CFA HEADLINES
April 19, 2017 · Weekly news digest from CFA

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“Proud to Be CFA” Week: Celebrations, Conversations, Information that say —We are the Union

The new political climate has many of us asking what will happen to our university and livelihoods. We are on the road to an answer when we say we are “Proud to Be CFA.”

• Join CFA
• Invite a colleague to Join CFA

Celebrations, social events, urgent workshops on our rights, conversations in offices and campus meeting places—all this and more is happening on CSU campuses this week as CFA members assert the right to a fair contract, and the responsibility to take a stand for public higher education.

“Anyone who depends on a paycheck is asking what it all means,” says CFA Membership & Organizing Chair D.D. Wills, referring to the new regime in Washington DC. “We in the CSU faculty have an advantage that more people need—the benefit of a union contract, with representation when we have difficulties at work.”
Wills, who teaches at Cal Poly Pomona, adds, “And, that is not everything about CFA. We speak out for the values that inform public higher education and the State of California, for our students, and for our communities.”

Reaffirm our shared commitment to stand up for each other as colleagues through the union. Participate in “Proud to be CFA” Week. Join CFA. Invite others to Join CFA.

• Contact your campus CFA Chapter to learn more.
• Download the “Proud to Be CFA” logo

PHOTO: Meghan O’Donnell, a CFA member and chapter leader at CSU Monterey Bay, displays her inner-CFA swag with Maureen Loughran, CFA Field Representative.

Assembly Higher Ed Committee supports tuition and fee moratorium bill, 11-0

A strong message was sent by the unanimous, bi-partisan 11-0 vote of the Assembly Higher Education Committee on Tuesday, a vote that sent AB 393: The Student Protection Act to the Appropriations Committee, the next step in the process of putting a CSU student tuition freeze into law.

The CFA-sponsored AB 393 would freeze CSU tuition and community college enrollment fees, and call on the UC Regents to freeze UC tuition, too.

The bill became an important part of the legislature’s debate over the 2017-18 state budget in March when the CSU Board of Trustees, on a rare divided 11-8 vote, decided to raise CSU tuition another 5%.

The Trustees tempered that decision with a promise to roll back the tuition hike if the 2017-18 state budget signed into law includes the entire $324.9 million state funding increase the Trustees requested last November. The governor put in his January budget plan a $157.2 million increase in CSU funding, quite a bit short. Now, the ball is in the legislature’s court.

As CFA President Jennifer Eagan explained to committee members who worried a legislature-mandated tuition freeze might step on the authority of campus management, “The Trustees have put it in the hands of the legislature; they abdicated that responsibility to you.”

The bill author, Assemblywoman Sharon Quirk-Silva, opened up the AB 393 hearing by explaining, “Our hope is to protect students from debt, the increasing debt students confront trying to get a college degree.”
She said, “Our Master Plan (for Higher Education) seems to be getting further and further away and we have students asking, with the debt today, is it even feasible to attend college.”

Quirk-Silva said she hopes the bill opens a conversation about rising costs that will compel the legislature and campus administrations to find the ways to fully fund California’s system of higher education.

Isaiah de la Cruz, a CSU East Bay sophomore, appealed to the committee, which has members who attended public universities in previous, more affordable eras. “It is in the best interest of the state to invest in its future,” he said. As a child he was told “college is the solution and I still believe it. …But, education is reaching a status of unaffordability.”

CFA President Jennifer Eagan tied her testimony to improved state funding for the CSU.

Referring to the Trustees who voted against the tuition increase, she said:

“They recognized we can’t keep going back to the students to fund the system. It is not a sustainable model. It has created a crisis. Funding has been put on the backs of students combined with massive amounts of part-time hiring of faculty. We can’t truly say we have a public higher education system.

“Our great hope is that the CSU receives the full funding the university asked for this year and that this bill AB 393 passes to create some breathing room for students and their families. And, that CFA and other stakeholders in public higher education will help the legislature figure out a path to restoring much needed funding to keep the system going forward.

“We want to find a model that is, in fact, sustainable for the future so that California’s economy can remain strong. AB 393 is a first step in that process.”

A long line of supporters asked the committee to pass the bill, including the California Labor Federation, the California Federation of Teachers, the Faculty Association of the California Community Colleges, CWA, SEIU, and many individual students. Students for Quality Education brought pages of signatures from students supporting the tuition freeze.

Republican Assemblymember Catherine Baker announced during the hearing that she adds her name to the list of AB 393 co-authors.

CSU and UC lobbyists spoke against AB 393, saying it will tie the hands of management, and they claimed that management wants to hire more faculty and offer more courses.

- Watch the Assembly Higher Education Committee hearing on AB 393 (California Channel video starting at 2:36:23)

PHOTO: At a crowded Assembly hearing on AB 393, CSU East Bay student Erika Jimenez, presented signatures collected by Students for Quality Education on petitions against tuition increases.
AB 1464 to improve CSU faculty tenure density moves forward in Assembly

On Tuesday, the Assembly Higher Education Committee also took up AB 1464, a bill to increase the composition of CSU faculty to 75 percent tenure-line and a maximum 25 percent contingent. The bill’s author is Assembly-member Shirley Weber, who served as a San Diego State faculty member for 40 years.

Weber explained that as far back as 2001, the Legislature passed a resolution recommending that the CSU develop a process to improve tenure density. Unfortunately since then, she said, “There has been a decline.”

Based on the CSU administration’s data, during the 1990s, 62% of CSU faculty had permanent jobs as tenure-line faculty. By today that number has reversed—60% of CSU faculty teach on temporary appointments. (See a chart showing the changes in tenure density over the years.)

Not only do temporary teaching appointments undermine the consistency a faculty member needs to teach and mentor students over time, but it means that ever-fewer tenure-line faculty with permanent jobs are available to help students, to keep curriculum up to date, and to do all the work needed to maintain a robust educational program.

Nichelle Henderson, a Cal State L.A. Lecturer and CFA member, told the committee about the constant churn of part-time faculty whose part-time, temporary status undermines the wish “to become vested in the long-term growth of our respective campuses” and whose students can’t know they will be there next semester.

Lillian Taiz, CFA Political Action & Legislative Committee Chair, explained, “Thousands of Lecturer faculty are well-qualified by education and experience for permanent tenure-line positions, but they are hindered by virtue of their temporary appointments.”

Taiz pointed out, “Already a fair number of incumbent CSU Lecturers apply for and are hired through a competitive process into tenure-track positions. This bill would encourage the expansion of this practice, by opening up more opportunities. It really is a no-brainer for the university and for our students.”

In discussion, Assemblymember José Medina, who chairs the committee, said as a former part-time faculty member who had no time to meet with anyone, he supports the bill.

If signed into law, the requirement would have to be fulfilled by 2025. AB 1464 moved to the Assembly Appropriations Committee on a vote of 9-3.
PHOTO: CFA member, Nichelle Henderson who is a Lecturer at Cal State Los Angeles, testified before the Assembly Higher Education Committee on the need for AB 1494, to increase tenure density in the CSU.

**CFA-sponsored AB 21 advances in Assembly; will help to ensure undocumented students access to higher ed**

AB 21, one of four CFA-sponsored bills heard and advanced by committees in the California State Assembly this week, would direct public colleges and universities to enact a broad range of protections for undocumented students.

After Pres. Trump’s first executive order to ban some classes of immigrants, CFA was prompted to issue a statement, about the critical responsibility to protecting our DACA students and immigrants CSU students and employees in general. A conversation with Kalra led to him draft AB 21, basing it on CFA’s statement.

This bill would play a critical role in protecting our undocumented students. AB 21 requires the CSU and community colleges to ensure the privacy of student records, alert the campus community when ICE is present on campus, have a protocol in place to notify the presence of ICE on campus, arm campus staff with information to ensure that ICE agents follow the law, be ready to provide concrete assistance to undocumented students who may face legal challenges, ensure that DACA students would continue to receive the benefits of that status even if federal law should change.

The Assembly Judiciary Committee took testimony and voted to send AB 21: "Access to Higher Education for Every Student" to the Assembly Appropriations Committee.

Assemblymember Ash Kalra who authored the bill told the committee California needs our college and university students to get degrees: "At a time when all that California has worked for could be cast aside, it's imperative we take all the steps we can to protect students."

CFA President Jennifer Eagan described for the committee the apprehension students at the CSU East Bay campus where she teaches are feeling for themselves and their families.

The bill is “consistent with the values of higher education and with California’s values,” Eagan told the committee, and she said, “As faculty we are committed to our students’ success. We need your help. Faculty and students can’t do the work we need to do in this environment” of fear.

AB 21 garnered support of speakers from CTA, SEIU, the California Labor Federation, community college faculty, immigrant rights groups, social workers, CSU campus organizations, and CSU students.
New planning idea for California higher ed moves in Assembly; ‘We have to figure out a better way’

Last week, CFA added to its agenda of sponsored bills AB 1038 to form a “Blue Ribbon Commission” that would develop a comprehensive plan to sustain and augment California’s system of public higher education.

The Assembly Higher Education Committee heard testimony on the idea this week and voted to advance the bill to the Appropriations Committee.

Assemblymember Rob Bonta, the bill author, envisions a plan in place by 2019 that could guide California back to the extremely successful, quality, accessible, affordable public higher education system derived from the 1960 California Master Plan for Public Higher Education.

CFA Vice President Kim Geron, faculty at CSU East Bay, told the committee about findings in the CFA research report *Equity Interrupted* that “California is spending less per student today when three of four students are of color, than was spent in 1980 when students were mostly white. This is systematic and it will take deliberate action” to correct, he said.

Geron added, “It is hard to overstate the daily challenges we face and to our students, just to get to class, to afford books, to cope with the cost of living. We have to figure out a better way to do this.”

- Learn more about CFA’s 2017 Legislative Agenda, with bill fact sheets, and go to the CFA Legislation page to catch up on the work underway to pass these bills.

Faculty Contract Talks

Coming: CFA Chapters invite faculty to prepare

All faculty are invited to CFA Bargaining Meetings hosted by your Campus CFA Chapter.

- See the schedule of meetings by campus

CFA Officers and members of the CFA Bargaining Team will be there to report back on results of the Faculty Bargaining Survey circulated last November. Faculty feedback from the survey and Bargaining Meetings helps our Bargaining Team shape the priorities in talks on the next contract.
They also will give updates on the bargaining landscape, which is different from how it was during the last round of talks.

“At the meetings we have had so far, it is clear that CSU faculty appreciate the challenges facing us during the next round of bargaining,” says CFA President Jennifer Eagan.

She explained, “Some of these challenges occur on the national political landscape, and it is no surprise that means we could be affected by possible attacks on public employees and on labor unions. We also discuss at these meetings legislative changes to California state pensions and benefits, which present new challenges to our contract talks.”

**Meetings in April** are:

- **Thursday, April 20:** San Bernardino and Dominguez Hills
- **Wednesday, April 26:** Northridge, San Marcos and San Diego
- **Thursday, April 27:** Channel Islands, Sacramento and Long Beach

Many more [campus CFA Chapters meet in May](#).

### CFA co-sponsors conference on students’ ‘Debt Sentence’, April 20-21

A California-wide conference at San Jose State this Thursday and Friday will analyze and seek ways to tackle burgeoning student debt in the U.S. that is now approaching $1.3 trillion.

Preston Rudy, president of the San Jose CFA Chapter which is a co-sponsor, says, “We have to acknowledge how vast this problem is. And we need to find ways to organize for access to higher education that does not rely on individualized debt to put degrees into students’ hands.”

Speakers are coming to San Jose from as far as City University of New York, and The Debt Collective, which arose from Occupy Wall Street and is famed for slogans like “You Are Not A Loan,” will provide teach-In style performance-presentations.

CFA will offer a panel of faculty to suss out how we got to this point of crushing debt, and what it means for academic faculty, in particular. Junior faculty, Rudy points out, experience the “indebted life” at a high rate that interferes with their lives and careers.

A series of talks and workshops at San Jose since March opened dialogue leading to the culminating day on Friday when the conference takes up pathways to change. In the big war over education, will it be treated as a public good? Or will it be privatized to be a profit center for some?

“The pressure to put the cost onto students is an act of privatization of education,” Rudy says, previewing the presentation he will give on the CFA panel. “We have been watching the CSU gradually privatize over many years, and the CSU administration has absorbed the ideology of privatization. That is, when you need money, you do not think to go to the legislators in a big way. You look at the properties and activities of the university and develop ways to commodify that, to
sell it as a private good and generate revenue streams."

"Administrators," Rudy said "are not making the case for publicly funded higher education with the voters and making a 'fulsom case' for the investment Californian's have made over the last 100 years in these institutions and extending them into the future. These are the birthright of Californians."

For more information contact MOSAIC @ 408.924.6255

**CFA to March for Science, Saturday, April 22**

Advocates of rational thought and scientific inquiry to advance humankind will be on the march this Saturday, April 22, and CFA members will be there.

As organizers of the [March for Science](https://www.marchforscience.org) point out, "There is no Planet B."

- See all March for Science locations in the world and get details on yours.

The main march is in Washington DC, with more than 500 satellite marches around the globe, including 41 in California.

In San Francisco, the campus CFA chapter is organizing a CFA contingent and invites all faculty from CSU campuses to join in. CFA and other labor unions will meet by the fountains in Justin Herman Plaza at 11 am. Scientists are “Seeing Red!” so wear your CFA gear!

CFA member Leticia Márquez-Magaña will be a featured speaker at the kick-off rally at Justin Herman Plaza. As a professor of biology and director of the Health Equity Research Laboratory on campus, she will speak from the perspective that science “powers the best decisions to improve conditions for all humanity.”

CFA members also will march and rally in Los Angeles (9 am-4 pm, Pershing Square to City Hall), San Diego (10 am-2 pm, Civic Center Plaza to Waterfront Park), San Jose/Silicon Valley (11 am-3 pm (City Hall to Plaza de César Chavez), and Sacramento (10 am-4 pm, Capitol Mall).

Other marches near campuses will take place in Chico, Fresno, Fullerton, Hayward, Arcata, Long Beach, Monterey, Palm Springs, Pasadena, Riverside, San Luis Obispo, and Santa Rosa, among others.

- Contact your CFA chapter to connect with others going to the March for Science
CFA to join with Calif. Labor Federation for May Day actions

The California Labor Federation and Central Labor Councils in Los Angeles and the Bay Area will join advocates for social and racial justice and human rights at May Day protests on Saturday, May 1.

The Los Angeles CFA Chapter has arranged a bus to transport “faculty of conscience” to what is expected to be one of the largest #MayDay events in the nation, a march from MacArthur Park to L.A. City Hall. The bus will depart at 10 am from behind Golden Eagle Ballroom, returning from City Hall at 2:30 pm. RSVP to CFA Field Rep Jackie Tepen to reserve your seat.

Leading up to the day, a three-week Caravana Contra El Miedo—Caravan Against Fear—is making its way now on a journey to “defend immigrant rights, keep families together, resist Trump’s cruel and racist immigration policies.”

You can contact your campus CFA Chapter to meet up with other faculty for these events around the state.

PHOTO: Los Angeles-area hotel and restaurant workers are already marching with their union Unite-HERE to speak out for immigrants’ rights.

Faculty Rights Tip: Article 34, Vacation for 10 and 12-Month Faculty

Article 34 of our faculty contract covers vacations. The Vacation Article only applies to faculty with 10 or 12-month appointments, and it does not apply to faculty on Academic Year appointments.

Faculty who qualify under Article 34 earn two days of vacation for every qualifying month of service. Part-time faculty earn this same credit on a pro-rata basis.

Requests for scheduling vacation must be submitted in writing to the appropriate administrator at least 30 days in advance. The scheduling of vacation may accommodate the needs of the campus, however vacations must be scheduled by mutual agreement of the faculty member and appropriate administrator whenever possible.

After one year of service, faculty must take at least five days of vacation each calendar year or face forfeiture of vacation days if they exceed the maximum accrual.

Faculty who have worked for 10 years or less may accrue up to 40 days of vacation credit each year. Faculty who have worked for more than 10 years may accrue up to 55 days of vacation.
If you have questions about vacation you can contact your CFA Faculty Rights Representative. You may also want to contact your academic personnel office to review your appointment and vacation accrual level.

*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**

**First Known DREAMer Deported Under President Trump**
*KQED News* NPR
SAN DIEGO—A man has been sent to Mexico in what an advocacy group says is the first known deportation of someone who was part the DACA program to shield people who came to the U.S. as young children. The National Immigration Law Center sued the federal government Tuesday (April 18) in San Diego to obtain records on Juan Manuel Montes, who was detained by the Border Patrol in February in the border town of Calexico. “I was forced out because I was nervous and didn’t know what to do or say, but my home is there,” said 23-year-old Montes in a statement released by his lawyers. “I miss my job. I miss school. And I want to continue to work toward better opportunities. But most of all, I miss my family, and I have hope that I will be able to go back so I can be with them again.”

**California state Assembly Judiciary and Higher Education committees approve four bills supported by the California Faculty Association**
*Daily Titan* (CSU Fullerton)

**Colleges turn 'fake news' epidemic into a teachable moment**
*Washington Post*
Over the past few months, her college’s library faculty has revamped tools, such as its CRAAP test, a system of source and information evaluation developed by librarians at CSU Chico that stands for currency, relevancy, authority, accuracy and purpose.

**The More Things Change**
*Inside Higher Ed*
Compensation survey from AAUP says faculty salaries are up slightly year over year, but institutional budgets continue to be balanced “on the backs” of adjuncts and out-of-state students.

**Where the Faculty Jobs Are**
*Inside Higher Ed*
New data from CUPA-HR suggest fields doing the most hiring, but some question its optimistic findings about English. Study also looks at pay by demographics, and for chairs and adjuncts.

**Behind the Problem of Student Homelessness**
*New York Times*
Those findings build on a study released last year by *California State University* that estimated that 8 percent to 12 percent of its students were homeless.
CSU San Marcos students protest border agents' presence at job fair
fox5sandiego.com

Adjunct faculty, who teach 75 percent of classes at SF Art Institute, win contract
San Francisco Examiner
After more than three years of organizing, adjunct faculty at the San Francisco Art Institute ratified their first contract March 30, giving them work stability, a raise and health benefits for the first time.

American U Grad Students Unionize
Inside Higher Ed
Graduate student workers at American University voted to form a union affiliated with Service Employees International Union, 212 to 40

Charter schools are expanding where they aren't needed — especially in Los Angeles, new report says
Los Angeles Times

'Job-killing' Obamacare actually created 240,000 well-paying healthcare jobs
Los Angeles Times

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