

EXECUTIVE COUNCIL MEETING MINUTES

May 9, 2012

(Approved by the Executive Council on August 22, 2012)

Executive Councilors present (noted by *):

*Warren Ruud, <i>presiding</i>	*Dianne Davis	*Andre Larue	*Margaret Pennington
*Paulette Bell	*Cheryl Dunn	*Reneé Lo Pilato	*Audrey Spall
*Lara Branen-Ahumada	*Terry Ehret	*Sean Martin	*Mike Starkey
*Paula Burks	*Brenda Flyswithawks	*Terry Mulcaire	*Julie Thompson
*Ted Crowell	*Karen Frindell Teuscher	*Nikona Mulkovich	

Officers/Negotiators present:	Lynn Harenberg-Miller, Ann Herbst, Jack Wegman
Councilor/Officer-elect present:	Jacqueline McGhee, Bud Metzger
Faculty present:	Tony Kashani, Mark Nelson, Karen Stanley, Phyllis Usina
Staff present:	Judith Bernstein, Candy Shell

The meeting was called to order at 3:04 p.m. in the Bertolini Student Center Senate Chambers, Room #4638, on the Santa Rosa campus.

MEMBER CONCERNS

1. Loss of Fall 2012 Assignments. Tony Kashani, adjunct instructor in Communications Studies for the past six years, appeared before the Council to express his concern about the loss of his assignments for Fall 2012 and, also, to present a "critique of the system" and a "proposal." He commented that he is not the only one in the system who will have no classes next semester. He stated that this system is based on an economic model that most private entities operate on and that the adjunct faculty has to deal with what is handed down to them from the State. He noted that SRJC has a part-time pool of faculty and plenty of supply; however, using people as a means to an end when you need them, and making them dispensable when you're done, means that there is no guarantee that this will be a part of their regular job and they can feed their families. He said that, if the system continues perpetuating this model, it saves money for the system to hire more part-timers instead of replacing full-time faculty; however, part-timers start to depend on the income; they make connections in the community; and they create relationships with students and make a difference in students' lives. "After six years, when someone pulls out the rug from under you and says there's nothing that we can do, the system is unfair to begin with, and now this is really unfair." He said he was making a moral argument, as someone coming from a different point of view of the world, and he referenced the writings of Hannah Arendt in critiquing the system. He said that, with a utilitarian/business model, human beings become cogs in the machine, and he said he didn't want to become a cog in the machine. He also said that he was under no illusions that his speech to the Council would change anything. With regard to his "proposal," Tony asked what the new president's annual salary is, and he went on to talk about the cost and effort that the District expended in its search for a new president in 2011. He proposed that the president of the college take a deferred 40 percent cut in his salary, and that the adjunct faculty would pay him back when the college's budget turns around. He asked AFA to recommend that the new president take a 15% cut, suggesting that \$120,000 roughly translates into 20 classes that his adjunct colleagues could have.

In response to a Councilor's question about prior regular and adjunct faculty hourly loads in the Communications Studies Department, Chair Mark Nelson clarified that the department has three separate disciplines—Speech, Media, and Journalism. The department received approval for one new full-time hire in Media (where Tony teaches), and the new hire is having a negative impact on the availability of hourly assignments in that discipline.

Councilors' comments included the following: (1) There was an Article 16 MOU that was signed and became part of the Contract that said that like load would be protected. There was an extension for one year, it will be coming to an end this year, and it has been said that it wouldn't be renewed. I believe there will be a lot more cuts coming, and we're going to lose a lot more people. If we can't extend that language, it would be nice if—starting in 2012-13 and, preferably, 2013-14—AFA could start writing protections for upcoming cuts, so that people like Tony would be able to go back to their previous like-semester load; (2) The loss of adjunct jobs has been going on for years, and it doesn't look like it's going to change; (3) Other schools are laying off teachers—young people—who could be the lifeblood of the system. This is a body blow—here and everywhere—and it requires a whole new approach to the educational system, not just at this level; (4) There are eight faculty members on this Council who are adjunct, and we have the same concerns; and (5) *In response to some of Tony's statements about the system for assigning classes to regular and adjunct faculty:* Exploitation of adjunct faculty is abhorrent and dehumanizing, but the way to approach the system is not to personally attack people in the system. When we demand that people be assigned positions based on merit and then critique people who won their full-time positions by merit, it is illogical; Seniority is a way to address specious and arbitrary ways that managers use to assign jobs. We should all adhere to basic principles of logic and dignity.

2. Workload Surveys. On behalf of faculty in the KAD Department Dance Program, Lara Branen-Ahumada conveyed a number of concerns regarding the lab workload survey that the AFA/District Workload Task Force is currently conducting. The concerns included the following: (1) The timing of the study is unfortunate. Faculty would have preferred a heads-up at the beginning of the semester, rather than being asked to recreate the information at the end of the semester; (2) The questions do not pertain to their discipline—or to any of the performing arts—and Dance educators are distressed by the ongoing burden of having to constantly translate documents for use by their discipline; (3) It would have been preferable to select one or two representative weeks, rather than last week and this week, which are not representative; (4) The survey also asks participants to look at what they do over the course of the semester, and this is adding to faculty workloads. Other Councilors echoed some of the same concerns that Lara expressed regarding the Chair Workload Survey that the Department Chair/Coordinator Task Force is conducting currently, noting the irony that chairs are stressed by the burden of the additional workload necessary to complete, in some cases, both surveys about workload at the end of the semester. Also, a question arose as to the nature of the survey and how the data will be used.

Chief Negotiating Officer Ann Herbst explained that the Department Chair & Coordinators Task Force (DCCTF) sent out two surveys, the Workload Task Force (WTF) sent out one, and the purpose of both surveys is to create a feedback loop, not a decision loop. The DCCTF is interested in taking data that are knowable, not self-reported, and dividing the funds in the District's budget in a more equitable manner amongst the various chair and coordinator positions for the jobs that the District needs to be done. The WTF is proposing different models and asking for feedback. The only way to do that is to ask for self-reporting, which, Ann said, is never going to be perfect. The goal is to see if the model comes close to the self-reported data. Warren Ruud added that the lab load survey focuses on student contact (e.g., What do lab faculty do over the entire length of the semester?), and it includes a section for an unstructured narrative. The survey is only one part of the study. Other portions include an investigation of what other colleges are doing and what kind of preparation and assessment is required. The main goal of the WTF is to develop a model to find out how the District can more accurately compensate faculty for these jobs. After the research has been completed, AFA will be better able to successfully negotiate with the District for greater compensation for

lab faculty. Once the issue of lab workload leaves negotiations with a model, it will end up becoming an Academic Senate issue. Warren noted that he has been communicating with those chairs who have articulated their strong concerns about the surveys.

3. Status of Adjunct Faculty. Adjunct Councilor-elect Bud Metzger conveyed some of the thoughts that occurred to him regarding negotiations after he left the April 25 Council meeting. In addition, he stated that adjunct faculty members don't have "status." They may file for Unemployment Insurance benefits during winter and summer, which, he said, is an indication that the State is recognizing adjunct status. Understanding that "there are all kinds of anomalies in life," Bud said that the Council needs to deal with this issue.
4. SRJC's Budget. In his experience working with four different budgets, Bud Metzger said he has observed that the longer a manager is in place, the more items there are in a budget that are extra and can be cut. He said that a new manager could sort through a budget and find items that are not needed. He cited a number of examples in the District's budget that he thought should be cut, including payment of tuition and textbooks for high school students attending SRJC; funding to conduct surveys of junior college graduates that could be done at the level of the Chancellors' Office; funding to provide consulting to small businesses, which is already being done at the county level; and funds to support Petaluma People Services Center. Bud stated that "labor unions have three strengths—collective bargaining, seniority, and strikes." He suggested that "there is a solution to one of our problems in one of those three."
5. Thank You to Retiring Councilors. Brenda Flyswithawks expressed her appreciation to retiring regular faculty Councilors Cheryl Dunn, Reneé Lo Pilato, and Ann Herbst for their many years of service to AFA, the College and the community. Brenda commented that regular and adjunct faculty are in a better place today because of the efforts of Cheryl, Reneé, and Ann, and she extended her best wishes to each one of them. The Council joined Brenda in a round of applause to honor and express appreciation to all three.

MINUTES

The Council accepted the minutes from the April 25, 2012 Executive Council meeting as presented. (Approved minutes are posted at <http://www.santarosa.edu/afa/minutes.shtml> .)

ACTION ITEMS

1. Appointment of Representatives to District-wide Committees for 2012-13. Councilors received a copy of the Cabinet's recommendations for appointment of AFA representatives to District-wide committees for next year prior to the meeting for their review. Warren pointed out that some positions are ex officio according to District policy, and some are by tradition according to AFA policy. Due to State budget reductions in categorical programs, the Adjunct Faculty District Activities Fund (AFDAF) budget has been severely restricted. In response, through negotiations, AFA and the District reached an agreement to split the funding for a limited number of adjunct appointments, based upon whether a committee has a structure such that adjunct participation is particularly crucial.

The Council engaged in an extensive discussion, and comments included the following: (1) There have been discussions over the last several years about promoting leadership within AFA. How do we promote leadership when the same people year after year are serving on the same committees? Most of the faculty who are serving on AFA are here because we're interested in leadership roles, and we would like to have the opportunity to serve. There appear to be many opportunities—enough to go around—but the same people continue to fulfill the same roles. How can we make the opportunities available so other people can start getting involved? (2) The Academic Senate President makes most of the Senate appointments to District-wide committees, and the Senate often has difficulty getting enough

people to serve on certain committees. Making a point to speak directly to the new Senate President would be a good idea for anyone wishing to have an opportunity to serve; (3) While there are a limited number of committee positions for adjunct faculty, it would be beneficial to identify those positions and see this list presented some weeks in advance, with some discussion about what's involved, and then an opportunity for those who are interested—full-time and part-time—to let the Cabinet know before it issues these recommendations. Many Councilors are here because we want to bring some of our perspectives to this body; (4) There are different parameters at work here. There is an issue of how to finance the positions, with respect to having adjunct faculty sit on District-wide committees. There is also an important issue of inclusiveness and an interest in providing as full a professional experience for all faculty—part-time and full-time—as possible. AFA doesn't have the money to pay adjunct faculty for serving, yet adjunct faculty members want more opportunities to serve on committees. AFA tells adjunct faculty members NOT to work for free, so they don't get exploited. At the same time, we understand the need for professional development, so that adjunct faculty members can be competitive in their search for a full-time job. It's complicated. (5) Back when there was more AFDAF money, the Council had discussions and asked if individuals were interested in serving on committees. That seemed to go by the wayside when the money went away; (6) There is an historical path that led to how these seats came to be assigned by position. Since they're not set by bylaw, but by tradition or happenstance (for example, when someone's schedule doesn't allow for attending a particular committee's meetings), perhaps that is where some wiggle room could be found; and (7) Many of these committees are open to faculty, so even if you're not appointed, you can go if you're interested. AFA would not be asking you to do it for free, you could do it as an AFA citizen, and that might be the way that AFA discovers your interest.

Warren explained the reasoning behind the Cabinet's recommendations re: adjunct appointments, which included that: (1) Five or six years ago, when it became clear that the vice presidents needed to take on a greater role within AFA, one of the expanded duties for the VP for Santa Rosa was to be a liaison with the Senate; (2) Lynn Harenberg-Miller was the clear choice to serve as one of AFA's two appointees on the Budget Advisory Committee, because she is currently serving as an adjunct negotiator, a member of the AFA Budget Advisory Team, and one of two negotiators working with District negotiators on specific Contract articles; (3) One of the Fringe Benefits Committee positions has evolved by tradition to be for a vice president, and Mike Starkey will continue next year as VP for Santa Rosa; (4) A very steep learning curve is involved in serving on DTREC. Adjunct Councilor Ted Crowell has served in that position for several years, and AFA's Co-Chair on DTREC, Sean Martin, specifically requested that Ted continue in that position. Warren added that Mike Starkey deserves a great deal of appreciation for stepping up during difficult times to serve AFA in many ways, such as with FACCC and the reorganization of Council seats, and he noted that Mike's service was one example of the way in which AFA has been fostering leadership.

There was brief discussion about the importance of finding faculty members who would be available and interested in serving as an AFA representative on the Professional Development Committee (PDC), which currently meets on Thursdays at noon on the Santa Rosa campus. (AFA has two seats on PDC.) Neither of the two positions would be compensated. By a show of hands, the Council unanimously approved a motion made by Brenda Flyswithawks and seconded by René Lo Pilato to approve the slate of AFA representatives to District-wide committees for 2012-13 as presented. (AFA committee representatives for 2011-12 can be found at http://www.santarosa.edu/afa/about_us.shtml in the "Hot Topics" box.)

2. Appointment of Regular Faculty Councilor Leave Replacement(s) for Fall 2012. Warren reminded the Council that there are still two vacant regular faculty Council seats for the fall due to leaves. Phyllis Usina, long-time regular faculty librarian at the Petaluma campus and active member of many District-wide committees, has submitted a statement of interest, and the Cabinet has recommended that the Council approve Phyllis' appointment to fill Mary Pierce's seat for Fall 2012. By unanimous voice vote, following a motion made by Brenda Flyswithawks and seconded by René Lo Pilato, the Council approved the appointment of

Phyllis Usina as a one-semester replacement for Mary Pierce, effective the beginning of the Fall 2012 semester. The second leave-replacement position is to replace Dianne Davis, who will be on sabbatical leave in Fall 2012. The Cabinet has recommended that the Council appoint another allied faculty member to fill that seat. Sharien Hinton, who serves as regular faculty member alongside Dianne in the Disability Resources Department, has indicated her interest in being considered for the position. Dianne briefly described Sharien's background, noting that she recently received tenure and has a history of involvement with the Academic Senate and faculty union at the college she worked at prior to coming to SRJC. By unanimous voice vote, following a motion made by Brenda Flyswithawks and seconded by René Lo Pilato, the Council approved the appointment of Sharien Hinton as a one-semester replacement for Dianne Davis, effective the beginning of the Fall 2012 semester.

3. Appointment of Negotiator/Note Taker Leave Replacement(s) for Fall 2012. Warren said that the Council would also need to appoint a one-semester replacement for Negotiator/Note Taker Dianne Davis. The Cabinet is recommending that the Council appoint Budget Advisory Team Leader and regular faculty librarian Will Baty to take Dianne's place as negotiator on the Negotiating Team. By unanimous voice vote, the Council approved a motion made by Brenda Flyswithawks and seconded by Lara Branen-Ahumada to appoint Will Baty to serve as negotiator on the AFA Negotiating Team for Fall 2012. Warren also reported that two members of the Negotiating Team—Lara Branen-Ahumada and Lynn Harenberg-Miller—have agreed to split the Note-Taker duty (and corresponding five percent reassigned time) for the fall. By unanimous voice vote, the Council approved a motion made by Brenda Flyswithawks and seconded by René Lo Pilato to appoint Lara Branen-Ahumada and Lynn Harenberg-Miller as Co-Note Takers for Fall 2012. It was suggested that the Negotiating Team involve a representative from the Counseling Department when negotiations regarding counselor "flex" time begin. Warren confirmed that the Negotiating Team consults experts as needed for each particular issue, and he also confirmed that Dianne Davis would resume the duties of the Note Taker position, to which she was elected, when she returns in Spring 2013.
4. Contribution to CCCI Advocate Contract for 2012-13. Following discussion (see Discussion Item #1), by a show of hands, the Council approved a motion made by Paula Burks and seconded by Nikona Mulkovich to recommend to the AFA PAC that they contribute \$7,000 to the CCCI PAC for the renewal of CCCI Advocate David Balla-Hawkins' contract (14 in favor, 2 opposed). AFA PAC members include Cheryl Dunn, Warren Ruud, and Mike Starkey.
5. Tentative Agreement 2012-13. Following discussion in closed session (see the Negotiations Report below), by unanimous voice vote, the Council approved a motion made by Brenda Flyswithawks and seconded by Nikona Mulkovich to approve the Tentative Agreement reached by AFA and the District on May 9, 2012, and to forward it to the membership with a recommendation for a "yes" vote. Following the Council's action, Warren outlined the next steps in the process, which include preparation of the tentative agreement package and holding a General Membership Meeting. Since the Academic Senate will not be meeting on Wednesday, May 16, the Cabinet has recommended that the General Meeting be scheduled on that day from 4:00 p.m. to 5:00 p.m. and that a Special Meeting of the Council be scheduled immediately prior, starting at 3:00 p.m. A one-hour Special Meeting would allow enough time for the Council to hear a presentation on the Student Success Task Force by FACCC's Andrea York and to conduct other remaining business. Warren said he did not anticipate a need to hold the Special Meeting that had been tentatively scheduled during the week of final exams. Councilors voiced no objections to this plan.

DISCUSSION ITEMS

1. Contribution to CCCI Advocate Contract for 2012-13. Warren reported that, at the Spring 2012 Conference, CCCI members spoke strongly in favor of renewing the contract for CCCI Advocate David Balla-Hawkins for at least one more year. As a group, CCCI members decided that the pilot year was successful. Three CCCI member-colleges contributed

approximately \$15,000 each towards the cost of the pilot year of the contract, and several CCCI-member-colleges contributed between one-third and one-half of that amount. Last year, the Council approved a contribution of \$8,000 to advocacy (\$7,000 towards the CCCI advocate's one-year contract agreement and \$1,000 to the Sharon Hendricks campaign for the community college seat on the CalSTRS Board). Warren added that the Cabinet supports the continuation of an AFA contribution to Mr. Balla-Hawkins' contract and believes it is a good investment. Warren also mentioned that, during the CCCI conference session held on Thursday afternoon, there was a discussion about working for the passage of Prop. 28 (the revision to term limits), which, Warren said, if approved by the voters, would make it much easier to work with legislators.

Councilors engaged in a lengthy discussion and comments included the following: (1) Faculty members who attended hearings on the Student Success Task Force in Sacramento in April conveyed to AFA officers that they were very impressed by the compelling testimony that Mr. Balla-Hawkins and FACCC Executive Director Jonathan Lightman presented against implementation of the SSTF recommendations; (2) Mr. Balla-Hawkins gave several excellent presentations at the CCCI conference; (3) It's difficult to reconcile this contribution at a time when AFA cannot afford to adequately compensate the Conciliation/Grievance Officer for all of her additional hours or pay adjunct faculty who cannot serve on committees because there isn't enough money; AFA needs to set our priorities for here and now, and I'd rather spend that money here; (4) The reason AFA isn't able to compensate our appointees, and faculty members are not getting compensated for what they do in the classroom, is because of the reduction in categorical funds in the State budget, which is why AFA is addressing these issues through advocacy at the State level; (5) Faculty do not have many choices beyond FACCC and CCCI. What they're doing on a bigger scale is important, and it affects us directly, as well. We're not aware of how different things would be if these two organizations weren't advocating for us in Sacramento; (6) Because of some restructuring within CCCI and the creation of a CCCI PAC, AFA could pay for this donation out of the AFA PAC, which has a current balance of approximately \$23,000 (currently, no pro-rated portion of member dues is being added to the PAC); (7) AFA is receiving a double benefit. Because David Balla-Hawkins works closely with FACCC's Jonathan Lightman, it increases the total value of that package. It's a parallel effort, not a duplicate effort. It would be a bad idea to withdraw from the agreement after one year; (8) There is no core of defenders of community colleges in the legislature or Chancellor's Office in Sacramento. The logic of doing this is that we're going to get a multiplier benefit. We need all the defense we can get; (9) Based upon the advocacy workshop at AFA's spring retreat, I would prefer that AFA contribute a lesser amount; (10) It is important to have good advocacy in Sacramento. At the same time, since the depletion of the Adjunct Faculty District Activities Fund and the opportunities for adjunct faculty to serve this college community and be reimbursed for their service have pretty much dried up, the full-time faculty has felt a greater burden. I would like to see AFA make it a priority to find ways to build that fund back up again. When people are willing to serve, it strengthens our community; (11) We're coming up on election time this fall, and there might be some other extremely important things that we want to support over the next couple of months from the AFA PAC. Mr. Balla-Hawkins' presentation at the CCCI conference was much more impressive than the one he gave at the spring retreat. Maybe we ought to establish an upper limit for the contribution; and (12) Now is the time we need advocacy in Sacramento, and I would support AFA contributing the same amount as last year. Following the discussion, by voice vote, the Council approved a motion made by Ted Crowell and seconded by Sean Martin to move this item to action (17 in favor, 1 opposed).

MAIN REPORTS

1. President's Report. Warren Ruud provided a brief report about the following items:
 - CCCI Spring 2012 Conference. Terry Mulcaire, Mike Starkey, Julie Thompson, and Warren attended the conference. In addition to reports from each CCCI-member college, topics of discussion included FACCC's and CCCI's current advocacy efforts in Sacramento; Santa

Monica College Board of Trustees' recent approval of a new, two-tier system that would allow students to enroll in a separate category of classes if they pay the full cost; the accreditation status of College of the Redwoods, which received a "show cause" sanction from the Accrediting Commission for Community and Junior Colleges; and a no-confidence resolution in the accreditation system that several CCCI members are in the process of drafting. In addition to representatives from CCCI-member colleges, California Community Colleges Chancellor Jack Scott, FACCC Executive Director Jonathan Lightman, and CCCI Advocate David Balla-Hawkins attended some segments of the conference.

- May 2012 Board of Trustees Meeting. The Board is moving ahead with an investigation to determine whether it would be prudent to place a parcel tax measure on the November ballot.
 - Phone Banking. The North Bay Labor Council has approached AFA with a request to assist them with phone banking. Warren commented that helping with phone banking would be the next step in AFA's commitment to advocacy.
 - Mike Meese Birthday Party. At AFA's second-annual Mike Meese Birthday Party, \$600 was raised and will be donated to a college fund for Mike's granddaughter, which was set up through the Foundation. (Donations may be made via the Foundation's Website at http://www.santarosa.edu/foundation/ways_of_giving/ .)
 - Dr. Agrella's Agstravaganza. There was a large turnout at the fundraiser that the SRJC Foundation hosted to honor Dr. Agrella.
2. Negotiations Report. This report and subsequent discussion were conducted in closed session. After coming out of closed session, by unanimous voice vote, the Council approved a motion made by Brenda Flyswithhawks and seconded by Lara Branen-Ahumada to move the Tentative Agreement reached by AFA and the District on May 9, 2012 to action at this meeting. (See Action Item #5.)
 3. Conciliation/Grievance Report. Due to time constraints, this report was postponed.

The meeting was adjourned at 5:10 p.m.

Minutes submitted by Judith Bernstein.