



Local 1610

College of
MARIN

UPM's Tuesday Debriefing

October 23, 2007

Administration Chooses Not to Hire New Faculty

Over the last 10 years the number of full-time faculty has decreased by 13% while the number of administrators has increased by 78%. We all know that in the same time period enrollment district-wide has also decreased significantly. Special thanks to mathematics faculty **Laurie Ordin**—one of the few people (only person?) of any classification in this District with a degree in statistics—to establish a high correlation ($r = -.69$, if you must know) with an increase in administrators and a decrease in enrollment.

Since 2003, only 9 full-time faculty have been newly hired, and one of those was a manager “advancing” to the classroom, another was a nursing instructor fulfilling the Board of Registered Nurses minimum staffing requirements, and two were in disciplines where there were no full-time faculty.

If you find yourself in any of the following disciplines, the administration could have hired faculty but chose not to: **Art, Music, Adaptive PE, Business, Mathematics, English/Humanities, and Medical Assisting** (this is the list as it was produced by the criteria of Article 16 of the Collective Bargaining Agreement in 2004).

In addition, by the contract there can be disciplines selected for hiring by management independent of those listed, and any discipline with no full-time faculty, like **non-credit ESL** or **Anthropology**, is automatically eligible. There was, and is, a functioning system (even if it will be updated in bargaining) to bring in new full-time instructors.

But...there is a conscious decision by this District not to hire. And, as previously reported, this decision is long term, as the Board of Trustees showed last week with its choice to increase reserves from 7.6% to 17%, thus directing moneys away from faculty hiring (and salaries) and into Tsunami protection.

White is Green

You may have noticed that this, and future editions of the weekly update are now printed on white paper. The use of salmon colored paper for the first two printings has made its point. It is unlikely that anyone will continue to confuse this weekly update with the other weekly update. The Executive Council is following its directive that regular publications by UPM shall be on white, recyclable paper; salmon paper does not qualify. This of course brings up the question if white is green, why is White not green? What do you say, President White?

UPM Informational Meetings--Save the Dates

Monday, October 29, 4:00 PM

Thursday, November 1, 3:30 PM

Friday, November 2, 11:00 AM

Informational drop-in meetings by UPM, each one in Learning Center 38. Hear the latest bargaining news, get your questions answered, clear up all those rumors.

Did You Know?

UPM has a new website: www.UnitedProfessorsofMarin.org From this site you can directly contact by e-mail officers and committee members. Just address it to firstname@UnitedProfessorsofMarin.org, where “firstname” is the first name of the person to whom you want to send the e-mail. The site also has the current contract, numerous forms (absence reports, etc.) and always the latest newsletter and weekly update. You can also get the dates for future meetings and other activities as they are planned. Try it—send your questions or comments.

Have a good week!

UPM Executive Council

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