

# CFA Sonoma General Meeting Minutes

Wednesday, October 19, 2022

Attending: Napoleon Reyes, Bryan Burton, Wendy St John, Clea Felien, Elaine Newman, Scott Horstein, Martha Byrne, Mark Gondree, Rita Premo, Aja LaDuke, Emily Asencio, Zachary Wong, Caitlin Henry, Elizabeth Burch

CFA: Maureen Loughran, Carissa Havemeyer

1. Land Acknowledgement
2. Grounding In
3. CFA Interruption Statement
4. Approval of the Minutes: September 21, 2022- moved: Newman, 2nd: Byrne, passed
5. Approval of Proposed Agenda- moved with addition of Business (5): Mercer Wage Study: Burton, 2nd: Newman, passed

## 6. Business

- (1) CFA General Assembly
- (2) Proposed SSU Multi-Year Enrollment and Budget Plan- Open forum notes will be sent to the provost. Proposals lack details and dollar amounts. Provost has said they will try to include dollar amounts for each proposal. CFA analysis committee: Gondree, Horstein, Felien, Byrne, LaDuke. The Academic Senate will provide an opportunity to participate in the process.
- (3) SQE interns' hourly wage increase from \$16 to \$22- discussion: New wage is a bit higher than other campus jobs. It's unknown if allotted hours will be used up. More discussion in the spring makes sense. moved: St John, 2nd: Burton, passed
- (4) request for removal of CFA sign- discussion
- (5) Mercer Wage Study- If it can work for presidents' salaries, let's make it work for faculty. Let's encourage faculty to use it strategically, for example, push for complete restructuring of lecturer salaries, equity issues, SSU salaries, market adjustments.

## 7. Reports

- (1) President – Napoleon Reyes
  - a. update on President's Budget Advisory Committee (PBAC)- above in Business (2)
  - b. update on Labor-Management meeting- above in Business (2) Lecturers: If offered work, accept it. Then ask for accommodation regarding modality. ADA accommodation trumps. discussion: People are being told to "work with the chair regarding medical accommodation."
  - c. update on meet-and-confer on SSU Voluntary Separation Incentive Program (VSIP) and Spring 2023 class schedule- Only 9 faculty took early retirement 2 years ago. They want to make the deal sweet, but not that sweet. The goal is cheaper, younger labor. Discussion: lack of strategic thought about what positions will be lost and not rehired.

(2) Treasurer – Mark Gondree- nothing to report

(3) Student for Quality Education – Josue Chavez

(4) Labor and Community Outreach – Clea Felien and Christine Cali

(5) Political Action – Bulent Sokmen and Sergio Canavati De La Torre- [sign the CFA pledge to vote](#)

(6) Council for Racial and Social Justice – Aja LaDuke- Campus climate survey: belonging, inclusion, safety. Faculty evaluations: are they really a measure of faculty effectiveness? Variety of task forces: remote work, inclusivity with pronouns, discovery in hiring practices, community engagement. Educational Experience Enhancement Award: deadline is November 28. Initial CRSJ campus meeting: November 3

(7) Representation – Elaine Newman- There are recent good settlements and positive outcomes for faculty. 2020 workload grievance was settled with cash for faculty whose class sizes increased. Equitable treatment for lecturers taking on positions historically held by tenure faculty. Justice after inappropriate dean meddling in department chair affairs. Some grievances were withdrawn because management made positive movement to address cause of grievances. However we still are seeing concerns about workload- new chapter grievance just filed. Other concerns are RTP and entitlement. We also have questions about why so many new lecturers were hired at a time of retrenchment. We want to make sure chairs and deans are educated about Article 12.

(8) Membership and Organizing – Aja LaDuke (and Emily Clark)

(9) Lecturers Council – Wendy St. John- Lecturer Council meeting: October 25. CFA Sonoma is being considered to host Fall 2023 Lecturer one day shared governance conference.

(10) Tenure-Track Faculty – Bryan Burton and Nadiya Parekh- Planning a 2nd event: details TBA. Working on a survey to send out to junior faculty.