

## **From the California Faculty Association**

*Subscribers please note: CFA Headlines will take a break for the remainder of December and will resume Tuesday, January 7. Have a great holiday season!*

## **CFA HEADLINES**

**December 10, 2013 · Weekly news digest from CFA**

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### **Bring on the bargaining**

The first set of negotiations for the next faculty contract is scheduled to begin Thursday and will continue Friday in Sacramento. The CFA bargaining team used feedback provided by CFA members in the recent contract survey to prepare for the talks.



More bargaining dates and locations are as follows:

- Thursday, Jan. 9 and Friday, Jan. 10 in Long Beach, Chancellor’s Office
- Thursday, Jan. 30 and Friday, Jan. 31 in Long Beach, Chancellor’s Office
- Thursday, Feb. 13 and Friday, Feb. 14 in Sacramento (Location TBD)

### **Audit of CSU Extended Education released**

The California State Auditor today released its report on the California State University’s Extended Education, which calls into question supplanting and some campuses possible failure to document their adherence to laws, policies and procedures.

The auditor analyzed total state-supported and self-supported courses, sections and student seats for three CSU campuses – CSU Long Beach, CSU Sacramento and San Jose State University – over a span of five fiscal years, as well as CSU’s Office of the Chancellor.

One of the biggest findings is that regardless of the interpretation used in terms of the meaning of supplanting, the auditor identified some potential instances of supplanting. Using a narrow definition as defined by CSU in a 2010 lawsuit, a total of 26 courses may have potentially been supplanted. Using a broader definition, the auditor found a total of 914 instances of supplanting, the report states.

Another major finding is that “Contrary to the CSU student fee policy, the three campuses we examined did not always prepare statements of revenues and expenditures when setting fees for extended education programs,” the document states. Two of the three campuses raised fees using unjustified methodologies, and the Chancellor’s Office did not review each campus’s inventory of fees to determine the appropriateness of extended education fees.

The audit also found that “extended education revenues generally exceeded extended education expenditures during fiscal years 2007-08 through 2011-12 for the three campuses we reviewed,” the document states. The Chancellor's Office's carry-forward fund policy was not always in place, which resulted in two campuses violating that policy when their reserve balances exceeded six months of their annual operating expenditures, the document states.

The CSU has 60 days to provide a response to the auditor.

Click here to read the report.

<http://www.auditor.ca.gov/pdfs/reports/2012-113.pdf>

## **Problem! ‘Pay-free’ work leads to CFA chapter grievance at Cal State LA**

Every year at Cal State Los Angeles, course catalogs go to students offering instructional supervision on master projects, independent studies and similar one-on-one course work. Students sign up, pay their fees, get the instruction, and earn units required for graduation. Nothing unusual there.

Except, as CFA’s Los Angeles chapter Faculty Rights Chair Alejandra Marchevsky explains, “The problem is that faculty who are doing one-on-one instruction with students are not offered any unit credit for that instruction. In other words, all that work is done on top of the regular work without additional compensation.”

We have seen many instances of faculty having to sign volunteer forms before they did one-on-one instruction, even though, as Marchevsky explains, “The work is for actual courses listed in the university’s catalog for which students pay. It is not general mentoring or advising.”

According to CFA’s Director of Representation, Kathy Sheffield, “Some colleges and departments at other CSU campuses are more fair, and deans figure out ways to compensate faculty members who regularly teach in these credit-bearing courses. We’d like to see a more even approach on all the campuses when it comes to this work.”

This extra work takes a toll. Faculty members find themselves working seven days a week. They explained that because they can't keep up doing uncompensated work, the number of master's students they can instruct has declined. One campus program decided to hold off launching a master's program due to this problem.

## Students for Quality Education at two campuses honored

Students for Quality Education of San Jose State and CSU East Bay will be honored by Assemblymember Bob Wieckowski during his "State of the 25<sup>th</sup> Assembly District Address and Awards" ceremony Wednesday, Dec. 11.

The groups were among 13 award winners selected throughout Wieckowski's district.

The event will take place from 5:30 to 8:30 p.m. at Tesla Motors in Fremont.

## Affordable Care Act impact explained

The Affordable Care Act (ACA) is in the news a lot lately, mainly focusing on technical issues with the federal website and the upcoming Dec. 23 deadline for Americans to enroll in plans. While most faculty members and their families qualify for healthcare coverage, some individuals who have very part-time appointments do not. For these part-time lecturers, librarians, coaches, and counselors (and for many friends and loved ones), the ACA represents a certain amount of change. With few exceptions, everyone has to have health insurance starting in 2014. There are other ACA provisions as well, including the elimination of denials based on preexisting conditions and expanded rights for the both the uninsured and insured.

California runs its own exchange for those seeking coverage. The website is [www.coveredca.com](http://www.coveredca.com). From the website, Californians can choose from a number of plans and/or find out if they qualify for subsidies or Medi-Cal.

## Former CFA intern making strides in Detroit



Former CFA intern Kayla Mason, now director of an organization of Detroit youth tackling political and social issues, was recently featured in Michigan Nightlight, an online resource site for those improving the lives of children in the state.

Mason worked for CFA from 2007 to 2009 as a student organizer and led education efforts at CSU Dominguez Hills during the “No Budget Cuts” campaign through Students for Quality Education, and was selected to be part of a faculty delegation to advocate against budget cuts in Washington D.C.

CFA’s Student Intern program began in 2003 as a way to provide opportunities for CSU students to learn organizing skills and develop their leadership capabilities, and build the student movement and work with CFA to fight to quality public higher education, said Kim Geron, CFA Vice-President and Student Intern coordinator.

“Through these activities they can develop skills useful for future employment in the labor movement and community,” he said. “Kayla’s dedication to empower Detroit’s youth is a continuation of her efforts since high school and at CSU Dominguez Hills to organize young people to demand justice and equity.

We in the CFA family are immensely proud of Kayla and all the former student interns who are organizing to make a difference throughout the country.”

Mason currently works at YOUTH VOICE and has developed a trademarked model, called StreetLite, to empower youth to “find their light while transforming their community,” Mason said.

The model helps reframe the conversation surrounding African American youth, and helps establish support services, cultural literacy, civic participation, and volunteerism for youth struggling in systems such as foster care, juvenile justice facilities and institutions.

“While society has labeled youth likely to be involved in the streets or prison, we recognize that systems have failed them and our model is the first step to a new life long journey to find their own light,” she said.

Mason is currently developed a university partnership structure for the model, where college students can work with youth in urban communities, professors can help develop new ways of youth participatory evaluations and youth involved in social justice can share knowledge with university students about their current community efforts.

Mason said working for CFA was “a turning point in my identity,” and helped her gain the confidence in her abilities and voice. As a member of SQE, she developed a sense of self-empowerment, confidence and purpose.

“If it wasn’t for working with CFA, I wouldn’t have become a community organizer and saw how much of an impact I could have to influence public policy,” she said.

## **Faculty Rights Tip of the Week: Sick leave**

*This weekly CFA Headlines feature offers a brief “Faculty Rights Tip” or short information piece about the faculty contract.*



## **FACULTY RIGHTS TIP: Sick leave**

Did you know that in addition to taking sick leave for your own medical issues, you may take sick leave when a member of an immediate family member has a medical issue? The definition of immediate family includes a number of people in your family and is set out in the Collective Bargaining Agreement.

Under the Article 24.10, Sick Leave may be authorized in the case of *“illness or injury in the immediate family”*. Immediate family for purposes of Sick Leave is defined in Article 24.11 as an *“employee’s spouse or domestic partner, parent, grandparent, grandchild, son, son-in-law, daughter, daughter-in-law, brother, sister, uncle, aunt, stepchild or stepparent of the employee, spouse or domestic partner, and close relative or persons residing in the immediate household of the employee (except domestic employees or roomers). Also included in this definition shall be any minor children or incapacitated individuals for whom the employee has primary responsibility or legal guardianship or conservatorship.”*

Want to learn more? Become active with your local CFA chapter faculty rights team. [Find your representative here. http://www.calfac.org/faculty-rights-chapter-representatives](http://www.calfac.org/faculty-rights-chapter-representatives)

If you have questions about a faculty rights tip or would like to contribute a tip, please feel free to write us at [cfa@calfac.org](mailto:cfa@calfac.org) with the subject line “Faculty Rights Tip.” *To learn more about faculty rights* [contact your campus CFA representative](#)

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## **Congressional eForum on adjunct faculty seeking input**

There is still time to submit stories to U.S. Rep George Miller and the House Committee on Education and the Workforce Democrats’ eForum on contingent faculty and instructors and their working conditions at colleges and universities.

Participants can submit their stories to the eForum until Friday, Dec. 20. The forum aims to obtain feedback on how long one has worked as contingent faculty or instructor, descriptions of compensation, benefits, job stability and support, whether conditions help or hinder access to a successful career and how working conditions aid or prevent the ability to do one’s job and impact student achievement.

Submissions may be made online at <http://democrats.edworkforce.house.gov/eforum>, emailed to [adjunct.eforum@mail.house.gov](mailto:adjunct.eforum@mail.house.gov) or mailed to Honorable George Miller, Senior Democrat Committee on Education and the Workforce, Attn: Adjunct eForum, 2101 Rayburn House Office Building, Washington, DC 20515.

## Links of the week

### **San Jose's MOOC busters heralded among Higher Ed's 'most influential' of 2013**

San Jose State philosophy department members were listed among the Chronicle of Higher Education's 10 most influential people for their efforts in calling out Massive Open Online Courses in an open letter to university executives, governor and legislature of California and MOOC providers and advocates. – The Chronicle of Higher Education

[http://chronicle.com/article/The-Chronicle-List-](http://chronicle.com/article/The-Chronicle-List-This/143485/?cid=at&utm_source=at&utm_medium=en#article-scroll-section-8)

[This/143485/?cid=at&utm\\_source=at&utm\\_medium=en#article-scroll-section-8](http://chronicle.com/article/The-Chronicle-List-This/143485/?cid=at&utm_source=at&utm_medium=en#article-scroll-section-8)

### **Undergrads return to crumbling Burmese university**

Cautionary tale: [Rangoon University](http://www.sfgate.com/default/article/Undergrads-return-to-crumbling-Burmese-university-5036142.php), once among Asia's most prestigious institutions of learning, reopens to undergraduates Thursday for the first time in nearly two decades. The junta that ruled Burma for half a century gutted education, which received 1.3 percent of the budget, compared to 25 percent for defense. — San Francisco Chronicle

<http://www.sfgate.com/default/article/Undergrads-return-to-crumbling-Burmese-university-5036142.php>

### **Moody's: New Survey Finds Over 40% of Universities Face Falling or Stagnant Tuition Revenue and Enrollment**

Moody's has long rated public university bonds well on the grounds that they can always raise tuition. Now the investment rating agency finds at many public and not for profit schools tuition revenue is slowing. In addition to depressed family incomes and net worth they find many students can't keep paying more. — Moody's

[https://www.moody's.com/research/Moodys-New-Survey-Finds-Over-40-of-Universities-Face-Falling--PR\\_287436](https://www.moody's.com/research/Moodys-New-Survey-Finds-Over-40-of-Universities-Face-Falling--PR_287436)

### **Penn State study shows MOOCs have few active users, completion rates**

The Penn State Graduate School of Education analyzed a million users through 16 Coursera courses offered by the University of Pennsylvania from June 2012 to June 2013. Among the findings were that Massive Open Online Courses have relatively few active users and engagement drops dramatically after the first few weeks, with completion rates averaging 4% across all courses. – Penn State GSE

<http://www.gse.upenn.edu/pressroom/press-releases/2013/12/penn-gse-study-shows-moocs-have-relatively-few-active-users-only-few-persist>

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See CFA and other great video on: [www.youtube.com/CFAlocal1983](http://www.youtube.com/CFAlocal1983)