

CFA SFSU Exec Board

Minutes 2/7/22, 10am

Attending: James Martel, Erica Pulley, Victor De La Rosa, Ann Robertson, Tendai Chitewere, Mira Foster, Ali Kashani, Laurene Dominguez, Julie Hua, Maureen Loughran, Kurt Nutting, Blanca Misse, Teresa Pratt, Nestor Castillo, Melissa Hagan (left at 11), Brandon Turner, Ricardo Gomes

Julie: Minutes, Tendai: Time, Erica: Stack, James: Facilitator

Meeting called to order 10: 07

Land acknowledgement and ground in (Maureen)

Discussion

1. ELF Report (Erica) – 3 areas to work on at SFSU [greater representation in Senate– right to shared governance; work-load issues; article 12.29 enforcement and education– all on new ELF IG page]

Met with Faculty Affairs to introduce and share goals

This week meeting with Academic Senate ExCo to present ideas of how assigned time can work for service

Lecturer faculty social in planning process, tentatively Feb 23 in person on campus

Concerns around advertising lecturer faculty positions, planned cuts for fall 2022

2. Tentative Agreement – vote is over, strong show of support

Need for reflection on how campus board engages with state-wide work; knowledge across campuses that is direct rather than mediated (esp with close campuses like East Bay)

Shifts in union priorities and work to include social justice issues (i.e. expanding union advocacy scope beyond economic/wages/benefits) – ex/ strengthen article 16

How to invest in and grow model of strong dept reps; base-building

Issue of state-wide resource of text out-reach that was not shared with SFSU (hustle); punitive effect of withholding text outreach was inability to recruit new members

To-do/follow-up (for James): how many people voted? Both state-wide and at SFSU

Maureen report: #s from Friday prior to close of vote (not total) 13,000 faculty turn out (66%+); SFSU low turn-out (60% yes, 40% no); possible final numbers are higher (M-W turn-out)

3. Statutory Hearing report (James/Maureen)

Breach of contract and discrimination issues; process issues

Gratitude to Larry for helping to prep and facilitate; appreciation that there is a grievance process

Sharing information about why/when faculty file grievances as an organizing tool (i.e. “Did You Know” emails to regularly inform faculty about what is happening on campus around faculty rights)

Collective grievances as also a tool; esp as grievance hearings are hyper-individualized, which erases administrative accountability in maintaining structure of deprivation of rights

Process to encourage faculty allow for making cases public early on

Formalize process for faculty filing grievance that focuses on enabling faculty to be supported emotionally/psychically

Action Item: Blanca moves that the EBoard to commit to a bi-monthly “more you know” announcements in spring, sent out on Thursdays, that use 1. grievances to educate and mobilize faculty but also 2. Communicates important lecturer faculty rights; James seconds

(Blanca will set up a schedule to collect items and distribute work of writing the messages; Maureen has templates of past emails)

Here is the schedule: https://docs.google.com/document/d/1nAU8jf8CHwa-0Xg5FOdoFiuHPfrlCg7w_O6S5j8i48k/edit?usp=sharing

Motion passes

4. Racial and Social Justice – follow up on meeting with Jamilla Moore (VP of Student Affairs), discussion on how/whether to move forward; suggestion to focus on reaching out to faculty as administrative reps are not really going to be agents of change

5. Short discussion on lecturer faculty hiring process (Page Up); general concerns about making sure process change does not result in dis-employing lecturer faculty on 1 year contracts

Meeting ended 12:03