

IVC-CTA Newsletter

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President's Report: Lessons Learned From the Trenches

MARY JO WAINWRIGHT

First, I just want to again say a huge thank you for the unity and activism of the faculty during these negotiations. Without you being willing to put up signs, wear your shirts, show up at meetings, and not take overload, we would probably still be in negotiations. It is really true that the District didn't expect IVC faculty to be willing to take action. They thought you were too disengaged. But CTA had never experienced such an all-out assault on our contract rights and I'm very happy to say they seriously miscalculated and underestimated IVC faculty. This fight was never about money; it was about respect. The CTA Executive Board and Negotiators are proud to represent IVC faculty.

I do think it will take time to regain faculty respect for the Administration. We are certainly very appreciative that the District ultimately retracted most of their worst proposals and offered a decent raise. However, we need to see consistent support and recognition for all the things that faculty do for IVC students. There are so many challenges ahead for community colleges coming from the state, such as Guided Pathways, AB 705, and the stability of the new college funding formula. Right after spring break, the District learned that instead of receiving an 18% increase in revenue for the 2018-19 academic year, the increase was reduced to only an 8% increase over last year's funding. Since the District budgeted for the 18%, they are stating that we are \$4 million in the hole, but this isn't the final numbers for this year. That won't come until June. Should we be concerned? Yes—because it's not fair for the state to promise something and then change their minds. IVC was one of the colleges that really benefited from the new funding formula, but other colleges—particularly large, urban colleges—did not, and I think pressure was put on the state because of this.

But before we panic, look at the bigger picture. IVC still received a large revenue increase this year, and that funding will continue; it just won't be as big as originally thought. IVC's reserve started the year at 27.1% and as a result of the revenue decrease in funding just announced our projected reserve for 2018-2019 is now 20.5%. IVC still has a healthy reserve. IVC will not know the final revenue amount for the 2018-19 year until October 2019.

Faculty need to remember important lessons from these negotiations:

- Faculty have power because the college relies heavily on the fact that most of us agree to work overtime.
- A new administration, with mostly outsiders, came in with different experiences

PRESIDENT’S REPORT (CONT.)

and decided they had to try to change things. I’m not saying that change is bad, but the main reason we won the fight to keep our rights is that the District had little knowledge or evidence to support what they were asking to change.

- Don’t be complacent. All faculty need to stay vigilant as the District will continue to assert their “management rights.” There have been three grievances in the last few months and the District doesn’t like to admit that they violated the contract. Contracts have to be enforced or they mean nothing. That means faculty need to know what the contract says and speak up or ask when they think the contract is being violated.

Finally, remember this: the union’s only job is to negotiate compensation, benefits, and working conditions. The Academic Senate is the faculty voice for academic issues. Just because the state decides we need to change doesn’t mean the faculty can’t fight back and make sure to have a say in how these changes impact our working conditions and our students. Like the CCA/CTA, the Academic Senate has a major presence in Sacramento and in DC. Their leaders meet with the Chancellor, with the Board of Governors, and with the legislature on a regular basis to advocate for faculty and for academic freedom.

The student success funding formula is the biggest threat to academic freedom that we have faced for some time because the formula puts an emphasis on results—success rates, retention rates, completion rates. We have already seen in negotiations that the District wanted total control over class assignments and wanted to penalize faculty with low success and retention rates. We fought these things in union negotiations, but these are also Senate issues since they impact academic freedom. The faculty, through the Academic Senate, has to have a serious discussion about what academic freedom means for us. Statistics are not the only benchmark that should be looked at, but that is exactly how we will be measured because of the new “performance based” funding formula.

While it would be nice to be able to stop and enjoy the settlement of this contract, the union’s work is never done. Our union is all of us working together to protect our contract, to enforce the contract when our rights are violated, and to be willing to speak up and show the administration that we care about what they do and how they do it.



IVC’s Full-Time Faculty Negotiating Team: Melani Guinn, Beatriz Avila, Suzanne Gretz, Mary Jo Wainwright. Not pictured: Sidne Horton

Accreditation Update

During the week of March 11, 2019, IVC was visited by an ACCJC Accreditation Peer Review Team. This team's job was to evaluate all facets of the college and make a recommendation regarding IVC continued accreditation.

According to Dr. Martha Garcia's President's Update at the March 20, 2019, Board of Trustees meeting, the ACCJC visiting team's exit report includes a commendation for our Inside/Out program and high praise for the IVC Kitchen, IVC Garden, IVC Health Center, and the Teaching and Learning Center. They also praised the Board of Trustees for their excellent engagement and support, and they praised the college as a whole for being "a beacon of change" for the students and the community.

However, the report also contained suggestions and recommendations for IVC. They suggested that improvements be made to the college's web site, but they also suggested improvements to evaluation procedures—including the evaluation of processes and systems, the evaluation of employees, and the evaluation of professional development activities. These are "suggestions," meaning that we *should* improve these before the next accreditation cycle.

Recommendations, on the other hand, are actions the college *must* take in order to avoid any future penalties. And their one major recommendation for the college has to do with Student Learning Outcomes (SLOs), Program Learning Outcomes (PLOs), and Service Area Outcomes (SAOs). As Dr. Garcia said, we must "engage in more robust student learning outcomes process that is consistent throughout the entire college."



So we will see a greater focus on SLOs, PLOs, and SAOs in the next few years, and therein lies the union issue. Faculty work on assessing and evaluating SLOs has been a contractual issue since 2006 when the union and the district agreed to a MOU on SLOs in exchange for limiting faculty office hours.

According to article 15.1 of our new contract, SLOs are part of every faculty member's "primary workload function" and part of the "Evaluation of Duties and Responsibilities" form that deans (formerly department chairs) complete during faculty tenure review and the 3-year evaluation of faculty. Specifically, the contract states a faculty member's "workload may include, but not be limited to, a reasonable amount" of time spent on SLOs and SAOs (among other things).

Obviously, the term "reasonable" is vague, and how it is defined will be open to debate. However, if you ever feel that the amount of work you have been assigned or that you have been expected to carry out is unreasonable, then you should contact your CCA/CTA representative to discuss any potential workload violations.

**OUR UNION IS
STRONG
BECAUSE OUR MEMBERS ARE
STRONG**



Weingarten Rights

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Association representative be present at the meeting."

When an administrator (like a dean, vice president, president or CHRO) requests a meeting with a faculty member, you have the following rights:

1. You have a right to know what the meeting will be about BEFORE you go to the meeting. This means if you get an email from an administrator asking you to meet but it doesn't say what the meeting is about, you should respond to that email asking what the meeting is about.
2. If the meeting will involve discussion of working conditions, evaluation, discipline, or compensation of any kind, then you have a right to have a union representative at the meeting and should request that the meeting include the union representative. If nothing else, it is good to have a third set of ears at the meeting. The faculty representative has a legal obligation to keep the meeting and its contents confidential and the union representative will take notes in order to memorialize the content of the meeting.
3. If you attend a meeting with an administrator and the subject changes or includes any of the above listed items, you have a right to stop the meeting and request a union representative be at any meeting to further discuss these items.
4. You have the right of due process with regards to any complaints asserted against you. Make sure you retain those rights by not participating in a meeting with an administrator where what you say can and will be held against you in any further proceedings. Evidence, including documentation and witnesses are necessary in order to successfully process any grievance against the District for violation of your rights as contained in the contract.

CONGRATULATIONS TO NEWLY-TENURED FACULTY:

Carlos Araiza, *Welding*
Jeff Burt, *Math*
Rick Epps, *Political Science*
Behrang Madani, *Chemistry*
Rumaldo Marquez, *Communication Studies*
Cristal Mora, *Nursing*
Daniel Ortiz, *Nursing*
Jia Sun, *Biology*

CONGRATULATIONS TO NEWLY-RETIRED FACULTY

Nancy Lay, *English*
Rick Fitzsimmons, *Nursing*
Frank Hoppe, *Library*

IVC CTA

SPRING 2019 SOCIAL EVENT

Thursday, May 16
11:30 AM to 2 PM
Faculty Lounge