

Resolution to Abolish the Two-Tier Faculty Labor System

WHEREAS CFA's commitment to anti-racist social justice compels us to oppose economic exploitation that intersectionally magnifies the harms of white supremacy, cisheteropatriarchy, and ableism; and

WHEREAS the decrease of state investment in the CSU and of tenure density correlates with the increase in lecturer faculty who are Black, Indigenous, Latinx, Asian, Pacific and Desi American, working class, and women, relegating many BIPOC, working class, and women faculty to a second tier; and

WHEREAS the liberatory potential of the demographic change in higher education has been stymied by the rise of the two-tier faculty labor system as contingent faculty teach more courses but do not typically receive compensation to stay active in their fields, continue learning, or have a voice in shared governance including curricular design; and

WHEREAS the structural racism of the state of California's disinvestment in the CSU is enacted through three financial practices: 1) speculative resource hoarding by the Chancellor's office, 2) tuition increases that transfer collective taxation to individual burdens for working class and BIPOC students, and 3) reliance on the normative exploitation and periodic purge of contingent faculty; and

WHEREAS tiered employment is rooted in anti-Blackness and opposition to tiered employment was born in Black struggle—during the US Civil War, Black soldiers refused to serve when offered lower pay than white soldiers forcing Congress to mandate equal pay for all troops; and

WHEREAS the two-tier faculty labor system is rooted in patriarchy as contingent faculty are and have always been disproportionately female while tenured faculty are and have always been disproportionately male; and

WHEREAS the two-tier faculty labor system of the CSU produces structured precarity for the majority of CSU faculty making these faculty the primary and least protected targets of the CSU's budget cutting austerity campaigns; and

WHEREAS the two-tier faculty labor system of the CSU produces structured inequity, relegating the majority of CSU faculty to inferior compensation and workload relative to that of their ladder faculty co-workers; and

WHEREAS the two-tier faculty labor system of the CSU structurally excludes the majority of CSU faculty from a meaningful voice in the shared governance that shapes their working conditions because they normatively receive no compensation for institution service; and

WHEREAS the two-tier faculty labor system of the CSU deprives the majority of CSU faculty of the right of academic freedom, which is predicated on the protections of tenure; and

WHEREAS the negotiating power of the CFA is undermined by the two-tier system because HEERA provides no recourse to an Unfair Practice charge to prevent job cuts of contingent faculty during negotiations that may intimidate them from taking part in bargaining and concerted activities because contingent faculty have no contractual right to continued employment; and

WHEREAS reliance on contingent faculty has radically reduced tenure density increasing the burden of service labor of ladder faculty; and

WHEREAS it is a recognized fact of labor history that tiered employment creates division among workers that weakens collective power, leading unions—from the CIO in the 1930s to the United Auto Workers and the Teamsters in the 2020s— to fight against tiered employment; and

WHEREAS the CFA has taken a step to address the inequity of the compensation gap that has grown in the past twenty years by successfully negotiating to raise the salary floor of the lowest paid faculty; and

WHEREAS the CFA has taken a first step against structural exclusion by successfully bargaining for Article 20.38 which mandates 500 WTUs to compensate contingent faculty for institutional service; and

WHEREAS the aforementioned modest steps prefigure the collective will and power of the CFA to dismantle the two-tier faculty labor system piece-by-piece and ultimately abolish it so that all faculty are contractually assured security, equity and inclusion, therefore be it

RESOLVED that a central objective of every negotiation cycle between the CFA and the CSU shall be to win measurable improvements for contingent faculty towards parity with the security, compensation, and working conditions of tenure-track/tenured faculty, which may include but shall not be limited to bargaining proposals such as:

- Automatic range elevation after 5 years of Unit 3 employment with a satisfactory job evaluation regardless of time base/entitlement with a minimum 9% increase in parity with the minimum 9% increase for tenure promotion,
- Paths to permanency and advancement for faculty with or without terminal degrees including normative preferential access to or conversion to tenure-line openings for incumbent contingent faculty who choose to pursue them,
- Equitable compensation for service labor, especially to ensure proportional representation in shared governance for contingent faculty who choose to perform such labor,
- Eliminating compensation disparities with tenure-track/tenured faculty of comparable qualifications and experience,

- Eliminating contract provisions that increase the disparities of the two-tier system,
- Equitable compensation and support for research, scholarship and creative activities (RSCA) for contingent faculty who choose to perform such labor,
- Increased WTUs for contingent faculty to equitably serve in CFA leadership and organizing roles, increasing the percentage of dues returned to the chapter if necessary,
- Equitable access to professional development support,
- One person one vote in campus shared governance: end proportional voting that treats part-time contingent faculty as less than whole persons,
- The elimination of exclusions or discriminatory barriers for contingent faculty from campus awards, principal investigator status, tuition waivers, emeritx status and other benefits; and be it further

RESOLVED that CFA will center opposition to the two-tier system in all materials and communications parallel to the ways we center anti-racism both as a stand alone objective and as an expression of our anti-racist social justice values; and be it finally,

RESOLVED that CFA seeks the ultimate abolition of the two-tier faculty labor system so that all faculty are contractually assured security, equity and inclusion.

Endorsed by

CFA San Francisco State University Chapter, May 24, 2024