



Minutes
RCCDFA/CCA/CTA/NEA
December 3, 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 1:02pm.
2. **Motion** to approve [minutes from November 19](#) (Campuzano/Ramin). Approved unanimously.
3. President's Report: Rhonda Taube
 - a. The HR recruitment taskforce met and discussed multiple issues, including faculty hiring.
 - i. As District Finance has been a significant barrier to faculty hiring, the Chancellor added Misty Griffin to the taskforce. The DO needs to

understand that faculty positions do not require a rationale as faculty are the only group that goes through a prioritization process.

- ii. The DO pushed for more job standardization, but the colleges have different needs. Ultimately, jobs need to be consistent, not identical.
- b. Rhonda met with VC Few and discussed legislative changes to leaves that have now put RCCD out of compliance. As there will be additional legislation, VC Few suggested waiting so changes can be made at one time.
- c. At a previous meeting, Rhonda shared the DO's plan to issue emails specifically for retirees. The District is concerned about non-faculty having access to sensitive information after retirement with their regular email accounts.
 - i. Faculty are the only group that may come back to work at RCCD after retirement. They cannot use the retiree email with students.
 - ii. Faculty also need a record of correspondence with students, especially as students may reach out for recommendations.
- d. Rhonda met with VC Bishop and asked what will be done with the IETTC survey. VC Bishop stated that the District "is going to take the survey and refine the results to help shape future conversations about programming."
- e. Rhonda had a productive and collegial meeting with VC Goldware.
 - i. VC Goldware asked about consolidating items in Article XX of the Contract. She also asked what constitutes notification, as specified in the Contract. Jeff suggested an official email memo for this process.
 - ii. They also discussed the IETTC and possibly will have a meeting to discuss the Perris skills center.
- f. Rhonda asked if spring FLEX should be districtwide or college specific. Jennifer said it would be easier to be college specific as FLEX is only one day in the spring.
- g. Rhonda shared Marianne's announcement that there will be a political academy for people interested in political involvement.
- h. Rhonda still has not received administration evaluations. The Chancellor's office is short-staffed at the moment, so they will not be sent until December 9.

4. Moreno Valley College

- a. Vice President's Report: Jeff Rhyne
 - i. Jeff has worked on an MOU to update reassignments for dental hygiene and dental assisting faculty.
 - 1. **Motion** to approve the updated MOU for dental hygiene and dental assisting faculty (Floerke/ Calderón). Approved unanimously.
- b. Full-Time Representative's Report: Jennifer Floerke
 - i. Jennifer learned about an investigation resulting from a student filing formal discrimination paperwork through HR. There is a lack of clarity about this process, particularly as there are both college-level and district-level forms and processes. Perhaps the reason there are so many investigations through the DO is that students are being given the wrong

information. Many students often want a simple grade grievance but are being passed on by college administration to the DO.

- ii. Jennifer often receives questions from administrators about the IOI process and suggested providing additional training.
 - iii. There have been instances of counselors being offered additional hours and going over the maximum load, which is a Contract violation. The deans are responsible for ensuring this does not happen. While there may be departmental operational guidelines on faculty assignment/rotation, faculty load needs to be considered.
- c. Part-Time Representative's Report: Rhejean King-Johnson
- i. Jeff, Jennifer, and Rhejean had a productive meeting with the VPAA. They will have their monthly meeting with the college president this week.

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
- i. Many faculty members have reported that the tenure process has not been following IOI protocols. For example, committee members may not submit their letters by due dates so that faculty being evaluated are unable to read them prior to meetings. Committee members have not conducted classroom observations at the agreed time and simply have shown up to class without prior notification. Some observers have also interrupted the class by asking questions and participating in activities.
 - 1. This is unacceptable and a violation of the Contract. Administrators should be putting a stop to these behaviors. Furthermore, the college is setting itself up for lawsuits.
 - 2. Araceli and Michelle have spoken with the college president as these issues continue to happen. There have been numerous IOI issues across the college, for both full-time and associate faculty.
 - 3. As multiple faculty members have experienced these violations of the Contract, Rhonda feels what is needed is a large-scale grievance filed by the officer and representatives of the college against the VPAA as they are ultimately responsible for deans doing their jobs.
 - ii. A faculty member asked if they can be required to use proctoring software if the discipline agrees to implement lockdown browsers.
 - 1. This is an Academic Senate issue.
 - 2. A discipline could possibly make this a required policy on the DE addendum of a COR.
 - 3. A faculty member shared that the math discipline across the three colleges decided to use proctoring software for online courses.
- b. Full-Time Representative's Report: Michelle Ramin
- i. Araceli and Michelle will be meeting with a faculty member currently under investigation and their lawyer.

- ii. Michelle thanked Araceli, President Green, and Kim Bell for their assistance with technical updates for the art classroom.
 - c. Part-Time Representative's Report: Diana Campuzano
 - i. Diana reminded associate faculty that there will be another unemployment webinar on December 9 at noon. They can refer to the email from John Sullivan for more information.
 - ii. Araceli, Michelle, and Diana will be meeting with President Green this week.

- 6. Riverside City College
 - a. Vice President's Report: Emily Philippsen
 - i. Emily will be providing Felipe with an invoice for the RCC townhall.
 - ii. The person helping to digitize membership forms is more than halfway finished, and we need to compensate her for the work.
 - 1. **Motion** to provide compensation for additional work to complete the forms digitization over the winter term (Philippsen/Campuzano). Approved unanimously.
 - iii. Emily asked about people who previously had preference as associate faculty and now will be retiring. They will get preference for the first semester they return to teach but then will need to apply for preference.
 - iv. An associate faculty member received a second *Needs Improvement*. As associate faculty cannot receive two *Needs Improvement* evaluations, the second is considered an *Unsatisfactory*.
 - b. Full-Time Representative's Report: Araceli Calderón
 - i. Araceli referred a faculty member asking about legal representation to Marianne Reynolds.
 - ii. A faculty member under investigation asked if it would be possible to receive the questions more than 48 hours in advance. The Contract only stipulates that faculty will get the questions 48 hours in advance.
 - iii. A department chair shared that a colleague evaluated an associate faculty member and referred to an IOI from a different college. As this is a violation of the Contract, the chair should reach out to the faculty member to have them rewrite the report; if the faculty member will not rewrite the report, the chair can refuse to sign the IOI form.
 - c. Part-Time Representative's Report: David Martinez
 - i. No report

- 7. Treasurer: Felipe Galicia
 - a. Felipe will be giving Food Services a check for \$3000 for this semester.
 - b. Araceli will be receiving a \$50 reimbursement for a gift card.
 - c. Araceli asked about returning funds received for the CCA Conference as she has been reimbursed by the CCA.

- 8. Secretary: Sonya Nyrop

- a. Sonya shared the retreat agenda.
 - b. Sonya may need to change the retreat location.
9. Academic Senate: Adam Navas
 - a. District Academic Senate President Kim Bell created a spreadsheet that shows resolutions, their pros and cons, and vote tallies. This spreadsheet can be found as a link in the DAS agenda.
 - b. The syllabus statement recommendation was voted down.
 - c. Senate approved District Curriculum's upper division review. MVC is applying for a BA in emergency management so having this process is crucial.
 - d. The Chancellor is concerned that AOE's do not help students obtain well-paying jobs.
 - e. One topic of discussion was changing the term *academic probation* to *academic notice* as there is a push to do this at the state. Ed Code legally defines academic probation, but many colleges have worked around this and made the language change.
 - f. Senate discussed the term *professor emeritus* as there are concerns that the rank should be based more on merit. A fair process will need to be created.
 - g. The FA Executive Board members thanked Adam for attending meetings to share information.
10. Open Hearing
 - a. None
11. Closed Session: 6 items were discussed.
12. Meeting adjourned at 3:27pm.