Faculty, students demand Trustee support of legislation to better regulate police use-of-force, better address student safety on campus

On the heels of the one-year anniversary of a fatal police shooting in Sacramento, CFA leaders were at the CSU Board of Trustees to urge their support of legislation that would restrict the use of lethal force by police.

California police kill people at a rate 37 percent higher than the national average per capita. In 2017, police in our state killed 172 people, more than two-thirds of whom were people of color, said Jennifer Eagan, CFA President and a Professor at Cal State East Bay.

“Listen to our students who are here as they describe what this feels like. Imagine adding that layer of fear and instability on top of the pressure they already experience as college students. And yet they STILL continue to achieve, succeed, innovate, and create. They’re frankly amazing,” she said.

“And they deserve to live in a state where our police officers would exhaust all reasonably available alternatives before using deadly force. That should go without saying, and yet isn’t the case. Our students, our faculty, and our families deserve to be safe, and deserve peace of mind.”

AB 392, authored by Assemblymembers Shirley Weber and Kevin McCarty, would establish new constitutional standards to require officers to avoid the use of deadly force at every possible opportunity. It also would update the standard used to determine whether officers’ criminal negligence makes them personally liable for taking someone’s life in the line of duty.

Cecil Canton, CFA Associate Vice President of Affirmative Action North and a former corrections peace officer, described the impact of the Sacramento County District Attorney’s decision not to press charges against the officers involved on the Sacramento State community.

“The news sparked outrage and protests, and through it all there was a similar refrain – change is needed. Change in the form of legislation that would update use-of-force standards that haven’t been revised since the 19th century. Change in the form of AB 392,” Canton said.

Students demand “No Harm, Disarm!”
On Tuesday, Students for Quality Education (SQE) members urged Trustees to support their “No Harm, Disarm” campaign, an effort to address student safety on all 23 CSU campuses.

SQE is calling for community-led crisis intervention and response teams, investing in more mental health counselors and Black resource centers, and de-escalation and Unconscious Bias training for all campus police.

Several students described a campus climate of fear due to police presence and weapons on campus.

“I have been harassed by campus police and questioned by CSU law enforcement,” said Elybeth Alcantar, an SQE member from Chico State. “I am disgusted that our own csu police believe we should be scrutinized in a way that criminalizes us and believes that weapons like handguns and AR-15 rifles should be in our campuses to subdue students. I urge you to champion our campaign and divest from campus police and invest in real and tangible support for the safety of all your students.”

The comments sparked discussion by the Board, and CSU Academic Senate Chair Catherine Nelson also encouraged Trustees to continue to explore issues raised by students.

Click here to learn more about SQE’s “No Harm, Disarm” campaign.

And another thing…

During the Committee on Educational Police, faculty and students also urged Trustees to reject Cal State LA President William Covino’s proposal to declare impaction at the campus.

Members of Promesa Boyle Heights, a collective of organizations and schools focused on social justice advocacy, likewise spoke against the proposal to declare impaction at Cal State LA, saying that it would send a negative message to potential students from the surrounding community.

CFA activist Melina Abdullah, who chairs Pan African Studies at Cal State LA, told Trustees that the move would disproportionately impact prospective students from the LA area, who are increasingly students of color and the first in the families to go to college. Black student enrollment has decreased systemwide in the CSU, and some 65 percent of Black students decide to go elsewhere for college, she said.

“I’m encouraging you, as the Board of Trustees, to think about Black people, to think about Black students and design a program that intentionally supports our Black students and the recruitment, retention, and graduation of Black students,” Abdullah said. “Look beyond the traditional recruitment space and look beyond your recruitment measures. That means no impaction.”

Lecturer Faculty: Unemployment claims being audited? CFA can help

Lecturers at several CSU campuses have reported being audited for their unemployment claims, but CFA is helping faculty successfully respond and when necessary, contest those cases.
The Employment Development Department (EDD) has been increasingly auditing Lecturers, asserting that they have been “overpaid” for unemployment benefits received during times when they were not teaching, such as summer. In some cases, Lecturers have received letters demanding back payments and penalties.

CFA has been helping faculty contest the audits, and many of those we assist with, are successful in contesting these matters. There also is helpful information in our CFA Lecturers Council guide to unemployment rights. For a template appeal letter, click here.

Any Lecturers who receive a Notice of Potential Overpayment from EDD should contact CFA Lecturer Representatives, either Antonio Gallo (South) at agallo@calfac.org, or Jonathan Karpf (North), at jkarpf@calfac.org.

“Remember, since the implementation of the 2014-20 CBA, we Lecturers are term employees from the official start date of each term until the official end date, and are earning our term salaries between these dates,” Karpf said.

If you have questions or have been contacted by EDD, please contact your local CFA chapter today. The union is here to help you!

**Take Legislative Action! In-district lobby visits offer opportunity for faculty to communicate CFA priorities to legislators**

Faculty activists are beginning to meet with legislators to talk about CFA’s sponsored bills and advocate for state budget funding that includes enrollment growth, tenure-track hiring, and increased mental health counseling for students.

CFA members from San Francisco State, Cal State LA, Cal State San Bernardino, and Cal State East Bay have met with legislators in their home districts. Most campuses will be conducting visits throughout the months of March and April prior to CFA’s Lobby Days in Sacramento scheduled for April 29-30.

In-district lobbying visits are especially important because it offers lawmakers a chance to hear from faculty who live in the communities they represent.

“Each of us is an expert about our experience, so telling stories about our working conditions and our student’s learning conditions can powerfully convey this to state legislators,” said Ron Hayduk, Political Action Chair at CFA’s San Francisco State Chapter. “In our recent meeting with Senator Weiner, we emphasized how our stories were not unique; instead, we represent the tens of thousands of CFA members and the hundreds of thousands of CSU students who have similar experiences, and how our budget request and legislative agenda can ensure that the CSUs deliver a high quality education for all.”

Faculty are speaking to legislators about the importance of supporting Gov. Gavin Newsom’s proposal to increase funding for the CSU this fiscal year. CFA is calling for a 2 percent enrollment growth by headcount, which would increase access to thousands of qualified students, $35 million
to hire new tenure-track faculty throughout the CSU, and for $20 million to increase mental health counselor-to-student ratios to appropriate levels.

The meetings also are a chance to talk to legislators about supporting our CFA sponsored legislation, including AB 1460, AB 392, AB 930, AB 418, and SB 660. Click here to read more about these bills.

Faculty, if you can help advocate for the CSU by participating in one or more of your campus’ CFA in-district lobby visits with local legislators, please fill out this form online or get in touch with your chapter today!

Faculty Rights Tip: A word or two about reprimands

Article 18 of our Collective Bargaining Agreement covers reprimands. Here are some important things to know about reprimands:

• **A written reprimand** has to be identified clearly as a “letter of reprimand.”
• **You must be provided** with a copy of a written reprimand at least five days before it’s placed in your Personnel Action File (PAF).
• **You have 14 days** after the receipt of the reprimand to request a conference with the administrator who issued the reprimand, and your request for a meeting “shall not unreasonably be denied.”
• **You cannot grieve or challenge** a reprimand the way you can other contract violations, but consult with your CFA advocates if you are unsure.
• **You have a right** to attach a rebuttal to a written reprimand in your PAF and/or request correction of the record based upon article 11 of our contract.
• **After three years**, if there are no further references to that reprimand in additional discipline, upon request, the reprimand and all related materials will be permanently removed from your PAF.

There are other provisions about reprimands you can find in Article 18. If you or a colleague receives a written or oral reprimand you should contact your CFA Faculty Rights representative right away.

• [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…

**JUSTICE FOR JOSIAH:** CFA is continuing our call for justice for David Josiah Lawson and improved safety for CSU students of color following the Humboldt County Grand Jury’s failure to issue indictments in the Humboldt State student’s murder.
A Grand Jury issued a decision last week not to seek indictments in the murder of Lawson, who was just 19 years old when he was killed at a party near campus in April 2017. “David Josiah Lawson was our student and a vibrant member of the Humboldt State community. His life was cut short too soon, and it is shameful that justice has not yet been served in his death. Two years later, his mother and family still do not have resolution in this case, nor do his friends and faculty. Our community is grieving, and this latest news adds another layer of pain,” said Dr. Renée Byrd, CFA Chapter President at Humboldt State and an Assistant Professor of Sociology.

Click here to read our full news statement.

Faculty, students, and community allies are planning to support the Lawson family and address the CSU Board of Trustees during its Wednesday meeting in Long Beach.

IN MEMORIAM: Long-time CFA member and San Francisco State Philosophy Professor Anita Silvers, a champion of disability rights, died last week.

Professor Silvers taught at San Francisco State for more than 50 years and served as chair of the Philosophy Department. She was disabled by polio as a child, and became a nationally recognized advocate for disability rights, working to increase access and disability services on college campuses in the state.

Silvers was appointed by President Jimmy Carter to serve on the National Council for the Humanities in 1980, and received several notable awards during her career, including the inaugural California Faculty Association Human Rights Award in 1989.

The SF State Department of Philosophy will hold a memorial for Silvers from 4 to 5 pm on Wednesday, March 20 in HUM 587, where faculty, staff, and students are invited to share their memories.

Click here to read more about Silvers' legacy and work.

Links of the Week

Calling Attention to Unconscious Biases in the Classroom
The Signal (CSU Stanislaus)
Stan State is bringing attention to unconscious biases in the classroom in a workshop provided by the California Faculty Association (CFA) and the Faculty Center for Excellence in Teaching and Learning. The CFA is hosting one of two workshops on March 15, in which they will discuss and call attention to implicit stereotypes and preferences we all have.

Tenure-track faculty are worth funding
Golden Gate Xpress
In a bid to pad metrics that justify their six-figure salaries, SF State administrators have repurposed funds meant to improve the well-being of the campus community to instead increase class offerings on a short-term basis in an effort to boost graduation rates.
Mother of slain Humboldt State student promises to keep fighting for justice
KQED
We’ve told you about David Josiah Lawson, a Black, 19-year-old Humboldt State University student who was stabbed to death at an off campus party nearly two years ago. We also told you that the criminal grand jury announced last week that it will not indict anyone in the case. Lawson’s mother Charmaine was devastated by the news, but said she would keep fighting for justice.

The rich buying names on college buildings is ‘legal bribery,’ Gov. Gavin Newsom says
LA Times
California Gov. Gavin Newsom said Friday that the college admission scandal extends beyond the recent charges against rich parents buying entrance to elite colleges and suggested it should include the “legal bribery” of billionaires buying naming rights on university buildings.

A room of one’s own white colleagues
Diverse Education
Every spring, I dread putting together my annual review materials. In March, a predominantly White room full of senior colleagues will discuss whether I meet their standard of what a good scholar, teacher and university citizen should be. I have nothing to worry about, right?

* * *

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