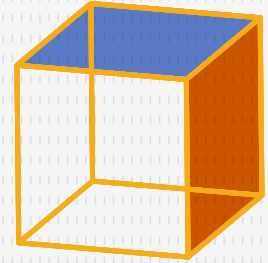
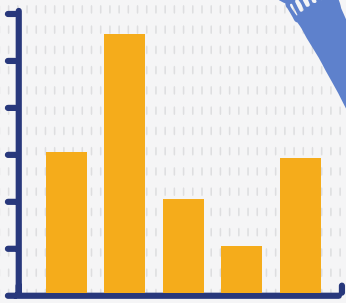
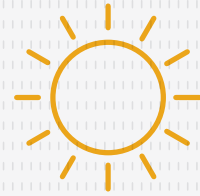
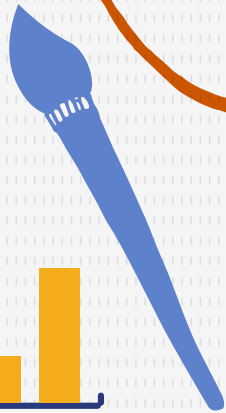
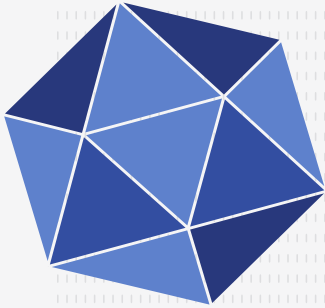
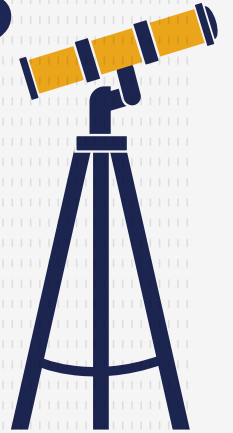


TRUST



EDUCATORS



COFA

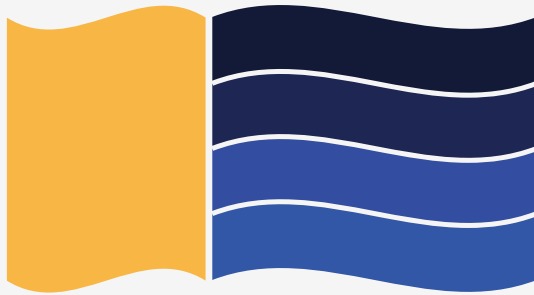
College of the Canyons Faculty Association

IMPACT REPORT 2018-2019

# MISSION

The **College of the Canyons Faculty Association (COCFA)** represents the professional and labor interests for all full-time faculty within the Santa Clarita Community College District. The Association supports members in and out of the classroom, making sure their voices are heard and accomplishments are respected on campus and throughout the community.

## CORE VALUES



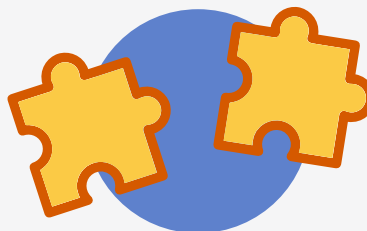
ACADEMIC  
FREEDOM



SHARED  
GOVERNANCE



DEMOCRATIC  
PROCESSES



COLLEGIALITY



AN EXCEPTIONAL  
STUDENT EXPERIENCE



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# PRESIDENT'S LETTER

## STANDING TOGETHER

As we begin a new year and decade, it is important to reflect upon the work accomplished and that which is left undone. Over the past 10 years, COCFA with your assistance has transformed itself into a campus leader and a voice for faculty and students as well as a protector and advocate for faculty issues. What we do is important and impactful.

I encourage you to look at COCFA's accomplishments. This list is not exhaustive, yet look how strong we are when we work together! For example, before COCFA achieved lecture/lab parity, our science and other lab faculty taught 4 hours, but their load only reflected 2 to 3 hours. With parity, faculty load reflects 4 hours for 4 hours worked. Moreover, before revising the salary schedule, the most senior faculty had to work 45 years to achieve the highest salary. Now all faculty achieve the highest level of earnings after only 27 years, thus maximizing earning potential by getting to the highest pay rate faster.

These achievements advocating for and protecting the rights of faculty could only be accomplished with your support. We are only as strong as those who stand with us. We showed the District and the community we are unified when we information-picketed last spring.

But the work is not done. We have many more things to do and to advocate for. Ongoing, real, meaningful change takes time and dedication. We're in it for the long haul and we know we can do this together. The next step is democracy in action by changing the composition of the Board of Trustees.

Honored to be your President,  
Nicole L. Faudree, Esq.

# 10 YEARS OF ACCOMPLISHMENTS

## ADVOCACY

- Complete Lecture/Lab Parity
- Increased our salaries over 10%
- Protected Health & Welfare by switching to CalPERS
- Increased contributions to Health & Welfare, avoiding shortfall contributions
- Reduced the salary schedule to 27 steps from 45 steps
- Clarified Tenure Track evaluations
- Piloted Department Chair and Faculty Director evaluations (Faculty are still the only 360 evaluations on campus)
- Advocated for expanded Leave Time with specific procedures
- Revitalized the sabbatical process
- Increased pay for those teaching more than 35 students
- Removed TLU limit on summer classes
- Increased release time for department chairs in relation to workload
- Expanded curricular and assessment coordinators beyond Math and English
- Increased overload and intersession pay by 35%
- Created allowance for travel between campuses
- Promoted minimum club advisor travel reimbursement
- Advocated for Golden Handshakes for retirees
- Removed non-instructional rate of pay for faculty work outside the classroom

## IN OUR GRIEVANCES AND OTHER ACTIONS, WE HAVE:

- Promoted for safer working conditions
- Mandated that the District follow Academic Senate Staffing procedures (3 times)
- Prevented Administration creating curriculum
- Successfully pursued three grievances to mediation
- Enforced labor law requiring timely payment of supplemental services
- Protected tenure track faculty when committee did not follow the contract
- Ensured Administration followed requirements of contract when evaluating tenured faculty
- Accompanied faculty when student or others brought complaints
- Advocated for credit of prior experience re: placement on salary schedule
- Protected faculty rights when job duties transferred to another union
- Assisted faculty in bringing complaints against District when extra contractual issues arose
- Questioned District on reorganization and gross increase of administrative compensation
- Enforced scheduling provisions favoring full-time faculty
- Advocated for and clarified sick leave
- Counseled faculty on retirement issues
- Participated in inter and intra departmental issues
- Partnered with the Academic Senate on campus safety and mental health issues
- Mediated disputes between faculty (full time and/or adjunct)

For more information about what COCFA does for its Faculty Union Members, visit [COCFAculty.org](http://COCFAculty.org).

# HIGHLIGHTS



## INTERNATIONAL INTERIOR DESIGN ASSOCIATION'S HAUNT COUTURE SHOW PROFESSOR HOLLY HITT-ZUNIGA

Associate Professor Holly Hitt-Zuniga mentored five interior design students who won the prestigious People's Choice Award at the International Interior Design Association's Haunt Couture Show. "This is our fourth win in five years," said Professor Hitt-Zuniga. "We have now become 'the team to beat.' As their faculty advisor, I'm so proud of our students, even though each of them balances a full-time class load while working. They pulled together a great costume and performance in six weeks." The show is a culmination of fashion, design and architecture. It featured a runway fashion show, with work from various Los Angeles designers and architects. The competition fuses fashion, design and architecture while challenging designers to create and construct inspiring haute couture fashion from interior design materials.

"This event teaches our interior design and architecture students about stretching their creativity, the importance of collaboration, meeting fast deadlines and networking," Hitt-Zuniga said. "It is a fantastic event our students get the opportunity to participate in, earning them contacts for future jobs, as well as a design competition participation they can add to their resumes."

<https://www.hometownstation.com/santa-clarita-news/education/college-of-the-canyons/college-of-the-canyons-students-win-interior-design-award-301155>



## NASA / HASP PROFESSOR TERESA CIARDI

Since 2016 Professor Teresa Ciardi has worked with College of the Canyons students with a variety of majors creating projects for NASA's High Altitude Student Platform (HASP) program. In the time since, COC has become the only community college selected to participate in the HASP program multiple times, and students have only continued to build on that initial success.

And while it's certainly impressive to be the only community college to participate in the prestigious program, Astronomy and Physics Club's advisor Teresa Ciardi said, the college really set itself apart with its work for the RockSat-X program.

"We had already been a part of the HASP project before, but we've since added the rocket (RockSat-X), which is totally next level," Ciardi said. "In terms of intensity with the timelines and the work that goes into launching on a rocket, I'd say it's anywhere from 10 to 100 times more challenging than the science balloon with HASP."

Professor Ciardi is always learning something new from the students who participate in the projects. "It's incredible to watch. I open my lab, let them get to work and they're so dedicated that I never have to tell them to stay on it," Ciardi said.

<https://signalscv.com/2019/08/coc-students-prep-for-another-space-launch/>



**SNAP ACADEMY  
PROFESSORS SHANNON DORONIO  
& COLE MOSS (ADJUNCT)**

Associate professor Shannon Doronio mentored several Graphic and Multimedia Design students through an internship application process for a program called Snap Academy. Snap Academy is a collaborative effort by Bixel Exchange and SnapChat. Each summer 20 community college students are selected from a wide range of applicants to participate in the six-week program. Each student receives a scholarship, and an Apple computer to support their learning experience. Students are given an opportunity to engage in hands-on learning, collaborating, and community building through interactive social media design. They are able to put theory into practice, learn new tech and interface with one-on-one mentors at SnapChat. The program culminates with a final showcase in which students share app features, and programs that they designed.

The educational part of the program was designed by OTIS faculty member Silas Munro, and co-taught with OTIS graduate and beloved COC Adjunct faculty member Cole Moss. In the summer of 2019, over 70 students applied, 20 students were chosen, and five of them came from the College of the Canyons Graphic Multimedia Design Program! Congratulations Sergio Sevilla, Crysta De La Cuesta, Anthony Flores, Cade Timario and Layla Estrada on their hard work!

<http://www.bixelexchange.info/snapdesignacademy>



**FUTURE BUSINESS LEADERS OF AMERICA  
PROESSOR HEAVEN WARNER  
ASSOCIATE PROFESSOR CHRISTINA CHING**

Associate Professor and club advisor Heaven Warner traveled with and mentored nine COC students to Future Business Leaders of America-Phi Beta Lambda (FBLA-PBL) National Leadership Conference. More than 2,300 of America's best and brightest college students traveled to San Antonio over the summer to showcase their talents to vie for the opportunity to win more than \$80,000 in cash scholarships. All members attended educational workshops designed to help them promote entrepreneurial ideas, develop leadership skills, and prepare for productive careers. They visited an information-packed exhibit hall and listened to motivational keynotes on a broad range of business topics. The COC students competed against other community colleges and four-year universities from all over the country. Five COC students placed in the top ten in the nation in their categories. Professor Bob Maxwell and Associate Professors Gary Collis and Christina Chung are also FBLA club advisors.



### **MODEL UN PROFESSOR PHIL GUSSIN**

Professor and Model United Nations advisor Phil Gussin accompanied 19 COC students to the largest MUN conference TrojanMUN hosted by University of Southern California. Professor Gussin noted, that, “it was amazing to watch a group of students of different backgrounds, ages, ethnicities, faiths, and politics come together as a team.” Five students were acknowledged with awards. “During the practices and simulations, the entire team challenged their ideas and strategies. As such, every award is a team award,” Professor Gussin said.

As part of COC’s MUN performance at TrojanMUN and the other conferences, COC Fall 2019 MUN team was ranked 28th in the nation! This is COC’s MUN highest ranking ever, and is higher than UC Santa Barbara and Notre Dame!



### **COLLEGE NIGHT AT THE GETTY PROFESSOR WENDY BRILL**

Professor Wendy Brill-Wynkoop mentored four students whose work was showcased College Night at the J. Paul Getty Museum. This partnership with the museum started over twelve years ago. In addition to highlighting their own pieces, students “enjoyed a number of activities, including live music, art demonstrations, curated tours and much more,” Professor Brill-Wynkoop said.

“The students met with two pretty well-known artists (Eileen Cowin and Christina Fernandez) and got to discuss the artists’ work as well as their own,” noted Professor Brill-Wynkoop. The students are honored by the museum and brings exposure to their work that is rare for students, let alone community college students.

<https://signalscv.com/2019/05/college-of-the-canyons-students-show-case-work-at-the-getty-museum/>



# #COCFAMILY

ADVOCATES FOR EXCELLENCE IN THE CLASSROOM!

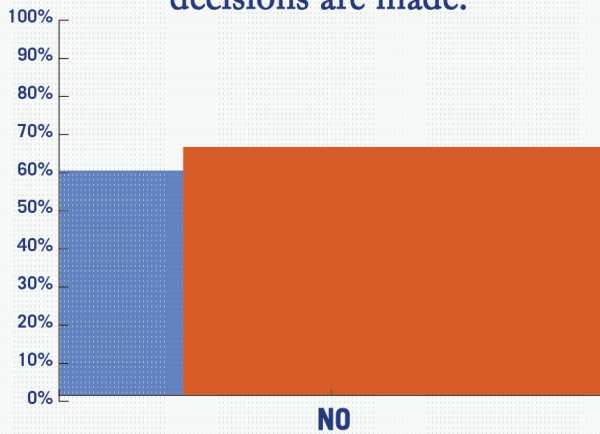


# CLIMATE SURVEY

2016 vs 2019

## BUDGET DECISIONS

“I understand how budget decisions are made.”

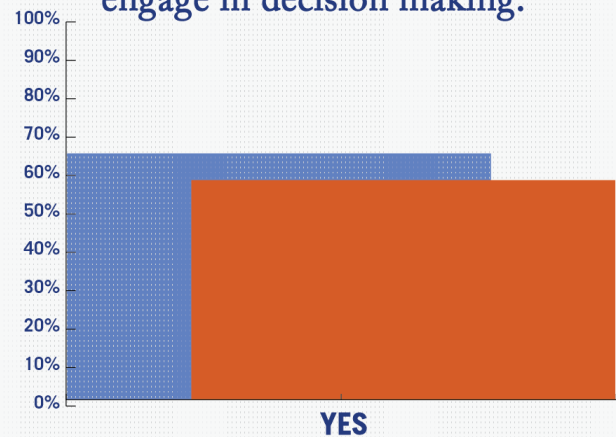


“Though I know *how* [budget] decisions are made, I would say that the reasons for these decisions are not often revealed to faculty.”

## DECISION MAKING

“I use a results-oriented model; if things get better, do more of that, if things stay the same or get worse find better solutions.”

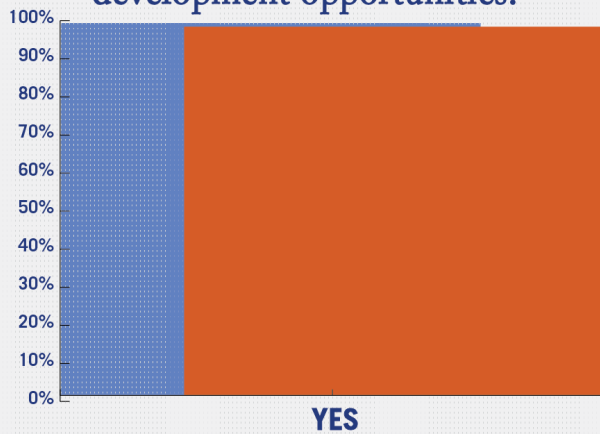
“I am aware of opportunities to engage in decision making.”



A Climate Survey solicits employees' feelings, opinions, and perceptions regarding the College's environment. We strongly recommend reviewing and comparing the 2016 SCCCD District Survey and the 2019 COCFA Climate Survey. Three years have passed, but have things improved?

## PROFESSIONAL DEVELOPMENT

"I am aware of professional development opportunities."

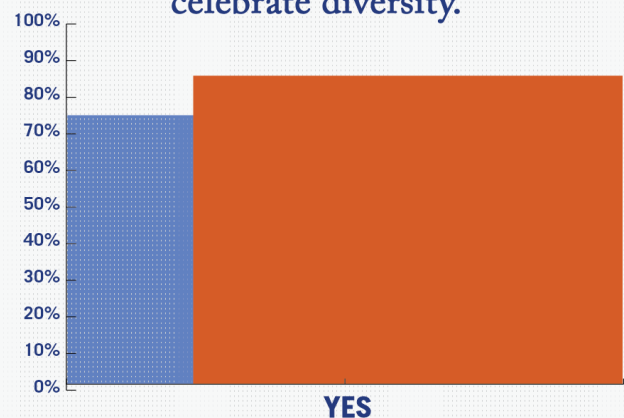


"Professional development at College of the Canyons is amazing. The College definitely wants to teach faculty *how* to teach effectively and to meet the needs of our students."

## CELEBRATING DIVERSITY

"I'm not sure how we can celebrate diversity when there is little diversity in faculty and admin ranks. We must do better."

"I am aware of opportunities to celebrate diversity."



# A LETTER FROM YOUR POLITICAL ACTION COMMITTEE (PAC) CHAIR

Dear faculty,

In 2014 I joined COCFA Leadership. I had been a member of COCFA for 17 years, but never a union leader. What changed? It was what HADN'T changed - our salaries. Full-time faculty had not received a raise in seven years, even though the administration received several. I joined union leadership out of frustration with the administration. I also desired to improve working conditions and compensation for our members. Working together with a fantastic team of faculty leaders over the past five years, COCFA has dramatically increased our compensation, increased release time for department chairs, maintained excellent healthcare benefits for all members, and won lecture/lab parity. I am proud of the work we have accomplished as a union as I step down as the COCFA President.

However, as I step down as the COCFA President, I am stepping up and welcoming new challenges as the COCFA Political Action Committee Chair. You may wonder why I wouldn't want to take a break from being part of COCFA leadership? Because during the past few years, I have watched higher education, and our district leadership, follow the national trend of the corporatization of public education, where everything is monetized. Our students have become clients, and our goals are measured in revenue. Even the language of education at COC has been replaced with the corporate language - Chief Executive Officer, Chief Business Officer, and Chief Instructional Officer. We have more Vice Presidents than most banks and one administrator for every two full-time faculty. As a result, our campus culture has suffered and has in some instances become toxic.

Our district leaders have not made instruction nor student needs a priority in the budget. The administration has swollen in size and salaries. There is a repetitive and blatant disregard for faculty, staff, and student participation in shared governance. Faculty processes and policies granted authority by law and our governing board have been repeatedly ignored. There is little transparency in decision making - mainly as applied to budgetary decisions. The Executive Cabinet makes decisions without rationale or explanation. Several climate surveys with dismal outcomes have been ignored. And precious resources are spent to celebrate our district leaders over our students and faculty.

It is time for us to not only change our working conditions and compensation but to demand equal partnership making changes

to the institution. Is it possible? Yes, if we continue to stand together and demand better leadership through changing our Board of Trustees. Our publicly elected Board of Trustees is responsible for employing the CEO, ensuring a climate for student success, defining parameters for operations including monitor adherence to legislative mandates and policy standards, establishing and maintaining high standards for good personnel relations, and ensuring fiscal health and stability of the district. etc, given this responsibility, several members of the board do not prioritize student success in the budget nor acknowledge the climate concerns of the campus. In addition even in the face of repeated warnings from three accreditation visits, the board has not followed and regularly reviewed its own policies.

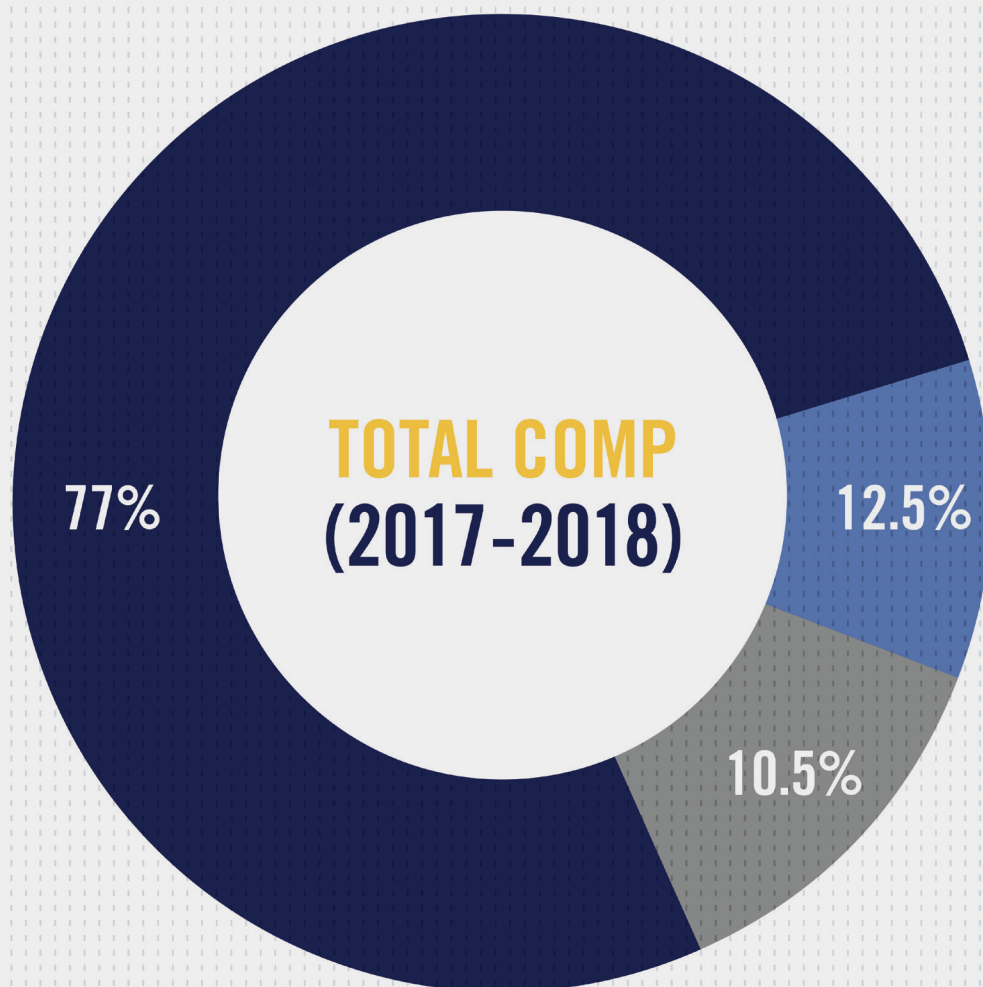
To start the change at the college, we have to change the Board of Trustees, as some trustees are complicit in the current direction of the college. The only check on the administration is the Board of Trustees. To change the administration, the board composition must be changed. In November 2020, three of the five trustees' seats are open for reelection. In 2016, we helped retired COCFA member Edel Alonso get elected to the board. And in 2018, COCFA supported Joan MacGregor, who along with Edel, has continued to ask fiscally prudent questions that other board members seem uninterested in asking. Changing the board in 2020 means protecting one seat and flipping two more.

However, we can't change the board without the help of all faculty. During this election cycle, your support is welcome in any form: handing out flyers in neighborhoods, writing letters, hosting candidate meet & greets, sharing the need for change with our greater community, and of course, giving a donation. If we are going to change the board, more than anything, we need monetary donations to the COCFA Political Action Committee. So please join me in making a change for the future of our institution and our student's success.

Your help is greatly appreciated,

Wendy Brill-Wynkoop  
Chair, COCFA Political Action Committee  
Past President, COCFA

## WHAT DOES **TOTAL COMPENSATION** FOR FULL-TIME FACULTY COVER?

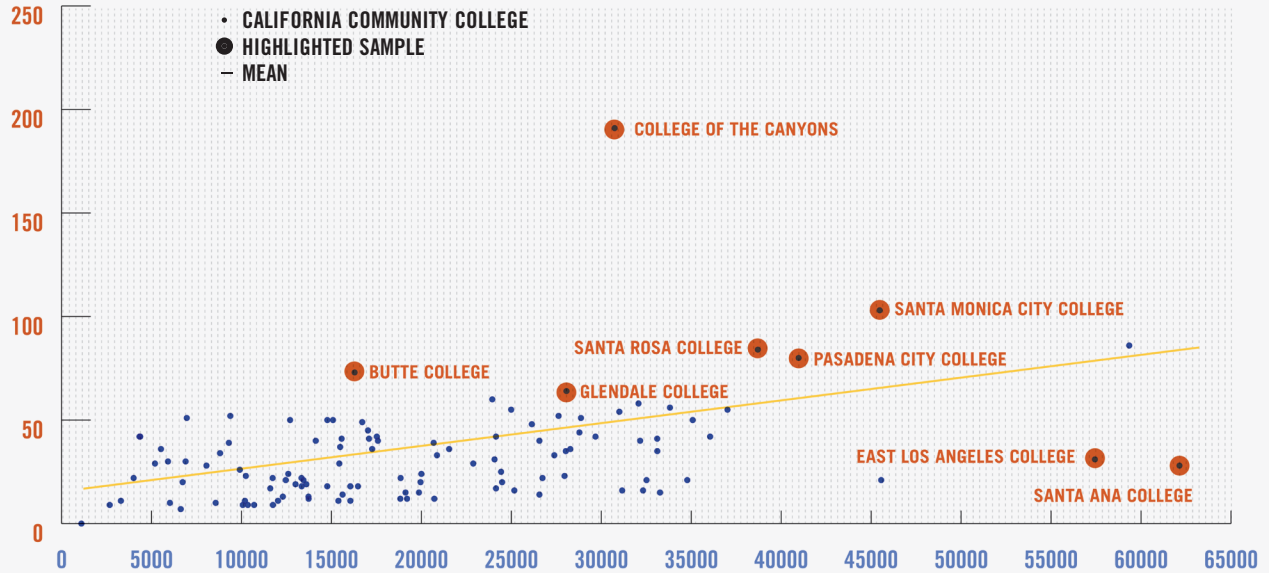


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**Full-Time Salaries & Coaches 77%**  
**Overload/ Summer & Winter 12.5%**  
**Health & Welfare Contributions 10.5%**

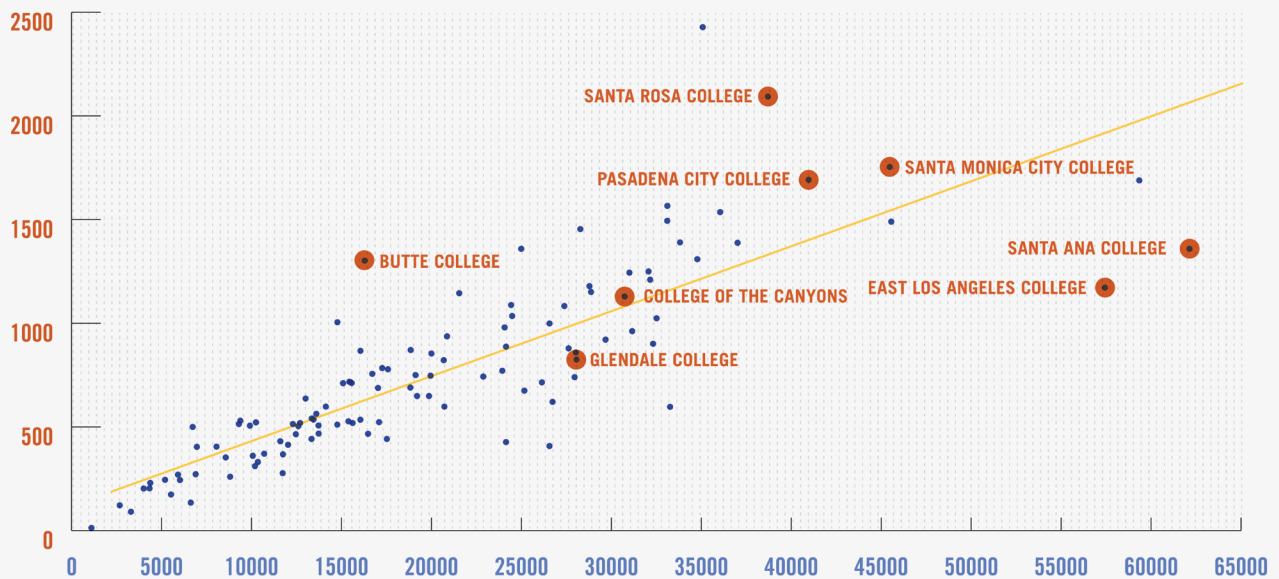
# BUDGETS ARE VALUE SYSTEMS, WHAT DOES OUR BUDGET VALUE?

## ADMIN VS STUDENTS\* AT CALIFORNIA COMMUNITY COLLEGES



\* Annual Student count duplicated across all colleges. Source:  
 EEO6 Occupational Activity Headcount Distribution by District/Primary Location 2015

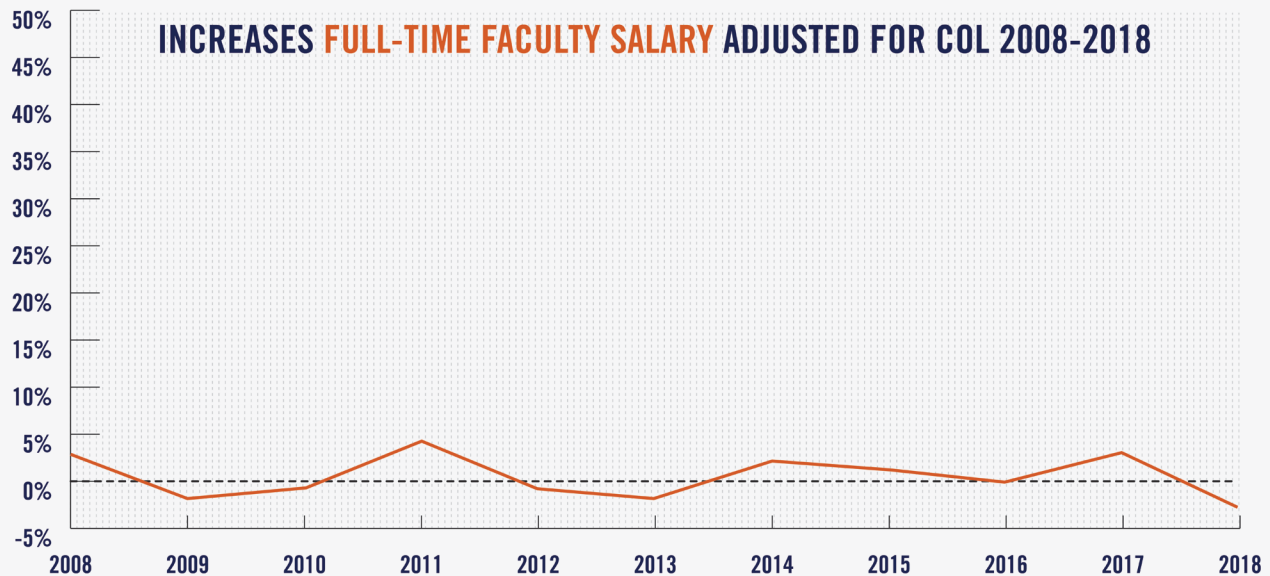
## FACULTY VS STUDENTS AT CALIFORNIA COMMUNITY COLLEGES



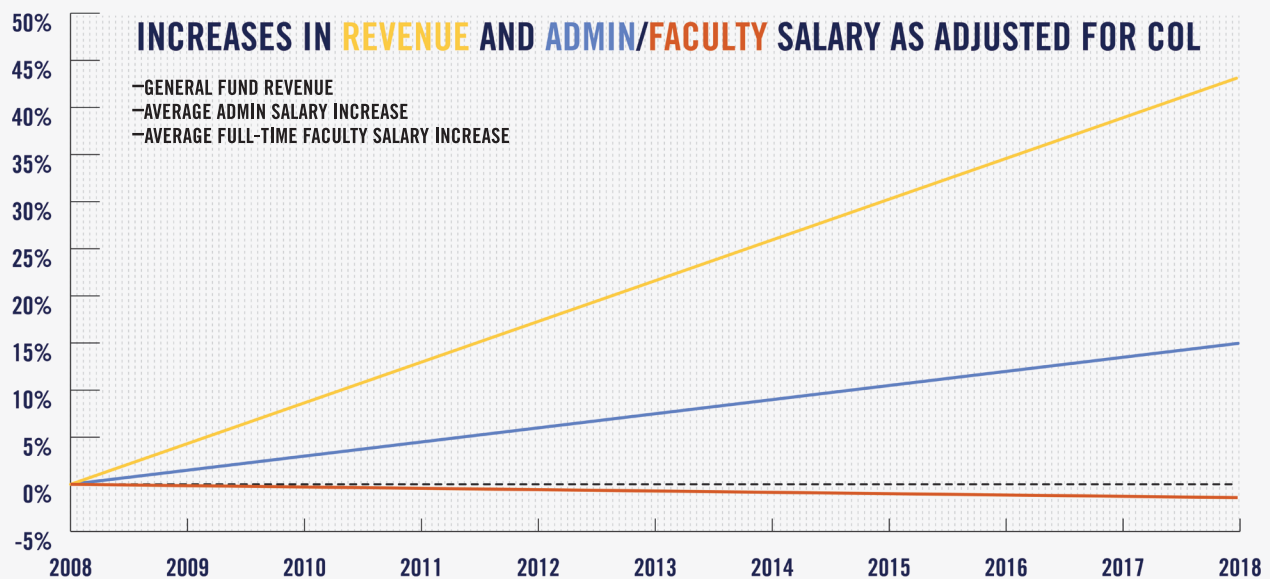
Despite much higher than average admin to students, faculty\* to students ratio is on target with the mean.

\*Faculty includes Full-time and Part-time

# HOW DO YOUR SALARY INCREASES COMPARE TO THE PACE OF COST OF LIVING?



Despite the hard work of our COCFA's negotiations team, increases to Full-Time Faculty Salaries have not kept pace with the cost of living (COLA) over the past decade. Full-Time Faculty Salaries\* have decreased by .07% when averaged over last 10 years (as adjusted for Cost of Living).\*\* Our salary raises have made no meaningful impact on our compensation.

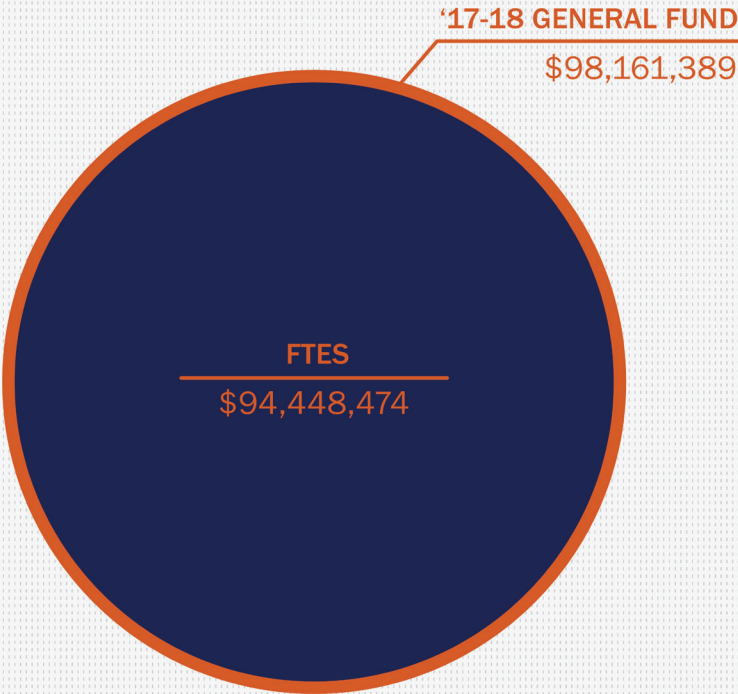


**General Fund Revenue and Admin Salary Increases have well out-paced increases to Full-Time Faculty Salaries.** Over the last decade, the General Fund Revenue\*\*\* has increased 43% and the average Admin Salary\*\*\*\* has increased by 15% (as adjusted for Cost of Living).\*\*

\*Faculty Salary Source: Total Compensation Sheets in COCFA contract Appendix D. \*\*All salaries and revenue adjusted for CPI Los Angeles Metro Area. Growth in average Full-Time Faculty Salary only, does not include Overload and Health & Welfare contributions.

\*\*\*General Fund Source: CSF311 Reports. \*\*\*\*Average Classified/Educational Admin Salaries Source: Public Board of Trustee agendas.

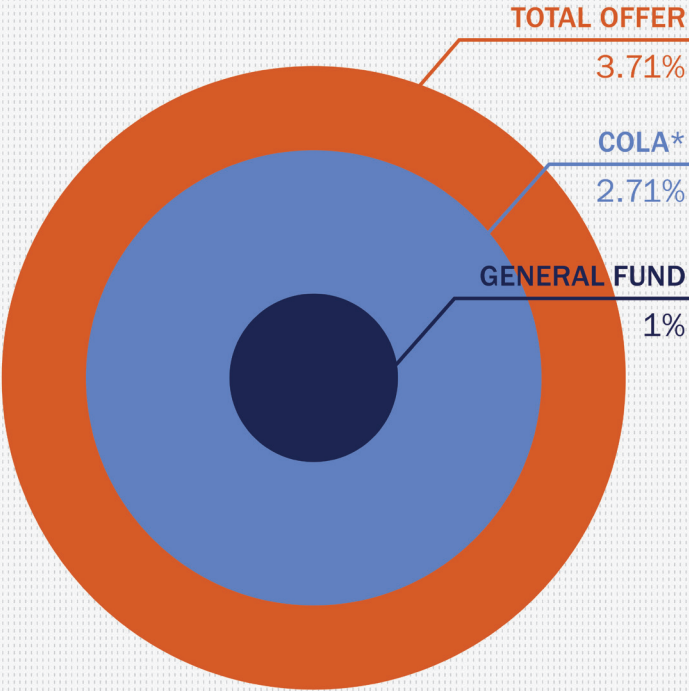
# WHAT IS THE RETURN ON INVESTMENT?



In 2017-18 96% of the Unrestricted General Fund Revenue was generated by FTES\* (funds that can only be generated by full-time and part-time faculty).

**\*WTF is FTES?**

FTES (Full Time Equivalent Student) This is the number that is supposed to represent how many students we would have if each and every student was a full-time student. You thought that you taught people. You are actually teaching FTES!



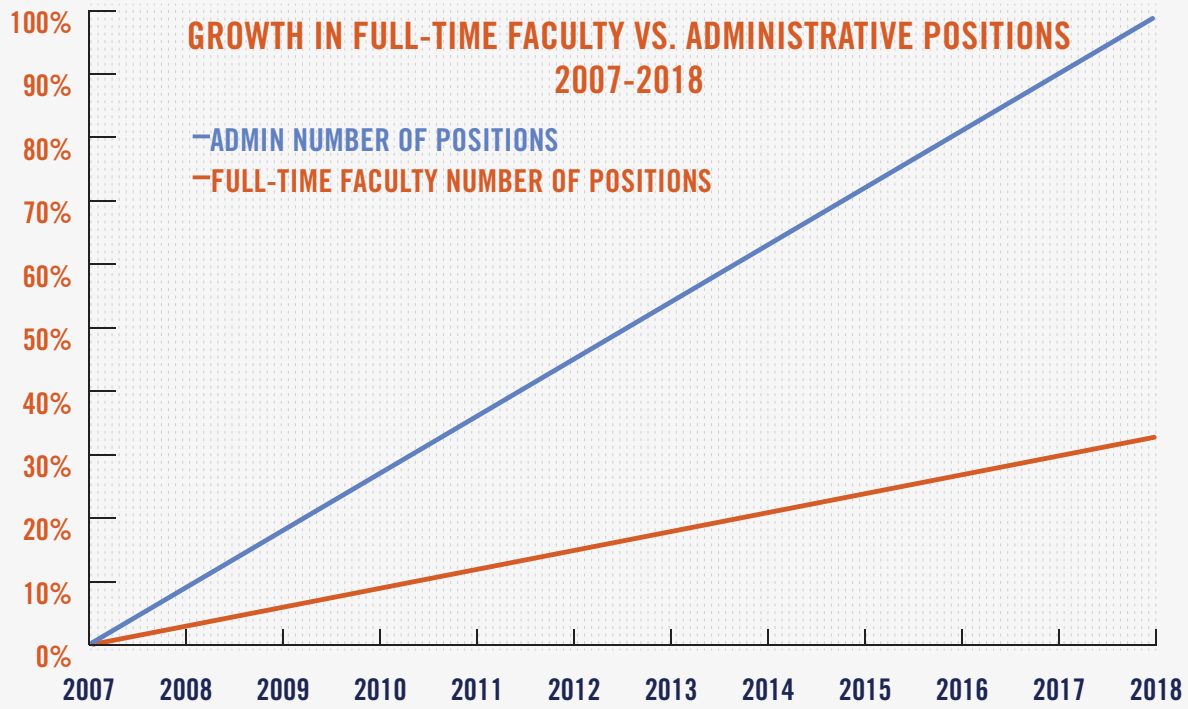
The District's last offer was 3.71%

2.71% is a Cost of Living increase, which is ongoing and provided by the state,

1% of the is pulled from the Unrestricted General Fund (96% of which is generated by full-time and part-time faculty)



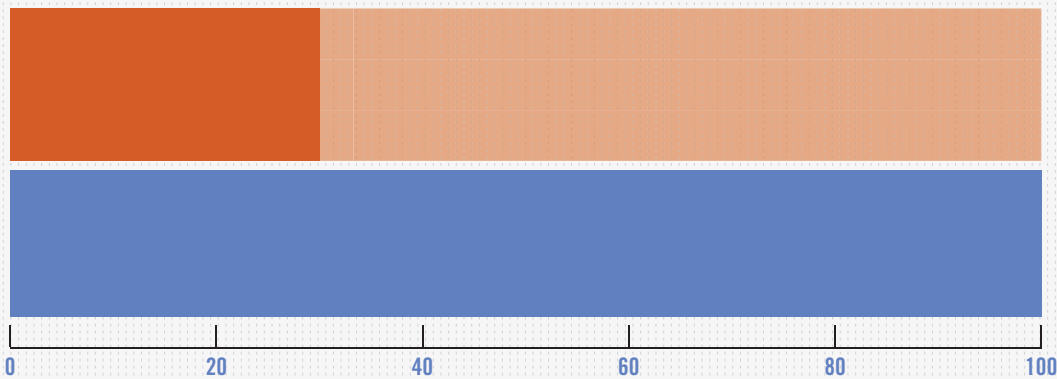
# WHAT OTHER **INEQUITIES** EXIST BETWEEN FACULTY AND ADMIN?



\* Annual Student count duplicated across all colleges. Source: EEO6 Occupational Activity Headcount Distribution by District/Primary Location 2015

## **FULL TIME FACULTY VS FULL TIME ADMIN AT COLLEGE OF THE CANYONS**

Nearly 100% of administrative positions are full-time with benefits while only 33% of faculty are full-time with benefits.



\*2018-2019 last year data available

# GETTING INVOLVED



The Faculty Association welcomes the involvement of its members.

Here are some of the ways you can get involved:

## JOIN OUR MAILING LIST

Email us from your personal email address at [info@cocfaculty.org](mailto:info@cocfaculty.org) to receive communications from COCFA.

## ATTEND COCFA EVENTS

Learn about events via your COCFA email contact, and on our calendar.

## WEAR YOUR COCFA T-SHIRT, DISPLAY BUTTONS & SIGNS

If you need a COCFA T-shirt, button or stickers send your name and shirt size to [info@cocfaculty.org](mailto:info@cocfaculty.org)

## ATTEND BOARD OF TRUSTEES MEETINGS

Scheduled BOT meetings can be found here. Attend in-person or remotely by Confer—either way you receive flex credit.

## VOLUNTEER TO ADDRESS THE BOARD ON BEHALF OF FACULTY AND COCFA

In order to speak to the Board, you will need to fill out a speaker's slip. The time limit is 5 minutes per person and a total of 20 minutes per agenda item. We recommend that you keep your speech respectful, personal, and informational. Share a personal story so that when the Board considers our contract, you have helped personalize it for them.

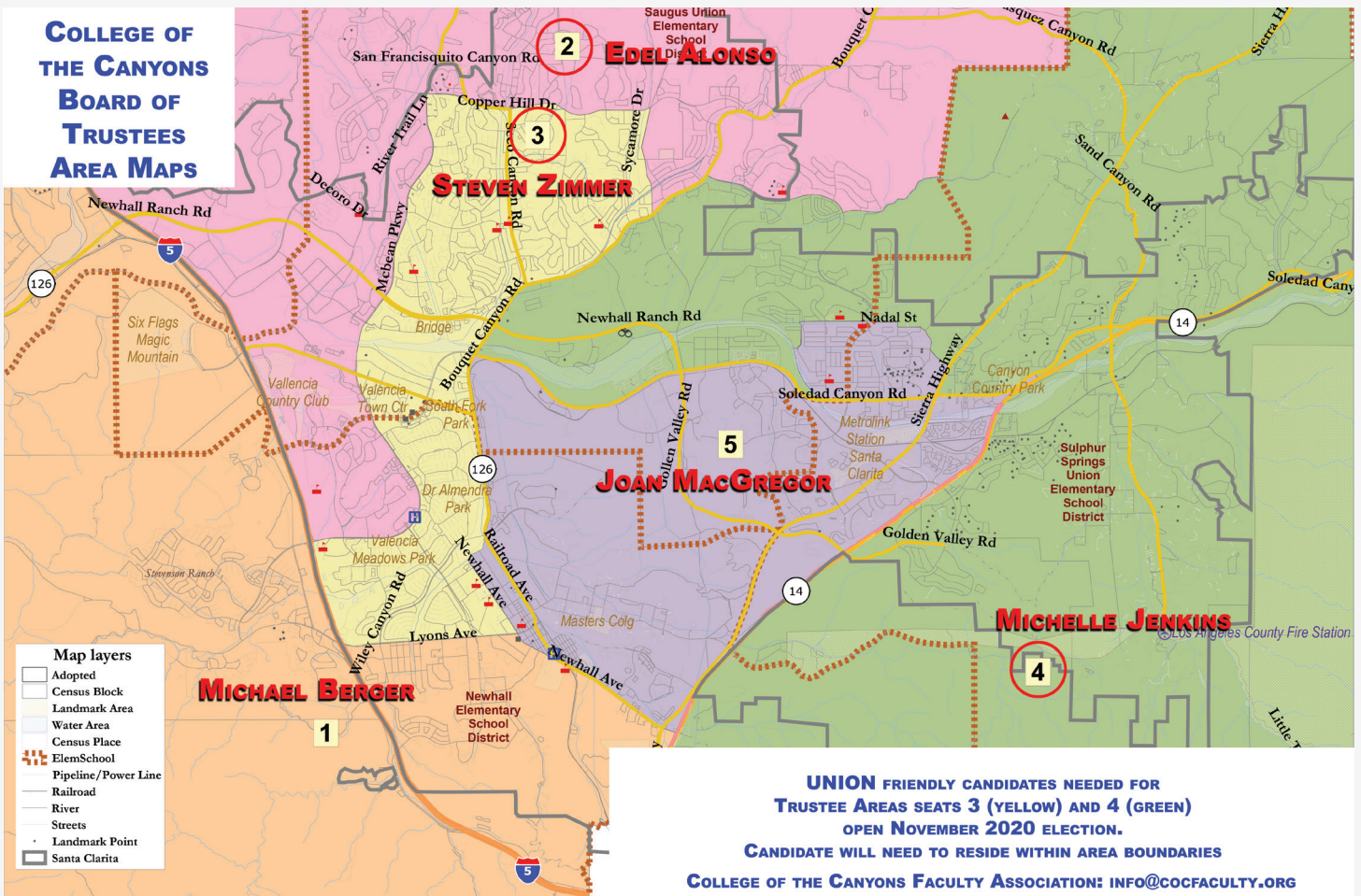
## SHARE COCFA CONTENT WITH HASHTAGS

Share COCFA's social posts, infographics and web content on social media - use these hashtags when posting:

#COCFA #TrustEducators#UnionStrong #BetterLeadership  
#CollegeoftheCanyons

# VOTE!

## COLLEGE OF THE CANYONS BOARD OF TRUSTEES AREA MAPS



## We're pivoting...

From the picket line to the ballot box. Show the Board of Trustees that you deserve Better Leadership! Continue to wear your COCFA T-shirt, button, with pride. Be sure you are receiving information regarding contract negotiations, Board of Trustees Elections, social Events & COCFA Meetings.

## SHARE YOUR PERSONAL EMAIL ADDRESS:

[info@cocfaculty.org](mailto:info@cocfaculty.org)

## Need COCFA swag?

Send your name and shirt size to [info@cocfaculty.org](mailto:info@cocfaculty.org)

**WE ARE UNION STRONG**

**99%**

**OF FULL-TIME FACULTY AT  
COLLEGE OF THE CANYONS  
ARE DUES PAYING MEMBERS!**



**FACULTY ASSOCIATION EXECUTIVE BOARD**

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