

**ALL FACULTY ASSOCIATION  
SANTA ROSA JUNIOR COLLEGE  
EXECUTIVE COUNCIL RETREAT MINUTES**

November 13, 2009

*(Approved by the Executive Council on November 25, 2009)*

Executive Council members present (noted by \*):

*Warren Ruud, <i>presiding</i>	Dianne Davis	*Reneé Lo Pilato	Andrea Proehl
*Alix Alixopulos	*Cheryl Dunn	*Michael Ludder	Audrey Spall
*Lara Branen-Ahumada	*Karen Frindell	*Sean Martin	*Mike Starkey
*Paula Burks	*Lynn Harenberg-Miller	Michael Meese	*Julie Thompson
*John Daly	*Michael Kaufmann	*Dan Munton	

Officers/negotiators present: Janet McCulloch

Others present (from FACCC): Jonathan Lightman and Bryan Ha

Staff present: Judith Bernstein, Candy Shell

The meeting was called to order at 12:20 p.m.

**PRESENTATION**

1. Faculty Association of California Community Colleges (FACCC).

- **FACCC Membership Drive.** FACCC Membership Director Bryan Ha distributed informational packets, which included the Fall 2009 issue of *FACCCTS* as well as information about the FACCC PAC, the *Point-and-Click* online letter-writing campaign tool, and their benefit programs. Bryan also made a membership pitch to the Council. Individual FACCC memberships cost \$5 per month for ten months (\$50 per year) for part-time faculty, and \$18 per month for ten months (\$180 per year) for full-time faculty. FACCC, which began in 1953, currently has 9,700 members statewide and is hoping to reach 10,000 members in order to strengthen its voice in Sacramento. Bryan said that FACCC is currently offering incentives to join, including a \$25 gas card for each new part-time member and a \$50 gas card for each new full-time member. In addition, any current FACCC member will receive a \$25 gas card for recruiting two new part-time members or a \$50 gas card for recruiting two new full-time members. FACCC offers a number of individually paid group benefits plans, including medical (ten different guaranteed-issue plans through Kaiser), dental, critical illness, and disability insurance. FACCC also offers a “Workshop-to-go” program, which would allow AFA to choose workshops of its own design to be presented at SRJC.
- **State Budget.** FACCC Executive Director Jonathan Lightman spoke about the current state budget crisis, reiterating some of what he said before he introduced Assembly-member Noreen Evan at the AFA-sponsored budget forum in October. He mentioned that, in a sample audit of ten of the seventy-two community college districts, FACCC found that most had misreported data or were out of compliance with the “fifty-percent law,” which he referred to as the “lifblood” of the state’s community college faculty. He also said that the statewide ratio of full-time to part-time credit faculty (the “75/25 ratio”) is fifty-nine percent, and that that figure will artificially increase because of the loss of so many part-time faculty jobs.

- **Contract Membership.** In the second part of his presentation, Jonathan requested that the Council consider the idea of AFA becoming a contract member of FACCC. Three community college faculty unions (Santa Monica, Foothill-DeAnza, and Santa Barbara) are currently FACCC contract members, which means that all of their faculty members belong to FACCC. A vote of faculty is recommended to initiate the contract membership. FACCC contract members receive a 10% discount on dues, which are paid to the policy branch of FACCC — the FACCC Education Institute — whose mission is to enhance research, communication, and professional development opportunities for the state's community college faculty. Contract dues are 100% deductible by an individual for income tax purposes as a charitable expense. In contrast, only a portion of the dues paid by individual FACCC members is deductible as a business expense, as those dues are paid to the advocacy branch of FACCC, which is a separate corporation. At the conclusion of the presentation, Warren Ruud thanked both guests and noted that FACCC contract membership would be a topic of discussion at future Council meetings.

### **MEMBER CONCERNS**

1. **Compressed Calendar.** Karen Frindell asked how the number of working days and Flex days in the 177-day contract year might be affected by a compressed calendar. Janet McCulloch clarified that the Ed Code requires no fewer than 175 working days in the contract year and that SRJC currently has 175 days of instruction, including four PDA days. Should the District switch to a compressed calendar, Janet said that the schedule and number of Flex days and instructional days would be worked out in negotiations.
2. **Federal COBRA Subsidy.** As a follow-up to a concern he raised at the 10/14/09 and 10/28/09 Council meetings, Michael Ludder requested a status report on the District's handling of the federal subsidy of COBRA premiums for those who have lost coverage through the Adjunct Faculty Medical Benefits Program. Warren Ruud said that he and Janet McCulloch met with Louise Burke in the Human Resources Department last week and were informed that the Human Resources Department is working with individual adjunct faculty members, who are receiving information about the subsidy from the District, the carriers, and Shirrell Consulting, the District's COBRA administrator. Warren also said that the AFA office has a copy of the federal COBRA subsidy information packet and forms.
3. **Management Hires.** John Daly expressed concern about the District's plans to hire two deans — one in Petaluma and one for Matriculation — in light of the current state budget crisis, the loss of adjunct faculty jobs, and reductions to faculty salaries. Cheryl Dunn gave a status report about the District's plans to fill the Petaluma dean vacancy, which have shifted away from hiring an academic dean to hiring a Student Services dean. At a forum held in Petaluma, many faculty members spoke out in strong opposition to hiring a Student Services dean and in support of hiring an academic dean. Cheryl said that the District's position is that a full array of student services is offered in Petaluma and there is no one available to coordinate them. Faculty members have suggested that the District utilize other resources, perhaps broadening the responsibilities of existing managers and staff in Petaluma, and/or rotating through Student Services managers from Santa Rosa on a regular basis. Although there are faculty and staff who could be called upon to perform some coordination duties, Janet McCulloch pointed out that only a manager has the legal authority to supervise classified staff. Arguments in favor of hiring an academic dean include the fact that there are

now over 7,000 students attending the Petaluma campus, that only one dean has been overseeing academic matters, and that it is impossible for one person to handle the load. Cheryl noted that the District is thinking that, after the first dean is hired, the responsibilities of Student Services and Academic Affairs would be blended and shared amongst members of the Petaluma management team.

In response to the concern about the hiring of a matriculation dean, Warren noted that the District is planning to use the federal stimulus money to backfill the matriculation-funding shortfall from state categorical program funds. He also said that he would be speaking with Academic Senate President, Barbara Croteau, as this matter is both an AFA and a Senate issue.

### DISCUSSION ITEMS

1. Referendum Results. A summary of the Fall 2009 Referendum results was distributed to Councilors for their review and a lengthy discussion was held. In addition to the separate tally of votes on initiatives A1 and R4 by each individual group, the votes on those two initiatives were also combined. It was pointed out that there was only a difference of ten votes in the aggregate total and the question was asked: What does that mean to this group and what are we going to do about it? Based on the fact that both groups did not approve the initiative, AFA plans to issue a second referendum on the AMBP to adjunct faculty only and balloting will be conducted electronically. For voting, there will be a unique website for each adjunct faculty member, and ballots will be due 5:00 p.m., Friday, November 20. The fact that many adjunct faculty members do not check their Outlook email accounts very often was mentioned and it was subsequently agreed that the deadline would be extended to Wednesday, November 25.

Several Councilors asked for the reasons why the second adjunct faculty referendum needed to happen so soon, given that the proposed reduction to the hourly salaries won't start until Summer 2010 and the Contract provides the benefit until September 30, 2010. Janet McCulloch and Warren Ruud provided several explanations, including: (1) the AMBP is in force right now but is renewed on July 1 of every year — consistent with the Contract year, which runs from July 1 to June 30; (2) the money from the postponed sabbatical leaves is running out and there is currently a funding shortfall; (3) the next enrollment period for the AMBP is in March 2010 — if we wait to conduct the referendum, we will run out of time; (4) if the adjunct faculty votes down the AMBP initiative, time will be needed for AFA to conduct a serious educational effort and strategize about what happens next; (5) the earlier the AMBP participants are informed about any changes to the program, the better they will be able to prepare; (6) during the period from Thanksgiving to Martin Luther King Day, people are too busy with holidays, final exams, the end of one semester and the beginning of the next to pay attention to other issues; (7) it is not clear that waiting to conduct the second referendum would increase participation, since there are more faculty members enrolled in the AMBP than the number who participated in the first referendum. In response to the last explanation, a comment was made that some AMBP participants mistakenly think they are members of AFA and have questioned why they didn't receive a ballot. Warren noted that over the last six months he has included nine reminders about joining AFA in the emails he has sent out about the budget and the referendum. In terms of the logistics, all of the responses to the referendum will be tied to a specific email address. AFA staff will be sorting through the responses and sending emails to the individuals who aren't members of AFA, letting them know that if they join their vote will count.

Several Councilors commented on the apparent apathy amongst faculty members, evidenced by the lack of participation in voting on “hot button” issues and the lack of comments on the referendum Website. Some said that they didn’t know what could be done to remedy the problem, while others recommended continuing to broadcast the message. Janet mentioned that she would be sending out an individual email informing faculty that she has initiated a voluntary salary reduction via payroll deduction through the Foundation directed to the AMBP and she will encourage others to do the same. Although in prior discussions it was agreed that the Council as a whole would not take a position on the initiatives, Warren Ruud suggested that now would be a good time for individual Councilors to send out emails with their own personal recommendation on how to vote, should they choose to do so.

In response to a question about whether there was any real belief that categorical programs would be reinstated after the emergency budget situation is resolved, Warren said that it will likely take a long time, and the funds would not be restored all at once, but rather would return slowly. He added that there is a chance the part-time categorical funds will get reduced further in state’s January budget proposal and again in 2010-11, noting that the worst is yet to come. Warren noted that the state’s adjunct faculty salary enhancement program is not a “protected” categorical program and can be raided to backfill the “protected” categorical programs such as Disabled Students Programs & Services (DSPS), which will be the recipients of the District’s one-time federal stimulus moneys this year. He predicted that the District will most likely be looking for another large cut from somewhere in the budget next year.

2. Adjunct Medical Benefits Program (AMBP) Initiative. Warren Ruud solicited feedback regarding the draft background that will accompany the second adjunct faculty referendum, which is posted on the AFA Website. Council members put forward a number of suggestions, including: (1) finding a way to track the number of visitors to the site; (2) flagging the message from surveymonkey.com as urgent; and (3) extending the deadline past November 20, to give faculty members additional time to check their email and respond. An observation was made that 75% of the regular faculty responded to the spring benefits survey, whereas only 60% responded to the referendum. The Council also engaged in brief discussion about the possible reasons for the low turnout in the referendum, which included: (1) the first survey was very vague and general and easier to answer; (2) many people said that they ran out of time; and 3) many said that they didn’t know how to respond. Some Councilors expressed disappointment that the full-time faculty did not feel any compulsion to “share the pain” with the adjunct faculty. At the conclusion of the discussion, the consensus of the Council was that the deadline for voting should be extended to 5:00 p.m., Wednesday, November 25, and that individual Councilors should feel free to send out DL.STAFF.FAC.ADJ.ALL emails sharing their opinions on the initiative and encouraging adjunct faculty to participate in the vote.

### **MAIN REPORTS**

1. Negotiations Report. This report and subsequent discussion were conducted in closed session. After coming out of closed session, Councilors discussed and came to consensus to add Ann Herbst to the AFA Negotiations Team, effective immediately.

The retreat was adjourned at 3:10 p.m.

Minutes submitted by Judith Bernstein