Spring 2020

Strike Authorization Vote, Spring 2019
Because of the devastating loss of a former union secretary and the demands of our last contract negotiations, the publication of the newsletter is returning after about a two-year hiatus.

This edition of the newsletter is a far from complete overview of what has transpired since the last issue. We hope to publish the next, more complete, edition of this newsletter later this semester.

Special thanks to former union president and now co-chair of the retiree chapter, Karen Schermerhorn for her many contributions to this newsletter.

If you have a contribution for the next issue, please email them to FSFCCPnewsletter@gmail.com by Feb 29th, 2020.

Thank you,

Marissa Johnson-Valenzuela, secretary
Your Union Office is located in BR-63

Because of the possibility of last minute schedule changes, union office hours for Spring 2020 will be announced via email and posted on the office door by the 2nd week of the semester.

To save money, the union laid off our previous office manager and hired PT faculty member Sophia Avery to help manage the office. In addition, all general officers are now working weekly shifts to help keep the office open.

Stop by and say hello!

You can also contact the union by phone or email at:

AFT2026@gmail.com
215-751-8600

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Letter from your Executive Team

Dear Faculty and Staff:

Happy New Year! We’re excited to kick off 2020 in our union with all of you, and are writing to share our plan for this semester. Broadly, our goals for the union include: building an issue-based campaign years before our contracts expire, developing leadership in all three of our units, and building our internal organizing strength so that it can operate in tandem with our negotiating teams in the future.

We also know that many of the challenges we face as an institution boil down to one simple fact: we are a public institution that is being starved of public money. Today, the City of Philadelphia, which is legally bound to provide 33% of the money needed to fund the College’s operating budget, contributes only 22%. The State of Pennsylvania, which in the wake of the Great Recession dramatically slashed higher education funding across the Commonwealth, has been an even bigger culprit. It still provides the College with less funding than it did in 2009 — and that's without adjusting for inflation.

As a result, our students have seen their tuition rise 27% in the last decade. In 2017-2018, 6,600 students at CCP took out student loans totaling $30 million. Of those students, nearly 20%, 1,100 students, will eventually find themselves in default. The College administration, instead of advocating for increased funding, has sided with politicians, demanding that we do more with less while claiming, absurdly, that this will benefit our students. We know better and, together, we need to stand up for our students and ourselves.

Funding cuts make it impossible for us to fulfill our institutional mission of providing a quality education at an affordable price. Yet educators and staff serving at public institutions across the country are confronting the same forces. A wave of walk-outs and teacher strikes across the country has shown that educators, workers, and their students can stand up and fight back together.

Given this, it makes sense that surveys from over 300 faculty and staff this fall show that our number one issue beyond wages and benefits is fair funding for education. As a result, we intend to center fair funding in the issue-based platform we develop with faculty, staff and students. If we win full funding for our College, it will be an important first step in winning the CCP that we all deserve, one that centers racial justice, educational quality, living wages across our campus, and workplace democracy.
This semester, three newly hired organizers, who are also members of our union, will join our team: Noelle Egan will focus on building membership in our PT/VL unit, Keisha Watson will focus on developing our issue-based campaign, and Ryan Bing will focus on strengthening our internal organizing through coordinating and supporting our Department Representatives. We hope that this will provide ways for more members to be active in our union, and invite you to play a role in building our union.

In Solidarity,

Junior Brainard, Co-President

Rainah Chambliss, Co-President

Jamie Zigarelli, Treasurer

Marissa Johnson-Valenzuela, Secretary
Bargaining Unit and Organizing Updates

YOUR UNION WORKS FOR YOU. Our union is run for and by our members. In this overview, we want you to know who your bargaining unit leaders are, how to contact them, what work they generally focus on, and the current goals of each unit. Further, as we head towards yet another negotiation in 2022, we want to encourage everyone to get involved.

Bargaining Unit Co-Chairs do a lot of work for our members and to the benefit of the entire CCP community. In addition to representing members in the long process of managing grievances and arbitrations, co-chairs help staff the union office, attend multiple meetings each week, conduct outreach to members, help members navigate HR, write and interpret contract language, and answer countless emails and phone calls (often 7 days a week). Our union co-presidents, treasurer, secretary, organizer and representatives provide a lot of support, but much of the frontline work of the union, especially contract enforcement, comes from these dedicated unit leaders.

The Classified Unit Co-Chairs are Louise Jones and Raquel Wheeling

Emails: lhinton18@gmail.com and raquelwaft@gmail.com

The CE unit may be the smallest bargaining unit, but it is often considered the fiercest. Intense outreach has paid off and the membership rate is the highest it has been in several years. With over 88% membership, this unit made significant strides in bringing up the wages of the lowest paid in the last contract--but there is still a lot of work to do in terms of increasing the number of Department Representatives from this unit, improving working conditions and benefits, and fighting for wages that better honor the important and varied contributions of the employees in this dynamic unit.

Louise states that the CE unit is currently focused on organizing and educating members on the importance and potential of their union. “My goal is to have as many one-on-one talks with members as possible so they better understand why unions exist. Many people join a union not knowing what to expect, and I want them to understand how the union can help them meet their needs.”

New co-chair Raquel Wheeling is also determined to improve unity within the unit and between bargaining units. She wants members to be more knowledgeable about the contract and what’s necessary to win future negotiations.
The Part-time and Visiting Lecturer Unit Co-Chairs are Nwenna Gates and Doretha Baskerville-Lindsay

Emails: nwennakai@gmail.com and doretha.lindsay@verizon.net

The PT/VL unit is the largest unit at the college, and since most of its members are juggling multiple jobs, it is often logistically the hardest unit to organize and serve. They currently have around 68% membership. That said, Nwenna and Doretha have worked long and hard, and made significant strides in the past year, and with the addition of Noelle Egan as a membership organizer for the unit for Spring 2020, the union hopes to increase the membership and overall participation of this unit. A few things that the PT/VL Co-Chairs would like to do is to advocate for better ways for adjuncts to easily obtain unemployment compensation when needed and restructure the Rep structure for the PT/VL member unit.

The PT/VL unit has recently brought nine grievance cases to agreeable resolutions, with each case demanding many hours of work that “doesn’t stop because you leave the school.” Most weeks, the co-chairs must navigate a constant stream of emails and phone calls with members, administrators, HR, and the union’s lawyer. As Doretha states, “it doesn’t feel like an exaggeration to say the work takes up at least 20 hours a week.”

For Spring 2020 and into the future, the union aims to continue to revamp and energize this unit. The unit needs more PT Department Representatives to help carry the load (many departments are underrepresented or not represented at all-- please reach out if you are interested), but it also needs PT/VL members to be more engaged in general.

“We have to find ways to get more adjuncts interested in the union. We need to do more to educate the unit on the many benefits that the union provides, and about the potential of the unit. I don’t think we’ve accomplished that yet.” -Doretha Baskerville-Lindsay

“I think with finding more ways to get more adjuncts interesting in the union requires a lot of education. Being Co-Chair, I am learning that many of our members are not educated about the contract.” -Nwenna Kai Gates
The Full-time Unit Co-Chairs are Alexine Fleck and Yusefa Smith

Emails: alexinefleck2026@gmail.com and yusefa.smith.aft2026@gmail.com

Serving almost 400 full-time faculty members and with over 97% membership, the FT unit is a definite force at the college, but it too has room to grow. The co-chairs navigated twelve grievance/arbitration cases for the FT unit over the past year, most of them ending with some sort of settlement before requiring arbitration.

It’s important to find a balance between protecting a faculty member’s rights under the contract and ensuring that everyone is doing their job to the best of their ability. Sometimes, that means mediating a difficult conversation between a teacher and their supervisor. Other times, however, that means protecting a faculty member from administrative overreach. “When the administration has overstepped, I’m proud of the outcomes we have been able to accomplish,” Alexine says, “It helps to remember that we all have the same goal, which is to provide an excellent education to our students. I’d also like us not to be miserable at work, and if I see that happening, I do my best to help.”

Co-chairs also help faculty members navigate HR for health insurance or pay issues. It’s important that members understand that we first seek to work with HR regarding health insurance or pay issues. We believe that these departments are here to help us. However, the full-time faculty co-chairs are there to step in when these processes break down or need further consideration. Employees facing a health or personal crisis often feel overwhelmed by the bureaucracy they face and we can intervene to guide them through that system. Another aspect of our position is to manage the travel fund and the representatives on the travel board. This year, we have been working diligently to implement protocols for the diversity and inclusion travel fund monies that were added to the travel fund as a result of the recent contract settlement.

The best thing faculty can do to help their co-chairs would include learning more about the Contract and about how grievances work (see pages 57-58 in the old CBA), reaching out quickly with questions because grievances are time-sensitive, and taking a more active role in the union. Ideally, those of us in leadership roles are guided by membership rather than the other way around.
Next semester, Alexine hopes to help faculty members come up with departmental specific policies on how courses are assigned. Yusefa plans to continue her work on implementation of the new diversity and inclusion fund within the travel fund and continue investigating the salary worksheet used for new hires.

The unit co-chairs split 3 sections of release time each Fall and Spring semester, but they surely go above and beyond that with an estimated 3-5 hours a day of meetings, phone calls, emails, document review, etc.—often seven days a week. Additionally, the co-chairs help organize and engage the members of unit, help resolve insurance issues, are currently writing the new contract to reflect the changes agreed to in the April settlement, and much more.

![Image of baby with text overlay: You mean to tell me Dr. Generals gets a housing allowance, a car allowance, and a bonus, but CCP doesn't have the money for affordable healthcare?]

**In Spring 2019, FSFCCP made its first memes.**

All of the unit co-chairs have been heartened by the many members who have helped out with outreach, elections, standing committees, and other assorted tasks, but such success also highlights the potential of each unit to be even stronger and more engaged than ever before—which, as recent contract negotiations showed, is absolutely necessary. It is by working together that we will build a union we can all be proud of; a union that will enable us to protect the mission of our college while ensuring good wages, benefits, and working conditions.

To that end, each unit is striving to develop more and varied ways for more members to be involved. We especially need help with outreach and organizing this semester. Please reach out to your unit co-chairs or our Spring 2020 organizers to get involved.
Spring 2020 Organizers:

Ryan Bing, Department Representative Coordinator
Email: RyanBing2026@Gmail.com or 973-747-8998

This semester, our organizing efforts will focus on advocating, as a union, for fair funding for the college from the city.

As Department Representative Coordinator, Ryan will help with this work, and help strengthen our long-term internal organization, by having organizing conversations with our members, by supporting existing Department Reps in their member organizing work, by recruiting new Reps where there are vacancies in Rep Council, and by increasing the number of members who are trained and comfortable having one-on-one organizing conversations with other members.

So, if you are interested in fighting for the funding our students and everyone working at the college deserves, getting to know your colleagues better through organizing conversations, helping guide our union decision-making by becoming a Department Rep, or any of the many other ways you can help strengthen our union, Ryan would love to hear from you.

Keisha Watson, Common Good Campaign Developer
Email: keisha.a.watson@gmail.com

The goals for our Common Good campaign for the Spring 2020 semester are as follows:

- To develop an issue-based platform that addresses fair funding but also more broadly the kind of College we want.
- To create a vision for CCP as a school for the community, not for corporate interests.
To develop alliances with students and community organizations that we share common interests with.

In service of these goals, Keisha will be helping us research and do power mapping to develop strategic alliances and setting up meetings with organizations and leaders, including student groups, who we are building common cause with. If you’re interested in being a part of our research team or helping to develop alliances with students and other organizations, please reach out to Keisha.

Noelle Egan, PT/VL Membership Organizer
Email: novellamarie@gmail.com

As PT/VL Membership Organizer, Noelle will spend the vast majority of her time talking, one-on-one, to PT/VL faculty who have worked at CCP in the last year and are not yet members of the union. She will focus on PT/VL faculty who we have not made contact with yet, or who need a follow-up conversation.

USE THE EMAILS LISTED ABOVE
OR CALL THE UNION OFFICE AT: 215-751-8600
FOR ASSISTANCE, TO ASK QUESTIONS, TO SHARE CONCERNS, OR TO GET INVOLVED
AND HELP YOUR UNION BUILD THE POWER WE NEED TO WIN!
The Seven Key Elements of a Common Good Campaign

Winning examples of unions who have adapted this campaign model to address the needs of their members and of the communities they serve include the Los Angeles and Chicago teachers’ unions.

1) Expand the scope of bargaining beyond wages and benefits: put forth demands that address structural issues, not just symptoms of the problem. Talking to students is a good place to start!

2) Go on the offense in your campaign by identifying, challenging, and exposing the real villains, the financial and corporate actors who profit from and increasingly drive college and university policies and actions.

3) Engage community allies as partners in issue development and the bargaining campaign: bring in community partners on the ground floor and ask them what they need out of the bargaining campaign.

4) Center racial justice in your demands: campaign demands should address the role that colleges and universities often play in creating and exacerbating structural racism in their communities.

Retiree Chapter

The Federation’s Retiree Chapter became active again in Fall 2014 and has held a Retiree Lunch each semester since then. To date, there are over 300 retired Full-time and Part-time Faculty and Classified Employees in the Retiree Database, and the union has over 140 dues paying members (dues for retirees are $25 annually). Among the goals of the Retiree Chapter is support for the Federation in collective bargaining and, in particular, monitoring retiree medical benefits in the FT Faculty and Classified Employee contracts. The Co-Chairs of the chapter are Karen Schermerhorn and Richard Keiser. For questions or to get involved, please email r2kschermerhorn@ccp.edu.
5) Strengthen internal organizing, membership, and member engagement: these campaigns must deeply engage the memberships of both unions and community organizations, and there must be opportunities for deep relationship-building and joint-visioning between the members of the different organizations.

6) Leverage capital in our campaigns: we need to develop strategies that leverage the financial power of workers’ pension funds and college/university endowments in order to win common good demands.

7) The campaign doesn’t end once the union settles its contract: bargaining for the common good is about building long-term community-labor power, not about giving unions some good publicity during a contract fight. The boss doesn’t automatically become a good actor once the contract is settled and the community’s demands don’t become any less important.

The Janus Court Case

Background
On Monday, Feb. 26, 2018 the thick marble walls of the U.S. Supreme Court in Washington, D.C. could not block the yells of union members outside as nine justices heard arguments in a case intended to bring America’s public employee unions to their knees. They were there to protest the latest attack on working people by anti-union billionaires and special interests.

The case, Janus v. AFSCME, is a true wake-up call to the AFT, and to public employees across the nation.

Janus v. AFSCME is based on a complaint from Mark Janus, a child support specialist for the state of Illinois. He paid “fair share” payments in order to contribute to the costs for his union to bargain his contract and protect his rights, benefits and pension. Janus claimed that these payments to AFT’s sister union, AFSCME, the American Federation of State, County and Municipal Employees, should be considered political “speech.” He petitioned the Supreme Court to consider it as such under the First Amendment and wished for them to take away the requirement that he pay his “fair share.”

It’s a weak argument. Over the last 40 years, lower courts and the Supreme Court itself have dismissed it, recognizing that “fair share” or agency fee payments support the hard work of collective bargaining and grievance representation, and are separate from any union’s political endorsements and contributions.
Thus, the courts have said, fair share contributions are common sense: Federal law requires labor unions to represent everyone in a workplace, including non-dues paying workers, so it’s fair to ask nonmembers to contribute only to the costs of negotiating the favorable contract that keeps their families secure and healthy.

Over the years, conservative states—“red” states—have objected. Their legislatures have created “right to work” environments where workers get the benefits of union representation with no obligation to pay agency fees. That is, nonmembers will enjoy union benefits—but only as long as a union without dues- and fee-paying members is able to survive. Workers in right-to-work states, on average, make $6,100 less than in collective bargaining states, are probably working without health insurance, and are 49 percent more likely to die on the job.

On June 27th, 2018, in a 5-4 decision, the Supreme Court ruled in favor of Janus, and said that workers who choose not to join their union cannot be required to pay fair share dues. This means that all public sector workers in the United States will be “right to work,” something that could hurt the budgets of all public sector unions. Over time, as in right-to-work states like Texas, Mississippi, Alabama and, more recently, Wisconsin and Michigan, workers may watch their annual wages stall and drop while benefits wither away.

This is the scheme of corporate billionaires who seek openly to “shrink” government and reduce their own tax obligations while eliminating or privatizing public services. Included are wealthy families like the Kochs and the DeVoses who have funded “right to work” front organizations with dark money for decades. These industrial titans, as in America’s Gilded Age, do not see the value of public employees who serve, rescue, protect, educate, help and heal our neighbors, our families and our fellow citizens.

Janus is a real threat to the solidarity, strength and resources that keep us fighting at the bargaining table and in the street. But despite all challenges, tens of thousands of members have been uniting together in AFT every year as their organization itself grows stronger. From overworked graduate employees in universities, to teachers in charter schools, to RNs, techs and housekeepers in hospitals facing corporate takeovers, workers are discovering the comfort of solidarity in the workplace and the power of collective bargaining. They are uniting together in AFT.

What does this mean for our local, AFT 2026?

We need all of our members to step up, and we have to reach out to our non-members and welcome them to the union and build membership. Although our local has relatively high membership rates, we also have some areas where there are clear needs for improvement. Our membership numbers are strong, but the work of
building our union means engaging in the ongoing work of asking our non-members to join the union, especially in our PT/VL and CE units.

Spring 2019 Rally
Recent CCP Board Meeting Notes
All Notes by Karen R. Schermerhorn

Highlights of CCP Board Meeting of September 5, 2019

- The Board officers for 2019-2020 are: Jeremiah White, Chair; Lydia Hernandez-Velez and James R. Roebuck, Vice-Chairs; and Chekemma J. Fulmore-Townsend, Secretary.
- White announced that three Board members had resigned.
  ✓ Matthew Bergheiser, Executive Director, University City District – class of 2021
  ✓ Suzanne Biemiller, Founder and Principal, Highland Strategies – class of 2021
  ✓ Joseph S. Martz, Chairman and CEO, NHS Human Services – class of 2022

The 12 other Board members are:
Lydia Hernandez-Velez, Deputy Managing Director for Aging, City of Philadelphia, class of 2021
Rosalyn McPherson, President and CEO, The ROZ Group, class of 2021
Mindy Posoff, Managing Director, Golden Seeds, class of 2021
Chekemma J. Fulmore-Townsend, President and CEO, Philadelphia Youth Network, class of 2022
V. Steve Herzog, Senior Vice President, Strategic Planning, Philadelphia Energy Solutions, class of 2022
James R. Roebuck, State Representative, 188th district, class of 2022
Michael Soileau, Vice President of Planning and Strategy, Comcast Cable, class of 2022
Now, with only 12 members instead of 15, the Chairs of the Board Committees are:

**Lydia Hernandez-Velez** – is Vice Chair of the Board, Chair of the **Business Affairs Committee** and a member of the **Audit Committee**; and

**Chekemma J. Fulmore-Townsend** – is Secretary of the Board and also Chair of the **Student Outcomes Committee**

White said he wanted to activate the Board’s **Executive Committee** and to come up with a meeting schedule. He said the Executive Committee consists of the committee chairs and others he appoints. White also noted that he will be appointing a committee to evaluate the President. He added that the **Board will need to do a self-evaluation**, i.e., how do they think the Board and College are performing.

- The Board approved the awarding of contracts for the **Library and Learning Commons Renovation Project** -- for General Trades; Mechanical; Electrical and AV; and Plumbing. The Fire Protection contract will be rebid since no companies responded to the first bid.
- The Board reviewed the action of its Executive Committee on August 14, 2019 – **to approve an amendment to the lease agreement with RPG Hamilton, L.L.C.** The following information was given on the Hamilton:
  - Phase I of the project is 80% complete. RPG will begin construction on Phase II in Fall 2019.
  - RPG Hamilton made its first ground lease payment to the College in April, 2019.
  - Phase II will be larger than originally planned – more square feet, more floors, more apartments (297 apartments instead of the 210 apartments originally planned). Because Phase II will be larger than originally planned, the “ground rent” to the College will be greater.
  - A student will need to meet an income requirement of three times his/her share of the apartment rent instead of three times the total apartment rent, as originally planned. If a
student defaults on a rental agreement, the College may place a hold on transcripts and registration.

- Retail space in Phase II will be larger than previously planned and will border on 16th Street (Phase I will have no retail space). RPG Hamilton will not pay ground lease rent on the retail space.
- At the end of the Spring semester, there were 32 students in the Hamilton. At the meeting on September 5, it was reported there are now 37 students renting there.

- The Board accepted Academic Program Reviews for the following programs and approved them for five years: the A.A. in Accounting, the Accounting Paraprofessional Proficiency Certificate, and the Entrepreneurship Proficiency Certificate. Board Chair Jeremiah White asked that a dashboard of metrics showing students’ progress be brought to the next Board meeting.
- The Board accepted Gifts and Grants, including
  - $600,000 from the U.S. Department of Education, the fifth year of the Predominantly Black Institutions grant, to be used for the Center for Male Engagement;
  - $375,000 from the U.S. Department of Education, the second year of the CCAMPIS Program grant, to provide $833 per month for child care for at least 40 students per year;
  - $295,688 from the U.S. Department of Education, the fifth year of the TRIO Student Support Services grant;
  - $760,491 from the Pa. Department of Human Services for the Keystone Education Yields Success program which provides TANF students with academic support and career exploration;
  - $150,000 from the Pa. Department of Labor and Industry for the PA Smart Career Readiness Soft Skills Grant program to prepare students for apprenticeship programs, employment, or further education;
  - $1 million from the Joseph and Marie Field Foundation to pay tuition and fees for students who could not attend college immediately after high school graduation; and
  - $2 million from the Commonwealth of PA from the Redevelopment Assistance Capital Program (RACP) for the Career and Transfer Center in West Philadelphia; RACP funding for the Career and Transfer Center now totals $4.5 million.
- Jacob Eapen, Vice President, Business and Finance, and Treasurer, reported that the Black and Gold Gala held on June 12, 2019, had raised $299,840 and had netted $211,800 for the
Anniversary Promise Scholarship. This year’s Gala will be held on Wednesday, June 10, 2020.

- CCP President Generals introduced Shannon Rooney, new Vice President for Marketing and Communications.

- Reporting on the upcoming Fall semester, Generals noted that the theme for Professional Development Week was “the impact of technology on jobs.”

- Concerning enrollment, as of September 5, 2019, Generals said headcount enrollment was down 4.5%; credit hours were down 2%; and new students were up by 5%. He noted that students were still registering for the 10-week semester. He added that the FASFA is an impediment to enrollment; it is a complex form. It is no longer a reality that there are two parents at home; students are living with grandparents; students do not have access to their birth certificates.

- Generals reported that a Legislative Breakfast for City and State Legislators had been held that morning to build relationships and to let legislators know what the College’s needs are; representatives of both U.S. Senators also attended.

- A Pa. legislative committee to make recommendations on “performance-based funding” has been established by the Pa. legislature, according to Generals. Community college administrators are concerned that legislators will focus solely on graduation rates and not on the “value added” that community colleges provide. The Pa. Commission for Community Colleges has set up a committee to make sure that the Commission knows the contribution made by community colleges; Judith Gay, CCP Vice President for Strategic Initiatives, is the College’s representative on the committee. Generals noted that, in appropriations for higher education, Pennsylvania is on the level of Mississippi and Louisiana.

- As part of his report, Board Chair Jeremiah White commented on the Pa. Commission for Community Colleges, the organization of Pa. community college presidents, to which CCP pays $2000 per year in fees. The Commission lobbies for a state-wide legislative agenda each year, including more funding for community colleges; White said there is tension between the Commission’s goals and CCP’s goals, and that CCP is looking for its own lobbyist to help with its own legislative agenda. He noted that CCP would be hosting a meeting of the Commission members from southeast PA (Delaware County CC, Montgomery County CC, etc.) in November.

- White noted that, prior to the Board Retreat on November 16, the Board would hold a dinner meeting to develop topics for the Retreat. The Board has asked consultants who are clear on the trends in higher education and workforce development to attend the Retreat to help the Board in setting a direction and in implementing its plans for the College.
White added that the shootings in Philadelphia and nationwide as well as the situation at the U.S.-Mexico border impact our students, making it difficult for the College to do what it needs to do – not only help students transition to a job but also to become citizens who speak up and vote. Board member James Roebuck said it is frustrating that students are not learning civics and American history.

Concerning campus security, Generals stated that Active Shooter sessions are being held on campus. He noted that turnstiles are scheduled to be installed at entrances to be sure only those with CCP ID can enter.

HIGHLIGHTS OF OCTOBER 3, 2019 CCP BOARD MEETING

- David Schrader of Schrader Group architects presented a virtual tour of the architectural plan for the new Career and Technology Center, to be located at the current site of the Auto Tech Center at 48th and Chestnut Streets. The project will be put out to bid by December, 2019. Board member Roz McPherson wanted to be sure that minority vendors are given a chance to bid. Sam Hirsch, Vice President for Academic and Student Success, reported on curriculum partners for the Center. He said he hopes for an agreement with Toyota by December, 2019, and that the Toyota T-Ten Curriculum will be offered by Fall 2020. He added that a Toyota degree program will be developed, parallel to the College’s Auto Tech Program.

- For the position of Construction Manager for the Career and Technology Center, the Board chose Greyhawk Construction Management at a cost of $719,240.

- The Board accepted the Audit for 2018-2019, prepared by Grant Thornton.

- The Board accepted the recommendation of its Student Outcomes Committee and approved Academic Program Reviews for the A.A degree in Art and Design and the A.A. degree in Psychology. The Student Outcomes Committee is also studying a Workforce Development Strategy; since 24.7% of households in the City lack digital access, one focus is equity in access and digital literacy.
• **Roof repairs** for the Bonnell Building above the loading dock and Auditorium and for the Mint paver roof were approved.

• Purchase of **furniture for the new Library and Learning Commons** was approved at a cost of $824,079.

• To monitor and advance legislation that benefits the College, the Board approved two one-year contracts -- an expenditure of $120,000 to **Cozen and O'Connor Public Strategies** to lobby City and Federal legislators and $78,000 to **Pugliese and Associates** to lobby for State legislation.

• The Board **rejected a proposal that would have moved its prescription drug coverage away from Caremark/CVS**. Reasons given were that employees like the option of pick-up of 90-day prescriptions at retail CVS stores and that employee morale would suffer if the coverage were changed to another Pharmacy Benefits Manager.

• The **Southeast Regional meeting of the Pa. Commission for Community Colleges** was held at the College on November 12.

• Jacob Eapen, Vice President, Business and Finance, and Treasurer, reported for the **CCP Foundation** that 410 students received $76,688 in awards from the 50th Anniversary Scholarship fund; 66 students received $72,810 from the Field Scholarship.

• The College has received a grant of $39,475 from the **National Science Foundation**, subcontracted by the University of Pennsylvania’s Singh Center for Nanotechnology, for year four of a study of the feasibility of a **Nanotechnology Technician Program** at CCP.

• Judith Gay, Vice President for Strategic Initiatives and Chief of Staff, reported on the recently convened **Pennsylvania Higher Education Performance Funding Commission**. After the legislature created this Commission, the Pa. Commission for Community Colleges appointed a committee with representatives of each of the 14 Pa. community colleges; Gay is representing CCP on the committee. It will make **recommendations on community college funding and effectiveness** to the Community College Presidents before recommendations are forward to the Commission.

• **Jasmine Sessoms, the College’s new Government Relations Officer**, reported that new Board members will be appointed by the Mayor to replace the three who have resigned. Board member Harold Epps stated that new Board members should have resources and relationships.

• **Shannon Rooney, the College’s new Vice President for Marketing and Communications**, explained the competition being held among Pennsylvania’s community college students to create a marketing campaign for **America250**, the event to celebrate America’s 250th anniversary. The student from CCP who won the first round in the competition will move to the second round.
Since I did not attend the October meeting, these notes are based on the minutes of the October 3, 2019 Board meeting and the Board packet for the October 3, 2019, meeting. -Karen

Student support was a powerful addition to our Spring 2019 protests and rallies for three fair contracts.

**Highlights of CCP Board Meeting of November 7, 2019**

- Board Chair Jeremiah White introduced **new CCP Board member, Rob Dubow, Chief Financial Officer, City of Philadelphia**, appointed by Mayor Kenney to fill one of three Board vacancies.
- The Board approved the recommendations of its Business Affairs Committee from its meeting of October 23, 2019:
  - To award a five-year contract with the option of two one-year extensions to **Follett Higher Education to operate the CCP Bookstore at all four locations**, beginning January 1, 2020. The College’s contract with Barnes and Noble expired on December 31, 2019. Reviewing the proposals submitted by Follett and Barnes and Noble were representatives of Budgets and Financial Services and two Deans and two Department Chairs from Academic and Student Success. The review committee decided that “Follett’s technology capabilities and their approach to marketing and communication” made it preferable to Barnes and Noble;
  - To review the College’s **2019 Financial Performance Indicators**, a document that **reviews the College’s strengths** (financial liquidity; 15 years of balanced budgets; no audit
exceptions) and challenges (insufficient support from City and State; too great dependence on student tuition and fees; declining enrollment). According to this document, for 2018-2019 the College received from the state $921,000 more than in 2017-2018 and from the City $2 million more than in 2017-2018. For 2019-2020, the College received from the state $634,000 more than in 2018-2019 and from the City $3.5 million more than in 2018-2019;

✓ To review the $38 million budget for the Career and Transfer Center at 48th and Market Streets, based on bond issues with debt service paid by City and State, as well as foundation support.

✓ To review the Beard’s Naming Policy for the Library and Learning Center Commons. Opportunities range from naming an individual stack in the Library for $100 to naming the Learning Lab itself for $500,000;

• The Board approved the recommendation of its Student Outcomes Committee from its meeting of October 3, 2019:
  ✓ To accept the Academic Program Review for the A.S. Degree in Biology and to approve the program for five years;
  ✓ To review outcomes in the College’s Power-Up program, which provides training to help stabilize small businesses so they can continue to contribute to their neighborhoods; and
  ✓ To receive a report of the College’s successes in Guided Pathways, a case study entitled “How Community College of Philadelphia Set the Pace for Guided Pathways Reform,” and to review the College’s Dashboard, an indicator of student outcomes.

• In his report as Chair, White noted that there will be meetings of the Executive Committee during December and January, but that the next Board Meeting will be held on Thursday, February 6, at 3 PM.

• Board members report on the meeting of the Association of Community College Trustees (ACCT), recently held in San Francisco. White urged Board members to attend the February meeting of the ACCT in Washington, DC, to lobby federal legislators on community college issues.

• Jacob Eapen, Vice President for Business and Finance and Treasurer, announced that the Black and Gold Gala will be held on June 10, 2020, in the Crystal Tea Room. This year’s goal is $300,000, with a target of $20,000 to be contributed by Board members (in recent years, Board members have contributed $12,000 - $15,000).

• CCP President Donald Guy Generals announced that the search for a new Vice President for institutional Advancement would begin soon. In the meantime, staff of Institutional
Advancement have held a dinner for prospective donors to urge them to contribute to the College.

- Generals informed Board members that they would soon receive information on the new Advanced Technology Center so that they will understand the scope of the project and be able to answer questions about the new buildings, new programs, and labor market projections for the area. Groundbreaking for the ATC will be publicized.

- Generals asked Pam Carter, Dean, Business and Technology, and David Thomas, Associate Vice President for Strategic Initiatives and Dean, Division of Access and Community Engagement (DACE), to explain to the Board how the College is preparing the next generation of students. Carter reported on the Summer Camps on careers in transportation, e.g., Auto Technology, that she has run for pre-College students. Thomas reported on programs in his Division, e.g., Advance at College; summer ACE (Advanced College Experience); and the Parkway Program. All involve pre-College students taking courses at CCP, some credit and some non-credit.

*This may be an incomplete list of those members who have passed away. If you would like to submit an In Memoriam piece please email if by Feb. 28th to FSFCCPnewsletter@gmail.com.

List of those who have passed away since publication of Fall 2017 Newsletter – or about whom no In Memoriam piece has previously been published:

Robert Artz, FT, Computer Technologies
Edward Baker, FT, Computer Technologies
Asit Bhattacharya, FT, Physics
Paul Bolleddu, FT, English
Helen Choate, FT, English
Alan Davis, FT, Economics and Accounting
Stephanie DiBona, CE, Multimedia Services
Barbara Edney, PT, Computer Technologies
Margaret (Peggy) Grip, FT, Counseling
Joseph Hanley, FT, English
Steve Haughney, FT, English
In Memoriam: Asit Bhattacharya
By Richard Keiser

The passing of Asit Bhattacharya in April of this year was not a surprise but was still very unwelcome news. His wife Suzanne Kalbach had alerted me some months before that he was not doing well following a stroke, but then her more recent news of his lung cancer diagnosis was a further blow. Still, he lived to be 84, and he and Suzanne had a long relationship together. Suzanne’s son, Alex Garcia, was just three years old when Asit and she began dating, so Asit served as a valuable father figure during Alex’s formative years.

Asit fitted into CCP’s institutional culture in that he was immensely talented but also quirky. He spoke several languages fluently, including Bengali, English, Hindi and French; he studied other languages as well. That talent benefitted me directly when he tutored me in Hindi prior to my sabbatical visit to India. He had many other intellectual interests, and I managed to tap just the surface of them during my years of knowing him. His teaching area at the College was Physics, but he was a Renaissance man. With all these talents came a humility which one does not always find with academics, especially senior ones. When he decided to retire, he remarked to me that there were younger people who could teach better than he, so he thought it was time to go.

The College was lucky to have him, and so were Suzanne and Alex.

In Memory of Asit Bhattacharya
By Luke Russell

(a poem in a tradition of addressing the departed as if he or she were still alive)

Dear friend, as you depart from
This place you’ve known so well,
And as you leave us all behind
We hope you won’t mind if we
Speak to you, ask you to wait a bit,
Ask that you hear what we have to say.

We all met you when the Fed
Turned over the U.S. Mint building
To the College for a dollar.

In that cavernous space—
Cool even in summer—we
And you taught classes in rooms
With massive Treasury doors--
With hinges thigh-thick, and
Latches fit for a battleship:
Every fitting in a massive cele-
Bration of our Nation in an earlier
Era when it flexed its iron muscles
And stacked raw bullion onto
Cast-iron carts tied into a train.
We joked—all of us-- who’d be the first
To find a Golden Double Eagle
Behind some wainscoting or
Wedged in a crack beneath a wall.

The main wealth we found there though
Was not the undiscovered coin, but
Ourselves-- the staff--which whether
Soc, Math, Nursing, Biology or English
All followed your jovial lead, coming to know
And trust each other, learning how best to
Support the students that we shared.
And as a group we often held
Lawn parties in a large back yard in
Germantown where, under cherry trees,
We drank cold white wine and
Held foot races, knocking the blossoms
Aside with the swiftness of
Our young and nimble feet.

And, you will remember-- but won’t
Admit-- that in those races, it was you
Who always won—who took the Golden
Double Eagle, if you will: your swift
Narrow feet somehow always found

First the quickest route, the least
Encumbered path. We still recall
You leading us on, a full wine glass
Out in front as you ran balanced,
In one slightly raised hand.

And so now we see that once again
You lead us on—on over the broad
Expanse of green we call Germantown,
Or Philadelphia, or Pennsylvania
Or the United States or even your
Long-ago home, in India.

Yes once again you’ve moved on
Beyond our space, have stepped out
Ahead of us and into the other side.

We see you smiling as your shoes
Flash on ahead, your shoulders
Smoothly rising and falling as you
Glide over the blossoms at your feet,
And balance a glass of wine in one hand.

With affection,
Luke Russell

In Memoriam: Paul Bolleddu
By Stasia Zabski

Watching and enjoying the glorious pageantry
of the wedding of Prince Harry and Meghan
Markle, I couldn’t help but think of Paul,
especially when the commentator interviewed
someone from Lancaster, England because
that is where Paul had come from before he
came to CCP. However, that was not my first
encounter with him. I had first met Paul two
years before he came to CCP at Delaware
County Community College. He had
interviewed there for a full-time job in the newly
formed ESL part of the English department.
When he was invited back for a second
interview, Sarah Singer, Gwen Anderson, and
Carol Leporati, who were on the hiring
committee, decided to honor him with a British tea. Carol brought in linen tablecloths and antique silver serving pieces and cups and saucers from her husband’s shop, Sarah made scones, Gwen, tea sandwiches and, since it was May and the Siberian irises and roses were at peak in my garden, I decorated the faculty lounge to mimic the Orangery at Kensington Gardens. We had a wonderful time enjoying Paul’s stories of England and looked forward to knowing him more when we hoped he would join DCCC’s faculty. To our disappointment, he was not hired. However, not long afterwards, we received beautiful calligraphy invitations to his house in New Jersey for a thank you dinner. We learned there the grace of Indian hospitality and that not only did Paul have three master’s degrees but that he was also an excellent cook. I would forever recall his Indian eggplant and forever unsuccessfully try to replicate it.

Two years later, I was now teaching at CCP and met up with Paul again. DCCC’s loss was CCP’s long term gain as well as mine, since my office was BR-7 and Paul’s BR-8. It afforded me numerous opportunities to see Paul in so many memorable exchanges with colleagues and students. What impressed me so much was his willingness to give of himself to his students. He was kind and caring and patient. I don’t believe there was ever a time I came back to my office and didn’t see a student with him or a group of students waiting to see him. He loved his students and was dedicated to them. In many ways, I think he was not only a teacher to them but a surrogate father. Not only did the students seek his help in the use of correct prepositions but also in correct ways to deal with problems of homesickness and pressures from parents, sometimes here and sometimes oceans away. He understood them as many teachers could not since, for a long time, his own children were far away in England and he felt his students’ pain with them as well as for them. Perhaps that is why he used Vijay Chauhan’s book, “Pomegranate Dreams,” as part of his curriculum, not only as a tribute to a colleague’s work and a way to introduce his Indian culture to his students but mostly because of what that book stood for, the struggles of young children to integrate into a new world with the old world still in their shadows.

He was supportive and generous and willing to help whenever he could. No problem was too trivial. I remember once I had come to my office to discover someone had taken the name plate off my office door. I was upset and told Paul I didn’t think they made replacements. He told me not to worry and that I would have one like no one else has. When I came to my office the following day I found a new name plate in his signature calligraphy. What was so endearing about him was his modesty. No fanfare, just quietly getting done what needed to be done.

If he loved his students, his students clearly loved him in return. At the end of each semester, he would wend his way back to his office arms laden with bouquets of flowers and gifts grateful students had given him. I was glad to see that, as I had witnessed all semester the unmeasured time and interest that he had bestowed on them. I remember a year or so before he retired when he was still working summers. I asked him why he wasn’t taking a break. He answered, “What will my students do if I am not here?” He was truly someone who saw his teaching as a vocation, a lifelong commitment. And what we will do now that he is not here? We must remember what I believe he taught all of us who are so often absorbed with the content we are
teaching: that it is the WHO, not the WHAT, that brings us into our classrooms every day.

In Memoriam: Paul Bolleddu
By Linda R. Fellag, English Department

I can’t recall a moment when Paul ever lost his temper. He was a kind and gentle man to all who knew him in the English Department, ESL faculty and beyond, and to students who described him as “kind,” “funny,” “professional,” and “caring.” His quiet calmness never left him.

Only one topic angered Paul, and that was the length of time it took for ESL students to get on with credit-bearing college courses. Paul always had his students’ best interest in mind, so he argued with his ESL colleagues that we had to do everything possible to speed up students’ path to graduation. Instinctively, Paul recognized that the length of pre-academic studies jeopardizes a student’s persistence. He would be especially pleased to know that the English Department now offers fast-track ESL courses in the Fall and Spring, and, thus, the accelerated program that he long sought has come to fruition. His quiet strength and civilized debate really did pay off in the end.

We English faculty also appreciated Paul’s gentleness and amiability, traits that are sometimes rare in a large institution. His office door was most often open, inviting students and faculty and staff passers-by to drop in. He had a smile for everyone who stopped to say “hello” or chat. Even in discomfort during his last days in hospital, Paul displayed the friendly demeanor and easy conversation that endeared him to all who knew him.

Paul’s career spanned more than five decades, beginning in his native India, and later in Leeds and Manchester, in the UK, where he studied and taught. He retired from the English Department in 2009, but stayed in contact with many of his CCP friends and students until he died in November 2017, at age 84.

In Memoriam: Helen Choate
By Richard Keiser

When I learned of Helen Choate’s death, a flood of memories came back. She was bright, sophisticated and delightfully quirky. Hired in 1967 as a French Professor at the College, she was well credentialed, eventually earning a doctorate in French Literature from Bryn Mawr College. Although her maiden name, Maillie, was French, she was raised in an English-speaking environment; for her French was an acquired passion.

Laid off in 1978 because of declining French enrollment (3 of our 5 tenured French faculty were laid off then), Helen was able to transfer seamlessly to the English Department by virtue of having a B.A. in English plus 10 graduate courses in that subject. Those dramatic events tested the strength of the layoff provisions in the Full-Time Faculty Contract, and the union’s success in saving her job was an important precedent that benefited other faculty members later. Helen was well aware of the broader union issues involved.

I first met her at a meeting of the Part-Time/Visiting Lecturer faculty (I was then part-time) when a group of us were organizing that
Bargaining Unit and were considering going on strike in the Spring 1979 semester. She attended those meetings in solidarity with us because the job offers she was getting from other colleges and universities were all part-time, and it broadened her view of the academic world and of trade unionism. Fortunately, the English Department transfer which ensued allowed her to retain her tenure until she retired.

She threw herself with her usual high energy into teaching a variety of English courses, but her heart still lay with French. Travel took her to Paris for extended periods, and she never lost her fluency in the language. I loved getting together with her socially; one of our favorite activities was going to a bar (one being Rendez-Vous in Center City) and having long discussions over martinis. In keeping with her Continental sophistication, she smoked heavily and had an appealingly husky speaking voice which came from years of tobacco use. That bad habit seems not to have dented her longevity given that she died in June 2017, just short of her 85th birthday. R.I.P.

In Memoriam: Steve Haughney
by Richard Keiser

Steve Haughney, who died December 24 at the age of 68, was a valued and talented colleague, and my respect for him grew even more during the time that I was Associate Department Chair. An E.S.L. teacher, he was hired into our English Department full-time in 2006.

A handsome man, Steve usually dressed in a conservative way—especially so for our Department. That gave me the impression that he was conservative and conventional in his attitudes to life, but over the long run I saw how wrong my first impression had been.

A Vietnam combat veteran, Steve never discussed with me any details of his in-country experiences, but he once hinted that he had seen quite a lot. I surmise that his tour of duty strengthened him later for his long-term battle with cancer toward the end of his life. He survived far longer than the medical profession’s predictions, which were dire as long ago as 2007. When I visited him in Hahnemann around that time, I was struck by his upbeat, determined attitude. Soon after he left the hospital, he was on his way to his native Cleveland to help look after his mother, then in her 80s and dealing with a variety of problems. He never seemed burdened by everything coming at him.

Yet along with this toughness of spirit, he was also gentle and kind. After my house fire in 2013 he wrote me a supportive e-mail which concluded with the words, “Stay strong.” Good advice for all of us.

And in a very non-macho, non-military vein, Steve was a gourmet chef who at one time worked for a prestigious Center City restaurant. He made a stupendously mouth-watering cake for Paul McGarvey’s retirement party, held at the home of Mary Conway and Nate House. I recall that Steve was quite unassuming about his gastronomic tour de force as he unpacked the cake and set it out for us. That night it soon emerged in conversation that he was quite eclectic in what he liked to cook.

In Memoriam: Marianne Lynch
By Karen Schermerhorn

Marianne Lynch, a long-time member of the faculty in the Behavioral Sciences Department, passed away in February, 2017. She received her Bachelor’s, Master’s, and JD degrees at Temple University and taught at Muhlenberg College before beginning her teaching career.
at Community College of Philadelphia in 1967. Before she retired in 1996, her colleagues in the Behavioral Sciences Department presented her with an award for her many years of teaching and wrote, “She is loved by her students and esteemed by her colleagues for her friendship, thoughtfulness and spiritual strength. Our community has been enriched by her understanding, counsel, her kindness, and her generosity.” Dr. David S. Berg, recently retired from the Behavioral Sciences Department, recalls that Dr. Lynch was the Department Head who hired him. He writes, “I have only positive memories of Marianne, and she was a delight to work with for both colleagues and staff as well as students.”

**In Memoriam: Angelita May**  
By Stasia Zabski

I met Angelita May at the very beginning of my CCP life. Those were the days when high enrollment meant adding classes the day before the semester started, rather than cancelling them, and hiring teachers as well. I was one of those last minute specials and when I came into the Mint building that day, I really didn’t know what I should be doing. However, I did have a bit of luck. In those days, the College sometimes split some of the English links. I was hired to teach the English 099 – Reading part of the link and learned that I would be sharing that link with Dr. Angelita May, who would teach the English 098 - Writing part of the link. Her experiential command of that class, coupled with her willingness to collaborate with me, made for a great first semester. She brought with her years of experience that she wove into fascinating lessons, gleaned from what I would teach in the first half of the link. I marveled at her breath of knowledge and her ability to improvise. I remember one time we were going to be observed and didn’t get much notice. I met her in the hall with more than my share of anxiety. She said it was nothing to worry about. I watched her teach the lesson with the precision and ease of a prima ballerina. Her many years teaching at Cheney and other institutions had given her all the practice she needed.

Angelita was also at that time one of a handful of African-American instructors. I saw firsthand from her students not only the admiration her teaching deserved but also the inspiration she offered them and the desire for emulation that she awakened in them. She was a strong and demanding teacher but a kind and caring one as well. Angelita did not have a long tenure at CCP. In fact, at her retirement party in 1997, Dr. Capshaw chided her about leaving, telling her we had not had her that long as she had been full-time for only five years. But Dr. Capshaw, she reminded him, I was part-time for five years before that. During that time, however, Angelita May was mentor to many instructors other than me, and it was her generosity and dedication to CCP that made the college the vibrant place of growth that it was in the 1990’s.

**In Memoriam: Sylvester Melvin**  
By Steve Gulick

In the 1990s, I taught Introduction to Technical Theater four times in support of the efforts to reactivate the production of student plays, so I needed a lot of help from AV — now Multi-Media Services. In this process, I had many opportunities to work and talk with Sylvester Melvin. As far as I remember, he was always Dickie and I was always Steve. I am not sure if back then I ever learned his real name. We’d either stand talking or talk while walking from point A to point B. I was new to CCP, so Dickie’s calm and cheerful presence and friendship was very important to me.
**In Memoriam: Denis Michalski**  
By Karen Schermerhorn

I first got to know Denis Michalski when he served as Co-Chair of the Classified Employee Bargaining Unit, at a time when we were doing a Get Out the Vote campaign for Barack Obama’s first Presidential campaign. Denis was an expert at the kind of calling one needs to do for a GOTV campaign, and I learned a lot about how to make those calls, just listening to him. He could make twice as many calls as I could in the same amount of time. When I asked him how he had learned this skill, he told me that his family had always been active politically and that he had been making such calls for years. He was a real expert.

When we both retired, Denis served as one of ten retirees on the Retiree Organizing Committee for the Federation’s Retiree Chapter. Despite some serious health problems, he attended most of our meetings, and was always willing to help – reading memos to uncover errors before we sent them, calling other retirees to encourage them to attend Retiree Luncheons, and helping out at the lunch by distributing the information folders. The last time I saw him, he handed me his check for this year’s Retiree Chapter dues. Then, at this Spring’s Retiree Lunch, I distributed the information folders myself. Denis was not there. I will miss him.

**In Memoriam: Ken Moberg**  
By John Braxton

The Federation received word that Ken Moberg, a former PT/VL Bargaining Unit Co-Chair, passed away on November 14, 2017. He was a long-time member of the Social Sciences Department and a Representative to the Federation’s Representative Council from that Department. One of Ken’s family members wrote the Federation as follows: “Ken cared deeply about the union at Community College. He passed away . . . while living in Atlanta under the care of his children.”

**Remembering David Watters**  
By Lucy Aghazarian

Our first meeting did not go well. I had taken my small group of students to a room off the old cafeteria to celebrate the end of the semester with some French food. We were halfway through when the double doors flung open and a man, obviously very agitated, barged in and ordered us to leave the room pronto. Shocked, dismayed, angry, I walked up to him and asked who he was. He said he was from the Dean of Students Office and we were to vacate the room at once; he had an event shortly. As my students silently filed out, David and I (yes, it was David Watters) exchanged some very heated words. It is true that I was guilty. I had not reserved the room, but I also felt that we did not deserve such a rude treatment.

For the next six months, I plotted revenge. Instead, as Fate would have it, some months later, we were called to work together on a College project. We approached each other with civility and caution but soon discovered that not only could we work together, but enjoyed doing so very much. David was a devoted Francophile; he was kind, generous, laughed easily. He was also very smart, urbane, worldly. Who would have guessed?

On occasion, I taught a class on the second floor of the Student Life Building. After class, I would often stop by to see David for a little chat before moving on. He was someone easy to talk to, insightful, and welcoming. He often seemed overworked and frustrated but he...
always made time. We talked about the craziness of work and life. It was always good. When the time came to plan a Paris trip for a group of CCP students in the Spring of 2011, while I and another faculty member from the Art Department worked on preparing mini-workshops for the students, David took charge of everything else. He was superbly organized and exacting. He had thought of all the details... travel, lodging, tickets, reservations, maps, itinerary, directions, etc.

In Paris, we met every morning promptly at 9 AM in our cramped hotel lobby, took our marching orders for the day, and were off down the street and into the Parisian metro and our destinations. I never saw David flustered, angry, or impatient. He provided us with what we needed and got out of the way. By all accounts, our ten days abroad was becoming a life-changing experience for many of our students.

On the last night of our stay and after a fabulous French dinner at a restaurant David had selected for us, the students went on their own for more celebration, and David and I sat on a bench at a bus stop. It was a quiet, balmy evening. He turned around and said to me, “Who would have thought we could get along so well after that ‘day’ long ago?” Yes, I remembered that “day” well. Who would have thought?

I visited David once at his office after I retired. It was after his surgery. I was surprised, one more time. He seemed happy to see me. We talked about his health. There was no self-pity, no complaint. He stood up and showed me how he could walk well despite some loss of his balance. It was no big deal, he said, ruefully. Life goes on.

In Memoriam: David Watters
By Gail Chaskes

I was heartbroken to learn of David Watters’ passing. I work as a Mathematics Specialist in the Learning Lab, where helping students succeed is an important part of our mission. It was also important to David. Whenever we needed help in getting out the word to students, he was the one we turned to. Not only was he good at his job, he was a friendly, kind and caring person.

We worked in different buildings; however, whenever our paths crossed, it felt like meeting up with an old friend. There was always a sincere, pleasant exchange of greetings, and we were truly happy to see each other. I will miss him.

In Memoriam: David Watters
By Jeffrey Markovitz

For the last eight years, I have coordinated the Poets and Writers Festival during the Spring term: an event that brings writers from all over the country to work with our students in their own creative endeavors. Throughout that period, David was as enthusiastic as he was generous about the program, ceaselessly fighting any setback that would prevent it from persisting. He showed his dedication to our students by providing them not just this festival, but seemingly endless other opportunities to examine education beyond the traditional classroom. He was a steward of the student experience and countless CCP students have benefited from his service.

In Memoriam: David Watters
By Richard Keiser

Like many others on campus, I was stunned to learn of the sudden death of David Watters just
as we were about to leave for Spring Break this year. He was a real joy to have at the College and a valuable source of help in difficult situations. Normally, the Federation Newsletter does not print tributes to administrators, either living or deceased, but clearly an exception is warranted here.

I first met Dave about fifteen years ago in connection with the Mérida Project, which enables a group of faculty and students to travel to the Yucatán every year during Spring Break for a study of Maya culture, Spanish colonialism and modern Mexican history. He was responsible for administering much of the funding for the Project, and he had much practical advice for the students and faculty who were traveling. He actually accompanied us on the 2003 trip to see for himself what the week in the Yucatán entailed.

Later on, I had rather intense dealings with Dave regarding student disciplinary issues when I was Associate Chair of the English Department or a member of the Judicial Hearing Committee or the Academic Appeals Committee. The increasing frequency of student disruption of teaching led to many sticky situations with lengthy discussions and much bickering before a given matter was resolved. Dave had a commonsense approach to the different sorts of problems which arose, and he had excellent intuition about the various personalities involved. He also struck a fair balance between faculty rights and student rights.

But apart from formal bureaucratic connections, I just enjoyed talking with him. I loved his silly laugh and his sense of the absurd. He knew the College intimately and could see humor in the ongoing craziness which is CCP. It was obvious that he was firmly devoted to the College and, unlike certain administrators who have seen this place as a stepping stone to greener pastures, Dave was committed to staying here until the end of his career.

In recent years, I confess that I wanted to slap his hand when he had a cigarette in it, given that his health issues were becoming critical, and the smoking had especially dangerous effects. I wish Dave had had a longer time on earth than just 53 years, but we were very lucky to have him with us.

Upcoming Meetings and Events

Voices in the Union

All posts in Voices in the Union reflect the views, perspectives and opinions of individual union members and not necessarily those of the Federation. If you would like to submit a piece for publication in Voices in the Union, please email if by Feb. 28th to FSFCCPnewletter@gmail.com.