Welcome back! It’s been an eventful summer and we are happy to be bringing you more union news via CFA Headlines.

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CFA kicks off academic year with focus on Anti-Racism and Social Justice work, building unity and power

A gathering of CFA activists and leaders hummed with energy August 10-11 as CFA kicked off the 2018/19 academic year with workshops and talks to develop our plans for—and our understanding of—the large challenges we face in the CSU and in public higher education in general.

In this moment of rising racial division in our country, participants examined how an awareness of racism in our institutions and our own interactions, and how we talk about it, helps us to improve the CSU as well as CFA, and to achieve greater social justice for our students, ourselves, and our larger society.

CFA President Jennifer Eagan welcomed faculty to the two-day Kickoff, where member leaders gathered to learn the latest union news and worked together to set goals to strengthen CFA, achieve greater faculty unity through membership, and build political power.

“We are truly a member lead organization that does an amazing amount of work and advances not only our own union, but the entire university system,” Eagan said. “We had a tremendous budget win last
Representatives from the SEIU Racial Justice Center and Demos also were on hand to lead a discussion titled “A Race-Class Narrative to Unite Working People.” Connie Razza, co-director of Policy and Research at Demos, and Tinselyn Simms, communications coordinator for the SEIU Racial Justice Center led members through data outlining how to articulate a persuasive narrative that embraces our values of racial and social justice. The discussion was followed by a workshop where activists were able to apply what they learned on top of CFA’s own Anti-Racism and Social Justice focus, so that the union’s work will help improve the CSU for all faculty and students.

Students for Quality Education interns Mariposa Sanchez and Cecilia Ruesta led a workshop titled “Trans 101,” where faculty learned about trans/gender nonconforming identities, issues, and how they can advocate on behalf of students or others who may identify as trans/gnc.

And CFA Political Action & Legislative Committee Chair Lillian Taiz led a workshop titled “Building Power Through Politics” where CFA activists were briefed on the very important upcoming November 2018 General Election. The briefing was followed by participants brainstorming the best ways to involve faculty in political action and help CFA’s priority endorsed candidates win this November.

With California under constant attack by the Trump administration, it is critical that CFA activists stand together to make sure we elect strong leaders who are willing to fight back against efforts to undermine our state’s decisions. At the same time, we must elect strong supporters of public higher education, including CFA’s endorsed candidate for Governor Gavin Newsom and Superintendent of Public Instruction candidate Tony Thurmond, Taiz said. Both of these candidates have stellar track records when it comes to working with faculty and students in the CSU.

The PA/Leg Committee encourages chapters to continue putting together their campus political action plans in order to maximize our impact in this election. We will be very busy September through November 6.

“Corporate interests may have more money, but as electoral success around the country is demonstrating, the efforts of so many union members pounding the pavement is simply more powerful,” Taiz said. “Together, we will continue to elect champions for California and for public higher education.”
Faculty, students’ hard work yields big return for CSU budget

This summer was packed full of news, and among the big stories in public higher education was the decision by Gov. Jerry Brown and lawmakers to include more state funding for the CSU.

Funding for our university system included an additional $364 million as part of the state’s 2018-19 fiscal budget. The improved funding is a victory for CFA, which along with Students for Quality Education, led efforts to ensure that legislators and Gov. Brown understood the critical need in the People’s University for increased funding after years of state disinvestment.

The budget augmentation, signed into law on June 27, far exceeded the CSU administration’s original request of $263 million in additional funding. The $364 million in additional one-time and ongoing funding will result in enrollment growth to accommodate 3,641 additional full-time-equivalent students and will support that cohort for four years. The increased funding also includes $25 million in dedicated funding for tenure-track hiring with legislative oversight—earmarked funding for which CFA alone advocated.

“This was, and continues to be, a huge win for our students, as well as for the faculty,” said Rafael Gómez, CFA’s Associate Vice President North and a CSU Monterey Bay Professor. “It increases access to the CSU for students, and begins reinvestment in our university system, which for years had received decreased funding as our student population grew increasingly more diverse. This begins to correct the racial injustice plaguing our university funding stream, and we will be vigilant in our efforts to ensure it continues.”

As we move toward the next budget cycle and the November election, CFA will be asking faculty to volunteer to help elect state officials who value public higher education and the CSU.

Stay tuned for more information this Fall from your chapter and CFA Headlines!

Welcome New Faculty!

New to the CSU faculty? We are so glad you are here!

As the collective bargaining representative for all faculty in the California State University system, we would like to welcome you to our union. The California Faculty Association represents you, along with more than 28,000 tenured, tenure-track, lecturer faculty,
counselors, librarians, and coaches on all 23 campuses.

For years, we have been working together for faculty, standing up for our students, and improving our university. We negotiate the faculty contract, promote academic freedom, defend faculty rights, and strive for racial and social justice in the CSU. Through our hard work and collective strength, we have won raises for all faculty, improved access to the CSU, increased state funding and support for the university, and made gains that have improved equity within our workplace.

Take a minute to watch this quick video, where faculty explain why they love being a member of CFA, and what it means to be a union member.

For more information on CFA and being a new faculty member, click here.

Join with us to advocate for the CSU and improve our workplace. Already a member? Share the video with your new colleagues. Tell them why you belong to CFA!

Our success in standing up for quality higher education depends on the strength of our membership. Join CFA!

Faculty Rights Tip of the Week: Get acquainted with your evaluation criteria & procedures

With the start of a new academic year, this Faculty Rights Tip should be of interest to all faculty including coaches, counselors, librarians, lecturers, probationary, and tenured faculty.

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 new faculty members to contact department chairs or immediate supervisors to learn about relevant evaluation criteria and procedures at the campus, college, and department levels.

- 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…

TRENDING NOW: CFA’s podcast, Radio Free CSU, is getting ready to add more episodes, so now is the time to catch up on previous episodes if you haven’t yet listened.

The inaugural series of Radio Free CSU focuses on our anti-racism and social justice transformation principles. The series, “Stronger Together,” offers perspectives on the principles by CFA officers and faculty leaders. Click here to listen today!

SIGN, SEAL, DELIVER: High fees that cheat workers out of retirement savings are one more way Wall Street has rigged the economy against working people. We are encouraging faculty to tell the Calsavers Board that every worker deserves the chance to retire in dignity. Click here to sign the online petition by Retirement Security for All.

ALLIANCE BUILDING: The 13th biannual conference of the 3-nation Coalition of Contingent Academic Labor (COCAL) met in San José on August 3-5, 2018 to focus on solutions to empower contingent faculty through organizing.

The 130 faculty from across Mexico, the U.S., English-speaking Canada, and Québéc attended five plenaries ranging from the current challenges facing contingent faculty, to local and regional successes. This is a logistically challenging conference, as it requires instantaneous translation into and from Spanish, French, and English.

“By far the highlight of the conference as reported by most attendees, were five breakout sessions designed to provide skills useful in improving working conditions,” said Jonathan Karpf, CFA’s VP of Lecturers North.

The sessions focused on talking to reporters, how to use social media effectively to run a pressure campaign, using political pressure to improve working conditions, making signs, masks and puppets, and non-violent direct action training.

Several CFA leaders and officers also attended and helped organize this year’s conference. Organizers included Karpf, Meghan O’Donnell (Monterey Bay) Mark Karplus (East Bay), Leslie Bryan (San Bernardino), Antonio Gallo (Northridge), and Chris Cox (San José).

“We produced what attendees stated was the best conference in the 26 years of COCAL,” Karpf said.

GET UP, STAND UP: The AAUP, along with 36 other higher education associations, filed an amicus brief in federal court opposing a challenge to race-based admissions at Harvard University.

According to the AAUP website, the case, Students for Fair Admissions, Inc. v. Harvard, asks the court to prevent Harvard and other colleges and universities from using race as part of their admission criteria for students. The AAUP argues “a diverse student body is essential to educational objectives of colleges and universities…” Click here to read more.
Education critics attack California’s new online college

"What I like about Chipotle is the limited menu," said Governor Jerry Brown in May, praising the fast-food chain’s build-your-own-burrito approach as a model for California higher education. "You put a little cheese, a little this, a little that, and you’re out of there. I think that’s a model some of our universities need to follow. … It takes kids six years instead of four years. If [universities] would go to a limited menu concept, everyone would graduate on time."

A week later, Brown got his burrito when the legislature passed a nearly $200 billion state spending bill that offered little monetary relief for tightly squeezed University of California and California State University budgets — but included $100 million to launch California’s first wholly online, statewide virtual community college. Called Flex Learning Options for Workers (FLOW), the new two-year addition to the 115-school community college system is set to launch in fall, 2019.

Yet despite enthusiastic backing by California Community Colleges (CCC) chancellor Eloy Ortiz Oakley, FLOW had to run a gauntlet of opposition comprised of community college stakeholders and Sacramento lawmakers, whose consensus is that the measure is being overly rushed and under-thought.

Indigenous land acknowledgement, explained

By now, many know that the colonization myth we learned in school doesn’t tell the whole story of how the Americas were settled. In 1492, Christopher Columbus sailed the ocean blue, but what he discovered was not a “New World” — it was one inhabited by millions of indigenous people.

Living in villages, bands, and confederacies, their traditional territories spanned the entire continent. Indigenous people still live among us, yet how many of us could name the specific tribe or nation whose land we live on?

California student leaders focus on affordability

The three students who vote on the governing boards of California's three gigantic systems of higher education say they want to focus attention this year on the costs of housing and textbooks.

More pressure on accreditors in changing higher ed landscape

Grand Canyon University enrolls nearly 20,000 students at its Phoenix campus, has among the fastest growing online enrollments in recent years and this past spring qualified for the National Collegiate Athletic Association's men's basketball tournament for the first time.

But as a for-profit institution, Grand Canyon could not accept charitable contributions, apply for federal research grants or take part in NCAA governance, the school's president and CEO Brian Mueller told investors last year.

Four faculty members honored for teaching, services, professional achievement

Four San Francisco State University faculty members were honored with Distinguished Faculty Awards at the final plenary meeting of the Academic Senate on May 8.

James Martel: Excellence in Service Award

During his time at SF State, Professor of Political Science James Martel has sought out numerous ways to serve the University community. He was chair of his department for nine years and co-chair of the faculty rights panel for two years. He is currently the president of the SF State chapter of the California Faculty Association (CFA) as well as a member of the CFA bargaining team.
Debates differ on completion incentives

Inside Higher Ed

There is little disagreement that the more courses students take each semester, the more likely they are to graduate on time, but much debate has centered on how to encourage students in that direction.

Influencer of the Day

The Sacramento Bee

As wildfires continue to rage, what are California’s biggest environmental challenges? Influencers have plenty to say.

CSU Chancellor Timothy White:

“Nearly everyone agrees that climate change is the biggest environmental challenge facing California and the world. Communities across California are experiencing firsthand the effects of devastating wildfires, persistent droughts, agricultural anomalies and public health crises because of our changing climate. The next question is ‘What are we going to do about it?’ CSU campuses are at the front lines of confronting this challenge through outstanding research and partnerships with business, communities and government. Most importantly – and what encourages me to believe that we will all step up to this challenge – is the incredible spirit of sustainability and innovation inherent in our students, employees and alumni.”

Some college students go to class hungry

SF Gate

As students enter college this fall, many will hunger for more than knowledge: Surprising numbers report that they are not getting enough to eat or were worried about it, according to published studies.

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