

We'd Like to Hear from You!

The News is e-mailed to District employees monthly from August to May. If you have news items to suggest, please contact Suzanne Fox at sfox@4cd.net or at (925) 229-1000, extension 1292.

SPOTLIGHT

District Embarks on Interest-Based Bargaining Training

On February 8, approximately 50 managers, supervisors, and faculty, in addition to three Board members, gathered in the Board Room for the first Interest-Based Bargaining (IBB) training workshop. The training was held subsequent to agreement between United Faculty and the District to explore Interest-Based Bargaining. A second workshop was held on February 23 for another 50 participants.

By popular demand, two more sessions have been added for April 3 and April 10. The sessions will be held from 1 to 8 p.m. at DVC in the Business Foreign Language Community Center. Faculty, managers, supervisors, and confidentials who have not yet participated are encouraged to sign up at the following Intranet link: <http://gryphon.4cd.net/webapps/StaffDevelopment/training/DisplaySchedule.aspx>.

The workshop facilitators were Paul Roose, Supervisor State Mediation and Conciliation Service, and Annie Song-Hill, Song-Hill and Associates. They shared the background of traditional position bargaining and of the Interest-Based Bargaining philosophy. Characteristics of the process follow:

- interests of both sides can be met;
 - trust and, therefore, better relationships can be developed;
 - brainstorming options together and sharing information is at the heart of Interest-Based Bargaining;
 - group work is superior to that of individuals; and
 - consensus belongs to the group and to no one individual.
- After some explanation of the basics of IBB, the facilitators assigned a real and complex problem on which to test the fledg-



Annie Song-Hill is shown facilitating the first IBB session held in early February.



A packed audience learns about the IBB bargaining technique.

—Photos: Suzanne Fox, The News



Chancellor Helen Benjamin and United Faculty president Sue Shattuck introduce facilitator Paul Roose.

—Photo: Suzanne Fox, *The News*

ling Interest-Based Bargaining skills of the workshop participants. Participants identified and defined the issues; developed and evaluated options; and, finally, selected a preferred solution through consensus – a position the group could live with and support.

There was much good humor in all the learning, and, at the end of the day, there was a shared sense of enrichment – of having learned something of significance that could be applied in the world of work.

Interest-Based Bargaining

A bargaining technique in which the parties start with (or at least focus on) interests rather than proposals; agree on criteria of acceptability that will be used to evaluate alternatives; generate several alternatives that are consistent with their interests, and apply the agreed-upon acceptability criteria to the alternatives so generated in order to arrive at mutually acceptable contract provisions. The success of the technique depends, in large measure, on mutual trust, candor, and a willingness to share information. (Compare with the duty to bargain in good faith.) But even where these are lacking, the technique, with its focus on interests and on developing alternatives, tends to make the parties more flexible and open to alternative solutions and thus increases the likelihood of agreement.

**Federal Government's Human Resources Agency
Office of Personnel Management**

Gibson Begins Job as New District Police Chief

Charles Gibson, a lieutenant with the Oakland Police Department, was recently named Chief of Police for the Contra Costa Community College District.

A native of New Orleans, Gibson moved to Oakland in the early 1970s, and began his career with the Oakland Police Department as a civilian jailer in 1975. Over the years he was promoted to lieutenant of police, area and watch commander, and acting captain of police.

A graduate of Contra Costa College (CCC), Gibson said his new job brings his career full circle.



Governing Board president John Nejedly administers the oath of office to the new police chief Charles Gibson at swearing-in ceremony.

Photo: Linn Sharp, freelance photographer



Joining chief Gibson (center) at the swearing-in ceremony were his wife, Alva and his son, Adam.



Chief Gibson's swearing-in ceremony was definitely a "family affair." Pictured from left to right are Clay Stewart, uncle; O'Nead Davis, step-father; Adam, son; Leana Davis, mother; chief Gibson; Alva, wife; Ted Armour, father.

"I started my college education at CCC and graduated from California State University, Hayward," Gibson said. "I strongly believe in lifelong learning and have returned to Cal State to pursue my master's degree in public administration."

Gibson's wife also attended CCC and graduated from the school's nursing program.

In his new job, Gibson will oversee a staff of 21 officers. After beginning his job several weeks ago, Gibson began scheduling informal meetings with students, faculty, and District Office employees. With their input, he plans to develop a District action plan that encompasses both crime prevention and campus safety.

"Every crime is important whether your car is burglarized or your iPod is stolen," Gibson said. "We're here not only to divert crimes but to also promote a safe environment for all of the District's students, faculty, and staff."



Employees and District Police Services uniformed officers attended the swearing-in ceremony at District headquarters.

Photos: Linn Sharp, freelance photographer

Emeritus College Relocates to Walnut Creek

Emeritus College, a lifelong education program formerly housed at Diablo Valley College (DVC), has relocated to 1250 Arroyo Way in Walnut Creek, the former site of the Regional Training Institute.

"The public used to perceive us as an education program solely for senior citizens," said Marianna Ford, college registrar. "We've broadened our scope to include all adults seeking short-term affordable classes."

Among the college's current offerings are classes in beginning computer skills, musical theater, and travel photography.

"There is never any homework or tests in our classes," Ford said. "Our program is geared for adults who want to learn simply for their own personal enjoyment."

Prices for Emeritus College classes range from \$15 for a single one-day class to \$50 for a series of classes. Memberships are \$35 a year and offer class discounts.

The college will hold a fundraiser on April 19 at 7:00 p.m. at the Diablo Valley College Performing Arts Center.

"We're bringing back the American Jubilee Dance Theatre," Ford said. "They're a multigenerational dance troupe who perform the history of America through dance. They were here several years ago and received great reviews."

The Emeritus College is also planning their first travel-learning program entitled "Italy: Yesterday and Today." The group, composed entirely of Emeritus College students, will depart on September 16 and return on September 30.

For more information on upcoming Emeritus College classes and events, call 925-906-9106 or visit their website at www.dvc.edu/emeritus.

LMC President Named Citizen of the Year



Peter Garcia, LMC President

Los Medanos College President Peter Garcia was named Citizen of the Year last month by the Pittsburg Chamber of Commerce, and honored at a dinner event sponsored by the Chamber.

Each year, the Pittsburg Chamber of Commerce recognizes three residents—a citizen, business and businessperson of the year. Recipients are recognized for what they do on a business and personal level to demonstrate their commitment to the city of Pittsburg.

"I was very surprised," said Garcia. "Anytime I get an individual honor, I understand it is what the college has prepared me and allowed me to do."

Garcia is a Pittsburg native who has worked in education at the community college level for 17 years. Prior to his work with community colleges, he served in the ministry for 10 years and also worked as a drug counselor, job developer and community organizer.

Garcia is also actively involved with several local community groups, including the county Housing Authority and the East County Boys & Girls club.

The message Garcia hopes to send, with all the accolades he receives, is that Los Medanos is an active participant within the community.

"I think more than anything that it is good for the college. I'm primarily a representative of the college, even when I'm acting as an individual," Garcia said. "I think it creates opportunities and partnerships and certainly sends out the message to the community that the college is interested in being an active player in community issues."

College Foundations Explore Different Ways of Supporting Their Students, Faculty and Campuses

In an era where state budget cuts have become all too common, the District's three community college foundations continue to work diligently to raise money for student scholarships and campus programs.

Each foundation office works as a separate entity and takes a unique approach to fundraising. At Contra Costa College, foundation director Linda Cherry said the emphasis has been on raising funds for student scholarships and providing faculty with mini-grants.

"We've been able to fund a number of student scholarships through proceeds raised from our annual golf tournament," Cherry said. "In addition, our foundation's board of directors has made up to \$100,000 available per year for the past couple years for program support grants."

Mark Edelstein Recognized As Super Boomer

Diablo Valley College president Mark Edelstein was featured in the January issue of *Diablo* magazine. The article highlights local residents who turn 60 this year and are considered to be at the beginning of the Baby Boomer generation. To read about Edelstein and other local Super Boomers, visit <http://www.diablog.com/archives/jan/boomers.html>.

These mini-grants, given in \$1,000 increments, are awarded to programs based primarily on program review.

"Our faculty members identify areas where a mini-grant can enhance their program," Cherry said.

At Los Medanos College (LMC), acting foundation director Lindy Wille plans a wide variety of events to generate funds and promote community awareness.

On May 13, the LMC foundation will sponsor a "Wines of Contra Costa" event at the Antioch Historical Society. The event is open to the public, and for a \$30 ticket, attendees can sample the offerings of local wineries.

Last fall, the foundation held their annual celebrity waiter dinner and raised \$26,000—funds that will be used for student scholarships. Wille also oversees a campus speaker's series. Rigoverta Menchu, a Nobel Peace prize recipient, kicked off the series with a visit to the campus in November.

"We had over 1,000 people in attendance," Wille said. "It was a great opportunity to showcase our campus and programs to the East County community."

At Diablo Valley College (DVC), the foundation hosts a number of fundraising programs including the President's Circle which offers local businesspeople the opportunity to enjoy unique outings on a quarterly basis for a \$1,000 annual fee.

"We had an outing where a limo took Circle members to a Warriors basketball game," says Pauline Slagis, DVC foundation assistant. "They sat in box seats and were accompanied by our own basketball coach who explained the intricacies of the game."

The DVC foundation also holds an annual golf tournament in July. Last year's tournament raised \$85,000 and the goal this year is to raise \$100,000.

"We've also started a new program this year where we've allotted \$10,000 to be used for faculty members to attend conferences," Slagis said. "We've had 30 applicants so far and we plan to award the funds in \$500 increments."

New Release of Datatel Colleague Set for Winter Break 2006 Launch

The District's Technology Department is preparing to launch the latest version of Datatel Colleague. Release 18 will go live in December 2006 during the winter break.

"Release 18 includes a new release system with major improvements in the areas of installation access across all supported databases, and increased management and installation of software updates," said Mojdeh Mehdizadeh, vice chancellor, Technology Systems Planning and Support. "Our implementation will be considered a success if users aren't able to see any visible differences in how the system is behaving."

To prepare for Release 18, District staff were trained and converted to using the graphical user interface last year. Between now and December, many staff will be intricately involved in testing the new Release 18.

"Our IT department will be working with a number of employees in the coming months to test the new release and ensure their experience isn't affected once we migrate to the new system," Mehdizadeh said.

The IT staff will also be planning and preparing for this significant upgrade which delivers an overhauled strategic framework that will provide the foundation for Datatel to adapt future technologies at a more rapid pace.



Ready to bring Datatel Release 18 online are Daniel Abbott, Sr. Systems Administrator (front) and the Applications Analyst Group comprised of (left to right) Kim Christiana, Derek Smith, Teresa Nicolas, and Don Penrose (not pictured). Photo: Suzanne Fox, The News

District foundations focus on raising funds, student scholarships, faculty grants, and promoting community awareness.