



Minutes
 RCCDFA/CCA/CTA/NEA
 November 12, 2024
 Moreno Valley College / Welcome Center 103 & 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 Calderon (RCC FT Rep)	
David Martinez (RCC PT Rep)	
	Marianne Reynolds (California Teachers Association Staff Member)
Faculty Guests	

1. Meeting called to order at 1:06pm.
2. Motion to approve [minutes from November 5](#) (Floerke/King-Johnson). Motion approved unanimously.
3. President's Report: Rhonda Taube
 - a. There are ongoing issues with the Perris skills center.
 - i. A faculty member asked if the skills center will still be moving forward. While the skills center is largely an Academic Senate issue, the cease and desist the FA issued was specifically on the hiring process as the Dean of

Economic Development was attempting to bypass both board policies on hiring and minimum qualifications by redefining what faculty are.

- ii. Jeff shared that the District has a history of moving forward with grants and projects without conversations or collegial consulting with faculty, so Academic Senate, particularly District Academic Senate, should continue to agendize the skills center. We should continue to demand oversight on every aspect of those decisions.
 - iii. Jennifer recommended speaking during the public comments of board meetings. All members of the college and community can speak. Trustees often only know what the Chancellor reports to them.
 - iv. A faculty member asked what proportion of people hired were from MSJC. Originally the City of Perris reached out to MVC, who said no to the skills center. Perris then went to MSJC, which also declined. Finally, Perris went to RCCD DO, which said it would take this on without any consultation or collaboration. In fact, the DO has already spent money on this project, which leads to the question of why it would move forward on payments without conversations with stakeholders. The DO is supposed to provide support services for the three colleges. Instead, it is acting like a separate entity with independent interests.
 - v. Because of how the DO has handled the skills center, people are concerned about the lack of oversight at the DO, especially now that it appears [Measure CC](#) will pass. Rhonda reminded everyone to hold current and future administration accountable for these funds. Phase 1 is locked in, but we need to watch phases 2 and 3.
- b. Rhonda commended Emily and Araceli for a successful townhall at RCC. She suggested having a second one as the Chancellor is interested in attending but was not able to make this townhall. It is important to continue these discussions, especially as students have expressed that, despite the RCC motto "You matter," they feel they are on their own after how the critical incidents have been handled.
 - c. Rhonda is frustrated by the volume of grievances. The Contract states there should be every attempt to settle a grievance at the lowest level, which is the college. However, at RCC it appears the administration does not even read grievances or attempt to resolve them but simply escalates them to the DO. In all her years in FA, Rhonda has never seen so many open grievances, and more are being filed this week. Not a single grievance has been resolved this semester.
4. Moreno Valley College
 - a. Vice President's Report: Jeff Rhyne
 - i. A number of candidates were interviewed for the position of VP of Student Services.
 - ii. Rhejean, Jennifer, and Jeff met with President Carter last week and discussed issues that various stakeholders are struggling with. Jeff emphasizes the importance of working to serve as bridges to help all parties navigate issues together and have healthy conversations for the college to succeed.

- iii. Jeff met with the Dean of Admissions and Records as some faculty are concerned about fraudulent/BOT students who make it through the application portal. Faculty who believe they have BOTs on their rosters can reach out to Jamie Clifton with names and student ID numbers.
 - 1. A faculty member asked if a process to remove BOTs can be implemented by winter. This seems unlikely, but Jeff said the A&R process for contacting students to verify their identities for the winter term has already begun.
 - 2. Araceli Covarrubias said that some faculty are concerned about their efficiency numbers and success/retention rates because of BOT students.
- iv. MVC Academic Senate President Navas shared with Jeff that the presidential search will start later this month. The Chancellor and Adam had a brief conversation about the hiring committee makeup and also talked about the search for a permanent VC of Educational Services.
- b. Full-Time Representative's Report: Jennifer Floerke
 - i. Jennifer accompanied a faculty member to their meeting for an investigation that they were notified about in June.
 - ii. Jennifer spoke with some faculty about the lol process throughout the semester and recommended ongoing training about the process and importance of lols.
 - iii. The DE negotiations meeting last week was rescheduled. Negotiations are still moving forward.
- c. Part-Time Representative's Report: Rhejean King-Johnson
 - i. No report

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
 - i. Diana and Araceli had a meeting with President Green.
 - 1. Re-organization of departments/programs is in process.
 - 2. They are still trying to navigate parking issues, particularly at the STEM center.
 - 3. They discussed the IOI process.
 - 4. In addition, they touched on the issue with FPDC, which has been resolved by the Academic Senate president.
 - ii. Last week, Araceli shared a faculty member's concern with ratemyprofessor.com.
 - 1. Keith Dobyns responded that there is nothing the DO can do as this is a third-party site not owned or controlled by the District; furthermore, the DO does not pursue defamation against employees.
 - 2. HR said faculty can reach out to Georgina Villasenor-Lee, the Title 9 officer.

3. Rhonda said if faculty feel unsafe or threatened, police can be involved and can subpoena the company.
 - iii. A faculty member going through their first IOI is concerned about their FLEX hours not being updated. Araceli suggested keeping track of their own hours and sharing this information on their narrative.
 - iv. Araceli was contacted by a faculty member about the district audit. Rhonda clarified that the DO is not making exceptions after multiple reminders were sent. If faculty feel the decision was made in error, they can contact Edwina Cardenas with receipts verifying they completed the audit.
 - b. Full-Time Representative's Report: Michelle Ramin
 - i. No report
 - c. Part-Time Representative's Report: Diana Campuzano
 - i. No report
6. Riverside City College
- a. Vice President's Report: Emily Philippsen
 - i. The townhall went well and led to productive conversations.
 1. Two faculty members who witnessed the recent critical incident shared they were contacted by President Oliveros to meet with her, but President Oliveros has not yet followed through on that meeting.
 2. Attendees shared their concerns.
 - a. The general consensus seems to be that there is little to no transparency or consistent communication between stakeholders and the administration.
 - b. There is little follow-up or real change for better procedures after each incident.
 - c. There is often no notice of when administrators are not on campus. The college-wide emails that communicated when an administrator is out and who is in charge in their place are no longer being sent, which is problematic when critical incidents occur.
 - d. The coffee chats seem to be the only mode of access that stakeholders have. This is problematic since this type of meeting is highly structured.
 3. Attendees also shared changes they would like to see.
 - a. What attendees would like most from the president is presence and visibility on campus as well as accessibility. Many attempting to schedule time with President Oliveros have been told by her administrative assistant that she does not have access to the president's calendar. When a stakeholder needs to meet with the president, either her administrative assistant emails her and waits for a response

or faculty can fill out a form to request a meeting, which can take three weeks to schedule.

- b. Attendees would like President Oliveros to consistently attend RCC Academic Senate and stay for the entire meeting as important discussions are missed otherwise.
- c. Faculty attendees would also like President Oliveros to recognize the importance of faculty as a key stakeholder of the college.
- d. Attendees would also like the administration to follow the procedures for emergencies that are already in place.

- 4. There were discussions on how our RCC student population is more vulnerable and that the president's notion that "incidents are unavoidable" does not consider the measures that could be taken to help prevent them.

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

- i. The townhall went well, and Araceli received new applications.
- ii. Araceli attended a meeting with a faculty member who submitted a report to HR for discrimination.
- iii. A faculty member feels the messages on the listserv riv-all are distracting. Faculty can unsubscribe from listservs but they then may miss information sent to the college. They can also create rules to send riv-all emails to folders.
- iv. Araceli asked for clarification on a previous question from a faculty member on loadbanking and child bonding leave. The CBA language does not address accruing loadbank during this time, only using loadbank. Therefore, there is nothing preventing faculty from loadbanking while using child bonding leave.
- v. A faculty member asked about reassigned time. According to the Contract, reassigned time for 0.1 is 3.25 hours and for 0.2 is 6.5 hours.

c. Part-Time Representative's Report: David Martinez

- i. No report

7. Treasurer: Felipe Galicia

- a. No report

8. Secretary: Sonya Nyrop

- a. No report

9. Open Hearing

- a. A faculty member was informed that they cannot submit mileage reimbursement when serving on a hiring committee at another college. However, they may be able to add time for commuting on the timesheet.

- b. A faculty member who will be retiring soon thanked the FA for their work and shared that they have benefitted from the union.
- 10. Closed Session: 6 items were discussed.
- 11. Meeting adjourned at 3:42pm.