## Rallying the Troops: Selected e-mails from the California Faculty Association to CSU Faculty Regarding the Strike

## Overview: Below you will find some emails I have received recently as a member of the CSU faculty, all from the CFA president. The titles are from the emails’ subject lines. Your task, should you choose to accept it (for extra credit points), is to use your newly honed rhetorical analysis skills to analyze and evaluate these arguments.

## Details: Read all three and discuss them as a unit, since they were sent to the same people regarding the same event (or proposed event). I’d like a full typed page, 3 paragraphs, with each paragraph discussing a different email. For all three discuss how ethos and pathos are working. For the first two, also include logos. You should also say whether you find them persuasive, and why.

## 1) March 15, 2016 Why strike this year?‏

Dear Colleague,

Why now?

For years, we in the CSU faculty have been suffering from stagnant salaries, doing more with less, and sacrificing for the good of the CSU system. So why are we planning to go on strike this spring?

The answer is simple: if not now, when?

In 2008 and 2009, there were no salary increases. In 2010, we lost 10% of our pay due to furloughs. In 2011, again, no salary increases. In 2012 faculty received a less than 1% pay increase, and in 2013, there were salary increases that amounted to $80 per month.

This year, 5% is fair, and would begin to restore faculty salaries.

As we all know too well, our earnings as CSU faculty have not kept pace with that of our UC and community college colleagues. Why is it that those of us who teach in “The People’s University”— with the largest number of students of color, first-generation, and low-income university students in the country — are treated with such contempt? The truth here too is simple: By failing to invest in its faculty, CSU management is failing to invest in its students.

We must stand up for our students, our families, and the future of the CSU. The time is now.

Stand with us and [commit to strike today.](http://www.des05.com/t/31557209/591237521/70221369/0/47801/)

In Union,

Jennifer Eagan

President, California Faculty Association

Professor, Cal State East Bay

2) March 22, 2016 **Strike for love**‏

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| |  | | --- | | Dear Colleague,  I love the CSU, I love my fellow faculty members, I love our students, and I love the CSU’s mission. But I don’t want to sustain the CSU as it is now, and I don’t want to preserve a CSU if it mistreats its faculty and puts our students and quality public higher education last.  As my colleague [Nick Baham](http://www.des05.com/t/31586396/591237521/70458866/0/47801/) says, I’m striking for love. I am striking for love of my colleagues and their families who are struggling to make ends meet. For the love of my students, who are getting less than they used to get and paying more than ever — 283% more to be exact — in student tuition and fees. I’m striking for the CSU itself. This is an incredible system, the biggest in the country, and we educate hundreds of thousands of talented, inspiring students who go on and accomplish great things.  WE do that.  When we’re out there on the picket line April 13-15 and 18-19, we will be striking from a place of love. For our students, our colleagues, and our broken system. Join us in our fight, and in our love of The People’s University.  If you have already committed to strike, thank you. If you still need to, please [click here](http://www.des05.com/t/31586396/591237521/70221369/0/47801/) and pledge to honor the strike today.  In Union,  Jennifer Eagan  President, CFA Professor, Cal State East Bay | |

**3)** April 5, 2016 **Our strike will teach our students — Stand up for what matters**

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| |  | | --- | | Dear Colleague,  Next Wednesday, our classrooms will be empty on all 23 CSU campuses throughout the state. Yet lessons will be learned.  This strike is an opportunity to teach our students about the value of standing up for what they believe. It will impart a lesson about the courage of one’s convictions. It will shed light on the fact that for years, CSU management has been actively choosing to prioritize the system’s finances in ways that put students and faculty last. By striking, we are showing our students that we won’t let CSU management make decisions that further harm their education and neglect the CSU’s core mission.  It’s time to stand up for our students, our families, our colleagues, and ourselves. As Martin Luther King Jr. said, “Our lives begin to end the day we become silent about things that matter.”  Commit to take a stand. [Commit to strike today](http://www.des05.com/t/31645024/591237521/70221369/0/47801/).  In Solidarity, | |

Jennifer Eagan

President, CFA  
Professor, Cal State East Bay