CFA to Trustees: Take action for racial justice

CFA leaders and activists will urge CSU Trustees to support legislation updating police use of force protocols in California and reject a proposal to declare impaction at Cal State Los Angeles during the Board of Trustees meeting next week.

AB 392, a bill authored by Assemblymembers Shirley Weber and Kevin McCarty, would revise police use of force protocols to ensure officers avoid the use of deadly force at every possible opportunity. The bill has gained support in recent weeks following an announcement by the Sacramento County District Attorney that charges would not be filled in the murder of Stephon Clark, a 22-year-old unarmed Black man.

CFA and the ACLU are co-sponsoring the bill, and faculty will ask Trustees to support AB 392 as it moves through the Legislature.

“Safety is an important issue for students, staff and faculty.” said Cecil Canton, CFA Associate Vice President for Affirmative Action, North. “Our campuses exist in the communities in which we live, so what happens in one affects us in both.”

“Police derive their power and authority from the community and public they serve, so they (the police) must be held accountable to that community. The standards that prescribe police actions and behavior in the use of force must be reviewed and updated from time to time to reflect changing attitudes and values. This is especially important when they haven’t been significantly changed since the 19th century. AB 392 is a very serious effort to do just that and we believe that it is time for the CSU Trustees to join us in the fight to make our state, our communities and our campuses safer and racially just.”

CFA activists also will urge Trustees to reject Cal State LA President William Covino’s proposal to declare impaction at the campus, which would disproportionally impact prospective students from the surrounding area, who are increasingly students of color and the first in the families to go to college.
“This is an austerity move that would take our campus in the wrong direction, and goes against what the People’s University stands for,” said Molly Talcott, CFA Chapter President at Cal State LA. “Gov. Newsom is proposing a record-setting budget increase for the CSU this year—cutting out potential students right now would send the wrong message to lawmakers.”

CFA also will be at the meeting in support of Charmaine Lawson, mother of David Josiah Lawson, and others calling for Justice for Josiah. It has been nearly two years since David Josiah Lawson, a sophomore at Humboldt State University, was killed at a party near campus.

CSU Trustees also are scheduled to discuss new campus presidents and their pay, early results of elimination of remedial math and English courses on student outcomes, and proposed changes to the CalGrant program during the meeting Tuesday and Wednesday, March 19 and 20. Click here to read the agenda.

The meeting technically begins on Monday, March 18 with closed sessions on executive personnel. Open sessions begin at 10 am Tuesday.

You can watch the meeting live via livestream here.

**SQE launches “No Harm, Disarm” campaign**

Students for Quality Education (SQE) has launched a campaign to address campus safety concerns and police use of force on CSU campuses.

Calling for the CSU to adopt a “No Harm, Disarm” stance, SQE is demanding that the CSU disarm campus police and security, invest in mental health counselors and mental health crisis intervention teams, fund Black resource centers, and provide mandatory de-escalation and unconscious bias training for all campus police and security. SQE, a student program of CFA, plans to address the CSU Trustees during the Board meeting next week.

“We want ALL students to feel safe on our campus. Instead of putting more money into more firearms and more officers on our campuses, our CSU’s should be investing in proactive and preventative solutions, like more mental health counselors and cultural centers for students,” according to SQE’s site.

“We need to explore alternatives to police. We want our schools to start adopting restorative justice practices to redefine what justice looks like in our communities, focusing less on punishment, and more on healing and repairing harm.”

To learn more about the “No Harm, Disarm” campaign, click here.
Students need access to mental health counseling, not police

While mental health counseling for students is a critical need that follows them from pre-school to college, students are much more likely to see police officers, rather than counselors, in their schools.

A recent report by the ACLU found that 1.7 million students attend K-12 schools that have police, yet no counselors. What’s more, schools with police reported 3.5 times as many arrests as schools without police. And Black students are arrested at a rate three times higher than white students, further perpetuating a cycle of criminalizing students of color rather than addressing their needs.

As the ACLU bluntly stated, “the presence of permanent school police shifts the focus from learning and supporting students to over-disciplining and criminalizing them.”

The CSU faces similar problems. There are approximately 300 sworn police officers in the CSU, not including management-level police officials, while there are only 250 Counselors by headcount in the CSU system-wide.

At some campuses, like Cal State LA, the counselor-to-student ratio is tragically small, with just one mental health counselor per 3,800 students. In the CSU, 18 out of 23 campuses exceed the maximum ratio of one counselor per 1,500 students recommended by the International Association of Counseling Services.

Research shows that access to mental health counselors improves attendance, grades, and graduation rates. That’s why CFA is sponsoring legislation to address the shortfall. Senate Bill 660, authored by Senator Dr. Richard Pan, would mandate that the CSU meet the recommended standards, thus improving student access to mental health counseling on campus. The bill also would require the CSU to provide public data about suicides on campuses, and to conduct a mental health survey of each campus every three years.

Click here to learn more about SB 660.

Faculty Rights Tip: Workload for Counselors and evaluation criteria for faculty

Counselor faculty often find themselves supervised by administrators who are unfamiliar with the Collective Bargaining Agreement (CBA). This can create problems in a number of areas, especially counselors’ workload and evaluation.

Counselors may find they are assigned extra work. The following provision in Article 20: Workload is useful for discussions that must take into account expectations and the number of hours counselors work and are compensated for:

20.11 The assignments and responsibilities of a counselor faculty unit employee may include but shall not be limited to individual counseling, group counseling, consultation and referral, case management (including record keeping), intern training and supervision, teaching, service on systemwide and campus committees and task forces, and activities that foster professional growth including creative activity and research. The nature of such assignments shall correlate closely with activities expected of counselor faculty unit
employees in order to qualify for retention, tenure/permanency, and promotion, and after tenure/permanency, activities expected of counselor faculty unit employees in order to maintain their roles as contributing members of the campus community. Such assignments shall be made by the appropriate administrator after consultation with the counselor faculty unit employee. This consultation shall include consideration of the amount of time necessary for the successful completion of counselor responsibilities within the counselor workweek. All such counselor faculty unit employee assignments and schedules shall be made pursuant to provision 20.15.

Counselors’ supervisors may also be conducting unfair and flawed evaluations because they are unaware that evaluation provisions, requiring that expectations be set out before the reviewing period is underway, apply to all faculty unit employees. The following provision in Article 15: Evaluation of our CBA applies to all unit 3 faculty employees, including temporary and tenure-track counselors.

15.3 Evaluation criteria and procedures shall be made available to the faculty unit employee no later than 14 days after the first day of instruction of the academic term. Evaluation criteria and procedures shall be made available to the evaluation committee and the academic administrators prior to the commencement of the evaluation process. Once the evaluation process has begun, there shall be no changes in criteria and procedures used to evaluate the faculty unit employee during the evaluation process.

We urge all faculty members to contact chairs or immediate supervisors to learn about relevant evaluation criteria and procedures at the campus, college, and department levels. Faculty should not have expectations changing and shifting throughout the academic term and/or review period. If your department has not made such criteria available, for any reason, we encourage you to contact your CFA Faculty Rights representative immediately.

- If you have questions about a faculty rights tip or would like to suggest a tip, please write us at cfa@calfac.org with the subject line “Faculty Rights Tip.”
- Click here to find faculty rights advocates on your campus.

In Other News…

POWER TO THE PEOPLE: Hundreds of high school and college students marched from one end of Sacramento to the Capitol on Thursday, March 7 following a week of civic unrest and protest related to police use of force.

The four-hour march, organized by Black Student Union chapters, was to support AB 392, CFA-sponsored legislation that would update police use of force protocols.

The march was one of several spurred by the Sacramento County District Attorney’s announcement that no charges will be filed against the police officers who last year shot to death Stephon Clark, a 22-year-old unarmed Black man, in his grandmother’s backyard.

Click here to read more about the march.
East Sacramento arrests a ‘disgrace,’ activists say at Capitol rally for use-of-force bill
Sacramento Bee
Activists rallying for a bill that would restrict law enforcement officers’ use of deadly force on Thursday denounced the arrests of dozens of protesters in East Sacramento earlier this week, saying the roundup was an overreach meant to intimidate police critics.

UC will not raise tuition for California students this fall, Napolitano says
LA Times
The University of California has announced that it will not raise tuition for California students this fall — but expects increases for students from other states and countries.

House Democrats’ Vision for Higher Education Act
Inside Higher Ed
The education committee of the Democrat-led U.S. House of Representatives this week will begin a series of five hearings on reauthorizing the Higher Education Act, the law that governs federal financial aid. On Friday the committee's Democratic leadership released a paper describing their vision for updating the law, as well as arguments for the continued value of a college credential and criticism for low-quality offerings from for-profit institutions.

Assemblyman: Cap Cal State Executives’ Pay When Tuition Increases
Times of San Diego
Assemblyman Todd Gloria has proposed freezing Cal State executive pay in years when the university system raises tuition.

The college bribery scandal is all about a myth
Washington Post
Meritocracy may be a myth, but that means someone is keeping the fiction alive. The multimillion-dollar college admissions scandal the Justice Department announced this week gives us a sense of who — and why.

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