

From the California Faculty Association

CFA HEADLINES

February 20, 2019 · Weekly news digest from CFA

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CFA's 2019 legislation to include bill for more campus mental health counselors

The time has come to introduce 2019 bills for consideration by the California State Legislature, and CFA is working with State Senator Dr. Richard Pan, a pediatrician, to reintroduce the Mental Health Counselors Act to improve care on the campuses.

It would require the CSU and community colleges to live up to the minimum [recommended staffing](#) of at least one mental health counselor for every 1500 students.

"With the shortage of counselors on CSU campuses, it has become common for students to face long wait times to get appointments, and frankly that is not good enough," says Martha Cuan, a counselor at CSU Stanislaus who chairs the CFA Counselors Committee. "We know that students are more successful in their studies when there is help to cope with the pressures of work, school and family that can lead to anxiety and depression."

Students of color, students with disabilities, LGBTQ students, students who are first in their family to attend college, so many of the students who the CSU is dedicated to serve, confront racist and discriminatory pressures in our country as well as in daily life. It is essential that CSU students have timely access to mental health counseling to help them stay on course and get their college degrees.

The bill also would require the CSU to provide public data about suicides on campuses, and to conduct a mental health survey of each campus every three years.

A similar law passed the state legislature last year with that all-too-rare bipartisan support, but was vetoed by Governor Jerry Brown who said this should be accomplished through the regular budget process. This time, CFA and Dr. Pan will press for the needed funding in the state budget.



Meantime, CSU campuses remain dangerously short of mental health counselors, relying on emergency temporary hires and moving counselors from campus-to-campus in crises.

The Mental Health Counselors Act is one of several bills that will comprise CFA's 2019 Legislative Agenda. Watch future *CFA Headlines* and the [CFA web site](#) to learn more as the bills develop.

CFA takes positions on bills like this after a process in which CFA members submit ideas, and the CFA Political Action and Legislation Committee along with campus CFA PA-Leg chairs review them. Finally, the CFA Board of Directors votes on positions on bills based on the committee's recommendations.

During March, members of CFA campus chapters will organize visits to their local California State Assembly members and Senators to discuss legislation as well as the CSU funding proposed to be included in the state budget by Gov. Gavin Newsom. If you are interested in these "in-district" visits, [contact your campus CFA Chapter](#).

CFA to join Oakland teachers' picket lines; on strike Thursday

Led by the East Bay CFA Chapter, CFA members are [preparing to support](#) the [Oakland Education Association](#), who are the latest K-12 teachers about to strike. A national wave of teacher strikes, most recently in Los Angeles and Denver, highlight that teachers are fed up with low pay and under-resourced schools as they try to educate America's future.



East Bay CFA Chapter President Nick Baham wrote to faculty on his campus, "These fellow educators, who work hard for little pay to help prepare Oakland Unified School District students to come to our university classrooms, are fighting for economic and educational justice in ways that matter not just for them, their students, and their families, but for us as well. Their wins are our wins!"

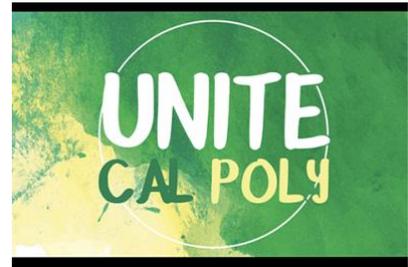
The refrain from the Oakland Unified School District's management is familiar to CFA members—they have no money for the class room, no matter the dollars received. In "[Remedying Educational Malpractice](#)," the teachers union shows the money is there. It's a matter of priorities in how it's spent. (See pages 104+ of [the study](#).)

OEA concludes: "OUSD has a budget credibility problem."

All CFA members are invited to join the East Bay CFA chapter *en masse* on the picket line outside Sankofa Academy in North Oakland at 581-61st Street this Thursday and Friday, 7-10 am and 2-4 pm. [More info here](#). Don't forget to wear CFA gear or red.

SLO faculty mark Black History month with 12-hour push back against racist attitudes on campus

This year during Black History Month, faculty at Cal Poly San Luis Obispo are continuing a practice of “blunt conversations” about the overtly racist attitudes that surfaced on campus over the past year through a 12-hour Teach-In on Thursday, Feb. 21 to assert that “[Inclusion Starts with Me.](#)”



Less than a year ago, Cal Poly San Luis Obispo administrators and campus members found themselves struggling with [racist acts](#) on campus including fraternity students partying in blackface.

Racist flyers showed up on campus, including [some pinned outside the door](#) of CFA Faculty Rights Chair Neal MacDougall, an agriculture professor, after he put posters promoting diversity on his bulletin board.

The behavior has embarrassed the administration, and more importantly, it has infuriated the very small number of Black students on campus—roughly 0.7% of the student body; the smallest percent in the CSU system. Plus, it has launched a push back starting with suspension of several fraternities from campus.

Yet, as MacDougall told the *Los Angeles Times* last year, "Racism is not simply the Klan marching around in hoods and burning crosses," he said. "Some people think that if you don't see those super-explicit, in-your-face things on a regular basis, you could say there's no racism here."

To help SLO students, and all campus members, understand that anti-racism and justice relate broadly to our lives, the SLO College of Liberal Arts is sponsoring the Teach-In from 8 am to 8 pm with topics ranging across academic fields including the sciences, art and history.

SLO CFA Chapter President Lewis Call is proud to say, “Several members of our SLO CFA executive board are presenting on panels at the Teach-in, including Sandi Clement, Lisa Kawamura, Shelley Hurt, and Andrea Terry. This shows that our local executive board is deeply committed to CFA's anti-racism and social justice work, and that we want to work with Cal Poly administrators and the College of Liberal Arts to promote diversity and inclusion on our campus.”

Call added, “Plus, I want to recognize Gianna Bissa of Students for Quality Education who is participating.”

See [the schedule of panels](#) organized at the ‘Inclusion Starts with Me’ Teach-In.

How does a campus spend state dollars? CFA at San Francisco State follows the money to find out

The CFA Chapter at San Francisco State has decided to pursue with vigor a question that has dogged faculty members throughout the CSU—how does a campus actually spend the state dollars it gets?



The chapter's specific angle on this question is what has happened to money specified by the legislature to step up tenure-line hiring, since no additional tenure-line hires can be identified.

“The legislature said \$25 million should go to hiring new tenure-line faculty, above those already hired,” explains SFSU CFA Chapter President James Martel, a political science professor. “We know this campus got about \$690,000 of that money but, even after constant communication with the provost and deans, no one can show us any new tenure-line hires.”

So, what's the problem?

In a [“Where's the Money?”](#) message to faculty on campus, the chapter wrote, “We believe that our campus is not complying” with the law mandating the money for tenure-line hires.

Noting that the CSU got an increase in funding in this current year, and is slated to get an even bigger increase starting this July if the governor's plan is adopted (it probably will be), the chapter says faculty need to remember there is more money this year in administration hands. That means, “We need to stop and reverse the logic of austerity.”

“The bottom line for us,” says Martel, “is transparency and accountability in how this campus administration spends its money. We don't want to keep hearing ‘there is no money’ for the class rooms when the state is allocating more.”

In Other News

OPPOSITION TO NEW RESTRICTIONS ON CAL STATE L.A.

ADMISSIONS: Declaring [No To Impaction](#), a group of faculty, staff and students are fighting campus President Covino's plan to declare impaction at Cal State Los Angeles, which will make it harder for students in East and South Los Angeles to get into college, and would cut seats for 600 new students a year. Some see the move as gentrification of a university historically serving working class, first-generation Black and Latinx students from the local communities.



The Cal State LA administration will conduct a public forum at 6 pm on Thursday, Feb. 21 in the University Union Theatre where it will try to defend its new and unprecedented exclusionary admissions policy. Faculty, staff, and students who oppose the impaction plan will gather in the Student Union lobby at 5 pm before the forum for interviews and to educate one another about the planned policy.

Cal State L.A. student Ivonne Franco explained her opposition to the impaction plan in this essay, [“Don't Gentrify our University.”](#)

NORTHRIDGE SENATE VOTES ‘NO CONFIDENCE’ IN CSU CHANCELLOR: The CSU Northridge Academic Senate adopted a vote of no confidence in CSU Chancellor Timothy White late last week. The vote has been a long time in coming, motivated by two executive orders the Chancellor issued in 2017 to change general education and remediation in the CSU. The orders prompted backlash among faculty not only due to their substance but also because so little effort had been made to consult with faculty or to consider faculty’s experience in teaching students before declaring the changes. In fact, over the last 18 months, the CSU systemwide [Academic Senate \(ASCSU\)](#), the [California conference of the AAUP](#), and [CFA](#), as well as 22 of 23 campus senates, contended the lead-up to issuing the executive orders lacked adequate faculty consultation.

The No-Confidence Resolution notes an unrealistic timeline to implement the changes, and that the stated goals have no substantiation in actual data among many other points. [Read it in full here.](#)

THE CFA CAPITOL CHAPTER JOINS IN A TALK ABOUT CUBA: CFA’s Sacramento Capitol Chapter will welcome Miguel Fraga, First Secretary of the Cuban Embassy for a discussion on U.S. and Cuban relations next Tuesday, Feb 26 at noon in the University Union, Auburn Room. The event is co-sponsored with International Programs and Global Exchange, Centers for Diversity and Inclusion, Center for African Peace and Conflict resolution, The Serna Center, and Center on Race, Immigration, and Social Justice.

POINT OF PERSONAL PRIVILEGE: This issue of *CFA Headlines* is my last; I will retire on March 1. I started with CFA almost 20 years ago and, along with my communications colleagues Shoshana Hebshi, then Brian Ferguson, and now Niesha Fritz, I’ve written *CFA Headlines* since its launch in 2003. [What a long amazing trip it’s been!](#)

I was not a kid destined at birth for college, but after several attempts and more years than some policy-makers would like to allow, I got my degree, in large part because of you, the faculty of the California State University. You believed in the People’s U. and you believed in me. I hope these years of work alongside you for CSU faculty and students, and more broadly for the future of public higher education, has been, in addition to our common cause, a small way to give back. The ‘resistance’ continues; [I’ll be seeing you](#) in other places, and I’ll be [thinking of you always](#). *Alice Sunshine, CFA Communications Director*

Faculty Rights Tip: Leaves at reduced pay will impact retirement

Articles [27](#) and [28](#) of our faculty contract provide for Sabbatical Leaves and Difference in Pay (DIP) leaves. These articles provide mechanisms for faculty to take leaves at full pay and reduced pay rates. When faculty take any leave at a reduced pay there will be an impact on retirement service credit. Sabbaticals at full pay do not result in reduced service credit.

It’s important to know that if you’ve been granted a DIP Leave or a Sabbatical Leave at a reduced salary you will not earn a full year of service credit during the period of the leave. You should contact your campus payroll office to learn about how it may apply in your specific case.



Faculty who participate in DIP leaves or Sabbatical Leaves at reduced pay who wish to purchase additional service credit to make up any difference can contact CalPERS to learn more about the purchase of Service Credit.

If you have a question about Sabbatical Leaves or Difference in Pay Leaves contact your campus payroll office or [your CFA Faculty Rights Representative](#).

See [previous Faculty Rights Tips](#) on a range of topics in our contract.

If you have questions about a faculty rights tip or would like to suggest a tip [please write us](#) with the subject line "Faculty Rights Tip."

Links of the week

Faculty Hiring After the Recession

[Inside Higher Education](#)

A new research review finds that since the recession, hiring patterns for new full-time faculty members have fluctuated considerably at public four-year doctoral and master's institutions, while they have barely budged at public baccalaureate institutions.

'It keeps you nice and disposable': The plight of adjunct professors

[The Washington Post](#)

MJ Sharp harbored no illusions about teaching at a university. The former photojournalist had heard enough stories about part-time faculty subsisting on meager pay and scant benefits while pouring all their time and energy into the job.

Schools need more resources for student mental health and wellness

[EdSource](#)

And time is critical — rates of depression, stress and suicide attempts by students are rising and school leaders report student mental health issues as growing and serious concerns.

Bills would provide more financial aid to California college students

[San Francisco Chronicle](#)

More relief for the heavy costs of college — fees, books, food and housing — could become available for California students under two bills introduced Thursday in the Legislature.

California's community colleges back new effort to cover college costs, including living expenses

[EdSource](#)

California's community college system is backing a bill that would dramatically reduce the total cost of attendance for its students.

The End of the Remedial Course

[Chronicle of Higher Education](#)

They've tried compressing it, breaking it into bite-size chunks, computerizing it, even making it optional. But the traditional, prerequisite remedial course that generations of underprepared students have been funneled into before they can start college-level courses remains an insurmountable barrier for too many students. Increasingly, it is being ditched altogether.

For a Black Mathematician, What It's Like to Be the 'Only One'

[New York Times](#)

Fewer than 1 percent of doctorates in math are awarded to African-Americans. Edray Goins, who earned one of them, found the upper reaches of the math world a challenging place.

How the Public Employee Unions Refused to Die

[The American Prospect](#)

When the Supreme Court ruled last June in the Janus case, the common wisdom was the nation's public-sector unions would be thrown hugely on the defensive. Evidently, the leaders of those unions didn't get the message. To the contrary, they have gone on the offensive. As leaders from the nation's four largest public-sector unions made clear at a forum last weekend in Washington, not only are their unions seeking to staunch the loss of fee-payers, they're pushing mightily to add members.

Janus Barely Dents Public-Sector Union Membership

[Wall Street Journal](#)

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