

FACULTY VOICE

A UNION IS ONLY AS STRONG AS ITS MEMBERS ARE INFORMED AND ACTIVE

APRIL, 2012



Faculty Voice Editor
Jefferson Hancock

Editor's Report: Issue Overview Hoping for the Best

Jefferson Hancock, Editor

This month finds me with not enough time on my hands and too much to do with it. I'm sure that's what your beloved CCFT president, Paul Harvell is saying to himself at this very moment. He couldn't make this month's issue, so I'm trying to fill his size 12 shoes. I'm sure you miss his funny picture but I think I've provided an adequate substitute. I wonder who can ID the special character this month? He does have a name.

Suffice it to say there's a lot going on. In this issue, you'll find in details about the millionaire's tax Sadie Reynolds told you about last month. CFT negotiated a compromise with the governor earlier this month to avoid competing initiatives on the November ballot, so the millionaire's tax is no more. What came about was an initiative with less permanent assurances but one which is progressive nonetheless and does

make some attempt — albeit temporary — to plug the hold in our state's deficit and prop up our educational system for a time. Signature gathering is going on as we speak. This one really needs to make the ballot. Sadie has more details on page 3.

In addition, Faculty Senate and CCFT have worked together to make a formal response to the latest report from the Student Success Task Force. The letter is on page three. Michael Mangin's Faculty Senate report on page 2 also provides the latest information on budget cuts and program reductions.

Negotiations with the district will begin soon as well, and surveys have been distributed. Please do complete your surveys and answer honestly to help guide the negotiations team and help CCFT respond to your wishes. Results of the survey will be published in next month's *Faculty Voice*.

Also next month, you can expect a report from one or more of the delegates at this month's

CFT Convention in San Jose.

Finally, Yaming Shen and Cheryl Chaffin have done a bang up job putting together this year's Social Justice Conference. Read more about it on page 4.

Last, but not least, for those of you who didn't notice, Cabrillo's salaries were published in the March 26 issue of the *Santa Cruz Sentinel*, and the accompanying article, which featured comments from Brian King, evoked the ire of the classified work force, many of whom showed up at the April board meeting to speak about it. I'm sure that will be a hot topic of discussion at this year's solidarity burrito bash on May 4. Don't miss it. Read the article and find your salary at:

http://www.santacruzsentinel.com/education/ci_20259035/cabrillo-shaves-more-than-800k-from-salaries-2011

All in all, it's a busy and uncertain time, as it has been for the past several years. One can

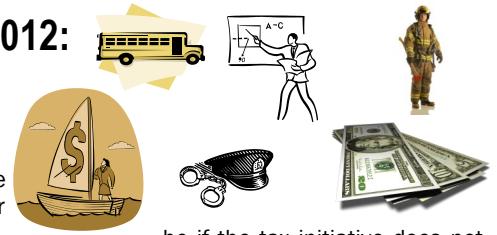


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only hope that soon we'll receive some cash from heaven (or Apple stock sales) and we'll be able to adequately fund our state's education system and ourselves. In the words of REO Speedwagon, we keep pushin' on.

Winning a Mostly Progressive Tax Revenue Increase in 2012: The Schools and Local Public Safety Protection Act



Sadie Reynolds, COPE Co-Chair

Last month the Millionaire's Tax (MT) died. Many Californians who believed in the initiative and had been working hard to qualify it for the ballot were disappointed and disoriented. But now that we have grieved the loss, most of us strongly believe that this death brought life to something worth continuing to fight for—a mostly progressive tax increase for the 2012 ballot that in some ways offers more than what the MT would have—even if the new title is as lifeless as the MT.

The new tax will ask people who earn in excess of \$250,000 yearly to pay 1% more in taxes on any income over their first \$250k, people who earn more than \$300k yearly to pay 2% more, and people who make \$1m to pay 3% more. This structure will actually tax many more millionaires than the MT would have, since most millionaires don't necessarily earn \$1m in a given year. The Act would raise an estimated \$7 billion per year for schools (K-12 through community college), and public safety at

the local level, an estimated \$9 billion the first year (billions more than the Governor's original tax initiative). If passed, the income taxes will last for seven years. While the MT was not slated to expire, this is an excellent movement in the right direction and a terrific start for the more far reaching economic change that needs to happen to adequately fund public education in our state.

The new initiative's regressive element is that it will ask everyone in California to pay ¼ cent more in sales taxes (Brown's earlier initiative wanted to tax us all ½ cent more, but CFT negotiated that down). Still, 90% of the tax dollars generated from the new measure will come from Californians with earnings over \$250k/year. And the sales tax increase will be minimal for most of us. For example, a family spending \$20k in sales taxable items in a year will only pay \$50. Most of what working people pay for as families for survival is non-sales taxable—rent/mortgage payments, groceries, healthcare and

prescriptions. The sales tax will end after four years.

Of immense importance is that the new initiative reflects the stunning degree of power the CFT was able to leverage against Governor Brown. That power was largely made of the passion and energy of the people of California, though CFT's grass-roots organizing and coalition work, combined with its strategic deployment of relatively thin funds (at least compared to that which Brown has at his disposal) for research and organizing grants. This compromise is an historic coup for labor, working people, and communities. If one considers where we were a year ago—with Brown unable to get a regressive sales tax increase extended temporarily—it is clear the tide has shifted. The new measure is polling well and CFT and its partners feel confident that with the continued work and support of people like us (Cabrillo College faculty) and others in communities across the state, we can get it on the ballot and get it passed in November.

It cannot stop here. The dismal budgets of community colleges in California will be less dismal than they would

be if the tax initiative does not pass. But times will still be dire. It took decades of eroding public education and services to get here and this measure is but a beginning at reversing those trends. Work will need to continue on such efforts as rolling back Prop 13, empowering unions and communities and reigning in corporate power, and reducing wealth and income inequality—in our state, our nation, and the global economy. Our fight for funding for education is linked to these larger needs. As we join efforts with diverse entities to create a more just economic distribution and society, we increase our power and our likelihood of success.

If you would like to help gather signatures or otherwise help with our efforts to get this initiative on the ballot and passed, please contact one of your COPE Committee Co-Chairs,

Sadie Reynolds
(sareynol@cabrillo.edu),

Enrique Buelna
(enbuelna@cabrillo.edu)

or contact
Maya Bendotoff
(ccft@ccftcabrillo.org)

Faculty Senate Report: Budget Cuts and Student Success Task Force

Michael Mangin, Faculty Senate President

Budget News

After publishing the lists of programs ranked according to the matrix, discussing qualitative concerns, and hashing out the issue of "core" vs. "non-core" courses, things have settled down a bit. There does not seem to be any college-wide discussions taking place about possible program discontinu-

ance right now, and that's a relief. It may be temporary, but that's where we are now.

However, the college is going forward with reductions in course offerings for 2012-13. The listing of "core" classes has helped to inform decisions, but decisions to cut sections are being made as they have been

in the recent past: goals and targets set at the administrative level, decisions at the division level, involving deans, program chairs, and faculty. Several programs are being hit especially hard: the in-service training portion of Criminal Justice has been cut in half, Real Estate has been sus-

pending, while Welding and Journalism have all been cut by one-third. The college's planning goal is to get to about 360 FTES in cuts. Of course, these reductions involve adjunct faculty, who continue to bear the burden of faculty cuts during these tough budget times.

Faculty Senate Report

Continued from page 2

Student Success Task Force

A joint task force of the Faculty Senate and CCFT crafted a Position Paper on the SSTF Report and presented this to the Governing Board on Monday night. Huge thanks to Winnie Baer, Maya Bendotoff, Arturo Cantu, Claudia Close, John Govsky, Jim Griffin, Brian Legakis, Diego Navarro, Ekua Omosupe, and Sharon Took-Zozaya, and other editors for fixing and re-writing my very rough draft.

Quick background: In 2010 legislation was introduced that would have dramatically changed community colleges by, among many other things, having the state only pay for students who complete a class, rather than funding based on census date numbers. In order to get these legislators to cool off, the Chancellor's Office helped put together a Student Success Task Force report in 2011. Despite serious objections registered by the State Academic Senate and all three groups of faculty unions to their Report, the Board of Governors adopted the paper early this year. Many of the Report's findings have been proposed in the legislature this session, especially in SB 1456, and are currently being reviewed by legislative committees. Recently, AB 1741 was introduced that would require the state to actually provide funding for the services called for in SSTF reforms.

Most of the proposed changes involve matriculation, counseling services, orientation, and other services to better serve students in identifying and achieving their educational goals. Our Cabrillo Faculty Position Paper supports many of these goals, but calls for increased (rather than reduced) spending if the legislature wants the reforms to be implemented. The Position Paper also identifies six areas of broad concern about the overall direction of these SSTF reform proposals.

Faculty Position Paper on the Final Recommendations of the Student Success Task Force

Cabrillo College Faculty Senate
and Cabrillo College Federation of Teachers
March 30, 2012

While the Cabrillo College faculty commends the Board of Governors and the members of the Task Force for their commitment to student success, we have serious concerns about the recommendations, and we fear that many of the provisions would inhibit, rather than enhance, student success.

We support:

1. Increased focus on counseling services;
2. Greater clarity in matriculation (the processes by which a student can move through the system);
3. Outreach to K-12 and universities.

We oppose many of the recommendations for the following reasons:

1. The recommendations propose permanently changing the mission of our colleges in response to a budget crisis that should not be permanent.
2. Increased focus on metrics and the potential for outcome-based funding will almost certainly lead to an erosion of academic rigor by indirectly promoting grade inflation and the lowering of standards.
3. The definition of student success is excessively narrow and overlooks many students whose success may not be captured by numerical data.
4. Undue focus on student success as defined in the SSTF along with the potential for outcomes-based funding may reduce access for at-risk students and increase the achievement gap among student populations.
5. The use of paraprofessionals and electronic advisement tools may degrade student access to professional counseling faculty.
6. Penalties assessed for students making changes in their educational plans are counter-productive to the educational process and the goals of a liberal arts education. The goal of students to become productive members of society cannot be at the expense of the exploration to find purpose.

While we appreciate the need for fiscal responsibility, we also believe that the specific plan should be committed to achieving educational excellence. Such sweeping reforms must be the result of highly inclusive and collaborative efforts of students, faculty, staff, administrators, local Governing Boards, and all immediate stakeholders.

It makes no sense to enact policies designed to increase student success that will require fiscal support while community college funding is being slashed by the state. We are convinced that most citizens of California want their colleges to remain funded and viable. The most effective way to improve public education in California is to restore public investment in education. We urge the legislature, local governing boards, and all concerned for California's community colleges to keep the focus of any educational reform on the need for increased investment in public education.



Cabrillo College's Sixth Annual Social Justice Conference

Cheryl Chaffin, English Instructor and Writing Center Co-Director

The Sixth Annual Social Justice Conference will focus this year on Breaking All Barriers. The conference will be held on Cabrillo College's Aptos campus from 9:00 a.m. to 3:00 p.m. on Saturday, April 21. Lead Conference Coordinator, Yaming Shen, says, "We want to provide a forum for various perspectives. We want to explore how people are working and thinking for a more harmonic and equitable world. We have solicited many kinds of presentations." Special events scheduled for the conference include keynote speaker Congressman Sam Farr and opening blessing with Leader of the Ohlone Council of Elders, Ann Marie Sayers. Dr. Ekua Omosupe, faculty representative and English professor, will speak on social justice and curriculum.

Shen hopes the conference provides space to enhance the sense of breaking barriers across color, culture, gender, and economics. "Dr. Brian King, President, and, Renee Kilmer, Vice President of Instruction and Assistant Superintendent, are

supportive of our efforts and Cabrillo's involvement in social justice issues." Shen feels a deep sense of satisfaction that the participants in this year's conference witness the diversity and richness of the Cabrillo College community. "We have student, trustee, faculty, staff, and visiting speakers." This range of participation reflects, in part, the Social Justice Conference theme: how we work across academic disciplines, services, roles, and functions at Cabrillo to share and discuss our collaboration for social change.

Shen is excited about the break out sections. "We got a really good response, very diverse topics and student presenters, faculty, staff, and community members." All sessions will held in Building 300. First panel and presenter sessions are scheduled from 10:30 to 11:15 a.m. Second sessions take place from 11:20 a.m. to 12:05 p.m. Participants are invited to lunch and community fair in the quad from noon to one.

At the closing ceremony audience engagement is

primary. We want to reflect our diverse curriculum at Cabrillo, notes Shen, who feels pairing critical scholarship with creative disciplines vital to the energy of the conference and its theme. Closing ceremonies take place from 1:00 to 3:00 p.m. in Forum 450 and include a poetry reading with Dr. David Sullivan, singing with Janus Blume accompanied by David Winters, an art presentation with Tobin Keller and VAPA instructors, and a performance by UCSC's Rainbow Theater.

The Student Senate has sponsored this year's conference and has actively recruited students to present and assist with conference events. Shen points out that in addition to full time faculty sponsorship of student panels, many adjunct faculty play an active role in securing student presentations and participating in planning and activities.

Faculty and students are encouraged to pre-register for the conference. Faculty might provide extra credit



for participation and volunteer work. It is helpful for the planning committee to know from faculty the number of students who have expressed desire to participate, in whatever form, in the conference. "We want to encourage students to attend presentations, and to stay for learning and interdisciplinary inspiration, dialogue throughout the day," says Shen. This is the first year the committee will produce and publish a journal. Presenters and others have been invited to submit their work. A cover design contest includes a prize of \$250 upwards for best design. The extended deadline for cover design entries is April 10. For more information and for details about the new and upcoming Social Justice Journal go to:

<https://sites.google.com/a/cabrillo.edu/social-justice-conference/>



Ole!
Mark your calendars!
It's time for another....



CCFT/CCEU SOLIDARITY BURRITO BASH!

Where:
Gallo Residence
2535 Orchard St,
Soquel.

When:
Friday, May 4th,
4-7pm



Please bring an appetizer or dessert to share, and your favorite beverage. Alcohol is not provided so if folks want to imbibe, BYOB. Savory appetizers more than sweets are appreciated. (SOME sugar is still essential, of course!)

You might want to bring a patio chair, for a comfortable place to sit.

Come enjoy good food, great company, ping-pong, darts, & croquet.

Hope to see you all there!

—Jill Gallo, CCEU

CCFT Faculty Interview: Lisa McAndrews, Horticulture

This month's *Faculty Voice* interview features long time Horticulture Instructor and new CCFT Council Member Lisa McAndrews. We caught up with Lisa on the fly as she was relaxing in the Sierras.



Lisa Mc Andrews in Scotland

FV: How did you get where you are today professionally?

Teaching at Cabrillo is a special privilege. I began teaching here in 1980 because my husband recommended me to Richard Merrill as a person who could "teach a class on plants." The Horticulture Department was established in 1975, so this was pretty early on in the development of a complete curriculum. I continued to pick up classes to teach when other adjunct instructors left or decided to no longer teach. In 1989, an 80 % tenure track position was approved and I applied for it and have been teaching here on a

pretty much full-time basis since then. I also maintained a landscape architecture design and consulting business during these years and still consult occasionally.

FV: Describe a favorite teaching moment.

A favorite teaching moment was when a student who had been a space cadet raised his hand in class (last semester) and said, "Wait, stop! I really want to know the answer to this question. I really want to get it!" Light bulb on.



FV: Discuss your professional accomplishments in your teaching field.

Professional accomplishments in my field include building sustainable landscapes around the Monterey and San Francisco Bay areas over the last 30 years and being a participant in the design and installation of various teaching landscapes around the Horticulture facility.

FV: How long have you been involved in CCFT?

I have only become involved with CCFT as a part of the Council this year, but have been a member since it was established at Cabrillo.

CCFT Elections—Nominations Begin

Debora Bone, Maya Bendotoff

Do you ever wonder how the union decides what to negotiate? Would you like an opportunity to meet with colleagues to discuss ways to improve our working lives here at Cabrillo? Are you ready to make friends with people from different disciplines and areas of the college?

If so, think about becoming a CCFT representative next year!

Nominations for new council reps will open after spring break on April 16. Current Reps can run again. The term is for two years. Meetings are once a

month on Monday afternoons, 2:30-4:30 pm and there are always great snacks. Nominations will close on Wed. April 25, and elections will be held by written ballot from Mon. April 30-Wed. May 9.

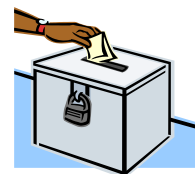
In addition to new council representatives, the full-timer Vice President position will be open for a one-year completion of the 3-year term started by Vicki Fabbri who stepped down this semester. Debora Bone finished out the spring semester and is available to run

for the office next year. Membership chair is also open. Other officers will continue forward according to their terms.

CCFT will also ask members to ratify Article 11 of the contract that was negotiated last fall. Changes deal with the limited areas of cross-disciplinary classes (both team taught and those requiring additional in designated learning communities) and Library 10 courses. Most of the changes deal with clarity; a very modest compensation change affects only those who teach multiple

courses in a learning community (coordination would be given for one class only). Proposed changes on Library 10 were brought forth by the Library faculty. Proposed changes are online at ccftcabrillo.org and will be distributed with the ratification ballot.

Look for the nomination and ballot information in mid-April! Only members are allowed to vote in CCFT elections. Please contact Maya Bendotoff if you are not sure whether you are a member, or fill out a membership card and place in the CCFT mailbox.



CABRILLO COLLEGE FEDERATION OF TEACHERS



Phone: 831-464-2238
Fax: 831-464-2283
E-mail: ccft@ccftcabrillo.org
http://ccftcabrillo.org



*CCFT Spring 2012
Save the Dates*

CCFT Council

April 23
May 14
Mondays, 2:30-4:30pm
Room 1804, Sesnon House
unless noted otherwise.
All faculty welcome.

Other Meetings

CFT Lobby Day, Sacramento
April 23-24:

CCC and CFT State Council
May 18-19: (TBA)

REEL WORK 2012

May Day Labor Film Festival
Tenth Anniversary Season

Santa Cruz, Monterey & Santa Clara Counties
April 12 - May 11, 2012

The 11th annual Reel Work Labor Film Festival will animate screens throughout Santa Cruz County from April 26 through May 6, 2012. The festival is traditionally held at this time of year to reclaim the real labor day; May 1 is celebrated as International Workers Day everywhere else in the world outside of the US. This year Reel Work honors the occupy movement, documents its impact in 2011, and traces its labor roots back to the great Flint Sit-Down Strike 75 years ago and in the lyrics of Woody Guthrie, born 100 years ago. Filmmakers and others involved in the struggles portrayed will be on hand to introduce films and engage the audience in the relevance of the issues in our daily lives.

Reel Work events will also be happening in San Jose and Monterey County during this week. Due to the generous support from labor unions including CCFT, no admission is charged at Reel Work events, although voluntary contributions are accepted at the door.



DSPS is Moving

Starting in Summer 2012, The DSPS Office is scheduled to move from its present location in Room 810 to the Learning Resources Center, room 1072, the present Learning Skills Office. Learning Skills and DSPS will combine resources and share office space. Arrangements are presently being made to determine space requirements, cart parking, and Americans with Disabilities Act (ADA) compliance. DSPS has been told that renovations to the 800 building will begin on June 1, so staff and faculty should plan to be out of the building shortly after that.

In mid-March, Cabrillo's Cabinet made the decision to move DSPS because of renovations associated with the Science Technology Engineering and Math (STEM) grant. The 800 building will now be occupied by instructional programs associated with STEM.

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