THE MISSION & PURPOSE
OF THE CALIFORNIA FACULTY ASSOCIATION

The California Faculty Association is the exclusive collective bargaining representative for the California State University faculty, including tenure-track faculty, lecturers, librarians, counselors and coaches.

According to the CFA Bylaws, last revised October 2003...

The CFA is established to:

• Strengthen the cause of higher education for the public good;
• Promote and maintain the standards and ideals of the profession;
• Provide a democratic voice for academic employees;
• Provide legislative advocacy;
• Maintain collective bargaining agreements covering salaries, working conditions, and other items and conditions of employment.

These agreements shall seek to:

a. Obtain explicit guarantees of academic freedom, tenure, and academic due process;
b. Create orderly and clear procedures for prompt consideration of problems and grievances;
c. Promote and protect the professional and economic interests of CFA and all bargaining unit members and,
d. Promote unity among academic employees and thereby enhance the effectiveness of the CFA in representing these employees.
The global and state financial crisis forces CFA to defend what we can in the faculty contract—while at the same time kicking off a national movement for a new social contract for public higher education.

By Irv Muchnick, Contributing Editor

Bargaining struggles and state budget battles aren’t always contained to local politics. There are times when runaway global financial forces ride roughshod over anything anyone tries to achieve.

That was the grim picture the CFA Delegates Assembly confronted when it convened in Los Angeles on Oct. 19. With its resolution, “A New Deal for the New Millennium,” the union has responded by broadening the political scope, geographical range and social goals of the CFA-energized Alliance for the CSU.

“The Alliance—58,000-strong with California citizens from all walks of life—is still the blueprint, but now we’re building an even larger movement for harnessing the clout it will take to rescue public higher education in our state,” said CFA President Lillian Taiz.

“In the midst of the biggest economic crisis since the Great Depression, our fight is about something bigger than even the CSU. It is about linking up with sister institutions and

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supporters across America to make the case that our state-supported universities everywhere are a key to renewing the national economy and spirit.”

The echo of the signature phrase from the 1930s, “New Deal,” is deliberate. Back then, building up the foundation of public secondary education was deemed crucial to recovery. Today the same can be said for our largest and most accessible public universities—from the CSU here to the state college and university system in New York.

Accordingly, the CFA Assembly’s “New Deal for the New Millennium” (full text on page 16) introduces a coast-to-coast conversation on why it is acceptable to spend $700 billion bailing out bankers without extending a parallel helping hand to the skilled workers of the next generation—students and potential students at places like the CSU—as well as to the professors and other educational professionals who nurture them.

As this issue of California Faculty went to press, some of the pieces of that restoration—most notably the election of Barack Obama to the presidency—began falling into place with the outcome of the Nov. 4 election.

Crisis Redux

Yet, even if the election marked a turnaround in choosing leaders more attuned to the vital role of public higher education in a democracy, CFA leaders observed that it also came at a time when the CSU’s finances truly have hit bottom.

That, in turn, will seriously complicate the union’s ability to protect the faculty salary increases negotiated in our historic 2007 collective bargaining agreement. In what shapes up as a difficult new round of talks, the administration will seek a different kind of “new deal,” with a small “n” and a small “d.”

On Sept. 23—a record 85 days late—Gov. Arnold Schwarzenegger signed a budget for fiscal 2008/09, allocating the CSU $215 million less than the governor had promised in his 2004 “Higher Education Compact” with Chancellor Charles Reed.

That version of the 2008/09 budget was $97.6 million more than Schwarzenegger initially proposed last January. This gain came after CFA organized the campus meetings and grassroots activities that launched the Alliance for the CSU.

But no sooner had the ink dried
Fears about the economic uncertainty facing our state and nation are palpable.

How do we protect and improve the CSU’s funding situation, prevent faculty workload from getting worse and make the CSU affordable for students again?

Will the financial crisis worsen? What does it mean for each of us, and how long will it last? What does it mean for the CSU budget? How will it affect our students?

And of course, we must constantly consider what it all means for the faculty’s contract, which affects livelihoods, pay and jobs.

Unfortunately, there are no easy answers to these questions.

Getting ready

At our CFA Assembly in October, we reviewed where things stand and determined that, notwithstanding our current uncertainty, we have been making preparations that strengthen our organization’s position for the road ahead.

We know we need increased organizational capacity and enough resources to muster the necessary power, especially in a crisis.

So it was a wise move that at the CFA Assembly just one year ago, we agreed to devote our energies to building organizational power and we made the difficult decision to increase our revenues.

This past summer we took the time to evaluate the capacity of our entire organization from our chapters through all the statewide committees, caucuses, and councils that are critical elements of CFA. This assessment has allowed us to focus our attention and resources on strengthening the areas that will help us build organizational power so we can take on the big issues facing us today.

The budget

We also prepared for this moment by reaching beyond CFA to build the Alliance for the CSU. Our Alliance numbers have grown to more than 58,000 people ready to advocate for our university. This new movement for the CSU gives us connections and relationships we never had before.

Through the Alliance, we successfully persuaded lawmakers and the news media that the CSU is essential to the state’s economy. “The CSU is the Solution” is far more than a slogan; it is coming to be understood as good public policy.

Unfortunately, history has since overtaken us. The 85-day-late 2008-09 California state budget contained no long-term solutions to the state’s problems. It relied on cuts only and, as a result of a meltdown in our economy, fell out of balance almost immediately.

More cuts planned

After borrowing another $5 billion, the governor called a special session of the legislature on Nov. 6 to address a deficit in the neighborhood of $11 billion.

His proposal contains more cuts for the CSU and other vital public services. Although his latest plan contains nearly $5 billion in new, temporary taxes, these are dwarfed by the combined funding cuts in the budget adopted in September ($215 million), the mid-year cuts already made ($31.3 million), and these additional mid-year cuts in this latest scheme ($66 million).

The special session may go nowhere. It is clear that the governor lacks support for his plan from even a single member of his own party. Republican leaders in the legislature claim to be hanging tough on their “no taxes” pledge.

Without a two-thirds majority in the legislature, the crisis will be rolled into the new legislature that convenes Dec. 1. The growing disaster means everything—Prop. 98 for K-14, health and human services, and higher education remain on the chopping block.

Our contract

Finally, in this uncertain environment we face the unappetizing prospect of trying to hang on to the hard-won raises in our contract. As reported, the CSU has chosen to reopen bargaining on our salaries.

The environment for bargaining will not be the same as when we won the contract 19 months ago. No one should imagine that this is going to be easy or that what helped us win then will easily translate to our current circumstances.

While we want to be honest with you about the current situation, it is vital that we not become paralyzed by our fears. As your leaders, we commit to you that CFA will put up the best fight we can; it will take all of us working together to find a resolution to this latest challenge.

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Education a top priority in D.C.

One bright spot in the now changed national landscape is that among our potential allies are the four college faculty members who are headed for the White House— the president, his wife, the vice president and his wife.

On Nov. 4, 61 percent of California voters cast their ballots for CHANGE. These votes expressed a resounding rejection of the bankrupt economic policies and political choices that brought the California budget to its current crisis.

The truth is that achieving the change so many people voted for will take more than winning a presidential election. It will require us to demand that we find new solutions that create lasting change.

We must make our case for higher education stronger and clearer than ever.

The New Millennium’s New Deal

In a great act of optimism, the delegates to CFA’s 69th Assembly adopted a resolution calling for $70 billion in federal support for the nation’s public colleges and universities. We have established the vision; now we must organize to achieve it.
would be better spent on cooperative activities like the Alliance, rather than on a renewed and protracted bargaining fight, said CFA Bargaining Chair John Travis.

“But we are also realistic in defending the rights and interests of the faculty, and we have begun developing a smart and tough campaign to preserve their hard-fought and much-needed raises.”

From the Alliance to the New Deal

Conflict at the bargaining table may be unavoidable, but CFA is committed to continuing to build the Alliance for the CSU — with or without the chancellor as a participant.

“We need it now more than ever,” said CFA Vice President Kim Geron.

“Before all the turmoil over this year’s budget is completely done, it is possible we may lose the funding we gained last May. Even so,” Geron explained, “our situation could be much worse without the work of the Alliance. The damage being done to the CSU is no longer easy to ignore, and policymakers are hearing from all kinds of people that the CSU is a necessary part of the solution to the state’s economic problems.”

At an August event brokered by Alliance stalwart Bob Linscheid — a Chico business leader who serves as the alumni representative on the CSU Board of Trustees — a huge crowd of CSU supporters saw Taiz take turns with Gary Reichard, CSU’s executive vice chancellor and chief academic officer, in throwing the ceremonial first pitch at a minor league baseball game in Long Beach.

Relentless rounds of faxes, emails and phone calls to the governor and legislative leaders persuaded Schwarzenegger to restore roughly a third of the cuts to the CSU in his May budget revise.

Remarkably, that $97.6 million figure held fast through four additional months of budget bickering. It survived every gubernatorial threat to bust state employees down to emergency minimum-wage levels, and every right-wing call to abandon social priorities and simply slice every state program across the board in equal proportion.

After the budget proposals stalemated in Assembly and Senate budget committees, the Alliance stayed on the case with events that drew large, enthusiastic crowds and mixed constituencies: faculty, students, top campus executives, local citizens testifying to the importance of the university in their own lives and in the fabric of their communities.

That this flurry of activism was sustained throughout the summer, normally a quiet interlude for CFA’s 24 campus chapters, was another singular achievement. But summer recess or not, the virtual overnight shutdown of things like student aid revenue streams was dramatic and alarming.

CFA leaders don’t feign happiness with the results of the 2008 state budget debacle.

“At the same time, I’m extremely proud of the work of CFA and the other Alliance partners. If that voice hadn’t been heard in Sacramento, things would have been even worse,” Taiz said.

“For the first time, through broad-based public events viewed on YouTube, we made the CSU budget crisis visual and real for everyday citizens. We awakened an army of supporters who had never before been summoned. That’s what we’re going to take to another level with the New Deal for a New Millennium.”

In August, even as state and national problems remained unresolved, more than 100 CFA activists, officers and staff from all 23 CFA campus chapters and both statewide offices, met in Southern California for their annual leadership event. Three months before a pivotal presidential vote, it was already clear that an Obama presidency would be picking up the pieces of wars abroad and economic collapse at home.

At home and out-of-state, the campaign to save the CSU collides with new challenges — and discovers new listeners.

As the Assembly’s New Deal resolution put it, “A paradigm shift is sweeping the world.” Somewhere out there is a fresh reconsideration of “the idea that public institutions are a social good.” Now CFA is helping to mobilize the national will to give that concept flesh. ▲
The chart below shows the types and sizes of raises provided under the CSU faculty’s contract now in effect.

Since the beginning of the contract, the faculty have received 9.7 percent in General Salary Increases for everyone, and two Service Salary Increases of 2.65 percent each for those who are eligible. Also, many assistant professors got equity increases through the first year of the equity program to address salary inversion and other inequities.

Because of the state funding shortfall this year, the CSU administration has exercised its option to reopen bargaining on the raises shown in the chart under the 2008/09 funding year. Those negotiations began on Nov. 17.

For more information about the contract, contact your campus CFA chapter, or see the contract pages on the CFA web site at www.calfac.org

### CFA/CSU Compensation Agreement

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To make clear the severity of the huge budget cuts to the CSU, CFA seeks your stories about what these budget cuts mean to you, your students and your campus.

**Please write us at: CutsHaveConsequences@calfac.org**

CFA is compiling these stories to show to administrators, lawmakers and the news media just how dire these cuts are to the CSU and for California.
Among the many valuable lessons learned from our long—but successful—contract campaign was the critical importance of political influence. Indeed, without the support of several influential members of both houses of the state legislature, our struggle may have had a different outcome.

Moreover, our actions to improve the budget allocations to the California State University over the past several years, including the one for 2008-09, emphasizes the importance of having a noticeable presence in California’s political arena.

One of our first steps in this process was to increase members’ Political Action Committee contributions slightly (but for us, importantly) to enhance CFA’s political coffers for future political work. This action was taken at the Fall 2007 CFA Assembly.

Last year, at meetings of all CFA’s governance groups (the Presidents’ Council, the Lecturers’ Council, the Council for Affirmative Action, the Board of Directors, and the Assembly), we discussed strategies to increase the union’s power, including our political influence.

Though we agreed that the 2008 political cycle was important, we also concluded that the 2010 elections will be among the state’s most significant in recent times. Having an impact on the selection of the next governor will define CFA as a central player in the state’s politics.

To implement our strategies, we identified several specific steps.

First, we wanted to increase our role in some of the collaborative efforts we have been a part of, especially the Opportunity PAC. This political action committee is comprised of a number of public employee unions. It was instrumental in the November 2005 Special Election, which was a direct assault on those of us in the public sector.

Recently, CFA has assumed a more prominent leadership position in this organization.

CFA also decided to get more deeply involved in the electoral cycle by identifying critical “swing” legislative districts in the state and concentrating our efforts there.

We decided to focus on districts that were changing demographically, and in terms of voter registration, where Democratic challengers had a chance to change the seats from Republican, especially in those districts where there were no incumbents running. (In one of the districts the Democratic incumbent was termed out, but it is a closely divided district.)

Although this is a clearly partisan strategy, it is based on the recognition that one of the fundamental problems with California’s budgetary process is that a two-thirds majority of each House is required to pass a budget, a procedure required in only two other states.

For most of the last two decades, this has meant a minority of the legislature has had a stranglehold on the budget. This is one of the reasons California seems to be in a perennial budgetary crisis. If the majority party increases its membership, the expectation is that the required two-thirds vote will be more easily attainable.

These are new strategies for CFA. They are intended to make us more visible in the political arena to show elected officials and other actors on the political scene, including the CSU administration, that they must deal with our union.

The ultimate goal is to promote the interest of the faculty and the CSU at the state Capitol. So much of what goes on in the classrooms is affected by the decisions made there; those who serve there make all the difference for us.
CFA gives Assembly Republicans an ‘F’

In August, CFA launched an ad campaign directed at Republicans in four swing districts in the state Assembly.

The idea behind the “Flunk the Assembly Republicans” campaign, which was modeled after CFA’s 2006 “Flunk Arnold” campaign, was to put an end to the gridlock at the state Capitol that has made adopting a state budget a nearly impossible task.

That is because California requires a “supermajority” — a two-thirds vote rather than the normal 50 percent plus one — to pass a budget.

“At this point, we need to stop the small group of Republicans in the legislature who seem determined to take our public institutions hostage, slash the state’s public education system and burn our economic future,” said Lillian Taiz, CFA president and a history professor at Cal State L.A.

The only way to establish a two-thirds majority that could adopt a budget without deep cuts to the CSU, was to help Democrats gain two seats in the state Senate and six in the Assembly.

The plan was hatched to criticize Republicans committed to “cuts-only” budgets running in four Assembly districts in November.

The TV ads said the Republicans in power in Sacramento are “flunk-
ing out” because of their actions on the budget, and that Republican candidates running in the key districts in 2008 are flunking because they support the same failing agenda.

The ads conclude with the declaration, “Republicans in Sacramento are failing our children. We can’t afford another flunking politician.”

According to Taiz, “The Republicans in the Assembly are failing the people of California by supporting cuts to education at the very moment that public education is so critically needed to help restore our state’s economic prosperity.

“The bottom line is the Assembly Republicans get an ‘F’ and this ad campaign told the voters in these key districts why they get an F and why we cannot continue this pattern of leadership in Sacramento,” she added.

“Flunk the Assembly Republicans” targeted GOP Assembly candidates running for open seats in districts 10 (R-Jack Sieglock), 30 (R-Danny Gilmore), 78 (R-John McCann), and 80 (R-Gary Jeandron).

Three of these have been held historically by Republicans – AD10, AD78 and AD80 — but there were no incumbents running in 2008. CFA picked districts likely to vote Democratic on the basis of district boundaries and demographic shifts.

To view the ads, go to http://www.youtube.com/user/FlunkingRepublicans

CFA will continue to stand up for public education in California by making the public aware when elected officials, parties and candidates for office are failing the people of California. ▲
FACING PAGE (clockwise from top left): Marilyn Hall of San Diego, Manzar Foroozar of San Luis Obispo and special guest San Francisco Mayor Gavin Newsom.

THIS PAGE (clockwise from top left): CFA staffer Tom Pinkava and Emma Gibson of Pomona; David Díaz of Los Angeles; Rita Ledesma of Los Angeles and Donaldo Urioste of Monterey Bay; Mayra Besosa, David Avalos and Anne René Elsbree of San Marcos; and special guest Kent Wong of the UCLA Labor Center.
CLOCKWISE FROM TOP LEFT: Jacqueline Hughes of Bakersfield; Theresa Montaño of Northridge; Gabriel Aguilera of Chico; CFA statewide officers; Tuuli Messer-Bookman and Scott Saarheim of Maritime; Erma Jean Sims of Sonoma.
CLOCKWISE FROM TOP LEFT: Annie Wilson and Michelle Funderburk of Dominguez Hills; Vickie Harvey, Heather Lanser and John Sarraillé of Stanislaus; Sharon Chadwick of Humboldt; Roberta Ahlquist, Liz Cara, Richard Francisco and Elena Dorabji of San Jose; Sheila Tully, Derethia DuVal and Antwi Akom of San Francisco; Lisa Weston and Michael Clifton of Fresno.
Rebuild America.
Rebuild our State Universities & Colleges.

A New Deal for the New Millennium for Higher Education

Resolution adopted by the California Faculty Association Delegates Assembly
Oct. 19, 2008

A paradigm shift is sweeping the world. The historic financial crisis has created a broad new openness, not seen for 25 years, to the idea that public institutions are a social good and government should play a significant role in maintaining economic stability.

Yet, while Congress has infused massive amounts of American’s tax dollars in an attempt to staunch the financial bleeding on Wall Street, it is not clear what commitment will be made to rebuild our human infrastructure – to bail out the people of the United States.

We do know that broad access to quality higher education is a key ingredient to a positive outcome for the American people. Educators and business leaders agree that the very survival of a strong U.S. economy requires a highly educated work force.

Affordable, accessible, quality education is good for an individual’s personal finance, but more importantly, it is good and essential for our society’s prosperity.

For years, the California Faculty Association has asserted, argued and demanded attention to and proper funding for quality public higher education that is accessible and affordable for every Californian, particularly in the California State University.

Yet for nearly two decades we have witnessed the persistent erosion of public support for our state universities and colleges across the nation. In California, our state has cheated our students by surreptitiously and gradually leaching away funding per student over the years. Any hope of relief was undermined by enormous cuts in 2002 and 2003, totaling more than a half billion dollars in the CSU alone.

We call on our elected leaders, nationally and here in California, to fundamentally change their thinking about the role and funding of public higher education. It is unacceptable to praise the university on the one hand while destroying it with the other; now we must reverse course and rebuild.

Today, we must think of the California State University, and all our nation’s public colleges and universities, as solutions to a downward economic spiral.

Here in the CSU, just since October 1, there has been a 21% increase in applicants for the Fall 2009 school year. It is well documented that in periods of high unemployment, more people seek retraining and more people rely on public universities. We need to invest in public higher education today so that we don’t need to rescue millions of young people in the future.
The bail out of the banks in such a bold and massive way has revealed that we can afford to take dramatic action when we have the will to do so.

A New Deal for a New Millennium that invests significant resources of similar size into public higher education likewise could have a dramatic effect – if we can muster the will.

Consider this:

- $70 billion, just one-tenth of the amount of the Wall Street bailout, would nearly double the total state funding allocated to higher education in the United States in 2007.
- $700 billion is more than ten times the size of the federal Dept. of Education Budget for 2007.
- $700 billion would cover $20,000 in tuition and expenses in each of four years in school for 8.7 million California State University students.
- $700 billion would provide an additional $318,000 to spend on each of the 2.2 million students enrolled in the public community colleges and universities in California last year.
- $700 billion could send 5.4 million students to a public university somewhere in the United States this year.
- For every $1 invested in the California State University, $4.41 is returned to our state economy. The CSU contributes $7 billion to California’s economy – revenue we cannot afford to part with given the deep deficit we already face.

A crisis of this magnitude calls for bold action. That is why we call on our nation’s leaders to:

- Initiate a “New Deal for the New Millennium for Higher Education” to get our people into college and to keep them there all the way to a degree. We propose a federal program for higher education in the amount of $70 billion – just 10 percent of what our nation is spending on Wall Street and the banks.
- Establish college-going grants similar to the World War II G.I. Bill, and student loan debt forgiveness for all students who take jobs in public service. Public financial aid should be provided to rescue our students from the hands of private financial institutions.

We also call on California’s lawmakers and higher education policy makers to:

- Join us in our call for a “New Deal for a New Millennium for Higher Education” that will enable us to rebuild the California State University and the other segments of our state’s public higher education system.
- Restore the $215 million cut ($245 million as of late October) from the CSU budget in the 2008/09 state budget. And work to add funding above the minimal levels established in Gov. Schwarzenegger’s funding promises in future years. A real commitment will yield real results for California and the nation.
- Reopen the doors to the 10,000 students who were turned away this year due to budget cuts. New graduates and unemployed adults alike need opportunity to become tax paying participants in California.
- Roll back tuition and student fees to 2002 levels (since then fee increases have totaled 113%). We can’t afford to block students from getting an education because they can’t afford to pay.

Furthermore, we call on our colleagues in universities and colleges across the nation to join with us in working for this “New Deal for a New Millennium” to rebuild public higher education in America.

Endnotes:
1 Grapevine, “An annual compilation of data on state tax appropriations for the general operation of higher education,” www.grapevine.ilstu.edu
The CFA Council for Affirmative Action’s chairperson, Cecil Canton, is a professor of criminal justice at CSU Sacramento and is a statewide associate vice president of CFA. He answered basic questions about affirmative action for California Faculty magazine.

Q: What are the main principles on which the CFA Council for Affirmative Action operates?
A: There are quite a few principles, and I think most of the faculty in the CSU will readily embrace them. For example, we support social justice and disdain racism. We believe that opportunity should not be proscribed by race, ethnicity, sexual orientation, disability or gender, and that these things should not be barriers to full participation, be it in CFA or the CSU. Further, as a Council, we will expose and oppose racism wherever it arises.

Q: Why do you think CFA needs to have a Council for Affirmative Action?
A: We need a place where we can have honest and open dialogue about issues of race, gender, ethnicity, sexual orientation, disability and class in our union and on our campuses, as well as in our nation. Racism has been a factor in the history of our country; the dehumanization and enslavement of non-European peoples is its clearest evidence.

Over a very long time, this condition has come to involve, here in the California State University, among other things, the denial of employment opportunities in both hiring and promotions to individuals based on their race, ethnicity, sexual orientation, disability and/or gender.

Unfortunately, everyone doesn’t get to attend the best schools or live in the best neighborhoods. It’s not a level playing field for people out there. Affirmative action is a way of working that ensures that all qualified people will get the same opportunities.

Q: But doesn’t this mean white people will lose out when affirmative action becomes a policy?
A: One of the effects of racism is that competent, qualified individuals are denied opportunities because of their race, gender, ethnicity, sexual orientation, culture or disability. Affirmative action does not penalize white people. It merely requires that all people have an opportunity to participate.

We want equity and equality in the review of qualifications, personal talents and broader and different perspectives. Simply put, affirmative action seeks the inclusion of those who would be excluded because of their differences.

Q: There seems to be a stigma attached to people who get jobs because of affirmative action. Do you agree?

Continued on Page 19
A: I disagree that people of color are stigmatized and degraded by being associated with affirmative action programs. This was an idea promoted by opponents of affirmative action who constructed language calculated to divide those who would benefit from it by playing upon their fears of social rejection.

This remains a disingenuous effort to prevent access to opportunities for people of color, women and the disabled, and it is disempowering to them as agents of their own social and economic transformation.

Allow me to paraphrase the late Eleanor Roosevelt: People can only make you inferior if you allow them to do so.

Q: Now that we have elected a black president, doesn’t that show that racism is done with and affirmative action is no longer needed?

A: The election of Barack Obama to the presidency is one of the most significant events of our age and, certainly, of my lifetime. I never thought I would live to see a black president. So, yes we can change.

That said, an election does not overturn a history of bias in the work places of our nation. And racist attitudes still exist, which was obvious even during the process of this election. If anything, the changes going on make it more possible to succeed in achieving equity and equality, and it would be a terrible mistake to give up on affirmative action now.

Q: The university seems to promote diversity and tolerance for differences. Why do we need affirmative action in the CSU?

A: We work in a culture and environment that promotes diversity of thoughts and beliefs and protects academic freedom. However, there are those who still refuse to see the value and advantage that cultural diversity adds to our society.

There are those for whom maintaining the status quo is their raison d’etre. This blinds them to the possibility of any positive outcome involving affirmative action.

And there are those who are not reaching across cultures and differences to hire the best and most appropriate people for positions.

Q: How can any group, even CFA’s Council for Affirmative Action, fix that?

A: The purpose of the CFA Council for Affirmative Action is “to provide leadership to CFA’s work around issues of affirmative action, pluralism and diversity and inclusion of historically underrepresented groups in the CSU....”

Through training, education and discourse, the Council for Affirmative Action seeks to raise the awareness of those who may participate on search committees by educating them about diversity, eliminating their fear of the unknown, facilitating the creation of diverse hiring committees and demonstrating how to reach out and recruit pools of diverse applicants.

‘It is only through continuing to educate ourselves about affirmative action and developing a willingness to be inclusive that we can truly have a pluralistic society, one in which everyone is free to be and achieve.’

The moral solution we hope to inspire is to ensure that hiring committees are effective in creating pools of people from all cultures, diligent in deconstructing old biases and open and accepting of difference.

Q: How can an individual become more educated on these things?

A: It is only through continuing to educate ourselves about affirmative action and developing a willingness to be inclusive that we can truly have a pluralistic society, one in which everyone is free to be and achieve. In order to assist you in achieving that goal, I recommend reading works by Francis E. Kendall or Tim Wise. They are both anti-racist writers who address this issue.

CFA Disabilities Caucus

CFA recently established a caucus for faculty members with disabilities as part of the union’s continuing effort to promote and support diversity within both the CSU and CFA.

The mission of the caucus will be to advocate for the disabled and provide input into statewide CFA policy while also serving as a resource for faculty members with disabilities.

“We are happy to welcome the disabilities caucus into the fold of the Council for Affirmative Action,” said Cecil Canton, CFA associate vice president and Chair of the Council on Affirmative Action.

“IT is critical that we continue doing all we can to focus attention toward the promotion of diversity and affirmative action practices, and faculty members with disabilities are certainly part of that.”

The caucus held its first meeting at last spring’s CFA Equity Conference and has since convened at the August Council for Affirmative Action meeting and the Fall CFA Delegates Assembly.

To learn more, contact caucus chair Sharon Chadwick at: ssc@lib-mail.humboldt.edu.
Going green

Reduce, reuse, recycle!
Taking action to make CFA more environmentally friendly

By Brian Ferguson
Managing Editor

CFA is turning green—not with envy, but with an escalating commitment to make the union more environmentally friendly.

In July, CFA Vice President Kim Geron (Political Science, East Bay), Associate Vice President, North Andy Merrifield (Political Science, Sonoma) and CFA Research Director Aimee Shreck launched a task force for the “greening of CFA.”

Its mission is to assess the ways in which CFA’s daily activities affect the environment, to consider how the union can “green” its work and to develop a long-term environmental improvement plan for both the union and the university system.

“We understand the effects of the vast amounts of resources and energy consumed by both our union and our campus communities and believe that our organization should make greater strides toward acting in an environmentally responsible manner,” said Geron.

Merrifield concurred, saying, “This is good public policy, good for the state, our members, and the planet. Getting greener and taking climate change seriously is the right thing to do.”

The task force gained full committee status at the August CFA Board of Directors meeting, where CFA President Lillian Taiz appointed more faculty members to the committee, including: Chris Haynes (Geography, Humboldt) Gwen Urey (Urban & Regional Planning, Pomona) and Kevin Wehr (Sociology, Sacramento).

Over time, the committee will develop steps by which CFA can lower its carbon footprint and encourage participation in greening and sustainability programs.

Some of the items suggested by the new CFA Green Committee are as simple as eliminating unnecessary paper use and discontinuing the use of styrofoam cups for coffee. Larger more complicated endeavors involve promoting discourse within the CSU as a whole about sustainability and encouraging development of more green-collar jobs.

CFA already promotes sustainability by:

• Recycling plastic, cans, paper and e-waste in the statewide offices.
• Producing printed materials (like this magazine!) on recycled paper using soybean-based ink at printing plants with green certifications.
• Holding conference calls to cut down on travel.
• Serving water in pitchers rather than bottles at large events like CFA board meetings and Assemblies.
• Buying refurbished furniture for CFA’s new statewide office in Sacramento.
• Using vendors with green business models whenever possible.
• Dispersing documents digitally (over email or on discs) whenever possible.

We’ve Moved!

CFA’s statewide office in Sacramento has a new address:
980 9th St., Suite 2250
Sacramento CA, 95814

The phone number and fax for the office still the same:
Phone: 916.441-4848
Fax: 916.441.3513
The news in the financial markets can be alarming for our members, but it is important for you to know that the current credit crisis does not directly affect your retirement benefits, which are securely protected by law, or our ability to pay benefits. The pension system is designed to withstand market fluctuations.

- The CalPERS pension system remains sound amid the current market downturn.
- Our members’ defined retirement benefits are guaranteed by law and remain secure, unthreatened by market swings.
- We will withstand current market fluctuations with our highly diversified portfolio, and by keeping focused on long-term investments.

Our investment portfolio is well-diversified with investments in public and private companies, real estate, bonds and other fixed income. Since we don’t have all our eggs in one basket, we can soften stock market losses by investments in other asset classes. Currently, our asset allocation targets are public stocks, 56%; bonds and other fixed income, 19%; private equity, 10%; real estate, 10%; and inflation-linked (commodities, infrastructure, forestland, inflation-linked bonds), 5%.

We’re handling this financial crisis as we have done with others in the past, including the savings and loan problems of a few decades ago, the big real estate slump of the early 1990s (when we bought cheap properties for big cash-outs later), this decade’s recession, when we lost $50 billion on paper and rebounded with a $120 billion gain over the next four years.

By holding our investments and providing liquidity to the market, we can play a key role in its recovery -- as we did after the 500-point drop in the Dow Jones Industrial Average in 1987 and the one-day decline of almost 685 points after the Sept. 11, 2001 terrorist attacks.

We’re closely monitoring our exposure to the market’s financial sector, identifying buying opportunities in the changing market environment, and taking advantage of the availability of high-quality fixed income investments. Our portfolio is well-positioned for a market recovery.

We continue to urge federal policymakers and regulators to take steps necessary to restore investor confidence.

Frequently Asked Questions

Is CalPERS solvent?

As of June 30, 2007, we had an overall funding ratio of more than 90 percent for state, local public agency, and school retirement plans. The funding ratio is the market value of assets in the fund to the liabilities for each retirement plan. Anything over 90 percent is considered excellent for pension funds, and funding in the 80 percentile or higher range is considered good.

Investment income pays about 75 cents of every pension dollar. The other 25 cents are from contributions of active employees and their taxpayer-supported employer agencies. Sometimes our market assets decline, as they did during the last recession and in the 2007-08 fiscal year, when the Fund declined by 2.6 percent. In the four previous years, we had annual gains in the double-digit percentiles, including 19.1 percent in 2006-07.

CalPERS actuaries have developed a 15-year smoothing mechanism for employer contribution rates to even out positive and negative investment years. Even without smoothing, there’s a two-year lag between investment performance reported at the end of a fiscal year and the potential impact of that performance on employer contributions. We anticipate no material change in any employer contributions rates next spring.

Should members be concerned about their pension checks?

They are guaranteed by law.

Is retirement still going to last me the rest of my life?

Your retirement benefits are secured by law.

Is CalPERS backed by the Federal Deposit Insurance Corporation (FDIC)?

No. The FDIC, a U.S. government corporation, provides deposit insurance that guarantees the safety of checking and savings deposits in member banks, currently up to $100,000 per depositor per bank. It does not back pension funds.

Will the economy affect my CalPERS health benefits?

No. The Health Benefits Program is separate from the CalPERS Public Employees’ Retirement Fund and is financed from payments made by employers and members.

For more information on how pension funds cope with market crises go online to www.nasra.org/resources/NASRA-NCTR%20StatementPensions&Markets.pdf
tation working for local and state candidates all over the state and volunteering time on ballot measure campaigns. CFA ran its own independent expenditure in four Assembly Districts in August—AD10, AD30, AD78 and AD80—and walked precincts and staffed phone banks in others throughout the fall.

CFA also committed significant financial and human resources to Opportunity PAC. Opportunity PAC is a group of public employee unions, including CFA, SEIU State Council, CSEA, SEIU 1000, CFT and other like-minded organizations, that pooled resources to run general election mail, phone and field programs in AD10, AD15 and AD80—winning two of three races.

Here is a round up of the outcome in the six state Assembly races and one state Senate race on which CFA focused this fall:

- **AD10** – This Sacramento-area district includes all of Amador and parts of El Dorado, Sacramento and San Joaquin Counties. Democratic candidate Alyson Huber made a race in this district for the first time in a decade, falling just short of victory. Republicans scrambled late with TV, radio and mail and ultimately secured this open seat.

- **AD15** – Considered an East Bay seat by many, this district covers a lot of territory, including eastern Contra Costa and Alameda and portions of Sacramento and San Joaquin Counties. Democrats have come close here in the last three elections, and Democrat Joan Buchanan resoundingly won this time, replacing termed out Republican Guy Houston.

- **AD26** – Home to CSU Stanislaus, this district is half-n-half—half San Joaquin and half Stanislaus Counties. While Democrat John Eisenhut made a more impressive run than many expected, the Berryhill name was too much to overcome. Republicans hold this seat, but Democrats have shown that when they have a good candidate this seat can be in play.

- **AD30** – A Central Valley seat that includes all of Kings and portions of Kern, Tulare and Fresno Counties. This seat has long been the No. 1 target of the Republicans who take their best shot every two years, and this year looks like it paid off, although at press time, the final count was not in.

- **AD78** – Add another member of the legislature to the CFA team. Located in the heart of San Diego County and home to San Diego State University, Democratic candidate and now Assemblymember Marty Block is a retired CFA member. After years of frustrating losses, this seat is finally in the hands of the Democrats.

- **AD80** – This district is all of Imperial and the southern portion of Riverside Counties. After losing this seat in 2006, Democrats picked up a registration edge moving into the general election.

The population is nearly 60 percent Latino and this seat was held by the only Republican Latina in the state legislature, Bonnie Garcia. She termed-out, and Manuel Perez brought this seat into the Democratic column.

| The 2008 election proved historic nationally and for CFA here in California. |

- **SD19** – Long held by the Senate’s appropriately nicknamed “Dr. No,” Tom McClintock, this seat has long been eyed by the Senate Democratic Caucus. It is parts of Los Angeles, Santa Barbara and Ventura Counties. A bloody battle involved two former members of the Assembly squaring off in a race that got ugly moving into Election Day. With a razor-thin margin of less than 110 votes, this seat appears to be swinging to the Democrats.

The 2008 election proved historic nationally and for CFA here in California. The commitment of financial and human resources announced that CFA is a major player in California politics and a force to be reckoned with in future elections.

A complete list of results for CFA-endorsed candidates is available on the CFA website at http://www.calfac.org/politics.html ▲
Faculty participate in Wilmington Labor Day march

Faculty members across the state participated in marches, rallies and celebrations earlier this fall to honor the Labor Day holiday.

In Los Angeles, CFA activists and statewide leaders were among the thousands who participated in the 29th annual Labor Day parade and rally in Wilmington hosted by the International Longshore and Warehouse Union (ILWU).

After the march, CFA members set up a booth in Banning Park, where the parade ended, to collect sign ups to the Alliance for the CSU. The booth was visited by Assemblymembers Warren Furutani and Anthony Portantino, State Senator Mark Ridley-Thomas, and LA County Federation of Labor Secretary, Maria Elena Durazo.

Introducing new CFA staffers

CFA welcomes new staff members Larry Hendel and Myriam Escamilla to our team. Hendel began work in September as CFA’s new Northern California organizing director, while Escamilla will serve as a field staff representative at San Jose and Monterey Bay.

“We are happy to add Larry and Myriam to our staff,” said CFA General Manager Susan Meisenhelder. “They bring with them diverse backgrounds in the labor movement and a wealth of experience that will make them valuable assets to our union.”

CSULA students organize summer town hall

In July, more than 300 members of the Alliance for the CSU – including a number of parents and incoming CSU students – gathered at CSU Los Angeles to illuminate the impact of the budget crisis on students and working-class families in California. The event, entitled “Our University, Our Future,” was organized by Students for Quality Education (SQE) with support from CFA and the CSULA administration.

“The large turnout demonstrates the strong interest on the campuses and in the community among parents, small business owners and community organizations to support the Alliance for the CSU,” said CFA Vice President Kim Geron.

CFA members attend AAUP Annual Meeting

In October, CFA members were among the many faculty members from colleges and universities who attended the American Association of University Professors (AAUP) annual California meeting in Santa Monica.

The theme of this year’s gathering was Envisioning Participatory Governance in a Contingent & Corporatized Academy.

There were workshops on participatory governance, organizing on corporatization & privatization, the nuts & bolts of unemployment rights for contingent faculty, and ways to increase faculty action on issues and develop faculty leaders.

To learn about AAUP in California, go to http://www.aaup-ca.org/about.html ▲
I am a proud CFA member

You can be too!

Call (916) 441-4848
or go to www.calfac.org

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