



*AFA is working for you.
The strength of faculty working together.*

AFA EXECUTIVE COUNCIL MEETING MINUTES

November 10, 2010

(Approved by the Executive Council on December 8, 2010)

Executive Councilors present (noted by *):

*Warren Ruud, <i>presiding</i>	*John Daly	Lynn Harenberg-Miller	*Audrey Spall
*Alix Alixopoulos	*Dianne Davis	*Reneé Lo Pilato	*Mike Starkey
*Paulette Bell	Cheryl Dunn	Michael Ludder	Julie Thompson
Lara Branen-Ahumada	*Brenda Flyswithhawks	*Sean Martin	*Jack Wegman
*Paula Burks	*Karen Frindell Teuscher	*Dan Munton	

Officers/Negotiators present: Ann Herbst

Staff present: Judith Bernstein, Candy Shell

The meeting was called to order at 3:08 p.m. in the Bertolini Student Center Senate Chambers on the Santa Rosa campus.

MEMBER CONCERNS

1. Faculty Access to Load Lookup. On behalf of several adjunct colleagues from the former Business Office Technology Department, Paulette Bell asked whether the Load Lookup function (i.e., the ability of individual instructors to have unrestricted online access to other instructors' load information) would return. Warren Ruud stated that the District is aware of the limitation of the Student Information System (SIS). Although it is not the District's top priority right now, he said that it is on their list of things to do. The problem with the SIS lies in the fact that, unlike the old system, each instructor's personal/private information is displayed at the same time as the load information. The IT Department is currently unable to separate those two parts—a task which, Warren said, is not as easy as it sounds. Councilors noted that instructors are regularly finding and reporting bugs in SIS and suggested alternative methods to achieving transparency until IT remedies the problem, including: (1) requesting that department chairs or deans post proofs of the schedule; and (2) making the proof of the schedule available on computers/servers, to which all faculty members in the department have access.

MINUTES

There were no corrections or additions to the minutes from the October 27, 2010 Executive Council meeting and they were accepted as submitted. (Approved minutes are posted on the AFA Web site at <http://www.santarosa.edu/afa/minutes.shtml> .)

ACTION ITEMS

1. Compressed Calendar Negotiations Sub-Committee Appointments. Warren Ruud noted that the District agreed to form a subcommittee of negotiations that would be composed solely of faculty and management and would focus on the compressed calendar. (This subcommittee/task force is not to be confused with the existing joint AFA/Senate Compressed Calendar

Task Force (CCTF). (See http://www.santarosa.edu/afa/senate_home.shtml.) AFA and the District will each appoint five members and each side will be able to bring in a team of experts, as needed. The AFA Negotiating Team is recommending that the Council appoint the following five individuals: Ann Herbst and Warren Ruud, in ex officio capacities as Chief Negotiating Officer and President, respectively; Mary Pierce, as the current CCTF chair and expert on the compressed calendar; Karen Frindell-Teuscher, bringing expertise from the lab/science perspective; and Audrey Spall, bringing expertise from the allied perspective. AFA would also bring in Dianne Davis, who sits on the negotiating team, as one of the experts representing the allied perspective, and ask Doug Kuula, SEIU president and Chemistry lab coordinator, as another one of the experts representing the lab/science perspective. The District has put forward the name of Admissions and Records Director Diane Traversi as one of their experts. The Council engaged in a brief discussion about the pros and cons of a compressed calendar that various groups and individuals across the College have articulated. Warren noted that the District has expressed some reservations about the idea of shifting to a compressed calendar. He also said that, in recognition of the concerns that Mathematics and Science faculty have expressed, the negotiating team plans to form a focus group of specific experts (e.g., instructors in Chemistry, Anthropology, Anatomy, etc.) to talk about how a compressed calendar would work in their particular areas.

Having returned recently from a CCTF field trip to Ohlone College, CCTF member Audrey Spall reported that Ohlone experienced a high level of buy-in from the faculty (with the apparent exception of lab faculty), staff, students, and administrators. Ohlone has a 185-day faculty contract. One entire week is set aside for the faculty to get all of their preparation and extra-curricular work done before the semester begins. The tradeoff is that this preparatory week serves to shorten the length of their semester. While only a portion of that entire week is compensated through Flex activities, Ohlone reported widespread participation on the part of the faculty.

Following the discussion, by unanimous voice vote, the Council approved a motion made by Brenda Flyswithhawks and seconded by Reneé Lo Pilato to approve the negotiating team's recommendation to appoint Karen Frindell-Teuscher, Ann Herbst, Mary Pierce, Warren Ruud, and Audrey Spall as AFA's five representatives to the Compressed Calendar Negotiations Sub-Committee.

DISCUSSION ITEMS

1. Superintendent/President Search. Warren Ruud presented a chronology of events and an overview of the communications between AFA and the Board of Trustees regarding the composition of the screening and interviewing committee for the new superintendent/president.
 - September 14th: Dr. Agrella announced his retirement;
 - September 30th: The Board announced the formation of screening and interviewing committee, and solicited constituent input into the recommended qualities and traits a prospective candidate should possess, with a deadline of October 15;
 - October 2nd: The Executive Council discussed the issue at their Fall 2010 retreat and agreed that AFA should have significant standing in the hiring process, after which AFA submitted its input to the Board as requested;
 - October 20th: The Board announced the composition of the committee, which was to include two faculty members to be appointed by the Academic Senate;
 - October 20th: The Academic Senate decided to draft a resolution calling for an increase in the number of faculty appointees on the committee;
 - October 21st: Warren sent an email to Trustee Rick Call, urging him to give AFA standing on the committee and to allow for the appointment of at least four faculty members, and inviting him to meet to discuss the matter with AFA and Senate leadership;

- October 21: Trustee Call acknowledged receipt of the email.
- October 26: Trustee Call replied and said that the Board would not be changing the size or composition of the committee.
- October 27: AFA Council adopted a resolution calling for at least four faculty representatives on the committee and allowing AFA to appoint a representative;
- October 27: Warren coordinated with Senate Vice President Robin Fautley and both sent emails to Trustee Call, transmitting copies of the AFA and Senate resolutions, respectively, to all of the members of the Board, and reiterating their invitation to Trustee Call to meet with Warren and Robin to discuss the issue;
- October 29: AFA and the Senate received an official email from Trustee Call saying that the Board had reconsidered the matter and had decided to add two more faculty seats to the committee; however, they did not grant AFA any standing on the committee nor agree to meet with either AFA or the Senate;
- October 29: The AFA and Senate leadership began discussions about the four faculty appointments. AFA expressed interest in being allowed to appoint an individual who has direct experience with grievances, negotiations, attending Board meetings, and meeting one-on-one with the District superintendent/president. The Senate felt compelled to appoint individuals who would meet other criteria. At the conclusion of several days of discussion, AFA and Senate were not able to reach consensus on the appointments.
- November 2: The Senate submitted the names of their four appointees to the Human Resources Department and the Board.
- November 4: The Senate sent an email to DL.STAFF.FAC.ALL informing the College community about the four appointees.
- November 8: AFA sent an email to the Board reiterating AFA's request to have standing and representation on the screening and interviewing committee.

Brenda Flyswithhawks commented on the difficulties inherent in reaching a decision about the appointments. She also expressed appreciation to Warren and Ann for the memo they emailed to the Board president and members on November 8, and to the Council for its continuing efforts to be recognized as an official entity in the hiring process. The Council then moved into closed session for the remainder of the discussion.

OFFICER & AFA REPRESENTATIVE REPORTS

1. California Community College Independents (CCCI). Brenda Flyswithhawks and Mike Starkey expressed their appreciation to the Council for the opportunity to attend the CCCI Fall Conference in Pasadena on November 4–6. It was the first time that either had attended a CCCI conference and both spoke of the value of hearing from the faculty at other community colleges. Both commented that they learned a great deal from the discussions, and gained new perspective and new areas of understanding. Brenda commented that her already existing appreciation and respect for Warren and Ann grew as she listened in on their reports and discussions. Brenda also suggested that attending one of these conferences is one way that "change agents" are made.
2. Academic Senate. Brenda Flyswithhawks distributed hard copies of an Academic Senate resolution in support of Student Learning Outcomes for Councilors to their review.

MAIN REPORTS

1. Conciliation/Grievance Report. This report was conducted in closed session.
2. Negotiations Report. This report and subsequent discussion were conducted in closed session.

3. President's Report. Warren Ruud reported the following:

- Board of Trustees: November 9, 2010 Meeting.
 - New Vice President Position. Human Resources Director position has been reclassified as Vice President, Human Resources. Karen Furukawa was made a vice president. The position will carry increased responsibilities that were previously performed by the District Compliance Officer.
 - Faculty Obligation Number. The Board reported that State Chancellor's Office issued a determination that there is insufficient funding to hold community colleges to a more rigorous level of the faculty obligation number. Instead of the requirement that the District maintain 304.5 FTE regular faculty members, a less rigorous computation results in a faculty obligation number of 293. In order to maintain that figure—which, Warren said, is a best guess—the number of new full-time faculty hires will be approximately equal to the number of retiring regular faculty members.
 - Board Officers. In order to ensure continuity throughout the hiring process for the District's next superintendent/president, the Board decided to extend the term of President Rick Call until the end of the Calendar year. Terry Lindley will take over as Board president at that point.
 - New Classification: Experts. The Board approved the addition of a new classification of hires called "experts," which are similar to independent contractors. Warren noted that, at the recent CCCI conference, several attendees reported that their districts have hired experts—in particular, former presidents who reviewed district operations and subsequently made recommendations. Warren said that he would forward to the Council the description of this item from the Board minutes.
 - Take a Colleague to a Board Meeting. Ann Herbst encouraged those Councilors who have never been to a full Board of Trustees meeting to attend one. Warren also suggested that Councilors take along a new faculty member from their department.
- Institutional Planning Council (IPC). Warren will forward to the Council an electronic copy of Accrediting Commission President Barbara Beno's rubrics for program review, planning, and SLOs, which were distributed at the November 8th IPC meeting. Brenda also recommended that Councilors pay particular attention to the initiatives that the District has proposed for the various component areas.
- November 2nd Election Results. The Foothill DeAnza Community College District's parcel tax measure was defeated in the recent election, garnering only 53% of the vote (it required a 2/3 majority to pass). Several other community colleges had bond measures on the November 2nd ballot; roughly half of those measures were defeated as well.
- Council Meeting on November 22. The next regularly scheduled Council meeting will be held from 3:00 to 5:00 p.m. on Monday, November 22nd instead of on Wednesday, November 24th, because the latter is a Flex placeholder day and no classes are scheduled on that day.

The meeting was adjourned at 4:58 p.m.

Minutes submitted by Judith Bernstein.