

ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

AFA President's Report to the Board of Trustees

Board Meeting—8/13/2024

Thank you, President Chabaan, Board Members, President Garcia, and College Community.

My name is Anne Donegan, and I have been teaching History at SRJC since 1995, and starting tomorrow I will be the new President of AFA.

I love teaching, I love SRJC. We are better than any UC or CSU at lower division courses. With our small class sizes, wonderful student services, and focus on great teaching, SRJC has helped students improve their lives for over a century.

My term as AFA president starts tomorrow and I want to start off with expressing appreciation.

First off, much thanks to Sean Martin for his years of service to AFA. Sean was a fearless advocate for our faculty and our students. Sean knew that when faculty members are treated as professionals, we are better teachers. This was a priority of Sean's, and it will be one of mine as well.

I also want to recognize the great work of K. Frindell Teuscher and her Negotiations Team. The AFA Negotiations team earned important gains for the faculty this past year. I will highlight just two: Paid health care for more Associates and required trainings for everyone participating on Tenure Teams. This will greatly help us support and retain new faculty members coming to teach at SRJC.

As great as our negotiations team is, we could not have done it alone. I also want to thank the District's team and especially their leader, Josh Adams. Josh and his team are organized, honest, and always ready to collaborate. We don't always agree, but we are always nice to each other, and for this I am very grateful. We all want to work toward making SRJC a better place to teach our students.

I also want to thank President Garcia and her management team and their leadership over the past year. Firstly, I appreciate that President Garcia invited the AFA Cabinet to a meeting with her Cabinet to discuss among other things, AFA's legal role as the exclusive bargaining agent for SRJC faculty members. With our lawyers in tow, we had a robust discussion on the importance of keeping mandatory subjects out of shared governance

committees. We know this is a cultural shift that will take time, but we look forward to making progress on this issue.

President Garcia also organized two meetings over this past summer which focused on improving workplace culture here at the college. This of course was responding to the press reports about sexual harassment that occurred early in the summer. Along with AFA leaders, President Garcia invited her Cabinet, and leaders from the Academic Senate, SEIU, and the Classified Senate. We had an expansive conversation, but it was disheartening that so many in the meeting shared accounts of frustration when harassment claims were brought to Human Resources. Clearly, we have a lot of work to do. AFA is committed to working with HR in shoring up policy and procedures so that when allegations are made the process is followed.

I am pleased that we will be continuing this discussion across our campuses, with the goal of making the complaint process one that SRJC employees trust and will feel comfortable using if necessary. Yet, still after these meetings, I still have one lingering question:

What do we do when the District does not follow its own policy?

I look forward to doing this work and working for the needs of the faculty. I want to end by quoting the future VP Tim Walz: **Never underestimate a teacher.**