



**Yosemite
Faculty
Association**

REPRESENTATIVE COUNCIL MEETING AGENDA

Date: Wednesday, February 14, 2007

Location: Faculty Lounge, E. Campus

APPROVED

Respectfully Submitted by
Sandra Joan Woodside,
YFA Secretary

Meeting is called to order at 3:10 p.m.

Quorum []

PRESENT **EXECUTIVE BOARD**

President Jillian Daly; V President/MJC CeCe Hudelson-Putnam; V President/CC Gene Womble;
Secretary Sandra Woodside; Treasurer Nancy Sill; MJC CC Rep Brian Sinclair;
Rep at Large/East Mike Smedshammer; Rep at Large/West Alan Layne

PRESENT **REP COUNCIL**

John Mendes; Paul Berger ; Bobby Hutchison; Linda Kropp; Laurie Prusso; Wendy Griffiths-Bender;
Emily Malsom; Larry Scheg; David Ward; Jim Stevens; Brian Sanders; Hanna Louie; Donna Louie; Jon Kropp

OTHER POSITIONS

David Baggett

GUESTS:

* * * * *

MINUTES Approval of the January 17, 2007 Minutes. **Please review *prior* to the meeting.**
Approved as read

M/S/A: Professor Alan Layne moved to approve the minutes as read. Professor CeCe Hudelson-Putnam 2nd the motion. The minutes were approved as read by voice vote.

ACTION ITEMS:

1. 2006-2007 YFA Budget (Nancy Sill): Professor Nancy Sill, YFA Treasurer and Budget Analyst, referred the group to the handout, Update to YFA Budget. She indicated the update contained new, actual expenses for 05/06 so the rep council could compare the audited numbers back to the budgeted numbers. Professor Sill also included actual expenses as of Dec 31, 2006. Professor Sill's goal was to provide a picture of where YFA is to its budgeted numbers. She noted YFA is over-budget on conferences due to charges for the fall faculty retreat. She also indicated the District is behind in billings YFA for incurred expenses.

Professor Sill believes the handout gives a good snapshot of where YFA is spending its income. We are beginning to accumulate funds as part of the recovery processes from legal expenses incurred in previous years. The current need is to start addressing, from a budget perspective, integrating finances with how we are serving YFA constituents. Are we spending our money wisely? Professor Sill believes we should

now be addressing where our money should be going.

President Daly commented we used to be small union who would hire consultants to provide seminars on negotiations. Now, YFA has become a Union that is more self-sufficient. She noted that, if one looks at dues, YFA is over-budgeted because we have decided to join a variety of associations. YFA is beginning to align with other union affiliates and organizations and educating the executive body and rep council in an on-going way. Consequently, President Daly reinforced Professor Sill's concern of how we might want to realign our expenditures.

In discussion, several recommendations were put forth: President Daly indicated we will have a retreat every fall. Professor Hudelson-Putnam would like to educate the YFA membership on a variety of financial matters. President Daly thought a breakout session on Institute Day covering Step/Column movement on the salary schedule and Financial Planning would be highly beneficial. This is a topic the membership has requested on a variety of occasions. YFA could produce an article for the Insider on financial matters. President Daly also indicated a need in language in the contract about long-term disability. Professor Hudelson-Putnam would also like to highlight the appropriate office to contact if you have financial questions.

As a result of the discussion, President Daly recommended we keep the consultancy fees and begin to apply them towards some workshops on financial planning.

Professor Brian Sanders added he thinks the District might be interested in helping faculty who are working on their Doctorates. It is to the benefit of the District to have faculty who are acknowledged experts in their fields and remain current. Perhaps, in a fashion similar to business and industry, the District would do financial reimbursements. Professor Sanders thought this might be an issue worth pursuing during the next round of negotiations.

DISCUSSION ITEMS:

1. Reactions to the MJC EMP

President Daly offered to provide a venue to react to the Educational Master Plan but restricted the discussion to 15 minutes since this is not a union issue. Professor Brian Sinclair went to both presentations at MJC. While he felt there was nothing earth-shattering in the presentation, he did note there are certain state procedures the college is not currently following.

President Daly added to the commentary by explaining the issue of how satellite campuses will affect the current issue of under utilization of our buildings. Currently, the District is the recipient of 30 acres of donated land in Patterson, and there is a push to purchase buildings in Oakdale, Turlock and Angel's Camp. The District moved to a compressed calendar and block scheduling because we were informed by the state that we had underutilization of our facilities. However, the change did not impact underutilization. If the District purchases buildings, it will make underutilization even worse. Therefore, if the District goes to the state to request funding, it will never be able get matching funds. The State will say the District has too much building space as is. According to President Daly, if the District wants a presence, it should rent until the enrollment is up high enough to offset the cost of a building.

Additionally, according to Professor Sinclair, the EMP addresses some very specific state regulations. Currently, the District keeps arguing that they are going to create Centers in various locations. This presents a conflict in terms. What we want is a presence in these areas, not a center. If the District proposes a center, there is a certain proximity limit on how close a center can be to any campus. Currently, all proposed centers are inside the proximity limit and stand in violation of state regulations. Conflict in our bond language may create conflict with voters.

A third major issue is the District cannot have two comprehensive campuses within three miles of each other. Therefore, the vision Chancellor Fisher had of two, fully-functioning, independent campuses for MJC cannot exist. The EMP envisions West Campus as a Community Based Learning Center. The majority of every

program should be on one campus. Student Services should be on East campus so Financial Aid will probably come back to East campus..

A questions President Daly raised focused on the impact of the compressed calendar on many of these issues. Over 35 colleges in the state have moved to compressed calendars. As a result, the colleges also went to block scheduling. President Daly questioned the rationale that YCCD's problems of underutilization are primarily created by our movement to the compressed calendar. She wondered if the entire state of California is underutilizing their facilities. If not, what are they doing different. For one thing, many of these other schools are looking at their schedule holistically. lose It appears to President Daly is a rush to get rid of things and reinvent the wheel without looking holistically at the problem.

2. Negotiation Update

Professor Brian Sanders, in his role as lead bargaining agent, requested some direction from the rep council on a few items being discussed in negotiations. He also indicated a proposed timeline for April for finishing negotiations. It will be positive if faculty can ratify the new contract in April. During the last negotiations, faculty had to ratify in June.

Once negotiations are completed, President Daly proposed an Insider article to map out the main points of the agreement, how identify the many hours spent by the team on our behalf.

3. YFA Call for Administrative Evaluation

President Daly reviewed an issue raised during the fall retreat on faculty evaluations. She highlighted the turnover of leadership in last five years. As a result, administrative evaluations have been done on a hit or miss basis. President Daly discussed the issue with the YFA lawyer. While we don't have contractual rights to hold administration to their contract, under AB 1725, faculty have the right to participate in the evaluations of their administrators. The lawyer recommended YFA, along with the two Academic Senates, write a formal letter requesting that a review of the administrative evaluation process take place and the process be cleaned up. For YFA, we would request this action on the part of the Leadership Team (LTAC), in order to create equity for faculty, across the board, in order to allow us to participate in said process. The Academic Senates' concerns are that Deans are held accountable for faculty evaluations by ensuring, through the administrative evaluation process, they are prepared to administer faculty evaluations. President Daly expressed concern that there does not appear to be a notification process to the shared governance bodies of which administrators are due for evaluations.

Action Item: President Daly would like to have YFA and Academic Senate send letters regarding this matter to LTAC in April.

4. Interview Questions for Chancellor Search

President Daly, currently serving on the Chancellor Search Committee, indicated the committee members were to bring possible interview questions to the table at their February 20th meeting. She requested input from the Rep Council members for questions from a Union perspective.

The most obvious question would be one to highlight the individual's knowledge of the Chancellor's relationship with the board. President Daly noted this was obvious but very problematic because there are two board members on the search committee. This has been a major concern for YFA since the creation of the committee and one on which President Daly has been vocal to interim Chancellor Hodges.

President Daly also announced she cannot continue to serve on the search committee due to other commitments. She requested Professor David Baggett replace her. Professor Baggett, YFA Faculty Consultant to the Board, accepted.

UPDATES:

1. YFA Official Response to December Rose Memo/ Ad Hoc IAC Workload Committee

President Daly presented the copy of her letter to MJC President Rose regarding his memo on limiting faculty overload to 140% and altering the working conditions of the counseling faculty. She indicated he has responded indicating YFA is correct on the counselor workload issue. In consultation with the YFA lawyer, President Daly indicated MJC President Rose could not annualize the counselors' workload. In essence, administration cannot force the counselors to work during summer session. Sideletter 14.4 indicates if, *in consultation with the counselors, and mutually agreeable to them*, administrators may distribute hours outside the regular semester. President Daly also provided MJC President Rose with a definition of the academic year which is contained in Side letter 3.

A second issue in the Rose memo was a proposed cap on the 140% overload for faculty at MJC. President Daly requested clarity on the issue by quoting his memo back to him on this issue. That clarification made clear that a firm limit on faculty workload was not demanded, but that a clear process be developed jointly, by Deans and faculty representatives, to provide criteria by which to make reasonable decisions for approving faculty loads over 140%. An YFA and Senate representative will also serve on the committee. President Rose agreed.

Since that time the workload committee met and sent a summary of different scenarios for capping load. It was clear to the YFA Executive Board the committee misunderstood their charge. As a consequence, Presidents Daly and Rose sent a joint memo to the committee clarifying their charge to develop a process for approving loads over 140%. In essence, faculty may teach up to 140% of their load. After 140%, the Dean would need to fill out a rationale for exceeding the 140%. The Deans on the committee appeared to be concerned about the amount of time required to do such a process. President Daly offered the idea of creating a rubric of acceptable rationales that would direct Deans quickly through appropriate reasons.

Administrators are holding a retreat in April and inviting five YFA members to come in and train them on the faculty contract. President Daly has not yet selected the YFA individuals who will participate in the training seminar.

2. MJC PT/OL Task Force Recommendations

President Daly supplied a handout on recommendations approved at the previous meeting of the PTOL Task Force. Their next meeting will focus on reassign time. The concern is there is, currently, over 1400 hours of faculty reassign time. When reviewing reassign time, the task force will have to look at on-going reassign time versus time negotiated for special projects. There has never been language on the length of reassign time or the conditions under which that reassign time is reduced.

3. MJC Budget and Strategic Planning Committee

According to Professor Nancy Sill, the YFA Budget Consultant, who serves on the MJC Budget and Strategic Planning Committee, there is no budget for PT overload. Past practice has been to have the Dean's schedule sections then indicate they need money to cover all the sections created. This creates a backwards budgeting process. For next fall, the Deans will be given a budget and have to then manage to that budget. In essence, the question becomes what is the mix of classes each division can afford to offer? President Daly voiced a concern that the College has never done program review. In essence the college might be saving money, but the College does not know what this change will cost in the long run. The PTOL Task Force, Budget and Strategic Planning, and Enrollment Management committees need to meet collectively, rather than in isolation, to holistically evaluate the issues and possible solutions.

4. MJC Enrollment Management Committee

Discussion collapsed into previous discussion.

5. YFA Fall Retreat

Professors Nancy Sill and Brian Sinclair volunteered to be on the committee with Molly Navarro, YFA Office Manager and Executive Secretary. It may make sense to have a follow-up retreat on Faculty Evaluations. .

A possible venue for the next retreat could be the Almond Pavilion in Oakdale. This is midway for the attendees coming from Columbia College.

REPORTS

COLLEGE COUNCIL

BRIAN SINCLAIR

Professor Sinclair shared that a chemistry position is being replaced with history in the hiring prioritization process. He is concerned about the status of the respiratory care program. Professor Laurie Prusso shared Respiratory Care is a program that admits approximately thirty students per year and graduates about half of that. It is an incredibly expensive program to offer to begin with and is made even more expensive by the small number of students served who actually graduate.

PRESIDENT

JILLIAN DALY

No report

TREASURER/BUDGET ANALYST

NANCY SILL

No Report

MJC VP

CECELIA HUDELSON-PUTNAM

No report

YFA PAC

CECELIA HUDELSON-PUTNAM

No report

COLUMBIA VP

GENE WOMBLE

No report

FACULTY CONSULTANT

DAVID BAGGETT

No report

ANNOUNCEMENTS:

Next YFA Representative Council will be Wednesday, March 14, 2007.

MJC VP CeCe Hudelson-Putnam will preside in lieu of President Daly who will be attending A District Board Meeting.

ADJOURNED

5:30 p.m.