



Local 1610

College of
MARIN

UPM's Tuesday Debriefing

November 20, 2007

CoM Management—Students First

As educators it is only natural that students should be our focus. To think contrary to students as a priority is comparable to not being in support of peace and an end to world hunger. However, when management uses students as an excuse to violate the contract and professional behavior, it is wrong.

At a recent public meeting of the Academic Senate, attended by faculty, staff *and students*, **Dean David Snyder** addressed the group in conjunction with a curriculum matter raised by the English Department. As part of his presentation, Dean Snyder criticized the work a specific instructor was doing in a current course. Snyder went on to say that this instructor also had numerous student complaints filed against him regarding this particular class. Snyder went so far as to distribute to the group a current midterm exam for this course so that the alleged poor quality of the course could be seen.

The following week, the instructor of record came to UPM and in support of the instructor's request, UPM sent a letter to **Superintendent/President Fran White** requesting that the dean be reprimanded for violating the confidentiality of the student complaint process and for unprofessional behavior. President White responded to UPM by saying "there was no breach of confidentiality...by Dr. David Snyder, because the student's name was never mentioned by him or any other person present. As for the disclosure of a midterm exam, the participants in the room were faculty and staff who undoubtedly would never share such a document with students...."

The midterms were never collected, so who knows what has become of them?

CoM Management—Process Oriented

It is always of benefit to stay focused on important processes. Such focus can lead to solutions with a more efficient use of time. However, when process is used as an excuse to avoid possible clarification and resolution, it is wrong.

Towards the end of last month **UPM President Ira Lansing** and **Grievance Officer Trainee Theo Fung** requested to meet with **Vice-president of Student Learning Anita Martinez**. The request centered on the procedures used in the Professional Affairs Committee (PAC) as they related to conference leaves and on the outcomes of the committee's decisions.

Records show that after the PAC had approved several conference leaves, VP Martinez rejected the committee's decisions and denied the requests (in itself a contractual violation as there was no "split decision" for her to mediate), contradicting existing contractual language and creating new criteria governing conference leaves.

Lansing and Fung intended to talk to Martinez to get clarifications and seek possible solutions in lieu of a grievance. A meeting was scheduled, but as Martinez wrote to the two of them, "I just came to know that the two of you are serving as grievance officers for UPM and that your request to meet is to discuss the decisions I have made about PAC applications. My decisions stand. The defined remedy in the contract...is to use the grievance process. I am referring you to that process in lieu of our meeting." And the meeting was cancelled.

Save the Dates

What next? What can you do? Attend the next series of *action meetings* and find out.

- Monday December 3 at 4:00 PM, LC-38
- Thursday December 6 at 3:30 PM, LC-38
- Friday December 7 at 11:00 AM, LC-38

Kudos

A tip of the hat to all the faculty who addressed part of the WASC Accreditation Team and raised questions and issues for the team to consider: **Arthur Lutz, Patty O'Keefe, Laurie Ordin, David Rollison, John Sutherland, Derek Wilson and Ira Lansing.**

Have a great week!

UPM Executive Council

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