



## **Academic Senate 2019-20**

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### **Agenda**

September 3, 2019

Location: Board Room

1:00 PM

- I. **Call to Order**
- II. **Approval of Minutes:** May 14, 2019
- III. **Public Comment** – *Persons wishing to address the Academic Senate on any item on the agenda or comment on any other matter are allowed three minutes per topic. Pursuant to the Brown Act, the Academic Senate cannot discuss or take action on items not listed on the agenda. Matters brought before the Academic Senate that are not on the agenda may, at the Senate’s discretion, be referred to the Senate Executive Council or placed on the next agenda.*
- IV. **Welcome and Introductions**
- V. **President’s Report**
  - a. Security Firm
  - b. Budget Forum: Sep. 4, 2019 @ 3-4 PM
  - c. Two Name Changes: “Assessment Center” is now “RIO Success Lab” and “First Year Success Center” is now “Student Success and Dream Center”
  - d. Building Assessment Report
  - e. Accreditation Update
- VI. **Vice Presidents’ Reports**
  - a. 1<sup>st</sup> Vice President
  - b. 2<sup>nd</sup> Vice President
- VII. **Unfinished Business:** None
- VIII. **New Business**
  - a. Nomination for Parliamentarian
  - b. Recent Hiring Practices
    - i. **Executive Motion:** *The Academic Senate shall establish a taskforce to explore the impact of the Board’s role in hiring practices on the 10+1, specifically “faculty roles in the governance structure” and the possible impact on accreditation.*
  - c. AP 4235: Credit by Examination
  - d. Waitlist feature: Should faculty be notified by email each time a student is notified by the waitlist?



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### IX. Committee Reports

<u>Senate</u>	<u>Planning and Fiscal Council</u>	Other
<ul style="list-style-type: none"><li>• Academic Rank</li><li>• Curriculum</li><li>• Guided Pathways Steering (GPS)</li><li>• Instructional Technology (ITC)</li><li>• Online Education (OEC)</li><li>• Open Educational Resources (OER)</li><li>• Staff Development/Flex</li><li>• Outcomes</li></ul>	<ul style="list-style-type: none"><li>• Institutional Effectiveness (IEC)</li><li>• Program Review</li><li>• Safety</li></ul>	<ul style="list-style-type: none"><li>• Basic Skills</li><li>• Bookstore</li><li>• Enterprise Systems Advisory</li><li>• Online Education Initiative (OEI)</li><li>• Student Equity</li><li>• Student Success and Support Program (SSSP)</li></ul>

### X. Announcements

### XI. Adjournment



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### **Addendum A: General Timeline of Hiring Discussions/Decisions in the Recent History**

January 9: Dean of Library approved 5-0

March 13: One faculty approved 5-0

May 8: Two faculty approved by votes of 4-1 and 3-2. Interim FA Director approved 5-0

June 12: Two faculty and Two admin positions postponed to August by vote of 4-1

July 10: Two faculty positions approved 5-0

July 31: Board discussion on hiring policies. One trustee raised concerns over number of faculty on Dean hiring policy. Most discussion centered around EEO plan.

August 14: BSS Dean and Interim Grant Manager positions rejected by 4-1 votes



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### **Addendum B:**

June

Hello everyone,

As I start my term as Senate President, I am looking forward to forging relationships and working with each of you and everyone on campus. We have a lot of goals for next year, including starting the accreditation process, continuing to move forward with Guided Pathways, and bringing equity into the classroom. Other goals we have discussed include trying to bridge the many silos we have on our campus. One specific idea that some members of the Senate executive committee have discussed already to bridge the AA/SS silo is to make working on degree completion something that is both AA and SS. Currently, most of the push for degree applications etc comes from faculty within SS> We hope to increase participation of both sides towards our goals.

Hopefully, the fact that we have a good mix of faculty from AA and SS on our executive committee will lead to even more collaboration between these two groups and ultimately will lead to more student success. Our Senate Executive committee members include: A transfer counselor, Dorali Pichardo-Diaz as 1<sup>st</sup> VP, a math professor, Matt Pitassi as 2<sup>nd</sup> VP, the BSS counselor, Angelica Martinez as Secretary, a nursing professor, Violeta Lewis as Parliamentarian, an anthropology professor, Adam Wetsman as ASCCC representative, and an English professor, Michelle Velasquez Bean as past president. I believe we have a good mix of voices on our executive committee to do some great things this year. Along with our goal of bridging the AA/SS silo, we hope to build relationships with classified staff, administration, and with each of you as well as with our student leadership. Our campus thrives when we work as a team, with solid communication and with trust as the underlying core. We hope to contribute positively to our atmosphere on campus.

In this spirit, this past week, a concern had arisen regarding our hiring processes. We had two FT faculty searches last semester that led to no one being hired for a plethora of reasons. We are hoping to work with HR to ensure that the issues that led to many wasted work hours by the people on these hiring committees will be resolved. I have already discussed some ideas with Executive Director Smith and hope that we will move forward in a productive way for future hiring pools.

I believe that it is important for the Board members and for the community to understand what is happening on our campus each month throughout the year. On that note, one of the special things about how Rio Hondo runs during the summer is the variety of class schedule options we have for our students. For example, we are currently in the first few weeks of the summer session. Ten week session and the first five week session classes are in their second week of instruction. Eight week session classes and six week night session classes are starting next week. Late session five week classes begin in just under a month. The myriad of scheduling options for the summer allows Rio Hondo to have a “something for everyone” approach that really helps us serve our community.



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Finally, each month here, I hope to discuss some of the amazing things that our faculty are doing in their programs and in the classroom that may otherwise go unnoticed. Last semester, Dr. Jodi Senk, our former DE Coordinator, and Dean Grant Linsell worked to secure a \$430,000 grant from the Chancellors office to jump start certificates and online degrees in the area of CTE. It is a comprehensive grant proposal to make over 50 classes online that are aligned to the OEI Rubric and many new certificates in the areas of KDA, Photography and Graphic Arts, Medical Coding in Nursing, Deaf studies in C & L, Wildland fire, and Early Childhood Education. Jodi and Grant deserve a major shout out for their work and for being an excellent example of collaborating between groups on our campus.

Another example of creativity in the classroom comes from one of our Arts faculty, Professor Ron Reeder with his 3 dimensional design class. To quote Professor Reeder: "We are utilizing just some of the dead trees around campus, which we kindly provided by Facilities. We are using them to make artwork that is geometric and yet made with organic shapes from the branches. The two things are not conducive and require a necessary compromise between the intent (geometric form) and the materials (natural branches). I thought it would be a way of ridding much of the school's dead trees, which worry me during fire season, and provide free materials to the students."

This is yet another example of collaboration across silos and an example of some really cool things that go on in our classrooms all the time on campus. Professor Reeder has promised me pictures of the outcome and I will make sure to pass those along as well.

I hope to keep you informed of these types of things throughout the year as well as being here to represent the Academic Senate. Thank you.



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July

Hello everyone,

As you know, we are in the midst of a transition here at Rio. Transitions can be a little unsettling and difficult just due to the fact that they are transitions. My hope is that, over this next year, we can continue to have open, honest dialogues with Board members, administration, faculty, classified staff and students.

In that realm, I would like to begin my comments tonight by thanking the Board. Over the past week or two, many of us have raised concerns over your decision to postpone all hiring decisions until the August Board meeting. We expressed to many of you the consequences of that decision to those new faculty hires. Given that they are on the closed session agenda for tonight, I believe that they will be discussed and “acted on” tonight, so thank you for listening to our concerns and for moving in the best interest of our college and our students on these two situations.

However, there is still the decision of hiring for the Dean of Behavioral and Social Sciences. You have heard from and seen the concern from BSS faculty. Given the many concerns brought up during the public comments tonight, many of which were already expressed to each of you privately, I want to echo the hiring committee and ask that you consider setting this position on an agenda at a special board meeting later this month.

Another thing that was mentioned during public comment was accreditation. After the public comments from the BSS hiring committee, you heard from our former Senate President and a member of our 2008 Accreditation team, Professor Robert Bethel. In his public comment, he mentioned that there are some concerns about how our hiring decisions may impact the accreditation of Rio Hondo College. Furthermore there are concerns about the role of the Board vs the role of the CEO in these decisions. According to a document entitled “Board and CEO Roles: Different Jobs, Different Tasks” published by the Community College League of California (ie. the CCLC), the Board’s role in hiring is to make policy (in conjunction with constituency groups). The college then develops Administrative Procedures. These procedures are supposed to be in line with the Policies. Finally, the college is supposed to operate according to the procedures. The Board’s role in the hiring process is to “ratify hires - based on compliance with policy.” I hope that is the lens with which the positions that you are reviewing tonight (and all future positions, for that matter) are viewed.

Finally, on a lighter note, in closing each month, it is my goal to highlight some cool things our faculty are doing in their classrooms and in their programs. Last month, I mentioned Arts Professor Ron Reeder and his use of dead branches to make 3D art projects. I have provided you with some pictures of the outcome. Of the project’s results Ron had this to say:



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I chose this approach so that the students could learn that:

1. Art does not come just by manipulating precious materials as some believe
2. That compromise is not always a negative
3. How to handle materials that are difficult to control
4. How to make several useful joints in wood working

It was a very successful project and the students were very involved, excited, and responsive to this concept.

I also wanted to highlight English Adjunct faculty Henry Leonor. Professor Leonor completed the editing for our 3rd edition of the Assemblages student writing publication last fall. The publication is entirely of student work and contains submissions from students majoring in everything from Wildland Fire to Literature. I have provided with you with the link to view the publication. Work like this highlights the extra mile our faculty will go for their students both in and out of the classroom.

Thank you for your time and for listening to my comments and concerns. I look forward to starting to build a relationship with our new President starting tomorrow.

Thank you.



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August

Good evening,

Over the last month, the Senate Executive committee and I have met with Dr Reyes a few times and I am excited and optimistic that we are moving forward on this campus as a team. Dr Reyes is attentive and responsive to concerns that have been raised. We have a lot of heavy lifting to do these upcoming years on this campus, and we are off to a good start.

I would like to inform you that operating without a dean in BSS has been tough. When there is not a discipline expert as a Dean for a division like BSS, it takes the help of many players to keep thing afloat. I would like to publicly thank Mark Yokoyama for his work as our Acting Dean so far. He has been incredible at playing double duty. Also, I would like to thank our former Dean, Rebecca Green for her help. She has been coming in over her summer and is still helping guide our schedule, even though she is not getting paid for it. That sort of commitment is something that should be acknowledged by the district. So, thank you Professor Green. Our division secretary has been trying to help as much as she can as well to keep our division on track with the Spring schedule deadlines. So, thank you to Liz Chavez. And it isn't just them. I know of other faculty who have taken time over their summer to help answer questions and help with the direction of their own departments in BSS. None of these individuals did that extra work for pay and none of them did it for recognition. They did it because they take pride in our division and in their departments. They did it because it was the right thing to do. They did it because our division needed it. So, on that note, I see that the BSS Dean position is on the agenda for tonight. I want to thank you for acting on that position.

There are rumors floating around that the Dean position tonight will be voted down and the process will be essentially reset. I would like to strongly caution the Board against that approach. As the Senate President, my duty to this college is to represent the faculty and to ensure that policies and procedures are written with faculty input and that those policies and procedures are followed. This is the notion of "shared governance" - the idea that stakeholders in the California Community college system are given a strong say in how the institution should be run. I view my role, as Senate President, as a role that should continue to watch for violations or potential violations of shared governance. I also believe that decisions are not made in a vacuum and that past decision making plays a role in the perceptions of current decision making. Therefore, it is important to understand our history on this campus regarding relationships between the Board and the constituency groups.

In the recent history at Rio Hondo, we have had quite a few situations, most of which have been played out in accreditation reports and sometimes in the media where the Board and the constituency groups have bumped heads. For example, in 2007, the presidential search that eventually led to the hiring of President Ted Martinez was mired in controversy- in fact, the Academic Senate, RHCFA, CSEA, and the ASRHC all passed votes of no confidence in the Board. What happened that led to this? In short, the Presidential Search committee that was comprised of all constituency groups on campus evaluated the presidential candidates and forwarded 2 candidates to the Board. The Board decided that they wanted



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more than that and so they bypassed the committee recommendations and went into the pool and chose 3 more candidates. The break down in trust caused by this action sent ripples into the campus that were felt for years. I highly recommend that you go back and read the Accreditation report from 2008 and the recommendations that came from it to see the backlash and distrust that it sowed on our campus.

A few years later, in 2011, we had another controversy with the Board on campus. When the first transfer degrees were proposed, we had Board members that pulled the curriculum items from the agenda of a regular session meeting. The items were subsequently addressed at a study session where faculty (including me) were interrogated about the process and the specific courses that were included in the degree requirements. The ripples from this action were felt for years to come. There was a delay from faculty in writing any other transfer degrees on our campus. No one wanted to write another one to have the Board interfere in their process. Furthermore, we had to come to terms with this for the Accreditation report. I was a part of that process and I remember specifically being asked the question, "Do the actions of one Board member reflect on the Board?" - Since that Board member was no longer on the Board, consensus was reached to minimize the overreach in the written report and the incident went through without notice in the Accreditation report.

Why am I telling you these things? I believe that as a Board, you need to understand the historical context of the institution that you serve. As a Board, you need to anticipate the consequences of your actions and inactions. As a Board, you need to understand that there are unanticipated ripples to your decisions. And finally, as a Board, you need to understand that we have had pretty stable relationships in the past few years on this campus between the Board and the constituencies, but that has not always been the case.

On a different note, I am excited for Flex day on Friday, and for the beginning of the semester next week. I hope that it is the beginning of a lot of exciting things this year.

Thank you.



## Academic Senate 2019-20

RIO HONDO COMMUNITY COLLEGE DISTRICT

Administrative Procedure

### CREDIT BY EXAMINATION

AP No.  
4235

Board Reviewed: 8/15/07; 12/14/11; 6/13/12

Page 1 of 1

- I. The Board of Trustees of Rio Hondo College authorizes the college to grant appropriate semester unit credit to any student who is currently enrolled and successfully passes certain authorized examination(s).
- II. Individual departments and/or specialty areas may elect to grant course credit to enable students who can demonstrate proficiency in bodies of subject matter, to plan a relevant educational program that will exclude courses in which essential levels of mastery of subject matter material have been previously attained.
- III. To challenge a course and receive Credit by Examination a student must be registered in the college and be in good standing. Course(s) must be listed in the college catalog. Students may be exempt from this if they are requesting to challenge and receive credit by examination for a high school / Regional Occupational Program Career and Technical Education (CTE) articulated pathway (Title 5 Section 55052).
- IV. Students may not be enrolled in the course for which they may want to challenge and receive Credit by Examination; students may receive credit by completing courses in high school Regional Occupation Programs (ROP), Career Technical Education (CTE), and articulated programs.
- V. Students shall be given course credit to a limit of ~~twelve (12)~~ **sixteen (16)** Rio Hondo College units upon the successful completion of examinations (s), which may be applied to an Associate degree. These courses ~~should~~ **shall** not count as ~~42~~ units in residence.
- VI. **Students shall be given course credit to a limit of twelve (12) upper division Rio Hondo College units upon the successful completion of examinations (s), which may be applied to a Bachelor's degree. These courses shall not count as units in residence.**
- VII. Credits acquired by examination are not applicable to meeting of such unit load requirements as Selective Service deferment, Veteran's or Social Security benefits.
- VIII. Credit by External Examination: After completing 12 units in residence, a student will be awarded credit by external examination with passing scores from the College Level Examination Program (CLEP) and Advanced Placement (AP) examination. Specific course credit and/or general education credit will be granted toward the Associate degree and/or transfer. Details on scores and how credit is applied can be found in the Rio Hondo College catalog.
- IX. The student's academic record must clearly indicate that the credit(s) have been earned by examination
- X. Reference: Title 5 Section 55050, Title 5 Section 55052



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Dear Student (*actual name*) ,  
[Student.email1234@my.riohondo.edu](mailto:Student.email1234@my.riohondo.edu)

You are next on the waitlist for PSY 101 - Introductory Psychology , section ( 70263 ) with instructor Kevin Smith .  
You have 48 hours from the time this notification was generated to register for this class or the authorization will expire.

Please follow these steps to add the class:

STEP 1: Log into your AccessRio account <http://accessrio.riohondo.edu>

STEP 2: Under the Registration Tools section, select "Add or Drop Classes"

STEP 3: Select the term and click submit

STEP 4: Select **\*\*REGISTERED\*\*** from the waitlist drop-down menu to register for this class

STEP 5: Click on the "SUBMIT" button to confirm your registration

If you need assistance registering for this class, please visit the First Year Success Center in LR-101, [the Counseling Center in SS-160](#), or Admissions & Records in SS-120.

If you missed the 48 hour deadline you will need to find an alternative class or add yourself back onto the waitlist.

DO NOT REPLY TO THIS E-MAIL. You will not receive a response.