

FA NEWS



FOOTHILL-DE ANZA FACULTY ASSOCIATION
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President's Report: Things Fall Apart...and Then

FA President Tim Shively

When the center does not hold (to cite a famous poet), there are nonetheless important matters swirling about it deserving of attention. And a precursory glance suggests that maybe things are starting to take hold. No, the state budget has not been miraculously restored to 2022-23 levels. And no, class sizes are not going to be reduced in an effort to attract more enrollment in the District. But changes are afoot nonetheless: opportunities have arisen, and it's up to faculty, staff and students to capitalize upon them.

As we finish Winter quarter and anticipate Spring, it's with a host of recent personnel changes in the District. Most immediate (and potentially impactful) would be the departure of the De Anza College President. Following the removal of the Foothill President some two and a half years ago, this had been anticipated by some based upon breakdowns in De Anza shared governance process (echoing what had been a prevailing pattern at Foothill) and other intra campus conflicts. Thankfully, this transition happened a lot more quietly, and without all the legal entanglements. Part of that may have had to do with having a new Chancellor at the helm, but also the situation wasn't dragged out interminably—the President resigned, and we have Christina Espinosa-Pieb, who arguably knows more about the operations of the College than anyone, postponing her retirement and filling in as interim President until we find a permanent replacement. Further, having a faculty member who knows how instruction works at our college (rather than someone from outside) step in as Interim Vice President of Instruction, is a godsend, and I'm optimistic Lydia Hearn's tenure will help guide us through these changes.

Of course, the District itself is no stranger to zone defense, having had Pat Hyland return from retirement in the Fall to steady the Human Resources ship after the departure of the Vice Chancellor of HR. And we'll have further departures to contend with, including the retirement of the VC of Business Services, as well as her De Anza complement, the VP of Administrative Services, in August. So let's see...in the past *year* and change, that means we have acquired or are in the process of acquiring, a new chancellor, two vice chancellors, two college presidents, and three new vice presidents. And that's just at the *Senior* Management level, to say nothing of the host of deans and other important figures (many of whom we dearly miss) who have moved on recently. While this might be cause for concern among accreditation agencies (I understand it's actually a fairly broad pattern across the system), it presents a real opportunity to reinvent ourselves as an institution(s). Yes, there's risk involved, but isn't there always? Regular readers of the *FA News* know that I can be snarky when need be, but I see this as a time for faculty, in particular, to step up and get involved. Sign up for a shared governance role, join a hiring committee, run for FA Executive Council in the Spring—help build this plane while it's moving down the runway, because if we don't, it'll be built for us, and not necessarily to our specifications.

One of the several areas in which developments faculty should be aware of is Measure G. Since its passage in 2020, this varmint has gone through so many twists and turns that I'm not sure anyone in the District has the full dimensions of its travels circumscribed. But four years after not having a shovel full of earth moved anywhere in the District, we have finally (in February) awarded a contract for demolition of the Flint Center (slated for this summer), and some of the entanglements of De Anza's bungled "Megaproject," for one, are finally being unraveled (or respun, as the case may be). Most recently, funds formerly devoted to a free standing "Event Center" to replace the Flint have been reallocated to infrastructure at the Colleges and Central Services. Of the \$75 million remaining from the original Event Center project, the following is proposed as a reallocation: \$20 million for a flexible event space (presumably to be incorporated *into* a new De Anza Art building, which is presumably to be located in the footprint of the soon to be demolished Flint), \$30 million for De Anza infrastructure (it being determined the college did not invest enough of its Measure G allocation into such projects), \$15 million for Foothill "priorities/infrastructure" (I'm getting this language straight from the last slide of the [Measure G presentation](#) given by the District at the March 4 Special Meeting of the Board of Trustees) and \$10 million for District "Network/Server" rooms. What exactly constitutes "infrastructure"? The presentation covers items such as electrical transmission lines, boilers, chillers/cooling towers, underground delivery systems, and "building systems" (panel boards, wiring and outlets, lighting). But I wonder whether refurbishing existing structures should not also be considered addressing infrastructure.

Case in point: De Anza's Arts quad. The College's one time "[Megaproject](#)," originally presented to the Board at the November 7th 2022 Board of Trustees meeting, had called for demolishing the A-quad and constructing a new "Services for Students" building in its footprint (the source of much controversy since the authors had not determined where to permanently relocate the to-be-displaced Arts programs). Given the planned redistribution of Event Center funding, the College no longer has enough funding for both new Arts and Services for Students facilities. But if a new Arts structure is to be constructed in the Flint footprint, wouldn't that free up the existing Arts buildings for other uses? Yes, they'd need some work (otherwise, we wouldn't be needing a new Arts structure), but at a lot less cost than construction of an entirely new building. For one, the list of programs slated to move into a new Services for Students building (and this continues to change over time), would not require the industrial strength HVAC, high temperature insulation, soundproofing and other such discipline specific needs of the Arts. Once the Arts have moved out, tearing out the old infrastructure and replacing with new, installing some walls to divide office and meeting spaces, etc. would seem to provide some much better accommodations than what's currently available to programs such as the leaky basement confines of the De Anza Student Government. We might not be able to fit the entire list of Megaproject "proposed programs" into this space, but we can certainly create a community for many of them, probably most of them, and that's a start. We'll have to see whether this idea gets any traction as De Anza moves forward towards presenting its revised plans at the May Board meeting, after they've been vetted by shared governance.

Sometimes faculty concerns extend beyond the confines of our campuses and District and even our state and national boundaries. Ever since Hamas's October 7 attack of Israel, faculty, as well as students, staff and administrators, have been concerned, alarmed, afraid of what this ongoing conflict entails for Israel and Palestine (and I'm not going to attempt here to parse out the history of that conflict preceding Oct. 7), the Middle East as a whole and indeed, the entire world. For we are in it now, and as actions have escalated, we have learned, whether we have personal connections in the region or not, that entire populaces have been displaced from their homes, medical care for the wounded eliminated, and tens of thousands of innocent civilians killed. These conditions are precisely the impetus behind the Faculty Association's Cease Fire Resolution included in this issue of the *FA News*. That is our organizational response, based on several months of consideration and conversation among our Executive Council members, with faculty at large, legal counsel, and other perspectives. We attempted, to the best of our abilities, to strip away the politics (to the extent that is ever realizable) to get down to the bedrock humanitarian concern: the distribution of aid has been disrupted, children are starving, and the sick and elderly are dying. If that is not sufficient justification for a union to make a plea, regardless of contracts or working conditions, I don't know what would be. I hope you will take it in the spirit in which it's offered, as an attempt to move beyond the reductive binarism which has marred so much of the public discourse on this matter, and not an endorsement of a political position (however strongly you feel yours should be endorsed). Because on the cusp of the invasion of Rafah, in the face of international diplomacy's failure to achieve a cease fire, it may be only a groundswell of individual citizens across the world that saves us in the end.

FA Statement in Support of a Ceasefire in Gaza

As a union, the Faculty Association's (*FA*) primary function is supporting the rights, contractual and otherwise, of its members. Accordingly, *FA* supports the right not only of faculty, but students, staff, and administrators to exercise free speech. This is a cornerstone of a democratic society and essential to the well-being of our district and colleges. Freedom of thought and expression is fundamental to higher education. In a free, open, and inclusive campus, no idea or viewpoint should be prohibited, regardless of how controversial it may seem, provided it does not advocate for the harm of others.

Your *FA* also supports academic freedom – the right of instructors and students to express their views in an educational context – without fear of censorship or recrimination. Our colleges not only impart knowledge but also foster exploration and innovation, both inside and outside the classroom. The academic environment encourages robust discussion and debate which may include various societal, economic, and political topics from a range of perspectives. At the same time, college instructors are not only employees

but representatives of their institution. While they have the freedom to express themselves, including outside of their professional roles, they must also remain mindful of their responsibilities and uphold professional standards.

Consistent with these principles, we believe it is important for *FA* to speak up and out on issues of major significance to faculty and the broader community. This includes political and social concerns. Indeed, one might argue that unions have a responsibility to speak on matters concerning not only their members but the welfare of our citizenry, and indeed, humanity as a whole.

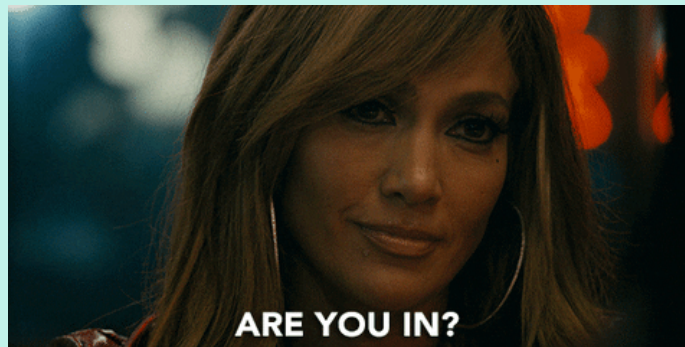
Given the humanitarian crisis unfolding in Gaza, *FA* joins other voices of conscience in calling for an immediate ceasefire, the release of all hostages, and a massive humanitarian relief effort to address the crisis. When innocent civilians, particularly children, are considered collateral damage, when aid trucks are blocked from providing desperately needed food and supplies, when starving people are killed in their efforts to acquire basic human needs, enough is enough. The cycle of violence must end now to facilitate negotiations for a lasting peace.

We condemn Anti-Semitism, Islamophobia, and hate crimes against Jews, Muslims, and all others. Israel and Hamas must adhere to international law and the Geneva Convention, prioritizing the welfare and security of civilians. Israel must restore basic rights in Gaza, including access to water, fuel, food, and humanitarian aid. Power must be restored, and foreign nationals and Palestinians needing medical care should be given safe passage.

We as a Faculty Association stand in solidarity with other unions across the country and with all people in Israel and Palestine calling for an immediate ceasefire. We encourage our Colleges, District, and Board to join us in this call.

--unanimously approved by our Executive Council on March 20, 2024

Hey! Grab a seat on the FA Executive Council!



We currently have three council openings for Spring quarter - one full-time Foothill, one full-time De Anza and one part-time from either campus.

Meetings are currently held face-to-face the first and third Wednesdays of the month from 3:00 to 5:30 p.m. Meetings alternate between the two campuses. While there is no release time for these positions, council members are paid \$100.00 for each executive council meeting attended. FA encourages faculty who are interested in participating in their union to "test-drive" a union position.

Please send a letter of interest to [Susanne Elwell](#) by Monday, April 15 at noon.

FHDA March Madness – the Budget and Enrollment Kind

Kathy Perino Chief Negotiator



The recently ratified changes to Article 10 (Full-time Faculty Scheduling) and Article 34 (Online Learning) clear the way for Fall 2024 scheduling and 2024-25 enrollment planning. I, along with other FA representatives, sit on different committees that provide reports about budget and enrollment data; occasionally we are given the opportunity to provide input for such planning.

This year's messaging has been particularly confusing in terms of the budget and the enrollment goals. I feel like I often receive conflicting information, which makes it near impossible to provide strategic input.

At the January District Enrollment Management Committee (DEMC) meeting, we were shown data specific to FHDA Student Centered Funding Formula (SCFF) calculations. We know that our SCFF calculation falls short of the revenue we are entitled to from the state, so we are in Hold Harmless. The messaging at this meeting was that for FHDA to close the gap and eliminate our hold harmless funding, our priority should be to increase FTES since 75 percent of our SCFF funding comes from FTES.

While increasing FTES appears to be the goal, how we do this must be "strategic"—at least that's the term I continue to hear. We can't just add sections and let low enrolled sections run because our budget for offering classes is not increasing. Instead, we need to figure out where the demand is, and increase our enrollment in those areas. At that same DEMC meeting, we discussed both the fact that non-resident enrollment is up this year and that F1 visa students report difficulty in finding enough in person classes to meet their visa requirements. So, it seems that, one strategic opportunity to increase our FTES might be to increase on-campus offerings.

However, a review of campus enrollment shows that most of the on-campus classes still have seats available; in fact, some of these are the classes slated for cancellation in Spring quarter. Apparently, we must cancel these low-enrolled classes to reach our productivity targets, even if canceling them means that non-resident students will have visa issues. March Madness comes to mind. Maybe those making cancellation decisions should check to see if the enrolled students are F1 visa students? Or maybe productivity wins and we don't serve the F1 students? I'm not quite sure at this point.

In March, the District presented the 2nd quarter report, an update on how our adopted budget predictions match, or don't match, with what is happening this year. While we budgeted for flat resident enrollment this year, we are actually at least 3.1% up. Even at the 2nd quarter report, this 3.1% is likely an underestimate because, despite evidence to the contrary, this 3.1% was calculated using a flat enrollment trend for De Anza this year. If there is clear and compelling evidence of enrollment being up at De Anza, why would anyone use a flat enrollment in this calculation? March Madness is my only thought.

Next, we learn that despite scheduling challenges for on-campus classes, our non-resident enrollment is up 20 percent in terms of number of enrolled units, generating \$4.5 million more than budgeted. Surely this will provide us a little flexibility in terms of planning for next year. Not necessarily.

The 2nd quarter report says,

Due to the recent revenue variability and dependence on international events such as visa availabilities, it is prudent to continue to deem this revenue source as at-risk and use it to fund temporary/one time expenditures, expenses that can be easily eliminated or reserve balances. Given how quickly the nonresident revenue can fluctuate, it is very risky to support recurring ongoing expenditures with this revenue source.

What this means is that we are trying to provide courses and services for our non-resident students, but we are supposed to do that without using the revenue from such enrollment. I certainly agree that enrollment from F1 visa students has some volatility, but if the budget office assigns the revenue to the ending balance rather than allocating some for 2024-25 operations, I'm not sure why we are trying so hard in this area. March Madness.

I'll close with some information coming from Foothill College. Over the past three years, Foothill has used approximately \$1 million annually from its reserves (the college rollover B-budget) to bolster the instructional budget in an effort to recover enrollment lost in previous years. Since this is one-time money, the college sees supplementing the instructional budget as unsustainable, so President Whalen has begun what she calls "some difficult but strategic conversations" about how to plan for the future. As a result, the deans and department chairs have been told that the summer 2024 schedule will be the same as summer 2023 or even "strategically" reduced due to budget uncertainty. In other words, please grow but do that by reducing. March Madness.

The leaders of this District need to clarify the goals for 2024-25. If we are trying to grow our enrollment, the colleges need the resources to do that. Instead of a \$36 million ending balance, maybe we can live with a \$30 million ending balance. Or, if we decide it is impossible to close the enrollment gap and it isn't beneficial to grow our enrollment, then let's admit that. Faculty leaders from the Senates and FA are

trying to participate in the decision-making process, but it is near impossible when the messaging is contradictory. March Madness.



Benefits Update

The Joint Labor Management Benefits Council (JLMBC) met twice during Spring quarter. The council reviewed the open enrollment data for benefits plan year 2024 and began discussions to address concerns regarding rising health benefits costs in a year that most likely will see little to no COLA.

The cost of health benefits is driven by the premiums charged to the district along with the number of employees choosing to participate in our plans.

Since 2022, the number of full-time employees has been decreasing, while the percent of employees who choose to enroll in full medical benefits has stayed relatively constant.

	2024	2023	2022
Total FT Employees	1004	1022	1029
Total Medical Plan Enrollment	871 (86.8%)	885 (86.6%)	904 (87.9%)

Two other groups participate in health benefit plans: retirees hired before 1997 who have the same contribution rates as full-time employees, and part-time faculty whose contribution rates (determined by load) are higher than full-time employees.

The number of retirees participating is down to 745 compared to 758 last year. For part-time faculty, we continue to have about only 26% of our eligible part-time faculty participate. The number of eligible part-time faculty (at least 40% load and REP) is down to 331 (from 406 in 2022)

	2024	2023	2022
Retirees	745	758	757
Eligible PT faculty	331	346	406
Participating PT faculty	87	90	101

While the number of employees and retirees covered by District benefits is decreasing, the total cost of our benefits continues to increase. This is due to the unfortunate fact that the increase in premiums is outpacing the decrease in the number of employees covered.

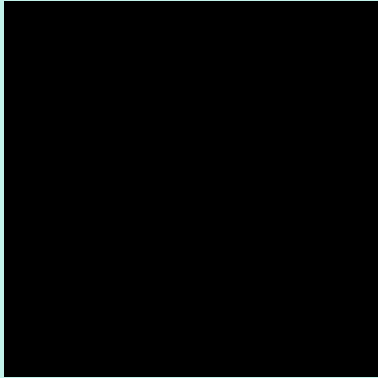
As a result, the JLMBC is currently researching other benefits options outside of the CalPERS system. Because the FHDA employee group is older, on average, than many other employer groups, we need to be part of a group so that our risk is spread across a larger population of less risky employees. The CalPERS pool is the largest pool of employees available, and when we joined them, it was our best option. JLMBC is now researching and reviewing rates that would be available if we instead joined SISC (Self Insured Schools of California) or SMHC (San Mateo Healthcare Consortium). When we researched this a few years ago, CalPERS remained the best option for FHDA. We are awaiting numbers to see if our options are better now.

In addition to researching medical plan rates outside of CalPERS, JLMBC is reviewing dental plan options because most of the bargaining units report that some members are experiencing issues with long-time Delta dental dentists dropping Delta insurance. When we reviewed different options last year, the other dental networks had significantly fewer dentists in their network even though Delta was losing some dentists.

Faculty will not see any changes to medical or dental coverage for the remainder of this plan year. Whether we see changes for plan year 2025 or beyond is still to be determined. Simply be aware that the JLMBC is working hard to research these issues and address employee concerns. Until we have universal health care, I am not sure that these struggles will ever be fully addressed.

If you have any questions or concerns about benefits, please feel free to contact me at fakathy@fafhda.org.

Important Deadlines



Following is a list of many, but not all, important contractual deadlines for the 2023-24 academic year. If any of these deadlines apply to you, be sure to mark your calendar and read the the *Agreement* text referenced in parentheses (fafhda.org).

The campus conciliator can assist you if you need help:

- De Anza, [Ilan Glasman](#) (408.864.5574)
- Foothill, [Eric Reed](#) (650.949.7091)

Questions can also be directed to the [FA](#) Office Manager [Susanne Elwell](#) (650.949.7544)

Please note: if you miss a contractual deadline, even by a single day, you may lose significant benefits or have to wait a full year before becoming eligible again. This calendar is on the *FA* website under "FA Current Announcements."

The full academic year list of "[Important Deadlines](#)"

2024

Apr. 1: Full-time faculty submit written request to return to full-time employment status from Article 18 pre-retirement reduction in contract (18.4).

Apr. 5: Part-time faculty submit completion of requirements documentation for column change starting in Spring Quarter to campus Personnel Office (Appendix B.1,C, E, G).

May 1: Full-time faculty submit application for Training/Re-Training (Appendix R) to District Office of Human Resources (35.5).

June 3: Full-time faculty submit Professional Growth Activities to campus Personnel Office for salary step advancement (Appendix A, B) and/or Professional Achievement Award application (38.3).

June 30: Full-time faculty file intent to change salary column for (the next) academic year with campus Personnel Office (Appendix A, B).

July 1: Full-time faculty submit Professional Achievement Award application to division dean (38.2.1, 38.3).

Aug. 23: Part-time faculty file intention to change salary column starting in the Fall Quarter with campus Personnel Office (Appendix B.1, C, E, G).

Sept. 15: Full-time faculty submit completion of requirements documentation for salary column change in academic year 2024-25 to campus Personnel Office (Appendix A, B).



Particularly for Part-Timers

Raymond Brennan Part-time Associate Secretary

Unemployment Reminder

As we approach the final month of the quarter, it's essential to remember that if you're not assigned a class for spring, you may qualify for unemployment benefits. Even if you have other employment, unemployment benefits can help offset some of the income lost from not receiving a class assignment. If you haven't applied for unemployment benefits before or if it's been some time since you last did, assistance with navigating the EDD system is available. Cabrillo College part-time Professor John Govsky hosts a [website offering valuable guidance](#), including screenshots of every page of the application with explanations of how to answer specific questions. It's crucial to ensure you provide the correct phone number on your unemployment application. For De Anza Faculty, use 408-864-8711, and for Foothill Faculty, 650-949-7625. When asked for your supervisor, provide your dean's name. However, for your employer's phone number, use the numbers provided above. If your application is denied, don't hesitate to contact me immediately for assistance through the appeals process. (I've successfully navigated this process before!) You can reach me at brennanraymond@fhda.edu.

Join Us!



FA Thanks and Welcomes Our New Members!

Long Nguyen Foothill
Tacey Baskett De Anza

2024 FACCC: Tax Deduction



Part of FA monthly dues goes to the FACCC Education Institute and 100 percent of this amount is a charitable deduction.

For full-time faculty who worked all three quarters of 2023 and are FA members, the tax deductible amount is \$189 for the whole year or \$63 for each quarter worked.

For part-time faculty who worked all three quarters of 2023 and are FA members, the deduction is \$63 or \$21 for each quarter worked.

Join FA Today!

Equity Action: Spring Religious Observances

Passover, Easter, and Ramadan converging in close proximity present an opportune moment to embrace their diversity and engage in dialogue as they unfold. This juncture serves as an ideal occasion for students to offer their personal insights into the historical, cultural, and religious significance within their communities. Such discussions could be integrated into broader conversations on "spring traditions" within the classroom. Additionally, the sharing of culinary traditions associated with each observance could enhance cultural understanding and appreciation.

These occasions could likewise serve as an introduction to various literary works or educational resources that allow students to explore their personal interests. Whatever approach is adopted, the overarching aim should prioritize inclusivity and positivity, fostering academic inquiry while fostering mutual understanding among students.

Take these celebrations into consideration, if you can, when scheduling major exams or project deadlines to ensure that all students, regardless of their observances, can fully participate in the festivities without the need for extensions. Achieving this requires proactive planning, such as providing a quarterly calendar of significant assignments that incorporates important holidays, or involving students in the planning process.

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PAC Updates

FA-PAC WINTER QUARTER HIGHLIGHTS

The Faculty Association Political Action Committee (FA-PAC) [[FA-PAC – FAFHDA](#)] and the FA-PAC Internship Program have a number of accomplishments to celebrate this quarter.

Patrick Ahrens Wins Primary Election!

[Patrick Ahrens](#) secured the largest number of votes in the March 5 Primary Election, gaining 34.6%.

Patrick’s campaign was the central focus of the FA-PAC and the Internship Program. Interns recruited more than 85 volunteers, hosted 29 phone banking sessions, and walked over 60 precincts. Their hard work and determination to see Patrick seated in the Assembly paid off and will continue in spring and fall quarters leading up to the General Election in November. Patrick Ahrens for State Assembly!



Pictured left: FA-PAC interns and volunteers at Patrick Ahrens campaign headquarters

Pictured right: FA-PAC intern coordinator Isabel, interns Shreya, Antonio, Leila, and Justin, and faculty mentor Laura Chin at the election night celebration



Voter Registration Drive

We carried out a voter registration drive called [Why Voting Matters](#) with the support of De Anza Student Government (DASG), Associated Students of Foothill College (ASFC), and the Vasconcellos Institute for Democracy in Action (VIDA). Interns conducted classroom presentations and assisted in VIDA’s “Know Your Ballot” Event (2/12/24) and ASFC’s “Political Awareness Day” (2/13/24).



Pictured left: Two of three “Why Voting Matters” Contest winners: Ingrid Zapata Cuenca and Victor Kim.

Pictured right: FA-PAC Interns Molar Mabogunje, Isabel Caballero-Teixeira, and Leila Salam at the Foothill Political Awareness Day Event (2/13/24).

FACCC Advocacy and Policy Conference

We attended the Faculty Association of California Community Colleges (FACCC) [Advocacy and Policy Conference](#) (2/25-2/26) in Sacramento and participated in 13 legislative visits with our State Assembly and State Senate regional delegation. In association with the De Anza Public Policy School, DASG, and ASFC, we advocated for increased funding for California Community Colleges and student housing, along with a number of bills, including [AB 2033](#) (Reyes), [AB 2200](#) (Kalra), [AB 2277](#) (Wallis), [AB 2370](#) (Cervantes), [AB 2707](#) (Fong), and [SB 252](#) (Gonzalez, Stern, Weiner).



March in March

Interns attended the Student Senate for California Community College (SSCCC) "March in March" (3/7/24) in Sacramento. They marched to the state capitol building in support of affordable and accessible higher education, student



and employee housing, and environmental justice. At the post-march rally, intern Leila Salam spoke about the importance of community colleges and their role in fighting the climate crisis. Interns also took part in another round of legislative visits in association with their SCCC peers.

Pictured: FA-PAC interns and other De Anza students participating in the March in March

Measure G Taskforce

The fight for De Anza Arts continues! Despite recent unnerving changes to Measure G funding allocation for De Anza, FA-PAC interns and the intern coordinator are focused on pressuring the Board of Trustees to ensure prioritization of the Arts. On Monday (3/4/24) they mobilized students, faculty, and staff to advocate for the Arts at the Board of Trustees meeting. The fight continues! Folks who want to get involved, please contact the Intern Coordinator, Isabel Caballero-Teixeira at isabelcaballerot96@gmail.com.

Affordable Housing Taskforce

Student interns and faculty mentors continue to advance the work of the Affordable Housing Taskforce. In February Volz Consultants conducted a survey establishing the viability of student housing on the Foothill campus and student and employee housing near De Anza. PAC activists attended the March 4 Board meeting to encourage members to move on the recommendations. Meanwhile, the Housing Taskforce is completing site portfolios to gauge student and employee interest in possible sites.

Budget Request Working Group

The FA-PAC Internship Program secured \$12,639 for 2024-2025 from DASG (Fund 46), an increase over last year's budget allocation. The budget proposal included an intern pay increase to be implemented next year. Moreover, this working group garnered an additional \$4,288 in DASG special allocation monies for winter and spring 2024, which enabled us to dedicate even more intern time and energy to the Ahren's campaign!

Thanks All Around!

The FA-PAC Internship Program is a student-faculty collaborative enterprise. Thanks to DASG and ASFC for their support, which covers intern pay. Thanks, too, to PAC supporters whose voluntary contributions provide Faculty Mentor stipends and Intern Coordinator pay. If you'd like to become a new contributor or increase your support, please do so here: [FA-PAC Voluntary Payroll Deduction Form](#).

Finally, a very special thanks to the entire FA-PAC Internship team who did a fabulous job this quarter!

De Anza Interns: Rami Abukhater, Audrey Kim, Antonio Facio, Justin Fry, Shreya Rallabandi, and Leila Salam

Foothill Interns: Raiyah Hussain and Molara Mabogunje

Intern Coordinator: Isabel Caballero Teixeira

Faculty mentors: [De Anza] Laura Chin, Danny Solomon, and Bob Stockwell
[Foothill] Eric Reed and Daphne Small

If you're interested in getting involved with the PAC or the FA-PAC Internship Program, please contact [Bob Stockwell](#).



Pictured: FA-PAC Interns, Faculty Mentors, and the Intern Coordinator celebrating at an end-of-quarter potluck at Shoup Park (3/15/24)

What Do you Think?

We welcome your feedback. Use the "Share Your Voice" link below!

- Feedback on Scheduling Negotiations
- Content Suggestions
- Formatting Suggestion
- Private response to writer or editor (will not be published)
- Letter to editor in response to content. This may be published in a future issue of the *FA News*.
- Request to have your relevant article or information published in the *FA News*. Please include a detailed description of your planned article.
- Any other constructive feedback you would like to provide.



Share Your Voice: Shape Our Future

Fhda Faculty Association

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