

**Riverside City College Academic Senate
November 16, 2020 • 3:00 - 5:00 PM/Zoom**

3:00 I. **Call to Order- 3:01 pm**

3:00 II. **Roll Call**

Officers:

President: Mark Sellick

Vice President: Kevin Mayse

Secretary-Treasurer: Mary Legner

Department Senators:

Applied Technology: Paul O'Connell

Art: Will Kim

Behavioral Science: Marc Wolpoff

Business Admin/IST: Mark Lehr

Chemistry: Stacie Eldridge

Communication Studies: Cliff Ruth

Cosmetology: Peter Westbrook

Counseling: Sal Soto/Scott Brown

Dance/Theatre: Jodi Julian

Early Childhood Education: Emily Phillippsen

Econ/Geo/Pol Sci: James Hayes (Not Present)

English: Jan Andres

His/Hum/Phil: Kirsten Gerdes

Kinesiology: Jim McCarron

Library: Linda Braiman

Life Sciences: Lisa Thompson-Eagle

Mathematics: Evan Enright

Music: Kevin Mayse

Nursing: Lee Nelson (Not Present)

Physical Science: James Cheney

World Languages: Rosemary Sarkis

Associate Faculty Representative: Not determined

Ex-Officio Senators:

EPOC: Paul O'Connell

ASC: Hayley Ashby

TLLC: Star Taylor (Not Present)

GEMQ: Wendy McKeen (Not Present)

RDAS: Tucker Amidon (Not Present)

SAS: Eddie Perez (Not Present)

Curriculum: Kelly Douglass (Not Present)

Faculty Association: Rhonda Taube

ASRCC (Student Representative): Caresse Boulter

Recorder of Minutes: Jess McDermott

Guests:

President Gregory Anderson

VP Carol Farrar, Academic Affairs

VP Chip West, Business Services
Dean Kristine DiMemmo, CTE
Monique Greene, Counseling
Shannon Hammock, Library
Dean John Adkins, Fine & Performing Arts
Kenneth Cramm, Math
Alicia Berber, Kinesiology
Angela Burrell, English & Media Studies
Deborah Hall, Counseling

3:05 **III. Open Hearing- 3:02 pm**

- Professor Cramm and VP Mayse discussed how it is possible to have students conduct group projects for an online, asynchronous course and how they've both done this in their own courses.

3:20 **IV. Approval of the Agenda- 3:15 pm**

- Approved by consent

3:20 **V. Approval of the Minutes: November 2- 3:05 pm**

- Proposed modification from Senator Braiman made to minutes
- Accepted by consent

3:25 **VI. Officer and Liaison Reports- 3:06 pm**

A. President

- The 2020 Fall Plenary was last week and a lot of what was discussed is similar to issues the Senate has been discussing such as: building ethnic studies departments, trying to put anti-racist pedagogy and equity issues at the forefront of decision making, and making changes to Title V. One of the resolutions that passed was an effort to have faculty sign an anti-racism pledge. Bringing to you for consideration so when looking through the resolutions, you can click the link to sign this pledge, if you feel so inclined.

B. Vice President

- Still lacking an Associate Faculty Representative, and because we only have one more Senate meeting left before the end of the semester, this will need to be done via an online ballot. Would like to accept a motion to have VP Mayse and Senator Lehr put together an online ballot for beginning of Spring semester to get this position filled for Spring 2021. It is now a stipend position.
- **Motion to empower VP Mayse and Senator Lehr to work on Associate Faculty election. M/S/C: Legner / Phillippsen
17 yes, 0 no, no abstentions**
- VP Mayse will send out a message to riv-all and work with Senator Phillippsen, who was the representative previously, to get the word out for an open call for nominations or self-nominations then the first or second meeting in the Spring, this list will be brought to the Senate for approval before it is voted on by Associate Faculty. VP Mayse will give an update on this at the next meeting.

C. Secretary-Treasurer- no report.

D. RCCD Faculty Association

- Been working with Chancellor in hopes to not open contract, but we will have to open it with the agreement that the district will not open anything that has to do with salary or benefits. We will be sun shining at the January board meeting and will set up negotiation meetings in the Spring. Only concerns brought forward in the survey will be discussed.
- FA leadership has served on high level hiring positions and issue with minimum quals came up again. FA is getting tired of this fight. Again, have to insist that if job posting says doctorate preferred then recommended is the floor. Parallel fight that faculty are in unison about and will bring to Board of Trustees. In job announcements for administrators, the minimum quals includes the degree level and disciplines are listed as well, which should also be adhered to.
- The Board of Trustees committee meetings are no longer being held as committee meetings. They have turned into regular board meetings filled with presentations, and the FA is again in unison with Senate to see a more collegial discussion taking place, so opinions and concerns can be expressed and presentations more interpretive and meaningful and, bottom line, focused on student impact.
- This is the first-time faculty are off for Thanksgiving week and negotiated this for next year as well. The FA wants feedback to see how this goes, so reach out to your representative or to FA President Taube to share.
- RCCAS President Sellick- Some level of experience may cover the education expectation but currently there is a line at the end of education block that says education or blank experience. Is anyone sufficiently experienced to make that determination? Reason this happened is because the previous HR and employee relations VP wanted to get more candidates into pools who may not have met the education requirements. This practice has stopped but still want to make certain job descriptions are sent out to committee members prior to being posted. This didn't happen for one committee today, so we made clear this does need to happen for permanent positions so committees have eyes on job descriptions. The board meetings for trustees changed under George Gray, and the Chancellor made a statement about changing this, but there hasn't been changes yet. They are mind numbing long presentations with statistics, and I appreciate FA's pressure on Chancellor to change them. And I am doing the same for the good of the Senate.
- FA President Taube- A related issue with equivalencies in job descriptions is that there is a process for a faculty member to obtain equivalency, but there is no process outlined or administrators, so the committee makes the determination, but they may not have the experience to do this. Another thing the Chancellor promised was that the trustee meetings would reflect the strategic planning process. That hasn't happened either.

E. College President

- Thank you for having these topics on the agenda. Appreciate hearing from the FA. Will say that this administration is in full support of FA and Senate in regard to the first topic on academic administrator job descriptions and the need for more clarity and to be more explicit. The Interim VP of

Academic Affairs position did skip step of being reviewed by committee before posting but will be sure to do this for future fulltime positions.

F. Vice President Academic Affairs (IEPI-PRT update)

- Circling back to make sure on the same page in regard to IEPI-PRT to refresh memory, facilitated through State Chancellor's Office. System arose back in tumultuous day with ACCJC, looked upon to facilitate collegial work with college and address certain issues and activities trying to complete and facilitate and offer supportive suggestions and put money behind initiatives and move forward to institutionalize them. We missed the initial visit due to COVID. And when tried to reschedule became clear some of the issues were no longer necessarily needed, so we received special dispensation to come back and refine to stay in bounds of letter so here today to explain where we are in this process.
- Three areas of focus are: First, development and adoption of a multi-term/multi-year scheduling platform with product created in collaboration with Norco. Second area of focus remains college success teams and maximizing their effectiveness, and third is the implementation of holistic and comprehensive professional faculty development. All are in alignment with strategic plan and QFE projects and support ongoing efforts. Scheduling additional conversations regarding focus one. These meetings will be ongoing and the entire team will meet in January.

G. ASRCC Representative

- International Education Week is this week. Been working with International Student Center, held a panel examining outcome of election and impact on international engagement today. Other events held this week will be promoted via social media and shared with students. Grocery give away for students will go from Nov 17-19. Secured meals for 200 students. Got an overwhelming response and spots are filled. Encouraging land acknowledgements and working on compiling documents to share as well. State of the Students taking place Nov. 20 12:30-1:30 pm then 5:30-6:30 pm will present on councils to increase visibility and encourage engagement and participation. Lastly, beginning work on drafting resolutions and involving student groups that we're trying to represent in this resolution process by having them draft and review them.

3:55 VII. **Council and Curriculum Reports- 3:42 pm**

A. Educational Program Oversight Committee (O'Connell or designee) 4:00

- We met last Monday to approve an evaluation process to monitor who is approached and who is not. This was approved and in addition to that Professor Ashby brought information to be included in our next accreditation report. Professor Greene also spoke to us about the GP Plan. This plan is important, and we need to have a multi-pronged approach in our leadership groups to encourage us as leaders to have buy in and get this out to faculty.

VIII. **Ongoing Business- 3:44 pm**

- A. Consideration of Board Policy (BP)/Administrative Procedure (AP) 2040: Library and Other Instructional Support - action (Braiman) The RCCAS will act on BP/AP 2040.
- **Motion to approve BP/AP 2040. M/S/C: Braiman /Eldridge seconds 19 yes, 0 no, and no abstentions**
 - RCCAS President Sellick- Thanks to Senator Braiman for work to get this to this body for approval.
- B. Consideration of BP/AP 2015: Distance Education - action (Cramm) The RCCAS will act on BP/AP 2015
- **Motion to approve BP/AP 2015. M/S/C: O'Connell/Sarkis**
 - Before a vote, Professor Cramm answered questions and clarified sections of the document. The section detailing a supportive/non-evaluative course review was revised to ensure there was not confusion about the purpose of this supportive process and to explain that it is not an evaluation but rather the chance for a supportive review vs demanding courses be changed/mandated. President Sellick made changes to reflect this in the document.
 - **Motion to amend BP/AP 2015 to reflect changes made in the document. M/S/C Mayse/Westbrook 20 yes, 0 no, no abstentions**
 - President Sellick will bring to colleagues at Norco and Moreno Valley Colleges tonight for review.
 - **Motion to accept the updated BP/AP 2015 19 yes, 0 no, 1 abstention-McCarren**
- C. Emeritus Wall Dedication – action (Legner)
The RCCAS will decide when it will formally dedicate the RCC Emeritus Wall
- Whether to have a virtual opening, soft opening, or in-person opening, when we can, were discussed as options.
 - **Motion to do a soft opening toward the end of spring then hard opening when we comeback face to face in fall or TBD time. M/S/C: Eldridge/McCarron**
 - RCCAS President Sellick- Perhaps need to create a taskforce to lead this effort. Motion on floor to go forward also need to create a committee or group to oversee process.
 - VP Mayse- My department talked, and this is our history. Soft opening is not doing it a service. Want it to be a big deal. May diminish to do both soft and hard. Could invite everyone still with us to the opening of the wall. It could be a big event.
 - Senator Julian- Videos are a lot of work. There would need to be a decision on the length/type of video and designate who would do this. Senator Eldridge clarified that she was thinking of more of sampling like a 15-20-minute video, which Senator Julian said would be a short teaser to encourage attendance at the in-person event.
 - **Motion to have soft opening in spring that consists of a teaser video in spring then hard opening face to face at a later time. 15 yes, 3 no-Mayse, Julian, Braiman, no abstentions**
 - At next meeting, a body will be created to oversee this process of a soft opening/teaser for the spring.

4:30

IX. New Business- 4:38 pm

- A. Consideration of BP/AP 2335: Credit for Prior Learning - first read (Sellick)
The RCCAS will consider BP and AP 2335
- Trying to find means for giving students credit for experiences outside of formal education. We have a number of initiatives to provide work credits through CTE and other areas, and we need to update our policy to align with these initiatives. This is a requirement by State Chancellor's Office that this be updated. Right now, being brought to us and other three colleges, and it will be discussing at the district senate meeting. Any questions can be sent to President Sellick to be taken to district meeting to bring back to colleges and have a final document. Senators should take their time looking at this document before the next meeting and have discussions with disciplines and departments about proposed metrics that they might have. To answer questions raised, President Sellick explained that this expands credit by exam and is a bit more expansive in terms of being credit by satisfactory completion of an examination.
- B. Consideration of the Guided Pathways Plan - first read (Greene) The RCCAS will consider the Guided Pathways Plan and 10-Point Plan to Address Anti-Blackness on Campus as a first read
- This document guides next steps for GP implementation. Six main components: Reflection, Essential Work, Our Why?, What We Have Done So Far, Commitment to Institutional Reform (pay close attention to this area), Conclusion. Please send comments to Professor Greene by December 1 to come back for approval by December 7. Once plan developed, will create timeline and target goals for each area.
 - RCCAS President Sellick- RCCAS is here to approve the process the document went through was the one that we actually authorized. If there are questions with the document or problems, the Senate can propose changes and make modifications as well. This will be brought back and go to DLC and department chairs as well. This will be discussed at the next meeting. It is embedded in agenda, so have access to send to department.
 - Professor Green clarified that this document is not new. Only new part is the narrative. Actions were developed the last two years. Created this 10-point plan to address anti-blackness on campus, as well as other groups in equity plan, and specifically highlighted a few areas to intentionally look at. If go into Our Why? Section, it connects to certain points mentioned in the 10-point plan.
- C. Consideration of the Accreditation Follow-up Report - first read (Ashby) The RCCAS will consider the Accreditation Follow-up report as a first read
- **Motion to extend meeting for 10 minutes. M/S/C: Soto/Eldridge**
 - Background: had site visit in March, 2020. The peer review team received an action letter over the summer so must now complete follow up report. Compliance found that hadn't completed all evaluations that we had scheduled so provided with motivation to complete work and refine processes to improve and be in compliance and remain in compliance going forward. Follow up report is brief. It provides outline of background on why needed to do this, how prepared, and our response to recommendation,

and finally evidence to support work done. Table shows pending evaluation status for each employee group. We will update to show that we are now part of compliance.

- VP Farrar- Responding to question by Senator McCarron to evaluate dean, VP, president, etc. Have to operate within current procedure. To change evaluation of managers, etc., should go through normal processes. This report is proforma to address not meeting evaluation for follow up report. This is a question and discussion for another day.

D. Selection of Parliamentarian - action (Sellick)

The RCCAS will formally select its parliamentarian for 2020-21

- Beginning of year, we select a parliamentarian. Open floor to anyone interested.
- **McCarron nominates Senator Soto. M/S/C: McCarron/Mayse
19 yes, 0 no, no abstentions**

E. Confirmation of selections for college hiring committees - action (Sellick) In accordance with Article V.5.11, the RCCAS President will offer appointments to college hiring committees for Senate approval

- Not been as consistent at bringing back to Senate for approval. Going forth will bring forward to all of you.
- **Motion to ratify three nominees. M/S/C: McCarron/Thompson-Eagle
19 yes, 0 no, no abstentions**

5:00 IX. Adjourn- 5:11 pm

- Motion to adjourn. M/S/C: Thompson-Eagle/McCarron