

Thousands march for community colleges

Marchers focus on fee increase, Prop. 98 split, other funding & equity Issues

by Katharine Harer,
AFT 1493 Co-President

They say we have no voice. Well look around you — we have a voice! (student speaker)

We marched across the gold painted bridge toward the capital — students and supporters from up

head." These were just some of the possibilities on this student's wheel of misfortune.

Missing students appear

We continued walking and chanting, carrying our signs high: *Don't Terminate Education; Missing Students = Missing Leaders; There Are*

after last year's cuts, over 175,000 by some counts. Each of the colleges in our district sent missing student sculptures to Sacramento and after they're displayed in the capital, they'll be returned for our own use in building opposition to the projected cuts.



Spirited marchers cross Sacramento's Tower Bridge on the way to send a message to the governor & other politicians

and down the state, signs and slogans swirling together to the danceable beats of a group of San Francisco City College drummers. Just beyond the bridge, propped up against a truck, stood the *Wheel of Misfortune*, perhaps the most inventive of the Missing Student sculptures created by community college students and shipped to Sacramento for this day of protest against the Governor's proposed budget cuts. Miss Fortune was a battered looking figure in a torn community college T-shirt. Fastened to a circular wheel and given a light tap, she began spinning through her options. With no access to higher education she could land on: "grim future"; "inmate"; "poverty"; "loser"; "no choice"; "dead end job"; "derelict" or "crack

No Enrollment Caps on Prisons; Fund Education Not Imperial Occupation. The slogans seemed even more biting, more savvy than at last year's march, the energy just as high even in the 80+ Sacramento heat. We poured onto the lawn in front of the capital, and on the make-shift stage stood three long rows of missing students, all painted and decorated differently. Each of the sculptures represents 1500 students who were denied access to community colleges

The list of student speakers was longer than last year, and many of the students were impressive — not just passionate, but informed. A student speaker from L.A. Valley College made the connection between community college cuts and the historic ruling that forced the integration of the schools: "This is the 50th anniversary of Brown vs. Board of Education. And that's why we're here

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PRESIDENTS' PERSPECTIVES

March in March plus elections, CFT convention, and more

by Katharine Harer and Joaquin Rivera,
AFT 1493 Co-Presidents



What a hectic month — the election, the March on Sacramento, the annual CFT convention, pre-pre-negotiations' activity and all the other multi-faceted things we do in our lives as teachers and human beings.

Election results: 1 out of 2

Let's start with the election results. The good news: Prop. 55 won, which will provide, according to Chancellor Galotolo, \$40 million dollars to the SMCCCD for capital improvements. The bad news: Prop. 56 went down in flames due to the tremendous media blitz aimed against it as well as the fact that it was tied in many peoples' minds to Gray Davis. Schwarzenegger is still seen as a bit of a mystery, and his so-called bipartisan style may have thrown voters off the track of voting for this proposition.

Moving on in the month, on Monday, March 15th thousands of students, faculty and staff from all over the state descended on Sacramento to protest the increased fees and projected budget cuts to community colleges. Our district sent 5 buses. See the page 1 article for details on the March.

Hightower, Drummond address CFT Convention

A week later, faculty and staff from AFT unions throughout the state (community colleges, UCs and K-12) gathered in Los Angeles for the

62nd Convention of the California Federation of Teachers. Highlights of the three-day event included a speech by the new state Chancellor for community colleges, Mark Drummond, as well as a keynote address by populist writer and activist, Jim Hightower. Drummond presented himself as a strong advocate for community colleges who understands the essential role they play. He stated: "Our colleges are the first rung on the ladder of social equity in the state." He voiced concern about the projected redirection of 7000 CSU and UC students to community colleges which "could push our students out the back door" and asserted that we will need more transfer courses and more counseling (read: more funding) if redirection goes through.

"Good morning, terrorists!"

Just as serious, but a lot more fun, Jim Hightower addressed the convention the next day with these words: "Good morning, terrorists!" referring to U.S. Education Secretary Rod Paige calling the NEA a terrorist organization. In a talk woven together with humorous, pithy one-liners and statistics revealing the enormous gap between what he calls "the top dogs and the fire hydrants" — you can guess where working people fit into that image — Hightower made the point that the only way to make any substantive changes is to become an agitator. America was founded, he says, by agitators and it's time to take back our country. According to Hightower, the CEOs of this country are getting "fatter than butcher's dogs"; for example, Michael Eisner, Disney CEO, makes as much as \$287,000 AN HOUR, *plus a car*, while he's tried to take away health

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A college privatizes a bookstore: a cautionary tale

by Dan Kaplan, AFT 1493 Exec. Secretary

As the District Bookstore Committee considers the pros and cons of outsourcing our three college bookstores, the experience of another community college district that did contract out their bookstore can provide us with a cautionary tale.

In July, 2003 the Orange Coast Community College District decided to sign a contract with Barnes and Noble to run their bookstore. A 5 year contract was signed that required that Barnes and Noble would pay the District \$500,000 each year. Barnes and Noble would keep all profits made over that amount.

At the time the contract was signed, there were 10 classified employees working in the bookstore, earning union wages with benefits.

There are now 6 classified employees working in the bookstore. The agreement stipulated that as classified employees retired or resigned, that Barnes and Noble would fill openings with part-time, temporary work-

After the Orange Coast College District contracted out their bookstore, there are fewer employees making less money and the store is providing less service at higher prices

ers who would make less in wages and would have no benefits. This is because the contract with Barnes and Noble stipulates that new employees hired by Barnes and Noble would be paid prevailing wages. But prevailing wages in non-union bookstores is

almost at the minimum wage. So much for the benefits of outsourcing from the employee point of view.

From the point of view of the students who use the bookstore the situation is no better. The costs have gone up and the quality of service has gone down. The cost of textbooks have gone up. And there are fewer used textbooks now available for purchase. Over all, there are fewer items offered to the students. For example, only certain types of clothing is now for sale in the bookstore and no convenience items are available any more. Also, the contract with Barnes and Noble stipulated that there would be no increase in the cost of supplies sold in the bookstore. Previously, the mark-up margin on supplies was 30-40%. But the person

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Presidents' Perspectives

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benefits from Disney's low-wage workers. His last piece of advice: "the muddy water won't clear up until we get all the hogs out of the creek" and that, he says, isn't an easy task. It takes all our shoulders pushing together to rid this country of the greedy and the unjust who muddy it up for the rest of us.

COLA may be 1.84%

Community College Council President, Marty Hittelman, reported that the expectation is for a 1.84% COLA at the May revise of the state budget. Sacramento Lobby Days are April 25-27th, an opportunity for us to visit legislators in their offices and talk to them about the inequitable treatment, once again, of community colleges in the Governor's budget. There are also a number of important bills that are working their way through the legislature, including AB 2131 which

would provide community colleges with our rightful 10.93% of the Prop. 98 split; AB 2178 which would provide added funding to community colleges for equalization; AB 2477 which addresses the rising cost of textbooks and a number of others. You can go to cft.org for up to date information on the legislative front.

Negotiations await end of "sunshine period"

As we said at the top of the column, our negotiating team has taken the very first step in this year's bargaining. Joaquin and Katharine met with Lee Finney of the consulting firm, IEDA. The District is hiring Finney as Chief Negotiator, to carry out their end of bargaining this round. We have not seen the District's initial proposal yet and will have to wait at least a month for the end of the "sunshine period" before we can begin the actual negotiations process. We were impressed with the professionalism of Lee Finney and feel hopeful about a

more efficient process this time around. Many people have asked us about retirement incentives and we have approached the Chancellor about this, but we do not have any word yet about the District's interest in offering incentives. The Chancellor has, however, reasserted his desire to raise faculty salaries beyond the current level (6th in the Bay Ten). We shall see what happens.

Finally, see the article on page 8, in which Economics Professor Masao Suzuki analyzes the administrator to faculty ratio in our district and finds it higher than in other comparable districts. As the budget committees meet on each campus to try to determine how to cut even MORE from our colleges for next year — if necessary — it is imperative that we examine all areas of the system. Hang in there and make sure to take a look at the Missing Student sculptures when they are displayed on your campus. Art has a voice — sometimes louder than speeches!

March in March

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today — for equality of access.” Other student speakers equated the cuts to community colleges to an attack on the poor and working class, the vulnerable and the needy. Cameron Samimi, the Associated Student President at El Camino College: “These cuts are about privileges for the rich, those who can afford education. Where’s our fair share? I will *not* be the next missing community college student!” Stacey McMullen, a student trustee from L.A. Harbor College, made one of the more rousing speeches of the day: “Are you mad yet? You need to be mad. They just cut our classes and laid off our teachers. Now they want to raise our fees and give us less for more. Are you mad now? Mad enough to vote? You need to get mad and you need to get out there and make a difference.”

Jackie Goldberg, assembly member from Los Angeles,



Wheel of Miss Fortune

made several powerful points: “California is the richest state in the richest nation in the history of the world. There’s plenty of money here. No more cuts — now listen to the rest of it — Tax the rich! Forty percent of all the billionaires in the world live in California.” State Treasurer, Phil Angelides, seconded Goldberg: “Can the largest state economy in the world afford to educate its population?” The crowd screamed “Yes!” “Why won’t the Governor ask the wealthiest 2% to pay a little more? Why won’t he close corporate tax breaks?”

Prop. 98 split highlighted by faculty

Faculty speakers spoke directly to the ongoing inequity of the Proposition 98 split. Dennis Smith, one of the main organizers of the protest and both a FACCC and AFT



Marchers crowded the plaza in front the capitol

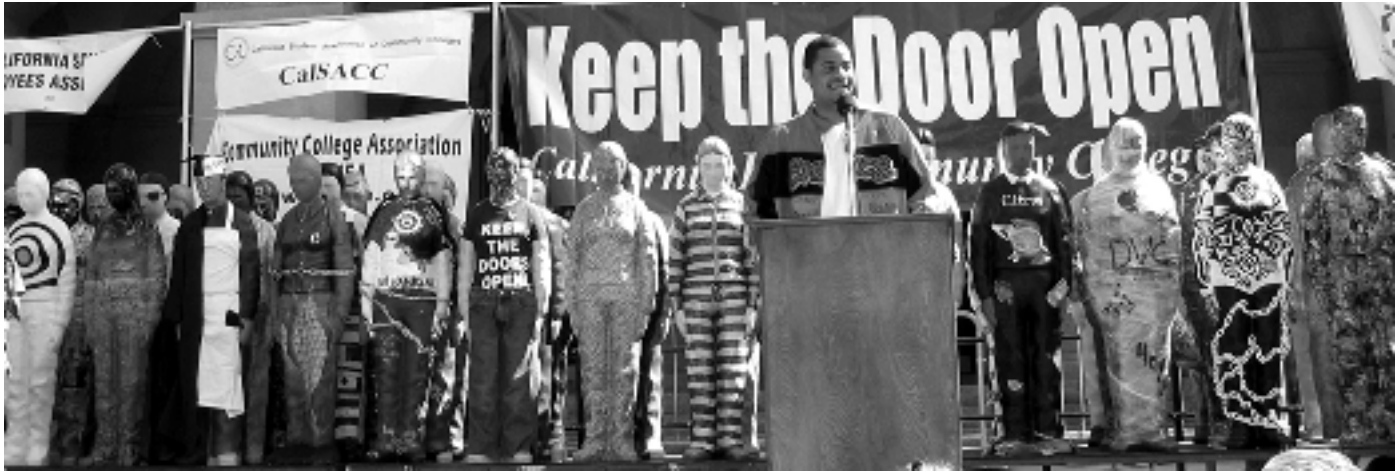
leader from Los Rios College, underlined the point: “Increased fees are a tax on poor people, and the money doesn’t even come back into the system. It stays here. (He pointed to the capitol). We must have our fair share — 10.93% — of Prop. 98.” Marty Hittelman, the President of the Community College Council of the CFT made a strong speech: “Organized labor is behind you. The rich can afford their schools. No student must be denied an opportunity to meet their potential.” Hittelman also spoke about the importance of honoring the Prop. 98 split. As a bright red FACCC t-shirt read: *Community College legal share = 10.93% — Honor the Law!*

Connections to budget for war & prisons

All through the day, signs, T-shirts and speakers made the connection between the attack on community colleges, and education in general, and the budget for war and



Economics professor Masao Suzuki (next to two “missing students”) explained budget issues at a pre-march teach-in at Skyline



Dozens of creatively designed "missing student" sculptures, representing students denied access to college, lined up behind the rally's speakers

prisons. Students from the EOPS program at Golden West College in Huntington Beach wore shirts that proclaimed: *Buy Books not Bombs*, and one compelling sign read: *California, 48th in Education, 1st in Prisons*. The graphic behind the slogan showed, on one side, prisoners behind bars, and on the other, rows of students in front of closed doors.

Students value the experience

On the bus ride back I asked a few Skyline students what they thought about the day. For many, it was their first experience at a protest. John Bomb told me: "It was a good feeling to see that a lot of people actually care about education." Jason Kassahn, quietly reading a thick book at the back of the bus, said: "It was really good to see so many people. I was surprised and happy. It was my first protest, and I'm glad I decided to come." Elin Abbott expressed outrage at the prison vs. education statistics: "We're here to learn. Spend money on us!" Nick Gomez, who is with the Gay Student Alliance at Skyline, was impressed that

one of the Associated Student presidents who spoke was open about his sexuality. "It was really cool. He said, 'yes, I'm gay'. It felt good to see him there."

One of the very first student speakers, Joseph Macedo, the AS President at San Jose City College, told one of the many community college stories -- *his story*. He was incarcerated for seven years, a drug user, one of the forgotten ones. He came back to school at forty-six and used the EOPS program, the Learning Center and the other resources that our colleges offer our fragile students — the same resources that are always under the budget guillotine — to get to where he is today, giving a speech on the steps of the capital with 10,000 people listening and cheering him on. Many others, men and women like Macedo, could very easily become missing students, locked out of education by the shortsightedness of politicians. But not if our students, and the rest of us, faculty and staff, continue to "push back". As one sign proclaimed: *Students: Take It Back!*



The link between education budget cuts and the funding of war and prisons was a common theme throughout the march

SKYLINE ACADEMIC SENATE REPORT

Skyline faculty gain voice in budget; support is needed

by Nick Kapp, Skyline Academic Senate President

The power of our Academic Senates comes from our collective ability to analyze and debate our problems. Our biggest problem this year has been the budget. A number of things



Nick Kapp

have changed this year that will assist our faculty in interacting with both the District and with our Skyline College president on budget matters. The District Committee on Budget & Finance now includes 4 faculty members, three Senate appointees and one AFT rep. The Senate appointees also sit on their local budget committees, thus providing a communication link between the District and the colleges.

This communication is necessary to ensure that all of these committees communicate with one another, and that all constituents hear the same message. At Skyline, the College Budget Committee is co-chaired by the AS president and a Skyline vice president. This committee will advise our College president on the **entire** general fund budgetary matters, not just discretionary monies. The Skyline CBC also has two faculty representatives from every division as well as a Union rep and other faculty representing the ASGC.

I now feel that our faculty have a strong voice in budget matters, both at the District and at our college. Whether that voice is listened to is another matter. In order to be

heard, we must be present at the budget table. We must also demand reliable information. This is going to take a lot of work on the part of our faculty, especially faculty with special skills and aptitude in accounting, finance, economics and governance. These faculty are asked to do work above and beyond the classroom.

I see a division occurring on Skyline's campus, where faculty who are not on various committees think that faculty who serve on those committees were duped or somehow manipulated by the Administration. This is not the case. If a faculty member feels this way, then the more reason that he or she should serve on one of these controversial committees. Faculty on these committees need help and support, not criticism. Over the last couple of years, the Presidents of the Academic Senates have worked hard to give us representation on these committees.

In order to finish this year with grace and dignity, we will all be asked to serve to our fullest extent for our students and our colleges. It is important that we keep talking to one another, that faculty serving on committees talk to their constituents, and that faculty who have representatives talk and listen to their representatives. It is difficult enough to serve without constantly having to second guess what is going on.

In ending, I would say that what is happening now has happened in the past. I was not around for it before, but we have had downturns where we have lost students and faculty before. Faculty will continue to advocate and to teach. Eventually the economy will get better, but in the meantime we will continue to serve our students. We must keep faith in each other and in our representatives in the Senate and in the Union. □

A Cautionary Bookstore Tale

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who is responsible for bookstore supplies has recently discovered that the mark-up margin on supplies is now 50%. Additionally, the number of temporary people who used to be hired to work during peak periods of the semester has been reduced, making it a much more difficult place to both work and to get quality service.

In fact, the experience at Orange Coast is very much the same story told by other attempts at outsourcing, as demonstrated by numerous studies of this issue that have been conducted over the last several years. The attempt to save money usually ends up costing more money, and the attempt to provide more efficient services almost always ends up in a decrease in the quality of the services provided. □

AFT 1493 wins 2 CFT awards

AFT Local 1493 received two awards at this year's CFT Convention held March 19-21 in Los Angeles.

Katharine Harer received a First Place in the category of **Best Feature Writing** for her article "Standing Up For Ourselves", an article about the 2003 Sacramento demonstration in defense of California Community Colleges and protesting the proposed \$530,000,000 cut to the community college systems budget. The judges said that the article was vivid, making the reader feel like they were right there in the middle of the action.

Eric Brenner won a **Third Place** award in the category of Best Web Site for his continuing work on AFT Local 1493's website: www.aft1493.org.

Congratulations to them both for a job well-done!

CSM Senate deals with discontinuing programs

by Tom Diskin, CSM Academic Senate President

The CSM Academic Senate has been busy this year with many important projects, one of the most important being the progress of the Program Improvement & Discontinu-



Tom Diskin

ance (PID) process and the 4 programs (Aeronautics, Film Production, Broadcast and Electronic Arts, and Architecture) that were placed on hiatus last year as a result of budget cuts. The Academic Senate and Instruction Committee have been working on the implementation of the new process approved last Spring to evaluate the future of the programs on hiatus. I am happy to report that progress is going well. A more detailed report on the status of these four programs follows:

Aeronautics

Tim Karas, Aeronautics PID chair, Library faculty: The Aeronautics PID committee met on February 17th. After our discussion of the program, we came to the unanimous decision to recommend the discontinuance of the Aeronautics program without initiating the full PID procedure.

Broadcasting and Electronic Arts

George Kramm, Curriculum Committee chair: We are leaning toward a consensus that Broadcasting and Electronic Arts shares many similarities with other programs such as Film Production and Multimedia. We are thinking that the programs need to be consolidated somewhat so that there isn't duplication of efforts and a drain on student attendance in individual courses. We are working on a possible plan to consolidate these programs somewhat. We are also looking to find objective data to fulfill the areas mentioned in the PID process document. I must emphasize, however, that we haven't made any actual decisions toward a recommendation yet. We will have one more meeting in April where it is hoped that we can decide on a recommendation and pull together a report.

Film Production

George Kramm: Their first meeting is scheduled for March 18, 3-5 PM. Matt Leddy (Horticulture Department) took over for Teeka James at the start of the semester due to a

health problem that has kept Teeka from being on campus. Thus, starting the process has been delayed for this program.

Architecture

Laura Demsetz, Architecture PID chair, Math/Science Division: "The Architecture PID committee had its first meeting on Monday, February 23. We discussed the factors that led to the "hiatus" status of the program, the state of architecture education and of architecture as a profession and future directions for the program. There was also discussion of the need to get information (workload, degrees and certificates, etc.) to document the program in recent years and of the need to understand these numbers in context (e.g., comparing with other transfer programs that have significant requirements in addition to IGETC). The committee chair will gather this information (primarily from other members of the committee) and will begin to put what we have into a very preliminary draft of a report."

A more important aspect of this process is how it fits in with the overall plan. The PID (now called Program Improvement and Viability, to conform with the new District policy) is part of an overall effort to look at curriculum development, program reviews and program viability collectively. This is a more long-range approach to evaluating the effectiveness and longevity of our instructional programs here at CSM. For example, program reviews are now being scrutinized in much more detail than ever before, to determine program needs in terms of instructional equipment, future staffing needs and curriculum development. This document is the single most important tool we have in planning the growth of our instructional programs. The viability studies help us to look critically and proactively at these programs to make sure they are current with both college and community needs.

Another important topic of discussion has been the progress of the Bookstore committee, which has been looking at the feasibility of either upgrading the present structure of our bookstores or allowing a private company to take over operation of our college bookstores. The committee is a district committee, and draws its members from all four constituencies. The Academic Senate supports the work of this committee and is being kept apprised of the progress of the committee through its Governing Council representative, Craig Blake. The committee has been preparing for interviews with all three contenders for the bookstore contract: the present management, Barnes & Noble, and Follett's. They have looked carefully at other colleges who had privatized their bookstores, and looked at their success in doing so. A decision should be reached soon and the results of this decision will be forwarded to faculty members via their campus Academic Senates. □

Why do we have so many administrators?

Our District's administrator-to-faculty ratio is well above state average

The letter at the bottom of this page, written by Masao Suzuki, Skyline College economics professor and a member of the Skyline Academic Senate Governing Council (ASGC), was initially sent to members of the Skyline ASGC. We are printing it here to provide faculty with information that will help clarify some questions that have been raised regarding the number of administrators in our District. Faculty members have asked, in light of the deep cuts in faculty positions that have taken place over the last year, whether administrative positions have been reduced significantly. According to the California Community College Chancellor's Office (CCCCO) data that Professor Suzuki cites, there has been a reduction of one (1) administrative position in our District (from 48 to 47) between Fall 2002 and Fall 2003.

More significantly, the CCCCCO data also shows that our District has many more administrators per faculty FTE than the statewide average for all California community colleges. When compared to our neighboring districts, the San Francisco (CCSF)

and Foothill-DeAnza districts, our District's administrator per faculty FTE ratio (which can be referred to as the administrative load rate) is especially high. The table below shows the specific numbers for Fall 2003. CCSF had one educational administrator for every 28 faculty FTE, Foothill had one educational administrator for every 21 faculty FTE and the statewide average was 17 faculty FTE per educational administrator. At the same time, our district had one educational administrator for only 12 faculty FTE. These numbers are striking. Both Foothill and CCSF have fewer educational administrators than our District, even though our two neighboring districts each have much larger faculty numbers than our District. The most dramatic comparison: CCSF has twice as many faculty as SMCCCD but has 7 fewer educational administrators than our District. This data begs the question: in times of tight budgets and staff reductions, why do we have so many administrators? We'd be interested to hear an explanation for our high administrative load rate from our District administration. -ed.

<u>District</u>	<u>Educational Administrators</u>	<u>Full-time Faculty</u>	<u>Part-time Faculty</u>	<u>Total Faculty</u>	<u>Administrative Load (FTE Faculty/Admin.)</u>
Foothill/DeAnza	45.3	539.2	425.7	964.9	21.3
San Francisco	40.0	671.9	436.5	1108.4	27.7
San Mateo	47.0	358.5	199.8	558.3	11.9
Statewide	1886.7	19132.9	12780.2	31913.1	16.9

Dear AS Governing Council Members:

Recently there has been a lot of discussion in our ASGC about how faculty should participate in the shared governance of the District. My own view is that shared governance has to begin with shared information, and that the information should be both accurate and to the point. However I am very distressed to find that our district seems to be telling faculty one thing and reporting to the California Community College Chancellor's Office something else.

On February 10, 2004 all district employees were forwarded an email message from Chancellor Galatolo that was intended to "help dispel rumors, innuendoes, etc." This message stated in regard to the district office that: "the net reduction in management positions is four." The email came with an attachment showing non-funded positions at the district office.

A week later I received a message based on an anonymous phone call that provided information that the Chancellor's document overstated the actual reduction in management positions showing the vacated positions but not the offsets. Then last week the California Community Colleges Chancellor's Office posted reports for all districts for the Fall of 2003*. This allowed me to compare the actual staffing levels in Fall of 2003 against those of Fall 2002.

These reports show that our district reported one reduction

in management positions at the district office, not four (from a total of 12 in Fall 2002 to 11 in Fall 2003).

The same California Community College Chancellor's Office reports also show that the reductions of the last year fell disproportionately on faculty. Tenured/Tenure-track AND Temporary Instructors who made up 54.8% of District employee FTE in the Fall of 2002, accounted for 72% of the reduction in workforce from 2002 to 2003.

At the same time the number of educational administrators fell by only one position from 2002 to 2003, so that the administrative "productivity" as measured by faculty FTE per educational administrator FTE fell from 13.13 in the Fall of 2002 to 11.88 in the Fall of 2003. This is in contrast to the large increase in the student to faculty load during the same period. [From the fall of 2002 to the Fall of 2003 the District faculty's load rose from 524 to 596, an increase of 13.7% — ed.]

I hope that we can discuss these issues at a future ASGC meeting and come up with ideas on how we can insure that faculty are getting accurate information as a basis for our effective participation in a shared governance process, and to press for prioritizing faculty positions in future budgets.

Sincerely,
Masao Suzuki

* available at: <http://misweb.cccco.edu/mis/onlinestat/>