

From the California Faculty Association
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CFA HEADLINES

October 16, 2013 · Weekly news digest from CFA

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Campus Equity Week Oct 28-Nov 2 to challenge direction of U.S. higher ed

In at least 25 states, faculty organizations are working with staff and students on their campuses to host a week of panels, movie showings, and campus actions to inject campus voices into many of the most pressing issues plaguing our higher education system.

“It’s just not good enough that administrators, executives and entrepreneurs shape the future of our educational system,” says CFA President Lillian Taiz. “Our nation needs to hear from the faculty and staff – the people who actually carry out education on our campuses. Campus Equity Week is another step to make that happen.”

CFA chapters on all 23 CSU campuses are participating.

Many CSU campuses will host video showings of [the play “For Profit”](#) about being a recruiter of students for a private edu-business.

Rallies and panel discussions will take up student debt, a growing crisis in higher ed, as well as the destruction of middle-class jobs as more faculty positions become temporary and low-paid.

See a listing of [events on your CSU campus](#) online.

Go to the Campus Equity Week web site to learn about the many issues and [events planned across the country](#).

Follow it on [Twitter at #CEW2013](#)

CFA Members! Deadline to submit bargaining survey is Oct. 21

The last day that CFA members may respond to the CFA Bargaining Survey is October 21, 6 pm. Please share your take on priorities and issues to address in talks on the next faculty contract with the CFA Bargaining Team.

The surveys will assist in formulating the opening “sunshine” bargaining proposals that will be presented to the CSU Board of Trustees at their regular meeting, November 5-6.

If you are a CFA member who has not yet submitted a survey, [fill out the survey online](#), or [contact your campus CFA chapter](#) for a printed copy. Please note that faculty participating in the Faculty Early Retirement Program (FERP) and are CFA members may also fill out the survey.

If you would like to become a CFA member and fill out the survey, please go to the [CFA website to join](#).

CSU faculty have been attending meetings about bargaining on every campus to interact with CFA Officers and Bargaining Team members about the process and issues. The last meeting is at Sacramento tomorrow Thursday, Oct 17, 5-7:30 pm, in Douglas 212.

CFA Assembly celebrates 30 years

Delegates to the CFA Assembly last weekend celebrated CFA’s 30 years of representing the CSU faculty with an inspiring panel, greetings from affiliated organizations, historic videos, and a toast committing to another good 30 years.

Past CFA presidents Anne Shadwick and Susan Meisenhelder joined long-time Lecturer activist/leader Elizabeth Hoffman and Ed Purcell, who have played key roles in bargaining CFA’s contracts since 1984, to recall important moments in CFA history.

In her talk, Hoffman told delegates, “Our union has changed people's lives for the better.”

AAUP First Vice President Hank Reichman greeted the crowd at a dinnertime program on Saturday night emceed by CFA vice presidents Leslie Bryan and Charles Toombs.

Reichman said, “AAUP has been proud to be part of CFA from the very beginning. CFA members from the start played important roles in AAUP and continue to do so. CFA’s contract is a model for protection of the rights of contingent faculty, and its successful efforts to involve and unite diverse faculty members are exemplary.”

California Teachers Association Board members Mary Rose Ortega and E. Toby Boyd gave a hearty congratulations from teachers to teachers. Assemblymember Anthony Rendon (AD 63-

Lakewood) brought warm greetings and personal stories about the importance of education in his and his constituents' lives.

Delegates hooted to a 2001 video, *Takin' It to the Trustees*, that recounts the first time CFA organized a large protest at a CSU Trustees meeting at the Chancellor's Office in Long Beach. Then they sat back to [a slide show](#) that started with images of the first CFA Assembly in 1983 though today.

CFA President Lillian Taiz rounded out the evening with a toast to "those who came before, those who are to come and all of us today" working for a fair contract and quality higher ed.

CFA Assembly highlights

ADDRESS BY SEIU PRESIDENT: A highlight of the CFA Assembly last weekend was an address by SEIU International President Mary Kay Henry. In addition to greetings on CFA's 30-year anniversary, she spoke about SEIU's program around the country to organize adjuncts (Lecturers) in private colleges into collective bargaining units.

Henry said, "Our efforts are informed by the tremendous work that CFA and the Campaign for the Future of Higher Education have led on, such as access to affordable quality education and smart approaches to online learning that do not diminish standards."

CFA President Lillian Taiz commented after the address, "We are very pleased that SEIU President Henry took time to meet with CFA delegates. SEIU supports new organizing of contingent faculty in many important ways."

ELECTIONS: Delegates elected CFA members to the following positions:

CTA State Council Delegate through June 25, 2015: Gus Lease/San Jose

Political Action/Legislation Committee Member Jan 1, 2014-Dec 31, 2016: Melina Abdullah/Los Angeles

CFA Elections Committee Oct 2013-Oct 2015: Dorothy Chen-Maynard/San Bernardino, Judy Olson/Los Angeles, José Cintrón/Sacramento, Natalio Avani/San Francisco, Nathan Oestrich/San Diego

Faculty rights tip of the week: Lecturer reclassification to a higher salary

This weekly CFA Headlines feature offers a brief "faculty rights tip" or short information piece about the faculty contract.

LECTURER RECLASSIFICATION TO A HIGHER SALARY

Many Lecturers are not given information about the CSU salary ranges at the time of their initial appointment. In some cases, they may be appointed at a salary below that for which they are academically qualified. Each time a Lecturer's appointment is renewed for all three

appointment types (term, 1-year, and 3-year appointments), there is an opportunity to request a reclassification to a higher salary. See Articles 12.9 and 12.11 of the contract.

Many 3-year Lecturers are unaware that their opportunity to ask for a higher salary only comes around every three years and that they should approach their chair in the last Spring term before a roll-over 3-year appointment.

There is nothing in the Collective Bargaining Agreement that prevents such a request. While it may not necessarily be granted, it is appropriate to make such a request when the new appointment letter comes.

For more information on how Lecturers may apply for a reclassification to a higher salary at each new appointment, we urge you to contact [your local CFA chapter faculty rights representative](#).

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."

CFHE releases 2nd paper on high cost of online higher ed

The Campaign for the Future of Higher Education released a new paper today that exposes many real costs of the online education industry's push into public and non-profit colleges and universities.

"The 'Promises' of Online Higher Education: Reducing Costs" is the second in a series of three papers to expose painful realities about alleged "solutions" being pushed primarily by online entrepreneurs. This one analyzes the false promises online ed providers are making about cost savings for students and higher education institutions themselves.

"The notion that MOOCs and other online courses will reduce the costs of providing higher education and the price students pay for it is a key part of the presumed 'promise' of online learning," says CFA President Lillian Taiz.

"The question of whether these courses can actually deliver on their grand claims has gone unexamined. This paper looks at the real costs of online education for students, for universities and for taxpayers."

See [this and previous papers](#).

See [select news coverage](#).

Also discuss it on the [CFHE Facebook](#) page and on [Twitter](#) #FutureofHE

Campus action over pressure against ethnic studies

Across the CSU, ethnic studies programs and departments are facing various forms of cutbacks, through purposeful underfunding and/or consolidations into other programs and departments.

These developments reportedly are at various stages across the CSU system.

Ethnic studies faces an uncertain future at CSU Stanislaus as two tenure-track faculty plan to leave and the campus administration plans not to replace them. The CFA Assembly [adopted a resolution supporting ethnic studies at Stanislaus](#).

At San José State, the conflict over African American Studies is coming to a head just as the campus is celebrating Legacy Week, an annual event marking the campus's history of social justice. This year's event is keynoted by renowned University of California professor and San José alumnus Harry Edwards.

In 1968, Edwards' organization, the Olympic Project for Human Rights, helped spark the famous Olympic protest against racial injustice led by African-American SJSU track stars Tommie Smith and John Carlos, which is now memorialized in a huge, iconic statue on the San Jose campus.

Ironically, in recent years the African American Studies Department has been underfunded, and faculty report the administration's intent is to eliminate its departmental status altogether and merge it into another department. [Students for Quality Education spoke out](#) about African American Studies at a rally today.

CFA President Lillian Taiz and Cecil Canton, chair of the CFA Council for Affirmative Action, wrote a [letter protesting these developments](#) to campus presidents last month.

Links of the week

Faculty Organization Chides For-Profit Online Education Companies

The group CFHE says there should be more faculty input and more transparency in online education business arrangements — [U.S. News & World Report](#)

Americans Have Mixed Feelings About Online Education

It's rated highly for value, less so for rigor and quality — [Time](#)

Pension reform initiative would 'empower' cities

San Jose Mayor Chuck Reed may soon file a proposed statewide initiative aimed at allowing cuts in pensions earned by current workers in the future, triggering an all-out battle with labor and possibly with CalPERS. — [CalPensions](#)

State Worker: University of California union to ask members to authorize strike

The bare-knuckles contract brawl between the University of California and one of its larger unions has entered the next round, with an announcement Tuesday that AFSCME Local 3299 is planning to take a strike vote at the end of this month. —[SLO Tribune](#)

Chancellor White Visits CSULB in Midst of System Challenge

Humanities blog report: The cleverly humorous Chancellor spoke of his enduring optimism in the mission of the CSU, California's Master Plan, and the unique quality and success of CSU Long Beach in spite of six tight budget years. – [Humanities' Cultural Power](#)

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