

P-fac

Part-time Faculty Association at Columbia College Chicago

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August 6, 2017

Dear Terence and Committee,

In anticipation of our next bargaining session we offer the following interest statement. P-fac not only states our fundamental interest--moving toward equitable treatment as one faculty with respect to job security, work protection, and compensation -- but also offers certain position points so that we can continue to move bargaining forward and clearly communicate what we will be bargaining over to you.

Our mission fundamentally guides P-fac:

P-fac Mission Statement

The Part-time Faculty Association at Columbia College Chicago (P-fac) is a diverse community of faculty committed to providing the best education for our students. We are committed to shared governance, academic freedom, and the principals of equity and dignity. We strive to advance social, racial and economic justice, educational equity, critical inquiry, and to preserve the purpose of higher education, which is to pursue truth and serve the public good.

For more than a decade our guiding principals have been:

Due Process;

Shared Governance;

Ensuring a Dignified work environment;

Quality Education;

Fair and transparent system of evaluation and assignment;

Job Security;

Protecting the integrity of the Bargaining Unit.

We know that student education is best served by small course sizes, with instructional continuity to ensure accessible faculty who can provide one on one instruction and letters of recommendation. Students are best served through course instruction that

utilizes a variety of pedagogical approaches and by a college education that provides foundational knowledge within a discipline and advances critical thinking. Students and society are best served by being given a start in their chosen profession without being saddled by student loan debt. It is the position of P-fac that we will vigorously enforce, strengthen and promote quality education for our students.

We know from labor history and the guidance of the United Nations that societies are best served by a labor force that has basic safety nets including job security, health care, and the opportunity for advancement. Students and the society as a whole are served when these basic human needs are supported. It is the position of P-fac that faculty are best positioned to engage in academic endeavors within an institution that supports these basic human rights.

We know from the American Association of University Professors (hereafter, AAUP) that a “one faculty” approach to the academy is the best way to ensure shared governance, academic freedom, job security (including tenure), and a healthy learning environment for students. The one faculty approach helps remove structural barriers that create divisions, divisions that create and reinforce biases and erode the faculty. It is the position of P-fac that every worker at Columbia College deserves a right to a living wage, a dignified work environment, health care, retirement benefits, job security, and opportunity for advancement.

We know that throughout U.S. history, the wealthiest have utilized strategies that divide the masses as a means of control and as a mechanism to depress wages and conditions of labor (Allen, 1997). These divisions include race, gender, religion, and class, among others. It is P-fac’s position that the diversity of our membership is a strength to be vigorously protected and expanded. It is the position of P-fac that inclusion of historically underrepresented groups is paramount and requires removal of institutional barriers to advance diversity, equity, and inclusion.

We know from labor history that unions have been essential to the establishment of national social safety nets and the making of the middle class in the U.S. (Zinn, 1980). Labor law requires and protects the structure of labor union decision-making including appointment of members to positions and the election of officers. This labor union

structure is essential to a democratic voice for labor and as counter-balance to the inequities between labor and management. P-fac is committed to vigorously enforce, strengthen and promote collective bargaining and to improving it.

On June 23, 2017 I met with Provost Wearden and discussed ways to jump-start our relationship. Dr Wearden wrote back to me on June 23rd and thanked me for our meeting and stated he would get back to me the following Monday. I have yet to receive a reply. At our first bargaining meeting I expressed concern in our ability to have productive conversations if we have some fundamental disputes to resolve. On August 2nd we sent our proposal to reset our relationship to Terence Smith. Some of our fundamental disputes revolve around a union's basic right to arbitrate. We look forward to hearing back regarding the full proposal before our August 9th bargaining date.

P-fac's Bargaining Positions Include the following:

- Strengthen and expand tiers and advance continuity of instruction for our students
- Improve faculty accessibility to students with particular attention to underserved student populations
- Expand "One Faculty" - part time faculty to commit time and attention to the college, both through professional development and serving on committees including Senate.
- Ensure cutting edge training, graduate courses and certification opportunities for part-time faculty
- Training and practices that promote union – admin collaboration
- Improve grievance and discipline
- Increase wages and benefits
- Ensure evaluation of members is fair, objective and educationally sound and due process rights for remediation.
- AAUP and DEI training for all evaluators
- Inclusive, fair and transparent processes for curriculum, program changes etc.

I look forward to seeing everyone on August 9th.

Best regards,

Diana Vallera, P-fac President
P-fac Bargaining Committee

cc: Mike Person