



The fight for fair accreditation

Dedicated part-timers take on extra student responsibilities

AS CITY COLLEGE of San Francisco struggles to remain accredited, part-timers have played pivotal roles in maintaining the quality of instruction and services on which so many students depend.

Li Lovett, a counselor and San Francisco Community College Federation of Teachers member, reports that many part-time instructors at the college have been “immersed in the fight.” Having participated in four phone banks to mobilize faculty since July, Lovett found the part-time faculty she spoke with to be “really aware of the issues,” including the threats to the union’s flagship contract provisions for part-time faculty.

Lovett has also been impressed by the numbers of part-timers helping build the “people power” required to expand public awareness and to do work not previously expected of part-timers in this era of budget cuts, layoffs and reduced staffing at the college.

Accreditation Watch

This summer the Accrediting Commission for Community and Junior Colleges shockingly decided to terminate accreditation for City College of San Francisco, effective July 2014. A year earlier, the ACCJC, in an unprecedented move, had jumped the college from full accreditation to “show cause,” the highest sanction short of terminating accreditation.

These punitive actions were delineated exhaustively in a complaint filed by the CFT. Since then, the U.S. Department of Education has asked ACCJC to fix several errors in its assessment of CCSF, the San Francisco city attorney has taken legal action against the ACCJC, the Joint Legislative Audit Committee approved a request by two state senators to audit the ACCJC, and CFT filed suit against the ACCJC seeking an injunction to prevent the agency from revoking accreditation. > Learn the full story at cft.org.

Malaika Finkelstein, also a Federation member and an instructor who works with dis-



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abled student services and transitional students, agrees that part-timers have been instrumental in keeping the college going: “Nearly all the part-timers I know invest their full working lives into this job. We have been doing a lot of work

traditionally done by full-time faculty, staff, and administrators. We’re told that we have

the option of ‘just teaching,’ but realistically, that isn’t possible. Much of the extra work we’re doing is essential for us to be able to do our teaching jobs.”

According to Lovett and Finkelstein, this increased workload is to some degree a function of the part-time faculty’s strong contract. Partly because of re-hire rights and the contract’s reasonable compensation and health benefits for part-time faculty, both have always felt “very much a part of the City College culture,” according to Finkelstein.

Lovett attests to a “loyalty and dedication” to the college felt by many part-timers because they have been treated as an essential “part of a team.”

This has resulted in a willingness to take on duties not previously required or expected of them — for the good of students and the college.

But “we’re all stretched thin,” says Finkelstein, describing her recent experience helping a student get a student ID card that would permit use of library resources. Because the ranks of counseling faculty and support staff have been dramatically reduced, some day-to-day administrative and student support work “falls to those of us

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Affordable Care Act: Enrollment now open

Don’t be surprised when you receive notification from your employer of the launch of the Affordable Care Act, called Covered California in our state.

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> To learn more, telephone 888-975-1142. To enroll, go to the state-sanctioned website coveredca.com.

Prop. 30 brings bounty of classes for students, part-timers

THE PASSAGE of Proposition 30 in November of 2012 has been a boon to part-time faculty at Citrus College in Glendora, beginning with the winter term and continuing uninterrupted into this fall.

“Many of us worked in the winter intersession for the first time since the panic of 2008,” says Bill Zeman, president of Citrus College Adjunct Faculty Federation. In spring semester, the college added more sections. “The administration had promised 165 additional classes in spring if Prop. 30 passed. They kept their promise, and adjuncts taught all the



Bill Zeman

new classes.” Previously employed part-time faculty who wanted to teach not just one but two summer classes were able to, according to Zeman. “There are actually more classes available now than those of us already employed at the college can teach.”

This fall, not only are most previously employed part-timers at Citrus teaching as many classes as they can and want to teach, but they are also enjoying an increase in pay, thanks to

the new funds from Prop. 30.

The 2 percent raise the union negotiated last spring was reflected in August paychecks. This pay raise will benefit returning part-timers as well as new part-time faculty hired to teach the additional courses made possible by Prop. 30.

“There are actually more classes available now than those of us already employed at the college can teach.”

— Bill Zeman, Citrus College Adjunct Faculty Federation

Zeman emphasizes the benefits of the Prop. 30 victory to students, and adds that the win has helped part-time faculty at Citrus understand the power of the union: “I am able to tell new adjuncts of the value of unionism, citing Prop. 30 as an example. I have persuaded several who did not like paying dues that their dues in fact are quite worth it. In negotiations last spring, we also won the ability for new adjuncts to get four steps for experience rather than two. I was able to show new adjuncts that this gain, alone, pays for their union dues.”

Union supports paths to full-time status for adjuncts

DELEGATES TO THE annual CFT Convention passed two resolutions submitted by the CFT Part-Time Committee calling for the union to pursue legislation that would help part-time faculty secure full-time employment.

If successful, legislation emerging from Resolution 23 would call for community colleges to “replace a full-time faculty member who is either on sabbatical or long-term medical leave with a temporary full-time employee who is qualified

STEVE YEATER



and whenever possible, from the same institution.” Thus, colleges and districts would be obliged to fill that absence with

one faculty member with all the responsibilities and compensation of the full-timer rather than staffing that full-timer’s classes with several part-time faculty.

Resolution 23 cites the benefits of such a requirement, including the greater familiarity of already-employed part-time instructors with “the academic standards, curriculum, personnel, and culture of the institution, thereby aiding in student success initiatives and other institutional goals.”

Resolution 24 cites the increased rates at which com-

munity colleges have lost experienced part-time instructors due to reduced class offerings, and the benefits of retaining experienced part-time faculty by hiring them when full-time positions become available. It would, if successful in the Legislature, “create a career path for those qualified temporary part-time instructors who desire to work as full-time by changing the California Education Code to allow for promotion of qualified experienced temporary part-time faculty to full-time regular employees.”

Overload bill stalled in Legislature

CFT-sponsored AB950 (Chau, D-Alhambra), which would limit full-time faculty overload to 50 percent of a full load, cleared the Assembly and the Senate Committee on Education, before landing in the Senate Appropriations suspense file. CFT faculty and staff collaborated with Chau to place a reasonable limit on full-time faculty overload. Part-timers Linda Sneed, left, and Pete Virgadamo, right, are pictured with Assemblyman Ed Chau and CFT Legislative Director Mónica Henestroza, after testifying in the Legislature.

Know your elected statewide representatives!

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John Govsky and **Linda Sneed**



Victor Valley part-timers spearhead needed change on campus

AFT PART-TIME Faculty Federation has become active like never before. President Lynne Glickstein reports that with the support of the CFT, the union got educated and got smart.

Local leaders in Victorville learned how to read and analyze the college budget, not only putting them in a more advantageous position to bargain their contract but leading them to expose some unacceptable administrative practices. This resulted in multiple resignations by top administrators, middle management, and even a board trustee, hopefully clearing the way for more student- and labor-supportive management and trustees.

“As a part-time-only local, it’s not always easy to get a

lot of people involved in our work,” Glickstein explains. Part-timers are busy and their responsibilities and commitments are often spread across several worksites, “but we’ve

are not complying with.”

During the last year, the local forged alliances with people in the community “who hadn’t tended to see unions as their friends,” including business leaders, ex-officials, and even a former college president, explains Glickstein. “They began seeing the value of union activity to make our college a better place.”



CAROLYN RICHE

The executive board in Victor Valley led the successful outreach.

made a lot of progress. We need to work within our unions, and with other organizations to get, for example, the 75:25 ratio [state law requiring that 75 percent of courses be taught by full-time faculty] enforced, which so many colleges, including ours,

Glickstein also looks forward to more collaboration between her AFT local and the unions representing full-time faculty and classified staff on campus. “We don’t want to be divided,” she concludes.

GetConnected



The Adjunct Advantage, a study released by the National Bureau of Economic Research, suggests that “new students at Northwestern University learn more when their instructors are adjuncts.”

<http://goo.gl/m6qJPf>

“Gap Widens for Faculty at Colleges, Report Finds,” according to a finding by the Association of American University Professors that only 24 percent of higher education faculty are tenured or tenure-track.

<http://goo.gl/ORMqTH>

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Allan Hancock contract guarantees parity funds

ACCORDING TO Allan Hancock College Part-Time Faculty Association President Mark Miller, the local closed the “parity disparity” between part- and full-time faculty at the Santa Maria college in a newly ratified contract with a salary schedule that includes parity funds for part-time faculty.

Ten years of effort finally culminated in “an approximately 10.4 percent increase for credit lecture instructors, and 4 percent for all the other salary schedules” thanks to cost-of-living-adjustments and Prop. 30 funds.

In other gains, the local negotiated a 20 percent increase in office hour pay, a salary schedule for non-credit instructors that recognizes advanced education, and stronger seniority rights for counselors.

Local scholarship program gives back to students and community

THE LINDA CUSHING scholarship program launched by Part-Time Faculty United at College of the Canyons recently expanded to award four \$500 scholarships per year to qualified students, according to Pete Virgadamo, history instructor and president of the Santa Clarita union.

In order to submit student names for consideration in one of three categories (financial need, academic merit, and thriving returning student), faculty must be members of the local. “We are the youngest of the three unions on campus,” says Virgadamo, “and the only one that has organized a student scholarship. We wanted to give back to students, recognizing that they are the



reason we are all here at College of the Canyons.”

The program is named after union organizer, now AFT staffer, Linda Cushing, who “stood by us during the entire struggle to be recognized as a part-time faculty union at the college,” explains Virgadamo.

The scholarship is an “open-ended expenditure” that recipients are asked to spend on educational purposes, such as textbooks, tuition, or parking fees.

Scholarship winners are invited, along with their families and nominating faculty, to a dinner held each spring in their honor.

“The scholarship program has helped some on campus recognize us for what we are — not narrowly self-interested but responsible citizens of the campus,” explains Virgadamo. He is thrilled at the opportunity to expand the scholarship and looks forward to even further growth as union membership increases.

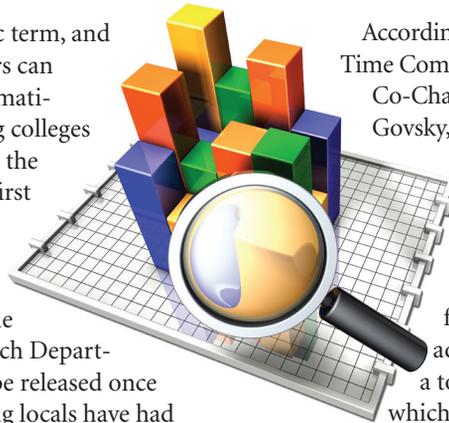
CFT undertakes study of part-timer compensation

Comprehensive statewide analysis will compare pay rates, schedule advancements

IN A SHOW of support for part-time faculty, the CFT committed this year to completing the first phase of a substantial study of part-time faculty compensation that may prove invaluable to those seeking stronger contract language for part-time instructors.

Initiated by the CFT Part-Time Committee, the compilation of data on part-time salaries has been a complicated task, since methods of calculating compensation, length

of academic term, and other factors can vary so dramatically among colleges throughout the state. This first phase of the project, completed by the CFT Research Department, will be released once participating locals have had the opportunity to verify the data.



According to Part-Time Committee Co-Chair John Govsky, this is an exciting project, as it will afford part-time faculty advocates a tool with which to compare pay rates and schedules. When finished, the docu-

ment will offer the following information: how much per hour part-time faculty earn at various points on their institution's salary schedule, whether their pay rate reflects the level of education attained, the number of steps and columns on the salary schedule, and the rate at which faculty can advance along the schedule. Lastly, the study will provide information about compensation for part-time faculty who hold office hours.

Accreditation

(Continued from page 1)

still here, including part-time faculty. What seems like a simple administrative problem becomes an instructional problem.”

Faculty members do more support work than ever before simply to be able to teach their



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Malaika Finkelstein

classes. “If I don’t do curriculum development, I will have no material to use in my courses,” Finkelstein elaborates. “If I don’t write course outlines, my classes will be cut. If I don’t fix registra-

tion problems, my classes will not have enough students.”

Though part-time teaching at City College has become more difficult due to accreditation threats and budget cuts, Lovett and Finkelstein credit the union for “stepping up” and playing instrumental roles in the essential work of the college. The union, the academic senate, and the faculty

“We have been doing a lot of work traditionally done by full-time faculty, staff, and administrators. We’re told that we have the option of ‘just teaching,’ but realistically, that isn’t possible.”

— Malaika Finkelstein, Instructor of disabled and transitional students

as a whole have been doing work traditionally expected of administrators, including college promotion and boosting student enrollment. The union’s member representation work — such as ensuring the correction of payroll errors that have hurt faculty — has grown.

Meanwhile, the connected-

ness and sense of inclusion that part-time faculty already felt at City College has become a form of solidarity with other campus workers. According to Finkelstein, there has been a tremendous amount of “faculty-staff collaboration, and a sense of solidarity between part-time faculty and student workers on campus who earn less than minimum wage.” But the strug-

gle is hard on everyone.

“The extra work does take its toll,” explains Finkelstein. “Everyone is under too much stress, taking on too much extra work. There is tension because no matter how hard we work, things – and students – can fall through the cracks.”



Part-Timer is published by the California Federation of Teachers, an affiliate of the American Federation of Teachers, AFL-CIO. The CFT represents faculty and classified workers in public and private schools and colleges, from early childhood through higher education. The CFT is committed to raising the standards of the profession and to securing the conditions essential to provide the best service to California’s students.

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Part-Timer is printed by union workers at Pacific Standard Press in Sacramento using soy-based inks on Forest Stewardship Council-certified paper containing 10 percent post-consumer waste.



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