



AFT Local 4400 November Faculty Voice



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Check out these articles online at ccftcabrillo.org.

CCFT Online Currents
(go to ccftcabrillo.org for more details)

[CCFT Voter Guide](#) (pdf) or get your personalized CFT eGuide online here:



Teach the Budget: Cabrillo With or Without Prop 30
[PowerPoint ~ pdf](#)
[Handout \(single page\)](#)

[Support Prop 30: Funding for Schools & Public Safety](#)

[CFT's YES on 30 / NO on 32 toolkit](#)

[No on 32: Stop the Special Exemptions Act](#)

[August, 2012 Negotiations Update](#)

[Union and Budget History \(F2012\)](#)

[Fall 2012 meeting schedule](#)

[CCFT Representatives](#), with photos

[Part-timers: Learn more about State Disability Insurance](#)

The CCFT office is located in room 1709 of the Baskin Center. [View map](#).

Welcome Home

Welcome back to the online *Faculty Voice*! In case you haven't noticed, we've migrated back to the nest—the CCFT homepage. From now on, you can catch your monthly *Voice* news along with regular Local 4400 updates all in the same place. Many thanks to John Govsky and Maya for providing technical and emotional support during the transition. Also, thanks and apologies to Sarah Henne from the Pajaro Valley Federation of Teachers and any other uncredited photographers in this month's news; my technical skills are still playing catch-up.

This month's *Faculty Voice* news features a last-minute press towards Election Day with reports back from the October 18th voter registration rally and CCFT's many other mobilizing efforts so far. IT'S NOT TOO LATE TO HELP with last-minute election preparations! See Maya's piece on CCFT mobilization efforts to find out more.

We have two presidential reports in this month's news. CCFT President Paul Harvell has written a typically informative piece about the recent discussions over what to do with Winter Session next school year. If you missed the debates in Faculty Senate and CCFT Council, you'll appreciate his highlights. Additionally, it was my pleasure late last month to sit down with CCEU's busy new president, Alta Northcutt, and find out what's on the horizon for CCEU members.

Alta's many years of union experience, her practical nature, and her sense of humor were all in evidence throughout our conversation. Read the interview to find out how she and her team are approaching the challenges we all face and those that are unique to staff.

Also in this issue, I am very pleased to feature two more faculty stories that shine a light on how programs are faring in these tough times. Continuing our *Faculty Voices* series this month, Tera Martin reports on the struggle to serve students at the Watsonville Center with ever-dwindling resources, and she aptly illustrates why we all need to take Howard Zinn's advice and creatively defy "all that is bad around us." In another fantastic piece, Art Photography co-chairs Gordon Hammer and Susan Hoisington and their colleagues remind us in words and images of Art Photo's wide-ranging presence in our community. Perched as it is near the bottom of the draft program elimination list (which is currently shelved until after the election), Art Photo could find its very existence threatened if Prop. 30 doesn't pass. Let's do everything we can to avoid that conversation altogether.

Enjoy the news and hang in there until we can all celebrate next Wednesday.

***As always, your feedback on news and future story ideas is welcome:
diputnam@cabrillo.edu.***



by Diane Putnam

Reclaiming California: CCFT Mobilizes Members Like Never Before

By the time this makes it out, there will be only a few days left until the election (the final and nerve-wracking hour!). With Prop 30 polling hovering at around 50% support, the final outcome could be as close as a few hundred votes.

If we win, I will thank all of you and our statewide CFT and community allies for making this happen. If we lose, I will blame millionaires and billionaires in CA and AZ. Either way, we need to remember that this is only a step in the direction of re-funding education in California, and we will still have longer-term goals for which organizational capacity and community building will be key.

I am super proud of the work that we—both internally in CCFT and within our statewide CFT—have done over the past few months (and the past year).

Locally, we've been focused on the following since the start of the semester: Voter Registration, Teach the Budget (Cabrillo with or without Prop 30), and YES on 30/NO on 32.

Here's an update on our work:

Voter registration

Over 10% of our members participated in registering students to vote: dozens of you brought voter registration cards to class; several of you registered voters in the quad twice a week for a month, and we held a rally in the quad (see separate story). We also trained over a dozen people to help register students. Altogether, we registered hundreds, if not over a thousand voters, many for the first time.

Teach the Budget

Some 20% of our members (over 100 people) said they would help educate students about Cabrillo With or Without Prop 30. Faculty did this in various ways, from asking students what they'd heard about the initiative, to creating lesson

plans involving critical thinking around these issues (such as Aristotle and Prop 30), to modifying and sharing the informational materials compiled by CCFT.

YES on 30/NO on 32

Volunteers (about 3% of our members), including some of you, have helped to phone bank ALL of our members! (We called everyone at least twice.) We've directly reached almost half (46%) of our members to talk about Props 30 and 32 (we've spoken with 241 people). Several of us helped distribute Progressive Coalition door hangers over the weekend (special thanks to faculty emeritus Jane Gregorios, Lynda Watson, Julie Olsen-Edwards, and Elissa Wagner for their help).

In short, we've mobilized our members like never before.

In the final days to the election, our efforts will make a difference. As Anthony Thigpenn put it, "If we can win a quarter of the 13% still undecided on Prop 30, that would put us on the doorstep of the 50% + 1 we need to win."

Locally we will be plugging in the labor council/community efforts with phone banking every day until the elections and precinct walking over the weekend. If you have a couple of hours to help, please call 566-3565. If you want to phone bank from home, we can send you that info. OR, you can join our COPE Committee tabling at Cabrillo next Monday (from 9-11:30 on the Watsonville campus or 10:30-1:00 in the upper quad of the Aptos campus).

Lastly, PLEASE don't forget to reach out to your family, friends, neighbors... (and let it be the strength of the people united that prevails!)

With deep and sincere thanks to all of you for your continued support of public education in this Golden State.



by Maya Bendotoff
(center, with Sadie Reynolds
and Sarah Henne from PVFT)

"If we win, I will thank all of you and our statewide CFT and community allies for making this happen. If we lose, I will blame millionaires and billionaires in CA and AZ. Either way, we need to remember that this is only a step in the direction of re-funding education in California, and we will still have longer-term goals for which organizational capacity and community building will be key."

October 18th Voter Registration Rally

by Debora Bone



With the election getting close, CCFT members came out in force on Thursday October 18th at noon on the quad to help students to register to vote. There was a lot of excitement as students lined up for pizza and filled out voter registration forms, some for the first time in their lives.



Janet Fine, VAPA instructor, designed a custom silk screen in support of Prop 30. Artists Linda Watson and Jane Gregorius, and several students from the Cabrillo Student Arts Association, joined Janet's production team out on the quad to roll paint and silkscreen T-shirts with this great design. Students left ready to wear their support for this important initiative that will assure funding for education.

Regina DeCosse brought her Improv dance students to the Rally and they performed a lively choreographed piece to inspire new voters. Adrianna Mee performed her contemporary rap poem, questioning the kind of world we live in and speaking out against injustice.

Thank you to everyone who has joined in the efforts to register voters and to inform our community about these initiatives. CCFT estimates that faculty efforts have helped to get in several hundred, perhaps upwards of a thousand, voter-registration applications. Please remind everyone to VOTE on November 6!



Special thanks to the many volunteers for bringing this together, including:

Janet Fine for designing and printing YES on 30 shirts; Selena Mutranga, the Cabrillo Students Arts Association, Jane Gregorius, and Lynda Watson for assisting with the planning and printing; Regina DeCosse and her improvisational dance class for bringing their movement to the quad; Adrianna Mee for sharing her spoken word; Sadie Reynolds for help coordinating; Debora Bone, Anne Lucero, Eric Hoffman, Debra Spencer, Susan Stuart, Beth McKinnon for their help registering voters; Judy Cassada, Kim Flock, Tobin Keller, Sarah Henne (PVFT), and many more of you who assisted in a myriad of ways.

Education is My Moral Landscape

By Adrianna Mee, a 20-year-old sociology student who has always dreamt of changing the world through poetry



I would love to believe in the american dream
but manifest destiny only manifests greed
and an absolute power becomes an absolute need
choking the throats of the mouths that we feed
distracting the masses
with pepper spray and gasses
suppressing the youth by cutting their classes
I was bred to be a man of industry
but nothing is what it seems to be
and this life is a penitentiary
where you work real hard but you'll never be free
of all the pain and misery
of this nihilist's reality

but I have to rise above
and call it solidarity
and the answer will always be education
because crime is the social creation
of plantation owners
and isn't it funny that when it comes to money
we call it free speech
but we refuse to value those who teach
and instead pay our taxes to those who preach
political propaganda
through lies and slander
you can put lipstick on a pig but it's still dinner
in the kingdom of the blind there is no winner
put a price on religion, but I ain't a sinner
put science to a race, but he ain't a killer
Incarcerate the world and what do you see?
A removal of all identity
to uphold the American family
and you choose to call that integrity?
No.
My society will uphold diversity
and choose to call it inspiration
a method that cannot be funded by your corporation
or be brought to its knees by intimidation
and your forces of colonization will not work on my mind
though pockets of resistance may be hard to find
us ninety-nine will stand together

honesty cannot be purchased
the truth is not subliminal
now you look into the mirror and tell me
who's the real criminal?

President's Report: The Calendar Conundrum

Usually the calendar for any particular academic year is proposed more than a year before it takes effect. For example, in planning the academic year 2013-14, the proposal would be shared in the spring of 2012. With the absence of our Vice President of Instruction, things got a little behind schedule; however, it looked like we were still on schedule to get the calendar's final draft to the Governing Board meeting in October. The standard process calls for the calendar to go to the September or October board. This year, a small hitch arose in the process: a discussion at Faculty Senate.

CCFT is responsible for the negotiation of the calendar because it's a working condition, so it falls more under our purview. Because it touches on academic issues, the Senate reviews the proposed calendar before it goes back to CCFT for final sign-off. The issue raised by the Senate was whether it was necessary to leave the four weeks open in January for Winter Session. An alternative calendar was proposed: to eliminate the saved space for Winter Session and instead start the Spring Semester two weeks earlier.

Arguments were made to retain our recent practice of penciling in a four-week Winter Session even if classes are not offered then. There are still a couple of programs that make use of that time. Radiological Technology and Foreign Languages (via Study Abroad) both use those four weeks in their programs. Another argument for retaining the January gap is if our enrollment falls too much, we may be pressed into expanding class scheduling to meet our enrollment cap. A winter session option, if we move spring semester back, will be gone.

A Winter Session is very useful for many students, particularly transfer students. It's a chance to fulfill a transfer requirement. One student spoke to this point, saying that for science or engineering students who are heavily burdened with advanced math and lab courses during the semester, a Winter

Session was a good time to take care of some of the general education requirements outside of their major field.

No matter how useful Winter Session might be for students, it doesn't look like the college will be having one in the near future. Yes, the college might need to add courses to reach the enrollment cap, but the first steps will be adding TUs to the fall, spring, and summer semesters. Some of the budget reductions in the last several years have been to reduce by one month the schedules of some staff (and thus their pay) because of the suspension of Winter Session. Rebooting Winter Session will have added costs that TU allocation to the other semesters would not have.

Some students will benefit from a spring semester that begins in January. For example, there are students who must attend classes a certain number of hours each month in order to maintain their financial aid. Another significant benefit is the possibility of an 8-week Summer Session. Five unit classes with laboratory components can't be offered in a 4-week format and don't do well in the 6-week format. However, they can be effectively squeezed into 8 weeks. Some of these classes are major bottlenecks for completion of some college programs. If TUs and instructors are available, an 8-week summer session could increase student success.

Stay with the old or try the new? There is no clearly dominating strategy.

The final vote for both the Faculty Senate and the CCFT Council was not unanimous, but both were in favor of an earlier start for Spring 2014. At the next board meeting, the calendar will go forward that has an earlier start for Spring Semester. Spring semester 2014 will start the last week of January with finals and graduation before Memorial Day.

Unfortunately, we won't have the experience of Spring 2014 to make a decision about the calendar for Spring 2015. We will have to decide by Fall 2013.



by Paul Harvell

"No matter how useful Winter Session might be for students, it doesn't look like the college will be having one in the near future.... Unfortunately, we won't have the experience of Spring 2014 to make a decision about the calendar for Spring 2015. We will have to decide by Fall 2013."

A Conversation With CCEU President Alta Northcutt

Alta Northcutt, President of CCEU, recently took time out of her busy schedule to sit down and catch up the Faculty Voice on classified staff activities and priorities. The classified staff is in the process of approving their own Tentative Agreement with the District, and other challenges await the new team.

FV: How are you doing and feeling now as CCEU's new president? How is the new team working together?

Alta Northcutt: I am feeling great. At one point I found it challenging just trying to fit my personality and style to the organization and what people had become comfortable with. It seemed anything I did was measured against my predecessor. But as I became more comfortable with my team and being true to who I am, the rest fell into place. I never apologize for how I function, but I do want to respect that change sometimes takes time to get used to.



FV: What are CCEU's top priorities right now?

AN: If I had to narrow it down to a top three list, it'd be this: first, having a contract in place that allows people to make decisions about their future plans as employees of Cabrillo; second, creating an inclusive environment that allows the voice of classified employees the same weight as faculty and students, where we are not seen as obstacles but as contributors; and third, trying to find the best way to speak the truth of the classified with integrity, respect, and dignity.

FV: What are your biggest concerns about negotiations, given the economic climate?

AN: That people will think the classified nation has no concept of the bigger picture. In fact, we are taking the time to plan and evaluate the long-term effects of negotiating away things that drew people to Cabrillo. If pay were the biggest appeal, there would be very few people in the classified ranks! I am concerned that the outcome of negotiations will leave people feeling disenfranchised and perpetuate the idea of "us versus everyone else."

FV: Where is CCEU in considering affiliation with other unions (and, of course, are you going to pick AFT)?

AN: We have a team investigating our options and I know that AFT is a big contender, mainly for the solidarity with CCFT. However, I would be out of my lane regarding this topic since affiliation is the ONE committee I do not sit on!

FV: What can we do in CCFT to better support our staff colleagues at the college?

AN: Continue fostering a relationship that allows for open and honest dialogue. Sometimes our issues are so very different, and the results play out pitting us against one another. Having an avenue where we can come together and discuss how decisions affect our groups can only create better understanding of the collective needs at Cabrillo.



In Defiance of All That is Bad

by Tera Martin

I was stumped. Asked to write about my experience at the Watsonville Center in our current budget hell, I wasn't really sure what more to say than this: this semester has at times felt like the most stretched, hectic and empty of my eleven years as the faculty coordinator of the Integrated Learning Center.

How to characterize the disappointment of making fliers with our reduced tutoring hours while watching brand new Cabrillo students—who don't know any different—accept these services as they are? How to explain collaborating with all the staff of the Watsonville Center and witnessing the services they provide, bilingually, with grace and astuteness—A&R, Financial Aid, Counseling, the CTC—and encountering empty desks, where staff used to work, support our students, and form our family? How to talk about the pride and concern about watching my own LIA staff stretch to—and realize the limits of—supporting students whose needs haven't changed in a time when California's state budget has? (In fact, I would argue, their needs have increased.) How to talk about the bad worry over how much of the Watsonville Center will be leased out to other organizations, or the paranoid anxiety caused from overheard conversations tinged with bodily metaphors—to save the core you must reduce from the periphery? And the perpetual concern of adjunct instructors—who teach so many of the Watsonville Center courses—wondering about future work and how to pay the bills?



I realized some of the emotional imprints of so much loss and change this past Friday while helping the Organization of Latin Americans, a few of the students in the Dreamers' Scholarship Workshop, and some ILC students and staff decorate sugar skulls for the two Día de los Muertos altars that are being created in the Watsonville Center. This is the week leading up to Día de los Muertos—an important cultural tradition celebrated in the United States, Mexico, and other parts of Latin America, which celebrates and honors those who have passed away. An *altar*—filled with colorful sugar skulls, papel picado, mementos, skeletons, marigolds—is being created in both the lobby of the Watsonville Center, as well as in the ILC. It is believed that the aroma of the marigolds brings the spirits to the *altar*, and the return of monarch butterflies represent our lost ones (especially our warriors), come home to visit.

Also this past weekend was Eid al-Adha, the feast of the sacrifice, for Muslims around the world. My partner's family, who emigrated from Afghanistan in the 1980s, celebrates this time of sacrifice by acknowledging those in need—of food, clothes, donations. We share

food with food banks, donate time and money to local organizations, and recognize what we have. With what we have, we can improve the life of someone else.

This, then, is the time of honoring our losses and sacrifices, and finding the hope of community to continue to fight for our students, our school, our colleagues.

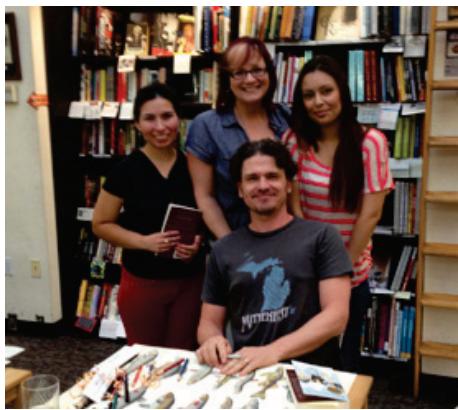
Watching students (and their children) and staff come together in a classroom that smelled like sugar to decorate candy skulls with sparkles and feathers and icing in order to remember who we have lost felt hopeful. One student—a longtime math tutor in the ILC—said, "This is so relaxing, so nice." Somehow, while watching a colleague and staff member cover a sugar skull with green icing, I didn't feel so alone.

Recordar, the Spanish for "to remember," comes from the Latin *recordari*. *Corazón* shares the same Latin root *cor*. So, to remember means to pass back through the heart once again. In remembering our losses, we pass back in order to go on, in community, stronger, together.

In Watsonville, we work with many underprepared students, often juggling the demands of parenting, full-time employment, loss of employment, ICE, not having enough food, higher tuition, and reduced course options. Yet three of my English 1A students, who face many of these same challenges, chose to drive to Santa Cruz on this past Sunday to stand in line with me for two hours to meet Dave Eggers, the author we're currently reading. Community, support, and inspiration manifest themselves in many ways.



I find hope in the challenge of figuring out different ways to continue on inspired and inspiring. Howard Zinn writes,



To be hopeful in bad times is not just foolishly romantic. It is based on the fact that human history is a history not only of cruelty, but also of compassion, sacrifice, courage, and kindness. What we choose to emphasize in this complex history will determine our lives. If we see only the worst, it destroys our capacity to do something. If we remember those times and places--and there are so many--where people have behaved magnificently, this gives us the energy to act, and at least the possibility of sending this spinning top of a world in a different direction. And if we do act, in however small way, we don't have to wait for some grand utopian future. The future is an infinite succession of presents, and to live now as we think human beings should live, in defiance of all that is bad around us, is itself a marvelous victory.

This, then, is not a piece to say we in Watsonville have it any worse than anyone else; I daily experience all the ripples of campus-wide reductions. I hear the stress in people's voices over the phone. I say this: Somos Cabrillo. We are all Cabrillo.

Let's start forward thinking. Of course, vote YES YES YES on Prop 30. However, what more can we do? I had dinner with a friend who is on the Board of the Peralta Community College District, which in June passed (with a 72% approval) a temporary 8 year parcel tax (Measure B) that provides direct funding to the District. The money cannot be used for facilities or administration or swept by the State. Because of that parcel tax, their cuts are significantly lower, regardless of Prop 30's outcome. There have to be other innovative ideas. Let's keep thinking, challenging, inspiring each other.

And, in this present moment, I remember:

I miss Marta, who began working at Cabrillo as a student assistant, was then hired to work in A & R, was laid off from Cabrillo, and is now pregnant with her third child. I miss Sonia, who was cut and transferred to Financial Aid in Aptos. I miss Cecilia, who was cut from A&R and who now works in the Bookstore in Aptos. I miss so many of the adjunct instructors I used to see more of. I miss Shirley, the very first English LIA at the Watsonville Center, who was moved to the Writing Center in Aptos. I miss her husband Jeff, who passed away in June. I still go into the Faculty Workroom in Watsonville and expect to see him. I still talk to students who didn't know he passed and were hoping to take his English 1B class in the spring.

I see the monarchs fluttering and know our warriors are with us in spirit. We must live and act "in defiance of all that is bad around us." We carry with us all those we have lost, including those students who are consistently being squeezed out of our system. We owe them. They--and we--deserve each other's energy, support, encouragement, and fight.

THE POWER OF THE IMAGE

by Art Photography Faculty



A strong image is instantly felt and understood, and in this way, it can be more powerful than text. Images document life experience and historical events, offer notions of beauty and aesthetics, and are a vehicle for examining and expanding our ideas about everything.

Photographic images are not simply pretty pictures on a wall, they have the power to influence social movements: change people's feelings about war, race, gender and the environment. Consider how successfully political camps manipulate images to advance their candidates and causes.

Cabrillo photography students learn to become discerning image consumers and potent image creators through developing critical thinking and photographic technical skills.

CABRILLO ART PHOTOGRAPHY PROGRAM



The Cabrillo Art Photography Department is recognized by four-year institutions as a premiere program that provides an exceptionally strong foundation in traditional and digital photographic technologies. The program bridges traditional black-and-white photography, digital photography, alternative processes, lighting, video, history of photography and contemporary trends. Art Photography classes emphasize technical process, creative image making, and visual communication skills for transfer to four-year institutions, to enter employment or to upgrade skills, and as a means of personal expression.

Our students transfer to UCSC, SJSU, California College of the Arts, the San Francisco Art Institute as well as other state, out-of-state, and private art colleges to continue their studies in photography and visual arts. Within the extensive photo community of Santa Cruz County, Cabrillo students are employed by local photography retailers and labs, and with independent photographers. Many students create their own businesses, providing commercial photography, portraiture, weddings, event photography and arts marketing. The aesthetic and technical skills gained in photography classes, particularly composition and design, lighting, and the use of visual language, help prepare students for entering the video industry in Santa Cruz as well as desktop publishing, web design, and multimedia firms.

Recent Cuts

- Lost 1 of 2 classified Lab Tech positions in Spring 2012 cuts
- Cut over 20% of open lab hours in Fall 2012
- Reduced over 20% in sections/TUs since 2008-2009 term

More cuts would seriously impact the Cabrillo Photography Program, reducing its academic and professional strength for students and diminishing its support to the communities of Cabrillo and Santa Cruz.

Service to Cabrillo and Santa Cruz Communities

Art Photography student and faculty participation in community organizations and activities is a hallmark of our program that could be jeopardized with further cuts. These include:

- Dance and Theater Departments – support for publicity photography
- Ceramics – photographing student artwork
- Cabrillo College website – technical assistance
- Wellness Center – **images photographed and produced by photo students**
- CabrilloArts Summer Workshops
- Santa Cruz Museum of Art and History
- Cultural Council of Santa Cruz
- Santa Cruz Open Studios
- Pajaro Valley Arts CouncilCabrillo College Gallery
- San Jose Works GallerySan Jose Arts Commission

Students exhibit their work professionally

- Cabrillo Enrollment Services Center and Sac East/West
- Cabrillo College Gallery
- Santa Cruz Open Studios
- Santa Cruz Art League
- Pajaro Valley Arts Council
- San Jose Works Gallery
- Local private and public art display spaces



Student Testimonial

Celia Lara, recent MFA, San Francisco Art Institute

"It wasn't until I came to Cabrillo that I learned how to take a good photograph...The Cabrillo Photo Department has some of the best professors I have ever worked with and hands down the best darkroom. I don't think I ever would have gotten accepted to the San Francisco Art Institute without all the skills and confidence I gained during my time at Cabrillo."