

From the California Faculty Association

CFA HEADLINES

May 9, 2018 · Weekly news digest from CFA

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Take Action Now! Tell Gov. Brown the CSU needs more in his state budget plan

This Friday, Governor Jerry Brown [will release a May Revision](#) to his proposed state budget for the coming year, and the CSU needs you to remind him, “It’s a big mistake to shortchange the future.”

[Click here to send a message now!](#)



The California State University needs us to make sure he knows that almost half a million students and the people who teach and serve them are counting on California to reinvest in public higher education. The cuts made to public higher education over many years by prior governors are still damaging California’s future.

CFA President Jennifer Eagan strikes an upbeat note based on her meetings with legislative leaders at the Capitol. “Our voice is being heard,” she says, “and our advocacy makes a difference. The rallies, petitions, emails, calls, and visits to legislative offices are getting through.”

[Click here to send a message](#) to Gov. Brown and lawmakers!

The governor’s initial budget proposal released in January only called for increasing CSU state funding by \$92 million for the 2018-19 fiscal year. This amount would not actually keep up with inflation and would put the CSU further behind.

Underfunding has costly consequences. The California & Budget Policy Center reported today: [“California Stands to Lose Billions in Future Economic Returns by Continuing to Underfund CSU and UC”](#)

CFA has called for an additional \$422.6 million for the CSU. That funding could increase access for more than 18,000 qualified students at a time when the CSU is turning away more than 30,000 qualified California students each year. Further, this funding would ensure our university system has the state support it needs to protect working conditions for faculty.

As CFA Vice President Charles Toombs pointed out in [CFA’s recent podcast](#), “We want

increased funding because we want the students that we have now in the CSU to have the same benefits and opportunities as 30 years ago, when the students were predominantly white.”

[See the Governor unveil his “May Revise”](#) on the California Channel, Friday, May 11 at 10 am.

Assembly hearings held on CSU faculty diversity, CA Master Plan for Higher Ed

Two public hearings last week by State Assembly committees took up issues affecting the CSU— one hearing looked at diversity among instructional faculty, and another examined the future of the state’s Master Plan for Higher Education.

Faculty Diversity: Assembly Budget Subcommittee #2 on Education Finance examined the imbalance in all three segments of public higher education, in which about one-third of faculty are of color compared to more than 70% of students. [See Assembly video of the hearing.](#)



CFA testified it will take a serious commitment to move away from short-term hiring of faculty and to improve tenure density if the state hopes to address underrepresentation of faculty of color. To provide the necessary resources, CFA is arguing for \$50 million in funding dedicated to more tenure-line hiring be placed in the 2018-19 state budget.

Vice Chancellor for Human Resources Melissa Bard, who testified on behalf of the CSU Chancellor’s Office, said a “common thread” across campuses is a request for more search committee training, “particularly around unconscious bias...” (See [video](#) time 2:11:05)

The CFA Council for Affirmative Action (CAA), which has long-argued for that training, leads unconscious bias workshops on CSU campuses. Faculty on search committees can reach out to the CAA rep at [your campus CFA Chapter](#) and to [CAA Staff Coordinator Audrena Redmond](#) for information.

Master Plan for Higher Education: CFA Associate Vice President Sharon Elise, professor and chair of sociology at CSU San Marcos, was a panelist at the [fourth public hearing](#) of the [Assembly Select Committee on the Master Plan](#) for Higher Education in California. This hearing took up “Meeting the needs of faculty and staff to support students.”

Professor Elise (photo) succinctly summarized the points she addressed in greater depth in her presentation, saying, “Let’s do the right thing for students in the People’s University: assure their access to an education based on equity, under the direction of tenure-track faculty who can devote time to mentoring them, in an institution that thrives because it is reasonably funded.”

In making her case, Professor Elise argued that the state must recommit to the vision of the Master Plan, which means getting “back to free higher education—free of tuition and fees where

additional support is provided to students that need it in order to live and learn.” [See her complete remarks.](#)

Assembly Higher Education Committee Chair Jose Medina [told the hearing](#), “College faculty and staff play a tremendous role in a student’s success. To ensure that all of our students have engaging, high-quality college experiences, we need to further invest in our faculty and staff.”

Medina said, “The state needs to dedicate more resources to ensure competitive pay and benefits to recruit and retain top talent, increase the diversity of faculty and staff, and improve the ratio of full- to part-time faculty at our colleges and universities. Supporting our staff and faculty is critical to maintaining California’s world-class higher education systems and meeting the needs of our students.”

June 5 Primary is already underway—help elect pro-higher education candidates

Vote-By-Mail ballots are already arriving at voters’ homes, meaning the June 5 California Primary is already underway.

[Join with our colleagues](#) to campaign for public higher education.

“The CSU benefits, our students are better off, and we are able to deliver the best possible education when the university is properly funded and education policies make sense,” says Lillian Taiz, CFA Political Action and Legislation Chair.



“To get there, we need people in Sacramento who understand the needs of the “People’s University,” Taiz adds.

Phone banks and precinct walks are underway in many key districts. Just [sign-up here](#) to take political action.

SEE CFA’S ENDORSED CANDIDATES: CFA chapters on the 23 CSU campuses interview candidates and make endorsement recommendations to the [CFA Political Action Committee](#) and then CFA’s Board of Directors.

- See [CFA’s endorsements in the June 5 primary](#)

Two of CFA’s most significant endorsements are Gavin Newsom for Governor, and Tony Thurmond for Superintendent of Public Instruction. Newsom spent eight years as an ex-officio CSU Trustee and strongly advocates for our students and faculty on the board. Tony Thurman also has been a staunch supporter of higher education during his time in the Assembly.

REGISTER TO VOTE • LAST DAY MAY 21: If you have moved, you need to register to vote, and it can be done entirely online on the [Secretary of State’s web page](#). Urge others who support public higher education to [register to vote](#) as well by sharing the link.

PHOTO: CFA LA Precinct Walk Weekend was all out for Senate candidate Mike Eng (SD 22) who is a CFA member at Cal State L.A. Altogether CFA members made almost 700 calls and knocked on about 100 doors. On the Sunday walk, in the photo left-to-right, were Omar Jishi (volunteer), Mike Eng (Business), Radi Jishi (Physics), Jackie Teepen (CFA Staff), Bo Fernandez (Music), Jere Teepen (volunteer), Joseph Tillman (Social Work).

In Other News

MENTAL HEALTH COUNSELORS LEAD THE WAY FOR BETTER CARE ON CAMPUSES:

May is Mental Health Awareness Month; it also the month that the Senate Appropriations Committee in the state legislature will take up SB 968 (Pan), a CFA-sponsored bill to improve the ratio between mental health counselors and students on CSU and community college campuses. CFA's Counselors' Committee has been talking with decision-makers, going to the public through news interviews, and getting the word out on campuses with "Tissues for Issues"—large visual displays that depict the critical anxiety students sometimes confront on their road to a degree (photo).



CFA Counselors Committee Chair Mimi Bommersbach, noting the long waits students face to get a wellness appointment, says, "We must make the public aware of this crisis because it's not good enough to address tragedies; we need to help students promptly at the time they need the help." [Learn more](#) on the CFA Counselors Committee web page.

CFA SUPPORTS UC STAFF ON STRIKE: CFA leaders around the state have joined UC staff on picket lines this week as they wage a 3-day strike over low pay. San Francisco CFA Chapter leader Sheila Tully (photo) addressed a picket line rally at UC San Francisco.



San Francisco CFA Chapter President James Martel wrote of the picket line he joined Monday at UC Berkeley: "It was wonderful to see all of those green shirts at the picket line for the first day of AFSCME 3299's strike. The atmosphere was festive and fierce and the workers there were absolutely determined. I feel they are catching the wave from Arizona and West Virginia to say no more to endless cuts and privatization and Janus, the beginning of a serious and committed fight for what public education should really be about—community and solidarity."

NOW IS A GOOD TIME TO REGISTER FOR AUGUST COCAL CONFERENCE: The [Coalition of Contingent Academic Labor](#), a network for faculty off the tenure line in US, Mexico, and Canada, holds its 13th Biannual International Conference at San Jose State Aug 3-5. Reduced-rate early-bird [registration](#) ends in less than a week on May 15. So, now is the time. CFA members may contact your campus CFA Chapter about assistance with registration.

The conference is open to any Lecturer. It seeks to increase "awareness of the precarious situation for contingent faculty in higher education, organize for action, and build solidarity among our colleagues." [Click here to learn more and register.](#)

Faculty Rights Tip: Summer Term Employment

[Article 21](#) of our Collective Bargaining Agreement covers summer term employment for CSU faculty. Many faculty with semester, quarter, or academic-year appointments also will find summer employment in the CSU.

Summer employment can vary from campus to campus. It may take the form of state-funded year-round operations (including fee buy-down) or self-support for-credit programs offered through extension.

Summer term employment can be work for extra pay or work that is part of the regular academic year for a faculty unit employee at a Quarter System Year-Round Operations (QSYRO) campus.

If you have questions about contract provisions covering your summer employment you can [read contract Article 21](#) and you can [contact your CFA Faculty Rights representative](#) if you need help to exercise your rights under the contract.

If you have questions about a Faculty Rights Tip or would like to suggest a tip, please write us at cfa@calfac.org with the subject line "Faculty Rights Tip."

See other [Faculty Rights Tips](#).



Links of the Week

Gavin Newsom says increased higher education spending should be top priority in California budget talks to avoid tuition hikes

[EdSource](#)

Newsom said he wants additional funding for public universities to be the Legislature's 'top priority' in budget negotiations. ... 'I would appropriate more money to begin with,' Newsom said. 'That's not going to be an issue if we're successful in November — you've got my word on that.'"

Mental health services at Cal State campuses at 'crisis' levels

[KPCC Southern California Public Radio](#)

This bill could relieve burden on mental health counselors at CSU campuses

[Long Beach Press Telegram](#)

SB 968 would require all CSU and community college campuses to have a ratio of one mental health professional for every 1,500 students. Long Beach's ratio is more than double...

HSU Budget: New Development

[NorthCoast TV News](#) 23/28

TV investigative report based on findings by AAUP's Howard Bunsis, and interview with Renée Byrd, Humboldt CFA Chapter President, who explains why faculty are taking a stand against

layoffs. Also see the full [Facebook stream of Bunsis' presentation](#), which is segmented in this report.

NAACP calls on Humboldt State to stop recruiting students of color unless it can support them

[North Coast Journal](#)

Chico State Students passionately protest fee hike with march, rally

[Oroville Mercury Register](#)

... some staged a sit-in at Kendall Hall earlier in the morning. ... Freshman Connie Quintana said she did not participate in the protest because she couldn't miss class, but was supportive of the demonstration with the exception of some of the language used. Quintana said she voted against each proposed increase except for the student health fee, which she supported because she has missed class several times due to long wait times at the Student Health Center. The first-year student said she already utilizes the campus food pantry and she doesn't know how she will pay an additional \$380 a year. She is considering selling some of her belongings online. "I work two jobs. I already work 25 hours a week," Quintana said. "I only get five hours of sleep. What am I supposed to do?"

New blackface incident at Cal Poly sparks state attorney general's office investigation

[KCBX-FM NPR](#)

Why the Teachers' Revolt Must Confront Racism Head On

[Dissent magazine](#)

Race is not an add-on to the struggle for wages. It shapes the terrain of struggle. In all these states of teachers' revolt—Arizona, Oklahoma, and Kentucky—an increase in the concentration of students of color is associated with a decrease in dollars spent per pupil.

A Guardian roundup, America's teachers on strike

[The Guardian](#)

University of California Workers Start 3-Day Strike Over Pay

[Associated Press](#)

Making a Makeshift Living

[Sacramento Magazine](#)

Margarita Berta-Ávila, an education professor at Sac State and chapter president of the California Faculty Association, the labor organization representing tenure-line faculty and lecturers, says that job insecurity is top of mind for many instructors. "I can't tell you how many colleagues we have writing and saying they're afraid they're not going to have classes to teach," she says. "You can imagine the anxiety they have semester by semester. There are some guarantees if a lecturer has a three-year contract, but there's still always that anxiety."

Want to Be a 'Volunteer Adjunct'? Southern Illinois U. Is Hiring

[Chronicle of Higher Education](#)

The pitch wasn't exactly straightforward, but to some faculty members at Southern Illinois U. at Carbondale, the meaning was clear enough: Their university was trying to hire unpaid adjuncts.

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