

**ALL FACULTY ASSOCIATION  
EXECUTIVE COUNCIL  
RETREAT MINUTES**

September 28, 2008

*(Approved by the Executive Council on October 8, 2008)*

Executive Council members present (noted by \*):

*Warren Ruud, presiding	*Cheryl Dunn	*Michael Meese	<u>Vacant Seats</u>
*Alix Alixopoulos	*Johanna James	Dan Munton	*Adjunct—term expires 8/09
*Lara Branen-Ahumada	*Joyce Johnson	*Andrea Proehl	*Adjunct—term expires 8/09
*Paula Burks	*Michael Kaufmann	Greg Sheldon	*Regular—term expires 8/10
John Daly	*Reneé Lo Pilato	Mike Starkey	*Regular—term expires 8/10

AFA Officers/Negotiators present: Ted Crowell, Ann Herbst, Janet McCulloch  
AFA Staff present: Judith Bernstein, Candy Shell

The meeting was called to order at 3:00 p.m.

**DISCUSSION ITEMS**

1. Recruitment of Candidates for AFA Executive Council. Warren Ruud stated again that, while three adjunct faculty members responded to the call for candidates for the open adjunct seats on the Council, the response to the call for candidates for the open regular faculty seats was nil. He noted that the list of criteria guiding the search for candidates was posted on the AFA web site and he expressed interest in having the Council consider institutionalizing those criteria. Warren said that the officers are making a concerted effort to spread the responsibilities of the organization amongst a larger group of people, and he pointed to the Contract Article Study Groups as a manifestation of that effort. Warren suggested that, when recruiting candidates, Council members need to make the point that the work of AFA is one of the most important kinds of College Service that one can do. Council members engaged in lengthy discussion about the reasons they perceive that more faculty members do not come forward to serve on the Council. It was suggested that many faculty members are overworked, many do not understand how the Council works and what they do, and many think that one needs to have some special knowledge beforehand in order to participate. It was agreed that an effort to educate potential candidates is needed. A recruitment committee, composed of Reneé Lo Pilato, Cheryl Dunn, and Mike Meese, has been formed. They will be utilizing the District seniority list, along with AFA membership data, to identify potential regular faculty candidates. Anyone with suggestions for either adjunct or regular faculty candidates for Council seats should forward the names to one of the members of the Recruitment Committee.
2. AFA Officer Elections in March 2009. Warren Ruud reminded the Council that his term as President will end mid-August 2009 and he will be going on sabbatical in Spring 2010. After the Council representative elections in early spring 2009, the Council will need to elect AFA officers (including a President, two Vice-Presidents, a

Secretary/Treasurer, and a Conciliation/ Grievance Officer). (The Chief Negotiator was elected in Spring 2008 for a two-year term, which will end mid-August 2010.) Warren noted that the Council would need to schedule a discussion soon to address the direction of AFA leadership in the next couple of years. Given that many Council members will be retiring within the next five years, it is critical that a serious recruitment effort for AFA officer candidates be undertaken.

### **MAIN REPORTS**

1. Negotiations Report. This report and subsequent discussion were conducted in closed session.

The meeting was adjourned at 4:08 p.m.

Minutes submitted by Judith Bernstein.