



Faculty Association, AFT 6157, Executive Board Retreat Minutes (Approved)

9:30am-5:00 pm, Friday, September 30, 2005, Bill Jacobs' Home

Call to Order

President Mark Newton called the meeting to order at 9:45am.

Roll Call

- PresidentMark Newton
- Vice President.....David Yancey
- Fiscal OfficerLinda Ferrell
- EVC Representative.....Frank Espinoza
- EVC Representative.....Teck Ky
- EVC Adjunct Representative.....Ron Fischer
- SJCC RepresentativeBob Wing
- SJCC RepresentativeMaile Ho
- SJCC Adjunct Representative.....Laura Cavanagh

Also Present: Marc Sola (FA Negotiations), Jory Segal (FA Negotiations), Debbie DeLaRosa (FA Negotiations), Patrick Butler (FA Grievance Officer), Bill Jacobs (FA Retirement Chairperson), Barbara Hanfling (Executive Director), and Christopher Mathenia (Office Manager), Henry Gee (EVC Academic Senate President), Virginia Scales (SJCC Academic Senate President)

Coffee, Snacks, and Introductions

A. Continue Momentum on the Restructure

General Summary of Progress on Restructure of Executive Board

1. Restructure

a. Job Responsibilities for Executive Board Members

Members discussed how to rejuvenate the structural change of the union. Barbara emphasized the need for the Executive Board member to participate on committees. Discussion followed and members volunteered for the various committees:

- EVC Academic Senate: **Teck Ky**
- SJCC Academic Senate: **Bob Wing**
- Bay 10: **David Yancey**
- Audit Committee: **Teck Ky** (Chairperson), and a couple faculty members needed
- South Bay Labor Council: **Mark Newton, David Yancey, Jim Kelley, and maybe Frank Espinoza**
- Newsletter Editorial Board: **Bill Jacobs, Sterling Warner, David Yancey**, and a couple faculty members needed
- COPE: Barbara will contact Joseph King as a potential participant to assist in organization and preparation for the November election that is five weeks away. Ron Fischer volunteered to help
- Adjunct Council: no faculty member named
- Division Council Chairs: FA needs to recruit new members. Perhaps picnic participants is a good place to find volunteers

Barbara will talk with Laura Cavanagh about the committees. Barbara will also work on putting together a “master calendar.”

2. Energizing the Division Structure

The Board briefly discussed the following items.

- a. Training Schedule October 28, 2005 – EVC
- b. Adjunct at EVC
- c. Adding new Members
- d. Other Responsibilities

3. Signing up new members

Discussion followed on the strategy for signing up new faculty members for AFT 6157 and COPE



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4. Politics: Taking on the propositions

The Board discussed Propositions 74, 75, and 76. Barbara passed out “Uncle Louie” Cards in opposition to the propositions. Board members will address the cards to friends and relatives and the FA will pay for the postage to send the cards. The Union will see if we scan the card and email it to the Board members. Also, information supporting the union’s position is available online.

a. COPE

The Board discussed strategies for signing up new COPE members. Also, discussion followed about how the committee can use the money. Bill Jacobs requested the FA support new FACCC membership too.

b. Phone banking/Campus Events

Frank Espinoza emphasized this as an excellent opportunity for the FA to take the lead in bringing the District community (faculty, students, and other District employees) together. David Yancey requested that the FA be clear that the phone banking is not cold calling; rather, the plan is to call members of our own District. If the location is available, October 29, 2005 is an agreeable date. Frank and Mark will help Barbara contact the District leaders. Barbara will supply Frank with a list of leaders to contact.

c. Contribution to CFT

Barbara asked the Board to think about how much COPE money to send to the CFT assist in the fight against Propositions 74, 75, and 76.

5. Retirees Committee (how to initiate this committee)

Bill Jacobs is starting the process of requesting help from retirees to form the Retiree Committee. David Yancey is the FA representative to the committee.

6. Getting More Adjunct Involved

The Board discussed how to get more adjunct faculty involved in the union. A few years ago, Campus Equity Week was effective, however we will not be able to hold such event this semester. Debbie De La Rosa suggested getting time on IID and at the division meetings. Perhaps an IID, FA sponsored, adjunct lunch would increase participation.

7. Relationship between classified and faculty

Classified may not feel like they receive enough respect in the District. Also, along with the ‘silent’ layoffs of adjunct faculty, the number of custodians is also lower. Compounding the issue is the increasing space to clean caused by all the construction of new buildings. The FA will publish an article in the newsletter to increase faculty awareness that custodians are not responsible to dust and clean faculty desks. Also, the article will encourage faculty to keep classrooms as clean as possible. Barbara will report the FA’s progress in supporting classified employees to the chancellor.

B. Vision Beyond 2005

The Board discussed strategic, longer-term planning. Specifically, they asked, “where do we want to be in 2006-2010?” The areas of interest include budget, legislative, political plan, working with trustees, building committees, and working with independent community college districts in our area. Additionally, the Board listed other potential areas to talk about, including contract negotiations, communications (publications/electronic), cooperation with other unions, and contact with government and local politics.

Barbara asked whether another retreat during the intersession was plausible. Discussion followed on whether to the retreat could take place on a Friday, Saturday, and/or during intersession. The Board agreed an additional retreat would be appropriate during the next semester.

Barbara and Mark discussed their regular meetings with the trustees, the chancellor, and campus presidents. They are also meeting with the vice-presidents next week. Among other topics, the points of discussion during these meetings include the District’s reserve, which is currently over 10%. The trustees are releasing \$2.5 million to the chancellor and the presidents to build student enrollment. The Board discussed where the District could spend the money to get immediate results:

- ITSS online enrollment improvements
- Mini grants to faculty for enrollment areas
- Partnership with high school projects
- Summer school camps
- Staff development



C. Academic Senate Presidents Discussions

1. Priorities for Academic Year 2005 – 06

a. Hiring Committees (collaboration/issues)

Academic Senates and FA would like more faculty members in on the final hiring decisions. Currently, hiring committees are not well informed of their rights and responsibilities. They do not know whether the information supplied by the District is accurate. Faculty members do not know enough about the process to challenge the District. The Academic Senates are working to put together a document with the rights, roles, and responsibilities for faculty members on hiring committees. Discussion followed.

b. Hostile Working Environment

EVC faculty members approached the chancellor and EVC president about not feeling safe in their working environments. The District's response was to hire consultants to look at the situation and make recommendations. If discipline issues regarding faculty arise, the FA will be involved. There is a push to train the District community on policies to eliminate ignorance claims. Everyone in the District should consistently follow processes and policies. Discussion followed.

c. Class Size Issues

The negotiating team is researching every single class size. The start of this research is capturing what is the current reality, which in some cases is a challenge in itself. Class sizes for particular courses differ between campuses, classes, catalogs, Datatel, etc... Furthermore, at some point, this process will include pedagogy decisions, so the FA will need consultation from the Academic Senates. Adding to the confusion, 'productivity' is defined differently among the various stakeholders and may sometimes work against pedagogy. Discussion followed.

d. Joint Goals/Questions

An acceptable logic as to why the class sizes are what they are, which is consistent across both campuses. Discussion followed.

D. Webpage Discussion

The Board discussed faculty resources that the FA website can potentially provide. Some ideas that were discussed:

- New faculty information page
- Retiree information page
- Adjunct information page
- Bio/statement from Board members and Executive Director
- Mission Statement and/or priorities
- Build the FAQ page into a 'data warehouse' full of questions and answers (perhaps in the form of a wiki or blog)
- Contract questions (perhaps informative newsletter articles posted separately)
- Monthly Negotiations Report (head negotiators talk about issue from the table. Mark used to send out a president's report)

Each Board member will write a brief statement for the webpage. Also, of interest was a blog where the FA could post a topic and have faculty post comments on the topic.

Finish up

Wrap up, set up Winter Retreat

President Mark Newton adjourned the meeting.

Minutes provided by Christopher Mathenia