

EXECUTIVE COUNCIL MEETING MINUTES

October 28, 2020

(Approved by Executive Council on November 25, 2020)

Executive Councilors present (noted by *):

*Sean Martin, <i>presiding</i>	*Claire Drucker	*Erica Lohne	Margaret Pennington
*Ashley Arnold	*Brenda Flyswithawks	*Matthew Martin	*Karen Stanley
*Filomena Avila	*Deirdre Frontczak	*Jacqueline McGhee	*Kat Valenzuela
*Paulette Bell	*Steven Kessler	*Bud Metzger	*Sarah Whyllly
*Shawn Brumbaugh	*Laura Larqué	*Jessica Paisley	

Negotiators/Appointed Positions present: Marc Bojanowski, Mark Ferguson, Casandra Hillman, K. Frindell Teuscher, Warren Ruud

Staff members present: Carol Valencia

The meeting was called to order at 3:02 p.m. via Zoom Conferencing.

CLOSED SESSION REPORTS

1. **Negotiations Report.** This report and discussion were conducted in Closed Session.
2. **Conciliation/Grievance Report.** This report and discussion were conducted in Closed Session.

Closed Session adjourned at 3:59 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **FACCC Part Time Faculty Symposium.** A Councilor made an announcement regarding the upcoming FACCC Part-time Faculty Symposium which will be held Nov. 6-7 in a free, virtual format. The program will include a panel of representatives from different organizations followed by an opportunity to attend break-out sessions with those representatives. There will also be a legislative brainstorming session (see https://www.faccc.org/index.php?option=com_jevents&task=icalrepeat.detail&evid=41&Itemid=115&year=2020&month=11&day=06&title=part-time-faculty-symposium&uid=ed6300d9e446eb69d09bb8c49032deed for more information).
2. **CalSTRS Fossil Fuel Divestment.** A member followed up on a request that was brought to AFA last fall regarding support for the divestment of CalSTRS from its fossil fuel investments. The Sustainability Committee has drafted a letter of support that can be considered by the Council, or it can write its own statement. The member, on behalf of the Committee, is seeking AFA's support. Sean responded that he is aware of the support of this effort by other groups; AFA will put this on an upcoming agenda for consideration.
3. **Guided Pathways Recommendations & Input.** A member reminded the Council and guests that the Academic Senate is in the process of hosting various opportunities for faculty to hear about the Guided Pathways recommendations and provide input moving forward. There will be a discussion tomorrow (Thursday, Oct. 29) at 5:00 pm and another one next week.

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the October 14, 2020 Executive Council meeting as submitted (17 in favor, 0 opposed, 0 abstentions).

(Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml> .)

DISCUSSION ITEMS

1. **2020-21 Department Liaisons: Vacancies & Draft Guidelines**

- Sean explained that the Council instituted department liaisons a few years ago in an effort to provide better communication with and outreach to departments that might not be represented on the Council.
- Jessy Paisley drafted and the AFA Cabinet reviewed the Department Liaison Guidelines to assist those individuals who volunteer to serve as a department liaison. There is a job description of sorts as well as ideas for how to reach out to departments. He asked the Council for suggestions for, and changes or additions to, this draft document. There being none, it will be sent out to all the department liaisons.
- Sean explained that we have several vacancies on our current list of department liaisons (projected for the Council and guests). The following individuals volunteered:
 - Brenda Flyswithawks volunteered for Behavioral Sciences
 - Casandra Hillman volunteered for Earth & Space Sciences
 - Filomena Avila volunteered for ESL
 - Sean Martin volunteered for Music
 - Erica Lohne volunteered for Public Safety
 - Laura Larqué volunteered for World Languages
 - Sarah Whylly volunteered for Learning Resources
 - Matthew Martin volunteered for English
 - Emily Schmidt & Sarah Whylly volunteered for Computer Studies
 - Ashley Arnold volunteered for DRD

2. **Membership Update & Planning: Steven Kessler, VP of Membership & Outreach**

- Steven explained that AFA normally has a very high membership rate among full-time faculty (93.7 percent last year), but this rate has recently decreased due to fewer new members among the new probationary faculty. The new hire membership rate is 48.4 percent, and the overall full-time membership rate is now at 88.8 percent.
- Our adjunct membership rate has historically been much lower. Overall, it's now 47.6 percent with a 23.5 percent membership rate for the new adjunct hires.
- An email message was recently sent out to all the new adjuncts urging them to join AFA.
- Once we have a finalized Department Liaisons list, each liaison will receive a list of non-member faculty for their assigned department.
- There are also plans to do some outreach to the two departments holding a significant amount of face-to-face instruction this semester: Public Safety & Health Sciences.
- Steven asked the Council for suggestions to improve membership as we move forward with additional plans. The following suggestions were made:
 - I would suggest resending the "Ten Reasons to Join AFA" document that was sent out several years ago; this document needs to be updated.
 - Personal contact is so important. I was here for 10 years before I had someone come to me and urge me to join.
 - When you are talking with faculty (as a liaison or in other capacities), it's helpful to ask, "Are you a member?" or "Do you know if you're a member?"
 - I think the history of AFA is important to people. They might not know about (or see the importance of) the independent status of AFA; SRJC faculty have our own in-house union.

OTHER REPORTS

1. **President's Report.** Sean reported briefly on the following items:

- Regarding Equity, we met today with representatives of the BLAC during Cabinet. We are also reaching out to the BSU. We want to reach out to other campus groups and are willing to come to their meetings. We also want to diversify our AFA representation; our upcoming Council election is an opportunity to do so.
 - We attended the Fall CCCI Conference last week, and it was a great experience. The guests included our attorneys who spoke on the changes to FERPA & Title 9 which have implications for those who are subject to discrimination. Another speaker was the new Lt. Governor for California (Eleni Kounalakis). She is the first female Lt. Governor and was just appointed to the CCC Board of Governors. We also heard from the President of the State Student Senate. It was an inspiring discussion regarding diversity, inclusion, student success. He expressed concerns about the limits to units to completion that is part of the new funding formula. Stanley added her comments about the conference. She enjoyed meeting and hearing from so many like-minded faculty members and hearing that they have similar issues at other colleges. It was also great to see AFA's important role in this organization.
 - Last week there was a Partnership Resource Team (PRT) visit on campus. The team was invited by Dr. Chong to help us navigate changes in shared governance, enrollment planning, and collegiality/civility issues. It was a very troubling visit. The group appeared uncritically committed to the Chancellor's Office and his priorities. Many of the questions they asked were loaded or otherwise rhetorical; they also said that they didn't want to hear complaints or concerns because they wanted to help the district build on its "successes." We are hoping their report and future visits will be better. However, the PRT process does bring some money to the District.
 - We have encouraged the District to align its committees and shared governance process with the law. He has been speaking to the Board and at other meetings about this.
 - He made announcements regarding several upcoming events: there will be an AFA Negotiations Listening Session (on 11/12 @ 3 PM), and please vote in the upcoming local elections--AFA endorsed Kerry Rego for the SRJC Board and Ever Flores for the SRCC Board.
2. **Treasurer's Report (Sept. 2020):** Jacqueline reported briefly on the following items:
- She pointed out several expenses of note on the report:
 - The *Equipment: Maintenance & Repair* expense was our quarterly copier charges;
 - The *Professional Fees: Legal* expense was low this month but will be higher next month;
 - Regarding the *Subscriptions & Publications* expense category, our Basecamp subscription was cancelled, so our subscriptions expense will go down accordingly;
 - The *Telephone* expense covered six months of phone bills.

The meeting was adjourned at 5:01 p.m.

Minutes submitted by Carol Valencia.