

CFA SFSU E-Board Meeting  
9/3/2021 11am-1pm

Roles:

Notes: Melissa

Stack: Teresa

Timekeeper: Veronica

Brad: Facilitator

Present: Ben Kumli, Melissa Hagan, Kurt Nutting, Saliem Shehadeh, Brad Erickson, Erica Pulley, Jaimy Magdalena, Victor De La Rosa, James Martel, Maureen Loughran, Teresa Pratt, Ann Robertson, Larry Hanley, Ali Kashani, Veronica Sovero, Blanca Misse, Brandon Tunner, J'Corey, Mira Foster, Laurene Dominguez, Mark Allan Davis, Nestor, Tendai Chitewere

Agenda shifted to allow Saliem to go first (Rabab unable to come). Otherwise agenda adopted as is. James moves. Blanca seconds. Approved unanimously.

Review by Saliem of Two grievances Rabab has. 1) Zoom (academic freedom) and 2) pattern of harassment of Rabab and actions against her and the program (breach of contract). Two statutory hearings. First one on 9/30 via Zoom about the cancellation of the open classroom on Zoom. Second grievance: 10/19 hearing regarding history of harassment of Rabab.

Saliem proposes extension of time by 5 minutes; general assent.

Brad: put this back on agenda

SQE Update: Ja'Corey introduced himself (also part of AS and president of BSU). Update: working with CSSA to push for deweaponization of UPD. CAPS not hiring counselors of color as they had indicated they would as part of the BLM initiative.

Mark: Email to Fred Smith regarding the update Smith sent out describing campus climate activities.

Discussion of difference between a statutory grievance and a formal grievance (the latter is heavily regulated by the contract) and potential actions/approaches to increase accountability of administration. Vic suggests we need data. James: motion to allocate research funds to support examination of racism. Veronica requests we wait to discuss that motion.

Bargaining update (James/Blanca): contract extended by one month. On 9/24: Plan/grow contract action team – maximize participation of rank and file. Discussion of rallying Dept Reps and getting strike ready. Bargaining process reviewed. October 13<sup>th</sup> at Noon suggested as a day/time for meeting on bargaining.

Research update (Veronica): research Google drive folder created to be repository. Data on faculty of color retention reviewed. Suggestion to link press releases to data and statutory

grievance based on data showing poor retention of faculty of color (Larry). Lecturer faculty data also needed (Brad).

James proposes to work with Veronica and others to select facts to send out from data. Proposal to allocate another \$3000 to research (Ann). James/Larry seconded. Delayed vote until next meeting.

Equity for lecturer faculty (Ann) update: 2 campaigns – changing culture and addressing unpaid service situation. Request for endorsement from e-board of email to Depts asking them to address segregation of lecturer faculty on web sites. James seconded. Motion passed with universal support.

Student evaluation group update (Brad): Need MOU by end of this fall to modify CBA to use some other tool other than SETEs to evaluate. Will be bringing proposal this to CFA board because next year want to pilot alt to SETE.

Proposal to subdivide web site and post material not being posted (Blanca): to post resolutions of union and upload from last 2 years; also ongoing campaign materials; and organizing materials as resources for members who are organizing. Motion to approve (James). Seconded by Ali. Motion passed.

Pay increases for office manager and evaluations (Maureen): add to agenda for next meeting and higher up and allocate enough time.