Did you know that Chabot Federal Credit Union was started the year after Chabot College, in 1962? Our history is closely related to the college as our reason for being is due to the foresight of eight faculty and staff members who founded your Credit Union.

Those members were the original credit union manager Bert Jamison, then the accounting instructor, as well as John Brunn who taught math, Arylene Marsh who taught the secretarial courses, Daniel Bokuvka who was one of the college’s Administrative Business Assistants, art instructor Truman Fisher, Johnn Miller, also an accounting as well as a business law instructor, Vittorio Valenza, Spanish and Italian instructor, and Wayne Williams, Administrative Assistant to the Supervisor for marketing.

When we started we only offered Shares savings accounts, but we had a competitive rate and hands-on service. Then we offered Share Draft checking accounts, various types of loans, and now we offer most of the same services the banks offer, but your Credit Union is still a hands-on establishment, people-friendly, and proud of it!

In appreciation of our membership (and potential membership), we are offering a Holiday Loan for up to $5,000 with an APR of 7.99% and with no payments for the first 60 days, the total term being 12 months. Give us a call at 866-828-1320 for the particulars!

We staff an office on campus in Building 2000 on Monday and Thursday mornings, and you may reach us at our main office in Dublin during business hours by calling (925) 828-1320.

You can find us on-line at www.chabotfcu.com to shop our rates and services. We look forward to hearing from you, and remember, we’ve been around nearly as long as Chabot College and plan to serve our members far into the future.

Chabot Trivia

Chabot’s first Commencement held at the Hayward site was in June 1966, and there were 319 graduates that received degrees in ceremonies held in the Grand Court.

On July 1st, 1966, Chabot was the first California junior college in the State to adopt the quarter system.
Message from President Barberena

On November 1st I had a dialogue with faculty and managers that were hired or promoted during my tenure at Chabot College. These individuals came at my invitation, which was sent to the 30 full time faculty and to the 10 managers that were hired or promoted at my recommendation. About 15 individuals were able to come.

I asked them to describe the Chabot institutional culture, what they had learned about Chabot during their brief tenure in their positions, contributions they had made, how they have dealt with conflict in the work place, and their hopes and dreams or concerns about Chabot’s future.

To begin our conversation I worked from written questions to guide our conversation, such as: “How would you define our institutional culture?” and “What are the values and norms that you have found are shared by all of us”. There was a lot of commonality in their responses: Chabot is a place where we put students first, a lot of energy is invested in helping them succeed in their educational goals. We focus on serving the needs of the community. There is a lot of creativity applied to individualizing instruction. There is collegiality and support in the faculty divisions. There are various types of programs to meet the needs of our students and the passion for teaching is palpable. Chabot is unique, a campus with a lot of energy. Many of our faculty are innovators and maintain cutting-edge expertise in their fields and in teaching and learning. Faculty encourage students to learn beyond the classroom and attend rallies. There is a strong voice and a strong commitment to freedom of speech - everyone speaks their minds.

“How would we socialize employees so that they comprehend that institutional culture,” I asked. “I have learned in a variety of ways”, said a participant. “What I suggest is find a group where you can contribute and join that group. Look around and jump in”. Having a mentor was critical for some to finding their way. One can learn from colleagues, documents, GroupWise, but even before GroupWise, there was intense dialogue about what was felt.

While the positives are many, there were opinions voiced about how Chabot could grow or stretch. One participant believes that technology is not being totally embraced. There is a need for more Staff Development in this area. One suggested that patience is necessary to engage some people. There is a need for teams of people to develop each other’s skills with technology. The COOL Committee was presented as an example of a model for superb support to develop one’s technological skills, a model that could be replicated.

I asked: “What do you have to say about conflicts in the work place and how they are handled here?” One person said: “When conflict occurs, it is a time for me to reassess my own position, to look at myself closer.”

Others said that at times of conflict, this is also a time to show respect because others truly believe in what they are saying. Here is a quote: “Respect for each other needs to prevail, even when we disagree”. To promote civil debate one must listen first. To deal with conflict, one must be stay flexible and try to listen. It is important for people to feel comfortable to speak out without fear of retaliation from anywhere in our hierarchy, and that feeling of being safe from anywhere means protected from things leaking out to do harm or protection from the higher ups: a division, an administrator, either at the college or district. In trying to resolve conflict, it’s most important to have patience, patience, patience.

A participant has heard about “The Chabot way” of doing things and says: “It’s important to question ‘the Chabot way’ of doing things”. This declaration of ‘The Chabot way’ does not invite dialogue.

In order for individuals to express descent in a positive way, one must build trust. To build trust, first we must develop respect. Through observation we learn how people ‘walk the walk’. This kind of trust is built between faculty and student - we care about them and we remove the element of fear of retaliation. So, there has to be openness, as well as follow–through in other areas of interaction.

A participant said that the college has forgotten to have fun, and remembered an occasion where games were played involving management, faculty, and staff. There was friendly competition that broke the ice. While it is important to work on SLO’s, it is also important that the whole campus participate in having fun and this will build relationships.

“We talk about the virtues of team building and trust, and mom and apple pie”, said one person, “however, groups have decisively different agendas.” There are structural impediments as different sites compete for diminished resources. The question continued on page 6
Office of Grant Development

**Grant Proposal Priorities and Time Commitments for Grant Developer/Writer**

**Fall 2011**

**Current grant proposals due date**

**NSFATE (National Science Foundation, Advanced Technical Education):** October 20th.

- **Purpose:** To increase the number, quality, and diversity of K-12 science, math, & technology teachers.
- **Federal funding for up to $300,000 a year for three years.**
- **Chabot proposal:** Supports the STEM Teacher Pathway Program in partnership with City College of San Francisco, San Francisco State University, Cal State East Bay, and other partners.
- **Developing & writing:** Tram Vo-Kumamoto and Anita Wah.

**Song-Brown Health Care Workforce Training Act – Registered Nurse Education:** November 3rd.

- **Purpose:** To support the cost of educating Associate’s Degree Nursing students in California colleges.
- **State funding for up to ten students at $10,000 per student for two years, to a maximum of $200,000.**
- **Developing & writing:** Connie Telles and Yvonne Wu Craig.

**TRIO Veteran’s Upward Bound December 2011-January 2012.**

- **Purpose:** To help veterans succeed in college by providing assessment and basic skills support. Services include assessment, counseling, tutoring, and academic instruction.
- **Program must provide instruction in mathematics through pre-calculus, laboratory science, foreign language, composition, and literature.**
- **Federal funding for $250,000 year for four or five years.**
- **Chabot proposal:** Support the activities of Chabot's Veterans Office and improve instruction for veterans. Details of the proposal are still in development.
- **Developing & writing:** Roberto Mendez (TRIO Director), Liz Morales, and Gerald Shimada.

**HSI STEM (Hispanic-Serving Institutions, Science, Technology, Engineering, and Math) Spring 2012.**

- **Purpose:** For Hispanic-Serving Institutions (HSIs) to increase the number of Hispanic and other low-income students attaining degrees in the fields of science, technology, engineering, or mathematics.
- **Federal funding for over $500,000 a year for up to five years.**
- **Chabot proposal:** The Chabot proposal is still being developed, but the Science-Math Division is looking into further developing and expanding some of its cohort programs.
- **Developing & writing:** Tram Vo-Kumamoto and Science/Math Faculty (TBD).

**Other Grant Developer/Writer commitments and activities in Fall 2011:**

- **Classified Senate (President).**

*continued on page five*
On November 2nd I had a conversation with the Classified Senate. Eleven Senators participated in this conversation. This exchange was in follow-up to a meeting initiated by the Classified Senate a couple of months ago, when the Chancellor and I were invited to speak to them. I asked them to describe how it is to work at Chabot, what they had learned about Chabot during their tenure in their positions, contributions they had made, and their hopes and dreams or concerns about Chabot’s future.

To begin our conversation I worked from written questions. We started by each person introducing themselves and stating how many years they have worked at Chabot. Among the 11 participants, we identified more than 130 years of service to Chabot. One participant described Chabot as changing according to the personality of the leadership – some leaders are regimented, some are outgoing and visible. Regardless of the changes, Chabot weathers the storm. “When there is chaos we thrive through it and survive like a family,” said one participant.

Again and again, it was affirmed that the classified staff depend on each other for resources. They are interdependent, supportive of each other. They ask each other “how can I help you”. “There has to be a place where we can go with the freedom to explode”, said one participant. When it comes down to the students we will always work together. The community feeling is amazing. Each expressed a high level of respect for one another. What binds them together is a sense of family and dedication to students.

Among the Classified staff, Chabot is a place where employees have fun with each other. We are happy people; people who love their jobs. We could never do enough for each other. The faculty and staff that are gone are being missed. However, one participant said that now that she is older, she knows she can get through the bad times. She said, “We used to have 18 to 20 counselors, now we have 10 and no part-time hourly”. The stress level is high but prior experiences leave her with a little bit of hope. “We are doing the same level of work with half of the people”, said one.

Technology can compensate for some of the lost employees, being more organized and using student assistants also helps; however, there is a hope that one day we are in ‘greener fields’. We live with that hope every semester and we know that there are other areas experiencing the same thing. “We hope that the needs are revisited and a stressed area needs to be whole, plump it, again.”

All the participants expressed disappointment with hierarchical stances or top-down attitudes after so much has been given up. “What a toll it takes”, to work with so many students. Also students are more anxious when they have been waiting in line. I asked, “How do we keep good employees here”. A swift answer came: “Don’t fire us.” We all laughed unanimously for the comic relief, real as it sounded. “We feel we are hanging on to our jobs by the skin of our teeth.” How do we keep good employees? Treat them with respect. Do not invest in consultants – we know our positions, we know what we do. Administration should listen to what we have to say. We are smart employees and we know our jobs. “Consultants don’t know our school – hire us, ask us, leave a bit of money here.” We keep employees through heartfelt recognition, not something fake. Send an e-mail once in a while of thanks, a job well done. “George gets around and he asks me how I am; this is nice”. Be even handed, be a partner, consider us as colleagues and equal partners in student success. Recognition is not only done with a certificate but in multiple ways, through day-to-day of interaction, through a ‘surprise thank you’, a little card every now and then. Take suggestions from staff or complaints - listen and follow-through.

“How do we mold our future?” I asked. With inclusiveness. There is a need to rethink some of our processes. There is a need for coordination and better understanding. There is a lack of documented procedures. “We can develop those procedures – just give us time to do it and then try out the process and don’t change it for a while.” There ought to be a systematic updating of processes and procedures. Other improvements needed: more outdoor areas are needed, with picnic tables where students can congregate and where employees can gather and be social.

“Why do you work here?”, I asked. Their responses were similar. “I love education. It is an honorable pursuit”. Others said it is challenging and fulfilling to work here. One participant enthusiastically said: “This is the best working environment”, referring to the new CSSC. All the landscaping is beautiful. Others stay for the people that work within the classified ranks. “These level headed women help me”, said one other. “It is such an honor to be a part of someone’s educational pursuits”, said another. Everywhere she went she found faculty and staff who were listening. Everyone cares so much about this campus. They want the best for the students.

We talked for more than 1½ hours. I hope this documentation of our conversation helps us in our institutional journey.

Celia Barberena, Ph.D., President, Chabot College
Attending annual conference: Council on Resource Development in Washington, D.C. **November 9-12**

**Long term grant development**

Title V (federal) grants for colleges serving low income students: Hispanic-Serving Institutions (HSI) Grant **Fall 2014**.

Committee includes Sandra Genera, Roberto Mendez, Gerald Shimada, Carolyn Arnold, Matt Kritscher, Tram Vo-Kumamoto, Marcia Corcoran, Sean McFarland, Carmen Johnston, Barbara Worthington, Deonne Kunkel, Michael Thompson, Patricia Shannon, and Kent Uchiyama.

**Chabot proposal:** In development. The committee has explored various models from other colleges.

Increase Grants Office Outreach to college divisions.

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**HEALTH CENTER STATS**

**October 2011**

- **Total operation days:** 21 days.
- **Total patients seen:** 1,067 patients.
- **Number of patients seen by Nurse Practitioner:** 594.
- **Number of patients seen by Medical Assistant:** 85.
- **Number of walk-ins:** 240.
- **Average student per day:** 47.

The Student Health Center will be hosting the Great American Smoke Out Campaign and American Diabetes Month on November 17th from 10 a.m. to 1 p.m. in the Lobby of the Cafeteria (Building 2300). Every one is welcome to join us and participants will have a chance to enter a raffle for a FREE COLD TURKEY and a 15-minute massage.

**UPCOMING ACTIVITIES**

- American Diabetes Month & Great American Smoke Out Campaign.
- Flu Awareness Campaign.
- Health & Wellness Center Newsletter/Health Talk Seminar-pending.
- TB Screening & Immunization update.
- Continue collaboration with Counseling, Campus Safety, and Office of Student Services RE: Crisis Intervention Response Team Committee.

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**Othello Comes to Campus**

Starting November 9th, *Othello*, one of Shakespeare’s great tragedies, comes to the stage of the Reed L. Buffington Visual & Performing Arts Center under the direction of Rachel LePell.

Performance dates are November 9th, 10th, 11th, & 12th at 7:30 p.m., and matinee shows will be held on November 12th & 13th at 2 p.m.

Tickets will be available at the door for purchase on each show date.

Ticket prices are $10 each for students and Chabot College staff, and $15 each for general admission.

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**CAMPUS COMMITTEES**

- Health and Safety Co-Chair.
- Mental Health Services Advisor.
- Medical Assistant Program Advisor.
- Member, District Emergency Respond Team/Pandemic Awareness.

**November Flu Vaccine Walk-In Clinic**

For a flu shot, visit the Health Center at the times listed below. Flu shots are free to current registered students, and $25 for staff/faculty. Shots are given on a first-come, first-served basis.

- **November 1:** 11 a.m.-12:30 p.m.; 5-6:30 p.m.
- **November 3:** 9:30 a.m.-12:30 p.m.
- **November 7:** 11:30 a.m.-12:30 p.m.; 5-6:30 p.m.
- **November 8:** 11 a.m.-12:30 p.m.; 5 p.m.-6:45 p.m.
- **November 10:** 10 a.m.-12 noon.
- **November 14:** 11:30 a.m.-12:30 p.m.; 5-6:30 p.m.
- **November 15:** 11 a.m.-12:45 p.m.; 5-6:30 p.m.
- **November 17:** 11 a.m.-12:30 p.m.
- **November 21:** 11:30 a.m.-12:30 p.m.
- **November 17:** 11:30 a.m.-12:30 p.m.; 5 p.m.-6:30 p.m.
MESSAGE FROM THE PRESIDENT

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Is how do we continue to work together, to be collaborative, and yet honest about our disagreement and not be afraid of retaliation.

In these situations, there is a role for strong leadership. Something has to give. People have to be brought to the table. There have to be shared sacrifices. “Are we here only to protect our own turf?” When this happens there is a sense of unfairness. “If I give up this time, people need to understand that I can’t give up every time.”

“Pushing the agenda, even offending a little should be accepted”, said a participant, “but being able to overcome that friction is important”. We must be able to choose how we are spending our resources and questioning what is happening at all levels. We must stay in tune with the needs of students and examine what is being done with colleagues – with openness and respect, without fear, with understanding that change is constant.

How do we keep good employees? I asked. A strong response was: “through recognition of successes”. People must feel empowered. Top-down structures are not conducive to openness. There must be a feeling of family and belonging – also an openness about what new blood brings.

We talked from 2:30 p.m. to about 4 p.m. and around then I thanked everyone that came. I hope this record is a helpful documentation of how a group of our new hires describe where we are in our journey as an institution.

Celia Barberena, Ph.D., President, Chabot College

HIGHLIGHTS FROM HALLOWEEN

Student Services hosted its second annual Halloween Costume Competition, and below are some of the highlights from that event.

Michael Booker, AKA “The Pimp”, won 1st place for best costume, & shown here with the GoGo Girl.

The devil, Yvette Nahinu, tried really hard to eliminate her competition.

Staff from EOPS won first place for best costume. (All photos courtesy of Laura Alarcon)
The International Club of Chabot College invites you to attend their ninth annual International Film Festival: Dinner & A Movie taking place in the Community Event Center on Wednesday, November 16th. Dinner will begin at 5:45 p.m. in Room 722, followed by the movie, The Year My Parents Went On Vacation, or in Portuguese “O Ano em Que Meus Pais Sairam de Férias”, starting at 6:45 p.m. Ticket purchase is $8 each for advanced ticket purchase, and $10 each for tickets purchased at the door (cash/check only for tickets). Group ticket rates are available.

In recognition of International Education Week [http://iew.state.gov](http://iew.state.gov), each year the International Club of Chabot College selects one country and shares its culture with the college. This year they have selected Brazil. Come meet our students from Brazil. They have been experiencing as much of America as they can and are excited to exchange and share their culture. This is a family friendly event open to all.

In addition to the movie, a comedy/drama, you will have an opportunity to enjoy Fresh and Natural’s recreation of authentic Brazilian cuisine that will include Pao de Queijo - Cheese bread, Arroz Brasileiro - Rice, Brazilian Potato Salad, Frango Assado - Roast Chicken, and Moqueca - Fish Stew. International Education Week is an opportunity to celebrate the benefits of international education and exchange worldwide.

This joint initiative of the U.S. Department of State and the U.S. Department of Education is part of our efforts to promote programs that prepare Americans for a global environment and attract future leaders from abroad to study, learn, and exchange experiences in the United States.

**ROCK & ROLL HALL OF FAME**

District painter Gregory Correa is happy to report that the book Garage Bands From the 60’s Then & Now, written by Bruce Tahsler (2nd edition) is now in the Hall of Rock & Roll Fame. Gregory’s show, “Harmonics”, will be broadcasting the interviews on Channel 27 about the legendary rock and rollers from the 1960’s.

Gregory’s labor of love is music. Many of his projects include performing with his band, Cool Blue, and researching the historical aspect. Gregory finds it essential to reintroduce the Bay Area’s rock music history to those who lived through it, including band members and fans. And to also share it with the younger generation who thirst for the knowledge of an era they hear so much about.

Gregory, the MC of the local TV show “Harmonics”, airs on KCTH Comcast Channel 27. Gregory and his producers Sujoy Sarkar and Gary Carter, as well as camera technicians Betty S. Chou and Betty Castaño, were able to view historic video interviews with music personalities from the 1960’s, 1970’s, and 1980’s.

Gregory is currently documenting the career of Bill Quarry, the premier concert and dance promoter in the Easy Bay during the 1960’s and 1970’s.
Building 300 is Starting to Occupy - Building 300 is complete and in the punch list phase. Finishing touches and final touch-ups are underway. The finished building will house lecture classrooms, computer labs and the Chabot College IT Department along with the campus servers. We have begun to move in our IT department and start the transfer of campus servers from their temporary location in B100 back to their permanent location in Building 300. The building will be ready for Spring Semester 2012 classes.

Building 1800 is Starting Construction - The Department of Finance approval for funding of our B1800 renovation project is secured and construction is underway. Chabot College was the recipient of $9,402,000 from the State. Those funds are going toward the interior and exterior renovations of Buildings 1700 and 1800. The site between the buildings has been designed in coordination with faculty to serve as an outdoor classroom with botanical specimens not located elsewhere on campus.

Building 1200/PAC Plaza is Also Starting Construction - All contracts have been signed and the Building 1200/PAC/SOTA Plaza project is underway. The building will house remodeled music performance spaces, practice rooms, a renovated Little Theater and a small addition that will house a new recording studio. The first task will be to remediate all hazardous materials after which construction will begin.

B4000, Strength and Fitness Center, is Near Completion - The building is completely enclosed and interior finishes are nearly complete. The exercise equipment has been installed and the elevator is being finished.

The exterior landscape is nearly complete. The paving is finished and the plantings are well underway. Substantial completion should be reached in November.
Chabot’s Automotive Advisory Committee, a Key to Student Success

On October 18th, Chabot’s Automotive Program hosted another successful program advisory committee meeting. The fall advisory meeting was attended by nearly 30 people that included industry representatives, vendors, graduates, educators, administrators, and faculty. The committee provides crucial input and review to ensure that Chabot’s automotive program continues to provide the learning experiences necessary for our graduates to become successful in today’s complex automotive industry. Members review curriculum, provide critical input regarding changes in the industry, tools and equipment, employment opportunities, and toured the newly remodeled automotive facility. The advisory committee meets twice a year, as part of our National Automotive Technicians Education Foundation (NATEF) accreditation. The members provided input regarding the facility renovations and were pleased with the outcomes, many commented that Chabot’s automotive facility is state of the art, and any business owner would be proud to own a shop of this caliber.

The faculty is especially proud of the relationships between Chabot and our local high school and regional occupational programs, all of whom had representatives at the meeting. Chabot’s faculty and those of these programs, regularly participate in each other’s advisory committees to improve the automotive education provided for students at the secondary and post secondary levels. Many of these programs have articulation agreements with Chabot’s automotive program providing students a proven benefit of being successful in their secondary programs and continuity as they continue their education at Chabot.

For more information, please visit this website:

Chabot Automotive: [http://www.chabotcollege.edu/auto/](http://www.chabotcollege.edu/auto/)
On October 4th, 2011, a close friend of mine called me asking for help. “We need to raise $10K in 12 days, will you help?” Reluctantly, but willing to listen, I said “ok”. The motivation: Helping the Homeless Garden Project raise money to hire, train and move from the streets and into homes, 15 local (Santa Cruz) homeless individuals; giving them a 2-year contract to work, and leading them to become self-sustained members of society, either for the first time, or once again. You see, some of these individuals are people like you and me, unfortunate to have lost their jobs, and fortunate to get a second chance.

The dollar amount to raise: $300 per person, and 33 people working towards that goal. The challenge: Only 12 days to do it. The other (personal) challenge: A 50-mile bike ride through the Santa Cruz mountains as an incentive for people to learn about this project, and to sponsor our ride.

The backup assistance: My wonderful colleagues at Chabot. Las Positas College, and our District Office! After a couple of Emails, I had received such tremendous response from staff, administration, and faculty alike, that I knew my biggest challenge would not be raising $300 in such a short time, but to ride 50 miles with an injured ankle. In the end, on Sunday, October 16th, the day of the ride, I gathered all donations: work colleagues, total strangers, neighbors, friends, and family…41 sponsors altogether. The grand total: $850. How amazing is that! Not only did this challenge give me the strength to ignore any physical aches and nuisances, it gave me a deeper strength reminding me that I am surrounded by amazing people everywhere I go, and I don’t want to go another minute without being just a little more thankful today than I was yesterday.

To all of you who found this project worthwhile, sharing some of your hard-earned money with those less fortunate, I thank you again, and I KNOW the trainees do, too! You directly gave someone, locally, a real second chance. And, that is how we should walk through life, doing to others what we would like done to ourselves, and that is what I love about this family, we don’t just “talk the talk”, we “walk the walk!”

For more information on this organization, you can go to www.homelessgardenproject.org.

Humbled,
Begoña Cirera Perez