

ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

EXECUTIVE COUNCIL MEETING MINUTES

January 28, 2026

(Approved by the Executive Council on February 11, 2026)

* Sarah Whyllly, <i>presiding</i>	* Michelle Hughes Markovics	* Tim Melvin	* Christie Soldate
* Ashley Arnold	* Steven Kessler	Venona Orr	* Michelle van Aalst
* Marc Bojanowski	* Dawn Lukas	* Jessie Paisley	* Johannes van Gorp
* Jessica Bush	* Sean Martin	* Stacie Sather	* <i>Associate Vacancy</i>
* Amanda Greene	* Siobhan McGregor-Gordon	* Emily Schmidt	

Negotiators/Appointed Positions present: K. Frindell Teuscher, Ivan Tircuit, Matthew Martin
Staff members present: Stephanie Simons

The meeting was called to order at 4:00 p.m. in Doyle 4520, on the Santa Rosa campus and via Zoom conferencing.

CLOSED SESSION REPORTS

The Executive Council attended the Board of Trustees Study Session in lieu of Closed Session.

OPEN SESSION

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. Equitable implementation of new or revised campus-wide systems. A Councilor read a message from the non-credit English for Multilingual Students (EMLS) faculty regarding the implementation of the new Bear Cubs email. The poorly timed release, lack of training, and limited communication regarding the process, for both instructors and students, was not only insufficient and unprofessional, but also socio-economically, culturally, and generationally insensitive to the populations served by EMLS. The statement offered ten recommendations regarding future implementations of new technology and/or services.
2. Associate faculty peer reviews and evaluations: a call for reform. A Councilor presented a concern that the associate faculty evaluation process is not equitable because it includes peer reviews, which are conducted by contract faculty. At this institution, the moniker of *contract* artificially bestows upon a faculty member *wisdom of the ages* far beyond that of their associate counterparts, who may, in fact, have a more robust curriculum vitae. The resulting pseudo power dynamic creates a hot-bed of frustration and resentment. In addition, there is a general disregard of the findings from evaluations, leaving faculty questioning the purpose of the process. A request was made to reform the evaluations process.
3. What caused a failed hiring? A Councilor presented a concern from the Counseling Department. The department recently conducted a hiring process through to the *Recommendation* step, only to have the District deem the process a failure. The concern highlighted Board Policy 4.3.2p stating the District did not follow the steps outlined in the policy and the District offered no explanation of why the process was stopped or what criteria was allegedly unmet by the candidate. The Counseling Department felt the District's response showed a glaring lack of respect for the members of the hiring committee, foremost their time, labor, and expertise. In addition, repeated failed hirings is a detriment to the public image of the District and the morale of the SRJC associate faculty who were among the candidates. The department demanded the District be more transparent in their decision process, properly follow policy and procedure, and be mindful of the outlay of resources from the faculty.

4. AFA at Professional Development Activities (PDA) day. The VP of Membership and Outreach announced that AFA will host a table in the lobby of the STEM building on PDA day. AFA will provide snacks and swag. All faculty members were encouraged to visit the table.
5. Faculty Association of California Community Colleges (FACCC) Advocacy and Policy (A & P) Conference. A Councilor serving as a FACCC Governor encouraged members to attend the FACCC A&P Conference February 22-23 in Sacramento. It was explained that on Monday afternoon of the conference, attendees make visits to speak with their local politicians and/or politicians' staffers. An additional highlight of the event will be the discussion of the *Unified Faculty Model* during the Part-time Committee meeting. The schedule and registration page can be found at www.faccc.org.

MINUTES

There being no corrections or additions, the Council approved a motion to accept the minutes from the December 10, 2026 Executive Council and General Membership meetings as submitted (unanimous consent). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>.)

ANNOUNCEMENTS

1. **2026-27 AFA Leadership Elections (President, Chief Negotiator, Conciliation/Grievance Officer, Vice-Presidents, Secretary-Treasurer, Associate Cabinet Representative, TREG Negotiator, and Data Analyst)**. Sarah announced the first segment of AFA Leadership Elections will run 1/28 - 2/4. Nominations will close on 1/14. Elections for officers are open only to current Executive Council members, while negotiator positions are open to the membership. Nominations may be submitted to the AFA Office. Sarah clarified that all voting is conducted online.
2. **AFA Representatives to District-wide Committees: Fringe Benefits**. Sarah explained that due to recent schedule changes, two seats on the Fringe Benefits committee have opened and need to be filled. She asked anyone who was interested to submit interest to the AFA office.
 - Two Councilors indicated interest.
 - A motion was made, seconded, and approved by unanimous consent to move this item to a Discussion Item.
3. **Student Scholarships for FACCC Conference**
 - A motion was made, seconded, and approved by unanimous consent to move this item to a Discussion Item.

OTHER REPORTS

1. **President's Report**. Sarah reported on the following:
 - Website updates. During the break, Sarah and AFA staff moved the AFA website to a new host. When the webhost changed, some links on the aged website broke. AFA Staff is working to correct all issues. Sarah asked for patience during the transition, and invited members to report any issues to the AFA Office.

DISCUSSION ITEMS

1. **AFA Representatives to District-wide Committees: Fringe Benefits**
 - This item was moved from an announcement.
 - Fringe Benefits is scheduled to meet once on Thursday, April 3 from 9-10:30am.
 - Jessy Paisley and Jessica Bush were nominated to the vacancies.
 - There being no discussion, a motion was made, seconded and approved to move this item to an Action Item (unanimous consent).
2. **AFA Executive Council Meeting Time**
 - Sarah reminded the Executive Council that last semester they had voted to change the start of the meeting time to 3:15 p.m.
 - Sarah asked the Executive Council for feedback about the time change, and if there were any opposed to keeping the new start time.
 - One Councilor commented they were at first opposed to the change because they were concerned there would not be enough time for Closed Session discussion, but their fears were unsubstantiated.

- A Councilor commented that those traveling from Petaluma preferred and appreciated the additional time for travel.
 - There being no opposition to the time change, the item was closed.
3. **Student Scholarships for FACCC A&P Conference.**
- Siobhan and Sarah explained that they would like to offer student scholarships to attend the FACCC A&P, as AFA did last year. The Student Government Assembly (SGA) was asked, but did not put forth candidates to attend. Two other civic-minded students were recruited.
 - The breakdown of cost was displayed for the Council.
 - Several comments were made in favor of providing the scholarship, citing:
 - continued development of positive relationships with students
 - excellent feedback received from colleagues regarding the students who participated last year
 - the importance of bringing the student voice to the politicians in Sacramento.
 - A Councilor requested that the students be required to write and present a statement at a Board meeting.
 - A motion was made and seconded to move this item to an Action Item.

ACTION ITEMS

1. **AFA Representatives to District-wide Committees: Fringe Benefits**
- This item was moved from a Discussion Item.
 - There being no additional nominations or comments, the slate of uncontested appointments was approved by unanimous consent.
2. **Student Scholarships to the FACCC A&P Conference.**
- This item was moved from a Discussion Item.
 - There being no additional discussion, the motion to approve two student scholarships to attend the FACCC A&P was approved by unanimous consent.

The meeting was adjourned at 4:46 p.m.

Minutes submitted by Stephanie Simons.