Welcome back to all our colleagues, co-workers, and students. We hope you had a productive and restful winter break.

• CFA demands CSU Trustees to focus state funding on core teaching mission, vastly increase number of mental health counselors
• UTLA reaches tentative agreement after six-day strike; CFA members lent strikers strong support
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CFA demands CSU Trustees focus state funding on core teaching mission, vastly increase number of mental health counselors

CFA leaders called on CSU administrators to keep a clear focus on the CSU’s core teaching mission as it decides how to spend state dollars, which are slated to increase sharply in the coming year if Gov. Gavin Newsom’s 2019-20 budget plan is adopted.

CFA, Trustees, and Chancellor Timothy White all praised Newsom’s plan to step up state funding by $562 million, $300 million in on-going dollars and the rest in one-time money for long-standing needs.

The funding increase is a big step towards correcting years of chronic underfunding that became a demoralizing way of life in the CSU, CFA Associate Vice President of Lecturers Jonathan Karpf told Trustees during the meeting Tuesday.

“CSU faculty and students have worked long and hard, talking with the constantly changing roster of legislators and a long succession of governors about the need to fully invest in the CSU,” he said.

Governor Gavin Newsom, whose 2019-20 budget plan would breathe new life into the CSU, appeared with CFA and campus leaders during a campaign rally at San Diego State. From left: Doreen Mattingly, SDSU CFA Chapter VP and Chair of Women’s Studies; State Insurance Commissioner Ricardo Lara; Toni Atkins, President of the California State Senate; CFA President Jennifer Eagan; Governor Gavin Newsom; CFA Vice President Charles Toombs; and Kaila Cooper, President of San Diego State College Democrats.
Karpf commended Trustees for requesting additional funding for the CSU this fiscal year, and urged them to continue to “ask for what the CSU system really needs.”

“We have consistently been there, arguing that it’s madness to starve the engine that drives the California economy,” Karpf explained. “Our CFA members will be watching closely that (CSU Trustees) use this money wisely.”

Karpf also noted the need to enroll more eligible students, offer more class sections, hire faculty on the tenure-line rather than into temporary appointments, and help students with basic living needs like housing and food.

MENTAL HEALTH COUNSELING: CFA Associate VP Sharon Elise followed up specifically on the urgent need for more mental health counselors on the campuses during Tuesday’s Board of Trustees meeting.

“Quality, and timely, mental health care can make the difference between students graduating and not graduating,” she said. “CSU students are under tremendous personal and financial pressure.”

Students of color face unique challenges to their mental well-being—challenges that are heightened by the racial climate, Elise explained. Despite this, research shows that students of color avoid seeking help when there is a lack of diversity among the available counselors.

“It is wrong to make students wait weeks, even months to see a counselor,” she said.

Currently, only five campuses meet the recommended maximum ratio of one counselor per 1,500 students. That number of campuses failing that standard is shameful, Elise said.

“You earn a failing grade on the ratio of student-to-mental health counselors… and earn a failing grade on sensitivity of what is needed so students of color can thrive,” she said. “You should be ashamed of that. We are.”

• Click here to see archived footage of the Board of Trustees meeting. CFA leaders spoke to Trustees during the Committee on Finance at 1 p.m. on Tuesday, Jan. 22. On Wednesday, CFA activists addressed Trustees during the Committee on University and Faculty Personnel at 8:30 a.m. and during the Plenary Session at 9:45 a.m.
• Watch CSU Chancellor Timothy White’s State of the CSU address.
• But wait! There’s more! For more coverage of CFA at Wednesday’s Board of Trustees, be sure to read next week’s edition of CFA Headlines.
UTLA reaches tentative agreement after six-day strike; CFA members lent strikers strong support

Los Angeles K-12 teachers were back in the classrooms today after a six-day strike that was strongly supported by California Faculty Association members.

United Teachers of Los Angeles reached a tentative agreement with the LA Unified School District and a “super-majority” of UTLA members ratified the agreement on Tuesday. Teachers struck over pay, class sizes, and adequate support-staff, including counselors and librarians, in the public schools.

CFA members from campuses across the Los Angeles region adopted a school where they joined local teachers on picket lines.

CFA activist and California Teachers Association Vice President Theresa Montaño said in an interview on KZSC Santa Cruz that the strike wasn’t just about working and learning conditions in Los Angeles. It was a struggle for “the health of the public education system in California.”

“What we consistently see is that as the students in state of California in our public schools become more black and brown, the funding decreases,” Montaño said. “We are one of the areas in public service that the privateers do not control. And they have their eye on us. They want to control the billions of dollars that are in public education.

“A part of the struggle is absolutely for the health of public education,” said Montaño, who taught middle and high school in Los Angeles before teaching at Cal State Northridge. “It’s against privatization. It’s against charter-ization. It’s against putting the students of color behind the more affluent neighborhoods. In this strike, the parents, the educators, the moms, the abuelitas, they’re on the picket lines with us. That’s the difference.”

L.A. teachers were outspoken about the importance of winning their strike for their students as well as for their own families.

Roxana Dueñas, a history and ethnic studies teacher at Roosevelt High School in Boyle Heights, was so determined, she literally became a poster-teacher for the strike.

“I am inspired by the strike and all the support we received,” she said in an interview with the LA Times. “…We do things that are terrifying for the greater good.”

Click here to see KTLA-TV reporting and video of a news conference announcing the tentative agreement.
CFA at Women’s March in Sacramento: Refuse to be a bystander!

CFA Chapter Presidents from all 23 campuses marched, rallied, and supported one of their colleagues on Saturday as they joined thousands at the third annual Women’s March in Sacramento.

Margarita Berta-Ávila, President of the CFA Capitol Chapter and a Professor at Sacramento State, addressed the crowd as chapter presidents and CFA President Jennifer Eagan stood with her on stage in a show of solidarity. The presidents were in Sacramento over the weekend to attend their annual planning retreat.

Berta-Ávila told the crowd that CFA is committed to be “part of a labor movement, a people’s movement that has to be at the forefront of justice, equity, and access. Thus, the realities of the families of our students cannot be ignored, be it fighting for a living wage, healthcare, affordable housing, food security, safety because of immigration status or because you are a person of color.”

She spoke broadly of this moment in history:

“Movements, historically, in the U.S. or across the world, are successful when people like all of you around me, who really have nothing to lose, stand up, speak, mobilize and refuse to take on the role of bystander.

“This, right now—this time and era in our lives—is one of those moments to not be that bystander.”

Faculty Rights Tip: Writing Rebuttals to Evaluations

By now many campuses are well into their evaluation cycles.

The Faculty Contract provision below applies to all faculty undergoing any form of evaluation, but it is especially timely for probationary faculty applying for tenure or any faculty member up for promotion.

Contract Article15.5 provides that:

“At all levels of review, before recommendations are forwarded to a subsequent review level, faculty unit employees shall be given a copy of the recommendation and the written reasons therefore. The faculty unit employee may submit a rebuttal statement or response in writing and/or request a meeting be held to discuss the recommendation within ten (10)
days following receipt of the recommendation. A copy of the response or rebuttal statement shall accompany the Working Personnel Action File and also be sent to all previous levels of review. This section shall not require that evaluation timelines be extended.”

Here are a few things to consider when drafting a written rebuttal to an evaluation:

- You have 10 calendar days from the date you receive the review. This is not necessarily the date posted on the written review but rather the date that you actually receive it.
- See Article 2.11, for more details about counting the days.
- Be brief and directly responsive to issues raised in the evaluation; match up evaluation comments with your rebuttal or responsive statement.
- Be respectful and keep the tone objective.
- Stay focused on correcting facts that may have been misinterpreted by that level of review.
- While your rebuttal may be addressed to the level of review immediately completed, your intended audience should be those who have yet to read the file.
- Have someone proofread your rebuttal for tone before you submit it.

If you need help or have questions about responding to a faculty review you should immediately contact your local CFA chapter faculty rights advocate.

- 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…

ARTISTIC ADVOCACY: It was paint and strike prep in Oakland this past weekend as Oakland Education Association members called for a strike authorization vote and held an art build to prep banners, posters, and signs.

CFA activists joined Oakland teachers, students, community members, and labor allies to make art that could be used in the potential strike. The huge banners and handmade fabric posters that resulted are not only beautiful, but instantly signal to the community what the issues are at stake.

“It was a truly inspiring weekend to see the commitment and dedication of so many Bay Area K-12 colleagues,” said Lillian Taiz, who chairs CFA’s Legislative and Political Action Committee. Her daughter, Kampala Taiz-Rancifer, is a teacher in the Oakland Unified School District and also leads OEA’s Member Engagement committee.

OEA’s four-day strike authorization vote will start Jan. 29.
SOLIDARITY FOR SCIENCE (WORKERS): San José CFA Chapter leaders Chris Cox and Jonathan Karpf rallied in support of federal workers on furlough from the NASA Ames facility in Mountain View. Scientists, researchers and janitors held a rally last weekend chanting “We want to work!”

“It was great to see workers from all sorts of backgrounds—scientists, engineers, maintenance workers—standing up for their rights and for fair treatment by the federal government”, Cox said.

Along with CFA, multiple union organizations participated, including the International Federation of Professional & Technical Employees and SEIU.

ACLU TESTS CFA-SPONSORED TRANSPARENCY LAW REGARDING POLICE KILLINGS: The American Civil Liberties Union has made its first Public Records Act requests regarding police shootings under a new transparency law that was sponsored by CFA and other organizations.

The new law, SB 1421, went into effect in California on Jan. 1. It makes public previously secret information about officers who shoot, kill, or engage in serious misconduct like falsifying evidence or committing sexual assault while on the job.

Among the eight requests is one regarding the death of Oscar Grant, which was widely protested and is the subject of the film Fruitvale Station. He was killed by a BART police officer on January 1, 2009. Click here to view the records act request.

WRIGHT STATE ON STRIKE: After two years of contract talks, faculty at Wright State University in Ohio went on strike Jan. 22.

Faculty organized through the campus chapter of the American Association of University Professors were bargaining over a range of issues very familiar to CSU faculty—teaching workloads, administration’s demands to weaken job security and shared governance, and stagnant salaries.

Wright faculty realize that these demands would weaken the quality of the education they can deliver. As AAUP- Wright State U tweeted, “Educators are not walking out on your children. They are walking out FOR your children!”

Meanwhile, the campus president told the Dayton Daily News that administrators will attempt to keep classes going by shifting them online or using “substitutes.”

CFA activists: Please sign a petition of support for our AAUP-Wright State University colleagues and share the link with others.
DACA lives on: What you need to know about the status of the Dreamers
SF Chronicle
Hundreds of thousands of young undocumented immigrants may be protected from deportation for at least two more years after the Supreme Court on Tuesday opted not to review the Deferred Action for Childhood Arrivals program, known as DACA. Here’s what you need to know about the program that remains at the center of political debate in the U.S.

Hundreds gather in Eureka to honor MLK, Lawson, march for justice
Eureka Times-Standard
Hundreds of people who gathered at the courthouse steps in Eureka this morning were greeted by sunshine as they prepared for the People’s March and Rally for Justice, an event co-sponsored by the Eureka Chapter of NAACP, the Justice For Josiah Committee and Centro del Pueblo.

Justice Still Sought for Josiah
The Lumberjack
It has been over nine weeks since the Arcata Police Department submitted its investigation of the stabbing death of David Josiah Lawson over to Humboldt County District Attorney Maggie Fleming. Lawson was stabbed multiple times at an off-campus house party on April 15, 2017, and no one has been charged for the crime.

Students plan another career fair Raytheon protest, calling “Cal Poly is complicit in war”
Mustang News (Cal Poly SLO)
…students from SLO Peace Coalition and Students for Quality Education will be going over chants and making anti-war signs for the Thursday, Jan. 24. Winter Career Fair, which will be their third career fair protest highlighting Cal Poly’s funding from defense contractors.

Homelessness on campus
CBS News
College senior Jasmine Bigham can almost taste graduation. Like most students at Humboldt State University, nestled in the shade of the California Redwoods, ...

Fire turns Chico, California, into a boomtown, but at what cost?
NBCNews.com
The tent city in the Walmart parking lot is gone. Most of the emergency shelters around town have closed. Target finally has been able to refill shelves fast enough to keep up with spiraling demand. A kind of normalcy has fallen on Chico.

Oakland teachers stage unauthorized walkout as contract talks hit impasse
San Francisco Chronicle • KQED
Hundreds of Oakland teachers called in sick or took a personal day Friday to rally in front of school district offices and demand a contract that includes higher salaries and smaller class sizes. Students, saying they are tired of seeing their good, qualified teachers leave for districts with higher pay or a lower cost of living, joined them.

If History Is Any Guide, End of Federal Shutdown Won’t Bring Quick Relief for College Researchers
The Chronicle of Higher Education
Neal F. Lane didn’t mince words when he spoke at the 1996 American Association for the Advancement of Science meeting, in Baltimore. On the heels of a 21-day government shutdown, then the longest in U.S. history, the National Science Foundation’s director was reeling.

California student debt is way up
Sacramento Bee
Californians owed $133 billion in student loan debt in late 2018, more than double the amount owed a decade earlier.
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