




Lessons learned

Victory! Wronged Peralta part-time instructors rehired

SOCIOLOGY INSTRUCTOR Cynthia Mahabir is back in the classroom. What did it take to get her there, after her district mysteriously refused to honor its contract with faculty and rehire her after 17 years of teaching at Laney College?

Mahabir emphasizes that this fight — to reinstate her and her colleague, Matthew Hubbard, as part-time faculty members after they were deemed “not a good fit” and were not rehired — was not all about her or any individual faculty member; it was a fight to defend the rights of all part-time faculty. Mahabir urges all part-time faculty to be prepared to respond to violations of contractual rights by:

 **Making connections with people throughout the campus community**, including but by no means limited to union representatives. Mahabir acknowledges that it's very easy to be

isolated as part-timers, especially if we don't feel warmly welcomed by full-time faculty in our departments or have limited time to spend on campus




AFT Local 1931 rallied at San Diego City College as part of the National Adjunct Day of Action, spotlighting contingent employment in higher education.

outside of class meetings. But it's worth it to cultivate relationships with other part-time faculty, full-time faculty inside and outside the department, class-


fied employees on campus, and friendly administrators, advises Mahabir.

“I found people coming up to me in the hallways offering me

were willing to speak up — to sign petitions for my reinstatement, to write letters and make phone calls, to speak publicly at our Board of Trustees meeting.” Being less isolated and more visible on campus can build a powerful support network that may help part-time faculty in more ways than one.

 **Keeping good records of interactions with students**, especially those that lead or could lead to student complaints to administrators. While Mahabir strongly believes that the decision not to rehire her was retaliation against her for speaking out against administrative policies, some efforts to characterize her as “not a good fit” for her campus were made by administrators, possibly based on a small number of student complaints.

“Your union can't represent you as effectively without your records of alleged incidents or actions,” insists Mahabir. No matter how defensible the actions of an instructor or specious a complaint by a student, part-time faculty will be in a stronger position if they can promptly provide a detailed account of any incident that administrators might use against them.

 **Maintaining accessible copies of potentially important district email communications** with students and administrators since non-rehire decisions can lead to restricted

National Day of Action: What next?

PERHAPS YOU participated in awareness-raising actions at a community college or university on February 25. Maybe you heard or read about these events — in California and throughout the country — and wondered how you might get involved in the future. The *Part-Timer* wants to hear your ideas!

What makes a successful action? What tactics — buttons, t-shirts, information tables, public speeches, or other creative approaches to educating others — worked best? What would you like to see on your campus or in your community during future coordinated days and weeks

dedicated to raising awareness of part-time faculty's working conditions? How can we get more people to understand and actively oppose the inequalities within our teaching profession?

> Please email your vision to *Part-Timer* Assigning Editor Linda Sneed at lsneed@lrcft.

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Paying for time but not for space

The need for a “room of one’s own” on campus

WE ALL KNOW that our work takes place not just during scheduled class meetings, in classrooms on college campuses. We work in many times and places: early in the morning, through mealtimes, and late at night; in our cars, on public transportation, on our phones and personal computers, at home, in coffee shops, in public libraries.

Some of us have access to on-campus shared office space for part-time faculty, a place with tables or desks and sometimes even computers where



we can plan for classes, grade, collaborate with colleagues, and meet with students.

We don’t all have this. And even if we did: it’s not enough.

How many of us can count on blocks of uninterrupted minutes in which to concentrate on our work, to accomplish all that is necessary outside of class meetings — unshared minutes? Unshared hours?

How many of us have what

Virginia Woolf famously asserted was necessary for focused creativity and concentration, “a room of one’s own,” in which to plan our classes, thoughtfully evaluate and respond to our students’ work, reflect on our teaching, revise our strategies, and emerge refreshed, ready to engage respectfully and enthusiastically with our students and colleagues?

Time and space in which to work in solitude are not an elitist, bourgeois demand; they are necessary conditions of our

jobs. Multitasking in busy environments may have become our norm, but it is not conducive to producing our best work or maintaining our mental health.

It’s time for the institutions in which we work not just to pay us fairly but to invest in the creation of space in which we can do all that our jobs require, and do it well.

Linda Sneed teaches English at Cosumnes River College in Sacramento and is assigning editor of the *Part-Timer*.

Loan forgiveness program may bring relief

LAST YEAR, Sen. Dick Durbin (D-Illinois) made headlines with his “Adjunct Faculty Loan Fairness Act,” a bill that would have made it much easier for part-time faculty to benefit from the federal Public Service Loan Forgiveness program, designed to encourage graduates to pursue a career in public service by offering loan forgiveness for those working full-time in government or the non-profit sector.

This program, established as part of the College Cost Reduction and Access Act of 2007, offers loan forgiveness after 120 monthly on-time payments

On the Web

- > Read the Adjunct Faculty Loan Fairness Factsheet online at goo.gl/sD08qS.
- > For more information about how to determine your eligibility, email william.sealy@cfpb.gov or michael.pierce@cfpb.gov at the Consumer Financial Protection Bureau, online at goo.gl/czNm7F.



Nicole Hochsprung, from the AFT Higher Education Department, explained the loan forgiveness program during a workshop at CFT Convention in March.

toward federal student loan debt over at least 10 years of “full-time” work — defined as a minimum of 30 hours per week on average per year.

While no part-time faculty member could reach this 30-hour threshold within a single college district, due to the

state’s restriction of part-time faculty to an annualized average of 0.67 percent of a full-time teaching load within any district, combined assignments across districts and non-profit institutions (including private universities) may make you eligible now.

GetConnected



NBC News focuses on contingent faculty in its series on poverty in America since 2008 in the installment “Your College Professor Could Be on Public Assistance.” goo.gl/JmcYg9

Former California community college part-timer Bradley Rettele will soon be releasing his documentary film *Freeway Fliers*, available for free viewing online at freewayfliers.com.

The New Yorker magazine features an essay, “O Adjunct! My Adjunct!” reflecting on the “complicated culture of silence that surrounds adjuncting” and the movement to break that silence. goo.gl/afPRj8

San Mateo part-timers tell their stories about life without healthcare insurance to the San Mateo Community College District Board of Trustees. goo.gl/PDTeBm



Chan elected to CFT Executive Council

THE ELECTED DECISION-making body of our statewide union — the CFT Executive Council — just gained another part-time community college faculty member. Astronomy and physics instructor Linda (“Lin”) Chan, a member of the Citrus College Adjunct Faculty Federation, was elected to serve as a CFT vice president at the union’s annual convention in March. Chan joins part-timers John Govsky and Linda Sneed on the Council.



SHARON BEALS

Linda Chan

San Jose/Evergreen charts progress toward parity pay

THE SAN JOSE/Evergreen Federation of Teachers redirected some funds allocated for an all-faculty raise to the addition of a new step on the part-time faculty salary schedule, bringing nearly 55 percent of part-time faculty a 1.2 percent pay increase. The union also negotiated that part-timers who attend flex days will receive a full day’s pay for six hours of participation.

In 2013, after Proposition 30 funds reached the

district, the union’s negotiations team achieved an increase in pro rata pay for part-timers from 65 percent to 65.75 percent. Part-timer compensation thereby rose by approximately 1.1 percent above and beyond the increase received by all faculty. Six years earlier, the local had bargained successfully to move part-timers onto the full-time salary schedule at pro rata amounts, resulting in pay raises up to 22 percent for part-time faculty.

Dedicated part-timer advocate retires

SAM RUSSO, community college part-timer for nearly 30 years and president of Adjunct Faculty United, Local 6106, in the North Orange County Community College District for nearly 14 years, will be retiring in May.

One of the founding members of his union, now the largest part-time only local in the state, Russo also represented part-time interests on the CFT Executive Council for 10 years and as chair of the CFT Part-Time Committee for six years. The *Part-Timer* thanks Sam Russo for his dedication to the struggle for equity and dignity for all faculty.

San Diego, El Cajon see pay increases

IN EL CAJON’S Grossmont-Cuyamaca Community College District, part-time faculty at 50 percent load and above have begun receiving fully paid medical, dental, and vision coverage and will receive a new salary class 2 percent above the current single column.

In the neighboring San Diego district, part-time faculty received a 2.24 percent pay increase across the board — 1 percent greater than the full-time faculty received — and the salary advancement rules were expanded to all six salary classes for continuing education part-time faculty. Faculty in both districts are represented by the AFT Guild, Local 1931.

Santa Maria part-timers negotiate numerous improvements

PART-TIME instructors at Allan Hancock College negotiated an 8 percent pay increase over the next two years starting this spring when all part-time academic employees received a 4 percent salary increase. They will get a 2 percent raise this fall and another in fall 2016. In a tremendous boost, service faculty (counselors, librarians, and nurses) received an additional 20 percent pay increase.

This fall, part-time head coaches in the Santa Maria district will start receiving the same stipend as their full-time counterparts, and credit faculty will see a 50 percent increase

in compensated office hours.

In significant non-monetary gains, the union increased the amount of compensated professional development time from 1.5 hours to 2 hours per semester for each semester-length class or its equivalent, secured a new requirement that part-

time faculty be informed in writing about the purpose of a meeting with a supervisor or dean to allow for union representation, and added the possibility for part-time instructors to evaluate other part-timers in their discipline when no qualified

full-time faculty are available. And a faculty favorite: free on-campus parking.



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New CFT bills create minimum job security standards, strengthen the 75:25 regulation

Job security and due process for part-time faculty

AB1010 (Medina, D-Riverside)

This bill calls for the establishment of minimum standards for part-time faculty job security. If enacted, it would require all California community colleges without a collectively bargained contract that provides equivalent or stronger job security and due process rights to establish a seniority list for part-time faculty rehire.

Faculty would qualify for the seniority list after six semesters or nine quarters of service evaluated as “satisfactory.” Only after two consecutive semesters or quarters of less-than-satisfactory evaluation would part-time faculty members lose their rehire rights.

Strengthen 75:25 full-time/part-time faculty regulation

SB373 (Pan, D-Sacramento)

If signed into law, this bill would put much-needed “teeth” into AB1725, the omnibus community college legislative package passed in 1988 and addressed in subsequent

time positions. It would do this by capping each district’s “maximum allowable number of FTEF [full-time equivalent faculty, a way of measuring course offerings] that may be staffed by part-time temporary faculty and by contract or regular faculty while working on over-

authorized to freeze some of the apportionment of any district found to be out of compliance.

In keeping with the bill’s interest in achieving the goals of AB1725, including increased student access to faculty outside of class meetings, this proposed legislation would also prohibit newly hired tenure-track faculty from performing overload assignments — teaching courses beyond a given district’s definition of “full-time” faculty members’ regular teaching load — during their probationary periods.

Jose Medina is a unique advocate for part-time faculty: Before entering politics and being elected to the state Assembly, he was a part-time instructor at three community colleges in Southern California. Recently appointed as Chair of the Assembly Committee on Higher Education, Medina reached out to CFT to collaborate on bills that will improve the working conditions of part-time faculty



LORE EAMES

additions to California’s Education Code, especially one well-known section mandating that 75 percent of community college classes be taught by full-time faculty.

This bill would create an incentive for districts to increase the ratio of full-time to part-time faculty and create new full-

load assignments” at the level reported during the 2014-15 fiscal year until that district has reached or exceeded the 75 percent threshold.

The California Community College Board of Governors would be charged with tracking each district’s compliance with these regulations and would be

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access to district email and other online communication channels. In Mahabir’s case, she needed to provide district emails to her local union after discovering that her access to the district email system had been cut off.

And while she never suspected she would not be rehired, she ended up prepared for such an eventuality, having maintained copies in a non-district email account of relevant messages — including communi-

cations with students, other faculty and administrators — that helped demonstrate her teaching excellence, her professionalism, and her commitment to her campus community.

All of this evidence contributed to the union’s case against

the administration’s empty claim that she was “not a good fit” at her college, eventually resulting in her reinstatement and a successful defense of her contract’s rights for part-time faculty in the rehire pool.

CalSTRS ups training on part-time issues

TO BETTER MEET the specialized needs of part-time community college educators, CalSTRS is enhancing its training for benefits counselors. By this fall, each CalSTRS Member Service Center will have a counseling resource person trained in the nuances of part-time faculty issues and available to meet the demand for services. CalSTRS Member Service Centers are located in West Sacramento, Glendale, Irvine, and Santa Clara with a new Riverside center slated to open in late July.



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