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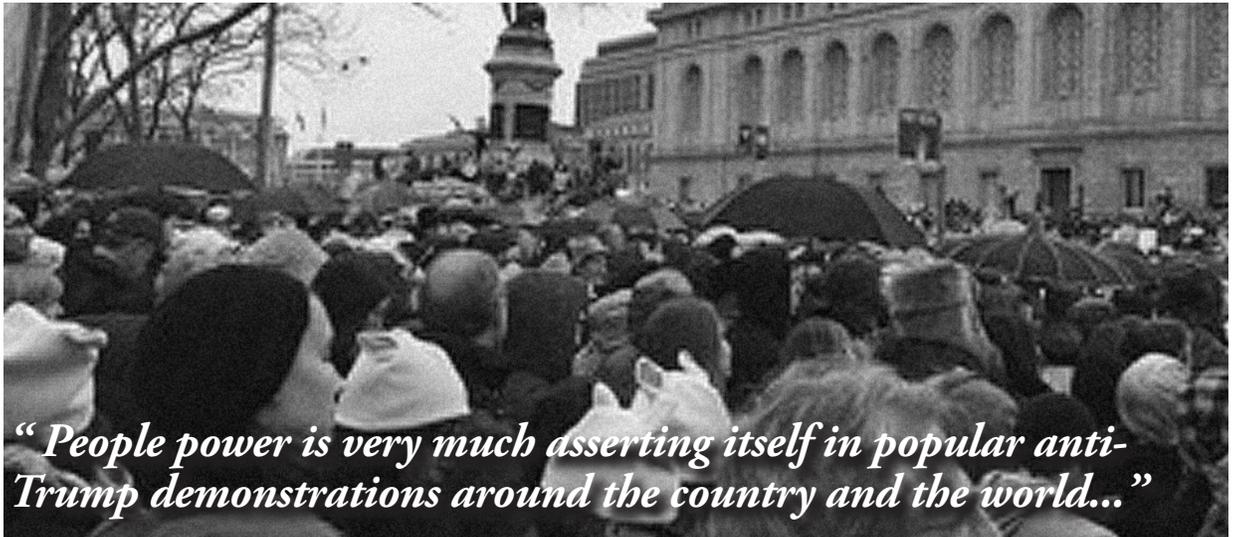
CCFT President's Report

Remaining Effective in an Emergency

by Karl Ewald

I don't play basketball much, but basketball did teach me something. When I first started playing, I would just run all the time. Trying to score or trying to stop someone else from scoring. There is always something to do. Always something urgent to attend to. But without a plan and a strategy, you exhaust yourself, you struggle through the rest of the game, and, in the end, you generally don't win.

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News in a Time of Troubles

by David Lau

CCFT Flex Week Events

On Tuesday January 17, the part-timers Solidarity lunch saw a great turnout. More than fifty faculty members and three governing board members shared mole enchiladas, salad, frijoles, and refreshments. The speak-out and discussion turned on the diverse inspirations and passions as well as the struggles of adjunct faculty from across campus, with board members Gary Reese, newly elected Leticia Mendoza, and Ed Banks chiming in with their visions for Cabrillo and some words about their respective backgrounds. Opposition to repeatability restrictions surfaced again and again in faculty comments. *continued on pg. 2*



Berkeley Federation of Teachers at the Oakland rally



Women's March Santa Cruz



CCFT President's Report Remaining Effective in an Emergency

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Never in my lifetime have I seen so many people dedicate themselves to shedding their role as political spectators and joining the political game as active participants. We're nine days into the Trump presidency and regardless of your political affiliations it is hard to see the present political climate as boring or slow paced. It can be difficult to predict the 1st order effects of some of the proposed changes... Let alone the 2nd, 3rd, 4th, or higher order effects. This is a time where the populous rightfully feels they must actively pay attention and act to ensure the cascading effects of these decisions serve the people and their interests. This is likely to be a long game and we need to think strategically to avoid exhausting ourselves and keep our collective efforts as effective as possible.

Getting back the lessons from basketball. We all have limited capacity and we need to be thoughtful in choosing where we focus our efforts. One technique I try to use daily is to ask myself, "What are those things that only I can do?". As educators, we are in a unique position to effect change. As a CCFT officer, I have a unique role to play in representing faculty and their interests here at Cabrillo. The truth is that long before the election, we had a long list of things to work on. We have reopeners on safety, the DC matrix, compensation, and benefits. We also have new issues come up almost daily. We will continue to seek your input on these and

other items to be sure we are representing the full breadth of faculty concerns. We will also continue to focus our efforts on our first order of business: representing you.

For those interested in the DC matrix related work, you can watch this video for an overview of the subcommittee's work: <https://youtu.be/K2bJuyenVug>.

The governor's proposed budget has been released and we are just digging into the details. There are several items of note. There is a proposed 1.48% COLA, 1.34% increase for growth (though we are not currently seeing growth), and a 0.40% increase in base allocation. System wide, there is \$150 million in one-time monies proposed for implementing guided pathways. Colleges continue to be challenged by mandated employer increases for PERS and STRS. We plan to examine the budget more closely in upcoming CCFT Council meetings.

In closing, I'll ask you to please be thoughtful of those around you and the emotions and concerns they are trying to juggle. We are stronger together and even stronger when we understand that each of us has unique skills and unique ways of contributing. CCFT is as diverse as our faculty and has space for everyone to participate. That could be as a Council member helping us communicate with our membership and taking an active role in setting our agenda and guiding our path forward. Or maybe you'd like to do more direct political work with our Committee on Political Education? Either way, CCFT will be more capable and effective with your participation and your efforts to move us forward. Come visit!



News in a Time of Troubles CCFT Flex Week Events

Jonathan Lightman, executive of the Faculty Association of California Community Colleges, visited Wednesday's CCFT Luncheon. His talk began with an account of the confirmation hearings of Donald Trump's Education Secretary nominee, the billionaire mega-donor Betsy DeVos. A Christian zealot and school privatization advocate, DeVos has played a substantial role in the Detroit Public Schools debacle. It is hard to do worse than Ex-President Obama's



Damien Adams (Math) and his wife Brittney



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pick for Education, Arne Duncan, a man who infamously declared Hurricane Katrina was a good thing because it led to the complete privatization of the school system. Nonetheless, Trump has done it. For Lightman, DeVos, who married into the Amway Corporation family, showed very little knowledge of the U.S. Public School System. Her ignorant agenda includes pushing for vouchers and private charter operators. She is so dangerous that two Republicans (Collins and Murkowski) and the deplorable Eli Broad are opposing her on grounds of inexperience and incompetence. A fifty-fifty split in the Senate means that Mike Pence will vote to break the tie, a historically unprecedented development in the history cabinet confirmations.

Little was said in the Senate hearings about DeVos's policies on higher education, though one can assume that we will see the unharnessing of for-profit private colleges, like the now-defunct Trump University. The Obama Education Department did reign in some of the most egregious practices of for-profit colleges. Lightman speculated that there may be even bigger pushes for online teaching and course offerings; he reminded the audience that just a few years ago the University of California attempted to launch the "New UC"; the assumption here is that the brick and mortar concept of the university has become outdated.

Trump Era at the Outset

Lightman emphasized several things in his comments on the Trump era, beginning with academic freedom. The right-wing media and student groups have some clear targets, including pedagogical practices and research areas of faculty in the humanities and social sciences. Legislative and gubernatorial attacks on professors of attacks are now a kind of norm in states with Republican controlled legislatures. Trump's election means they will find their way to states where the Democrats exercise control, a number that has drastically diminished.

Campus climate even in deeply blue California has begun to change. Emboldened right-wing Republican activists on campus have already welcomed Milo Yiannopoulos, the infamous know-nothing and right-wing columnist for Breitbart News. At UC Davis, that formidable redoubt of

the student movement, demonstrators shutdown the recent Milo event by barricading the doors of an auditorium, while Milo's University of Washington event saw altercations with one demonstrator shot in a melee. It is students along with faculty who will feel the brunt of any political chill on campus, which could include increased surveillance of student activists. Indeed, Lightman underlined the issue of guns on campus, an issue that Republican-controlled Texas knows well. Here he speculated that we may see gun-rights advocates push for Federal legal mandates that supersede state and local laws, which currently prohibit firearms on college campuses.

The news has broken that Jerry Falwell Jr. is to head a Federal higher education task force that seeks to grant more leeway to for-profit colleges and accreditors. Expect changes to the landscape that benefit for-profit colleges (from degree mills to conservative religious "universities" like Liberty University, where Falwell Jr. inherited the throne) and accreditors like the ACCJC, which have tried to impose a kind of private sector "outcomes" version of financial management discipline on California's Community College system. One of the positive events of the New Year has been the renewal of City College San Francisco's accreditation for a full seven. The fight against ACCJC was won by Local 2121 and CFT; CCSF's victory over the rogue accreditor is a great example of our union dues at work.

Unions in the Crosshairs and Anti-Trump Protests

Trump's nominee for Supreme Court Neil Gorsuch, 49, is yet another example of a Christian zealot in the Trump administration; at Federal judge appointed by President Bush in 2006 (while still in his thirties), the Harvard Law-classmate of Obama sided with Hobby Lobby in the case against the Affordable Care Act as a violation of religious liberty. As a Federal Judge he universally reasons with business against discrimination lawsuits, consumer litigants, and against the National Labor Relations Board (where Trump will also be making appointments). In a moment of unintended irony, knuckle-dragging Gorsuch once told an audience at Case Western that judges should strive "to apply the law as it is, focusing backward, not forward," as though the legal past



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of the United States represents a viable alternative for the diverse multitude of families and workers who are the base of every urban area in the country.

While it is too soon to say what will happen with *Roe v. Wade* and any number of other decisions, our legal bodies are obviously drifting to the hard right. A number of *Friedrichs*-like cases are pressing their way forward in the court system; it could be that *Janus v. ASCME* will be the case to overturn *Abood*, once again prohibiting public sector unions from collecting agency fee from non-members, a development that would dramatically weaken the last bastion of organized labor in the U.S. Though Senate rules currently include a filibuster for the confirmation of Supreme Court Justices, Trump is openly encouraging Senate leaders to go with the so-called nuclear option, scuttling any filibuster from the Senate rules, thus paving the way for the confirmation of Gorsuch. If agency fee is lost, the financial power of unions will be severely weakened. It is then that we should expect a renewed attack on public sector pensions in California, a point that Lightman noted in his talk. If we are substantially damaged as a union, even more working people will lose what little voice they do maintain in the political process.

But for the moment people power is very much asserting itself in popular anti-Trump demonstrations around the country and the world. The Friday of Trump's inauguration saw unprecedented street protests across the country, with nearly 300 arrested on felony riot charges in Washington D.C. In Santa Cruz, "the people's inauguration" united organizers on campus with a rally downtown that had the support of many local businesses. A march from UCSC arrived at the clock tower downtown, where several speeches criticized the political situation from the far left. The large group of students and locals later fragmented into several workshops and a General Assembly. Saturday's Women's March drew record participation across the country. There was also sizable turnout with their spouses or children. There was also a large march in Watsonville that morning.

In downtown Santa Cruz, joy and exuberance hung in the air while the Saturday march took

its time getting going. In two hours around and walking away from City Hall, down Pacific, and then toward Loudon Nelson, we never heard a speech nor saw the end of the march. In Washington D.C. and San Francisco, very large crowds were effectively addressed, and on the whole of the mass uprising put the Trump Administration on its back foot during its first weekend in office. The writer John Berger once argued that mass demonstrations are "rehearsals of revolutionary awareness," so even without effective demands it seems sustained resistance to Trump's various plans and schemes is taking shape. Berger wrote: "The larger the demonstration, the more powerful and immediate (visible, audible, tangible) a metaphor it becomes for their total collective strength."

The immigration ban effecting seven Muslim-majority nations is the latest example of Trump making good on right-wing campaign pledges. It too is being met by protest. The ban is emblematic of a right-wing neo-isolationist government; as Patrick Cockburn points out, the order reproduces the same disproportionate U.S. reactions that have turned the War on Terrorism into such a disastrous failure. "Al-Qaeda and its clones had been a small organization with perhaps as few as a thousand militants in south east Afghanistan and north west Pakistan. But thanks to Bush's calamitous decisions after 9/11, it now has tens of thousands of fighters, billions of dollars in funds and cells in dozens of countries. Few wars have failed so demonstrably or so badly as 'the war on terror.'"

Lashing out indiscriminately at Muslims feeds support for hardline jihadi groups, making attacks more likely, not less. Al Qaeda-like groups seek to produce an overreaction. Rather than being about protecting the homeland, Trump's ban is consonant with US imperial strategy. Saudi Arabia — where 14 of the original 19 hijackers on 9/11 had origins—is not on the banned list of countries, but Iran is. Iran, a Shia confessional state, is on the opposite side of a war with Al Qaeda and Sunni jihadists, who have a war against Shia Muslims as a whole. Iran is thus very unlikely to be sending Isis-style terrorists, yet the Trump administration is already pursuing new sanctions against Iran.

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Direct action protests of considerable scale and effectiveness greeted Trump's ban, as activists flocked to JFK, SFO, O'Hare, and many other airports to try to force the release of stranded refugees. This was the atmosphere in which a Federal Court ruled against the executive order. Chanting "immigrants are welcome here," demonstrators taking great risks snarled traffic and blocked escalators, impeding the ordinary operations of some of the most heavily policed zones in the U.S. I thought of John Berger's essay "On the Nature of Mass Demonstrations" again: "This creativity may be desperate in origin, and the price to be paid for it high, but it temporarily changes their outlook. They become corporately aware that it is they or those whom they represent who have built the city and who maintain it. They see it through different eyes. They see it as their product,

confirming their potential instead of reducing it."

Postscript

Last night, a large crowd of demonstrators shut down the right-wing writer Milo Yiannopoulos's event at UC Berkeley. The 1500 or so souls massed around Sproul Plaza. Yiannopoulos was being hosted by Cal's College Republicans. The event was called off after some demonstrators disrupted all access to the building; they took down the barricade, set off fireworks and lit a fire amid broken glass, while the cops for their part fired paintball rounds and deployed pepper spray on the crowd. A celebratory dance party broke out on Sproul Plaza and the demonstrators refused to go home sensing that the event might still take place if they left the area.

January 30-February 2 2017



The Friday of Trump's inauguration saw unprecedented street protests across the country.

COPE Column

Committee On Political Education

The Committee on Political Education coordinates faculty efforts on matters of a political nature and funds candidates, propositions, and causes that Cabrillo faculty— through their representatives on the CCFT Council— choose to support. COPE funds are generated from voluntary monthly payroll deductions from individual faculty members; they are raised separately from and in addition to regular dues. All faculty members may become COPE members by completing a COPE card. Co-Chairs are Sadie Reynolds and Tobin W. Keller.

This ongoing column will offer current resources and links for faculty and students relevant to our current political climate.

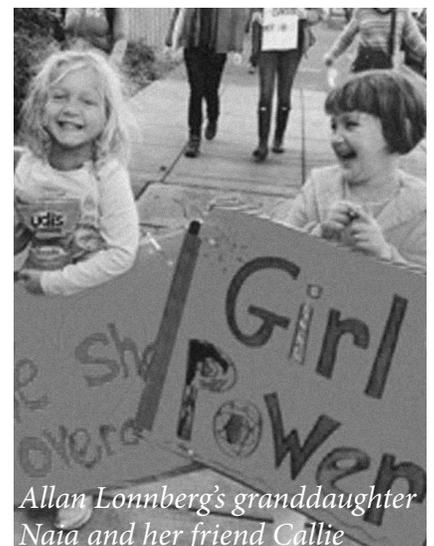
Cabrillo College Office of Equity:
<http://www.cabrillo.edu/services/equity>

Indivisible Santa Cruz County:
<https://www.indivisiblesantacruzcounty.org>

5 Calls:
<https://5calls.org/#issue/recSWqDICerrEOUDC>

American Civil Liberties Union Santa Cruz Chapter:
<http://www.santacruzclu.org>

Santa Cruz County Immigration Project:
<http://www.cabinc.org/sccip>



Allan Lonnberg's granddaughter Naia and her friend Callie



Resolution In Support of Undocumented and Other Targeted Students

Approved January 18, 2017

Whereas, the 2016 electoral season included divisive rhetoric targeted at women, LGBTQ people, persons with disabilities, Muslims and other religious minorities, immigrants (both documented and undocumented), DREAMERS (Development, Relief & Education of Alien Minors” DREAM ACT), DAPA (Deferred Action for Parents of Americans), DACA (Deferred Action for Childhood Arrivals) students, and people of color;

Whereas, in light of the results of the 2016 election, the Cabrillo College Federation of Teachers has witnessed our students expressing, in both public and private, confusion, anxiety, fear for their physical safety and well-being, and concerns about their individual rights, all of which negatively impact the achievement of their educational goals;

Whereas, the mission of our college is to serve and support all students to achieve student success, and the core value of this student focus requires us to address the needs of students in our actions, work harmoniously, and show compassion;

And whereas, our DACA, DAPA and other undocumented students are in distress and fearful of imminent deportations by the newly elected U.S. President, and this is affecting their motivation to continue their education;

Therefore, Be It Resolved, that the Cabrillo College Federation of Teachers reaffirms its commitment to fostering a diverse, inclusive, and safe learning environment for all students, free from discrimination, bullying, harassment, and fear,

Be It Further Resolved, that the Cabrillo College Federation of Teachers encourages faculty members to use the learning environment to show compassion and support for students who may be experiencing anxiety, uncertainty, and fear in the current political climate,

Be It Further Resolved, that the Cabrillo College Federation of Teachers strongly supports the letter from University of California President Janet Napolitano, California State University Chancellor Tim White, and California Community College Chancellor Eloy Ortiz Oakley urging President-elect Donald Trump to continue the DACA program,

Be It Further Resolved, that the Cabrillo College Federation of Teachers will support every measure to assure that Cabrillo is a safe place for the continuation of the education of all our students, and in particular for our DACA and DAPA students and all other targeted populations,

Be It Finally Resolved, that the Cabrillo College Federation of Teachers will work with campus and community organizations to advocate for policies and procedures that will comprehensively protect the safety and security of our students, faculty, staff, and the broader community.





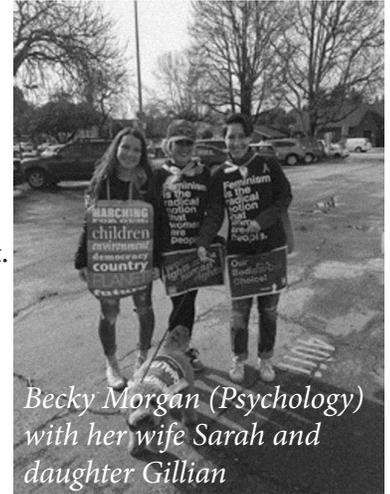
Call for Nominations to the 75th CFT Convention Democracy In Action

“Organize, Resist” is the theme of this year’s CFT Convention, to take place March 31-April 2 in Sacramento. Convention delegates will forge the CFT’s path for the coming year. Please consider nominating your self or a colleague to attend as an official AFT 4400 delegate.

General sessions are packed with guest speakers, panel discussions, inspiring awards, and debate on union policy. The CFT Division Councils meet on Friday night and there are workshops on a wide range of topics. There is also time for socializing and networking, with receptions and get-togethers held throughout the three-day event.

You can learn more on the CFT’s website at:
<http://cft.org/governance/convention.html>

Please submit nominations to ccft@ccftcabrillo.org ASAP, by February 16, 2017.



Becky Morgan (Psychology) with her wife Sarah and daughter Gillian



Update on Enhanced Non-Credit Courses

by Claudia Close

On the 11th of January, Dr. Sofia Ramirez Gelpi from Allan Hancock College visited Cabrillo to give a well-attended, stimulating and informative pre-flex seminar on developing our fledgling noncredit program. Noncredit courses offer Cabrillo the opportunity to serve a population in our county that can be profoundly benefited both in terms of beginning their path to acquiring a college education but also in terms of gaining sustainable employment. Further, because we receive apportionment for these students, it is an important step in supporting Cabrillo’s financial health and ability to continue serving all our students. The best uses for noncredit courses are:

- ◆ to serve as entry gateways to credit degrees,
- ◆ to support credit courses as remedial modules and,
- ◆ to prepare professionals for career development.

Initially the administration is only interested in developing **enhanced funded courses and those courses included in the Adult Education Block Grant (AEBG)**. These include:

- ◆ English as a Second Language
- ◆ Elementary and Secondary Basic Skills (incl. supervised tutoring)
- ◆ Short-Term Vocational (incl. apprenticeship) provide instruction on specific career-technical instruction or college preparation. (These courses require coordination with Gerlinde Brady)
- ◆ Workforce Preparation – Think of these as soft skills: these courses provide instruction for speaking, listening, reading, writing, mathematics, decision-making and problem solving skills that are necessary to participate in job-specific technical training.
- ◆ Programs for adults with disabilities. (AEBG)
- ◆ Programs offering pre-apprenticeship training activities conducted in coordination with one or more apprenticeship programs approved by the Division of Apprenticeship Standards for the occupation and geographic area. (AEBG)

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There are many challenges ahead for the program including the following:

◆ Campus-wide coordination and development is complicated and technically challenging. Dr. Ramirez Gelpi urged that the administration of noncredit programs be kept with that of credit programs and that they continue to be a faculty driven process.

◆ She recommended that full time faculty also be encouraged to teach noncredit courses. Currently full time faculty must take noncredit courses as overloads. This suggests a possible need to renegotiate noncredit courses as part of the full time load.

◆ The outreach and marketing of noncredit courses are of necessity different because we're targeting different student populations. At Allan Hancock and other colleges that are running successful and vibrant noncredit programs, outreach goes to the fields, to churches, to food banks and it is very much a "boots on the ground" effort. Further, these students very often need assistance with registration which is usually performed by counsellors and volunteers. As we continue to move forward with this process it is very likely going to require additional resources for Counselling and for the A&R and Financial Aid staff.

A complete copy of Dr. Ramirez Gelpi's PowerPoint is posted on the Resources page of the Cabrillo College Curriculum webpage.



Faculty Senate Update

January 31, 2017

by Robin McFarland and Skye Gentile

Students, We are here for you:

The November election and ensuing uncertain climate have highlighted the importance of our focus on equity and success for all students. Thus, at the January 31 meeting, faculty senate passed a resolution in support of undocumented students. An earlier version of the resolution was adopted by the Governing Board at their January meeting. The senate is committed to finding ways that faculty and staff and the institution in general can ensure the safety and success of all students.

Guided Pathways:

Faculty senate feels that Guided Pathways will provide a sustainable framework to support equity and success. In December, the senate unanimously passed a resolution to support Cabrillo's participation in the California Guided Pathways project. An ever-expanding circle of faculty, staff, administrators, and students are planning how Guided Pathways will be implemented at Cabrillo.

10+1, huh?:

It is mandated by law that each California community college has an academic (faculty) senate, whose role is to advise the college on "academic and professional matters." At Cabrillo, the governing board "primarily relies" (in the language of the educational code) on the recommendations of faculty senate in academic and professional matters (the so-called "10+1" in educational code). This legal mandate underscores the importance of faculty participation and leadership in our college shared governance. We are fortunate at Cabrillo to have strong faculty voices in our Union and Faculty Senate. We are indeed "stronger together."

E-Team:

Vice President Skye Gentile and I (as well as Secretary John Govsky, and treasurer Marcus Waston) are proud of the work that the Senate is privileged to do for students. Students are the reason we're here, and we never forget it. Faculty Senate works hard to create a space that celebrates students and teaching while creating an environment conducive to moving the work of the college forward.

