

CSU Chico CFA Chapter Department Rep Notes Wed. 4.6.2022

CFA Statewide and Local Chapter Updates

Updates on New Contract Retroactive Pay Increase and COVID award

From an April 5, 2022 statewide CFA email: "According to management, eligible faculty will receive the 4% General Salary Increase (GSI), retroactive to July 1, 2021, at the end of this week or next. The new pay rate (with the 4% GSI) will be incorporated into the April 2022 paycheck, which is issued May 1.

Campuses are calculating Service Salary Increases (SSI) and should be completed by the end of April, according to CSU management. These raises will be retroactive to the anniversary of hiring (generally late-August) in 2021.

Management has not figured out the timing of the \$3,500 COVID Service Award (for those employed during the 2020-21 Academic Year).

The 2022-23 GSI is set to go into effect on July 1, and the Post Promotion Increase (PPI) will be paid on an eligible faculty member's anniversary of hiring (generally late-August) during the 2022-23 Academic Year."

Recent Working Groups to Build on the Contract Success (ideas):

The chapter recently hosted or co-hosted two different summits to discuss how to remove or mitigate bias in student feedback on teaching and learning (SFOTs). We gathered information and ideas and have made them available to membership, but this should be an ongoing conversation, and if others have new ideas, please communicate them to Tim Sistrunk.

The other successful summit was led by Student for Quality Education to discuss mental health and alternatives to campus policing.

Another new contract stipulation was how to continue improving working and contract conditions for lecturers, such as finding new ways to have long-term contracts or tenure approved for them. Our chapter will be hosting some statewide CFA colleagues in the near-future to address this, TBD.

Officer Reports

Anti-Racist and Social Justice Council Chair

The CFA Assembly is happening this week, so Susan Frawley will have a fuller report for this next.

This link to the recent Equity Conference and recordings of can be found here: <https://www.calfac.org/equity-conference/>. Our SQE gave a history of campus policing and how it came about.

Faculty Rights Report

Faculty Rights is currently working on revising Campus Violence policy, which in its current wording doesn't cover or adequately a number of behaviors that need to be addressed, such as the kind of workplace bullying that have occurred recently.

Faculty Rights is also scheduling a meet-and-confer with university admin over lifting the mask mandate, in part because faculty and the union were not consulted before the announcement went out.

Faculty Rights usually meets right after the department rep meeting from 8-9AM and are working on a number of cases.

Lecturer Rep Report

Tiffani and Tim have been working on revising lecturer range elevation language, which goes before Academic Senate this week. We're hopeful it would be adopted to make range elevation easier for our hardworking lecturers.

PACLEG Report/Update

Maitreya Badami is stepping down as PACLEG chair, and Amy Magnus (POLS) is stepping up.

SQE Report

There are recordings of the recent SQE-led summit on alternatives to policing, and if you would like to access it, you can email csuchico.sqe@gmail.com to acquire it.

SQE will participating in upcoming Lobby Days about the cost of campus policing, affordable housing (adding faculty and students to it), for funding for campus emergency response programs, and the like. The sponsored bill language about response programs can be found here: https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202120220AB1997.

News and Concerns from the Reps

Lesa Johnson discussed the survey that went out to campus about COVID concerns, which has been closed after a handful of new participants took the Survey. 142 total responses, with 129 unique comments from participants. Common themes were about dropping masks and lots of comments dealt with concerns regarding mode of instruction. Some faculty were glad to return. Some faculty wanted more flexibility for the ability to change mode of instruction, particularly with specific disciplinary concerns (such as labs and remote learning).

Lesa prepared a presentation and report and decided to include *all* comments, rather than grouping and condensing comments to major themes.

For copies of the survey, lesaannette@gmail.com.

Conversation about how to use this info for future discussions ensued, especially regarding ways of moving beyond kneejerk, emotive responses alone. Tim intends to on taking this to university administration.

CFA Monthly Department Representatives Meeting Agenda

Wednesday, April 6, 2022, 7:00-8:00 am, ZOOM

Here the link to the meeting: <https://calfac.zoom.us/j/96413067434>

7:00 Welcome / Introductions
Everyone

Tim and

Land Acknowledgment

Grounding In

Interrupting Statement

7:05 Chapter Updates:

Tim/Jessica

Issues Statewide and Local:

[Our Way Forward, Volume II - California Faculty Association \(calfac.org\)](https://calfac.org)

Working Groups to Build on the Contract Success (ideas):

Summit to Remove Bias in SFOT's

Share ideas with departments and add to list (send to *Tim*)

Summit Alternatives to Police on Campus

Summit

7:20 Officer Reports
Vince; Tiffani

-Susan F.; Al;

Triumphal Membership Report

Robin

7:35 SQE
Chelsea, Kathleen

-Melyse,

**7:45 News and Concerns from all the Reps (*Lesa*, Survey Discussion:
Perceptions of**

Safety: COVID 19 at Chico State)

8:00 Meeting Concludes

UPCOMING EVENTS:

April 4-11: Spring Assembly

April: Lecturer Council Summit: Long-Term Security for Lecturers

May: Contract Celebration

STAY CONNECTED!

Tim Sistrunk (CFA Chapter President, Chico Tsistrunk@calfac.org)

**Al Schademan (CFA Chapter Vice President /Faculty Rights Chair, Chico
facrightschair.ch@calfac.org)**

Jessica Lawless (CFA Regional Representative, jlawless@calfac.org)

CFA Interruption Statement:

As part of our continuing commitment to Racial Justice Work, when we experience examples of racial narratives, racism, or whiteness in our meetings, or as we conduct our business, we will speak up. This means we can interrupt the meeting and draw the issue to one another's attention. We will do this kindly, with care and in good faith. Further, as we engage interruptions we will take an intersectional approach, reflecting the fact that white supremacy and racism operate in tandem with interlocking systems of oppression of colonialism, class, cisheteropatriarchy, and ableism. This statement is a reminder that we commit to do this in the service of ending the system of racial oppression.