

From the California Faculty Association

CFA HEADLINES

March 28, 2018 · Weekly news digest from CFA

Dear Readers: Next week, CFA Headlines will pause for the April 4 action to tell Gov. Brown and the Legislature to #FreeTheCSU. Join in at the State Capitol! And watch for a special edition of CFA Headlines on Thursday, April 5 featuring highlights from the previous day.

- **Be there: Faculty, Students, Chancellor, Assembly Speaker, Senate Pro Tem, and many more to rally April 4 for needed CSU funding**
- **April 3 Assembly Budget hearing to address state funding for the CSU**
- **Humboldt State faculty, students push back against threatened cuts to student instruction**
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Be there: Faculty, Students, Chancellor, Assembly Speaker & Senate Pro Tem to rally April 4 for needed CSU funding

“This is a critical moment for California’s public higher education system,” says CFA President Jennifer Eagan. “The state has the money it would take to restore much of the damage done to the CSU over the past decade, and everyone who knows how important that is needs to speak up now.”

To that end, one week from today California State University students, faculty and supporters will converge on the State Capitol in Sacramento to tell Governor Brown—the CSU needs him to make a genuine commitment to public higher education.



- **Join the April 4 rally**—See [Free The CSU](#) for details
- **Contact [your campus CFA Chapter](#)** to connect with colleagues going to the rally

Eagan, CFA Vice President Charles Toombs, and other CSU faculty and student speakers will be joined at a mid-day rally by CSU Chancellor Timothy White, CSU Board of Trustees Chair Rebecca Eisen, California Assembly Speaker Anthony Rendon, California Senate President pro Tempore Toni Atkins, Assemblymember Tony Thurmond, and labor and community supporters.

All of them agree the California State University needs stronger state support to play its key role in California’s future.

Members of Students for Quality Education will start the day early with a 6-8 am picket line outside the Governor's Mansion a few blocks from the Capitol. They will call on the governor to [#FundTheDream](#).

Starting at 10 am, on the north side of the Capitol near L and 11th Streets, attendees will experience the Augmented Reality Art of Sol Collective, including spoken word and dance. Pop-up art installations will appear by CFA & Students for Quality Education. The rally will happen at the same north Capitol location, starting late morning.

- **Watch CFA's animation** "[Rainy Days for the CSU](#)" to learn more about the fight for additional CSU funding
- **Follow April 4 action and reportage** on CFA [Facebook](#), CFA [Twitter](#), and [#FreeTheCSU](#) and [#FundTheDream](#)
- **Download, print, and post on your door** "[23 Reasons to Fight for CSU Funding](#)"

April 3 Assembly Budget hearing to address state funding for the CSU

The Legislature is deep into hearings on what should be included in the 2018-19 California State Budget, and pressure is growing to step up funding for the California State University.



In advance of a legislative hearing focused on the CSU next week, 29 Assembly members have signed [a letter requesting that UC and CSU funding "be a top priority"](#) in the state budget.

The letter, which was initiated by Assembly Education Committee Chair José Medina, recalls, "Nearly one-third of CSU funding was cut during the recession." Noting persistent funding lags and student enrollment growth, the letter says, the Governor's proposal to increase CSU funding by a mere \$92 million only "provides an increase equal to half the rate of inflation."

Since UC and CSU "are pinnacle examples of public funds benefitting the good of the public," the letter says, "We have a responsibility to do more to keep our higher education institutions affordable—not only for the benefit of students but for California as a whole."

Similarly, Lt. Gov. Gavin Newsom, who is a candidate for governor and sits on the CSU Board of Trustees, [told reporters last week](#) that funding for public universities should be the Legislature's "top priority" in budget negotiations to avoid tuition hikes, among other things.

In that context, the Assembly Budget Subcommittee No. 2 on Education Finance will hear arguments about how much CSU funding the committee should recommend to the full

Assembly. CFA leaders and CSU students will address the hearing. Faculty can attend at 9 am on April 3 in State Capitol Room 447 or can view the hearing on [the Assembly video/audio stream](#); the links will be posted there a few days before the hearing.

Humboldt State faculty, students push back against threatened cuts to student instruction

Humboldt CFA Chapter President Renée [Byrd took to the public-comment microphone](#) at the CSU Trustees meeting last Wednesday to make a straightforward request: “I’m here to call on you in this room, and the entire CSU system, to help us save public higher education at Humboldt.”

The Humboldt administration has announced a budget shortfall of \$9 million, and that a substantial amount must be cut from instruction.

“We are hearing of proposed solutions that actually cut at the heart of our educational system. And by that, I mean faculty time with our students,” Byrd said. She added, “There are enough attacks on public higher education without doing it to our own universities ourselves.”



Faculty on campus are organizing to protest the cuts.

The CFA Chapter has initiated “Union Thursdays” when faculty can show solidarity with one another and with students by wearing red or a campaign button and voice their opposition by posting door signs. CFA members are circulating a public petition to protect instruction at Humboldt.

Students on the Humboldt campus have particular challenges, including the distance from most students’ homes making travel and attendance more expensive. A shortage of housing in the area contributes to an elevated homelessness rate, and ultimately to students abandoning their educational aspirations.

Last week, [students held a walkout](#) in protest of threatened class eliminations and staff layoffs, demanding instead that administrators cut their own pay. After a well-attended rally, students occupied the provost’s office. ([video](#))

Faculty Rights Tip: Workload



[Article 20](#) of our Collective Bargaining Agreement covers workload.

One key provision for instructional faculty is Article 20.3(a) because it provides that members of the faculty bargaining unit shall not be required to teach an excessive number of contact hours, assume an excessive student load, or be assigned an unreasonable workload or schedule.

Over the years, a number of factors have contributed to an increase in workload for almost all members of our bargaining unit (faculty, counselors, librarians, and coaches). In many cases, workload may have crossed the line into what should be considered “excessive” and “unreasonable” when it comes to instructional assignments.

Moreover, sometimes these assignments are imposed with no prior consultation.

Some of the factors used to determine what is “excessive” or “unreasonable” can be found in Article 20.3(b) and 20.3(c). They include the number of students, distribution of student enrollment, the level of support provided by the program, the introduction of new instructional technologies, and prior practices.

We encourage all faculty, counselors, coaches, and librarians to become familiar with [Article 20](#) of our contract. You can find [the entire contract online](#).

If you believe you have been assigned an excessive or unreasonable workload it is in the interest of our students, institutions, communities, and profession to correct these problems.

Contact [your local CFA faculty rights representative](#) to discuss any unreasonable workload you may be experiencing.

- *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 an [archive of Faculty Rights Tips](#)

In Other News...

LAYOFFS AT FULLERTON: Fourteen CSU Fullerton faculty in the American Language Program have received layoff notices, and CFA is fighting back. ALP and similar programs at 20 of the 23 CSU campuses conduct English-language orientation classes for students from other countries to ease their way into the CSU. The programs are “self-supported” rather than “state-supported,” meaning the students pay in full, and at Fullerton it was profitable until about a year ago.

While ALP started losing money last year, CFA leaders note that campus management is not clear on why that happened. “Our proposal was to create a labor-management committee to study which ALP practices are working on other campuses and give the program the chance of another year to recover,” said Jason Conwell, CFA Representation Specialist. Nevertheless,

CSU management elected to send out layoff notices. CFA and campus management meet again on the issue in early April. [Read a report](#) in the campus newspaper.

Links of the Week

Tuition Hikes Hurt Diversity

[Inside Higher Ed](#)

Every 1 percent increase in in-state tuition and fees at nonselective institutions was connected to a 0.141 percent drop in full-time undergraduate diversity. That means a \$1,000 increase in tuition and fees would be linked to a 2.6 percent drop in racial and ethnic diversity on campus.... The negative relationship between tuition and diversity was even stronger when examining only full-time, first-time freshmen at nonselective public institutions. For those student bodies, every 1 percent increase in in-state tuition and fees corresponded to a 0.238 percent drop in diversity. That's a 4.5 percent decrease in racial and ethnic diversity for every \$1,000 increase in tuition and fees.

Forget wealth and neighborhood. The racial income gap persists

[NPR](#)

...in 99 percent of neighborhoods in the United States, black boys earn less in adulthood than white boys who come from similar socioeconomic backgrounds. This undermines the widely-held belief that class, not race, is the most fundamental predictor of economic outcomes for children in the U.S.

Fight to 'fully fund' CSUs heads to Sacramento in April

[The Collegian](#) (Fresno State)

Next month, CSU students and faculty will gather at the state capital to unite in favor of funding higher education. "The CSU is supposed to be a place where anyone who was willing and able to do the work and take the classes and get the grades was promised a place in a four-year university," Eagan, president of CFA, said in an interview recently. "It's not supposed to matter how much money a student could afford to pay."

Students rejected from a UC or CSU are leaving California in droves — and may never come back

[89.3 KPCC](#)

Estudiantes universitarios se manifiestan en Sacramento

[Univision TV](#)

Wait-Listed, Rejected and Frustrated in California

[Inside Higher Ed](#)

State Needs to Step Up for Higher Education

[Fox and Hounds Daily](#)

A stingy 3% increase for UC and CSU is simply not enough.

Women Will Soon Lead More Than Half of Cal State Campuses

[Inside Higher Ed](#)

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