

From the California Faculty Association
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CFA HEADLINES

May 21, 2013 · Weekly news digest from CFA

- Equity program for salary relief to 3,000 CSU faculty gets early start at Chico
- The Campaign for the Future of Higher Ed takes on online ed at 5th national meet
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· Equity program for salary relief to 3,000 CSU faculty gets early start at Chico

Letters went out late last week to faculty members at Chico who have waited many years for the second phase of the Equity Program (first negotiated in 2007) to be fulfilled.

CFA President Lillian Taiz said, “CFA applauds Chico State president Paul Zingg for being the first campus president to proceed with the next phase of these long awaited — and much-needed — salary adjustments.”

In the faculty contract ratified in 2007, CFA negotiated a two-year Equity Pay program to address some of the flaws in the faculty pay scale. The first year of the program was implemented and helped thousands of faculty members. A second year, known as “Equity Pay Year 2,” was to have been implemented in 2008/09 but, citing budget cuts, the previous chancellor refused to fund any negotiated raises.

In February, CFA was pleased to see Chancellor Timothy White announce the intent to fully implement Equity 2 systemwide if the 2013/14 state budget includes a funding increase for the CSU. Notably, President Zingg’s action implements Equity Pay Year 2 at Chico regardless of the budget outcome.

When completed on all campuses, the adjustments will provide salary relief to nearly 3,000 CSU faculty members who were affected by salary inversion.

Pay inversion happens when newly hired faculty receive higher starting salaries than faculty who have been teaching in the CSU for years.



While we are pleased at this development, many problems remain and have worsened in recent years. To resolve these problems in the long term, the CSU needs new equity pay programs, a commitment to providing SSIs, and general salary increases.

“CFA is pleased to see President Zingg implement Equity Pay 2 at Chico. It is a result of a strong contract and a faculty determined to enforce that contract,” said CFA President Lillian Taiz.

She continued, “While the salary relief provided to this small group of faculty is much needed, there are still tens of thousands of faculty and staff who have sacrificed to help the university in tough times and have not received increases for many years.”

· The Campaign for the Future of Higher Ed takes on online ed at fifth national gathering

Faculty and staff members from colleges and universities across the U.S. met in Ohio over the weekend to address the some of the toughest issues facing student success in America’s higher education system.

The rapid drive to move students’ classes from campuses to online and the Gold Rush mentality behind many entrepreneurs pushing the new teaching schemes—especially the latest incarnation known as MOOCs (massive open online classes)—were hot topics at the 5th national meeting of the Campaign for the Future of Higher Education (CFHE).

Proposals to use MOOCs are popping up across the U.S. through spin-offs from Stanford, Harvard and other big-name universities as well as from for-profit vendors.

In addition to discussing problems with MOOCs, the CFHE gathering looked at other more promising ways to use online teaching tools, including “hybrid” courses already in use at many colleges. Hybrids use some online lectures and other tools combined with face-to-face classroom time between students and teachers.

The meeting dealt with some disturbing specifics about the price that may be paid by some groups in a thoughtless race toward online classes for all students.

Shanna Jaggars of Columbia University in New York presented [research](#) showing that while all students perform less well in online settings, some groups of students—especially males, Hispanic, and African-American students – have much larger dips in their learning.

The fifth national CFHE meeting had participants representing faculty in Arizona, California, Florida, Maine, Michigan, Minnesota, New Jersey, New York, Ohio, Oregon, Pennsylvania, Texas, Washington, Vermont, and Virginia. Many other states have been represented at previous gatherings in Los Angeles, Boston, Washington DC and Sacramento, CA and all participate in a national CFHE steering committee.

The next gathering will take place in New York City in January 2014.

More about the CFHE can be found at: www.futureofhighered.org/

- CFA supports Aramark workers attempting to unionize at East Bay

Faculty members at CSU East Bay are joining staff, students and members of the local community to support campus food service workers employed by Aramark who are organizing to form a union.



The workers—with the aid of Unite HERE Local 2850—have been organizing themselves, collecting union cards and building internal support. Last week, two-thirds of the workers signed pledge cards and are petitioning for unionization so they can improve their quality of life and win a voice on the job.

They are seeking certification via card check - a simple, fair process for workers to decide about unionization.

According to Unite HERE, East Bay is the only CSU campus that does not have organized food service workers.

The CFA East Bay chapter executive board passed a resolution last week supporting the Aramark workers and the campus academic senate will vote today on a similar resolution.

“As unionized faculty members it is important that we stand behind these courageous workers at Aramark and support their right to form a union,” said Luz Calvo, a professor of ethnic studies at East Bay and vice president of campus CFA chapter.

She continued, “I stand with my fellow CFA members at East Bay to encourage President Morishita not only to support the efforts to unionize but also to ensure that it is a fair process to organize, free from retaliation and intimidation.”

[Add your name to this letter to President Morishita, asking him to ensure that the workers' rights are respected.](#)

- CSU Trustees meeting to focus on state budget & “enrollment bottlenecks”

The CSU Board of Trustees meeting in Long Beach this week is taking up issues important to the future direction of the university.

Notable items on the agenda include: An update on the governor's proposed budget for the CSU following the release of the May Revise last week, decisions related to executive personnel, and a discussion of the so-called enrollment "bottlenecks."

Last week, the governor retained his proposal from the January budget that \$10 million of the \$125.1 million augmentation for the CSU be directed to expanding online education offerings. These would be aimed at "bottleneck" courses.

Faculty offered other solutions to move students towards graduation more quickly.

"Like the governor and Trustees, we are concerned about students having access to the courses they need to graduate on time. Class shortages that interfere with graduation are caused by the devastating cuts made to public higher education since 2002. The fastest, most efficient solution to resolve these bottlenecks is to restore adequate state funding," said CFA President Taiz.

· Links of the week

Sign the petition: Justice for Adjuncts – Moveon.org

Harvard-for-Free Meets Resistance As Professors See Threat

Professors across the U.S. are criticizing a rush to offer free online college courses, challenging a movement designed to spread knowledge and reduce higher-education costs. – [Business Week](#)

UC hospital strikers' numbers to be decided by court

As patient care workers plan a two-day walkout at the five facilities, UC says it will do everything possible to ensure patient safety. – [Los Angeles Times](#)

Massive (But Not Open)

Georgia Tech will work with AT&T and Udacity, the 15-month-old Silicon Valley-based company, to offer a new online master's degree in computer science to students across the world at a sixth of the price of its current degree – [Inside Higher Ed](#)

California oil tax push would direct new funds to schools

Just months after California voters passed Proposition 30 to stave off education cuts, a push is under way to ensure that the next stream of higher education funding flows out of the ground. – [Sacramento Bee](#)

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