

CFA General/Executive Board Zoom Meeting Minutes
November 17, 2021

Attending: Erma Jean Sims, Emily Vieira Asencio, Damien Wilson, Liz Burch, Tim Wandling, Emily Clark, Aja LaDuke, Martha Byrne, Zachary Wong
CFA: Maureen Loughran, Carissa Havemeyer
SQE: Tyler Calderon

Land Acknowledgement

Grounding In

CFA Interruption Statement

Approval of the Minutes for November 3, 2021- moved: Wilson; 2nd: Clark; passed

Approval of the Agenda- moved: Wandling; 2nd: Byrne; passed

President's Report - Erma Jean Sims

***CFA November 9th "Action" at CSU Board of Trustees Meeting in Long Beach-** It was a successful action and there was a broad swath of supporters for a fair contract. Two of our SSU activists provided comments during the meeting. CFA Sonoma lecturer representative Ethan de Seife said that while he was waiting for his turn to provide comment, he was applying for other jobs. SSU's Academic Senate lecturer representative Wendy St John also made powerful remarks about lecturers' job insecurity, extra work due the pandemic, and the fact that a fair pay increase has been earned and is due.

***Vote on Motion to Switch CFA Sonoma's Bank to a Union-Run Bank Aligned with CFA Values-** Moved: Clark; 2nd: Wilson; none opposed; no abstentions; unanimously passed

***Join a CFA Sonoma Chapter "Contract Action Team (CAT) to Fight for a FAIR CONTRACT NOW-** This is the group of people at SSU who are going to mobilize and organize around our fight for a fair contract. Tim Wandling is our leader and he and Maureen are planning a CATs Training Workshop.

Q: Have we heard anything back from president Sakaki after delivering the petition with 300 signatures?

A: No, not yet. Erma Jean will follow up.

CRITICAL ISSUES at SSU/ OPEN FORUM-

CFA/ SSU Contract Bargaining Mediation Update- We are at the table as well as pursuing fact-finding. There are two parallel tracks. We meet today

and Friday. It will probably go right up until the point we would strike, because that's when we have the most power.

CFA Tenure Track Faculty Luncheon Meeting Update- Emily Clark- There was a bargaining process presentation given by Elaine Newman emphasizing that faculty can strike without facing retaliation. Attendees shared what they are interested in seeing in the new contract. Concerns included stressful circumstances associated with teaching in-person as well as virtually. Regarding the Faculty Affairs changeover, people's general feelings are that it went okay, but that problems may arise. There are not that many spaces for junior faculty to connect, so it is important that CFA provides this.

FSAC- It remains to be seen what interim AVP for Faculty Success Matthew Paolucci's role will be. It's important to help him understand the concerns surrounding the RTP process. It will be interesting to see how the new structure with Paolucci and Jeff Banks shakes out.

Q: It seems that school committees at the dean level are becoming more rigorous. Is this causing stress?

A: Speaking as CFA Junior Faculty Rep, yes, this has been expressed. There is concern about whether people are being evaluated along established protocol, or something else.

Discussion: Institutional memory of RTP committees and processes may be in jeopardy due to high turnover. It may be different in different departments. There may be misconceptions that being exceptionally rigorous is required. RTP is a stressful process even during less stressful times, and the pandemic makes it harder to publish and exacerbates teaching difficulties.

The Role of the Union in Shared Governance on CSU Campuses- There is a role for CFA. Management puts out policies without consultation and it needs to stop. They are required to meet and confer with us, and we will keep pushing for this. In addition to overt policies and memorandum made by management, there are also 'shadow policies' including about class size increases and threats. Sometimes when classes are cancelled, there is a workload issue for the people left to figure out how to get students graduated. The message to students is that the university doesn't care about them.

Issues Important to YOU- The Public Hearing held on Friday was about one dean's decision to take the intern program herself. A letter of no confidence was given to another dean. In the Theatre Arts department, IRA funds were misused to pay staff.

New Business- Solidarity Social: tentatively December 9th @ 5:15pm

Adjournment- moved: Wilson; 2nd: LaDuke; passed