



Local 1610

College of
MARIN

UPM's Tuesday Debriefing

November 13, 2007

It Is Official—Faculty Are Outstanding!

A new College of Marin publication, the *Community Report*, issued under the signature of Superintendent/President **Frances White**, states that one of the “secrets to our success...” is “outstanding faculty dedicated to teaching...” Derved praise and recognition is always nice, but when it comes in the form of public admiration and private ridicule, the words do not sit well. The Report continues to say that our students successfully transfer to top four-year colleges and universities and that our workforce education programs provide much needed service to the community. Yet “back at home” faculty are faced with increasing discriminatory behavior by managers, contentious litigation that is the result of managerial misinterpretation of the contract, and protracted and wasteful time at the bargaining table. Somehow our students manage throughout all of this. Must be outstanding faculty—and students—indeed!

Save the Date Informational Meetings a Success

Never sure what days or times are best for faculty meetings, the series of informational meetings held last week by UPM were well-attended. Numerous questions were answered and the situation and options were explained in great detail. If you missed these meetings, there will be others, or e-mail your questions to paul@UnitedProfessorsofMarin.org or ira@UnitedProfessorsofMarin.org.

Do You Have 60-90 Minutes?

UPM wants you. Find out why at any of the next series of **action meetings**. The meetings are short, your 60-90 minutes will come later. Save the dates:

- November 15, 3:30 PM
- November 16, 11:00 AM
- November 19 4:00 PM

More Departments Lacking Adequate Full-time Faculty

A couple of weeks ago this publication printed a list of departments that could have had full-time hires over the last years but have not because management has

essentially chosen not to hire new permanent faculty. Many of you wrote in to say “me too!” It was not our intention to present a complete listing of short-changed and eligible disciplines, but one respondent, **Modern Languages**, deserves special attention because they are one of the motivating factors for the proposal currently presented to the District in collective bargaining. A little background:

- 1980’s: UPM and the District negotiate language to hire in departments, using data-driven criteria that focus on enrollment trends, staffing patterns and available units.
- 2005: UPM and the District recognize Basic Aid funding impacts on some of the criteria previously used and the process needs to be modified. As a result the parties negotiate *study groups*, one to deal with hiring and one to focus on department chairs. A timetable is established for the study groups to meet, develop mutually agreeable procedures and report back to their respective bargaining teams with the mutual agreed upon recommendations.
- Early 2006: District representatives to the study groups are unable to attend; no recommendations are produced.
- 2006: District requests an extension of the timetable; indicates a desire to produce workable solutions. UPM agrees to the request.
- 2007: The joint Union-District study group produces a mutually agreeable recommendation on hiring and each party takes the proposal back to their respective bargaining teams.
- June, 2007: UPM’s bargaining proposal includes hiring language that is the result of the study group.
- August, 2007: District responds to UPM’s proposal with a proposal that eliminates hiring from the collective bargaining agreement, ignoring the recommendations of their own representatives on the joint study group!

In one part of UPM’s proposal, Modern Languages and other similar departments would no longer need to qualify as a department, but would qualify by their separate disciplines (e.g., French, Italian). This should provide more opportunities for full-time hiring. There is more to the UPM hiring proposal, but it does not seem like the District is interested.

As the *Community Report* indicates, we have growing enrollment (?!), new buildings coming, but who will be there to teach?

Have a good week.

UPM Executive Council

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