



**SOC CCD**

South Orange County Community College District Faculty Association



Volume XII, Issue May 2019

## 2018 - 2020 Officers

**Kurt Meyer**  
President

**Lewis Long**  
President-Elect

**Mark Blethen**  
Past President

**Lewis Long**  
Chief Negotiator

**Parisa Soltani**  
Secretary

**Frank Gonzalez**  
Treasurer

**Jenny Langrell**  
Membership Chair

**Beth Clary**  
Part-Time Faculty Chair

### Grievance Chairs

**Kathy Schmeidler & Dan DeRoulet**  
Irvine Valley College  
Grievance Co-Chairs

**Margot Lovett & Claire Cesareo**  
Saddleback College  
Grievance Co-Chairs

### Contact Information

SOC CC DFA  
P.O. Box 4800  
Mission Viejo, CA 92690

**Madeline "Maddie" Hernandez**  
Administrative Assistant  
Office: Saddleback College, LRC 140  
www.socccdfa.org  
socccdfacultyassociation@gmail.com  
(949)582-4988

## **Faculty Association Luncheon Fall 2019 Flex Week:**

**Monday, August 12th**

**11:30 am – 1:30 pm**

**Saddleback College – Cafeteria**

### Faculty Association Flex Week Workshops:

**Contract Changes:** PT re-hire rights and health benefits –  
An overview of the major changes to the faculty contract  
with respect to PT re-hire rights, evaluations and health  
benefits.

**Presented by:** Lewis Long, Chief Negotiator

<b>IVC</b>	Monday, August 12 from 2:30 pm – 4:30 pm BSTIC 118
<b>Saddleback</b>	Thursday, August 15 from 9 am – 10:20 am BGS 232

## Representative Council

### Meeting Dates:

**(Academic Year 2019-2020)**

## **FALL 2019**

**Monday, September 9<sup>th</sup> – IVC**

**Monday, October 7<sup>th</sup> – SC**

**Monday, November 4<sup>th</sup> – IVC**

**Monday, December 2<sup>nd</sup> – SC**

All meetings take place from 3:00 – 5:00 pm

# Faculty Leadership Development



**June McLaughlin - IVC**

Business Law/Paralegal

Academic Senate President

Effective faculty leadership and service is crucial at any community college. Faculty are a primary stakeholder committed to the core values that undergird the institution. All stakeholders are important – staff, trustees, administrators, and students - but because of how shared governance is structured, faculty as stakeholders are expected and well positioned to lead. Having served in various leadership positions at IVC, I believe there is room for a faculty leadership development program. Leadership and service require multiple skill sets and knowledge. Serving on a campus-wide task force or being an Academic Senate senator require skills distinct from those needed to head a search committee or serving as chair. There is informal mentoring that takes place and this has served us well. It's time for a more deliberate leadership development program that will prepare, train and support faculty in their roles.

Faculty are already leaders in many ways. Leaders in the classroom, as chairs, serving on committees, developing and driving new processes, mentoring students. All of these roles provide leadership skills building opportunities. Each due date, agenda, action item, help faculty to cultivate goal achievement, discipline, creative flow and empathy. Those skills will serve faculty well as they begin to assume more responsibility as leaders on campus. Academic leadership is critical to a healthy college and we are all already building the skills necessary to step into those roles. Assuming a leadership position at the level of shared governance, both in Senate, or in other campus governance groups, helps our community of faculty and also helps the

college more broadly. We could be more diverse but our different backgrounds, training, as well as, different work and life experience assist the institution to better face and overcome its challenges.

I have had the privilege to serve in various leadership roles at IVC. There are many, many, other faculty who have served longer and served in greater ways than I. My service has helped me understand how the college works. My service has allowed me to see how the district works and the college's role within the district. All of the learning and growing I experienced is incredibly valuable but what I enjoyed and still enjoy the most is engaging with the amazing community of faculty at IVC. I've observed faculty lead the way through innovation in teaching, advances in knowledge, and through the promotion of significant positive changes in college policies and governance structures.

Service and leadership are time consuming. Additionally, untenured and part-time faculty face unique challenges and potential risks when considering how best to serve. Leadership and service must be cultivated and supported to unleash the creative resources in our ranks. More formal mentoring and broadening networks of support can provide the right environment to continue to grow leadership skillfulness that will benefit our students and our college.



# CCA Conferences

## W.H.O. Awards Spring 2019



SOCCCD Delegates  
at the Winter 2019  
CCA Conference in  
San Diego, CA (Feb.  
2019).

**From left to right:** Claire  
Cesareo (SC – Social  
Sciences), Fawn  
Tanriverdi (IVC – EOPS),  
Kurt Meyer (IVC –  
English)



***Dr. Parisa Soltani is presented with the W.H.O. Award at the CCA Spring 2019 Conference in Irvine, CA. (April 2019)***

***From left to right:*** E. Toby Boyd (Incoming CTA President), CCA President (Lynette Nyaggah), Dr. Parisa Soltani (SOCCCDFA Secretary), Eric C. Heins (CTA President).

### **SOCCCDFA Secretary Wins W.H.O. Award!**

It is with great pleasure that the SOCCCDFA nominates Dr. Parisa Soltani as the recipient of the 2019 W.H.O. Award. Parisa is an integral part of our faculty association not only by representing all faculty, but also often brings a much needed poignant calmness to our group.

Parisa has been a long standing, active member of our faculty association, and is currently in her second term as secretary, and has served on our last two rounds of negotiations, successfully representing the counseling faculty on the last two contracts.

But it's not just Parisa's commendable work that we are celebrating tonight, it is also her spirit which makes Parisa deserving of the W.H.O. award. Parisa brings an understated strength, mindfulness, and awareness to our team, and we are very fortunate to have her. We cannot thank you enough Parisa for everything you do!



## CONGRATULATIONS TO THE 2019 FACULTY ASSOCIATION SCHOLARSHIP WINNERS:

Irvine Valley College: Maria Ahadi  
Saddleback College: Hannah Stone

*Congratulations*

## Faculty Association at the 2019 IVC Foundation Awards Dinner



**2019 Foundation Awards Dinner  
Honorees with IVC Foundation  
Board Members.**



Simon Davies, Martin McGrogan, and Kurt Meyer at the IVC Foundation Awards Dinner

Supporting the IVC Foundation has been one of my most rewarding experiences in the 28 years that I've been a faculty member at IVC. The Annual Foundation Awards Dinner is a time when the IVC Family, as well as the greater community that supports our students, come together to celebrate each other and raise scholarship money. While politics occasionally divide us, we all agree on the importance of helping our students succeed. It was a privilege to share the evening this year with colleagues I don't often see. A highlight for me was also seeing retired colleagues who continue to dedicate time and resources to our students and our campus. It was an honor to represent the Faculty Association at this event and I would be happy to represent again.

**Fawn Tanriverdi, EOPS/CARE Counselor**

I attended the Foundation dinner to see two of my colleagues (Brooke and Edwin) and one of my students (Harrison) honored. Seeing Harrison honored with his mother present was the highlight of the evening. The event was overall very enjoyable. It was also nice talking to colleagues at the FA table.

**Henry Carnie, PhD,  
Assistant Professor of History**



**Lee Haggerty**  
1945 - 2019

- President of the SOCCCD Faculty Association
- SOCCCD Faculty Chief Negotiator
- Saddleback College Academic Senate President
- Member of the CCA Board of Directors (Vice President and Board of Directors)
- NEA-RA Representative
- Vice President, California State Academic Senate

## **Tribute to Lee by Lynette Nyaggah, CCA President**



Lynette Nyaggah, CCA President shared a tribute to Lee at the CCA Spring Conference (April 2019). A video of Lynette speaking about Lee is available on Youtube here: <https://youtu.be/xhJsqt0OOFQ>

## **Colleagues** **Remember Lee:**

Lee Haggerty taught me a lesson I have never forgotten and have often repeated to others. A number of years ago he was giving a presentation during Flex Week on the subject of racism, and he began his talk as follows:

*"All of you are prejudiced. Every one of you. When someone says they don't have a prejudiced bone in their body, they are either lying or are not honest with themselves or both."*

This thought provoking piece of wisdom is something that I hope that I have taken to heart. At the very least, it is something I think of often in my own interactions with others and with the world around me.

In those three sentences Lee Haggerty made me a better person, and for that I will always be grateful.

- Norm Weston, Music Instructor, Saddleback College

It was a great honor and privilege to be a colleague and friend of Lee Haggerty for the thirty-one years that I taught full-time at Saddleback College. Along with his comrade, Michael Merrifield, Lee Haggerty played a crucial role in rebuilding and then strengthening our union when it was faced with great divisions the late 1990's.

As union president, chief negotiator and grievance chair Lee helped to unite the faculty in our district by building a team that worked together for over a decade to improve the salaries, benefits, and working conditions for district faculty. It is not an exaggeration to say that without Lee's leadership our union might not exist today in anything like its present form. I served together with Lee for six years on the State Council of the California Teachers Association where he fought tirelessly to amplify the voice of community college faculty and forge important links in solidarity with our K-12 sisters and brothers.

On a personal note I will always appreciate the kindness and compassion that Lee exhibited over the years to my daughter who is on the autism spectrum. Lee's unwavering commitment to inclusivity and diversity also lovingly encompassed neurodiversity.

- Ken Woodward, Ph.D., Professor Emeritus, Economics, Saddleback College

# News & Updates

## **Know Your Rights - Weingarten Rights**

Union employees have the right to representation in investigatory meetings. These rights have become commonly known as "Weingarten Rights" because they emanate from a 1975 U.S. Supreme Court case which upheld a decision of the National Labor Relations Board. *NLRB v. J. Weingarten, Inc.* 420 U.S. 251 (1975). In that decision, the Supreme Court ruled that employees in a recognized bargaining unit have the right to union representation at investigatory interviews. These rights have since become known as Weingarten Rights.

The Supreme Court held that **an employee, subjected to an investigatory interview, must make a clear request for union representation either before or during the interview.** An employee cannot be penalized for making this request. Once an employee makes a request for union representation the employer can do one of three things.

- (1) they can grant the request and wait for a union representation to arrive before the questioning begins;
- (2) they can deny the request and discontinue any questioning; or
- (3) the employer can offer the employee a choice as to whether they want to continue without a representative or end the interview.

If an employer denies the request for union representation, and continues to ask questions, it has committed what is called an "Unfair Labor Practice," for which an employer can be penalized.

Citation: Public Employees Legal, LLP (<http://publicemployees.legal/union-employees-have-weingarten-rights/>)

## **Special Thanks:**

Thank you to Dr. Roopa Mathur and Jim Lukas for their help with the transition of and endless troubleshooting for the Faculty Association website.

# Enjoy your summer!



## **In Memoriam:**

*Lee Haggerty, Political Science, Saddleback College*  
*Colin McCaughey, Administration of Justice, Irvine Valley College*