

**SANTA MONICA COLLEGE FACULTY ASSOCIATION
REPRESENTATIVE ASSEMBLY MEETING
December 1, 2022**

**Meeting ID: 813 7672 4076
Passcode: 319620
11:15am - 12:35pm**

MEMBERS PRESENT:

Joelle Adams, Diane Arieff, Nicki Backlar, Aaron Benditson, Heather Bennett, Sara Boosheri, Chuck Brinkman, Alison Brown, Susan Caggiano, Roxanne Captor, Aurelie Chevant-Aksoy, M. Roxana Cruz, Robin Daniels, George Davison, Andria Denmon, Lynn Dickinson, Amy Dworsky, Gail Edinger, Collin Ellis, Andrew Espinosa, Jeff Gordon, Keith Graziadei, Marziyeh Haghighat, Carlson Hatton, Matt Hotsinpillar, Karen Huner, Kelly Ledwith, La Tanya Louis, Lisa Maier, Mario Martinez, Catherine Matheson, Kym McBride, Colleen McGraw, Kevin Menton, Walter Meyer, Cathi Miller, Robin Mitchell, April Mizuki, Asunta Moisan, Peter Morse, Sharyn Obsatz, Marianna Oganessian, Stuart Ortiz, Melissa Pardo, Tim Pierce, Crystal Robbins, Alberto Romero, Rebecca Romo, Elaine Roque, Michael Schwartz, Heather Smith, Howard Stahl, Erin Steinberger, Michael Strathearn, Sri Susilowati, Sumy Takesue, Nat Trives, Terry Vendlinski, Ken Winkler, Reza Yeganehshakib

MEMBERS EXCUSED:

Wendy Holmes, Amina Khoja, Mario Martinez, Kyle Strohmaier, Olivia Vallejo

MEMBERS ABSENT:

Terrin Adair-Lynch, Robert Armstrong, Natalie Bumbera, Brandon Ceballos, Jimmy Cheesman, John M. Henderson, Angela Jordan, Alicia Villalpando

GUESTS

Scott Bishop (CSIS)

Meeting called to order at 11:18am

I. INTRODUCTION

II. APPROVAL OF THE MINUTES, [October 27, 2022](#)

Moved: Nat Trives

Seconded: Chuck Brinkman

Yay: Unanimous

III. PRESIDENT'S REPORT

A. Problems with English faculty assignments

1. After researching the explanation for the changes, it appears that the district has done things differently this time, and in response,

the FA has the right to negotiate regarding the impact of that change in practice.

2. Fewer than half PT faculty in English offered assignments.
 - a) There are a few newly hired full-time faculty this time around, but that and some other changes do not come anywhere near accounting for the radical reduction in offerings to AF instructors
3. Found that many of the assignment hours are being “held back”, and we’ve successfully pushed more of those hidden classes to be released
 - a) ***Reps:** Please take note of this - if you notice a change in process or practice that affects working conditions, such as this new move to refuse to assign half the classes in a department until the ones listed are all full, as is happening in English, please notify the FA - we want to know about it. Regardless of the source of that change (perhaps a new, inexperienced chair), notify the FA.
 - b) Some discussion ensued among members about the college’s priorities. There are decisions that seem obstructionist and focused on short-term savings that undermine support for faculty and affect what we deliver to students
 - c) Frustration and anger, sinking morale and impatience with the status quo. As was posited, (again) lower class sizes, for example, would be a straightforward change that would serve students yet it does not gain traction with the administration
4. Meeting today to request that even more of the held back hours be released.

B. VPAA Hiring Search

1. Recent response from HR to an FA inquiry about the status of the search efforts was that there is no forward movement. The hiring search has been paused with no concrete timeline going forward for now. Failing to do a vigorous talent search for this position and leaving it in its interim state is “hugely problematic” (Peter)

C. Collegewide Equity Audit Presentation today

1. College-wide Equity Audit virtual presentation, where Hotep Consultants will share the key findings (background, framework, overarching themes, highlights, areas of opportunity, and recommendations) of the Equity Audit.
2. Many of you completed the survey and also were hopefully part of focus group interviews
3. Report back on the findings
4. [Link to today's Equity Audio Presentation Registration Page](#)

D. Evaluations

1. Crucial time for many of us in our evaluation process
2. If something doesn't feel right, reach out to us
3. An essential point to keep in mind is that in its best iteration, a good evaluation process should be supportive and perhaps illuminating, but not essentially punitive. Yet currently, in how it is administered it can too often feel that way.
 - a) Very little training, guidance, or development for those doing the observing, as if this is always meant to be a one-way process with accountability only assigned to those being observed
4. Evaluation procedures are fully within the union's purview by education code, as they directly affect a faculty member's employment. They are not part of the Senate's 10 + 1 responsibilities
5. We do partner with the senate if changes need to be made, and currently there is a committee (Chair Elaine Roque, Mario Martinez and Susan Caggiano) that will– jointly with the district – make recommendations on improvements to the self-evaluation part of the evaluations. The objective is to make recommendations by the end of spring semester.
 - a) Reaching out for input from many Senate committees
 - b) Worth remembering: Evaluations go far beyond academic instructional settings: coaches, counselors, librarians, and instructors in credit, non-credit, Emeritus.
6. We'll keep you in the loop on what the group is finding.
7. **Reps:** If yours (or your colleagues') evaluation process seem strange, inappropriate, or problematic in some way, contact

Melissa Pardo to notify us, and we will investigate confidentially through our grievance officers

- E. Reminder: if you're being offered a stipend, check with the FA
 - 1. Given the way that the Chancellor's Office is funding a number of things these days, faculty may be approached to do some work, such as a workshop or grant work, for a stipend, which is perfectly normal. But remember:
 - a) Be aware that the standard rate for a stipend in this context is \$65 / hour.
 - b) Be very clear about what the expectations are for the work and the time you will be spending to complete it. If you estimate 20 hours of work and are being offered \$1300 for it (65 an hour x 1300) then you're being paid an appropriate rate.
 - c) Don't undersell the amount of time something will take
 - d) Avoid creating independent agreements. This is [direct dealing](#), and it's inappropriate.
 - 2. In all cases, it's advisable to notify the FA of your stipend arrangement as a matter of routine

IV. FOR THE GOOD OF THE ORDER

Meeting adjourned at 12:26 pm