



FACCC Education Institute Policy Committee

June 11, 2020 at 11 a.m.

Attending: Sandy Feder, Debbie Klein, Wheeler North, Karen Frindell Teuscher, Erica Beam, Gabriel Torres, Deirdre Frontczak, David Morse, and Cynthia Mahabir

Absent: Ikaweba Bunting, Katya Gladkovskaya, and Frank Dixon Graham

Attending: Staff: Stephanie Goldman

1. Welcome

- a. Introductions: Same something scary and new you learned during the COVID-19 experience.

2. FACCC Update – Debbie – Keep this on future agendas

- a. FACCC has consistently given public comment at all of the budget hearings. Our testimony has been focused around eliminating Calbright funding and using that money for part-time faculty.
- b. CoFO – FACCC and the other faculty groups have been very collaborative and written five letters to the Legislature in seven months.
- c. FACCC elections – Six new board members. Wendy Brill-Wynkoop is the president elect. High voting rate at this year’s election.
- d. The So-Called Student Centered Funding Formula (SCFF) Oversight Committee – They’ve asked FACCC and the ASCCC to put on a presentation on how to handle funding in the recession.
- e. Legislation Update – FACCC-sponsored bill AB 2884 passed Appropriations and the Assembly.
- f. Events – The June retreat is now virtual, but we’re hoping for an in-person retreat in September. We’ll probably go to virtual meetings with the second wave of COVID later in the year. Great Teacher’s Seminar was canceled this year as it’s too hard to do it virtually.
- g. Committees – Deadline for committee interest forms is Monday. We have a new committee this year: the People of Color Committee.
- h. FACCC Statement of Support – We as faculty are on the frontlines of fighting

injustice and inequality.

3. EI Policy Committee Review of the year

- a. The Committee developed primers in five areas: AB 705 and Student Equity in light of AB 705, the SCFF, opposition to Calbright, part-time equity and parity issues, and baccalaureate programs with respect to community colleges.
 - i. The Executive Committee reviewed the baccalaureate degree primer and approved of it.
- b. Policy Forum – AB 705

4. Request for the Policy Committee

- a. Discussion on overloads – Recommendation to the board to take a possible policy position – Requested by FACCC member
 - i. Shasta College's Faculty Association passed the following motion unanimously: *"During the Covid-19 pandemic that full time faculty be "mindful" of part time faculty needs and overload classes be given to part-time faculty until campus is back to normal operations, when this "one-time deal" is suspended and full time faculty have their course load revert back to them"*
 - ii. The Committee discussed this item and expressed some concerns:
 1. There's an understanding the intent and a recognition that it's a nice gesture, but it's a multifaceted union issue.
 2. It's in the purview of management working with faculty.
 3. Overload is typically used to recruit contract faculty.
 4. This plays out differently at different colleges. Some use overload as part of a salary or for taking sabbatical.
 - iii. Alternative suggestions to adopting this as a policy:
 1. We should gather information to find out what this look like on different campuses.
 2. FACCC could put together a survey of the data and say, "This is what's going on in the field, here's how many colleges offer overload..."

5. Towards a Single-Tier Community College Faculty – Cynthia



- a. How to address the part-time/full-time faculty dynamic
 - i. Cynthia proposes a single-tier system. K-12 and the Vancouver Community College have single-tier faculty.
 - b. Committee suggestions for getting to a single-tier system:
 - i. The hiring processes for full-time and part-time faculty should be merged together. The criteria are the same, but the procedures between the two are very different.
 - ii. We need to have a conversation about what defines the two tiers and what would need to happen to make one tier.
 - iii. We should connect the dots between fairly compensating our faculty so that our students have access to them and our students will then get the best possible education from them.
6. Issues the committee wants to highlight for next year's committee
- a. Part-time parity
 - b. Equity issues in a COVID-19 world – Some districts opening in fall and some not. This will have huge implications for enrollment and equity.
7. Ended at 12:30 p.m.