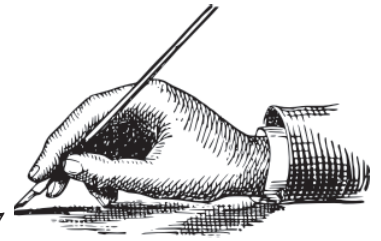


# News letter

For Spring, 2017



Written by and for the faculty of Santa Barbara City College

## Working together

By Cornelia Alsheimer

What a year! Since the last issue of this newsletter we hired both a new college president and an EVP. Our Association had a name change; we initiated a new salary study; we were faced with zero CoLA from the state and a dramatic decline in college enrollment.

Let me start from the beginning. The declining but - as of May 2016 - not catastrophic enrollment projections, coupled with the Governor's decision that there would be no cost of living adjustment in this year's

budget, resulted in a \$1.6M projected deficit for the college for 2016-17. To further darken the picture we found that - as of last spring - SB-CC-wide salaries had fallen 2.5% behind the median of our ten comparison colleges. In an unprecedented collaboration, representatives of all bargaining groups on campus (FA, CSEA and ALC, as well as the administration)

met over the summer and came up with a roadmap to secure median salaries in times of enrollment decline. The suggested measures included bolstering revenue by increasing non-credit offerings and expanding outreach and marketing to out-of-district and non-resident/international students. In an effort to reduce expenses, the group proposed a variety of creative ways to re-organize, to increase efficiency and to fund maintenance and equipment needs exclusively outside the general fund. However their most dramatic suggestion was to encourage retirement of senior faculty and staff through offering a bonus (Supplemental Early Retirement Plan or SERP). While the SERP will be helpful in addressing the monetary deficit, the departure of so many senior faculty will leave many departments - will leave us all - with a deficit of experience and institutional memory.

This enrollment crisis (appr. 8% decline this year after a 7% decline last year and a projection of a >5%

decline for next year) is forcing us to make tough decisions. The FA's opinion is that fair salaries are a must. We owe this to our faculty. Currently we are falling even more behind the agreed upon median for salaries (see salary study on page 3). Suggestions to cut sabbaticals were already brought to the negotiation table but ultimately all parties concluded that this was not the path we wanted to take. Any reduction of benefits should only be a very last resort. However, every dollar can only be spent once. In spite of our cost cutting measures, the college is still projecting a \$4.5M deficit for next year and on average at \$5M for each of the three years thereafter. We can - and

***This is not about "us" versus "them". We are all in the same boat, and the administration has already shown their interest is to work with us.***

we need to - do more. Let us be creative and proactive on how to increase enrollment and revenue. Let us approach discussions about reducing the cost of program review, "enrolling to census" and other measures to increase efficiency with confidence and open minds while trying to minimize the impact of any such measures on pedagogy and our students.

This is not about "us" versus "them". We are all in the same boat and the FA can assure you that our experiences with the new administration have already shown that their interest is to work with us not against us. To better support this, the FA will continue to push for a seat on CPC as representation on this committee, which participates in the development of the college budget and makes recommendations on fiscal matters and allocation of resources, is crucial.

We are all here for our students. They are our top priority. But it is also true that we can only work at our best if we are fairly compensated and thus do not have to worry about the wellbeing of our families. It will not be easy. But it is doable. Let's make it happen.

*Dr. Cornelia Alsheimer is the president and chief negotiator of the Faculty Association. She chairs the accounting department.*

In this edition of the **Newsletter**

Page 1:

**Banding Together,**  
a message from the  
President

Page 2:

**The importance of  
diversity, an editorial**

**A case for FA representation on CPC,**  
an editorial

Page 3:

**The current state  
of faculty salaries, a  
salary update**

Page 4:

**Announcements**

# The Importance of Diversity

By *Geordie Armstrong*

Walking around our SBCC campus it is easy to see why we are the number one community college in the country. There is, of course, the awe-inspiring and often breath-taking views. There is our dedicated management; our eclectic, knowledgeable and dedicated instructors; and our diverse student body. It is the last on that list that is most crucial to our success as a college.

Our public community college mission is to provide “students a diverse learning environment that inspires curiosity and discovery, promotes global responsibility, and fosters opportunity for all.” However, our college has made decisions in the last few years that arguably impede our ability to provide a “diverse learning environment,” or that “promotes global responsibility.” Diversity is not limited to ethnicity. Diversity includes socio-economic background, religion, learning style and ability, gender, age, sexuality, physical ability, and geography.

The elimination of efforts to recruit out-of-district and foreign students after Santa Barbara voters rejected Measure S in 2014 has led to a decline in enrollment. While multiple factors contributed to enrollment decline, and we have attempted to counter the loss of out-of-area students with local students per the “SBCC Promise,” our college is still feeling the loss from the significant drop in out-of-area students. As a member of the FA, I am acutely concerned with the impact this loss of revenue has had and will continue to have on our instructors and counselors. However, I am also deeply concerned with how this increasing lack of diversity will affect the quality for which our college is known.

Diversity is a necessary component of a college education. Our school is often the first opportunity students have to interact with diverse groups of people. A national longitudinal study of 25,000 undergraduates at 217 colleges/universities showed diversity had

positive effects on student’s cognitive development and leadership skills.<sup>1</sup> This access to a range of perspectives enhances social development and allows our students to increase their knowledge base outside what an instructor can provide them. An introduction to multiple perspectives humanizes the problems and cultural identities of people from a variety of backgrounds, as evidenced by a 1990 and 1994 study of 1500 University of Michigan students that showed students who interacted with diverse peers showed the greatest “engagement in active thinking, growth in intellectual engagement and motivation, and growth in intellectual and academic skills.”<sup>2</sup> Diversity challenges preconceived notions and teaches students to think and act in a more critical and inclusive manner. The multiple perspectives gained from a diverse student population in turn increases our students’ self-awareness. Their experiences, insight, and even their shortcomings become more clear when they are able to compare and contrast themselves with diverse perspectives provided by an inclusive student body.

***Increasing lack of diversity will affect the quality for which our college is known***

Much of the community backlash regarding our out-of-area students came from the concern that a large portion of our funding comes from our local tax base. With this central concern we lose sight of the primary and tertiary benefits of a regionally diverse campus on our local residents and students. In the end, we are not doing our out-of-area students a favor by encouraging them to attend our incredible college. We are strengthening our learning environment as well as fulfilling the core value of our mission as a public community college.

1: Austin, A.W. “Diversity and Multiculturalism on Campus, how are students affected?” 1993: 44-49

2: Gurin, Patricia, Eric L. Dey, Sylvia Hurtado, and Gerald Gurin “Diversity and higher education: Theory and Impact on Educational Outcomes” *Harvard Educational Review* 2002: 300-366

*Geordie Armstrong is the membership and elections director and a negotiator for the Faculty Association. She teaches in the Geography department.*

## A case for FA representation on the College Planning Council

By *Jeff Gray*

There are many important committees on campus; from the perspective of someone negotiating a contract, however, none really compares to the College Planning Council (CPC).

The CPC participates in the development of the college budget and advises the Superintendent/President on allocation of college resources and fiscal planning matters. There are 15 voting members on CPC: 5 from the administration, 5 appointed by the Academic Senate, 3 from CSEA (our classified staff union), and 2 appointed

by ALC (the representatives of the management group). There are also two additional non-voting members, including one student. It makes perfect sense for all these groups to have members on CPC as they all represent stakeholders in SBCC’s financial well-being.

ALC and CSEA typically appoint members to sit on CPC who also negotiate their contracts or bargaining agreements. This is not the case for faculty as the FA currently doesn’t appoint a representative to sit on CPC; all the faculty representatives are

# FT Faculty salaries lag behind median

## Comparison of 2016-17 FT Faculty Annual Salaries to the Market Median

By Anna Parmely

**A brief history:** In 2013 the salaries for managers and classified staff at SBCC were recalibrated to the market median based upon an externally conducted salary study. In response, the Faculty Association requested similar treatment and the administration agreed. A study of 2013-14 salaries revealed that most full-time faculty salaries at SBCC lagged far behind the market median, with the greatest gaps appearing in latter steps, in some cases as much as 11%. This was in large part due to a relatively weak longevity policy for SBCC faculty when compared to other colleges and compared to other bargaining groups at our own college.

After a successful round of negotiations, steps 7 to 16 of the 2013-14 full-time SBCC faculty salaries were recalibrated to the median. Next, for 2015-16 salaries, the faculty longevity policy was restructured into steps which approximated the 2013-14 market median, also adding on any CoLA provided from the state since that time. However even after these significant gains, a subsequent study of 2015-16 salaries showed that SBCC full-time faculty had fallen about 2.5% behind the market median as of May 2016.

**Where are we now?** In the last three years since the original faculty salary study, several comparison colleges have made significant salary gains beyond the meager CoLA percentages that the state has allotted. A March 2017 analysis of current salaries reveals that SBCC full-time faculty have fallen even further behind the market median (see tables).

The salaries of SBCC Faculty in Class II steps 8 to 30 are below the market median. Though it is notable that the first steps in this salary class are above the market median, the most common initial placement for new SBCC full-time faculty is step 7 and the first steps are often not used.

Moreover, the salaries of SBCC faculty in Class V (the highest non-doctoral salary class) are all below the market median. The most significant gaps occur in steps 11 to 34, with over a 7% difference in some cases.

The market median for salaries is a moving target and SBCC faculty have fallen significantly behind. It will be increasingly difficult to attract and retain the best faculty possible if salaries do not stay on par with other colleges. This is yet another reason we must all work together during this difficult budget crisis.

Anna Parmely leads the FA salary study and is a negotiator for the Faculty Association. She teaches in the math department.

Class II (Masters Class)			Class V (Highest Non-Doctoral)		
Step	Difference	% SBCC is above or below	Step	Difference	% SBCC is above or below
1	\$1,298	2.2% Above	1	-\$651	1.0% Below
2	\$2,323	3.9% Above	2	-\$1,126	1.7% Below
3	\$1,920	3.1% Above	3	-\$725	1.1% Below
4	\$2,270	3.5% Above	4	-\$342	0.5% Below
5	\$1,877	2.8% Above	5	-\$564	0.8% Below
6	\$1,485	2.2% Above	6	-\$788	1.1% Below
7	\$1,091	1.6% Above	7	-\$1,123	1.5% Below
8	-\$1,350	1.9% Below	8	-\$1,811	2.2% Below
9	-\$1,992	2.7% Below	9	-\$2,540	3.1% Below
10	-\$2,364	3.1% Below	10	-\$3,212	3.8% Below
11	-\$1,711	2.2% Below	11	-\$3,896	4.4% Below
12	-\$2,283	2.8% Below	12	-\$4,416	4.9% Below
13	-\$2,916	3.5% Below	13	-\$4,952	5.4% Below
14	-\$1,717	2.0% Below	14	-\$4,287	4.5% Below
15	-\$2,576	3.0% Below	15	-\$4,518	4.7% Below
16	-\$3,718	4.4% Below	16	-\$5,050	5.2% Below
17	-\$3,718	4.4% Below	17	-\$6,169	6.3% Below
18	-\$3,718	4.4% Below	18	-\$7,186	7.4% Below
19	-\$4,028	4.6% Below	19	-\$6,769	6.8% Below
20	-\$4,028	4.6% Below	20	-\$7,132	7.2% Below
21	-\$4,028	4.6% Below	21	-\$7,495	7.5% Below
22	-\$3,673	4.1% Below	22	-\$6,907	6.8% Below
23	-\$3,526	4.0% Below	23	-\$7,270	7.1% Below
24	-\$3,526	4.0% Below	24	-\$7,633	7.5% Below
25	-\$3,053	3.4% Below	25	-\$7,089	6.8% Below
26	-\$3,053	3.4% Below	26	-\$7,318	7.0% Below
27	-\$3,053	3.4% Below	27	-\$7,547	7.2% Below
28	-\$939	1.0% Below	28	-\$6,914	6.5% Below
29	-\$939	1.0% Below	29	-\$7,143	6.7% Below
30	-\$939	1.0% Below	30	-\$7,373	6.9% Below
31	\$1,174	1.2% Above	31	-\$6,787	6.2% Below
32	\$1,174	1.2% Above	32	-\$7,014	6.4% Below
33	\$1,174	1.2% Above	33	-\$7,233	6.6% Below
34	\$3,287	3.4% Above	34	-\$4,803	4.3% Below
Median of all percentages		2.4% Below Market Median	Median of all percentages		5.8% Below Market Median

\*\*Difference\*\* is (SBCC salary - median salary).

CPC, CONTINUED FROM PAGE 2

instead appointed by the Academic Senate. The members of CPC appointed by the Academic Senate do an outstanding job of representing the faculty from the perspectives of senators, but an FA representative would bring an important additional point of view.

Currently, the budget is developed, discussed, and forwarded to the Board of Trustees for approval before contract negotiations even begin. The FA has had minimal input into the budgeting process up to this point, and we are left negotiating over whatever is left. We would like to add an FA voice earlier in the process so that salaries and benefits can be considered all throughout rather than only once the budgeting process concludes.

I want to be totally clear that I'm not suggesting cuts to current programs, nor am I trying to express disagreement with CPC decisions about what to fund. It is also not the FA's intent to use CPC as a backdoor venue for negotiations, which would be both illegal and counterproductive. The FA simply wants to have input right from the start on how we spend our limited funds, and not to be presented with an already-fixed budget at the negotiating table. We pay union dues so that the people elected to the FA board can look out for our salaries and benefits. The FA board can do a better job of that with direct FA representation on CPC.

*Jeff Gray is a member at large of the Faculty Association. He teaches in the math department.*

## FA Elections

### A Call for Candidates

Four seats on the Executive Board of the Faculty Association will be up for election this spring. Faculty will choose a minimum of two full-time members and one part-time member, with a fourth seat going to the highest vote getter (see Article V, Section 1 of the FA Constitution)

If you are interested in serving on the FA Board, please submit a brief candidate statement (attached in a Word document) to Geordie Armstrong at [bgarmstrong@pipeline.sbcc.edu](mailto:bgarmstrong@pipeline.sbcc.edu)

**The deadline for candidate statements is April 14th**

## FA Executive Board

Cornelia Alsheimer	alsheim@sbcc.edu
PRESIDENT/CHIEF NEGOTIATOR/GRIEVANCE OFFICER	x4454
Jan Schultz	schultz@sbcc.edu
VICE PRESIDENT	x2313
Lynne Stark	stark@sbcc.edu
NEGOTIATOR	x3827
Anna Parmely	parmely@sbcc.edu
NEGOTIATOR/SECRETARY	x4720
Jamie Campbell	campbellj@sbcc.edu
TREASURER	x3652
Carmen M. Rivero	rivero@sbcc.edu
NEGOTIATOR/GRIEVANCE OFFICER	x2941
Geordie Armstrong	bgarmstrong@pipeline.sbcc.edu
NEGOTIATOR/MEMBERSHIP AND ELECTIONS DIRECTOR	x4723
Jeff Gray	jppgray@sbcc.edu
MEMBER AT LARGE	
Erin O'Connor	oconnor@sbcc.edu
WEBMASTER	x4723

The Faculty Association

# Spring Party

## Join us in celebrating the careers of:

Robert Elmore	Katrina Perez	Mike Walker
Clark Hochstetler	Michele Peterson	Laura Welby
Ann Marie Kopeikin	Roberto Robledo	Joe White
Kelly Lake	Jan Schultz	Julie Wood
Linda Lowell	Anne-Marie Soltysik-Webb	Katherine Worsdale
Tom Mahoney	Bob Stockero	Oscar Zavala
Mindy Mass	Ellen Stoddard	Sonia Zuniga-Lomeli
Federico Peinado	Gail Tennen	

**Where:** Laura Welby's wonderful home at 1118 Corto Camino Ontare, in Santa Barbara

**When:** Saturday, May 6th, from 4:00 - 7:00 pm

**Music by:** Lou Spaventa and his band of renown!