



**Faculty Association of California Community Colleges  
Faculty Association of California Community Colleges Education Institute**

**Concurrent Board of Governors / Board of Directors Retreat  
June 22-24, 2018  
Folsom**

**Minutes**

Key Decisions and Actions:

1. Approved meeting calendar for 2018-19
2. Approved committee recommendations
3. Approved both FACCC and EI budgets
4. Approved opposition of the Tax Fairness Transparency and Accountability Act initiative

**Members Present:** Adam Wetsman, President; Robin Daniels, Timothy Dave, Rocío Diaz, Deirdre Frontczak, Mary Ellen Goodwin, Sergio Guzman, Chris Halligan, Berta Harris, Debbie Klein, Jason Mayfield, Natalina Monteiro, Dean Murakami, Janith Norman, Wheeler North, Dennell Smith, Bob Stockwell

**Members Absent:** Dennis Frisch, Kathy Holland, Mario Martinez, Troy Myers, Sally Saenger

**Staff:** Cynthia Castillo, Stephanie Dowdle, Evan Hawkins, Soni Huynh, Jonathan Lightman, Janet Oropeza, Lidia Stoian

**Consultant:** Richard Hansen

Guest: Mark Alcorn, Alcorn & Associates

President Wetsman called the boards to order at 12:45 p.m.

**I. Lunch Introduction to the retreat/Retreat Goals**  
**Welcome new board members**

Board and staff introduced themselves. New members were introduced.

Adam reviewed the goals of the retreat:

FACCC Leadership Transition  
*Janus v AFSCME* impact on FACCC  
FACCC role in overall faculty concern with system office

**II. What Makes You a Great Board Member?**

Staff and faculty broke into groups to talk about what makes a great board member. Each group then reported back to the entire group. (See attached)

**III. Panel Discussions**

**How is FACCC structured?**

**Debbie Klein and Jonathan Lightman**

There are two sides to the FACCC house, board and staff. We are faculty driven and staff managed. What we collectively refer to as “FACCC” is two sister corporations, FACCC and FACCC Education Institute (EI).

The Mission of FACCC is advocacy. It is a statewide professional membership association. FACCC’s Vision: Every faculty a member, every member an advocate. Expectations of FACCC board member can be described as GAME:

- G grassroots advocacy-as statewide issues arise we will plan these efforts at local levels
- A advocacy and policy conference-we need to be there and recruit members to attend
- M membership recruitment
- E elections (statewide)

EI is a policy institute. The Ed Institute’s mission is three-fold: Professional Development; Communication and Research.

People in contract districts have made donations to Ed Institute. They receive a membership to FACCC because they have made the donation. The Education Institute is not a membership organization. As such, one cannot become a “member” of the EI.

Debbie identified four characteristics of board effectiveness:

1. Achievement – The role of the board is to achieve the organization’s mission and vision.
2. Accountability – The board’s role is to ask: “How do we know?” and to have clear data for reaching the organization’s potential.
3. Ownership – The board functions best when it recognizes the honor of serving and the responsibility to add to the organization’s success.

4. Oversight – Board fiduciary oversight is essential; it’s also not enough to advance to our greatest potential.

(Debbie presented models of effective organizations using the attached PowerPoint).

Model 1: Appreciative Inquiry Model (pyramid diagram)

Relationships are the foundation according to this model (at the base level). Relationships-can be developed by taking part in dinners together, happy hours, carpooling and shared travel. Interacting outside of the context of the meeting is important to building the relations to achieve the mission. The next tiers on the pyramid include Possibilities, Plan and Action. What can we do to fulfill our mission?

Model 2: Program Planning: An Inquiry Process (circular model). Points on the model include: Define a focus of Inquiry, gather evidence, Engage & Explore, Translate into action, Measure impact, and back to Define focus of inquiry. Each stage needs to be engaged in. When we are in Appreciative Inquiry Model we are spending time on looking at where we are in the cycle and how we are doing.

Model 3: All Quadrants Model for Change: Quadrant 1 Personal; Meaning and Engagement; Quadrant 2 Skills and Behaviors; Quadrant 3 Culture & Shared Values; Quadrant 4 Systems & Structure.

## **B. *Janus v AFSCME Impact on FACCC***

**Evan Hawkins and Rich Hansen**

Evan provided a brief review of the case that was heard before the Supreme Court. The plaintiff, Mark Janus, objected to paying his agency fees saying collective bargaining is political speech. It is anticipated that we will get a negative ruling. If so, agency fee payers will not have to pay anything while unions will continue to negotiate for everyone. If this is the case FACCC EI will feel the impact because there will be fewer people in the bargaining units with which it contracts.

Our six contract campuses provide approximately 50% of our revenues.

Resulting membership losses will probably mostly come from part-time agency fee payers.

Our message needs to be join your union and as such, become a member of FACCC. We also need to reach out to faculty who are not part of the contract districts.

Recent legislation will empower unions post-*Janus*: AB 1832 and SB 866 both went forward which do the following:

- New employee orientations will be confidential between employees and their unions.
- To strengthen payroll deductions employees would have to go to the union to drop their membership.
- Unions have control over when members can drop. The authorization form would say when this could be done.
- If district sends out any info on union rights the union, must be contacted so they can also send a message to the employees.

Rich discussed contract campuses. Some districts' dues are paid out of the unions. Others are paid out of payroll deduction.

- In the contract districts, we need to think about what can we do to maintain membership.
- In districts that contribute through payroll deductions part-time faculty would have an option to drop membership. Full-time faculty likely won't.
- Independents have lower number of fee payers.
- Contra Costa doesn't have agency fee payers.
- Santa Monica and Santa Barbara have low numbers of agency fee payers.

Some non-profits are discontinuing membership models and opting for a different type of funding such as legacy programs.

The suggestion was made to have a membership for those who are not faculty or staff-student. Higher level membership may get you free registration for Ed Institute events.

How to engage with FACCC after *Janus*?

Payroll deduction is one place that will have an impact depending on the ruling.

Among independents, a linkage with FACCC may be more important. The local could be impacted and FACCC could still be strong.

### **C. Faculty (and FACCC) Responding to System Office**

**Dean Murakami and  
Wheeler North**

Dean spoke about concerns with the Chancellor's Office. He discussed the local academic senates passing no confidence votes on the Chancellor and the potential political ramifications of these decisions.

### **Approval of Agenda**

M/S Guzman/Murakami      Passed unanimously

### **IV. FACCC PAC Annual Report**

**Chris Halligan**

The Annual Report was presented, which included the endorsement process for statewide and legislative offices. FACCC PAC scored well with 100% success rating in the Assembly and 92% in the Senate. FACCC endorsed Gavin Newsom who won the gubernatorial democratic nomination. Fundraising for the PAC during the Advocacy & Policy Conference was impressive this year.

### **V. Approval of Meeting Calendar**

Adam reviewed the meeting calendar. It was noted that there is a special meeting in December to interview executive director candidates.

September 14      Potentially Bay Area  
November 16      Potentially in Southern California

December 15	Special meeting to select interview executive director finalists, Sacramento
January 18-19	Policy Forum on January 18 – possible return to Southern California to balance out professional development offerings in North
March 2-4	Advocacy & Policy Conference on March 3-4, Sacramento
May 10	Burbank
June 21-23	Sacramento

Motion from the Executive Committee to approve the meeting calendar.

Passed unanimously

**VI. Membership and Leadership / Committee Assignments**

**Evan Hawkins**

Prepared committee assignments from the Membership & Leadership Committee were presented along with an overview of the process used to determine them.

Motion from Executive Committee to approve committee assignments.

Passed unanimously

**VII. Review of Progress Reports**

**Jonathan Lightman**

April was Membership Month. While more active participation is needed, some board members expanded their engagement. It was noted that FACCC needs to increase its membership to make up for increasing numbers of retirees. Also, a FACCC intern is working on a research project for reviewing contracts from all districts and creating an online resource.

Professional development update: FACCC has contracted with Asilomar for the California Great Teachers Seminar due to flooding and fires in Santa Barbara. AAUP Foundation has given EI \$10,000 for the Academic Freedom Conference in Berkeley with Erwin Chemerinsky as the keynote speaker. The Peralta local union and academic senate and the state Academic Senate will partner on hosting the conference.

There will be a full legislative report on Sunday. The report in the agenda shows the coordination of advocacy and messaging.

**VIII. Consent Agenda**

Motion from the Executive Committee to approve the consent agenda.

Passed unanimously

**IX. Wetsman recessed the boards at 4:54 p.m.**

**June 23, 2018**

**X. Closed session**

**XII. Membership Engagement Exercise**

**Evan Hawkins, Sergio Guzman  
and Jason Mayfield**

The three presenters spoke about teaming up board members to work with nearby campuses to get contacts and new members. Role playing followed with teams demonstrating ways to engage and recruit new members. It was requested to send a list of FACCC members for each campus to the board members from the campus. Board members are encouraged to use staff as a resource.

**XIII. Moving Forward on Priority Directions**

**Debbie Klein and Adam Wetsman**

Teams of board members and staff worked on priorities for moving FACCC forward. The board decided to move forward the following efforts and action.

- Develop a 20,000-strong Rapid Response Team as a way of generating legislative activism and hopefully increasing membership.
- Distribute Weekly to all faculty; create a system of advocacy at Plenary; make phone calls and sending emails to all faculty—campaign style. Get more experimental in our media.
- Schedule two meetings with the new Governor prior to each budget release.
- Hold annual cruise to get more engagement/families
- Structural Change/Change board structure to add VP for each of our areas; and more voices in
- Leadership
- Increase liaisons from other segments to build coalition/send more FACCC to other faculty conferences

**June 24, 2018**

Wetsman reconvened the boards at 9:00 a.m.

**XIV. Closed session - Approval of FACCC and FACCC EI Budgets**

Both budgets were approved.

## **XV. Legislation and State Budget**

**Cynthia Castillo, Stephanie Dowdle,  
Evan Hawkins, Jonathan Lightman**

FACCC-sponsored (NASW cosponsored) AB 2933 (Medina) developing county liaisons for higher education is enjoying bipartisan support in the Legislature. FACCC cosponsored (SEIU sponsored) SB 1348 (Pan), on allied health positions, is pending in the Assembly Appropriations Committee. FACCC-sponsored AB 310 (Medina) on the reporting of part-time office hours in the Senate Appropriations Committee. The Legislature will recess from July 8 to the beginning of August.

In Washington DC, FACCC lobbied for DACA and against bringing the Republican led Higher Education Act reauthorization, called the PROSPER Act, to a floor vote.

The performance based funding formula was initially rejected by both the Assembly and Senate before the final negotiations. An oversight committee will be established to monitor it. Jonathan suggested that they should have people from the Academic Senate and the unions on this committee. The Campaign for College Opportunity will try to have strong representation on the oversight committee.

The proposal that the new fully-on-line college have a 10-year sunset was rejected both in the Senate and Assembly.

A meeting was held to discuss responses and in May it was decided to fight against the online college and the funding formula.

Work needs to be done on how CoFO representatives are we going to interact with each other. CoFO doesn't want to be blindsided with all partners in the coalition being upfront with their respective positions.

It was recommended that FACCC consider a bill on the online college that implements suggestions from the Community College League of California. Two oversight groups should be formed, one headed by the Academic Senate to ensure no redundancy in curriculum; the other, ensuring that regulations favoring the online college do not prejudice the existing 114 colleges.

FACCC should also consider a measure on the funding formula to incorporate faculty support into the formula. There would need to be as much noise as possible on this.

We might also consider an audit of the Foundation for CA Community Colleges who spent its money on a PR firm and lobbyist for the Chancellor's agenda. We should question whether these are appropriate expenditures. There needs to be an investigation of what other Chancellor Office tasks are not being taken care of because they spend money on high priced consultants.

In November, the board will vote on its sponsored legislative package.

Evan spoke on the initiative Tax Fairness Transparency and Accountability Act that will be on the November 2018 general election ballot. Idea is intending to make it harder for city councils

and supervisors to pass or increase tax. Big proponent is the soda industry. Concern is that this will be more challenging for community colleges. It might make it more difficult to get programs like after school programs. Various labor groups are strongly opposing the initiative.

Motion was made by the Legislative Committee to oppose the initiative.

M/SU Halligan/North

**XVI. Short Term/Long Term  
Board roles until next meeting  
Pointing in a Unified Direction**

**Adam Wetsman/Evan Hawkins**

**June**

*FACCCTS* is coming out-share it.

Get on agenda for one of the new hire sessions.

Add info at fall union presentations.

Get contacts for faculty.

Add FACCC member to your e-mail signature. I'm a member, are you? Add link to membership.

Put membership affiliation on LinkedIn account.

Use *FACCCTS* flyer (on the event page).

Send an e-mail out about Academic Freedom conference.

Follow up on FACCC representative ideas.

Send link to Resource Guide and academic freedom paper.

Send link to AAUP article where part time faculty fired due to academic freedoms issues.

**July**

ASCCC Curriculum Institute—should include Academic Freedom in opening remarks.

Social media for Regional Governors. Put the links for events on communications.

Contact the people on our local liaisons membership lists who were targeted. Get the ball rolling.

Build case for how important this is-get new faculty engaged in “What is academic freedom?”

Go all the way to issues with the Chancellor's Office. This is professional development and it can be used to move across the salary scale.

Invite some legislators to your home to meet your neighbors. You know your legislators-do they know you?

Leave copies of *FACCCTS* with the legislators.

Invite legislators to your classes.

Look at candidates we are backing and talk about their campaign.

Reach out to faculty board members on boards of trustees for FACCC membership.

**August**

Recruit at California Great Teachers Seminar.

Send e-mail first of three to favorite colleagues with link to registration for Academic Freedom conference. Focus on those in the Academic Senate particularly. Be a part of this movement.

At local academic meetings announce Academic Freedom conference.

Paste conference flyers into the e-mail when sending it out so they don't have to click to see it.

Personal asks for Academic Freedom conference participation. We would like 250 there.



Remember AB 705 professional development funds can be used for the conferences (remember changes in English and math coming outside of curriculum process). This is how you can get it paid for.

Get breakout information for Academic Freedom conference.

Four priorities of FACCC:

1. Advocacy-Legislators are home in July-get on the calendar. Build relationships.
2. Membership-faculty may be less distracted-flip your orientation. Rather than start with membership, build the 20,000 Rapid Response Team. Relational work says get in the door. We need you and then hopefully they see the value of this. Give them stuff to do.
3. Communications-social media is important-also print *FACCCTS*. Summer issue and fall being produced at the same time. If you want to write for the journal or blog do that.
4. Ed Institute: A& P is eight months away-P/T Faculty symposium coming up as well

### **XVII. + / Analysis of Retreat**

See attached list.

### **XVIII. Farewell to the Board**

**Jonathan Lightman**

Jonathan gave his farewell remarks.  
Board and staff gave their thanks and farewell to Jonathan.

### **XIX. Old Business/New Business/Good and Welfare**

**Adam Wetsman**

### **XX. Adjourn**

Motion made to adjourn at 12:15 p.m.

Guzman/Monteiro Passed unanimously

Berta Harris, Secretary

Approved by the FACCC Board of Governors and FACCC Education Institute Board of Directors September 14, 2018.

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(signature)