

**Insider's Guide to the Chancellor's
Take-Back Proposals
(as of 7/28/11)**

**REED SAYS
TAKE-BACK!**



**WE SAY
FIGHT BACK!**

*a back-to-school report from the
CFA Bargaining Team*

“Cost Savings” (for the Chancellor!) Proposals

Proposals that redistribute money from the faculty to the Chancellor

- Cut pay for faculty who teach summer session – all summer teaching would be paid at a per-student (piece) rate; no more academic year-equivalent salary for summer session.
- Take back tuition and fee waiver benefits for faculty and dependents: tuition and fee waiver could no longer be used for any of the doctoral graduate programs.
- Eliminate Indirect Instruction compensation (\$150 per unit) for tenure-track and tenured faculty teaching in self-support summer sessions.
- Reduce the number of WTUs faculty have traditionally received at no cost to CFA for union work and raise rate that CFA must pay for reassigned time to do union work (e.g., for bargaining, representation).
- Allow campus president to deny sabbaticals because of “other campus program needs” or “budget” reasons – at his or her discretion.
- Eliminate right of lecturers, librarians and counselors with full-time temporary appointments to unconditional full-time appointments.

Power Grab (for the Chancellor!) Proposals

Proposals that take rights from faculty, increase the campus president’s power and grant new discretion to management

- Take away faculty member control (and give to president) over when and how many student evaluations are done; Mandate student evaluations in all classes, every term unless president prefers otherwise.
- Increase discretionary power of campus president to deny sabbaticals.
- Deny the right of a faculty member to be “innocent until proven guilty” in cases involving suspension without pay for more than 30 days or dismissal – Reed wants to impose the discipline immediately even though there may be no effective recourse if an arbitrator ultimately finds the discipline unjust.

- Substantially weaken authority of arbitrator in RTP cases, limiting his or her ability to overturn RTP decisions and award tenure or promotion.
- Increase reporting requirements for all faculty, requiring that all faculty report all non-CSU employment annually to management.

Dismantle the Profession a.k.a Divide & Conquer (the Faculty!) Proposals

Proposals that undermine the profession, encourage education on the cheap, and attempt to weaken the union by dividing the faculty

- Take away right for faculty who develop courses taught in extension/self-support courses to have “first preference” to teach the course when it is offered.
- Limit Summer Employment article protections to state-supported summer sessions only.
- Take away ability for part-time faculty with temporary appointments to become full-time.
- Eliminate right of lecturers, librarians and counselors with temporary appointments to three-year appointments after six years of satisfactory service.
- Reduce the rights that faculty with temporary appointments have to careful consideration for work.
- Separate coaches from the rest of the bargaining unit by moving all coaching provisions into a stand-alone article.
- Take away preference for work rights for lecturers with three-year appointments when courses are moved from state support to self support