

Administrative Intervention in Skyline Hiring Committee Raises Serious Questions

by Tom Sullivan, Skyline, Language Arts

Since a fall 1999 faculty screening committee at Skyline was unable to send forward the names of final candidates for a full time tenure track position in English, there has been extraordinary and rather ugly fallout, which raises questions of District-wide importance.

In a sequence of bizarre developments in this spring semester, the Vice President of Instruction, in disregard for both the spirit and the letter of our Board-approved policy for screening

the vice president attempted to handpick a new committee, then produced a paper screening device and asked the District Office to "pre-screen" the applications...

committees (a policy written to assure maximum fairness in selection of full time faculty) attempted to handpick a new committee which would be charged to screen candidates for two full time positions in English. This heavy-handed foray was forestalled by vehement protest from faculty. When Micki Miller, Academic Senate president at Skyline, refused to "sign off" on this committee, the vice president was asked to explain herself at a meeting with Language Arts faculty, their dean, and the Skyline Senate president.

Although the vice president grudgingly backed down and conceded that faculty and their dean should be allowed to form the new screening com-

Continued on page 4

Community College Budget Increases Make Progress in Legislature

Letters to Governor and Legislators Needed Now

The CFT and other organizations representing California community colleges have been extremely active in the 2000-2001 state budget negotiations and, so far, the results have been very positive. Both the Assembly and Senate Budget Subcommittees on Education have approved most of the proposals presented by the Consultation Council, which represents all of the statewide community college constituent groups (faculty organizations, administrators' groups, and classified and student bodies).

The augmentations approved by the subcommittees add about \$340 million to the initial community college budget proposed by the Governor in January. These augmentations include the \$80 million "Human Resources Infrastructure Program" which, if signed into law, would provide \$48 million (60% of the \$80 million) for part-time salaries, office hours and health benefits. In addition to the Human Resources program, here are some of the main items (augmentations to

the levels provided in the Governor's Budget) passed by the Subcommittees:

- **Access/growth**—add \$38.7 million, bringing growth to 4%
- **COLA**—add \$8.8 million to Governor's proposed COLA of \$103 million —fund system request of \$15 million
- **Partnership for Excellence**—add \$70 million to the additional \$25 million provided by the Governor
- **Technology**—fund system request of \$16.3 million
- **DSPS and Puente**—augmentation by \$6.4 million each

The Subcommittees also approved one-time funds in the amount of \$113 million for the current year (1999-2000) to provide for block grants to community college districts.

Both the Senate and the Assembly Subcommittees will take their budgets to their respective full committees and then to a floor vote of their respective houses. This activ-

Continued on page 6

IN THIS ISSUE

Presidents' Perspectives: Contract Negotiations in Full Swing	2
Petition Drive Builds Support for Part Timer Equity	3
Reviewing Screening Committee Procedures	4
Unemployment Benefits Available for Part Timers	5
Garry Nicol & Eric Brenner Win CFT Press Awards	6
Joint Technology Committee Ready to Meet.....	6
Board of Trustees' Resolution Supports Part Timer Equity	6

the Advocate

San Mateo Community College
Federation of Teachers
AFT Local 1493, AFL-CIO

1700 W. Hillsdale Blvd.
San Mateo, CA 94402
(650) 574-6491

Editor:

Eric Brenner, Skyline, x 4177

Editorial Board

Eric Brenner, Skyline, x 4177
Dan Kaplan, x 6491

Co-Presidents

Katharine Harer, Skyline, x 4412
Joaquin Rivera, Skyline, x 4159

Vice President

Bess Chandler, Skyline, x 4286

Secretary

George Goth, Skyline, x 4390

Treasurer

Allen Wolfe, CSM, x 6491

Chapter Chairs

Bess Chandler, Skyline, x 4286
Sondra Saterfield, Cañada, x 3288
John Searle, CSM, x6607

Executive Committee Reps.

Rick Hough, Skyline, x 4193
Mo Macdonald, Skyline, x 4128
Anne Nicholls, Cañada, x 3293
Karen Olesen, Cañada, x 3415
Shaye Zahedi, CSM, x 6240

Part-timers Reps.

Kathleen Feinblum, Sky, 6889 x 9367
Carol Hansen, CSM, x 6677 x 9267
Ann Longknife, CSM, x 6677 x 9273
Patricia Palmer, Sky, x 6889 x 9418

Chief Grievance Officer

John Kirk, CSM, x 6386

Part Time Faculty Coordinator

Kathleen Feinblum, Sky, 6889 x 9367

Executive Secretary

Dan Kaplan, x 6491

THE PRESIDENTS' PERSPECTIVES

Negotiations: Dealing with Cost of Living, Productivity, Sabbaticals & Technology

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



PHOTOS BY JEANNE ANGLIER

We are in the thick of negotiations these days, and our message to the District is loud and clear: faculty need raises commensurate with the spiraling cost of living in this area. We've all read the articles in the newspapers — the Bay Area is now the most expensive place to live in the nation. Many of us are experiencing the squeeze, trying to find affordable housing, paying huge chunks out of our paychecks just to survive in our high-priced counties. Many of us, too, are commuting from across the bay or further because of the housing crunch. The District claims they understand and want to rectify the situation. They are all too aware that we are losing prospective candidates for jobs to districts where the salaries are more in line with the cost of living; they also know that some of us are leaving the District, even forfeiting tenure, to find new positions elsewhere. These realities are very much a part of our discussions, and we will continue to make the issue of faculty salaries a priority.

Decreasing Productivity?

The problem of "decreasing productivity" at the colleges is also at the forefront of our discussions this time around. We are working hard to make sure that productivity is defined in fair and reasonable terms for faculty and students, and we have been assured that no new measures will be put into place

without intensive discussion and planning at the departmental level. We are trying to work cooperatively with the District to conceptualize ways of increasing enrollment and faculty-student ratios without endangering the learning process or faculty working conditions. We'll keep you posted on this ticklish subject.

At this point, the District is offering us 2.84% (the state COLA) and some improvement in benefits, specifically a vision care program and an improved life insurance program with added "quality of life" benefits, such as mental health, vocational and other types of counseling. We are also exploring some new approaches to retirement compensation. Reinstating the sabbatical leave program, which was traded away over twenty years ago during the CTA's reign, may be possible, but there's a hitch. The District's position thus far is that a sabbatical leave program would have to come out of the 2.84% as there are no other possible sources of funding. We're not amenable to that choice, as you can imagine.

Distance Education

One of the important items on the table this round is Distance Education contract language. Dan Kaplan and Katharine Harer attended an AFT Higher Education conference on distance education last month in Washington D.C. Our colleagues around the country are in varying stages of the struggle to protect the rights of faculty around issues such as compensation for the design of new online courses and for added prep and teaching time associated with these courses, intellectual property rights, etc. We

Continued on page 6

THE PART-TIMER VOICE

Petition Drive Builds Support for Part-Timer Equity

by Kathleen de Azevedo Feinblum,
AFT 1493 Part Time Faculty Coordinator
(650) 358 6889 x 9367
azevedo@pacific.cnchost.com



It is good to end the academic year on an encouraging note. Action 2000's statewide petition drive proved to be the year's galva-

nizer for part-timers. The participation of many full and part-timers made the petition drive of April 3-7 a resounding success. This article is a "thank you" to those who participated.

The petition was to get Governor Gray Davis to put the money necessary to provide health benefits, paid office hours, and equal pay for equal work into his next budget. The battle cry: 60% OF INSTRUCTORS AT COMMUNITY COLLEGES ARE PART-TIMERS WHO ARE PAID 37% OF WHAT FULL-TIMERS EARN lured people to petition tables and surprised many students who did not know the underpinning of their education was so fragile. The petitions, collected from community colleges campuses throughout the state, will be handed to Governor Davis on Lobby Day May 8. San Mateo Community College District's contribution: 1350 signatures!

The Process

The task at first was daunting, as I didn't know how I was going to organize the three campuses for this effort and keep up with my crazy schedule, but instructors Paddy Moran of CSM and Indrani Chaudhuri of Cañada took the helm at their respective campuses. I took care of Skyline College. Suddenly, it all became do-able.

CSM Report

Paddy Moran, a professional artist who teaches painting, figure drawing and color at Ohlone College, College of San Mateo and Evergreen Valley College, organized volunteers at CSM. Paddy, along with math instructor Kazumi Tsuchiyose set up volunteers to attend the tables at the student union building from 9-3 on Monday through Thursday. In addition, Paddy coordinated another petition drive at Ohlone College. For Ohlone, she called on part-time faculty, friends and even family members to help. The effort paid off: Ohlone gathered 822 signatures. She felt (and I agree) that the part-time faculty who participated felt a sense of empowerment, and that they were actually doing something to improve their quality of life.

Cañada Report

Indrani Chaudhuri, math instructor, was the contact at Cañada. Because of Indrani's heavy workload and the difficulties of getting volunteers at our smallest campus, Cañada was a tougher nut to crack. Indrani, working pretty much by herself, circulated petitions in the cafeteria on Tuesday evening and Wednesday afternoon. She also gathered signatures in the business, humanities, math and science and counseling offices and in the Learning Center. The general feeling about her efforts was: "Go for it! Its high time!"

Skyline Report

At Skyline, the tables were set up from 8-2 on Monday through Wednesday. Thanks to the English department list-serve, I got 12 volunteers, 4 of

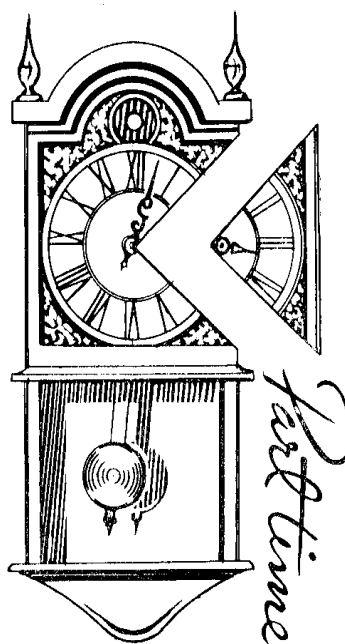
whom were full timers. Karen Wong graciously let me deliver my message via the phone tree and I got even more responses. In addition, instructors volunteered to take petitions into their classes. Other petitions circulated in the Learning Center and in the night faculty office. Posted flyers advertising the petition drive (many of which mysteriously disappeared) did attract some signers to the petition tables on the foggy mornings, but a lot of the impetus was due to wonderful faculty support.

Lobbying

Copies of the petitions not only went to the governor, but went to our Congresspeople as well. Meanwhile, Paddy Moran and I took a copy of the petitions to Senator Jackie Speier's office. We spoke to the district director Kevin Mullin who did a small double take when he saw the pile of signatures. He gave us Senator Speier's support. The next week, I visited Assemblyman Louis Papan's district director Jeremy Dennis. Not only did I receive Mr. Dennis' support, but I also was sent a letter that Papan had passed on the petitions to Governor Davis with a letter of endorsement. I also presented

another set of the petitions to the San Mateo County Community College Board of Trustees at their April 12 meeting. At this meeting, the Board passed its own resolution in support of the campaign for equal pay for equal work for part-time faculty. (See this resolution on page 6 of this issue.) Meanwhile, intrepid Paddy Moran lobbied Assemblyman John Dutra who assured her he would "heartily support" the \$80 million proposal to create a "Human Resources Infrastructure Program".

Continued on page 6



ART BY ALONSO SMITH

Administrative Intervention in Hiring Committee

Continued from page 1

mittee, she revealed that she had uncovered "substantial irregularities" in the fall committees' paperwork. Furthermore, in a blanket accusation, she charged Skyline English faculty of a lack of commitment to diversity. (She made a further charge at a District FASDAC—Faculty and Staff Diversity Action Committee—meeting that Language Arts faculty and their dean were, in fact, screening out diversity.) The vice president has been unable to provide serious evidence of her charges.

"Fast Track" or a Fast One?

When a new committee was formed (I was a member) through a collaboration of faculty and Dean, it met with the vice president in order to be formally charged and reminded of its responsibilities. But the vice president had a surprise. Because, as she explained, the committee was late in its formation (see above), she recom-

mended it use a new District policy called "fast track." She produced a new "paper" screening device and recommended we consider using it. She aided the faculty members of the committee, none of whom were familiar with this policy, by explaining that, while they were "amateurs" in the screening of applications, they could avail themselves of "professional" assistance from the District office of Personnel Services. As a matter of fact, the vice president had **already** asked the District Office to "pre-screen" the collection of application materials because the committee was behind schedule and the committee had asked for their "professional" assistance." (This was not the case.) The committee raised questions. Was "fast track" a Board-approved policy? Was it in written form? Had it ever been used in a faculty hire?

Neither the vice president nor the Director of Personnel could provide timely answers. The committee balked. It sought the advice of the Academic Senate in its role as "guardian" of the

faculty screening process. Time passed. The "pre-screened" applications, however, arrived instantly, each with the new paper screening device—in packets labeled "Yes, No, and Maybe." The "pre-screener" had embellished the "yes" applications with comments and marginalia regarding "diversity." The committee balked. The dean was summoned to the President's office. The Dean carried the committee's concerns with her. The President declined to address these concerns. The President terminated the faculty screening committee on the grounds that it failed to act in a reasonable time frame and breached confidentiality. This is a false charge since the faculty committee divulged no confidential information, but simply brought the issue of the secret fast track procedure into the open.

The faculty members of the committee, in a letter to the President of Skyline College dated April 6, reiterated their concerns. As I write this (May 2, 2000) there has been no response. ■

A Review of Basic Procedures for Hiring Full-Time Faculty

*by John Kirk, CSM,
AFT 1493 Chief Grievance Officer*

Editor's Note: *AFT 1493 has received numerous questions recently from faculty serving on screening committees regarding the appropriate procedures to be followed by these committees. The following article by John Kirk summarizes some of the key screening committee procedures. The page 1 story about recent administrative manipulations of Skyline's Language Arts screening committee emphasizes the need for faculty to be well informed on these procedures before serving on any screening committee.*

A joint committee of the AFT, the Academic Senate and the District collaboratively created and wrote the Selection Procedures for Faculty Members, which was officially adopted by

the Board of Trustees on May 8, 1991. The new hiring policy was mandated by state law – AB1725, which was a major reform of the community college system in that responsibility was shifted from administration to faculty for hiring, credentialing and evaluation of new faculty.

During the first nine years of the hiring policy, a number of deviations have evolved as the three campuses have interpreted the policy in their own way. Some of the differences are beneficial and strengthen the policy while other differences are serious deviations from the intent of the policy. It is important for the faculty to know what is contained in the policy in order to understand the responsibilities of the faculty and to protect faculty rights.

The following is a summary of some of the key sections of the Selection Procedures for Faculty Members.

Under General Considerations, the policy states:

- Emphasis is placed on the responsibility of the **faculty** to ensure the quality of their faculty peers.
- The time between the announcement of each position and the selection of a candidate for hire is long enough to allow for a thorough, complete, and thoughtful search.

Under Development of Job Announcement, the policy states:

- The announcement will be prepared by **subject matter faculty** and the appropriate Dean.

Under Selection of Screening Committee Members, the policy

AFT 1493's Garry Nicol and Eric Brenner Win CFT Press Awards for *Advocate* Article on TSAs & Special Web Site

The *Advocate* and AFT Local 1493 recently won two awards from the California Federation of Teachers (CFT) in the annual Communications Awards competition. The awards were presented at the April 8 meeting of the CFT's State Council. The CFT Communications Awards evaluate publications produced by CFT local unions from around the state.

"TSAs: The Topic on Which We Dare Not Speak"

In the category of "Best Feature Story" the September-October 1999 article, "TSAs: The Topic on Which We Dare Not Speak", written by Garry Nicol of Skyline College, won Third Place.

Distance Education Web Site

Eric Brenner, editor of *The Advocate*, was honored by the CFT in the category of "Special Award" for his work in creating AFT Local 1493's "Distance Education Web Site" which was initially constructed for our Conference on Online Education last fall. As the judges' comments put it: "This special award is for developing and maintaining a Web site for an important professional issue—distance education. It's a wonderful clearinghouse for information on this topic."

The Web site, which Eric is still updating on a regular basis, may be viewed at:

<http://www.smcccd.cc.ca.us/smcccd/faculty/confer>.

Part Timers Eligible for Unemployment Benefits Over the Summer

All Part-timers should remember that you are **eligible for unemployment compensation benefits over the summer break**, unless you are working another job over the summer and you are earning more than your unemployment grant would be. As soon as you give your last final exam, you should go to the local Employment Development Dept. (EDD) office and file a claim, or reactivate the one you have from last winter (if you applied between semesters). If it is a new claim, you will have a one-week waiting period before benefits start, so do not delay. You can also claim for the period between regular terms and summer school.

When applying, tell them about all your jobs, since your benefit is based on all your income over the previous year. When they ask if you have a job to go back to after summer break, you should answer: "Not with reasonable assurance. I only have a tentative assignment contingent on enrollment, funding and program needs." This is important. Do not just tell them that you have an assured assignment for fall or you will be disqualified. According to the Cervisi decision of the State Court of Appeals, part-timers, as a class, do not have "reasonable assurance" of a job and hence are eligible for benefits between terms. If questioned further, mention the Cervisi case. Be sure to fill out all job search forms correctly, and appear as directed in person or by phone or mail. You should not have any problems, but if you do and are denied for any reason, call the AFT office as soon as possible and the Union will advise you on how to file an appeal. Don't be reluctant to file. This is your right, not charity. ■

states:

- The selection of the committee members will be collaborative
- Members will be proposed by **subject matter faculty** and appropriate Dean
- Normally there will be five members on the committee. The committee will always have a majority of faculty.
- Whenever possible, these faculty will be tenured and will be **experts in the discipline** or a related discipline.

Under **Screening of Applications**, the policy states:

- The Office of Human Resources will forward to the screening committee the applications of all applicants who meet the minimum qualifications or who are applying for equivalence.
- All members of the screening committee shall review all completed applications and shall select those applicants for an interview who best meet the qualifications listed on the job description.
- To determine equivalence, the

committee as a whole will rely upon the advice and leadership of discipline experts.

Under **Final Selection**, the policy states:

- All candidates recommended as finalists, in the opinion of the committee, are well qualified to perform the tasks required by the position.
- Normally the screening committee will recommend to the appropriate Vice President at least three unranked candidates for the position.
- If fewer or more than three candidates are deemed acceptable for hire, the committee will submit its reasons in writing.
- The person hired will always be from among the finalists recommended by the committee.

These excerpts of the policy were selected to highlight the faculty's role in the hiring process. If you learn of any attempt by an administrator to usurp faculty rights in the hiring of our professional colleagues, be sure to contract the Academic Senate and the union. ■

Presidents' Perspectives

Continued from page 2

gathered a huge amount of good information that will help us in the writing of our contract language. It's a very hot issue in both two and four year colleges as the pressure on us grows to "maximize delivery of curriculum" while we "keep costs down". This "business model" of education was referred to as "edu-business" by one of the AFT speakers. While recognizing some of the obvious benefits of online instruction, the majority of the presenters at the conference also looked squarely at the dangers inherent for students and faculty if care is not taken in this area. Locally, we will be dealing with these issues through the Joint Committee on Technology and Distance Learning, which the AFT and the District agreed to last year. (See the brief article below for the names of the committee members.)

Well, on that somber note, we'd like to wish you a relaxing and replenishing summer break. We know how hard all of you are working in your classrooms, departments and on the various committees that abound. ■

Joint Technology Committee Ready to Meet

The District and AFT have now made their appointments to the Joint Committee on Technology and Distance Learning. AFT and the District agreed to form this Joint Committee during the negotiations that resulted in the 1999-2000 contract. The District has appointed Marilyn McBride, Michael Claire, and Elizabeth Armstrong to serve on this committee, while the AFT has selected Eric Brenner, Sandra Comerford, and Dan Kaplan to serve. This new committee is charged with making recommendations to the parties on issues and concerns related to technology and distance learning. The date for the first meeting of the committee will be set in the near future. ■

Reminder: AFT Executive Committee Ballots Due

All AFT 1493 members should receive Executive Committee election ballots in campus mail by May 12. **All ballots must be returned to the AFT office by May 30. Questions? Call x6491.**

Part Timers' Voice

Continued from page 3

New developments have been coming thick and fast (For more details, see the page 1 article on the state budget.) Both the Assembly and Senate Budget Sub-Committees for Education have approved most of the Consultation Council's budget proposal, including the \$80 million Human Resources Infrastructure Program which now has strong legislative support. The next hurdle is to get Governor Davis to fund the Program at the full \$80 million.

Have a good summer, though I know you have forfeited your trip to the Virgin Islands so you could teach instead. Good luck to you. ■

State Budget

Continued from page 1

ity will generate a budget conference committee to resolve the differences and prepare the budget that will go again to the floors of both houses. It must then be passed by a 2/3 vote and sent to the governor for signature (and, remember, he has line item veto authority, which he used last year to blue-pencil our \$10 million line item to hire new faculty).

In the middle of all this comes the Governor's May Revision, which will probably be released Monday, May 15th, so now is the prime time to contact your legislators and to write to the governor. Send the governor a letter asking that he make a substantial reinvestment in community colleges when he and his staff do the May Revision. Send letters to: **Governor Gray Davis, State Capitol Building, Sacramento, CA 95814.** (The CFT would like to keep track of these letters, so please also send a copy to AFT 1493.)

Board of Trustees Passes Part Timer Equity Resolution

The District Board of Trustees passed the following resolution at its April 12th meeting:

RESOLUTION IN SUPPORT OF EQUAL PAY FOR EQUAL WORK FOR PART-TIME FACULTY

RESOLVED, by the Board of Trustees of the San Mateo County Community College District, County of San Mateo, State of California, that:

WHEREAS, Part-time faculty are an essential and valued segment of the faculty workforce in the San Mateo County Community College District.

WHEREAS, the San Mateo County Community College District has the expectation that part-time faculty provide the same quality of education and service to students as full-time faculty.

NOW THEREFORE TO THAT END BE IT RESOLVED that the Board of Trustees of the San Mateo County Community College District supports equal pay for equal work for part-time faculty.

NOW THEREFORE BE IT FURTHER RESOLVED that the San Mateo County Community College District supports state funding directed to improve part-time faculty salaries as determined through the local collective bargaining process.