

**United Faculty of Ohlone
Minutes from Executive Board meeting held via Zoom
12 February 2018 at 4:30 p.m.**

Present:

Carmen Madden, President
Nolan Higdon, Vice President
Janice Jones, Treasurer
Ralph Ballart, Secretary
Jim Andrews, Negotiations Chair
Jennifer Harper, CEER Committee Chair
Jeff Roberts, Full-time Rep at Large
Ray Buyco, Part-time Rep at Large
Isabel Reichert, Web Master
Rob Smedfjeld, Past President

Absent:

PROCEEDINGS:

Call to order:

Meeting was called to order by Carmen at 4:30 p.m.

Meeting Agenda. Carmen emailed the agenda on February 10.

1. Grievances and other UFO news – Carmen

Carmen reviewed a grievance related to a faculty member who is being sanctioned by the administration for using a video recorded on campus for a book they are writing. The UFO is representing the faculty member and seeking remedies.

Carmen discussed a female faculty member who was physically blocked by a student after accusing the student of plagiarism. Although the faculty member reported the incident as required and this was the student's third warning for plagiarism, the student is still attending class and no action was taken by the administration in response to the confrontation. Carmen said it appeared the administration did not follow the academic dishonesty policy.

Rob summarized the meeting Heather McCarty, Isabel, Jeff Dean and Rob had with Gari Browning related to issues Heather collected from faculty on Student Services. They presented various faculty issues to Gari concerning DSPS and enforcement of our academic dishonesty policy. (The meeting is summarized in an email Heather sent to faculty on February 3.) Board members had concerns that the current process is cumbersome and that Ohlone doesn't follow their own

policies. The need for revisions to the current processes was discussed.

Carmen reviewed an incident where students recorded a faculty member both in the classroom and on campus without the faculty member's knowledge or consent. The students presented the audio recording to the administration as part of a complaint; the issue has now been resolved successfully. Various Board members objected to faculty being surreptitiously being recorded by students; the legality of such recordings was discussed.

2. Part-time Pay Parity/ Negotiations Chair's UFO Role – Ralph

Ralph presented a PowerPoint presentation to the committee.

Ralph discussed the issue of pay parity for PT faculty. He noted that because of improvements in FT college paid medical premiums, PT pay as a percentage of FT salary has decreased from about 67% in 2015 to about 57% today. He proposed a sub-committee be formed to recommend a PT pay parity target to the Executive Board.

Ralph also discussed the role of the UFO negotiations chair within the UFO constitution. He argued that since the Chief Negotiator is an elected position, the negotiator has their own mandate and is not responsible to UFO executive board but instead has complete control of the negotiations. Ralph gave examples showing that most of our peer colleges have the chief negotiator selected by the Executive Board which ensures that their boards have oversight and control of the negotiations. Ralph recommended the formation of a second sub-committee to recommend changes in the UFO constitution and bylaws including the roles of the UFO officers.

Carmen agreed on the need for these two subcommittees and asked Ralph to send out an email to UFO executive board members asking for volunteers to participate.

3. PT Evaluations – Ray

Ray reviewed the status of PT faculty reviews. There was a discussion of several issues including the role of Deans in reviews of faculty in areas outside their expertise. The hypothetical case of a PT faculty member who receives an unsatisfactory evaluation and whether that triggers an automatic reevaluation needs to be investigated. Ray endorsed the use of a universal evaluation forms employed across campus, not different forms for different divisions. He recommended a committee to look at the forms to be used.

4. CEER – Jennifer

Jennifer sent out an email on February 10th sharing an observation form for online classes/instructors that came through CEER. After discussion, a motion by Ray (Nolan second) was unanimously approved to conduct a pilot of the form for 2 semesters starting in Spring 2018.

5. Next Meetings

The next meeting will be held on February 26th in Fremont; UFO attorney Bob Bezemek will attend and Jim will give a negotiations update.

There will be another meeting on March 12 at 3:30 pm.

Carmen asked Board members to send her items for future agendas.

The meeting was adjourned at 5:49 pm.

Respectfully submitted,
Ralph Ballart, UFO Secretary