

From the California Faculty Association

CFA HEADLINES

February 6, 2019 · Weekly news digest from CFA

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Black History Month offers a time for reflection, transformation for the better

“Black History Month is a time for celebration, and also for recognition of and commitment to change, to transformation in our own lives, for our students, and in our union,” Cecil Canton, CFA Associate VP-Affirmative Action North, said at a CFA gathering last week.



Over the past two years, CFA has taken steps to open minds to the possibility that the union can help both CFA members and our institutions to do better in the pursuit of racial and social justice.

It's not a moment too soon.

Hate crimes in the nation's largest cities increased for the fifth consecutive year in 2018, according to [a report being prepared](#) by the [Center for the Study of Hate and Extremism](#) at CSU San Bernardino. And California is not exempt; hate crimes [spiked in Los Angeles](#) and [in San Francisco](#) last year.

“Hate crimes are among the worst aspects of racism,” said CFA President Jennifer Eagan, “but they are not all that we must address. If we hope to live in a just and peaceful community of people, we must face up to our own biases and attitudes and learn to overcome them. We can do it if we try.”

Campus CFA Chapters are holding Unconscious Bias workshops and ‘Lunch-and-Learn’ events for faculty who are ready to tackle what can be a challenging but ultimately meaningful learning process.

“We all have our biases, no one is completely immune to the social ills around us, and even the best among us are not aware of the full extent of it until we do the work to become aware,” Canton said.

He added, “That’s why CFA’s Council for Affirmative Action has conducted Unconscious Bias workshops on many campuses—to help us. It takes courage to challenge yourself, and if you do, you will find it empowering.”

Please contact your [campus CFA Chapter](#) to learn more about participation a workshop.

CAMPUS BLACK HISTORY MONTH EVENTS IN FEBRUARY: Organizations throughout the 23 CSU campuses also are holding Black History Month events and CFA encourages faculty to attend.

“The events that take place on every campus in February are a tremendous opportunity to gain perspective in a nation struggling with a resurgence of openly racist attitudes,” said Charles Toombs, CFA Vice President and Chair of Africana Studies at San Diego State.

“I urge faculty members, particularly those of us who have never been to such an event to take advantage of one right on your own campus,” he says.

[Click here for a sample of events on CSU campuses.](#)

Gov. Newsom’s CSU Budget Plan—The CFA analysis

Over the coming months, CFA members will be talking with lawmakers and policymakers in many venues about the elements of Governor Gavin Newsom’s first state budget plan for California’s public education system—from pre-schools through universities.

CFA members will campaign to guarantee this funding remains in the budget adopted to go into effect on July 1, and will provide input on how the CSU’s money should be used.

To aid the CSU faculty in that work, CFA has developed a [web page of analysis](#) of the 2019-20 State Budget, including a [Highlights Summary](#).



Some highlights of the Governor’s plan include:

- \$562 million increase in state funding for the CSU overall, an unprecedented 8% increase
- Of that CSU increase, \$300 million will be ongoing for long-term needs, and \$262 million will be one time only for deferred maintenance and urgent student housing and food needs
- Student enrollment growth of 2%
- A freeze on CSU student tuition
- Larger Cal Grants for students with dependent children

See the [complete analysis](#) on the CFA web site.

CFA backs new bill to address police use of force

State Assemblymember Shirley Weber, a past faculty member at San Diego State, has introduced a new bill, 'The California Act to Save Lives,' to address the standards by which sworn police officers make use of force.



CFA has co-sponsored AB 392 to update the law on when and how police officers use force, and it would require using options other than deadly force whenever possible.

“Too many families have been shattered by police violence in California including the families of some of our own CSU students,” said CFA Political Action & Legislation Chair Lillian Taiz. “Police should not take a human life when there are alternatives. While this seems like common sense, it isn’t the current practice in California.”

Supporters of Assemblymember Weber’s bill have noted there are enormous racial disparities in how police use force. When police use other tactics to slow down situations and de-escalate tension, it saves community lives, and even increases safety for officers themselves.

“This situation is not universal,” said Taiz. “California police departments have among the highest rates of killings in the nation.”

An analysis by the *Washington Post* of census data found California police kill 37% more people per capita than the national average.

CFA joins the American Civil Liberties Union, AFSCME Local 3930, Black Lives Matter-California, and community and youth organizations in co-sponsoring AB 392.

PHOTO: Assemblymember Shirley Weber (at the podium) announced AB 392 “The California Act to Save Lives” has been introduced for consideration by the state legislature. Among supporters at the announcement were (from the right) Assemblymember José Medina, Chair of the Assembly Committee on Higher Education, and Dijbriil Diop, CFA Director of Government Relations.

Faculty Rights Tip: The FERP and PRTB Program

Our Faculty Contract provides two programs for tenured faculty who are close to retirement. [Article 29](#) covers the provisions for the Faculty Early Retirement (FERP) program and [Article 30](#) covers the Pre-Retirement Reduction in Time Base (PRTB) program.

The FERP program allows eligible faculty to retire and continue teaching for a time base of up to 50%. Participating faculty may draw their retirement and 50% of their annual salary for up to five years.

The PRTB program allows eligible faculty to phase into retirement through a reduction in time base before retiring while maintaining full retirement credit and other benefits for a maximum of five years.



Take home pay and sick leave is reduced proportionally during the period of participation, but retirement service credit and final retirement benefits are calculated based on the full-time salary at the time of retirement.

Determining which program is the best fit for you will vary. You can read Articles [29](#) and [30](#) to see the specific provisions. To learn more, contact your campus Human Resources department.

If you need help or have questions about your rights, [contact your campus CFA chapter faculty rights advocate](#).

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"](#)

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

In Other News

OAKLAND TEACHERS VOTE 95% TO AUTHORIZE A STRIKE: K-12 teachers in the [Oakland Educators Association](#) moved a big step closer to a strike on Monday with a large strike authorization vote. After two years of bargaining for a contract, they are fed up with low-ball offers too small to live in the city where they teach while class sizes balloon.



As in Los Angeles and other school districts across the nation, they attribute the Oakland school district's claims of money woes to privatization through [the proliferation of charter schools](#) that siphon off dollars while cherry-picking the students who endure the fewest obstacles to success. OEA is now [signing up volunteers](#) to help in a variety of ways.

SIGN PETITION TO ADVANCE EARLY CHILDHOOD EDUCATION: Child care givers were out in force at the State Capitol today (Feb. 6) to advocate for laws that will ensure quality early childhood education as well as their own right to unionize. An education that gets children off to a good start sets the stage for student success all the way to the CSU, community colleges or other higher education. [Sign the petition](#) to support this work and learn more at #ChildCareForAll

CRIMINALIZING POLICE CRITICS HAS TO STOP: CFA leader Melina Abdullah, a Cal State Los Angeles professor will be back in court at 8:30 am tomorrow (Feb 7) to fend off eight charges stemming from her presence at Los Angeles Police Commission meetings where she supports and advocates for families of police shootings.

More than [5,000 of her supporters](#) have signed [a petition](#) (bitly.com/freemelina) calling on City Attorney Mike Feuer to drop the charges. Cal State LA colleagues will be among the many supporters at the L.A. County Courthouse (210 W. Temple St., Department 43) to stand with her.

Links of the week

Chancellor says there will be no tuition hike
[The Daily Sundial](#)

"This is an unprecedented start and a serious investment in California's students," said Jennifer Eagan, president of the California Faculty Association, which represents over 28,000 CSU faculty members, in a

press release. "Now the CSU will have enough money to enroll more students, provide appropriate levels of mental health services for students, and improve tenure track hiring."

Homeless Students May Be Allowed to Sleep in Cars Overnight at California Community Colleges

[CBS Sacramento](#)

California Community Colleges may need to start providing special parking for homeless students who live in their cars. Assemblymember Marc Berman (D- Palo Alto) introduced [AB 302](#) on Tuesday requiring campus administrators to "grant overnight access to those facilities (parking facilities) to any homeless student who is enrolled in coursework, has paid enrollment fees, and is in good standing with the community college.."

Phishing Scheme Targets Professors' Desire to Please Their Deans — All for \$500 in Gift Cards

[Chronicle of Higher Education](#)

The scam relies on understanding scholarly workplace dynamics and exploiting the trove of information on college websites.

Cal State Fullerton DACA Student to Attend State of The Union

[CBS Los Angeles](#)

Humboldt State University searches for their next president

[KIEM-TV](#)

Students and the public came out to share their concerns on the future of Humboldt State's leadership.

Library Associations Pledge to Address Racism

[Inside Higher Ed](#)

The American Library Association's treatment of a black librarian who complained after a white colleague directed [hostile comments](#) at her at a recent ALA meeting has prompted a difficult discussion about racism in the library profession.

Poor Students More Likely to Play Football, Despite Brain Injury Concerns

[KHSU-FM](#)

"The reason football is so valuable to them is the fact that it's still the sport that that's the most popular in America, that is getting the most money from high schools and colleges in America," Samaha said in an interview with NPR's Michel Martin on *All Things Considered*. "At a time when the educational gap continues to widen between low-income, particularly black and brown kids, and higher income white kids, football offers a path to upward mobility that is not really available through any other extracurricular activity." Many of the 10, 11, and 12-year-olds who Samaha reported on told him they were playing football not just for the chance of getting a college scholarship, but also for the chance to get financial aid for top private high schools in New York City.

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