



Yosemite
Faculty
Association



BUZZ

YFA and YCCD Agree to Increase Adjunct Load to 67%

The YFA/YCCD Labor-Management Committee (LMC) had its first meeting on Tuesday, September 30th. Members of this committee include the YFA President and two Vice-Presidents, the two College Presidents, and the Vice-Chancellor for Human Resources. The LMC, born out of last year's round of negotiation, meets monthly to discuss challenging topics that are contractual in nature but do not require immediate negotiation. The goal of the LMC is to be proactive and to stop issues before they start, or at least before they have a negative impact. The YFA believes this committee to be positive and necessary.

One of the first issues the LMC discussed was the "60% Rule" change in adjunct faculty load due to SB 591, which increases maximum load to 67% and takes effect in January 2009. There currently is no language in our Faculty Contract that defines maximum adjunct load, and so YFA and YCCD agreed that no negotiation would be necessary to increase the load to 67%. This change will be administrative, and a memo will be sent out indicating the agreement to the load increase. However, there are several areas within our Faculty Contract that refer to the 60% load in reference to salary increase in the form of step increments. The LMC agreed that any attempt to increase the 60% to 67% in those areas is negotiable, and so the 60% references in those areas of the contract will remain for now and not be affected by the increase in adjunct load.

No Difference

There was a boy with skin as dark as the earth & a girl with eyes as blue as the deep & they loved each other so well that people could not tell them apart, for in their hearts there was no difference between them.

Storypeople



December 2008



**YFA and the MJC ACADEMIC SENATE
Cordially invite you to join them at their**

**Annual Holiday Open House
TUESDAY, DECEMBER 9th
4:00 – 7:00 p.m.**

Carolers Arrive 5:30



Marking the Boundary Between Student Learning Outcomes and Faculty Evaluation

By Jillian Daly, *YFA President*

As the MJC Accreditation/Institutional Effectiveness Committee moves forward with its four-year cycle of student learning outcome (SLO) assessment, and as our colleagues at Columbia College engage in similar discussions to determine their own assessment processes, I believe it is time to remind us all of some agreements MJC, the State Academic Senate, and our Faculty Contract have outlined in regards to SLOs and their assessment.

First, in 2005 an MJC Academic Senate MOU was signed by then AS President Michelle Christopherson, MJC President Bill Scroggins, and VP of Instruction Gina Rose, outlining an "assessment philosophy" in regards to student learning outcomes (See document on the YFA website). The document is detailed and defines not only assessment and SLOs in and of themselves, but also who will conduct assessment and its processes, what assessment will be used for, and most importantly, what assessment will not be used for. In this last category, the document clearly states that SLO assessment will be reported in collective form so as "not to be attributable to any individual faculty member," will not be used "punitively or as a means of determining faculty or staff salaries or rewards," will not be used "in a way that will impinge upon the academic freedom or professional rights of faculty," and will "not be used for evaluation of faculty." It was this document which gave strength to the Yosemite Faculty Association in getting specific language into the 2005-2006 faculty contract that clearly stated that student learning outcomes could not be used as a part of faculty evaluation. In the 2007-2010 Faculty Contract, this language was changed to allow faculty to utilize the assessment of SLOs if they *chose* as part of their *self-evaluation* (See Article 6.3.4.3). (cont'd p.2)

Finally, the last important element the MOU outlines is the MJC philosophy that SLOs are limited in explaining the total student experience, and hence student learning, and that MJC, therefore, will “seek multiple methods of assessing student learning rather than relying on any single method.”

Second, on October 13th, the California Federation of Teachers (CFT/AFT/AFL-CIO) wrote a strong statement to WASC and ACCJC (See document on the YFA website), asking them to rewrite portions of their Standards in relation to SLOs in order to move them into compliance with California State law, specifically the Rodda Act and AB 1725 and recent federal law under the Higher Education Act that makes it illegal now for an accreditation agency to establish criteria for assessing student achievement. It has been argued that violations have occurred by blurring the negotiable boundaries of the faculty evaluation process—a purview of each bargaining unit—and by infringing on our faculty rights of academic freedom. Furthermore, at the recent State Academic Senate Plenary Session, several resolutions passed in direct support of CFT’s statement, including Resolution 2.01 F08 that resolves that WASC and ACCJC clarify Standard III.A.1.c to ensure that “accreditation recommendations do not use student learning outcomes in any manner that would undermine either local bargaining authority or the academic freedom of individual faculty members.”

Student learning outcomes is a WASC/ACCJC led movement, and as it is linked to accreditation, it is primarily a faculty senate issue. The Yosemite Faculty Association’s interest is in the areas where SLOs begin to encroach on the faculty processes and rights that are outlined in our contract, and this encroachment can happen in very insidious ways. First of all, Article 28.1 outlines a faculty member’s academic freedom rights, one of which is the principal right to determine the methods of assessment of our own instruction. I encourage each of us to determine whether the SLO language inserted into your syllabi right now is a reflection of that right. Given that WASC/ACCJC’s Standards ask only that a student’s course syllabus specify the “learning objectives consistent with those in the institution’s officially approved course outlines,” I wonder why we at MJC have agreed, in the first place, to insert SLOs into our course syllabi?

Besides the aforementioned language in the Faculty Evaluation article (6.3.4.3), there is no other mention in the current contract linking SLOs to the faculty evaluation process, but recent rhetoric and debate within the MJC Curriculum Committee, in which committee members were read a statement urging them to approve the placement of SLOs onto Course Outlines of Record as our “professional duty,” suggests one way of inserting SLOs into the process. Appendix C language in our contract currently describes in vague terms the notion of faculty “professionalism” as one of the criteria we are evaluated on. As faculty, we are responsible for teaching the material on our course outlines and once SLOs become inserted into these documents---well, you figure it out. Thus far, both Columbia College and MJC Curriculum Committees have agreed that SLOs be held separate from all Course Outlines of Record, and I *firmly* support this decision.

As each program and division within YCCD moves forward in this process of creating and assessing SLOs, I urge us all to follow the agreements set forward in the Modesto Junior College Academic Senate’s MOU and the 2007-2010 Faculty Contract in making sure that all SLO assessment be reported in a collective form and “not in any way that would be attributable to an individual faculty member;” that if an assessment report has been linked to an individual faculty member it is only because he/she has done so as part of his/her own self evaluation process; and that all SLOs inserted into your own syllabi have been created and/or approved by yourself individually and are a reflection of your own realized academic freedom.

Non-tenured faculty--- please remember as you enter your first round of observations, you may always ask to have YFA representation at any meeting with your administrator. Contact Cece Hudelson at 6104 (MJC) or Gene Womble at 5135 (Columbia) if you have any questions regarding the tenure or evaluation process.

Don’t Forget!

YFA President Jillian Daly holds an open office hour every Wednesday from 1:00-2:00pm in the Faculty Lounge.

Stop by to flag issues and concerns and quiz Jillian on what’s happening in YFA.

YFA STRS Liason Appointed

YFA is pleased to announce that Alan Layne, Professor Of Graphic Design and YFA Executive Board member, has been named as the YFA liason to STRS.

If you have questions, contact Alan at 575-6335.