

Clark College AHE Senate Minutes

December 6th, 2010

3:30-5:00

Cannell Library, Cannell Room

Members Present: Dave Duback , Anita Fisher, Cosimo Giovine, Randy Givens, Don Gonser, Izad Khormae, Nathan Lazar, Julian Nelson, Marcia Roi, Susan Torres, Judy Van Patten, Jim Wilkins-Luton

Members Absent: Don Appert, Rita Carey, John Fite, Otto Schlumpf (Dave Duback proxy), Kimberly Sullivan (Julian Nelson proxy)

Others Present: Lisa Lewison

Topic	Discussion
Approval of Agenda and Minutes	The senate came to order at 3:40. The agenda was approved as presented. The minutes of the November 15 th meeting were tabled until the January 10 th meeting.
Announcements	PPAC has been instructed by the VPI to move forward with its screening process with a number lower than that mandated by the AHE contract. The issue will be discussed by AHE leadership and the VPI. Cosimo asked if allowing deans to teach classes could be considered subcontracting. Marcia said that other colleges do not allow deans to teach because there is no accountability or safeguard against poor teaching. Lisa said allowing deans to teach may negatively impact adjunct faculty workloads in difficult economic times. It was agreed that the major issue is accountability. Granting division chairs sole right to schedule might help accountability. Marcia said this will be a bargaining issue.
Labor Roundtable Report	The next Labor Roundtable meeting will on December 10 th at 7:30 at the Country Buffet near the Vancouver Mall. All are invited to attend.
Bargaining Update	At least 45 faculty members attended the November 23 rd Board of Trustees meeting. Marcia said that she considers this a huge success. Marcia also said President Knight has limited his interaction with AHE leadership to three meetings a year. She reported that ASCC and AHE reports to the BOT will no longer be included in the official record. Administration's use of ASCC funds was discussed—Dave and Cosimo will connect with ASCC to discuss the issue. AHE leadership spoke with the WEA attorney about the administration coming to the bargaining table without funds. AHE will resume bargaining, while maintaining the right to file an unfair labor practice if necessary. AHE fact-checkers will begin work over the break and information the will be published. It was asked if the senate wanted to formally invite members of the BOT to senate meetings. Izad supported the idea and said AHE needs to develop a positive relationship with BOT

	members. The discussion was tabled until the first full senate meeting in January.
Membership Report	Cosimo developed a sign-up sheet of activities AHE members might become involved in—there’s a lot to do and many people are needed to help. AHE provided coffee and a flier for each of the break-rooms on campus during finals week. Marcia announced the 2010-2011 membership drive and said she’d like 100 new members by June.
Organizing Strategies for Bargaining	Marcia said bargaining has been tough and that AHE needs to organize around the issue. Lisa said we need to get back to the bargaining table and see what the administration’s rationale for denying the five turn-over dollar positions might be. Marcia said that, in a recent meeting, Bob Knight said it’s AHE that’s holding-up the faculty pay raises. Nathan suggested that AHE put together a petition saying we’ll all stand together—Nathan will head this up. Randy said that members of his unit are waiting to receive their post-tenure increments and that faculty members who are at the beginning of the pay scale are becoming desperate for a raise. Randy asked for clarification about the college being unable to fund increments with anything other than turnover dollars. Local money may not be used to fund increments. Dave asked that AHE develop a position statement about what happens when there isn’t enough money.
Grievance/Arbitration Update	The senate entered executive session at 4:35. The senate returned to regular session at 4:44.
Senator Empowerment Training	Lisa presented a PowerPoint about empowering senators and the importance of identifying AHE as someone other than just Marcia. Themes included: Fortune favors the brave. Don’t worry about being nice. Many see kindness as a weakness. “Power corrupts the few, but weakness corrupts the many” –Eric Hoff. Don’t be lazy; work hard. Care! Instinct is underrated! You can’t care more than your members do. You don’t need everyone on board—don’t try to convince the un-convincible. This is work, and risky. Fear is the beginning of wisdom. Friction is part of movement. Don’t worry about being liked, be respected. People don’t want you to be a fighter; they want you to be “professional.” Being “unprofessional” means being non-compliant—rebellion frightens administration. Don’t worry about appearance, worry about substance. Your principles should never change. Know your moral compass. You are not just an educator, but a union agitator and organizer. “Don’t judge, defend.” Visualize success. Your loyalty is to the dues-paying member. Discussion followed.
Adjourn	The senate adjourned at 5:10.