



The CMCFA Newsletter

Copper Mountain College Faculty Association/CCA/CTA/NEA

October 2011

President: Carolyn Hopkins; Vice-President: Michel Walker; Secretary: Steve Parkin;
Treasurer: Bruce Bridenbecker; Part-Time Representatives: Carol Gianinni & Reyna Velarde

Faculty Association Meetings

CMCFA meetings are held on the first Thursday of the month at 5:00 pm, immediately after the Academic Senate. Scheduled dates for the year are: Aug. 18, Sep. 1, Oct. 6, Nov. 3, Dec. 1, Jan. 19, Feb. 2, Mar. 1, Apr. 19, May 3.

**Thursday, Nov. 3 5:00 pm
Room 112**

CTA Member Benefits

As a CTA member, you are automatically eligible for benefits under the CTA Death & Dismemberment Plan. This plan is provided by the CTA Economic Benefits Trust and requires no premium payments from you. It provides up to a \$2,000 death benefit, and up to a \$10,000 accidental death & accidental dismemberment benefit.

We strongly recommend that you register a beneficiary. If you have not registered a beneficiary, or if you can't remember whether you did, or you realize it's time to update your beneficiary, please take a few minutes to do so online by following these steps:

- Go to www.cta.org.
- Sign in (registration is required for first-time users – please have your Membership ID number ready),
- Click on “My Profile” (found in orange box near “You Are CTA”), and
- Click on the “Update Beneficiaries” tab and complete fields.

If you have difficulty with this online process, contact the Member Benefits Department at 650-552-5200.

Online & Hybrid Class Cap

Last year CMCFA and the District negotiated a cap of 30 students on online courses. Recently it came to the attention of CMCFA leadership that only fully online courses were capped, hybrid courses were not capped at 30 students. This matter was discussed with management to determine what the intention was behind the new contract language. Both CMCFA and the District agreed that the intent was to cap both fully online and hybrid courses at 30 students. So starting in spring 2011 there will also be a hybrid class cap.

Know Your Contract - Evaluations

Faculty members being evaluated must “mutually agree” with their supervisor, either Vice President, on the faculty peers. Whenever possible the peer(s) should be faculty in the same discipline. The Vice President will usually ask for your recommendation on a peer. Tenure-track and new part-time faculty have two peers on their evaluation committee. Tenured and ongoing part-time faculty have one peer.

CMCFA Representation

CMCFA has been working on behalf of faculty on the following matters:

- Grievance procedure – mediation level: mediation conducted on Oct. 24, possible resolution has been proposed; will know final approval outcome in the next few weeks
- Charge for conference cancellation – district and faculty member will split the cost
- Compensation for ASCMC advisor
- Appropriate division chair duties



Safety Committee Concern

Due to recent altercations between security on campus and belligerent students, Dan Cain and his team of security guards are concerned about the safety of the security guards and their ability to detain or control physically aggressive or potentially dangerous subjects.

While it may take up to thirty minutes for local law enforcement to arrive on campus in response to a 911 call, security guards have no viable means of restraining offenders. The CMC security guards are unarmed.

Dan Cain is interested in sending our security guards to cuffing training, wherein they will learn to effectively detain an unruly subject with zip ties or plastic handcuffs. These are seen used by riot police during demonstrations.

Bruce Bridenbecker suggested tazers, which Dan Cain objected to based on the susceptibility of some persons to heart failure during tazing.

The purpose here is not to injure someone but to detain him or her until law enforcement arrives. Once again, Dan Cain highly recommends that all staff understand the imperative of calling 911 in any situation when security cannot immediately be reached or in any situation that may – even remotely – involve firearms, dangerous individuals, or security issues that seem out of the purview of security.

- Ellen Baird, CMCFA representative to Safety Committee

Websites

- CTA: www.cta.org
- CCA: www.ccafcfa.org
- CMCFA: www.cmccd.edu

CMCFA Representatives on District Committees

Academic Calendar: Bobby Compton – committee hasn’t met this semester.

Budget Advisory: Carolyn Hopkins – Roger Wagner has proposed an unbudgeted item to hire a grant writer to obtain an Upward Bound federal grant. CMCFA members were emailed to determine if there is a concern. Only concern voiced was whether cost of grant writer was worth the amount of the grant. Grant writer is \$12,000, grant should be in the six figures.

College Council: Carolyn Hopkins - minutes, agendas, and other documents from this committee are emailed to all faculty.

Equal Employment Opportunities: Paul Freidt – committee has not met this semester.

Health & Welfare: Bruce Bridenbecker, Meredith Dorner, & Kathleen Wahl – committee hasn’t met yet this semester.

Professional Development: Joe DeSantis - meeting 10/26 at 3 pm to discuss schedule and session ideas for the All Staff day this coming November. General ideas and session suggestion were discussed at Academic Senate and forwarded in an email to faculty.

Safety: Ellen Baird , Bruce Bridenbecker & Carol Gianinni - The great shakeup will be 10/20/11. We will have a drill at 10:20 on campus in all 5 phases. Dan will send an all subscribers email. The sprinkler in Phase 1 that wets the metal bridge will be fixed ASAP. Any safety concerns should be brought forward and given to Dan, so that he can tend to them. Faculty should also notify the representatives to this committee of the safety concerns they have.

Tech Comm: Steve Parkin – no report