

JCAC Report October 7, 2014

Here is a report on the JCAC Meeting that took place on 10/7/14 at 3:30 – 5:00 pm.

In attendance: Chris Byrne, Gina Lorenz, Jill Lund, Terrence Hsiao, David Shapiro, Rosemary Sutton

This was the agenda:

Old Business:

1. MOU, Additional Compensation (GL)
2. Finalize 15/16 Calendar (RS and GL)
3. Continue with study sessions? (All)
4. TRC – Committee make-up request re: David Reichgott also proposed MOU Tenure presentation
5. Negotiations

New Business:

1. Consider Assessment tool for priority hire status (RS)
2. Proceeding with ELP search? (RS)
3. Explore whether new computers, which prevent a faculty from being able to print to a computer in his/her office, represent a change in working conditions, that is, a change that would have to be bargained (DS)
4. Explore whether the decision to only conduct a fulltime tenure track search for Sociology, rather than move down the priority list developed by Faculty Assembly, could be seen as inconsistent with Article 7.02 of our CBA, which says that “The Chief Academic Officer shall develop a Full-Time Faculty staffing proposal in consultation with the Faculty Assembly.” (DS)
5. IBB Training Schedule (GL)
6. JCAC Meeting Schedule

Here is what we talked about:

- 1) We are still trying to finalize MOU language that would allow for a wider range of compensation options (besides Additional Duties Pay) for work by Faculty members. The thought is that in some cases, it may make more sense to pay a flat-fee stipend for a project than to have Faculty members have to keep track of hours. We composed a draft of this MOU last spring and ran it by our Assistant Attorney General. He expressed some concerns about the language and so Gina and Dave S. will be re-looking at the draft language and trying to revise accordingly.
- 2) As you may recall from last spring, the current proposed 2015-2016 calendar has been revised from an earlier draft that had a 2-week spring break to one with a 1-week spring break so as to keep Cascadia more in line with the UW-B and campus library schedules. In a “straw poll” last spring on this issue, faculty voted 31 to 9 in favor of the 1-week spring break option.

In order to solicit more formal approval (or, perhaps non-approval) for the 2015-2016 calendar, I will set up a ballot box in the CC1-154 mailroom so we can have a vote on it. (A copy of the proposed calendar is at the end of this report.)

- 3) This was just a discussion about our semi-weekly JCAC study sessions. We decided that the next one will be on exploring how to expand support for faculty teaching the 150 classes.
- 4) We discussed and gave a “thumbs up” to a proposed MOU that would allow a one-time exception this year to enable an Emeritus Faculty member to serve on a TRC. (MOU draft at end of this document.

We also discussed a proposed MOU that would define how the Board of Trustees would receive the recommendations of the TRC. Currently, our contract says:

#### **10.11. Committee Recommendation(s) and Board Decision(s) Regarding Tenure**

10.11.02 The Chair of the tenure Review Committee for third year candidates shall present the committee’s tenure recommendations to the Board of Trustees. The Board of Trustees shall determine the manner in which the recommendations will be received.

This proposed MOU, which, if passed, would only be in effect until our next contract, would lay out the particulars of that process. The proposed language is currently being shared with the Board of Trustees and current TRC chairs.

- 5) We discussed a proposed schedule for our next contract negotiations. We will try to begin regular negotiations at the beginning of February in hopes of completing them by mid-May at the latest.

#### **New Business**

- 1) This was a discussion of a proposed tool to help the Deans organize the materials submitted for Priority Hire application. We suggested a few modifications and they were agreed to.
- 2) This was a discussion about the search for a fulltime faculty in the English Language Program. Because ELP is not funded by state allocation dollars, we are prohibited (by state law) from having a Tenure-Track position in that program. However, we can, as other schools have done, create a faculty category called something like “Permanent Status” that is Tenure in all but name. Other schools, including, Edmonds, for instance, have such a category. We agreed to work to create this category and, consequently, the ELP search can go forward.
- 3) We shared the challenges that some faculty are experiencing with now, as a result of computer upgrades, or not being able to print to desktop computers. There is a solution in the works—an adaptor of some sort—that is currently being tested. It was pointed out that printing to shared printers is not always convenient, especially after hours, and when student grades or tests are being printed. Terrence agreed to look into how to make printers on the second floor of CC2 available off-hours and to continue exploring the adaptor work-around.
- 4) This was a discussion of whether having added the additional step of getting approval for funding tenure track positions from the Budget Council means that the CAO and FA are not in consultation about such positions. We had a vigorous discussion about this, but didn’t really come to any closure. It depends, in part, on how we understand the terms “proposal” and “consultation.” On the one hand, it was pointed out that the CAO did consult on a proposal for staffing, one that resulted in a proposal to staff for Sociology and ELP, which then went to the

Budget Council for approval. On the other hand, it can be argued that if it's the Budget Council that ultimately decides which positions are funded—in this case, Sociology and nothing else—then the consultation is not really happening between the CAO and FA. It remains (at least to my mind) an open question and one that we will continue exploring in JCAC and other venues.

5 and 6) This was just a discussion of when we will schedule our Interest-Based Bargaining Training and when our next JCAC meetings will be held.

## Faculty Contract Calendar 2015-16

JULY						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Key		
	Instructional Days (158)	53/52/53
	Non-Instructional Days	3
	Holidays	8
	Pre-Fall Days	3
	Faculty Planning Days	3
	Undesignated days	5
	<b>Total</b>	<b>172</b>

OCTOBER						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Summer 2015	
July 6	Classes begin
July 2	College Closed
July 3	Independence Day Observed College Closed
Aug 27	Classes end

JANUARY						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY						
S	M	T	W	T	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

MARCH						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Fall 2015	
Sept 7	Labor Day College Closed
Sept 15,16,23	Faculty Planning Days
Sept 21,22,24,25	Pre-fall days
Sept 23	Yom Kippur
Sept 28	Classes begin
Oct 27	Non-instructional day
Nov 11	Veterans' Day College Closed
Nov 26	Thanksgiving Day College Closed
Nov 27	Thanksgiving Closure
Dec 16	Classes end

APRIL						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

MAY						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

JUNE						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Winter 2016	
Jan 4	Classes begin
Jan 18	MLK Jr. day observed College Closed
Jan 19	Non-instructional day
Feb 15	Presidents' day College Closed
March 18	Classes end

Spring 2016	
March 28	Classes begin
April 29	Non-instructional day
May 30	Memorial day College Closed
June 10	Classes end & Graduation

	UWB Comparison		M/W vs. T/Th vs. F class sessions			
	CCC	UWB	M/W	T/Th	F	
Summer	7/6-8/27	6/22-8/21	Fall	11/11	11/10	10
Fall	9/28-12/16	9/30-12/18	Winter	9/11	10/11	11
Winter	1/4-3/18	1/4-3/18	Spring	10/11	11/11	10
Spring	3/28-6/10	3/28-6/10				

## Memorandum of Understanding

### By and Between

### CCCFT and Cascadia Community College

### Regarding Membership on the Tenure Review Committee

Whereas the College and the CCCFT share a mutual interest in consistent support and professional development for tenure-track faculty as they move through the tenure process, therefore, this MOU sets forth provisions for expanding the options for membership on the Tenure Review Committee.

#### **10.04 Tenure Review Committees: Purpose of the Committee and Selection of Membership**

10.04.02 Each Tenure Review Committee shall be composed of two (2) members of the administrative staff, a full-time student representative (enrolled in at least twelve (12) credits per quarter), and four (4) Cascadia tenured faculty members, selected as follows:

10.04.02.01 The College provides a list of tenured faculty to the CCCFT. The CCCFT will appoint four (4) tenured faculty members to each Tenure Review Committee. At least one of the four tenured faculty shall have previous experience serving on a tenure review committee at Cascadia.

A one-time exception will be made to Article 10.04.02.01 as follows:

**10.04.02.01. In the event that four tenured Cascadia faculty are unavailable, or should a faculty member leave the committee during the process, a Cascadia Emeritus Faculty member may be appointed to the committee, provided that all members of the tenure cohort and the TRC agree to this change.**