

# WE CAN DO IT!



Educate Students. Honor Faculty. Elevate California.



**Award-winning faculty** from six different CSU campuses address California State University Board of Trustees meeting today, Tuesday, September 8.

They have traveled from all over the state to communicate to the Trustees and to CSU Chancellor Timothy White that faculty need a significant salary increase after years of stagnation. Honors and accolades do not provide a middle-class living.

This year, the California Faculty Association has documented that for CSU faculty, earnings have declined in relation to purchasing power.

**This historically middle-class profession is endangered.**

The majority of faculty in the CSU now teach on temporary, part-time appointments that provide neither the ability to support a family nor the time to assist students outside the classroom.

Meantime, the numbers of and salaries for managerial employees are increasing.

**View the Race to the Bottom papers about the conditions of faculty working in the California State University at**  
<http://www.calfac.org/race-to-the-bottom>

# Simone Aloisio

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**CSU Channel Islands**  
**Chemistry, Department Chair**  
**2015 President's Award for Innovation**  
**in Teaching and Learning**  
**2005 Maximus Award**

**ALOISIO ON TEACHING:** "I want my students to shake the world, and I want them to know they can make it a better place.... In the CSU, we take students from working class families, many of whom are first generation like me, and provide them with the educational foundation to get solid jobs that fuel the California economy."

**ALOISIO ON THE CSU FACULTY:** "I am worried about the message that my faculty colleagues and I are receiving that our work isn't valued because our raises have been non-existent or minimal. While a two percent increase every year may seem reasonable on a regular basis, faculty have gone without regular raises for my entire career."

# Donna Andrews

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**CSU Stanislaus**  
**Teacher Education**  
**2014 Outstanding Professor for Service Learning**  
**2014 Papageorge Outstanding Teacher Award**

**ANDREWS ON TEACHING:** "Teaching is more than a profession; it is a lifestyle that can make this world a better place for generations to come. I foster good citizenship by training future teachers. These credential candidates face many challenges in our service area schools that are burdened by truancy, poverty, and high drop out rates. I ask these candidates to not lose hope and help them to find ways to make their classrooms a place where students feel hopeful, driven, and respected for ways they can positively impact this world."

**ANDREWS ON THE CSU FACULTY:** "Given all that I have to offer the university, I feel devalued and struggle to remain optimistic. My husband is among the many underpaid lecturers who train future teachers. We have been asking ourselves why are we staying and perhaps we should seek teaching positions back in Ohio. There are public school teachers who make more than I do and they do not see the financial incentive of furthering their education and becoming university professors. It seems that the CSU management's policy will contribute to a shrinking pool of college professors."

# Jennifer Eagan

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**CSU East Bay  
Philosophy / Public Affairs  
& Administration**

**2013 Outstanding Mentor to Students Award  
2011 Sue Schaefer Faculty Service Award**



**EAGAN ON TEACHING:** “The most gratifying aspect of teaching is seeing students thrive in worlds of ideas that they have never entered before. They take off in countless and unpredictable directions. I have been fortunate to work with many extraordinary students who now are teachers, philosophers, lawyers, writers, artists, and activists. Being associated with these exceptional people is among my most valued professional achievements.”

**EAGAN ON THE CSU FACULTY:** “Awards are great, and many more CSU faculty deserve them, but they don’t pay the bills. Our pay keeps losing purchasing power, and there are ever-fewer faculty hired in permanent, full-time jobs. Conditions in the CSU are driving us to excessive, unpaid hours to keep our award-winning work alive. The roses are nice, but we need the bread.”

# Matthew Jendian

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**Fresno State University  
Sociology, Department Chair**

**2012 President’s Award of Excellence  
2009 California Campus Compact Cone Award for Excellence  
& Leadership in Cultivating Community Partnerships  
2014 “Trailblazer for Prosperity” Award  
2007 Social Action Award from Temple Beth Israel  
2007 “Amigo Award” from Vida en El Valle**



**JENDIAN ON TEACHING:** “I always knew I’d be a teacher. In my finest first grade manuscript, it says, “I will be a teacher. People can tell I love my work, and my productivity demonstrates that love. I’m privileged to assist people in reaching their academic and career goals, and I derive great satisfaction from that.”

**JENDIAN ON THE CSU FACULTY:** “This labor of love has been a problem that’s worsened over time. It’s hard to justify to my family why I invest up to 60 hours a week to help my students and contribute to the advancement of the CSU’s mission. When will 100% employment as a CSU faculty member equal 100% pay? When will our budgets match our values. If budgets are moral documents that reveal our priorities, then I expect the CSU Board of Trustees to exercise its fiduciary oversight and direct the Chancellor to address this situation.”



# Enrique Ochoa

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## Cal State Los Angeles History & Latin American Studies

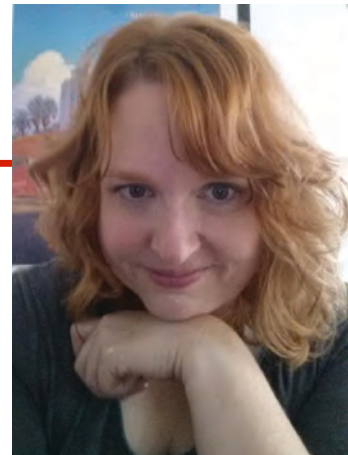
2013/14 Distinguished Professor Award  
1998 Michael C. Meyer Award for *Feeding Mexico: The Political Uses of Food Since 1910*

**OCHOA ON TEACHING:** “My classroom is student-centered. I am trying to build community among students and to bring in their cultural knowledge. After all, they and their families **are** the history we are studying.... To engage students and to make any subject exciting takes a lot of labor, a lot of “going off the script.” When you open yourself up and students open themselves up, that can release the floodgates for everyone—students and professor. It can be taxing emotionally, but that educational experience has a powerful long-term impact.”

**OCHOA ON THE CSU FACULTY:** “Salaries that don’t keep up with the cost of living and with our colleagues in similar institutions, limit how faculty are able to interact with students. I’ve seen many colleagues forced to take on more work to make ends meet. This reality—that we must take on other work to support ourselves and our families—it keeps us away from doing the intensive work with students that we want to do and that must be done.”

# Eileen Wallis

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## Cal Poly Pomona History, Department Chair 2013 Faculty Member Service Learning Award

**WALLIS ON TEACHING:** “I am committed not only to teaching but also to helping students get real-world learning experiences outside of the classroom. This engages them and it helps them understand that what we teach in the classroom has implications in the world.”

**WALLIS ON THE CSU FACULTY:** “Faculty are not rewarded for this providing this kind of intensive learning experience—it is unpaid work. It has been very meaningful to me to do this kind of service because it benefits both the students and our university. But, it’s very difficult to do when we, the teachers, are struggling to get by. That is why so little real-world learning gets done.”