



CHAPARRAL

By and for the Employees of Glendale College - Primary Funding by the Glendale College Guild AFT 2276

Another Round with Gov. Arnold (or, how community colleges keep up the good work)

by Mona Field, Social Sciences Division

As usual,

the new year brings us the beginning of the annual budget season in Sacramento. This year, unlike last year, brings the very good news that no fee increase is being proposed for our students. Since the governor’s budget (which is more accurately described as the Department of Finance budget) has no fee increase, we can almost certainly heave a sigh of relief. The Legislature is highly unlikely to change that piece of the puzzle.

However, although some of our budget news sounds good, there are many serious issues facing our colleges and our state.

For students, there is the continuing spiraling of fees at the CSU and UC systems they aspire to, as well as the underfunding of the CC system in general. Despite

the COLA at 3.9 percent, and other funds that sound reasonably good, there are serious problems — perhaps better described as “threats”—which we must face.

For example, that 3.9 percent COLA, which is often the basis for salary negotiations, is actually about half the stated amount because of “takeaways” the DOF proposes regarding our CalSTRS and CalPERS retirement plans. Not only faculty and staff would be impacted by the proposed changes in retirement plans, but every public employee, from the local police to the state park ranger, would have a whole new pension system, if the governor’s plan goes forward. So we should probably think of COLA as being closer to 2 percent by the time Sacramento gets done with us.

Confused? Well, this budget

(Continued on page 9)

inside this issue

Roots of Unity by Mike Allen	2
Speaking of the Senate by Peggy Renner	3
Adjunct Junction by Phyllis Eckler	4
New Athletic Field Has a Name and a Major Donor by Alex Leon	5
Classified Council Corner by Patricia Chamroonrat	6
2005 John Davitt Award	6
CSEA Connection by Nidal Kobaiissi	7
Profile: Ira Heffler by Barbara Jordan	8
Milestones	11

ROOTS OF UNITY

Shoot First, Ask Questions Later

by Mike Allen, Guild President



The recent attack by the governor and his cronies upon public employees is breathtaking in its recklessness, and the extra attacks aimed at teachers are clearly hypocritical. They can't be stupid enough to actually believe that the reason students in other states and countries perform better is that California teachers just don't work hard enough. While the broken promises emanating from Sacramento have given me enough material for several columns, Mona Field addresses many of them in her article in this issue, so I am going to focus on one that is particularly enraging.

As many of you know, the governor has declared his support for proposals to amend our state constitution in ways that would prohibit all non-federal public employees in California hired on or after July 1, 2007 from enrolling in a "defined benefit" (DB) retirement plan, permit enrollment in an employer-sponsored "defined contribution" (DC) retirement plan, and establish maximum employer contribution rates for the DC plan provider they select. Since constitutional amendments need voter approval, and the governor fears he will lose if he waits until the next regularly scheduled election, it is anticipated he will

force the state to spend about \$60 million (during a budget crisis, no less!) in order to hold a special election on November 8. It is unlikely the state legislature will place measures like these on that ballot, so he and his ilk will also raise millions of dollars to hire the requisite mercenary signature gatherers (don't sign!!) and fund the media campaign in support of this boneheaded set of changes.

Where to begin with the

(Continued on page 10)

Chaparral

Printed 3 or 4 times per semester, the *Chaparral* is published by and for the entire staff of GCC. Primary funding is by the Glendale College Guild, AFT 2276. The newsletter is dedicated to providing timely information on the campus community about any issues that affect our college, higher education, and/or our professional lives.

Prose, poetry, art work and opinion as well as expository reporting are welcome. The pages of *Chaparral* are open to all faculty, staff, students and administrators. Submissions for publication should be word processed in IBM-compatible Word Perfect, MS Word or ASCII file format. No anonymous submissions will be published. Please e-mail articles to Des Kilkeary (dkilkear). The deadline for submissions is the first working day of each month September through May (except December and January). If you have announcements you wish printed or any questions, contact Des Kilkeary at x5341 or e-mail dkilkear.

The *Chaparral* Editorial Board is composed of volunteers and is open to any college staff members. The current board includes Des Kilkeary (editor-in-chief), Susan Cisco (managing editor), Patricia

Chamroomrat (production manager), Nancy Lopez, Mona Field, Mike Allen, and Michael Moreau.

Columnists are Guild President Mike Allen (Roots of Unity), Academic Senate President Peggy Renner (Speaking of the Senate), CSEA President Nidal Kobaissi (CSEA Connection), Classified Council President Patricia Chamroomrat (Classified Council Corner), Guild 2nd Vice President Phyllis Eckler (Adjunct Junction), and Alex Leon (Communications, Marketing, and Foundation).

Disclaimer

The editors reserve the right to edit for length, clarity and/or relevance; to publish editorial commentaries; to omit materials which in their good-faith judgment is believed to be libelous, obscene and/or offensive, or an invasion of privacy. Questions regarding this editorial policy may be directed to the editor-in-chief. The views expressed in the articles of the *Chaparral* are solely those of the contributing authors. They do not represent the views of Glendale College or the Guild.

SPEAKING OF THE SENATE...

Report from the Senate

by Peggy Renner, Academic Senate President



I think/hope that by now we all know that SLO stands for Student Learning Outcomes, and is not the acronym for San Luis Obispo or an e-mail misspelling of a word that means reduced velocity. Now I have three points to update us all on the latest developments.

First, the Senate would like to thank the SLO Task Force for the work that it has done to move us

establish for each discipline the knowledge, skills, abilities, and aptitudes that a student has attained at the end (or as a result) of his or her engagement in a particular set of collegiate experiences.” SLOs further involve us in establishing evidence of accountability, measurement and evaluation of what students learned and whether they learned what we hoped they would.

districts statewide.” Thus far the only pressure that the California community colleges have faced with regard to assessment comes from the Accrediting Commission for Community and Junior Colleges,

“the key purpose for SLOs is to set standards and then to provide feedback to the faculty so that we can improve our teaching and provision of services.”

along the road to developing our SLOs. The responsibilities before them were not small or insignificant. They have completed the preliminary work in the SLO development process, and the Senate at the February 3 meeting approved their report. By the time you read this article, the text of the report will be posted on the Senate website.

Highlights of the report include the purposes of developing SLOs, including “to

In other words, the key purpose for SLOs is to set standards and then to provide feedback to the faculty so that we can improve our teaching and provision of services. As the task force report states, the second reason for developing SLOs is so that “faculty can determine their own assessment learning and avoid having standardized assessment instruments or practices imposed by outside agencies, as happened in K-12

and fortunately the ACCJC has stated that learning outcomes need to be developed at the local level. Each college needs to develop its own, and the administration at Glendale Community College has agreed that each discipline needs to assume this responsibility.

Many disciplines, whether they recognize them as SLOs or not, already have a strong set of student learning outcomes in

(Continued on page 12)

Adjunct Junction

by Phyllis Eckler, Guild 2nd Vice President



ANCILLARY ACTIVITIES: Work Beyond the Classroom

Glendale College should congratulate itself for being the first community college in California to allow part-time faculty to be paid for

GCC Guild officers and college administrators both agreed that allowing part-timers to become involved in the governance of the college was a "win/win" in terms of preparing part-timers to move

clubs, curriculum development and/or staff development. None of these paid activities can also count for flex credit, and because of the limited funds available not all requests will be fulfilled. If

"Being allowed to take on extra work is one thing, but securing the funding from one's district is another matter."

educational, governance and departmental work that is beyond the scope of one's classroom teaching responsibilities. State bill SB955, which was passed into law in June of 2003, unequivocally stated that part-time faculty members may take on paid work beyond the required limit of 60 percent of a full-timer's teaching time, as long as that work was outside of their classroom duties. Being allowed to take on extra work is one thing, but securing the funding from one's district is another matter.

into full-time positions, allowing for the perspective of those who teach part-time, and giving additional financial incentive to newcomers to remain in the community college teaching field.

Beginning in fall of 2005 there will be an annual fund of \$10,000 available to provide stipends of \$500 to \$1,000 for adjunct faculty undertaking projects or activities outside of classroom duties. These activities may include governance or other committee work, grant writing, advising student organizations/

you are interested in doing a project beyond the scope of your classroom assignment or getting involved in campus governance, talk to your department/division chair, nominate yourself as an academic senate officer, find out what committees need your assistance, bring your project idea forward and get involved. Applications will soon be available from the governance office (contact Arlene Guillen). This is the chance for part-time faculty to have a seat at the table and get paid for it! 📖

New Athletic Field Has a Name and a Major Donor

by Alex Leon, Office of Communications, Marketing, and Foundation

On Monday, December 20 at the monthly Board of Trustees meeting, Dr. John Davitt had the pleasure of announcing that the renovated athletic field will be called Sartoris Field, named after men's athletic director Jim Sartoris, who has spent 40 years at the college as a student-athlete, coach, instructor and division chair. The dedication of the field will take

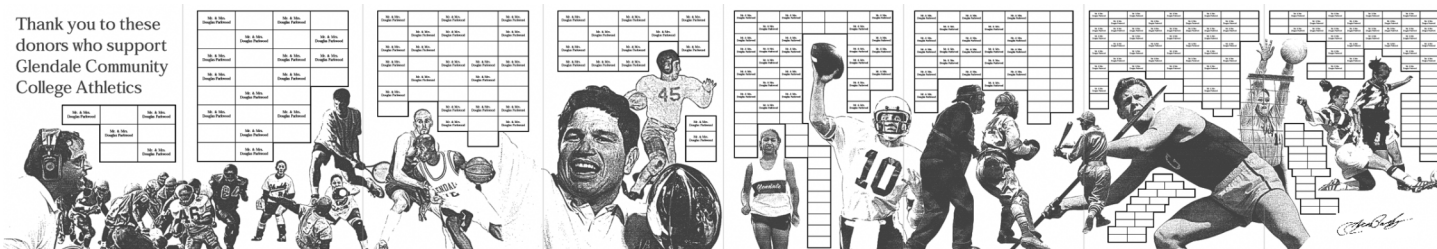
small token of appreciation. I know many others have, or will, contribute to this project.”

The cost of the state-of-the-art scoreboard and track timing system is not included in the cost of the field renovation; the funds must be raised privately. The goal is to raise funds for the scoreboard and an athletic endowment that will serve as an ongoing support system for the athletic department.

be the home for the college's football, men's and women's soccer and track and field teams but will also be made available for community groups and organizations to use on a rental basis.

A donor wall has been created in the design of the athletic hall of fame mural and will be attached to the scoreboard as a way to honor supporters of the project for sponsorship levels

Thank you to these donors who support Glendale Community College Athletics



place in the fall of 2005.


It was also announced at the meeting that Andy Reid, Head Coach of the NFL Philadelphia Eagles and GCC football player in 1976-77, has agreed to donate \$50,000 towards the purchase of the scoreboard. “We are proud to contribute in any way we can to the Glendale College athletic program. Glendale College helped build my foundation in the sport of football,” Reid said about his donation. “My family and I will always be grateful to Jim Sartoris, John Cicuto and Mike Scarpace and the other coaches and staff at GCC. This is just a

The funding for the field renovation will come from the \$98 million bond initiative passed by Glendale voters in 2002 that will fund construction projects on campus including the renovation of the athletic field. The \$3 million project includes the installation of lights for the field as well as the renovation of the grass field and dirt track with artificial surfaces. The renovation of existing bleachers and the installation of a storage building adjacent to the track is also part of the project.

Upon completion of this project, the facility will not only

from \$500 to \$10,000.

Recognition tiles will vary in size depending on the amount of the donation. Space is available on the scoreboard for even larger donations.

College staff, alumni and members of the community will have an opportunity to support this project through their tax deductible donations and forever be part of the fund-raising efforts in support of Glendale College athletics. Please call the Foundation at x5197 for more information. 

Classified Council Corner

by Patricia Chamroonrat, Classified Council President

How time

flies so quickly!

Classified Council would like to thank you for your continuous support and participation!

2005 began with a sweet and successful See's fundraiser in February. Also, Classified Council helped ring in the year of the Rooster by coordinating a fabulous Chinese new year lecture presented by Dr. Jill Hazlett. Congratulations to Dionne Encinas of A&R in

winning the February 50/50 raffle.

In March, our effort to capture the Irish spirit features a musical and visual treat on the beauty of the Emerald Isle by Dennis Doyle and John Queen.

Classified Council will begin fundraising for our 2005 Student Worker Scholarship. Please look to support our See's Candies Spring fundraiser. The Classified Council Student Worker Scholarship is awarded to a qualified "student who assists a classified staff member."

We may have one or more recipients, depending on our fundraising outcome. Scholarship applications and information will be available to you soon. We will present our scholarship recipients at our end-of-the-year picnic in May.

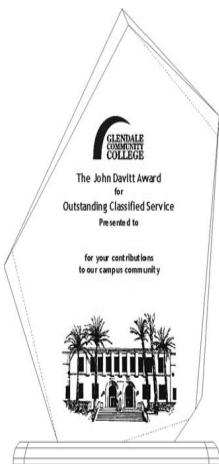
Recognition/ Retirement Luncheon

Save the date! The annual luncheon will be held on May 24, 2005. This special event

(Continued on page 9)

2005 John Davitt Award

Nominations for the fourth annual John Davitt Award for Outstanding Classified Service are now being accepted! There are two award categories: classified and management/confidential. These awards are to recognize the individuals who have performed outstanding work and made valuable contributions to the GCC community.



Who qualifies?

Classified staff and management/confidential classified staff. This is the time to brag about this special person!

Who nominates?

Anyone—Nominations will be accepted from any GCC employee, student, or a member of the general public. Sorry, you may not nominate yourself.

When to nominate?

Now. The deadline for nominations is April 8, 2005. Please note that all information received is confidential.

All completed nominations forms must be returned to Leticia Estrada, Office Human Resources. If you have any questions, please feel free to contact Leticia at x5174 or by e-mail lestrada@glendale.edu.

The winners will be announced at the Recognition/Retirement Luncheon to be held on May 24, 2005. The nominees deemed most deserving will receive a monetary gift, a crystal award, and will be recognized at the July 2005 Board meeting. Being nominated is in itself a winning moment; all employees receiving a valid nomination will

(Continued on page 7)

CSEA CONNECTION

by Nidal Kobaissi, CSEA President



In 1993,

the college employed about 25 custodians to maintain our then 13 buildings on campus. Today, we have 21 buildings with plans to add another building this year and only about 18 custodians.

There are two ways to solve this problem, eliminate some buildings or hire more custodians. The answer is simple: we need to hire more custodians.

It is unfair to ask our

employees to continue working in such conditions. These conditions can create a sort of domino effect. Custodians who work at a much faster rate under the stress of trying to complete all their assigned tasks can make mistakes that can injure them or others. One injured custodian will increase the already heavy workload on the rest of the staff, which can lead to more injuries. This can create a workers' compensation nightmare for our already problematic system. This nightmare needs to stop.

The Facilities leadership need to take a hard look at this and come up with a solution fast. They need to hire more custodians, reevaluate cleaning methods and provide more training and

safety equipment. In addition, we need to find a fair custodian-to-building staffing ratio, and as our campus grows, so should our custodial staff.

The custodial staff are very grateful for all of the support and patience that both the faculty and staff have provided. We ask that you continue to support them while we try to find a resolution to this issue. We also ask that all members of the governance process and particularly those members on the Budget Committee give priority to funding more custodial positions.

Working together, your union and the rest of the college community are committed to solving this inequity as soon as possible.



(Continued from page 6)

receive a letter of recognition from Dr. Davitt for their personnel file. Congratulations to all nominees and winners.

Where are the nomination forms?

Printed copies the nomination forms are available at the following locations:

ACTC	Food Services
Accounting	Foundation Office
Admissions & Records	Governance Office
Allied Health	Health Center
Campus Police	Human Resources
CDC	ITS
Center for Students with Disabilities	Mailroom
EOPS	President's Office
Facilities	Student Affairs & Scholarship Office
Financial Aid	

You may also go on the web to complete and print the form. Go to <http://www.glendale.edu/community/employment>.

Please try to describe the reasons why the nominee should be receiving the award. This is the time to promote the nominee, so be that much more descriptive and passionate and express yourself!

Last year's Davitt Award winners...

2004 Davitt Award for Outstanding Classified Service—**Barbara Keegan** from ACTC
2004 Davitt Award for Outstanding Management/Confidential Service—**Edward Karpp** from Research and Planning

In The Spotlight—Ira Heffler

by Barbara Jordan, Office of Communications, Marketing and Foundation



Instructor, writer and world traveler

are just a few of the words that describe Ira Heffler, one of Glendale College's newest full-time instructors.

After teaching speech and English at John Burroughs High School in Burbank for 22 years, Ira became an adjunct instructor of speech and English at GCC. He now enjoys teaching speech communications full time in a one-year contract position.

Paralleling his passion for teaching is his passion for writing. On March 15, MGM is releasing a movie called *Lucky*

13—screenplay by Ira Heffler. While many of Heffler's screenplays have been bought, this is the first one to be produced into a movie. *Lucky 13* is a romantic comedy about a man whose love life isn't so lucky, so he decides to visit his former girlfriends to learn from the broken relationships. Starring Lauren Graham of the *Gilmore Girls*, this movie was filmed right up the street in Montrose. When you watch it, look closely and you'll spot Heffler in one of the scenes.

The thrill of having a


screenplay produced into a movie comes with some frustrations. His contract stated that the producers could bring in their own writers and make changes. They did, and now the ending isn't what Heffler had in mind when he penned the story. He's philosophical about it, realizing that this happens frequently to screenwriters.

Some of Ira's inspiration for his writings comes from his travels. His latest trip is one he'll never forget. In December 2004, Ira was on Phuket Island

(Continued on page 9)

(Continued from page 8)
IRA HEFFLER

in Thailand. The earthquake woke him at 5 a.m., but living in Southern California has made him used to feeling the earth shake, so he rolled over and went back to sleep. Later that morning he was making his way down the street to the beach and was met with people running up from the beach. Not exactly sure why, he started running, too. A terrorist attack is what first crossed his mind. Water soon drenched the area. Ira ran back to the resort to get his camera. In that short amount of time, the second wave of the tsunami hit and brought devastation. Mud, water and debris flooded the streets and buildings. The restaurant where Ira ate breakfast an hour earlier was gone. Two thirds of the hotel was destroyed. There was no electricity or fresh water. "It's so true that when times are at their worst, that's when we're at our best," Heffler said. He witnessed an amazing human spirit among the Thai people, who had great concern for the tourists and helped in any way they could. He feels that "Going through this makes us reevaluate what's important."


Ira Heffler knows what's important. His love of teaching makes him an enthusiastic, passionate teacher. I had the pleasure of experiencing this first-hand last fall, when I was a student in his Speech 101 class. His enthusiasm flows through the classroom, catching his students up in the excitement of learning. "Even with my success as a writer, I'm most proud of what I do in the classroom," Heffler said. Glendale College is lucky to have him here full time. 

(Continued from page 1)
ANOTHER ROUND WITH GOV. ARNOLD

can do that. The COLA is announced to sound generous, but the STRS reductions substantially reduce it. The new funding mechanisms break promises made last year to California (remember the governor signed a pact last year with CTA promising that the \$2 billion taken from Prop 98 for 2004-05 would be one time only?), and the community college system is no exception.

We have battles all around us. Prop 98 is being undermined, our colleges are underfunded, our pensions are being threatened with privatization (do **you** want to manage all your retirement money? Do you have time? What if you bet wrong on the stock market?). So, once again, we organize ourselves and our students, trudge north to meet with legislators, invite legislators to our campus, track legislation and budget items, watch for news of special elections, monitor ballot propositions being circulated...our list of civic duties seems endless.

Are we going to do our share? Are we going to keep

informed and prepared for whatever political efforts must be made to defend our colleges? Are we going to say "yes" when asked to pay more dues to our union in order to join all the public employee unions in the state to fight back with our version of "direct democracy"? It's too bad that the voters' wish for a "fixer" (aka "the collectinator/terminator") to resolve the complex problems facing our state has led us to yet another version of "no new taxes, just squeeze public services and the public servants." When will they ever learn? Let's hope voters wake up and realize that the Arnold approach is no solution to our educational challenges in a state destined to add millions more residents over the next twenty years—it simply won't work to undertax the enormous wealth all around us and destroy the educational opportunities that enable the next generation to prepare themselves for the workforce. Protecting public services and treating those of us who serve the public with respect should be a high priority. But it won't be unless we demand it. 

(Continued from page 6)
CLASSIFIED COUNCIL

organized by the Foundation honors retirees and recognizes continuing employees of the college for their years of excellent work! Also, this is when the winners of the

John Davitt Award are announced! Please try to attend this event to congratulate and show support to your colleagues. Please contact the Foundation for event details.



massive disruptions this would cause? Our employer's contribution rate, the disability and survivor benefit programs portion of our current DB plans, and other plan features would become something we would have to bargain locally, which sounds about as fun as annual root canals. Because public educators in California do not participate in the Social Security system for their public service, we do not have that safety net, so our financial security would

enough?

Experience from the few other states that have DC options shows that, when offered a choice between DB and DC systems, few employees opt for DC. In addition, employees in DC plans rarely have good results, due to their propensity to make non-diversified, ultraconservative investment choices. This is understandable, since few have the time to manage better strategies as the financial wonks at STRS do for us now. No wonder President Bush is having a hard time selling a hybrid plan

benefits of those hired before 2007, especially since the truncated DB program will earn lower returns with its shortened investment horizon. Moreover, long before modest cost savings might be realized, districts will have to spend more in other areas to attract and retain employees offered such a crappy retirement plan. In fact, this need to prevent mid-career educators from leaving for other states or professions might cost more than the retirement savings even in the long-run.

The Teachers' Retirement

“**W**ith people living longer, the need for good investment results becomes even more acute, due to the distinct possibility that you might outlive your money.”

become entirely dependent on the market. If a teacher is unlucky enough to have to retire during a weak economic period—well, too bad!! Gone would be the stable benefits, long investment horizon, and shareholder power of our existing STRS system.

With people living longer, the need for good investment results becomes even more acute, due to the distinct possibility that you might outlive your money. Moreover, if employees are given the option to choose their contribution rate, does anything about the savings patterns of U.S. residents inspire confidence that they will set aside

for Social Security that is only 25 percent DC!

Bad enough as this plan is in the long-term, the transition to it is even uglier. The governor's Department of Finance has conceded that they don't know what the start-up and other short-term costs would be, but actuarial analysis says it could be as high as \$15 billion for STRS alone. In fact, total contributions from districts and the state's general fund would actually increase through the year 2020. This is partly due to the much higher administrative costs of individualized DC plans, as well as the need to fund the DB

Board, well-stocked with the governor's appointees, recently voted to oppose the conversion plan for all these reasons and more. The governor rewarded his appointees for upholding their fiduciary responsibilities by sacking four of them who were scheduled for final confirmation by the state Senate. It appears he is committed to this ruinous course, and it will be up to us to educate the voters. Let us commit to doing so.

Just a note about benefits for union members before I go. For you late filers, the AFL-CIO has a new Union Plus Tax Service

(Continued on page 11)

Milestones



Beth Pflueger won a Grammy award in February for her piccolo performance with the Southwest Chamber Music Ensemble. Their recording, "Complete Chamber Music Vol. 2," is part of a series of chamber music by Mexican composer Carlos Chavez. It won the Grammy in the "Best Small Ensemble Performance, Classical" category.

Osheen Keshishian (EOPS) participated in an international symposium on "Armenian Jerusalem and Armenians in the Holy Land" at UCLA last November. His topic was "Armenian Literary Life and Writers in Jerusalem."

JoAnn Horan in Admissions & Records is the proud grandmother of twins; Mia and Alexis Horan were born on February 2, 2005.

Michelle Mora (Admissions and Records) and husband Joe and big sister Mia have a new

addition to their family. Steven Emilio Mora was born on November 30, 2004. He weighed in at 8 pounds 4 ounces and was 21 inches long.

Mia James Allison, daughter of **Shereen Fogel** (ITS) and husband Russ Allison, arrived on Friday, January 14th (5 weeks early!). She weighed 5 pounds 3 ounces and was 19 inches long.

Julian Calvin Fong, son of **Julia Fong** and husband Carmon Fong (Accounts Payable) was born on December 1, 2004. He

weighed 7 pounds 10.5 ounces and was 21 inches long. Calvin has two big sisters, Caitlyn and Cara Marie.

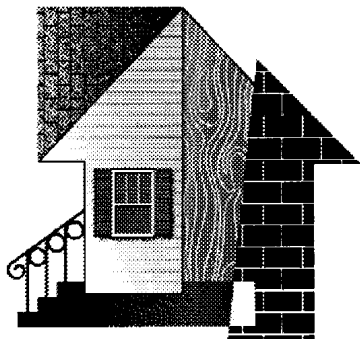
Catalina Marie Clark Reed, daughter of **Michael Reed** (Geography) was born on January 14, 2005. She weighed 6 pounds, 14 ounces, and was 20 inches long. Mommy Shannon Clark and baby Catalina are doing great.

(Continued from page 10)
ROOTS OF UNITY

that is about half the cost of similar services from H&R Block or Quicken (visit www.unionplus.org/taxes). Also, if you have legal questions that aren't

the kind the Guild can help you with, visit www.unionplus.org/legal to find a local lawyer who specializes in the type of problem you are experiencing. Through this Union Plus Legal Service, you can get a free 30-minute consultation

Mortgages Tailored for Union Members




AFT PLUS Mortgage & Real Estate was designed with you in mind.

It's the only program of its kind created especially for union members to meet their specific home buying, selling and refinancing needs. We offer low down payments and first-time buyer programs, plus unemployment/disability benefits,* just in case. Over the phone or face-to-face, the mortgage counselors make it easy to find an affordable mortgage that's the right fit for you.

**Call your local
union office today!**

Not all mortgage programs/products available in all areas.
*Unemployment/disability fund is not available under bond programs. Financing provided by Chase Home Finance/ JPMorgan Chase.

 *A Union of Professionals*
AFT PLUS
The Benefits of Belonging

Equal Housing Lender 

3/05

*(Continued from page 3)
SPEAKING OF THE SENATE*

place; these standards and assessment tools simply need to be identified for reporting purposes. At this point, most of our courses already have listed exit standards which specify what faculty want students to have learned by studying a particular discipline or engaging in that work activity (counseling, library workshop or class). Some disciplines have moved beyond establishing these standards and are already discussing how to accomplish these goals. Still others are asking if they are indeed accomplishing the goals and if not, what they might do to accomplish them.

What is critical about this work is that it is to be done by all members of the discipline. It is not sufficient to say that I have my exit standards and know how to accomplish my goals. We need to work together to develop common outcomes and then to examine our current measures of assessment to determine how well they work and what might be improved.

The report also offers a tentative timetable for moving us along. On April 5, Dr. Robert Gabriner will discuss these new accreditation standards at the faculty meeting, and in the afternoon he will offer extended comments on SLOs to the Master Planning Committee and the Senate. Dr. Gabriner, the Dean of Research, Planning, and Grants at the City College of San Francisco, has extensive knowledge on these

topics and should be invaluable in helping us to get the ball rolling on our campus (or perhaps I should say he will help us to move further down the SLO road.)

There will be some time at the faculty meeting to address questions. In addition, the Senate also plans to use the electorate meeting this spring to focus on this topic. At this time the date is being set, and as soon as we know we have a room, we will let you know.

A third point about SLOs is that we can develop only a tentative schedule for our work. While some disciplines may quickly complete the work assigned, not all will move at the same pace. Thus the Senate has asked the SLO Task Force to continue its work and each year in the spring to offer a plan for the following year. This will allow us the flexibility that higher education demands.

Let me end by reminding you that the SLO Task Force report is posted and may be worth looking at. It includes a bibliography of sites that are useful for obtaining an overview of SLOs and seeing how other campuses are implementing SLO and for developing assessment. By April 5, the SLO Task Force will have launched a preliminary website featuring SLO terminology, frequently asked questions, links to SLO departmental samples from other schools in California and around the nation, and more. If you would like more information, contact Denise Ezell. 