



Dear Colleagues of the SCC Faculty Senate and the FIT:

The SCCAAUP apologizes to you for having said or suggested that any one of you does not work hard at furthering the best interests of the SCC faculty and the mission of our institution. Our misguided humor regarding the work of the FIT was in no way intended to demean or offend the members of the FIT. Some of us, having served on the FIT [if this is so] fully realize how hard and pressured the work of the FIT is.

What we intended was to criticize the *process*. We think it is unfair and unwise that the members of the FIT who are charged with representing the faculty are hamstrung in having to pledge complete secrecy about the work of that committee. It's not fair to our colleagues on the FIT and it's not fair to us, the faculty, their constituency.

The SCCAAUP is to be faulted for not better delineating the role of faculty governance and the role of faculty collective bargaining which work in harmony and in mutually supportive ways in hundreds of colleges and universities.

Instead of making assumptions or accepting unquestioningly from other sources, please read the AAUP's national policy on the relationship of governance and bargaining, a copy of which is attached to this letter. The SCCAAUP is committed to these principles and to the full flourishing of and respect for our senate and other centers of faculty governance. One of our primary goals is to impress upon the administration the respect it should be more willing to give to the senate and its work and its recommendations.

The SCCAAUP is no more a monolith of positions and ideas than this senate or the administration. Individually, we do have different views about faculty life, our approaches to teaching students, what role faculty can or should play in institutional decision-making, and so much more. As an organization, the SCCAAUP is committed to fortifying the faculty senate and its hardworking committee members on the FIT and other faculty bodies whether through collective bargaining or otherwise.

One of the remarkable aspects of the events of the last several months is how the debate and discussion of faculty collective bargaining has taken so many wrong turns: rather than informing ourselves about the facts, we have been seduced into personalizing issues that have no real personal content. Rather than welcoming a robust and informed dialog about the merits and demerits of faculty bargaining, we are too ready to accept second-hand information and pure rumor, such as SCCAAUP members are getting paid by the AAUP.

No, we are not paid by the AAUP. We who are active in the SCCAAUP believe in the nobility and value of our profession and we seek to assure that SCC faculty have full opportunity to have fulfilling professional lives. We also believe that our administration has become too secretive on important matters and too willing to reject the collective wisdom and work of the faculty senate and faculty ideas from other sources.

The SCCAAUP seeks to make amends with this body and at the same time contribute to the work of the senate. We have been in communication with the Ohio Conference of the AAUP, the federation of AAUP chapters in Ohio, collective bargaining chapters as well as chapters that are not bargaining representatives such as Ohio State University, Ohio University, and a number of private institutions. The Ohio Conference has extended to the SCCAAUP the ability to seek the attendance of one of the officers of this senate to attend this year's AAUP Summer Institute at San Diego State University (July 29-August 1). The Ohio Conference will subsidize the registration fee which includes room, board, and course materials and up to \$300 in travel expenses. Please let us know if this invitation is accepted and we will ask the Ohio Conference to forward details about registration and the like.

A few of us attended last year's Institute at Macalester College in St. Paul. More than 200 faculty from two-year, four-year, public and private institutions participate in this Institute, many who are in AAUP chapters that are not faculty bargaining representatives. To be sure, there are workshops related to collective bargaining topics, but there are as many devoted to various critical aspects of our profession.

We append a sampling of the workshops and the web address for full details.

Thank you for your willingness to give your consideration to this letter. The SCCAAUP is committed to working with and for the faculty senate and the central role that faculty have in the academic life of our institution.

Note: the Academic Senate for the California Community Colleges (<http://www.asccc.org/>), the statewide senate organization of the 100+ community college faculty senates, is an affiliate of the AAUP. Representatives of the ASCCC will be participating in the Summer Institute.

Sincerely,
SCCAAUP Communications Committee
<http://www.sccaaup.org/>

Summer Institute (<http://www.aaup.org/AAUP/about/events/SI/default.htm>)

A) History of the AAUP

For all attendees. New to the AAUP or just want to learn more about the Association? This seminar presents a brief history of the organization, from its founding as a professional voice for faculty through its development into a broad-based advocacy organization.

(B) Legal Round-Up: Top Cases Affecting Higher Education Today!

For all attendees. Join us for a review of the year's most important legal cases and a discussion of how they may affect your work. Academic freedom, free speech, collective bargaining, and more—this session has it all! Come hear about the battles being fought and the victories being delivered. All are welcome.

(1E) Faculty Advocacy: Understanding and Strengthening Faculty Handbooks—Part 1

Primarily for attendees from advocacy chapters. *This workshop is a two-part series.* Do not register for this session unless you will attend both. Academic due process and faculty participation in collegial governance are not just abstract concepts; they are incorporated in concrete ways in the official policies and procedures of each institution. The key document in this regard is the faculty handbook, and its contents are an important indicator of the institutional protections of faculty rights and the health of faculty governance. Learn how to evaluate a faculty handbook, how handbooks are typically structured, and what legal status they may have. This two-session workshop will examine the incorporation of AAUP principles into faculty handbooks as well as the role of the faculty in implementing the policies set forth in the document.

1C) Higher Education Data and Research I: Trends in Faculty Status

For all attendees. This workshop will be conducted in a computer classroom. This hands-on workshop explores issues related to faculty status and the composition of the professoriate. The AAUP has been at the forefront of efforts to document the increasing use of contingent academic labor. Learn how to assess the overall status of the faculty at your institution.

(1D) A Crash Course in Analyzing Your Institution's Financial Health—Part 1

For all attendees. *This workshop is a three-part series; however, you may attend Part 1 as a stand-alone workshop. Parts 2 and 3 are hands-on and have a maximum capacity of 20 registrants. Do not register for all three unless you will attend all three sessions. Parts 2 and 3 will be conducted in a computer classroom.* In this hands-on workshop, you will learn to analyze your institution's audited financial statements in order to understand its fiscal priorities and overall financial health. Part 1, primarily lecture and discussion, will teach participants to read financial statements properly by looking at actual expenses and revenues, assets and liabilities, and cash flow. In Parts 2 and 3, participants will learn to conduct their own detailed institutional financial analysis using their respective institution's financial statements. Participants will present their findings to the

class—great preparation for sharing your new skills with campus colleagues at the next chapter meeting!

(3F) Developing Shared Governance: Increasing Faculty Participation in Academic Decision-Making

For all attendees. Faculty governance is the crucial support of faculty professionalism. It is the means by which the faculty carries out its primary responsibility for curriculum, subject matter, and methods of instruction, research, and faculty status. The effectiveness of faculty governance depends upon clear, orderly organization of the faculty through either a faculty senate (or comparable body) with appropriate standing committees or some other structure that affords faculty the means to participate in developing and implementing policies that are central to the profession. This workshop will examine the constitutions, bylaws, and respective components of a sound system of academic governance that are needed to keep the faculty deliberative body operating smoothly and effectively. Further, the workshop will explore the real-life politics of establishing and modifying faculty governance.