

From the California Faculty Association **CFA HEADLINES**

November 30, 2016 · Weekly news digest from CFA

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Bargaining Survey Deadline: Tomorrow, Thursday, December 1 at 5 pm

CFA members, please share your input with the CFA Bargaining Team. [Click here to complete your Bargaining Survey on our next contract.](#)

“Our contract always requires our continuing vigilance,” says Kevin Wehr, chair of the CFA Bargaining Team. “We must negotiate it. We must enforce it. And then when the time comes, as it will next year, we negotiate it again. We on the Bargaining Team count on you to share your thoughts as we prepare,” he says.

You have until 5 pm this Thursday to submit your survey online.

- See a [California Faculty magazine](#) article by Wehr discussing [“What’s Next? After the Fight for Five”](#)

CFA spells out steps to make campuses safer for immigrant students, faculty, staff

CFA’s Board of Directors issued a [“Statement on Protections for Undocumented and Vulnerable Students, Colleagues”](#) to affirm CFA’s stand on the meaning of access to higher education.

“Given the new challenges we face in California and the nation,” said CFA President Jennifer Eagan, “our CFA Board felt we need to make it clear that we remain committed to the same values we held before November 8. Our values will guide us through this next era and, we hope, will help us and our nation arrive at a better place.”



Among its key points, the statement affirms CFA’s commitment to oppose racism, support social justice, condemn acts of hatred and advocate for academic freedom and the right to protest. Furthermore, the Board’s statement says CFA will “defend our most vulnerable colleagues and students from all manner of attacks.”

The statement acknowledged [Chancellor Timothy White’s open letter](#) to our campus communities, and the CFA Board called on him to do more, including:

- Take further steps in refusing to comply with deportation processes
- Assist undocumented students to obtain legal counsel
- Help DACA students to maintain financial aid and get other assistance.

In his open letter, Chancellor White expressed “immediate concern” for the undocumented in our campus communities. He reiterated that CSU policy “removes the CSU from the enforcement of federal immigration laws” and that the CSU “will not enter into agreements with law enforcement” on immigration, “will not honor immigration hold requests,” and “will not detain, question or arrest” anyone solely because he or she lacks documentation.”

PHOTO: Sacramento State student Rosa Barrientos is a “dreamer” whose powerful testimony to CSU Trustees on November 16 revealed the emotional drama CSU DACA students must endure as they struggle to be strong—while they keep studying—against fear for their families, for other students, and for themselves. [See the video of her comments, which begin at time 43:52](#) A must-view for anyone who wants to understand the challenges faced by undocumented students.

Top UC, CSU, CCC leaders speak out for DACA students

CSU Chancellor Timothy White, UC President Janet Napolitano, and Community College Chancellor Eloy Ortiz Oakley released [a joint letter to President-Elect Trump](#) on Tuesday morning calling on him to continue the Deferred Action for Childhood Arrival program.



DACA students, popularly known as “Dreamers,” in the words of California’s public higher education system leaders, “represent some of the best our nation has to offer.”

They noted that thousands of DACA students attend each of the three higher education segments. [EdSource](#) estimates there are 73,000.

“This message from our higher education leaders is an important first step in protecting our students,” said CFA President Jennifer Eagan.

She explained, “The ideal of the California Master Plan to provide broad and affordable access for all Californians to public higher education has been critical to our state’s success for more than 50 years. This country needs to expand the idea, not curtail it, not only because economic growth depends on an educated workforce but because basic fairness and social justice demand it.”

- [See a report in the Los Angeles Times](#)
- [See a report in AAUP’s Academe Blog](#)

CFA joins in national 'Fight for 15' Action

CFA members and staff were among the thousands across the nation Tuesday who took to the streets for fair pay and the right to unionize, particularly in fast-food and low-wage industries.

In [an advance message](#), [SEIU International President Mary Kay Henry](#) addressed the election outcome and said, "We want to stand together and make it crystal clear that we're not going to tolerate our brothers and sisters being scapegoated or targeted by hate."



[The 'Fight for 15'](#), which organized many of the protests, focused on early morning McDonald's locations including in San Diego, downtown Los Angeles, and East Oakland. At both locations it was dark just before dawn when hundreds marched to rally around a contingent of protesters who, in acts of civil disobedience, sat in the streets.

In Oakland, CFA staffers were among the 26 who sat down, surrounded by a crowd with banners and flags that declared "We Won't Back Down!" "Rise Up!" and "Justice Can't Wait." The marchers chanted "Hold the burgers, hold the fries, make our wages super-sized."

In San Diego, CFA members and San Diego State students boarded a student-organized bus headed for downtown where they participated in a rally and march.

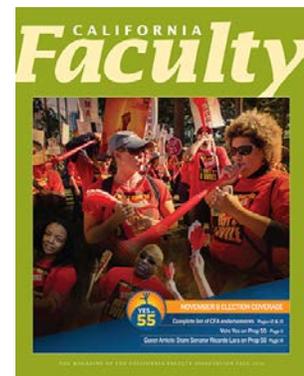
[Reports have appeared about marches, rallies, strikes, and civil disobedience protests](#) in [Manhattan](#), Chicago, Milwaukee, Detroit, Denver, Miami, Boston, Cambridge, New Orleans, Las Vegas, Memphis, Atlanta, St. Louis, and other cities and towns. Reuters reported "[Scores arrested in first 'Fight for \\$15' protest since Trump win.](#)"

Some airport workers walked off the job around the country including at Los Angeles International and Chicago O'Hare where there are non-union private contractors paying workers minimum wage. [Uber drivers also reportedly joined protests in many cities.](#)

PHOTO: CFA Student Intern Coordinator Rose Mendelsohn and CFA Organizing Director Larry Hendel (sitting in foreground) outside a McDonald's in East Oakland during a Fight for 15 protest on Tuesday.

California Faculty Magazine: CFA Assoc. VP on Ethnic Studies in the CSU

The [Fall 2016 edition of California Faculty magazine](#), available online and in print through your campus CFA chapter, includes an analysis of the CSU Task Force on the Advancement of Ethnic Studies, which was released last summer by the Chancellor's Office.



CFA Associate Vice President Charles Toombs, who also serves as president of the San Diego CFA Campus Chapter, examines the report in "[Themes emerge from report of CSU Chancellor's Task Force on Ethnic Studies.](#)"

He notes trends to fewer ethnic studies faculty and increasingly relying on temporary appointments, and recounts the various steps taken this year by the administration.

Toombs notes—presciently given the article was written earlier this term, well before the Nov. 8 presidential election—that “events over the last few years in America clearly indicate the need for all of us to be culturally literate and competent of different races, ethnicities and perspectives.”

Faculty Rights Tip: Intellectual property rights and online course materials



As you may recall from a recent tip, [Article 39](#) of our Collective Bargaining Agreement covers [faculty intellectual property rights](#). The article assures faculty retain the rights to materials they create, as long as there is no “extraordinary University support” in creating those materials.

Article 39.3 further stipulates that:

“... Unless there is a separate agreement to the contrary, consistent with this Article, neither the CSU nor third party providers are entitled to grant licenses or make assignments with respect to such materials to publishers and publishing agents, or any third party.”

If the University has offered you a written agreement to develop special online course materials and you are concerned about your intellectual property rights under such an agreement, we urge you to contact your CFA Chapter Representative before finalizing such that agreement.

If you have questions about faculty rights, [contact your campus CFA faculty rights representative](#) or [your campus CFA Field Representative](#).

Browse [the faculty contract](#).

See [previous Faculty Rights Tips](#) on a range of topics in our contract.

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

Links of the Week

When College Was a Public Good

[Chronicle of Higher Education](#)

...look at a range of evidence, and it seems that policy makers — with the encouragement or tacit acceptance of the public — have erected barriers to higher education based on race and class.

Fight for \$15 has brought \$62 billion in raises and counting to underpaid workers

[PBS News Hour](#)

Report on [a study by the National Employment Law Project](#): "...the Fight for \$15 put more money in the pockets of 19 million workers nationwide in the last four years."

'Stronger We Are United'

[The Turlock Journal](#)

...on Wednesday, Stanislaus State President Ellen Junn emailed students a statement she put together in conjunction with CFA Stanislaus president Steven Filling, CSUEU president Dawn McCulley, speaker of the faculty Stuart Sims, and APC Stanislaus chief steward Tammy Worthington. "Given our diversity and in light of recent events, some of us may feel uncertain, threatened, or unsafe at this very moment because of our race, ethnicity, disability, gender, orientation, undocumented status, religious beliefs or worldview," the email stated. "As members of our community, we want each and every one of you to know that you belong, you are one of us, you are valued, and you are loved. We will work ceaselessly to ensure our campus is a safe space for you."

Undocumented students studying abroad urged to return home before Trump's inauguration

[San Francisco Business Times](#)

Professor Watchlist Is Seen as Threat to Academic Freedom

[New York Times](#)

A new website that accuses nearly 200 college professors of advancing "leftist propaganda in the classroom" and discriminating against conservative students has been criticized as a threat to academic freedom. The site [Professor Watchlist](#) first appeared Nov. 21...

For-profit Colleges Expect Fortunes to Improve Under Trump

[Diverse: Issues in Higher Education](#) / AP

As stock prices for some of the nation's largest college chains have surged, industry lobbyists say they have received a warm welcome from Trump's transition team and already have launched a campaign to rebrand the embattled industry as a key to the new president's plan for economic growth.

What Trump's pick for secretary of education means for the future of education

[Los Angeles Times](#)

People are tweeting #ThanksNASA after a Trump advisor suggested he'd axe its Earth research arm

[Yahoo News](#)

NASA's earth science program is an indispensable source of data for researchers who study our planet's melting ice sheets and changing climate. Now there is talk of eliminating NASA's funding to monitor the earth from space. Scientists are getting riled up, tweeting back to say #ThanksNASA