

MINUTES

United Faculty of Ohlone Meeting: General Notes from September 19th 12:30 – 1:30 over zoom

Executive Board

- **President:** Jesse MacEwan
 - **Negotiations Chair:** Emmanuel Garcia
 - **Vice President:** Tobias Smith
 - **Treasurer:** Long Nguyen
 - **Secretary:** Katie Frank
 - **Representative-at-Large Full-Time Faculty:** Sarah Cooper
 - **Representative-at-Large Part-Time Faculty:** Dawn Harris
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Current financial State of the college

People dancing around this, District has to shed 2 million and the Board wants them to shed even more: 10 – 12 admin positions

- Windfall
 - Charles had Chris de la Rosa submit paperwork = \$8 million one-time thing – Wrenna doesn't want them to use this money for salaries and benefits.
 - Wrenna said the amended return, which resulted in the refund was a suggestion of the auditors
 - The budget is presented to the board showing part-timer faculty as under budgeted
 - Jesse shared that faculty, and courses, are the core of our business and when we are trying to grow enrollment cannot be underbudgeted.
 - Board seemed to be starting to understand this core issue
 - Katherine helps the board understand there are only 108 full-timers vs percentage of admin – board seems to slowly be getting it
 - At College Leaders Wrenna discussed how windfall money should be used?
 - Maintenance
 - Replenishing reserves
 - But still \$2 million deficit (10-12 positions need to be eliminated)
 - Line budget is a combination of the following and they see this as the deficit (not college wide or management wide)
 - Part time salary
 - Substitutes for people on sabbatical
 - Full time faculty overload
 - Emmanuel -said the overload is going to go to someone – it's going to be part time or faculty
 - What is behind the categories? Are stipends in there? What else?
 - Any full-time faculty teaching an overload is cheaper than a part timer (they don't seem to realize this)
 - Tobias – broad institutional questions vs union questions – how do we feel about being financially solvent
 - Do we have a take on how they want to use the money?
 - Are there comments about labor conditions?
 - Do we have competing interests with full-time and part time faculty? Framework for asking questions

- Jesse – narrative – money related to faculty expenses related to teaching – if we want to grow enrollment – this can't be about under budgeting part time faculty. Can't budget for 5000 FTEs and then bring in 7000
 - Structural Deficit – how should we as a union make a statement or provide clarity on best ways for the \$8 million to be spent
 - Committee Service (10)
 - Katherine – it's hard to get faculty to do committee service. Small numbers of faculty are volunteering for tenure track review committees. About 40% of faculty have not filled out faculty service survey. Only 108 full-time faculty (40 people haven't responded). Biggest problem – tenure review committee (contract says have to have 3 members) Do they need 3 – this is something we need to figure out.
 - How do we get faculty to sign up for committees?
 - Do we contact the 40 who have not signed up?
 - Contract states all full-time faculty are required to do service on reviewing faculty for tenure or part-time faculty
 - Current interpretation of contract is that reviewing PT Faculty is optional
 - When CCO required part time reemployment system – before it was not about employment but now this is about re-employment – historically observation and feedback – became managerial now we are no longer required.
 1. tenure review and evaluations
 2. service committee work
 - Do we clean open this portion of the contract to further clarify service and evaluation?
 - Are people signed up and are they attending?
 - Who holds us accountable for doing what we are supposed to be doing? Does this show up in your review by the dean? Why are some people not doing something?
 - Elections (5)
 - Elections are this Fall
 - President's report (5)
 - 50% law – big impact on general fund
 - College leaders group is coming back – trying to get structure – hoping it'll work with Board of Trustees

We need to talk about this more! Openers – contract negotiations

- Tenure review
- Committee service

Submitted by
Katie Frank, September 12, 2025
Professor of Art
Secretary of the United Faculty of Ohlone