

FACULTY MATTERS



FACULTY
ASSOCIATION
AMERICAN FEDERATION OF TEACHERS
LOCAL 6157

Their Next Big Lie

by David Yancey

Vice-President, Faculty Association, AFT 6157

The conservative right wing of California politics, emboldened by the re-election of George W. Bush and the election of Governor Arnold Schwarzenegger, are rolling out their heavy guns to take aim at one of the dearest rights of teachers; academic freedom. Senate Bill 5 is the latest conservative missile targeting teachers' ability to freely express their own opinions and/or to challenge our students to analyze theirs. Do not be fooled by the author's attempt to cloak the real purpose of this bill by calling it a "student bill of rights". This is an attack on academic freedom and freedom of speech. The bill seems to imply that the teaching of the required curriculum should be done without the faculty

expressing any of their own "liberal" opinions. This is an attempt to silence any critical analysis or discussion or the expression of any alternative opinions. Academic freedom has always been a target of those who subscribe to the more "doctrinaire" thinking of the conservative right wing.

Critical thinking is a fundamental part of our educational goals, but how is it achieved without sharing different ideas, ideologies and points of view? The value of a college education is to expand one's views and understanding in order to live in an ever-changing world. However, there is a concerted effort by the right wing political movement in

—Continued on page 7

Trustees Override Budget Processes of the Colleges

by Mark Newton

President, Faculty Association, AFT 6157

By now you probably have read summaries or heard rumors of the Board of Trustees meeting back on March 7, 2005. It was an amazing meeting that started on a very sad note from the faculty perspective. The Trustees began the evening by passing, on the consent calendar (a vote taken without debate), the termination of two electronics

faculty at SJCC: **Momoh Lahai** and **Tolentino Pacheco**. Executive Director Barbara Hanfling and I watched and expected this act to be the first of several job actions on the evening's agenda. So, when these colleagues officially lost their contracts for next year because of continued low enrollment in the electronics department, we understood and accepted the analysis and direction given by administration at San Jose City College (SJCC). All of the constituency groups had worked through a very difficult process and agreed that certain cuts had to be made, or so we thought.

Hang on; things get wild from here. **First**, the community showed in force to urge the Board of Trustees to reverse the administrative

—Continued on page 8

A LOOK INSIDE

Their Next Big Lie

by David Yancey
PAGE 1

Trustees Override Budget Process of the Colleges

by Mark Newton
PAGE 1

Call for Nominations AFT 6157 Executive Board

PAGE 1

Staying in Touch

Retiree News

by Bill Jacobs
PAGE 3

What has the Union Done for You Lately?

Part-time Equity Money

PAGE 3

PRC Do's and Don'ts

by Debbie DeLaRosa
PAGE 4

Taking up the Challenge

by Teck Ky
PAGE 5

Speaking up for Education

by Debbie DeLaRosa
PAGE 6

Personal Notes

PAGE 6

Know Your Rights! Working Outside Your Academic Calendar

PAGE 7

SPRING THREE

www.fa-aft6157.org

213 Student Center
San José City College

1-205 Acacia
Evergreen Valley College

(408) 288-3106
fax (408) 295-7482

2100 Moorpark Avenue
San José, CA 95128

Call for Nominations

Or self-nominations for any of the six open positions on the Faculty Association, AFT 6157 Executive Board. For more information see page 2.

EXECUTIVE BOARD MEMBERS

PRESIDENT Mark Newton x3989
VICE-PRESIDENT David Yancey x6605
FISCAL OFFICER Linda Ferrell x3231

EVC REPRESENTATIVES
FULL-TIME Frank Espinoza x6581
FULL-TIME Teck Ky x6877
ADJUNCT Jeffrey Kirkbride x2019

SJCC REPRESENTATIVES
FULL-TIME Bob Wing x3945
FULL-TIME Mai Le Ho x3863
ADJUNCT Nabeel Atique x3779

EX-OFFICIO
GRIEVANCE Patrick Butler x3943
NEGOTIATIONS Marc Sola x6617
NEGOTIATIONS Deborah DeLaRosa x6606
NEGOTIATIONS Jesse Votaw 298-2700 x304

COUNCIL OF DIVISION REPRESENTATIVES

SAN JOSÉ CITY COLLEGE

MATH AND SCIENCE
 John Song x3997

HUMANITIES AND SOCIAL SCIENCES
 Ciaran McGowan x3891
 Jesus Covarrubias x3885

APPLIED SCIENCE
 Pat Space x3782
 Bob Reiningger x3939

BUSINESS/SERVICE CAREERS
 Clem Lundie x3985

LANGUAGE ARTS
 Ron Levesque x3870
 Dan Haley x3779
 Virginia Scales x3870

INSTRUCTIONAL TECH/LEARNING RESOURCES, COUNSELING, AND ATHLETICS/PE - no reps at this time

EVERGREEN VALLEY COLLEGE

BUSINESS, APPLIED TECHNOLOGY
 Mark Gonzalez x6506

COUNSELING
 Elaine Ortiz-Kristich x6680
 Rick Wagner x6632

LANGUAGE ARTS
 Phuong Banh x6672
 Maggie Fieler x6697

TECHNOLOGY/INSTRUCTIONAL SERVICES
 Carol Bristow x6510

MATH/SCIENCE
 Lenny Wolff x6674
 Bill Lakatos x6578

NURSING
 Rozanne Lopez x6604

SOCIAL SCIENCE/PE
 Minerva Duke x6663
 Paul Fong x6579



Call for Nominations

by Mark Newton
 President, Faculty Association, AFT 6157

The Faculty Association (FA)/AFT 6157 represents faculty interests in bargaining and working conditions. The Faculty Association's Executive Board is an elected body that determines policy of the union. It is again time to call for nominations or self-nominations to any of the six positions open on the FA, AFT 6157 Executive Board for the upcoming two academic years. These positions are:

District-Wide
Fiscal Officer
 (Current Officer: Linda Ferrell)

Evergreen Vally College
Full-Time Campus Representative
 (Current Officer: Frank Espinoza)
Adjunct Campus Representative
 (Current Officer: Jeffrey Kirkbride)

San José City College
Full-time Campus Representative
 (Current Officer: Mai Le Ho)
Adjunct Campus Representative
 (Current Officer: Nabeel Atique)

Any SJECCD faculty member (and FA, AFT 6157 member) is eligible to run for Fiscal Officer. Obviously, the next four positions are taken from a more restricted group. If you are nominating another faculty member, please make sure that they are both eligible and willing to serve. Nominations and ballot statements (up to one page typed) need to be written and delivered to SJCC either to the FA office (SC 213) or to FA President, Mark Newton, (W106) by 2:00 pm on April 22nd. Ideally, prepare and send election documents via email. The election for contested positions is scheduled to begin Wednesday, May 4, 2005.

FACULTY ASSOCIATION, AFT 6157, EXECUTIVE BOARD MEETINGS — SPRING 2005

Date	Time	Location
Friday, Feb 11	10:00-12:30pm	SC Community Rm, SJCC
Friday, Feb 25	9:30-12:30pm	Gullo, Conference Rm, EVG
Friday, Mar 11	9:30-12:30pm	SC 104, SJCC
(Council of Division Reps)	1:00-3:00pm	SC 104, SJCC
Friday & Saturday, Mar 18-19	(CFT Convention)	Manhattan Beach Marriott
Friday, Apr 1	9:30-12:30pm	Sequoia Rm 219, EVG
Friday, April 15 CANCELLED	9:30-12:30pm	SC Community Rm, SJCC
Friday, April 29 MOVED	9:30-12:30pm	SC Rm 104, SJCC
Friday, May 13	9:30-12:30pm	SC Community Rm, SJCC
Friday, May 27	9:30-12:30pm	Sequoia Rm 219, EVG

Staying in Touch

Retiree News

by Bill Jacobs

Faculty Matters has not been overwhelmed by correspondence from our retired colleagues. I think I understand because I have been really busy with activities other than union meeting attendance—it's funny how priorities seem to change with retirement. I really understand so many of my retired friends who often say, "I don't know how I ever had time to work."

My first big activity was putting the entire contents of my office in boxes and moving them to my office at home. This was an activity I had dreaded for years—and it was almost as vexing as I had expected. What does one do with 35-year-old letters, old grant proposals, newspaper clippings, student evaluations, piles of pictures, reference books, etc.? I'm proud to say that I worked my way through it and discovered that my packrat persona had also gone into retirement—a truly liberating discovery.

I managed to ease the sorting process by going skiing with Dell Redding for several days a week for most weeks of ski season. With senior rates and multiple cost-cutting secrets, it has become a relatively inexpensive pastime for us.

Between my wife, Julie, and I, we have six children and seven-and-a-half grandchildren. Many of them live in the area, so they also manage to draw some of my time. Actually, family

can be a black hole for retired grandparents, so despite the fact that they are wonderful to spend time with, I am learning that I sometimes need to say no.

Another big draw is exercise. I can't ski if I don't exercise. I can't travel and walk if I don't exercise. And at my age, I find it takes a little more time to get the job done. So off we go every morning, Julie and I, to the Y where we can enjoy a choice of exercise classes—just like it was at EVC, classes are more fun for me than solitary modes.



Dell Redding and Bill Jacobs

As they always have, reading, watching films and HDTV, gardening and cooking still take up much of my time. Traveling is about to take up some more. I am signed up to teach a couple of classes in the fall, and I am looking forward to it. In the meantime, however, I am thoroughly enjoying my free time.

So here's the question: what's taking up your time? You don't need to write an article, just give me some facts, gossip, anything that I can pass on for you, about you, in your words or mine, whatever you choose. I think we would all enjoy hearing how our old friends are doing—I know that I do.

What has the Union Done for You Lately?

Part-time Equity Money

Each semester, the Union and the District meet to determine the allocation of part-time equity money for the adjunct faculty and full-time faculty working overload. This monetary allocation by the state must go to enhancing the adjunct faculty salary schedule. Although the Union would like to see this money on the

salary schedule, the District continues to refuse to place it there. In lieu of this, we have agreed that this money will be allocated in two lump sums to faculty, once in the fall (7.5% was received by adjunct and full-time faculty working overload), and another payment will be made in the spring.

Mark Newton and Barbara Hanfling have been meeting with Mike Hill to determine the percentage that will be given to faculty. Although this percentage will not be available until the end of April, we have agreed to the following schedule for faculty receiving this part-time equity money.

- On May 10th the full instructional parity pay will occur for **adjunct instructional** faculty, projecting earnings for May.
- On May 10th parity pay will occur for earnings paid through May 10th payroll for **adjunct non-instructional** faculty.
- On June 10th, parity pay will occur for earnings paid on the June 10th payroll for **adjunct non-instructional** faculty.
- On May 31st, parity pay will occur for **regular faculty** overload **instructional** assignments. There is no projection required since the last payroll for spring instruction will be April 30th.
- On May 31st, parity pay will occur for earnings paid through the May 31st payroll for **regular faculty** overload **non-instructional** assignments.
- On June 10th parity pay will be applied and paid with earnings paid on June 10th for May earnings for **regular faculty** overload **non-instructional** assignments

PRC Do's and Don'ts

by Debbie DeLaRosa

Professional Recognition Committee Chair

Negotiations Team, Faculty Association, AFT 6157

Have you ever thought about applying for salary advancement? Are you uncertain of how to proceed? The Professional Recognition Committee (PRC), composed of six faculty and two administrators representing both campuses, is here to help. This list of PRC do's and don'ts highlights many of the questions that faculty often have about the process. While this list may not answer all your questions, it is a good place to begin.

DO

- Read Articles 8.9, 10 and 14 of the contract before applying for any advancement on the salary schedule.
- Print out the application for a cash payment, class change or step increase off the DOWEB site. (The directions for accessing the DOWEB site are located at the end of this article.)
- Watch for and read any emails pertaining to the PRC.
- Submit your plan prior to initiating activities.
- Track your years of service to determine eligibility for step increases.
- Remember to get approval from the PRC for any revisions to step plans or sabbatical projects
- Understand the differences between semester units and quarter units. 1 semester unit = 2/3 quarter units
- Clearly show in your written step plan that you understand how many hours/units are needed to fulfill your obligation.
- Make 10 copies of your step plan or sabbatical proposal for submission to the PRC.
- Talk with other faculty members who have taken sabbaticals, well in advance of the application process if you are interested in a sabbatical.
- Make an appointment with Human Resources after a sabbatical approval to understand your benefits, including retirement issues and salary during the sabbatical period.
- Read over carefully the requirements for sabbatical projects, including the necessary paperwork and reports.
- Check with a member of the PRC if you have any questions about anything you don't understand.

DON'T

- Wait until the last meeting of the school year to apply for and receive approval for Step 14, 17 or 19.
- Wait until September to begin thinking about and planning a sabbatical project.
- Expect that any units you take will automatically count for a class change; if uncertain, get approval from the PRC before beginning coursework.
- Expect the committee to know and be familiar with your area; explain the relevancy of your activity to your assignment.
- Use acronyms when listing organizations and conferences in your plans or completion reports.

How to locate PRC forms on the DOWEB site

Please Note

You must use a computer on campus to print these application forms.

- Step 1 Open Internet Explorer
- Step 2 In the address file type: <http://doweb>
- Step 3 On this page, locate and click on **HR WEB**—Human Resources (under SJECCD Internal Web Site)
- Step 4 Click on the link **Faculty Members** (located on the left side of page)
- Step 5 Click on either:
Sabbatical Leave Forms & Policy
or
Professional Recognition Forms & Policy
(your choice depends on which activity you plan to pursue)

Please Note

The Professional Recognition link will print out **ALL** of the documents. Make sure you fill out **ONLY** the document for the activity you plan to complete.

If you have any further questions, please contact a PRC member.

2004 -2005 Professional Recognition Committee

SJCC

Laura Bettencourt

Alexandra Esparza

Virginia Scales

Dean Patrick Gerster

EVC

Bonnie Clark

Debbie De La Rosa

John Payne

Interim President John Kangas

Dean Alethea DeSoto

Taking up the Challenge

Public Employee Pensions

by Teck Ky
FA, AFT 6157 EVC Campus Representative

Public Employee Pensions under attack by Governor Schwarzenegger was one of the main themes at this year's California Federation of Teachers (CFT) Convention held from March 18 to March 20 in Los Angeles California, as delegates responded to the heightened need for community college advocacy. I was one of the delegates to the CFT Convention, traveling with David Yancey, Mark Newton, Mai Le Ho, Margaret Fieler, Debbie DeLaRosa, Frank Espinoza and Barbara Hanfling. We spent two days together, listening to informative speeches, learning about the state of community colleges throughout the state and demonstrating against the Governor's proposals. All of us participated in a noon demonstration to a nearby shopping center, holding signs that stated: *Students are our Special Interest, Arnie, Hands Off Our Assets and If Actors got Merit Pay Arnold Would Be Broke*. The convention mood and delegate spirit was high and our voices were heard on the news that evening.

We learned that the Governor's proposal would move all new public employees, including educators' retirement, from Defined Benefit (DB) to Defined Contribution (DC) plans beginning in 2007. The current DB plan provides us with a stable pension as well as protection against

inflation. Our present DB combines contributions from the District, the employee and the state, and they are invested with prudence, skill, and knowledge. Additionally our DB plan offers faculty disability and death benefits.

In a DC plan, contributions to an individual employee's account are defined, but the retirement benefit consists of the employee's account balance at time of retirement, including the amount contributed and all earnings and losses. This means there will be no guaranteed income upon retirement. The account balance can be taken as lump sum or as a lifetime annuity based on the account balance. There are no disability pensions, guaranteed death benefits, or COLA (Cost of Living Adjustments). Finally, the governor's friends from outside the state fund his attack on California's public employee pensions, which is why so many of his ads have appeared on television in recent months.

We will not stand still while our retirement benefits erode. We need to band together, support CFT, and join in its effort to fight the governor's proposal. Since the CFT has no friend from other states to fund our



Frank Espinoza, Maggie Fieler, and Teck Ky

campaign, to help fund our counterattack against the Governor's assault on education—and particularly our guaranteed pension—we all voted overwhelmingly at the Convention to agree to a pro-rated three-dollar (\$3.00) assessment on our dues for a two-year period beginning August 2005. CFT will be working in coalition with other unions, community groups, administrators, PTA members, and others to make sure our pensions are protected. The strategy of CFT to save our pensions includes collective action, broadcasting television and radio ads, educating our membership about the initiatives, asking students and faculty not to sign initiative petitions that would eliminate faculty pensions, and, in general, articulating our position to one and all.

In this convention, we learned so much about how to make our union stronger. We will be asking for your support and participation over the next seven months.



CFT Convention, March 18-20, 2005, AFT 6157 Delegates: Mark Newton, Barbara Hanfling, David Yancey, Mai Le Ho, Teck Ky, Frank Espinoza, Debbie DeLaRosa, Maggie Fieler

Speaking up for Education

by **Debbie DeLaRosa**

Negotiations Team, Faculty Association, AFT 6157

In March, **Debbie DeLaRosa, Mark Newton and Barbara Hanfling** attended a rally in San Jose to fight against the Governor's education proposals and propositions. We had been requested to present a speech that was written by Debbie DeLaRosa. Unfortunately, Community Colleges were not represented on the speakers list (due to an error) and therefore Debbie did not present the speech to over 1000 demonstrators representing faculty, staff, administrators and community members. We have reprinted the speech that Debbie wrote below:

Good afternoon. It is good to see all of you here today demonstrating your support and commitment to the students of California. And because you are all here today demonstrating your support, I would like to call upon all of you to join with me in sending a message to Governor Schwarzenegger:

As governor of the great state of California you have defaulted on your promise and obligation to the people of California to fund Proposition 98. You broke your promise to the people of this state, Governor Schwarzenegger, after they agreed one year ago to give up \$2 billion dollars in money for education to help balance the budget.

You promised the people, Governor Schwarzenegger, that in the coming year a new and bigger check would be written to support, improve and enhance the public educational

system in the state of California. This new check would not only restore the \$2 billion dollars that California's parents, students, teachers and schools sacrificed to help balance the budget, but would also include a fair share of any additional revenues.

But this check that you promised to pay for the educational needs of our students is about to be sent back to the bank stamped with the words "insufficient funds." Your 2005-2006 budget and other proposals intend to rob the bank of knowledge, the bank of opportunity and the bank of hope for our students. And when you rob the bank of knowledge, opportunity and hope for our students, Governor, you rob the bank of knowledge, opportunity and hope for all citizens of California and future citizens of California.

Your check, stamped "insufficient funds", deprives our students of quality educational supplies and instructional materials. Your check, stamped "insufficient funds", deprives our students of special programs designed to enhance their academic experiences. Your check, stamped "insufficient funds", deprives our students of vital library resources and a wealth of support services designed to motivate and inspire our students. Your checked, stamped "insufficient funds", deprives our students of smaller class size that adhere to the concept of quality education and not quantity education.



And equally important, your check, stamped "insufficient funds", deprives our students of their self-esteem, self-confidence, self-respect, courage, their honor and the opportunity to be the very best they can be.

Let me remind you once again, Governor, that you made an agreement with the people of California to fund the educational needs of our students. Your check, stamped "insufficient funds", cannot be cashed. We intend to hand your check back Governor. We intend to hold you to your word and expect a new check to be written. A new check written with the amount you promised to fully fund the educational needs of the current and future generations of students.

Dr. Martin Luther King Junior once said, "The ultimate measure of a man is not where he stands in moments of comfort, but where he stands at times of challenge and controversy." Your time has come Governor. It is time for you to measure up.

Personal Notes

Congratulations to **Teresa Carpio** a faculty member in the FAST Track Program, on the birth of her son Christopher weighing in at 6 pounds in January. We wish Teresa and her family well.

Dan McElroy: Our thoughts are with Dan McElroy, faculty member at SJCC and President of the Academic Senate as he has taken time off to care for his seriously ill wife. We know this is a trying time for him and all our thoughts are with Dan and his family.

—Continued from page 1 (Their Next Big Lie)

this country to narrow that important process to a “pro-government”, “pro-national policy” and “pro-war” mindset. Senate Bill 5 is the latest attempt to stop any thinking that doesn’t fit that model. A similar bill was killed in the state legislature last year.

The author of this bill, State Senator Morrow, cloaks this right wing agenda in the form of a “student bill of rights”. It sounds like a good idea based on the title, but so did “the California Civil Rights Initiative” (Proposition 209), until you read the fine print. Both had very different motivations. The latter was aimed at ending affirmative action for minorities in this state and not advancing civil rights, and the former is aimed at taking academic freedom away from teachers not establishing a student bill of rights.

I am not arguing that scholarly endeavors should not be conducted in a balanced manner and I am certainly not suggesting that the purpose of a college education is to indoctrinate students in a liberal ideology. It is not. However, I am suggesting that the motive behind this bill is to open faculty to the charge of being biased in their approach to their teaching styles and their approach to educational topics. Faculty would be forced to water down their “academic freedom” to appease the attitudes and beliefs of however many students they may have in their classes. In order to avoid the accusation of bias teachers will avoid controversial opinions or ideas and never express their own opinions. The cumulative affect will be to silence teachers.



So don’t be fooled by this bill. This is not about fairness or balance in the classroom. It is about restricting freedom of speech and academic freedom. If this bill becomes law and our freedom of speech is restricted, then what is the next right or privilege they will come after?

Know Your Rights! Working Outside Your Academic Calendar



by **Barbara Hanfling**
Executive Director, Faculty Association, AFT 6157

Some questions have arisen regarding faculty working outside their academic calendar especially during these times of hiring over 50 new faculty, staff and administrators for our campuses. The SJECCD contract language is clear.

Faculty have a professional responsibility to participate in campus life. Being on a hiring committee is NOT voluntary work, and certainly, once a faculty member is on a hiring committee, he/she must attend all meetings. Nonetheless, professional responsibility does not require faculty to work on weekends or outside of the 156 academic calendar; anyone who does so (full time or adjunct) should turn in a request to payroll for extra pay. Do not be misled if told otherwise. The following guidelines should clarify any questions about this.

a. Saturday and Sunday Work

Article 12.4.7 states the following: “work assignment shall not be made on Saturday or Sunday or holidays without the faculty member’s written consent.” Again, if you are scheduled to interview candidates on any of these days, you must be paid for this work.

b. Work during Intersession or Summer Session

Article 15.1.2 covers the pay requirement if a faculty member is required to work outside the 156 academic year “...when such work is necessitated or expected by virtue of job requirements by District policy, by state mandate, appointment to committee work, and/or is assigned by an administrator outside the academic semesters of the 156 day academic semester, then members shall be compensated according to the applicable provisions of this article related to payment of overload.”

We are aware that many of the interviews may spread into the summer month, so please recognize and enforce the contract by requesting the appropriate pay for your work outside the academic year.

—Continued from page 1 (Trustees Override Budget Process of the Colleges)

decision to let Evergreen Valley College's (EVC) dean Adrienne Akinsette's one year contract expire; the Trustees complied. **Second**, five administrative contracts (those of SJCC deans Claudia Consigny and Zeke Garcia, A&R director Carlo Santos and the district diversity officers: Sam Ho and Arturo Ocampo) had been placed in **abeyance** while the administration completed its efforts to reorganize its structure. This reorganization was to partially pay for the new vice presidents required by our recent accreditation study. The Board instead gave each manager new one-year contracts — delaying/ending/frustrating reorganization. There was also a motion (not announced or agendized) to cancel the contracts of Evergreen Valley College (EVC) deans Rita Karlsten and Linda Carbajal. The motion was made, immediately seconded and voted on without explanation or discussion; it failed 3 to 4. The complexity of this night of politics cannot be overstated. **But you get the idea; only faculty members lost their livelihood this night.**

FA, AFT 6157 Concerns

Some of the actions that occurred at this Board meeting are of great concern to the Faculty Association, AFT 6157. As you all know, this district has been working through a very important restructuring as a result of the accreditation visits. EVC had put forth a broad and comprehensive plan and reorganization chart to meet many of the concerns stated in the warning letters from the accreditation team. Many very difficult decisions were made; it is not a perfect process and mistakes can and it appears were made in their efforts, *i.e.* the issues surrounding the dean of technology. The process at SJCC is less well developed, and started later than at EVC. Still, the constituency groups have been

conducting a budgetary and organizational review and they also had arrived at some very difficult conclusions. The collective and collaborative efforts of all groups at both campuses seemed a perfect example of the constituencies pulling together to meet the challenges of direction from the Accreditation Team and limited resources.

The “water cooler” gossip I am hearing suggests that the colleges have been damaged by recent events, including some of the actions (above) of the Trustees. Healing is likely to take a long time. Without rehashing every detail of that Tuesday night, let me list the three broader issues that our district really needs to address right away:

- 1) The important and valid issue of race and ethnicity in the context of budget cuts and layoffs needs some straight talk. The community's observation that this district was on the road to losing all African American managers over a two-year period was powerful. (I know too little about the justification of EVC's reorganization to comment specifically.) Needless to say, an appreciation or advocacy for diversity is a core value in our district, one we must not abandon.
- 2) The role of the Board of Trustees has been the discussion topic *de jour* for at least the last two years. “Micromanaging” has almost become a campus mantra with regard to their actions. I dislike the term. Our union is very clear in its belief that Trustees must be conscientious in their duty and not merely a “rubber stamp” for the administration. A good public servant must disagree with staff from time to time; and for the most part, we

understand the very difficult decision the Board needed to make regarding the EVC Dean of Technology.

However, we cannot understand the Board's overturning the abeyance (not termination) of the five management contracts as arrived at by the process of the constituency groups. We cannot understand the attempted proposal to terminate the contracts of two deans without discussion or process. Is it really the role of the trustees to evaluate the performance of mid-level management and act against the wishes of the interim College President?

- 3) How can there be trust? I have been union president for almost 5.5 years now, and I am convinced that many or most of the internal problems our district has are due largely to miscommunication. Some of these incidents have lead to mistrust and that is unfortunate but communication is something we can fix. However, the actions of the Board at this meeting make that necessary trust more elusive for the faculty, for the classified staff, and even for the management.

Our community deserves high quality and functional community colleges. We keep making big strides in that direction, but sometimes we take a major step back. The problem in this instance comes down to process. If we make good processes and respect them as best we can, then we will more times than not do the right thing. This imperative requires that the Board and District recognize the processes and understand the roles they must play.

Subscription Services

Save up to 50 percent on your favorite magazines and on gift subscriptions. Choose from more than 1,000 titles including *Business Week*, *Good Housekeeping*, *Newsweek*, *Sports Illustrated* and *Smithsonian*. Call **800/877-7238** or visit **www.buymags.com/aft** to obtain a current listing and rates.



4/05

FACULTY MATTERS
PRODUCTION TEAM

Lead Writer Barbara Hanfling
Editor Sterling Warner
Layout/Editor Christopher Mathenia

Content Contributions and Guidance from
the FA, AFT 6157 Executive Board
and Faculty Members