

From the California Faculty Association
The faculty union in the California State University

CFA HEADLINES

February 19, 2014 · Weekly news digest from CFA

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Faculty contract bargaining update

CFA's Bargaining Team met with CSU negotiators for a two day session Feb. 13 and 14, at which the sides exchanged proposals.

Based on members' feedback in the bargaining survey CFA conducted last October, the CFA Team continued to focus on workload concerns for all of the faculty—tenure track, lecturer, librarians, counselors and coaches. The Team offered extensive, detailed proposals that we believe address the increased demands on all faculty in the areas of teaching, research, and service.



CSU negotiators agreed that our CSU system is serving more students with fewer faculty and acknowledged CFA's concern about faculty being asked to "volunteer" to perform work without pay.

The CFA Team will continue to press critical workload issues during future negotiations.

"While CSU management is beginning to understand our concern about workload, it's an area in which we will continue to apply pressure, both on campuses and at the bargaining table," said Leslie Bryan, a CFA Bargaining Team member from San Bernardino.

Meanwhile, CSU negotiators submitted several proposals to the CFA Team that, they say, would improve clarity and consistency without making any substantive changes to the existing contract.

The next bargaining meetings will be held March 13 and 14.

Show your support for the CFA Bargaining Team

PUT UP A 'FORWARD TOGETHER FOR A FAIR CONTRACT' SIGN. Contact your [campus CFA chapter](#) for a sign to post on your office door or bulletin board. Visible support lets colleagues and CSU management know that the faculty care about having a fair contract.

HELP TO BUILD CFA MEMBERSHIP. CFA represents all faculty but each of us must say that we want to be counted in. [Please join CFA](#) if you are not already a member. Invite a colleague to join if you've already joined yourself.

CFA Campus Chapters invite you to All-Faculty Meetings on contract talks & CSU funding

CFA Officers and Bargaining Team members are traveling to all 23 CSU campuses to brief you—the faculty—on bargaining and to update you on the status of the CSU budget.

CFA urges all CSU faculty members to attend.

Meetings scheduled to date:

Chico: Thu, Mar 6, 2-3 pm, Selvester's Cafe Room 100. For info: Mark Weirick 415-845-0591.

East Bay: Tue, Feb 25, 4-6 pm, University Union, Bay View Room. For info: Maureen Loughran 510-206-1263.

Fullerton: Wed, Mar 19, 11:30 am-1:30 pm, Pollack Library North 130. For info: Chuck Marchese 562-981-4584.

Humboldt: Tue, Apr 1, 12:30-1:45 pm, Nelson Hall East 106. For info: CFA Chapter president Benjamin Shaeffer 707-826-3340.

Los Angeles: Wed, Mar 5, 3:15-5 pm, Golden Eagle, Ballroom 2. Presenters include CFA Associate VP Charles Toombs. Show your support for our CFA Bargaining Team by wearing your "Love for a Fair Contract" t-shirt. RSVP and/or request a "Love" t-shirt: Jackie Teepen jteepen@calfac.org or the CFA chapter office 323-343-5310.

Pomona: Tue, Mar 4, 11:30 am-1pm, Kellogg West. Presenters include CFA Associate VP Jonathan Karpf. Show your support to our CFA Bargaining Team by wearing your "Love for a Fair Contract t-shirt." RSVP and/or request a "Love" t-shirt: Jackie Teepen jteepen@calfac.org or the CFA chapter office 323-343-5310



#FairContractCFA

San Diego: Tue, Mar 18, 11:30 am-1 pm, Faculty Staff Club. For info: CFA Chapter president Charles Toombs 619-594-2775.

San Francisco: Tue, Mar 18, 12:30-2:30 pm, Library, Room 121. For info: Katherine General 415-728-8927.

San Jose: Tuesday, March. 11, 11:30 a.m.-1 pm, Library, Room 225. For info: Sue Pak 510-290-4308.

San Luis Obispo: Thu, Mar 6, 11 am-1 pm, [Building 6, Room 128 \(Performing Arts Pavillion\)](#). For info: CFA SLO Chapter President Glen Thorncroft, (805) 756-2118.

Stanislaus: Wed, Mar 5, 11 am-1 pm, Faculty Development Center. For info: Terri Prall 559-260-1679.

Please watch the CFA web site as [meeting details](#) are announced on more campuses.

All-Faculty Meetings have already been held at Dominguez Hills, Sacramento and Sonoma.

Faculty showed the Love for a #FairContractCFA

CSU faculty throughout the state used Valentine's Day week to sent a clear message that they would "love" a fair contract and that they support their bargaining team.

Events by CFA chapters on nearly every campus highlighted the commitment of our faculty to push for fairness at the bargaining table. The faculty contract is set to expire June 30.

The Valentine-themed events, ranging from T-shirt giveaways to "Calfac-a-chinos," brought greater visibility to our contract talks.

At Cal State LA, for example, CFA collected more than 100 "I support a fair contract because ..." heart-shaped cards from faculty and more than 300 student cards in addition to giving out nearly 75 "Love for a Fair Contract" T-shirts.

At Pomona, more than 30 faculty signed hearts to send to the campus president.



- [See a gallery of photos](#) from the campuses
- [Check out and share your photos on Twitter](#) at #FairContractCFA

U. of Illinois faculty on strike want your support

As you read this, the 1,100-member faculty union at the University of Illinois at Chicago will be wrapping up a two-day strike to win a first contract.



- **You still can demonstrate your support** — they are still trying to get a contract. [Click here to add your name to a solidarity petition.](#)

After a successful election for union representation in 2012, [UIC Faculty United](#) was in talks with university management for 18 months to no avail.

UIC Faculty United president Joe Persky says, “The heart of UIC is its faculty and its students, but the trustees short change them both.”

Student tuition is up and the university makes a profit, Persky says, yet all faculty are underpaid, especially adjuncts.

“In fact, many of the faculty who teach our first-year students only make \$30,000 a year. The administration’s priorities don’t match the University’s mission, and after trying to negotiate a fair contract for 18 months, they’ve left us no choice but to strike,” he says.

- [See CFA’s Statement of Support](#) for UIC Faculty United
- [Check it out on Twitter](#) at #UICstrike

Equity Conference will feature speakers, workshops for justice

The [2014 CFA Equity Conference](#), which takes place March 7-8 in Los Angeles, will highlight the tremendous work of CSU faculty and academic support staff as they envision and create a CSU that foregrounds quality education, access and equity for students, faculty, and staff.



The theme of the bi-annual Equity Conference, which is hosted by the CFA Council for Affirmative Action, is “A Journey for Change: Re/Visioning a Better CSU.”

CSU faculty and academic support staff are leading the charge in responding to a CSU with changing student demographics, assaults on traditional and effective methods of instruction, challenges to public funding investment in higher education, decreased student services, and waning institutional support of Ethnic Studies, among others.

Jackson Potter of the Chicago Teachers Union will deliver the keynote address. State Assemblymember Dr. Shirley Weber will participate in a panel.

Conference attendees from all 23 campuses will participate in and lead workshops addressing the cutting-edge work of faculty and staff in creating a CSU dedicated to the value of education as a public good for which all Californians can benefit. Attendees will take back to their campuses best practices and strategies to help them in the important work they do.

For more information on the CFA Equity Conference and how to attend, contact [your CFA campus chapter](#).

Faculty Rights Tip of the Week: What’s in your PAF?

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

FACULTY RIGHTS TIP: WHAT’S IN YOUR PAF?

Every faculty member including instructional faculty, coaches, counselors, and librarians has a Personnel Action File (PAF). It is the *only* official personnel file for employment information and information that may be relevant to personnel recommendations or actions.



[Article 11 of the Collective Bargaining Agreement](#) covers the various rules about faculty Personnel Action Files.

- There is a designated office that holds the PAF for each faculty member. The actual location can vary depending upon your faculty classification.
- The custodian of the PAF must keep a log of all who access the file.
- If an administrator places materials in your PAF, you should be notified five days in advance of the placement.

- You have the right to access all the materials in your file and it is a good idea to check your PAF at least once a year to make sure everything that is in the PAF is properly there.
- You have the right to submit material to your file including the right to submit a rebuttal to any material others may put in your file.

It's important for all faculty members to know where the PAF is located and what materials are in their PAF. It's important to know your rights regarding the information in your file. Those rights are found in Article 11 of the Faculty Contract.

If you have questions about your PAF you should [contact your local CFA Faculty Rights Representative](#)

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

Online Higher Ed a Cost Savings for Students, Universities? Think Again

Huffington Post blogs recap the necessary main points to two working papers about the not-so-great realities lurking in online higher education. The Campaign for the Future of Higher Ed is circulating them. Help spread the word further by liking the posts and sharing them with others. The time has come for this message to circulate widely.

—[Huffington Post](#)



Doing Higher Ed Right: Increasing education funding! Hiring full-time professors! Are these places for real?

Slate's education columnist highlights "Michigan, whose governor, Rick Snyder, just proposed to increase the higher education budget by 6.1 percent" and "the proud trend-resisters at Iowa State University, who have increased faculty hiring while others have slashed it, and decreased administration while others have bloated it." About face?

—[Slate](#)

NY Times editorial: The New College Campus

"Imagine meeting someone who says she works at a university. Some years ago, it would have been fairly safe to assume that she was a professor, and a member of the middle class with enviable job security. Not anymore. Two reports make clear that the nature of the college work force has changed substantially, possibly to the detriment of educational quality."

—[New York Times](#)

Politician-Public Divide

A presenter of a study on public attitudes about higher ed said, "leaders have underestimated the value that families and students place on college as somewhere that students can receive a rich and broad

education. They're concerned about the movement toward specific job training at the exclusion of these broader goals." 89 percent agreed that "college should be where students learn the ability to think critically by studying a rich curriculum that includes history, art and literature, government, economics and philosophy." Two-thirds think colleges should play a significant role in teaching young people to be more socially concerned and responsible.

—[Inside Higher Ed](#)

In Calif., Janet Napolitano's Vision: More Unity, Money, and Research

A profile of the new UC system president indicates many faculty members would like her to moderate efforts by Gov. Jerry Brown and lawmakers to legislate university policy in ways that academics may oppose, such as enacting laws to require the institutions to offer credit for more online courses. "She is skeptical about the savings from online courses," said Robert Samuels, who leads AFT in the UC.

—[The Chronicle of Higher Education](#)

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