

30 Years Strong!

UPM

United Professors of Marin

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Volume XXXVII No. 11 November, 2007

Union Press

Ponderings of the President by Ira Lansing

POSITION AVAILABLE

Application period open until the vacancy is filled. Start date December 11, 2007 or as soon as possible thereafter.

High-level managerial position in an affluent, environmentally and socially conscientious northern California county.

Duties consist of the direct supervision, which may be shared with up to six other high-level managers, of one employee.

REQUIRED QUALIFICATIONS:

Resident of Marin County.

Must attend approximately one meeting at night per month, year round.

Must be able to sit attentively for up to 7 hours without dozing off.

DESIRABLE QUALIFICATIONS:

Aspirations for other political offices are beneficial to the job but in no way relate to the job or its responsibilities. In fact, this appointment will help you bypass the tedious and potentially expensive process of actually getting elected by the people to whom you are ultimately responsible.

Experience in overseeing the expenditure of large sums of money, up to \$300,000,000.00, is helpful but not required since there are enough other people to tell you what to do.

Experience in hiring and firing employees is useful since ultimately you will be responsible for the long- and short-term employment of approximately 700 people, but not required since there are enough other people to tell you what to do.

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Position Available

Strong public support for employees and labor unions is extremely helpful, especially if there is a desire to continue employment beyond the period of this appointment.

Not-so-secret, off-the-record complete disdain for labor unions and labor contracts is beneficial, especially if you believe that adherence to collective bargaining agreements is the cause of everything that is wrong in education and things would be so much easier and better if we did not have to follow contracts.

All interested applicants call 415-457-8811.

At the November meeting of the Board of Trustees of the Marin Community College District, Trustee Greg Brockbank, recently elected to the San Rafael City Council, announced his resignation from the Board, effective December 10, 2007. His resignation leaves a vacancy to be filled, presumably by appointment. Interested? See above.



Tick-tock, tick, tock, time on the clock.

Amount paid to the attorney for the District during the month of September:

\$26,450.00



New UPM Website

Want to check the language in the current contract or see how the next step in the salary schedule will affect your gross pay? You can find the Collective Bargaining Agreement and current salary schedule in searchable .PDF format on the Web site.

Need to get in touch with an Executive Council member, or some other unit member currently serving as a representative on a Union committee? The new Web site will provide you with his or her Union email address. Just click on the person's name listed on the "Officers & Committees" page.

Check out the website for UPM updates. Look for "UPM's Tuesday Debriefings."

We look for your suggestions on what features we can add to make it a useful and informative tool for United Professors of Marin.

www.unitedprofessorsofmarin.org

CONNECTING THE DOTS

News and Opinion
by Arthur Lutz

TEMPO RUBATO

The human heart does not always beat evenly. Under the influence of emotion it speeds and slows, altering its rhythm in response to ecstasy and ardor and rage.

In music, a similar fluctuation in beat is called '*rubato*' and it is often used by composers and performers to impart subtlety and delicacy to a musical composition or performance. It is produced by alternately speeding or slowing the tempo – selectively stretching or compressing the rhythm.

The use of *rubato* is common in music of the Romantic period, but it is also used in contemporary music. Jazz vocalists use *rubato* when they sing 'behind the beat,' or when they 'rush the beat,' to create moods of longing or nostalgia.

Other artists also use techniques like *rubato*. The compassion and sensitivity in Chaplin's comedy is an example of his tasteful use of *rubato*.

And *rubato* could also be thought of as a metaphor for compassion and sensitivity in human relations. The Dalai Lama would call it '*keeping a soft heart*.' In Italian and Spanish it would be

described as being '*simpatico*.' The French call it '*bienséance*.' In Yiddish, *rubato* is the key to being a '*mensch*' [gender neutral]. *Rubato* is the graciousness, propriety and sensitivity that guide us in our relations with friends and loved ones.

And *rubato* should also be a guide and a goal in the workplace – the goal of courtesy and civility and decorum. It's the opposite of the bully-boy brutishness and lack of sensitivity that some bosses and managers exhibit when they interact with subordinates.

At a recent meeting of our Academic Senate I witnessed an example of bully-boy brutishness in action – a tactless display by a Dean, abusing and disrespecting one of our faculty colleagues. What should have taken place in the privacy of the Dean's office was aired by the Dean openly and publicly at a Senate meeting, turning the event into a public trashing. It was a gratuitous abuse of managerial authority.

But what I found equally disturbing was the "piling on" by some of our Academic Senators in their own ungracious attack on this faculty colleague. And it all took place in front of students and visitors, without the victim being present to defend himself or the senate chairperson interceding to stop the assaults. All parties surely showed a lack of

rubato – but their actions may also have been a violation of Contractual norms relating to confidentiality, harassment and professional ethics.

I have been UPM Grievance Officer for more than five years, so I am not naïve about occurrences of bullying and abuse by COM administrators – as Grievance Officer I've filed several complaints against District managers for just such behavior. What I do find surprising, however, is that members of our Academic Senate would aid and abet management by helping malign one of their own faculty colleagues. I would suggest that these senators read the *American Association of University Professors* (AAUP) guide to professional ethics in Article 24 of our Contract:

“As colleagues, professors have obligations that derive from common membership in the community of scholars. Professors do not discriminate against or harass colleagues.”

Especially now, during Contract negotiations, it is particularly important that we show solidarity, (and

hopefully some degree of *rubato*) and be supportive of our faculty colleagues. The District would love to split our

ranks in order to gain advantage at the bargaining table.

The Raoul Teilhet Scholarship

The September/October edition of the *California Teacher, The Voice of the Union*, reports on the CFT Raoul Teilhet Scholarship offered to “high school seniors and continuing undergraduate students who are dependents of CFT members.” (See *California Teacher* for more information). Students are eligible for between \$1000 and \$3000. Applications are now being accepted. If you are interested, contact UPM secretary Teresa Capaldo for an application.

Exemplary Mismanagement... and Getting Paid for it

I applaud LA Mayor Antonio Villaraigosa, who announced last week that he will forego a yearly salary increase because of the unstable state of the city’s finances. Though the raise was a modest \$9,300 increase, he felt that due to the city’s tight budget, now was not the most appropriate time to enhance his pay. Such leadership shows respect for the city’s residents and for the welfare of the city in general.

Unlike Villaraigosa, COM’s President White didn’t hesitate this year in accepting a much larger increase in her yearly salary, thus becoming the butt of some critical political cartoons and letters to the editor in the *Marin IJ* and even harsher criticisms here at home around the college. In fact, many speculate that

President White’s applying for positions at several other community colleges was a ploy to get the Board of Trustees to pay her more in order to keep her.

Now, few people will take exception to a well-earned boost in anyone’s salary (White’s MINIMUM increase of \$48,000 per year is more than five times the increase that Villaraigosa declined!), but in the case of our president, the added dollars came with no additional duties, other than that she must promise to stay on at the college and continue her “exemplary” work here.

As for her exemplary work, as superintendent of the District, President White is in charge of overseeing Accreditation, yet the recent WASC visit has everybody—managers, faculty and staff—certain that we will be moved from warning to probation come January. The downward shift in Accreditation status will result in everyone—with a few “chief” exceptions—

working even more to produce a finished Program Review, a rushed Review that can almost certainly only result in an inadequate document. This change in Accreditation status comes after repeated airings in the President’s Monday Briefing that we have met all of WASC’s demands and will be fully accredited.

Directions from the top level add even more insult to the already declining status of our college. In the days before the recent Board of Trustees election, one heard incumbent claims of fiscal stability, “skyrocketing” enrollment, new partnerships, restored programs--in short, a “turned around” college. But the truth is, that we ARE going on probation; we are NOT increasing enrollment; and if we listen to what all college unions are telling us, we have no funds for any (more) salary increases, new or expanded offerings or desperately needed new hires.

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Current negotiations with the various college workers' unions have up to the present moment been stifled by the District proposal of "ZERO." And, as has been previously reported in The Union Press, the District wants to make you work more—essentially for less. If you consider that the District is firm in its position that it will assign us additional work (up to 37.5 hours weekly) without even a cost of living increase, with or without the additional work, you will be working for less than you are this year.

What's more is that plans for Modernization have ignored maintenance costs for our new, green campus. In defending the District's position not to offer any salary increases but to increase reserves from 7.6% (the state requires 5%) to 17%, Chief Financial Officer Al Harrison told UPM's bargaining team that the District had no idea how it would afford maintaining the new buildings.

One might well ask where all the money is going. After all, we have a larger budget than ever before in the college's history, fewer full-time faculty than ever before in the college's history and few students that ever before. So it is shocking to see costly

flyers full of mistruths going out to Marin County residents, huge consultants' fees and the District attorney's enormous fees (reported monthly in UPM President Lansing's "Ponderings"), and it is as shocking to see that the COM administration has increased in number by nearly 100% in recent years—not to mention President White's hefty raise.

What does this add up to? Well, Mismanagement, of course. But also Union Busting: Amid promises of no salary increases more assigned work, a wave of grievances has been filed, but the District's only response is automatic refusal to discuss potential grievances, forcing (challenging?) the Union to go ahead and file for legal proceedings. While the Union files grievances and pays for the proceedings with Union dues, the District gladly and freely pays their attorney with Marin County taxpayers' dollars. Clearly the intent is to deplete your Union by forcing it to spend its limited funds.

With its blatant contractual violations—threatening letters placed in personnel files, denied conference leaves based on spontaneously established

criteria, denial of contractually mandated teaching loads, denial of Department Chair positions, again based on impulsively created criteria, etc.—the District is trying to bust us. Exemplary? Perhaps of something, but hardly what I would call good management.

If you and/or your department are not in the crosshairs now, you soon will be.

What can we do? What can you do?
First you have to care. Then speak out.
SPEAK OUT!

And all the while, keep in mind the words of Pastor Martin Niemoller:

In Germany, they came first for the communists, and I didn't speak up because I wasn't a communist;
And then they came for the trade unionists, and I didn't speak up because I wasn't a trade unionist;
And then they came for the Jews, and I didn't speak up because I wasn't a Jew;
And then... they came for me.... And by that time there was no one left to speak up.

J Sutherland



Letters to the Editor

Feel free to voice your comments and/or opinions concerning any article or issue about you, the College or your Union. Letters should be signed, but names will be withheld upon request. Please direct your letters to john.sutherland@marin.edu

IS IT TIME FOR A CHANGE AT COLLEGE OF MARIN?

Is it time for our faculty to speak out and urge that Dr. White be replaced as president of the College of Marin?

This is a question that I believe our faculty should be considering, because our college is in a serious state of decline, and this decline, I believe, is a result of the failure of President White's leadership.

Dr. White has been President/Superintendent of COM for nearly four years. When she was appointed by our Board of Trustees in 2004, they expressed confidence that she would be able to reverse our downward slide that started during the administration of former president Middleton. But this has not occurred. During Dr. White's tenure: student enrolment has continued to decline; class offerings have been further reduced; our faculty headcount continues to fall

while management positions continue to proliferate; an increasing number of grievances, complaints and costly lawsuits have been filed against the District; students are abandoning or bypassing COM to attend other local colleges; the heady promises once made for the \$249 million facilities bond have been downsized or withdrawn or reneged; tax money earmarked for educational services is being used for non-instructional purposes; our school has become a cash cow for attorneys, contractors and consultants. And perhaps most disturbing of all, Dr. White has failed to remove us from the "warning" status imposed by WASC during the first year of her tenure. In fact, WASC has indicated that in January it will further downgrade us and place us on "probation" (one step short of receivership) because of our continued failure to comply with WASC directives. College of Marin is rapidly straying from the path as a praiseworthy and viable educational institution.

I believe that we have lost our way because of a failure of competent leadership, and that our faculty should be calling for our Board of Trustees to replace Dr. White with an administrator who can effectively lead us out of this morass.

I believe it is possible to reverse this decline and restore our college to its once heralded position of respect and excellence, but we must have a change in direction, a change in vision, a change in values, and a change in leadership. In 2003, our faculty spoke out with one voice and voted *No Confidence* in former president Middleton for his long history of flawed governance. But we waited ten years before we spoke out clearly and forcefully enough to force his resignation. Had all of us spoken out sooner, perhaps the damage to our college would have been less severe, and our decline less precipitous.

Will we wait another ten years before our faculty expresses its dissatisfaction with the downward direction that Dr. White and her

management team have taken our college?

I believe that we cannot and should not wait, and that now is the time for our faculty to

urge our Board of Trustees to consider selecting a new president for the College of Marin.

Arthur Lutz

<p>PRESIDENT Ira Lansing</p> <p>BARGAINING TEAM Paul Christensen (Chief Negotiator) Hank Fearnley Theo Fung Arthur Lutz Mike Ransom John Sutherland</p> <p>UPM-PAC Arthur Lutz Radica Portello</p> <p>GRIEVANCE OFFICER Theo Fung/John Sutherland (Trainees)</p> <p>TREASURER Theo Fung</p> <p>BUDGET MONITOR Deborah Graham</p> <p>BAY 10 REPRESENTATIVE Bonnie Borenstein</p> <p>CCC REPRESENTATIVE Bonnie Borenstein</p>	<p>NORTH BAY LABOR COUNCIL REPRESENTATIVE Carol Costa</p> <p>PROFESSIONAL AFFAIRS COMMITTEE Mike Ransom David Rollison</p> <p>WORKLOAD COMMITTEE Carl Cox Don Foss</p> <p>HEALTH AND SAFETY COMMITTEE Jamie Deneris Carol Lacy</p> <p>PROFESSIONAL STANDARDS COMMITTEE George Adams Paul Christensen</p> <p>SABBATICAL LEAVE COMMITTEE Paul Da Silva David Rollison Chris Schultz Toni Yoshioka</p>	<p>CRA TRUST Ed Essick (Chair) Robert Kennedy Ira Lansing Robin Lavin Ron Palmer</p> <p>UPM EXECUTIVE COMMITTEE Ira Lansing Paul Christensen Carl Cox Hank Fearnley Arthur Lutz Deborah Graham Mike Ransom John Sutherland Yolanda van Ecke</p> <p>WEB MASTER Mike Ransom</p> <p>UNION PRESS EDITOR John Sutherland</p> <p>EXECUTIVE SECRETARY Teresa Capaldo</p>
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UPM Membership Application

I hereby apply for membership in the United Professors of Marin, AFT Local 1610

Date: _____

Name _____

Address: _____

City: _____ Zip: _____

Home Phone: _____ Campus Ext.: _____

Email: _____

SS# _____

Department: _____

Check the appropriate category:

____ I am a permanent credit or non-credit employee or leave replacement.

____ I am a temporary non-credit employee on the quarter system.

____ I am a temporary credit or non-credit employee on the semester system.

Return to UPM Kentfield campus mailbox or UPM Office, Science Center 136

United Professors of Marin UPM-PAC Payroll Deduction Form

The UPM-PAC (Political Action Committee) provides financial support to candidates and measures that support or benefit education in Marin County and the College of Marin in particular. If you would like to support the UPM-PAC with a monthly contribution, small or large, please fill out the form below and send it to the Payroll Office.

To: Payroll, College of Marin

Date: _____

I hereby authorize the Marin Community College to deduct from my earnings the sum of _____ beginning in the month of _____, _____ (year), and each month thereafter, and to remit this sum to the United Professors of Marin PAC #990958 until I revoke this authorization in writing.

Signature: _____

Print Name: _____

Address: _____

City: _____

Zip: _____

SSN: _____