AFA Fall 2011 Retreat: Goal-Setting Group Reports

Group 1: Paulette Bell; Lara Branen-Ahumada; Lynn Harenberg-Miller; Mike Starkey; Warren Ruud
- Clarify, improve, and streamline the grievance and conciliation process, including communications, timelines, and timeliness. (5 red, 2 green)
- Reaffirm the AFA hourly parity goal (87.5%) (5 red, 2 green)
- Fast track the rewrite of Article 16 (7 red)
- Adjunct hiring preference/Interview guarantee
- Address issues raised in decert and unify faculty (6 green)
- Cultivate future AFA leadership with focus on inclusion of adjunct faculty (2 red)
- Promote faculty unity with the District (Board and administration) (2 red)

Group 2: Will Baty, Ann Herbst, Julie Thompson; Jack Wegman
- Restore Rank 10 (4 red, 5 green)
- Lab/lecture equity (67% to 67%, 80%, 100%) (7 red)
- Instructional workload equity (prep, eval, etc. differences) (1 red, 1 green)
- Article 16 – fairness, consistency (1 red)
- Compressed Calendar (4 red, 1 green)
- Initial salary placement (contract, adjunct)
- Benefits – cost sharing reductions/limits (1 red)
- Advocacy for all community college faculty at state level (5 red, 2 green)

Group 3: Dianne Davis, Cheryl Dunn, Renee Lo Pilato; Sean Martin, Mary Pierce
- Work with Academic Senate toward 75/25 (1+1 resolution) (6 red, 1 green)
- Active Communication with all faculty – increase membership (1 red, 2 green)
- Lab/Lecture equity (phased in?) (5 red, 1 green)
- Engagement in Board elections (7 green)
- Grievance Process Team to support grievance officer (2 green)
- Parking fees (eliminate for all faculty) (2 red, 3 green)
- Budget info – full disclosure to AFA (7 red)
- Chair, Coordinator, Anchor faculty – clarity in job descriptions and compensation (1 red, 1 green)
- Compressed calendar (3 red, 1 green)
- BAT – evaluate resource allocation for like programs – multisite (1 red, 2 green)

Following is a consolidated list of issues, ranked by the number of stickers received:
- Lab/lecture equity (67% to 67%, 80%, 100%) (phased in?) (12 red, 1 green)
- Article 16 (8 red)
- Compressed Calendar (7 red, 2 green)
- Budget info – full disclosure to AFA (7 red)
- Work with Academic Senate toward 75/25 (1+1 resolution) (6 red, 1 green)
- Advocacy for all community college faculty at state level (5 red, 2 green)
- Clarify, improve, and streamline the grievance and conciliation process, including communications, timelines, and timeliness. (5 red, 2 green)
- Reaffirm the AFA hourly parity goal (87.5%) (5 red, 2 green)
- Restore Rank 10 (4 red, 5 green)
- Parking fees (eliminate for all faculty) (2 red, 3 green)
- Cultivate future AFA leadership with focus on inclusion of adjunct faculty (2 red)
- Promote faculty unity with the District (Board and administration) (2 red)
- Active Communication with all faculty - increase membership (1 red, 2 green)
- BAT – evaluate resource allocation for like programs – multisite (1 red, 2 green)
- Instructional workload equity (prep, eval, etc. differences) (1 red, 1 green)
- Chair, Coordinator, Anchor faculty – clarity in job descriptions and compensation (1 red, 1 green)
- Benefits – cost sharing reductions/limits (1 red)
- Engagement in Board elections (7 green)
- Address issues raised in decert and unify faculty (6 green)
- Grievance Process Team to support grievance officer (2 green)
- Adjunct hiring preference/Interview guarantee
- Initial salary placement (contract, adjunct)

Key: Red = really important  Green = important, but not urgent