



Minutes
RCCDFA/CCA/CTA/NEA
November 5, 2024
Riverside City College / Library Room 404 & Zoom

Present	Absent
Rhonda Taube (Riverside Community College District Faculty Association President)	
Sonya Nyrop (Secretary and Membership Chair)	
Felipe Galicia (Treasurer)	
Jeff Rhyne (Moreno Valley College VP)	
Jennifer Floerke (MVC FT Rep)	
Rhejean King-Johnson (MVC PT Rep)	
Araceli Covarrubias (Norco College VP)	
Michelle Ramin (NC FT Rep)	
Diana Campuzano (NC PT Rep)	
Emily Philippsen (Riverside City College VP)	
	Araceli Calderón (RCC FT Rep)
David Martinez (RCC PT Rep)	
Marianne Reynolds (California Teachers Association Staff Member)	
Faculty Guests	

1. Meeting called to order at 1:05pm.
2. Motion to approve [minutes from October 29](#) (Rhyne/Ramin). Approved unanimously.
3. President's Report: Rhonda Taube
 - a. The Benefits Committee interviewed firms to replace Benefits Bridge, our current enrollment platform. The committee recommended one company, and the DO will make a decision.
 - b. Rhonda attended the District Safety Committee meeting last week.

- i. The committee voted to approve the safety and emergency preparedness procedures, which includes an annual risk assessment and internal audit.
- ii. Rhonda shared the revised AP 5810 with the Executive Board.
- iii. Risk Management is working on a RAVE communication policy that will require RAVE messages to go out within 30 minutes of a critical incident.
 - 1. Monica Esqueda invited Rhonda to go through the same RAVE training as administrators. Although Rhonda is not an authorized user and cannot send messages, she learned through the training that it takes five seconds to send a message and that numerous templates for a variety of situations have been provided. There is no excuse for messages not going out within five minutes of an incident.
 - 2. Araceli asked why there was a delay during the recent critical incident at RCC. Rhonda shared that sometimes when people call 911, Riverside City police are contacted, and they may not notify RCC.
 - 3. Felipe pointed out the absence of many administrators during the incident at RCC and asked if the policy would clarify who would send the notification when administrators are not on campus. Risk Management said it will create a policy for that situation. However, policies are not always followed, as the last critical incident demonstrated.
 - 4. Each college has a dozen people trained to use RAVE, and all VCs, everyone in Risk Management and Safety, and the Chief of Police are also trained. One problem last week was that apparently no one called the DO to inform them of the situation.
 - 5. Risk Management is still waiting for the RCC President's Office to send an action report on the critical incident.
- iv. The committee also discussed safety issues with student surveys on suicide that were sent to all three colleges for a student's research project even though the student had only received approval by RCC's IRB.
 - 1. This is a liability for the entire district. Not only did the survey contain inflammatory questions but no ethics training was done by the student. Many questions are being asked about how this was approved.
 - 2. Many students shared in the survey that they had thought about or were thinking about committing suicide. Faculty who gave out the survey were contacted to share mental health information. As this was an anonymous survey, it's unclear what additional follow-up there will be.
 - 3. Emily recommended mandated reporter training for faculty as we have numerous students who are minors.
- c. The HR recruitment task force met on Friday afternoon, and Rhonda learned the median number of days for the entire hiring process for faculty is 175.5, which is

about six months; the median number of days is 266. The committee started with faculty hiring and looked at minimizing or eliminating steps in the hiring procedure.

- i. One delay is that it takes 3-12 weeks just for OATS (online applicant tracking system) approvals, including three budgetary approvals alone.
 - ii. The prescreening process is also lengthy (5-55 days), but Rhonda does not want committees pressured to hasten its work as it can take time to schedule meetings and look at applicant pools, especially in large pools that can have over 100 applicants.
 - iii. Unnecessary slowdown can also come from District Finance; Jeff asked what the District has to do with determining what a college can afford. Faculty positions are the only positions that go through a ranking and formal prioritization process and do not require a rationale. The Chancellor has confirmed that rationales are not required for faculty positions.
- d. HR sent letters to 36 individuals letting them know their dependents will be removed from their healthcare plan based on last year's dependent audit. As HR has sent multiple reminders and notices, the District is being firm in not making exceptions to the employees who are now looking to reinstate benefits.
- e. Rhonda had a productive and candid meeting with VC Bishop. He asked Rhonda for feedback on how he is doing, which is unusual for an administrator. VC Bishop is still working on day-to-day subbing and looking at Susan Mills's rule. He also pointed out that we should be able to bring things to him before we go to the BOT. Rhonda thanked him for being so willing to work with faculty.
- f. Rhonda attended the BOT committee meeting last night, during which lengthy grants and marketing reports were presented. Chancellor Wilcox from UCR was also at the meeting.
- g. Faculty were not invited to a district celebration for the new student housing with UCR. It seems odd to exclude a partner group, and the exclusion of faculty seems to be an ongoing problem.
- h. Rhonda asked college representatives to send messages to faculty informing them that the DE camp negotiations are continuing. Rhonda receives numerous emails asking for updates and, unfortunately, is unable to respond to all of them.
- i. Despite the repeated requests for a townhall, President Oliveros instead held a coffee chat. Rather than listening to concerns from the incident, she dismissed questions or comments she deemed judgmental. Concerned and distressed faculty have been made to feel we do not have the right to know what happens at our college.
- i. Emily shared that administrators in the room applauded the president when she shut down questions and concerns from faculty. These are problematic and concerning traits in leadership, and they create the impression of being anti-faculty. In fact, President Oliveros stated that it is not her role to meet with faculty.
 - ii. Students who attended spoke of their trauma.

- iii. Despite the belief of administrators that they handled the critical event well, even the Chancellor is questioning how they can say they did a "great job."
 - iv. Rhonda appreciated that the Chief of Police reached out personally to her several times during the incident to see how faculty were doing.
 - j. As RCC administration will not hold a townhall about the critical incident, Rhonda and the RCC representatives will hold one on Friday, November 8 from 12-2pm in Kane 140. Lunch will be served. The Chancellor contacted Rhonda and asked to be invited but will not be able to due to a schedule conflict. Diana suggested having mental health resources available, so Emily will bring Deer Oaks information.
 - i. **Motion** for funds to pay for lunch at the townhall on Friday (Philippsen/Covarrubias). Approved unanimously.
 - k. Rhonda has received and shared President Oliveros's contract with the FA Executive Board. Rhonda and Emily will work together to request additional information especially as some have shared that President Oliveros may have a second job.
4. Moreno Valley College
- a. Vice President's Report: Jeff Rhyne
 - i. We rescinded the cease and desist on Student Services and Guided Pathways as the workshops have stopped. Counseling faculty need to be included in planning, especially with workshops that rely on counselor expertise.
 - b. Full-Time Representative's Report: Jennifer Floerke
 - i. DE camp negotiations are ongoing.
 - c. Part-Time Representative's Report: Rhejean King-Johnson
 - i. No report
5. Norco College
- a. Vice President's Report: Araceli Covarrubias
 - i. The Contract states that if an associate faculty member who has taught for four or more primary semesters receives a *Needs Improvement*, two senior faculty members will then review the evaluation. Araceli was asked about the process if the associate faculty member has fewer than four fall/spring semester.
 - 1. The Contract does not require a follow-up nor is the faculty member guaranteed a class. The only other reference is in Article X.R.11 which states the policies for associate faculty termination.
 - 2. This section or process could be clearer in the Contract. Jeff also wondered why the termination process is in the preference section and suggested it be moved.

- ii. Araceli was included in an email from a department chair to a dean regarding issues with ratemyprofessor.com. The dean forwarded the email to the Dean of Student Life, who said they will contact Keith Dobyns.
 - 1. Rhonda said that if there is a credible threat or if faculty feel their safety is at risk, they should go to the police who can subpoena the website
 - 2. Felipe shared that faculty could petition the website.
- iii. Araceli is working with the co-chair of FPDC to provide an IOI training in the spring semester.
 - 1. A faculty member asked what can be done when an IOI process wavers from the scope and process. The faculty member needs to let the process finish, after which there is a small window of time to file a grievance for process violation.
- iv. Payroll provided Araceli with a list of all paying members and a list of all current employees. Unfortunately, the long list of paying members is not specified by college. Emily suggested contacting David Williams for a list categorized by college.
- v. During Academic Senate, Araceli reported that DE negotiations teams have met twice, will be meeting again, and are making progress.
- b. Full-Time Representative's Report: Michelle Ramin
 - i. Michelle reminded all administrators on IOI committees that they are responsible for ensuring committee members adhere to the scope and process decisions.
- c. Part-Time Representative's Report: Diana Campuzano
 - i. No report

6. Riverside City College

- a. Vice President's Report: Emily Philippsen
 - i. Emily reminded faculty who are under investigation or are called as witnesses to reach out to the FA as the District has no obligation to inform faculty of their rights. If faculty want the FA to be involved, they can ask to reschedule the meeting until their FA representative is able to attend.
 - ii. The college president's statements have been a cause for concern.
 - 1. She has stated that she represents and protects administrators.
 - 2. Her tactic of pitting stakeholders against each other is problematic.
 - 3. During a meeting after the critical incident at RCC, President Oliveros expressed her doubts after a faculty member stated that all members of the college, including faculty, are here for students' success and well-being.
- b. Full-Time Representative's Report: Araceli Calderon
 - i. No report
- c. Part-Time Representative's Report: David Martinez

- i. A faculty member asked about refunds from the CTA.
- 7. Treasurer: Felipe Galicia
 - a. No report
- 8. Secretary: Sonya Nyrop
 - a. No report
- 9. Open Hearing
 - a. A faculty member asked if the FA was involved in decision-making with the Barnes and Noble contract. The FA was not involved; only one faculty member was on the committee, which reviewed proposals but did not actually make decisions. A faculty member shared that they heard the District is receiving money through renting our facilities to Barnes and Noble and wondered what that money is being used for.
 - b. We welcomed a new faculty member.
- 10. Closed Session: 6 items were discussed.
- 11. Meeting adjourned at 3:36pm.