CSU needs, deserves $325 million in additional investment from state

Californians deserve a better-funded “People’s University.”

That’s the core of a message today from CFA President Jennifer Eagan to Assemblymember Kevin McCarty, who chairs the Assembly Budget Subcommittee on Education Finance. The subcommittee will meet at 4 pm today to discuss funding for the CSU in the state’s 2017-18 budget.

Specifically, the CSU needs $324.9 million more in state budget funding, which is $167.7 million more than Gov. Jerry Brown proposed allocating for the CSU in the 2017-18 state budget plan he released in January.

Eagan’s letter points out that in 1985, tuition and fees in the CSU were only $666. Since then, costs have grown 923 percent. If tuition and fees had kept pace with inflation over the past 30 years, students today would be paying only $1,519. Instead, they are paying 4.5 times that amount, or $6,881 per year.

“The fact is, today the state’s per student investment is only 59 percent of what the state invested in a CSU student in 1985,” Eagan writes.

The hearing today comes on the heels of a State Auditor’s report, which critiques an unjustifiable increase in hiring of CSU management, as well as the lack of oversight and monitoring of campus budgets.

Specifically, the audit found that:
• **Staffing levels and compensation for CSU management personnel have increased at a faster rate than for other employee groups.**
• **CSU campuses do not adequately oversee their budgets.**
• **The CSU has recently granted minimal raises to its executives, but board policy does not cap reimbursements of relocation costs.**

CSU Chancellor Tim White had claimed the audit failed to factor in some specific categories of employees that might have skewed the data and also noted that 60 percent of those classified as management deal directly with students, and in programs designed to “increase graduation rates and close achievement gaps.” The auditor countered the milquetoast response, stating that the audit did include those categories.

“We’re all here fighting for more resources for the CSU, and there’s an obligation to account for them appropriately and to use them appropriately,” Lillian Taiz, CFA’s Political Action Chair, told the LA Times. “And when something like this comes up, it’s not good for any of us.”

The Auditor reasonably recommends that the Legislature require the CSU to submit an annual report on specific activities the CSU undertakes to meet the state’s goals for student success is reasonable.

In CFA’s letter, Eagan also encouraged Assemblymember McCarty and the Legislature to “use the budget process to ensure that additional state funding for the CSU be targeted towards *instructional* activities that we know will contribute to student success and improved graduation rates: offer more classes and hire more permanent faculty to teach them.”

• [Click here](#) to read the full letter.
• [Click here to read the State Auditor’s report](#).
• [Click here](#) to read news coverage of the auditor’s report.

**Bargaining meetings coming to several campuses this week**

Faculty are learning more about what’s at stake in the next contract during CFA bargaining meetings on every CSU campus.

This week, meetings are scheduled at Channel Islands, Long Beach, Northridge, Sacramento, San Diego, and San Marcos. [Click here](#) for times
and locations of meetings.

Bargaining Team members have found the meetings with faculty helpful. The team is preparing to begin negotiations this summer, said Kevin Wehr, CFA Bargaining Team Chair.

“It is a busy time of year as many of us approach the final weeks of the term, but sharing an hour of your time to learn about the results of last Fall’s bargaining survey, what’s at stake in this contract, and offering your priorities for the next contract is really useful,” he said.

Click here to see a list of meetings.

Tuition freeze legislation needs your support

While lawmakers continue to discuss funding for the CSU in the coming days and weeks, now more than ever, is the time to let them know that you support a bill that could preserve the system’s affordability and accessibility.

AB 393, authored by Assemblywoman Sharon Quirk-Silva, would freeze tuition and mandatory system-wide fees in the CSU and California Community Colleges through the 2019-20 academic year.

Last week, the bill was unanimously approved by the Assembly Higher Education Committee, which voted to send AB 393 to the Appropriations Committee.

Please take a moment to encourage your legislator to support AB 393. Click here to send your legislator a message today.

CFA to OC Register: We all need to commit to ‘Due Process’

CFA leaders have a stern rebuke for an Orange County Register opinion article that attempted to pass judgment on a Cal State Fullerton faculty member who is facing
discipline from the Cal State Fullerton administration for events that took place at a campus protest.

In the meantime, OC Register columnist John Phillips penned a derisive, unfair, and arguably libelous opinion article calling for the faculty member’s dismissal and bolstering conjecture.

CFA President Jennifer Eagan and Representation Chair David Bradfield have issued the following response.

It is regrettable that the Orange County Register chose to publish an opinion piece by staff columnist John Phillips (March 31, “Universities should worry less about ‘triggering’ and more about ‘hair-trigger tempers’”), which resorts to hearsay and alt-right social media complaints to make a case in the news media that would never hold up in an impartial legal proceeding.

Phillips would have California’s public university system abandon “due process,” the legal right of every person in the United States to a fair hearing of the facts when accused of a crime or misdeed.

The actual facts of what transpired that day have yet to be determined in a neutral setting.

Mr. Phillips’s second-hand account appears to be inspired by posts in ultra-right social media. Those reports make unsubstantiated claims about the accused faculty member’s behavior and are presented in a condescending, even intimidating tone toward the accused, toward those who would ensure due process, toward Orange County Register readers looking for fact-based commentary, and toward anyone who might see it differently.

If the measures Phillips advocates were taken, he would have the power to deprive a person of his or her job and legal rights simply because that person’s politics are different from Mr. Phillips’ own.

That’s not okay. The California Faculty Association will fulfill its duty to protect any CSU faculty member from this mob mentality, and we will work to help students see through such twisted civic lessons.

We in CFA call on the CSU Fullerton campus administration to set an example for CSU Fullerton students by not yielding to undemocratic pressure and fear of biased news coverage. It is wrong to conduct a “less-than-thorough” investigation of the facts. The administration needs the courage to commit fully to fair and impartial due process.

Furthermore, the Orange County Register needs to rise to its responsibility in this time, and yes you do have a responsibility. It is wrong to teach through your
medium that it’s okay to deny due process rights because of political opinions, or that it’s okay to try people without knowing the facts. Those views are bad for the future of journalism, and for our country.

As for Mr. Phillips, if he is genuinely concerned about the CSU campus community, he would stress that truth and due process for students, faculty, and everyone in these United States are worth protecting.

“Proud to be CFA!” Week unites faculty

Faculty showed their union pride last week during “Proud to be CFA!” events held on campuses throughout the state.

The weeklong flurry of activities demonstrated pride in CFA’s accomplishments and appreciation of the union’s engaged, active members. Many campuses also were focused on reaching out to faculty who haven’t yet joined CFA, said Dorothy D. Wills, CFA’s Membership and Organizing Chair and a Professor Emeritus at Cal Poly Pomona.

“Some faculty don’t realize they are not members, and some aren’t aware of the many benefits of membership, from the routine to the sublime,” Wills said. “We want all faculty to be well-informed about what CFA does, and how important it is for us to have a high level of membership and participation, both for bargaining and for power in any struggles we face in higher education.”

“Proud to be CFA!” week, held in the days leading up to Earth Day and March for Science actions, also offered faculty an opportunity to discuss issues, socialize, and plan for the future in a changing, challenging world.

Click here to see a photo gallery from “Proud to be CFA!” week.

Faculty, students March for Science

Faculty and students were among thousands protesting ‘alternative facts’ and marching in the name of footnotes and peer review during March for Science actions throughout California.
From Humboldt to San Diego, faculty marched, chanted, and spoke out in solidarity with the sciences. Click here to view a photo gallery of faculty in action.

Rafael Gómez, CFA Chapter President at Monterey Bay and Associate Vice President-elect for the north, was among about 1,000 demonstrators from the Monterey Bay area showing solidarity with many others around the world who are concerned about the proliferation of “alternative facts” as well as attacks on scientific research and environmental protection by the Trump administration.

“It was gratifying to see many CSU Monterey Bay colleagues and CFA activists marching, chanting and carrying signs in support of science,” Gómez said. “For the first time, I saw colleagues from CSUMB, the Naval Postgraduate School, Monterey Peninsula College, the Monterey Bay Aquarium and Middlebury Institute of International Studies come together to support each other. As one speaker at the rally pointed out: ‘Science is true whether we believe it or not.’”

Want to stay involved in the resistance and actions? The California Labor Federation and Labor Councils in several areas will be holding actions and protests in honor of May Day: International Workers’ Day on Monday, May 1.

Contact your campus CFA chapter to meet up with faculty for events throughout the state.

SF Chapter issues helpful “Know Your Rights” advice on campus

The San Francisco State campus is a little more colorful and a lot more informed thanks to an information effort launched by CFA Chapter leaders there.

The chapter took out a full-page ad in the Golden Gate Xpress campus newspaper listing immigration resources for faculty, students, staff, and neighbors. The ad also included a clip-and-carry card for wallets with advice from the National Immigration Law Center about what to do if stopped by Immigration and Customs Enforcement (ICE).
“CFA-SFSU strongly supports all vulnerable members of our campus community,” said Sheila Tully, President of the San Francisco State CFA Chapter. “WE want to make certain that everyone knows that they have rights, no matter who is president, and before immigration raids or interactions with ICE occur.”

- Click here to see a PDF of the ad.
- Click here to download PDFs of the lawn signs.

Congrats to newly-unionized SF Art Institute faculty

Adjunct professors at the San Francisco Art Institute recently ratified their first union contract, a three-year agreement that includes improvements in job security, faculty recruitment and retention, and fair salaries.

The contract is the culmination of over three years of organizing work by adjunct faculty at the college, who had voted to join SEIU Local 1021’s Faculty Forward campaign in 2014, according an SEIU news release.

The settlement marks the fifth union contract settled by adjunct professors among the seven private Bay Area colleges organized by SEIU 1021.

Congratulations to faculty at the SF Art Institute and welcome to our Labor family.

Faculty Rights Tip: Advice on audio/video recordings without faculty consent

Q: Can students legally record audio or video in my classroom without my consent?

A: You have the right to be free from unauthorized recordings in the classroom. Instructors may be required to allow for recordings if they are connected to disability accommodations. Such recordings are for the accommodated student’s personal use only and may not be distributed or used for non-course related purposes. If you have questions or concerns, contact the disability
resources center on your campus.

Many faculty have strict policies about phones being off and stored away in order to facilitate focus and learning. Given the political environment in which we find ourselves, or in order to maintain a classroom in which everyone feels free to express themselves in a collaborative learning environment, you may wish to say no to recordings outside of the context of disability accommodations. It is your right to do so.

We encourage faculty to provide a very clear statement in your course syllabus about your classroom recording policy with clear limitations on use and distribution.

Here’s an sample statement:

Students may not record (audio or video) in this class except in accordance with ADA accommodations. Any recordings made in connection with a disability accommodation are for the student’s personal academic use only and may not be distributed in any manner to any other individual.

You may feel otherwise and take a different position. In fairness, your students should understand and know where you stand, as they are recorded too when someone records class sessions.

Here’s a link to an informative piece on this topic by the San Jose Mercury News.

- Contact your faculty rights representative.
- See previous Faculty Rights Tips on a range of topics in our contract.
- 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."

Links of the Week

Tuition freeze bill moves through state Assembly committees
Golden Gate Xpress (San Francisco State)
The Higher Education Committee approved Assembly bills Tuesday that will benefit California students if passed, including one that would freeze tuition until December 2020.

Cal State Students Rally Behind Tuition Freeze Legislation
The California Report/KQED-FM Public Radio
California State University students are calling on lawmakers to reinstate a system-wide tuition freeze. CFA President Jennifer Eagan: “Create a pause, where we can really figure out public higher education funding for the long term.”

Google okays staff protesting May 1, asks vendors to do the same
CNBC
Google has committed to not retaliate against workers — both direct employees and contracted staff — who take time off from work to protest the Trump administration’s policies on May 1, BuzzFeed News has learned. Google has said the policy of non-retaliation applies whether or not workers ask for time off in advance of the day.
Should university presidents and chancellors get compensated like corporate CEOs?
Sacramento Bee
While it appears that serving on corporate boards was the catalyst for the UC Davis chancellor and the University of Arizona president to lose their positions, we believe that these directorships are part of a larger set of issues facing universities today. We call this overall concern the CEO-ization of the university presidency.

Kevin de León says Trump law enforcement policy based on ‘principles of white supremacy’
Los Angeles Times
California officials reacted with defiance Friday to a threat by federal officials to withhold some $20 million in criminal justice grants from the state and its counties as part of the dispute over so-called sanctuary city policies.

Fire and ICE: Beyond Sanctuary
Capital & Main
On a recent Saturday, “the resistance” gathered in the parish hall of Christ the Good Shepherd Episcopal Church in Leimert Park. “This work we’re doing right here is what we call ‘sacred resistance,’” said the Reverend Francisco Garcia, the visiting rector of Inglewood’s Holy Faith Episcopal, addressing about 40 representatives from various Episcopal churches around Southern California. As Garcia helped direct questions to two invited attorneys, the room buzzed with ideas for protecting undocumented immigrants from deportation by agents of the U.S. Department of Homeland Security Immigration and Customs Enforcement, or ICE.

Constant phone contact causes stress
Herald & Review
When a cellphone, laptop computer or smartwatch makes a noise, it produces mental and physical reactions in people, said Larry Rosen, a psychology professor emeritus at California State University, Dominguez Hills, and author of “The Distracted Mind: Ancient Brains in a High-Tech World.” Their heart rates increase. Their skin tingles. They grow increasingly antsy with every minute they don’t look at the screen.

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