

**ALL FACULTY ASSOCIATION  
EXECUTIVE COUNCIL  
MEETING MINUTES**

August 30, 2006

*(Approved by Executive Council on September 27, 2006)*

Executive Council members present (noted by \*):

*Janet McCulloch, presiding	*John Daly	*Michael Kaufmann	*Greg Sheldon
*Alix Alixopoulos	*Cheryl Dunn	*Reneé Lo Pilato	Linda Weiss
*Lara Branen-Ahumada	*Peggy Goebel	*Michael Ludder	*Lynda Williams
*Paula Burks	*Johanna James	*Andrea Proehl	

Also present: Michael Aparicio, Ann Herbst, Ed Sikes, Deborah Sweitzer, Judith Bernstein, and Candy Shell.

The meeting was called to order at 3:05 p.m.

**MEMBER CONCERNS**

1. Adjunct Retirement. Michael Ludder conveyed an adjunct faculty member's concern about the inadequacy of adjunct retirement plans. Michael suggested that AFA focus attention on this issue.
2. Hiring Policy. Ed Sikes asked whether AFA reviews the faculty hiring policy. Janet McCulloch explained that the Academic Senate has purview over hiring, that all District policies go through the College Council review process, and that AFA and other constituent groups are given an opportunity to provide input.
3. Faculty Denied Summer Employment. Greg Sheldon related a complaint by two faculty members who were not given summer assignments, even though they requested them and were high on the assignment priority list. Janet McCulloch said the department's hourly assignment procedures might be different in summer than the procedures for fall and spring, and she recommended that both faculty members contact Ann Herbst, AFA's Conciliation/ Grievance Officer.

**MINUTES**

- May 10, 2006 Executive Council Meeting: There were no corrections or additions to the May 10, 2006 Council meeting minutes, which were unanimously accepted as written.
- May 24, 2006 Executive Council Special Meeting: There were no corrections or additions to the May 24, 2006 special Council meeting minutes, which were unanimously accepted as written.

**ACTION ITEMS**

1. Reorganization of AFA Standing Committees (AFDAF and FTTF). Following a motion made by Johanna James and seconded by Andrea Proehl, the Council unanimously approved a motion to

reorganize two former committees (AFDAF and FTTF) into one committee (ACSTT) with six members (at least one officer, at least one adjunct, and two deans), instead of two separate committees with four members each (11 in favor, 0 opposed, 0 abstentions).

2. Appointment of Regular Faculty Representative to Fill Vacancy for 2006-07 Term. Following nomination made by Janet McCulloch and seconded by Michael Ludder, the Council unanimously approved the appointment of Michael Aparicio, regular faculty member in the Philosophy Department, to fill the vacancy created by the mid-term retirement of Doris Tolks (12 in favor, 0 opposed, 0 abstentions).
3. Appointment of AFA Representative to District-wide Staff Development “Super” Committee. Johanna explained that historically there has been some overlap in membership between several Staff Development committees (including the Staff Development Coordinating Committee, the PDA Planning Committee and the Faculty Professional Development Committee). Recently, a decision was made to roll all of these committees into one, which is now called the “Super Committee.” AFA needs to send one person as a representative to this committee, someone who would be a strong advocate on behalf of faculty with respect to the design of PDA days and individually proposed flex activities. René Lo Pilato had indicated an interest in serving; however, the current meeting time of first and third Tuesdays from 11:00 am to 12:30 p.m. poses a scheduling conflict. Judith Bernstein will follow up with Anthony Martinez to see if it’s a possibility for this committee to meet on the second and fourth Tuesdays from 3:00 – 4:30 p.m. No action was taken pending resolution of the meeting schedule.
4. Appointment of Representatives to AFA Standing Committees for 2006-07. Following motion made by Andrea Proehl and seconded by Lara Branen-Ahumada, the Council unanimously approved the following appointments (12 in favor, 0 opposed, 0 abstentions):
  - **ACSTT:** Johanna James (AFA officer), Michael Ludder (adjunct), Andrea Proehl, Alix Alixopulos
  - **Benefits:** Johanna James, Cheryl Dunn, Janet McCulloch, and John Daly. Michael Ludder will be asking three adjunct faculty if they’re interested in serving and will forward names to AFA Staff. Johanna suggested changing the committee name to Faculty Benefits. This committee researches issues for negotiations. It is separate from the District-wide Fringe Benefits committee, but Janet McCulloch stressed the importance of attending both the AFA’s and District’s Benefits meetings for a better understanding.
  - **Legislation:** Michael Kaufmann, Michael Ludder, Alix Alixopulos
  - **Membership:** Tammy Sakanashi (PDA event and New Faculty Orientation); Lynda Williams, Lara Branen-Ahumada
  - **Political Action Committee (AFA PAC) Steering Committee/Public Elections (ad hoc):** Alix Alixopulos, Janet McCulloch, Lynda Williams, and Greg Sheldon. Currently \$.50 per AFA member is collected each month for the PAC fund. The PAC committee decides how to donate the fund money for political causes, with the Council’s direction, i.e. supporting state and local candidates, and initiatives. Candy Shell files reports as required by the State, and Janet McCulloch signs the reports. The Public Elections committee has been active in the past and has some overlap with PAC. Therefore, the same representatives serve on both committees.

- **Retirement Issues:** Greg Sheldon, Renee Lo Pilato. Janet McCulloch stated that many important retirement issues will be coming up and recommended sending an e-mail to all faculty with a link to the AFA website where they would find templates of letters to send to Sacramento. Deborah Sweitzer suggested that we would get a higher response from faculty by publishing a letter template in the *AFA Update*. Janet McCulloch agreed on using both forms of communication, if possible. Specifically, SB 361 is now sitting on the Governor's desk awaiting signature, so Judith Bernstein will follow up re: space availability in the next issue of the *Update*.
- **Workload:** Michael Aparicio, Alix Alixopulos. There are many workload issues — this committee researches those issues and is advisory to the Negotiations Team.

## DISCUSSION ITEMS

1. Reorganization of AFA Standing Committees (AFDAF and FTTF). The AFA officers made a recommendation to the Council that the Adjunct Faculty District Activities Fund (AFDAF) Committee and the Faculty Technology Training Fund (FTTF) Committee be restructured and collapsed into one committee (AFA College Service and Technology Training Fund — ACSTT), which would parallel the reorganization of the funding mechanism for ACSTT. The ACSTT Committee would be composed of four faculty members, including at least one AFA officer and at least one adjunct, plus two administrators. Money can be moved between ACSTT's three fund categories (AFDAF, FTTF and AFA Re-assigned time) and any unused money up to \$100,000 can be rolled over to the next year. Following a motion made by Johanna James and seconded by Lara Branen-Ahumada, the Council unanimously approved a motion to move this item to the Action agenda (11 in favor, 0 opposed, 0 abstentions). (See Action Item #1 above.)
2. AFA PAC – November 2006 Election. Invitations to address the Council were mailed to all candidates for the SRJC Board of Trustees. The Council can then decide if and how much they would like to direct the AFA PAC to contribute to any of their campaigns; recipient candidates can state “supported by AFA” on their flyers. Greg Sheldon mentioned the possibility of increasing the amount allocated monthly from each AFA member to the PAC fund, and Janet McCulloch stated that individuals could also write checks to the PAC as an additional contribution. The AFA PAC was directed to structure a set of questions to ask all the candidates. Council members were encouraged to forward their ideas for questions to Janet McCulloch. John Daly suggested including questions on candidate's positions concerning collective bargaining, the size of the District's reserve to assure fiscal responsibility, and Rank 10 salary placement. There was brief discussion about the involvement of the AFA membership in the decision whether or not to endorse particular candidates. A recommendation was made to educate faculty about a union's role in elections.
3. Appointment of Regular Faculty Representative to Fill Vacancy for 2006-07 Term. Following a motion made by Johanna James and seconded by Greg Sheldon, the Council unanimously approved a motion to move this item to the Action agenda (11 in favor, 0 opposed, 0 abstentions). (See Action Item #2 above.)
4. Enrollment Management. Janet McCulloch reported that AFA negotiated an Enrollment Management task force and has made this topic a standing item on the negotiations agenda; however, the District has no systematic way of implementing the ideas. Communication is lacking, there are no plans, policies or strategies, and there is a lack of consistency in how things are administered. For example, Greg Sheldon says the information isn't being disseminated to the deans

and/or they need to be reminded. Deborah Sweitzer proposed making enrollment management discussions in negotiations non-confidential, which would enable AFA to disseminate information, and would help to make everyone aware of the issues and how faculty can contribute. It's a tremendous cost to the District to chase growth. Losing enrollment is critical and we need to have creative ways to inform, educate and directly involve the department chairs and all faculty. Faculty might be receptive to an AFA-published Enrollment Management Update. John Daly suggested communications via both email and hardcopy to faculty and management. Anyone could submit ideas, such as the popular weekend campus and a more student-friendly non-traditional calendar. Janet McCulloch discussed focusing also on our aging demographic now. Lynda Williams suggested adding more topical certificate programs, such as "solar powered technician." John Daly recommended broadening the focus to the reality of enrolled students; only 1,800 of 36,000 are transfer students. Johanna James expressed frustration with limited administrative support (closed bookstore, vending machines, bathrooms) during Friday and Saturday classes. Greg Sheldon is in favor of intelligent scheduling, with a variety of start times for a variety of class offerings. Lynda Williams suggested that affordable student housing be addressed. Janet McCulloch called for ideas and concerns to be emailed to the Negotiations Team to share with the District.

5. College Council Process. Item postponed to next Executive Council Meeting.

### **MAIN REPORTS**

1. President's Report. Janet McCulloch reported that she and Johanna met with Dr. Agrella and conveyed to him their concerns about the negotiations process.
2. Treasurer's Report. Copies of the Treasurer's Report reflecting July 1, 2005 through June 30, 2006 were distributed to Council members. Janet McCulloch said any questions should be directed to Paula Burks, AFA's Secretary/Treasurer.
3. Negotiations Report. This report and subsequent discussion were concluded in closed session.
4. Conciliation/Grievance Report. This report and subsequent discussion were conducted in closed session.

### **COMMITTEE/COUNCIL/SENATE REPORTS**

No reports at this time.

### **ANNOUNCEMENTS**

1. AFA Website Redesign. Johanna James reported that Lisa Hemenway's Advanced Web Design course accepted our organization as one of the five for their redesign team's projects. The team leader will coordinate with Candy Shell.
2. AFA Executive Council Fall Retreat. Janet McCulloch reminded everyone of the September 10<sup>th</sup> 12 pm to 4 pm gathering.

The meeting was adjourned at 4:43 p.m.

Minutes submitted by Candy Shell/jsb.