

From the California Faculty Association

CFA HEADLINES

April 22, 2015 · Weekly news digest from CFA

- Sign / Share CFA petition for fair pay & quality education in the CSU
- CFA President to Chancellor: “Faculty disappointed”
- Campus Equity Pay: San Jose, Sonoma, San Luis Obispo
- East Bay faculty deliver letter to president: “Time for Equity Pay”
- Faculty Rights Tip: How often should part-time Lecturers be evaluated?
- CFA leader Theresa Montañó elected VP of CTA
- SQE Week of Action for student organizers
- Links of the Week

Sign/Share CFA petition for fair pay & quality education in the CSU

The California State University administration needs to get its priorities straight.

You can help make that point by [reading and signing a new CFA Petition](#)

Let administrators know they need to pay a fair wage to the faculty and to prioritize a quality education for our students.

Over the last decade, CSU has become a system where the 1% thrives and the rest of us struggle. The trends between 2004 and 2014 are

- More jobs and higher pay for managers
- Stagnant real pay for faculty while permanent jobs decrease
- Skyrocketing student fees and debt

CFA's [Race to the Bottom White Papers](#) find that the increased money students pay is not used to hire full-time faculty or improve the quality of the education students receive.

Help to change this path which will wreck California's great public state university system—

- [Sign the petition for fair pay and quality public higher education](#)



CFA President to Chancellor: “Faculty disappointed”

In [a letter to CSU Chancellor Timothy White](#) this week, CFA President Lillian Taiz told him CSU faculty feel “anger and disappointment” at his response to faculty’s living and working conditions.

Taiz said his and other CSU managers’ reactions to CFA’s [Race to the Bottom white papers](#) “demonstrated a shocking level of insensitivity to the economic conditions of the very people who have sacrificed so much for the university over the last decade during good times and bad.”

The white papers find a clear downward trend in faculty pay and in the number of permanent teaching jobs—causing growing numbers of faculty to fall out of the middle class—while managers’ pay and jobs increase.

The data show that while the CSU needs more funding to fulfill its mission to teach students, the conditions of the faculty result from specific management decisions and not because of the recession and state funding cuts.

The most recent paper, “[Losing Ground & Losing Faith](#),” recounts the personal and professional toll faculty are experiencing from eroding purchasing power and a sharp increase in the proportion of teaching jobs offered on a temporary basis.

Taiz wrote White that these faculty “hoped that by sharing their stories, you and the rest of your administration would understand the toll the policies of your predecessor took on the teaching workforce in the CSU.”

She wrote, “Everything in the CSU is NOT rosy.”

Chancellor White offered a reply in which he called on everyone to lobby the state legislature for more state funding. For the record, CFA supports more state funding for the CSU. But, that is not the point—what the CSU’s leaders do with the money is the issue.



Campus Equity Pay: San Jose, Sonoma & San Luis Obispo

CSU presidents at San Jose, Sonoma and San Luis Obispo have initiated Equity Pay Programs.

While campus CFA Chapter leaders welcome the positives the programs will bring to many CSU faculty, the rocky road to fairness in the pay structure continues to be fraught with troubles.



SAN JOSE: “For the first time in seven years, the administration on this campus has formally recognized that the faculty salary structure is riddled with inequities,” wrote Preston Rudy, San Jose CFA Chapter President, in a message to the faculty.

He noted that the CFA Chapter is pleased a program has been announced. “Nevertheless, CFA finds the proposed plan to be lamentable in its delayed payment schedule, its meager funding, and its failure to address key inequities under the guise of an equity program.”

[The San Jose CFA chapter’s analysis, dubbed “A Promise, Not a Plan,”](http://www.calfac.org/item/sjsu-campus-based-equity-plan-promise-not-plan)

<http://www.calfac.org/item/sjsu-campus-based-equity-plan-promise-not-plan> finds it includes too little funding for a campus as large as San Jose, a delay that adds to inequities already accumulated, and remedies for too few members. CFA’s recommendations for improvement are delineated.

SONOMA: Sonoma CFA Chapter President Elaine Newman (Math, Statistics) sent congratulations last Friday to those faculty who received a raise through the new campus Equity Pay program. “You deserved it!,” she wrote.

And yet, Newman added, “You deserved more, as did many more faculty at Sonoma State. Unfortunately, the final equity program put in place by the administration does not fulfill its original promise.”

The program, she notes, will not bring Sonoma faculty up to par in the CSU system. In addition to problematic calculations and omitting some categories of faculty from the program, the total allocation of money is too small to dent the problem in a meaningful way. [See the CFA chapter message to faculty detailing and analyzing the Sonoma program.](#)

SAN LUIS OBISPO: The CFA Chapter at SLO has continued to respond to campus President Armstrong’s imposition of an Equity Pay program. The latest involved a “Listening Session” held by Armstrong about the Equity Pay program he previously had announced.

Dubbing it a “Defensive Listening Session,” CFA Chapter leaders clarified assertions circulated by campus administrators about Equity Pay, among them that CFA prevents pay raises. “CFA prevents administration from decreasing salaries, not from increasing them,” the SLO Chapter explained in [a message to the campus](#) late last week. The chapter further offered analysis and links to information about pay trends and administrative bloat at SLO.

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

East Bay CFA delivers letter to president: “Time for Equity Pay” here, too

CFA chapter leaders and members went to campus President Leroy Moritshita yesterday with 200 faculty signatures on [a letter calling for an Equity Pay program](#) on campus by May 1.

East CFA Chapter President Jen Eagan said: "Faculty at East Bay have been waiting a long time for campus-based equity."

She added, "We had several meetings over the past year highlighting the problems in our salary structure, and we're waiting for action on the part of the administration."



EQUITY PAY BY MAY! STICKERS: On every campus without an Equity Pay program, display your message that now is the time for Equity Pay. [Print out a sheet of stickers to wear & share or a sign for your door](#)

Faculty Rights Tip of the Week: How often should part-time Lecturers be evaluated?

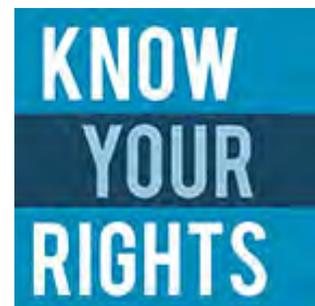
Article 15 of [our Collective Bargaining Agreement](#) covers the evaluation of all faculty. Articles 15.23 through 15.30 are provisions specifically covering the periodic evaluation of Lecturers. Although campus Lecturer evaluation policies may vary they must be in compliance with the Collective Bargaining Agreement which stipulates:

Part-time Lecturers appointed for one semester or two quarters or less may be evaluated at the discretion of the department chair, the appropriate administrator or the department. (15.25) If you are a Lecturer appointed for one semester or two quarters or less and the department does not plan to evaluate you, you may request an evaluation for your file.

Part-time Lecturers appointed for two (2) or more semesters or three (3) or more quarters, regardless of a break in service, shall be evaluated in accordance with the periodic evaluation procedure. (15.24) Typically this means they are evaluated once per academic year.

Part-time Lecturers with three-year appointments are required to be evaluated only once every three years but may be evaluated more frequently at their request or the request of the administration. (15.26)

- If you have questions, [contact your campus CFA faculty rights representative](#)
- To ask questions or suggest a tip, [please write us](#) with subject line: Faculty Rights Tip
- [See previous Faculty Rights Tips](#) on a range of topics in our contract



CFA leader Theresa Montaño elected VP of CTA

Theresa Montaño (Chicano Studies), Northridge CFA Chapter Affirmative Action rep, was elected Vice President of the California Teachers Association by the delegates at CTA's April State Council meeting.

She joins President elect Eric Heins and Secretary-Treasurer elect David Goldberg as the executive officers of CTA.

CFA Treasurer and delegate to CTA, Susan Green was at the meeting where Montaño was elected.



Green said, "We are very proud of Theresa for becoming the first CFA member to serve as an executive officer of the California Teachers Association."

Green added, "Theresa models how Pre-K-12 and higher education mutually support each other in a larger struggle for things like adequate funding, educator and support professional autonomy, and improved access and success for all students."

Photo Left to Right: Goldberg, Montaño and Heins

SQE "Week of Action" for student organizers

[Students for Quality Education](#) marked a "Week of Action" with rallies, and other events, some of which incorporated the national April 15 "Fight for 15."

Students from Sacramento, San Jose, East Bay, and San Francisco marched with the Fight for 15 to stand up for low-paid workers and adjunct faculty.

Pomona and San Marcos students screened the movie "[Ivory Tower](#)" and discussed the crisis affecting large numbers of students.



At Fresno, students brainstormed about the social justice issues affecting them and in a "Writing the Revolution" workshop, wrote their reactions.

Long Beach students viewed clips of "Ivory Tower" and "[Precious Knowledge](#)" followed by a panel that included Long Beach CFA Chapter President Doug Foraste and group discussion on ethnic studies, faculty rights, privatization and student debt.

In other events, San Francisco students held "Mobilize for Change," a Poetry Slam and Speak out for justice and Chico students rallied to protest student fees.

At Sacramento, a panel on the Fight for 15 included Sacramento CFA Chapter President Kevin Wehr followed by a protest march to a nearby Burger King restaurant.

Dominguez Hills students brought together several student organizations to a panel on their work for social justice.

Links of the Week

Why Students Are Marching for Better Wages

[Rolling Stone](#)

Faculty Join Fast Food in the Fight for \$15

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

Berkeley demonstration for \$15 at site of 60's Free Speech Movement

[Bay Area Indymedia](#)

Sheila Tully, president of the California Faculty Association at San Francisco State University, drew attention to a low-wage constituency not always recognized: ...

CSU faculty struggle living in own community

[Sonoma Star \(Sonoma State\)](#)

The finding that six out of 10 respondents can't afford housing in their campus community particularly resonates ...

25% of college adjunct faculty get government assistance

[Marketwatch.com](#)

Turn Off the Spigot

[Inside Higher Ed](#)

As California's drought grows more severe, UC & CSU are stepping up their water conservation.

Colleges Respond to Racist Incidents as if Their Chief Worry Is Bad PR, Studies Find

[Chronicle of Higher Education](#)

Online Penalty

[Inside Higher Ed](#)

Large study of California community college students finds that they are more likely to succeed in in-person courses.