

# ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

## EXECUTIVE COUNCIL MEETING MINUTES

February 26, 2025

(Approved by the Executive Council on March 12, 2025)

Executive Councilors present (noted by \*):

* Anne Donegan, <i>presiding</i>	* Steven Kessler	* Siobhan McGregor-Gordon	* Carlos Valencia
* Ashley Arnold	* Jan Kmetko	* Venona Orr	* Michelle van Aalst
* Marc Bojanowski	* Dawn Lukas	* Jessy Paisley	* Sarah Whyllly
* Jessica Bush	* Sean Martin	* Ivan Tircuit	* Patsy Young
Wayne Downey	* Tony Martin	* Emily Schmidt	

Negotiators/Appointed Positions present: K. Frindell Teuscher, Mark Ferguson

Staff members present: Stephanie Simons

The meeting was called to order at 3:00 p.m. in Bertolini 4875, on the Santa Rosa campus and via Zoom conferencing.

### CLOSED SESSION REPORTS

1. **Conciliation/Grievance Report**. This report and discussion were conducted in Closed Session.
2. **Negotiations Report**. This report and discussion were conducted in Closed Session.
3. **Cabinet Report**. This report and discussion were conducted in Closed Session.

Closed Session adjourned at 4:00 p.m.

### OPEN SESSION

Open Session reconvened at 4:07 p.m.

### MEMBER CONCERNS

1. **Board Policy 3.6, the SCFF and working conditions**. A member reported a concern that Board Policy 3.6 aligns with the SCFF in a manner inconsistent with the mission of the college. The policy links the number of degrees a program produces to the program's vitality. The member asked AFA to address the metric because it affects the working conditions of faculty.
2. **Justification of work via SLOs**. A member drew a parallel between the Elon Musk/DOGE demand that federal workers justify their job and the District's request for SLO assessments. The member stated after caringly and thoroughly assessing their students' place in the class, SLOs are performative, disrespectful busy work.
3. **Inadequacy of office space and equipment on the Santa Rosa campus**. A member recently moved from the Petaluma campus to the Santa Rosa campus. The member reported that the office space in Santa Rosa was not move-in ready. The office had water-stained wallpaper, no internet access, and lacked appropriate furniture, equipment and supplies. The member self-initiated requests to IT and Facilities juxtaposed to the thoroughly outfitted office space the faculty member had in Petaluma from the moment the faculty member took possession of the space. The member requested AFA work with the District to provide consistent, reliable resources to help faculty move into their new offices. The member stated there was clearly a lack of support for what should be essential working supplies, which affected the working conditions of the faculty member.
4. **FACCC webinar spotlight**. The FACCC representative announced a webinar series, *Strengthening Student and Labor-Friendly Boards*, beginning Wednesday, February 26 at 7pm. The series was designed to educate faculty on how to encourage the election of student and labor friendly trustees. The series calendar can be found at: [Board of Trustees Series](#).
5. **Policymaking and generative AI**. A Councilor read a concern from a member. The member stated that maintaining academic integrity and academic freedom are essential while creating policy related to using generative AI. The member felt generative AI can enrich the educational experience while also

advancing scholarly pursuits. The member asked that AFA please avoid a de-facto ban on the use of generative AI.

## MINUTES

The minutes from the meeting on February 12 were slated to be reviewed at the March 12 meeting.

## MAIN REPORTS

### 1. President's Report.

- FACCC Advocacy & Policy Conference. Anne reported there were ten SRJC attendees at the conference (8 faculty members, 2 students). The students were able to attend because of the scholarship given by AFA ([2/12/2025](#)). A note of appreciation was given by the students. The AFA/SGA delegation met with staff from Mike McGuire's and Chris Rogers' offices. The discussion focused on the impacts of AB 1705, appreciation for the state support of health benefits for part-time faculty, and problems surrounding the SCFF.
- FT Equivalent for CSU/UC versus CCC. Anne explained the full-time equivalent for students at CSU/UC schools is only 12 units, whereas SRJC's FTES is 15 units. Anne requested members please spread the word about the 12- versus 15-unit disparity. A change to this metric will dramatically help funding to the point of eliminating any funding concerns.
- Update from College of the Redwoods (CR). In speaking with faculty from CR in attendance at the FACCC A&P conference, AFA learned that implementation of the generative AI grant held jointly between CR and SSU was, overall, a negative experience. Instructors taught students how to use AI to write their papers, and instructors had to use AI to grade the paper. AI was unable to successfully complete the tasks, and created a "nightmare" teaching scenario.
- SSU and SR City Schools Budget Crises. Anne reported that AFA had representatives attend the Board of Trustees meeting for the SR City Schools and the Forum at SSU regarding the budget cuts that occurred. It was reported that in both cases there was mismanagement at the top, with officials ignoring clear signs of trouble. These measures are not expected at SRJC in the near future because SRJC operates from a comprehensive strategic plan.
  - Forum at SSU (2/21/2025). The forum drew local and state politicians intent on discussing the cuts at SSU. State Senator Mike McGuire spoke of the education he received at SRJC and SSU, and the pre-transfer level courses he took at SRJC that helped launch his successful career. State Assembly member Damon Connelly ([12<sup>th</sup> Assembly District](#)) called on SSU and CSU management to admit they didn't manage the budget properly. He demanded a transparent plan to build back the college and trust of the students, staff, and community. Notably, the CSU financial reserves were not used to reduce or alleviate the fallout from the cuts.
- Listening Session at Roseland, February 18, 2025. Anne gave the floor to Steven Kessler. Steven explained that the listening session was the second meeting with faculty at Roseland and was a follow up to a session held over Zoom in November 2024.
  - Primary takeaway: The District has done little to support the educational programs and faculty who work at Roseland. Concerns included:
    - Safety: After 7pm, there are no administrators or police on campus. At around 9:30pm, District Police are supposed to arrive to close the campus. Sometimes District Police are unable to be present and the administrator calls instructors to ask that the instructors "lock-up" the campus.
    - No orientation for faculty new to the campus
    - No media services: no troubleshooting assistance, putting the onus on the instructors
    - Copier often doesn't work: Faculty make a special trip to Bailey Hall on the main campus to make copies before a class
    - No signage/map visible upon arrival
    - Main administrator: the administrator who oversees the staff is known to be very controlling, limiting contact between staff and faculty, and staff fear retaliation from the administrator.
  - There was a discussion of the location in a rural neighborhood, the walkability to the campus from central Roseland/Elsie Allen High School (2-4 miles), the last bus service (8:02pm) occurring before the end of classes (9:50pm), and the need for additional funding to put the campus on equal footing with other SRJCD campuses.
  - AFA contacted SEIU and JC administrators to begin the work necessary to improve the working conditions for faculty and staff of the Roseland campus.
  - Updates were slated to be provided as available.

### 2. Treasurer's Report. Siobhan reported on Quarter Two of fiscal year 2024-25 (Oct-Dec 2024).

- Revenue: Total revenue was slightly higher than projected because the final interest rates for the investments were not known at the time of the original projection. The annual net revenue was estimated at \$57,000.
- Expenses: Siobhan reviewed accounts that varied from the original budgeted amount.
  - Conference & Travel - There was a savings because the additional funds for extra registrations were not used.
  - Events – The addition of end of semester faculty parties resulted in an overage because they were not included in the original budget.
  - Professional Legal Fees – This account showed savings because the services have not been required as often as previous years.
  - Reassigned Time – The addition of the Communications Director position increased this expenditure.
  - Subscriptions & Publications – The audit and tax accountant recommended postponing the move to QuickBooks online as long as possible because the transfer will be a very large, complex project.
- Questions & Comments
  - Q: Does the report show roughly \$925,000 in assets?
    - ⇒ A: Yes, but some large expenses (AFDAF contribution, reassigned time) don't come out until the end of the year. That number will be lower at the end of year (June 30).
  - Q: Is net worth something we would ever calculate?
    - ⇒ A: It is calculated by the accountant during the annual audit. It is roughly the amount of the cash reserves.
  - Q: If AFA purchased a building for the AFA office, would that change our net worth?
    - ⇒ A: Our cash would go down but our net worth would remain the same until the property value increased.
  - Q: Can we monetize how much more we could gain if we grew the membership by "x"?
    - ⇒ A: Yes, it would be easier to do for contract faculty. For associates, it is more difficult because load varies greatly.

## DISCUSSION ITEMS

### 1. AFA Leadership & Vacancy Elections Results

- Anne announced the winning candidates from the spring 2025 and fall 2025 vacancy elections.
  - At-Large Negotiator Election Results:
    - Congratulations go to Jessy Paisley and Emily Schmidt.
  - Vacancy Elections Results. Congratulations go to:
    - Jan Kmetko, Physics & Astronomy – spring 2025 vacancy
    - Johannes van Gorp, History & Political Science – fall 2025 vacancy
- Anne explained that there were additional roles to be filled: a two-year Councilor vacancy and the Communications Director position.
  - Schedule of dates:
    - Two-year Contract Councilor position – call for candidates: February 21 - March 7. Presentation of candidates to the Council: March 12.
    - Communications Director – call for candidates: February 26 - March 5; Council vote: March 12-19<sup>th</sup>.

### 2. Policy Development: AFA Standing Committees

- The policy referenced many committees that no longer exist.
- Two committees remained as standing committees: the AFA Cabinet and the Negotiating Team.
- Two additional committees will meet as needed: Associate Interests Committee (AIC) and the Conciliation/Grievance Committee (CGC).
  - The AIC charge was revised to strengthen the relationship between the committee and the Council as a whole. The revised AIC charge included a semesterly task and creation of a report on that project for the Council body.
  - There was a discussion of the history of the CGC.
    - The CGC became the staff meeting. Staff meetings involved as few people as possible to ensure confidentiality. Staff meetings included the CGO, Chief Negotiator, and AFA President. The CGO then reported out to the Council as a regular part of closed sessions.
- It was decided the charge of the CGC would be revised, and Staff meetings would be added.
- It was noted the AIC needed to have a reference to the designated chair, the Associate Cabinet Representative.

- A request to check for ripples was made, specifically those found in job duties and the cabinet policy requiring service on the eliminated CGC.
- The discussion of the policy was scheduled to return on March 12, after the suggested edits and an additional review was completed by the Cabinet.

### **3. Policy Development: Confidentiality Policy**

- Anne explained she and the AFA lawyers reviewed and edited the AFA Confidentiality policy last year. The result was a very streamlined copy, cleaned of excessive checks and balances with a clear process with consequences for violations of the policy.
- Anne reminded Councilors that Closed Sessions of the Executive Council meetings are confidential.
- Councilors were reminded of the importance of maintaining the confidentiality of AFA discussions. AFA officers used the phrase “keep it in the bubble” to alert Councilors when a confidential matter was discussed.
- Councilors were asked to review the clean and marked up versions of the policy before the next discussion.
- The discussion of this item was tabled until the retreat scheduled for 2/28/2025.

Anne concluded the meeting, thanking those who attended, and noted that requests for AFA branded merchandise (mugs, t-shirts, stickers, pin-back buttons) can be emailed to the AFA staff, and the items sent via campus mail.

The meeting was adjourned at 5:00 p.m.

Minutes submitted by Stephanie Simons.