Tough legislative hearing takes up audit that finds bloated CSU manager pay, hiring

A hard-hitting public hearing of the Joint Legislative Audit Committee at the State Capitol this morning tackled what legislators called “troubling” audit findings that show California State University managers are being hired at twice the rate of faculty or support staff, and at increasingly higher pay.

The audit shows that of all the money the CSU spends on compensation, slightly more than 14% goes to managers, even though they comprise only about 7.5% of all employees. Furthermore, Auditor Elaine Howle, the CSU administration is unable to justify these trends in terms of student success or individual performance.

Lillian Taiz, chair of CFA’s Political Action and Legislation Committee, who testified at the hearing for CFA, noted these are long-term problems that require “something new.” She told legislators, “We look forward to working with the legislature on a new budget structure that will actually hold the administration accountable for how they choose to spend taxpayer dollars that are supposed to be educating our next generation of Californians.”

Taiz said, “If we really mean to enhance student success and increase graduation rates, why grow the ranks of management personnel who do not teach classes, don’t offer counseling or library services, and don’t mentor or coach students every single day the way our colleagues do.”
Legislators intently questioned the audit team and the Chancellor’s representatives—neither CSU Chancellor Timothy White nor the CSU’s Chief Financial Officers attended. Assembly member Dr. Shirley Weber, who called for the audit, highlighted lagging faculty pay and growing class size despite the goal of prioritizing “student success.” That sentiment was echoed by Assembly members Blanca Rubio and José Medina who chairs the Assembly Higher Education Committee, and State Senators Toni Atkins and Jean Fuller, among others.

Read the audit: “California State University: Stronger Oversight is Needed for Hiring and Compensating Management Personnel and for Monitoring Campus Budgets”

See related CFA research papers: Race to the Bottom and Equity Interrupted

View the hearing: Streams at California Channel’s Video on Demand, Scroll to Joint Legislative Oversight Hearing: CSU Audit, August 23, 2017.

PHOTO: CFA members line up to speak at a legislative hearing on the audit of CSU management. Left to right: Nicki Mehta, CSU Sacramento; Marlyn Jones, CSU Sacramento; CFA President Jennifer Eagan, CSU East Bay; and Steven Filling, CSU Stanislaus.

CFA Asian Pacific Islander Caucus takes action at APALA conference

Members of the CFA Asian Pacific Islander Caucus joined delegates at the Asian Pacific American Labor Alliance convention in Anaheim last week for a twilight march to protest the emergence of white supremacist and other hate groups.

Lisa Kawamura, of Cal Poly San Luis Obispo, explained, “The march was organized in response to Charlottesville; APALA wanted to show solidarity with the victims and to protest hate. It was great to march in solidarity with other union members in APALA.”

The convention was organized on the theme “25 Years of Resistance: Organize & Fight.” CFA leader Kim Geron serves as 2nd Vice President, one of APALA’s five National Officers who head the organization’s 35-member board.

APALA is the only organization in the U.S. of Asian American and Pacific Islander working people with the mission to advance worker, immigrant, and civil rights.

PHOTO (left to right): Lisa Kawamura, Cal Poly San Luis Obispo; Susan Chen, San Francisco State; Sue Pak, CFA Field Representative; Darel Engen, CSU San Marcos; Dorothy Maynard-Chen, CSU San Bernardino.
The CSU system must not run scared

CFA said in a public statement last week that CSU administrators and campus communities must take a strong stance against challenges from white supremacists, racists, and those who wish to provoke violence on our campuses.

The CFA statement says, “When individuals or groups ask to have a platform on our campuses and in our communities, it’s reasonable to ask if their interest is speech that actually furthers inquiry and debate, or whether their real purpose is to incite violence that inspires others to further violence.”

With a similar idea, the CSU Fullerton chapter of Students for Quality Education has launched a petition asking university President Mildred García not to approve speaking contracts—which involve payments for talks—with hate groups or speakers who use hate speech against others as their medium.

Consistent with not giving white supremacists a broader platform, before going to the online petition, CFA recommends faculty not watch the video, or turn off the YouTube setting that triggers video to play automatically. This can avoid giving the “clicks” from which hate speakers earn money.

Faculty Rights Tips: It’s good to know

Faculty Rights refers to your rights under the Faculty Contract negotiated between CFA and the CSU management. While CFA leaders and staff are there to help you when you need it, it’s always a good idea for you to gain a general understanding of your rights.

More than 150 posts are archived on CFA’s “Faculty Rights Tips” page on the CFA web site. You can search them by topic. When you need help, contact the Faculty Rights advocates on your CSU campus or contact your campus CFA Chapter office.

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.”

In Other News

JOIN THE ACTION ON LABOR DAY SEPT 4: CFA members are getting ready to march, rally, join with other union members this Labor Day. Connect with CFA action in Sacramento, Bakersfield, Northridge, and Fresno. Join in local events in Los Angeles, San Jose, San Diego, or Oakland. And check out more around the state via the L.A. Federation of Labor. Add to your statement by wearing CFA gear. Need gear or more info? Contact your campus CFA Chapter.

HEALTH BENEFITS OPEN ENROLLMENT: CalPERS Open Enrollment in Health Plans runs Sept. 11 to Oct. 6. Choosing or changing your health plan is an important decision for you and your family. For information so you can get a jump on figuring this out, click here.

MORE STUDENTS THAN EVER ELIGIBLE FOR THE CSU: A new report from Gov. Brown’s
office shows more California high school graduates than ever are prepared to attend the CSU. The largest gains are coming from students of color and students from low-income families at the precise moment when the CSU is unable to keep up with the demand.

Links of the Week

Sac State drinking water part of ongoing state audit
ABC10
… looking at health and safety compliance at Sac State and three other California State University campuses—Channel Islands, San Diego and Sonoma.

Penn State Is the Latest to Deny a Request for a White-Nationalist Event
Chronicle of Higher Education
Other campuses turning down the requests include Michigan State U., the U. of Florida, and Texas A&M U. Louisiana State announced pre-emptively that Mr. Spencer was not welcome there.

Professors See Charlottesville as a Starting Point for Discussions on Race
Chronicle of Higher Education

California leaders call for hearings on white supremacy
San Francisco Chronicle
… UC and CSU officials will be asked to testify...

What happened to California's free tuition? A history of fees and budget issues
ABC10

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