



**ISSUE DECEMBER 2020
VOLUME XV**

SPRING 2021 SOCCCD ALL-FACULTY MEETING

TUESDAY, JANUARY 12TH @ 1:00PM - 2:30PM

ZOOM LINK: [HTTPS://CCCCONFER.ZOOM.US/J/94226613387?](https://cccconfer.zoom.us/j/94226613387?pwd=OWYZAWVBNEPKNGWN3VUYLKXCJY5DZ09)

PWD: OWYZAWVBNEPKNGWN3VUYLKXCJY5DZ09

MEETING ID: 942 2661 3387

PASSCODE: 023933

The Faculty Association will present updates on the progress of contract negotiations, the status of the emergency pandemic shut-down from the Faculty Perspective, and the possibilities of returning to on-campus instruction.

SPRING 2021 REPRESENTATIVE COUNCIL MEETINGS
3:00 PM – 5:00 PM (via Zoom*)

MONDAY, FEBRUARY 1
MONDAY, MARCH 1
MONDAY, APRIL 5
MONDAY, MAY 3

***ZOOM LINKS TO BE SENT WITH MEETING AGENDAS**

2020-2022 Officers

Lewis Long
President

Melanie Haeri
President-Elect

Kathy Schmeidler
Grievance Co-Chair
Irvine Valley College

Margot Lovett
Saddleback College
Grievance Co-Chair

Kurt Meyer
Past President

Claire Cesareo
Chief Negotiator

Bill Etter
Grievance Co-Chair
Irvine Valley College

Mark Blethen
Saddleback College
Grievance Co-Chair

Jenny Langrell
Membership Chair

Frank Gonzalez
Treasurer

Marianne Wolfe
Secretary

Karyn Bower
Part-Time Faculty Chair

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

Contact Information
SOCCCDFA
P.O. Box 4800
Mission Viejo, CA 92690

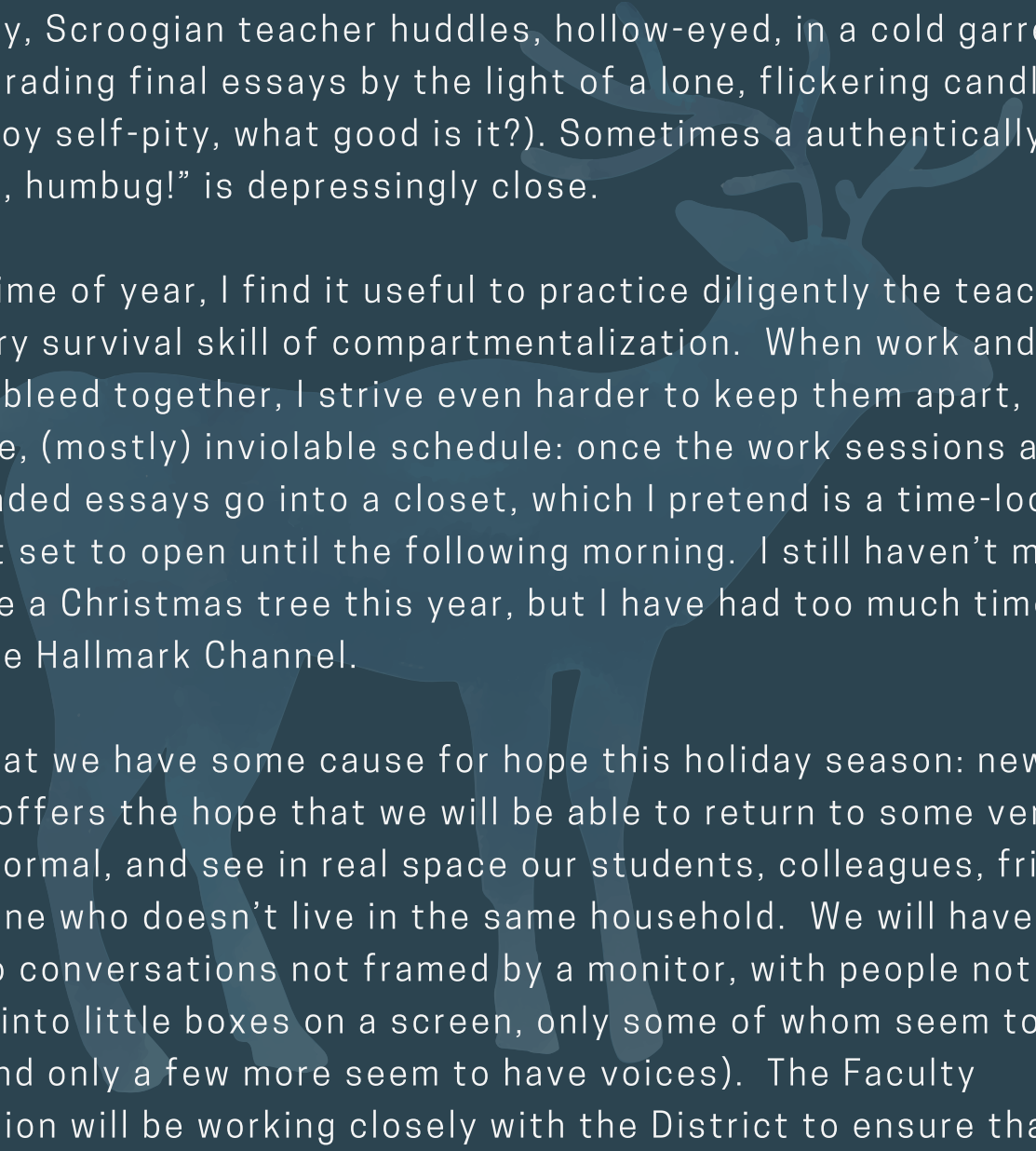
Letter from the President

BY LEWIS LONG, SOCCCF FA PRESIDENT

December is a time of traditional winter celebration: the winter solstice, Hanukkah, Christmas, Kwanzaa, and countless birthdays and family events. Little children and middle-aged men encode hope into surprisingly similar gift wish lists. Joy fills the air and the radio waves, and the Hallmark Channel bombards us with relentless stories of redeemed millennials saving themselves from an upwardly mobile, metropolitan life of gleaming success in an advertising agency/major magazine/investment capital firm by discovering the simple joys of teaching kindergarten/saving puppies in some Rockwellian Christmas “Land of the Lost,” where it is still possible to build long-term financial security running a bookstore, hardware store, bakery, or—this year—a quaint bed-and-breakfast. One movie even offered the thoroughly unbelievable story of a historian choosing to manage a small estate museum dedicated to her time-travelling boyfriend, who had been transported to the present by a magic clock, rather than taking her dream teaching job at a major university. Turning down a tenured, tier-one university position; how absurd!

For teachers, as the semester ends, it’s also a time of tremendous stress, and the already demanding load of student conferencing, final exams/essays, and grading is complicated by the need for family time. I know that I’m far from the only person who has graded through the night because I couldn’t miss a family celebration in the evening.

One of the things that one learns from Dickens’s annual Christmas stories (the Victorian version of the Hallmark Channel) is that joy and melancholy are never far apart; this year his insight may seem more true than ever. This year, that already sometimes overwhelming load is complicated by the fact that we are working from our homes, with the new pressures of managing online teaching. The requirements of holiday preparation are more easily able to interfere with the stress of getting the semester wrapped up.



Most of us are holed up in our homes, some with over-excited, under-exercised kids, and it's harder to keep one's family from disrupting one's work when one's office is the family's kitchen table. Occasionally, I indulge myself with the image of a Dickensian tableau: a family cheerily celebrating by a roaring fire, merrily singing holiday songs and toasting each other's health with fragrant cups of steaming, mulled cider, while the lonely, Scroogian teacher huddles, hollow-eyed, in a cold garret, wearily grading final essays by the light of a lone, flickering candle (if one can't enjoy self-pity, what good is it?). Sometimes a authentically heart-felt "Bah, humbug!" is depressingly close.

At this time of year, I find it useful to practice diligently the teacher's necessary survival skill of compartmentalization. When work and home begin to bleed together, I strive even harder to keep them apart, setting a definite, (mostly) inviolable schedule: once the work sessions are done, my ungraded essays go into a closet, which I pretend is a time-locked safe, not set to open until the following morning. I still haven't managed to secure a Christmas tree this year, but I have had too much time to watch the Hallmark Channel.

I hope that we have some cause for hope this holiday season: news of a vaccine offers the hope that we will be able to return to some version of the old normal, and see in real space our students, colleagues, friends, and anyone who doesn't live in the same household. We will have to adjust to conversations not framed by a monitor, with people not neatly stacked into little boxes on a screen, only some of whom seem to have faces (and only a few more seem to have voices). The Faculty Association will be working closely with the District to ensure that the return to campus—when it occurs—is handled carefully and safely, protecting the welfare of our faculty, their families, and our students.

On behalf of the Faculty Association Executive Committee, I hope that you find the time to have a safe, restful, peaceful holiday season, and a restorative vacation.

Beating Pandemic Burnout

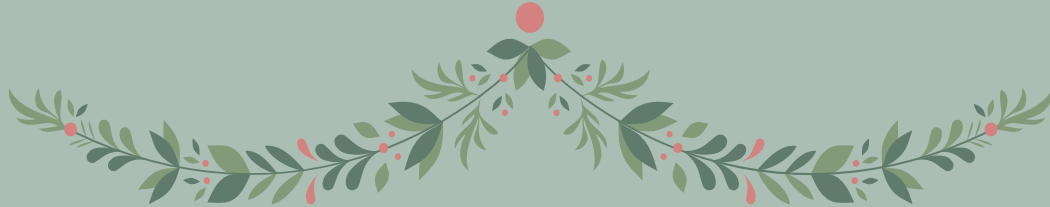
The following is an excerpt from Rebecca Pope-Ruark's article in Inside Higher Ed published on April 28, 2020. To read the full article, go to: <https://www.insidehighered.com/advice/2020/04/28/advice-faculty-help-them-avoid-burnout-during-pandemic-opinion>

Work-life balance isn't the mythical ideal we lamented in the past. It is a necessary coping strategy right now. Take advantage of your right to put life over work now more than ever.

Did you notice that being productive is nowhere in the four [reflective] pillars [that focusing on purpose, compassion, connection and balance]? The guilt we get from not being productive, which itself comes from the prevailing cult of productivity in higher education, doesn't and shouldn't have a place among our most important concerns today. These are not conditions for productivity, or even thinking clearly, if we are being honest. But these are conditions that can quickly lead to burnout, especially if you were on that path before the pandemic.

So from my experience with burnout and in the spirit of these four pillars, I urge you to, frankly, underperform. Be mediocre. Do the minimum necessary. We aren't on sabbatical or vacation. If you are in survival mode, like many of us are, you are likely physically, emotionally and intellectually exhausted -- and that's OK. Whatever emotions or fears you are feeling right now, they are normal in a crisis, and you are not alone in them. One of the greatest gifts from my burnout experience was allowing myself to feel things but not always do things and to be fine with that.

My best advice? Do the best you can in each moment. Believe that everyone -- from colleagues to students -- is also doing the best they can. My wish for you is to find comfort in understanding your purpose, acting compassionately toward yourself and others, meaningfully connecting with people, and giving yourself permission to practice balance in whatever way sustains you. These four touchstones changed the way I think about and show up in my work for the better. Productivity will be waiting for us when we come out of this, but hopefully burnout will not.



Negotiations Update

BY: CLAIRE CESAREO, SOCCCDFA CHIEF NEGOTIATOR

After a year of gathering input from the faculty on their desires for the new contract and creating an initial proposal with the list of articles we would like to work on, the Faculty Association and the District Negotiating Teams have finally started to sit down at the “virtual” negotiations table to hammer out our new contract. Top priority items include making significant progress on part-time faculty parity, restructuring and improving the faculty salary schedule, maintaining health benefits, expanding the health and safety article, and significantly revising the student evaluation process and instrument, among several others.

In just a few sessions, we have already agreed to a provisional order of negotiated items and reached tentative agreements on several minor items, such as enabling an earlier start date on future negotiations to avoid having to work with an expired contract. Under the current contract, the negotiations process could only begin in September of the year prior to the contract expiration year. With the legal requirement that initial proposals be presented and open to public commentary at a board of trustees meeting, this meant that we could not actually begin meeting with the District’s Negotiating Team until November, just eight months prior to the contract expiration date.

Negotiations Update Cont.



The new tentative agreement pushes the beginning of the process back to June, giving us an additional three months to negotiate future contracts and thus reducing the chance of time between contracts, and without a raise, and the need to negotiate retroactive pay.

This month we began discussing a more substantive article – Safety. It is our hope that we can greatly expand this article to include a fuller enumeration of the District’s obligations in relation to protecting the health, safety, and well-being of faculty. We hope to change this article to “Health and Safety” so that it covers healthy working conditions, protection from environmental threats such as toxic contamination, timely notification of any threats to the health and safety of faculty, and protection from harmful or malicious acts.

At the spring Faculty Association meeting during Professional Development Week, I hope to be able to report additional progression this and other articles. Stay tuned.

Special thanks to our Negotiations Team for all their hard work and dedication while advocating for our needs! We will need ALL of YOUR support in the next coming months. Look out for opportunities to get involved and share your voice soon!

Membership Update



We are shooting for 100% membership in FA for all areas across the district. There are a number of reasons why your membership is important.

First and foremost, SOCCCD is a Fair Share/Agency Fee district, which means all faculty members pay either a membership fee or an agency fee. Both cost the same, however a union membership allows you the opportunity to vote for YOUR contract and representatives, as well as other benefits.

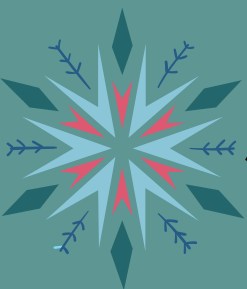
If you are not a member, please consider joining. Membership applications can be found under the 'Membership' tab on our FA website:
<http://www.socccdfa.net/>

Saddleback College Departments:

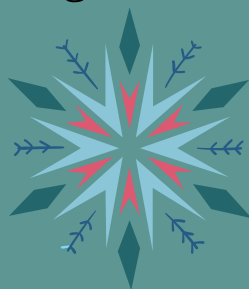
- Business Sciences
- Counseling
- Extended Learning
- Kinesiology
- Student Equity & Special Programs

Irvine Valley College Departments:

- Business Science
- Guidance and Counseling
- Humanities
- IDEA
- Language and Learning Resources
- Life Sciences & Technologies



**Shout out to all the departments with
100% membership!**





CCA's Winter Conference

Since COVID-19 prevents an in-person conference, the Winter CCA Conference will be a virtual event with sessions running from 2 p.m. on Friday, January 29, 2021 through 2 p.m. on Sunday, January 31, 2021. CCA's Winter Conference does not have a council session, so all CCA members are welcome and do not need to be official delegates. There is no charge to attend this event, which will include sessions on a wide variety of topics including social justice issues, advocacy during the pandemic, and grievance processing.

Contained within the CCA Conference will be the Building Strong Locals (BSL) academy, led by Karen Roberts and Julius Thomas, is a learning community of community college faculty designed to train and empower with an emphasis on learning ways to strengthen one's local chapter. Participants will learn about teachers' unions in the 21st century and will gain a deeper understanding of how a local works and the tasks undertaken by local leadership. For more information, please see our BSL webpage: <https://cca4us.org/conferences/buildingstronglocals/> . The deadline for letters of interest to the BSL is January 11, 2021.

CCA also has vacancies available for three committees:

- **Policy Committee** drafts higher education policy for consideration at the CTA State Council. They generally meets several times a year.
- **Elections and Credentials Committee** oversees CCA's elections and certifies delegates to the CCA Council sessions. They generally meets at the Fall and Spring conferences.
- **School Safety and Lockdown Task Force** will meet a few times in the spring of 2021.

If you are interested in serving, email president@cca4us.org.

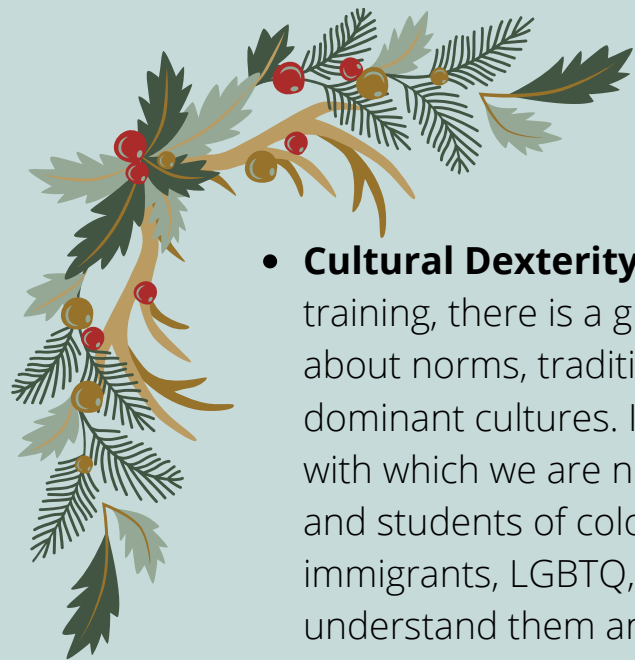
Top 10 Issues for Community Colleges

The following is an excerpt from "What Community Colleges Need Right Now!" by Yves Salomon-Fernandez published in Inside Higher Ed on December 14, 2020. To read more, go to: <https://www.insidehighered.com/blogs/university-venus/what-community-colleges-need-right-now>

In no specific order, these are my thoughts on what our priorities should be for this coming year and this decade. With Dr. Jill Biden, a former community college professor herself, I hope that we will begin to see some more evolved thinking and actions that can lead us toward a more just and equitable society.

- **Fixing Faculty Salaries** -- With a 5-5 teaching load and students with varied levels of preparedness for the academic rigor of college, the salaries of adjunct and full-time faculty at community colleges need to be adjusted. An increase in community college budgets commensurate with the increase of labor cost is what our colleges need from our funding bodies. Presidents are often held responsible for the low salaries when they are, in fact, not within our control. If we are truly concerned about equity in higher education, let's start here.
- **Dismantling the Childcare Barrier** -- This is a gender equity and economic justice issue. Before the pandemic, we knew that lack of childcare limited women's economic mobility more adversely than men. The pandemic has only exacerbated this problem. There is no reason for every community college to not have a childcare facility on campus.
- **Increase College-Going Rates for Rural Populations** -- The empirical evidence points to rural youth attending college at a lower rate than their urban and suburban counterparts. As we face labor shortages across many regions, providing training and a pathway to higher education for our rural populations becomes a national economic imperative.
- **Social Capital for Students** -- A college education is not enough. We need to help students build the kind of social capital that is conducive to thriving professionally postgraduation. Helping them build their networks through paid positions and making other practices that we know work widely available, especially for rural residents, is critical.
- **Financial Aid for Competency-Based Education** -- Last year, the government's pilot program was terminated. What we need is not a pilot program. Today's students and job market require that we allow students to demonstrate multiple ways of knowing. Our pedagogies need to evolve for our increasingly diverse student population and a changing marketplace for skills.





Top 10 Issues for Community Colleges cont.

- **Cultural Dexterity Training** -- Beyond cultural sensitivity and DEI training, there is a greater need to educate ourselves and our students about norms, traditions and practices of nonmajority cultures to dominant cultures. It is easy to misinterpret, devalue and dishonor that with which we are not familiar and do not understand. Our colleagues and students of color, people for whom English is not the first language, immigrants, LGBTQ, neurodiverse and other groups need us to understand them and to be prepared for the diverse world that we are at home and globally.
- **College Completion for Black and Latinx Men** -- The rates of incarceration for minoritized men living in poverty with no education, no prospects for economic mobility combined with our dark history and present situation, are higher than for white men. A pragmatist would say that equity in this realm is in the interest of the public good.
- **Diversify the Faculty and Administrative Pipeline** -- The body of research on representation is unequivocal about the benefits of mentors for women, people of color and other underrepresented groups. We need to put our money where our mouths are. Our students deserve it. We already know what works. We need to fund those impactful practices.
- **Professional Development for Employees** -- The world of work is changing so rapidly and our budgets are so limited in terms of professional development that allows faculty and staff to experience those changes. Faculty-in-residence and other residencies where college and industry staff exchange part of their roles will provide valuable insights.
- **Cultivating Innovation Alongside Tradition** -- Our sector is married to tradition and, at times, we appear unable to disentangle ourselves even if the cost is our own extinction. This does not mean throwing the baby out with the bathwater. In a changing world, how do we learn to preserve the culture and characteristics responsible for our success, thus far, while making room for experimentation, failure, success and evolution.

**Congratulations to the
new and returning
SOCCCD Board of
Trustees Members!**

**Carolyn Inmon - Area 1
Barbara Jay - Area 3
James R. Wright - Area 6
Timothy Jemal - Area 7**

SAVE THE DATE



SOCCCD Faculty Association Presents:

**HOW TO APPLY FOR
PART-TIME MEDICAL INSURANCE
ALLOWANCE: VIRTUAL WORKSHOP**

ZOOM Link:
<https://coccconfer.zoom.us/j/94621211302?pwd=TrpiRjI5RmYveklCZUhrcU16dG5Xdz09>
Password: SCIVC21

FRIDAY, JAN. 29TH FROM 1-3PM

RSVP TODAY

to see if you qualify for
medical insurance
allowance!



Questions? Email us at socccdfacultyassociation@gmail.com



**SPRING 2021 SOCCCD
ALL-FACULTY MEETING
TUESDAY, JANUARY 12TH
@ 1:00PM - 2:30PM
MEETING ID: 942 2661 3387
PASSCODE: 023933**



Have a great
holiday break
and a safe and
well new year!
See you next
year!

