

## **EXECUTIVE COUNCIL MEETING MINUTES**

April 11, 2012

*(Approved by the Executive Council on April 25, 2012)*

Executive Councilors present (noted by \*):

*Warren Ruud, <i>presiding</i>	*Dianne Davis	*Andre Larue	*Margaret Pennington
*Paulette Bell	*Cheryl Dunn	*Reneé Lo Pilato	*Audrey Spall
Lara Branen-Ahumada	*Terry Ehret	*Sean Martin	*Mike Starkey
*Paula Burks	*Brenda Flyswithawks	*Terry Mulcaire	*Julie Thompson
*Ted Crowell	*Karen Frindell Teuscher	*Nikona Mulkovich	

Officers/Negotiators present:	Lynn Harenberg-Miller, Ann Herbst
Councilor-/Officer-elect present:	Jacqueline McGhee, Bud Metzger
Other Faculty present:	Ann Foster
Guests present:	Michelle Dowling and Jessica Jones (Associated Students)
Staff present:	Judith Bernstein, Candy Shell

The meeting was called to order at 3:05 p.m. in the Bertolini Student Center Senate Chambers, Room #4638, on the Santa Rosa campus.

### **MEMBER CONCERNS**

1. **New Faculty Welcome Event.** Ann Foster, regular faculty member of the English Department and coordinator of the New Faculty Development Program, appeared before the Council to inform them about the upcoming New Faculty Welcome Event that AFA is sponsoring on Friday, April 20, from 4:00 p.m. to 6:00 p.m. at the home of an AFA Councilor. Ann explained that new probationary faculty members go through a two-year orientation process, which helps them to better understand the campus culture and navigate their way through the College system. During the orientation, faculty members learn about the Senate, AFA, and shared governance. Nine of the eleven probationary faculty members will be attending the April 20<sup>th</sup> event, for which they will receive two hours of Flex credit. Ann described her own, very positive experience of attending an AFA New Faculty Welcome Event four years ago, noting that prior to that time she had not fully understood the depth and breadth of AFA's role, structure, and responsibilities. The event provides probationary faculty in their first and second years an opportunity to meet AFA leaders; speak with their colleagues in a casual, non-pressured environment; and meet people who have experience with and knowledge about SRJC and AFA. Prior to AFA's event, new faculty heard from the Academic Senate and the Petaluma Faculty Forum (PFF). Senate President Terry Shell explained the relationship between AFA and the Senate and where the issues of the two groups intersect at times. The new faculty members are in the process of making some decisions about how they will serve the College in their third year. By providing information about the Senate, PFF, AFA, and all the other District committees, the orientation process gives new faculty an important tool that will help them to make those decisions. This event also provides them with a comfortable place in which to bring concerns and issues about anything related to their tenure. Ann expressed her appreciation to the Council for supporting this event. Warren added that Reneé Lo Pilato, Cheryl Dunn, and Paula Burks have contributed a great deal of effort over the years towards making these events a success.

2. November Tax Ballot Initiative. Margaret Pennington informed the Council that she had available for signing a petition that would place a new initiative, which merged Governor Brown's initiative with the CFT "Millionaires' Tax" initiative, on the November ballot. She invited Councilors who are registered to vote in Sonoma County and have not already signed a petition for this initiative to sign it.

### **PRESENTATIONS**

1. *March in March* Report. Associated Students Vice President of Advocacy Michelle Dowling and President Jessica Jones appeared before the Council to report on the *March in March* in Sacramento on March 5, and to express their gratitude to the Council for AFA's financial contribution towards transportation and related expenses. Michelle said that the students would not have been able to attend without AFA's contribution, and she also thanked adjunct Councilor Paulette Bell, who attended the event as a faculty advisor. Over 100 students signed up to attend the march. On the day of the march, approximately 80 faculty members and students from SRJC attended the event, which Michelle said was very successful. Over 10,000 students and faculty members in total attended the march—less than the 26,000 figure that had been projected. SRJC's students visited more than ten legislators' offices, including Michael Allen, Jared Huffman, and Noreen Evans. Many students said that they had never witnessed anything like the march and that it was their first experience of a political movement. Michelle said that she received a great deal of positive feedback. Jessica Jones added that it took a tremendous amount of energy to make sure that everyone stayed fed, hydrated, and safe, and also that they returned on the same bus on which they rode to Sacramento. Paulette commended Michelle and Jessica on a job well done. Warren thanked them, noting that they did an excellent job of building enthusiasm, that he heard from independent sources who were impressed with SRJC's students, and that he hoped the Council would continue its commitment to support the students in their advocacy efforts in the future.
2. Student Success Task Force Update. This presentation was rescheduled for April 25, 2012.

### **MINUTES**

Julie Thompson suggested a few, minor, non-substantive (grammar and punctuation) revisions, and the Council accepted the minutes from the March 28, 2012 Executive Council meeting as amended. (Approved minutes are posted at <http://www.santarosa.edu/afa/minutes.shtml> .)

### **ACTION ITEMS**

1. Councilor Request for Short-Term Leave. Warren reported that Councilor Lara Branen-Ahumada has been on an approved, partial-semester leave from the College. Lara is planning to return on April 24, but she has missed three Executive Council meetings. According to the Bylaws, after an absence of three meetings, Lara's seat would be considered vacant unless the Council, by a two-thirds vote of the entire Council, sets aside the bylaws. By unanimous voice vote, the Council approved a motion made by Dianne Davis and seconded by Karen Frindell Teuscher to set aside the bylaws until such time as Lara Branen-Ahumada is ready to return. Both Mike Starkey and Dianne Davis reported that Lara has been participating in discussions about adjunct issues and negotiations, respectively, via email and phone.
2. Revisions to AFA Policy—Duties of Adjunct Cabinet Representative. Adjunct Cabinet Representative Mike Starkey reviewed the latest version of the Duties of the Adjunct Cabinet Representative, which reflected changes discussed at the March 14, 2012 Council meeting. (See [http://www.santarosa.edu/afa/1112/Meetings/Minutes/minutes\\_031412.pdf](http://www.santarosa.edu/afa/1112/Meetings/Minutes/minutes_031412.pdf) ). Mike commented that members of the Adjunct Issues Committee would prefer that the term "part-time" be used instead of "adjunct," and they would like to make that change throughout the policy. He noted that there is a broader push beyond the confines of AFA that supports this

change in terms. Councilors engaged in a lengthy discussion about the use of the two terms, and the following comments were made:

- The term "part-time" is more descriptive of what the job is. "Adjunct" sounds like an added appendage.
- When a contract faculty member is teaching a reduced load, is that considered part-time?
- Many years ago, it was quite a challenge and required a political process to change from "part time" to "adjunct." If AFA is going to say part-time here, what does that mean at the Senate, on DTREC, and on other committees? All the other language uses the term "adjunct." The issue is larger than just this AFA policy. It helps to know the history.
- In one of the segments of a website run by Michigan State University, adjuncts communicate with each other and, in the last two years, there has been no mention at all of a change in terms to "part-time." When you see the names of the people in the metropolitan New York, Chicago, and Washington D.C. areas, they always refer to themselves as adjunct.
- I don't remember a time during the last 22 years when anyone asked what adjuncts have been called. I'd like to see that history. I appreciate both sides of the argument. For "adjuncts," that word feels more professional, like they are fully dedicated teachers—many of whom work more than full time. For them, the term adjunct is parallel to associate professor. To say you're an adjunct professor has a certain status. I can appreciate these fine distinctions. In the community we're in, adjunct has something of a pejorative ring to it. For those who would prefer part-time, it is a term that gives more dignity to their position. It's also reflective of the difference between the community/junior college and 4-year university, where these terms have a lot to do with hierarchy and status. I would like to air this discussion.
- The terms "associate," "adjunct," and "part-time" all get used interchangeably.
- I don't think there is a general, professional consensus.
- Even though "adjunct" sounds like something secondary, I was under the impression that "adjunct" was the accepted word in the educational community.
- Nobody ever asked regular faculty what they wanted to be called. Why "instructor" instead of "professor"? Can the Council include that part of the issue in this discussion?

Warren requested that further discussion on this issue be postponed for another time, and he suggested that increasing the scope of the change in terms beyond AFA would require yet another discussion. Since the group of people who were charged with the responsibility of drafting the revised policy developed a recommendation to use the term "part-time" based upon what they thought would be best, Warren recommended that the Council implement that change.

With regard to other issues, Councilors expressed the following concerns: (1) While the intent of the language in the introductory statement is generally understood, and the word "should" has been removed as per the Council's 3/14/12 discussion, the sentence needs to be altered grammatically to clarify what is required and what is recommended; (2) The use of the term "preferable" leaves too much wiggle room; (3) Once the choice between the terms "part-time" and "adjunct" has been made, its usage throughout the policy needs to be consistent; (4) There needs to be a parallel structure in the phrasing of each duty; (5) In terms of item #3 about Publications, is it necessary to identify one particular avenue of communication if it is possible that there are other avenues? (6) It would be helpful if the Council had an opportunity to review the revisions prior to the meeting at which the revisions will be discussed.

At the conclusion of the discussion, Warren requested that the Adjunct/Part-Time Issues Committee prepare the next revision of the policy and send it out to the Council for review one week prior to the next meeting on April 25.

### DISCUSSION ITEMS

1. Special Election Timeline for Vacant Adjunct Councilor Seat 2012-13. Mike Starkey reported that two adjunct faculty members have responded thus far to AFA's call for candidates to run in a special election to fill the vacant adjunct faculty seat on the Council for 2012-13. (See Action Item #5 on page 5 of the minutes from the March 14, 2012 meeting at [http://www.santarosa.edu/afa/1112/Meetings/Minutes/minutes\\_031412.pdf](http://www.santarosa.edu/afa/1112/Meetings/Minutes/minutes_031412.pdf) .) The nomination period will remain open until Friday, April 20. Mike reported that the Adjunct/Part-Time Faculty Issues Committee recommends that the balloting period consist of ten days, opening on Tuesday, April 24 and closing on Friday, May 4.

### MAIN REPORTS

1. President's Report. Warren Ruud provided brief reports on the following topics:
  - Monthly Meeting with Dr. Frank Chong. Major topics of discussion included the role of advocacy; the tax initiative and the November election; collaboration between the faculty, classified staff, students, and the Board of Trustees; and the potential for the Foundation to take a broader role in supporting the activities of the District.
  - Institutional Planning Council (IPC). At the IPC meeting on April 9, the discussion focused on an examination of the structure of IPC, which primarily engages in processes related to District projects and initiatives. Through the Academic Senate, faculty will be invited to provide input regarding potential restructuring. AFA may also play a role in that discussion.
2. Treasurer's Report: February 2012. Paula Burks highlighted the salient items contained within the February 2012 Treasurer's Report, which included a revised projection of revenues and expenses for the remainder of the fiscal year. The revised estimates were based upon the increase in the AFA dues assessment (approved by the membership in Fall 2011 and effective Spring 2012) and the implementation of FACCC contract membership. Major expenses in the month of February included the annual premium for general liability insurance, professional fees for preparation of AFA's annual tax return, and costs related to AFA's spring retreat.
3. Conciliation/Grievance Report. This report and subsequent discussion were conducted in closed session.
4. Negotiations Report. This report and subsequent discussion were conducted in closed session.

The meeting was adjourned at 5:29 p.m.

Minutes submitted by Judith Bernstein.