

# AFA



santa rosa junior college

## All Faculty Association

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

### EXECUTIVE COUNCIL MEETING MINUTES

March 11, 2020

*(Approved by Executive Council on April 8, 2020)*

Executive Councilors present (noted by \*):

\*Sean Martin, *presiding*

\*Ashley Arnold

\*Paulette Bell

\*Shawn Brumbaugh

\*Claire Drucker

\*Deirdre Frontczak

\*Robert Jackson

Steven Kessler

\*Laura Larqué

Erica Lohne

Matthew Martin

\*Jacqueline McGhee

\*Bud Metzger

\*Jessica Paisley

\*Margaret Pennington

\*Karen Stanley

Erin Sullivan

\*Kat Valenzuela

\*Sarah Whyllly

Negotiators/Appointed Positions present: Mark Ferguson, Karen Frindell Teuscher, Warren Ruud, Julie Thompson

Staff members present: Carol Valencia

The meeting was called to order at 3:05 p.m. in Kunde #113, on the Santa Rosa 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 4:01 p.m.

#### OPEN SESSION

Open Session reconvened at 4:02 p.m.

#### MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. A concern was raised about the District's response to the COVID-19 pandemic and their decision-making processes. Our health is more important than education right now. Questions were raised about the requirement to call the Human Resources Department when faculty members are sick, moving AFA meetings to a remote format, and converting face-to-face courses to an online format after Spring Break.
2. A statement was read on behalf of faculty members from an academic department. The department would like to recognize and acknowledge the good work of AFA. They are requesting that AFA leaders approve a comprehensive, evolving and nuanced plan to respond to the COVID 19 crisis (similar to what has come from CCSF, Stanford and Cal Berkeley). The faculty has both immediate and long-term concerns and hope that they will be supported in adaptive approaches. Faculty members also welcome training and resources to meet the needs of their face-to-face courses remotely.
3. A concern was raised about the number of hours that the Senate Equivalency Committee is working due to the large number of faculty hires for the fall semester. All members of the committee are tracking their hours.

## MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the February 26, 2020 Executive Council meeting as submitted (14 in favor, 0 opposed, 0 abstentions).

(Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml> .)

## DISCUSSION ITEMS

### 1. Fall 2020 Reassigned Time Request

- Sean explained that there are three changes from the Spring to Fall 2020 Reassigned Time: both Vice Presidents have been increased to 20 percent to reflect the increase in workload, and the Chief Negotiator is being raised to 80 percent (from 75%). Reassigned time is adjusted and approved each semester.
- A motion was made, seconded and approved by unanimous voice vote to move the Fall 2020 Reassigned Time Request to an Action Item (14 in favor, 0 opposed, 0 abstentions).

### 2. Committee Reports

- **Student Government Assembly (*Sarah Whyllly, AFA Representative to SGA*)**
  - Sarah introduced two student government leaders who are running in this spring's election (Sean Young who is running for Student Trustee on the Board and Dakota McGranahan who is running for Student Body President). The students explained that they would like to hear the concerns of faculty members and would also welcome invitations to speak to your classes. Sarah will send out their contact information in case you want to schedule a classroom visit.
  - Sarah explained that the student elections are upcoming, and they will be holding a Forum.
  - She will send the Council a list of SGA events in case there are any you would like to attend.
  - Sarah asked the Council and guests to consider mentoring an SGA member. It only takes one hour per month.
  - She explained that a decision was made by the District last minute to cancel a trip to Washington DC by student leaders; as a result, they lost a \$1,000 deposit. The SGA would like AFA's support in getting that money back. Sean agreed to speak with the students about this matter after Spring Break.
  - Sarah explained that she has concerns about the workload that is being placed on student leaders by the District. That workload has increased to the extent that it is effecting their grades. They are being required to handle things that should be the purview of the District.
- **Equal Employment Opportunity Advisory Committee (*Claire Drucker, AFA Representative to EEOAC*)**
  - Claire reported that, at the committee's February meeting, the first 45 minutes was spent debriefing a presentation that was made at the Senate. There was much frustration and mistrust expressed regarding the subjects of "diversity" and "inclusion." In this discussion, it was evident that there was a failure to understand deeper issues. The committee believes that the faculty does not have the same concern about diversity as they do.
  - Sean responded by first asserting his own commitment to diversity and added that these statements are based on misunderstandings about what was being said by Senators who were critical of the proposed policy. Much of the criticism raised by him and others had nothing to do with diversity but were concerns about process. He added that diversity and inclusion are very complicated issues and some people are oversimplifying it. The fact that people disagree on some aspect of these issues is not evidence that they lack concern for diversity and inclusion.
  - Claire added that most of the negativity by the committee was being directed toward AFA. The committee is making plans to go to job fairs in order to hire as many faculty of color as possible for the fall faculty openings. It is their priority.
  - Sean again pointed out that all AFA members are also constituents of the Academic Senate. Those Senators who happen also to be in leadership positions at AFA are duly elected and have every right to serve and represent their Senate constituents. There is no incident where AFA opposed going to job fairs or the like, though disagreements between faculty on the merits of particular proposals should not be interpreted as opposition to the value of diversity.

- Comment: Huge strides have been made over the last 10 years. This kind of change takes time. The positive changes should be made known.
- Comment: I'm frustrated that the Senate and AFA have a lack of diversity in their ranks. Objections to the comments I made at the [Senate] meeting were defensive and unclear.
- Sean acknowledged that both the Senate and AFA should strive to increase diversity, but responded that some Senators were defensive because their views were being presented in an inaccurate and uncharitable way.
- Comment: How can we mend these disconnects? This is very upsetting to me.
- Sean explained that we need to move on because we have a guest speaker, but he would like to continue this discussion at a later time.

### **ACTION ITEMS**

#### **1. Fall 2020 Reassigned Time Request**

- This item has been moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to approve the Fall 2020 Reassigned Time Request as submitted (14 in favor, 0 opposed, 0 abstentions).

### **PRESENTATION**

#### **1. Draft Equal Employment Opportunity Plan, 2020-23 (*Catherine Prince, Dean, Instruction & Strategic Program Development*)**

- Catherine explained that she is one of the Tri-Chairs for this committee that has representation from students, full and part-time faculty, classified staff and administrators.
- The first EEO plan was put into place three years ago as a result of a mandate by the Chancellor's Office. It will expire in 2020, so we are looking at approving a new 3-year plan.
- 8 Items that were updated in this plan include:
  - Updated EEO Committee Member list (p. 1)
  - Changed Plan dates (2020-2023) (p. 2)
  - Included Appendix H, Multiple Methods Certification Forms (p. 3)
  - Included a new overview of the Components (p. 4-5)
  - Included a statement about a five-year longitudinal analysis regarding full-time faculty positions (p. 12)
  - Updated Appendix B to include current diversity advertising sources (p. 20)
  - Replaced 2016 Workforce data with 2017 & 2018 data (p. 21)
  - Added Multiple Methods applications (p. 25)
  - Attached 2018 & 2019 EEO Multiple Methods Certification forms (App. H)
- She explained that she knows that this is not a perfect document but believes SRJC is making progress.
- Questions and Comments:
  - Q: Are any of the new things in the plan in response to new mandates from the Chancellor's Office?
    - A: There is nothing new being required from the Chancellor's Office.
  - Q: Regarding the trainings referred to in Appendix D, are any of those "mandated?"
    - A: No, they are "institutionalized" which means that they are made available to employees but not required.
  - Q: When the District gathers racial information from applicants, it allows for multiple categories to be selected. How does the District pick the one category that is reported?
    - A: I do not know.
  - Q: We have been told that a broader method of recruitment for faculty positions is too costly. Will the District support the money for this?
    - A: I don't know.
  - Comment: There is a line item in the current State proposed budget for faculty diversity. If that line item goes through and SRJC gets that money, I hope the District will use it for what it's intended.
- Departments and hiring committees can request that their job postings be advertised in specific places.

- Please email Cathy any additional comments, questions or suggestions.

#### **OTHER REPORTS**

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

- He spoke at the Board of Trustees meeting last night. He commended them for their measured approach to the coronavirus. He also thanked them for their adhesion to labor law and specifically tamping down on direct dealing as well as the progress they've made in shared governance. He then recommended the Board reconsider the management procedure (2.2.2P). Specifically, he recommended the Board should consider reduced workload for managers' job descriptions (e.g. by attending fewer shared governance meetings) and to reconsider implementation of provisions for salary increases in order to free up money to provide greater instructional services (such as a much-needed tutoring center expansion to help students impacted by AB705). Those comments, however, did not appear to be well received by some present at the meeting.

The meeting was adjourned at 5:06 p.m.

Minutes submitted by Carol Valencia.