

**UNAPPROVED
EXECUTIVE BOARD MINUTES
SEPTEMBER 24, 2009
LMC RM. SC-229**

The meeting was called to order at 2:31 P.M.

PRESENT: Terri Adame, Emmanuel Akanyirige, Shirley Brownfox, Casy Cann-Figel, Milton Clarke, Vern Cromartie, Katrina Keating, Bruce Koller, Jason Mayfield, Jeff Michels, Dionne Perez, Donna Wapner, Michael Zilber.

GUESTS: Nancy Bachmann, Robin Aliotti, Michael Norris, and Lois Yamakoshi.

ABSENT: Glenn Appell, Deborah Dahl-Shanks, Stuart Lichter, Steve Padover, Mary Ulrich, and Rudy Zeller.

1. ANNOUNCEMENTS –

- Michels announced that he, Keating, and Appell attended the BFA and FACCC joint budget workshop. Jonathan Lightman, FACCC director gave a long-term projection for California that mostly negative. Lightman went on to predict that more fee increases and more funding cuts are likely in the short run.
- Michels reported that the UF webpage has been launched and that the new website address is www.uf4cd.org and the new e-mail address is uf@uf4cd.org. He stated that the site has a feature that allows one to search the full contract.
- Michels announced information regarding the State and District Budget updates. Michels stated that Kindred Murillo attended the DGC meeting and announced that the District will divide up the \$660,000 in additional reserve spending amongst all 3 colleges. The District has not yet committed to backfilling cuts to categorical programs, but the UF has been advocating for reserve money to be spent this year to lessen the impact of State cuts, particularly to part-time parity.
- Michels announced that the District-wide Enrollment Management Committee is planning a road show in October on all 3 college campuses.
- Michels announced that at the CRC meeting the UF gave the EEO plan a general approval, but also asked to review the plan again after modifications have been made based on faculty feedback. Michels announced that the Chancellor has agreed that faculty should be informed of their Weingarten Rights before being interviewed as part of a District investigation, but that official changes in District policy may still take some time.
- Michels called attention to a flyer the E-Bd received regarding the SFSU Rally being held on Saturday, September 26, 2009 regarding State Budget Cuts to the Colleges.

2. EXECUTIVE BOARD MINUTES –

Following a motion by Zilber, seconded by Mayfield, MSU, to approve the meeting minutes from the Executive Board meeting on 09/10/09.

3. NEW E-BOARD MEMBER –

Michels welcomed Shirley Brownfox, Speech professor, as the new part-time representative from CCC. Michels appointed Shirley to fill the current vacancy on the Board until the regular election.

Following a motion by Cromartie, seconded by Wapner MSU, to confirm Shirley Brownfox’s appointment to the post pending the upcoming election.

4. VARIANCE REQUESTS –

Campus	No. of Times Within Six Semesters	Adjunct Professor	Area	Amount	Executive Board Approval
Contra Costa College	First	Helen Much	ESL	68.34%	Approved
Los Medanos College	First	Nnekay Fitzclarke	Library Science	76.25%	Approved
Los Medanos College	Second	Steven Budd	English	90%	Approved
Contra Costa College	Evaluations of part-time faculty	Miguel Johnson	PE	See attached e-mail	Approval Pending notification
Contra Costa College	First	Patrick Robinson	Culinary	125%	Approved

Following a motion by Wapner, seconded by Mayfield, MSC with 1 no vote and 1 abstention to approve the above requests for adjunct instructors to exceed the 67% load limit for the Fall 2009 semester.

Following a motion by Perez, seconded by Koller MSC, with 2 abstentions to approve CCC’s request for Miguel Johnson to participate in 4 faculty evaluations pending Executive Board Members, Rudy Zeller, or Donna Wapner getting approval from the evaluatees.

5. LMC ISSUES AND/OR EVALUATION REVISIONS –

Michels invited guests to raise issues for discussion. Nancy Bachman asked to discuss schedule cuts. Robin Aliotti also expressed interest in discussing the TLP position. A lengthy discussion ensued in which the E-Board agreed to press for more transparency in scheduling and to consider publish a report on cuts.

Michels announced that the Evaluation packets are ready to be submitted to the Faculty Senates for approval and that they are available to all faculty for review on the UF website. Michels will set up forums within the next few weeks at each campus to discuss the new procedures. Michels went on to say that once they are reviewed and have been approved there will be a faculty vote for ratification.

6. TLP COORDINATOR POSITION AT LMC–

Michels reported that LMC has asked the UF again about creating a position for a TLP Coordinator to coordinate SLOs and related assessments at LMC. Michels surveyed the faculty and found that the majority of the faculty who responded seemed to strongly oppose LMC's request. Michels went on to say that he wants the UF and the Senates to collaborate on this issue. Michels then introduced Michael Norris, LMC's Faculty Senate President, to explain why the Senate had supported creating this position, and a lengthy discussion ensued.

A number of issues were discussed. Norris explained that the faculty who have been coordinating assessment efforts at LMC feel strongly that the workload justifies a full-time position, and the learning curve is high enough that rotating faculty on reassigned time seems a less effective approach than having a permanent person in the job. The Senate discussed options like using a manager or classified staff member, but felt like TLP coordination should really be handled by a faculty member, a colleague working with colleagues. LMC also feels as if they do not have anyone with the required skill set and experience who wants to do this job. So one justification for hiring someone new is to be able to attract someone with expertise in assessment.

The E-Board reviewed its own survey results, which suggest that the majority of LMC faculty would prefer not to see a full-time TLP Coordinator position created. Many on the E-Board seemed to favor using reassigned time for assessment coordination, as is done at the other two colleges. CCC's coordinator gets only 20% reassigned time, Cromartie reported. There was some discussion about recruiting a coordinator from another campus if nobody at LMC wanted the job, but Zilber noted that the position had not been well advertised. Some advantages to using faculty on reassigned time were discussed, including the fact that faculty could then gain tenure based on work with students, and return to working with students if assessment becomes less cumbersome in the future. Concerns were voiced about the evaluation process for any faculty member not working directly with students and about creating administrative positions and labeling them faculty, which might distort full-time/part-time ratios and other statistics.

Following an amended motion by Wapner, and seconded by Cromartie, MSU that

UF President Jeffrey Michels should send an letter stating that in the absence of strong faculty support for creating a new kind of position in the contract, the Union does not feel that it can go forward with the creation of the new position, and therefore we ask the Senate to reconsider its recommendation on the TLP Coordinator Position. Michels will attend a Senate meeting soon in hopes of achieving a consensus faculty position.

7. EXECUTIVE SESSION –

The Executive Board reviewed negotiations issues and progress. Michels stated that the teams will meet again on Thursday, October 1, 2009, and they hope to finalize an agreement.

8. LMC ISSUES AND/OR ENROLLMENT MANAGEMENT–Tabled

9. OTHER BUSINESS–none

10. UPCOMING MEETINGS –

A. 09/30/09 Governing Board Meeting

B. 10/08/09 Next Executive Board meeting at DVC in LA-112

The meeting was adjourned at 5:06 P.M.

Submitted by: Terri Adame