

# Chabot-Las Positas Faculty Association (CLPFA)

## FACULTY FOCUS

Volume XI, Issue 7 – March 2010

### FA Donates from PAC Funds for Marches in March

The FA donated \$300 each to both Chabot College and LPC in their efforts toward the Marches in March. The money came from the Political Action Committee (PAC).

The Chabot group used the money toward the rental of busses for students, faculty, staff, and administrators to go to San Francisco on March 4th. Of the approximate 12,000 people present in San Francisco, about 400 were from Chabot. Three of the speakers were from Chabot. The LPC monies will go toward a march in Sacramento later in March.

The E Board is pleased to help these efforts of students and others who are attempting to make their case about student and college financial issues to the appropriate politicians and the public. Mr. Kip Waldo of the Chabot College faculty was the lynchpin in contacting the FA for this help, and he is to be commended in his efforts to organize the Chabot College students in this regard.

### The Grading Situation at the End of Fall Semester

*By Charlotte Lofft, FA President*

As you all know, the end of the Fall Semester had a unique stress when we were all informed that Banner would be down earlier than the date grades were due. This placed potential stresses on faculty who were already stressed out about getting their grades in on time.

I want to thank Dave Fouquet, Chabot College FA Vice President, along with Dr. Mary Anne Gularte and Ms. Jeannine Methe for working to facilitate this matter in a way that was agreeable to all parties. Although the FA was caught by surprise on this one, we do appreciate the fact that the District was willing to work with us to make things right.

### 2009-2010 CLPFA Officers

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Chabot: **Diane Zuliani**  
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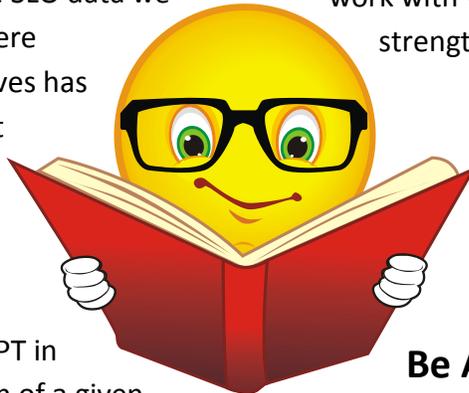


## **WHO HAS ACCESS TO YOUR SLO DATA?**

*Submitted by Diane Zuliani*

Recent email exchanges among faculty raised questions about who has access to the SLO data we upload onto eLumen. Many faculty were previously told that no one but ourselves has access to the data we upload, and that when data is reviewed by our accreditors or institutional researchers, it is aggregated by course and not reviewed by individual instructor or section. This is true EXCEPT in cases where you teach the only section of a given course. In that case, there is no other data to aggregate, and therefore it is your individual data that will be reviewed by accreditors, institutional researchers, and others. However, in an email to the college, Learning Assessment Coordinator Carole Splendore has reassured us that “there are absolutely no faculty names attached to anyone's data in eLumen reports.” She did agree, however, that “if by inference where only one section of a course is taught, someone could determine whose data it is.” Therefore it is not correct that, across the board, no one has access to your individual data.

In light of this, it is reassuring that our contract clearly spells out what can be used for the purposes of performance evaluation, and that Dr. George Railey, Vice President of Academic Services, is committed to insuring that his office and our deans follow the contract requirements. Our work may not be over, however. In recent steps towards “accountability” in the K-12 system, classroom data has been used to deny teacher tenure, lower teacher pay, and even close entire schools,



generally in poorer districts. For faculty who are uneasy about the potential use or misuse of data in the future, Splendore has offered the following advice: “For those of you concerned that such data might, in the future, be used for faculty evaluation, work with your union representatives to strengthen the contract clauses.”

## **Be Aware of Theft from Classrooms**

*By Charlotte Lofft, FA President*

It has come to my attention that several thefts have occurred from classrooms and offices at Chabot College. Personal as well as District property has been stolen. Faculty and staff, as well as students, should all be aware of this issue and be engaged in preventing this loss to District personal property. Remember to lock the rooms when your class is over and to lock your offices as well.



## **Part-time Faculty: Interested in enrolling in STRS?**

Part-time faculty can enroll in an STRS benefit program to plan for retirement. Contact Lori Benetti, Payroll Manager, at 925-485-5228 or [lbenetti@clpccd.org](mailto:lbenetti@clpccd.org).

## **Over-Enrollment of Classes Before Opening Day**

*By Charlotte Lofft, FA President*

The FA has become aware of a situation where extra students have occasionally been added into classes before opening day without the consent of the instructor of record. We are working with the District to resolve this, and we expect to have a satisfactory resolution. You will be advised of the details in due time.

We are curious if any of you had extra students in your classes without your consent before the opening day of this Spring Semester. Please advise me directly if that was the case and provide details.

The FA has worked with the District to insure that from now on the following will occur:

1. No students will be added to classes in excess of the maximum amount without the express written permission of the instructor. This is true even if there is a Banner mistake; administration will contact the instructor of record to get the permission.
2. Any faculty who want to assign their rights of allowing extra students into their class to someone else need to do so in writing before extra students will be assigned.

These procedures will protect those faculty who could be affected by a larger class size without their consent before opening day of instruction. We are grateful that the District was able to work with us to get this agreement.

Thank you, Charlotte Lofft

[clofft@chabotcollege.edu](mailto:clofft@chabotcollege.edu) (510-723-6873)

## **Lab Load Factor Increases**

By Charlotte Lofft, FA President

The FA and District negotiating teams are very close to decisions on the applications we received for enhanced Lab Loads. Not all the applications will be approved, but all of them received very thorough and insightful review.

The process has taken more than two years, with a huge amount of the initial work done by Tom DeWit and Dave Fouquet of the FA E Board. Additionally, LaVaughn Hart of the FA E Board inputted lots of data into the computer for ready access during negotiations. Faculty will be advised shortly of their status with respect to their applications.

This thorough study and analysis for lab load is unprecedented in the Bay Area, and we have been actively reporting the details of the research to other unions. I want to thank all of you who submitted proposals for your patience in waiting for the results of the negotiations process. I also want to thank the District and their team for their willingness to participate in this very important workload issue.

## **The Fabulous FA Office**

Please stop by room 403T in the brand new IOB (Instructional Office Building) at Chabot College to see the FA Office. It is rapidly becoming a monument to years of FA history, with files dating back several years if not decades. We have some memorabilia of past Contract negotiations as well. We are jubilant to have the space and appreciate the help we have received from the Chabot College Facilities Committee, with Dave Fouquet, FA Chabot VP, being actively involved on behalf of the FA and Doug Horner being most supportive on behalf of the District.

On March 16, 2009 in open session by Charlotte Lofft, FA President. It expresses the resolve of the Faculty Association leadership on the issue of the proposed power plant.

*Chabot-Las Positas Faculty Association*  
**RESOLUTION IN OPPOSITION OF THE  
RUSSELL CITY ENERGY CENTER POWER PLANT**

**Whereas,**

the Chabot-Las Positas Faculty Association (CLPFA) has consistently and publicly stated its opposition to the siting of a power plant in the neighborhood of the College, where it will negatively affect the working conditions of faculty and the learning conditions of students and;

**Whereas,**

the Russell City Energy Center will introduce numerous toxins into our environment, including five criteria pollutants identified by the Environmental Protection Agency as injurious to health, the environment and property and;

**Whereas,**

the “Maximum Impacted Receptor Center” map prepared by the California Energy Commission identifies the Chabot College campus as “ground zero” for falling toxins from the Russell City Energy Center, which the CLPFA denounces as an unwarranted and unacceptable burden to place on a community resource such as ours;

**Whereas,**

the CLPFA interprets the move to site a power plant in proximity to our mostly low-income, majority-minority students and neighbors as an act of environmental racism, especially since the electricity generated by the plant is intended for residents of the Peninsula, not Hayward or the East Bay;

**Whereas,**

the CLPFA finds no assurances in the text of the “Prevention of Significant Deterioration Permit” that polluting emissions will be sufficiently monitored or that sufficient oversight is in place to ensure the PSD Permit Conditions are met;

**Whereas,**

the plant’s emissions will put at particular risk the many young children who attend our Children’s Center on a daily basis, especially since children have been identified by the Environmental Protection Agency as “sensitive receptors” to criteria pollutants, and;

**Whereas,**

we wholeheartedly disagree with the California Energy Commission’s staff assessment that ten deaths per million due to exposure to contaminants from the Russell City Energy Center is an “acceptable risk” for the community to bear, and;

**Whereas,**

the supporters of the plant’s persistent claims that the plant will bring 650 jobs to the region repeatedly fail to acknowledge that those jobs are temporary and will last no more than 18 months, yet the plant will be a polluter in this community for as many as forty years, and;

**Therefore,**

Be it resolved that the Chabot-Las Positas Faculty Association emphatically denounces plans to site the Russell City Energy Center in the west Hayward corridor, near our campus, where it will negatively affect the working conditions of faculty and the learning conditions of students.

## FA Concerns About Instructor Placed on Administrative Leave

*By Charlotte Lofft, in consultation with FA attorney Bob Bezemek*

A tenured faculty person was placed on paid administrative leave a few months ago. Several faculty at the college where this person works have approached the FA about the matter. Our attorney Bob Bezemek has advised that the FA can inform you of the following: The FA disagrees/objects to:

1. The faculty person being escorted off campus with little or no advance notice or information;
2. the perceived arbitrariness of placing faculty members on Administrative Leave, and the indefinite lengths of such leaves;
3. certain District directives while a faculty member is on leave related to access to campus and association with students.

We believe the above are negotiable subjects, and we are pursuing strategies to deal with them. The FA will not make further comments on this matter at this time.

### Part-Time Faculty Please JOIN US!

We all get too many e-mails! However, you may want to get a few more to keep up with important issues regarding your work as a part time faculty member. This list serve covers important issues that affect our jobs.

All Chabot part-time faculty are invited to join the listserv dedicated to our issues. We have materials posted there for our concern including the parts of the union contract regarding part-time issues and the seniority list for part timers. Recent discussions have included assignment of classes, relationships with departments, and SLO's for adjunct faculty.

Everyone is invited to join and keep up with issues that concern us. Go to this website and click on the "JOIN" button:

[http://groups.yahoo.com/group/chabot\\_pt\\_faculty/](http://groups.yahoo.com/group/chabot_pt_faculty/)