



# The SCFA Sentinel

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. . . by, for, and about the united faculty of Sierra College

March, 2006

Volume 12, Issue 2

## *From the Editor's Desk...*

**W**inter is stubbornly refusing to loosen its grip on northern California this year: as I write these words on the eve of St. Patrick's Day, snow is falling once again, a powdered-sugar dusting on top of the 3-plus feet that already covers the ground outside my door. January has arrived in mid-March!

It seems only right that such an atypical weather-month should be accompanied by an equally atypical—and important—issue of *The SCFA Sentinel*. This month, we have expanded Patt McDermid's column on page 3 to bring you a complete rundown of the changes that are either forthcoming to or hoped to be instituted in Sierra's salary schedules.

While this information also appears on the SCFA website, I suggest you clip out this article and keep it with your copy of our union contract for future reference.

I hope you'll also take the time to send a note of thanks to Patt and his incredibly hard-working Negotiating Team for their dedication in bringing these plans into the realm of reality. We owe them—and our President Winsome Jackson—a HUGE debt of gratitude.

Finally, we just heard that group of faculty are planning a permanent memorial to honor former English instructor Kay Glowes, who lost her battle with cancer last year. The memorial will consist of several large granite stones arranged to form an outdoor classroom/seating area on the Rocklin campus. Contributions may be sent to the Sierra College Foundation Office.

Hopefully by the time you receive this, Mother Nature will have finished with her rowdy antics and signs of spring will be emerging at last. One can only dream.....

Joan Merriam  
Editor



## President's Report

By SCFA President Winsome Jackson

### PICKING UP SPEED!

I hope that the new President is on board by the time you receive this newsletter. The announcement is expected to take place on March 21 at a special Board meeting. I am confident that our new President/Superintendent will provide renewed energy, vision and leadership for our students, faculty, and staff.

### BOND MEASURE

The \$78 million bond measure (Measure B) will be on the June ballot. This does not give the Bond Campaign Committee or the Bond Campaign and Production Manager much time to raise funds, conduct polls, solicit volunteers to work phone banks, send out mailers and walk precincts. Trustees Simmons, Klein, and Leslie head the Bond Campaign Committee and Raquel Simental is the Bond Campaign Coordinator. Chad Yancey is the student representative who is assisting with the campaign.

If you would like to support or contribute to the bond campaign effort, please contact one of the following individuals: Chad Yancey at (916) 410-8906 or Raquel Simental at (916) 760-4416. Your support is critical! See details about Measure B on page 8.

The Faculty Senate, Classified Senate and the SCFA Executive Board are making a plea to faculty and staff: we need a strong showing from you at the March 28 City Council meeting in Rocklin. We need to let the Council know how vitally important this bond measure is to Sierra College and the community. A significant presence from Rocklin residents would send a powerful message! Please let Johnnie Terry, Anthony Gill, or me know if we can count on your support on March 28 at this important meeting. It will be held at 3970 Rocklin Road in the Administration Building, Second Floor Council Chamber. Start time is 7:30pm but we are urging people to get there early. Your support is needed in protecting the fiscal health of Sierra College.

### STRATEGIC COUNCIL

At the February 23 Strategic Council meeting, members of the Council reached consensus on the structure, purpose, and

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## 2 President's Report

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procedures of the Council. The revisions to Administrative Procedure 2510 (AP2510) were approved by all the shared governance bodies. This information will be posted in Public Folders.

### **HIRING PROCESS**

There's a buzz on campus about the "new" hiring process. Here's my understanding of what is going on. The Academic Senate is charged with appointing faculty members to hiring committees, and also enforcing the rules that are spelled out in the college Hiring Manual. These issues are not new, but they are now being enforced, thereby causing slight hiccups.

There is, however, one new item being piloted this semester. A faculty member will be involved in the final round of interviews for faculty positions only. Thus the final round of interviews will be conducted by the college President/Superintendent, VP of Instruction, the Dean, and a faculty member.

### **CCA CONFERENCE**

The next CCA conference will be held on April 28-30 at the Town and Country Resort in San Diego. SCFA is entitled to seven (7) delegates (paid by CTA) and we have already had seven requests to attend the conference.

However, your faculty association is offering to pick up the expenses for two additional SCFA members on a first-come, first-served basis. Please submit your request to me at [wjackson@sierracollege.edu](mailto:wjackson@sierracollege.edu). Conference information will be sent after approval of your request.

### **DUES REDUCTION**

Before long, both full- and part-time SCFA members should notice a reduction in their CTA/

NEA dues. The CTA Governing Board, with majority support from the locals, voted last year to temporarily increase dues to cover the expenses incurred to fight Governor Schwarzenegger's four ballot initiatives.

The campaign was successful and your dues will be adjusted. Full-time faculty can expect to see their dues drop from \$79 to approximately \$72, while part-time faculty will see their dues drop from \$18.30 to approximately \$14.

### **BUDGET ISSUES**

Things are still looking good for Community Colleges at the State level. COLA is holding at 5.18% with signs of inching upward.

However, things seem to be heading in the opposite direction in terms of growth. During our March 13 Omniparty meeting, members were told that Sierra's estimated growth projection is coming in much lower than anticipated. It is possible that the District's estimated 6% growth could dwindle to as low as 2½%, which would have a significant impact on the budget, which assumes 4% growth. As a result, we will continue to use the shared governance process to ensure that we "grow into our shoes."

We continue to review numbers and analyze data from the previous year at the Omniparty table. While we can start making estimates on this year's college budget, as you know final figures will not be available until the state budget is signed.

### **NEGOTIATIONS BRIEFS**

The pace has picked up at the negotiation table since my last column. We have made progress on funding for the Doctoral column for both full and part-time

faculty as well as for Department Chairs. We have also made progress on the Convergence of a full-time/part-time salary schedule as well as a proposal to correct the inequities of online stipends. (See the negotiations article on pages 3-5 for complete details.)

### **SCFA MAILING**

Please watch your mail for some important items. A packet containing the following items will be mailed to all SCFA members on March 24:

- **Call for nominations.** There are five seats on the Executive Board up for election this May. Both full- and part-time SCFA members elect the President (who must be a full-time member), then full-time members and part-time members must each elect two Directors from their own constituents. Detailed information will be included in your packet.
- **Membership survey.** You will need to complete the Scantron form and return it in the self-addressed stamped envelope.
- **2005-'06 SCFA budget** (included in your packet as an information item). Please review the budget and let us know if you would like us to make adjustments in the future.

One final note: there will also be an amendment on the April ballot to formalize the Fair Share provisions into our bylaws.

With much optimism for a good year!

# Notes from our Negotiator

## By SCFA Chief Negotiator Patt McDermid

**Editor’s Note:** Because SCFA is committed to keeping our faculty fully informed, we have expanded this month’s column to include the new and soon-to-be-in-place salary tables for full- and part-time faculty. We encourage you to take time to study these tables and Patt’s accompanying explanations.

The great irony of negotiation is that while agreements are fashioned of infinite detail, they are born of incorporeal principle. The particularly attentive reader may have realized before now that the 2005-06 negotiations season has been driven overwhelmingly by such a commitment to equality. We have sought this in evaluation processes, compensation, intellectual property rights, sabbaticals, and above all in the Income Formula which will shape the college’s future.

Your team now advances the following collections of contract and planning details which we hope will demonstrate some further movement toward that noblest of goals.

Our chairs, our colleagues with doctorates (part- and full-time) and our entire part-time faculty are now all on the road to what we consider more fair and equitable pay for their work.

Please be assured that our search for a reasonable health care option for our part-time colleagues not only continues but may, we dare to hope, produce such a plan by semester’s end; we cannot yet promise what we cannot yet control, however, and so our hunt proceeds.

### DEPARTMENT CHAIR COMPENSATION

The following table sets forth Department Chair compensation:

<b>Release Time or Compensation</b>	
<i>Base rates for release time or compensation will be based on the number of FTEF in the department. FTEF shall be taken from most recent years’ average Fall/Spring Productivity Report from the District Research Office.</i>	
<b>FTEF</b>	<b>Stipend or Release</b>
0-2.99 FTEF (or no FT Faculty)	\$ 1,000 stipend per semester
3.0-12.99 FTEF	20% release per semester
13.00-22.99 FTEF	40% release per semester
23.00> FTEF	60% release per semester

Both the table and its accompanying language have been under construction for a long time. Our Chairs did not want more money. They wanted the *time* necessary to do their jobs properly, and so we have sought to give time in direct proportion to work volume. We plan on paying for this—that is, paying for the replacement hours to cover the release time—from the SCFA “bucket” and funds presently budgeted for the Chairs’ lesser, and often shamefully inadequate, compensation. We cannot atone for the past but we do hope to assure a more equitable future, with this formula going into effect on the first of July, barring cataclysm. [NB: 80% of present costs for Chair backfill compensation is paid by the District, and 20% by SCFA. The District will pay same dollar amount as at present, while SCFA will make up the difference between the present and revised backfill costs.]

While we are on the topics of money and equality, SCFA will fund both the chair provision and the doctoral provision on the following page from money already in the faculty salary bucket but which is presently inequitably distributed. This simply seems the fair thing to do, with any equalization savings then applied as efficiently and prudently as possible.

In this case, online course development was initially encouraged and rewarded far beyond the rate of all other classes, a stimulus which was clearly successful but as clearly no longer necessary to the robust health of the online medium. This semester, for example, about 50 classes will cost about \$120,000 in overload pay unavailable to any other instructors. By equalizing compensation for all classes (as we have equalized evaluation and loading) over the course of a one-year, graduated phase-in for online courses, we will be able

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to finance our Chair formula and doctoral columns through eventually-parallel pay rates, with no overall increase at the expense of general faculty salary money. Stipends for initial development of online curriculum will *not* be affected by these rectifications.

**DOCTORAL COLUMNS**

Also in July, SCFA plans to institute the following long-awaited doctoral columns for part-time and full-time faculty. Each column represents a 5% across-the-board step increase more in line with comparable and area districts. (Thanks especially to Jim Weir for his work preparing the full-time doctoral and part-time:full-time Equalization Ratio grids...any mistakes in the part-time doctoral grid are my own.)

<b>Current Part-time Faculty Salary Schedule with Doctoral Column</b>						
<i>(Columns C &amp; D are earned subsequent to the awarding of an MA)</i>						
			<b>LECTURE RATE</b>			
			<b>Class B</b>	<b>Class C</b>	<b>Class D</b>	
			<b>MA or Less</b>	<b>MA + 20</b>	<b>MA + 40</b>	<b>With PhD</b>
<b>Step</b>	<b>Accumulated Load Taught*</b>	<b>Years of Experience</b>				
1	0 to 5	0 to 10	\$ 45.26	\$ 47.52	\$ 49.90	<b>\$ 52.40</b>
2	5+ to 10	10+ to 14 (max)	\$ 47.52	\$ 49.90	\$ 52.40	<b>\$ 55.02</b>
3	10+ to 15		\$ 49.90	\$ 52.40	\$ 55.02	<b>\$ 57.77</b>
4	15+ to 20		\$ 52.40	\$ 55.02	\$ 57.77	<b>\$ 60.66</b>
5	20+		\$ 55.02	\$ 57.77	\$ 60.66	<b>\$ 63.69</b>

*\*Full-time equivalent years of experience based on accumulated load*

			<b>LAB RATE</b>			
			<b>Class B</b>	<b>Class C</b>	<b>Class D</b>	
			<b>MA or Less</b>	<b>MA + 20</b>	<b>MA + 40</b>	<b>With PhD</b>
<b>Step</b>	<b>Accumulated Load Taught*</b>	<b>Years of Experience</b>				
1	0 to 5	0 to 10	\$ 31.68	\$ 33.26	\$ 34.92	<b>\$ 36.67</b>
2	5+ to 10	10+ to 14 (max)	\$ 33.26	\$ 34.92	\$ 36.67	<b>\$ 38.50</b>
3	10+ to 15		\$ 34.92	\$ 36.67	\$ 38.50	<b>\$ 40.43</b>
4	15+ to 20		\$ 36.67	\$ 38.50	\$ 40.43	<b>\$ 42.45</b>
5	20+		\$ 38.50	\$ 40.43	\$ 42.45	<b>\$ 44.58</b>

*\*Full-time equivalent years of experience based on accumulated load*

<b>Full-time Faculty Doctoral Schedule</b>					
	<b>Step →</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>PhD</b>
<b>Years</b>					
1		\$ 37,101	\$ 38,956	\$ 40,904	\$ 42,949
2		\$ 38,956	\$ 40,904	\$ 42,949	\$ 45,096
3		\$ 40,904	\$ 42,949	\$ 45,096	\$ 47,351
4		\$ 42,949	\$ 45,096	\$ 47,351	\$ 49,719
5		\$ 45,096	\$ 47,351	\$ 49,719	\$ 52,205
6		\$ 47,351	\$ 49,719	\$ 52,205	\$ 54,815
7		\$ 49,719	\$ 52,205	\$ 54,815	\$ 57,556
8		\$ 52,205	\$ 54,815	\$ 57,556	\$ 60,434
9		\$ 54,815	\$ 57,556	\$ 60,434	\$ 63,455
10		\$ 57,556	\$ 60,434	\$ 63,455	\$ 66,628
11		\$ 60,434	\$ 63,455	\$ 66,628	\$ 69,959
12		\$ 63,455	\$ 66,628	\$ 69,959	\$ 73,457
13		\$ 66,628	\$ 69,959	\$ 73,457	\$ 77,130
14		\$ 69,959	\$ 73,457	\$ 77,130	\$ 80,987

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**PART-TIME SALARY INCREASES**

SCFA is in total agreement about eliminating the great and divisive inequality between part-time and full-time pay, a legacy too painful to either deny or endure. Bringing down this last inequity will be your Executive Board’s finest hour. Financially, we cannot completely rectify this disparity immediately—but we have at least agreed on what “equal” means, a considerable step indeed and one purchased dearly over the years.

SCFA intends to match the Los Rios model by paying part-time faculty at a fixed .7 hourly rate calculated on a full-time load of 540 hours per year. We are currently at .55 and the difference is the dimension of our challenge. Based on the present salary schedule, the following table shows where PT pay *would* be under this formula:

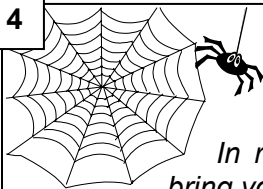
Column	→		B	C	D	Factor: 70.00%		
						FTE: 540 hours		
Step						Step Increase: 30 units		
↓	Units Min.	Units Max.	(LECTURE RATE)					
1	0	29	\$48.09	\$50.50	\$53.02			
2	30	59	\$50.50	\$53.02	\$55.67			
3	60	89	\$53.02	\$55.67	\$58.46			
4	90	119	\$55.67	\$58.46	\$61.38			
5	120	149	\$58.46	\$61.38	\$64.45			
6	150	179	\$61.38	\$64.45	\$67.67			
7	180	209	\$64.45	\$67.67	\$71.06			
8	210	239	\$67.67	\$71.06	\$74.61			
9	240	269	\$71.06	\$74.61	\$78.34			
10	270	299	\$74.61	\$78.34	\$82.26			
11	300	329	\$78.34	\$82.26	\$86.37			
12	330	359	\$82.26	\$86.37	\$90.69			
13	360	389	\$86.37	\$90.69	\$95.22			
14	390	—	\$90.69	\$95.22	\$99.98			

Column	→		B	C	D	Lab Rate: 70.00%		
Step								
↓	Units Min.	Units Max.	(LAB RATE)					
1	0	29	\$33.67	\$35.35	\$37.12			
2	30	59	\$35.35	\$37.12	\$38.97			
3	60	89	\$37.12	\$38.97	\$40.92			
4	90	119	\$38.97	\$40.92	\$42.97			
5	120	149	\$40.92	\$42.97	\$45.12			
6	150	179	\$42.97	\$45.12	\$47.37			
7	180	209	\$45.12	\$47.37	\$49.74			
8	210	239	\$47.37	\$49.74	\$52.23			
9	240	269	\$49.74	\$52.23	\$54.84			
10	270	299	\$52.23	\$54.84	\$57.58			
11	300	329	\$54.84	\$57.58	\$60.46			
12	330	359	\$57.58	\$60.46	\$63.48			
13	360	389	\$60.46	\$63.48	\$66.66			
14	390	—	\$63.48	\$66.66	\$69.99			

Progress toward this ratio will be determined by funds available under the income formula. Seeking to raise all boats, but doing so on two different tides, will probably be a snap compared to reaching this historic (some have said mythical) concord.

Confident that probably every SCFA member will be irritated by at least one element of these labors, I nonetheless urge each of you to adopt a longer, more conciliatory view than might feel immediately comfortable, and urge you as well to thank your Executive Board and President Jackson for their tireless efforts on your behalf.



# Web Sites

*In response to the ongoing debate in Washington over the Endangered Species Act, we bring you this collection of sites that will help educate both you and your students on the issue*

- **ICUN RED LIST OF ENDANGERED SPECIES**

[www.redlist.org/](http://www.redlist.org/)

The IUCN (International Union for Conservation of Nature and Natural Resources) database provides taxonomic, conservation status, and distribution information on animal and plant species. Also includes summary statistical tables by country or taxonomic group, a bibliography, and a FAQ.

- **CALIFORNIA'S ENDANGERED INSECTS**

<http://essig.berkeley.edu/endins/endins.htm>

From the UC Berkeley Essig Museum of Entomology, this site provides comprehensive information on California insects and other arthropods formally listed as endangered, proposed for endangered listing, and already extinct. Includes data on the decline of biodiversity in California, population genetics, and ways individuals can help save endangered species.

- **ANIMAL INFO - INFORMATION ON RARE, THREATENED AND ENDANGERED MAMMALS**

[www.animalinfo.org](http://www.animalinfo.org)

This searchable site contains brief information, including pictures, biology, habitat, and status of endangered mammals worldwide. Selections include World's Rarest Mammals with population statistics; an Individual Species Index listing both common and scientific names; a Species Group Index ; a directory of Animal Links, Organizations, and Publications ; and Country Index .



## Are You "On Schedule"?

### Paying Attention to Timelines for Future Class Schedules Can Pay Off

Think it's too early to start planning for Spring of '07?

Not if you're a Dean or Department Chair...and not if you're a faculty member who wants to have some say in what your future class schedule looks like!

The process of determining what classes will be offered next year and when they should be scheduled is going on right now...in fact, there's already a timeline place for planning Summer and Fall of 2007!

While in theory, faculty are encouraged to participate in the decision-making process to ensure that class offerings meet both curriculum requirements and student needs, many faculty (especially part-timers) are unaware not only of the planning process, but how to offer input.

As a general rule, schedules are rolled over from the previous Spring/Fall/Summer semester—

in other words, Spring of '06 is rolled over into Spring of '07, and so forth.

However, changes are frequently made to the new schedule based on degree requirements, rotation schedules, past class attendance, budgets, etc.

So, with that in mind, here are some important dates for *you* to keep in mind if you want some say in what classes are offered in the future:

#### Spring 2007

- 1/31/06: Begin revising schedule
- 3/29/06: First draft of schedule due to Division Offices
- 4/28/06: Review/edit first draft of schedule
- 8/15/06: Last day to enter courses into schedule

#### Summer 2007

- 7/17/06: Begin revising schedule
- 9/27/06: First draft of schedule due to Division Offices

- 10/19/06: Review/edit first draft of schedule
- 12/6/06: Last day to enter courses into schedule

#### Fall 2007

- 9/11/06: Begin revising schedule
- 10/26/06: First draft of schedule due to Division Offices
- 11/21/06: Review/edit first draft of schedule
- 12/18/06: Last day to enter courses into schedule

Contact your department chair (and/or Neal Allbee at NCC, Diane McKnight at Gateway, or Rick Rantz at Truckee) to discuss your future availability what classes you think should be offered in your department.

A detailed schedule development timeline is also available in Public Folders/Research & Resource Development/Schedule Timelines & Tools, and is posted in your campus Mail Rooms.

## 6 Companion Campus Connections



### NEVADA COUNTY CAMPUS

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Robin and Ron Claridge, the new operators of the campus cafeteria (dubbed the Claridge Café), have been busy adding some original choices to their menu. Among the new offerings are breakfast burritos, fresh sushi, and Robin's homemade red potato salad. The Café is open Monday-Thursday from 7AM-8:30PM.

Speaking of hours of operation, we have some bad news about the NCC Bookstore: it is now open *only* Monday-Wednesday from 9AM-1PM and 1:45-6:30PM, another victim of the budget crunch.

We've recently gotten word that Joe Hoffmann, longtime math instructor extraordinaire, will be retiring at the end of this semester. We'll have more on Joe in our April issue.

As for some *good* news, NCC's students and NCC-ASSC have been busy proving their commitment to the campus by continuing to plan activities and events for this spring. Just a few of the scheduled events are a Sexual Assault Awareness forum on March 21, a Student Art Exhibit from March 20 through May 11, and an Earth Days celebration on April 19 and 20. NCC is coming to life!!

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### TRUCKEE CENTER



#### FACULTY PROFILE: EVE QUESNEL

After commuting to Reno to study and then teach English at the University of Nevada, Eve is now settled in Truckee where she's lived for nineteen years. Here at Sierra, Eve teaches the foundations of writing in English A (Mechanics and Basic Composition), 1A (Introduction to Composition) and 1B (Critical Thinking and Writing about Literature), as well as English 101 and 102. She hopes to offer a variety of literature courses in the future as the Truckee campus expands.

To stay current with pedagogy, authors, and theories concerning composition and literature, Eve attends conferences throughout the country, plus she writes a bi-monthly book review/author interview column for a local Truckee newspaper. Eve looks forward to the day when Truckee-ites come off the slopes or return from a Sierra hike and join others to engage in the wonders of learning at the new hilltop Sierra College Truckee campus.



### ROSEVILLE GATEWAY

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This spring, faculty and students at the Gateway Center will notice even more improvements to the facility. Projects include improvements to the heating/air conditioning systems, painting of interior hallways and the Aloha Entrance, landscape along Sunrise Avenue, and new furniture for the hallways.

New thermostats have already been installed in the 200 wing classrooms, which has alleviated some temperature regulation problems. The next step in improving the HVAC systems will be to "neck down" the 100% outside air intake vents. Similar to your home HVAC system, reducing outside air intake makes the system more efficient because air that has been previously conditioned is re-circulated with only a moderate amount of fresh air added.

Over spring break, the interior hallways will be painted with a different trim and accent color applied to each wing, and by early May the awning, fascia boards, and block wall around the Aloha entrance should be completed. The landscape project that began in the new Aloha parking lot will be continued around the Aloha entrance circular drive and along Sunrise Avenue. Plans for a designated smoking area that is removed from the Aloha doorway are also being discussed.

Finally, ASSC recently voted to allocated \$11,700 to the Gateway campus—a large portion of those funds will be used to purchase comfortable furniture so that students will have places to study and socialize throughout the building.

# Measure B Heads for Voters

By Raquel Simental, Bond Campaign Coordinator



Measure B, a general obligation bond for the Sierra Community College Dis-

trict, will appear on the June 6, 2006 ballot.

Most of Sierra's classrooms and buildings are over 40 years old and in desperate need of repair and renovation in order to accommodate our students. Measure B will repair sewer systems, leaky roofs, decaying walls and outdated electrical systems.

This measure is a long-term plan which will focus on the basics for Sierra College as well as the basics needed for job and career training for the thousands of local students who use Sierra each year. Sierra trains our local nurses, police officers, firefighters, accountants, computer programmers and dozens of other professionals.

Measure B will ensure that the college has the modern classrooms, computer and science labs, and technology that our students need. It will repair and upgrade classrooms and laboratories needed to train students in emergency medical services; it will update the college's electrical systems and wiring for career training in computers and technology; and it will enable Sierra to expand its Nursing Training Program.

Taxpayer safeguards are integral to Measure B. Not one penny can be spent on routine administrative programs or salaries. In addition, a Citizens' Taxpayer Oversight Committee will be formed, and independent audits will be conducted to ensure that Measure B is being used as

promised.

A broad coalition of community and business leaders—Republicans, Democrats and independents alike—have thrown their support behind Measure B.

This bond measure addresses the *basics* of what Sierra College needs to remain a thriving, successful institution of higher learning where students can obtain the job and career skills they need to flourish in today's highly competitive world.

For more information about the bond or to help on the campaign, please contact Chad Yancey at (916) 410-8906.

## Transitions

### CONCERNS...

We've just heard from H&R's **Sandra Anderson** that she was recently diagnosed with—and underwent surgery for—breast cancer.

Sandy wanted to go public with this because she feels strongly that it's a critical issue for everyone to know about and discuss. Because Sandy's cancer was caught so early, her doctors expect her to make a complete recovery.

Regardless, keep her in your thoughts during this difficult time.

*If you have news of celebrations, sorrows, or other important life transitions within our Sierra College family of faculty and staff, please send a note or e-mail with the details to Sentinel Editor Joan Merriam.*

The **SCFA Sentinel** is published by the **SIERRA COLLEGE FACULTY ASSOCIATION** in Rocklin, California. We welcome your comments, suggestions, and letters; please contact SCFA Editor Joan Merriam, c/o Sierra College Nevada County Campus, 250 Sierra College Drive, Grass Valley 95945

### ◆ SIERRA COLLEGE FACULTY ASSOCIATION ◆

<b>PRESIDENT</b>	Winsome Jackson	Ext. 2928	<a href="mailto:wjackson@sierracollege.edu">wjackson@sierracollege.edu</a>
<b>VICE-PRESIDENT</b>	Jim Weir	530-272-2203	<a href="mailto:jim@rst-engr.com">jim@rst-engr.com</a>
<b>TREASURER</b>	Dave Kenyon	Ext. 2459	<a href="mailto:dkenyon@sierracollege.edu">dkenyon@sierracollege.edu</a>
<b>SECRETARY</b>	Lin Fraser		<a href="mailto:curiouslin@yahoo.com">curiouslin@yahoo.com</a>

#### BOARD MEMBERS: FULL-TIME REPRESENTATIVES

Richard Alman	Ext. 2782	<a href="mailto:ralman@sierracollege.edu">ralman@sierracollege.edu</a>
Matt Archer	Ext. 2628	<a href="mailto:marcher@sierracollege.edu">marcher@sierracollege.edu</a>
Jim Forkum	Ext. 2579	<a href="mailto:jforkum@sierracollege.edu">jforkum@sierracollege.edu</a>

#### BOARD MEMBERS: PART-TIME REPRESENTATIVES

Wayne Barbee	Ext. 3513	<a href="mailto:dwbarbee@sbcglobal.net">dwbarbee@sbcglobal.net</a>
Joan Merriam	530-478-9883	<a href="mailto:jmerriam@sierracollege.edu">jmerriam@sierracollege.edu</a>
MaryAnn Cassell	Ext. 3550	<a href="mailto:Rogers-C@pacbell.net">Rogers-C@pacbell.net</a>

#### DISPUTE RESOLUTION OFFICERS

Richard Alman - Jim Forkum - Wayne Barbee

#### NEGOTIATING TEAM

Patt McDermid, Chief Negotiator Ext. 2722 [pmcdermid@sierracollege.edu](mailto:pmcdermid@sierracollege.edu)  
Richard Alman - Wayne Barbee - Jim Weir - Winsome Jackson

#### PUBLIC RELATIONS AND COMMUNICATIONS OFFICER

(including SCFA SENTINEL EDITOR & SCFA WEBSITE ADMINISTRATOR)  
Joan Merriam