



santa rosa junior college

All Faculty Association

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

EXECUTIVE COUNCIL MEETING MINUTES

October 22, 2014

(Approved by Executive Council on November 12, 2014)

Executive Councilors present (noted by *):

- | | | | |
|-----------------------------------|----------------------------|--------------------|---------------------|
| *Julie Thompson, <i>presiding</i> | *Terry Ehret | *Sean Martin | *MJ Papa |
| *Filomena Avila | *Karen Frindell Teuscher | *Jacqueline McGhee | Margaret Pennington |
| Paulette Bell | *Deirdre Frontczak | *Bud Metzger | *George Sellu |
| *Denise Beeson | *Michelle Hughes Markovics | *Terry Mulcaire | *Karen Stanley |
| *Paula Burks | Andre LaRue | * Matt Murray | |

Officers/Negotiators/Appointed Positions present: Ted Crowell, ~~Dianne Davis~~, ~~Mark Ferguson~~, Warren Ruud

Staff members present: Candy Shell, Carol Valencia

The meeting was called to order at 3:06 p.m. in Mahoney Library, First Floor Reading Room #PC721, on the Petaluma campus.

CLOSED SESSION REPORTS

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

Closed Session adjourned at 4:18 p.m.

OPEN SESSION

Open Session reconvened at 4:18 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. Hourly Faculty Workshops. Terry Ehret brought up a concern about the scheduling of workshops for hourly faculty members. She explained that mid-semester workshops are difficult for adjunct faculty members to attend and suggested that workshops during Professional Development Activity (PDA) days would be better attended. Julie explained that AFA has tried a variety of days/times for scheduling these workshops, including PDA days; we are currently offering workshops on both PDA day and mid-semester dates in order to accommodate as many faculty members as possible.
2. Faculty Email Accounts. Sean Martin brought up two concerns regarding email accounts and usage. The first concern is that the District's practice of unevenly scrutinizing the use of the DL.STAFF.ALL distribution list by faculty members does not respect the professional judgment of faculty. The second issue is the lack of concern for confidentiality by members of the Informational Technology (IT) department during a recent investigation of an issue with his email account. An example of this was when a "snapshot" of his email Inbox was forwarded to a Dean. That action could be potentially damaging to faculty members' confidentiality. He believes there need to be clear instructions to IT about handling confidentiality issues. Julie plans to take this issue forward to the District.

3. **Assembly Bill 86.** Denise Beeson brought up a concern about Assembly Bill 86. The purpose of this bill is to provide grant funds to regional consortia to implement a plan to provide adults with greater educational services including Career & Technology Education (CTE). (See link to <http://ab86.cccco.edu/>.) In our area, SRJC is leading the effort to study CTE-availability options in the region. They are seeking partnerships/programs, but the pay for these teaching assignments is much lower than the current SRJC hourly salary schedule. In addition, there has been a lack of faculty input in the process. Julie said that she will listen for this at the California Community Colleges Independents (CCCI) conference this weekend. We can also ask CCCI lobbyist Jonathan Lightman about it when he comes to our Council meeting next month.
4. **SJRC Website.** Filomena Avila brought up a concern about the new SRJC website. She believes that in the District's rush to get the new website up, they have not looked at it carefully enough. It's difficult for students to navigate, enroll, and find needed information.

MINUTES

There being no corrections or additions, by unanimous voice vote, the Council approved a motion made and seconded to approve the minutes from the October 10, 2014 Executive Council meeting as submitted (15 in favor, 0 opposed, 0 abstentions).

(Approved minutes are posted at <http://santarosa.edu/afa/minutes.shtml>.)

DISCUSSION ITEMS

1. **AFA Adjunct Rep. Fall 2014 Replacement Appt. to DTREC**

Julie explained that we need a temporary adjunct faculty replacement for Paulette Bell on DTREC because important decisions are before the committee, and we need sufficient representation to protect our interests. After several inquiries, we have found a volunteer to fill this seat for the remainder of the semester. Julie and Sean Martin spoke on behalf of the potential appointee. A motion was made, seconded and approved by unanimous voice vote to move the appointment to an Action Item (15 in favor, 0 opposed, 0 abstentions).
2. **AFA PAC Contributions**

Julie explained that Dr. Chong has requested a contribution from AFA to the Measure H campaign. She explained that although AFA has concerns about how the bond money will be spent, it's important now for us as a member of the college community to support the Measure. During its last two meetings, the Cabinet discussed a contribution of \$1,000. Councilors engaged in a discussion about the amount of the contribution. There was also a discussion about the need for AFA to be vocal in expressing its concerns to the administration and the Board of Trustees if the Measure passes. A motion was made, seconded and approved by unanimous voice vote to move the PAC Contributions to an Action Item (15 in favor, 0 opposed, 0 abstentions).
3. **EEOA Report**

Terry Mulcaire, AFA representative to the Equal Employment Opportunity Advisory (EEOA) Committee, explained that this report is not policy but a separate plan that is being written in response to a direction from the Chancellor's Office. The plan is supposed to set goals and targets for hiring based on data provided by the Chancellor's Office. However, the Committee learned that the data from the Chancellor's Office is not forthcoming due to budget cuts. Given that there will be no data, Terry explained that the Plan should address realistic targets. Julie added that this is complicated territory—we are supposed to remedy underrepresented populations without the data—but we will hear more about it soon. The Committee hopes to finish the draft this semester and will come back to AFA for input. Given the length of the document, the Council may want to divide up the document for review. (See links to [Chancellor's Office EEO webpage](#) and [2013 CCCC Memo](#).)

ACTION ITEMS

1. **AFA Adjunct Rep. Fall 2014 Replacement Appt. to DTREC**

Having been moved from a Discussion Item, a motion was made, seconded and approved by voice vote to appoint Jack Wegman as AFA adjunct faculty representative to DTREC for the remainder of the Fall 2014 semester (14 in favor, 0 opposed, 1 abstention).

2. **AFA PAC Contributions**

Having been moved from a Discussion Item, a motion was made, seconded and approved by voice vote to direct the AFA PAC to make a \$1,000 contribution to the Measure H campaign (12 in favor, 0 opposed, 3 abstentions).

OTHER REPORTS

1. **President's Report.** Julie reported briefly on the following items:

- Thank you to Matt Murray for taking on extra Adjunct Cabinet Representative duties in Paulette Bell's absence.
- There is a draft proposal for a faculty diversity internship program, and the Senate and AFA were asked for input. Julie attended a meeting yesterday and learned that the program is moving forward, but there are some contractual implications that we will be responding to.
- The CCCI Conference is this weekend (Thursday-Saturday) in Manhattan Beach. She will report on the conference at our next meeting.
- Emails have been sent out to elicit faculty member help in phone banking and precinct walking for Measure H. See those emails for details, if interested.
- At the November SRJC Board meeting [after elections], AFA hopes to reinstitute the practice of a collegial post-meeting get-together for faculty and the Board.
- Please respond to the recent Doodle Poll on spring retreat dates.
- The fall retreat is the next time we will meet (Nov. 2 at Pepperwood). The tentative agenda will include:
 - A morning hike
 - Key points for upcoming AFA publications
 - Budget update by Mark Ferguson
 - Article 16 draft input
 - Negotiations issues

2. **Treasurer's Report: September 2014.** Paula Burks reported as follows:

- *Dues and Service Fees* did not include the contract faculty member Sept. 30 payroll because that deposit was made in October.
- *Revenue* is on target so far with our budget projections.
- *Conference and Travel Expense* includes the costs for the upcoming CCCI conference.
- *Professional Fees: Legal* have only been for retainers.

The meeting was adjourned at 5:04 p.m.

Minutes submitted by Carol Valencia.