FROM THE DESK OF THE UFO PRESIDENT
Alan Kirshner’s Farewell Address

This is a difficult article to write. I wish it were a speech. I generally feel more comfortable in front of a crowd for I can ad lib and provide a bit of humor without those damn emoticons. What makes this difficult is not just saying bye-bye, it is leaving an organization that has been a major part of my life off and on for 32 years. George Washington set a precedent that was followed until Franklin Delano Roosevelt—serving only two terms. FDR served three full and a partial fourth term. After FDR, the two-term presidency became codified in the Constitution.

I have always been a supporter of term limits, except for one difference. I hold that after sitting out a term or two the individual should be able to run again. I think that after two terms much of the energy a person is elected on fades and the goals he/she set are either accomplished or forgotten. When serving more than two terms I think things often become old hat. After leaving power a leader has the opportunity to re-charge.

I do not remember how many times I served as president since the United Faculty of Ohlone was formed and recognized as the sole bargaining agent in 1979. I do know I was the first President and that this is my last stint—my last two year term. I also remember that I left the presidency in 1991 to negotiate when Dr. Bennett Oppenheim resigned due to the ill health of his father. Even if I cannot recall my other time of service—call it senior moments—I know always felt that my service had been very productive and that I had left the union in good hands. I feel that right now. My recent tenure has been extremely positive and very productive. Best of all, I will be followed by a group of amazing young union leaders.

Unionism is in my blood. My father, who created a very successful advertising agency in New York—yes he had a little of the Mad Men in him—always carried his union card with him. He was proud to pay his dues even as a boss. He always talked about how unions were there to protect the working conditions of the employees. I do not recall him talking about how unions helped raise the salaries and benefits of the workers. His sense of unions was that there was strength in numbers. He held that most individuals did not have the strength or power to go it alone to fight an injustice, to right a wrong. What he failed to warn me about are the times one goes to bat for an individual only to be frustrated because he/she stopped fighting. I hated using up my good will on what I considered a righteous cause due to a grievance deciding he/she did not want to continue due to some phantom fears.

I always came back to fight another day, perhaps with the realization that if I did not, there would be no union to defend me. What I have learned, seen, in my 51 years as an educator is that tenure does not protect the incompetent. In some ways incompetence protects the incompetent. Seldom does an administrator try to remove an incompetent tenured teacher, even ones who get outrageously poor student evaluations. This is too much of a hassle when the administrator is so busy and has a full calendar—sometimes caused by the Peter Principle. However, if a tenured faculty member becomes politically troublesome and threatens the power or the perceived reputation of an administrator, it is amazing how hard they will fight and how much money they will spend to remove that individual. And, so we, the politically active, need unions.
I mentioned my frustration with defending faculty who will not in the end defend themselves. Our next UFO president, and it looks like Wayne Yuen since he is running unopposed, will soon learn of another frustration—having to make sure that due process is carried out even when you feel that the faculty member was in the wrong. Worse, for persons like myself, is winning a case due to an administrator who failed to follow proper procedure. I hate to tell you how many times I have cried to the powers that be that they have training sessions on our contract for their underlings. I have even volunteered to be a part of these information meetings. I hope our new president and our new negotiators will have more success in bringing into being contract training sessions, so they do not have to win a battle they would rather lose due to an administrator failing to follow the legal procedure.

In my first article for our reincarnated newsletter, under the editorship of the very dynamic Anu Anguly, I wrote about how, as much as I liked our minimalist contract in 1979, Carolyn Strickler and I dissented as the grievance procedure was almost non-existent. Any complaint had only an administrative hearing and any appeal ended at the Board level. Ohlone, despite problems, has always been a far better place to work than most community colleges. Anyone who has gone to meetings and listened to the horror stories flowing from faculty at other campus knows that this is true. Our salaries were lower and still are below the median yet we know instinctively that we have it better. We also know that we had negotiators, especially with the long tenure of Bennett Oppenheim, have fought to raise our salaries and benefits.

In 1991, when I became the chief negotiator along with the great table team of Bob Bradshaw and Mikelyn Stacey and others who joined us at the table—Chris Bolt, Carol Lawton—I moved to provide not only more faculty protections but to increase the pay dramatically for our part-timers. Many perceived increased protections unimportant at Ohlone. Based on my history I held that a union must be prepared to defend with contractual procedures a future incident where an injustice arises as remote as that might seem. The rest of the team agreed. We did our best to obtain binding arbitration. We failed. The District and the UFO finally agreed on a Tentative Agreement in 1993 with much of the Board policy and State law becoming a part of the contract. We also obtained advisory arbitration. I was thrilled when our new negotiation team headed by Darren Bardell and Heather McCarty obtained binding arbitration for our tenured faculty and afterwards realized that only one other Bay Area community college failed to have it in its contract. I am happy to say that I leave the United Faculty of Ohlone presidency with full and just protection for our tenured professors—binding arbitration.

As I noted earlier, I always left the presidency feeling good about my time in office. I was able to feel I gave my all to protect individual faculty members—usually behind the scenes. I was not always successful, especially in the case of some part-time faculty as they are temporary employees and often hired without much vetting. All in all I did the role assigned to the president—protect the faculty—and I was always blessed with a negotiator like Bennett Oppenheim who had the enduring energy to fight for improving our salary and benefits. Darren and Heather kept us basically financially level and improved our physical and humane working conditions despite being in a deep recession and confronting a president who saw no wrong in accepting a dramatic increase in her benefits and salary.

Susan Myers will be taking over as chair of the negotiation committee. As a counselor she knows how insensitive some managers can become when they place their reputation on maintaining the perceived stability of a budget against the human being. I know that once again I leave the presidency, the final time, with a union head that understands ethics and will fight for justice as well as a chief negotiator who will defend the humane against insensitivity. I want to reiterate that while I have seen unethical and inhumane treatment of faculty at Ohlone, it is rare. I could never match horror stories with the faculty of other community colleges.

While I seldom wanted to be president of the union my conditioning told me that I could confront any abuse of power more effectively than others. I recognized that my methodology only worked when there were many others on the Executive Board who understood unionism and would stand with me in those battles that might or did arise. I pride myself in recognizing that others are successful acting in a different manner. Almost every time I ran for president I had strong opposition from those that said they liked my goals but not my approach. Translation—I had opposition to my candidacy. I welcomed it because when I won, and I did so against some very respected faculty members in those olden days, I was emboldened to fight harder for faculty rights. Due to the controversy often surrounding my election I believed I could only act in a democratic fashion. I always envied the leaders who ignored their Board, seldom if ever held meetings and got things done. I needed a large Executive Board—the larger the merrier. The more people involved the more strength I had and the more creditability it brought to the union. My Executive Boards have had all the positions filled and I never had to do much arm-twisting to get faculty to serve. I hope future presidents will follow that path. Yes, it is easy to do things alone, but a union ceases to exist due to a one person show even if the person is successful. I feel fulfilled that we have in this election a full slate of candidates and we even have contested positions. Wayne will have no trouble filling the appointed positions. Not only are people willing to continue to serve, but there are faculty willing to fill the vacant spots. Hmmm—I may be getting ahead of myself here. We included a webmaster in our constitutional revision. I have been filling this job since I fought to have an interactive website--blog. I did not win that battle, but I did get the Executive Board to agree to create a website: http://www2.Ohlone.edu/org/ufo. I will leave it to Wayne to find someone who will maintain our online presence.

George Washington, our country's first president under the present constitution1 warned against permanent alliances2. In closing my Farewell Address I want to advocate maintaining a permanent alliance with the Faculty Senate. Sometimes the line blurs between academic conditions and working conditions so the interaction between the UFO and Faculty Senate is mandatory. When college presidents, with the backing of the accreditation board, argue that board policies are guidelines and they can act unilaterally to set the procedures, the line between
the two can become confusing. The union must interact with the Faculty Senate, the body that provides input on the procedures, to be sure that they do not negatively impact our working conditions. To put this in a more concrete manner, our UFO Contract covers policy, procedures are not mentioned. Together in a permanent alliance both groups, a faculty united, can achieve the goal of protecting working conditions in a mishmash of academic procedures created through executive orders, albeit, with consultation.

The presidents of both groups must continue to keep in communication. Even if future presidents do not serve on the Senate, as I have done, they must keep informed of what the Senate is doing. I have in each term of my service cc’d the Senate President on most of my union correspondence and at times invited him/her to attend our Executive Board meetings. I think this is a tradition worth maintaining.

Let me not ignore the College Council, a vital new institution in my tenure at Ohlone. The College Council brings together all elements of our community. The members could, in making recommendations to the president, unintentionally cross the line into working conditions that are in purview of the United Faculty. Recently, the Senate, that has the authority to appoint six faculty members to the Council, voted to have one of the members be a liaison with our Executive Board. Information is not only power, it is the survival of our ability to continue to do what we have done so well over the years—head off problems before we have to fight them in a public arena.

Finally I want to discuss SLO’s, the most recent innovation into creating student/classroom/program objectives. I have been doing a form of student/classroom objectives since my first year of teaching in 1960. Each time a legislature or education establishment tweaked the approach they declared the final coming of the education messiah. Personally, I think change, even based on ancient ideas, can stimulate learning—well as long as it does not place so much extra work on a teacher’s desk that s/he lacks time to excite students to desire to learn for the sake of learning. The Faculty Senate must oversee the educational value and professional worth of this mandate. The UFO must be vigilant in being sure that SLO’s are never used to judge a professor’s competence and job renewal.

I wrote this farewell as if I will be gone. Yes, I will be gone as UFO President. Since the UFO Constitution seats the outgoing president on the Executive Board, I will be around as an elder statesman. My intent is to do the elder statesman thing—only give advice when asked. Can I remain silent when not asked? I sincerely believe I can mainly because we have such a dynamic and competent group of people that will make up the next Executive Board. You can bet your bottom dollar, though, that if and when needed, my silence will be heard.

FROM THE UFO NEGOTIATIONS DESK

Passing the Torch

As we finish up negotiations of our third contract together, we’re also preparing to pass the negotiation torch on. Some of you may recall the recruitment article Darren wrote last year requesting that faculty interested in participating in the negotiations process—whether at the table or in another capacity—contact us. Susan Myers and Rob Smedfjeld answered that call, and we’ve been working with both of them this semester. Susan has agreed to step in and run for Chair of the Negotiations Committee, and Rob might continue as part of the negotiations team in the future. They’re both excellent individually, and outstanding as a pair.

In terms of transitioning, Darren and I will continue to work with, train, and support Susan in the Spring and Fall of 2012. We also hope that more faculty will step forward and contribute to the process. Ultimately, negotiations will run more smoothly and all of us will be better served if several faculty from across disciplines are trained and thus available to rotate in and out of the process as needed. Going forward, it is important to insure that our union negotiators do not suffer burn out. Besides, we will all benefit from the fresh perspectives and expertise that new people would undoubtedly bring to the process. Finally, we think that teams of (at least) two are best suited for actual table negotiations, with several other faculty supporting the process through the Negotiations Committee. To be most successful, negotiations must continue to be a group effort: the larger the group, the better.

Darren and I would also like to thank Alison Kuehner for her work on the negotiating team with this past contract. She has also decided to leave the table, and we are thankful for her excellent work and support. Alison has generously volunteered to continue working on the lab issue, as this important issue remains unresolved. We would also like to thank Carol Lawton for all her effort on behalf of part-time faculty. Carol has been a tireless and dedicated advocate for part-timers both at the table and as the Part-Time Rep at Large on the union Executive Board for several years now. On our upcoming ballot, Rick Flynn is running for Part-Time Rep at Large. I’m delighted to see another part-time faculty getting involved but there is still plenty of room for others to participate so please, if you are a part-time faculty member, consider serving your union on the Negotiations Committee.

It has been an honor to serve as your negotiators and to advocate for faculty interests. As historians, our discipline promotes civic engagement and community service. We would both love to see an even more engaged faculty. Our union is only as strong as our members’ willingness to participate. We hope that our service will inspire others to get involved.

Heather McCarthy and Darren Bardell, Co-Chief Negotiators

1. Depending on how you count, there were 15 presidents before Washington.
2. Washington is often credited with a warning against entangling alliances, however Thomas Jefferson was the president who used that phrase in his first inaugural address—yes, I know, I am a trouble making historian as well.
FROM THE CEER COMMITTEE

The CEER Committee has meet twice this academic year. Leta Stagnaro has replaced Mikelyn Stacy on the committee, and the to be elected UFO President will replace Alan Kirshner at all future CEER meetings. There currently are no new outstanding issues. We have been kept appraised on Student Faculty Evaluation Forms, the new procedures for keeping the “Adjunct@ohlone” email list current, and updates to the sabbatical submissions evaluations matrix. The CEER committee also provided feedback to the committee working on the New Recruitment and Hiring Procedures/Guidelines. Our next CEER meeting will be on February 10th.

Michele McDowell, Chair of CEER

UFO ELECTIONS...THIS MONTH

Some time in the next 7-10 days from the release of the newsletter, the UFO plans to hold elections for all elected members of the Executive Board. The appointed members of the board will continue to serve.

CANDIDATES FOR THE 2012-2014 UNITED FACULTY OF OHLONE EXECUTIVE BOARD ELECTION

President: Wayne Yuen
Vice President: Darren Bardell
Secretary: Sheryl Einfalt
Treasurer: Milton Chavez and Janice Jones
Part-Time Faculty Representative-at-Large: Rick Flynn
Full-Time Faculty Representative-at-Large: Carmen Madden and Heather McCarty
Chair of the Negotiation Team: Susan Myers (this post will only be contested if the Tentative Agreement is approved)

APPOINTED MEMBERS OF THE CURRENT BOARD WHO WILL CONTINUE TO SERVE UNTIL FURTHER NOTICE.

Chair of CEER: Michele McDowell
Chair of Committee on Committees: Susan Myers
Newsletter Editor: Anu Ganguly
Webmaster: Alan Kirshner
Liaison to the College Council: Ralph DeUnamuno

STATEMENTS OF CANDIDATES

President: Wayne Yuen

Plato wrote in The Republic that leaders lead because they fear the less qualified leading. I’m not particularly afraid of anyone less qualified than me leading, mostly because I really don’t have any qualifications to lead. I suppose that this isn’t entirely true, since I’ve been serving on the Faculty Senate for a number of years now, and on the UFO executive board as treasurer since Spring of 2010. But in terms of being seriously involved in campus politics, I’m blissfully ignorant.

Alan Kirshner, our outgoing president, has a particular style of management and leadership. He’s very direct, passionate, confrontational, and really seems to enjoy micromanaging everything. He’s been here at Ohlone longer than anyone else, and has a lot of experience with administration, campus politics, dealing with the board or the president. I on the other hand have been at Ohlone since I was hired in 2002 to teach a single class part-time, and as a typical part-timer took little to no interest in campus politics, and simply grumbled to my wife about my low pay. But now I find myself full-time with tenure, running for the post that Alan is leaving behind.

Simply put, I’m not Alan. This isn’t a slight against Alan’s leadership qualities, we simply have different approaches to leadership. I’m not particularly confrontational, I’ll go out of my way to find common ground and resolve things to the best of my ability without any hurt feelings. However, I do love a good argument, and when I get into philosopher mode, I tend to be pretty ruthless. I don’t like micromanaging things, and plan on leaning quite heavily on the UFO executive board to find different perspectives and finding the gems of wisdom within each.

But I’m also not a feel good, everyone loves everyone else, can’t we all get along kind of guy either. I’m a philosopher by training, and a utilitarian at heart. I believe that what is right, is largely determined by the consequences of our actions, and we should try to aim to produce the most good with our actions. This doesn’t mean making the most people happy necessarily. I’m not particularly swayed by emotional appeals, nor am I swayed by traditions. There are no sacred cows in my eyes, everything needs to be justified. Doing things because we have always done them this way, isn’t enough reason for me, and if we can do something differently with more efficiency, then we should change.

Let me give a couple of examples. I think one of the first things that the UFO executive board should at least consider (I’m not suggesting that I would actually promote this idea) is disbanding the UFO and joining a larger collective bargaining union. The fact that the UFO has been independently representing the interests of the Ohlone faculty for so long is really irrelevant. If we can get a better contract by joining a larger union organization, we should. Now, I don’t actually believe that joining a larger union would improve our contract significantly, but it would behoove us to at least investigate the possibility.

Another example would be part-time faculty rights. I believe that currently, the average part-time faculty member doesn’t
Hi, I’m Carmen Madden and I’m running for full-time representative-at-Large on the UFO. I have worked at Ohlone as a full-time English Instructor for eleven years and three years as a part-timer. For most of these years, I have not been silent, nor do I intend to be in the future. But I have come to believe that separate voices are not always the strongest. Therefore, I would like to use my voice to help strengthen our union, and to ensure that we are all heard.

Full-Time Faculty Representative-at-Large: Heather McCarty

Hi, Many of you have come to know me—or at least my e-mails and surveys—from my service as a UFO negotiator for the past three contracts, and I am now running for the full-time representative at large position on the UFO Executive Board. As noted in the UFO Constitution, the responsibility of the representative at large is to “keep the faculty informed as to the activities of the Executive Board… [and] to act as a liaison between fulltime faculty and the Executive Board.” I am running for this position because I hope to facilitate and increase engagement between faculty and their union. If you elect me as your representative, you can look forward to concise monthly e-mails apprising faculty of union activities. I will continue to invite and seek out feedback from faculty; my door and e-mail inbox will always be open. It would be my pleasure to serve as your advocate, and my honor to represent your interests to the Executive Board. Thank you for your consideration.

Chair of the Negotiation Team: Susan Myers

I, Susan Myers, am running for Chair of the UFO Negotiating Committee. I have served as a full-time counseling faculty member at Ohlone College since Fall 2002. Some I have been fortunate to serve in a variety of roles during my time at Ohlone, including Faculty Senate representative, Secretary, Vice-President, and President, College Council representative, Student Learning Outcomes and Assessment Committee (SLOA-C) member and chair. In addition, I have served on the UFO Executive Board during the Fall 2011 semester as the Chair of the Committee on Committees. In addition, I have been training as a negotiator during this semester, and plan to continue receiving training and support during Spring 2012 as I transition into the role of negotiator. I look forward to the opportunity to serve as Chair of the UFO Negotiating Committee.

Part-Time Faculty Representative-at-Large: Rick Flynn

Ohlone College is one of five schools at which I’ve worked, and it is by far my favorite, yet the other schools have taught me some methods for working with adjunct faculty from which Ohlone could benefit.

Faculty mentoring, professional development, office hours, a hiring system that recognizes seniority, all of these are worth putting back on the table. I will advocate for part-timers with an understanding that their talent, work and dedication are as yet the main source of parity in this two-tiered system.

Treasurer: Janice Jones

I have served the Ohlone Faculty for 13 years providing instruction in the following departments: Early Childhood Studies, Education, History and Psychology. I have experience in budget oversight and responsibility in the following areas: Currently oversee two grants for Early Childhood Studies Students course reimbursement for 360 students through CDTC and Early Childhood Mentor Program; 4 years Executive Director Head Start Program for the City and County of San Francisco with a $7,500,000.00 annual budget. Budget balanced every year. I have been the Executive Director or Assistant Director of several non-profits in the bay area with 35+ years of budget planning and oversight. Budgets ranged from $500,000.00 to $7,500,000.00. All programs were federally or state administered and budgets balanced for all programs yearly. Every program completed yearly fiscal audits with exemplary results. All programs required that I complete annual budget planning and review process, approval of checks for
payment to vendors and employees, grant applications and once awarded I was responsible for funding oversight and administration. In several of these positions I also was responsible for creating benefit packages and investing of funds for retirement programs.

As part of UFO, I want to work to insure our dues continue to remain accounted for and expenditures are appropriate and in the best interest of all UFO members.

Milton M. Chavez: Treasurer

I consider it a distinguished honor to be a Treasurer candidate for the 2012-2014 United Faculty of Ohlone Executive Board. As Treasurer I will comply with the regulations and policies of the Executive Board and apply to the best of my abilities my accumulated professional experience. I am capable of carrying out the assigned duties and responsibilities and would do so with the integrity and professionalism.

I have been working in the Finance and Accounting fields throughout my entire career and I am currently an Accounting Professor. I decided to become a candidate because I have found that investing time in this endeavor can be immensely rewarding to my professional development and can give me the opportunity to form a lasting bond with the Ohlone College community, which I am proudly fond of. Best regards to all.

FAREWELLS

REMEMBERING ALAN KIRSHNER…….FROM AN OLD STUDENT

A handsome and brilliant athlete who drove the sexiest car at East Northport Junior High School in Long Island, New York, continued his Role-modeling as a life-long learner and he is now known as Dr. Alan Kirshner.

This fantastic young man taught Western Civilization to boring suburban ninth graders during the 1962-1963 school year and I was blessed to be in his class. His learning outcomes and class "study guides" were clear and concise and facilitated our learning process.

He was much more than a "teacher"-- he was a role model to us all!

It was always exciting and wonderful to wander into the school gym and watch him teaching gymnastics. I will never understand how he was able to be keep his body in a cross position while holding onto two huge rings. His strength and abilities were discussed every day at lunch and all the students, both boys and girls, wanted to come see this spectacular guy! His famous Grand Canyon photo remained forever in our minds and hearts-- he was doing a handstand while visiting the Grand Canyon!!

Life moved on and eventually I completed my education and left New York and married and lived in Fremont, Ca where my husband and I had a beautiful and intelligent daughter. Now, almost FIFTY YEARS LATER, I am so honored and pleased that our daughter (Alison Germaine) has been able to get to know and work with my most favorite and special teacher--- Dr. Alan Kirshner! Thank You Dr. Kirshner!! Good Health and Happiness in your retirement!

With Love and Respect Always,
Jo (CHIODO) Germaine

FAREWELL TO TWO FANTASTIC PEOPLE

The Ohlone Family will not be the same without Dr. Alan Kirshner and Dean Mikelyn Stacey, both of whom will retire this semester. While I join the Ohlone Family in celebrating this milestone and wishing all the best for these two fantastic individuals, I must admit that I am also saddened to see them leave.

I never had the unique pleasure of taking Dr. Kirshner’s classes, but I know he is an outstanding teacher and one of the best people I have the honor of knowing. Seeing Dr. Kirshner’s smiling face and talking with him always brings joy to any day; I will miss these moments, but I am hoping Dr. Kirshner will visit his Ohlone Family often.

In the late 1990s, when I was a student member of the Ohlone Family, I started working in the Reading Lab where I had the most incredible boss: Dean Stacey. I appreciated having such a supportive, inspiring and dedicated boss and was deeply touched when she, and the other Lab administrators, sent me flowers after I had surgery.

Time rapidly passed and I graduated, leaving Ohlone for “university life.” I pursued my education, focusing on English and Speech Communication, explored a career in law and simultaneously discovered a hidden passion for teaching. I pursued this passion and was hired by my former (and now current) boss, Dean Stacey. It is a pleasure working for and with Dean Stacey and, although I am glad she will now have more time to pursue her passions, I will miss seeing her around campus. Her dynamic personality and endless support are especially appreciated and I want to thank her for all she has done over the years.

Dr. Kirshner and Dean Stacey, thank you both, we will miss you. Mazel tov!

Allison Germaine

FACULTY CONTRIBUTION

SOME THOUGHTS...
Carmen Madden

Recently, faculty was asked to send in their input regarding the management positions and arrangement of these positions. While I thought it was wonderful that the President requested our counsel, I couldn’t help but feel that it would have been even better if this discussion could have taken place in a much
more open way and after a plan had actually been presented by the administration. I have said things like this before, and was told that I needed to think “out of the box”. But really, there are so many factors to consider, and although many of us might have some great ideas we do not have the whole picture or even an idea of what that whole picture might be. Since the administration does have all the factors, I would like to hear their plan and what problems they may face either real or imagined, and then, I can step in with some “out of the box” thinking.

For instance, most of us would agree that the current Dean situation is ridiculous. Deans are over–loaded with too many departments, or in some cases not enough, and so overworked that the original focus of their duties often gets overlooked. And what about those said duties? When I served under Mildred White she believed that a big part of her job was to be a strong advocate for her department. We made the rules but she enforced them. In fact, she believed it was also her responsibility to hold us accountable to these rules, a fact that we didn’t always appreciate, but we abided by it. Coming in as a part-timer I was trained by her and she believed that it was her job to do it, and she not only trained me, but others as well, and a few of us eventually made the jump to full-time under her tutelage. But what if the administration doesn’t feel that this is an important role for the Dean? Right now, considering the amount of overloading that is being pushed onto that position, it appears that it is not very important. And how well can you train someone that although might be under your supervision, you have no idea how to teach that particular subject matter? For example, there are some basic things that I could say to a science instructor, but honestly, I have never been able to pass science and am in awe of people that do, not to mention those that teach it. I pretty much lose my train of thought after the word “cell” is mentioned. The same goes for math. After 1+1, I’m a little out of my element. Yes, I’m spectacular in almost every way, but could I really provide adequate training for someone teaching calculus? I think not. That’s why I think it’s important for the administration to let me know how they see this particular role, then I can get a real sense of how my views can help. Or maybe I can reshape my views now that I know how this fits in with the overall needs of the college.

I also think it’s better for them to present a plan first because it really allows us to feel as if our input is really needed. A true discussion can ensue so that we really feel as if we are shaping something. As if we are really one. Mostly though with gestures like this, the norm has been that we spend our time and energy thinking and writing letters, sitting in on meetings, only to have the powers that be never really consider us at all, but always able to say that the gesture was made when we try to hold them accountable. Yes, we were considered. And it is a nice gesture, I totally agree. I’m just not sure of it’s worth.

STAFF LOUNGE AS AN INVITING AND PRODUCTIVE SPACE?
Allison Germaine

Greetings Ohlone Family! As a faculty member who spends a significant amount of time in the Lounge, I am interested in updating and improving it to maximize efficiency and create a more welcoming, serene environment in which staff and faculty can thrive. I don’t mind the “retro” look of the Lounge, but I am interested in adding some design elements—such as flowers blooming in pots on the patio, a few artistic prints on the mainly bare walls and maybe rearranging some furniture to allow more sunlight to flow into the room—and I think it would be beneficial to have at least one computer in the Lounge. Faculty members, such as myself, and staff members who do not always bring a laptop to campus could use this computer to check email, login to Blackboard or even do research while on campus (especially beneficial if you have a long break between classes).

Also, possibly we could have a few office supplies (stapler, scissors, white out, and the like) that staff and faculty members could use if they forgot their own supplies at home or were in immediate need. I think with a little redesigning and collective planning, we could turn the Lounge into a more productive and inviting space. If anyone is interested in working on this with me, please let me know. I would also appreciate any information on how to go about making this plan a reality (i.e., how to obtain “official permission,” input from faculty and staff members who use the Lounge). Thank you.

LAB LOAD SURVEY RESULTS
Alison Kuehner

By faculty request, the UFO is investigating working conditions and compensation as part of faculty lab assignments. First, is a summary of the work that has been done so far on this issue, including the results of the most recent faculty survey. Then a look at the next steps.

In the spring of 2011, a committee of four faculty (none of whom had a lab assignment) surveyed the Ohlone faculty about their lab duties and gathered data from other colleges about lab assignments. Based on this work, the committee recommended classifying labs into more clearly defined categories. The committee made this recommendation for two reasons: 1) all other Bay Area community colleges have different lab categories, and 2) labs at Ohlone College vary greatly in the work students do in the lab and the work of faculty in preparing, monitoring, and evaluating students’ lab work. The committee recommended creating four lab categories based on student activities in the lab and the required work by faculty to teach in a lab.

In fall 2011, two faculty meetings were held: one at the Newark campus and one at the Fremont campus. Faculty from various disciplines attended and discussed the proposed four lab categories. The discussion focused primarily on two issues: 1) whether to move from having one definition of lab (our current state at Ohlone) to having different lab categories (as
recommended by the lab committee), and 2) if faculty want different labs, how to best describe the lab categories. At one meeting, faculty revised the proposed descriptions of the lab categories, and of one category in particular. At the other meeting, faculty suggested that two of the lab categories be combined, creating three lab categories. There was also a suggestion that labs could simply be divided into two categories: open lab and instructional labs.

The follow up to these meetings was a survey distributed via email to all full-time and part-time faculty at Ohlone, specifically asking for input on the proposed lab categories that developed from the discussions. Specifically faculty who teach in labs were asked about having four, three, or two lab categories, as well as whether to move to multiple lab categories or stay with the current one lab system. What follows is a brief summary of the survey results (the lab category descriptions are not included because they would take up too much space).

1. Do the labs you teach fit clearly into one of the four categories?
   YES = 40
   NO = 8

2. Do the labs you teach fit clearly into one of the three categories?
   YES = 40
   NO = 6

3. Do the labs you teach fit clearly into one of the two categories?
   YES = 36
   NO = 10

4. I would like Ohlone to:
   Continue with our current one category system = 11
   Have two lab categories = 17
   Have three lab categories = 15
   Have four lab categories = 6

In addition to the easily quantifiable results, faculty voiced many thoughtful comments about the proposed lab categories ranging from suggestions about changing the wording of lab categories; creative ways to alleviate lab loads, such as holding office hours during lab; concerns that creating different lab categories would be a divisive issue for faculty; and gratitude that this issue was being discussed given that some faculty feel their lab work is more time intensive than the lecture portion of their classes.

So what’s next? We will continue to discuss faculty labs, working toward lab categories that most faculty can agree on. Given the survey results, it makes most sense to move forward with multiple lab categories. We will take suggestions from the survey and revise the possible lab categories targeting a possible two or three category system. Stayed tuned for our next meeting: this issue isn’t going away any time soon . . .

**UFO NEWSLETTER GOES GREEN**

All full and part time faculty at Ohlone College will be receiving an electronic copy of the newsletter by e-mail. Some hard copies of the newsletter will be available outside the mailroom. If for some reason, you are not able to obtain a hard-copy from the mail room, please e-mail the editor (aganguly@ohlone.edu) and request a hard copy.

**SOME USEFUL FACULTY WEBSITES**

- Link to the current Faculty Handbook. (Useful for all faculty, full time and adjunct)
  - [http://www.ohlone.edu/org/academicaffairs/facultyhandbook.html](http://www.ohlone.edu/org/academicaffairs/facultyhandbook.html)
- Link to UFO Website
  - [http://www2.ohlone.edu/org/ufo](http://www2.ohlone.edu/org/ufo)

**We want to hear from you**

Please send your comments and feedback regarding this newsletter to the editor at aganguly@ohlone.edu

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