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On Seeking Broad, Systemic Change

By John Martin, CPFA Chair

Since 1998, the California Part-time Faculty Association (CPFA) has been a leader in calling out the injustices facing part-time faculty working within California's community college system: no job security, no due process, scant seniority rights, unequal pay (compared to full-time faculty teaching the same courses), no compensation in most cases for work performed outside the classroom, such as, course prep, grading time, and so forth. As CPFA marks its 25th anniversary, it can be frustrating to still find that these are the norms of some 72 districts across the state, and this is still the reality of the higher education landscape.

As a statewide organization, CPFA speaks by and for all part-time faculty, and we've worked tirelessly to use our voice to push for progress on every front. From drafting resolutions and protesting outside the capitol, to proposing language for new legislation to legislators and their staff at the capitol, CPFA has come a long way. Even when our greatest achievements come up short of our

ambitions (although certainly not from any lack of effort on our part), it's important to acknowledge the gains we have made. For example, we can look back at AB 591, which raised the workload cap from 60% to 67% as a shining example of what is possible if we set our sights high and are willing to work with all stakeholders in the largest community college system in the world to achieve broad, systemic change.

Many CPFA members raise their

voices through a myriad of statewide organizations, and this is another way we work to achieve broader change. Prominent faculty organizations, such as, CCA, CFT, CCCI, FACCC and CWA 9119 all have part-time faculty working within their ranks, and we have seen some success with this strategy. For example, CFT was able to get the Governor to sign off on \$200 million for healthcare benefits for part-timers in need, and CCA has been making a valiant push for parity pay. In the past, CCCI and FACCC have also *Continued on page 4...*

The Campaign for Faculty Equality

Written by Donna Frankel, Jack Longmate, David Milroy, Arnie Schoenberg, Margaret Hanzimanolis & Suji Venkataraman

The newly formed Campaign for Faculty Equality (CFE) seeks to correct the broken faculty system in California's community colleges, particularly the incredibly unequal two-tier faculty structure, a decades-long problem consigned to the shadows of academia. This broken system causes broken hearts and lives for second-tier contingent faculty members. Occasional rhetoric has produced an illusion of progress



Key advocates who would soon become the board of the New Faculty Majority attending the 2010 COCAL Conference at Laval University in Quebec. Standing L-R: Matt Williams, Ross Borden, Bob Samuels UC-AFT, Anne Weigard, Jack Longmate. Front L-R: Peter Brown, Rich Moser, and Frank Cosco.

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toward equity yet enabled the reproduction of structural inequality, and its consequences persist. Like CPFA, CFE's quest is a single-tier faculty structure.

Unlike past efforts such as the New Faculty Majority (NFM) in 2009

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Building Our Future: The One-Tier Model is The Answer!

Written by - Donna Frankel, Jack Longmate, Margaret Hanzimanolis, David Milroy, Arnie Schoenberg and Suji Venkataraman

The Campaign for Faculty Equality (CFE) is a new statewide organization that aims to work in conjunction with existing advocacy groups and to serve as a forum of strategic thinking and action among those who work in our different institutions across the state—with legislators, unions, faculty senates, and trustees—to promote a one-tier system and equality. Part-time instructors in California's community college system have options to seek workplace improvements, including through their unions and in collaborations with associations like the Faculty Association of California Community Colleges (FACCC) and the California Part-Time Faculty Association (CPFA).

Pictured above in the 2004 photo are CPFA leaders Chris Storer, Lin Fraser and Lantz Simpson and two "Freeway Fliers" who, with the support of CFT, CCA, CWA, CCCI and FACCC, protested the "War on Education." CFE is proud to continue this fight with a focus on equality for part-time faculty and the One-Tier system.

we are over 36,305 part-time instructors, counselors, and librarians, compared to 17,727 full-time faculty, and comprise more than two-thirds of all faculty. Part-time faculty are far from being the "temporary occasional" PT employee who teaches a class in an emergency when no other tenured faculty is available, as it was originally designed back in the 1960s. In truth, many of us have taught for decades under these substandard and discriminatory conditions.

For half a century, approximately 50% of the courses have been taught by second-tier employees for generally less than 50% of a full-time faculty total compensation package with little or no security of employment or medical benefits, or a voice in the governance of their colleges. This is blatant exploitation!

Earlier attempts to right these wrongs, like passing AB-420 in 1999 which promised pay equity, office hours, and medical benefits for part-timers had, unfortunately, little impact in most districts. The current system needs to be changed and the One-Tier Model is the answer!

The two-tiered system is also detrimental to full-time faculty. They are expected to serve on committees, evaluate and develop curriculum, assist in the accreditation process, participate in college governance, mentor students, attend graduations, and perform other important faculty duties. These need to be shared equally with their full and part-time colleagues to provide a more well-rounded educational

environment for our students. When this workload applies equally to all faculty, as a group, they will be able to spend more time meeting the needs of their students. In addition, the ongoing defense of tenure will be strengthened as it is shared by all faculty. Ultimately, a one-tier system will yield a more inclusive and harmonious academic environment that values every faculty member's contributions.

The advisory committee of CFE believes we can address concerns, identify common ground, and develop comprehensive strategies through open and transparent dialog among all stakeholders, including students, faculty, staff, and even administrators and trustees. We will only achieve effective equality through faculty-wide collaboration and a major shift in the mindset of community college leadership. By scrutinizing the rhetoric and impact of potential partial solutions, CFE will evaluate and oppose ineffective half-measures that further entrench the inequity and embrace changes that will contribute to building a one-tier system.

CFE has chosen the flexibility of a "campaign structure" by inviting members from multiple organizations and uniting people with a laser-like focus on eliminating the two-tier system. You are welcome to join in this campaign with CFE at the next Zoom organizing session to be held on Friday, December 8 from 1 pm to 3 pm.

For more information, please contact CFE at: CampaignforFacultyEquality@gmail.com

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"CFE: The Campaign for Faculty Equality"

or Higher Ed Faculty United (HELU) in 2021, CFE in 2023 has a clear goal for a one-tier system based on the existing reality of Vancouver Community College, referred to as the "Vancouver Model."

The Vancouver Model was introduced to the US in a 2002 Chronicle of Higher Education feature, "Part-Time Instructors Deserve Equal Pay for Equal Work." It became more widely recognized after the 2010 conference of the Coalition of Contingent Faculty Labor (COCAL) in Quebec, with the "Program for Change," a strategic plan laying out how to move the exploitive two-tier system toward equality in the Vancouver Model.

Over the next decade, interest in the Vancouver Model gained momentum across California. It was frequently mentioned in the CPFA Journal over the last ten years and has been a keynote topic at CPFA conferences (2018 and 2020) and the San Diego Adjunct Faculty Association (2021). In 2022, the California Federation of Teachers passed a resolution and convened a task force "to develop a strategy to end the two-tier system."

In fall 2022, The Faculty Association of California Community Colleges (FACCC) Part-Time Faculty Committee held a Part-Time Symposium where 200-plus attendees focused on finding solutions to our PT issues. The best solution was in the "The One-Tier Model" presented by Jack Longmate and Frank Cosco, former union president of the Vancouver Community College. The success of this first event was due to the structure of the program and the broad task force created with PT reps and voices from each of the faculty organizations in the state. Thanks to the efforts of several FACCC members, the "One-Tier model" was also a significant topic of discussion at the FACCC Advocacy & Policy conference in March 2023. A One-

Tier Model Symposium sponsored by FACCC for all faculty will be held via Zoom on Friday, Dec 8th from 1:00 p.m. to 4:00 p.m. 2023. The registration information for this Zoom-only event will be on the FACCC website. Significantly, the concept of a One-Tier System was approved by the FACCC Board of Governors. A FACCC task force is currently working on a detailed document to advance the One-Tier concept ultimately into legislative policy.

While the most authoritative information about the Vancouver Model is found in the VCC/VCCFA Collective Agreement, the critical workplace provisions of a one-tier system promoted by CFE for CA Community Colleges are:

- **Equal Pay and Equal Work – Not "parity pay" for comparable duties;**
- **Single Multi-Step Salary Schedule—No discounted schedules for Part-Time faculty;**
- **Full-time faculty and Part-Time faculty hiring using the same process;**
- **Conversion from probationary to "regular status" with job security and seniority;**
- **Workload –No capped workloads under 100% full-time load;**
- **Equal/prorated benefits for all faculty;**
- **Evaluation Transparency;**
- **Equal/prorated professional duties including professional development days and PD Funds;**
- **Enforceable Academic Freedom Protections;**
- **Enforceable Duty of Fair Representation (DFR) as a one-tier faculty union.**

Considering the dismal progress over the last four decades, we believe Einstein's quotation is relevant: "We cannot solve our problems with the same thinking we used when we created them." While legislators, the Chancellor's office, trustees, college administrations, faculty unions, and even some part-time faculty—subscribe to the elitist assumption

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“CFE – Campaign for Faculty Equality”

that full-time tenured and part-time non-tenured are so qualitatively different that equal treatment, such as equal pay and job security is impossible, meaningful progress will not occur. CFE and its allies believe in challenging that elitist and discriminatory assumption and replacing it with egalitarianism, believing all instructors should have access to a family-wage income with job security.

Establishing certain aspects of a one-tier system will require legislative appropriations, such as equal pay



The ‘22-’23 FACCC PT Committee members discussed the one-tier system at the FACCC Policy and Advocacy Conference. L-R David Milroy, Desiree Montenegro, Donna Frankel, and Carol Whaley.

for all faculty. However, job security through ‘regularization’ and seniority needs no legislative appropriations. They require individuals who believe in fairness and equality and are willing to promote them.

Because “Faculty working conditions are student learning conditions,” nearly two million students are affected by this problem. If we fail to empower today’s part-timers, we risk losing many of our most experienced faculty as they are forced by economic necessity to leave academia and find employment where they will be well-paid, respected, and have a clear path to promotion.

Longtime part-time faculty activist Robert Yoshioka has commonly challenged us by asking, “How Much Longer Part-Timers?” Our answer is: “Now!” Now is the time to call for real change and to end the disrespect of part-time instructors that has become so ingrained in our system that it is considered a norm.

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“On Seeking Broad, Systemic Change”

put forth legislation to address compensation for part-time faculty office hours. Although progress is slow, it’s vitally important that we continue to increase our engagement with these groups.

Others of us (myself included), impatient with justice looming ever on the horizon, are seeking change in the system through the courts. Long Beach Community College was the first public higher education institution to be sued for failure to compensate part-time faculty for work performed outside the classroom, such as course

prep and grading time, and now there are nearly a dozen ongoing lawsuits against different California Community College districts for violating California labor laws (For more information on this effort, contact me:

jmartin@cpfa.org). Admittedly, even this approach, while potentially far reaching, is only going to get at one piece of a larger problem, that of the two-tier system.

Within this edition, you’ll find two articles taking up the issue of the existing two-tier system, which may help to illuminate this larger issue that underlies all of our efforts towards broad, systemic change. I hope our faithful readers will take their message to heart.

While this conversation is growing and taking shape, CPFA will continue to support all avenues for change; whether it is working to improve legislation, advocating for fair and just working conditions, or educating all stakeholders on the fundamental inequalities that persist in the system.



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