



The University of San Francisco Part Time Faculty Association
AFT/CFT Local 6590 usptfa.org




***USF: Stop Discrimination - Retaliation - Censorship
of/against Part Time Faculty!***

Stop Wasting Student Tuition Dollars on Lawyers!



Sign the Online Petition



Use this link:	or scan this code with your mobile phone:
<p>https://bit.ly/320z2wk</p>	

Tell President Fitzgerald, Interim Provost Cannon, CAS Deans Camperi, Fung, Balls-Organista:

- **Stop Discrimination** against Part Time Faculty
- **Stop Retaliation** for Union Activities by Part Time Faculty
- **Stop Censorship** of Part Time Faculty
- **Stop Wasting Student Tuition Dollars on Lawyers**

STOP DISCRIMINATION against part time faculty

"we're not going to listen to a bunch of adjuncts."

[USF Management during contract talks]

The current dispute with Management at the University of San Francisco and the College of Arts and Sciences (CAS) started October 2018 when Management condoned discrimination against part time faculty by full time faculty in USF's Media Studies department, who voted to strip adjuncts of their right to attend all department meetings. After the department refused to discuss the issue with adjuncts or the Union, the Union Policy Board passed a *Resolution for USF Media Studies to Reinstate Participation Rights of Part Time Faculty*. (available: usptfa.org -- "NLRB")

CAS Management then escalated a situation that began with its own failure to provide appropriate oversight to Management "designees" -- by retaliating against Union officers and PTFA members.

STOP RETALIATION for Union activities by part time faculty

"We got rid of one Union president. We can get rid of another."

[USF Management during contract talks]

USF and CAS Management continue to escalate a campaign of retaliation for Union activities against officers and members of the USF Part Time Faculty Association (PTFA), Local 6590 of the American Federation of Teachers (AFT). In response, the Union has filed an *Unfair Labor Practice with the National Labor Relations Board (NLRB) against USF and CAS Management*. (available: usptfa.org -- "NLRB")

Union officers are also part time faculty ("adjuncts," "contingent faculty"), and survive on the benevolence of Management and patronage of full time faculty who act as Management "designees" in their capacity as chairs and directors.

STOP THE CENSORSHIP of part time faculty

"you will not be in attendance and presenting at the conference"
[CAS Management banning the Union president from discussing Management retaliation and discrimination with the support of full time faculty]

The PTFA Union president described the dispute with USF and CAS Management and full time faculty and the related critical issues of tenure, power, and privilege in a presentation proposed and accepted for the OURMedia conference of scholars and activists in Brussels, Belgium. The presentation: *Checking Your Privilege: Challenging Tenured Faculty’s Hegemony Over the Majority Part-Timers in the Campus ‘Gig’ Economy.* (available: usfptfa.org -- “NLRB”). CAS Management then forbade the Union president from attending or presenting at the conference.

In response, the Union has filed an *Unfair Labor Practice with the National Labor Relations Board (NLRB) against USF and CAS Management* (available: usfptfa.org -- “NLRB”)

STOP WASTING STUDENT TUITION DOLLARS ON LAWYERS!

Management talks about a fiscal crisis at USF. How much of this is caused by oppressive policies and practices that violate the USF Mission and Values and threaten the lives and well-being of some of the most vulnerable in our community: part time faculty?


Instead of paying USF lawyers tens of thousands of dollars to fight against part time faculty, USF and CAS Management should sit down and resolve differences civilly, guided by our Mission and Values. Management promised to do this -- then reneged on the promise. DIALOGUE OVER DOLLARS TO LAWYERS!

Ironically, as a Jesuit institution ostensibly embracing progressive social values, USF's motto is “Change the World from Here.” USF and CAS Management do not seem to believe this applies to USF part-time faculty or Union leaders who attempt to address, or even discuss, inequities within higher education, including our distinguished and beloved institution, the University of San Francisco.

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Note to USF and CAS Management:

U.S. Labor Law regards petition activity relative to employer/employee relations as an activity that is legally protected from retaliation by the employer.

"Academics may cast themselves as hardened opponents of dominant norms and constituted power, but their rituals of entitlement and fiendish loyalty to established networks of caste and privilege undermine that critical pose."
Marzoni, Andrew. 1 Nov 2018. "Academia is a Cult," *The Washington Post*