

**Riverside City College Academic Senate**

April 7, 2025 • 3:00 - 5:00 PM • Hall of Fame

**3:00 I. Call to Order** at 3:00 pm, quorum met

**Roll Call**

***Academic Senate Officers (Term ending 2026)***

President: Jo Scott-Coe

Vice President: Star Taylor

Secretary-Treasurer: Vacant

***Department Senators (Term ending 2025)***

Applied Technology: Patrick Scullin

Behavioral Science: Eddie Perez

Business, Law & CIS: Skip Berry

Communication Studies: Lucretia Rose

English: Christine Sandoval

History/Philosophy/Humanities/Ethnic Studies: Daniel Borses

Library & Learning Resources: Sally Ellis

Life Sciences: Gregory Russell

Mathematics: Evan Enright

Music: Steve Mahpar

World Languages: Araceli Calderón

***Department Senators (Term ending 2026)***

Art: Will Kim

Chemistry: Leo Truttmann

Cosmetology: Rebecca Kessler

Counseling: Sal Soto

Dance and Theatre: Jason Buuck

Economics/Geography/Political Science: Kendralyn Webber

Kinesiology: Jim Elton

Nursing Education: Lee Nelson (Arrived at 3:10pm)

Physical Science: James Cheney

School of Education & Teacher Preparation: Emily Philippsen

***Associate Faculty Senator***

Lindsay Weiler

***Ex-Officio Senators***

TLLC: Lashonda Carter

ASC: Jacquie Lesch

EPOC: Wendy McKeen (Arrived at 3:55pm)

GEMQLC: Wendy McKeen (Arrived at 3:55pm)

RDASLC: Patrick Scullin

SAS LC: Vacant

Curriculum: Kelly Douglass

Parliamentarian: Sal Soto

## ***RCCD Faculty Association***

Emily Philippsen

### ***Administrative Representatives***

College President: Claire Oliveros

VP Academic Affairs: Lynn Wright

VP Business Services: Kristine DiMemmo

VP Planning and Development: Kristi Woods (Interim)

VP Student Services: Vacant

### ***ASRCC Representative***

Vacant

### ***Recorder of Minutes***

*Sydney Minter*

### ***Guests***

- Rudy Arguelles- Professor of Kinesiology, faculty representative on DSSC
- Noemi Hernandez Alexander- Interim Dean of Student Services
- Laura Diaz- UndocuLiaison
- Megan Bottoms- Student Life & Leadership
- Virginia White- Program Review and Biology
- Denise Kruizenga-Muro- Assessment Committee Co-chair
- Pamela J. Starr- Director of DRC
- Mary Rankin- Student Health and Psychological Services
- Kristin Nemecek- Assistant Professor of Theatre Arts
- Gabriel Graves- ASRCC
- Shari Yates- Dean of CTE
- Rebecca Goldware – Vice Chancellor, Institutional Advancement & Economic Development
- Courtney Carter- Counseling

### **3:0 II. Approval of the Agenda**

- M/S/C: (Soto/Russell) approved by consensus

### **3:0 III. Approval of the Minutes –**

- M/S/C:(Borses/Perez)- approved by consensus

### **3:0 IV. Public Comments**

- Laura Diaz, the new UndocuLiaison for students at RCC, shared resources and upcoming events.

### **3:0 V. Liaison Reports**

#### **A. RCCD Faculty Association**

- The proposal for the (DE) Distance Education negotiations has been accepted but is still ongoing.

- One of the issues that has come up is the relationship between district DE and college DE. Individuals at the district office are not actively teaching online, and it has become a challenge for faculty.
- The Faculty Association has announced that nominations for full time and part time faculty representatives are coming up this spring. Please contact Emily Phillipsen or another faculty representative if you or someone you know is interested.
- The sexual harassment training has been sent out, and it needs to be completed by all faculty. This is a state requirement, and part-time faculty will be compensated for the training, and full-time faculty can use FLEX time.
- The (CCA) Community College Association conference is coming up April 25-27<sup>th</sup>. If anyone is interested in being a delegate, the attendance fee will be covered. Delegates will need to stay the full duration of the conference if they want to be compensated.
- BP6120C came up at the Faculty Association meeting last week, and it was discussed that chairs and deans are responsible for adding job descriptions for faculty.

#### **B. College President**

- April is Community College Month, and this is also National Library Week. Please continue to support, advocate, and engage with our libraries and professionals, so we can convene to keep our libraries intact and funded.
- There are a couple of institutes happening this month, and there is still time and space to register April 21<sup>st</sup> through April 27<sup>th</sup>. That Saturday at RCC, we will be celebrating the engagement and contributions towards Black Student Success week. This is a State Chancellor's office initiative for California Community Colleges. It will culminate with and be in support of the electric vehicle car show, hosted by Dr. Bushel and CTE. More details to follow.
- CCC LGBTQ2+ summit is happening on April 15<sup>th</sup> and 16<sup>th</sup>. There is still time to register. RCC is a co-sponsor and there will be a watch party in various locations across camps. The Rainbow Engagement center will be featured on one of those dates.
- This Wednesday, 4/9 is our counselor-to-counselor day. Thank you to the Department of Counseling for their leadership and hosting this event.
- On Friday of this week the Asian American and Pacific Islander (AAPI) faculty and classified professionals will be highlighting a day-long series in education, art, and activism. Thank you to Professor and Senator Kim for being a part of organizing the committee for this event.
- The next strategic planning newsletter comes out on April 18<sup>th</sup>. If there were any items that did not get submitted in time, please make sure to get that information over to Jessica Vieira.
- For hiring, the OATS System is still not producing a notification for who is next in the approval steps. As job descriptions get input into the system, please alert your next approver because we are no longer receiving email notifications which has caused a bottleneck. This is a reminder to check your queue. There is NO ETA of when this issue will be resolved.

#### **C. ASRCC- No representative or report at this time.**

## **VI. Committee or Council Updates**

- A.** Professor Rudy Arguelles, RCCAS faculty representative on DSSC (District Safety and Security Committee), will share a committee update with preliminary information about the Security Audit Report for information + discussion
- The report was completed by an outside consulting firm. Last fall, they sent out surveys that looked for stakeholder input to address any issues at hand. The committee is now leaning towards creating a taskforce to address any concerns. The task force will address the concerns brought up by the assessment report. The report will be broken up into categories, and they will identify who does what roles and responsibilities
  - The taskforce will start within the next month, and they already strategically mapped out and identified items to carry out their action plans. As of right now, we understand that two representatives from the Academic Senate will be on the taskforce.
    - There was brief discussion about how the task force was formed and how members were being recruited, as senate presidents were not directly asked for recruits.
    - Who is defining the charge of the task force and how will that be communicated?
    - The senate recorded again that we staged for more participation in focus groups and surveys but encountered some problems with the timeline we were originally given, which likely depressed participation from faculty.
    - Three senators are interested in participating on the DSSC task force.
    - We would like to see equal representation from all three campuses.
- B.** DLC faculty co-chair Kathleen Sell or designee will provide an update following the chairs' spring retreat (information)
- There was a DLC retreat last Thursday that focused on equitable hiring practices and what it means to be a serving institution and an HSI. Interview modalities were discussed. After checking with the vice chancellor, it was determined that committees can choose in-person or Zoom, or a hybrid model where the interview panel is face-to-face and the candidate joins by Zoom. If a panel decides to offer the Zoom option to candidates, it must offer that option to all candidates.
  - The supplemental application questions were a topic of discussion, and the current system is outdated. The character count in the online form limits the applicant from providing nuanced responses. There are improvements needed in the long term, but we need to be thinking about short term strategies to help us mitigate these challenges in terms of best practices.
  - Hiring and onboarding was also a topic of discussion, highlighting job descriptions, advertising, and direct outreach. The EEO report was reviewed in updating job descriptions for recruitment. Job descriptions should reflect our identity as a Hispanic Serving Institution (HSI) and incorporate equity minded language.
  - Department chairs are encouraged to expand their reach by distributing JDs through professional associations, affinity groups, direct outreach, and internal networks. We need to be mindful of where we are distributing job descriptions and who we connect with during the search committee process.
  - AP6120C states that there must be 5 faculty members with at least 3 subject matter experts present to reflect the breath and diversity of the department.
  - Candidate evaluation processes should be well rounded. Second level interviews assess expertise and equity mindedness to ascertain what we don't get from an application.

- C. EPOC faculty co-chair Wendy McKeen will provide updates about priority registration as well as job descriptions for leadership council faculty co-chairs (information + possible action)

- It was brought to the attention of the EPOC Committee that apprenticeship students need priority registration because they can lose their apprenticeships. EPOC tasked SAS as the committee in place to get the process started, and the committee voted and passed the decision to give apprenticeship students priority registration. Apprenticeship students are now on track for priority registration starting this summer. Apprenticeship students will be notified
- Draft job description for faculty chair- EPOC voted on it and passed it. It does need Academic Senate approval but should go to Faculty Association first for review (as there are hours/compensation indicated) and then return to Academic Senate. It will then be brought to the President's Leadership Team (PLT)

## VII. Ongoing Business

- A. VP Taylor and the Senate Nominating Committee will lead a vote on replacement for RCC Secretary-Treasurer (completing term of Spring 2025-Spring 2026) (action).

- Megan Bottoms was the sole nominee for secretary treasurer to complete the term of Spring 2025 through Spring of 2026

(M:S:C Nelson/Perez)- All in favor (18 votes)

- B. President Scott-Coe or designee will share the 2025-26 local and district academic senate calendar approved by District Academic Senate (information)

- Each semester, there will be six local meetings, with a seventh meeting option identified if necessary; District Academic Senate will meet monthly.
- District Academic Senate approved this calendar on March 24<sup>th</sup>

- C. RDAS faculty co-chair Patrick Scullin and VC Rebecca Goldware, RCCD Advancement and Partnership, will provide clarifications on the faculty list-servs (second read + possible action).

- The distribution system is in dire need of updating and repair. Faculty have dedicated list-servs for messaging and had some questions about the opt-ins and the difference between moderated versus an unmoderated list-servs.
- Goldware clarified: "Moderated" means there would be a designee to review messages before they get sent out. "Unmoderated" means everyone can send messages, faculty to faculty.
- There are three different list-servs. All three list-servs would follow the same moderation guidelines as drafted.
- There was concern about how lack of moderation may contribute to problems.
- Who gets to decide what information gets passed through the list-servs? There would be an actual person who would review and release messages on the moderated channel(s) according to the drafted moderation guidelines. Currently RCCD-All is the only list-serv that is moderated.
- Whether we approve moderated or unmoderated at this time, we can revisit in the future.

(M/S/C: Scullin/Nelson) to approve all three list-serves go unmoderated.

(Borses) opposed

- D. RCC Assessment Committee faculty co-chairs Denise Kruizenga-Muro and Rosa Frazier or designee(s) will introduce the revision of ILO #1 (GE SLO #1) (second read + action).
- Last spring the Assessment Committee came to Academic Senate to ask for approval to begin a short-term work group to revise the language of GE SLO #1.
  - The committee has completed their work with representation from all three colleges. They are here today to get approval for the revision of language with the other two colleges meeting with their academic senates over the next few weeks.
  - There was no specific discussion on the language of the SLO. The ask was for the clarification of the first sentence, given the term in the middle of the list (“explanations... for which multiple solutions exist”).
  - It was understood that the language in the SLO needs to be broad enough to not exclude any discipline or division.
  - Some discussion ensued about whether every discipline always agreed on multiple vs. singular solutions. However, the main question for the purposes of clarity was about the listing in that first sentence. Clarification was requested from the committee before approval.
- E. Dr. Mary Rankin and Dr. Pamela Starr will provide an update about RCC Cares for faculty (information).
- The Collaborative Advocacy for Restorative and Empowered Support (CARES) has revitalized their team to respond and support behavioral needs here on campus. They have seven members who are a part of their core team, and four members as the extended team. Everyone has gone through training to use a national, research-based method to provide support for students, faculty, and classified professionals.
  - The hope is to provide support in classrooms, engagement centers and other areas on campus so that students can be successful. We want to encourage early reporting for a student that is in need as well as encourage students to make reports if they notice any changes in their peers.
  - Clarification: CARES is not an emergency response team.
  - There is representation on the CARES team from constituents all across campus. The more information that is shared with the CARES Team the more effective they can be in providing resources.
  - If a report is determined to be a student conduct issue, those reports need to be directed to Dr. Noemi Alexander Hernandez
  - The CARES team hopes to have the website and its information up and running by the upcoming Fall semester for Fall Flex. The next senate update will come in early Fall.

## **VIII. New Business**

- A. Senator Lucretia Rose will share an update about the Umoja Queens Girl Trek event (information)
- On Saturday, March 29<sup>th</sup> Professor Brown led a Girl Trek event for the Queens of Umoja in downtown Riverside. It was an intergenerational experience with moms, daughters, and grandmothers.
  - Walking 30 minutes a day 5 days a week can add 10 years to your life. Please see a list of facts pulled directly from the Girl Trek website. This context is important for faculty to understand:

- Black women die, on average, a decade earlier than other women in the United States
- 4 out of 5 Black women are overweight or obese. Obesity increases the likelihood of developing chronic health conditions like high blood pressure, high cholesterol, and diabetes.
- Nearly 50% of Black women are affected by cardiovascular disease, and the risk is triple that of other groups
- 25% of black women over the age of 55 have Type 2 diabetes, and we are 2x more likely to develop Type 2 diabetes compared to white women
- Life expectancy is the clearest measure of justice
- The walks are free for health and wellness

B. President Scott-Coe and VP Taylor will introduce the ASCCC Position Paper, "Protecting the Future of Academic Freedom During a Time of Significant Change," for dissemination to departments (information + discussion)

- Freedom of Speech is a constitutional right; Academic freedom was first defined by the American Association of University professors in 1940
- The 2020 position paper brought to us by ASCCC has been submitted for faculty to take back to their departments and discuss the differences between free speech and academic freedom, and how this may be relevant within specific disciplines.
- It is important that we make sure that we are not using academic freedom to harm our marginalized communities.
- The ASCCC paper does highlight how academic freedom means making room for new insights within academic fields.
- The paper also provides a section on the relationship between academic senate & the union and their responsibility to collaborate in this area, as relates to their respective purviews.
- According to the survey results, in the state of California, more than 90% of faculty receive NO training on academic freedom.
- We want to encourage everyone to take this paper back to departments for focused discussion. This is a crucial subject for Senate, and we will continue to delve into it

C. Ratification of new and ongoing appointments: President Scott-Coe or designee will present candidates (action)

- Faculty nominees for ASCCC CCN Convenings in June:
  - We have nominees from Administrative of Justice, Philosophy, Biology (2 dimensions), ESL, Political Science, Kinesiology, Music, Math, and Sociology
- **(M/S/C: Kim/Weiler)** to approve all nominees as submitted- approved unanimously
- Special note: If disciplines have nominees to move forward, please contact Jo Scott-Coe by Friday, 4/11.

D. Faculty Co-Chair for SAS

TBD

**(M/S/C: Truttman/Sandoval)** to extend the meeting until 5:10pm

## **IX. Officer Reports**

### **A. President**

- Thank you to Professor Bottoms on joining Academic Senate as the new Secretary-Treasurer. She will be formally seated at the next Senate meeting on Monday, April 21<sup>st</sup>.
- President Scott-Coe has been communicated with FA President Rhonda Taube about the possibility of RCC Welcome day being held the same day as fall FLEX this year. More information to come.
- Vice President Academic Affairs (VPAA) Lynn Wright has communicated that we need a faculty representative from Academic Senate to assist on the graduation committee for the spring. Kyla Teufel is the primary point of contact for this committee.
- We want to thank our LC Chairs and our EPOC Faculty co-chairs Lashonda Carter, Wendy McKeen, and Patrick Scullin for their willingness to participate on writing the District's Strategic 5-year plan
- The next accreditation meeting is May 2<sup>nd</sup> 10:30-1:00. Please come and encourage others to come as well.
- The District Academic Senate Presidents had another meeting with Vice Chancellor Brown and Misty Griffin about Barnes and Noble. In their discussion they found that attempts to push "first day *pilot*" billing (automatic billing) for single instructors/courses is technically not a violation of the standing agreement not to push "first day *complete*." District Academic Senate has agreed that this workaround seems disingenuous and has clarified that we do not support or endorse this option. Conversations about book pricing are still on our radar.
- The equivalency procedure update for 6210A was approved by District Academic senate on March 24<sup>th</sup> following a rigorous development process. The update will go to the chancellor for approval next. More details to follow as we prepare for implementation.
- The draft AP on independent study was reviewed at the DAS meeting March 24, and DAS agreed that it was a good starting place but did not vote yet as it should be reviewed by FA for contract-related elements. We
- Thank you to the EPOC team for all their work on the LC faculty co-chair job descriptions.
- Courtney Carter, Guided Pathways Coordinator brought up that we have a great description for the Guided Pathways Coordinator role but it does not yet include the term of 3 years. EPOC will be making sure that gets added to the JD.
- Thanks to everyone for all their work on Comprehensive Program Review in March. It is always a big lift.
- The Senate spotlight is happening which highlights faculty innovation at the Board of Trustees. Both RCC and Norco will be presenting in May –RCC will be at the May 20<sup>th</sup> board meeting and the deadline for materials will be May 13<sup>th</sup>.

### **B. Vice President**

- It is election season for Senate and all-around campus. Academic Senate sent out election cycle reminders to division deans and department chairs two weeks ago. Please remind department chairs and even your deans to look at their emails.



- Please remind your department to complete elections in April or early May. That way people will be in place and Senate can ratify elections before we leave for summer.
- Watch for emails this week calling for faculty nominations for district committees.
- Department chairs were emailed about visiting their departments briefly at the beginning of their meetings to talk about 10+1 and other senate highlights.
- Applications for Educational Assistants will come out after Spring Break. Watch for an email from District Academic Senate president, Kimberley Bell. The applications will be reviewed and approved by District Academic Senate.
- The American Association of Colleges and Universities (AAC&U) is hosting a symposium on AI leadership June 12-13<sup>th</sup> in Charleston, South Carolina. There are only 120 spots available. The fee \$650 for members and \$850 for non-members
- The Equity Student Center discussion circle will be meeting in Kane 140 from 12:50-1:50. Please encourage your students to attend. This is an opportunity for them to express their concerns on any issues related to equity. This group meets weekly.

(M/S/C: Rose/Calderon) to extend the meeting until 5:15pm

#### **X. Open Hearing**

- The Student Equity Committee seems to lack transparency and understanding of shared governance. Requested an update from faculty co-chair Monique Greene at a subsequent meeting.
- Faculty heard many complaints from students about the Survivors group that was here on campus. Faculty were trying to comfort students but really did not know what to do.
- This is Women's History Month, and there was a whole week of events in the STEM Engagement Center. There were counselors who shared their dissertation work and a panel was facilitated by women here on campus. The group also watched the movie *Hidden Figures*, paying respect to Black women in STEM.
- Student of Distinction forms have gone out, and they are to be voted on in your department disciplines and then the department chair need to send the results out. April 23<sup>rd</sup> is the deadline.

#### **XI. Learn, Share, Do**

- Freedom of Speech versus academic freedom; share the ASCCC Position Paper
- The importance of "servingness" in Hispanic Serving Institutions (HSI), including during hiring and interviewing processes for new faculty.
- Student of distinction deadline is April 23<sup>rd</sup>.
- Unmoderated versus moderated listservs
- Proactively use the forms for the CARES Report and be on alert for updates
- If your discipline does not have CCN nominee for June and still needs one, please contact Jo Scott-Coe
- Look out for more information on (DE) Distance Education
- Pay attention to elections in department and division so results can be recorded and/or ratified if necessary.

#### **XII. Adjourn at 5:15 pm (M/S/C: Calderon/Weiler)**