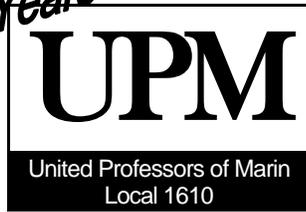


37 Years Strong!



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Volume XXXVIII No. 3, March 2012

Union Press

PONDERINGS OF THE PRESIDENT by Ira Lansing

Earlier in the semester this column mentioned that this would be my last academic year as UPM president. Since that time the number of people stepping forward for the job, or even coming to me and asking about it, has been less than underwhelming. In an attempt to entice any of you out there into considering the position now or in the future—as if the condo in Tahiti and the chauffeur-driven car to work each day are not enough—I thought I might mention one of the lesser realized duties of this office, that of political king-maker.

Every election cycle UPM is contacted by individual candidates or organizations that seek endorsements or help with making endorsements for the myriad of candidates or initiatives that are up for consideration. The UPM president, sometimes with the UPM Political Action Committee representatives, is usually chosen to work with the groups or individuals seeking endorsements. This month I worked with the California Federation of Teachers (CFT) to come up with recommendations for the Congressional candidate from Marin and parts of Sonoma Counties, and for the State Assembly representative for Marin County. Both of these positions reflect the new districts that resulted

from a re-drawing of voting boundaries. I usually engage in this activity with some initial reluctance. After all, I can just about tell you how any candidate for any position will respond to most any question from a faculty organization: “My [fill in the blank with an appropriate family member] was a teacher.” Or “[fill in the academic organization] needs more money and should be a higher priority.” Nobody in these interviews ever says their position is like an Etch-A-Sketch® and can be cleared once nominated, or that some high ranking politician is “the wrong kind of Christian” (which raises the question of what are you considered if you are not even Christian?). Usually it is quite cut and dry. However, after participating this time, I still came away entertained and informed. I found it very informative to know that each of the candidates seems to have no personal life and works incredibly hard at getting (*re-*) *elected*. I only hope that this work ethic continues once they are in office. They certainly run around to every part of their District (and the new Congressional one extends up to Eureka) and meet with every group that consists of more than three people.

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It is an exhausting and thankless task (until you are elected?).

It was also entertaining to learn that one of this year's Congressional candidates is the self-proclaimed world authority on non-hallucinogenic uses of cannabis (really, and how appropriate is that for the North Bay!), while one of the Assembly candidates is currently president of Marin United Taxpayers Association (MUTA, a traditionally anti-anything tax group), but the candidate (and the organization?) supports raising taxes for certain incomes and modifying Proposition 13 to increase tax revenue. Again, only in Marin could this happen.

Perhaps because the UPM Political Action Committee was so successful in influencing the last two College Board of Trustee elections, for the first time a candidate for County Supervisor contacted UPM for an endorsement. Maybe it is just the first time in a long time there is a contested Supervisorial election, but the charge of power that accompanies that request is electrifying.

Which leads me to our own local UPM Executive Council election. For the first time in quite a while numerous incumbents are *not* running for re-election. There are open seats on the Council. Yet, the flood of candidates seeking to step into this power vacuum did not occur. Perhaps, unlike Congressional, State Assembly or County Supervisor positions, the faculty realize running for office is quite easy,

but after you are elected the work can be exhausting. Additionally, there is one Executive Council position that is open for which no one even applied to run! This is one of the seats that can be held exclusively by a part-timer. I find this particularly interesting since just recently there was a proposed amendment to the UPM Constitution and By-laws that sought to *increase* the number of part-time representatives on the Executive Council. And here we can't even get fewer positions filled. What was that all about? I certainly hope this is not some sort of sour grapes or nose/spite thing. That does not speak well to the high caliber and excellence of our faculty.

I am not sure that all of this will prove enticing to anyone thinking of serving the faculty as an officer of the United Professors of Marin. But do remember, in addition to all of the above, if you are UPM President you also get to write your own column in this newsletter where you can ramble on in your own way to your heart's content.

In the meantime, stay in touch, stay informed and stay involved, with special emphasis on the latter.

P.S.—the outcome of the endorsement recommendations cannot be announced until the CFT Executive Board or the UPMPAC make their final decisions later next month.

PAC Funds

Professional Affairs Committee (PAC) representatives Patty O'Keefe and Chris Schultz have announced that conference leave funds have been expended for the year. You may/must still apply for conference leave through the PAC; however, if your conference is before July, 1, 2012, you will have to find another source of funding. New funds will be available as of July 1.

Accreditation, SLOs, Syllabi and Faculty Workload

By this point in the spring semester, we've all heard many times the phrases "Program Review," "Student Learning Outcomes," "Outcomes Assessment" and the like. The echoes of WASC demands have raised concerns for some of our unit members, particularly about the inevitable impact on their workloads. And we're not alone. Other community colleges in the state are also feeling the effect of WASC demands.

Teeka James, Co-Vice President at San Mateo Community College, AFT 1493, addresses similar concerns in the February edition of *the Advocate*. In "SLOs creep into syllabi and faculty evaluations in violation of contract and academic freedom," she writes that at the beginning of the current semester, "many deans instructed faculty to list the relevant Student Learning Outcomes on their syllabi, and provided faculty with boilerplate language about hour by arrangement requirements that, they asserted, must be included on all syllabi as well." Sound familiar?

Ms. James continues: "Not only have the ACCJC demands on our colleges significantly increased faculty's administrative workload (exhibit one: the ever-expanding Program Review), but the District's unilateral response to these demands is now restricting faculty's fundamental right to academic freedom and

violating our collective bargaining agreement."

While our District leaders at the College of Marin have not taken the same unilateral response to these WASC demands, many CoM unit members have felt pressured to conform. It is important, however, to keep in mind that our contract does not specify what our syllabi should or must include. Though the word "syllabi" appears six times in the CBA (five times in Article 7, Evaluation; once in Article 8, Workload), the Contract leaves the content of our syllabi up to us. And rightly enough: If you think about it for a second, it would be absurd for any manager to suggest that he or she knows better than we what our syllabi should comprise.

Just as with UPM, "AFT 1493 insists that academic freedom, both in principle and as defined in the District's own statement, gives faculty the right to present their courses as they believe to be most appropriate, and this fundamental right includes the preparation and content of syllabi."

You can find Teeka James' entire article on SLOs in the February 2012 *Advocate* at <http://www.aft1493.org/>

John Sutherland

(All excerpts printed with permission of the author)

Keep in Touch with Your Union News

Visit the UPM website for the most recent newsletters, union announcements and more.

Looking for a side-by-side comparison of the new and old contracts?

ww.unitedprofessorsofmarin.org

CONNECTING THE DOTS

News and Opinion
by Arthur Lutz

FOUR-LETTER WORDS

In most polite discourse, well-mannered people generally avoid using four-letter words. Some of the objectionable words that they shun are: **S**T**, **P**S**, **C**T**, **C**K**, **T**S** and **F**K**.

May I suggest that we include another four-letter word; one that turns out to be just as obscene for our CoM faculty as the ones listed above. The word is **W**C**.

WC** qualifies as an obscenity because it is a thief of funds we could be using to educate students. CoM pays thousands of dollars a year to **W**C** for dues, fees, evaluation reports and site visits; and many thousands more in preparation for **W**C** visits. At a time when we are eliminating half of our summer school classes for lack of funds, don't these expenditures qualify as an obscenity?

WC** is obscene because it meddles with academic freedom and the fundamental right of faculty to control the content of their courses and their syllabi.

WC** is obscene because it mandates SLOs, which are irrelevant to student learning. All studies indicate that low student achievement correlates with low income status. Using SLOs to develop expected competencies and to assess outcomes is of little value and

a diversion because it does not deal with the issue of economic inequality.

WC** is obscene because like *Foxconn* in China it results in overtime work for faculty without compensation, a violation of workload provisions in most Collective Bargaining Agreements.

WC** is obscene because it identifies problems for which faculty are often not responsible. Of the seven recommendations that **W**C** listed in their recent negative evaluation of CoM, six were wholly the making and/or the responsibility of the District. Yet our faculty is being tarred with the same brush with which **W**C** should be tarring our administrators.

- Our faculty was not responsible, nor were we in control of CoM's Resource Allocation process. (Recommendation 1)
- Our faculty was not in control of the funding necessary to create a sustainable Distance Education Program. (Recommendation 3)
- Our faculty did not have the authority or the budget to remedy the lack of library or student support services at IVC. (Recommendation 5)
- Our faculty was not in control or responsible for the development of a Facilities Master Plan. (Recommendation 7)
- Our faculty was not to blame for the woeful state of Technology at CoM. (*The District, in fact, repeatedly ignored suggestions for improvement made by a*

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faculty Technology Committee.)
(Recommendation 8)

- And our faculty was certainly not responsible for our *Board of Trustee's* lack of due diligence and their failure to engage in timely decision making.
(Recommendation 9).

WC** is especially obscene because (with the aid of our CoM administration) they have deceived many of our own faculty into believing that we share the blame for being placed on warning status, and that we (the faculty) should accept responsibility for removing our college from this downgrade.

Rather, our faculty should be speaking out (**obscenely if we must**) to reject

WC's** flawed, self-serving and pedagogically irrelevant demands and resist attempts to pass the buck (and the work) to our faculty for problems that we did not create.

The great social satirist Lenny Bruce said that the real reason the government wants to restrict our ability to use obscene language is because, **"If they can prevent you from saying 'Fuck', they can prevent you from saying 'Fuck the Government.'** "

If Lenny Bruce were alive today and a member of our faculty, I suspect he would probably be saying, **F**K W**C.**

UPM Tee-Shirt Design/Slogan Contest

*Create union solidarity,
Emblazon the power of our strength on our chests,
Design a Tee-shirt that says it all!*

The design and or slogan must be in one ink color (any color light or dark).

Tee-shirt colors are---black, orange, heather grey, navy, red royal blue and white.

Indicate preferred shirt color if any at time of submission.

The design must be no larger than 11in. w by 11.5 in. h.

The design will only be on one side of the shirt and must be submitted in a PDF format.

Submit entries to UPM's Executive Secretary, Teresa Capaldo at Teresa@unitedprofessorsofmarin.org by April 17, 2012.

Winning design/slogan will be voted on at the UPM's August General Meeting.

A \$100 prize will be awarded by UPM's Political Action Committee (UPMPAC) to the winning design.

Address questions to Deborah Graham at himaverick@comcast.net

Contract Negotiations/Bargaining Update

Your UPM Bargaining Team has been attempting to negotiate sidebars with the District on the following items:

- Absence/Sick Leave Reports
- 16 Week Calendar
- DE Coordinator Position
- ESL Coordinator
- Smoking Policy
- Emergency Hires/ETCUM status
- Full-time teaching Semester Load--ESL
- DE Observation Time Limits (Evaluation)
- Nursing Drug Testing

While President Coon has informally expressed support for UPM's positions on most of the above sidebars, the District's current representative on the District bargaining team has continued her opposition to getting things done fairly and rationally. Perhaps the recent appointment of Dean Snyder to the District bargaining team will allow us to begin (and finish!) our next round of negotiations in a timely manner.

The Bargaining Team has also received input from the membership for "reopeners" (scheduled to begin this year) and is compiling your suggestions to determine which additional Article we will reopen. Wages (Article 3) and Benefits (Article 4) had already been determined in previous negotiations, so membership input will determine the third Article.

We'll keep you apprised of any developments.

UPM Bargaining Team

UPM Executive Council Election

Four seats are open in this year's UPM Executive Council Election. You will be receiving a ballot in the mail soon. Candidate statements are below.

Michele Martinisi

My name is Michele Martinisi. I have been an instructor of Spanish and Italian at the College of Marin for the past 11 years. For the past few years I have served on the UPM Council and the Bargaining Team as an advocate for part time faculty. I have advocated for better contract terms, benefits and full time positions on behalf of all faculty at College of Marin. I played a part in affecting these changes and I hope to continue in this role if elected to the council. I am convinced that serving on the council and the Bargaining Team is a way to positively affect the conditions for all faculty at the College.

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As a former part time faculty member I relate to the struggles and challenges of my colleagues. I want to continue to further progress of faculty at College of Marin. I appreciate your support and ask for your vote so that I can continue to be a strong voice for my colleagues.

Carl Cox

My name is Carl Cox and I am a member of the library faculty. I have been a member of the UPM Executive Council for many years. My role on the Executive Council has been to represent and educate the faculty on contractual issues as well as negotiating with the District to improve the working conditions for full-time and part-time faculty (which includes counselors and librarians). As a long time faculty member, I have seen the academic quality of life for faculty improve through better wages, medical benefits and job protection.

I pride myself on working with many different collegial factions at the college. In the past, I have been a member of the academic senate, technology committee, department coordinator as well as numerous union committees. One of the best ways to get to know your colleagues as well as the mission of the college is to be involved in the governance process whether it's the union, academic senate or other college committees.

Thanks you in advance for your support,
 Carl Cox, College of Marin Library faculty, 485-9423

Theodora Fung (No statement submitted)

Arthur Lutz (No statement submitted)

UPM COMMITTEES AND STAFF		2011-2012
<p style="text-align: center;">PRESIDENT Ira Lansing</p> <p style="text-align: center;">BARGAINING TEAM Paul Christensen (Chief Negotiator) Theo Fung, Arthur Lutz, Michele Martinisi, Patty O'Keefe, Laurie Ordin</p> <p style="text-align: center;">UPM-PAC Arthur Lutz, Laurie Ordin, Co-Chairs</p> <p style="text-align: center;">GRIEVANCE OFFICER John Sutherland</p> <p style="text-align: center;">TREASURER Theo Fung</p> <p style="text-align: center;">BUDGET MONITOR Deborah Graham</p> <p style="text-align: center;">BAY 10 REPRESENTATIVE Open</p> <p style="text-align: center;">CCC REPRESENTATIVE Open</p>	<p style="text-align: center;">NORTH BAY LABOR COUNCIL REP Open</p> <p style="text-align: center;">PROFESSIONAL AFFAIRS COMMITTEE Patty O'Keefe, Chris Schultz</p> <p style="text-align: center;">WORKLOAD COMMITTEE Carl Cox, Michele Martinisi</p> <p style="text-align: center;">HEALTH AND SAFETY COMMITTEE George Adams, Chris Schultz</p> <p style="text-align: center;">PROFESSIONAL STANDARDS COMMITTEE Bonnie Borenstein, Arthur Lutz</p> <div style="text-align: center;">  </div>	<p style="text-align: center;">SABBATICAL LEAVE COMMITTEE Michele Martinisi, Patty O'Keefe (Chair), Walter Turner</p> <p style="text-align: center;">CRA TRUST Sarah Brewster, Judy Coombes, Ed Essick (Chair), Ira Lansing, Laurie Ordin</p> <p style="text-align: center;">UPM EXECUTIVE COMMITTEE Ira Lansing, Paul Christensen, Bonnie Borenstein, Carl Cox, Deborah Graham, Arthur Lutz, Michele Martinisi, Laurie Ordin, John Sutherland</p> <p style="text-align: center;">WEB MASTER Mike Ransom</p> <p style="text-align: center;">UNION PRESS EDITOR John Sutherland</p> <p style="text-align: center;">EXECUTIVE SECRETARY Teresa Capaldo</p> <p style="text-align: center;">PART-TIME REPRESENTATIVE Open</p>

UPM Membership Application

I hereby apply for membership in the United Professors of Marin, AFT Local 1610

Date: _____ Email: _____

Name _____ SS #: _____

Address: _____ Department: _____

City: _____ Zip: _____

Home Phone: _____ Campus Ext.: _____

Check the appropriate category:

I am a permanent credit or non-credit employee or leave replacement.

I am a temporary non-credit employee on the quarter system.

I am a temporary credit or non-credit employee on the semester system.

Return to UPM Kentfield campus mailbox or UPM Office, Science Center 136

United Professors of Marin UPM-PAC Payroll Deduction Form

The UPM-PAC (Political Action Committee) provides financial support to candidates and measures that support or benefit education in Marin County and the College of Marin in particular. If you would like to support the UPM-PAC with a monthly contribution, small or large, please fill out the form below and send it to the Payroll Office.

To: Payroll, College of Marin

Date: _____

I hereby authorize the Marin Community College to deduct from my earnings the sum of _____ beginning in the month of _____, _____ (year), and each month thereafter, and to remit this sum to the United Professors of Marin PAC #990958 until I revoke this authorization in writing.

Signature: _____

Print Name: _____

Address: _____

City: _____

Zip: _____

SSN: _____