

EXECUTIVE COUNCIL MINUTES
Meeting Held November 15, 2023

PRESENT: Viviana Alcazar, Erick Aragon, Raymond Brennan, Mary Donahue, Laura Gamez, Jordana Griffiths, Julie Jenkins, Ellen Judd, Brendan Mar, Rachel Mudge, Jim Nguyen, Kim Palmore, Kathy Perino, Tim Shively, Robert Stockwell, Felisa Vilaubi.

GUEST: Hilda Fernandez, Nicole Gray, Fatima Jinnah.

M/S Agenda approved as written. Vote unanimous.

M/S Minutes approved as written. Vote unanimous.

A CONVERSATION WITH FATIMA JINNAH

Foothill Counselor Fatima Jinnah gave a moving presentation on the Israel-Palestine conflict as part of FA's efforts to educate itself and develop a set of guiding principles on our role in responding to geopolitical conflict. Jinnah reviewed the history behind the tensions in the region, stressing that it was not based on religion or nationalism, but was fundamentally about land. Jinnah discussed the impact on students and employees and made a plea for FA to support free speech on campus.

MEMBERSHIP DRIVE

Executive Secretary Robert Stockwell reported that three faculty had signed on as FA members in response to the email blast that was discussed at the last meeting. Additional sign-ups have come through work with department chairs and one-on-one meetings, adding a total of about nine new members over the last month. Sal Breiter in the Professional Development Office is working with FA on a Know Your Contract workshop later this quarter at De Anza that will be targeted towards new faculty. The Membership Committee is also exploring the idea of holding a potluck event on Thursday, December 7 and in working with Human Resources to improve the onboarding process so that new faculty are more aware of FA. Stockwell reviewed the sign-ups on the Google doc of non-members and polled the council for their interest in holding a committee meeting. Vice President Jim Nguyen added that a summary of council meetings would now be distributed after each meeting and that this would help to facilitate the liaison function and hopefully improve communications between faculty and FA, particularly with those who have not been reading the *FA News*.

DISTRICT BUDGET UPDATE

Chief Negotiator Kathy Perino stated that there had been no meeting since the last update.

NEGOTIATIONS/CONTRACT REVIEW UPDATE

Perino reported that the latest negotiations session had been cancelled when Vice Chancellor of Human Resources Ray Quan was relieved of duties. Pat Hyland will be filling in for Quan

until a permanent replacement is found. The next negotiations session is scheduled for November 29.

Perino noted that she did receive approval to have a second round of applications this year for leftover Training/Re-training Funds, with an application deadline of December 15. These funds are only available to tenured full-time faculty to offset the cost of items like tuition and books.

The negotiating team is currently developing strategies for addressing some issues that have arisen in Counseling at De Anza and is planning some five-minute instructional videos for the FA website. The first of these will give an overview of reemployment preference.

PRESIDENT'S REPORT

President Tim Shively shared data that had been reported to the state chancellor's office from 2019 to 2023 regarding the Faculty Obligation Number (FON). This data appeared to show that during this period the percentage of instruction taught by full-time faculty had risen from 51 percent to 75 percent. This increase was due to the numbers for Part-time Equivalent Faculty (PTEF) showing a steep drop from 377.5 in 2021-22 to 112 in 2022-23. Shively noted that this decrease did not appear to tally with what is being reported in the district budget documents or reflect what is happening in class assignments. Executive Director of Fiscal Services Raquel Puentes will be attending the Resource Allocation and Program Planning (RAPP) Committee meeting at De Anza next week to talk about the Fifty Percent Law, which is also tied into this report. Shively noted that ten districts were currently being audited on the Fifty Percent Law, although which districts is unknown.

Discussion at the Board of Trustees meeting was interesting regarding facilities and the rising concern around the expenditure of Measure G funds. Shively suggested that, instead of thinking about individual buildings, the District should consider their functions and perhaps bundle projects together. The approved Health Clinic, for example, could be combined with the proposed Student Services building to better use the same plot and reduce the loss of parking spaces. The same idea could be applied to the Arts and Events Centers. The results of a study on the Measure G projects, together with current figures, is scheduled for presentation at the December meeting. Shively noted that, even after three and a half years, not a single new construction project had been started at either campus.

FOOTHILL GOVERNANCE UPDATE

Jordana Griffiths reported that a full discussion on regular and substantive interactions (RSIs) had still not taken place at the Academic Senate but is on the agenda for next Monday's meeting. Concern was expressed that De Anza had no online learning committee, like Foothill's Committee on Online Learning (COOL), and this might impact RSI consistency districtwide. Another idea being explored is the creation of a rubric to assess prior learning before training is conducted, since not all faculty would need to take all 18 hours of the core training required under the current proposal. For example, faculty who participate in Peer Online Course Review (POCR) or Culturally Responsive Pedagogy could use that to count toward the requirement. Perino clarified that an RSI policy and training is now required by the state and that the academic senates of each campus have been charged with developing these. At some point these discussions will result in a joint recommendation that will then be brought

to FA to negotiate implementation and compensation. Any faculty input at this point should be directed to their senators. Laura Gamez added that on November 17 COOL would be voting on a Professional Development Resolution that would encourage online faculty to engage in ongoing training, and that the Academic Senate and District should provide the training and funding for part-time faculty who complete it.

DE ANZA GOVERNANCE UPDATE

Mary Donahue stated that the Academic Senate had been having ongoing discussions about RSI and agreed that their proposal should not only meet the legal requirements but also match or exceed them to reflect the teaching standards that De Anza is known for in its in-person classes. Felisa Vilaubi added that the proposals were very preliminary and were not just focusing on RSI but on how training modules could be created for all elements of online instruction.

Donahue reported that dining services had reported a net loss of about \$1 million over the last academic year and may be moving to food trucks. The focus will be on trying to increase revenue to avoid layoff of the food services workers who, Donahue noted, were among the lowest paid in the district.

Nguyen stated that the Educational Technology Advisory Committee (ETAC), a districtwide committee, is forming an Artificial Intelligence Working Group and is looking for employees who would like to join and help develop policy for this new technology.

Erick Aragon reported that the Resource Allocation and Program Planning (RAPP) Committee was prioritizing hiring to fill resignations, retirements, and failed searches from last year. The prioritization process was developed last year and is now being implemented by the group.

Shively added that the search for a new Vice President of Instruction had been halted when the number of finalists dropped to one.

EQUITY TASK FORCE UPDATE

Gamez reported that the winter quarter meeting dates for the Equity Task Force had been set for week three of each month, with one planned at Foothill and one online via Zoom. A list of tasks will be sent out to committee members soon.

PART-TIME REPORT

Associate Secretary for Part-time Faculty Interests Raymond Brennan announced that a Zoom meeting had just been confirmed for November 16 with Nichole Munoz-Murillo, Legislative Assistant to Governor Newsom, in an attempt to educate the staff about those bills that Newsom had recently vetoed. These include the single-tier system, course repeatability and raising the part-time load cap.

PAC UPDATE

Stockwell stated that the Political Action Committee (PAC) had interviewed candidates who were seeking endorsement in the next Board of Trustees election. No decisions have been

made on these yet. The PAC has also been consulting with representatives from the other unions about this.

Brennan has been working with the new Director of Professional Development at De Anza, Sal Breiter, on a joint Know Your Contract workshop for part-time faculty. This Zoom event, which will cover areas of the *Agreement* critical to part-time faculty while allowing extra time for questions, will be held on Wednesday November 29 from 2:00 to 3:00 p.m.

Shively noted that a Statement of Principal regarding the Single-Tier system had been included in the recent issue of FACCCTS, the journal of the Faculty Association of California Community Colleges (FACCC). Shively spoke to FACCC President Wendy Brill-Wynkoop about their plans on what looks to be a daunting proposition. Brill-Wynkoop stated that they were modelling their proposal on the Vancouver Model, with the intent of extending all the pay and benefits that full-time faculty have to part-time faculty. Since every district has its own bargaining agreement, this effort would need legislative backing, and Shively emphasized that movement at the state and local levels would need to take place simultaneously.

FOR THE GOOD OF THE ORDER

Donahue stated that the De Anza Bookstore was now including a link on the ordering page so that students could more easily download free textbooks in those classes that utilized them.

The FA Retreat has been scheduled for February 7 to 9. Shively polled the Executive Council for their interest in holding the event at the Scotts Valley Hilton where the retreat was held in 2020.