

# ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

## EXECUTIVE COUNCIL MEETING MINUTES

October 8, 2025

(Approved by the Executive Council on November 12, 2025)

Executive Councilors present (noted by \*):

* Anne Donegan, <i>presiding</i>	* Michelle Hughes Markovics	* Jessy Paisley	* Johannes van Gorp
* Ashley Arnold	* Dawn Lukas	* Emily Schmidt	* Sarah Whyllly
* Marc Bojanowski	* Sean Martin	* Christie Soldate.	* Patsy Young
* Jessica Bush	Siobhan McGregor-Gordon	* Ivan Tircuit	* <i>associate vacancy</i>
* Amanda Greene	* Venona Orr	* Michelle van Aalst	

Negotiators/Appointed Positions present: K. Frindell Teuscher, Matthew Martin

Staff members present: Stephanie Simons

The meeting was called to order at 3:15 p.m. in Bertolini 4875, on the Santa Rosa campus and via Zoom conferencing.

### CLOSED SESSION REPORTS

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

Closed Session adjourned at 4:01 p.m.

### OPEN SESSION

Open Session reconvened at 4:02 p.m.

### MEMBER CONCERNS

1. **Faculty safety and working conditions in the current political climate.** A Councilor presented a concern from a faculty group which arose from a discussion of the website, Professorwatchlist.org, run by Turning Point USA (TPUSA). The site encouraged the public and students to "unmask radical professors" who "discriminate against conservative students," and promote "leftist propaganda" by teaching certain subjects including ANTIFA, violence, LGBTQI, DEI, socialism, racial ideology, COVID-19, and climate alarmism. The faculty members were concerned that it has become dangerous to have online content, classes, and lectures that are in direct conflict with Presidential advices. Other things of concern include surreptitious recordings of lectures and recordings for students with accommodations. The faculty members explained that knowledge of recordings, known or otherwise, inhibits discussion, full exercise of academic freedom and does a disservice to the students.
2. **Retaliatory actions against professors on the Professorwatchlist.org website.** A Councilor commented that professors across the nation have had to hire private security as a result of being listed on Professorwatchlist.org. Some have hired security to protect their children at school. The Councilor reiterated concern about the vulnerability of instructors teaching the subjects that are targeted by TPUSA.
3. **Cap for online courses.** A Councilor presented a concern from three distinct faculty members that requested AFA seek to limit the number of online courses any one faculty member can teach in a single semester. The faculty members find that their workload and working conditions are adversely affected by the lack of restrictions governing online courses.

### MINUTES

A motion was made, seconded, and approved to postpone the approval of the minutes from the September 24, 2025 Executive Council meeting (unanimous consent).

## ANNOUNCEMENTS

- 1. Executive Council Meeting 10/22/25.** The next Executive Council meeting will be held on Petaluma Campus in Room PC 697. Persons who planned to attend were encouraged to carpool.

## MAIN REPORTS

### 1. President's Report.

- Outreach efforts.
  - Public Safety Training Center (PSTC) Zoom Listening Session. Members of the cabinet scheduled a zoom listening session with PSTC on Oct. 30 from 5:30-7pm. Anne explained that very few of the PSTC faculty are AFA members. The listening session was expected to strengthen communication with PSTC faculty.
  - Health Sciences Zoom Listening Session. After several email exchanges with Health Science faculty with questions regarding working hours, pay, and more, Anne determined that a listening session would benefit the Health Sciences faculty. The listening session date was left undetermined, but would occur within the next month.
  - October 29: Health Care Town Hall. AFA announced a townhall luncheon to discuss with faculty the health care cost increases and anticipated continued changes to the health care benefits. The meeting was scheduled for October 29, 2025 from 1:30 p.m. to 3:00 p.m. in Emeritus 1588. It was noted that the discussion was of great importance, and meant to inform the AFA Negotiations team on how it should approach future negotiations with the District. A survey will be sent to all faculty to ask questions regarding the changes and provide direction to the Negotiations team. More details were to come as the event drew closer.
  - Health Care Town Hall over Zoom. A Zoom-only meeting will be scheduled later in the semester.
  - FACCC visit 11/12 3:15-5pm. Wendy Brill-Wynkoop, FACCC Past-President, is scheduled to visit SRJC on November 12, 2025. The visit is to take place during the Executive Council meeting time, with the possibility of extending it into the closed session time block. The discussion will address AI, the United Faculty Movement, and FACCC's efforts to stop the lobbying movements meant to expedite student completion rather than focusing on a robust education.
  - AFA Newsletter. Anne reported there is an upcoming newsletter project led by Communications Director, Matthew Martin, and staffed by the Cabinet. The newsletter release date was set for late October/early November. The main article will be focused on the importance of academic freedom, especially in a time when democratic values are under fire. Hard copies will be delivered to service centers.
- Participatory governance committee chair training. On Friday, October 3, Anne participated in the first chair training for participatory governance. All committees were expected to be up and running again in 2-3 weeks, after a District-initiated overhaul. Those trained in the session were managers. A faculty training was scheduled for October 31. The focus of the training was the importance of not discussing subjects within the mandatory scope of bargaining in shared governance meetings. President Garcia was present and reinforced that it is the District's responsibility to stop the discussions that occur within the scope of bargaining.
- Questions and Comments
  - A Councilor commented that it may help some colleagues to think of "purview" as categories with question sets. The categories represent the shared governance bodies, and the questions are distributed in the categories according to the body that can answer a particular question (i.e., what is a question that the Academic Senate can answer versus what is a question that AFA can answer).

### 2. Associate Cabinet Representative (ACR) Report.

Dawn Lukas gave an update regarding the work of the AIC (Associate Interests Committee), in particular its progress in completing the three areas of research requested by the Executive Council at the end of spring 2025.

- Professional development access for associate faculty. It was found that the legacy software currently used to calculate the number of hours any one faculty member works does not allow for the equitable distribution of paid professional development, particularly for online instructors, because it cannot separate instructors by load. The AIC expects that the new software, Banner, might decouple the connection between hours worked and the distribution of professional development.
- Two recommendations:
  - Base the access to professional development on overall load rather than the day of the week an opportunity for professional development occurs.

- AFA can amplify any paid professional development opportunities open to associate faculty.
- Associate representation in shared governance. The AIC was to find ways to increase associate faculty representation in shared governance. The AIC sought to find the actual number of hours faculty worked on shared governance projects. The intent was to show that more than the five contractually-mandated service hours required of contract faculty are needed. Those numbers were not available. The AIC then recommended that a study be completed to show the areas of shared governance that would benefit from having associate faculty on the committee.
- Associate-faculty-driven topics of interest. The AIC determined that a survey should be sent to all associate faculty members to discern the issues that associate faculty want AFA to address. Separate surveys for AFA members and non-members were being considered.
- Outreach. A goal of AIC was to encourage more associates to join AFA. An email regarding medical benefit enrollment was sent to all associate faculty. Future emails to associate faculty will include "what AFA does for you," and information regarding the associate laptop program. A monthly meet-and-greet was suggested as a way to encourage associate faculty to interact with AFA, and more specifically, the ACR. The AIC will also email non-members to encourage AFA membership.
- Questions and comments
  - Q: Will the times for outreach meetings fluctuate to accommodate varied schedules?
    - ⇒ A: Yes, this can be considered for future semesters.
  - Q: Can there be a zoom or hybrid session to the monthly meetings?
    - ⇒ A: The monthly meet-and-greet will be in-person only, but a stand-alone zoom session will be considered.
  - Q: Can someone other than the ACR host the event to broaden the offered times of these meetings?
    - ⇒ A: For the initial implementation of these meetings, the ACR will manage the meetings. Future meetings could be hosted by other members of the AIC.
  - C: Zoom is a better option, especially in Petaluma, because there are not a lot of people on campus at any one time.
  - Q: I prefer in-person meetings, and I work in the evenings at off-site locations. Can you bring in-person meetings to these remote locations not on the main campus?
    - ⇒ A: It will be taken into consideration.

## DISCUSSION ITEMS

### 1. Fa25-Sp26 Associate Councilor Vacancy

It was announced that one person applied to the vacancy. The call ran from September 24 to September 30, and was extended to October 7 after no applications were received. Anne asked the Council to discuss whether to appoint the candidate or send the vacancy to an election of the members.

- There was a brief discussion of the options.
- A motion was made to send this item to an Action Item.

### 2. Sp26 Contract Councilor Vacancy

It was announced that one person applied to the vacancy. The call ran from September 24 to September 30, and was extended to October 7 after no applications were received. Anne asked the Council to discuss whether to appoint the candidate or send the vacancy to an election of the members.

- There was a brief discussion of the options.
- A motion was made to send this item to an Action Item.

### 3. AFA President, Spring 2026 One-Semester Sabbatical Vacancy

It was announced that one person applied to the vacancy. The call ran from September 24 to September 30. Anne asked the Council to discuss whether to appoint the candidate or send the vacancy to an election by the Council.

- There was a brief discussion of the options.
- A motion was made to send this item to an Action Item.

### 4. AFA Representatives to District-wide Committees

Anne presented the list of committee appointments for approval. She noted there were new openings as a result of District reorganization.

- The following appointments were presented:
  - District Facilities Advisory Committee (DFAC) – Jessica Bush
  - Equal Employment Opportunity Advisory Committee (EEOAC) – Ivan Tircuit
  - Generative AI – Sarah Whyllly
  - Inclusion, Diversity, Equity, Anti-Racism, Accessibility (IDEAA) Task Force – Jessy Paisley
  - Participatory Governance – K. Frindell Teuscher

- Academic Senate's Faculty Professional Development Committee - Hours were not confirmed at the time of the Executive Council meeting. Those with interest in serving on this committee were asked to hold their interest until the exact times were known.
- Student Learning Outcomes (SLO) Committee – Emily Schmidt noted she cannot be the AFA representative to the committee because she is the SLO Coordinator. The meeting hours for this committee were not known at the time of the Executive Council meeting so the appointment remained open.
- Questions and Comments
  - Q: What is the criteria for how people are selected for these committees?
  - ⇒ A: AFA has a certain number of allowed appointments. AFA Councilors have a requirement to be on a committee. The call is announced in an Executive Council meeting. AFA Councilors email their first and second choices of committee to the office staff. If there remains a committee without an appointment, AFA may seek a member to sit on the committee.
- There being no further discussion, a motion was made and seconded to move this to an action item.

## 5. 2025-26 Priorities

Anne explained that this discussion was a carryover from the Executive Council meeting on 9/24/25. A survey was to be sent to the Executive Council to narrow down the list of priorities previously discussed. Anne explained that the discussion of focus points for the Associate Interests Committee had been postponed on 9/24/25, but all parties were present on 10/08/25 so the discussion could continue. The list of suggested focus points for the 2025-26 Associate Interests Committee was displayed for the Executive Council.

- Focus points:
  - Membership and Outreach
  - Professional Development
  - Survey Associate faculty
  - Resolution to Academic Senate about Committee Membership
- Discussion:
  - The ACR noted that three of the focus points had already been or were in the process of being addressed by the AIC. The ACR requested that the AIC be directed to point four.
  - A Councilor acknowledged that the point of the resolution was to provide pay to associates who wish to serve on shared governance committees, but expressed concern that such a resolution might intrude on the Academic Senate's purview within shared governance.
  - A comment was made that there were unconfirmed reports that the District asked the Academic Senate to curtail expenditures on associate faculty appointments to committees.
  - It was suggested that a resolution be presented by any faculty member not affiliated with AFA.
  - A comment was made that the District's viewpoint on the matter is that full-time faculty have a requirement for college service, so full-time faculty are given priority of appointment.

## ACTION ITEMS

### 1. Fa25-Sp26 Associate Councilor Vacancy

- This item was moved from a Discussion Item.
- A motion was made and seconded to appoint Stacie Sather to the associate Councilor vacancy.
- There being no further discussion, the motion was approved (unanimous consent).

### 2. Sp26 Contract Councilor Vacancy

- This item was moved from a Discussion Item.
- A motion was made and seconded to appoint Tim Melvin to the contract Councilor vacancy.
- There being no further discussion, the motion was approved (unanimous consent).

### 3. AFA President, Spring 2026 One-Semester Sabbatical Vacancy

- This item was moved from a Discussion Item.
- A motion was made and seconded to appoint Sarah Whyllly as AFA President during the 2026 spring semester.
- There being no further discussion, the motion was approved (unanimous consent).

### 4. AFA Representatives to District-wide Committees

- This item was moved from a Discussion Item.
- A motion was made and seconded to approve the appointments as presented.
- There being no further discussion, the motion was approved (unanimous consent).

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

Minutes submitted by Stephanie Simons