

Notes meeting 10/14/22

Ann Stack, James Time, Brad, facilitate, Ali time.

Present: Vic, James, Ann, Blanca, David, Jennifer, Ali, Brad, Sep, Chris, Tendai, Allie, Rithik, Althea, Larry, Erica, Kurt, Melissa, Jaimy, Justine (covid off campus).

Ann moves to approve minutes, James seconds, passes unanimously
James moves to approve agenda, Ann seconds, passes unanimously

Forum on Iran

140 attendees. Discussion of how to support people in Iran. Give money but also supporting academic freedom. Students are on strike, faculty protesting, army moved in. Persis started a petition to ask for American universities to open positions to welcome academics who have been fired for speaking up against the regime. Same thing done earlier with Turkish academics. Petition links are here: <https://docs.google.com/forms/d/e/1FAIpQLSdUJXNhy-KhmouEpKDGcWkM6kvXkqkXyLZQMTajc-pZVJgs3A/viewform>
https://docs.google.com/document/d/1cOJBXHnXBB_BBdiizdDLLWKYcdoioSCcSAidhSPv9Fw/edit

Include with President's letter. Blanca moved Larry seconded to include this. All in favor plus one abstention.

SQE report Allie and Rithik (welcome Rithik!)

Justine: covid off campus. Major covid spikes around this time. SFSU as a computer school is extra vulnerable. Expand testing, more accessible. More online options. More masks. Tie in with global politics. 80\$ to cover flyers and zines. Ann moves, Mellissa seconds to grant the money to SQE approved. Cops off campus. Form a study group do political work. Need ten books 20\$ each. So request 200\$ Ann moves, James seconds, motion passes.

Anti racism work with Jennifer Daubenmier. Survey about bias in relationship to race and other protected statuses. Understand prevalence and nature of bias, more preventive measures. Bias training programs. None for gender. SF State transforms group. In Earth and Climate scientists. Restorative after instances occur. This would be an effort to engage in preventative strategies as well. Ties in with earlier work. Legal advice? Working with Dorothy Tsuruta. Come up with a list of demands for bargaining based on survey. Surveys are not representative so spend a lot of time up front. Samples that don't tell you much. You lose a lot of strength. CSU hired a union busting group to audit equity after Castro debacle. Not sure what the status of that audit is. Management friendly outfit. This is really important. Gender bias in giving out funds as to who was a care giver around covid is an example. Use dept reps, focus groups, interviews, to capture richness and complexity of these issues, to get stories. Get university to get more resources for a role in training based on data, could work more collaboratively. Get into HR issues. Not ask at faculty meetings. Offering real anonymity? Messaging is a huge deal. People have to feel safe. IP addresses can be traced. So only if self-reveal. Go out of way to be transparent Don't want to share with them. Dept. reps are not a strong source. Equity for lecture faculty did a survey. 250

responses. Self-selecting people. Emotional work. Lead up is going to be hard. Takes a long time. Delay factor. We want to do but don't get it right. Compromise, how do we get it done well? Asking ourselves what do we want to do with the data? Use it to support faculty? Survey not always best tool. Hard to answer in a check box. Qualitative study with questions that won't require weeks of therapy afterwards. What do we want to do with this data. Multimodal approach. Systemic not just individuals. Overlapping commonalities. Climate survey 2018 41% of faculty said they experienced hostile, offensive conduct. 25% said that they feel uncomfortable being on campus. That survey didn't drill down into it. Inviting people to be in touch if they want to share more. And some focus groups. Get data, we should also get a caucus going with some demands attracts people with stories and experiences. Double activist and social science approach simultaneously. Would generate more trust.

Joining in, go through IRB? Sep, also few black faculty so easy to identify (esp. if you add gender). Could protect subjects. Tendai, Sep, James, Jennifer, Melissa, Larry. Team.

Change bank to Amalgamated? Amalgamated has union background. Current bank does not. Nasdaq is it greenwashing? Maybe a credit union? Fees. Propose we don't drop the current bank we do some research. Collect some credit unions names and evaluate. For now stick with current bank.

ELF report. Many cuts. Update on what we are working on. Campus advising. Lori Beth Way, open to hiring LF for advising jobs and payment of lecture faculty to do advising on campus. Restore some of the cuts. Got an agreement for 4 ways that LF can be compensated. Sending a letter to chairs to communicate and will be **included in the president's** letter. Working on service equity resolution. Course releases to pay for service. Also pathways to permanence resolution to creating tenure positions for tenured faculty. Article 12.29. Creating documents in philosophy committee, LF and TTF, produced a document with regard to making sure that dept. is in compliance with article 12.29. Great example to share with other departments. Initiate this process in their own departments. One other thing is this is not in one dept. This is a systemic problem.

Advising: has senate been consulted on this new restructuring for advising? 20.1 advising is in the contract. Propose that we do a meet and confer over these changes. 2 presentations to senate about this. Doesn't take advising away from tenure line faculty. Takes some of the technical aspects moves to staff advising. Same amount but different nature of advising. Students complain about confusing advising. CEL certificate program create online only certificate courses that are attached to one faculty member, run for eight weeks. Agreed to be associate chair of psychology, made them agree to address article 12.29 and be more inclusive to LF and entitlement. Brad made the advising issue work out. Huge achievement. Chair is spearheading CEL business. New contract that have to give an interview to eligible lecturers but treated like a farce. 12.29 bringing lecturer faculty up to full time.

Member lunch next week.

Agenda, Anti racism, ELF dept rep system, reopener contract. Adverstising at meeting about what it takes to get strike ready.

After 20, 25 minutes then our program. Ten or fifteen minutes altogether and then listen to their concerns.

Contract reopener. Open bargaining raised at CFA leadership meeting and met with some let's think about this. Let's talk about this again.... Reaction was not indifference but rather let's figure out how to say no. Our resolution. May be introduced at assembly. Talk to individual people before hand. Introduce to general assembly. No secret coups at assembly. Sometimes get endorsed and unendorsed. Fifteen minutes at the end of the assembly to make a resolution from the floor. It will fail. We have tried all avenues. Present to Board of Directors and chapter presidents and there too... Try to get it endorse. Assembly on Sunday. Open stack. Have it read there. Present these proposals with rest of delegates. Need a strategy. Make resolution public on the website. **President's letter**

Shante Briley. Write to her. What is the process? We were encouraged to be strike ready and all of that disappeared when made the tentative agreement. Haven't heard more about reopener and organizing for the reopener. Window is small. Am not sure statewide wants any organizing. Don't invest too much. They continue to ignore us. They don't want to engage with us. Time to take control of it. Article 12.29 is incoherent. It can be fixed. Provision that is incoherent. And we have paid the price. Open bargaining. Us our campus, spend some time communicating our rank and file to make sure that we are engaged we model it. Small people at meeting Blanca moves to. Publish recent resolution on website and move it to assembly. Incrementalism: does it have any value? We need to organize ourselves on this campus. Where do we focus our energy? Amendment by Melissa: we post it on our website after we propose it to the general assembly Two abstentions

Wage theft getting RRT through a large grant. For climate justice initiatives. Getting a course release paid for a full course but seeing regular pay for one course at bottom of range A. RRT is for under 10K So college pays her half or less than that. Not seeing that money. Money that they take goes to support all research endeavors. Not sure that that is true. Slightly separate issue. Not really research.