

## From the California Faculty Association

### CFA HEADLINES

#### February 4, 2015 · Weekly news digest from CFA

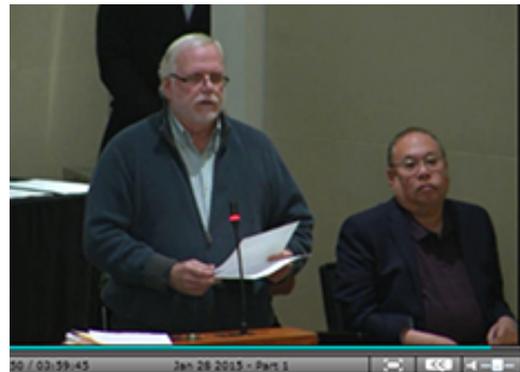
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## CFA to Trustees: ‘Get-a-move-on’ to implement Campus Equity Pay

In 2013 and now in 2014, campus presidents have had the opportunity to address faculty salary problems through Campus Equity Pay Programs.

The salary problems vary by campus, depending on the particulars of hiring and other pay policies.

The issues fall into a few broad categories, including “inversion” — when new hires earn more than those of us who have been teaching for some time — and “compression” — when long-time faculty get stuck at a certain spot on the salary schedule and can’t get a raise.



- [Learn more about Campus-Based Equity Pay](#)

Doug Domingo-Forasté, the CFA Chapter President at Long Beach where he teaches classics, spoke for all CFA members at the CSU Trustees meeting last week to address the need get Campus-Based Equity Pay programs underway. He said...

*“After all the sacrifice of the past seven years, when faculty and students bore the brunt of saving the university’s finances because of poor management, now that finances are better, the university chooses to delay the creation of campus-based equity programs.”*

This spring is the second attempt under a faculty contract to resolve long-standing salary inequities at the campus level. As Domingo-Forasté pointed out, not one CSU campus president acted on the previous attempt last year.

“Faculty are disgusted with the university’s Walmart-like business model that elevates immorality to a managerial principle,” he told the Trustees as well as the campus presidents who routinely attend Trustees meeting.

“We’re working on it,’ is no longer good enough,” he said.

CFA leaders and activists are working now to demand that the campus presidents correct the problems that they created after years of neglect regarding fairness in faculty salaries.

- [See the complete remarks](#)

## Commentary: Who was missing from the “State of the CSU”?

Last week, CSU Chancellor Timothy [White gave his “State of the CSU” address](#) at the January meeting of the CSU Trustees.

The president of the CFA chapter at San Jose State, Preston Rudy, was asked by the student newspaper to comment on it and Rudy took the opportunity to explain something that CSU faculty members find so frustrating.

Rudy wrote, “I commend the Chancellor for highlighting the central importance of students to the life of the University.

“However, Chancellor White did not address faculty who have been systematically underpaid over the last 10 years, while at the same time administrators’ salaries have elevated them into the top 10 percent of the income distribution of our state.

“We are looking for Chancellor White to correct this distortion of the CSU’s priorities and allocation of funds, so that the hard work of students’ learning can be matched by a faculty whose hard work is rewarded, respected, and treated with dignity.”

- [See Rudy’s entire commentary](#)



## Retired Pomona campus prez ‘transitions’ to new life

Former Fresno president Welty is not the only past-CSU-campus-president to get well in excess of \$200,000 for a year of “transitioning” to a new life.

[In Welty’s case](#), it was a \$223,000-salaried transition year so he can now teach a class at the Desert Sun satellite campus of CSU San Bernardino, where his wife is a dean, for a comely \$149,000.

Last week, the CSU Trustees University & Faculty Personnel Committee granted a one-year transition salary of \$226,987 to newly-retired Cal Poly Pomona President Michael Ortiz.

As the Trustees’ minutes point out, “Trustee policy provides for an executive transition program for individuals appointed into an executive position between November 18, 1992 and November 14, 2006.”

The policy, begun under past-Chancellor Barry Munitz, was written into promises to top executives hired during that time period and apparently cannot be rescinded.

The policy ended in 2006 after much public criticism including [a CFA lawsuit](#) against the program, although a replacement “Executive Transition Program” with slightly changed benefits is still in effect. It remains a nice perk using university funds for a handful of very highly paid people.

- [Learn about the Executive Transition Program](#)

The committee notes explain, “Duties during his [Ortiz] transition assignment include:

- ✓ To continue representing the CSU on the Hispanic Association of Colleges and Universities Board through the end of his HACU term (November 2015)
- ✓ To be available at the request of the new president of Cal Poly Pomona for advice and counsel on issues pertaining to the university
- ✓ To assist CSU San Bernardino at the request of the president with enrollment, academic and philanthropic matters.
- ✓ To be available to the chancellor and other system vice chancellors for advice and counsel on matters pertaining to the California State University”

[An editorial in the Desert Sun](#) newspaper summed it up: “The public should have little sympathy for a university system whose leaders decry the constant battle for state funds while it lavishes its top administrators with what appear to be garish ‘working retirement’ plans.”



## CFA Treasurer honored by CTA

Susan Green, CFA Treasurer and long-time activist, is the winner of the 2015 California Teachers Association Cesar Chavez “Si Se Puede” Human Rights Award.

The award is given to an individual whose activities have helped to achieve significant progress on behalf of equal opportunity for Latinos/as.

Theresa Montaño, CTA Board member and CFA activist said, “The work Susan Green has done on behalf of the Latino/a community is extensive. Susan has advocated on behalf of undocumented students, presided over the National Association for Chicano and Chicana Studies and worked tirelessly on issues affecting Latino/a students. She is mentor, a role model and most deserving of the award.”



## Faculty Rights Tip of the Week: FERP Tip #1

Article 29 of [our Collective Bargaining Agreement](#) covers the Faculty Early Retirement Program. FERP allows tenured faculty members who are eligible for retirement to retire and continue teaching and performing normal faculty responsibilities for up to 50 percent of their regular time base.

Faculty members may participate in the FERP program for up to five years. Faculty members who are considering participating should read Article 29.

It is also important for FERPers to know about the limits in Article 15.40 on participation in peer reviews for tenure and promotion. Participation requires a request from the department and permission from the President.

*If you have a question about faculty rights, [contact your local CFA chapter faculty rights representative](#)*

*To suggest a Faculty Rights Tip, [please write us](#) with the subject line “Faculty Rights Tip.”*

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



## Links of the Week

**CSU using more part-time faculty than full-time professors**  
[Sacramento Bee](#)

**CSU adopts new campus fee policy – then approves new fee**  
[Los Angeles Times](#) | [Chronicle of Higher Ed](#) | [89.3 KPCC](#)

The Trustees of CSU voted on Wednesday to give students more say over the “success fees” some campuses tack onto their tuition bills. Critics have accused institutions of using the [controversial fees](#), which are now in place on 12 of the system’s 23 campuses and can run to several hundred dollars a semester, to circumvent a tuition freeze that Cal State and the UC [agreed to in 2012](#) in exchange for increased state support.

### **U. of Wisconsin Leader Defends Faculty from Governor**

[Inside Higher Ed](#)

The head of the U. of Wisconsin defended faculty from state [Governor Scott Walker's suggestion that professors should teach more](#) classes to save money as part of [a Walker-backed \\$300 million budget cut](#). Faculty are like state lawmakers,” system Pres. Ray Cross said in a radio interview, “if all we think they do is what we see them do when both chambers are in session.... That's not any different than faculty. Faculty on average are working 50 to 60 hours a week.” Cross said ... “We need to appreciate [faculty] more because it's on the backs of the best and the brightest that we're going to solve some of the problems we have in this country and in this state,” ...

### **Wisconsin Governor Stirs a Debate Over What Professors Actually Do**

[Chronicle of Higher Education](#)

Just what do university professors do all day?

### **App Gives Students an Incentive to Keep Their Phones Locked in Class**

[CBS Local](#)

Two students at CSU Chico created an iPhone app that rewards students with coupons for local businesses when they leave their phones untouched...

### **Part 2: Homeless and in college**

[KSBY](#) (San Luis Obispo)

Uncertainty is a feeling Geovanni Ximenez-Garcia wakes up with each morning,... The fourth-year student is one of an estimated 100,000 homeless college students in the U.S. Ximenez-Garcia is spending his final year at Cal Poly [SLO] without a stable place to live because he felt overwhelmed by loan debt. He says he felt his options were as follows: pay for tuition or pay rent.

### **Study: Close Education Gaps and Economy Will Improve**

[Inside Higher Ed](#)

[A new study](#) by the Washington Center for Equitable Growth, a research organization that focuses on income inequality, argues that efforts to close education inequality would have a huge impact on the economy.

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