
Pomona Chapter Chatter

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Upcoming Events

RTP Mentoring Workshops are listed on pg. 3, and in the Chapter web page

www.cpp.edu/~cfa

Strike Committee meetings will begin Thurs., Jan. 7th, 1:00, 15:2334, following the meeting of the Eboard/Dept. Reps. Council

Range Elevation Workshop Dec. 16th, 10-12

Lecturer Nuts and Bolts

Workshops: Tues., Jan. 12 12-1:00 and

Wed. Jan. 13 12:30 - 1:30, Faculty Center

Lecturer lunches Tues. Feb. 9 and Wed. Feb. 10 11:30 - 1:00 in KW

Title IX Workshop - TBA

Pension and Benefits Workshop – Jan. 28th, 2-5:00 This will be in Orion, BSC, with Jonathan Karpf.

Conversion Workshop for Lecturers – Jan. 28th, 11:30-1:30 This will be in Orion, BSC with Jonathan Karpf.

We will keep you posted on important actions relating to our contract dispute with the Chancellor.

Why I Will Strike

What do we want? We want to teach, do research, help students with their work, serve with our colleagues to build our programs ... all the things we do are what we want to do. But we don't want to do them on the cheap any more! I don't think university education should be run by a management philosophy similar to fast food.

The administration talks a lot about student success. By that, they mean graduating students as fast as possible. I'm in favor of students graduating. However, it doesn't make sense to talk about student success when you have over half their classes taught by lecturers who are underpaid and over-worked, who aren't involved in the life of their departments for the most part, who are often unsure of having work the following term. If management really cared about student success, they would pay us all what we're worth and give students the continuity of a larger core of tenure-track professors.

They say they don't have the budget to pay us the small general salary increase we have asked for, 5%, plus a 2.65% service salary increase for those eligible. The budget issue doesn't bother them when they talk about raises for executives. Our K-12 teacher and community college instructor colleagues are getting bigger raises than 5%. If the managers were really worried about the budget, they'd be in Sacramento every day telling the legislature to figure out how to generate enough revenue to support the public institutions the state needs – CSU is down to 40% state support now. There was nothing wrong with the model presented in the California Master Plan for Higher Education of 1960, except that it requires the state to provide full funding. Making the CSU a private school doesn't serve our people.

This isn't about me so much. I've been teaching for over thirty years, publishing, doing lots of service, working as a consultant on government contracts, and I make about what my daughter who graduated from law school three years ago makes, but I'm okay. I didn't go into anthropology to get rich. It worries me that younger people, future teachers of college chemistry, history, math, philosophy, and so on, will find out that their Ph.D.s and dedication to teaching won't pay the bills, pay off their loans, or allow their own children to go to any schools they like. I'm worried that the public universities are becoming too much like for-profit vocational schools, with expendable faculty, fly-by-night quickie programs, and little academic freedom.

I don't want to strike, but I will. The Chancellor and Board of Trustees don't respect or support the faculty as a whole or our particular professions. We have told them over the past twenty or more years we don't like the direction the CSU is going. The leaders' 'reforms' and policies have not brought about the promised improvement of student performance. They have made it harder for us to teach effectively. Getting faculty a reasonable raise won't solve these big problems, but it's a start. I'm willing to fight for 5. How about you? If you are willing to participate in the Strike Committee now forming, contact Gwen Urey, Pomona Strike Coordinator, at facrightschair.po@calfac.org.

By Chapter President Dorothy D. Wills

At this writing, Fact-Finding is on-going. Two meetings of the two sides (CFA and CSU) with the neutral fact-finder have taken place. We do not know if there will be another, or if the fact-finder is now preparing a report.

WE'RE SEEING RED

On Nov. 17th, the Board of Trustees and Chancellor saw a sea of red outside their meeting room. They did not respond, except to vote to lift the cap on executive salaries. It is important for you to do the following to support the fight for 5%:

1. Put something like this in your syllabus:

The California Faculty Association is in the midst of a difficult contract dispute with management. It is possible that the faculty union will call a strike or other work stoppage this term. I will discuss this situation with the class, and let you know how you may be affected.

2. Wear your "I Don't Want to Strike, but I Will" T-shirt, any CFA shirt or gear, or any red clothing the first week of Winter Quarter. Let us know if you want a red strike shirt.
3. You will be asked to attend a very important strike preparation working meeting in the next few weeks. At the end of the fact-finding process and ten-day publicity black-out, the Chancellor will most likely repeat his last, "best" offer of 2% increase to the compensation pool. We will then be legally able to call a walk-out, strike, or other job actions. We intend to shut down the campus. Your union will need you to participate – not at home, not holding class, not going to committee meetings.
4. The Chancellor is visiting our campus on Feb. 18th. Let's give him a lot to think about.

By Chapter President Dorothy D. Wills

CFA Pomona Chapter RTP Mentoring

The Faculty Rights team offers workshops coinciding with all phases in the RTP cycle, from putting your package together to strategizing responses and appeals to each level of review. Mentors can provide objective reviews of candidates' materials, including the evaluations written by committees and deans. Mentors' knowledge of the rules and policies governing the process can also help candidates protect themselves.

As the RTP process is well underway for 2015-16, many of the workshop dates have passed. A few remain:

Responding to the Dean's evaluation:

2nd and 3rd year faculty: workshop is Thursday, 3 December 2015, 1-3 pm;
responses are due Thursday, 10 December 2015, 5 pm

4th and 5th year faculty: workshop is Thursday, 28 January, noon-1 pm;
responses are due Monday, 1 February, 5 pm

Pre RTP for 1st year faculty

Package preparation: Thursday, 21 January 2016, 11 am-2 pm

Responding to the DRTPC: Thursday, 18 February 2016, 1 pm-2 pm

Responding to the Dean: Wednesday, 30 March 2016, noon-1 pm

If you are unable to make an event, but need a consultation about your RTP situation, contact the Faculty Rights Chair, Gwen Urey, at facrightschair.po@calfac.org

By Faculty Rights Chair, Gwen Urey

Attention Lecturers

A Range Elevation Workshop will be held on Wed. Dec. 16 10:00 - 11:00 in the Library Conference Room (15-2334).

Lecturers are eligible to apply for range elevation if they

1. Are not eligible for any more service salary increases (SSIs) in their salary range
2. Have been in their salary range for at least five years

The administration is required to notify lecturers of their eligibility by Dec. 1. Applications are accepted from Dec. 15 - Jan. 15. Guidelines for range elevation are determined by departments and should be listed in the department's evaluation criteria. A committee in each applicant's department will review the application and make a recommendation. Range elevation comes with a raise of at least 5%.

Contact Bonnie Thorne bthorne@cpp.edu if you have questions.

By Bonnie Thorne, Chapter Lecturer Rep.

Meet the Candidate for Senator

Residents In Senate District 25 (Burbank through Glendale, Pasadena, Monrovia, Azusa, Glendora, Claremont and Upland) now represented by Senator Carol Liu, are invited to meet a candidate to succeed Senator Liu who is termed out.

Phlunté Riddle will be at the Petterson Museum in Pilgrim Place in Claremont, 730 Plymouth Road, Tuesday, December 1 at 5:30 p.m.

Please park on Eight Street, walk down Plymouth. The museum is part of the large Pitzer Lodge. RSVP to Melbourne.boynton@gmail.com or call 909-984-0531.

Phlunte recently retired as a lieutenant with the Pasadena Police Department. She has a wide involvement in community activities. She is currently an adjunct professor at Golden West College and is a former adjunct professor at Biola University. She has a doctorate degree from Phillips Graduate Institute, an MA from Woodbury University and a BS from the University of La Verne.

She has several endorsements including Assemblymember Chris Holden who represents the eastern part of the district, including Claremont, Senator Connie Leyva who represents the Pomona, Chino, Ontario Senate District, and Assemblymember Dr. Shirley Weber from the San Diego area who taught at CSU San Diego. Among organizations supporting the campaign are The California Democratic Legislative Women's Caucus, the Claremont Police Officers Association as well as the police officer associations from Glendora, Pasadena and Sierra Madre.

The race to represent the district is likely to be very competitive. Other candidates for the seat are Assemblymember Mike Gatto who now represents the western part of the district in the Assembly and Anthony Portantino who represented much of the area until he was termed out and replaced by Gatto. Pasadena City Councilwoman Jacque Robinson is also running.

If you are free that night, please make it a point to attend. CFA is likely to make an endorsement and your opinion emailed to the CFA office at Cal Poly for that endorsement will be much appreciated.

Assemblymember Rodriguez Open House and Toy Drive

Assemblymember Freddie Rodriguez who represents the 52nd Assembly District holds an annual Open House and Toy Drive at his local office in Chino. This year it will be Saturday, December 5, 2015 from 10 a.m. to 1 p.m.

If you live in Pomona, Montclair, Chino, Ontario and part of Upland, drop by the open house, and mention you are a part of the Cal Poly Faculty.

By Art Sutton, Chapter Political Action Rep

Union Power

The November 17 rally was a well-organized event that made a very powerful media statement. Many faculty have the perception that the CFA stages small, inconsequential events or actions, and perhaps that this rally would continue the trend. This rally was anything but that. The rally demonstrated the union's power to organize events at the scale of multiple campus shut-downs, while garnering positive political and media attention.

Impressive logistical planning, professionally produced props, events on multiple stages, and creative theater techniques imbued the event with the gravitas of a movement. This was more than a rally; it was a show of power. The staging area was well organized, and buses brought contingents from northern California CSU campuses. For the march, campus contingents were organized around highly visible, professionally constructed campus banners. This combined with the "red shirt uniform"

gave a unified, martial quality to the march, like different clans united to fight a common foe.

The march from the staging area to the Chancellor's office had a police escort. Motorcycle police stopped traffic for the demonstrators to cross streets.

Golden Shores was completely closed to vehicular traffic, and it was filled, curb to curb, with marchers. This was an impressive sight.

The event was covered by major TV news stations.

Toni Atkins, the Speaker of the State Assembly and a member of the Board of Trustees, spoke to the Trustees at the morning session, then spoke to the rally. Part of her message was that the state has money to give faculty more than the CSU is offering:

CSU's commitment to prioritizing the enrollment of more California students and improving graduation rates, helped secure more money from the state. Stonewalling on needed and deserved salary increases for faculty will chip away at legislators' confidence in the system, and maintaining that confidence is imperative as we fight to bring additional funding to CSU.¹

¹ <http://asmdc.org/speaker/news-room/press-releases/speaker-atkins-urges-csu-to-reach-agreement-with-faculty>



Unfortunately, even after the strike vote and rally, the CSU has given no indication that it will change its position on salary. Speaker Atkins made clear that the Legislature provided enough money for decent faculty raises, so it appears that the Chancellor and Board of Trustees have a hidden agenda. One can only speculate, but it's reasonable to conjecture that this agenda includes the further diminishment of the number of tenure track faculty (while increasing the number of low paid adjuncts) and the disempowerment, by breaking the union, of the remaining tenure track faculty. Instead of professors providing a quality education, the CSU appears to be interested in optimizing graduation rates at the lowest possible cost and with a compliant workforce, all while maintaining the façade of a real university with gimmicks such as “teacher-scholar.” The faculty members who have the most at stake in this ongoing struggle with the Chancellor’s office are obviously the new and mid-career tenure track faculty. They have the most to lose with respect to salary, benefits, and working conditions.

Unfortunately, they are underrepresented in the CFA leadership. So now, more than ever, mid-career and young faculty are needed not only to participate actively in the CFA but to become part of the CFA campus leadership. The strike vote and rally amply demonstrate that the CFA is capable of action. Imagine how much more effective it could be with the active participation of our bright and energetic young faculty. Active participation creates union power, the only force capable of challenging the Chancellor and his

minions. The fight must continue, otherwise



compensation and working conditions will continue to decline. So invest in your future: become active in the CFA.

What Are They Up To?

An on-line publication called Academic Impressions gives us a window into the interests and activities of university administrations. The most common topics are fund-raising, [administrative] leadership development, managing 'under-performing' faculty or incentivizing faculty retirement, increasing on-line courses, prioritizing academic programs for budget purposes (aka re-structuring), managing adjunct faculty, all things assessment, and other familiar memes. I just saw this one, and was intrigued:

4 Things Academic Deans Can Do to Connect Majors and Minors with Careers

In my previous article with AI ("[4 Things Academic Deans Can Do to Help Students Succeed After Graduation](#)," in August 2015), I offered advice on how academic deans and career professionals can collaborate to improve student career mentoring. In this follow-up article, I would like to offer four curricular strategies that can immediately improve student career prospects, by connecting more clearly what a student studies and what they aspire to do after college.

Four strategies to make this happen:

- 1. Work directly with admissions to break the myth that specific majors need to be tied to specific jobs.*
- 2. Design majors that are internally flexible and externally connectable in ways that allow students to explore their interests and graduate in four years.*
- 3. Design minors that connect to as many majors as possible and offer versatile career skills.*
- 4. Create internship and employer relations programs that connect curricula to potential employers.*

I'm not opposed to students' being able to find jobs and careers after graduating from college. It's a great idea. The dearth of

employment is not, however, the fault of the university curriculum, but of the nature of the economy. The faculty should resist the idea that the standard for an academic program should be set by what business wants. And why wouldn't business want students to be literate, knowledgeable, able to think critically and creatively, numerate, well-versed in research skills, not just competent in some technical area? The Board of Trustees just voted to eliminate the cap on executive salaries for the CSU. These folks, campus presidents, the Chancellor, perhaps a few vice chancellors, just received a 2% raise and got a 3% raise last year. They've gotten raises during the years when we got none. They've gotten raises when they were increasing student fees - because the university didn't have enough money. They've gotten raises and promotions and hired more managers during the years when tenure-track faculty numbers flat-lined and retirees were replaced by adjunct faculty.

I can understand why most people have accepted the idea that it is normal, practical, even good, for a few people to make and have much more money than other people. They can say, 'those people have a lot of responsibility for personnel or operations,' or 'they have created or produced an invention that saves time or lives,' or 'they have achieved some diplomatic or social or economic victory,' etc. I'm willing to agree that some people can make more than others. But how much is okay? Twice? Ten times? A hundred? Is it also okay for some people's children to have ten times as much educational opportunity, ten times better housing, food, health care, ten times the financial security?

Some of the CSU executives that have gotten all these raises make ten times as much as some of the faculty who teach our students, who have even less. Lifting the cap on their salaries is a tacit endorsement of the idea that they deserve even more, that they and their families are worth more than ours.

HAVE A GREAT BREAK!