

What I Wish I Knew When I was New (Or that I need to know now!): CFA LECTURER WORKSHOP

Rev.4/27/23

THERE ARE TWO CATEGORIES OF FACULTY IN THE CSU:

There are the tenure-track/tenured faculty...

And then there are the faculty with temporary
(non tenure-line) appointments

DID YOU KNOW: over 75% of all faculty in the
USA are off the tenure line? You are not alone!

Lecturer Faculty in the CSU

- We are better off than contingent faculty at many other institutions across the country
- For example: some temporary faculty have health care benefits, pension benefits and F/T Lecturers qualify for sabbatical leave
- We have the *same* salary structure as TT/T faculty
- P/T lecturers have the right to file for unemployment at the end of each semester and all can file between appointments
- Most US contingent faculty do not enjoy these benefits
- Why us? Because your union is STRONG!

Lecturer improvements in 2022-2024 Collective Bargaining Agreement (CBA)

- FTAS range elevation eligibility included in contract, expanding range elevation eligibility to many more lecturers
- Job interview for TT jobs you are qualified for
- Service Salary Increases (SSI) of 2.65% in Academic Years (AY) 21/22 & 23/24 for those eligible
- Opportunity for a TT appointment in your current department if offered a TT job elsewhere

Lecturer Appointments are made in the following ranges:

- **A (2):** those who lack a terminal degree
- **B (3):** same salary range as Assistant Professor (you must be placed here or higher if you have a PhD appropriate to teaching in that discipline)
- **C (4):** same salary range as Associate Professor
- **D (5):** same salary range as Full Professor

(Note: Lecturer salary ranges are now currently contractually mandated)

Salary Schedule



RANGE	SALARY MIN	SSI MAX	SALARY MAX	SALARY IS FTE
A (2)	4,530 54,360	5,405 64,860	6,056 72,672	PER MONTH ANNUALLY
B (3)	5,405 64,860	6,786 81,432	11,994 143,928	PER MONTH ANNUALLY
C (4)	6,190 74,280	8,554 102,648	13,172 158,064	PER MONTH ANNUALLY
D (5)	7,794 93,528	9,385 112,620	13,797 165,564	PER MONTH ANNUALLY

Salary Raises (Article 31)

- Re-opener on General Salary Increase (GSI) for AY 23/24 starting May 1st
- **Service Salary Increases (SSI' s)**
 - 2.65% increase automatically, after teaching 24 units in a single dept., on anniversary date of hire in AY 23/24. (Not every year)
 - -We only receive them if we have bargained for them

Range Elevation

- Do not let anyone convince you that it is comparable to tenure & promotion!
- Range elevation is simply a salary increase of at least 5%, moves you from A to B, B to C, or C to D
- You will be informed 30 days prior to the deadline to apply if you are eligible for range elevation, in Fall semester

Benefits of being in a single bargaining unit

- We're on the same salary scale as TT/T (3 of the 4 Lecturer salary ranges)
- We're eligible for the same GSI & SSI raises
- We're eligible for the same benefits
- We're eligible for the same pensions
- United we are stronger!
- The CSU cannot divide and conquer!

Benefits

- Lecturers who are appointed for at least 6 weighted teaching units (WTU's) or a 0.4 time base for one semester are eligible to receive health benefits. NOTE: these WTU's can be from multiple depts or CSUs!
- 0.4 appointment for an AY= year-round benefits coverage

Flex Cash

- If you don't need to make use of CalPERS medical: \$128 more in pay/month
- If you don't need to make use of CalPERS dental: \$12 more in pay/month
- Your other coverage (i.e., spouse or partner) cannot be from a CSU employee

Time Base Chart

Semester	Time Base
3 WTUs	0.20
6 WTUs	0.40
9 WTUs	0.60
12 WTUs	0.80
15 WTUs	1.0 (full time)

Appointments



- Initial appointment: often one semester
- After working a full academic year: a 1-year appointment is automatically awarded with a time base entitlement
- After 6 years in a single department: a 3-year appointment with a time base entitlement based on the time base of the 6th year is awarded after positive cumulative evaluation.
- **Entitlement is tied to a department.**

1-Year Appointments (Art.12.3)



- One year appointment: after teaching both semesters in an academic year (Fall/Spring)
 - ▣ To be reappointed, you must apply every semester.
 - ▣ Meet with your chair to discuss reappointment and classes you can teach
 - ▣ Request the subsequent appointment in writing and include a list of classes you are qualified to teach
 - ▣ Review department and campus guidelines for Lecturers to make sure your department follows them

3-Year Appointments (Art. 12.12)

- After 6 years of service (with at least 1 semester of teaching during each of those 6 consecutive AY's)
- Satisfactory evaluation in place in order to receive the appointment
- Time base entitlement of 3-year appointment based on actual time base worked during the academic year prior to the 3-year appointment

Entitlement



- The first 2 consecutive terms taught in an academic year (Fall/Spring) establish the time base entitlement for one-year appointments.
- Once a one-year appointment is established, two consecutive terms taught in the prior academic year set the time base entitlement for a subsequent appointment.
- The time base in the last academic year prior to a three-year appointment establishes the time base for the subsequent three-year appointment.

Building Entitlement



Keep your department chairs and/or program coordinators informed about:

- What classes you have taught
- What classes you are qualified to teach
- Request additional classes BEFORE classes are assigned.
- You can build separate entitlements in multiple departments
- We have lost arbitrations because the Lecturer never asked to teach the class

Preference for Work (Art.12.29)

- Tenured & probationary faculty
- Administrators, TAs, other student employees & volunteer faculty
- Lecturers with **3-year, full-time** appointments
- Lecturers with **multi-year, full-time** appointments
- Lecturers with **3-year, part-time** appointments up to time base entitlement
- Lecturers on department re-employment list
- Lecturers with continuing, multi-year, part time appointments
- Visiting faculty
- Lecturers with no multi-year appt up to their time base entitlement and lecturers with no entitlement but who were employed in the prior academic year (to any time base)
- New and additional work:
 - Lecturers with **3-year, part-time** appointments (up to full time)
 - Lecturers **with 1-year, part-time** appointments (up to full time)
 - Any qualified candidate (new hires)

Note: *after entitlements are met, 1-year lecturers may receive add'l work before 3-year lecturers due to: "demonstrably better qualifications" or "objective determination"*

Article 12.9 & 12.11

- “Appointment of a temporary employee in consecutive academic years to a similar assignment in the same dept. or equivalent unit **shall** require the same or higher salary placement as in his/her previous appointment.”
- “A lecturer who receives a new appointment may be placed on the salary schedule above the maximum Service Salary Step Increase rate within his or her then-current salary range.”

(Note: a term-appointed Lecturer receives a new appt every term, a 1-year Lecturer every year, and a 3-year Lecturer every 3 years)

Additional Benefits



- CSU Fee Waiver Program, for lecturers with 3-year appts
- CalPERS pension: 7.5 WTUs for 3 consecutive semester gets you in– employee and employer contributions begin the third consecutive semester
- Sick Leave (paid)
- Parental Leave (paid)
- Personal Holiday (paid)
- Disability Leave
- Unpaid Leave/Personal
- Family Care & Medical Leave

Periodic Evaluation (Art.15.23)



- ❑ REMEMBER: Evaluations are a *good* way to protect your rights
- ❑ Lecturers appointed for one semester or less shall be evaluated at the discretion of the department chair, the appropriate administrator, or the department/equivalent unit
- ❑ Lecturers in the last year **before** their first 3-year appointment must be evaluated prior to the appointment
- ❑ Lecturers in the last year of a 3-year appointment must be evaluated prior to the subsequent 3-year appointment
- ❑ 5-day notice is mandatory when classroom visits are utilized as part of the evaluation
- ❑ Lecturers can request an evaluation (peer evals recommended)
- ❑ Evaluation criteria must be given within 14 days after the 1st day of instruction

Periodic Evaluation (cont'd)



- Faculty unit employees, students, academic administrators & the campus President can contribute information to the evaluation
- Only tenured faculty unit employees and administrators may deliberate and make recommendations
- For evaluations in the year before a 3-year appt is issued:
 - * This evaluation is CUMULATIVE
 - * “Satisfactory” rating is required before a 3-year appt
 - * If “Unsatisfactory”, no 3-year appt is offered, but reasons must be stated in writing
- Lecturers can submit a rebuttal/request a meeting within 10 days following receipt of the recommendation

Faculty Grievance Process



- Know your rights – become familiar with the contract
- Keep your dept. rep or other union rep informed of any issues within your department
- Informal resolution: encouraged when possible
- Formal grievance procedure
 - 49-day deadline to file formal grievance
 - Consult with dept. rep/lecturer rep/Faculty Rights Committee members

Weingarten Rights: You are entitled to a CFA rep at any investigative meeting w/ campus administration & you can remain silent until CFA is in the room – ask us!

Personnel Action File (PAF) checklist

- ❑ Must be on file at Faculty Affairs
- ❑ Must be used when assigning work
- ❑ You must be notified before any items are inserted in your file
- ❑ You have the right to submit a written rebuttal and correct any inaccurate information
- ❑ Check your file periodically
- ❑ You can add info to your file (the good stuff!)

Strengthen Your Position & Advocate!

- Read the CFA contract and become familiar with those articles that directly relate to you (Articles 12-Appointments and 15-Evaluation)
- Request peer evaluations and observations
- Check your PAF (Personnel Action File) periodically. Add info to it that strengthens your position
- Keep a file of your appointment letters and of items you submit to your PAF
- Contact your dept. chair and educate them on what courses you have taught and what courses you are qualified to teach

How can we protect all that we have gained for Lecturers?

- JOIN CFA! <http://www.calfac.org/join-cfa>
- Read CFA Headlines that are emailed every Wednesday
- Read CFA emails that come from both your chapter and statewide CFA to stay informed
- Come to our CFA-sponsored workshops, events and meetings
- Be willing to stand with your colleagues when we fight for a fair contract for all faculty
- Become a CFA Lecturer Council member
- Together we are strong!

EVERY CSU CAMPUS HAS LECTURER REP WHO IS HERE FOR YOU!

Your CFA Lecturer Rep:

Barbara Olave

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<https://www.calfac.org/council-of-lecturers/>