

# FACULTY VOICE

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

CCFT NEWS

## President's Report: The Budget and the Ballot



CCFT President Harvell,  
Paul Harvell

The state budget problem has been a revenue problem. As economic activity contracted, tax revenue based upon that activity shrunk. This leaves the state with a simple option, either raise taxes or cut spending. Some taxes have been increased but not

sufficiently to maintain previous levels of spending, so the state cut spending. Cabrillo saw about a 2% cut in revenue in 2009/2010. Now we face a bigger cut. This year, revenues began with a 6% cut in revenue which amounts to \$3.3

million for Cabrillo. The state budget gimmick this year was "tiered" cuts. If increases in revenue did not materialize, additional budget cuts would automatically be implemented mid-year. There were two tiers for this depending upon how much revenues came in below triggers.

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## Speak Up! Now is the Time

Conrad Scott-Curtis (BELA), Jefferson Hancock, Maya Bendotoff

As you may have seen in messages from CCFT President Paul Harvell, or heard in communications from division CCFT representatives, the college is working to identify some \$3.5 million dollars in cuts from the 2012-2013 budget. While that number is preliminary, and the union will conduct an independent assessment of college finances, we are looking at substantial cuts for the next academic year, on top of the many reductions the college has already made.

Based on our understanding that the union, along with the Faculty

Senate, must take a leading role in shaping the college's response to severe budget constraints, CCFT's priorities for the year are to refine our knowledge of the budget picture (which can change as conditions change), communicate with membership about that budget picture and options for reductions, and gather input from members on values and priorities as we shape CCFT's positions on budget cuts.

As CCFT Director Maya Bendotoff points out, these activities include not only "informing ourselves and our membership about the budget and options for reductions," but also asking

and answering several questions: "How do we communicate with faculty to get the most input possible? How do we prepare faculty to participate in discussions and decisions? How do we deal with the impact of reductions/layoffs/non-rehires?"

Important decisions will be made in the coming months regarding program reductions and eliminations. Your union will play a crucial part in deciding how – and if – those reductions go forward. The elected representatives on the CCFT Council and Executive Board need to hear from you, so please, make contact and tell them what you think about

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compensation and workload issues that will affect you and will affect Cabrillo College as budget reduction plans move forward. Representatives and officers are listed on the back of this newsletter. Now is the time to tell them what you think.



## Support Sharon Hendricks for the CalSTRS Board

For the first time ever, community college faculty will have the opportunity to directly elect a community college faculty member to serve as their representative on the CalSTRS board. CCFT, our statewide affiliate the California Federation of Teachers, the Faculty Association of

Community Colleges, and the California Part-Time Faculty Association have all enthusiastically endorsed **Sharon Hendricks** for the CalSTRS board.

On or around October 1st community college faculty who are members of CalSTRS will receive in their home mailboxes a very important ballot. By casting your vote in this election you

can help determine who will serve as the elected community college representative on the CalSTRS board for the next four years. Ballots must be postmarked by November 30, 2011. This is a critically important decision. CalSTRS is facing major challenges and faculty need a strong and effective representative

on the board who can provide leadership in addressing these challenges. Sharon is a member of our sister local, 1521, in the Los Angeles Community College District. For more information about Sharon, see: <http://sharon4strs.com/>

Please pay special attention to your home mail for a CalSTRS ballot near October 1, **vote for Sharon Hendricks**, and urge your colleagues to do the same.

## President's Report

*Continued from page 1*

Tier 1 called for an increase in fees to students of \$10 per unit. The fee increase was abandoned recently, replaced by a \$30 million cut to community colleges. That is another \$330,000 hit to Cabrillo. Tier 2, which will also probably be reached, would cut revenues to the community colleges by \$70 million. That's \$770,000 to Cabrillo. This year, we expect to see a cut of \$4.4 million in revenue. That's a 7.2% decline in base funding to the college. It can get worse. At a recent meeting of CFT, the president of the Community College Council said he feared Tier 3. The joke is that there is no tier 3. The point is revenues are falling so short of projections, the governor's budget in January could deliver even bigger hits to the

colleges. Currently circulating is a petition to put an initiative on the ballot to create a tax on oil extraction, a "severance fee". All other states with oil have these. I'm in favor a severance fee, but not this initiative. This initiative would funnel all revenue from the oil tax to education alone. I don't believe that is smart for two reasons. First, it puts education at odds with the rest of the state budget. Education isn't the only thing suffering from budget cuts. Health services, public safety, and parks and many others are seeing even greater cuts. Second, the educational budget would now be subject to the direct market fluctuations of



the petroleum industry. If the revenues went into the general fund, the state can offset fluctuations in one tax with others. There is growing doubt whether the severance fee initiative will make the ballot. It hasn't yet gotten the support of CTA or CFT (I suspect for reasons similar to what I mention), and it won't get the support of other groups such as police, firefighters, or nurses. If it does make the ballot, it will see political battle where the opposition is funded by the petroleum industry.

CFT does have a response. It's working on developing its own initiative. Right now, CFT is doing research to see what kind of tax would mostly likely be passed by the voters of the state. Initial thinking would have it include a tax on the top 1% or 2% income earners. It



might also include a oil severance fee. It will probably not be targeted solely at education. All of that is early thinking. Any of it could change depending up the research. To get this on the ballot and passed, it will require work by CFT locals, like CCFT, and partnerships across the state. If CTA doesn't sign on, we'll end up like we did with the Community College Initiative (it narrowly failed, for those that don't remember).

Getting this initiative on the November 2012 ballot and passed will be high priority in CCFT's planning. Much of CCFT focus will still be on local budget issues and negotiations, but one of CCFT's leadership teams will be looking past this school year into November 2012 and beyond the borders of our district and working to make this initiative a success.



## Negotiations Snippets

*Maya Bendotoff, CCFT Executive Director*

Over the summer, CCFT was busy in negotiations with the District on various issues: a retirement incentive for the end of 2011-12; suspension of conference funds for 2011-12 and 2012-13; suspension of funding of sabbaticals for 2012-

13; health benefits for 2011-12; and, perhaps most significantly: layoffs for 2011-12 (of which there was only one).

Surprisingly, the CCFT negotiating team and Council mobilized the most around the last issue: negotiating the

impact of the one layoff (Jan Hiley of the Stroke Center). After months (and months) of negotiation, we finally agreed to one year of medical benefits and "faculty emeritus" status (parking, email, access to some college events and the college library).

Faculty expressed willingness to respond to the budget

woes (suspension of sabbaticals and conference funds, each for one year), but at the same time insisted on a decent transition plan for a faculty member who dedicated a significant chunk of her life to the college. This was you, faculty—expressing your views and mobilizing to support something that a

majority feels strongly about. Congratulations on this victory (together we are strong)!

For a full negotiations update see: <http://ccftcabrillo.org/news/negotiations/negup-date2011.8.pdf>

## Faculty Voices

### What's In Store For The Bookstore?

*Dan Rothwell, Communications Instructor, Bookstore Committee*

Last spring at a social event, a few employees from Cabrillo's Student Services mentioned that Student Services departments would be moving into the current Bookstore location in July, a couple of months away. As a longtime member of the Bookstore Committee on campus, I was understandably stunned to hear this news because no such announcement had been made to the committee. This apparent plan to move the Bookstore to a smaller location, in the face of some considerable blowback from committee members, has been put on hold for the moment. The administration's current response in public meetings whenever the issue emerges now is: "There is no plan to move the Bookstore at this time."



The primary trigger for considering the move appears to be that text-

book sales dropped about \$1 million last year. Believing that standard textbook sales will continue to spiral downward, an assumption not well supported by the facts, the administration began setting the stage for downsizing the Bookstore. Robin Ellis, our newly departed Bookstore manager, had been warning for some time that the Bookstore should be converted to a campus store with a coffee bar, print-on-demand capability to provide locally produced textbooks, and a variety of additional merchandizing ideas to put the Bookstore on solid financial footing. Repeatedly, Robin had to correct the mistaken notion presented at public meetings by members of the administration that the Bookstore was running a million dollar deficit. Last year, despite the precipitous drop in textbook sales, a drop that has



already largely bottomed out so far this year, the Bookstore ran a far smaller deficit of \$77,000. Had the Bookstore not been charged rent by the college, a practice adopted at about a quarter of colleges nationally, there would have been no deficit.

Does the Bookstore need to change to address a volatile textbook market? Yes! Do we need to move the Bookstore from its present location to adapt to these changes? Absolutely not! An outside consultant chosen by the administration to develop a business plan for the Bookstore supported Robin's vision in virtually every detail. The consultant projected almost half-a-million dollar profit for the campus store within three years if the plan were implemented.

So why did Robin suddenly resign her position as Bookstore manager given the support she

received from the consultant (and the Bookstore Committee)? Space does not permit a decent response to this thorny question. Robin told me she sent a seven-page email to the administration detailing her grievances and reasons for leaving abruptly. Her decision, however, underlines the importance of union protections. Managers have no union protections at Cabrillo. If they are treated with disrespect for speaking truth to power, what recourse do they have aside from remaining silent or embracing mindless conformity? Be thankful that your union provides some protection.

What lies in the future for the Bookstore? That is yet to be determined. An interim team from Bookshop Santa Cruz will fill the void left by Robin's departure. Is this a first step toward outsourcing the Bookstore or merely a stop-gap measure? Will the thoughtful business plan be implemented?

Time will tell!



## CCFT Faculty Profile

### Welcome Aboard: Meet Cabrillo's Newest Contract Faculty

Good news! In the midst of budget slashing and dire future predictions, Cabrillo has hired three new contract faculty members. All three have been working here as adjunct instructors. Now, we're lucky enough to have them full time. This issue's faculty profile introduces you to Deirdre Scholar, Carolyn Jackson, and Mark Desmet.



#### Deirdre Scholar

Deirdre has worked for two years as a research geologist and a research oceanographer with the US Geological Survey, where she, "did lots of fieldwork." She began college-level teaching as a graduate student at UC Santa Cruz in the Earth and Marine Sciences and found that she really loved teaching. Scholar worked as an adjunct faculty at Foothill College in Los Altos Hills, CA for ten years and as an adjunct faculty at Cabrillo College for nine years before achieving her current full-time position.

Deirdre tells us that as a kid she "was always curious and interested

in geography." A lot of this curiosity stemmed from spending ten weeks each summer in Ireland with her mother's family. "I would fly from NY (where I grew up) to Ireland and wonder, (in my 8-year old brain), if the Earth is rotating, why doesn't the airplane just hover above the Earth while it spins and then descend upon our desired location—we would surely use less gas if we did so! I also wondered why in the summer the sun set as late as 11PM in Ireland but much earlier in NY. Why was the weather so different between the two places? Why did people speak with such different accents even though we all spoke the English language? Why was everything (from, cars to refrigerators to bottles of coca-cola) smaller in Ireland and much bigger in America? So I guess you could say even at an early age I had the basic principals of a geographer that 'curiosity of place.'"

Deirdre adds that she was also interested in coastal erosion, having grown up in New York and seeing beach-front homes collapsing into the Atlantic during hurricane-level storms. Naturally, when she came to California for college she studied Environmental Studies (the UCSC equivalent of a geography degree) and then went on to earn a Mas-

ters of Science in Earth Science focusing in coastal and marine geology.

Of her favorite teaching moment, she says, "I have done countless hours of fieldwork and field trips with my students. Each time I take students out into the environment, where the topics we learn about in lecture come to life, I see their awe and excitement and it is very rewarding. Students seem to learn the topics better when we get outside. It also fosters camaraderie among the students which is an important part of the college experience."

When asked what she thinks CCFT should emphasize in the coming year, she said she wants CCFT to find "creative ways to maintain all programs and departments during these grave budget times."



#### Carolyn Jackson

After earning a BA in PSYCH at SJSU, Carolyn went straight into an MA in Counselor Education at SJSU. She worked as a Vocational Rehabilitation Counselor in San Jose, taught Counseling

and Guidance courses at SJ City College then moved to Santa Cruz and worked as a Social Worker. Carolyn was hired as an adjunct counselor at Cabrillo in Fall of 1998, and in addition to counseling, began working in the articulation office in Spring of 2000.

Carolyn's favorite counseling moment came as feedback from an unexpected source. She tells the *Faculty Voice*, "I was having a phone-intake with a Nurse as prep for a medical procedure I was going to have. She took all my info, etc., and at the end asked where I worked. When I told her I was a Cabrillo counselor, she said 'oh, my daughter has been seeing a counselor there that has changed her life!' I listened and acknowledged all the great counselors we have and how I was so happy to hear that, but the more she talked about her daughter, the more she sounded familiar to me... finally I asked if her daughter was S\_\_\_\_\_, and it turned out that I was the counselor who'd had such a positive impact on this young woman's life. It was very nice to hear, and being a parent myself, it meant a lot to be acknowledged by her Mom. She also made sure I got the VIP treatment during my hospital stay!"

In her assessment of CCFT she writes, "I appreciate all the hard work that our CCFT reps take on, especially in these very hard times, and the clear communication of the issues at hand."

## Newest Contact Faculty

*Continued from page 4*



### Mark DeSmet

(atop Mt. McKinley)

Mark was hired at Cabrillo in 2005 as an adjunct, after receiving a MS in Mathematics from

Western Washington University. In 2008/2009 he taught full-time at St. Francis High School in Watsonville, but kept a class at Cabrillo because, he says, "I realized how much I enjoyed Cabrillo that year." Last year Mark had a full-time temp contract at Cabrillo before being hired on full-time this year. He says, "I really really enjoy teaching at Cabrillo." In speaking of his favorite teaching moment, Mark had this to say:

"As far as a favorite teaching moment—many.

This year, thus far, it would be students from last year stopping by to get help on current math classes. It is very nice because they are taking math classes beyond what is required of them for their certificates/degrees. Their interest in math has been piqued, and they also see a strong math background as something that can only open up more doors in their future."

Finally, when we asked Mark what he expects out of CCFT he remarked, "I hope the CCFT continues its efforts to act respectfully and thoughtfully in the coming year. We all know this will be a difficult year with difficult choices. I am very thankful for how the CCFT has thus far worked diligently and considerately to hear all opinions, and make decisions based on those opinions."

## Building on Our Strengths and Increasing Faculty Participation

*Maya Bendotoff, CCFT Executive Director*



As we move into the 2011-12 academic year, CCFT surveyed our Council so we can build on our strengths and address our weaknesses this year. Here is a sample of what your Council reps had to say (in their words):

### What CCFT Did Well:

- Great research and preparation on negotiations . . . the budget summaries were really helpful.
- Excellent attention to negotiations of layoffs. We made sure that the full-timer who was laid off was acknowledged and treated with dignity.
- We are seen as responsible partner (with keen budget insight) by the Board and Administration
- Great work on the Net Ending Balance
- We are one of the most effective organizations on campus

### Areas Where CCFT Council Can Improve:

- Letting our members know that just like politics we are not going to be able to make everyone happy.
- Prevent layoffs & reduction of academic programs
- Stop the erosion of faculty salaries & health benefits
- Ensure a balanced approach for any concessions.
- Stir up more participation at the rep level
- It would be to move toward unity on the overload issue

### Main goals for 2011-12 (sample of individual views)

- Help the college solve the budget problem with as few layoffs as possible, including adjuncts, full-time and staff
- Not reduce faculty compensation further. Work for adjunct equity in compensation.

## First Unemployment Filing Session A Success

- Do a better job of finding out what faculty are really thinking and saying.

- Create a climate of working together as a team to protect jobs

As you can see, there is a vast range of opinions when it comes to facing reductions. Within CCFT we have noted, and value, the divergence of viewpoints. Council's main goal in the coming year is "to develop and implement effective strategies that respond to budget realities and reflect constituency values and input."

CCFT will continue to provide budget analysis and information, and representation. Your division reps will inform you (by division) of the latest at Council. Please help by reaching out and expressing your viewpoints to your union representatives.

At the end of the spring semester, John Govsky and Maya Bendotoff hosted CCFT's first ever unemployment filing session. Participants brought relevant employment history and filed online together, asking questions as needed. Several faculty stopped by the workshop to pick up the handout, and headed off to file on their own. Many attendees popped over to the payroll office to obtain payment summary info for the past 18 months.

Overall, participants were extremely thankful to have the opportunity to file together and utilize assistance as they went through the process. Many urged us to make this a new tradition, which we plan to do. Special thanks to the payroll office for friendly support and to Rod Norden for showing up to assist colleagues (he had received union help in the past, wanted to assist others on their way). Camaraderie stretches far in the shade of mundane technicalities.



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## CCFT COUNCIL 2011-12

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| Membership Chair        | Sadie Reynolds              | 831.477.3700 ext.1213 | sareynol@cabrillo.edu                         |

  

| <b>APPOINTED CHAIRS</b> |                              | <b>PHONE</b>          | <b>EMAIL</b>              |
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| Grievance Chair         | Eric Hoffman                 | 479-5093              | erhoffma@cabrillo.edu     |
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|---------------------------------|---|--|---|
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| Watsonville Center              | To be determined  |  |   |

Extensions begin with 479-

\*Message numbers can be reached by calling 477-3700

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### Scholarship Winner!



Vicki Fabbri,  
CCFT Co-Vice President

Do you know that your CFT affiliation has scholarship benefits for your dependents? This year Vicki Fabbri's daughter Sarah Seniuk received the Raoul Teilhet \$3,000 scholarship to help defray expenses during her junior year at Eckerd College, a small liberal arts college in St. Petersburg, Florida. Sarah is majoring in Ancient Studies and Anthropology and is loving it. Thanks CFT and congrats Sarah!