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# SOC CCD FACULTY ASSOCIATION Faculty Association News

## A Message From the President



### SOC CC DFA and YOU

The moment that faculty members join the Faculty Association they become part of a network of people committed to safeguarding the rights of education professionals and crafting the best possible educational systems for students. This network includes our affiliates CTA (the California Teachers Association) NEA (the National Education Association) and CCA (the Community College Association).

With the support of CTA and its staff, local chapters such as ours work for members in a variety of ways. Local chapters are responsible for contract negotiations (working conditions, salaries, benefits, etc.) and handle grievances related to contract rights. Local chapters also keep members informed about district policies and administration and board actions that affect them directly.

At the state level CTA recognizes the impact that legislation has on public education. CTA supports education-friendly political candidates, advocates for legislation that will positively affect public education, and works to defeat legislation that is harmful. Propositions 30 and 32 are recent examples of these efforts. Of course, CTA isn't always successful, as is the case with Assembly Bill 955 which establishes a voluntary pilot program allowing a small number of community colleges to offer high demand classes during summer and winter intersessions at an

increased cost to students.

Because of CTA's affiliation with the National Education Association, CTA members automatically enjoy NEA membership. NEA is the largest professional employee organization in the nation, and with a membership 3.2 million strong, its voice in Washington D.C., is an important one.

CTA along with CCA take on many challenges on behalf of their members. There is much opportunity for members to get involved at both the local and state levels.

During the spring semester, elections will be held for officers to lead the SOCCCD-FA. Don't sit back and let others run your association. We welcome the involvement of new colleagues. Please contact any of the current officers or your school or division representative to learn more about leadership opportunities in the SOCCCD-FA.

*Content adapted from the California Teachers Association 150<sup>th</sup> Anniversary commemorative booklet.*

-Paula Jacobs,  
President

***"The moment that faculty members join the Faculty Association they become part of a network of people committed to safeguarding the rights of education professionals and crafting the best possible educational systems for students."***

## Negotiations News

The current contract expires at the end of June 2014, and Faculty Association Negotiating Team is preparing to negotiate its replacement.

The first step in this process is to survey the faculty in order to discover what issues need to be addressed, and which of these have the highest priority. During Flex week, the team held two forums, one at each campus, followed by an email soliciting responses, to compile a list of potential issues for negotiation. These issues are then placed into a formal survey.

Soon after you read this, every faculty member should have received an email with a link to the survey. Please take the time to complete the survey. It takes only a few minutes, and is very important to both guide the team in constructing its initial proposal to the District, and in helping us defend issues which are important to the faculty.

Once the survey results are compiled, the team will meet to study them, and use them to construct an initial proposal (also known as a “sunshine” proposal)

to the District. This proposal is generally rather vague, identifying the contract articles and provisions that we plan to address during negotiations, and is delivered to the District sometime soon after March 1<sup>st</sup>. It then is presented to the Board and the public during the March Board of Trustees meeting. In May, the Board presents its sunshine proposal, and then the two teams can meet at the negotiating table to work out the new contract.

Although both the District and the Faculty Association are interested in resolving the negotiations as soon as possible, in practice this has been an arduous process, taking three and two years for the last two contracts, respectively. However, with a new and more faculty friendly Board, the team is hopeful, and even cautiously confident, that this time we will be done much more quickly.

-Lewis

Lewis Long, Chief Negotiator

## Know Your Contract: Personnel Files

In accordance with Article XVIII of the Academic Employee Master Agreement, *nothing* can be placed in your personal file without your knowledge. Moreover, if the information is of a derogatory nature, you have a right to review the document and comment on the information prior to it being placed in the file.

If you believe the information on the document in question is false or erroneous, you also have a right to file a grievance for the purpose of having such information rectified or expunged.

If you want to know what is in your personnel file, you have the right to view it “at reasonable intervals and at reasonable times, with reasonable advance notice.” Representatives of the Faculty Association who are assisting you with a personnel matter can



also access your file with your written authorization.

If you have any reason for concern about your personnel file, be sure to contact the Grievance Chair at your college for assistance.

## Confessions of a Tenured Professor

*Edited version reprinted from Inside Higher Ed:*  
<http://www.insidehighered.com/views/2010/05/11/brown>.

May 11, 2010

Peter D.G. Brown

I must confess right off that I did not become a contingent labor activist until I turned 60, a mere six years ago. Until then, I was a fairly typical senior professor, passionately involved in teaching my students and interacting with my tenured colleagues on a variety of faculty governance committees. I have also pursued a fairly active research agenda. ...

When I began teaching at Columbia and Barnard in the 1960s, almost all the positions in their German departments were tenure-track. ... It was not until a few years after the dawn of the new millennium that I, like Rip Van Winkle, "awoke" after decades to a brand new reality: the number of tenure-track faculty in my department had shrunk to a mere 10, while some two dozen adjuncts were now teaching the bulk of our foreign language courses. Yikes!

As everyone in academe now knows, the professoriate has experienced a radical transformation over the past few decades. These enormous changes have occurred so gradually, however, that they are only now beginning to receive attention. The general public has remained largely unaware of the staffing crisis in higher education. As contingent colleagues around the country came to outnumber the tenured faculty and as they were assigned an ever larger share of the curriculum, they became an inescapable fact of academic departmental life.

Nationally, adjuncts and contingent faculty [ or *ad-cons*] ... now make up an amazing 73 percent of the nearly 1.6 million-employee instructional workforce in higher education and teach over half of all undergraduate classes at public institutions of higher education. Their number has now swollen to *more than a million* teachers and growing.

I must confess that belonging to the de facto elite minority makes me very uneasy. Most tenured faculty view themselves as superior teachers with superior minds. In this view, the arduous six-year tenure process

clearly proves that all of us are superior to "them" and have deservedly earned our superior jobs by our superior gifts and our superior efforts. ...

As I got to know my adjunct colleagues better, I began to

see these largely invisible, voiceless laborers as a hugely diverse group of amazing teachers. Some are employed at full-time jobs in education or elsewhere, some are retired or supported by wealthier others, but far too many are just barely surviving. While instances of dumpster diving are rare, adjunct shopping is typically limited to thrift stores, and decades-old cars sometimes serve as improvised offices when these "roads scholars" are not driving from campus to campus, all in a frantic attempt to cobble together a livable income. Some adjuncts rely on food stamps or selling blood to supplement their poverty-level wages, which have been declining in real terms for decades. ...

I am ... asked by tenured faculty why on earth I would be spending so much time and effort advocating for a group of "others" whose fate I have never shared. I suppose this is a perfectly legitimate question, but I do find it a bit odd. Why *wouldn't* I insist that these precarious colleagues be allowed equitable compensation, job security, fringe benefits and academic freedom? And why *shouldn't* I want them to have equitable access to unemployment compensation, professional development and advancement?

What kind of callous person would I be if I were not profoundly disturbed by such obvious inequality? And what does it say about my *entire* profession when over 70 percent of those teaching in American colleges today are precarious, at-will workers? This new faculty majority, frequently and erroneously mislabeled as part-timers, are often full-time, long-term

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## Meet Your Part-Time Faculty Representatives

### Susan Bliss



Susan has her M.A. in Historical Musicology from USC and her Ph.D. from UCLA. As an undergrad, she attended Eastman School of Music (Music Ed. major) and Manhattan School of Music (Piano Performance major) and completed her B.A. from S.U.N.Y. Stony Brook in European History. She has taught at CSU Fullerton, Scripps College, Irvine Valley College, and Saddleback College. She spent 12 years as a freelance music critic working for the Los Angeles Times. She has been married to photographer Christopher Bliss for 27 years and has two grown children. Her daughter went to Saddleback College before transferring to CSU Fullerton, from which she graduated last May. Her son currently attends Saddleback College. When not working, she enjoys spending time with family and friends, long walks, yoga, traveling, studying new subjects, playing piano, reading, and attending events in all of the arts.

### Carla Reisch

Carla received her M.A. in Musicology at CSU Long Beach and has been teaching for nearly 30 years, seventeen of those in higher education. In 2003, she joined the music department faculty at Irvine Valley College. She has also taught at CSULB, The Orange County School of the Arts, and Coastline College. In addition to serving on the Faculty Association Council, she also serves as the part-time faculty representative on the Academic Senate at Irvine Valley College.

### Gordon Richiusa



Gordon is former editor of *1 Adjunct Voice* and *The Kite*, both faculty organizing newsletters, and was the AFT/Part-Time Faculty United supported BOT candidate at COC in Santa Clarita. He has been a teacher for over 30 years, and is a member of The National Writers Union and The International Federation of Journalists as well. A member of four martial arts halls of fame, his recently released [The Five Principles of Everything](#) (a life skills strategy book) has pertinent content for developing workable strategies in all endeavors.

### Bev Wirtz



Bev is a first generation college graduate, with her first degree earned at a community college. She has been a part-time faculty member for 20 years, joining the Saddleback faculty in January of 2012. Prior to joining Saddleback, she taught at Northern Virginia Community College, Cypress College, and at Portland Community College. She has served on faculty senates and committees concerned with curricula, accreditation and hiring. In addition to her teaching experience, she served as a Research Associate for the Federal Judicial History Office in Washington, DC, which is the teaching and research arm for the United States Federal Courts. Her responsibilities included oral history projects with retired Associate Supreme Court Justices Thurgood Marshall, William

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## Membership Information



Have you used the tools provided by CTA to help you understand your investment options to prepare for retirement? Check out [ctainvest.org](http://ctainvest.org). This is a website with nothing to sell—just useful, easy-to-understand information. Do you know the difference between a financial advisor and a fee-only financial advisor?

**Do you understand your membership options?** In August 2010 we became a “Fair Share” or “Agency Fee” bargaining unit which means everyone pays dues or fees to the union. Membership, with voting privileges, leadership opportunities, educator liability insurance, life insurance, consumer discounts, legal representation in work related matters and other benefits, costs the same amount as being a Fee Payer who does not receive those same benefits. All faculty, whether Member or Fee payer, are represented in contract negotiations and matters directly related to the contract. If you have questions about your membership status, please contact Deyanira Gonzalez, Administrative Assistant or Loma Hopkins, Membership Chair. Members do not pay any more money than Fee Payers.

**Do you work fewer than 3 OSH per semester?** If so, you might be eligible for reimbursement for all or some of your dues for each semester. For details,

please contact Loma Hopkins, Membership Chair at [lhopkins@saddleback.edu](mailto:lhopkins@saddleback.edu) or 949-582-4779.

**Committee members needed:** The Membership Committee needs new members. Serving on the committee is easy. Mostly you would need to participate in one or two meetings per semester and help develop ideas for increasing Membership enrollment. If interested, contact Loma Hopkins, Membership Chair. [lhopkins@saddleback.edu](mailto:lhopkins@saddleback.edu) or 949-582-4779.

I would like to take this opportunity to thank Diana Mc Cullough at Irvine Valley College for her role in the Membership Committee. She has agreed to be a central point of contact for IVC faculty who have membership questions or who want assistance in processing their Membership Enrollment forms. Diana can be located in Counseling at IVC, or contacted at [dmc-cullough2@ivc.edu](mailto:dmc-cullough2@ivc.edu) or (949)451-5480.

-Loma Hopkins,  
Membership Chair



## Save the Dates

**Friday, February 28, 2014 12 – 2 p.m. Retirement Planning for Part-Time Faculty**

Location: SVEA offices, 25201 Paseo de Alicia, Ste. 150, Laguna Hills

**Friday, March 14, 2014 10 a.m. – 4 p.m. Educator’s guide to Saving and Investing for Retirement: How to Make Good Decisions About Your 403(b) or 457 Plan**

Location: Hilton, Anaheim. Register now at [cta.org/conferences](http://cta.org/conferences).

## Confessions of a Tenured Professor (continued)

*(Continued from page 3)*

perma-temps, whose obscenely low wages and total lack of job security constitute what is only now being recognized as the "dirty little secret" in higher education.

The exploitation is indeed filthy, but for me and my tenured colleagues, this scandal is neither little nor secret: the vast majority of those well-educated, skilled professionals who daily teach millions of students in our classrooms are actually being paid far less than the workers who nightly clean them. Ad-cons are treated as chattel or as servants who can be dismissed at the will and whim of any administrator from departmental chair to dean or provost. ... We all know this, but most tenured faculty colleagues choose to simply look the other way. C'est la vie. Tough luck. Life just isn't fair. Keep on walking and change the subject.

This is such an outrageous injustice that I am embarrassed and shamed by my tenured colleagues' widespread inaction. Even most of my union "brother and sisters" voice little concern about a two-tiered system where they make at least three times as much per course as their adjunct colleagues and enjoy all the other wonderful perks of tenure: lifetime job security and the academic freedom it provides, regular opportunities for advancement and promotion, comfortable pensions, large furnished offices, telephones, computers, sabbaticals and other generous leave opportunities — the list goes on and on. ...

Equitable compensation, health and retirement benefits, opportunities for advancement and professional development: all these should be available for everyone in higher education and are long overdue. Since teachers' working conditions equal students' learning conditions, it is a truly deplorable message we are sending our students! With more than 70 percent of our college teachers lacking any kind of job security, academic freedom has largely disappeared from our colleges, drastically lowering the overall educational quality. ...

Tenured faculty members across the country need to wake up now and begin to play a crucial role in sup-

porting equity for their contingent colleagues. This is your official wake-up call, folks, along with a cordial invitation to all ad-cons and tenure-track faculty to please join New Faculty Majority today! If more tenure-track faculty would summon the courage to speak out in support of their fourth-class colleagues, it could really make a decisive difference in college senates and governance councils, in union governing bodies and in state legislatures. Not only are tenured faculty members largely immune from retaliation; they possess widespread credibility plus significant monetary and other resources to help tip the scales in favor of equity. Slavery was not ended without the selfless support of free persons. Women could not have achieved their substantial gains over the past century without the outspoken support of more than a few men, nor would civil rights and gay rights struggles have been able to successfully advance without the sizable backing from those fortunate enough not to be victims of discrimination.

Will my tenured colleagues in higher education heed the urgent call to help restore academic freedom, solidarity in fact as well as in song, and the integrity of the profession? I must confess, I really don't know.

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*Peter D.G. Brown is a Distinguished Service Professor of German at the State University of New York at New Paltz. In addition to being a founding member of the board of directors of New Faculty Majority: The National Coalition for Adjunct and Contingent Equity, he serves on the executive board of United University Professions and is vice president for academics in the New Paltz UUP chapter.*

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For more information about the New Faculty Majority, visit:  
<http://www.newfacultymajority.info/equity/>.



## Part-Time Faculty News



During the last few months, many of you have heard the account of Margaret Mary Vojtko's life. Her story went viral in a matter of days as we read the headlines: "83 year old part-time faculty member dies destitute and without benefits."

The headline has caused quite a stir and more importantly has opened a dialogue regarding the struggles that many part-time faculty members face. Most of us don't know much about Margaret or Miss Margaret, as she liked to be called, and as often happens in the media, her story has taken some twists and turns along with the attention grabbing headlines. Many blogs, organizations and unions have taken Miss Margaret's name and have turned it into an anthem: "**I AM MARGARET MARY.**" I was also intrigued by the headlines and wanted to learn more about this woman's life. Here is her story:

Margaret Mary Vojtko lived most of her life in the house in which she was born (built by her father in 1930), located in Manny, Pittsburg. She attended the

University of Pittsburg and the Catholic University of America in Washington D.C. After college, she worked at the University of Pittsburg and Indiana University. Miss Margaret then worked as a nurse at St. Francis Hospital until 2002 when the hospital closed. Miss Margaret spoke multiple languages, including Slovak and French, liked to travel to Slovakia in her younger years, and had a passion for sacred music and history.

In 1988, she was hired to teach French part-time for Duquesne University, where she was paid \$1,200 per course. It was at Duquesne University where Miss Margaret really shined. She was well respected by her peers (several of whom asked her to edit their manuscripts) and students (many of whom wrote glowing reviews on her behalf). Over the years, she was assigned additional classes and had high hopes for her teaching career at Duquesne. But, as many of you know, her life and career took a turn for the worse.

This past year, Miss Margaret, now age 83, was let go by Duquesne after 25 years of teaching (or to put it in

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## Honoring Labor

Never forget that it is because of labor unions that we have:

- Minimum Wage Laws
- Child Labor Laws
- Lunch Breaks
- Sick Leave
- Maternity Leave
- 8-Hour Work Days
- 40-Hour Work Weeks
- Overtime Pay
- Paid Vacation Leave
- Health Insurance
- Unemployment Benefits
- Safe Work Place Laws
- Paid Holidays
- Disability Benefits
- Worker's Compensation
- Weekends



## Part-Time Faculty News (continued)

*(Continued from page 7)*

academic terms, her contract was not renewed). She had been battling ovarian cancer, her childhood home was dilapidated, she was penniless (though Miss Margaret's pay had increased to \$3,000 per course, her number of course offerings had been greatly reduced and she was only making \$10,000 a year), and had no health or retirement benefits. Miss Margaret could not afford to make the necessary repairs to her home, including the furnace, and often slept in the adjunct faculty offices at Duquesne (if found by campus officials, she would be escorted off or driven home by campus security). There were individuals who offered help. Her church let her stay in a home they owned for one month and she was always welcome for meals. People offered to pay for and fix her furnace, but she refused. Just weeks before her death, someone had reported her to the Area Adult Services as needing assistance. A case worker was scheduled to visit her in a few weeks, but sadly Miss Margaret never met the case worker as she was found on her lawn having suffered a heart attack. She spent her last few weeks in hospice, and died on September 1, 2013. She was buried in a simple cardboard coffin that did not even contain handles for the pallbearers.

Stories about her death have ignited controversial debates as many who are familiar with the workings of academia have taken sides. Some have referred to the accounts of Miss Margaret's death as political exploitation, while others are hoping that her story will bring change for part-time faculty working conditions.

I wanted to provide insight on what seems to be, by many accounts, an extremely dedicated, hard-working teacher who enjoyed her job tremendously. By sharing a small piece of Margaret Mary Vojtko's life, I am hoping to personalize a few of the issues that part-time faculty face every day. You may think that Miss Margaret's sad situation is unique, but I personally know of part-time faculty in our district who are facing similar circumstances: some are a paycheck away from being homeless and others are facing health conditions that they cannot afford to treat. Part-time faculty are not just nameless employees. They are devoted professionals, most of whom are trying to make a meager living doing the job that they love, which is providing the best teaching experience they can for our students. Isn't that what education is all about?

- Beth Clary  
Part-Time Faculty Chair

## Meet Your Part-Time Faculty Representatives (continued)

*(Continued from page 4)*

Brennan, and Lewis Powell. She feels that Saddleback College provides students a quality education, and believes that the quality of that education is only insured by a strong, united, faculty. She delighted to be a part of this the Faculty Association and serving as a part-time faculty representative.

### Scott Kim (alternate)



Scott is an instructor of Culinary Arts at Saddleback College. He is also the chef/owner of Skimmer's Panini Grill in Mission Viejo, which opened in 2003 and is still going! For 12 years he worked in sales management in the wine and spirits industry. He has a Master of Italian Regional Cooking diploma from La Scuola di Gastronomia Superiore in Jesi, Italy, an A.S. Degree in Culinary Arts from the Culinary Institute of America in Hyde Park, New York, and a B.A. degree in Psychology from the University of California, Riverside.

# Pizza Gathering

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**Join fellow Faculty Association members for pizza, drinks, and conversation prior to the Board of Trustees meetings starting  
Monday, December 16th, at 5pm  
(and continuing prior to every board meeting for the remainder of the school year)**

**JOJO'S PIZZA KITCHEN  
27620 Marguerite Parkway  
(corner of Marguerite and Crown Valley Parkways)**

All fulltime and part-time faculty are encouraged to join us, and then to attend the public comments portion of the Board meeting



**2012-2014**

**Officers**

Paula Jacobs, President  
Claire Cesareo, 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

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Deyanira Gonzalez, Administrative Assistant  
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[socccdfacultyassociation@gmail.com](mailto:socccdfacultyassociation@gmail.com)  
(949)582-4988

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**Upcoming Meetings**

**Representative Council Meeting: Monday, December 2, 2013 3 – 5 p.m.**  
AGB Conference Room, Saddleback College

**Representative Council Meeting: Monday, February 3, 2014 3 – 5 p.m.**  
Room TBA, Irvine Valley College

**Representative Council Meeting: Monday, March 3, 2014 3 – 5 p.m.**  
AGB Conference Room, Saddleback College