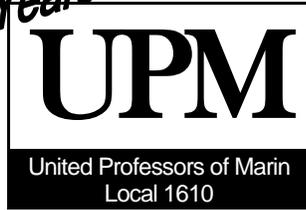


37 Years Strong!



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Union Press

Ponderings of the President by Ira Lansing

Somewhere around now I have attended my 250th meeting of the College of Marin Board of Trustees. I do not attend out of fascination with the workings of a governing body, but as part of my duties as President of the United Professors of Marin. Indeed, this column has often characterized those meetings as “Bored of Trustees”. But one thing my attendance has provided me is the opportunity to observe the dynamics of the trustees’ behaviors amongst themselves and towards the public. With few exceptions, in any year, any trustee will most likely show some or all of the following characteristics. These socio-psycho-cultural behaviors are well documented in the literature and I reference them by their technical nomenclature so that one may further explore their clinical nature, should you so desire.

*Appreciation Maximus*¹: after any presentation by an agency or manager or, in the rare instance, by employees, every trustee will thank the presenter for her or his presentation (“I greatly appreciate...”; “Thank you for your wonderful...”) regardless of what they thought about it. I am sure this is the polite thing to do, but to hear it up to seven times (there are 7 trustees) is rather tiring.

*Non-solo Locution*²: many times there are issues that are clear and no discussion is required. But, if one trustee makes a comment on that issue, then most every other trustee will feel obligated to say something, and they do. This might explain why a meeting that should take an hour-and-a-half tops, often lasts 4 hours.

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¹ Raj Marconi, “Expressions of Gratitude by the Herd”, *Journal of Psychometrics*, April 2009

² Marilyn Baker, “Group Expressions in the Public Sector”, *Psychobabble Today*, vol. XXXII, pp. 44-53

*Solo Incapacitatus*³: sometimes there are issues that are very sticky or an atmosphere that is very oppressive (for example, just about the last 6 years). An individual trustee may believe that things should be significantly different, but feels she or he alone cannot do anything to change the environment (“I am only one person.”). Often this behavior is expressed in an effort to develop sympathy or support from a person or group, even as the Board as a whole takes actions contrary to that person or group’s best interest. A very interesting variation of this behavior is one where many trustees concurrently claim the affliction. When this happens it may actually be an instance of the following.

*Coterie Incapacitatus Externalus*⁴: the Trustees as a whole claim an inability to accomplish anything or to make changes because of some external agent or agency. For example, “the President won’t let us do anything about...” or “won’t let us change...” or “won’t let us talk...”. This phenomenon is usually quite rare, primarily because a college Board of Trustees is the ultimate authority for what transpires in the District (with a few possible exceptions to the State). However, there was a prominent and virulent outbreak of *CIE* (as it is called by those who study it) in Marin during the first decade of this century. When this happens, it often requires a large dose of an even more rare behavior (see *SCF*).

*Solo Carpe Factum*⁵: this is when an individual trustee does not hesitate to seize upon a fact and to take a position that previously may have been perceived as undesirable or even dangerous, and unhesitatingly promotes it, often with a success that brings about changes in the collective group and/or institution. *SCF* is as rare (maybe even more so) as *CIE* and often occurs only at certain times of the year. As fortune would have it, this is *SCF* season.

Once every two years the polls blossom and elections for the Marin Community College Board of Trustees appear. This year there are four of the 7 seats that need to be filled. Three of the four incumbents are seeking re-election, which means there will be at least one new face on the Board. This new person, along with the three others, will help to set the tone and direction for the College for at least the next two years. As employees of the College of Marin, it is in your own best self-interest to pay attention to who these people are and what they represent. Even if you don’t vote in Marin County, you may know people who do and you can share your opinions with them.

The three employee groups (CSEA, SEIU and UPM) at the College of Marin have collectively interviewed and endorsed candidates for the Board. The endorsements may be found on the UPM web site at www.UnitedProfessorsOfMarin.org. Also, do not hesitate to contact any UPM Executive Council member for additional details on any candidate. It is critical that you stay in touch, stay informed and stay involved. After all, you would not want to be accused of having *SI* (Solo Incapacitatus).

³ Lauren Shore, “The Development and Expression of Logical Oxymorons in Public and Private Speech”, *Modern Doubletalk*, September 1999

⁴ *Ibid.*

⁵ J. Connor, unpublished talk at the Colloquium to Review All Procedures (CRAP), August 2010; cited with permission

UPM/College of Marin Foundation Student Grant

After a recent newsletter in which I announced that the UPM Student Grant Fund had a balance of \$1500, at least one UPM unit member sent in-need students to the Foundation, where they were told that no funds were currently available. The instructor was confused and perhaps embarrassed when he found out about the Foundation's "lack" of funds. While \$1500 was an accurate number, some clarification is needed to avoid any further confusion.

To solve this mystery, I went to the source, the ever gracious Margaret Elliot. Margaret clarified that the Foundation raises funds for scholarships, book grants, parking permits, food, etc., from various donors, both organizations and individuals. UPM is but one of them, contributing \$1000 per year to our students.

Though exceptions exist, applications for financial aid of this sort are due one week before the first week of classes each semester. Students new to the college are priority, and the largest grant is \$100 per student per semester. Any remaining or unused funds are rolled over to the following semester.

By all means, encourage your students to apply for these grants, but inform them thoroughly of the above guidelines.

John Sutherland

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CONNECTING THE DOTS

News and Opinion
by Arthur Lutz

TRUSTEE ENDORSEMENTS

The last fire horses in the U.S. were put out to pasture sometime in the 1930s when they were replaced by motorized fire-engines. Before that, fire fighting equipment was drawn by teams of horses, usually *Percherons*, who, when the fire horn sounded or the smell of smoke reached their nostrils, would prance and stomp in their stalls waiting to be harnessed so they could speed to the blaze. It was a common sight to see teams of fire horses racing through city streets with Dalmatian dogs running ahead leading the way.

When their era ended many of these horses were sent to rendering plants, but many were sold to fruit and vegetable venders to pull produce wagons. And occasionally when a fire horn sounded in the city these horses would revert to old habits and would bolt and go racing through the streets looking for a blaze, scattering fruits and vegetables.

Times may change, but old habits die hard.

There are some people at College of Marin who also have old habits and who haven't been able to adapt to the new era into which our college is moving. And like old fire horses they revert to type and act with inappropriate behavior.

I'm referring to some of the candidates who are running for our Board of Trustees; candidates who haven't realized that with the arrival of President Coon, the old era of the Fran White administration is over and that her anti-union malice and vindictiveness toward senior faculty is no longer operative.

Specifically, I'm talking about two Board candidates who, if elected, would likely have us return to the incendiary era of the Fran White regime.

One such candidate is Philip Kranenburg.

During his eight years as trustee, Phil Kranenburg was a fervent supporter of the most regressive policies of the White administration, supporting sizeable increases in reserve funds while ignoring the need for full-time faculty hiring and supporting the elimination of half our summer school program. He was an ardent advocate for poorly designed, poorly constructed Measure C buildings while underfunding maintenance and janitorial services for the rest of our campus. He allocated millions for attorneys to fight faculty and staff grievances and resist Collective Bargaining Agreements. For five years he refused to sign a contract agreement with our faculty. But mainly, Phil Kranenburg was a cheerleader for the anti-union vindictiveness that characterized the White administration.

Continued on 5

Our UPM executive council believes that Kranenburg's continued tenure is inimical to the new-era leadership that Dr. Coon is bringing to our campus. We strongly recommend against his re-election.

Our Executive Council also opposes the election of candidate Jack Wilkinson.

Mr. Wilkinson; a commercial real estate broker; member of the Marin Republican Central Committee; made his values and priorities clear during recent interviews with UPM, SEIU and CSEA. He stated that *public employee unions hold their members hostage, like a tail wagging the dog*. He remarked that teacher tenure and seniority amount to *sinecures*. He suggested that f/t faculty should ease the burden on employers by paying for half of their own health care. If Mr. Wilkinson were elected, we believe that his anti-labor, anti-union animus would make our next round of contract negotiations adversarial and protracted.

So for whom should we vote?

Our Executive Council has endorsed **James Namnath, Eva Long, Stephanie O'Brien and Joan**

Lisetor to fill the four open seats on the Governing Board. We especially recommend James Namnath as a friend of our faculty and a friend of education. And while we are not confident that our other three choices will serve our faculty and students with the greatest distinction, our Executive Council is quite unanimous that they should be chosen rather than Phil Kranenburg and Jack Wilkinson.

So what can CoM faculty do to help insure that Kranenburg and Wilkinson are not elected to try to drag our college back to a regrettable former era?

Those of us who live in Marin, or course, can vote. But all of us, whether we are Marin residents or not, have constituencies – friends and acquaintances and business contacts who might live in Marin and who **CAN** vote. Please speak with them, inform them; educate them. Because we are CoM faculty they will listen and value our opinions. Urge them to vote for **Namnath, Long, O'Brien and Lisetor**. We need trustees who will support Dr. Coon in his efforts to restore College of Marin to its once heralded eminence.

Keep in Touch with Your Union News

Visit the UPM website for the most recent newsletters, **UPM's Board of Trustees Election Endorsements**, Union announcements and more.

ww.unitedprofessorsofmarin.org

Got Paid Recently?

Recently some part-time employees have reported to UPM that they are not being paid in a timely manner. Under Education Code Section 87821, temporary employees must be paid no later than the 10th day of the month following the month in which the service was provided. For example, if an employee works on October 30, he or she should be paid no later than November 10.

The Ed Code does not make a distinction for a District's billing cycle that might produce a pay date of December 9 (in the above example) for work done in October. UPM would like to hear from you if you have not been paid within the parameters set by the Ed Code.

Please contact UPM President Ira Lansing or UPM Grievance Officer John Sutherland to report any delay in your payments.



Letters to the Editor

Feel free to voice your comments and/or opinions concerning any Union related article or issue. Letters should be signed, but names will be withheld upon request.

Please direct your letters to john.sutherland@marin.edu

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2011-2012

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UPM Membership Application

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

Date: _____ Email: _____

Name _____ SS #: _____

Address: _____ Department: _____

City: _____ Zip: _____

Home Phone: _____ Campus Ext.: _____

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: _____

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