

# **CFA Strategic Planning Session**

**July 6-7, 2006  
San Diego**

**annotated bibliography  
& suggested articles**

## SUGGESTED READINGS FOR STRATEGIC PLANNING SESSION

### 1. ATTITUDES ABOUT ACADEMIA & ACADEMICS

“Comments on Gross and Simmons: ‘Americans’ Views of Political Bias in the Academy and Academic Freedom,” John Curtis, *AAUP Panel at Annual Meeting*, Jun 2006 [3 pgs]

“People Oppose Government Interference in Academe, Poll Finds, but Some are Wary of Radical Professors,” Scott Smallwood, *The Chronicle of Higher Education, Today’s News*, Jun 9, 2006 [3 pgs + charts]

These two articles summarize and respond to the results of a recent polling study conducted for AAUP.

The study consisted of a telephone survey of 1,000 people and sought to learn about the general public’s attitudes regarding issues such as political bias, tenure, and academic freedom. The *Chronicle* article offers a short and easy to read summary of key findings and the piece by Curtis is a response from AAUP about the findings. The longer version of the study is available at

[www.aaup.org/surveys/2006Gross.pdf](http://www.aaup.org/surveys/2006Gross.pdf)

### 2. ATTITUDES ABOUT HIGHER ED IN CALIFORNIA

“The Closing Gateway: Californians Consider Their Higher Education System,” John Immerwahr and Steve Farkas, *CA Higher Education Policy Center*, Sept 1993 [16 pgs]

This is an older article but it is interesting because it is about Californians’ attitudes about higher education. Back in the early 90s, people were concerned about the erosion of postsecondary educational opportunity and access. Many also felt that the state’s system needed to be “overhauled”. Access to affordable higher education was regarded as a right for all qualified students. The article describes the findings from focus groups and a survey. The attitudes of Californians are also compared with attitudes of Americans nationwide. Californians are more concerned about higher ed than are residents of other states. There are also sections exploring how people view the problems facing the systems and the kinds of solutions they propose (e.g., decreasing enrollment to deal with funding problems was the least popular).

### 3. FACULTY ISSUES: THE PROFESSION

“The Evolving (Eroding?) Faculty Job,” Scott Jaschik, *Inside Higher Ed*, 5/1/06 [3pgs]

This is a short review of new book called *The American Faculty: The Restructuring of Academic Work and Careers*. The book describes and documents the ongoing “revolution” in academic life and the review identifies some of the major trends that are unfolding in academia (e.g., accelerated pace of change, perception of higher ed as an industry, increased diversity of student bodies and faculty, enormous growth in part-time faculty). The authors apparently do not draw conclusions about whether these are positive or negative, but offer their insights about their implications. (we will hopefully have a copy of the book before then, but probably not in time for someone to read)

### 4. FACULTY ISSUES: COMPENSATION

“Faculty Salaries: 2004-2005,” Suzanne B. Clery and Amelia M. Topper, *NEA 2006 Almanac of Higher Education*, 2006 [pp 7-26]

This article offers a summary and overview including numerous tables and figures, of faculty salaries in 2004-5. There is some historical trend data provided and data are broken down in various ways including by state, type of institution, rank, gender, and discipline. The overview provides a helpful sketch of salary trends nationwide (i.e., not only CPEC comparison schools) and is based on data from four different data sources.

### 5. FACULTY ISSUES: GENDER AND MOTHERHOOD

“Hitting the Maternal Wall,” Joan C. Williams, *Academe*, Nov/Dec 2004 [7 pgs]

In this article, Williams describes different ways that women are disadvantaged in academia. She defines and clarifies different forms of stereotyping to help identify these practices. The article also discusses both the “glass ceiling” and “maternal wall” phenomena and how they look in academia. Williams draws on many studies and cases in which these practices have been analyzed. She also discusses how the maternal wall can affect mothers, women without children, and men.

### 6. FACULTY ISSUES: MINORITY FACULTY RECRUITMENT & RETENTION

“The Revolving Door for Underrepresented Minority Faculty in Higher Education,” José F. Moreno et al. *James Irvine Foundation Report*, Apr 2006 [18 pgs]

This report summarizes the findings from a study about diversity on university campuses in California. It is part of the Campus Diversity Initiative, established by the James Irvine Foundation. Data from 27 colleges suggest that despite relative success in

the hiring of underrepresented minority faculty, turnover contributes to a lack of substantial advancement for such faculty. The study did not include any CSU campuses but the report describes a methodology that might be applied to the CSU. In the colleges studied, there were increases in the numbers of underrepresented minority faculty, but not enough to make a difference – in large part because more than half of the new hires were replacing underrepresented minority faculty who had left the institution.

#### 7. HIGHER ED FUNDING I

**“The New Finance of Public Higher Education,” William Zumeta, *NEA 2006 Almanac of Higher Education*, 2006 [pp 37-47]**  
Zumeta describes the state of the economy, state and institutional finances, and examines the public disinvestment in higher education over the past few decades. Public higher education is attractive to budget-cutters because higher ed is viewed as desirable but not mandatory and because budget cuts can be offset by increasing “client charges.” The article provides an overview of federal funding for higher education and macroeconomic trends in the states. The implications of these economic trends for student aid are also discussed, with examples from different states. Zumeta suggests collectively these trends are disproportionately hurting lower income students and undermining public institutions of higher education. With charts and tables tracking appropriations nationally and by state.

#### 8. HIGHER ED FUNDING II

**“Ensuring the Nation’s Future: Preserving the Promise of Higher Education,” AAUP Task Force on State Budget Issues, *Academe*, Jan/Feb 2005 [5 pgs]**

*I believe this is the article that Susan was going to review.* This report summarizes the findings of the AAUP Task Force on State Budget Issues. With particular attention to higher ed, it includes an analysis of the causes of the current budget crisis and examines the how the crisis as a long-term, structural problem. The report outlines 7 findings from the Task Force’s research and describes an action plan to address the current situation. [maybe combine with Zumeta article]

#### 9. PRIVATIZATION

**“Higher Education and Privatization,” John Lee, *NEA Higher Education Research Center: Update*, Mar 2004 [6 pgs]**

This research brief provides a concise explanation of what privatization is and how it looks in higher education. It summarizes the key implications of privatization (e.g., contracting out, restructuring the workforce, diversifying revenue streams, shifting costs to “consumers”) and some of the tactics used to promote privatization (e.g., accountability). This is a straightforward discussion of the issues and makes the interesting observation that the trend toward privatization is associated with a shift in the population served by higher education.

#### 10. AFFORDABILITY

**“Fear of Borrowing: Debt aversion is a barrier to access, especially for low-income students,” Pamela Burdman, *National CrossTalk*, Spr 2006 [5 pgs]**

**“The Future, on Loan,” William Trombley, *National CrossTalk*, Spr 2006 [6 pgs]**

These two articles, read together, provide an overview of recent trends in borrowing for college, changes to federal financial aid, and the phenomenon of debt aversion, particularly among low-income students. Trombley describes how more and more students are financing their education with loans and provides some data to support this trend. Burdman’s article is based on her research for the Project on Student Debt and her findings about the role debt aversion may be playing as a real barrier to access. She describes a debt dilemma. The longer version of her research is at [www.projectonstudentdebt.org/pub\\_view.php?id=28](http://www.projectonstudentdebt.org/pub_view.php?id=28)

#### 11. ACCESS TO THE CSU AND CA DEMOGRAPHICS -- not in this packet

**“Demography and the Changing Nature of Higher Education in California,” Ali Modarres, presentation to CFA , June 2006.**

Ali Modarres presented longitudinal and geographical data to CFA’s Equity Conference and to MOSS. His presentation highlighted the changing demography in the Los Angeles region and suggested the importance of these changes for Cal State LA.