



Council of Representatives Meeting
September 26, 2024, 3-5p.m.
Unadopted Meeting Minutes

Table with 3 columns and 7 rows listing various departments and their representatives, such as Applied Behavioral Sciences, Biological Sciences, Business Education, Engineering & Technology, English, Fine Arts, Movement & Health Sciences, Languages & Communications, Library/Learning Resources, Mathematics, Nursing/Allied Health, Performing Arts, Physical Sciences, Social Sciences, Student Development & Success, Student Success and Support Programs, and Workforce Development.

1. Approval of agenda

Motion to approve agenda made by Heather, 2nd by Laura, no objections.

2. Approval of minutes

Motion to approve 8-22-24 meeting minutes with corrections made by Nancy, 2nd by Galadriel, no objections.

3. Training Document for Peer Evaluations—Request for Review and Feedback (see attachment) (Dittmer)

- Katy Dittmer is Chair of the Institutional Tenure Review Committee, and Greg asked her to develop training materials for evaluators to standardize the process and build consistency across campus.
• Document was provided to CoR for feedback:
o Student Service faculty evaluations differ from instructional - a separate document or section specifically for them could be developed.
o The document could also be revised to include other groups such as athletic coaches.
o Regarding the section about student evaluations:
o The document is for faculty evaluators and could be distributed by Chairs, published on the CCFT and HR websites, and filed in the Senate documents.
o Faculty should be able to consider student evaluation results in their self-evaluations.

- CCFT has agreed to move up evaluation timeline so student evaluations can be completed by week 13. Send Mike or Greg further suggestions about evaluation timeline.
- It's a good practice to get feedback from students continually throughout the semester.
- Suggestion to include graphics/infographics in the document to make it more visually appealing.
- EB Parking lot - there have been issues with the dean's portion in evaluations.
  - Improvements in that area could inform this document.
  - Dean's evaluations have been more varied because all are new, so it would be helpful to provide a document for them as well.

#### 4. President's Report (Baxley)

- PT faculty member was terminated because he used an outdated word in conversation and email. Working at CMC, and staff reported it.
  - Recommendation to show empathy and not be defensive if someone is offended.
    - When people are offended by potentially derogatory language- diffuse the situation by expressing ability to grow and be aware.
  - Per Ed Code, district can terminate PT faculty for any reason.
  - Tom was able to persuade the district to allow the faculty member to finish the semester.
  - CCFT has contacted attorney and local CFT for legal advice.
  - JEDI graduates sent out letter in support of the faculty member, and they plan to bring it to BOT. This is not related to CCFT's efforts.
    - President of local NAACP chapter wrote letter in support of the faculty member.
    - Emphasis on promoting education, understanding, and helping people improve.
- Suggestion that equity and diversity training and education should be required for everyone working at Cuesta.
- At another CCC a student sued an instructor for not using appropriate pronouns and won. Start of a zero-tolerance policy.
- The time this faculty member has worked at Cuesta should be considered along with who he is as a person, extend equity and understanding.
- Pattern of capricious decisions made by the district is concerning.

#### 5. Negotiations Update (Mogull)

- The first meeting was postponed to 10/8.
- First few items to be negotiated: increasing PT office hour pay, adjusting 197-day salary schedule, compensation for entering and exiting CMC, adjusting evaluation timeline.
  - Send input/feedback to Mike.
  - Mike is hoping to wrap up negotiations in the fall term with little carry over in spring.
- Negotiations happen year-round even if they don't make it into the CBA.
- Question about why CCFT didn't solicit information from members or have a poll to establish priorities.
  - Negotiations process starts early, and focus now is clean up items in the contract.
  - Salary and fringe are usually the primary focus. Negotiation survey and will come out later in the term.
- Athletic department: coaches have to drive athletes to and from games and would like district to reconsider the type of license required and increase the budget/stipend for accommodations and travel.
- BOT September agenda included reference to Article 5.10- district seeks to limit DE load per semester.
  - CCFT wants to wait and see what they want and what problem they are trying to solve.
  - There is a push to have more F2F classes and utilize the rooms/facilities.
- Some programs are exclusively online, so there needs to be flexibility for certain situations. A blanket statement to all faculty is stringent and may not be necessary.
- Student needs should be the focus of decision.
- Faculty loading is the purview of the dean- they can be told to approve only certain schedules.

#### 6. Call for Election Committee Members (see attachment) (Kayser)

- There will be officer elections and contract ratification in spring 2025.
- CCFT needs to establish an Election Committee consisting of 3 faculty members.

- Can be PT or FT, not in EB or CoR.
- Stipend applies unless FT member is using it toward governance obligation.
- Flyer was created and sent to CoR and shared in chat. Please share with divisions and encourage interested members to contact Amy.
- Goal to establish the committee by the end of the semester.

7. Input Regarding Impacts of Common Course Numbering—Switching ENGL 201A to ENGL C1001. In the near future, all courses will shift, per state mandate, to the new numbering scheme. (Baxley)

- Alex and Greg met with Jill and Jason to discuss faculty workload issues with the common course number system. Changing course names, curriculum items/common course outline of record.
- Send Greg input by 10/2 regarding issues and related work and CCFT can work on compensation for faculty.
- Viktor is working on this and states that the course outline is similar to Cuesta's current outline for his course, and there is some flexibility. There is room for each local college to add things they need to.
- The common course numbering may be a lot of work for articulation officers, transfer counselors, catalog -it may not have as much effect on individual faculty members.

8. Division and Union Issues or Concerns?

- Question about whether department meeting minutes are supposed to be voted on by faculty. Many divisions don't vote on minutes, which raised question about consistency.
- Comments about not being able to get Canvas support during summer.
  - Laura is advocating to reinstate the 24/7 faculty and student Canvas support at Online Education Committee. Cuesta currently doesn't have it, and it costs money.
  - Students can get help from the chatbot on webpage, but a lot of students not comfortable using chatbot, so it's an issue with equity and access.
- Greg has received 3 potential questions from CoR for campus climate survey and shared them in chat.

9. COPE Update (Highhouse)

- A SLO Education Board candidate made negative comments about LGBTQ.
- School board positions are important. Local group of Mothers for Liberty pushing agenda.
- If you have information about a local candidate or bill, please send to Galadriel.
- We will consider before we give recommendations for voting.

10. Part-Time Faculty Update (Highhouse)

- PT office hours can be offered via Zoom if you have a DE assignment.
- Some PT faculty don't have offices.

11. Treasurer Report (Higgins)

- 30 new members have joined CCFT.
- EB passed the 2024-2025 budget which includes no dues December and May.

12. Grievance Officer Update (Patchell)- Covered in Greg's report.

Next Council of Representatives Meeting: October 24, 2024