

FACULTY MATTERS



FACULTY
ASSOCIATION
AMERICAN FEDERATION OF TEACHERS
LOCAL 6157

A Modest Idea with a Major Impact

By David Yancey, FA, AFT 6157 President

A modest idea, in a majestic setting, and supported by the best of our community.

The modest idea: to provide role models to our children that will show them the pathway to success through a college education.

The majestic setting: the venerable San Jose landmark, The Corinthian Club in downtown San Jose. The pillars of granite and the marble floors of this

stately hall remind one of the great academic halls of our past.

The best of our community: a collection of some of the outstanding political, educational, business and social leadership of our community, from the former Mayor Ron Gonzales, the current Chief of Police Rob Davis and to our own



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Nominations Open for Officers and CFT Convention Delegates

Call for Nominations - AFT 6157 Elections

It is again time to call for nominations or self-nominations for any of the five positions open on the FA, AFT 6157 Executive Board for the upcoming two academic years and for the seats for the CFT Convention in Spring of 2009. Please think about how you can become more active in your Union. We can't operate without each and every one of you being as involved as you can.

Any SJECCD faculty member (and FA, AFT6157 member) is eligible to run for any of the CampusWide Officer positions.

Obviously, the next four positions are taken from a more restricted group which would be the college on which they are employed. If you are nominating another faculty member, please make sure that they are both eligible and willing to serve.

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SPRING THREE

www.fa-aft6157.org

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

213 Student Center
San José City College

Acacia 1-205
Evergreen Valley College

San José City College
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San José, CA 95128

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SOCIAL SCIENCE/HUMANITIES/ARTS/PE
 Jack Da Silva x6610
 Nanette Regua - Adjunct x 3779
 Arturo Villarreal x6609
 Randy Pratt x6592

A Modest Idea with a Major Impact

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educational leader, Chancellor Rosa Perez.

The event was the 20th Anniversary Celebration of the **Role Model Program**. Our Chancellor, Rosa Perez had, among other guests, invited me and Executive Director, Barbara Hanfling to attend this event as her guest. She had hopes that eventually we could involve our faculty and students in this program.

For twenty years the **Role Model Program** has been dedicated to the idea of providing to our children the skills and the self confidence necessary to prepare them for a successful future through the gaining of a college education. We were honored to attend and represent our membership to demonstrate our faculty also supports their goals and aspirations.

The luncheon was a mixture of elementary aged school children meeting/mixing with some of our cities most successful citizens to create

pathways and visions of careers that they can relate to and see up close. The children, with their large name tags, that included their career interests, approach, meet and get business cards from the “role models” they choose. They circulate throughout the great hall meeting, talking to and getting to know people who actually are in the career fields they would like to join.

And, of course, there were many surprises. Maybe the most popular guest was the surprise visit of “Sharky” the San Jose Shark’s mascot. He went around the room taking photos with the kids and hamming it up as mascots are prone to do.

At the end of the luncheon it was clear a great time had been had by all. And hopefully in the hearts and minds of those children the goal of obtaining a college education and a professional career seemed more real and if we all keep our promise to be good role models, more achievable.



FA, AFT 6157 Delegates attend the CFT Convention in Sacramento

Health Matters

By David Weller, EVC Adjunct Faculty member, Health Education

I just read the most recent “Faculty Matters” newsletter and noticed, once again, one of the problems being faced by our society: disappearing employer-offered health care and prescription drug costs. These two are among the many items that David Yancey cites in his March front-page article.

As a health educator at both Evergreen and City College, and the owner of a small health promotion business, I have several comments.

First, that most of us have had health problems arise in our lives, or the lives of loved ones, that require health care. Two years ago, I developed a detached retina in my right eye, necessitating several visits to Kaiser and two operations on the eye. There was nothing I could identify that I had done to increase my risk of developing a detached retina, so I was very happy that my wife and I had health insurance. The remarks that follow are in no way meant to minimize the necessity of high quality health care, delivered efficiently.

Second, I’ve heard over and over recently that there are many of our fellow citizens who are in danger of losing their employer-sponsored health care, or have already lost it. This can be an extremely dire situation. However, since many of the adverse health conditions that beset Americans these days are related to lifestyle choices, a shift in thinking about these conditions is called for. That shift involves a simple concept- prevention-although difficult in its implementation. What follow are some simple

suggestions to reduce our burden of the most frequent killers of Americans:

1. Reduce your intake of meat. If you enjoy meat, make sure that it’s “lean”, or make the shift to fish, turkey, chicken, or other sources of high quality protein. Soy products offer an exceptionally good alternative to meat. When eating fowl, remove the skin, where most of the fat is located. Choose baking or broiling, not frying. Reduce your intake of saturated fats.

2. Watch your intake of total calories. Reading labels on your food and/or snacks can help in this process.

Take a 30-minute walk each day, at a minimum. If you garden vigorously, that’s good too!

Get at least 30 minutes of physical activity on as many days of the week as you can.



3. Be aware of your dietary intake of salty foods. Salt, more accurately sodium, is almost omnipresent in our food supply. One-third of all Americans will develop high blood pressure. The limit for salt in your daily diet is the equivalent of one teaspoon of salt- not very much! Again, read food labels.
4. Maintain a sense of humor; look for things to laugh about! It helps chase away “the blues”, and is a positive boon for your cardiovascular system.

If no one else is going to take care of us, we need to take positive steps to take care of ourselves. Make necessary changes slowly, tell others about your goals, and work your plan. The list above is not comprehensive. For more ideas about how to be proactive in promoting your own health, send your questions/comments to me at dave.weller@evc.edu



*FA, AFT 6157
Faculty and Students
at the
March In March
at the Capitol*

AFT Higher Education Conference Honors San Jose-Evergreen Faculty Union:

By Frank Espinoza, FA, AFT 6157 Vice President

Miami Florida was the host city for the 2009 American Federation of Teachers' Annual Higher Education Conference. Educators from across the United States gathered to address a variety of issues affecting Higher Education. The list of attendees included: President of the California Federation of Teachers—**Marty Hittelman**, our very own **AFT Local 6157 President—David Yancey**, **Vice- President—Frank Espinoza**, and **Executive Director—Barbara Hanfling**. The theme for this year's conference, *Generating Power: Mobilizing the Union to Revitalize Higher Education*, was very timely considering the budget cuts that Education is experiencing throughout the U.S.

The four-day conference offered participants an opportunity to attend plenary sessions, workshops, forums, and leadership trainings designed to engage participants in discussions relevant to topics directly affecting higher education. An important theme that surfaced throughout each session offered to participants was the need to mobilize faculty membership at all levels of the union.

The emphasis placed on mobilizing members to engage in political action was apparent by the 1st Annual National AFT Political Action Awards presented to members of AFT Locals from throughout the U.S. Three levels of Political Action Awards were presented beginning with "The Representative's Circle", followed by "The Senator's Circle", and

culminating with the highest award, "The President's Circle".

AFT 6157 Scores in the President Circle for Political Organizing: It was with great pride, in the membership of the AFT Local 6157 San Jose-Evergreen Union Leadership, which we accepted on your behalf— one of only eleven "President Circle" awards for Political Action in the United States! Those of us in attendance at this year's conference were elated with the honor and recognition as a direct result of our organizing and Political Action efforts.

As the conference neared the end, the AFT Higher Education Programs and Policy Committee (PPC) members and guests accepted an invitation to the historic Miami "Freedom Tower" for a closing reception hosted by the United Faculty of Miami-Dade Community College. The significance of the "Freedom Tower" is its historical significance among the Cuban-

American community in Miami. The reception included the Mayor of Miami who presented the history of the Cuban-American community and the significance of the "Freedom Tower". The "Freedom Tower" was the initial point of entry for Cuban immigrants entering the United States after Fidel Castro seized power in Cuba. It was described as the "Ellis Island" for Cuban Americans.

This year's AFT Higher Education conference offered engaging workshops, thought provoking information sessions, collegial exchange of ideas, and concluded with receiving national recognition for AFT Local 6157 Political Action.

While we have much to be proud of, we still have a lot of work to do. The San Jose-Evergreen Faculty Union: AFT Local 6157 is dependent upon each of us making time to join with our faculty colleagues to plan the future direction of our union.



Barbara Hanfling, Frank Espinoza, Janina Espinoza, David Yancey & Marty Hittelman

Sad News: Deaths Among our Faculty

Craig Harkins

(Thanks to Heidi Kozlowski for her help in writing this)
 Craig Harkins died Tuesday, March 17, St Patrick's Day. Craig has been an English adjunct instructor at SJCC for many years, teaching early-morning English 1A classes and tutoring in the Reading/Writing Center. Craig had a Master's degree in English and a doctorate in Systems Analysis. His favorite assignment was to post a quote from *The New Yorker* without the punctuation and ask his students to fill in the punctuation marks.

He cared deeply for his students and could often be seen enjoying a Capri Slim cigarette and a cup of coffee while conversing and joking with students on one of benches in front of the Theatre or library. Craig wanted to live long enough to see Bush out of office, and in that he succeeded.

Let Craig Harkins remind us what is good in this place and what good we have in all of us toward each other and our students. When we pass something that reminds us of Craig, a bench, a couch, a classroom, or a lesson on commas, we are not reminded of sadness, but of the spirit of City College, a college that stands out due to the same bravery, longevity, spirit, and most of all, care for students that Craig demonstrated in his life serving our campus.

The Language Arts division is preparing an event to celebrate his life in the next couple of weeks.

Mr. Ashok Malik who taught biology at EVC from Spring 1996 through Fall 2008 died suddenly in December as the result of a heart attack. Mr. Malik taught at both SJCC and EVC and was a well respected and creative instructor. As such, he will certainly be missed.

Mary

Asazawa

Morimitzu,

was a nursing instructor at EVC for many years. She died on March 1, 2009 in Colorado Springs. She was born in 1921 and had been interned at Tule Lake Camp during World War II. After she received her master's degree in nursing, she taught at EVC. Mary enjoyed painting, photography and quilting, and, while she lived in California, she was a volunteer docent at the San Jose Art Museum and the Palo Alto Baylands.

She is survived by her husband, Jack Morimitsu, and her extended family. Memorials can be made in her name to the Japanese American National Museum.



Nominations Open for Officers and CFT Convention Delegates

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Nominations and ballot statements (up to one page typed) need to be emailed to SJCC either to the FA, AFT 6157 or to FA, AFT 6157 President, David Yancey by 2:00 pm on April 24th, 2009.

If there are contested positions, we will schedule an election, date TBA.

District Wide

Fiscal Officer (Currently held by Linda Ferrell)

San Jose City College

2 Full Time Campus Representatives (Currently held by Laura Sanchez; and by Kieron Connolly-on a one semester appointment)



Evergreen Valley College

1 Full Time Campus Representative: (Currently held by Debbie DeLaRosa)

1 Adjunct Representative: (Currently held by Vivian George Morgan-not seeking reelection)

What Has the Union Done for You Lately?

I. We're In the Money-\$8,500 Chancellor's Staff Development Money

By Barbara Hanfling, FA, AFT 6157 Executive Director

How we teach, what we convey to our students, how we learn, how we remain current on new methods, aware of on new materials are critical components of being a faculty member in California's Community Colleges. And how do we develop those skills? Through Staff Development.

Many of you may remember the total lack of staff development training funds for the mid years of the 2000's. Suddenly in 2006-07 the state allocated some very precious money for faculty staff development. Faculty swept down and immediately started attending important conferences and classes for the improvement of their teaching skills.

The Union also has been a constant proponent at the state level and with our Chancellor for staff development money. In 2007-08 we were able to access another \$75,000 for faculty staff development. This money which the Union fought for came from the Chancellor's fund and was allocated to the colleges. Along with this money came the commitment from the District and Chancellor that the Union would have a representative on each Staff development committee to help determine allocation of these funds.

The FA representation became critical:

At EVC in fall 2008, the finance department told the Staff Development Committee that the allocated money from the Chancellors' fund was used up and did not roll over. **Frank Espinoza, FA, AFT 6157 Vice President** sitting on that committee immediately took up the banner to ensure that money was returned for our faculty. With a few well placed emails, the money was restored and allocated to many deserving EVC faculty in fall 2008.

At SJCC, the struggle for the money was a bit more protracted. At first SJCC Staff Development Committee was told the same story by the SJCC Finance Office, that the staff development money was rolled back into the general fund. At that point the Union again put pressure on the college to find that money and allocate it.

1. After some struggle it was agreed the money would be back in the account, but the amount of money ranged from \$11,000 to \$3,000. When the committee thought they had the number, it would change again. Repeated requests for

information from the SJCC finance office and Vice President Jim Williams went unanswered.

2. Finally in early March the Union sent a detailed letter with the following

demand: "So we have the following proposal to make based on our belief that between the 2 funds there is probably somewhere between \$6,000 to \$11,208 available:

- a. "The SJCC Finance office give us a complete accounting of total amount of money allocated to both the State Fund and the Chancellors fund beginning three years ago and a complete accounting with date, name, amount allocated for each faculty member and staff who has collected money from these two funds or:
- b. We agree that we have approximately **\$8,500 dollars** worth of requests in this last announcement for payment for workshops for faculty and that the Staff Development Committee approve all those requests. Based on this, the SJCC Finance Office will agree to pay this amount (\$8,500) and then both the State and Chancellors fund are closed and spent."
3. This seemed like a reasonable request, but that was not the case. There were numerous emails lacking in professionalism from the Finance Vice President before finally a meeting was held and agreement was reached. The SJCC Finance office opted for proposal **b** above and there will be allocated \$8500 for the remaining



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What Has the Union Done for You Lately?

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requests for staff development money.

Please if you have been allotted this money go to your conference and use it, because at this point, there will probably be no more money for some years to come.

This is what **Heidi Kozlowski** chair of the SJCC Staff Development Committee has to say about the Union's participation: "Your approach was a successful one and was right on the money, so to speak. It goes without saying, but I'll say it anyway: (!), that without the union getting involved, there would no Staff Development funds this year to allocate on our campus."

II. A Heartfelt Thanks: By Roxie L. Banks, Cosmetology Instructor, SJCC

I want to thank the Union, San Jose/ Evergreen Faculty Association, AFT 6157 for helping me through my recent illness. In May 2007 I had a relapse of leukemia and as a result I had to have a bone marrow transplant. My long recovery exhausted my accumulated leave and was about to use up all my other options. It was imperative that I maintained my medical insurance and my employment as well. With the help of my Union Representative, **Barbara Hanfling**, Executive Director of San Jose/ Evergreen Faculty Association. AFT 6157, working tirelessly to make sure that I took advantage of every option; I was able to have peace

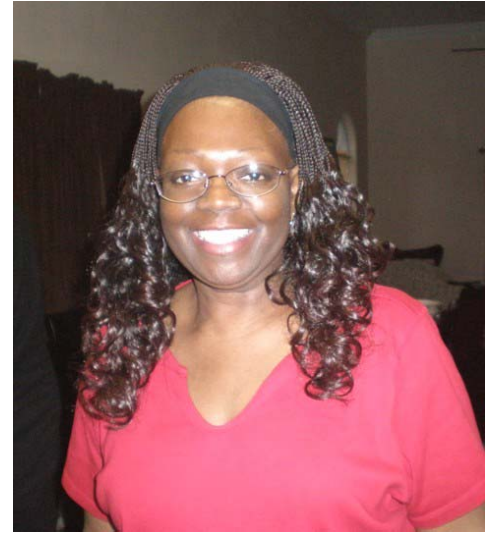
of mind, recover and retain my position at San Jose City College Cosmetology Department.

Union Representative, **Barbara Hanfling**, Executive Director of San Jose/ Evergreen Faculty Association. AFT 6157 helped me take advantage of the catastrophic leave program developed by the Union. This program allows union members to voluntarily donate, their own accumulated leave for others that have illnesses that keep them out for an extend time.

Because of my disability I returned to work as a person that needed reasonable accommodation under the American's for Disability Act (ADA). I was able to come back to work with help from the Union and Human Resources who figured out what the reasonable accommodations were in my work place.

I would like to thank everyone that contributed to seeing me though my difficult time by donating their leave and everyone that worked so diligently to get me by to work. I would have been ruined if I didn't have that option.

Fortunately, I was able to return to work; my first day back was March 16 2009. I am sincerely grateful to everyone who contributed sick leave and allowed me to be paid and have medical benefits for most of my serious illness; and to everyone in the Union, Human Resources, my Dean and others for all their assistance in accommodating me in returning to work.



Roxie Banks, SJCC Faculty

I encourage everyone to get to know what their benefits are as a union member. Introduce yourself to your Union Representative and get involved if you can, because you never know what life will put in your path, there is help out there.

If we could lower your gas prices we would.

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Job Well Done: 20 Faculty Make the Mark

By Barbara Hanfling, FA, AFT 6157 Executive Director

Receiving tenure is not just an everyday accomplishment. It takes 4 grueling years of preparation for teaching over 40 classes, developing curriculum and notes for presentations, sitting on standing committees and other professional responsibilities. Moreover, this tenured track faculty member is being reviewed and evaluated by their peers and an administrator.

Faculty go through a rigorous review and at the end of 4 years, they have been guided and molded; their rough edges have been rounded, and they finally have finished their journey (or perhaps they have started a new

journey). So it is no surprise that we have the following great groups of Faculty from EVC and SJCC making tenure this year. On February 19th, the Board of Trustees acknowledged the value of these newly tenured faculty by accepting them into the Community College as tenured faculty. Please feel free to stop these faculty members, congratulate them and make sure they know how valued they are.

EVC

- Shelley Blackman, Library
- Bonnie Brown, Chemistry
- Jack Da Silva, Art
- Robin Hahn, English
- David Hendricks, History

- Rachel Lazo, Art
- Todd Marvin, English
- RJ Ruppenthal, Paralegal Studies
- Robin Salak, Disability Support Services
- Carmen Solorzano, Spanish
- Pamela Turner, Transfer Center

SJCC

- Carina Anttila, Biology
- Guillermo Castillo, Math
- Graciella Cochran, Math
- Rebecca Gamez, Spanish
- Alan Johnson, Administration of Justice
- Jerry Kauffman, Construction
- Leslyn McCallum, Communications
- Tuan Ngo, Counseling
- Doriann Tran, Counseling

A Few of Our Newly Tenured Faculty



Pamela Turner



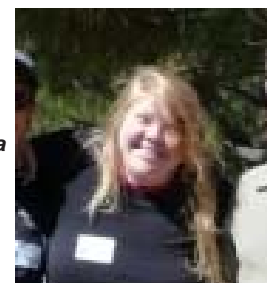
Rachel Lazo



Shelley Blackman



Jack Da Silva



Carina Anttila

FACULTY ASSOCIATION, AFT 6157 EXECUTIVE BOARD MEETINGS SPRING 2009

<u>Date</u>	<u>Time</u>	<u>Location</u>
Fri, April 17, 2009	9:30-12:30pm	SJCC SC-204
Fri, May 1, 2009	9:30-12:30pm	SJCC SC-204
Fri May 15, 2009	9:30-12:30pm	EVC Appi Mishra

FACULTY MATTERS PRODUCTION TEAM

Editor/Lead Writer: Barbara Hanfling
Assistant Editor: Sterling Warner
Copy Edit/Layout: Patti Berg

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