

CURRENT ISSUES

ENSURING QUALITY

by Mark Wessel

The teaching profession is under attack for reasons fair and unfair alike. Part of the mission of faculty associations is to assure members that they have a right to expect that their performance will be fairly evaluated and that their jobs are protected against unfair administrative practices.

Tenure exists to insure that faculty be protected against capricious administrators and risks to academic freedom and should be preserved, but it should never act as a barrier to preserving quality education. Unions should be willing to work with administrators to reform contract language and processes that make timely removal of bad teachers difficult. We also need to work together toward a system that guarantees the best use of the human resources we have, recognizing that education doesn't stop with the award of a degree. When a teacher is hired it is implied that they demonstrated a level of expertise that was valued. If, in the course of their employment it is determined that they could do a better job of communicating that expertise, isn't it in the best interest of all concerned that they be given the opportunity and resources to improve?

Administration and Faculty goals are presumed to be the same. We want to provide students with the best possible education. But there are other goals as well - linked inextricably to the first: We want jobs in education to be desirable, thereby making it more likely that our best and brightest will heed President Obama's call to serve their nation by becoming educators. We want those who do choose education as their profession to feel that their choice wasn't a mistake, that they feel valued and that their jobs have some security.

A couple steps toward these goals might be as follows: 1) Let's develop an evaluative process that is supportive rather than punitive, a process that allows for identification of weak instructors and assists them in their efforts to be better teachers.

2) In the absence of that effort,

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Mission Statement

Citrus College Adjunct Faculty Federation, (CCAFF), is dedicated to serving its membership by working to:

- Assure a level of professional respect from the District reflected in its policies and practices consistent with the achievement, dedication and professionalism of its adjunct employees.
- Through contract negotiations, maximize members ability to earn a fair wage consistent with education industry standards.
- Work to provide working conditions for adjunct faculty that maximize their effective interactions with students and co-workers.

let's agree that it's in the interests of both the union and administrators, that a streamlined process for their removal be developed.

The "support side" of the equation might be gained through a re-examination of the role of retired faculty members. Let's profit from the skills and experience of retired faculty who still wish to make a contribution to their community within education. Currently we have an abundance of retired personnel at Citrus who don't completely leave classroom assignments behind. Many continue on as adjunct faculty members. This can be very good for students who continue to benefit from the superior instructional methods gained only through years of experience.

But it's not necessarily good for younger faculty members. The difference between one's preparation in those first years of one's career and that which is developed through time on the job is vast. Mid-career teachers can fall into ineffective ruts. We can address the needs of struggling instructors by encouraging "master" teachers to become

involved with an in-depth process of evaluation and suggestion for improvement. This would strengthen abilities and confidence, improve departments, deepen the learning experience of our students, provide adjunct faculty with more assignments and a more secure living and use a valuable resource - our most experienced colleagues in such a way that their contributions can be ongoing.

Just what are you talking about?

by Daniel Holm

As an adjunct faculty instructor in the cosmetology department at Citrus College for over six years, I thought I knew all of the important groups on campus. To begin with, the librarians, followed by the technical services department, will save you time when you have pertinent questions or pressing problems. Next, admissions and payroll can pull off miracles with a polite request and a smile. Finally, Campus Security can handle the job when a situation gets out of control. What I did not know until recently was the group working hardest for Adjunct Faculty is the CCAFF. The CCAFF, (it's officers - Citrus adjunct faculty members like you and me), spends its time working hard to make the job adjuncts do noticed by the rest of the school and administration and there is a good chance you have never had any contact with them.

In my department, not one other instructor has heard of the union representatives or the job they do. I routinely hear things like, "We have a union?" and "Just what are you talking about?" Now that I am a department representative for the CCAFF, I distribute union benefit packages and membership information to all adjuncts in my department, but this is not working as efficiently as it should. We need adjunct instructors to step forward and join the CCAFF, and for those who are interested, ask about becoming department representatives so we can all work together to make Citrus College better for us all. Remember, the union, with strong representation, works for us all.

Bill's Beef

Let Historical Republicans Guide Us in these Tough Times

by Bill Zeman

Since Jerry Brown has been elected governor he has been giving us tough talk. He says the state deficit is really more than 30 billion dollars and the politicians before him have been making projections based on fairy tales. No! I would never believe that of politicians! Brown is planning to put some propositions to the voters about the budget issue: Either reduce spending on society, which is already cut to the bone, by about 20% or raise taxes. How dare he even think about raising taxes. Mao Tse Tung! Josef Stalin! Adolf Hitler! Teddy Roosevelt! Wait, what?

That's right, Teddy Roosevelt. He deserves to be on this short list of infamous leaders because he was so highly in favor of raising taxes on the rich. While advocating for this he said, "The man of great wealth owes a particular obligation to the state because he derives special advantages from the mere existence of government." Teddy Roosevelt you evil communist! In what form do you suppose the man of great wealth should be obliged? "It is not enough that it [fortune] should have been gained without doing damage to the community. We should permit it to be gained only so long as the gaining represents benefit to the community... The really big fortune, the swollen fortune, by the mere fact of its size, acquires qualities which differentiate it in kind as well as in degree from what is possessed by men of relatively small means. Therefore, I believe in a graduated income tax on big fortunes...properly safeguarded against evasion, and increasing rapidly in amount with the size of the estate."

Wasn't Teddy Roosevelt a Republican? Aren't they supposed to be the only sane people against taxing the rich who are the saviors of our society because they provide jobs for all of us? Surely he was just an aberration from a time so jaded that we call it the Progressive Era. We should be able to find more sensible behavior if we look to other Republican presidents. What about the Republican businessman president, Herbert Hoover? He clung so doggedly to laissez faire and volunteerism as a solution to the Great

Depression that he was immortalized with new words in the dictionary. Words such as "Hooverville," which described the thousands of make shift tin shanties that sprung up in the major cities during his term in office or "Hoover Flags," which unemployed men displayed standing in the cities with their pockets turned inside out to show their poverty.

When Hoover took office the top tax rate was 25%, down from its peak of 77% in 1918 during WWI. (Every president from Abraham Lincoln to George H. Bush raised the top tax rate on the rich to pay for war; George W. was the only sensible one). Surely we could rely on Herbert Hoover not to try to pay for social programs to relieve the depression by raising taxes on his own kind: rich people. What did he do? He raised the top rate to 77% in 1932 to pay for some work and relief programs that he had begun. Lord have mercy! Another aberration? What did Dwight D. Eisenhower do? He was a Republican president from 1953 to 1961. When he ended the Korean War in 1953 the top tax rate was a staggering 92%. Surely with no more war and the happy times of the prosperous society of the 1950s he could afford to let the rich keep more of their income. He did. He lowered it 1% to 91% and it stayed there until the Democrat Lyndon Johnson lowered it in 1964. What?! On God's earth, why? He said he did it to build the freeway system. View the historical top tax rates here: [HYPERLINK "http://www.taxpolicycenter.org/taxfacts/displayafact.cfm?Docid=213"](http://www.taxpolicycenter.org/taxfacts/displayafact.cfm?Docid=213) <http://www.taxpolicycenter.org/taxfacts/displayafact.cfm?Docid=213>.

The fact is that all the presidents of the 20th century, both Democrats and Republicans, have heavily taxed the rich in times of war and bad economy. George W. Bush is the only one to have departed from this and he had such good results. So what do we do now? We are educators. How should we teach? What is the solution to our problem in California? Since 1993 the rich have had their taxes lowered here. That radical communist Jerry Brown is going to make us choose between higher taxes or gutting our system. Richard Nixon raised the top tax rate in 1969 to pay for Vietnam. George H. Bush broke his promise of "no new taxes," and raised the top rate to pay for the Gulf War and government programs when a recession hit in 1991. Should we look to the Republicans of yesteryear? Those solid friends of the rich should be able to guide us.

CCAFF ELECTIONS

Citrus College Adjunct Faculty Federation elections will take Place on Wednesday March 2nd from 4-7pm in CFI 237. Voting will be done by Ballot, in-person only.

To be eligible to vote one must be a member in good standing, which is defined as a member for whom there is a signed membership form on file with CCAFF and is paying dues through their normal payroll deduction. A member who is not employed during one or more Fall and Spring academic sessions, may, for no more than three consecutive regular academic sessions, maintain their good standing by remitting dues to CCAFF on a monthly basis

Those members interested in having their candidacy placed on the ballot had until Friday, February 11th to submit their intentions to Jefegordon, but members can still run as a write-in candidates on the day of the election, provided they meet eligibility requirements.

Eligibility for office requires that a person be a member in good standing of the organization for a period of six months prior to the date of the election. Retired employees of the District must be dues paying members of the Bargaining Unit for six semesters before being eligible for Executive Board nomination and service.

Elected officers serve a two year term starting May 2011 and concluding May 2013. The Following positions are open for Election: *President, Vice President, Secretary, Treasurer, and Representation Officer.*

The annual CFT Convention will be held from Thursday, March 17th through Sunday March 20th at the Manhattan Beach Marriott. Three CCAFF delegates will also be elected and four additional candidates with the next highest vote totals will be included as convention Alternates.

Additionally, members will vote for or against ratification of the new contract with the District.

AFFILIATIONS

Citrus College Adjunct Faculty Federation (CCAFF) maintains an affiliation with:

- The American Federation of Teachers (AFT)
- The California Federation of Teachers (CFT)
- AFL-CIO
- The California Labor Federation
- The Los Angeles County Federation of Labor