

From the California Faculty Association

CFA HEADLINES

March 18, 2015 · Weekly news digest from CFA

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San Diego State first to commit to Campus-Based Equity Pay Program for faculty

As a result of CFA's push for the implementation of campus-based Equity Pay programs, San Diego State became the first of the 23 California State University campuses to announce implementation of such a program.

These campus-based programs are intended to address years of salary structure problems plaguing the faculty who teach at CSU campuses.

San Diego CFA Chapter President Charles Toombs called the program a "good first step," while noting that it does not go far enough in addressing inequities from years of salary stagnation experienced by too many of the faculty.

In [a statement on behalf of the San Diego CFA Chapter](#), Toombs commended San Diego State campus President Elliot Hirshman for "the collaborative spirit in which President Hirshman consulted with CFA on the Equity program."

Toombs went on to assert, however, that "the program does not commit enough funds, nor cover enough faculty members, to provide adequate salary relief," and that "the program does not directly or sufficiently address Salary Inversion, which should be a major focus of an Equity program."

The [San Diego CFA chapter had proposed a more comprehensive Equity program](#) that would have provided larger increases, and would have provided those increases to all faculty members.

The CFA chapters on other CSU campus have encountered varying degrees of cooperation or resistance from campus presidents in developing their campus programs.

CFA President Lillian Taiz commented, "We are pleased to see at least one of the CSU campuses implement a campus equity program. Though it has shortcomings, we hope that San



Diego State’s action has now broken the bottleneck and that other campuses will, in short order, follow suit.”

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

Race to the Bottom: Next CFA White Paper goes public Tuesday

CFA is preparing to release the second White Paper in the [“Race to the Bottom”](#) series.

The paper will appear [on the CFA web site](#), in conjunction with a public release, next Tuesday, March 24, at 10 am—the same day the CSU Trustees will hold their regular meeting.

On Wednesday, CFA members will address the Trustees about the findings in both the first and second “Race to the Bottom” papers.

The White Papers are tackling some of the key challenges to the CSU’s ability to live up to its primary mission—providing quality education for our students.

The first paper— [“The CSUs 10-year Failure to Fund its Core Mission”](#)—takes on the particular problem of stagnant CSU faculty salaries that cannot be explained away by recession or budget decisions at the state level.

The data shows that compared to the other public higher education segments within California, and compared to four-year state universities in other states, CSU faculty come up short.

It calls on CSU administrators to do a better job to make sure that the people who teach in the state university can be a part of California’s middle class.

- See posts & comments about the “Race to the Bottom” papers on [CFA Facebook](#)
- See the papers in the [“Race to the Bottom”](#) series on the CFA web site



See FAQ about talks on pay in Year 2 of faculty contract



By now, most readers of [CFA Headlines](#) know that negotiations on faculty salary increases are complete for the first year of the contract (that is, for 2014/15) and the [raises are being implemented now](#), retroactively.

And we know that talks between CFA and the CSU Chancellor's Office will pick up again this May to determine faculty salaries in Year 2 (2015/16) of the [2014-2017 Faculty Contract](#)

However, many faculty members may be wondering, why must we still negotiate on pay? And what do I need to know about the raises I should be getting now? There is [an FAQ](#) for that!

Check out "[FAQ for Spring 2015 and Contract Implementation Concerns](#)" on the [2014-2017 Faculty Contract](#) page of [the CFA web site](#)

State Senate completes first hearing in long process to CSU budget



Last week, the Senate Budget Subcommittee held its first hearing on how much 2015/16 state funding to provide to public higher education in California.

Kevin Wehr, CFA Political Action & Legislation Committee Chair, and Paula Durette, a CFA member from CSU Fresno, testified for CFA.

Wehr called on the subcommittee to support CSU funding that is about \$100 million more than what is in the [governor's higher ed funding plan](#). The [CSU administration continues to ask for more](#), as well.

During the hearing, Budget Subcommittee Chair Marty Block (D-San Diego) noted the CSU system projects it could get on track to 100,000 more graduates with the extra funding. He asked the Legislative Analyst's Office how that number reconciles with the Public Policy Institute of California study that estimates a need for 1 million new Californians with bachelor's degrees by 2025.

State Sen. Ben Allen (D-Redondo Beach) reiterated the question and posed it in terms of faculty. CFA's Wehr informed the senators that increasing the graduation rate would in fact require increased resources, and that these resources would have to be devoted in large part to faculty hiring and to converting Lecturers to tenure-line positions.

Wehr noted that the reported 700 new CSU faculty hires this year is offset by 500 retirements, netting only 200 new tenure-line faculty throughout the entire CSU system.

Up next: CFA Lobby Day, April 7, when faculty members from all over California converge on the State Capitol to meet with legislators about the funding and legislative action the CSU needs. [Contact your CFA campus chapter](#) about participating.

Higher Ed in the 'Fight for 15' Action on April 15

On Tax Day April 15, the Service Employees International Union and advocates for underpaid-paid workers across the U.S. will hold rallies, protests and other actions about the rapid decline in access to middle class jobs and livable wages.

Here in California, CFA members will join in.

All faculty are affected by the "Fight for 15" to set a floor from which all salaries and wages can build. CSU Lecturers are particularly affected and the Adjunct Action organizing project will participate in the events that day, alongside fast-food workers, home care workers and many other categories of underpaid working people.

Among the meetings points for the larger actions confirmed so far are...

- Los Angeles: Figueroa & 28th Streets, 11 am
- Berkeley: Sproul Plaza, UC Berkeley, 3 pm
- Sacramento: Crocker Park (3rd and Capitol Mall, 11:30 am
- Fresno: Manchester Mall (across from McDonalds at 1901 E. Shields Ave), 11 am

Track the developing plans...

- On the web: april15.org
- On Twitter: [@fightfor15](https://twitter.com/fightfor15) [#fightfor15](https://twitter.com/fightfor15)
- On Facebook: facebook.com/Fightfor15

Faculty Rights Tip of the Week: Pay Raise upon Promotion

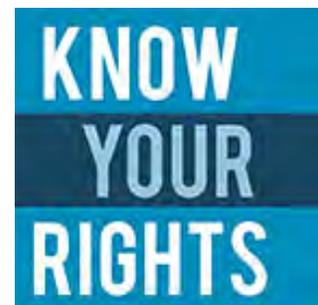
Are you up for promotion this year? Article 31.5 of our collective bargaining agreement states:

31.5 Promotion shall be accompanied by advancement of at least seven and one-half percent (7.5%) on the salary schedule.

It's important to note this is not an upper limit, but rather a lower limit. University administrators may grant a greater than 7.5% advancement at promotion.

Faculty up for promotion who are suffering from salary compression or inversion should not hesitate to request a greater than 7.5% salary increase upon promotion.

If you have questions about salary increases at promotion [you can contact your campus CFA faculty rights representative](#)



- *To suggest a 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

Instructors don't get CSU support

[Coyote Chronicle](#) (CSU San Bernardino)

CFA has released the first document in their “Race to the Bottom” series, exposing how the CSU system has failed to support its instructors.

What Adjuncts Need

[Chronicle of Higher Education](#)

Commentary by Jonathan Karpf, CFA Associate VP Lecturers-North: “There are reasons why non-tenure track faculty members at more than 25 colleges and universities have recently organized under the Adjunct Action campaign led by SEIU, and why more will do so in the future.”

Faculty Pay: Median Salaries of Tenured and Tenure-Track Professors at 4-Year Colleges, 2014-15

[Chronicle of Higher Education](#) | [Inside Higher Ed](#)

State Senate, Assembly bills propose establishment of Dream Resource Centers

[Daily Californian](#)

California tax revenue beats estimate by \$1 billion in February

[Reuters](#)

Zeroed Out in Arizona

[Inside Higher Ed](#)

State officials' decision to completely cut funding for some community colleges is unprecedented...

Why Not Adjunct Administrators Instead of Adjunct Instructors? It Makes Far More Sense

[The Scholarpreneur](#)

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