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Augusta Goldstein
San Francisco Community College

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Academic Freedom for Part-timers at City College of San Francisco:
A Two-Pronged Approach

Augusta Goldstein
ESL Instructor CCSF
Vice-President AFT 2121
Some Elements of Academic Freedom

- Right to choose text
- Right to determine own curriculum or to participate in departmental curriculum planning
- Opportunity to use institutional resources such as copiers, office space, computers
- If available, institutional support for professional development
– Right to present unpopular or controversial perspectives in the context of the presentation of course content

– Right to job security/tenure protection from termination resulting from expression of academic freedom

– Freedom (and responsibility) to write own syllabus (within the context of the established course outline)

– Freedom to assign grades as specified in syllabus without interference from administration

– The perception by faculty that compensation and benefits are awarded based on an equitable system and not according to favoritism arising from approval by the “right” administrators
AFT 2121’s Assumptions and Approach

– **Student learning improves when the institution supports its faculty by creating an atmosphere of stability in which all faculty are respected, have academic freedom, and have adequate time to work with students because class sizes are reasonable and office hours are scheduled and remunerated.**
– Without tenure, part-time faculty are “at-will” employees without due process rights to protect them from termination without just cause.

– Without tenure (or an equivalent form of job security), there is no guarantee of academic freedom.

– Negotiating for other elements of academic freedom will move part-timers towards the goal of academic freedom.

– Moving as many part-timers into full-time, tenure-track jobs as possible will increase net academic freedom for the institution.
The Elements of Academic Freedom for PTers at CCSF

Where Are We Now?

• Provisions in CBA that protect some elements of academic freedom for PTers:
  – Rehire rights based on seniority
  – Right to class previously taught / modal load
  – Insider upgrading provisions
  – Office space provided for those part-timers who choose to hold office hours, and office hour time recompensed at a reasonable rate
– PTers evaluated as frequently as tenured faculty, using the same procedures and similar criteria, excluding factors that are appropriate only to tenure-track faculty such as participation in shared governance committees and on evaluation teams.

– PTers participate with full-timers in evaluation of other part-timers, on a voluntary basis.

– Salary schedule based on amount of education (or job experience for non-MA-required positions) and years of faculty experience; PTers at 86% pro rata for now; step advancement (for experience) credited at one step for two years.

– Travel grants for professional development available to both full- and part-timers.

– All faculty have the right to use copy machines and office supplies as provided by the District.
The opportunity to develop a “professional development plan” is afforded both full- and part-timers.

The Union represents both full- and part-time faculty, including counselors and librarians, in grievances arising from issues such as salary placement, upgrading to 60% or tenure-track status, evaluation procedures, rehire, discipline, and assignment and scheduling.

• **Shared governance**

  – System includes part-timers in curriculum and personnel committees at the departmental level.

  – Part-timers are encouraged to participate at the District level on committees, such as for accreditation review and administrator’s search committees.
How Did We Get Here?

• *From early in its history, AFT 2121 has sought to have part-timers treated as professionals.*
  
  – The Union negotiated to have part-timers evaluated regularly as previously described.

  – The Union negotiated right of part-timers to hold paid office hours.

  – The Union has insisted that part-timers’ interests be considered at the bargaining table, with a view both to improving their professional lives as part-timers and forcing the hand of the District into upgrading more part-timers into full-time, tenured positions.
The Other Prong: Part-time Job Consolidation

Making It Too Expensive to Hire PTers

– Context: 60% law -- a California phenomenon

– Pro rata: Putting part-timers on a “mirror” scale with tenured and tenure-track faculty

– Full benefits for part-timers working 50% or more

– Increasing pro rata toward 100%
− Gradual change in culture; more full-timers at CCSF embracing the idea of decreasing their workload by having more full-timers with whom to share it

− Strong support for consolidations from chancellor and vice-chancellor

− Job consolidations now a feature of each full-time hiring, along with the hiring of replacement and growth positions

− Caveat: Applicability to other institutions outside of California limited because of their ability to hire contingent faculty full time
Status Report

– Number of full-timers now exceeds 800 (out of total faculty of around 2000, the highest ever for CCSF.

– Pay-by-load status for majority of part-timers

– Working to get a re-call right (only have seniority rehire right at present)

– PTers still subject to dismissal without “just cause” protection of tenure
Appendix

Semester pay by load is calculated from Exhibit B by the following formula: (full-time annual pay / 2) x .86 x % current load. Pay is distributed over semester in nine equal checks.