



Special points of interest:

- Meet the New Trustees
- Fee Payer or Member?
- Column Advancement Regulation Changes
- April is Part-Time Appreciation Month

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SOCCCD FACULTY ASSOCIATION Faculty Association News

A Message From the President



Spring semester has been relatively calm after the activity and excitement associated with the November election!

The Faculty Association has continued to work with the District to fine tune implementation of the new Department Chair Compensation Model, which will culminate in a Memorandum of Understanding that will be put before the membership for ratification through a special election.

The FA is in discussions with the District and Saddleback administrations to acquire the use of the "little house" at the Marguerite Parkway and College Drive entrance to Saddleback College. The association would be sharing the space with CSEA and the Police Officers' Union. This would give us a permanent location for our office and space to conduct association business and hold meetings. The building is in need of some repairs and renovation, but we hope that it will be ready for occupancy by fall 2013.

April 26-28, 2013 is the CCA Spring Con-

ference and W.H.O. Awards at the Hyatt Mission Bay in San Diego. This year's SOCCCDFA W.H.O. Award recipient is Margot Lovett from Saddleback's Social and Behavioral Sciences Division. Margot was selected for her outstanding leadership in organizing the phone banking and recruitment of phone bankers for the election last fall. Seventeen delegates from South Orange will be attending the conference.

Looking forward, the Faculty Association is in the process of assembling the negotiating team for the 2014-2017 contract. Forums will be scheduled at each college during fall flex week to gather input for the faculty survey, with the intent to collect the survey data during the fall 2013 semester.

As we begin to wind down the spring semester, I hope it has been a productive time and I'd like to wish everyone a restful and enjoyable summer.

— Paula Jacobs, SOCCCD Faculty Association President

"A union isn't just an organization that you join. A union is 'collective action' with others. You need to experience a union to fully appreciate its value."

Elaine Bernard, executive director of the Labor and Worklife Program at Harvard University

Meet The New Trustees: An Interview with Trustee Jim Wright

What is your educational and professional background?

I have a bachelor's degree in chemistry, a master's degree in organic chemistry, and a doctoral degree in biochem. My doctorate was at the University of Idaho, and I taught for a year before going on active duty. I was commissioned as a lieutenant in the United States Air Force after I got my bachelor's to fulfill my military obligation, but stayed out until I finished my doctorate. Then I spent 27 years on active duty in the Air Force, during which I had three tours at the Air Force Academy in Colorado Springs. I taught organic chemistry and biochem there. I also spent time at McClellan Air Force Base and was a nuclear research officer. We were monitoring the Nuclear Test Ban Treaty. While I was there I taught at Cosumnes River College. When I went back to the Air Force Academy I received tenure. I was also the department chair. Then I got promoted to a full colonel and went back to McClellan Air Force Base as the director of the lab. There were over 300 people at that lab, and it was exciting. In fact, we did all the analysis for Chernobyl in 1986. Finally, I went back to the Academy to be commander of the preparatory school. So, I have been in education almost my entire life. When I finally retired, I came here to work as a chemical engineer for WasteChem/Fluor Daniel. The project was cut, and so I jumped at the chance to teach fulltime at Saddleback in 1994. Then I became a dean at Saddleback in 1999, and was there until I retired in 2012. I've been blessed.

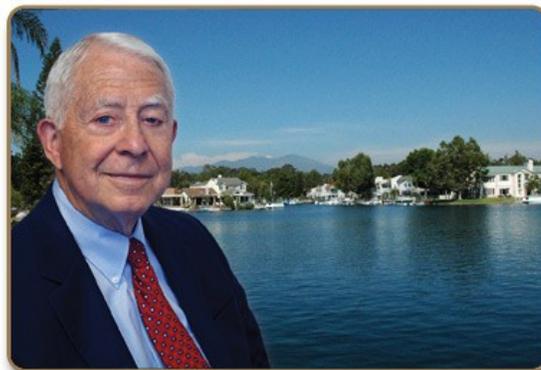
What motivated you to want to become a member of the SOCCCD Board of Trustees?

I guess primarily because I was retiring and all of a sudden there was a vacancy on the board. I thought that that was something I could do, I knew about the board, and I thought I could bring something to it. The opening was at the right time. And I was approached by people at the college to run.

Things have really changed on the board and there is a good feeling.

What are your opinions about the state of public education in California and about the role of the community colleges?

California has a good higher education system. We have the UCs, the CSUs, and the community colleges. What I like about the community colleges is that they are affordable so that anyone can get a college degree. It is far more expensive to go to a community college in other states.



Here everyone can at least get a two-year degree. So we play an important role. In particular, we give a second chance to those who did not do so well in high school or were not motivated. I am concerned about funding however, and about our facilities. We have to do more with our facilities and our maintenance because we must have good facilities. I am pleased with the work of the task force on student success.

What do you hope to accomplish as a board member?

I hope we move forward with student success. We need to stress student success and student completion. Being able to have a plan and goals for this is important. Students need to have a plan and talk to a counselor when they come in. We also have a number of students who come to us unprepared. Seventy percent of our students come without the skills to take transfer-level classes. They need to be counseled to take their English and math early. We also have to stress career technical education and getting people ready to move into the job market. We need to do more in that area. The other concern I have is veterans. We need to take care of these young soldiers, both men and women, who come back after serving our country. I worry about the veterans. I also want the board to be cohesive and to work together.

What has been the most interesting thing you have learned about the district since becoming a board member?

It has been different being on the board because you play a different role. I was very familiar with Saddleback College, and I have spent time at Irvine Valley College trying to get to know them better. I'd like to see Saddleback and IVC work together on more projects rather than being too separate and independent. I get emails from IVC now so I am learning more about what is happening there.

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Meet the New Trustees: An Interview with Trustee Tim Jemal

What is your educational and professional background?

I have a bachelor of arts degree in international relations from Michigan State University, and a graduate degree from The George Washington University in international business. I did attend community college at Lansing Community College in the state of Michigan where I grew up. I have spent a lot of years working in the area of public relations, business development, and public affairs. I run my own firm called Jemal Public Affairs, and I do a lot of work in promoting non-profit organizations to help them grow and develop. That involves fundraising, putting together public-private partnerships, public relations, and strategic planning. It also involves putting together their boards of directors. I am a builder, so I like to build organizations and help them grow. I don't exclusively work with non-profits, but it just worked out that way. I used to serve as the executive director for the American Electronics Association of Orange County, and so I became familiar with working with boards and executive committees. We put together a large annual event for which I formed a partnership with the Department of Education to develop innovation awards throughout the county. In fact, I am still co-chair of the event committee. It's called the Orange County Technology Alliance. I've also done some international business and worked overseas in Armenia. I also taught for two years at the American University of Armenia. I taught business communications and business administration, which was a lot of fun. I was also involved in developing a voice over internet company to help transmit communication from the U.S. to Central and Eastern Europe, principally Armenia, and to do it cost effectively. We were really ahead of the curve, and now, of course, you have things like Skype that have taken over.

What are your opinions about the state of public education in California and about the role of the community colleges?

I am concerned about any erosion in public higher education in California, including the role of community colleges. The success of our state economically and our quality of life is directly tied to the quality of education, not the least of which is higher education. Many of the best and brightest from the U.S. and around the world have historically come to California to attend our institutions of higher education, and we need to keep it that way. Some of our most innovative businesses, industries, and entrepreneurs are in California because of the quality of higher educa-

tion. We want them to stay here and we want them to keep coming. We — elected officials, school boards, PTAs, organized labor — all need to work together. We all agree on one thing — quality education is good for our state and for our community, and we need to keep it that way.

What do you hope to accomplish as a board member?

I hope to be part of improving student success at Saddleback College, Irvine Valley College, and the Advanced Technology and Education Park. My goal is to make decisions in the best interest of the colleges, including ATEP, and that focuses on how we make students successful. That means we have quality faculty; that means having a better understanding of what will give students success in their career and in their education. Some students are not destined to transfer. Some students are better off getting certificate training and then going directly into employment. Some students are coming here to get retrained. So we need to understand what will make them successful at the outset. That would be a very important goal of mine. I also want to substantially increase our partnerships with industry and community-based organizations. I think that community colleges are the best place to improve these partnerships. That might involve customized training or certificate programs that are required in growth industries where they cannot find workers because there is a skills gap. Community colleges are the natural place to provide this kind of education. My third goal is to make ATEP a success. The promise of ATEP is wonderful, and we now need to turn that into a reality. It has the potential to be a flagship for the region and the state in technology training and healthcare training, but we're not there yet. It is our responsibility and the communities deserve it.

What has been the most interesting thing you have learned about the district since becoming a board member?

The diversification of the student population. I sensed it

Continued on page 6



Be Represented! The Division/School Faculty Association Representatives and their Duties

Members of the SOCCCD Faculty Association Representative Council are elected to represent the faculty of each division or school and the part-time faculty, and serve a term of two years. Representatives are expected to attend each monthly Representative Council meeting and report information back to the faculty in their division or school. Representatives are considered the liaison between the Representative Council and members of their division or school and serve as the official channel through which communications is transmitted between the Association and its members. Representatives are also expected to ask their faculty for input on issues that will be voted on during Representative Council meetings and to vote in a manner representing the faculty they represent. Below is a list of your elected representatives:

Irvine Valley College Representatives:

June McLaughlin, Business Sciences

Amy Grimm, Fine Arts

Diana McCullough, Guidance and Counseling (Yolanda Gouldsmith, alternate)

Ted Weatherford, Kinesiology, Health and Athletics

Brenda Borrón, Humanities and Languages, (Lisa Alvarez, alternate)

Kathy Schmeidler, Life Sciences and Technologies

Brent Monte, Math, Computer Sciences and Engineering (Rich Zucker, alternate)

Martha Stuffer, Social and Behavioral Sciences (Mark McNeil, alternate)

Tony Lin, Library Services

Amy Stinson, Physical Science and Technology

Saddleback College Representatives:

VACANT, Advanced Technology and Applied Science

Martin Welc, Business Science and Economic Workforce Development

Georgina Guy, Career Transfer and Special Programs

Mike Long, Counseling Services (Steve Handa, alternate)

Georgina Guy, Transfer, Career, and Special Programs (Mike Hoggatt, alternate)

Lucas Ochoa, Fine Arts and Media Technology (Joey Sellers, alternate)

Mark Blethen, Kinesiology and Athletics

Michael Channing, Liberal Arts

Elizabeth Horan, Online Education and Learning Resources

Samantha Venable, Health Sciences and Human Services

Frank Gonzalez, Mathematics, Science and Engineering (Karla Westphal, alternate)

Margot Lovett, Social and Behavioral Sciences (Caroline Gee, alternate)

Rob Henry, Emeritus Institute

Part-time Representatives:

Susan Bliss

Anne Lawson

Carla Reisch

Are You a Faculty Association Member or a Fee Payer?

The *same* amount of money is deducted from your paycheck whether you are a member or a fee payer. If you are a member, the deduction is referred to as “dues.” If you are a fee payer, the deduction is referred to as “fees.”

Are you a Member with voting rights, \$1 million dollars in educator liability insurance, and other member benefits? Or are you a fee payer without voting rights and no liability insurance simply because you have not signed a Membership Enrollment Form? Who will pay your legal fees if you need to defend yourself on work-related issues? Do you want to have a vote in elections for officers and Representative Council members? Do you want to have a vote in whether or not to ratify future proposed contracts?

Only faculty who have completed, signed and submitted a **Membership Enrollment Form** are considered members. Membership includes the right to vote on local and statewide CCA/CTA/NEA matters, \$1 million Educator Liability Insurance coverage, CTA legal representation, free CTA & NEA life insurance, and

consumer discounts for appliances, entertainment, and auto and homeowner insurance.

If you are not a member, why not complete a Membership Enrollment Form today?

Print out a copy of the Membership Enrollment Form located on our website www.socccdca.net, complete, sign, and submit by sending in campus mail to Loma Hopkins, DSPS, SSC- 113, Saddleback College, or use US Postal service to mail to SOCCDFA, P.O. Box 4800, Mission Viejo, CA 92690.

For additional membership information, please visit the Membership and Part-Time Faculty sections of our website www.socccdca.net or contact Loma Hopkins, Membership Chair, at 949-582-4779 or lhopkins@saddleback.edu.



Need More Reasons to Join the Faculty Association?

Our parent organization, the Community College Association (CCA), has an advocacy, political action and professional development program, which has:

- Obtained millions of additional dollars for community colleges from the legislature
- Stabilized community college funding through Proposition 98, which guarantees dollars to community colleges...in contrast to the CSU and UC, which have to fight every year for their budgets
- Lobbied for and won monumental increases in STRS benefits
- Campaigned for and passed Proposition 1A, the highest bond amount ever for educational facilities
- Protected faculty rights during the Education Code review process
- Negotiated 6 of the top 10 highest earnable salaries of the 72 community college districts

By joining the SOCCCD Faculty Association you will be part of the largest, most influential association of educators striving to improve the working conditions of its members and the quality of public education. More than 335,000 California educators belong to CCA, CTA and NEA. CTA is the largest public employee association in the state, while NEA is the largest public employee association in the country with over 2.9 million members.

Know Your Contract: Changes to Column Advancement and Doctoral Stipend Regulations

Due to changes in the State Teachers Retirement System (STRS) pertaining to penalties charged the district for back pay, the SOCCCD Faculty Association and the district signed an Memorandum of Understanding (MOU) modifying the current contract language.

The modification is to **Article XXX: Wages**, and affects the date by which official verification of coursework taken or degree conferral must be received by Human Resources in order to process a column advancement or new doctoral stipend. Previously, column advancement could only take place once a year, and the due date for the submission of transcripts was on September 1 of the academic year in which the change was to be in effect. Now, there are two dates for the submission of transcripts: August 1 for an effective date in the fall semester and January 3 for an effective date in the spring semester.

Although the course(s) must now be completed and transcripts received one month earlier for the fall, faculty no longer have to wait an entire year to receive credit for coursework taken or a degree earned in the fall semester, as long as the transcripts are available by January 3.

Faculty salaries are based on both one's step and column placement. Unlike step increases, which are based on years of experience, column advancement is based on degree earned and/or units attained. Coursework must generally be at the upper-division or graduate-level within the faculty member's primary assignment. However, credit can also be received for coursework taken outside of the primary assignment with prior approval by the Vice President or for up to nine(9) semester units of appropriate lower division coursework with prior approval by the Dean and Vice President. A passing grade must be received for the coursework to be accepted.

Meet the Trustees (continued)

Trustee Jim Wright — Continued from page 2

What do you like to do in your free time?

Our family. I have a wonderful wife and family. We've been married for 45 years. We have five children, 14 grandchildren, and even seven great grandchildren. I'd like to spend more time with my family, and we've been able to do that more since I've retired. For example, in the first part of the year we were able to visit our son in Utah. We have no children who live near us, which is unfortunate. When we moved to Southern California in 1992, most of our children were already married with children of their own. Our son in Mesa, Arizona, is the closest. We went to see our grandson play basketball in Mesa. Then we went to see our son and grandchildren in Northern California. So, mostly family time. And then my wife and I work at the temple every Friday. My wife and I just like to spend time together. We're finding a lot to keep us busy. ☞

Trustee Tim Jemal — Continued from page 3

before, but having spent time on the campuses I realize what a demographically diverse student population we have in our

district. There are some differences between the two colleges in terms of the student populations there and the types of programs they are seeking. I can't say it was a complete surprise, but I have found it interesting, and it leads me to believe there are good justifications for the fact that there are two colleges, each with different needs. We have to continually be on our toes, because education needs to evolve with the demographics, the needs, and the times.

What do you like to do in your free time?

I spend a lot of time with my family and my children. I have two children, a 15-year-old daughter and a 13-year-old son. I coach a lot of youth sports — baseball, tennis, football. My daughter is a tennis player and plays on the high school tennis team. My son is an avid baseball player. For years I volunteered with Little League. My wife and I like to read, but we don't have as much time as we once did to do that. We also love to travel, but don't have as much time for that either. What is great about South Orange County is the number of bike trails and hiking paths. I love to go hiking and, when I can, do some mountain biking and even some road biking as well. I have also taken up the practice of yoga. ☞

Part-Time Faculty News

In recognition of April being Part-Time Faculty Appreciation Month, I would like to invite all Part-Time faculty to join me and my fellow SOCCCDFA Executive Board members at a town hall style meeting which will be held on Friday, April 19th from 12:00-2:00 pm at the Saddleback Valley Educators Association headquarters:

25201 Paseo de Alicia, Suite 150
Laguna Hills, CA 92653

This is a terrific time to meet your peers, discuss issues that are unique to part-time faculty, and enjoy a delicious lunch. It's our way of not only thanking you for your hard work, but also to familiarize you with the faculty contract and explain how the SOCCCDFA represents you. Please contact Deyanira Gonzalez at (949) 582-4988 or at SOCCCDFacultyAssociation@gmail.com to RSVP.

I hope to see you at our event.

— Beth Clary
Part-Time Faculty Chair

Celebrate Part-Time Faculty Appreciation Month



Town Hall Meeting and
Luncheon

Friday, April 19th

12:00-2:00pm

SVEA Headquarters

R.S.V.P

(949) 582-4988 or

socccdfacultyassociation@gmail.com

The Adjunct Project



Nearly two-thirds of the faculty teaching in college classrooms in the United States are part-time employees. They are generally paid less than their full-time counterparts, often do not receive benefits of any kind, have little to no job security, and yet are expected to provide the same quality education to their students. Rather than hiring more full-time faculty, colleges are staffing more and more classes with part-timers in order to cut costs.

The first step in changing this situation is to generate a complete picture of the current realities of part-time faculty. Towards this end, the *Chronicle of Higher Education* has created "The Adjunct Project." The aim of this

project is to collect information from part-time faculty themselves on salaries, benefits, and working conditions. It was started as a single spreadsheet by a part-time faculty member in 2012 (Joshua Boldt from Athens, Georgia), and has turned in to a nationwide database of information. The site also has an "advice" section and a blog, both addressing issues pertinent to part-time faculty. Thus far, someone has entered information about Saddleback College but not IVC.

To read more about this project or to enter your own information, visit the Adjunct Project website at <http://adjunct.chronicle.com/>



2012-2014 Officers

Paula Jacobs, President

Claire Cesareo-Silva, President Elect

Lewis Long, Past President and Chief Negotiator

Allison Camelot, Secretary

Ken Woodward, Treasurer

Loma Hopkins, Membership Chair

Beth Clary, Part-Time Faculty Chair

Grievance Chairs

Kathy Schmeidler, Irvine Valley College Grievance Chair

Lee Haggerty, Saddleback College Grievance Chair

P.O. Box 4800

Mission Viejo, CA 92690

(949)582-4988

Deyanira Gonzalez, Administrative Assistant

www.socccdfa.net

socccdfacultyassociation@gmail.com

Upcoming Events and Meetings:

Part-Time Faculty Appreciation Lunch and Town Hall: Friday, April 19, 2013—12-2pm
Saddleback Valley Educators Association Headquarters.

May Representative Council Meeting: Monday, May 6, 2013—3-5pm
AGB Conference Room, Saddleback College