



Policy Board Meeting Minutes - APPROVED

September 21, 2022, 3:30-5:30pm

Meeting on Zoom:

Reps Present:

Mike Webber, President	✓	Leigh Meredith, Arts	✓	Justine Withers, Gleeson	✓
Cathy Gabor, Vice President	✓	Nina Samaco-Samora, Arts		Genevieve Negron-Gonzalez, SOE	✓
Rachel Beth Egenhoefer, Secretary		<i>Open Seat, Arts</i>		Desiree Zequera, SOE	✓
		<i>Open Seat, Arts</i>		Zah Burns, SOM	✓
Jane Bleasdale, Sgt. of Arms	✓	Sarah Camhi, Sciences	✓	Tony Patino, SOM	
Rachel Brahinsky, Arts	✓	Thomas MacDonald, Sciences	✓	<i>Open Seat, SOM</i>	
Lilian Dube, Arts	✓	Herman Nikolayevskiy, Sciences	✓	Elena Capella, SONHP	
Michael Goldman, Treasurer	✓	Milka Nikolic, Sciences	✓	Alice Fiddian Green, SONHP	✓
Nicole Gonzales Howell, Arts	✓	Randy Souther, Gleeson	✓	Janice Mark, SONHP	✓

USFFA Members & Guests:

Called to Order: 3:32

- Union Blessing
- Motion to approve minutes from previous policy board:
https://docs.google.com/document/d/1MrQsuePLpj-hmu7xSKDMDlpPJKk_IUKaoqliiFZ3gtU/edit?usp=sharing
- Minutes **approved**

Reports

President's Report:

- *Faculty Dining Hall*: Now re-opened to all faculty; you can eat or use the space, although it's not serving food. Open the door with your OneCard.
- *Blood Bank*: There is a considerable amount of space available, including some dedicated lab space, a number of smaller spaces that might be useful to nursing faculty (for examination spaces, etc), and Performing Arts. Not all of the spaces are designated for the sciences; administration is currently soliciting proposals for use of the space.



Pres. Webber encourages all departments to walk through the space and consider how they can use it. **Reach out to JJ Thorp in Facilities Management for a tour (Thorpj@usfca.edu).**

- Q. Re the Blood Bank, how could we put forward a proposal for something like a childcare center? I know it's a benefit that was once offered but never realized. Who would make that kind of proposal should there be interest?
- A. Pres. Webber will explore putting forward an institutional request for this use, possibly by finding the document that was originally put forward to support USF child care.
- Member noted that this is also something that can be put forward in the Strategic Plan sub-committee that focuses on Equity and Inclusion.
- *Division Rep Meetings:* Meetings are underway and have been informative about pain-points in individual schools. Pres. Webber will report on commonalities across divisions after these have been completed.
- *Right to Fair Representation:* Members of the association have a right to have representation from the union at any meeting that could be disciplinary or might lead to change in working conditions. Management must have “just cause” for any disciplinary action, must follow procedures for fair investigations, and then the disciplinary action must fit the violation (if there is one). Please remind members of rights to representation - this is one of our primary functions.
- *ACP Workshops.* These were well-attended and the conversation was lively. Today's presentation was recorded, and we're hosting another ACP workshop next week. Reminder that ACPs are due October first and ACP meetings should be completed by Dec. 15th - this is a contractual deadline.
- *Strategic Plan Committees.* One of the Provost's Strategic Plan sub-committees is on Shared Governance. In the last two days, Sheila, new VP of Academic Affairs, invited Pres. Webber to co-chair the sub-committee on Shared Governance. What is the PB's will on this matter - should we/Pres. Webber participate?

Member Comment/Discussion:

- Member comments in support of Pres. Webber's participation cited: the importance of union voice in imagining shared governance; critical follow-through from our push to WASC for more dialogue around shared governance; demonstrating that we already have shared governance structures (even though they might look different than that of other institutions). Other comments: There may be a problem if the USFFA Pres. is the only co-chair representing a bargaining unit, since that excludes other bargaining units from the leadership position.

Q. What is the administration's interest in a Faculty Senate, and what are concerns around that?



- A. Webber: The new provost has sincere interest in changing the culture of USF to focus on diversity, equity, and inclusion - a goal we share and support. However, on some level, the talk of moving to a faculty senate does involve undermining the power of the union. The union is a legally constituted body and governed by law (not a “voluntary association”). We have well-established legal rights. To change that is a big undertaking. We would like to expand faculty influence on issues like more transparent budgeting. But I do not support a Faculty Senate supplanting the union. Being on the committee might provide a mechanism for clarifying some of these issues.

Action Item: It’s particularly important for other USFFA members to also volunteer for this sub-committee, which is currently low on faculty participation - in fact, when Pres. Webber moves to co-chair, then we will currently have no one else on the committee. Please solicit participation from other faculty in your division as well.

New Business

Rachel Brahinsky - Worker’s United Concerns

- OneCard: When employees lose their OneCard they are encouraged to start using the app instead - sometimes the choice of a physical card is not offered. This is a safety and privacy concern. For one, the app doesn’t always function properly, leaving people outside in the dark or waiting for hours. It’s also a privacy issue because people don’t want to use their home devices for work purposes. It doesn’t work as well on older phones, requiring people to purchase specific technologies.
- **Motion** to support the Worker’s United Effort to request the option of a physical OneCard for all employees and students (Brahinsky)
 - Aye
 - Nay
 - Abstain
 - **Motion passed unanimously**

Other Reports

Executive Counsel’s Report (Karen Sawislak)

The EC’s report focused on clarifying our bargaining timeline and providing data of the current size and composition of the USFFA. Our 2022-23 “re-opener” bargaining will be over the economic terms that are expiring as of June 30, 2023. This means that economic terms (wages and benefits) will be open for negotiations. This re-opener may involve other subjects, because either the Union or the University may re-open 3 non-economic articles.

Q, Is the language about doing the bargaining in the summer written into the contract, or can it be negotiated? A. Timing can always be negotiated



The EC also provided data on the size and composition of the USFFA, including the following items of import

- Overall trend is that faculty numbers have been shrinking from 2018-2019 (484) to 2022-23 (416).
- In Spring 22, there were 114 term faculty, which translates to over 25% of the faculty, this is close to the contractual limit (which is 118).
- Term Faculty are overwhelmingly not temporary replacements, but renewable teaching faculty (contracts from 1-10 years). Most are junior level (instructors/assistant professors)
- Most Tenure/Tenure-Track Faculty are senior level (Full or Associate)
- Most faculty of all levels are at top step of salary range for their rank - meaning that the only salary adjustment they see is COLA
- Questions to pursue include: 1) Reasons for downward trend of faculty size 2) Numbers/types of term faculty 3) Salary step analysis

To view the EC's complete report, click [here](#).

Comments/Discussion:

- This indicates a ~14% decline in faculty from 2018, pointing to an administrative policy of shedding faculty as a way of saving money, and also showing that this trend was happening before the pandemic.
- Another concern to pursue is how much teaching is being done by PT Faculty.

Report from the JUCC (Leslie Bach)

The JUCC is working on identifying primary teaching modalities and defining these modalities. They have proposed 4 official modalities (in-person, online synchronous, online asynchronous, hybrid). They are not recommending hyflex as a defined modality, but instead as a classroom management tool. They are creating guidelines for communications to students to clarify when and where they need to be in class. See the draft proposal [here](#).

Comments/Discussion:

Q. Does the committee have research regarding the ideal allocation of classes within these modalities? A. No.

Q. Will the proposal change the recommendations for the proportion of in-person classes? A. No

Q. What's behind the decision not to include hyflex as a "modality"? A. Our worry is that hyflex blurs the line between remote and in-person for students (like veterans and international



students) who have requirements for certain proportions of “in-person” classes for scholarship or visa purposes. So it shouldn’t be an official class designation, but it is a strategy that could be used by instructors.

Q. For online asynchronous classes, how does this work in terms of faculty workload? A. Not within JUCC purview, but Pres. Webber answered that faculty would still have to meet their contractually obligated units. Other members commented that in some grad programs there is an equivalency, but there is also ongoing interaction throughout the semester (it’s not a hands-free class for instructors after they set it up).

Q. What’s the approval process for this recommendation? A. Ultimately the JUCC will send recommendations up to the Provost’s office, which makes the final decisions. Faculty can make their concerns/recommendations known during JUCC meetings; the schedule is public and meetings are open.

To see the upcoming JUCC schedule, please click here.

<https://myusf.usfca.edu/provost/svpaa/jucc/meetingsandminutes>

Policy Board Standing Committees

Committee met in break-out rooms to coordinate committee activities

Meeting ended: 5:25

Minutes submitted by Leigh Meredith