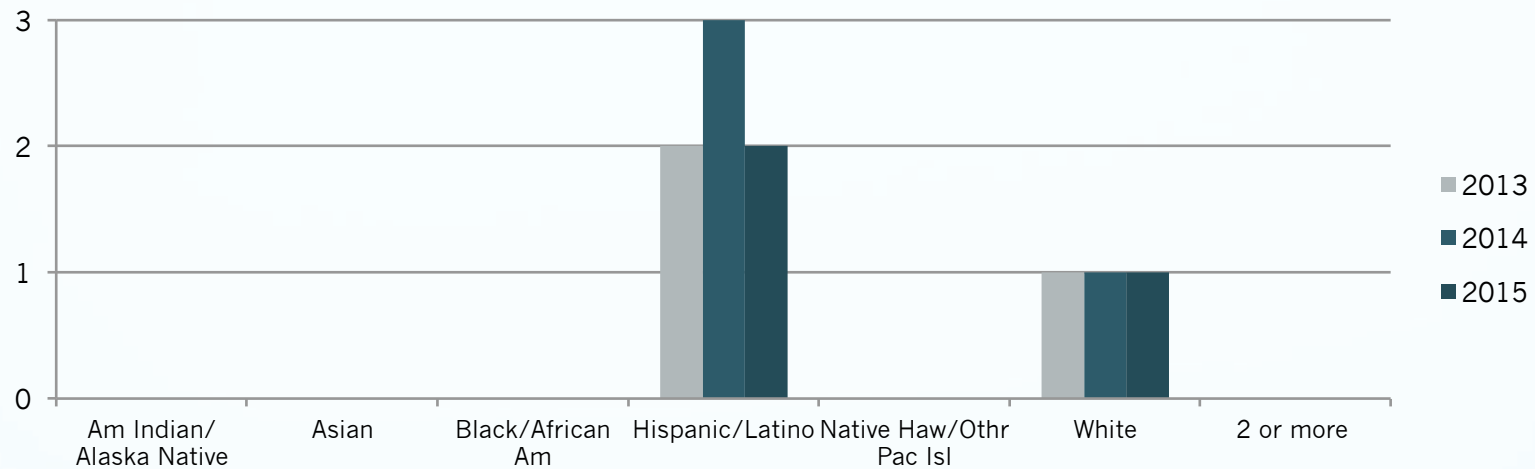
# 2013-15 NC Technical Workforce



	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	3	1	10	0	12	0
<b>2014</b>	0	5	2	9	0	10	0
<b>2013</b>	0	3	1	5	0	7	0

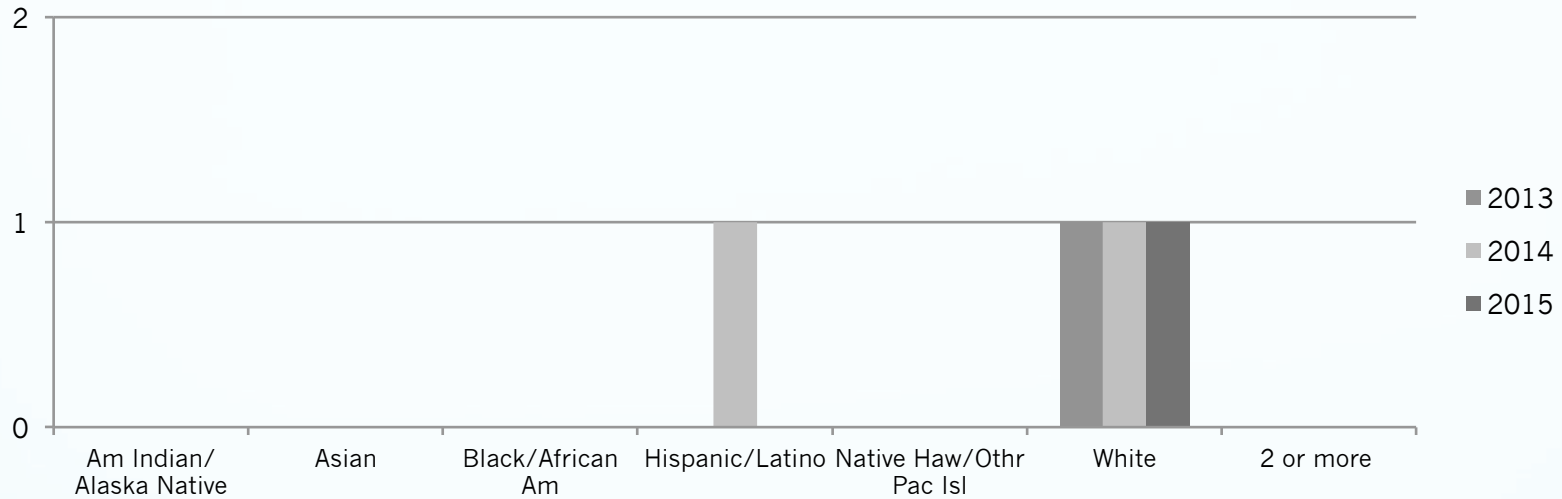


# 2013-15 NC Skilled Craft Workforce



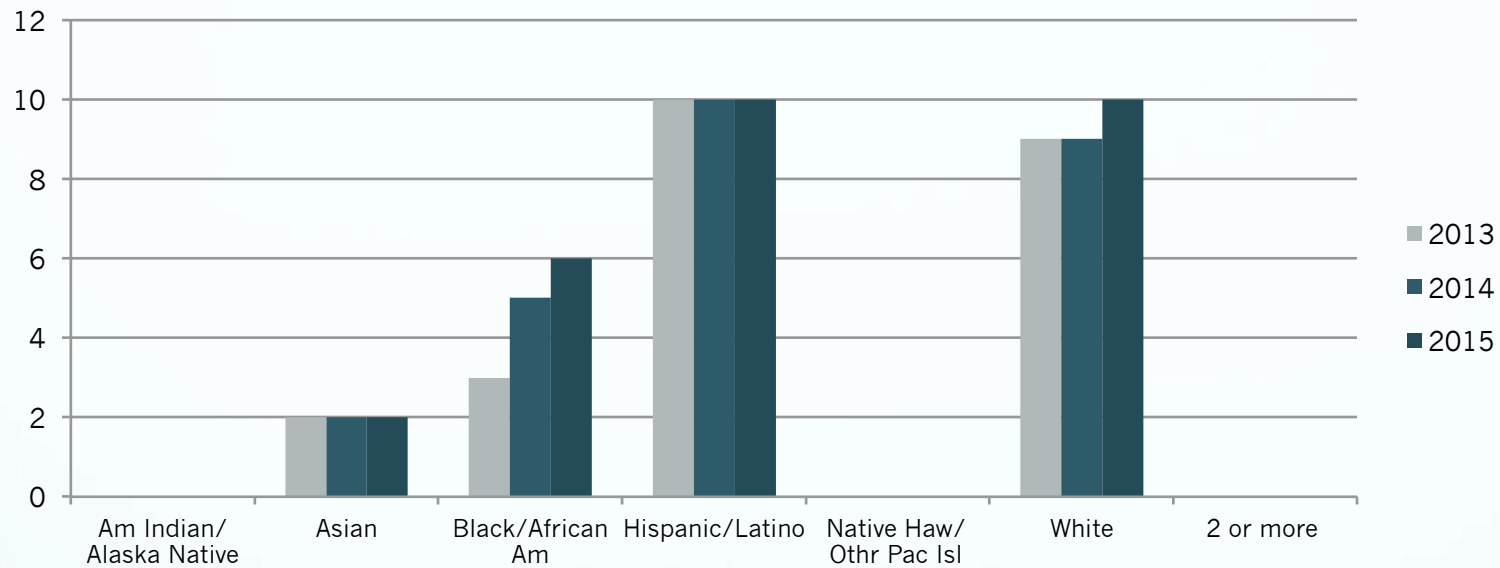
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	0	0	2	0	1	0
<b>2014</b>	0	0	0	3	0	1	0
<b>2013</b>	0	0	0	2	0	1	0

# 2013-15 NC Service & Maintenance



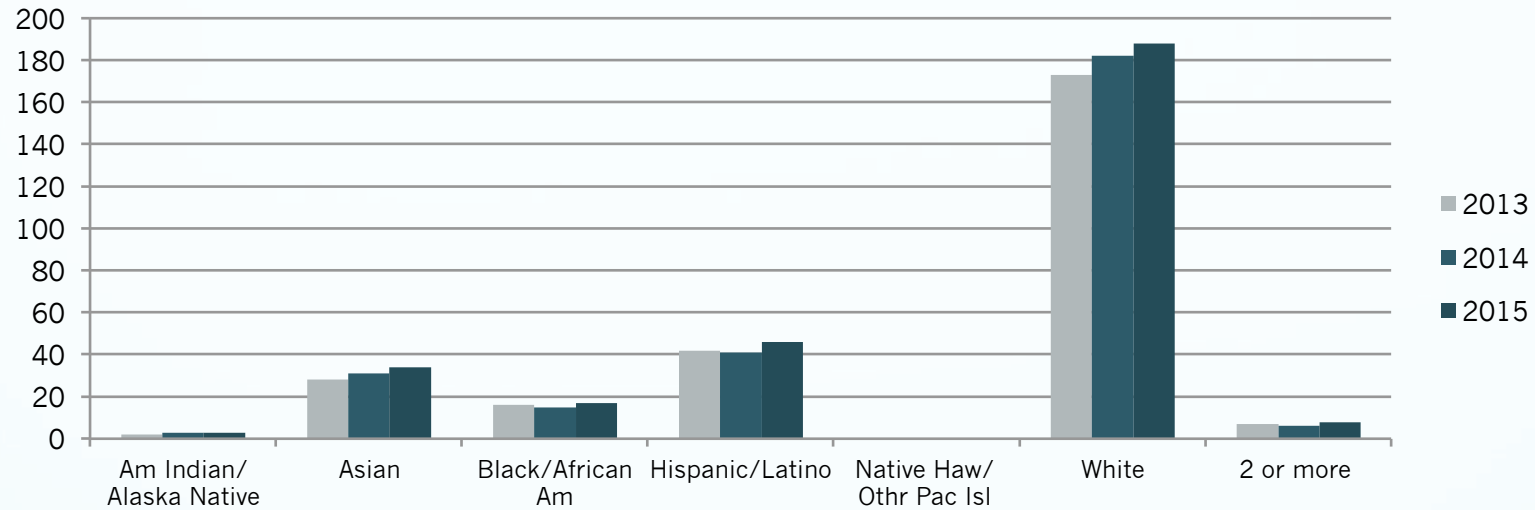
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	3	2	8	3	4	1
<b>2014</b>	0	2	2	9	3	3	1
<b>2013</b>	0	2	2	11	2	3	1

# 2013-15 NC Executive Workforce



	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	2	6	10	0	10	0
<b>2014</b>	0	2	5	10	0	9	0
<b>2013</b>	0	2	3	10	0	9	0

# 2013-15 NC Faculty Workforce



	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	3	34	17	46	0	188	8
<b>2014</b>	3	31	15	41	0	182	6
<b>2013</b>	2	28	16	42	0	173	7

# 2015 NC Underrepresented Groups

	Professional	Clerical	Technical	Skilled	Service	Executive	Faculty
AI/AN	0%	2%	0%	0%	0%	0%	1%
Asian	0%	4%	12%	0%	14%	7%	11%
B/AA	0%	10%	4%	0%	10%	21%	6%
H/L	0%	63%	38%	67%	38%	36%	16%
NH/PI	0%	0%	0%	0%	14%	0%	0%
White	100%	20%	46%	33%	19%	36%	64%
2+	0%	0%	0%	0%	5%	0%	3%

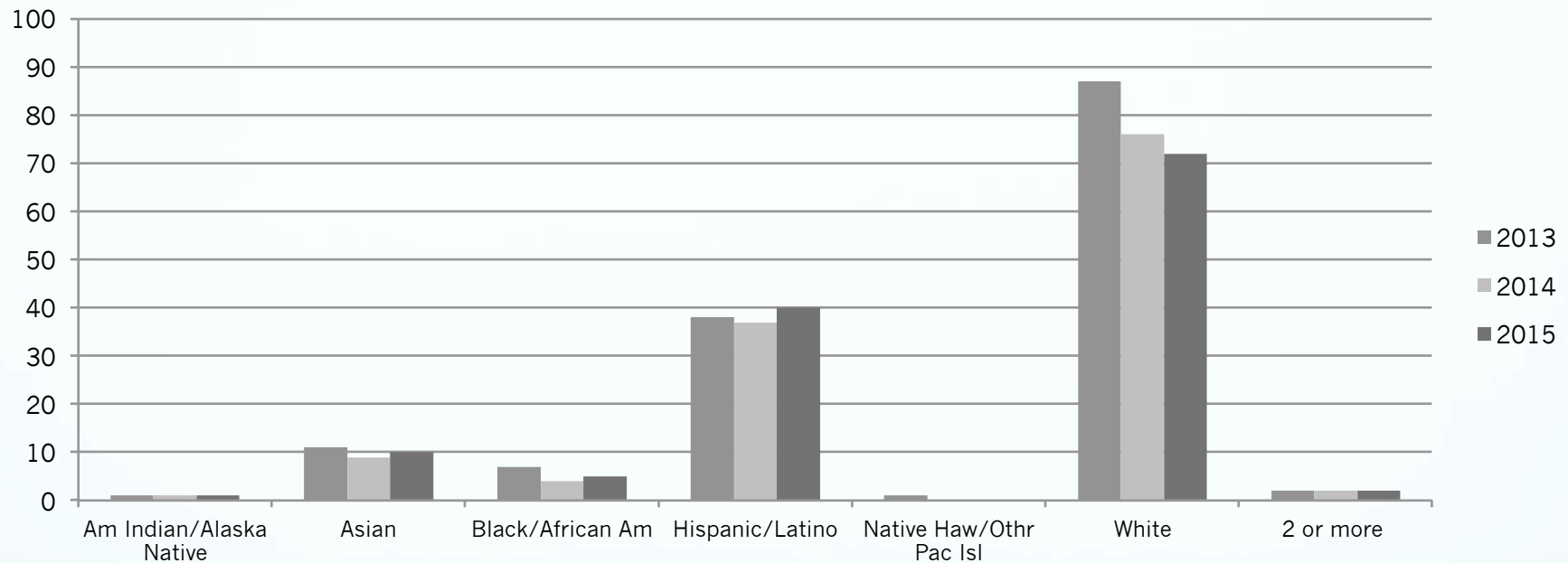
# NC Applicant Information

	# Apps	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
		<b>Total Applications</b>	<b>2993</b>																									
PT Classified	1104	832	249	23	389	130	3	43	13	0	102	40	0	2	0	0	4	0	0	215	43	0	44	15	0	33	8	20
FT Classified	909	591	297	21	246	122	0	41	25	1	94	40	1	1	1	0	7	1	0	160	90	2	26	9	0	15	9	16
Classified Managers	6	1	5	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0
Academic Managers	46	23	21	2	3	1	0	1	0	0	9	7	0	1	0	0	0	0	0	7	9	0	1	3	0	1	1	2
FT Faculty	928	334	545	49	103	108	1	48	63	2	33	36	0	1	1	0	1	0	0	124	272	4	8	29	0	15	36	42
<b>Qualified Applicant Pool</b>	<b>2205</b>																											
PT Classified	762	565	182	15	265	96	3	34	6	0	65	32	0	1	0	0	2	0	0	144	34	0	32	9	0	22	5	12
FT Classified	628	381	231	16	163	92	1	25	18	1	55	36	0	1	1	0	3	1	0	105	68	1	17	6	1	10	8	12
Classified Managers	2	0	2	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Academic Managers	44	21	21	2	2	1	0	1	0	0	8	7	0	1	0	0	0	0	0	6	9	0	1	3	0	1	1	2
FT Faculty	769	259	467	43	64	71	0	42	58	2	28	32	0	1	1	0	1	0	0	104	244	4	6	27	0	13	32	37
<b>Interviewed</b>	<b>392</b>																											
PT Classified	153	114	38	1	56	24	0	5	1	0	14	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FT Classified	85	36	49	0	19	18	0	0	3	0	4	7	0	0	1	0	0	1	0	12	15	0	0	1	0	1	3	0
Classified Managers	16	10	6	0	5	2	0	0	0	0	1	1	0	0	0	0	0	0	0	3	3	0	1	0	0	0	0	0
Academic Managers	9	4	4	1	0	1	0	0	0	0	1	2	0	0	0	0	0	0	0	3	1	0	0	0	0	0	0	1
FT Faculty	129	57	67	5	21	14	0	6	10	0	3	4	0	0	0	0	1	0	0	23	30	2	0	4	0	3	5	3
<b>Hired</b>	<b>61</b>																											
PT Classified	22	15	7	0	10	6	0	1	1	0	0	0	0	0	0	0	1	0	0	3	0	0	0	0	0	0	0	0
FT Classified	18	13	5	0	4	0	0	0	2	0	2	1	0	0	0	0	0	0	0	6	2	0	1	0	0	0	0	0
Classified Managers	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Academic Managers	2	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
FT Faculty	18	9	9	0	2	1	0	1	1	0	0	0	0	0	0	0	0	0	0	5	7	0	1	0	0	0	0	0

DATA ABOVE IS BASED UPON 65 TOTAL JOB POSTINGS IN ALL JOB CATEGORIES

# District Administrative Offices

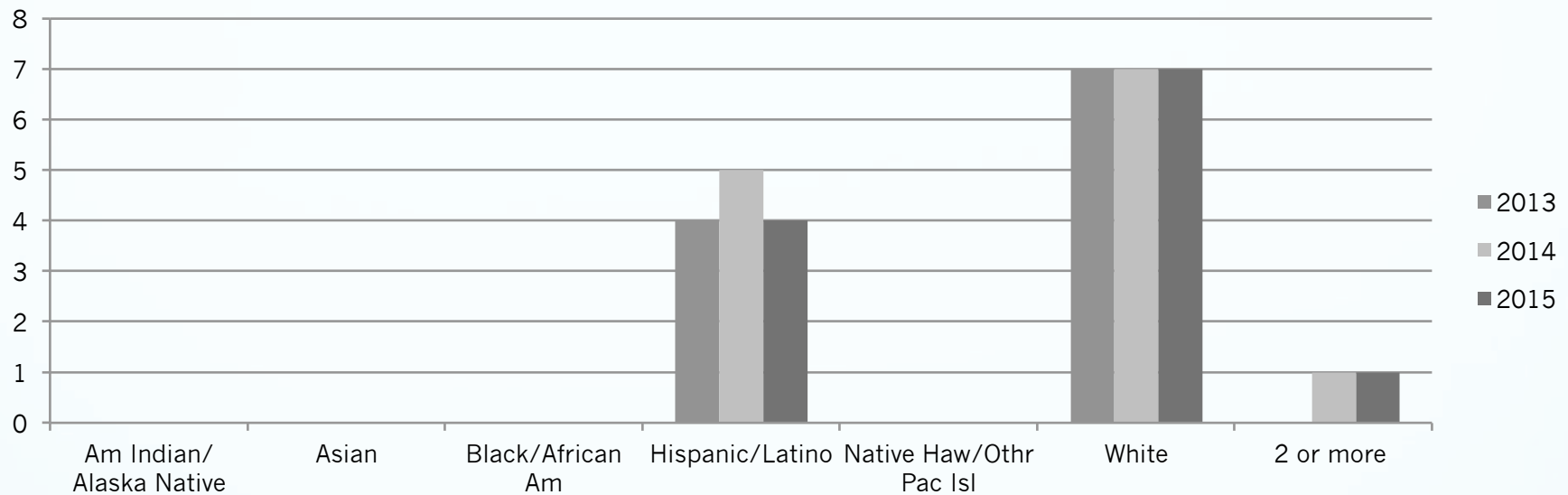
# 2013-15 District Workforce by Ethnicity



	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	1%	7%	4%	31%	0%	55%	2%
<b>2014</b>	1%	6%	3%	29%	0%	59%	2%
<b>2013</b>	1%	7%	5%	26%	1%	59%	1%

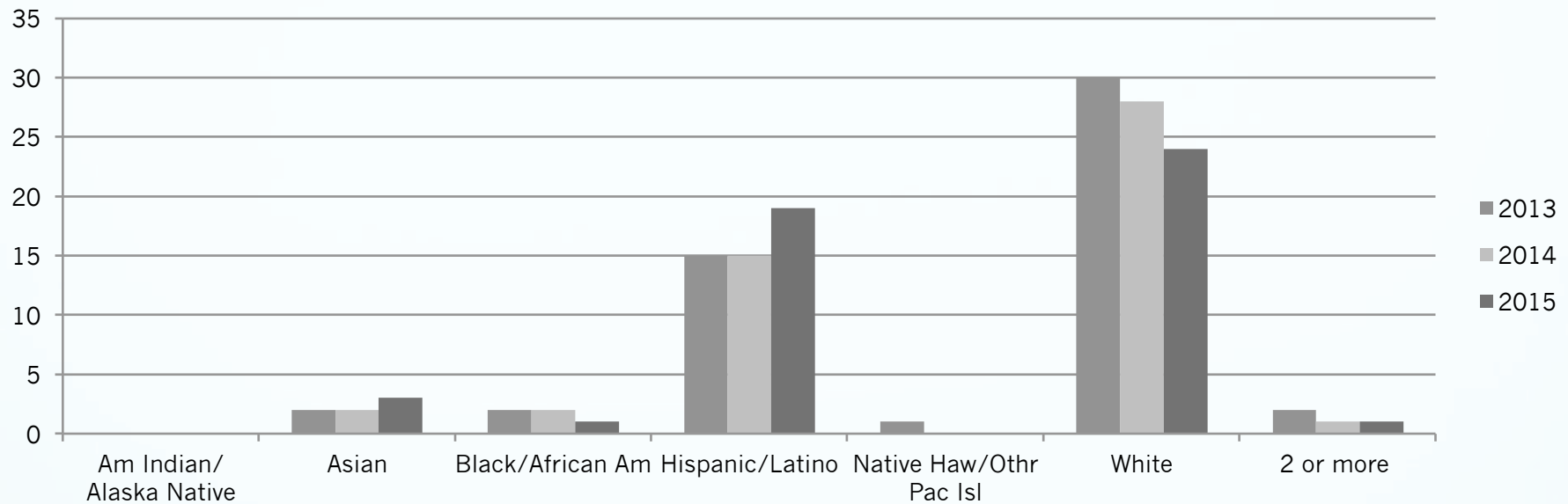


# 2013-15 District Professional Workforce



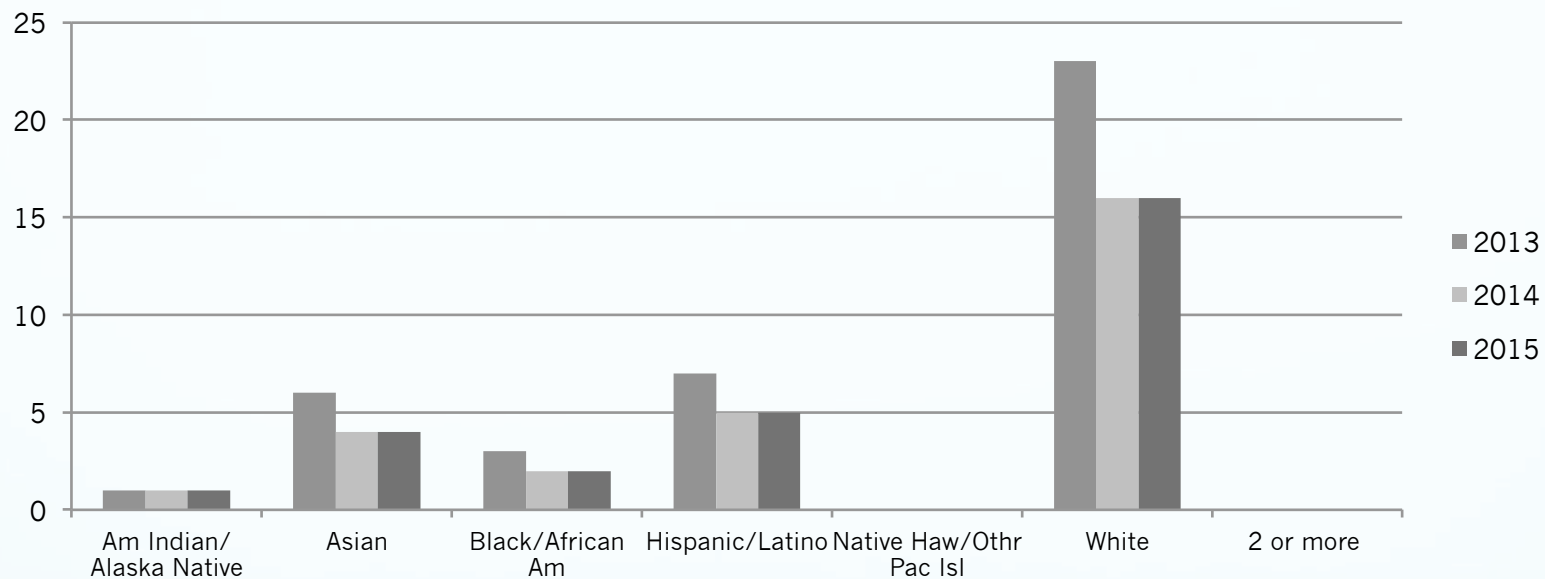
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	0	0	4	0	7	1
<b>2014</b>	0	0	0	5	0	7	1
<b>2013</b>	0	0	0	4	0	7	0

# 2013-15 District Clerical Workforce



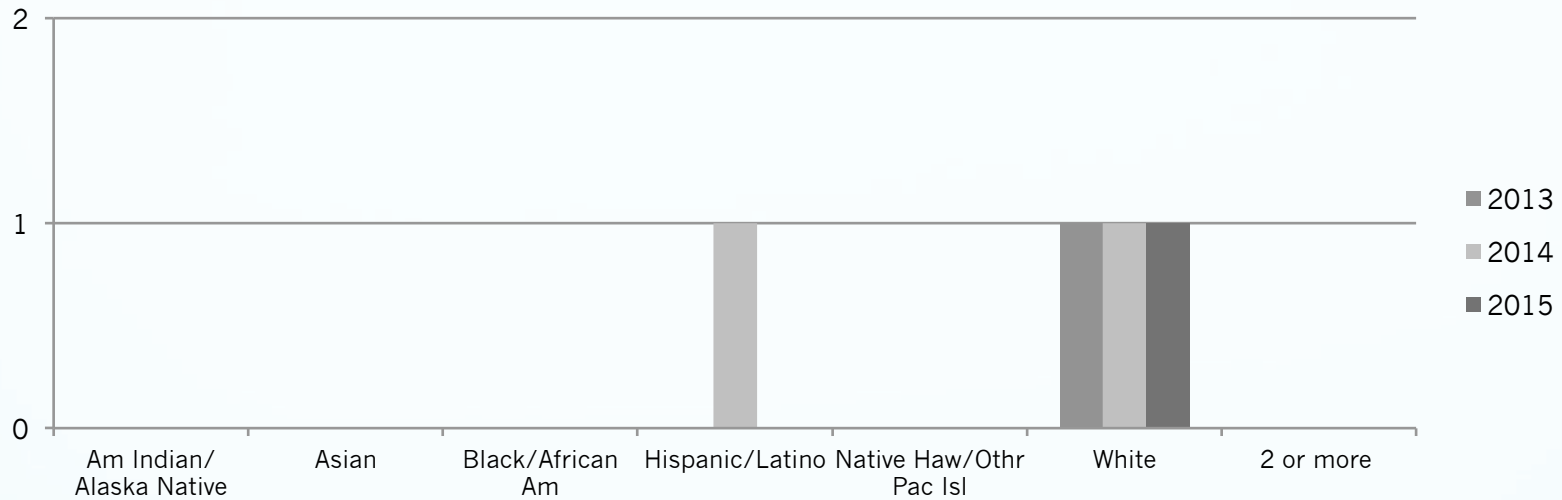
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	3	1	19	0	24	1
<b>2014</b>	0	2	2	15	0	28	1
<b>2013</b>	0	2	2	15	1	30	2

# 2013-15 District Technical Workforce



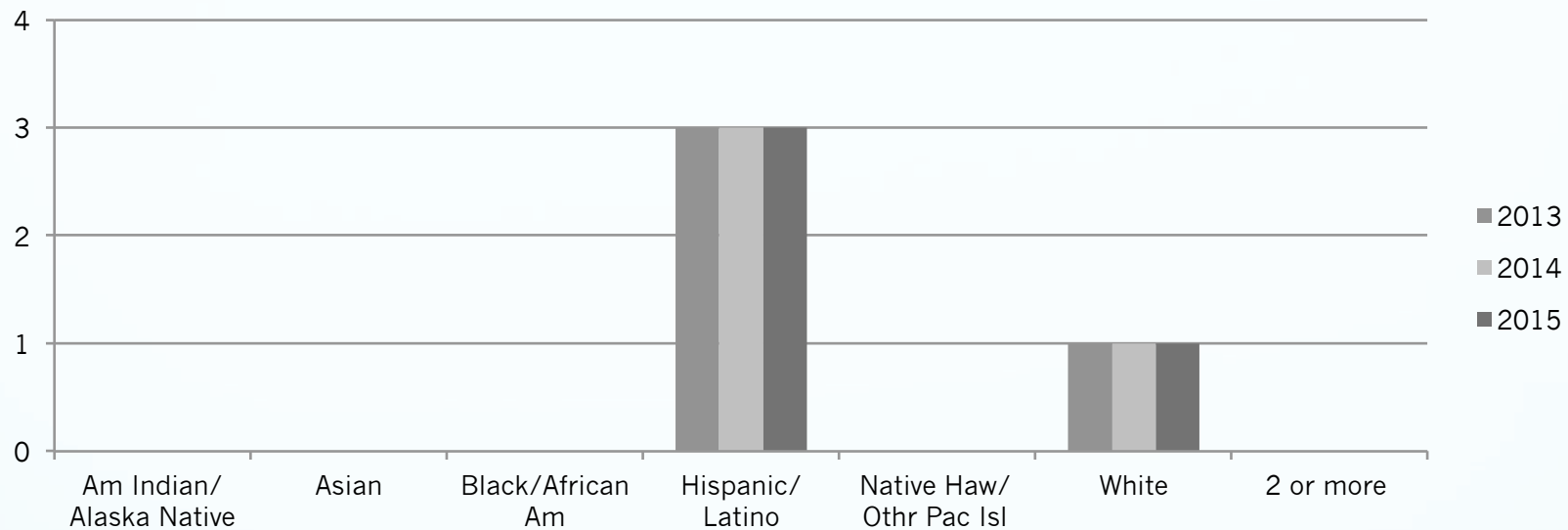
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	1	4	2	5	0	16	0
<b>2014</b>	1	4	2	5	0	16	0
<b>2013</b>	1	6	3	7	0	23	0

# 2013-15 District Skilled Craft Workforce



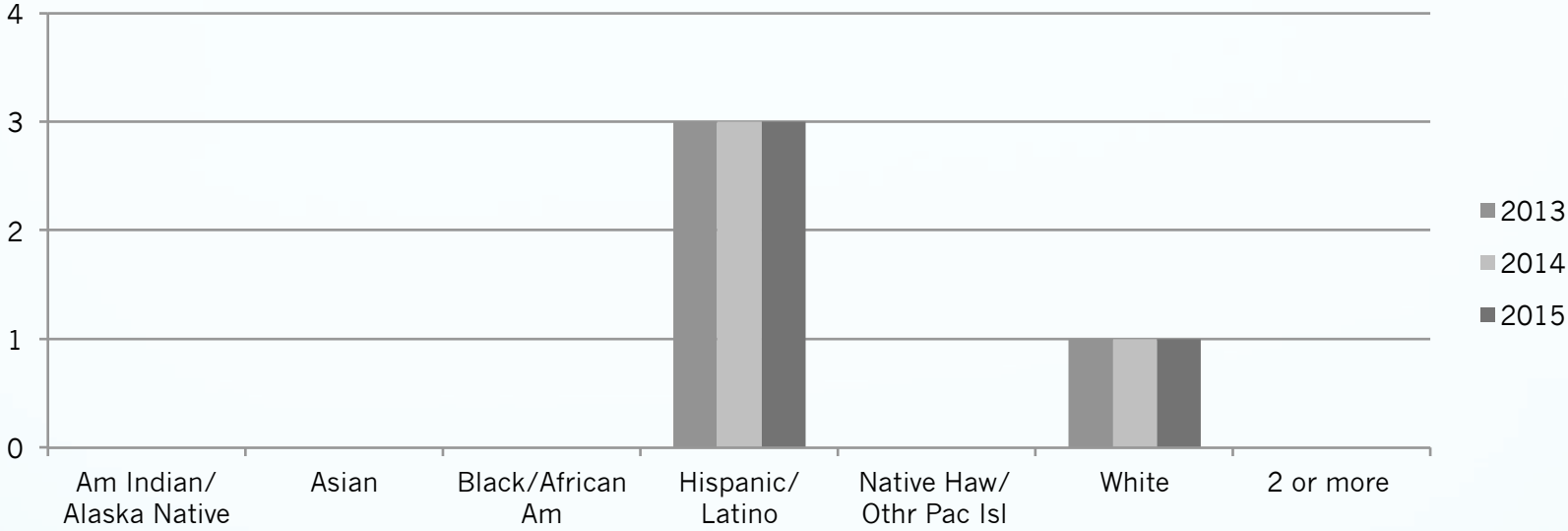
	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	0	0	0	0	1	0
<b>2014</b>	0	0	0	1	0	1	0
<b>2013</b>	0	0	0	0	0	1	0

# 2013-15 District Service & Maintenance



	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	0	0	3	0	1	0
<b>2014</b>	0	0	0	3	0	1	0
<b>2013</b>	0	0	0	3	0	1	0

# 2013-15 District Executive Workforce



	<b>AI/NA</b>	<b>Asian</b>	<b>B/AA</b>	<b>H/L</b>	<b>NH/PI</b>	<b>White</b>	<b>2 or more</b>
<b>2015</b>	0	3	2	3	9	23	0
<b>2014</b>	0	3	0	3	8	23	0
<b>2013</b>	0	3	2	3	9	25	0

# 2015 District Underrepresented Groups

	Professional	Clerical	Technical	Skilled	Service	Executive
AI/AN	0%	0%	4%	0%	0%	0%
Asian	0%	6%	14%	0%	0%	8%
B/AA	0%	2%	7%	0%	0%	5%
H/L	33%	40%	18%	0%	75%	24%
NH/PI	0%	0%	0%	0%	0%	0%
White	58%	50%	57%	100%	25%	62%
2+	8%	2%	0%	0%	0%	2%

# District Applicant Information

	# Apps	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
		<b>Total Applications</b>	<b>879</b>																									
PT Classified	113	91	20	2	45	9	0	3	1	0	18	2	0	0	0	0	0	0	0	23	7	0	2	1	0	0	0	2
FT Classified	599	476	111	12	174	53	0	31	8	1	77	13	0	1	0	0	4	0	0	156	31	2	14	5	0	19	1	9
Classified Managers	138	80	56	2	15	15	0	2	2	0	20	7	0	0	0	0	0	0	0	32	27	0	1	5	0	10	0	2
Academic Managers	29	14	14	1	2	0	0	0	3	0	5	3	0	1	0	0	0	0	0	2	7	0	2	1	0	2	0	1
<b>Qualified Applicant Pool</b>	<b>538</b>																											
PT Classified	80	67	11	2	35	6	0	3	0	0	11	1	0	0	0	0	0	0	0	16	4	0	2	0	0	0	0	2
FT Classified	388	314	63	11	123	24	2	17	6	1	43	9	0	7	2	0	3	0	0	100	17	2	9	5	0	12	0	6
Classified Managers	110	64	44	2	12	12	0	1	2	0	19	6	0	0	0	0	0	0	0	22	20	0	0	4	0	10	0	2
Academic Managers	20	9	10	1	1	0	0	0	3	0	4	2	0	1	0	0	0	0	0	1	5	0	1	0	0	1	0	1
<b>Interviewed</b>	<b>122</b>																											
PT Classified	12	10	0	2	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0	0	0	0	0	1
FT Classified	85	70	11	4	24	4	0	3	2	0	11	2	0	4	0	0	0	0	0	20	3	2	4	0	0	4	0	2
Classified Managers	23	15	8	0	2	1	0	0	2	0	5	0	0	0	0	0	0	0	0	6	5	0	0	0	0	2	0	0
Academic Managers	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Hired</b>	<b>25</b>																											
PT Classified	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FT Classified	16	12	4	0	7	3	0	0	1	0	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0	1	0	0
Classified Managers	6	5	1	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0
Academic Managers	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

DATA ABOVE IS BASED UPON 23 TOTAL JOB POSTINGS IN ALL JOB CATEGORIES



# Strategies for Addressing Underrepresentation

# What is Underrepresented?

- A monitored group is underrepresented when the percentage of persons from that group employed is below eighty-five percent (85%) of the projected representation for that group in the job category in question.
- A monitored group is significantly underrepresented when the percentage of persons from that group employed is below eighty percent (80%) of the projected representation for that group in the job category in question.

# RCCD Overall Underrepresentation

	2013	2014	2015
American Indian/ Alaska Native	0.86%	0.86%	0.78%
Asian	7.18%	7.61%	8.10%
Black/ African American	8.20%	8.31%	7.63%
Native Hawaiian/ Pacific Islander	0.32%	0.27%	0.26%
Two or More	2.23%	1.93%	2.23%

# What Do We Do Now?

- There is significant underrepresentation in a number of traditionally monitored groups, in all job categories. So the question now becomes:

*What do we do?*

# RCCD Overall Applicant Information

	# Apps	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
		<b>Total Applications</b>	<b>10,290</b>																									
PT Classified	2078	1606	427	45	717	214	4	80	33	0	237	61	0	4	1	0	7	0	0	429	84	0	81	19	0	51	15	41
FT Classified	4322	3104	1129	89	1255	528	7	166	86	3	571	166	2	9	1	0	28	3	0	819	270	6	160	45	0	95	30	70
Classified Managers	343	188	147	8	44	42	0	8	5	0	44	18	1	2	1	0	1	0	0	66	72	0	6	7	0	17	2	7
Academic Managers	663	303	338	22	53	57	0	25	25	0	87	88	0	3	2	0	2	0	0	94	133	0	14	22	1	25	11	21
FT Faculty	2884	1226	1528	130	262	272	1	155	192	2	147	132	4	7	3	0	1	1	0	517	763	8	67	73	0	69	92	115
<b>Qualified Applicant Pool</b>	<b>8,231</b>																											
PT Classified	1474	1130	311	33	495	158	4	66	19	0	163	49	0	2	1	0	5	0	0	300	63	0	61	12	0	38	9	29
FT Classified	3261	2322	857	82	953	387	12	114	61	4	422	136	1	21	5	0	17	2	0	604	208	5	116	34	1	73	23	59
Classified Managers	288	160	120	8	37	33	0	6	5	0	42	15	1	1	1	0	1	0	0	52	58	0	5	6	0	16	2	7
Academic Managers	602	269	312	21	45	53	0	23	24	1	76	82	0	3	2	0	1	0	0	84	121	0	12	19	1	24	11	19
FT Faculty	2606	1070	1415	121	195	221	0	142	187	2	128	123	4	5	3	0	1	1	0	472	724	8	60	73	1	67	81	106
<b>Interviewed</b>	<b>1,311</b>																											
PT Classified	291	211	75	5	97	40	0	8	3	0	35	9	0	1	0	0	0	0	0	28	9	1	2	1	0	2	2	5
FT Classified	459	313	137	9	123	61	2	9	9	0	64	22	1	4	1	0	1	1	0	87	37	3	9	1	0	16	5	6
Classified Managers	63	39	24	0	14	4	0	0	3	0	7	2	0	0	0	0	0	0	0	15	15	0	1	0	0	2	0	0
Academic Managers	49	22	24	3	3	5	0	1	4	0	4	9	0	0	1	1	0	0	0	10	5	0	1	0	0	3	0	2
FT Faculty	449	213	224	12	51	56	0	18	26	1	16	17	0	1	1	0	1	0	0	104	105	2	9	7	0	13	12	10
<b>Hired</b>	<b>252</b>																											
PT Classified	41	31	10	0	17	8	0	1	1	0	8	1	0	0	0	0	1	0	0	4	0	0	0	0	0	0	0	0
FT Classified	87	65	22	0	31	9	0	0	3	0	9	5	0	0	0	0	1	0	0	19	5	0	3	0	0	2	0	0
Classified Managers	17	9	8	0	1	1	0	1	0	0	3	1	0	0	0	0	0	0	0	4	6	0	0	0	0	0	0	0
Academic Managers	17	10	7	0	3	2	0	0	2	0	3	1	0	0	0	0	0	0	0	4	2	0	0	0	0	0	0	0
FT Faculty	90	51	36	3	13	8	0	3	4	0	3	0	0	0	0	0	0	0	0	27	23	0	5	1	0	0	0	3

DATA ABOVE IS BASED UPON 231 TOTAL JOB POSTINGS IN ALL JOB CATEGORIES

# What's Next?

- Design a deliberate strategy that will increase the diversity of candidates sent forward for interview
- Use a multifaceted approach to implement best practices:
  - Lead by example
  - Ensure EEO Advisory Committees are operating at all colleges and the District office
  - Update the EEO Plan
  - Expand training of selection committee members
- Use relevant labor market data to set reasonable goals and objectives
- Work the plan until it works!

**QUESTIONS?**

## Agenda Item (IV-E-1)

Meeting	10/4/2016 - Committee
Agenda Item	Committee - Facilities (IV-E-1)
Subject	Agreement Amendment No. 1 for the Henry W. Coil, Sr., and Alice Edna Coil School for the Arts Building and Parking Structure with GLUMAC
College/District	Riverside
Funding	College Allocated Measure C Funds
Recommended Action	It is recommended that the Board of Trustees approve Amendment No. 1 with GLUMAC for additional time and LEED Commissioning Services in the amount of \$1,590 for the Coil School for the Arts and Parking Structure project.

---

### Background Narrative:

On October 21, 2014, the Board of Trustees approved an agreement with GLUMAC for LEED Commissioning Services for the Culinary Arts Academy/District Office Building (CAA/DO) in the amount of \$39,180 and also for the Coil School for the Arts Building (CSA) and Parking Structure project in the amount of \$19,960.

Due to unforeseeable construction issues with the CSA Building and Parking Structure project pertaining to system functionality, the scope of services increased beyond that defined in the original agreement. At this time, it is requested that the Board of Trustees approve Amendment No. 1 with GLUMAC in the amount of \$1,590 for additional time and testing for the CSA Building and Parking Structure project, extending the completion date to November 30, 2016. This amendment will bring their total agreement for CSA and the Parking Structure to \$21,550.

Details are explained in Exhibit I on the attached amendment.

Prepared By: Michael Burke, Ph.D., Chancellor  
Aaron Brown, Vice Chancellor, Business and Financial Services  
Wolde-Ab Isaac, President, Riverside  
Chris Carlson, Chief of Staff & Facilities Development  
Bart Doering, Facilities Development Director

### Attachments:

[Amendment No 1\\_CSA and Parking Structure\\_GLUMAC](#)



FIRST (1) AMENDMENT TO AGREEMENT  
BETWEEN  
RIVERSIDE COMMUNITY COLLEGE DISTRICT  
AND  
GLUMAC

*(Henry W. Coil, Sr., and Alice Edna Coil School for the Arts Building and Parking Structure)*

This document amends the original agreement between the Riverside Community College District and GLUMAC, which was originally approved by the Board of Trustees on October 21, 2014.

The agreement is hereby amended as follows:

Additional compensation of this amended agreement shall not exceed \$1,590, including reimbursable expenses, totaling agreement to \$21,550. The term of this agreement shall be from the original agreement date of October 22, 2014, to the extended amended date of November 30, 2016

Payments and final payment shall coincide with original agreement.

Additional scope of work shall be provided in Exhibit I, attached.

All other terms and conditions of the original agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment as of the date written below.

GLUMAC

RIVERSIDE COMMUNITY COLLEGE  
DISTRICT

By: \_\_\_\_\_

By: \_\_\_\_\_

Steven Carroll  
Principal  
18200 Von Karman Avenue  
Suite 100  
Irvine, CA 92612

Aaron S. Brown  
Vice Chancellor  
Business and Financial Services

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Exhibit I



# ADDITIONAL SERVICE REQUEST

Date: September 16, 2016  
To: Bart Doering  
From: Elise Wei  
cc: Aaron Schneider  
Phone: 951-222-8962  
ASR No: 01  
Project: RCCD Coil School for Arts & Parking Structure  
Subject: Commissioning Extended Services

## SCOPE OF EXTENDED SERVICES

Due to unforeseeable construction issues related to system functionality, the scope of services has increased beyond that defined in our original agreement dated September 12, 2014. Glumac proposes that additional time be spent to assist as the owner's representative to ensure that these issues are properly addressed by the responsible party.

At this time we would recommend a minimum amount of time performing additional quality and performance verification activities listed below:

- Revisit and test AC-1, AC-2 and AC-9 to AC-12 units
- Revisit and test DX split Fan Coil units
- Retest the demotic heaters at BAS
- Revisit and test heating water pumps

We feel that assisting with closing out these issues is a value to the project, we are open to your comments and suggestions or if you feel more time would be beneficial to the team.

TASKS	HOURS	RATE	AMOUNT
AC units	4	\$150	\$600
Heating Water Pump	1	\$150	\$150
DX Split Fan Coil units	2	\$150	\$300
Domestic Heater	2	\$150	\$300
Documentation	3	\$80	\$240
<b>Sum of extended service:</b>			<b>\$1,590</b>

## FEE IMPACT

Original contract:	\$19,960
This ASR:	<b>\$1,590</b>
<b>TOTAL REVISED FEE</b>	<b>\$21,550</b>

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Silicon Valley • Las Vegas • Los Angeles • Irvine • Shanghai • Los Angeles, CA 90017 • [www.glumac.com](http://www.glumac.com)

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## ADDITIONAL SERVICE REQUEST

The above additional services are to be provided under the same conditions as specified in the original contract except that all additional services shall be paid within 30 days of:

Date Authorized: \_\_\_\_\_

Client Signature: \_\_\_\_\_

Client Name: \_\_\_\_\_

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Los Angeles, CA 90017

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