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"I'm full-time and being told I need to do a formal extra or extended review in the spring. Can they do that?" There should be no extended reviews. Faculty are reviewed in either the Fall or the Spring semester, as specified in the relevant timetables in Article 8, depending on whether you are tenured, tenure-track, or adjunct. The review itself must be completed by the end of the semester under review and submitted at that time unless you are tenured, in which case the form must be submitted by the end of the academic year. All regular or adjunct faculty may be subject to an extra review under two special circumstances, a Reassignment Review or a Special Review, as specifically defined in 8.14 of your contract. \*Such reviews are conducted by a special review team. If you are being asked to do an extra review that is not one of the above, you should contact your union representative immediately so that we can determine if this is some form of informal review, etc... and ensure that the contract is being upheld.

"My performance review team is trying to use SLOs and/or other statistical data to evaluate my performance. Can they do that?" No. In a review team conference, the team may discuss "the results of the syllabi, workstation observations, the review of professional responsibilities, administrative documentation and the student review forms." Those are the

only elements that may be discussed, considered and cited in recommendations by the team.

"I'm an adjunct faculty member with preference and have been denied load because of an overall less than satisfactory performance review last semester. Can they do that?" No, if that was the sole reason and the performance review prior to that one was satisfactory. As per 4.10.8.1 of your contract, adjunct with level 2 or 3 preference who receive two consecutive, documented overall less than satisfactory performance reviews may be denied a load.

Those are examples of some of the situations in which your union representatives have represented members over the past year. If you let us know, we can help make your performance review truly reflect and enhance your performance.

As a final note, although being judged by others often gives rise to a desire to wave fists and rage against the machine, consider your goal. If your goal is continued employment, keep in mind that the "they" in all of the situations above are those with whom you will work closely. Do not take on your colleagues or managers in anger, do not refuse to participate further and become insubordinate; just pause and breathe. Then call us and let us take it on for you. ■

## LRCFT EXECUTIVE BOARD MEMBER APPOINTED TO EXECUTIVE COUNCIL OF CFT

By Linda Sneed

Saturday, September 10, I became one of two part-time community college faculty on the Executive Council of the CFT (the California Federation of Teachers, our state-level union). Now officially a Vice President of the CFT, I will have the opportunity not only to understand more completely but to help shape the strategies we employ state-wide to defend the strength and integrity of California's public education system and to secure public and legislative support for our schools and colleges. It is now my responsibility and my privilege to help implement the resolutions passed by the delegates at our annual CFT Convention and to help establish the CFT's annual budget. Representing not only community college faculty in general but part-time faculty more specifically, I am very much looking forward to bringing the realities, priorities, and great ideas of our part-time faculty to the attention of the CFT President, Secretary-Treasurer, and fellow Vice Presidents. We deserve working conditions, financial compensation, and benefits comparable to those of our full-time colleagues; we deserve job security; we deserve to be included at every level of decision-making where faculty have a voice. I invite you to share your ideas with me so



that they can be part of the conversation at CFT Executive Council meetings, the next of which will take place on November 5. Please contact me at [lcsneed@toast.net](mailto:lcsneed@toast.net) or through our Los Rios email system; you can also call me at 812-325-2595. ■