

Mar
2012

CFA UPDATE

The Impact of Privatization on CSU Faculty & Bargaining Our Contract

The CSU is going through difficult times in a bad economy. But instead of tightening their own belts, Chancellor Reed and his top managers are using the turmoil as an excuse to make invasive changes to the CSU mission fashioned after the scandal-ridden for-profit business model. In the mirror image of the for-profit university:

- Student fees have gone up 318% since 2002.
- Students are being forced to take more required classes in Extension to graduate, at even higher prices.
- Executive compensation is up 71% under Chancellor Reed.

The Chancellor and his top managers have already taken many steps to move the CSU incrementally closer to a for-profit university (see examples on the reverse side). The next item on their agenda is eliminating the faculty contract.

IN THEIR OWN WORDS

Clearly, the Chancellor and his allies see the faculty contract as an obstacle. They've even said as much:

- Sir Michael Barber (of Deliverology Fame): "Faculty senate/union culture (resists change)"
- Richard Katz (Cal State Online): Prefers cyborgs to people "because they don't need to be paid"
- CSU Administration (Board of Trustees presentation): "Collective bargaining agreements...need to be amended to support expansion of Extended Education"

Show Your Support for a Fair Contract & Quality Education!

**Pledge to vote "Yes" in the April Strike Vote at:
www.calfac.org/aprilvote**



THE CONTRACT IS OUR FIRST LINE OF DEFENSE

They are right about one thing – without a strong contract the CSU managers can take full control. A fair contract is the BEST weapon we have to protect our students, our colleagues and quality higher education.

CSU managers claim they need take backs because they need "flexibility." "Flexibility" means they want to eliminate or loosen the parts of our contract that limit the power of administrators to dictate how we do our work. Their increased power would compromise our ability to use our professional judgment about how to provide quality higher education for our students.

Changes they have proposed in our contract would facilitate the privatization of the CSU by making it easier—and cheaper—to shift courses into Extended Education where students will pay even higher fees. Under their plan, faculty would receive full pay ONLY for state-supported courses. All other "for-profit" courses (Extension) would be paid at a significantly lower rate. There would be no preference for work for ANYONE. Combined with higher fees for students, it all adds up to an invitation to expand Extended Ed. ▲



Union Information

Website
www.calfac.org

CFA Headlines Newsletter
www.calfac.org/headlines

Connect With CFA

Facebook
facebook.com/californiafacultyassociation

Twitter
[@cfa_news](https://twitter.com/cfa_news)

YouTube
youtube.com/cfalocal1983



Reed's Actions Speak Loudly

We see the Chancellor's push to privatize the CSU embedded in many of the actions he and his management have taken in the last two years.

- Dramatically reducing the number of faculty with permanent jobs. We have an increasingly temporary and at-will faculty workforce—there are 500 fewer tenure-track positions in the CSU just in the last year.
- Refusing to honor very modest pay raises he agreed to in the last Collective Bargaining Agreement while increasing the pay of incoming top executives by as much \$100,000 per year.
- Refusing to pay the faculty the step increases that other state employees receive.
- Pursuing a centralized, fast-track initiative call called Cal State Online conceived by managers and consultants that will increase costs to students.
- Spending over \$6 million on outside union-busting lawyers to be his chief negotiators on employee contracts (money that could have covered the faculty's unpaid equity raises in our last contract).
- Dramatically hiking student tuition and fees instead of campaigning for the state funding the CSU really needs to educate students.

More proof of Reed's intent to "for-profitize" the CSU can be found in the demands that his labor relations consultants and staff have placed on the negotiating table for the next faculty contract. His contract demands would result in:

- More classes in the CSU's For-Profit arms. Chancellor Reed wants to move more classes (lots more classes!) into Extended Education/Continuing Education and pay faculty who teach them less than they earn teaching the same class in regular sessions.



- No limits on class sizes. The Chancellor refuses to limit the huge increases in workload that faculty have experienced, particularly through increased class sizes.
- No raises and threats of higher benefit costs. The administration's team proposes no General Salary Increases or Service Salary Increases for faculty for 2010/11 and 2011/12, and reopens for wages and benefits the next three academic years. The reopens could be to reduce current wages. Equity raises would go back to the old system of individuals begging their campus presidents.

We cannot and will not accept change that turns the CSU into a private corporate-like entity and our students into customers and profit-centers. This change takes the university backwards and harms the students, the faculty, the staff and the people of California. ▲

This contract fight is just one part of our larger responsibility to provide a high quality, affordable education to students at the CSU. That's why we need to join together now and support the April Strike Vote.

Pledge your support today at: www.calfac.org/aprilvote