

From the California Faculty Association **CFA HEADLINES**

December 9, 2015 · Weekly news digest from CFA

**CFA Headlines goes on break following this edition. It returns January 6, 2016. Have a wonderful holiday season!*

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- **SEIU vigil for fallen San Bernardino workers draws hundreds**
- **Bargaining Update: Second factfinding session held this week**
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CFA President Jen Eagan to Chancellor White: Time to meet

After numerous invitations to meet and discuss the salary dispute polarizing CSU faculty and management were ignored, CFA President Jennifer Eagan last week wrote CSU Chancellor Tim White urging him to meet with her in an attempt to land at resolution.

The letter, sent Dec. 2, hasn’t yet drawn a response from White.

She wrote:

“The faculty are angry. We feel disrespected by CSU management and the lack of investment in us, in our work, and in our students.

“Meanwhile, at each of the last three consecutive Trustees meetings, we witness the constant obsession over executive salaries with only glancing and condescending interest in the situation of the faculty.

“It is within your power to resolve the issue that divides us.”

- [Click here to read the letter in its entirety.](#)



CFA, SEIU honor those killed, injured in San Bernardino tragedy

Union members and leaders throughout the country are paying their respects this week to those lost and injured in the mass shooting in San Bernardino.

Ten of the 14 people killed were members of SEIU Local 721. Several of the 21 injured also were SEIU 721 members.

[Faculty and students at Cal State San Bernardino held a candlelight vigil for the victims Monday night](#) on campus.



Several [SEIU](#) locals who represent workers at regional service centers also held vigils Monday honoring those lost in the shooting. [A candlelight vigil was held Monday night](#) at the San Bernardino County Board of Supervisors headquarters.

SEIU President Mary Kay Henry said in a written statement:

"...Our union is grieving after the attack at the Inland Regional Center, where SEIU caregivers who serve the disabled and their families work every day. ...We pray for all of the victims and their families, the entire San Bernardino community, and for our nation, that this senseless violence will end.

We can honor those who have lost their lives and who will never be the same by uniting to demand that our nation does everything to ensure that no more families have to feel this pain, sadness and loss ever again."

The California Faculty Association, on behalf of our officers and members, extends our sincere condolences to the victims' families and those involved in the tragedy.

Bargaining Update: Second factfinding session held this week

Two weeks ago, the CFA Bargaining Team and representatives from CSU management began the factfinding process in the hope of reaching an agreement on faculty salary for the contract year 2015-16



The union made its case that the CSU is well-equipped to afford a 5% General Salary Increase plus an SSI (service step increase) for those who are eligible. This is a comparable package to what other educators have received recently, and it is past time that CSU faculty see some progress after 10 years of wage stagnation.

Last Monday, management made the case that they have “other priorities” before faculty compensation, despite an increased augmentation from the Legislature for 2015-16, and large amounts building up in reserve accounts.

“Management’s case just isn’t persuasive,” said Jen Eagan, CFA President. “We know they have the funds; they know that we know that they have the funds. They need to stop playing games and get real.”

Factfinding is the last stage in negotiations as spelled out in HEERA, California’s higher education employment relations law. If factfinding does not result in an agreement, the “statutory” process will be done and the faculty will have the legal right to strike. The process now goes to the factfinding panel (one member appointed by the union, one by management, and a neutral third member), who will produce a report based on the briefs given by each side. The report may be complete by late January 2016.

Faculty will be ‘Seeing Red’ in the New Year

Fury over lack of respect in relation to faculty salary increases hasn’t diminished with the altruism of the holiday season. In fact, quite the opposite.

But CFA is encouraging faculty to channel that frustration into action come the new year, when everyone on campus will be “Seeing Red.”



*CFA calls on Faculty and supporters to
WEAR RED DURING THE FIRST WEEK OF CLASSES*

Wearing red will show solidarity with the Fight for Five and prompt educated discussion about the salary dispute between CFA and CSU management.

CFA is fighting for a 5% General Salary Increase (GSI) for all faculty and a 2.65% Service Salary Increase (SSI) for those eligible. CSU management has refused to budge from the Chancellor’s offer of a 2% salary increase.

- [Contact your campus CFA chapter if you would like your red to be an “I Don’t Want to Strike But I Will” T-shirt](#)
- [Click here to learn more about CFA’s Fight for Five!](#)

Chico State Academic Senate considers a resolution of no confidence in campus president, executives

Chico's Academic Senate voted last week to consider a [resolution](#) declaring no confidence in President Paul Zingg, Interim Provost Susan Elrod and Lori Hoffman, Vice President for Business and Finance.

The vote—outlined in a Senate resolution that passed at introduction by 29 to 3—is the first of two votes. The second reading and vote will be held Thursday, Dec. 10.

The most recent issue that catalyzed this resolution is a budget shortfall in the division of Academic Affairs, which resulted in some departments receiving less funding than in previous years. Academic Affairs failed to distribute funding to colleges and units until two weeks before Thanksgiving, but the resources were less than what was previously promised. Rollover funding also was swept from several budgets. As a result, courses may be cut, impacting both students trying to fulfill requirements for degree completion and faculty who teach those courses.

The problem mainly lies in how the process was managed, said Dr. Elizabeth Boyd, chair of Chico's Academic Senate and an Associate Professor of Plant Science.

“Chico is one of those campuses where people are very forgiving; it's a forward-looking community. For our campus community to reach a point where we're entertaining a vote of no confidence after years of trying to mend fences, and despite knowing our president is retiring at the end of the academic year, it's bad. Morale can't be lower than it is at this point.”

The resolution states: “The failure of senior executives to make timely decisions and maintain working relationships has resulted in uncertainty and unpredictability; faculty, staff, and student stress; increased workload; deterioration of morale; loss of jobs; very high turnover rates in administrative positions campus-wide...”

“The lack of focused leadership by the senior executives has placed our academic mission in jeopardy...”

CSU Academic Senate Chair Steven Filling, a professor at Stanislaus, expressed disappointment in the situation at Chico:

“As our colleagues at Chico, I am saddened by the state of affairs at one of the very special campuses in the CSU system that necessitates this action. I'll note that Chico faculty and staff have requested assistance in dealing with campus climate and leadership issues from the Chancellors Office more than once over the past few years.”

- [Click here to read the resolution](#)
- [See a news report in the Chico Enterprise-Record](#)

Support for CFA's Fight for Five gains momentum

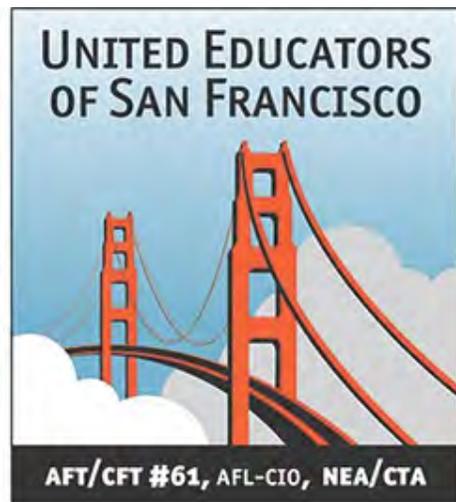
Unions, organizations and legislators continue to pledge support for CFA and the Fight for Five this month.

On Dec. 2, the Executive Board of the United Educators of San Francisco (UESF) passed a resolution in support our contract demands and urging delegates to the San Francisco Labor Council, the California Teachers Association State Council and the California Federation of Teachers convention to do the same.

The resolution states:

"Whereas the poor compensation, increase in work load and resulting decrease in morale amongst faculty make it difficult to recruit and retain quality educators... Therefore be it resolve that United Educators support the educators of the CSU system and will assist them in their efforts to achieve a satisfactory contract agreement..."

- To download a PDF of the resolution, [click here](#).



Bay Area middle school name to honor Filipino-American labor leaders

Historic union leaders Larry Itliong and Phillip Vera Cruz, who were instrumental in agricultural organizing including the Delano Grape Strike, will be honored Dec 18 as Alvarado Middle School in Union City changes its name to Itliong-Vera Cruz Middle School.

Vera Cruz co-founded the Agricultural Workers Organizing Committee, which later merged with the National Farm Workers Association and became the United Farm Workers.

Itliong organized West Coast agricultural workers and has been heralded as "one of the fathers of the West Coast labor movement."

The New Haven Unified School District will be the first in the country to recognize the efforts and contributions of Filipino-Americans by naming a school in their honor, according to a district news release.



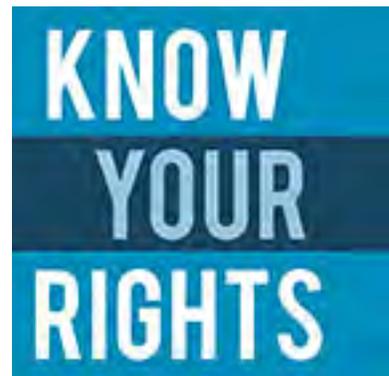
The dedication ceremony to be held in the school's gym at 31604 Alvarado Blvd., Union City will include performances from the school's Ballet Folklórico dance group, choir and band, Alvarado Elementary School's Anak Ng Bayan dance group and Assemblymember Rob Bonta (D-Oakland). Members of the Itliong and Vera Cruz families also are expected to attend the dedication.

The ceremony also will be broadcast live online [here](#).

Faculty Rights Tip of the Week: New & Available Temporary Work for Lecturers

[Article 12.29 of our Collective Bargaining Agreement](#) covers the assignment order for new or additional work for Lecturers in a department. New or additional work is work that remains after all full-time workload and all incumbent part-time Lecturer time-base entitlements have been met.

“New or additional work” must be offered first to qualified three-year Lecturers and then to other qualified one-year incumbent lecturers before new Lecturers may be hired. Once entitlements for three-year Lecturers have been met and careful consideration given to other incumbent Lecturers, 3-year and 1-year qualified incumbent Lecturers must be offered additional available work up to and including a 1.0 time base before new Lecturers can be hired.



Because not all campus administrators and department chairs have a full awareness of their obligations with respect to assigning new and available work for Lecturers, it is important to take be proactive. Consider taking the following steps:

- Meet with the department chair each term to discuss and suggest classes you can teach.
- Request in writing a subsequent appointment and include a list of classes that you are qualified to teach.
- Review department and campus guidelines for evaluation and appointment of Lecturers to make sure your department follows them.

As in other areas of the contract you should be proactive and vigilant. If you feel your rights have been violated, seek assistance from your [campus CFA Lecturer representative](#), [campus CFA faculty rights representative](#), or [chapter staff representative](#) as soon as possible.

- 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](#) with the subject line “Faculty Rights Tip.”

Links of the Week

CFA settlement negotiations continue

[The Orion](#) (CSU Chico)

Cal State faculty object to new background check policy

[Inside Higher Ed](#)

A growing number of institutions are seeking to require background checks for employees, but a proposed policy for the CSU has the faculty asking to put the policy on hold.

Deferred Maintenance Ranks Second on CSU's Priorities

[The LumberJack](#) (Humboldt State)

According to the CSU's "2016-2017 Capital Outlay Program Priority List," the second priority out of 25 academic projects is dedicated to statewide infrastructure improvements. The first is water conservation.

New tool helps students assess mental health

[The Collegian](#) (Fresno State)

The new CSU resource, the Red Folder, encourages CSU faculty and staff to assist students who are uneasy.

'Sometimes I Cry': a Ground-Level View of Student Poverty

[Chronicle of Higher Education](#)

Student hunger and homelessness appear more widespread than many campus leaders had realized.

What Trustees Think

[Inside Higher Ed](#)

Board members are often frustrated by their own lack of knowledge or understanding about the institutions they're tasked with leading.

Supreme Court Laments How Little It Really Knows About Race-Conscious Admissions

[Chronicle of Higher Education](#)

In revisiting a challenge to the U. of Texas at Austin's consideration of race, the justices pressed lawyers for data.

States and Public Higher Ed: Economic Challenges

[Inside Higher Ed](#)

Inside Higher Ed released "States and Higher Ed: Growing Economic Strains Challenge Public Colleges and Universities," which features the data and strategies from a range of public institutions. ... [you may download a copy here](#) and [sign up here](#) for a free webinar on Tuesday, Jan. 12, at 2 p.m. Eastern, about the themes of the booklet.

While university presidents earn millions, many professors struggle

[Christian Science Monitor](#)

In all, 32 private university presidents earned \$1 million or more in compensation in 2013. And private college presidents aren't the only ones raking it in. The average public college president earned over \$428,000 in 2014.

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