



## CCFT Council Minutes

Monday, March 21, 2011

2:30-4:30 PM

Sesnon House, Room 1804

**Present:** Sarah Albertson, Toni Alderson, Maya Bendotoff, Debora Bone, Arturo Cantu, Michelle Chao, Bridgete Clark, Vicki Fabbri, John Govsky, Jefferson Hancock, Paul Harvell, Janet Hiley, Eric Hoffman, Calais Ingel, Francisco Iniguez, Brian Legakis, Anne Lucero, Michael Mangin, Michael McCarthy, JoAnne McLeod, Beth McKinnon, Martha Orr, Michael Pebworth, Francisco Ponce, Sadie Reynolds, Peter Shaw, Debra Spencer, Susan Stuart, Nancy Stucker, Elissa Wagner

**Absent:** Enrique Buelna, Claudia Close, Sara Decelle, Michael Edgehouse, Julie Hanks, David Lau, Teresa Macedo, Jason Malone, Jo-Ann Panzardi, Barbara Shultz Perez, Stephanie Stainback, Kristen Wilson, Joanne Wylie

### I. **Approval of Minutes & Agenda**

- a. Change title: 'agenda' to 'minutes' ➤ **Approved**

### II. **Budget Information to Share with Faculty and Students**

- a. We need to get information out to faculty and students on budget issues.
- b. Brown's current budget proposal includes \$12b in cuts and extending current tax increases for five years—a balance of cuts and revenue.
- c. We need to help get the tax extension onto the June ballot. If the extension does not pass, community college proposals include an increase to \$66 per unit, 90 unit cap.
- d. Handouts—distribute this information widely, but you cannot legal advocate for a particular political standpoint as instructors in your classes.
  - i. The gold sheet is for instructors.
  - ii. The green for students.
  - iii. The handout from the California Budget Project provides useful budget information (see cpb.org for more detail).

### III. **Leadership Teams**

- a. Solidarity with Students
  - i. Members will meet to focus, attend Interclub Council meeting to educate and organize students.
  - ii. One idea is to perform a skit in the quad—by students and faculty.
- b. Faculty Outreach and Education
  - i. Maya will email gold and green budget info handouts and we will talk to students and faculty about these talking points, within legal parameters.
  - ii. We will educate in our circles about Blakeslee as a particularly important Congressperson to contact and express concern.

- iii. We want every faculty member to agree to speak directly with 3-5 colleagues—not just putting the handout in their boxes
- c. Advocacy, Messaging, Information, and Editorials
  - 1. Four members will send letters to the editor to promote education and tax extensions.

#### IV. Action Items

- a. Interim Historian, Debra Spencer ➤ **Approved**
- b. Health Benefits Committee, Jennifer Lee ➤ **Approved**
- c. BELA Rep: Nancy Stucker to fill in for Meredith Babbe ➤ **Approved**  
Approval of Funding
- d. Support for ReelWorks Film Festival (\$200) ➤ **Approved**
- e. Tickets to Monterey Bay Central Labor Council Awards Dinner  
(4 people, \$500) ➤ **Approved**

#### V. Contract Education, Eric Hoffman: Evaluations

- a. Faculty members come to Eric when they receive unfavorable evaluations. CCFT can only grieve process, not content. Eric will often go in with faculty to talk to Deans to address issues in evaluations, because if we grieve process, the evaluation can simply be redone.
- b. One way a faculty member can lose reemployment preference is when they accept a position but do not finish. This has happened. Some adjuncts do not understand who their supervisor is. The deans have ultimate decision-making power in evaluations and teaching assignments. Faculty members cannot tell colleagues how to teach their classes unless there are glaring issues like student complaints, high drop-out rates, or failure to teach to the curriculum.
- c. The only option for responding to content in an evaluation is to write a response to the evaluation which goes into a faculty person's file.
- d. If a person is tenured the evaluation goes into your file and may not see the light of day. But if you're an adjunct the evaluations can be used in determining reemployment preference.
- e. The tenure committee code of conduct says that negative evaluations should not be based on philosophical differences between an evaluator and their evaluatee, and that evaluators should recuse themselves if their philosophy is so different that they think it might affect their ability to be objective and fair.
- f. Signing the evaluation is only a recognition that a faculty member has seen it.
- g. Discussion/comments
  - i. Many see the evaluation process at Cabrillo as superficial and perfunctory. But this year Eric has seen 5 negative evaluations.
  - ii. We are asking the administration to take the evaluation process more seriously, and use it instead of simply not rehiring faculty
  - iii. We know that there is a lot more that needs to be done educating people about the issue of evaluation and feedback,

and we need to become more comfortable getting and giving it.

- iv. A concern of evaluators is that if they write anything negative they are essentially taking away reemployment preference.
- v. A little known fact: adjuncts can put things in their own file.

## **VI. Reports**

- a. Membership Chair, Sadie Reynolds
  - i. The burrito bash is scheduled for May 6, please sign up to help.
  - ii. Please sign get well cards for Julie Hanks and Chuck Smith.
- b. Adjunct Chair, Michael McCarthy
  - i. SDI Passed!
  - ii. The next Part-Timers' meeting is March 30<sup>th</sup>, 11a at the Farm.
- c. Director, Maya Bendotoff
  - i. Good News!: Health Center employees Diana Avilar and Katie Dowling will be reclassified as tenure track. Previously they were miscategorized as categorical.
  - ii. A handout lists CCFT's accomplishments in Fall 2010.
- d. Other Reports
  - i. Treasurer, Nancy Stucker
    - 1. A handout shows a piechart of CCFT expenses. 61% goes to AFT and CFT affiliation fees, the next largest chunk to payroll. The rest is bare bones.
    - 2. We can get by the coming year on available cash but but we may have to raise dues the following year.
    - 3. This conversation will continue.
    - 4. We need to send delegates to CFT to oppose dues increases from CFT. Next year the conference will be in San Jose so we can have a more visible presence.

## **VII. Items from the Floor**

- a. The VAPA Dean position is open.