FIGHTING TO RESTORE HIGHER EDUCATION

From the state Capitol to the nation’s Capitol

INSIDE: CSU budget • May 19 Special Election • State lawmakers on how to save public higher ed • Bargaining proceeds to fact-finding • CFA lobbies in Washington • AAUP’s Rhoades on the faculty, and more!
THE MISSION & PURPOSE
OF THE CALIFORNIA FACULTY ASSOCIATION

The California Faculty Association is the exclusive collective bargaining representative for the California State University, 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.
Clinging to a CLIFF

The long, winding, downward trudge of the California State University

By Alice Sunshine
Editor, California Faculty

When you are peering over the edge of a cliff—as CFA’s report in the last issue of this magazine suggested is the case for the CSU—it can be useful to glance behind, both to see what’s pushing you and to look for help.

As most readers of this magazine know, the CSU is now in the process of wholesale cutting back. A plunge that CFA has warned against, at least since its “Future of the University” public hearings in 1999, is imminent.

The rest of this issue of California Faculty chronicles CFA’s active efforts to make the case for the CSU before it’s too late.

Here, we reflect on a generation of collective neglect that has led to the state university’s current difficulties.

But blaming that immediate set of blunders would be missing a painful truth—the CSU has been struggling for many years, through good times and bad. Instruction in the classrooms has operated close to the bone at least since the downturn in 2002.

In each annual state budget, funding for the real needs of the university has fallen further behind. In 2005, the CSU Board of Trustees heard estimates that state funding fell short of the university’s true needs by about $1.5 billion. And that did not include funding needs the Trustees deemed below their immediate priorities.

Yet, to the frustration of CFA and other CSU advocates, year after year the Trustees ignored calls to submit state budget requests that reflected the university’s actual needs. This unwillingness reached full flower when Arnold Schwarzenegger became governor, and the CSU

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Pivotal special election will lay future course for funding for the university

NO ON PROP 1A

By John Travis
Political Science, Humboldt
Chair, CFA Political Action/Legislation Committee

This spring we again find ourselves in an unenviable position—having to oppose a ballot measure that, if passed, could devastate our state university system.

Those who follow California politics know that ours is the state of perpetual elections. On May 19, Californians again will go to the polls.

Voters will be asked to decide on six ballot measures placed before

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executive management and Trustees openly expressed fear that if they asked for enough gruel, they might be punished with even less.

Especially during tough economic times, it is the responsibility of leaders of public institutions, such as the CSU, to assure the public that these institutions are worthy of the taxpayer funds on which they rely. Convincing advocacy helps legislators to justify the expenditure to their constituents. But, as history suggests, when vigorous advocacy from official leaders is absent, an institution like the CSU may be deemed expendable. CSU leaders asked only for what they thought they could get, not what the CSU needed to do its job.

So, when the big downturn came, there wasn’t much room to squeeze.

Connecting the historical dots

The Master Plan for Higher Education, which created the CSU system on paper, dates back to 1960. Before passing the baton to another generation, Gov. Pat Brown, educator Clark Kerr and their team envisioned a new kind of public higher education system that would provide vast opportunity for individuals and drive a renaissance in business, culture and democracy.

Some argue that succeeding leaders failed to embrace that founding vision, and, as a result, the mental muscle atrophied, the people took the system for granted, and the downward spiral began.

In any case, the California economy suffered downturns in the 1980s, the early 1990s, 2002-2003 and now. Before 2002, the CSU bounced back each time, although, like a ball bouncing down stairs, each uptick was not as high as the one before.

Then there was Proposition 13. Although voters in 1979 adopted it to bring down property taxes in an earlier housing bubble, it also contained a clause requiring two-thirds of the state legislature to approve budgets and taxes. A minority that opposes public spending took control of the state’s finances.

Enter Barry Munitz who, as chancellor of the CSU from 1991 to 1999, greased the skids of the CSU’s decline when he convinced the state legislature to abandon the transparency of line-item budgeting in the CSU. (This achievement was rivaled only by Munitz’ next notable gig leading the Getty Trust, the world’s largest private arts foundation, from which he resigned amid allegations of financial malfeasance.)

Changes in budgeting were accompanied by attacks on CSU employee collective bargaining agreements that left behind chaotic pay structures. To this day, the faculty’s pay structure is still a mess, riddled with inequities, despite various contract proposals to repair it.

Even as we entered the 21st Century, ‘Bush-think’ within CSU management embraced the refrain to “operate the university more like a corporation,” which we now know meant educating students on the cheap while spending generously at the top of the hierarchy.

The deal that sealed the demise

Not long after the Gubernatorial Recall Election, in which Arnold

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Standing strong
We care enough to save the university, so there is no giving up in bleak times

By Lillian Taiz
History, Los Angeles
CFA President

The financial crisis hammering our country and state has hit the CSU. We were already in a crisis; now CFA’s work to protect the faculty’s salary and working conditions and the quality of our students’ education is more challenging than ever.

In difficult times, there is a temptation to turn inward and wait till the hard times blow over. As educators though, we know that every important fight in history has been won because visionaries pressed forward even during the bleakest moments.

Consider the 2008 election. I never expected in my lifetime to see an African-American elected president. And yet, by last November, generations of men and women who had kept up the fight for their vision of a just society through the worst of times ultimately created a moment when Barack Obama could become president of the United States.

So often in history the bleakest times come just before major breakthroughs and these breakthroughs happen because some people simply refuse to abandon their vision of an alternative and better future.

I would never argue that the election of President Obama in itself has created a just society. But, the vision and persistence that enabled his election to happen opens up opportunities for us to move our own vision forward—if we persist despite very difficult times.

Here in California our own “Bushes”—and among them I include CSU Chancellor Reed, Trustee Hauck, and a handful of obstructionists in the state Capitol—wield too much power in setting the agenda for our state and our university. They have overseen a steady decline of state support for the university, which threatens the public good we are trying to serve.

As a result, after years of defunding the CSU, we, too, have reached our bleakest point.

What to do next?
As you might expect, CFA has been working hard to develop a plan of action to help us weather this storm.

First and foremost, we must do the important work of faculty rights to protect the faculty’s jobs and prevent excessive workload, especially as class sizes swell. The delegates from every campus at our semi-annual Assembly in April took home tools that we have developed to help our faculty rights leaders on the campuses help you to preserve faculty working conditions as well as the rights of Lecturers that are spelled out in our contract.

‘Our fight against Prop 1A is about more than just us—it is about a vision of a just society.’

Bargaining our contract, of course, is the core of our work. It is what every union must do and we are committed to doing the best job any union could do in these very difficult circumstances.

At the same time, we must act on a larger vision for the CSU so that we are no longer at the mercy of

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BUDGET continued from Page 4
Schwarzenegger was helped to victory by the simultaneous release of his blockbuster movie Terminator 3, CSU Chancellor Charles Reed cut a deal on state funding for public higher education.

This scheme, blandly titled the “Higher Education Compact,” was a big step toward the precipice the CSU confronts today.

According to the Compact, if the chief executives of the CSU and UC would accept drastic state funding cuts in their 2004/05 budgets, the governor would promise a minimum of 4 percent base budget increases plus funding for enrollment growth in each of the next five years.

The Compact included large annual student fee increases, which in the minds of “run-schools-like-a-business” leaders like Chancellor Reed and California Business Roundtable head CSU Trustee Bill Hauck was just fine since, they argued, students didn’t value their own education anyway because it was too inexpensive.

Late on a May 2004 morning, then-CFA president John Travis waited outside a news conference in the governor’s press room at the State Capitol where Chancellor Reed and UC President Richard Dynes shook hands with the new governor on the Compact.

As reporters streamed out of the press room, Travis spoke up, telling them it was a bum deal, that the minimum future increases were not enough to refill the deep funding hole it created, that the deal would turn into an upper limit on CSU funding, and besides, a hand-shake with this actor did not prevent a betrayal when times got tough.

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crisis after crisis.

This is why CFA committed itself to defeating Proposition 1A. This measure would be horrible for the CSU. It would permanently establish this worst year in the history of CSU funding as the base for future funding. In other words, Prop. 1A would institutionalize a decade of de-funding public higher education in California.

It will be nearly impossible for state spending on higher education to increase year-over-year and make it impossible for the CSU ever to return to even the 2002 funding level in real dollars.

By locking the CSU into permanent under-funding by the state, Prop 1A will guarantee frequent fee increases for students. This will close off college opportunity, especially for the large numbers of low-income and middle-class students whose families cannot afford college costs on their own but earn too much to qualify for adequate amounts of financial aid. It will marginalize tens of thousands of young people for the rest of their lives by denying them access to a college education.

The students who do attend the CSU will get less for their money—increased class sizes, overloaded teachers, fewer class offerings and longer times to graduation. Meanwhile, tens of thousands of them will rack up crushing debt.

I am proud that CFA is leading the fight against Prop 1A. We were one of the first organizations to oppose it and we became a signatory on the “Vote No” ballot argument.

Opposition to Prop. 1A is the right thing to do, not only for the CSU and our students, but also for other vulnerable groups in this state who depend on social programs and other public services. Our fight against 1A is about more than us—it is about a vision of a just society.

While it is critical to protect our budget from long-term damage, we cannot succeed if we only respond to attacks. We need to get ahead of the curve.

SB 218, The Auxiliary and Foundations Transparency Act, was introduced by state Sen. Leland Yee. It would require California’s public colleges and universities to disclose the accounting and contracts of their auxiliaries and foundations.

A great deal of money flows among our public higher education campuses, administrations, auxiliaries and foundations; meanwhile, the public is denied information about how these dollars are raised and used. Yet, this money has a large impact on the health and functioning of the colleges and universities.

Elsewhere in this magazine, Sen. Yee explains the specific incidents that moved him to introduce this bill. We in CFA also are affected by the secrecy around this money. In bargaining, for example, we never have a clear picture of what resources the CSU administration really has.

Reliable funding

For as long as I can remember we have yearned for a steady, reliable source of revenue that would grant our CSU budget, at long last, some stability. In the past, it was a pipe dream; CFA didn’t have the capacity, the resources, or the political power to take on a project of that magnitude. And the CSU administration was, and remains, mute on the idea.

That is why, CFA has sponsored AB 656, The California Higher Education Act, authored by Assembly Majority Leader Alberto Torrico, who explains more about it in this magazine. It would provide the resources for an endowment that will benefit all three segments of public higher education.

We have been growing and building. Every contract battle we have fought, every election in which we have participated, every decision we’ve made to build our capacity, our power, and our resources has stepped up our ability to tackle the most difficult challenges plaguing the CSU.

The work we have done building the Alliance for the CSU has contributed to the odds of our success. We are within splitting distance of 100,000 supporters who will help during critical budgetary times to do the electronic lobbying for the resources the CSU needs.

The first CFA delegation to Washington DC in March opened doors and dialogue with California members of Congress, the Departments of Education and Labor, and the Obama administration about the crisis in the CSU and its potential impact on the nation. We found that they were all very aware that California is often a bellwether for what happens in the rest of the nation.

We find ourselves in very grim times. When we look around California, it feels as if George Bush is still president and he is steadily dismantling every vestige of the public commons that remains.

Although some of our colleagues may become discouraged, we must not abandon our alternative vision and we must do everything we can to make it real.

We know that the faculty and students of the CSU—and the next generation of faculty and students—can count on CFA not only to chart the way but also to lead it. ▲
CFA goes to Washington...

March 2009: CFA delegation finds refreshing appreciation for higher education lacking back home

It is a study in stark contrast. In California, state officials decided on Friday, March 29 that among the nearly $50 billion dollars coming from Washington, they could not find $10 billion that was fungible.

So, they took the opportunity to slash another $100 million in funding from the state’s university systems—$50 million each from the CSU and UC; this in the wake of millions of dollars in cuts made just a month earlier.

Meantime, back in Washington DC, President Barack Obama and his administration have argued that access to post-secondary education is one of the three main ingredients needed to achieve economic recovery and the prosperity necessary for the United States to remain a world leader.

The CFA delegation that went to Washington during that last week in March came face to face with this contrast.

In meeting after meeting—and there were dozens of them over the two-and-a half-day visit—elected officials and administration policy-makers perked up on hearing that the CSU confers one in every 11 bachelor degrees in the U.S.; that’s 90,000 degrees a year. They clearly understood the scale of the opportunity, as well as the risk in losing thousands of potentially higher-educated workers in a time of extreme economic stress.

“There was this clear sense that there is leadership in Washington that values higher ed and that was reflected in the people we spoke with,” said Califor-
nia Faculty Association President Lillian Taiz, a history professor at Cal State Los Angeles.

“You see this respect for higher ed there and people took it seriously when we told them that hundreds of millions of dollars in state funding cuts are destroying California’s state university system,” she said.

The group explained, to the dismay of Washington policy-makers, that the “stimulus billions” had become, according to Taiz, “a perverse excuse” to carve more state funding out of public higher education, and asked for help in heading off this latest slash.

“After they got finished gnashing their teeth over our stories about students who can’t get into college and teachers losing their jobs and families taking on unbearable debt, the individuals we talked with at the White House, the Education Department, and the Labor Department, as well as in Congressional Offices invariably went to how difficult it is when state government seems to be oblivious to how this undermines the recovery,” said Taiz.

The entire package of state funding reductions to the CSU between now and June 2010 total $650 million below the level promised by the governor several years ago in a funding “compact” meant to meet the university system’s most minimal needs.

“The irony is, we were already educating too few people before all these cuts. There is a mountain of data that shows our state needs more people with bachelor’s degrees to keep up with the needs of a 21st Century economy,” said Taiz.

News of the latest $50 million cut to the university greeted the CFA delegation as they landed back in California late Friday.

“Washington got it. They still have to figure out what they can do about it. Here, though, we have a governor who obviously does not think that higher ed matters much at all,” said Taiz.

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**Rita Ledesma**
*Cal State Los Angeles*

Our trip to DC marks a significant moment in CFA’s development—the entrance onto the national stage as a key leading voice for the CSU and on national policy for public higher education. CFA is poised and ready to carry our message widely about the importance of the CSU to rebuilding the state and national economy.

We were well-received in the halls of Congress and at the White House, the Department of Labor and the Department of Education. Most importantly, we informed Congressional leaders and staff about the role of the CSU as the gateway to opportunity for the students, families and neighborhoods served by the 23 CSU campuses.

CFA is the voice of reason and vision for the CSU. We are the leaders and the backbone of the CSU. The trip to DC affirmed this. We have vision; we have solutions. We have earned our place and stature as the voice for public higher education.

**Liz Cara**
*San Jose State*

The trip to DC lingers in my mind, and I really have been thinking about it every day since I stepped on the plane to return home. My experience in the capital was inspirational.

I was inspired to do all that I can do to guarantee the future of public education. I was inspired to renew California’s promise to its average, everyday working families. Although it may sound “corny,” I was inspired as a daughter of an immigrant with only an eighth grade education by the accessible, democratic education system that we have.

I learned that strategic planning and command of the facts about the CSU are essential for any contact. I believe that we, the CFA faculty, established ourselves as “players.” This was the beginning of a consistent presence in Congress and the California Congressional delegation now looks to us to inform them and to lead the way to revitalize public higher education in California and in the United States.

**Brenda Riddick**
*CSU Dominguez Hills*

It was an honor and privilege to participate in the first CFA/Washington DC congressional field trip. We met with congressional staff and/or members and carried our message regarding funding of “Higher Education for All.”

The adventure was informative, enlightening, and engaging. In return, the staff/members expressed sympathy, empathy and cooperation.

Staying true to our CFA Identify, we delivered:

C - Conviction to our goals
F - Fortitude to stay the course
A - Alliance to partner with both sides of the aisle. ▲
Talks remain stagnant
Mediation ends; CFA and CSU admin move to fact-finding

There was no Easter miracle in CFA’s holiday weekend mediation session with the CSU administration.

Just before press time, the CFA Bargaining Team completed a state-mandated mediation with the chancellor’s bargaining team. The session did not produce a settlement in the negotiations on faculty salaries that were reopened due to the state budget crisis.

The mediation session was marred by the continued refusal of the chancellor’s bargaining team to budge from their “goose egg” proposal of:

- Reducing the General Salary Increase (GSIs) for 2008/09 from 5 percent to 0 percent
- Reducing Service Step Increases (SSIs) for 2008/09 from 2.65 percent to 0 percent
- Reducing Equity Pay Program funding from $7 million to $0
- Refusing to take these issues to arbitration as allowed in the contract

“While we knew going in that mediation may not resolve the conflict,” said John Travis, chair of the CFA Bargaining Team, “we had some hope that the administration would at least bargain in good faith and in a manner that shows some acknowledgement of their employees.”

The Public Employment Relations Board—which oversees the statutory process—named mediator Tony Butka to preside over the session and explore ways to reach a settlement. For his part, Butka can only suggest settlement options; he cannot require a settlement.

Mediation is the second step in the bargaining process commonly known as the “statutory process” spelled out in California’s higher education labor relations law.

The two sides will now head to the next stage—“fact finding.”

See an outline of the contract bargaining process and the possible directions it can go on the next page.

While both sides continue to work through the statutory process, CFA’s bargaining team continues to assert its position that this is not the best way to solve a labor dispute during a budget crisis.

“The statutory process is conflict-ridden,” said Travis. “Referral of the matter to a neutral arbitrator will ensure that this dispute will be settled by reason, not by force. To us, that seems fair and just.”

The option to send the dispute to binding arbitration before a neutral third party remains open throughout.

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CFA scores victory for Lecturers’ rights

CFA’s representation team scored an important victory for Lecturers in March when the union won a case involving Lecturer rights and careful consideration at Monterey Bay.

At issue was whether a Lecturer was qualified to teach specific classes.

The arguments in previous cases involving the right of Lecturers to “careful consideration” for available temporary work have centered on whether proper procedures were followed, such as whether the official Personnel Action File was considered and the log sheets for the file were signed.

In this case, however, Grievance Umpire Thomas Angelo addressed the larger question of whether the Lecturer was in fact qualified to do the work. To decide the matter, Angelo created guidelines, stating:

“The University should first demonstrate there were classes available for the grievant to teach and then present evidence as to why the grievant was qualified to teach the courses. The university (Administration) must then show that there were no classes available or that the grievant was not qualified to teach the classes.”

With these new parameters in place, both sides submitted their arguments and Angelo eventually found for, and awarded back pay to the grievant.

While the outcome in this case was certainly a victory for the grievant and the union, CFA’s Faculty Rights team believes the decision creates a framework to govern “careful consideration” cases that will benefit Lecturers throughout the university.

“The Levinson decision confirms what CFA has always believed: that incumbent Lecturers bring to their work in the CSU a wealth of expertise, experience, and demonstrated commitment to student success. This decision is important because it is a reminder to the CSU to value and support incumbent Lecturer faculty,” said Elizabeth Hoffman, CFA associate vice president-Lecturers.

Moreover, CFA Director of Representation Bernhard Rohrbacher explained the decision is also important because it shows that the CSU administration must be defend its decision that a Lecturer was not “qualified” to perform work. Rohrbacher cautioned, however, that the decision can be quoted only before the umpire, not before an arbitrator.
the statutory process but requires approval of both parties.

CFA has agreed to enter binding arbitration. The chancellor and his bargaining team, however, have refused to do so.

If fact-finding fails to produce an agreement, the chancellor can unilaterally impose whatever he deems his “last best offer.” The faculty’s only remaining option would be job actions at exactly a time when the CSU and the state of California do not need more conflict.

Throughout all this, CFA continues its long-term effort to improve the budget situation and, by extension the bargaining process for faculty members, by alleviating budget uncertainty in future years.

CFA has sponsored AB656 in the legislature to create for the first time in California a dedicated funding source for public higher education, and is also leading the fight against Prop 1A in the May 19 Special Election.

Among these measures, Proposition 1A is of chief concern to CSU faculty members and public state university supporters because this so-called “spending cap” provision could have a disastrous long-term impact on the CSU.

The state spending cap as it is formulated in Prop. 1A would establish the current funding year—the worst in the history of the CSU—as the base budget for the numerous state agencies that are supported by the state’s general fund; this includes CSU and the UC.

Similarly, the so-called “cap” would be a fiscal straight jacket on future funding for other general fund programs, which in addition to the CSU, includes home care for the sick, services for the elderly, and dental care for the indigent.

In other words, this cap would institutionalize the funding cuts made to the CSU this year and next year for the foreseeable future. It would be virtually impossible—even in better times—to restore

‘California faces the prospect of denying a higher education to an entire generation.’

For CSU faculty, that translates into year after year of larger classes, increased workload and an uphill battle for salary increases.

For students, it means fewer course sections and super-sized classes, relentless annual fee hikes in excess of inflation, and longer times to graduation.

Tens of thousands of students

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Prop 1A sells California short

CFA was one of the first organizations to oppose Proposition 1A and is a signatory on the opposition ballot argument along with the Congress of California Seniors and the Consumer Federation of California. That argument reads:

For years, the Governor has promised one solution after another to clean up the fiscal mess in Sacramento. Now he wants to sell us yet another "solution" that will fall short of his promises.

Read the text of 1A for yourself. You will see a proposed Constitutional Amendment filled with complex formulas and convoluted language that was hastily drafted behind closed doors, without public hearings or independent analysis of how it will actually work.

Instead of making our budget process more transparent and accountable, 1A does the opposite. Its complex formulas and fine print will invite unintended consequences and behind-the-scenes manipulation. As a result, the effects of 1A will be far different than its supporters promise:

- The expanded "Rainy Day Fund" will become a slush fund. The fine print allows unlimited "Rainy Day" funds to be spent on borrowing and Pork Barrel spending. More borrowing means more funds will have to be diverted into the slush fund to reach the 12.5 percent goal—that's more than $13,000,000,000.
- 1A could even require money to be diverted from the budget and deposited into the "Rainy Day" slush fund in bad years when we are in the depths of a recession and State revenues are falling.
- 1A is so poorly written that it could force service cuts even in good times. Its "one size fits all" approach ignores basic realities such as our aging population with more and more baby boomers retiring, rising health care costs, and dealing with the effects of global warming.
- 1A will encourage unlimited tax increases—not stop them. 1A's fine print limits what the Governor and Legislature can spend from existing tax revenues, but places no limit on spending when they raise taxes. And diverting more and more funds from existing taxes into the slush fund will cause increased pressures to raise taxes.

Prop 1A also gives the Governor extraordinary unilateral power over the budget. The Director of Finance—a political appointee of the Governor—makes all the critical decisions determining when revenues are "excessive" and can be diverted into the "Rainy Day" slush fund, with no checks and balances from the Legislature.

And if 1A is adopted by voters, another law that was part of the budget deal gives the Governor more power to make unilateral cuts to the budget after it is signed into law, again with no oversight by the Legislature.

We all want our state’s fiscal and economic nightmare to end, never to be repeated again. But political promises and real solutions are not always the same thing. Proposition 1A is not the solution it is promised to be. It will only add to our fiscal woes.

Tell the Governor and Legislature to go back to the drawing board and craft a new proposal in the light of day, with ample opportunity for public input and independent analysis.

Read the full text at http://www.voteguide.sos.ca.gov

See more arguments on the web sites of other opponents of Proposition 1A:

California League of Women Voters
http://ca.lw.org/action/prop0905/index.html

California Budget Project
http://www.cbp.org/pdfs/2009/090318_prop1Apdf

Service Employess International Union, California State Council
http://www.seiu.ca.org

California Federation of Teachers
http://www.cft.org

Health Access California
http://www.health-access.org

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United Students, Faculty & Staff
California State University
PROTECT THE CSU

California Special Election

Tuesday, May 19, 2009
Accountability & Reliability
Crop of spring bills sponsored by CFA aim to strengthen the CSU

By David Balla-Hawkins
CFA Legislative Director

CFA is sponsoring bills this spring to provide legislative remedies for two key issues that have plagued public higher education for years—a lack of accountability and the need for a reliable funding mechanism outside the state’s general fund.

“This is a pivotal time in the history of California’s state university system,” said CFA President Lillian Taiz. “So that is why the bills we support this year are so important. We have lined up a weighty legislative program that we think will help put the CSU back on track.”

AB 656: Dedicated funding

A centerpiece of CFA’s legislative package, Assembly Bill 656, would create a dedicated funding source for all three segments of public higher education in California by establishing a tax at the well head on oil and natural gas extracted from land or water within California.

California is the only oil-producing state in the nation that lacks an oil/natural gas severance tax. This new funding would supplement—and not replace—existing state funding, and this requirement is clearly written into AB 656.

Assembly Majority Leader Alberto Torrico who introduced AB 656 with CFA’s sponsorship has made it his top legislative priority this year.

“We went searching for a vehicle to provide the CSU with a consistent revenue stream that would not be at the expense of other important state programs,” said Taiz. “We chose this model because of its success in other states. A similar fund in Texas has successfully endowed public colleges and universities in that state since the 1800s.”

CFA leaders make it clear that AB 656 is an ambitious undertaking.

“We must advocate for these types of measures year in and year out because they allow us specific means to build support for adequate funding for the CSU and California’s other public higher education institutions,” said John Travis, chair of CFA’s Political Action/Legislation Committee.

HR 4: Rebuild public higher education

CFA’s third piece of sponsored legislation, House Resolution 4, has already been approved by lawmakers. The bill authored by Assemblymember Anthony Portantino, chair of the Assembly Higher Education Committee, calls on federal, state, and local elected officials to fundamentally change the way they think about the role and funding of public higher education, especially during the current economic crisis.

To advocate for these bills, CFA has bulked up its political muscle by adding two new regional political organizers to its already hard-working staff. Charu Khopkar (Northern California) and Alma Hernandez (Southern California) joined CFA in March, and will play key roles in promoting the union’s legislative priorities.

“We have invested a lot of time and resources into building the capacity of our political program,” said Travis. “This spring we think that investment will pay dividends for our members and the university as a whole.”

See more on CFA’s Legislative Agenda at www.calfac.org
AB 656: Public higher education needs dedicated funding

By Assemblymember Alberto Torrico
Majority Leader
California State Assembly

The steep decline of our nation’s economy has crippled many industries and communities across California. With the statewide unemployment rate above 10 percent and even higher in several regions, many Californians are scrambling to secure any economic opportunity they can grasp.

The most successful path to financial security is a quality education. It is also the bedrock of any successful society. As we seek a way forward through these difficult times, we must not lose sight of this key fundamental fact—investing in education is the only way to sustain long-term economic growth.

California’s Master Plan for Higher Education helped guide our state in creating model systems for learning with community colleges, California State Universities and the University of California. For decades, these systems have supplied well-trained workers and leaders who fuel the state’s economy by creating cutting-edge industries and attracting billions in research dollars.

The low-cost and easy access to higher education helped make California a world-class economic power as generations of new teachers, engineers, nurses and other employees graduated from the universities and entered the workforce. These graduates are also the backbone of educated, civically-engaged communities throughout California.

Now, the doors to higher education are too often closing for students eager to gain a college degree. Frequent tuition increases place a bigger burden on students to fund higher education while reductions in state funding result in super-sized classes, poorly equipped labs, classrooms in states of disrepair and decreases in course offerings.

Students are being turned away at some campuses and support staff members are being laid off. In the CSU, 10,000 eligible students will be denied access this fall due to budget cuts. The UC Regents voted to deny spaces for 2,300 eligible freshmen next fall.

That is why I am teaming with the California Faculty Association on Assembly Bill 656 to pass an oil severance tax and provide more funding for higher education. California is the only oil-producing state that does not have a severance tax. Twenty-one other states levy oil severance taxes ranging from 2 to 15 percent.

The funds would be administered by the California Higher Education Endowment Corporation, created by the bill, and allocated to the community colleges, CSU and UC. The corporation would be overseen by a board consisting of higher education representatives, including faculty members.

Our universities are not only critical learning environments, they are also vital economic centers located in all regions of the state. They employ thousands of workers, stimulate business growth, and return about $4 for every $1 invested into the system.

Cynics are once again writing off California, just as they did in the early 1990s and after the dot-com bubble burst in 2000. But we have climbed back before after tough times and we can do so again if we keep the doors of higher education open to all those who are seeking to expand their horizons.

SB 218: Open access to government records increases transparency in CSU

By Senator Leland Y. Yee, Ph.D.
Assistant President pro Tem
California State Senate

For many years, I have worked proudly with the California Faculty Association to help ensure that the California State University conducts business with greater transparency and accountability.

In 2007, we passed into law SB 190—the Higher Education Governance Accountability Act—requiring all executive compensation packages to be voted on in an open session of a subcommittee and the full board.

The law also requires full disclosure of the compensation package with accompanying rationale, allows the public to comment on such action items, and makes public advisory group meetings that deal with compensation matters.

It is in this spirit that I again have joined CFA in authoring SB 218, which will update the California Public Records Act to include auxiliary organizations that receive public funds or perform government functions on state campuses, specifically the CSU, University of California, and California Community Colleges.

Under the California Public Records Act (CPRA),
access to information concerning the conduct of the people’s business is a fundamental and necessary right of every person in this state.

The basic principle is that government records shall be disclosed to the public, upon request, unless there is legitimate and specific reason not to do so. The CPRA ensures that government is accessible and transparent.

SB 218 is a result of denied public records requests of auxiliary organizations operating at Sacramento State and Fresno State Universities.

At Sacramento State, an auxiliary organization that runs the campus bookstore denied a request regarding contractual provisions that determine textbook markup rates and the length of the managing contract.

In 2001, the Fresno Bee newspaper also was denied information, specifically concerning the identity of individuals and companies that purchased luxury suites at the Save Mart Center arena at Fresno State. The denial resulted in CSU v. Superior Court ( McClatchy Company), in which the Court opined that although it recognized university auxiliaries ought to be covered by the CPRA and that its ruling was counter to the obvious legislative intent of the CPRA, the rewriting of the statute was a legislative responsibility.

Placing state college and university auxiliaries under the authority of the public records act will safeguard the use of taxpayer funds and provide much needed accountability and oversight.

I thank the California Faculty Association for sponsoring the legislation and I look forward to working with you this session.

HR 4: The time has come to rebuild our state universities and colleges

By Assemblymember Anthony J. Portantino
Chair, Assembly Higher Education Committee
California State Assembly

This Spring, my colleagues and I in the state Assembly entered the national debate over the nation’s crumbling state universities and colleges by passing House Resolution 4 (HJR 4), a measure calling for large-scale federal help to rebuild and expand systems of public higher education.

The resolution calls on elected officials at every level to rethink the role and funding of public higher education in their communities, states, and our nation, recognizing it not as a luxury but as a necessity to a 21st Century economy and society.

I was proud to serve as the author of this measure – which was first created and adopted at the California Faculty Association’s Fall Delegates Assembly – because if we are to restore our nation’s prosperity, our people need access to public higher education.

At one time, California led the nation in conferring four-year Bachelor of Arts and Bachelor of Sciences degrees. Unfortunately, after decades of cutting per-student spending and reducing the share of the state’s budget devoted to public higher education that leading role is threatened.

That is why it is so important that the Assembly passed this measure in March (by a margin of 47-19) and renewed the call to invest in our students through bold initiatives to put California and the rest of the country back on the right economic track.

Our country has a long history of providing grants and benefits to students through the G.I. Bill of Rights for veterans, including for my father. With our current economic crisis, which has been called the worst since the Great Depression, it is time to renew that pledge.

This economic model worked in 1945 and it can work in 2009. An educated work force and new entrepreneurs will rejuvenate our economy for decades to come.

I am hopeful that with the broad support this resolution enjoys at the outset, we will be able to help shape the dialogue as our new President and Congress debate how best to aid working families.

`An educated work force and new entrepreneurs will rejuvenate our economy for decades to come.`

The passage of the resolution was just one step. We must share this measure with leaders in Washington, D.C. and other states to open up a dialogue on how we can move beyond stimulating a down economy, which is a meaningful down payment on the future, to building beyond where we have been in the past. Our nation’s system of public higher education can be a powerful engine for our common future.

I must also take a moment to thank my colleagues in the Assembly who served as co-authors of this bill: Assemblymembers Jim Beall, Marty Block, Joan Buchanan, Joe Coto, Paul Fong, Ted Lieu, Ira Ruskin and Sandre Swanson.
**BUDGET continued from Page 5**

Reed was clearly delighted that morning to be in the company of the movie star. Later he assured faculty members who questioned the handshake promise, that he had indeed peered into Schwarzenegger’s eyes and he believed him.

Reed should be plenty mad today.

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**Key players in the demise of CSU funding**

![Images of key players](Images)

Under the watch of ex-CSU Chancellor Barry Munitz and current Chancellor Charles Reed, the CSU’s budget has been slashed by anti-education-oriented politicians and lobbyists, such as Gov. Schwarzenegger and CSU Trustee Bill Hauck. CFA has publicly critiqued these players in demonstrations (in puppetry pictured here).

And when the budget was finally adopted, the dire predictions came true. The Compact proved only to be a limit in the good years, and it had disappeared in the bad. Schwarzenegger laughed good-naturedly, and then he slashed the CSU multiple times as the state deficit rose.

When the dust cleared late in March of this year, the CSU found itself with $650 million less than it would have had if the governor had honored the very minimum he promised in his “Compact” funding hand shake.

**Reed: A man for better times**

The CSU has been badly burned by the CSU Chancellor’s apparent desire to believe in the capacity of powerful men to follow through on good deeds. It is notable that he remains a team player for Schwarzenegger, agreeing to cut after cut, with his public protest limited to an occasional opinion article lamenting what is lost when college opportunity is diminished.

Reed’s unwillingness to rally the large CSU community in favor of working the political back rooms, leaves him too removed from campus life for anyone to guess how he feels about how the governor betrayed him. Or about how they both betrayed everyone else.

In political science circles, there is a notion that in a budget process, the bureaucrats at the top must consider all needs and then make decisions. But the job of leaders of particular institutions and programs is to make the case for their own, and let others

**Bad in good years & bad**

As it turned out, rather than a minimum guarantee, the Compact deal acted as a “ceiling” on CSU funding in the few good state budget years that followed. Increases in CSU funding never exceeded 4 percent.

Worse, because the percentage increases were based on the dismal 2004/05 budget year — after the Compact deal had carved $500 million in state funding out of CSU — the 4 percent increases were not enough for the CSU to bounce back. CSU funding didn’t get back to the 2002/03 level until 2007, and if one adjusts the numbers for inflation, CSU funding today is still below the 2002 level.

Meantime, students continued to pour in — a huge high school graduating cohort dubbed “Tidal Wave 2” was headed for college. In 2004, when Reed agreed to the Compact, the CSU had 397,000 students. By 2007, there were 433,000.

Then, the bad years hit.

In August 2007, California’s housing bubble broke. By November, when the Trustees were to send a funding request for inclusion in the governor’s budget plan for the year beginning in July 2008, fears percolated over whether the minimum Compact funding would be honored.

The story of the 2008/09 California state budget is now the stuff of legend and mockery. The latest budget to be adopted in state history. The most gigantic deficits ever. The worst dysfunction of government in any state in the union.

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It is also fueled by the belief that since Barry Munitz' days, the opaqueness of the CSU budget hides money better put to use in the classroom.

So, today, when it comes to the chancellor and the faculty, there is no love lost. Less than two years into a faculty contract that would have addressed a range of salary problems to keep the faculty teaching in the CSU, Reed decided to exercise his right to re-open negotiations in bad budget years.

His instructions to his bargaining team were to say no to every proposal, apparently in the belief that the faculty will say “oh well, okay,” just as he has said to the governor on every budget cut imposed.

Obviously the state’s fiscal situation is bad. And obviously there are things to talk about.

But bargaining means exploring and Reed’s unwillingness to search for answers sent the faculty’s pay issues to a meaningless exercise in mediation in mid-April.

CFA’s resistance to simply giving in, despite the state’s dramatic fiscal news, is fueled in part by a history of Reed and his co-leaders failing to ask for enough money in good times, and to downplay the needs of the faculty even in good times.

To arrive at a deal that everyone could live with, despite the obvious suspicion on both sides of the table, CFA’s bargaining team called for binding arbitration. In this scenario, a neutral third party would look at all the issues and decide what is fair amid the state’s budget fiasco and the CSU’s actual finances. Both sides take the risk that this process based on reason may not favor them. CFA leaders decided to live with it given the troubled times.

Reed has refused. It must be hard for him to contemplate anyone else, even a neutral arbitrator he has a say in choosing, mucking about in the fiscal regime he has so tightly and clandestinely controlled.

Meanwhile back on the other coast...

So back here at the cliff, where will we find a lifeline?

Apparently, not from the state legislature, which, in its wisdom, cobbled together a budget deal that includes a ballot measure that would slam the public state universities yet again, and keep slamming them for years.

Pat Brown and Clark Kerr would be spinning in their graves at the failures of so many levels of leader-

ship. Although they might approve of a shining exception — the government of Iceland. Though thoroughly bankrupt, Iceland has decided to increase funding for its university. The Icelandic People, quaintly, believe
Assembly brings elections, advancement

CFA election results, April 2009

Because this is an odd-numbered year, delegates to the Spring Assembly were charged with electing a new CFA Board of Directors.

In addition to re-electing the seven CFA Officers, the Assembly created a new officer position so that Lecturers now have two Associate Vice Presidents – one from Northern California and one from Southern California. This structure parallels that of the AVPs for the campus Chapters.

The term for all board members, committee chairs, and committee representatives elected at the Assembly begins June 1, and runs through May 31, 2011.

The newly elected CFA leaders are:

Board of Directors:

Officers: (pictured above from left): Vice President, Kim Geron (East Bay); AVP Lecturers-North, Jonathan Karpf (San Jose); President, Lillian Taiz (Los Angeles); AVP, North, Andy Merrifield (Sonoma); AVP Lecturers-South, Elizabeth Hoffman (Long Beach); AVP, Affirmative Action, Cecil Canton (Sacramento); Secretary, John Halcón (San Marcos); Treasurer, Peter Kreysa (Long Beach); and (not pictured) AVP, South, David Bradfield (Dominguez Hills).

Committee Chairs: Contract Development/Bargaining Strategy, Chris Haynes (Humboldt); Counselors, Mary Diaz (Los Angeles); Librarians, Eloise McQuown (San Francisco); Membership & Organizing, Emma Gibson (Pomona); Political Action/Legislation, John Travis (Humboldt); Representation, Tom McCoy (East Bay);

CFA ‘Action Room’ teaches Web 2.0 organizing tools for members

To acclimate faculty members to useful new technology and Web 2.0 tools, CFA hosted an “Action Room” at the Delegates Assembly in April dedicated to getting delegates up to speed.

Web 2.0 is a catch-all term used to denote web-based communities and applications such as social-networking sites, video-sharing sites, wikis, blogs and the like.

More than 100 Assembly delegates and staff participated in the “Action Room,” where they were given the opportunity to set up a Facebook account, join “causes” related to CFA activities, record a video blog or set up a Twitter account.

“It is critical to the success of our union that faculty and CFA staff stay abreast of current technologies,” said CFA Secretary John Halcón, a professor of Education at CSU San Marcos. “By engaging our members in these new technologies we expand our capacity for future organizing efforts.”

You, too, can get involved with CFA’s foray into Web 2.0 by using the following links:

• Watch CFA videos at: www.youtube.com/CFAlocal1983

• Join the Alliance for the CSU Facebook cause at: apps.facebook.com/causes/250675?m=91e6b129

• Support AB 656 and join the Facebook cause at: apps.facebook.com/causes/250878/35918066?m=8267094b ▲

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CFA debuts childcare program

Camp CFA, a new childcare program made its debut at CFA’s Delegates Assembly in April. While CFA members and staff attended meetings, their children enjoyed a day of fun organized by ACCENT on Children’s Arrangements, Inc., a national company specializing in meaningful activities for children in child care.

Camp CFA is a complete morning-to-early-evening entertainment program with activities for children ages 6 months to 16 years, including arts and crafts and active games, in a safe, nurturing, and educational environment.

“We are happy to offer this program to our members and staff,” said CFA General Manager Susan Meisenhelder, who herself is a former CFA President as well as Chair of the CFA Women’s Caucus. “By extending this childcare service we hope to enable members to become active in our statewide programs who otherwise would be unable to attend because of family obligations.”

In February, the CFA Board of Directors approved a two-year pilot program to provide childcare at CFA’s major statewide meetings.

To learn more about Camp CFA, contact sbriley@calfac.org ▲

CTA State Council Representatives (June 26, 2009 to June 25, 2012): Roberta Ahlquist (San Jose); Cecile Bendavid (Northridge); Leslie Bryan (San Bernardino); Susan Green (Chico); Catherine (Cathy) Jeppson (Northridge); Rita Ledesma (Los Angeles); Theresa Montano (Northridge); Judy Olson (Los Angeles); Rosalinda Quintanar (San Jose); Erma Jean Simms (Sonoma); Nena Torrez (San Bernardino)

CTA State Council Alternates (June 26, 2009 to June 25, 2012): James David Ballard (Northridge); Cecil Canton (Sacramento); Lou McDermott (Maritime Academy); Leticia Ocaña (Los Angeles); Ann Shadwick (San Francisco); Victor Shaw (Northridge) ▲

Coaches Caucus inaugural meeting

Coaches from seven campuses took part in a first-ever meeting of the CFA Coaches Caucus at the Spring 2009 Assembly. This new caucus will promote CFA membership among coaches in the CSU while also informing them about the specific protections afforded to them under the collective bargaining agreement. To learn more about the Coaches Caucus, contact Mark Karplus (mark.karplus@csueastbay.edu) or Jair Fory (jair.fory@csueastbay.edu). Pictured from left to right: Mark Karplus, Lecturer, East Bay; Gary Victor, Coach, Northridge; TJ Kerr, Coach, Bakersfield; Mark Rigby, Coach, Sonoma; Felicia Brown, Coach, San Diego; Jair Fory, Coach, East Bay; Christina Lore, Coach, Stanislaus; Fred Hanscomb, Coach, San Marcos; Lillian Taiz, CFA President.
Why losing faculty makes no sense
Further investment is needed to increase access and affordability

Gary Rhoades
General Secretary, AAUP

Students and their families understand what too many state legislators and governors do not: that it makes sense to invest in a college education, especially in difficult financial times. Higher education is an investment that pays and its yields are larger and more reliable than are those of Wall Street.

At the federal level, the government has adopted a largely demand driven model for how it funds higher education. It is channeling record amounts of monies to student aid to stimulate demand for higher education and to support the expansion of educational opportunity.

Greater opportunity is a good goal. Yet most states are adopting a cost-cutting model. They are reducing the capacity of state-supported institutions to provide services that are experiencing increased demand. Higher education is chief among those, as in California, where the state universities are turning away qualified students. The goal of expanded educational opportunity is being undermined by the reality of reduced educational capacity.

Key features of that capacity are the faculty of the universities, as well as the academic professionals. Colleges and universities are looking to cut labor costs. For 25 years they have reduced the proportion of full-time, tenure-track faculty to the point where such positions represent a minority of the academic workforce.

The full-time faculty members who can be found are aging like their fellow baby boomers and we are not taking advantage of the opportunity to diversify and reenergize our professoriate, because too few new positions are being created. In the current context, institutions are non-renewing contingent faculty and dropping those who previously received benefits below the qualifying threshold.

We are losing our faculty, our academic professionals and our support

CAA sub-committees work to protect diversity in tough economic times

The Spring CFA Assembly provided an opportunity for members of CFA’s Council for Affirmative Action (CAA) to redouble their efforts to promote diversity in the CSU while also participating in CFA’s larger fight to protect CSU funding.

To fend off both budget cuts and inequality, the council has three strategic sub-committees that reported on their progress at the Assembly:

Political Action: Worked hard this Spring to build political connections through lobbying.

Community Relationship Building: Building ties through the Alliance for the CSU with allies who advocate for higher education.

Representation: Submitted bargaining ideas to CFA’s Bargaining Team; Continues to work with the statewide Faculty Rights team to identify and articulate grievances that would advance diversity.

During his Sunday morning report, council Chair Cecil Canton, a professor of Criminal Justice at Sacramento State, told Assembly delegates that they need only look around the room to see that the work of the Council for Affirmative Action has begun to pay off.

“Look at the faces in this room,” said Canton. “This group of activists is far more diverse now than we were just a few years ago. We have made great progress in a short period of time.” ▲
Grants and other forms of student aid — it would make sense to invest in the other side of the equation, in colleges and universities that educate large numbers of Pell Grant recipients.

So, too, it would make sense to invest in colleges and universities that not only enrolled large proportions of Pell Grant recipients, but that also had among their graduates large proportions of such students. That is a proposal that has been made by one of the CSU system presidents, F. King Alexander.

Imagine a federal program that incentivized such human capital development, such human potential development, comparable in magnitude to the size of major research funding agencies.

Yet federal programs must do more than channel monies to institutions. The pattern in recent decades has been for institutions to disproportionately increase a range of expenditures outside of instructional ones. To break that pattern requires programs that leverage investment in faculties.

To increase access to a quality education we must also increase the capacity of a well-structured academic profession and of a healthy body of academic professionals.

Imagine a federal program that provided an incentive for young faculty to teach in Pell Grant recipient and minority-serving institutions by providing loan forgiveness after a certain number of years of work. Imagine a federal program that would fund new faculty and academic professional positions in such institutions.

Moreover, what if we were to move beyond the federal government and beyond the university’s walls? Imagine the following incentive to support faculty members’ aspirations to “give back” to the community and to be involved in outreach activities.

Those professors who are involved in ways that were agreed upon by local institutions and faculty, would receive an additional (a small, mutually agreed to) increment in their retirement plan (e.g., an increase in the institutional contribution).

The idea is to build capacity, because nationally, we are facing a “capacity cliff,” in that we are stimulating demand for what institutions simply do not have the faculties and professionals to accommodate and serve.

It makes more sense to increase than to lose our faculty members and academic professionals. Our health as a nation depends on it.
Diehr re-elected CalPERS V.P.

CSU San Marcos professor and CFA activist George Diehr has been elected to a second term as vice president of the California Public Employees’ Retirement System (CalPERS) Board of Administration.

Diehr, a professor of business at CSU San Marcos, is a long-time CFA chapter leader and has served on the union’s board of directors.

Diehr was first elected to the CalPERS Board in 2002. He also serves on the Benefits and Program Administration Committee and is Chair of the Health Benefits Committee and Vice Chair of the Investment Committee.

The Vice President assumes all duties in the President’s absence, and carries out special duties assigned by the President.

“I appreciate the opportunity to serve as a Board member and Vice President, and look forward to engaging with all of our constituencies to meet the challenges we face this year,” Diehr said.

CFA signs on to labor fed challenge of Prop 8

In February, CFA joined with the California Labor Federation in filing an amicus brief to support a challenge before the California Supreme Court over the constitutionality of Proposition 8.

An Amicus Brief is information submitted voluntarily by a third party to assist the court in deciding a matter before it.

In the brief, the California Labor Federation – with CFA and a number of other unions as signatories – will argue that the initiative process cannot be used to take away the fundamental California Constitutional rights of one group of people.

Education, labor leaders form national organizing committee

The AFL-CIO, Change to Win and the National Education Association announced on April 7 the creation of a National Labor Coordinating Committee to consult among their affiliated unions and to act nationally on the critical issues facing working Americans.

“Recognizing the historic moment we face, the American labor movement must unify to restore the American dream for working families,” said David Bonior, who is chair of the unification effort.

The Committee will work on some of the biggest challenges confronting our nation, including the reform of our labor laws, the renewal of our economy and the passage of national health reform.

The affiliates of the AFL-CIO, Change to Win and the NEA – which include CFA – collectively represent more than 16 million workers in over 60 national and international unions.

CFA, labor advocates work to protect worker benefits

As the legislative session commences, thousands of new bills and legislative ideas are flying through the halls of the state Capitol.

Some proposals include ideas to change the benefits and pensions of state employees.

None of these measures have gained traction and CFA is working along with a coalition of public employee advocates, to ensure that faculty benefits and retirement security do not become the targets of cuts. Questions can be sent to gro@calfac.org.
NOW is the time to join your colleagues

Become a CFA member today!

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

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