

**Riverside City College Academic Senate
December 7, 2020 • 3:00 - 5:00 PM/ Zoom**

3:00 I. **Call to Order- 3:02 pm**

3:00 II. **Roll Call**

Officers:

President: Mark Sellick

Vice President: Kevin Mayse (Not Present)

Secretary-Treasurer: Mary Legner

Department Senators:

Applied Technology: Paul O'Connell (Not Present)

Art: Will Kim

Behavioral Science: Marc Wolpoff

Business Admin/IST: Mark Lehr

Chemistry: Stacie Eldridge

Communication Studies: Cliff Ruth

Cosmetology: Peter Westbrook (Not Present)

Counseling: Sal Soto/Scott Brown

Dance/Theatre: Jodi Julian

Early Childhood Education: Emily Philippsen

Econ/Geo/Pol Sci: James Hayes

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 (Not Present)

Nursing: Lee Nelson

Physical Science: James Cheney

World Languages: Rosemary Sarkis

Associate Faculty Representative: Not determined

Ex-Officio Senators:

EPOC: Paul O'Connell (Not Present)

ASC: Hayley Ashby

TLLC: Star Taylor

GEMQ: Wendy McKeen

RDAS: Tucker Amidon (Not Present)

SAS: Eddie Perez Dean Kristine Di Memmo, CTE

Curriculum: Kelly Douglass

Faculty Association: Rhonda Taube (Not Present)

ASRCC (Student Representative): Caresse Boulter (Not Present)

Recorder of Minutes: Jess McDermott

Guests:

President Gregory Anderson

Dean Kristine Di Memmo, CTE

VP Carol Farrar, Academic Affairs
Sally Ellis, Library
Shari Yates, Early Childhood Education
Kenneth Cramm, Math
Monique Greene, Counseling
Amber Casolari, Economics, Geo, Pol. Sci.
Debbie Cazares, Early Childhood Education
Erik Galicia

3:05 III. **Approval of the Agenda- 3:02 pm**

- Accepted by consent.

3:05 IV. **Open Hearing- 3:03 pm**

- Across divisions, there have been issues with the occasional meet designation for the Spring as faculty are unable to put in the exact dates they will meet with students. Secretary Legner said in the past they were able to put in the six times a class met using the hybrid format. RCCAS President Sellick will touch base with President Anderson to resolve this issue. As he understands it, there are two issues: one, no date or time is listed for occasional meet courses and two, unable to signify which dates students will be required to meet. It was Senator Ruth's understanding that specific dates and times would have been included. VP Farrar will also reach out to Senator Lehr and Senator Ruth about the occasional meet issues.
- Senator Lehr expressed concern with how program maps list salaries. Professor Greene confirmed that as part of the Guided Pathways (GP) plan, program maps will be revamped and updated, including the salaries. She said they are trying to find more local data. These updates will be done next year via the program review process. Senator Lehr wants starting and median salaries listed. Regardless of local or national data, he believes we need consistency across disciplines. Professor Greene will reach out to Lehr as they work on this project. Lots of complexities in presenting this data.
- The Department Life Sciences wants to know if administrative position job descriptions can be examined to include more equity minded language that are more in line with what is included in faculty job descriptions. They want to hold everyone to the same values. President Anderson said this is a critical point that is under discussion and intent on changing. Good thing is we have a functional area called climate requirement and retention within the Call to Action Taskforce and one of their focuses is to strengthen job descriptions and outreach efforts. Could reach out to Professor Greene for more information as she is part of this effort.
- RCCAS President Sellick- One suggestion I have given to HR is to have a stand-alone diversity statement that is sent out with application materials, so as to avoid confusion on actual job duties and still include equity language. At the next RCCAS meeting, President Anderson or Professor Greene can give a progress update on this issue. VP Farrar reminded faculty that staff and admin have official job descriptions that need to be revised, but as faculty recruitments have a job announcement that is much nimbler to add equity language into, since 2017, faculty job descriptions have been including equity related language.

3:20 V. **Approval of the Minutes:** November 16 **3:20 pm**

- Aforementioned error was fixed
- Approved by consent

3:25 VI. **Officer and Liaison Reports- 3:21 pm**

A. President

- Strongly encouraged Senators to get together with departmental colleagues on their program maps and update them as this is part of what we want to do for program review again and it is part of the GP plan.
- Dr. Estela M. Bensimon will be holding a conversation about race this Friday that we can attend. She is the founder and director of the Center for Urban Education at the University of Southern California.
- As the Senate continues to try to align themselves more seamlessly with the CSUs and update governing documents, it may be useful to have the Secretary position act as a liaison between ASCCC and other bodies and have them attend Plenary. This will be discussed more in the Spring.
- The Call to Action Task Force met to discuss Teaching and Learning as currently, it is a little unclear what direction the group should take. In the beginning, it was focused on connecting faculty and having curriculum discussions and work on the ethnic studies discipline. Thanks to Jessica Hamilton for her instrumental work in these discussion sessions, but now, a little rudderless.
- District Academic Senate passed board policies and administrative procedures. Senate and college Presidents will work on board policies other the winter. On February 22, we will do a quick assessment of these procedures as well as approve of the GP plan that is undergoing modifications. At the GP and EPOC planning summit last Friday one thing chimed in on is the GP plan itself as there seems to be misunderstanding of the plan document and work being done at the college. The GP plan gives direction and explains context; it does a lot simultaneously, but there is misunderstanding that things are not being done or that we are going too quickly. The good news is suggestions came out of this that can be integrated into it and documented.
- Want to celebrate the English Department and thank them for the antiracist pedagogy workshop they hosted.
- District Academic Senate will be convening a special meeting on Monday, December 14 to pass board policy and administrative procedure 2035, so we can be in compliance with the exceptions under Title V. This will continuously go through our Senate processes and continue to be revised and fleshed out until we have a good, working administrative procedure.
- On two hiring committees for Athletic Director and Interim VP of Academic Affairs. The final interview interviews for Athletic Director will be next week and preliminary interviews for VP will begin this week.

B. Vice President- absent.

C. Secretary-Treasurer- no report.

D. RCCD Faculty Association

- Philippsen – In the middle of contract negotiations, which cannot give details about.

E. College President

- Encourage all to read written communication to provide clarity, which includes the PLT notes. Among those items, couple worth bringing up. First, want to address plan for GP. College planning is a balancing act, and I feel the GP plan does an effective job. It captures work underway, demonstrates excellence that our college is already exhibiting, and shows the way forward. It is a framework, not an initiative, and the success of this plan is going to be through you as faculty leaders because you drive academics. Encourage you to get very familiar with the plan and see your place in it. It is focused on delivering equity and ensuring that we are strengthening our commitment to access and success.
- We are still focused on building enrollment for winter and spring. This is an equity issue. If we cannot provide education opportunity, not able to meet missions. Each of us has a hand in this. Encourage you to make calls and tell them to sign up for classes. Even if you do 10, it will take just a few minutes. It is optional, but think about it.
- Each functional area of the Call to Action Task Force is making headway. The Chancellor recognizes that this Task Force is working on things that have been around a long time. He will be visiting the meeting this week to provide further direction. He talked this morning with College presidents and reminded us that it is the districts Task Force and that he will be providing additional guidance. Those of us on the Task force will provide a report to the Trustees in January, which will be public and encapsulate work. Encourage Senators to attend this meeting and read this report.
- RCCAS President Sellick – Forgot to note that we will have a vacancy in accreditation and our Accreditation Steering Chair position as Senator Ashby will be leaving to transfer to Norco. She has done this over the years and has been an asset. Thanks to Ashby for tremendous amount of work for RCC over the years. Will send out an email for those that might have interest in the position and will take this up at our February or March meeting. Look out for email from President Sellick in February or March.

F. ASRCC Representative- absent.

3:55 VII. **Council and Curriculum Reports- 3:39 pm**

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

- VP Di Memmo- Last week we met to have the equity audit proposal given at work group; we will start this work in the winter. Last Friday, ASC met for a retreat and looked over the GP plan. We did a survey of the prioritization process and got good feedback on what could be done differently this coming year. We plan to implement an assessment tool to close the loop on the prioritization process. We will be adhering to deadlines/timelines

this year for program reviews. We will send out a survey to LC members to get feedback as well in winter or early spring. On January 22, we will host a strategic a planning retreat to make sure the institution is moving forward based on changes. Goal this year is to close the loop.

- Senator Douglass- Thanks for kind comment on ENG Department. I coordinate the events, but it was Wendy Silva and Rob Hyers who led the discussion; they did a phenomenal job. Academic Standards is convening tomorrow. Thanks to Senate for making this a work group of the District Curriculum Committee as we are more agile now. Tomorrow we will talk about the process for how we are going to do this and how to dissolve under our area sections whole disciplines because right now there is sort of an equity issue as some classes created automatically qualifies for that area but others have to individually apply to be part of that area. We are hoping the process going forward will be easy. For Ethnic Studies we already have guidance from the state, so don't think we'll be making decisions about that aside from maybe looking at the process. Lastly, we are going to revise the handbook and add a whole new section for an experimental course process. This is allowed in Title V. It was dissolved by district but want to revive cautiously with strict rules under Title V and make sure we don't lose oversight when in experimental phase. This will come to RCCAS in the Spring.

4:05 **VIII.Ongoing Business- 3:47 pm**

- A. Consideration of the Guided Pathways Plan - second read (Greene)
The RCCAS continue its discussion of the Guided Pathways Plan and 10-Point Plan to Address Anti-Blackness on Campus.
- This GP plan cannot address every single moving action item on our campus; it will only address what aligns under the four pillars of GP implementation. Thanks to RDAS for giving feedback and will incorporate these then bring for approval in February. It will move to State Chancellor's Office in March.
 - A few major edits include: making sure we don't just talk about equity gaps but also other key areas in the opening statement, and employment and transition opportunities will also be added to the opening statement. Many asked for clarity of terms such as acronyms that are being asked to be spelled out and what constituent groups are doing in that particular action. Wondering if this is necessary, so bringing it here. Feeling stuck with how to incorporate this, is it necessary to add what the CARE team is, among other things? Lastly, when we talk about students of color, we were asked to actually type out which groups talking about for specific action items. Teaching and Learning also recommended title changes, so section 5 had changed and suggested to go back to add titles into document next to the stages.
 - RCCAS President Sellick- We give authority to groups to create documents that come to us to comment on, ask questions, about, make revisions for. We don't micromanage groups. Forestalled

approval of process only because it is ongoing. There was a statement heard about GP plan seeming more like an equity plan, but this is purposeful because we made a commitment for equity to permeate all processes. Review the plan and send comments to Professor Greene or President Sellick. In process of making final edits. Thanks to professor Greene, GP committee, and Dean Di Memmo. Look forward to February update.

- B. Consideration of BP/AP 2235: Credit for Prior Learning - second read (Sellick) The RCCAS will continue its discussion of BP 2235, AP 2235, and the working version of AP 2235
- This document is going to the District Academic Senate, and it will be approved preliminarily at that level to comply. Lots of this work came out of military articulation platform work done at Norco college. President Sellick scrolled through the document. Personally, concerned about raising credit level as 60 units is a degree and this is more than half. Again, this is a working document that meets state requirements. Bringing here to see if there are questions to take to District Academic Senate next week. The board policy is brief – this is approved by Board of Trustees, the procedures are not, they flesh out the board policy implementation. Senate and Chancellor will approve this.
 - Senator Sarkis- World Languages have own credit by exam and want to make sure whatever decisions made will have some say. We will meet tomorrow and going to look at this to discuss it. She will send concerns and questions to President Sellick, who assured her that the credit by examination process by discipline will be determined by discipline experts.

4:30 **IX. New Business- 3:58 pm**

- A. Project Resource Team (PRT) Discussion and Update (Farrar) VP of Academic Affairs Carol Farrar will offer the PRT refinement
- This was talked about in the past and bringing back to have this official document chaptered with Senate. VP Farrar gave a brief update on PRT. First focus now is to integrate a more substantial multi-year scheduling platform. Second two focuses remain what they were before. This will proceed forward in the new year.
 - RCCAS President Sellick gives profound thanks to VP Farrar for work at RCC and welcomes her back to the ranks of faculty. He also thanks VP Farrar on behalf of all of RCCAS.
- B. Establishment of an Online Education Resources (OER) Workgroup (Casolari) The RCCAS will determine the creation of an OER Permanent Workgroup
- Lots of work to be done and a survey was sent out to faculty. Let Professor Casolari know if she can be of help or if you have any questions. Encourage faculty to join the workgroup, and if they are interested to reach out to Professor Casolari. The group meets once a month on Tuesday afternoons at 2 pm. Next meeting is tomorrow, but time could change if necessary.
 - **Motion to accept establishment of OER Permanent Workgroup. M/S/C: McCarron/Soto**

- **18 yes, 0 no, 0 abstentions, unanimously accepted**
- C. Placement of Senior Citizen Education (SCE) under the School of Education
(Cazares/Philippsen)
- The SCE discipline is under CTE but has no department home. It generates FTEs and faculty. Rationale was to give them a home, so they are in a department, and School of Education seemed to be most logical. Cazares and Philippsen have FSAs in this area. Want a formal authorization from the Senate to make this change.
 - **Motion to accept placement of Senior Citizen Education under the School of Education. M/S/C: Lehr/Sarkis**
 - **18 yes, 0 no, 0 abstentions, unanimously accepted**
 - The School of Education will update the RCCAS on the placement of SCE.
- D. The creation of an Emeritus Wall Temporary Workgroup (Legner) The RCCAS will create a Temporary Workgroup to plan events for the Emeritus Wall
- **Motion to create an Emeritus Wall Temporary Workgroup. M/S/C: McCarron/Nelson**
 - **17 yes, 0 no, 1 Abstention- Senator Braiman**
 - Charge is to now go to departments and see who is interested in being part of this workgroup. We can establish this in the spring. Meeting times will be up to the workshop but could have on off weeks of the Senate as a tentative time. Interested faculty should contact Secretary Legner.
 - **Motion to reopen open hearing for Senator McCarron. M/S/C: Sarkis/Eldridge**
 - Senator McCarron- Had two tremendous workshops about student athletes return to practice face to face for competitions. It's gone to PLT and wondering next steps for these coaches and athletes and any updates.
 - VP Farrar- The Interim athletic Director came to PLT and they will be making their presentation to the Safe Return Task Force. After this presentation has been made, the Task Force will work with the Chancellor and President Anderson and President Monica Green will make the final decision.
 - President Anderson- Just an update, Norco has already made decision to not go back for either early or late season. The College needs to make decisions by December 18 for the early season and February 26 for the late season. We will decide by then. We also recognize the courage to have this discussion. Nothing matters more than safety for students, faculty, and staff. Convinced we will make the right decision based on input.
 - McCarron thanks President Anderson for getting ball rolling for these students, many of which are students of color.
 - Senator Ruth- Echo what McCarron and President Anderson have said about this workgroup working collaboratively together in an impressive way. Additionally, there is also a focus on academics as well, which is a priority for our student athletes.

- RCCAS Sellick- Want to thank Senators Ruth and McCarron and the Interim Athletic Director for all of the work that they've done. We have had great synergy between athletics and RCCAS. Kudos to all of you for working so hard to build collaboration.
- Senator Braiman- Kudos to Senator Julian and musical theater students for their holiday spectacular. We loved it.

5:00 IX. **Adjourn- 4:27 pm**
M/S/C: Sarkis/Lehr

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