

Mt. SAC Faculty Association
Executive Board Meeting
April 27, 2021 via Zoom

Present: Alvarez-Galvan, Chan, Christ, Esslinger, Greenberg, Heard, Howell, Kaljumagi, Lawton, Piluso, Rivera, Thomas, Uyeki, Ward, Woolery.

I. Call to Order and Approval of Agenda

A motion to call the meeting to order and approve the amended agenda (added: FA Awards Committee Appointments; Election Committee's Recommendations) with flexibility was made (Uyeki), seconded (Chan) and carried at 11:35 a.m.

II. Approval of Minutes

A motion was made (Rivera), seconded (Chan) and carried to approve the updated minutes of April 13, 2021.

III. President's Report – Emily Woolery – No Report

IV. Vice President's Report – No Report

V. Closed Session – Grievance and Negotiations Report

The Executive Board reviewed and discussed the Grievance and Negotiations reports.

VI. Old Business – Action Items

A. Celebration of Adjunct Faculty – After a lengthy discussion, a motion was made (Alvarez-Galvan), seconded (Howell) and carried to have each department nominate an Outstanding Adjunct Faculty. Details of the celebration and gift cards to be determined at the next Executive Board meeting on May 11, 2021.

B. Committee Openings and Appointments – There are several FA committee member openings that need to be filled. This item was postponed and will be an Old Business item at the next FA Executive Board meeting on May 11, 2021.

VII. New Business – Discussion

A. Competency Based Education – This item will be removed until an update is available.

B. FA Award to Faculty Dependent – This item was postponed and will be a New Business item at the next FA Executive Board meeting on May 11, 2021.

C. Bylaws and Standing Rules – Linda Chan reviewed the issues and recommendations given by CTA's Bylaws representative, Gayle Bilek and the Governance Committee. Eric Kaljumagi also brought forward some recommended changes. The Executive Board was directed to review the suggested changes and come back with questions at our next Executive Board meeting on May 11, 2021.

D. Grievance Procedures for Standing Rules – At our April 13th meeting, our Standing Rules were amended to follow the CTA recommended Grievance Procedures. We will need to determine if this language is to remain in our Standing Rules. This item was not addressed due to time constraints.

E. Student Awards – Students of Distinction – Student awards of \$100 to each Student of Distinction Awards recipient was approved at our April 13th meeting. We were to get approval of possible additional funds given to students at the May 4th Rep Council meeting but time did not allow for Rep Council input. Further discussion did not occur due to time constraints.

F. Know Your Contract – The "Know Your Contract" event was approved at our April 13th meeting

but a proposed date is still to be determined. This item was not addressed due to time constraints.

G. Commencement 2021 – Commencement 2021 possible scenarios were discussed. Issues regarding the limit of faculty on the field and the Side letter stating faculty will not be on campus this Spring were addressed. A decision will be made by mid-May. It was suggested that we take the issue to the Representative Council but we would not get a response until June 1st. A suggestion was made to take a poll and ask faculty for their opinion.

H. FA Negotiations Team Membership Change – A motion was made and seconded to make a change to the FA Negotiations Team but there was no motion to suspend the rules so this item will need to go to Action at the next Executive Board meeting on May 11, 2021.

I. FA Awards Committee Appointments – A motion was made and seconded to approve Julie Laverty, Patricia Maestro, Nan Shea and Masoud Roueintan to the FA Awards Committee but there was no motion to suspend the rules so this item will need to go to Action at the next Executive Board meeting on May 11, 2021.

VIII. Adjournment

The meeting was adjourned at 1:34 p.m.

The minutes were respectfully submitted by Liz Ward, Faculty Association Secretary

Other Reports – Due to time restraints, the following reports were provided but not reviewed:

IX. Treasurer's Report – Linda Chan

The Treasurer Report was not given but was provided in the 4-27-21 FA folder.

X. Academic Senate – Chisa Uyeki

SENATE ACTIONS

A. Approved the Following – **Flex Planning Committee:** Shiloh Blacksher (Psychology) Sp 2021-2022 and Beta Meyer, Sp 2021-2023; **President's Advisory Council:** Jean Metter (Nutrition), Sp 2021 and 2021-2024; **Scholarship Committee:** Cuiwen He (Chemistry), 2021-2022; **Student Conduct Board:** David Yost (Aircraft Maintenance), Kelly Coreas (Respiratory Therapy), Hilary Lackey (Earth Science and Astronomy), Mary Beth Barrios (Counseling), Felix Jollevet II (Geography and Political Science), David Mrofka (ESA), Ellen Straw (English), and Doug Mullane (English); all 1 year term 2021-2022

B. Program Learning Outcomes Faculty Division Liaisons (GPS Grant Project) – Lance Heard, Kelly Rivera, Kim-Leiloni Nguyen (Outcomes Coordinator), and Peter Gend (Outcomes CO Chair) met to review and consider interest from faculty to serve as PLO Liaisons. I have made the following appointments for one-year terms. Work will begin this semester and will include training. Liaisons will provide support to faculty in their divisions to develop and report on PLOs and will liaise with the Outcomes Committee. All PLO Liaisons will be supervised by Peter Gend for their reassignment. LHE is distributed across divisions proportionally depending upon the number of programs in the division. It was explained to me that LLR was not allocated LHE because we do not have any degree or certificate programs. Thanks to all faculty who expressed interest.

- Christine Cummings for Arts: 4 LHE/year
- Maria Davis for Business: 9 LHE/year
- Kelly Coreas for Health & Tech for 6 LHE/year
- CLS Ferguson for Humanities & Social Sciences: 2 LHE/year
- Chris Jackson for Kinesiology: 2 LHE/year (will help other divisions in Fall)
- Carrie Miller for Natural Sciences: 4 LHE/year
- Mary Ann Gomez-Angel for Noncredit/Continuing Ed: 9 LHE/year
- Bernie Somers for Student Services: 2 LHE/year

C. Faculty Advisory for Academic Support: CLS Ferguson (Comm), Michael Ngo (ESL), Donna Necke (ABE), Shazia Aziz (TERC), Maya Staylor (Comm), Pauline Swartz (Lib), Dianne Rowley (LERN), and JimmyTamayo (Math), Phil Wolf (PENG).

D. Additional Senate Action – Senate approved the following: 1) Revised BP and AP 7211 Minimum Qualifications and Equivalencies passed Senate; 2) The formation of a Social Justice AA-T Task Force was passed; 3) Nominations were opened for Senate Exec Board Elections for Co-VP, Secretary, 3 Directors and 3 Senators-at-large.

UPDATES

A. Ethnic Studies – If you are interested in being appointed to a committee or council please fill out the [Committee Interest Form](#). There is information on the shared governance committees and councils are available on the [Committees webpage](#). If you have a committee term that ends in June 2021 and you are in your first or second term and are interested in continuing please send an email to Michelle Ravel and Chisa so we can consider your interest in planning for next year's appointments. [Honors Coordinator Interest Form](#) 12 LHE for faculty to support the Honors Program. Announcement to follow soon.

B. CSU Ethnic Studies Requirement – CSU Ethnic Studies Requirement Faculty have been working to get courses that will meet the CSU Area F requirements ready to submit for curriculum approval. Because of the requirements from CSU these courses need to be cross-listed with at least one of the following prefixes which were approved in early April. These are now available in WebCMS. • AABS: African American/Black Studies • APIS: Asian American and Pacific Islander Studies • ETHS: Ethnic Studies • LCAS: Latina/o/x and Chicana/o/x American Studies • NAIS: Native American and Indigenous Studies. If you have questions about Area F and curriculum please be in touch with Dianne Rowley drowley@mtsac.edu.

C. Emergency Grants for Students – Emergency Grants for Students with critical needs continue to be available. If you become aware of a student in need you asked to refer the students using the linked form. To make a referral, you will need to complete the CARES Emergency Grant Referral Form at <https://www.mtsac.edu/financialaid/forms/2021/fa-cares-act-referral-form.pdf>

D. Accreditation Steering Committee – 4/2/2021 – Reviewed draft timeline for the 2024 Institutional Self-Evaluation Report [ISER 2024 Timeline](#). Support staff is going to be provided for the accreditation team.

E. Expanded PAC 4/14/2021: Expanded PAC met to reviewed Strategic Planning process, worked in small groups to do gap analysis of College mission, vision, and core values, and reviewed themes that were culled from multiple campus plans and drafted meta-level College goals based on the themes. This work will be used to inform the next steps of strategic planning for Institutional Effectiveness Committee. ASCCC

A. Registration – Registration is open for spring Academic Senate for California Community Colleges virtual events. If you are interested in the Senate sponsor your registration at one of the following events please fill out the [Spring 2021 ASCCC Event Interest Form](#). To attend you will need to fill out a Conference & Travel form, register yourself, and get reimbursed. (ASCCC is not allowing payment by check as they have in previous years). If it isn't feasible for you to prepay and get reimbursed please let me, Kelly, or Lance know and we can make arrangements for a limited number of registrations to be pre-paid.

B. 2021 Spring Plenary – Virtual Event – The [2021 Spring Plenary - Virtual Event](#) held April 15-17, 2021 on Pathable. The theme this spring was "Working Collectively: Transforming and Decolonizing Institutions." There were impactful breakout sessions, discussions on statewide matters, voting on important Resolutions, and connection digitally with faculty across our system.

C. 2021 Faculty Leadership Institute – The [2021 Faculty Leadership Institute](#) will be held June 17-19, 2021, on Pathable. The Faculty Leadership Institute is the cornerstone of the Academic Senate's governance training. Created to assist new senate leaders in navigating the complexity of local governance,

the Faculty Leadership Institute brings seasoned leaders together to share tips and tools for new leaders to successfully lead their senate and influence their college policies.

D. 2021 Curriculum Institute Webpage – The [2021 Curriculum Institute Webpage](#), July 7 to 9, 2021, on Pathable. This year's theme addresses all aspects of curriculum with the intersections of college constituents through an equity lens from the basics and beyond. General sessions, breakouts, and convenings are intended to be proactive and responsive to the dynamics and realities of our student's educational endeavors while addressing opportunities and challenges in equity-driven systems and the critical time for change.

XI. AFAC – Herschel Greenberg/Judy Lawton

A. AFAC Nominations – The following positions are available: Arts, Natural Science, one more Non-credit, Kinesiology (ask Liz and Emily for contacts). We talked about reaching out to adjuncts to join AFAC. In addition, we discussed nominating one more Humanities rep.

B. Seniority List for Adjuncts – We discussed the seniority list created by the District that was posted, and then taken down because of inaccuracies and incomplete coverage. There is an urgent need to get an accurate list and for all departments to use it once it is done. Discussion about how long it took for the District to produce the list once date of hire was added to the contract as an assignment criteria. We resolved to consult with Emily Woolery about the side letter reached with the District on this issue and the fact the agreed-upon workgroup is not yet in operation. The workgroup had a June 2021 deadline.

C. Adjunct Scheduling – Rehire Rights/No Rehire Rights – We discussed AFAC members positions on adjunct scheduling. We noted a potential conflict of interest between those with Rehire Rights versus those without Rehire Rights. Discussion of the need to protect seniority rights as a fundamental union principle. Need to make sure departments follow the contract and the Seniority List in assigning classes.

D. Know Your Contract – We agreed to work with Tamra's all day contract workshop in June. Herschel will take the lead on this. Discussion of whether adjuncts will get PGI or get paid for attendance since the proposed date, June 24th, falls in the Summer session.

E. AFAC Workshop in May – We discussed whether AFAC wants to fit in another workshop. Members said yes. Then we discussed potential titles: Know Your AFAC! AFAC Open House! What is AFAC? This workshop will be planned via email, as Emily Woolery joined the meeting at this point

F. Emily Woolery Visit – Emily joined the meeting to introduce herself and hear adjunct concerns. Emily listened to a few issues adjuncts are facing such as lack of participation and blocked participation in many departments. She received a request for adjunct membership data to improve AFAC outreach.

XII. CCA Director J Report – Luisa Howell

Luisa Howell provided the following CCA Director J Report from April 23, 2021:

1. **Mt SAC W.H.O award winner:** Tamra Horton
2. **NEA Representative Assembly Delegates:** Among the delegates are Presidents Eric Kaljumagi and Emily Woolery.
3. **CCA President Kaljumagi** writes a newsletter to update membership on various issues. To subscribe, go to: <https://actionnetwork.org/forms/sign-up-for-ccas-action-network-update>. You may also access the CCA calendar with dates on every CCA related activity at: cca4us.org.
4. **Calbright update** – Calbright anticipates growing 5,200 students by the end of 2023. It presently has approximately 500 students. The goal is for Calbright's student body be comprised of a minimum 75% of

students younger than 25 without a prior degree and from underrepresented groups. California's Lt. Governor -Elaine Kounalakis- now sits on Calbrights Board meetings as an ex-officio member. It has formed an Academic Senate and its union is affiliated with CCA/CTA/NEA. It has approximately 10 members and they are presently working on their first contract. It anticipates becoming accredited by July of 2021.

5. **From CTA's State Council Report** – They adopted a policy that supported the "...right of all pre-K-14 students in California to have access to quality Ethnic Studies curriculum..." **They also amended the academic freedom statement supporting educational freedom "...to choose the delivery [method] of instruction.** CTA President, Vice President and Secretary-Treasurer ran unopposed and were re-elected.

President Toby Boyd questioned the quality of Governor Newsom's "Safe Schools for All" reopening proposal and stated that, including vaccines, no single measure would stop the spread of COVID-19. CCA PROPOSAL TO ATTEMPT TO SPONSOR LEGISLATION CONCERNING PART-TIME FACULTY PARITY WAS APPROVED, AND THE CCA STATE BUDGET PRINCIPLES WERE ADOPTED.

The Retirement Committee reported that as of December 2020, 101 CalStrs members died of COVID-19. Retirements in the first half of the school year in 2020 are about 26% higher than last year. There was also a surge of retirements in 2009-10 during the Great Recession.

CTA expects to remain virtual through the summer. Staff will return to their offices on June 7th. However, the buildings will not be available for meetings right away. **CTA CREATED A MENTAL HEALTH "HUB" (RESOURCE LOCATION) FOR CTA MEMBERS. YOU CAN FIND IT AT: <https://www.cta.org/foeducators/wellness-center>.**

President Boyd expressed continued concern regarding ethnic-based hate crimes and state assessment tests. Though he spoke positively about a planned high school ethnic studies requirement, he indicated that the ethnic studies curriculum model adopted recently was "insufficient."

The Assessment and Testing Committee recommended CTA's opposition to the use of the SAT and ACT tests. The Civil Rights in Education Committee recommended the creation of a cadre of volunteers to assist educate recently arrived unaccompanied and undocumented youth.

6. **From the Board of Governors Meeting Reports** – Madera Community College was welcomed by Chancellor Oakley as the 116th college in the CC system. He mandated that credit be granted for International Baccalaureate and College Level Examination courses. New procedures were adopted for correspondence education course. It was determined that there were insufficient funds to implement the Faculty Obligation Number for the 2021-22 academic year. **Since "hold harmless" provisions last through 2023-2024, short-term fiscal difficulties are not anticipated.**

General fund spending is expected to be up 5.5% & a \$250 M discretionary funds is proposed as one-time emergency student financial assistance. There is a proposal to require a Diversity Equity and Inclusion action plan as a condition of receiving COLA, as well as a proposal to require district to offer at least 10% more online courses in 2021-22. In addition, no new money was included for was confirmed. parttime faculty support. Chancellor Oakley issued and Executive Order suspending P/NP deadlines.

Fall 2020 overall student headcount was down 15-16% and overall enrollments are down 11-12%. The declines are more severe for underrepresented students of color, male students & students over- 50 years old. It is anticipated that enrollment will continue to be a significant ongoing problem. The federal government will award the CCCs 2.30B, half of which will be spent on emergency grants to students. The remaining amount can be used to defray expenses associated with Coronavirus.

7. **CCA Membership** – It has gone down 2%. Most of the loss has been part time faculty.
8. **Update re loan to former charter president** –No additional payments have been made to CCA. The trial date is May 3rd.
9. **AB1269 will hit the Appropriation's Bill next week.** This Bill seeks 75% parity for part time faculty. The activity for this Bill is in three (3) parts: collect data, define "Parity" and Achieve Parity. CTA has taken a position in full support of AB 1269. Its goal is to create parity for part time faculty of the California Community Colleges so that equal work results in equal pay.

“Part Time Faculty comprise 70% of the community college faculty and teach approximately 50% of the classes across the system. As a result, many CCC administrators are exploiting Part Time Faculty on their campuses as a cost savings measure and are, in many if not all ways, an exploited second class in the academic world.

The status quo hurts Part Time Faculty, impedes full time faculty hiring, and most importantly negatively impacts the students they serve. Research shows that when students are served holistically at their campuses by professors who not only teach their courses but also have consistent office hours, office space, involvement in shared governance activities and are an overall part of the fabric of the college that students perform better in a variety of ways. Part time faculty lack the parity and equity to effectively do their jobs and fulfill the intent of the legislature in improving student success.

In 1968, California Education Code was revised to create part-time faculty to fill emergency, temporary needs in the community colleges, but contrary to the labels of temporary and adjunct/unnecessary rooted in Ed Code, part-time faculty have become a permanent fixture in the college system, and many of these professionals have been teaching on temporary contracts for decades at the same institutions.

This exploitation harms our part-time faculty, our institutions, but it damages our students far more as they have limited access to part-time faculty who:

- Are working multiple jobs to earn a living;
- Are not compensated sufficiently or at all for office hours to meet with students (despite the student success research that has repeatedly demonstrated that students who visit professors during office hours are much more likely to succeed);
- Are not provided adequate space on campus to meet with students and to do their work;
- Are not included in the shared governance work that informs the college decisions and curriculum, and;
- Are not generally compensated for the professional development and training required by the state and national legislatures and accreditation.”

10. **UNEMPLOYMENT WORKSHOPS – TWO (2) MORE ARE AVAILABLE IN MAY. SEE CCA AND CTA WEBSITES.**
11. **REQUIREMENTS FOR VACCINATION, WIPING DOWN DESKS AND OTHER ADDED RESPONSIBILITIES PASSED ON TO FACULTY AMOUNT TO CHANGES IN WORKING CONDITIONS AND SHOULD BE NEGOTIATED. LOCALS ADVISED TO REACH OUT TO CLASSIFIED REGARDING DISTRICTS PASSING ON CLEANING RESPONSIBILITIES TO FACULTY.**
12. **NEA HOT BUTTON ISSUE: REMOVAL OF POLICE PRESENCE ON CAMPUS.**
13. **CCA RAISED RATES FOR MEMBERSHIP AND INNOVATIVE GRANTS TO \$5,000.**
14. **FEDC (Faculty Equity and Diversity Committee) established \$1,500 scholarship (3 - \$500 scholarships) for Student CTA.**