

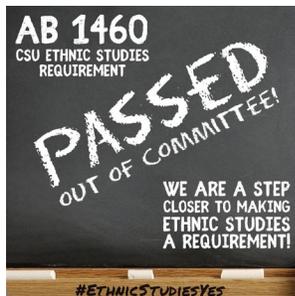
From the California Faculty Association

CFA HEADLINES

Date April 24, 2019 · Weekly news digest from CFA

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CFA bills on ethnic studies requirement, CSU good governance move to next committees



Two of CFA's sponsored bills passed out of the Assembly Committee on Higher Education on Tuesday afternoon. Both bills, AB 1460 and AB 930, passed with 9-1 votes and will be heard next in the Appropriations Committee.

AB 1460, authored by Assemblymember Shirley Weber and sponsored by CFA, would make Ethnic Studies be a graduation requirement across the CSU system. Dr. Weber, Professor Emerita and co-founder of Africana Studies at San Diego State University, spoke strongly on the importance and timeliness of her bill. "It's been 50 years since the students kicked down doors at San Francisco State. Fifty long years and it's about time at the anniversary of the 50 years that we basically institute a requirement at the universities for ethnic studies."

Melina Abdullah, Professor and Chair of the Department of Pan-African Studies at Cal State LA, spoke in support of the bill. She emphasized that "we have not really addressed racial and social justice issues in this country. And we are not going to address them by keeping the status quo. In order to promote social and racial justice, you need to change systems and history. This bill is doing both."

Cal State LA student, Ayzia Clowney, also offered her perspective on the importance of Ethnic Studies and the role it played in her success as a student. She told the committee in no uncertain terms that "school did not interest me because I did not see myself or my story in the things we were learning. My freshman year of college I took a Critical Race Theory course, and it changed my life."

The committee also heard AB 930, CSU Board of Trustees Good Governance, authored by Assemblymember Todd Gloria. Jennifer Eagan, Professor of Philosophy, Public Affairs, and Administration at CSU East Bay and CFA President, spoke in support for CFA. If passed, this bill would require greater transparency when the CSU Board of Trustees takes an action concerning executive compensation, including the approval of executive salaries or a change to policies. The Trustees and public would need to first hear any proposed actions as an information item and Trustees could only vote at a subsequent Board meeting. Currently, the Board of Trustees can discuss and vote on executive compensation with little information revealed to the public before the day of the vote. "We would like to see greater public accountability and transparency of the Board of Trustees and see that they prioritize students over executive compensation," said Eagan.

CFA Unity Campaign continues



Across the CSU system, faculty are invited to participate in Unity events, focusing on the shared interests and combined power that all faculty gain when we join together in solidarity. The statewide Unity Campaign, which kicked off on April 22 and will run through May 3, highlights activities that emphasize the ways Lecturer and tenure line faculty work and interests are interconnected.

Unity events are scheduled around the state, range from 5k runs to bargaining meetings, hall walking, happy hours, and educational listening sessions. For details or to get involved, please contact your [local CFA chapter](#)!

Upcoming events include the following:

- The CSU **Monterey Bay** chapter leaders will be out hall walking the campus on April 26.
- At CSU **Channel Islands**, CFA members are invited to attend the chapter's annual May 1 Union Member Luncheon.
- The **CFA-LA** chapter has community building activities planned all week and will be meeting up with colleagues from all disciplines as chapter leaders do hall walking across campus. On Thursday May 2, they will show the video, "Professors in Poverty" at a pop-up event at noon on campus.
- Look for the CFA **Fullerton** chapter out hall walking and talking with members next week.
- At **Long Beach**, look for or join members of the CFA chapter who will be hall walking on 4/30/19 (11am-1pm) or find them tabling in front of the Library on April 30 and May 2.
- The **CSU Dominguez Hills** chapter will be building unity as it hosts a booth and workshops at the [Labor and Social Justice Fair](#) on April 25, from 9-4. The theme this year is, 'Be the CHANGE Begins With You.'
- At **CSU San Bernardino**, CFA has an event organized for Lecturers to meet and discuss issues including the upcoming Q2S conversion and to hear about suggestions to take back to the bargaining team. The Lunch, Listen and Learn for Lecturers event will be on April 29 (10:30-12pm in PL-025 Library Basement). Attendance by Zoom is available on request.
- The **San Marcos** and **SDSU** CFA chapters are hosting Lecturers' Issues Lunch events to talk about Lecturer rights and to share practical advice.
 - At **San Marcos**, the event will take place on Monday, April 29 (12:00-1:00pm at USU 2310).
 - At **SDSU**, the lunch will take place on Tuesday, April 30 (12:30-1:30pm at the Faculty Staff Club).

Continuing the conversation on cultural taxation

Cultural taxation is the burden placed on ethnic minority faculty in carrying out their responsibility for service to the university. Yet as, Cecil Canton, CFA Associate Vice President, has [noted](#), it is “not usually rewarded by the institution on whose behalf the service was performed.” CFA has been drawing attention to this phenomenon and to continue this conversation, we presented [new research](#) about cultural taxation at the statewide Assembly earlier this month.

We calculated student to faculty ratios (SFR) for students and faculty of the same race or ethnicity and visualized them in the form of a [data poster](#). The presentation begins with the big picture: breaking down the numbers of represented faculty by classification and by how they identify according to race/ethnicity.

An analysis of student to faculty ratios by race/ethnicity helps us understand the scale and scope of cultural taxation. Overall, there are 16.6 students per faculty (by headcount) in the CSU. By contrast, there are 64.0 Latinx students per Latinx faculty member. The poster and accompanying data [tables](#) show how the ratios vary from campus to campus, and by race/ethnicity.

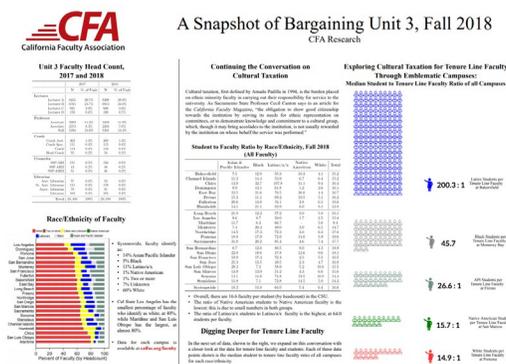
Finally, we expand this conversation further with a closer look at the SFRs for students and tenure line faculty only. Each of the data points illustrated in the poster is the median student to tenure line faculty ratio of all campuses for each race/ethnicity (you can find the full table of all campuses and all the images in this poster [here](#)). For example, across the 23 campuses, the median ratio of Latinx students to Latinx tenure line faculty is 200.3 to 1. This is in comparison to 14.3 white students per white tenure line faculty.

A note of caution: The relatively low SFRs in some cases may seem to tell a positive story; for Black students to Black faculty, the SFR is 14.8 to 1; for Native American students to Native American faculty, it is 5.4 to 1. Both are below the overall system ratios. In both cases, however, the low ratios reflect the small numbers (relative and absolute) of both students and faculty in the CSU who identify as Black and Native American.

One way CFA has worked to address cultural taxation of faculty is through the negotiation of [Article 20.37](#) of our Collective Bargaining Agreement, which provides for “assigned time to faculty employees who are engaged in exceptional levels of service that support the CSU’s priorities, but who are not otherwise receiving an adjustment in workload to reflect their effort.”

CFA Bargaining Team Chair Kevin Wehr says, “In bargaining for this provision, we were particularly mindful of the ‘cultural taxation’ of faculty of color and LGBT faculty in serving students. Students of color, LGBT students, and first-generation students often look to faculty who are like them for advising, assistance, and supervision, and the administration has traditionally failed to recognize the importance and value of this work.”

You can read more about Assigned Time for Exceptional Levels of Service awards in this [here](#).





Faculty Rights Tip: Who owns my electronic materials?

These days many faculty members create electronic or online content for their courses. These materials are usually placed on the web in a variety of ways, often in course management systems like Blackboard or iLearn.

Occasionally there are misunderstandings about who actually owns these materials once they're placed online.

[Article 39](#) of our Collective Bargaining Agreement ensures faculty members retain the rights to materials they create so long as there is no “extraordinary University support” in creating those materials. Faculty must sign a separate agreement acknowledging extraordinary support and agreeing affirmatively to share their intellectual property. Article 39 applies to faculty teaching traditional classes, online classes, and in Extension for Credit.

The online nature of course materials does not change the terms of the Collective Bargaining Agreement. In other words, electronic and online materials do not become the property of the University or any third-party vendor who supplies a service to the University. To be sure, providing the course management system, or paying your regular salary does not constitute “extraordinary University support.”

It's important to note that the [Fall 2017 CBA extension agreement](#) with the CSU Administration allows CFA and CSU management to continue negotiations about Intellectual Property and Academic Freedom during the next two years, and we will keep members posted about any changes in the works.

If you have concerns about your Intellectual Property, we encourage you to [contact your CFA Faculty Rights representative](#) immediately.

- [Browse the faculty contract.](#)
- [See an archive](#) of Faculty Rights Tips.
- 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.”

In Other News...

USE OF LETHAL FORCE BILLS: On Tuesday, the Senate Public Safety Committee heard hours of testimony opposing SB 230, which is sponsored by the police and promoted as a more law-enforcement friendly option to [AB 392](#) (Weber). The author, Sen. Caballero, took major amendments that removed all language regarding the use of force standard in California. As a result, the bill now focuses solely on training requirements – including implicit bias training - for the police. Implementation would be tied to the passage and signing of AB 392, which restricts the use of lethal force by police. The committee voted 7-0 to move the bill to Senate Appropriations. Prior to the amendments, [CFA was deeply concerned](#) that SB 230 would enshrine in statute police officers' already broad authority to kill members of the public. “CFA will be watching the progress of both of these bills very closely,” said Lillian Taiz Chair of the Political Action/Legislative Committee. “Changing the use of force standard from “reasonable” to “necessary” is long overdue. It is time, at long last, for change to come to law enforcement culture.”

LIBRARIANS TAKE ACTION AT CSU SACRAMENTO:



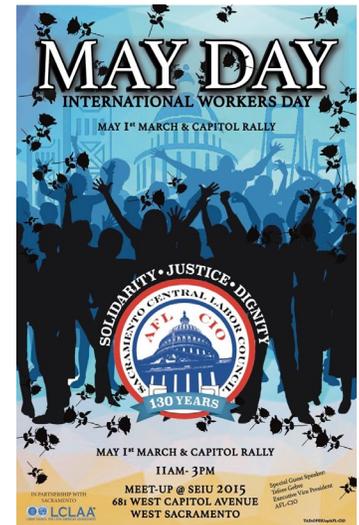
Recent actions by the Sac State administration have united the Librarian faculty members of the CFA Capitol Chapter. Librarians are refusing to fall for the divide and conquer tactics their campus administration have been using. Faculty's organizing efforts were put into action last week when the Office of Faculty Advancement refused to meet with the whole group who took time out of their day to attend the grievance meeting about Librarian workload. Refusing to accept administration's unilateral assertion of "how things are done," the group, who wore red and/or CFA stickers, collectively decided to send in three representatives while everyone else

waited outside the room until the end of the meeting. This plan ensured administration still had to face them all. The Library faculty expect their organizing will grow stronger as they continue their fight to enforce the contract and demand administration does not erode shared governance.

CFA MEMBERS JOIN MAY DAY ACTIONS

Workers around the state are rallying together at May Day events on May 1, which is celebrated around the world as International Workers' Day. Wear your CFA gear and join contingents of CFA members who be participating. To find out more about the events, follow the links below.

- **Sacramento:** [March and rally](#) starting at SEIU 2015 in West Sacramento (681 West Capitol Ave), meet at 10 am.
- **Oakland:** [March and rally](#) starting at Oscar Grant Plaza, meet at 3 pm
- **Los Angeles:** [LA People's Party march and rally](#) starting at MacArthur Park (6th and Park View), meet at 3 pm
- **Long Beach:** [March and rally](#) starting at MacArthur Park (1321 Anaheim St), meet at 5pm
- **San Diego:** [March and rally](#) starting at Thomas Jefferson Law School (701 B Street), meet at 3:30 pm



You can [contact your campus CFA Chapter](#) to meet up with other faculty for these events around the state.

Links of the Week

'An audio gathering ground' is slashed: The purge of a public radio station

[The Sacramento Bee](#)

Dramatic funding cuts, staff firings and the sudden clear-out last week of KHSU-FM, Humboldt State University's popular public radio station, have outraged North Coast listeners and lawmakers who are demanding to know what has happened to a community institution.

CFA supports bill to require ethnic studies as a graduation requirement

[The Pioneer](#)

A new bill proposed by state assembly member Shirley Weber (D) would require all 23 California

State University campuses to provide Ethnic Studies courses, mandating students to take at least one 3-unit course to graduate.

I spent 20 years as a police officer. Reforming deadly force law will save lives

[The Sacramento Bee](#)

I spent twenty years as a Los Angeles Police Department officer and patrol sergeant. I'm also a black woman and a mother to four sons. In 2014, a spate of deadly police use-of-force killings began with the choking death of Eric Garner by New York police and the shooting deaths of Michael Brown in Ferguson, Missouri, and Ezell Ford in Los Angeles. Each case gave me pause.

'When Workers Fight, Workers Win': Union Declares Victory as Stop & Shop Strike Ends With Deal to Raise Wages

[Common Dreams](#)

The union representing tens of thousands of striking Stop & Shop workers declared victory Sunday after it reached a tentative agreement with management to increase wages and preserve employee benefits that were under threat.

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