CFA leaders kick off academic year with renewed strength, commitment to protect The People’s University

The academic year is about to get underway, but CFA activists and leaders are already hard at work building our collective strength through organizing and taking action to further protect our students and colleagues in the California State University.

Our union has taken a firm stance against the violent, racist acts committed by white supremacists and Nazis at the University of Virginia, and stand in support with the grieving community.

In a statement issued today, we call on California State University administrators to protect students, faculty, and staff with sound policies and practices.

“The CSU faculty we represent work hard to create physically safe, racially inclusive, and intellectually challenging spaces in our academic communities. While there is always more work to do in our efforts to combat racism in all of its forms on our campuses, we will not stand by and watch what we’ve built be torn apart by those who explicitly do not share our values AND mean to do us real and demonstrable harm.

This is a teachable moment and an opportunity for campus presidents to be leaders in modeling anti-racist behavior. This is not a time for equivocation or drawing false equivalencies between anti-racists and white supremacists. Our diverse campus communities will expect nothing less than strong principled leadership from our campus leaders. History is calling on all of us to do the right thing at this moment.”
The call to action comes just days after faculty activists gathered for CFA’s Kickoff meeting in Sacramento, where we learned more about how to be smart resisters, build our membership, further infuse our union’s Anti-Racism and Social Justice Training into our work, and defend our students.

That includes standing up for DACA, Deferred Action for Childhood Arrivals, which is under threat from the current federal administration. Since its inception five years ago, about 800,000 immigrant youth found legal protection under DACA, including 250,000 in California. As many as 30,000 have been able to attend the CSU.

On Tuesday, CFA President Jennifer Eagan and CFA Capitol Chapter President Margarita Berta-Ávila were among those who spoke in support of undocu-scholars during a news conference at Sacramento State.

CFA has been at the forefront of championing immigrant rights following the November election. Last spring, we sponsored Assembly Bill 21, legislation authored by Assemblymember Ash Kalra that would further protect DACA students in the CSU. The bill passed in the State Assembly, and is now in the Senate Appropriations Committee.

The threat to DACA is a threat to our students’ safety and their path to graduation. “That’s unacceptable,” Eagan said.

“As faculty committed to our students’ success, we’re determined not to let anyone rip their dreams away,” she said. “Governor Brown said that Trump had better not mess with California, and the faculty of the CSU are saying that Trump had better not mess with our students. Their faculty is seriously fierce and standing right behind them.”

Dr. Berta-Ávila encouraged others to continue to fight.

“Movements are successful when those who have nothing to lose stand up, speak, mobilize, and refuse to take on the role as bystander,” she said. “This, right now, advocating for DACA, is one of those moments.”

**Contract News: Negotiations to begin in September**

It’s already that time again.

Just as faculty enjoyed a 3.5% salary increase on July 1, your CFA Bargaining Team began meeting to discuss contract negotiations with management.
Bargaining for the full successor faculty contract is set to begin in September, with negotiations over salary, faculty hiring and appointments, workload, and quality of life issues as key focal areas.

“The Bargaining Team has put together a solid set of proposals based upon input from faculty across the system,” said Kevin Wehr, Chair of CFA’s Bargaining Team. “We will bring these contractual enhancements and quality of life improvements to the table, and will make the case to management representatives as to why these changes are necessary. But the power in bargaining comes from the actions of members on campus—we need the support of faculty as negotiations move forward this Fall.”

CFA Bargaining Team members highlighted our union’s position during the CSU Board of Trustees meeting in July, when both sides were required to ‘sunshine’ areas they intend to negotiate.

CFA’s sunshine proposals were informed by meetings with members on all 23 campuses and a thorough bargaining survey conducted last academic year. Salaries and range movement remain a prime focus, but the union also will address the appointment process for all faculty, as well as issues related to tenure density, academic freedom, racism, gender-based discrimination, and other areas of social justice.

For more information about bargaining, click here.

**Faculty to testify during Legislative hearing on CSU audit**

CFA leaders will be among those providing perspective and information to lawmakers during a legislative hearing on Aug. 23 regarding the latest audit of the California State University system and faculty are encouraged to attend.

The scathing audit, released in April, castigated the CSU for hiring managers at a faster rate than other employees, failing to cap reimbursement of relocation costs for executives, and lacking oversight for campus budgets.

Among the highlights of the audit: between 2007-08 and 2015-16, full-time equivalent management personnel grew by 15 percent, while the number of faculty and support staff rose by only 7 percent and 6 percent, respectively.

“It’s unconscionable that CSU management grew its own ranks by significant numbers instead of investing that funding in our students and classrooms,” said Lillian Taiz, chair of CFA’s Political Action and Legislation Committee. “We’re encouraged that State Auditor Elaine Howle and her team spotlighted these inequities, and we’re looking forward to offering ideas regarding possible solutions to legislators.”

Administrative bloat has plagued the CSU for years. This despite faculty salaries having remained stagnant and tenure density declining for much of the same time period.
The hearing will be held at 9:30 am in Room 437 at the State Capitol. The hearing will include public comment and faculty will have a chance to voice their concerns during public comment. Please email cfa@calfac.org if you are able to attend.

- Click here for information about observing the proceedings.
- Click here for news coverage of the audit findings.

Faculty Rights Tip: 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…

**WE ARE THE CHAMPIONS (ICYMI):** A Cal State Fullerton lecturer who had been terminated following an alleged altercation on campus last spring has been reinstated. After fierce representation by CFA during arbitration, Dr. Eric Canin will return to teaching this fall. Click here to read more.

**ALLIES ARE US:** CFA activists took their expertise on the road recently, heading to Washington, D.C. Aug. 10-11 for Faculty Forward’s Congress meeting.

San Jose State Professor Jason Wozniak served on a panel
discussing student debt, while retired Cal State LA Professor Lillian Taiz presented on a panel regarding collective bargaining agreements and East Bay Professor Kim Geron gave a talk on building alliances with students.

Faculty Forward, an adjunct faculty organizing effort of SEIU, has launched an online petition in support of Sen. Bernie Sanders’ College for All Act. Click here to sign the petition.

**BENEFITS NEWS:** CalPERS Open Enrollment in Health Plans runs Sept. 11 to Oct. 6. Choosing or changing your health plan is an important decision for you and your family. For information so you can get a jump on figuring this out, click here.

**Links of the Week**

**AAUP Statement Regarding Charlottesville**
[AAUP](https://www.aaup.org)
“Our hearts broke this weekend as we watched expressions of racism, anti-Semitism, and hatred on the University of Virginia campus result in violence. We are especially saddened by the death of one activist and the wounding of others. Expressions of racism and hatred paired with violent actions are not new in our country. Our history shows that marchers armed with guns and sticks, carrying shields and torches, and chanting Nazi slogans have but one purpose: to strike fear and terror in the hearts of people of color, immigrants, Jews, Muslims, and all who believe in a more inclusive America.”

**Did UVA miss signs of looming violence?**
[Chronicle of Higher Ed](https://www.chronicle.com)
A demonstration by white nationalists that turned violent on Friday at the University of Virginia appeared to catch officials off guard, but local activists say there was evidence hours beforehand that the night could get ugly.

**I studied the Alt-Right so you don’t have to**
[Medium](https://medium.com)
Some practical recommendations for nipping “free speech” white nationalism in the bud.

**Federal DACA program faces uncertainty under Trump**
[Multibriefs](https://multibriefs.com)
SACRAMENTO, Calif. — The federal Deferred Action for Childhood Arrivals (DACA) program turned five Aug. 15. The policy lets immigrant youth under 30 who arrived stateside to apply for legal living and working status — provided they have no criminal record — and, crucially, to avoid deportation.

**The state—not the faculty—is failing the CSU and our students**
[Sacramento Bee](https://www.sacbee.com)
Facts and ethics are at the core of responsible journalism, but The Sacramento Bee’s editorial board fell short… The state — not the faculty — is failing the CSU and our students. The Bee’s editorial board should stop trying to distract us from the real outrage: the state’s disinvestment in the CSU, which has resulted in our students and their families suffering increased cost and more debt.

**A key (state) to completion**
[Inside Higher Ed](https://www.insidehighered.com)
Foundations and reformers who want to increase the number of Americans with a college degree or certificate are turning to the state with the largest population of college-going adults -- California.
Cal State will no longer require placement exams and remedial classes for freshmen

_LA Times_
Cal State plans to drop placement exams in math and English as well as the noncredit remedial courses that more than 25,000 freshmen have been required to take each fall — a radical move away from the way public universities traditionally support students who come to college less prepared than their peers.

Supremacists on campus

_Inside Higher Ed_
The events in Charlottesville this weekend have worried educators nationwide. But they are not typical of how white supremacists are turning up on campus. The last academic year saw more of a visible white power movement on campus than ever before, according to the Anti-Defamation League and others. Much of the activity, however, came in the form of racist posters and leaflets that appeared on campuses, most of the time anonymously and without any link to a person on campus.

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