

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

November 25, 2009

*(Approved by the Executive Council on December 9, 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: Ted Crowell, Ann Herbst, Janet McCulloch

Faculty present: Margaret Pennington

Staff present: Judith Bernstein, Candy Shell

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

**MEMBER CONCERNS**

1. DL.STAFF.FAC.ALL Discussions. Margaret Pennington, adjunct faculty member of AFA, raised a concern about some of the email discussion that has been taking place on DL.STAFF.FAC.ALL over the last several weeks. She remarked that some people were bothered by the discussions and asked where the appropriate place would be to hold them, as faculty members need a safe place where they can talk to each other without fear of a negative response. Warren mentioned that AFA has never tried to stifle the discussion and that the organization has no ability or desire to govern or exercise control over what individual faculty members say. As an alternative to filling up email accounts, every email AFA has sent out to DL.STAFF.FAC.ALL since Summer 2009 has included a boilerplate paragraph at the bottom encouraging faculty members to post their comments and engage in discussion on the blog that has been set up on the AFA Website instead of using DL.STAFF.ALL. It was suggested that some find the blog to be too private and prefer a wider audience for their comments. Janet McCulloch stated that the District has indicated repeatedly that it would never abridge anyone's right to speak on DL.STAFF.ALL and there won't be any censoring of that forum; however, there is a policy from the Academic Senate that deals with appropriate forms of speech and the acceptable use of email. She added that, although people have a right to express their opinions, there is an obligation on the part of AFA to be as complete and accurate as possible in its communications about what's going on in negotiations, in the contract, and at other colleges (or community colleges) in the state.

Lengthy discussion ensued. Mike Starkey recommended that the blog be constructed in such a way that it could be an ongoing, threaded discussion (like the "wall" on Facebook), where the comments appear with dates and times in the order they were posted. He also suggested that there might be a way to automatically move the postings from DL.STAFF.ALL to the AFA blog. Warren said that AFA could explore ways to develop and promote the blog. He also pointed out that once someone makes an assertion on DL.STAFF.ALL, the responses sometimes mushroom into four or five different threads. Michael Kaufmann suggested that sometimes it is difficult to divorce fact from opinion, that faculty members should not feel intimidated in replying because they may not have all the facts, and that it is important for individuals to participate in the debate

in order to provide AFA with a wide amount of feedback. Warren commented that there is really only one set of facts and that it presents problems when one bases an argument on an inaccuracy. Once an inaccuracy gets out into the public discussion, it becomes common knowledge and gets repeated many times, whether it's true or not. At the conclusion of the discussion, it was recommended that faculty members not allow a heckler's veto to keep them out of the discussion.

2. Article 16. Ted Crowell reported that two instructors had come to him to question the status of their progress towards achieving assignment priority and the right to a like load. One of the faculty members would have been in his/her fifth semester of District employment had the offer of an assignment not been withdrawn. Ted suggested that AFA address the issue in negotiations.
3. Adjunct Medical Benefits Program (AMBP) Referendum. Lara Branen-Ahumada read an excerpt from an email that an adjunct instructor sent to her and another Councilor regarding the referendum about the ongoing two percent reduction in hourly salaries to pay for the AMBP. In the email, the faculty member spoke about the financial difficulties involved in paying for 50% of the AMBP premium on a salary that is impacted by both a reduction in course assignments and a reduction in salary. In response to one of the issues raised in the email, Janet McCulloch clarified that a participant in the AMBP would have the ability to voluntarily opt out of the program and would not be locked into the program until the next enrollment period.
4. Faculty Right to Safe Working Conditions. Julie Thompson gave a brief report about a situation involving a hostile email from a student, noting that the Vice President of Student Services is involved and has contacted the student. She raised the issue in the context of the right of faculty members to feel safe in the workplace. Warren Ruud confirmed that the issue falls within the scope of the AFA Contract. Janet McCulloch said that District policy addresses student misconduct as well as a student's right to due process; however, a District policy addressing faculty rights under the same circumstances does not currently exist. She recommended that, until there is contract language in place to address these situations, it is important for faculty members to notify everyone involved who could possibly deal with safety in the District, including the Vice President of Student Services, the appropriate supervising administrator, the Vice President of Academic Affairs or the Vice President/Executive Dean of the Petaluma campus (depending on location of the incident), the AFA President, the Academic Senate President, and Dr. Agrella. The District would then be on notice that it needs to protect the faculty member. Janet said that AFA would be developing language to insert into the articles on due process and/or working conditions. She said that this kind of circumstance is not that unusual and that AFA would be publishing information soon to remind the District to be clear about protecting the rights of the faculty member as well as the student, and to remind faculty members about the process they should follow in notifying the District when an incident occurs.

#### **IN SYMPATHY**

The Council observed a moment of silence in honor of Michael Meese, regular faculty Councilor and member of the AFA Negotiating Team, who passed away on Monday, November 23, 2009, following complications from pancreatic cancer. Warren Ruud reported that he had volunteered AFA's support to the family in helping with plans for a memorial service, and AFA staff briefed the Council about the status of the arrangements. Following a straw vote, the Council authorized the contribution of an amount not to exceed \$2,000 towards the cost of the memorial service, which is tentatively scheduled for Saturday, December 12, 2009, from 1:00 p.m. to 5:00 p.m. in Burbank Auditorium. Confirmation will follow after the details have been finalized.

### **ACTION ITEMS**

1. Appointment of Regular Faculty Councilor for Spring 2010 Sabbatical Leave Replacement. As previously noted, Warren Ruud will be taking a leave from the Council in Spring 2010, to take the second half of his sabbatical that was approved in 2007-08. Ann Herbst was nominated at the October 28, 2009 meeting to fill Warren's seat. Following a motion made by Cheryl Dunn and seconded by Sean Martin, the Council unanimously approved the appointment of Ann Herbst to serve as a regular faculty Councilor for Spring 2010.
2. Appointment of AFA Officers for Spring 2010 Leave Replacement Vacancies.
  - Conciliation/Grievance Officer. Ann Herbst will be resigning from her position as AFA Conciliation/Grievance Officer, effective the beginning of the Spring 2010 semester. Audrey Spall was nominated at the October 28, 2009 meeting to serve in that position for one semester. Following a motion made by Lara Branen-Ahumada and seconded by Paula Burks, the Council approved the appointment of Audrey Spall to serve as the AFA Conciliation/Grievance Officer for Spring 2010 by unanimous vote.
  - President. As previously mentioned, Warren Ruud will be taking a leave from his position as AFA President, effective the beginning of the Spring 2010 semester. Ann Herbst was nominated at the October 28, 2009 meeting to serve in that position for one semester. Following a motion made by Sean Martin and seconded by Cheryl Dunn, the Council approved the appointment of Ann Herbst to serve as AFA President for Spring 2010 by unanimous vote. Warren noted that there would be a smooth transition of responsibilities, as the AFA President and Conciliation/Grievance Officer work closely together.
  - Vice President for Santa Rosa. Reiterating what he had stated in an email sent to Council members prior to the meeting, Warren Ruud reported that Reneé Lo Pilato would be resigning from her position as AFA Vice President for Santa Rosa, effective Spring 2010. Reneé will remain an active member of the Council for the duration of her term. Warren noted that he had included a solicitation of candidates in his email announcement of the vacancy and said that the officers had also engaged in a recruitment process. He informed the Council of the officers' recommendation that Dan Munton be nominated as a candidate for the position. Subsequently, Lara Branen-Ahumada nominated Mike Starkey. Warren announced that the nomination period would remain open until the next Council meeting on Wednesday, December 9, 2009, at which time an election will be held.

### **DISCUSSION ITEMS**

1. AFA Negotiating Team Vacancy. Warren Ruud reported that the loss of Mike Meese as a member of the AFA Negotiating Team has made it necessary for the officers to quickly recruit someone who possesses a high level of institutional memory and experience and who could, on short notice, be brought up to speed to become a productive member of the negotiating team. The officers have identified Greg Granderson as an ideal candidate and are recommending him, with his consent, for the vacant position. Subsequently, John Daly nominated Greg Granderson to serve on the AFA Negotiating Team, effective immediately through the end of the Spring 2010 semester. Warren informed the Council that, according to AFA Bylaws and policies, the appointment could be approved at this meeting with a two-thirds majority of the Council or the decision could be postponed until the last Council meeting of the semester on December 9. Lengthy discussion ensued as Councilors spoke on both sides of the issue. Some Councilors suggested that more time be allowed to consider other potential candidates. Others suggested that time is of the essence, that some difficult decisions will need to be made soon in negotiations, and that the team needs a strong and productive member as soon as possible to help fill the huge hole left by Mike Meese. It was noted that Mike Meese's Council seat would also need to be filled. For those Councilors who were

unfamiliar with Greg Granderson, several Councilors spoke to his qualifications for the position, his experience, his background as Academic Senate President and Vice President of the statewide Senate, and his commitment to the institution. AFA staff read the section of the Bylaws that governs mid-term replacements on the negotiating team. There is no requirement that the opening be announced to the membership. At the conclusion of the discussion, there was consensus to postpone the decision until the December 9 Council meeting.

### MINUTES

The minutes from the November 13, 2009 Executive Council retreat and the October 28, 2009 Executive Council meeting were accepted as submitted.

### MAIN REPORTS

1. Report from the Vice President for Petaluma. Cheryl Dunn reported that the Petaluma Faculty Forum (PFF) would be meeting on Tuesday, December 1. As Cheryl previously reported, Dr. Saldaña-Talley made an announcement to the Academic Senate that instead of hiring an instructional dean for Petaluma, the District would be hiring a student services dean. PFF has sponsored two forums with Dr. Saldaña-Talley to discuss the matter. Cheryl stated that neither the faculty nor the component administrators were involved in the hiring decision. Some members of PFF have drafted a memo stating their opposition to this decision and requesting that the District explore other alternatives. They are concerned about the Petaluma campus continuing to operate without a second dean for another entire semester, as the workload is too much for one dean to handle. Many PFF members believe there are enough deans on the student services side on the Santa Rosa campus to pick up the slack, and they also believe that the spirit of shared governance was totally bypassed. In response to a question about the status of the *Multi-site Task Force Report*, Cheryl said that Dr. Saldaña-Talley had presented it at the last Board meeting, but has not yet presented it to the College community. Janet McCulloch, who serves as a member of the Multi-site Task Force, reported that Dr. Agrella has requested that the task force develop more specific recommendations, and she said the task force would be continuing its work for another year. Cheryl encouraged Councilors to become involved and to voice their opinions on the matter, which she and other believe is not solely a Petaluma concern, but one that affects the entire District.
2. Report from the Vice President for Santa Rosa. René Lo Pilato reported that, with the assistance of Paula Burks, the AFA New Faculty Subcommittee (composed of herself, Cheryl Dunn, and Julie Thompson), has made contact with all of the new probationary faculty members to inform them about the support that AFA can provide to them. The subcommittee is coordinating with the District's New Faculty Development Coordinator Tammy Sakanashi to host a new faculty event from 4:00 p.m. to 6:00 p.m. on Friday, April 16, 2010.
3. Treasurer's Report. A copy of the October 2009 Treasurer's Report was distributed to Council members prior to the meeting for their review. Paula Burks reviewed the largest expenditures, which included conference and travel expenses for the Fall 2009 CCCI conference; a matching challenge donation to the Foundation for the Bridging the Doyle Fund; expenses for the Council's fall retreat; four months of office space rented from the District that were billed at once; and invoicing of legal fees related to consultation on the lengthy negotiations that took place over the summer and review of the unusually large tentative agreement.
4. Conciliation/Grievance Report. This report was conducted in closed session.
5. Negotiations Report. This report and subsequent discussion were conducted in closed session.

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

Minutes submitted by Judith Bernstein.