

# Planning ahead

## CFA council focuses on making the CSU mirror California's diversity

By **Alice Sunshine**

Editor

**A**s CFA's Council for Affirmative Action met in January, campuses were freezing hiring, and Lecturers were being laid off amid the state budget crisis.

So, how to work on making the demographics of the CSU's faculty more like those of the student body?

"Focus on keeping the diverse faculty we do have, especially Lecturers who will be the first to go," says Leslie Bryan (San Bernardino). She says CFA should monitor how many Lecturers of color are not rehired.

"Just because we have a budget crisis doesn't mean the CSU is not hiring," says Garry Rolison (San Marcos).

And, he adds, the budget crisis

will pass. "Now we have time to think about how to do those hires in terms of diversity."

He said the whole CSU system needs access to the same data on the "availability pool, that is, the numbers of scholars of color and women in under-represented disciplines who have attained Ph.D.s in the last five years."

Al Harris (Humboldt) says, "We want the CSU faculty to look more like California by 2015 or so. To do that we need to identify steps we need to try now."

For example, he says, "Which faculty should be on search committees? Should they include a diversity officer or similar person on the campus?"

If a department lacks faculty of color, "should faculty from another department join them to bring fresh

ideas?"

The right answers, he says, would help a good-faith effort to find a diverse pool of candidates.

Derethia DuVal (San Francisco) warns the CSU should not use bud-

See more about CFA's Council for Affirmative Action and the issues they are confronting within the CSU online at [www.calfac.org/affirm.html](http://www.calfac.org/affirm.html)

get cuts as an excuse to give up on achieving a representative faculty.

"People of color, gays, lesbians, the disabled mostly came into the system in the late 1970s and 1980s," she says. "Now a lot of them are retiring and we must be sure that the new people (hiring now) have the same commitment to diversity." ▲

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fear that I might join the ranks of those who abandon such a worthy and rewarding field solely because the state of California is not willing to stand up for teachers and education.

### Shelly Arsneault

*Politics, Administration & Justice, Fullerton*

In Fall 2008, we had to cancel completely a finance class required for our public administration B.A. majors; this put at least one student back in graduation by one semester. I was told that we have to cut our classes again for Spring 2009; while I can now offer the required finance class for these students, I can't offer the required human resource management class! I'm sure this will put more students behind in graduation.



### Derek L. Jasmin

*Student, Cal Poly Pomona*

Since the budget cuts, classes I need are no longer available. Unfortunately, it looks like this upcoming quarter there won't be any electives available from my department. It's

not just the electives but some G.E. courses that are campus-wide.

*Update from Derek:* My graduation has been delayed because of the budget cuts.

### Julian Dixon

*Music, Sacramento*



Because of budget cuts, two of the classes I teach are to be eliminated. That means I will lose my medical and pension benefits because, although I have been at the CSU for many years, I teach on temporary appointments. The loss of these classes also injures my students and the Sacramento community.

The brass instruments classes that I teach are the only place for young professionals in the CSU system to get this kind of training. In the professional world, tuba players are on their own.

Our program at Sacramento State is one of the rare opportunities they will ever have in their career to learn with other tuba players, and to learn how to survive in the music business. We teach them to form chamber groups which offer an important way for them to earn a living as musicians, and to perform in these groups in the community. That is being taken away. ▲