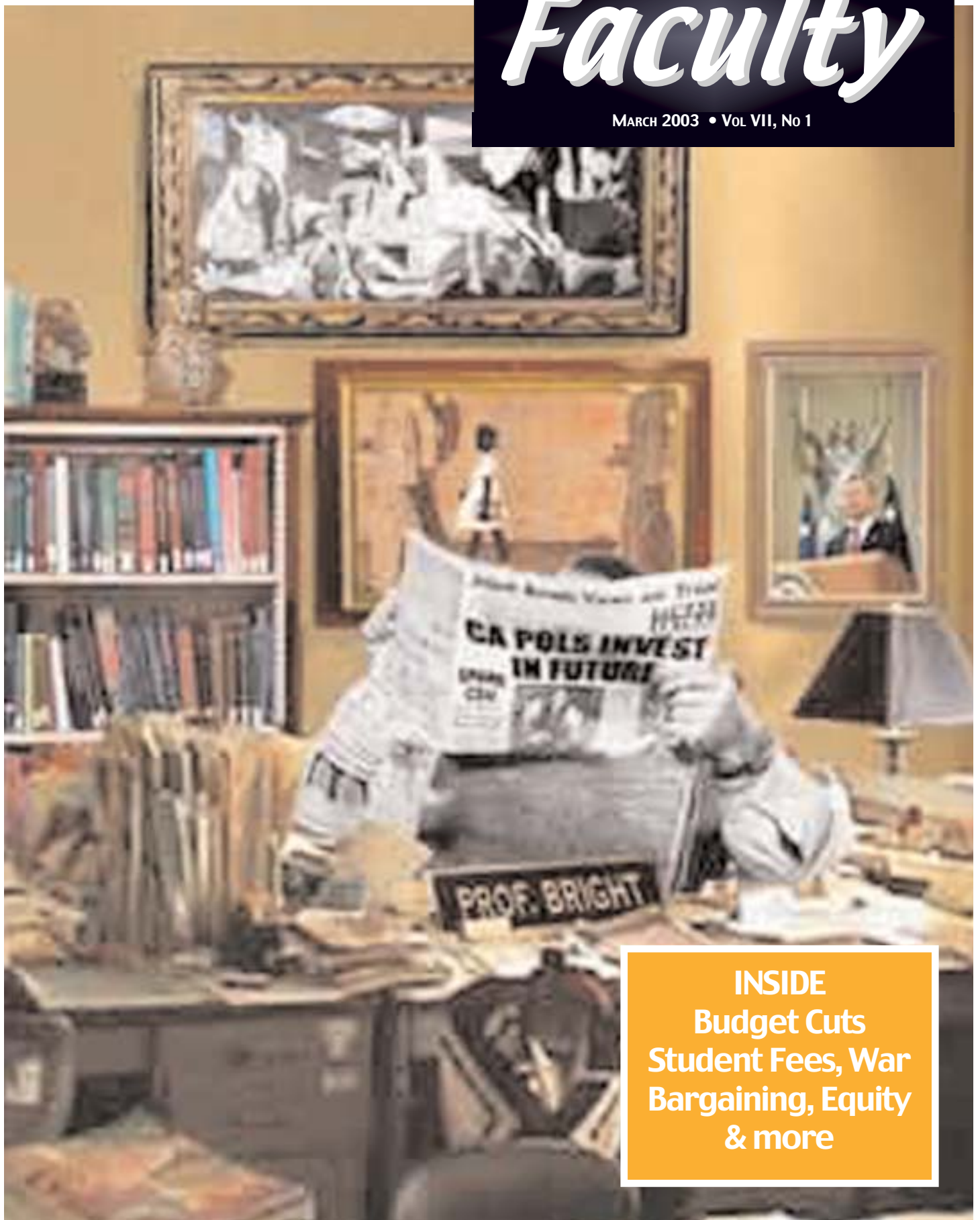


CALIFORNIA  
*Faculty*

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**INSIDE**  
**Budget Cuts**  
**Student Fees, War**  
**Bargaining, Equity**  
**& more**

**CSU DISMISSED 8.2% OF FRESHMEN IN 2002 FOR POOR SKILLS:** A report released by the CSU Administration to the *Los Angeles Times* said 8.2% of some 37,000 freshmen students admitted in 2001 failed to prove competence in English and/or math and were ousted from school. That rate was up from 6.7% for students admitted in 2000 and 5.1% for those who entered in 1998. Remedial classes are in heavy demand among CSU freshmen, particularly among the large number of students from homes where English is a second language and those who attended K-12 public schools in poor neighborhoods. At the same time, the administration is taking a harder line with students, expelling those who do not improve their skills during their first year at the CSU. (*Los Angeles Times*, Stuart Silverstein, "CSU Ousts 8.2% Over Weak Skills," Jan. 29, 2003)

**FACULTY WORKLOAD STUDY SHOWS MORE NON-TEACHING WORK:** The "Comparable Faculty Workload Report" released in January to supplement the massive workload study done in 1990 reveals faculty workloads have changed overall, up from 48 to 50 hours per week. A study team headed by Richard E. Serpe (CSU San Marcos) found that teaching hours and service remained the same, while scholarly activity hours jumped from 6.6 to 10.21 hours per week, and administration increased from 1.4 to 2.4 hours per week. Student contact fell from 5.19 to 4.43. The numbers show increasing emphasis on non-teaching duties. View the complete report at <<http://www.calstate.edu/acadres/csufacwload.shtml>>

**CFA JOINS BRIEF IN SUPPORT OF AFFIRMATIVE ACTION AT U. OF MICH:** CFA's Board voted in February to accept an invitation from the National Education Association to be named on NEA's Amicus Curiae briefs in the cases *Grutter v. Bollinger* and *Gratz v. Bollinger* that support pro-affirmative action defendants. The U.S. Supreme Court has agreed to review these two cases, which involve affirmative action student admissions policies at the University of Michigan law school and undergraduate college. This is the first time since the 1978 decision in *Regents of the University of California v. Bakke* that the Supreme Court will consider whether institutions of higher education lawfully may consider a student's race in making admissions decisions. The primary purpose of NEA's amicus curiae brief will be not so much to argue constitutional law as to demonstrate that student diversity improves the quality of education and benefits both minority and non-minority students.

**CFA HOSTS MEETING OF COCAL-CALIFORNIA:** As part of the Lecturers' Council planning meeting Feb. 20-21, CFA hosted the monthly COCAL-California (Coalition on Contingent Academic Labor-California) meeting. During the weekend of planning, a coalition of contingent faculty in the CSU, UC, and CCC systems planned a two-day organizing summit to be held at UC Berkeley May 3-4. These planning and organizing meetings are preparation for Campus Equity Week 2003 (October 27-31), to be held simultaneously on over 100 campuses across North America. To have your campus "Ready for Equity," contact Craig Flanery ([cflaner@calstatela.edu](mailto:cflaner@calstatela.edu)) or Steve Wilson ([steve.wilson@sonoma.edu](mailto:steve.wilson@sonoma.edu)); and for info and resources check out [cewaction.org](http://cewaction.org).

*See more News Notes on inside back cover*

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## When the recovery comes, what—and who—will be left standing?

It isn't easy to face the largest state budget deficit in memory. Every Californian is wondering what this will mean for our quality of life. And, as bad as the deficit is in itself, the situation is aggravated by tensions in our country and in our world.

As an educator I worry about our students, those in school now as well as those who are to come. As a union leader, I ponder the best ways to advocate for you, the members of CFA, who work hard to educate our students and who have families of your own to support. As a humanitarian, I know that we must also defend the hungry, the underemployed, those who live too close to the edge to withstand the elimination of public services.

But I do not despair. And I urge each of you, also, not to despair. On the contrary, we the faculty in the CSU have a unique opportunity and responsibility to use our resources to help to tackle the tremendous problems before us and our people.

As a group, we the faculty have the resources of learning in nearly every field. As a unionized faculty, we have a vehicle—the union—with which to assert ideas and direction toward solutions. Even while we are challenged by budget shortfalls today, we of all people must be able to think about the future of education. We must ask, and help the policy-makers to ask, what kind of university will be left standing when the recovery comes?

Among the many steps that we can take is to analyze the CSU budget both statewide and on each campus to make recommendations that ensure the protection of the instruction of our students. And we can go further than just recommend. We can make sure that budget cuts are



President's Column  
by Susan Meisenhelder

*We the faculty, of all people, must be willing to tackle the big problems today—for the sake of the future*

done openly, for everyone to see where the cuts are being made. Through such an open process, we can thwart the tendency we have observed in the CSU over the past decade to make errors in spending priorities that undermine our core mission—the education of our students.

To that end, CFA's statewide and campus leaders have devised a spring plan of activities on the budget cuts that are described in the other articles in this magazine. We hope that each of you will support these activities in some way.

Furthermore, as we enter another phase of bargaining, we must insist that all sides act creatively to find ways to improve the status of the faculty. We may not wipe out the CPEC salary gap this year, but there is no reason we cannot find ways to make progress on a number of issues. It is a matter of the will to solve problems and the commitment not to use the

budget crisis as an excuse for inaction. We challenge the CSU administration to rise to the occasion and likewise commit to progress in whatever manner is possible.

CFA is well aware that one easy way out of the budget dilemma is to dump the burden of the budget onto the students. Fee increases, cuts in services, larger classes, fewer permanent teachers to advise and help them, narrower class offerings, less remedial attention—all of these are ways to "decrease costs." But those measures go against the very reason the CSU exists in

*continued on next page*

## Stand up for the CSU

*Continued from  
page three*

the first place, the vision defined in the Master Plan for Higher Education more than 40 years ago that created the CSU system. In the Master Plan it was written:

“Public education is a vital interest of our state. It provides Californians with the capacity, knowledge and skills to sustain our system of government, to foster a thriving economy, and to provide the foundation for a harmonious society.”

Times like these demand our steadfast resolve to preserve that vision. As educators, no matter where we stand on the political spectrum, we know that education is the key to success for an individual as well as for a democracy. We can and we must take a stand for the CSU. For today, and for the future.

## CSU BUDGET OVERVIEW

# The budget cuts statewide and by campus

**G**overnor Gray Davis' 2003/04 budget proposal, presented in January, is akin to the first pitch in what will undoubtedly be an extra innings ballgame. Many changes will occur as the budget winds its way through Legislative committees this spring and summer.

### CSU OVERVIEW

The Governor's spending plan proposes a \$326.1 million budget reduction in the CSU. The reduction represents a 12.1 percent cut to the CSU 2002/03 General Fund base of \$2.71 billion.

The 2003/04 reductions are NOT necessarily in addition to the \$59.6 mil-

lion in mid-year cuts for 2002/03. If the CSU maintains the 2002/03 mid-year cuts in the budget year, the 2003/04 reductions will decline by \$59.6 million, to \$266.5 million.

Specifically, the Governor proposes reduction of:

- \$142.8 million Unallocated in base budget
- \$53.2 million in student service funding
- \$58.1 million in academic & institutional support
- \$12.6 million in outreach funding
- \$2 million in CalTeach funding
- \$2 million in Bilingual Teacher Recruitment
- \$0.5 million in Student Fellow Program

And he proposes to save another \$53.4 million by increasing the student-to faculty ratio from 18.9:1 to 19.9:1

## *Excerpts from letter on campus-by-campus budget cuts from CSU CFO Richard P. West to the California State Assembly*

*FROM: CSU CFO/ Exec. Vice Chanc. Richard P. West  
TO: The Hon. Joe Simitian, Calif. State Assembly  
January 17, 2003*

*Dear Assembly Member Simitian,*

*This week the Assembly Budget Subcommittee #2 on Education Finance took the first steps to review the fiscal implications of the Governor's proposed mid-year budget reductions. ...*

*Chancellor Reed's goal was to gain consensus with the presidents that the campuses would **continue to fund enrollment growth, protect student services and instructional programs. The CSU would also ensure there would be no loss in staff or faculty** personnel directly related to mid-year cuts, assuming Board of Trustees approval of a mid-year fee increase. After extensive discussions, the presidents agreed they could adhere to these objectives as long as the fee increase was enacted.*

*... It is my understanding that the subcommittees of both houses have raised concerns regarding the unallocated nature of the mid-year reductions at the CSU, when the reductions to the UC and community colleges were far more prescriptive. **The CSU will report by April 30, 2003 to each of the subcommittees how the campuses reduced their budgets** by the \$39.6 million (net reduction after \$20 million fee revenue offset) and met the commitment to ensure student access, protect student services and instructional programs, and ensure there would be no loss in staff or faculty personnel directly related to mid-year cuts. My office will be surveying the campuses to provide as much detail as possible given the April 30 reporting date. In addition, the CSU will report to each of the budget subcommittees by October 30, 2003 the ending actual expenditures of each CSU campus for 2002/03, as reported in the CSU Budget Summary. ...*

*Sincerely, Richard P. West, Executive Vice Chancellor/  
Chief Financial Officer*

## STUDENT-FACULTY RATIO

The increase in the student-to-faculty ratio (SFR) represents a direct threat to the CSU's instruction program and overall educational mission. Increasing the SFR, either through increased faculty workloads or through a reduction in the CSU faculty, will result in fewer opportunities for teacher-learner contact. Students will be less able to find the individual attention that is often times necessary to cultivate academic excellence and encourage persistence. It is estimated that 850 faculty positions would be lost if increasing the SFR is achieved solely through workforce reduction (NOTE: This does not necessarily mean that the Governor's proposal will result in layoffs).

## INSTRUCTION AT RISK

The unallocated base reduction of \$142.8 million could have a significant impact on teaching and learning in the CSU. The extent to which this reduction affects the CSU's instructional program is largely contingent on how the CSU administration implements this proposal. The CSU administration could choose to target administrative overhead, in large part protecting areas key to the university's educational mission. Conversely, CSU campuses could choose to continue operating in a highly decentralized manner, spreading the reduction evenly across all academic departments and administrative units. The decentralized approach could result in painful reductions.

## STUDENT SERVICES

The \$53.2 million cut in student service funding (20 percent according to the CSU) will significantly reduce the breadth of cultural, social and developmental programs offered by CSU campuses. These programs enhance the CSU's regular instruction program by encouraging persistence, contributing to students' emotional and physical well-being, and integrating students into the university community.

In addition to the cuts listed above, the Governor's proposal makes permanent the one-time \$43 million reduction included in the 2002/03 budget. Campuses will need to take no additional action if they are able to sustain the cuts taken in 2002/03. However, further cuts will be



*Lil Taiz, CSU Los Angeles chapter president, and Andy Winnick, Associate VP for Academic Affairs, in a deep discussion about the campus budget just before the chapter's Town Hall meeting.*

necessary if campuses used one-time funds to accommodate the reductions.

While the CSU did suffer a series of painful cuts, the Governor's proposal is not all bad. The Governor maintained his commitment to student access by providing \$105.9 million to fund 16,000 additional full-time equivalent students (FTES) in 2003-04 and \$45 million for 8,000 unfunded over-enrollments this year. This revenue should be sufficient to hire up to 1200 full-time equivalent faculty members (at a student-to-faculty ratio of 19.9 to 1) and meet other costs associated with enrollment growth. The provision of enrollment growth money should offset layoff pressures due to the proposed increase in SFR.

It is important to remember that the additional enrollment anticipated in 2003/04 (16,000 FTES) is a significant cost pressure. The \$105.9 million provided for 2003/04 enrollment increases CANNOT be treated as an offset to the \$326.1 million reduction proposed by the Governor. Rather, \$105.9 million needs to be used to cover new costs associated with enrolling additional students (i.e. hiring faculty and staff).

## CSU STUDENT FEES

The Governor's Budget assumes the CSU Trustees will partially offset the \$326

million reduction through a student fee increase. The Trustees would have to increase undergraduate fees by 25 percent and graduate fees by 20 percent to meet the Governor's revenue assumption. Doing so would generate \$212.2 million, \$70.9 million of which would be devoted to the State University Grant program (the CSU's primary institutional aid program). The remaining \$141.8 million would be used to counteract the budget reductions.

If approved by the Trustees, undergraduates would begin paying fees of \$1,968 per year in 2003/04 while graduate student would pay \$2,082. The 2003/04 fee increases would be in addition to the double-digit mid-year fee increase approved by the Trustees in December 2002. The proposed 2003/04 fee increase is the largest ever in terms of dollars (\$396 per year) and the second largest percent increase since 1990.

## CSU CUTS TODAY COMPARED TO 1992/93

It is difficult to draw specific conclusions about the how the CSU fared during the recession of the early 1990's versus how it would fare under the current proposal. This is due to a number of reasons, including differences in enrollment demands, uncommon CSU budget methodologies and the overall lack of specificity in the Governor's budget. That being said, we can draw some broad comparisons between the two periods.

In 1992/93 net General Fund spending on the CSU declined by \$123.3 million or 7.5 percent. In dollars, the earlier reduction is almost exactly the same as the proposed 2003/04 General Fund reduction (\$123.1 million). The 1992/93 cuts were more drastic in percentage terms due to the significantly smaller General Fund base. However, the CSU did not need to contend with a large enrollment increase, and the associated costs, in the early 1990's. Given today's enrollment demand and increasing mandatory costs, the proposed reductions may be more severe than the cuts suffered in any single year during the early 1990's

*continued on page 6*

## What we each can do this Spring

*Budget overview continued from page 5*

The vast majority of the 1992/93 reduction was unallocated in nature, allowing university administrators maximum flexibility to implement the budget reductions. The Legislature did request that the CSU achieve savings by delaying instructional equipment purchases, deferring maintenance costs and creating other cost savings in operational overhead. Much of the current reduction is also discretionary in nature.

In 1992/93, the Legislature included budget control language requesting the CSU implement certain legislative priorities. Among the most significant was language requiring the CSU to defer implementation of the workload reduction plan negotiated with CFA. There are obvious similarities between the 1992/93 language and the Governor's proposal to increase the student-to-faculty ratio.

During both periods, students are asked (through fee increases) to finance a larger portion of their education. In 1992/93 fees increased by 40 percent, a \$396 jump. The Governor's 2003/04 budget proposes an increase of 25 percent for undergraduates and 20 percent for graduate students.

*—Excerpted from a research brief by CFA Researcher Andrew Lyons*

**MINIMIZE THE CUTS GOING ON NOW:** The cuts in the current CSU budget have been made or are being made as you read this article. The administration chose two methods: raise student fees and dish out amounts for each campus to cut. CFA convinced the chancellor to direct campus administrators to make cuts with minimal impact on instruction and faculty and staff jobs. The letter from CSU CFO Richard West (see facing page) to the state legislature makes this promise. The letter also commits to a public report this April as to how the mid-year cuts were implemented

CFA chapters on each campus are meeting with campus administrators to discuss the cuts and to work for "transparent" budget-cutting. You can join a delegation, attend meetings, and ask how the cuts were made.

**WORK NOW TO MINIMIZE NEXT YEAR'S CUTS:** It will take action now to have an impact on the new budget, and it will be more powerful if the CSU Administration works in unison with us. CFA's goal is to reduce the size of the cuts proposed for next year and to require that cuts be made in areas that do not harm instruction, access or quality, or jobs. CFA is studying the CSU budget and preparing legislation to that end.

The next important step comes March 7 and 14—the CFA Lobby Days visits to our state representatives in their local district offices. The cuts are local politics. You can participate in these visits to tell our state legislators what you think and what you experience on campus and to support CFA's bills. Call your campus chapter to sign up.

## *CFA Resolution on Student Fees*

*Unanimously approved by  
CFA Board of Directors  
February 8, 2003*

WHEREAS, the California Faculty Association (CFA) remains opposed to student fee increases and is committed to preserving student access and retention; and WHEREAS, CFA recognizes the unmet financial needs of significant numbers of the California State University's (CSU) more than 400,000 students; and WHEREAS, the process that determines the level and timeliness of systemwide student fee increases must include students, faculty and staff; therefore be it

RESOLVED, that CFA opposes any action by the CSU Board of Trustees on proposed fee increases until after the release of the Governor's May budget revision and its analysis by the Legislature; and, be it further

RESOLVED, that the CSU demonstrate its financial need, if any, through an open and comprehensible analysis of the CSU budget prior to considering student fee increases; and, be it further

RESOLVED, that CFA work with the California Student Association (CSSA) to develop guidelines and processes governing fee increases; and, be it further

RESOLVED, that the CSU Board of Trustees begin direct and meaningful consultation with students, faculty and staff to investigate alternative funding sources that will alleviate the need for fee increases; and, be it further

RESOLVED, that the CSU exhaust alternative funding sources (eg, Foundation Funds) prior to imposing any student fee increases; and, be it further

RESOLVED, that any further Board of Trustees action on student fee increases be coordinated with state executive and legislative leaders.

# Diehr CalPERS campaign shows CFA's growing political power

By Lillian Taiz,  
CFA Vice President,  
CSU Los Angeles

CFA's organizing prowess reached a watershed with the recent election of George Diehr to the board of the California Public Employees' Retirement System (CalPERS). The CSU San Marcos business professor and CFA chapter president and activist now participates in the management of assets in excess of \$150 billion for the California's public employees.

From the beginning of the six-month campaign, George's candidacy was a decided long shot. CFA represents only about 23,000 of the 250,000 possible voters. Yet when all the votes were counted last December, George had won a resounding 46 percent plurality in a three-person field. The candidate of the 120,000-member California State Employees Association finished a distant second with 28 percent of the vote, even though he had considerable campaign resources and the election rules favored larger organizations.

As the CFA vice president responsible for coordinating the campaign, I want to thank everyone who turned out and helped put us on the map. We may not have the largest membership in the state, but we are proving ourselves to be mighty organizers. Now we need to reflect upon and celebrate the energy and activism generated by the PERS campaign. During the last months of 2002, CFA membership ranks swelled by more than 500 as a result of the higher profile we gained during the campaign.

How did we do it? As we savor this victory and ponder future ones, it seems worthwhile to capture the elements of our success. Three factors, I think, account for our win. First and foremost, we had an outstanding candidate. Within CFA, George Diehr's achievements as a scrupulous budget-watcher and tireless advocate of educational justice are well

known. It was a pleasure to share George's progressive ideals and communication skills with the broader community of California public employees.

## OUTWORKING THE OPPOSITION

All of us believed strongly that George was the most qualified candidate, and one of the most gratifying aspects of the campaign was watching him develop spontaneously "on the stump." At speaking appearances, handing out flyers, talking with voters face-to-face or over the phone, George connected with people in ways that pushed and inspired all of us. The mark of a great candidate is someone who doesn't expect anyone else to work harder than he's willing to work himself.

And there was plenty to do. We had to work smart and learn how to do more with less. One of the keys was coalition-building. State employee leaders of the Civil Service Division of CSEA proved an invaluable ally. Many members and leaders of other unions campaigned on

George's behalf, especially Academic Professionals of California and other CSU staff unions.

Ultimately, there was that staple of retail politics: Getting Out The Vote. I'm sure there were days when we drove all of you stark raving mad with our relentless GOTV notices, phone calls and reminders. In order to be effective, these kinds of efforts require a lot of repetition, duplication and reinforcement. If there was an angle we missed, I don't know what it was.

We're proud of our brother George Diehr and we're proud of our whole team. Above all, we're proud of having made the organizational commitment to elect to CalPERS someone with the character and capacity to face the challenges that lie ahead. The third-largest pension system in the world, with a significant impact on the national and international economies, CalPERS is an increasingly important global political player. Today CFA is a player, too.



*The Diehr family share a laugh during CFA's reception celebrating the election victory. Left to right: George's wife Judith Fogel, George, son's fiancée Caitlin Sedwick, and son Michael. More than 130 supporters and well-wishers attended including CalPERS CEO Fred Buenrostro and CalPERS Board members Charles Valdes and Marty Morgenstern, Gov. Davis' director of personnel administration.*

# Creativity the key in latest round of contract talks

By George Diehr, CSU San Marcos  
Chair, CFA Contract Development &  
Bargaining Strategy and  
John Travis, Humboldt State  
Chair, CFA Bargaining Team

On Feb. 10, CFA presented to the CSU administration our public notice, or "sunshine," proposals for reopener negotiations. Under the collective bargaining agreement ratified last March by the CFA membership and approved last May by the CSU Board of Trustees, four articles of the contract are "open": Article 20 Workload, Article 31 Salary, Article 32 Benefits and Article 40 Year-Round Operations. By contrast, next year's talks will be for a "successor contract," meaning the entire agreement will be open for renegotiation.

The state budget crisis presents obvious challenges for this spring's reopeners. Despite the abysmal overall

## REOPENER BARGAINING 2003

*'CFA is committed to progress on issues important to faculty. We firmly believe that this can be achieved if both sides approach reopeners with creativity and openness.'*

picture painted by California's governor and legislature, however, CFA is committed to progress on issues important to faculty. We firmly believe that this can be achieved if both sides approach reopeners with creativity and openness. Particularly in the area of workload,

budget shortfalls must not be used as an excuse for failure to bring the bargaining process to a successful conclusion.

For the CFA bargaining team, that process began with a survey of the membership. More than 1600 questionnaires were returned, and their findings were reviewed Jan. 25 at a joint meeting of the Contract Development/ Bargaining Strategy Committee (CD/BS) and the Bargaining Team. While the results were not surprising, they did help to shape draft proposals taken to the February meeting of the CFA Board of Directors.

For those who responded to the survey, the most important issues remain the growing CPEC salary gap and the interest in closing it with General Salary Increases (GSIs). Lecturers continue to focus on extending benefits to those yet to be covered and on providing mobility on the salary schedule. Reflecting a growing awareness of the emerging

## CFA's opening 'sunshine' proposals

### WORKLOAD IMPROVEMENTS STILL FEASIBLE Article 20 Workload

- Require that 1700 tenure-track searches are conducted in Fiscal Year 2003-2004 in the context of ACR 73 goals, including protection of currently employed lecturers and including specific remedy language if CSU fails to meet this obligation (Article 20.33)
- Establish a joint CFA/CSU Workload Task Force to prepare for implementation of the recommendations of the CFA/CSU/ASC Workload Study Group calling for workload comparability with CPEC institutions and stability of lecturer employment (Article 20.37)
- Allow lecturers to work, for pay, up to 16 WTUs per semester/quarter when greater than 15 WTUs is necessary for a lecturer to obtain a 1.0 time base (Article 20.3)
- Provide specified workload relief for all faculty teaching large classes (Article 20.3)
- Allow counselors the option of a 10/12 work plan on a basis similar to that provided librarians (Article 20.16-.24)

### MAINTAIN REAL FACULTY INCOME Article 31 Salary

- Provide a General Salary Increase [GSI] based on the Consumer Price Index sufficient to maintain real faculty income at its June 30, 2003 level (Article 31.22)
- Increase the Service Salary Step [SSI] maximum for each rank to the CPEC comparable institution average salary for each rank (Appendix C). Actual award of SSIs to be based on availability of budget
- Establish a "most favored nations" clause guaranteeing that faculty will receive salary increases no lower than the highest raises provided to CSU MPP and Executive employee groups
- Establish salary structure parity among full professors, librarians, and counselors [SSP-AR III] (Article 31.1)
- Allow for the campus-wide accumulation of WTU credits toward lecturer SSI movement (Article 31)
- Allow unused lecturer WTU credits [applicable to SSI movement] to be carried over from academic year to academic year until 24 units are reached and an SSI paid (Article 31.12 d)

health care crisis in California, a significant number of respondents identified health protection as a priority, including long-term health care insurance and rural health care stipends. The survey also reflected the ongoing concern over workload, and highly rated as important topics were workload credit for large classes, for research, for university service (lecturers), and for additional tenure-track

recruitments.

Unfortunately, the survey was conducted before the full dimensions of California's fiscal crisis were fully understood. Each of the reopener articles carries a price tag; the climate created by the staggering deficits make this a challenging period in which to bargain.

In our Feb. 10 letter to CSU assistant vice chancellor Samuel Strafaci,

CFA noted, accordingly, that "the expectations of the bargaining committee, CFA leaders, and members are realistic." We therefore requested that the administration abandon its "past practice of adding up the cost of every CFA opening proposal, inflating them by making the most costly assumptions possible, and flooding the campuses with the total estimated cost as though it were proof of our unreasonableness." Such posturing, we said, would be a setback to recent positive developments toward "a more functional working relationship." In order to make that relationship meaningful, we are pressing for what is clearly an overdue discussion of how funds are allocated in the CSU.

The proposals emerging from the CSU Trustees meeting in March will help determine how smooth or difficult the reopener negotiations prove to be. The bargaining is expected to begin some time in April. The specifics of the CFA proposals are below.



Photo: John Travis, chair, CFA Bargaining Team and Ed Purcell, Director of Representation.

Three faculty members were added to the Bargaining Team in February by CFA's Board: Steve Wilson (Math, Sonoma), Hank Reichman (History, Hayward) and Lil Taiz (History, Los Angeles). Ten others will continue through the current reopener talks: Margaret Costa (Kinesiology & P.E., Long Beach), George Diehr (Business Admin., San Marcos), Elena Dorabji (Political Science, San Jose), Manzar Foroohar (Political Science, San Luis Obispo), Chris Haynes (Geography, Humboldt), Elizabeth Hoffman

## for 2003 faculty contract bargaining

- Increase the 12-month dept. chair stipend by 7% for those who have not already received such an increase (Article 31.25)
- Allow department chair equivalents to be paid as an appropriate mix of an academic year and 12-month salaries [thus making all of their salary PERSable] (Article 31.28)
- Compensate lecturers for service and governance activities (Article 31.28)

### IMPLEMENT AND CLARIFY EXISTING BENEFITS Article 32 Benefits

- Implement AB 2549 in 2005 [lecturer PERS time-base change] (Article 32.26)
- Provide additional health care assistance for employees at SLO, MB, HSU, and Chico as well as other employees who may, in the future, experience restricted health care availability (Article 32.1)
- Implement "pre tax" payment of parking fees and commuter fares (Article 32.24)
- Set Non-industrial Disability Insurance [NDI] at the same level provided MPPs (Article 32.25)
- Modify vision care benefit so that it applies equally to eye

- glasses and contacts (Article 32.10 a)
- Make direct payroll deposit available to all unit members (Article 32.27)
- Improve benefit communications, including notice of available sick leave hours on each pay check stub, detailed benefit eligibility information for lecturers, and a reformatted contract benefit article (Article 32.1-.29)

### MAKE SUMMER SESSIONS EQUIVALENT TO REGULAR SESSIONS Article 40 Year-Round Operations

- Require that all incumbent CSU faculty appointed to work in a State-funded YRO program be appointed in the same rank, classification, and salary step as applicable during other periods of their employment (Article 40.3)
- Insure that all provisions of the MOU apply equally to YRO (Article 40.4)
- Allow YRO appointed faculty the option of receiving their YRO compensation as part of their PERSable base salary by stating their total earnings as an appropriate mix of an academic year and 12-month appointment (Article 40.5)
- Prohibit involuntary YRO appointments (Article 40.6)

# Faculty members march against war

*They came from many campuses with CFA banners and signs to the Feb. 16 antiwar march in San Francisco. They joined a large labor contingent that included K-12 teachers, nurses, carpenters, longshore workers, bus drivers and hundreds of others.*



The intense debate underway throughout the world over terrorism and war also is a staple of conversation and activity on the campuses. Among the many issues in question is what role academics, particularly the faculty and their institutions, should play, if any, in speaking out for or against a possible war by the U.S. and allies on Iraq.

CFA as a faculty institution answered that question for itself by adopting resolutions against such a war at both the December 2002 and February 2003 meetings of its Board of Directors. Other faculty organizations are developing petitions, debating their own resolutions, and tackling the practical and ethical considerations in opposing government policies that could lead to war.

Last Fall, about 1100 American historians across the U.S. individually signed a petition to the U.S. Congress asking them not to give up their war powers to the president (see <http://hnn.us/articles/905.html>). Many CSU historians were among the signers. *California Faculty* asked for comments on why they chose to sign that petition and how they feel about taking a stand. Here are comments from two of them.

## **ROBERT W. CHERNY** History, San Francisco State

*I signed the statement because I teach students that the Constitution specifies that only Congress can declare war--but, as the petition states, this has not been done since 1941. I was taught in graduate school, by Richard Hofstadter no less, that historians have an obligation to speak to a larger public. And it IS the case that historians often think of ourselves as having a special obligation to interpret history not just to our students but also to a larger public. In this case, the public includes not just Congress, to whom the petition was addressed, but also those citizens of the nation who read the petition.*

*On January 3 of this year, during the annual meeting of the American Historical Association, a group of historians formed a new network, "Historians Against War," and began to circulate a statement, "We historians call for a halt to the march towards war against Iraq. We are deeply concerned about the needless destruction of human life, the undermining of constitutional government in the U.S., the egregious curtailment of civil liberties and human rights at home and abroad, and the obstruction of world peace for the indefinite future." In less than three weeks, more than 1600 historians, from 250 colleges and universities in 47 states, endorsed the statement.*

*I think that faculty members should be role models for political participation—we should be engaged citizens and we should encourage our colleagues and students to be as well. The limit for me is the classroom—I won't wear a political button into class, and I discourage discussions of current politics in class. (The history courses I most often teach don't extend past 1920.)*



Facing page: CFA's banner held high by Mitch Turitz, CFA's SFSU Chapter President, and Bob Cherny, San Francisco State. This page: Left, Bill Littell, retired from SF State. Above, left to right, Jack Kurzweil, San Jose State; Karl Matsushita, CSU Hayward; and Elizabeth Wright, SF State. Above right, CFA's SFSU Faculty Rights Chair Jan Gregory and SFSU Dean of Human Relations Ken Monteiro.

**MARJORIE SANCHEZ WALKER**  
History, CSU Stanislaus

*As faculty, we often are the intellectual bridge interpreting between propaganda and reality for our students. I hope we the faculty are a bastion of inquiry and common sense over television, the media, and a strong-arm corporate mentality.*

*I feel it is not only my responsibility as an American to challenge my government, but also to serve as an example for my students. I am not tenured, so there is some concern. Yet I also feel that if I do not speak out once before I am tenured I might never do so.*

*Of course, taking a stand relates to teaching. Since September 11, 2001 any form of dissent has come to be interpreted as anti-American when in fact it is the opposite. The university classroom might be the only place where an exchange of ideas can occur. I think academia needs to be a safe place to weigh larger issues and to ponder alternatives. I strongly feel that we the faculty must serve as role models in spite of the fact that we are perceived as mere "public employees." As Americans we have rights, and as intellectuals we have accumulated insights as juxtaposed to various special interest groups.*

*Furthermore, as an American I have the responsibility to peacefully protest an issue I do not feel is effective or legal. Throughout the world the United States is becoming more unilateral in its foreign policies when we should be concerned about humanitarian issues. The future is less mine than my young students'—I want them to be safe and as a belligerent nation we merely inspire contempt. Hence Americans become targets.*

**AMERICAN HISTORIANS' PETITION TO CONGRESS**

**W**e, the undersigned American historians, urge our members of Congress to assume their Constitutional responsibility to debate and vote on whether or not to declare war on Iraq.

We do so because Americans deserve to hear their representatives deliberate about a possible war, lest such a momentous course of action be undertaken by the president alone after a public airing filled with rumors, leaks, and speculations.

We ask our senators and representatives to do this because Congress has not asserted its authority to declare war for over half a century, leaving the president solely in control of war powers to the detriment of our democracy and in clear violation of the Constitution.

We believe it is particularly urgent that Congress reassert its authority at this time since an attack on Iraq, if made, would be an American initiative. Since there was no discussion of Iraq during the 2000 presidential campaign, the election of George Bush cannot be claimed as a mandate for an attack. Only a debate by Americans' elected representatives can engage the public in a serious consideration of the costs, risks, and wisdom of such a war.

## FACULTY RIGHTS

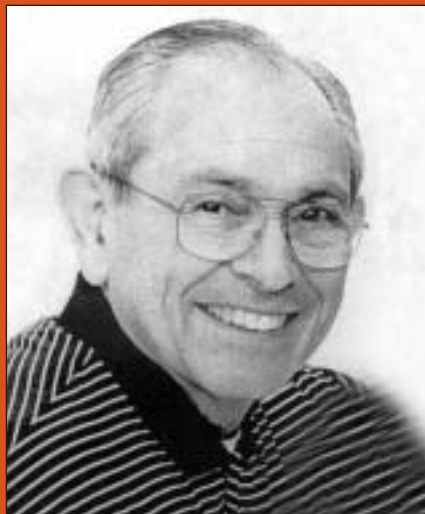
# The elements of (grievance) style

Though not a classic grievance involving economic issues, Sam Oppenheim's scenario last year at CSU Stanislaus struck another theme dear to CFA—faculty free speech. With the help of Larry Giventer, the CFA grievance representative on that campus, Oppenheim sent an attempt to silence him boomeranging back on an overreaching administration and added to his legacy as one of the most effective critics of campus president Marvalene Hughes.

A professor emeritus in the history department at Stanislaus, Oppenheim has long been outspoken about the shortcomings of California's K-12 system in teaching students how to write; fully half of incoming CSU freshmen, he notes, require remedial English. In January 2002, reading what he deemed an especially appalling paper for one of his classes, he'd seen enough. Research turned up the fact that the student had amassed all A's in the last two years of high school English. Oppenheim sent a copy of the awful paper to the student's high school principal and school district board president, along with a caustic letter chiding them for shoddy standards.

"Distraught and upset," the high school officials complained to president Hughes. In turn, she ordered Donald Bowers, the associate vice president for academics and human resources, to investigate whether Oppenheim, in sending his letter on CSUS stationery, had violated rules governing "public communications and the responsibilities and obligations of faculty as members of the university." The next month Bowers—described by observers as a reluctant henchman in all this—placed a letter in Oppenheim's personnel file admonishing him not to create "the impression of speaking or acting for the university...unless you have been authorized to do so."

Oppenheim was sure that he'd done no such thing: The letter clearly had been an expression of his personal views. And



*Stan Oppenheim (above) scored a win for academic freedom and free speech with the help of CSU Stanislaus' CFA Faculty Rights rep Larry Giventer*

by blacking out the student's name on the copy of the paper and referring to the student only as "he/she," he'd gone to great pains to avoid exposing the poor writer to ridicule or repercussions. This reprimand, he felt, was simply retaliation for his years as an administration gadfly. (When he's not making fur fly on the literacy front, Oppenheim has persistently annoyed Hughes with commentaries on the decline of the CSUS library on her watch.)

"If the president was feeling pressure from the community over my letter, she could just as easily have called me into her office and bawled me out, and told the high school people that she'd addressed the matter," Oppenheim says. "Sending me a formal reprimand was just foolish. If allowed to stand, it would have set a terrible precedent for freedom of expression."

Giventer, a political science professor, agreed. But by training, experience and inclination, grievance officers promote compromise, and Giventer is no excep-

tion. "My main challenge in this case," he says, "was figuring out how to guide the administration to a graceful 'exit strategy.' On the principle of a faculty member's right to speak his mind, there obviously can be no compromise."

Giventer decided the best way to help Hughes her error was through publicity. Artfully, he invited collegial comment with a summary on "facnet," a campus email forum often perused by journalists and others. Soon the story had found its way into the *Modesto Bee*, giving the CSUS administration a much bigger headache than the one caused by the school district bureaucrats angered by Oppenheim's letter. A Modesto resident, Jim McDevitt, authored an opinion article headlined, "Stan State gets all uptight about a piece of paper."

The disciplinary action, McDevitt wrote, was silly. "Why would educated persons think that just because a professor has sent a letter on university stationery that he represents the entire university?" Evidently, he concluded, Stanislaus State was becoming a place where public relations superseded reality instead of "a place where ideas were exchanged and debated."

Having made his point in public, Giventer looked for an intermediary who could quietly broker face-saving settlement language and, in his words, "allow all the parties to turn the page and go forward with their professional lives." That intermediary turned out to be Tom Young, a former CFA activist who now serves as the CSUS assistant to the president for equal opportunity and internal relations.

"We have reached an amicable resolution," Oppenheim and assistant VP Bowers said in a joint statement on April 25, "and it was resolved that both the CSUS reprimand and the subsequent CFA grievances will be withdrawn."

The content was good. So was the grammar. — *Irv Muchnick, contributing writer*



## CFA EQUITY CONFERENCE

March 7 & 8  
Los Angeles

Call 310/ 642-4430  
or your campus  
CFA Chapter office

*Cecil Canton, chair of the planning committee for the conference and Sally Hurtado, chair of CFA's Affirmative Action Committee*



The seven-year period since Proposition 209 repealed affirmative action in California has taken its toll on our state's higher education. CFA's Equity Conference in Los Angeles, March 7-8, highlights that issue and others related to faculty and student diversity and equality.

The faculty of every CSU campus will be represented at the conference at the Hacienda Hotel in El Segundo, which is designed to strengthen activism in promoting diversity, to build coalitions, and to create leadership opportunities. Conference organizer Cecil Canton (Criminology, Sacramento State) said minority voices will be not only heard, but welcomed.

Canton said, "We know all students in California need diversity. That's an educational equity issue."

The workshops include: Fighting Against Discrimination in the Workplace, Dealing with Difficult People and Hostile Environments, Promoting Family-Friendly Workplaces, Hate Crimes and Workplace Violence, Making

Change by Taking Leadership, Achieving Diversity in a Post-209 Environment

The keynote speaker will be Cruz Reynoso, formerly a California Supreme Court justice and currently the vice chair of the U.S. Commission on Civil Rights and a law professor at UC Davis. Also on hand will be a number of legislators, including State Sen. Gloria Romero (Psychology, CSU Los Angeles).

CFA president Susan Meisenhelder said many of the union's bargaining proposals and legislative initiatives have originated in forums like the Equity Conference. She said, "We hope this conference adds to that tradition by bringing out more voices to enhance important aspects of our agenda. We need that in order to be effective in addressing equity for all CSU faculty, staff and students."

—*Shoshana Hebshi, contributing writer*



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# NEWS & NOTES

*News Notes continued from inside front cover*

**CPEC REPORT—CSU SALARY GAP THREATENS HIRING EDGE:** California's chief agency on policy and planning for higher education reports that both the CSU and the University of California could lose their competitive edge in hiring faculty if salaries continue to lag behind peer institutions across the country. The annual compensation report of the California Postsecondary Education Commission (CPEC) said CSU faculty will run 12 percent behind those at comparable universities next year in the absence of a raise. The state's severe budget shortfall probably means the gap won't be made up this year, the CPEC report added.

"The implications of no or minimal salary increases might put both [CSU and UC] at a disadvantage when retaining existing or recruiting new faculty who are critical to meeting the needs of students," the report stated. "If the lag is too disparate, both university systems could lose their best scholars to institutions offering more competitive salaries." CSU's lag for the 2002-03 academic year is roughly 8 percent (the CSU faculty average of \$69,505 versus the comparison faculty average of \$75,049). The list of similar universities ranges from the State University of New York at Albany to Reed College.

"There is a long-term price to be paid for our declining investment in the CSU simultaneous with a dramatic increase in enrollment," said CFA president Susan Meisenhelder. "As the people we serve correctly sense a need for more higher education, decision makers are withdrawing resources."

**CFA SPRING ASSEMBLY APRIL 4-6:** Delegates from each of the CSU campuses are already being selected to attend CFA's Delegates Assembly this March in Sacramento. Budget cuts and contract bargaining will top the agenda, but delegates will take up myriad resolutions and issues facing the CSU faculty. All of CFA's top board seats are up for election by the delegates — president, vice president, secretary, treasurer, and associate vice presidents for north, south and lecturers.

**CFA PRESIDENT SUSAN MEISENHELDER WILL NOT SEEK RE-ELECTION:** Current CFA president Susan Meisenhelder announced in February that she will not seek re-election to a third term. Meisenhelder urged CFA members to view the elections as an opportunity to discuss and to choose CFA's future direction at this critical time in the union's history. She emphasized her continuing commitment to CFA and her eagerness to work in other capacities to continue building a stronger CFA. Meisenhelder was first elected to the CFA Presidency in 1999 after serving as San Bernardino Chapter President and in various other capacities in CFA's leadership. As past president, she will have another two years on CFA's Board of Directors.

**NEW CFA HEALTH CARE COMMITTEE NAMED:** CFA has a newly named committee devoted to studying and making recommendations on health care issues. The chair is Milt Dobkin (Retired, Humboldt). Other members are Larry Shute (Economics, Pomona), Anita Silvers (Philosophy, San Francisco), Marshelle Thobaben (Nursing, Humboldt), Eleanor Ferguson-Marshalleck (Nursing, Los Angeles) and Ndidi Griffin-Meadows (Nursing, Fresno).

Members of the **CSU CHICO** CFA chapter Exec. Board met Feb. 20 with campus president Manual A. Esteban and provost Scott McNall. Chapter president **Beau Grosscup** asked Esteban to sign a statement of intent to preserve instructional programs and faculty jobs and make every effort to maintain the current student-faculty ratio. The president responded Sam Strafaci of the chancellor's office had instructed him "not to sign anything." ... Eventually the discussion turned to the possibility of signing a joint statement different than that proffered by CFA. Esteban and McNall drafted this: "We are facing difficult times, as the state prepares to deal with its overwhelming deficit. Sacrifice will be called for and no group within the university community will go untouched. It is essential that we maintain a sense of trust and collegiality, as we seek solutions to the budget crisis facing the institution. We are pledged to an open budget process, one that allows for a range of ideals and issues to be explored. We seek your input and your good ideas. Our goal must be to maintain the core mission of the institution and to emerge eventually from the deficits with a university we recognize and value."



The **LOS ANGELES** chapter staged a spirited Town Hall forum on Feb. 19 entitled "Educate Your Campus Community." Chapter president **Lil Taiz** gave a Power Point presentation to assembled students, faculty and one administrator: CSULA vice president of academic affairs Andrew Winnick. Copies of our research brief, our principles for mid-year budget cuts and our resolution on protecting student fees were distributed. Lil said: "Students were especially eager to understand what was going on and what options they had to resist new fees while protecting instruction." Many stayed beyond the 90-minute session to talk individually with Lil and with Winnick.



**SAN JOSE STATE** president Robert Caret met Feb. 19 with a CFA delegation that included chapter president **Patricia EvrIDGE Hill**, faculty rights committee chair **Isaac Cohen** and political action chair **Amy**

# BUDGET WATCH

## News about CSU budget cuts & related happenings

**Rocha.** Caret meets several times a year with CFA leaders, who used this particular opportunity to focus not only on the budget but also on labor-management relations in the new joint university-city library and on the inadequate sharing of information for grievances. Caret and provost Marshall Goodman gave assurances that the impact on the academic division of SJSU's more than \$2 million in mid-year cuts would be neutralized by the release of the deans' discretionary funds. Goodman added, however, that the 2003-04 cuts were expected to result in significant reductions in instructional spending. At an open forum on the budget earlier that day, Patricia pointed out, "Faculty would not feel like partners in this process if significant pots of money designated for the president's priorities—NCAA Division I athletics, CMS, MPP hires—were not on the table."



**CAL POLY SAN LUIS OBISPO** president Warren J. Baker posted the following statement on the university website: "Despite the dark budget picture, I want to affirm that Cal Poly will not lay off faculty or staff or reduce academic programs this academic year." This followed "repeated requests" from CFA for such a statement, chapter president **Manzar Foroohar** said.



At a meeting of **SACRAMENTO STATE'S** Council for University Planning, president Donald Gerth complained that "CFA has declared war on student fee increases." Not so, rejoined CFA chapter president **Jim Chopyak**, who said he proceeded to pass out copies of "our actual resolution, which most people said seemed like a reason-

able policy." Meanwhile, in a story about the CPEC report on the growing salary gap between CSU faculty and those at peer universities, the student newspaper, *The Hornet*, quotes vice president for faculty and staff affairs David Wagner as not believing students want "increased tuition to pay faculty" to address that problem. "More and more we find administrators making statements that wrongly link student fee increases to faculty salaries," Jim says. "We're developing our talking points to refute this nonsense."



**SAN FRANCISCO STATE** president Robert A. Corrigan gets low marks so far for openness and transparency, according to CFA chapter president Mitch Turitz. Mitch told the chapter's Board that Corrigan's office is willing to arrange a five- or 10-minute meeting only "but NOT regarding the budget, unless it is about a specific item." Then on Feb. 24, word came down that Corrigan won't sign anything about the budget; he says "My word should be good enough."



Faculty members at **CHANNEL ISLANDS**, the newest CSU campus, have discovered a hidden piece of software on their computers called *Track-It Remote*. Though the stated purpose of the program is to facilitate maintenance, it basically allows someone else to watch what a person is doing at any given moment by seeing the monitor remotely; such an interloper could even perform remote operations, like finishing a sentence typed by the primary computer user, or transferring files. The disturbing implications, in terms of unauthorized access to correspondence, writing drafts and scholarship, are obvious. ... To find out if Track-It Remote is watching you, go to your computer's task manager by pressing Ctrl+Alt+Delete, click on "task manager," then on "processes," and see if it shows a process named "TIRemote-Service." Alternatively, click on Start -> Settings -> Control Panel and select "Administrative Tools," then "Services," and see if "Track-It! Remote" is listed. You can turn off this service, but only if you enjoy the—pardon the expression—"administrative privileges" on your computer.