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n 2007, the California Part-time Faculty Association (CPF A) worked with Assembly member Mervyn Dymally to get authorization to raise the part-time faculty cap from 60% to 67%. Today, CFT, the Faculty Association of California Community Colleges (FACCC) and many other faculty organizations have declared support for Assembly Bill 897 (Medina), which could raise the cap to 85%.

This bill is not without opposition. Some have said that if a district does, by way of an increased cap, offer more classes per part-time instructor, it will reduce the number of total part-time instructors it relies on, causing teachers (ostensibly the least senior) to lose their jobs, but this is a short-sighted conclusion. The total number of courses taught by part-time faculty across the many colleges does not change. It will, however, allow a teacher to work at more than one district versus many, and no longer force those teachers to spread themselves across multiple districts in order to cobble together a meager existence. Another opposition argument is that if part-time temporary instructors are allowed to help teach more classes at a single district, this will increase the costs to that district by virtue of the legal requirement to now offer those instructors health benefits. While health benefits for employees are always a good thing, this argument pertaining to AB 897 is inaccurate as the legal requirement applies only to workers who teach 87.5% or more of a full time load. AB 897 would only raise the cap to a maximum of 85%.

Finally, the most surprising argument against increasing the cap comes from those who recognize that it does not fix the exploitative nature of our “two-ter” faculty employment system, so they oppose it on the grounds that they want to do away entirely with the exploitation of part-time faculty. There is no question that this bill falls far short of fixing the problem, but we must consider that since 1967, this issue has been growing worse and in all that time, no fix has been forthcoming. Part-time faculty will continue to be exploited regardless of the passage of this bill. However, this has the potential to make the lives of many educators, and the lives of their students, better without any added cost to the system. Incremental change is better than stagnation.

Today, this class of part-time educators contributes approximately three-quarters of the faculty at any given college, where they teach approximately half of the courses offered. Of course, given the fact that many or most teach at multiple campuses, we really don’t know the true numbers on these educators across the State as a whole. Shifting away from mass freeway flying will occur as more and more part-time temporary instructors find they can stay at one place longer, drive less, pay less for gasoline, create fewer fuel emissions, be more available for on-campus activities. 14 Human Biology classes were offered for the Fall 2018 term. This year, only 10 were scheduled. Two weeks before the start of school, all 10 classes were full with some having waitlists. What do students do who need this class—enroll at another college or wait a term or two? This results in many potential students being turned away and probably deciding to forego enrolling at CCCF. Revenue is lost.

The department chair did not view fewer Human Biology classes as a problem since other Biology classes can fill a transfer or graduation requirement. He wrote:

67% CAP NEEDS TO BE RAISED TO 80-85%

By Scott Douglas

When part-timers have to absorb class cuts

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s is happening at other community colleges for the Fall 2019 term, the administration at El Camino College of San Francisco (CCSF) made drastic class cuts to address a claimed deficit of as much as $55 million. There are about 15% fewer classes than last year with many part-timers having a reduced schedule or losing their jobs.

What the administration refuses to acknowledge is that their policies have exacerbated the deficit by discouraging students from enrolling, the key source of college state revenue.

Initially, almost 10% fewer classes, 2,190, were scheduled for Fall 2019 compared to 2,432 for the Fall 2018 term. In mid-summer, long before the start of the fall term, the administration at El Camino College cut many of the scheduled classes claiming they would not reach the 20-student minimum required under the faculty union contract.

However, many students do not enroll until right before or after the term starts. Hence, many of the cut classes would have reached 20 students had the administration allowed more time. Last year, one of my classes had enrolled only 7 students ten days prior to the term start date. Fortunately, that class was not prematurely cancelled. By the second week of school, 24 students had enrolled.

The administration justifies cutting classes early claiming that students will have a chance to find another class. However, many students have tight schedules and can’t or won’t enroll in another class.

Administrators will also claim that if they wait to cut classes until after the term starts, students will less likely enroll in another class. This should come as no surprise because by then, many classes are fully enrolled. The cancellation of scheduled classes results in chaos and the loss of potential students. A more reasonable approach is to let classes run with only 15 students, the past minimum requirement. This ensures the integrity of the schedule and of the college. Students are not lost.

In the State, the “two-ter” faculty model has been cut drastically at all colleges. These winners are a loss for the students. The winners are the administration, who has firsthand witnessed the exploitation of part-time faculty, and who has firsthand witnessed the passionate resistance against raising the workload cap, I find myself astonished by that resistance from community college educators and administration. To me, this resistance is based on a fundamental failure to fully understand the issue and a fear that somehow this change will further empower the system to erode what little remains of full-time tenured faculty by increasing the numbers of classes taught by part-time instructors. AB 897 is not a silver bullet that fixes the problem of part-time exploitation; perhaps it is a baby step, but there is no downside to it. CPF A encourages you to give it your support as well as to speak out in favor of it among your co-workers and within your faculty organizations.

Editor’s Note: Go to the Fall 2018 CPF A Journal edition for other articles and resources in support of this bill.

About the Author: Scott Douglas is currently CPF A’s Director of Membership.

When part-timers have to absorb class cuts

By Rick Baum

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Real representation for part-time faculty

UPTE-CWA: over 15,000 members strong - represents part-time faculty at these community colleges:

Butte College
Part-Time Faculty Association (PFA-UPTE)
Contact: Stacey Burks, burksst@butte.edu

College of the Sequoias
College of Sequoias Adjunct Faculty Association (COSAFA)
Contact: Jodi Baker, jodib@cos.edu

Mt. San Jacinto
Contact: Thom Milazzo, tmilazzo1@yahoo.com

University Professional & Technical Employees
Communications Workers of America, Local 9119
510-704-UPTE + www.upte.org/locals/cc/
**FOOTHILL-DE ANZA FACULTY ASSOCIATION SUPPORTS AB 897**

- Whereas, existing California law (Assembly Bill 951, 2008) establishes that the contingent, part-time faculty workload is capped at 67 percent, amounting to no more than 10 units in the quarter system or 6 in the semester system amounting to approximately two to three classes per term; and
- Whereas, 68.9 percent of faculty at California’s community colleges hold non-tenure, part-time positions and teach the majority of courses for the majority of the student population at these colleges; and
- Whereas, the more time adjunct faculty spend on one campus, the better the chances that they can offer their time to students to address student concerns, thus helping raise student success and completion rates overall; and
- Whereas, to make ends meet, many part-time faculty hold teaching positions at two or more campuses leaving them little to no time to spend at any one campus beyond the time they spend in the classroom; and
- Therefore, be it resolved, that the Foothill – De Anza Faculty Association supports Assembly Bill 897 (Medina 2019) changing the workload cap of adjunct faculty to 80 percent FTE (Full-Time Equivalent).

**BUTTE COLLEGE TO HOLD ITS 10TH ANNUAL PT CONFERENCE**

**NEXT MONTH, ON APRIL 4TH, 2020, BUTTE COLLEGE WILL BE HOSTING THE 10TH ANNUAL ASSOCIATE FACULTY CONFERENCE. THIS YEAR’S THEME IS “ACKNOWLEDGING AND AFFIRMING THE VALUE OF ASSOCIATE FACULTY.”**

**A SPECIAL THANKS TO OUR PFA UNION FOR SPONSORING OUR GUEST SPEAKER, DR. LETICIA PASTRANA. DR. PASTRANA WILL BE SPEAKING ABOUT THE CONCERNS THAT ASSOCIATE FACULTY HAVE LEARNED ABOUT WHILE TEACHING AND TRAVELING BETWEEN VARIOUS CAMPUSES.**

**TOO MANY ASSOCIATE FACULTY HAVE MISSED INSTITUTE DAY IN JANUARY, SO THIS IS AN OPPORTUNITY TO RECEIVE FLEX CREDIT AND TO ATTEND WORKSHOPS PREFERRED TO THE 10TH ANNUAL ASSOCIATE FACULTY CONFERENCE. THIS YEAR’S WORKSHOPS WILL INCLUDE “HOW TO DEAL WITH DIFFICULT INSTRUCTORS,” “THE IMPOSTER SYNDROME,” AND “ARE GRADES FAILING OUR STUDENTS?”**

**A FREE LUNCH SERVED WILL BE SERVED, SINCE THE CONFERENCE WILL BEGIN AT 9 A.M. AND RUN UNTIL 4:30 P.M. COFFEE, TEA AND OTHER BEVERAGES WILL BE AVAILABLE ALONG WITH BREAKFAST ITEMS WHILE ATTENDEES ARRIVE FOR REGISTRATION.**

**THIS YEAR’S WORKSHOPS WILL INCLUDE “HOW TO DEAL WITH DIFFICULT INSTRUCTORS,” “THE IMPOSTER SYNDROME,” AND “ARE GRADES FAILING OUR STUDENTS?” A SESSION ON CANVAS TECHNOLOGY ISSUES WILL ALSO TAKE PLACE. THERE ARE JUST A FEW OF THE DOZENS OF WORKSHOPS THAT WILL BE PRESENTED.**

**THIS CONFERENCE IS PROVIDED BY PROFESSIONAL DEVELOPMENT AND IS PROVIDED FOR ASSOCIATE FACULTY WITH FULL-TIME FACULTY BEING AVAILABLE FOR FLEX CREDIT.**

**FOR ADDITIONAL INFORMATION, PLEASE CONTACT EITHER LAUREL MARTINEZ AT MARITELY@BUTTE.EDU OR JOHN MARTIN, MARTINJO@BUTTE.EDU.**
The Coalition of Contingent Academic Labor (COCAL) is a network of North American workers working to improve higher education by improving the work environment of contingent academic laborers. They strive to achieve job reliability, better wages, academic freedom, and time and resources for academic research and professional development.

Every other year, COCAL offers an international conference that welcomes approximately 300 delegates from Canada, the U.S., and Mexico. The fourteenth COCAL Conference (COCAL XIV) will be held August 7-9, 2020 in Querétaro, Mexico. COCAL XIV will be held August 7-9, 2020 in Querétaro, Mexico. COCAL and is being organized by post-secondary unions and activists from across these countries. This conference will be an excellent opportunity to interact with a diverse group of contingent adjunct precarious higher education faculty and staff from across Central and North America.

SAVE THE DATE – COCAL XIV
August 7-9, 2020
Querétaro City, México
Autonomous University of Querétaro
Registration Opens March 16 2020
Find details at www.cocalinternational.org

The CCFSF administration intentionally and/or as a result of its incompetence has discouraged students from enrolling by not fixing the college’s problematic online registration system. For years, even some faculty using this online system have been unable to register for a class. During three recent terms, the add system failed to work in registering students during at least part of the first day of classes. The CCFSF administration also discouraged fall enrollment by not making the printed class schedule available until after students enrolled in the spring term left for the summer. Furthermore, as stated on the college’s website, they only distribute the schedule to each campus and San Francisco’s Main Public Library. They do not bother distributing it to branch libraries or other popular venues in San Francisco.

Additionally, the cover of the printed schedule does not clearly indicate it’s a schedule of classes! The biggest letters on the top center of the Spring 2019 cover was the confusing word TenaCity with each of set of four letters in two different fonts and colors. In smaller and thin print at the top were the words class schedule. For recent terms, the cover picture is of one young person with an indecipherable background and no indication that the individual is a student.

The Spring 2018 schedule lacked a banner on the cover letting people know that San Francisco residents pay no tuition. There was such a banner on the Summer 2018 schedule when free tuition was unavailable.

Unsurprisingly, a faculty member on the college’s enrollment management committee recently posted that “Our overall FTES [the source of the college’s revenue based on the number of units students are taking] is 11% below last fall. We have fewer empty seats, but, also fewer students.”

These results demonstrate that the administration is wrong when they claim that classes can be cut yet enrollment can increase. Remaining classes are fully-released in being unavailable for other students. Less revenues is generated. The administration claims to put the lower revenue as an excuse to subsequently schedule even fewer classes that would have been taken by part-timers. CCFSF’s students are predominantly working-class students of color. The cuts reduce their educational opportunities and reinforce and perpetuate structural racism. Nevertheless, the administration claims to put the limited funds in favor of student equity efforts which are obviously undermined by large classes.

CCFSF is likely experiencing a continuous downward spiral in which classes are cut, less revenue is generated prompting the administration to cut even more classes each term. The college is being simultaneously downsized and, with the lower revenue from the remaining courses, the putting out online, college property will become more available for private “developers” who can purchase the limited space in what may now be the wealthiest city in the nation.

During the fall 2019 term, despite the claimed deficit, the administration tried to secretly push through a resolution pay increase for itself even though their average salaries are among the highest in the state. Had the salary increase been enacted, according to AFT 2121, some would have had a raise for as much as $100,000. A pushback resulted in a “redacted” 10% raise.

In mid-November, out of the blue, the administration announced a new deficit of $13 million. To “solve” this deficit, without consulting department chairs or others, they unilaterally cancelled almost 200 classes listed in the printed Spring 2020 schedule. The Older Adult Program lost 90% of its classes. In some of these classes, people learn how to maintain their balance and prevent falls. The loss of these classes will presumably result in shortening their lives.

A grassroots emergency funding campaign was launched calling on the city of San Francisco to provide $2.7 million to restore the cut classes. So far, it is being supported by 7 of 11 supervisors, but is facing a veto threat from the mayor. A decision will soon be made.

CCFSF chancellor has harmed this campaign by sending an email to city officials discouraging them from providing any money, an act that one might expect would lead to his immediate dismissal. That has not happened.

The chancellor did issue an official statement in November on this new deficit writing “Finally, we continue to focus on additional revenue opportunities including growing enrollment, …and leveraging District real estate assets.” (emphasis added)

The College is run by a Chancellor who will often say what people want to hear—that he seeks to grow enrollment. However, the reality is that with the support of the elected Board of Trustees, the actual policies show that there is a greater effort in downsizing the college, selling-off its property, cutting classes and the educational opportunities of students, and reducing programs and classes that are mainly taught by part-timers.

About the Author: Rich Baum has been a part-time instructor teaching Political Science at City College of San Francisco for over twenty years. Since the early 1980s, he taught in eleven other colleges in the San Francisco Bay Area. He has published articles that can be found online at Counterpunch, Monthly Review, and New Politics.