

EXECUTIVE COUNCIL MEETING MINUTES

May 11, 2016

(Approved by Executive Council on August 31, 2016)

Executive Councilors present (noted by *):

*Sean Martin, <i>presiding</i>	*Jeanette Ben Farhat	* Robert Jackson	*Karen Stanley
*Debbie Albers	*Shawn Brumbaugh	Molly Matheson	*Michelle Van Aalst
*Filomena Avila	*Terry Ehret	* MJ Papa	*Albert Yu
*Denise Beeson	*Deirdre Frontczak	*Terry Mulcaire	<i>Adjunct Vacancy</i>
*Paulette Bell	*Michelle Hughes Markovics	Margaret Pennington	

Negotiators/Appointed Positions present: Marc Bojanowski, ~~Fed Crowell~~, Mark Ferguson, Julie Thompson, Warren Ruud

Staff members present: Candy Shell, Carol Valencia

Faculty members present: Carmen Castillo

The meeting was called to order at 3:06 p.m. in Doyle Library, Room #4245, on the Santa Rosa campus.

CLOSED SESSION REPORTS

1. **Negotiations Report.** The report and discussion were conducted in Closed Session.

Closed Session adjourned at 4:01 p.m.

OPEN SESSION

Open Session reconvened at 4:01 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. Terry Ehret raised a concern brought up by several adjunct faculty members who have recently received "needs improvement" (NI) evaluation ratings. She asked why these faculty members are not entitled to AFA representation during the evaluation meeting with their supervising administrator. Mark Ferguson responded that these meetings are a "final report conference" (per Article [14B.12.E](#)), not a "disciplinary meeting," and so AFA representation is not appropriate.
2. Terry also brought up a concern about how adjunct faculty members feel their job security is better guarded with the new Article 16, but with the possible consequences of receiving a NI evaluation, they feel more vulnerable. She explained further that it feels unfair that one NI in one area can lead to not being reemployed. She asked if AFA could address these cases in some way. Sean explained that these consequences are not a new part of Article 16—they have always been there; however, he recognizes how vulnerable adjunct faculty members are in this situation. He suggested that we remind Chairs of the spirit of Art. 14, which is collegial support for faculty members. Paulette Bell added that she has heard from many long-term adjuncts this semester who have received NI evaluations for the first time and believe it is so that their departments can avoid giving them their established load. She added that the evaluation process is not supposed to be disciplinary—it should be used to make you better—but, if you lose your job, she sees it as a disciplinary action. Paulette asked whether the negotiations team could work on a mechanism to allow faculty members to correct their first NI evaluation. Julie Thompson suggested that perhaps this could be addressed within the spirit of the article (unless the faculty performance is "egregious" in some way). There was a discussion about the need for better training for evaluation teams to ensure a lack of bias and

seriousness about the process. There was a discussion about perceived "ageism" in the evaluation ratings. Sean reminded the Council that any allegations of discrimination based on age need to go to Human Resources. Julie added that we need to find out if these possible cases of age discrimination are anecdotal or real by asking the District for information and numbers.

3. Karen Stanley brought up an email received from an adjunct faculty member in her department asking whether the department can require everyone to have CPR training when there is nothing in the special expertise requirements about such training. Sean responded that the department would have to go through the Department-Specified Provisions process (see [Article 16.05](#)) and add it as a special expertise.

MINUTES

There being no corrections or additions, by unanimous voice vote, the Council approved a motion made and seconded to approve the minutes from the April 27, 2016 Executive Council meeting as submitted (14 in favor, 0 opposed, 0 abstentions).

(Approved minutes are posted at <http://santarosa.edu/afa/minutes.shtml> .)

PRESENTATION

1. Legislative Report (*David Balla-Hawkins, California Community Colleges Independents (CCCI Advocate)*)
 - Sean explained that this presentation will be re-scheduled for the fall because of a last-minute cancellation by the speaker.

DISCUSSION ITEMS

1. **CGO Leadership Transition Support Position, Fall 2016**
 - Sean explained that Debbie Albers is our new Conciliation/Grievance Officer; however, because her department is short on faculty members, it would be difficult for her to have 60 percent reassigned time. This proposal is for the outgoing Conciliation/Grievance Officer (Mark Ferguson) to act as a support in the fall and share some of the workload. The reassigned time would then be split between the two of them (30 percent each). A motion was made, seconded and approved by unanimous voice vote to move this to an Action Item (14 in favor, 0 opposed, 0 abstentions).
2. **AFA Executive Council Contract Faculty Vacancy, 2016-18**
 - Sean explained that we have one nominee for this vacancy and called for further nominations. There being none, a motion was made, seconded and approved by unanimous voice vote to move this to an Action Item (14 in favor, 0 opposed, 0 abstentions).
3. **AFA Adjunct Representative Appointment to the Professional Development Committee, 2016-17**
 - Sean explained that we will need to replace MJ Papa on this committee and called for nominees. Paulette Bell was nominated. Sean explained that we will continue to take nominations until we vote on this appointment at the beginning of the fall semester.
4. **AFA/Senate Representative Co-Appointment EEOA Committee, 2016-17**
 - Sean explained that we are still seeking to appoint someone to this committee. Please forward any suggestions.

ACTION ITEMS

1. **AFA Representative Appointments to Fringe Benefits Committee, 2016-17**
 - Sean explained that the AFA President and Chief Negotiator serve on this committee by position. Accordingly, we would like to approve the appointment of Karen Frindell Teuscher and Terry Mulcaire to this committee for Fall 2016. A motion was made, seconded and approved by unanimous voice vote to appoint Karen and Terry as AFA representatives to the Fringe Benefits Committee (14 in favor, 0 opposed, 0 abstentions)
2. **CGO & Leadership Transition Support Position, Fall 2016**

- This item was moved from a Discussion Item. There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to change Debbie Albers' CGO reassigned time for Fall 2016 to 30 percent and approve 30 percent reassigned time for Mark Ferguson to act as CGO support for Fall 2016 (14 in favor, 0 opposed, 0 abstentions).

3. **AFA Executive Council Contract Faculty Vacancy, 2016-18**

- This item was moved from a Discussion Item. There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to appoint Dianne Davis, regular faculty member in the Disability Resources department, to fill the contract faculty vacancy for the 2016-18 term (14 in favor, 0 opposed, 0 abstentions).

OTHER REPORTS

1. **President's Report.** Sean reported as follows:

- Reminder that we will be having a Special Executive Council and General meeting this Monday, May 16.

The meeting was adjourned at 4:38 p.m.

Minutes submitted by Carol Valencia.