

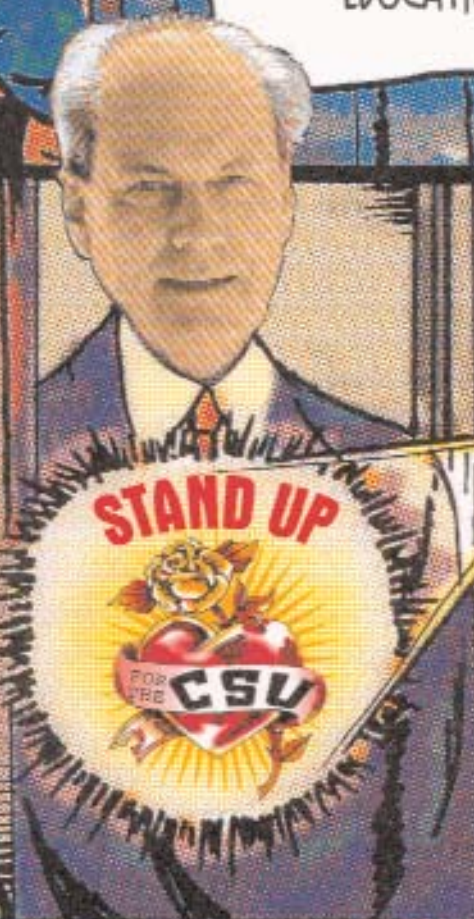
Here's Your Chance to
BE POPULAR !

california *Faculty*

October 2002 • Vol VI, No 2



I'M WORRIED ABOUT
THE STATE BUDGET
CRISIS... HOW WILL IT
AFFECT MY STUDENTS'
EDUCATION?



THE CORPORATIZATION OF
THE UNIVERSITY HAS ME UP IN
ARMS. LET'S DO SOMETHING!



CFA'S ORGANIZING HAS
BEEN GETTING GREAT
RESULTS



Find out how inside...

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Plus Legislation, the Budget, the
Master Plan & more

NEWS & NOTES

FRIENDS OF EDUCATION & LABOR AWARDS DINNER, OCT 19: The first annual “Friends of Education & Labor Awards Dinner” Sat., Oct. 19 in Los Angeles marks several milestones in CFA history. It is CFA’s first event to be organized specifically to raise funds for the political action committee, “Faculty for Our University’s Future.”

It also marks a coming of age for CFA’s ties with organized labor in Los Angeles. The recipient of the first award will be the The Los Angeles County Federation of Labor, which stood strongly with CFA during the recent contract struggle. The award will be accepted by the Federation’s Executive-Secretary Miguel Contreras and President, Ricardo Icaza, who is also a member of the CSU Board of Trustees. The evening’s keynote speaker will be Antonio Villaraigosa, Speaker Emeritus of the California State Assembly.

Each of these features highlights what was learned “during our contract struggle,” says Audrena Redmond, CFA’s Political Organizer. “We realized we needed to bring our issues out to the community and to legislators. That requires resources. This event is to help us thank some friends and acquire funding so we can continue to be effective.”

Faculty members, guests and members of the CSU community are invited. For information and to RSVP, contact your CFA chapter, or complete and return the coupon on page 16.

CFA FALL ASSEMBLY TO TACKLE BUDGETARY CHALLENGE, OCT 18-20: Some 150 delegates, members, staff and guests of CFA will gather around the theme “Building on Our Success” at the union’s 2002 Fall Assembly this Oct. 19-20 in Los Angeles. The assembly comes amid a stormy state budget climate.

“CFA will need to present alternatives that preserve both the CSU’s instructional budget and access for students from working families,” wrote CFA Susan Meisenhelder in a letter to CFA campus chapter delegates to the Assembly.

The budget will be among the many topics on the agenda which also includes strengthening the campus chapters, the election of George Diehr to the PERS board, and reinforcing the relationships made during the contract campaign with elected officials, other unions, and the news media. Two notable events coincide with the Assembly—the founding conference of the CFA Latino Caucus and the political awards dinner cited above.

FOUNDING CONFERENCE OF CFA LATINO CAUCUS, OCT 17-19: The founding conference of CFA’s Latino Caucus promises a packed program of workshops, luncheons, reports, awards, guests and dancing. Through the formation of the Latino Caucus, says co-chair Gonzalo Santos (CSU Bakersfield), “CFA is effectively championing and becoming an example of diversity both within the CSU and in our society.”

Delegations are expected from each of the 23 campuses offering the opportunity to share experiences and support throughout the CSU. State Senators Gloria Romero and Richard Alarcon will serve as honorary co-chairs of the plenary session where the keynote will address “The Status of Latinos in California’s Public Higher Education.” A delegation will attend from UNAM, the National Autonomous University of Mexico.

Thursday night, Dr. Loco’s Jalapeno Band, featuring Jose Cuellar (San Francisco State), will rock the caucus. The Friday luncheon will honor Assemblymember Marco Firebaugh and hear from keynote speaker, Susan Meisenhelder, CFA president. For a complete schedule call (661) 664-2191 or see <www.calfac.org/LC.html>.

NEW CFA STAFF: Teresa Garcia is the latest addition to CFA’s administrative staff, working in the Government Relations Office in Sacramento. Her previous experience was in the Bay Area’s high-tech world. Welcome Teresa.

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310-641-4430 • FAX 310-410-1240
cfa@calfac.org www.calfac.org
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STAND UP FOR THE CSU!

As political forces affect the classroom, faculty must prepare to take action

As we begin the academic year against the backdrop of a very grim state budget situation, it's tempting to hunker down in our individual classrooms and ride out the storm. Those of us who remember the economic downturn of the early 1990s, however, learned directly how powerful political and economic forces outside the classroom shape what can be done in the classroom.

We watched as class sizes in the CSU soared, class offerings shrank and—in some cases—faculty were not rehired. In fact, many faculty feel that the CSU has, in critical ways, never fully recovered from the state's last recession. There was no safe haven for CSU students and faculty then, and there will be none now.

As we develop CFA's plans to minimize the impact of the budget on the future of the CSU and to achieve our goals in these less than felicitous times, it's helpful to remember what has contributed to the successes we've had tackling other big issues. Our progress in two areas—highlighting the erosion of tenure-track positions and improving the rights of temporary faculty—has only been possible because we have stayed focused on the issues (even when we've hit obstacles or setbacks) and because we have tackled problems through varied means.

In both cases, we made progress because literally thousands of faculty signed petitions, met with state political leaders, contacted other unions for support, wrote articles and letters to the editor, talked with students and attended rallies. And that's just a sampling of the activities it took. In retrospect, clearly, no single activity can be pointed to as “the magic bullet,” and certainly no single person or small group of people were solely responsible.

Dealing with the budget situation will require just as much creativity and work by just as many faculty. It will take vigilance to protect faculty jobs, academic programs, faculty workload, and the overall general quality of our students' education as everyone looks for places to cut back on expenditures. We can expect it will be harder to make progress on implementing the plan to increase the hiring of tenure-track faculty as the legislature may be more inclined to hold off on funding for new programs until the economy strengthens.



President's Column
by Susan Meisenhelder

Nevertheless, we must make a strong case in Sacramento and continue searching for ways to move us toward the agreed-upon goal. We will also need to be creative in our approach to re-opener bargaining on faculty salaries and workload this spring. Faculty have real needs in both areas that have been inadequately addressed—even in the boom years.

Clearly, the budget will be part of our conversations for some time to come. The CFA Delegates Assembly, which meets in Los Angeles Oct. 18-20, will begin discussions of these issues with all of us aware that the budget has—unquestionably—enormous stakes for the CSU. But it's not the first such problem we've seen. In the last few years, we've learned that success in tackling even nationwide problems is achieved

through the many actions of many people.

This fall term, there are three things every faculty member can—and should—do to help protect the future of the CSU during these difficult times:

1) Vote to elect more CFA members and candidates supportive of higher education. We have a strong chance to add to our list of CFA members who are state legislators and to ensure that the CSU and faculty concerns get a fair hearing. All CFA campus chapters have worked hard interviewing candidates about their views on issues important to faculty. For a list of CFA-endorsed candidates, see page 9.

2) Vote “Yes” on Proposition 47. This educational bond measure will bring \$500 million dollars to the CSU for much-needed new buildings and renovation. Because this promises to be a low voter turnout year, faculty votes are critical. Without passage of this proposition, our problems with overcrowding will only worsen.

3) Elect Professor George Diehr (CSU San Marcos) to the CalPERS Board. As costs of healthcare skyrocket and HMO services shrink for many campuses, the CSU needs representation on the state retirement board now more than ever. Be sure to vote for the CSU faculty member when the ballot appears in your mailbox around the middle of October.

CFA monitors and enforces its historic contract

CASE IN POINT: PARKING AT CSU SACRAMENTO

As the saying goes, “There’s many a slip between the cup and the lip.” But a dispute this spring at CSU Sacramento offered dramatic evidence that, for CFA, it sometimes isn’t even enough to offer a toast, sniff the bouquet and feel the wine caressing our taste buds. With the ink barely dry on a collective-bargaining agreement that explicitly stated otherwise, administrators at Sacramento tried—and failed—to raise faculty parking permit fees.

CFA leaders say the great parking flap of 2002 was just a cynical effort to drive a wedge between faculty and students. The parking situation on the Sacramento campus, where a total of nearly 30,000 students, faculty and staff jostle for fewer than 10,000 available spaces, has long been a mess, due to years of administrative inattention and incoherent construction plans. This fall a small measure of relief is in sight with the opening of a new \$12 million, 1,000-space parking deck. At the same time, student parking permit fees are being hiked, allegedly to help defray the cost.

So in May, administrators adroitly pushed this quality-of-life hot button by publicly floating the idea that faculty parking fees should also be raised. An article about the controversy in the Sacramento Bee artfully downplayed the fact that, in

the spanking-new CFA contract, the operative language on parking fees is “status quo.” The issue will be revisited in the spring of 2003 anyway, CFA pointed out, and focusing on this at the very end of the academic year was a recipe for wild impracticality and bad faith.

Call it initiation by hardball for Jim Chopyak, the CFA Sacramento chapter’s new president. “There’s not a doubt in my mind that this was an orchestrated campaign to test our resolve about the contract,” Chopyak says. (Chopyak also wryly notes that Bee reporter Terri Hardy somehow received copies of administrators’ letters—addressed to himself and CFA President Susan Meisenhelder—ahead of the principal recipients.)

“Collective bargaining agreements are rarely opened for reasons other than unanticipated or significant developments after the period of negotiation,” Chopyak and Meisenhelder observed in a letter to members. Caving in to pressure for a premature reopener on CSUS parking, CFA concluded, “would set a poor pattern.” They thus successfully turned aside an administration attempt to reengineer, overnight, terms that had been carefully hammered out across the bargaining table over a period of 18 months.

The question is whether the Sacramento scenario was aberrant or typical of the post-contract climate. Regrettably, according to CFA leaders, the answer is the latter.

In May, Meisenhelder was speaking about the quest for “a new and better relationship” with Chancellor Charles F. Reed. And indeed, faculty-administration partnership on ACR 73 – the legislature-endorsed plan to increase the number of permanent teaching faculty – has shown that such opportunities exist.

But the challenge of implementing the new contract has been complicated by the administration’s resourcefulness at turning clarity into

mush. Consider the following: As this issue of *California Faculty*—our second since the settlement—went to press, the very printing of the CFA-CSU administration agreement was still being held up by minute haggling over words and phrases that should have been resolved months ago.

ROCKY ROAD

“It’s a long and rocky road,” Meisenhelder says. “You learn, and relearn, that our job collectively is to do more than just articulate the merits of our case. You get only as much respect as you have the power to enforce. That was true for the contract, when we used tools like teach-ins and demonstrations, and now it’s true for

the implementation of the contract. Implementation has not been as smooth as I would like, though I think it will improve once the other side sees us standing our ground.”

John Travis, chair of the bargaining committee, says, “What you usually find in a collective bargaining process is, on some level, a real commitment by both parties to the final compromises that emerge and allow everyone to move forward. I don’t see that here.” Travis points to the delay in implementing the 2 percent general salary increase that went into effect April 1 – necessitating the issuance of retroactive checks. The excuse was that the Board of Trustees

continued on page 14

This month CSU employees will choose a representative on the CalPERS board

By Lillian Taiz
CSULA, History
Vice President, CFA

As many of you know, this fall the California

Faculty Association is engaged in a vigorous effort to elect Professor George Diehr (Business & Management, CSU San Marcos) to the CalPERS Board of Administration.

Since 1986, state employees, including those of us who work for the CSU, have been ably represented on the board by William Crist, the founder and past-president of CFA. Crist is retiring in January and will not be running for re-election to the board.

With Crist's departure, higher education in California will no longer have a voice on CalPERS unless we can successfully elect George Diehr to the board.

WHAT IS CALPERS?

The California Public Employee Retirement System provides health and retirement benefits to 1.3 million public employees. It is the single largest public employee retirement system in the nation with assets of more than \$150 billion. Indeed, it is one of the two or three largest pension systems in the world.

The CalPERS Board administers our retirement funds and makes critical investment decisions, which can affect the quality of our benefits and how much we will pay for them. CalPERS members include active and retired state and local government, and school employees.

All CSU employees who are in the retirement system are eligible to vote including: lecturers who teach at least half time on academic year contracts; administrative support personnel; other full-time and many part-time staff, and administrators.

WHY IS CALPERS IMPORTANT?

Having a voice on CalPERS is important not only because it administers our health and retirement benefits but also because of the role it plays in the international economy. In February 2002, for example, after examining a number of factors including "labor standards and political stability," CalPERS indicated "it was pulling out of the public equities markets in Thailand, Indonesia, Malaysia and the Philippines." In the wake of this announcement, the stock market in Thailand plunged 6.7 percent during the next two days. (Bruce Einhorn, Asia Online, Business

Week Online Feb. 25, 2002)

Clearly, CalPERS investments can have a profound effect on national economies.

CalPERS investments also play an important role in our state economy. In contrast to many public employee retirement funds around the country that invest anywhere from 2 to 5.4 percent of their assets in their home state, CalPERS

has invested more than 11 percent of its assets in California. Decisions to invest in California can help protect our state's economy.

In addition to influencing state and international economies, CalPERS can wield its considerable clout on behalf of socially responsible corporate policies. In 2001, for example, CalPERS decided to support "shareholder proposals calling on ExxonMobil to consider environmental and social factors in setting executive compensation levels, as well as a proposal calling on the company to develop a policy to promote renewable energy." (Peter Altman, Campaign ExxonMobil)

Lastly, given recent events in the corporate world, CalPERS—along with many other workers' pension funds—is in a powerful position to demand corporate accountability. Indeed, CalPERS has made inroads into making the CEOs and boards of corporations more accountable to their shareholders. With the right candidate on the board—George Diehr—there will be sufficient votes to ensure that our pension fund uses its clout to hold corporate leadership accountable for their actions and for their obligations to working people.

CALPERS AND THE CSU:

Closer to home, having a voice on the CalPERS board is important to all of us who work for the system because the more resources CalPERS requires from the CSU budget to provide healthcare and retirement benefits for CSU employees, the fewer resources will remain to provide the wages and working conditions that allow CSU employees to provide quality education to our students.

Join with your colleagues on all of the 23 CSU campuses to make sure the California State University system has a voice on the CalPERS board.

VOTE FOR GEORGE DIEHR!



For more info on Prof.
George Diehr's
campaign for the
CalPERS Board call
858-777-5345
or see
www.diehr4pers.org

TO YOUR HEALTH

CalPERS and Our (Broken) Health Care System

By George Diehr
CSU San Marcos
Business Administration

J.D. Kleinke, in his tell-it-like-it-is book on health care, describes just one of the many challenges facing the U.S. (non)health care system.

“In 1999, Kaiser released a study showing that pneumococcal pneumonia in infants is preventable with a new vaccine. They tested the vaccine on 19,000 newborns, and it prevented the infection in all but one child.”

In the control group of the same size, 39 children contracted the disease. To most of us, it would seem obvious that Kaiser should vaccinate newborns. But to the eyeshades of today’s managed care organizations, providing the vaccine is not such a hot idea. At a vaccination cost of about \$200 per infant versus a treatment cost of about \$5,200, vaccination of 19,000 infants costs about five times as much as treatment.

Kleinke speculates that given the nearly unique social orientation of Kaiser’s not-for-profit mission, it will probably decide to pay for the vaccinations; however, the profit motive of most managed care organizations will probably lead them to the opposite decision.

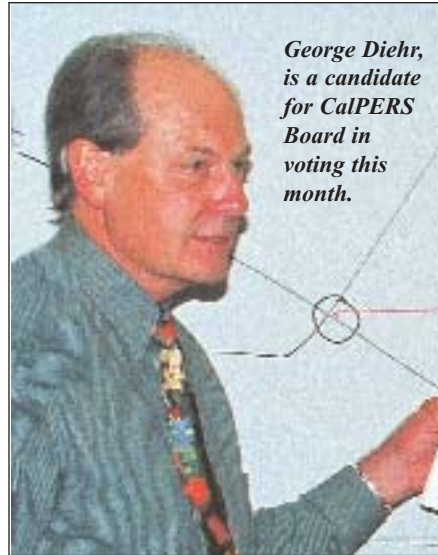
This is but one example of the challenges facing the U.S. health care system.

The U.S. spends about 14% of its gross domestic product (GDP) on health care. In contrast, in 17 industrialized nations the median expenditure on health care is less than 8% of GDP. Of course, these countries pay a price for spending relatively little on health care.

WRONG. In terms of both infant mortality and life expectancy, the U.S. ranks in the bottom third.

Ah ha—the reason is that the U.S. has a higher proportion of senior citizens!

STRIKE TWO. Of 17 industrialized countries, only four have a lower percentage of people over age 65 than the U.S. For



George Diehr, is a candidate for CalPERS Board in voting this month.

example, in Sweden 17.2% of the population is over age 65 vs. 12.4% in the U.S. yet Sweden spends 7.2% of its GDP on health care versus 14% in the U.S.

Higher costs in the U.S. can be attributed to a number of factors, including, but not limited to:

1) Administrative overhead and profit.

Health care industry costs are inflated by bloated costs in the insurance industry as well as the excesses of for-profit health care companies. At some of our most successful HMOs, 20-26% of each health care dollar goes to profits and administration. The Canadians spend about 0.9% to administer their single-payer social insurance system.

2) Americans’ demands for expensive new drugs and treatments when existing drugs and treatments are often equally effective at a fraction the cost. The health care industry spends hundreds of millions to advertise remedies that should be prescribed by doctors.

3) Excess hospital capacity (about 1/3rd more than needed) and a virtual hospital cartel with significant ownership by five families. What was once a committed, community-based health care delivery sys-

tem has become an aggressive marketing competition among regional medical centers. To compound the problem, most hospitals are in urban areas, leaving rural dwellers without effective coverage.

4) The failure of the health care industry to deliver care to the uninsured. It is a disgrace. No one in our national should be without coverage. The true cost of the uninsured are not fully calculated because some of the expense is borne by public agencies.

5) Overuse of health care due to excess capacity. Research has shown that when the number of doctors per capita increases, patients make more visits. Frequently the definition of what constitutes health care gets stretched beyond recognition. Yet, life expectancy in areas with more doctors is no greater. Annual per-person Medicare costs in Miami are more than double those in Minneapolis.

6) The increasing cost of malpractice insurance in an overly litigious society. Premium costs are attributable both to outlandish awards for real malpractice as well as verdicts in favor of plaintiffs where the medical practice was good but the outcome was not. Patients need a means to hold bad doctors and health administrators accountable, not a labyrinth of legal cases.

CALPERS AND HEALTH CARE

Despite CalPERS’ success at cost containment over the past decade, it is now facing the same increasing health care costs plaguing the entire nation. In the mid-1990s CalPERS was able to use its significant clout in the market place to reduce premiums. Today, market power has shifted to the sellers. Kaiser was able to negotiate a 25% increase in its premiums. CalPERS decided to drop Health Net and PacifiCare when their rate increases exceeded 30%.

Increased costs and reduction of alternatives—from 14 HMOs in 1995 to three in 2003—has made health care the number one concern of CalPERS members. Many members believe that CalPERS made poor

UPCOMING CALPERS RETIREMENT PLANNING

WORKSHOPS

Please join us for a two-hour presentation on planning for your retirement facilitated by counselors from the California Public Employees' Retirement System. The program will cover:

- Selecting the "best" date to retire
- How a retirement allowance is calculated
- The retirement process
- CalPERS health benefits
- Post-retirement considerations
- Other CalPERS programs

Each participant will receive a resource guide that recaps the lessons in the workshop. Quantities may be limited. Please send your RSVP to be certain you get your copy of the resource guide. All PERS eligible CSU employees may attend free of charge. You may bring one guest.

Please RSVP to attend. Chapter phone numbers are listed on page 14.

| | |
|-------------------|--|
| October 7 | CSU Northridge San Diego State |
| October 8 | CSU Hayward |
| October 9 | CSU Los Angeles San Francisco State |
| October 15 | CSU Dominguez Hills |
| October 21 | CSU Stanislaus |
| TBA | CSU San Bernadino |

decisions, did not bargain aggressively enough, and ignored its members' interests and their substantial personal costs of change. Another gripe is that cost increases were announced after unions had bargained contracts. For many, their small salary increases will be virtually wiped out by the increase in health care premiums.

An interview with a representative of Health Net provided insight into why its premium increase was so large. She noted that costs of health care are negatively correlated with costs of housing. San Francisco, for example, has lower health care costs than Humboldt County.

Higher costs in rural areas can be attributed to monopolies and collusions of providers, as well as to a higher proportion of uninsured. With only one hospital in an area, it can charge just about what it wants.

Health Net has a much greater presence in rural areas than Kaiser, which cherry-picks regions with lower provider costs. She speculated that Blue Shield, which will assume much of Health Net's coverage, will discover that it is unable to meet its costs and will request substantial premium increases in 2004.

CALPERS' SHORT-TERM SOLUTIONS

CalPERS is considering several approaches to the crisis including a "tiered network of providers," which would provide lower premiums to members who agree to utilize cost-effective hospitals.

Now that the hospitals and doctors have the upper hand in setting fees, CalPERS will take steps to create competition among providers.

CalPERS is also considering a "single-risk pool" model that "would provide a self-funded, single pool administered by a third party. ... The program would have HMO-like coverage, PPOs and other products in a statewide network of physicians and hospitals.

"CalPERS would insure the pool, manage costs, set premiums, and adjust risks." Members would have a choice of plans and all plans would be available throughout the state. This would spread costs across all members, in higher- as well as lower-cost regions.

CalPERS will hold a public hearing before its Board meeting in October to air the issues, which may lead to a decision on a formal strategic plan at its November meeting. Such a plan must provide for CalPERS to work toward a national debate on finding a solution to out-of-control costs. In the past, CalPERS helped to forge the HMO solution that slowed the last round of health care cost increases. As the nation's second largest health care purchaser, CalPERS must give leadership.

LONGER-TERM SOLUTIONS

The good news about the bad news is that the health care crisis has the attention of our politicians. There are proposals to assist Medicare recipients with the cost of prescription drugs. Legislation has also

been proposed to limit medical malpractice awards and provide tax credits for health care insurance. Senator Hillary Clinton believes "we've got to go back and take a look at [our health care system]." But even Hillary admits "I don't have a detailed map on how to get there."

SINGLE PAYER HEALTH

There is renewed pressure for a national health care insurance system—a "single-payer" system—that would represent fundamental change instead of yet more Band-Aids. CalPERS can provide direct leadership through its relationships with other large public health care insurers and by motivating its 1.2 million members and beneficiaries to mount grass-roots efforts for fundamental change.

One candidate for the CalPERS Board states: "My position is that HMOs must justify any cost increase with real data, not vague allusions to rising expenditures." The data is already available. What we need are solutions.

We need to assert the power of CalPERS to regain consumer control of shifting market power. HMOs and providers can, and are, thumbing their noses at CalPERS and the federal government. Effective leadership by CalPERS can turn the tide and help reallocate large chunks of the gross domestic product away from administrative bloat and toward better services for the working families of our country.

CSU & the State Budget

Governor Gray Davis signed the state's \$99 billion budget on Sept. 5, officially ending a 67-day budget stalemate. However, despite the Governor's action, state budget cuts are still pending. Under legislation approved in the last-minute "budget deal," Gov. Davis' finance director has the authority to make additional cuts of up to \$750 million, including up to 5% cuts in state operations. It is already projected that next year's state budget could fall short by \$20 billion.

To alleviate this year's \$24 billion shortfall, the budget package contains a "golden handshake" to be enacted by a governor's executive order encouraging state employees to retire by offering an additional two years of service credit. Until the E.O is publicly issued (expected by Oct. 5) it is unclear what will be parameters of the early retirement incentive.

Although the CSU administration has reported otherwise, CFA research reveals a strong likelihood that CSU faculty will be eligible for this benefit. However, its implementation will depend on CSU Board of Trustees support and the state Dept. of Finance approval of a CSU-submitted "cost savings plan." CFA will remain closely engaged on this issue and report new developments.

For now, the legislative-approved CSU budget remains intact. But this year's budget outlook is still in question. Additional cuts may be proposed to close the state's remaining budget shortfall. The CSU already suffered from a number of cuts, including a \$43 million reduction targeted at information

technology, maintenance, libraries and instructional equipment (budget language prevents the CSU administration from redirecting the cuts to other program areas). The CSU budget also included increases, such as \$98.8 million for a 5% student enrollment growth and a 1.5% base budget increase of \$37.7 million

(even though an existing agreement between the CSU and the Governor calls for a 4% base budget increase of \$100.5 million). In sum, the CSU 2002-03 budget was reduced by \$27.3 million compared to 2001-02 state funding levels.

CFA won budget language to hold the CSU administration accountable for its faculty compensation expenditures. Also, CFA lobbied the Legislature successfully for budget control language delaying final implementation of the CSU's estimated \$400 million CMS/PeopleSoft (Common Management System) computer data project. However, Gov. Davis vetoed the language saying it would "delay the operational efficiencies the university believes will be achieved when the project is completed and delay staff training." Earlier this year, CFA and CSEA/CSU persuaded the legislature's Joint Legislative Audit Committee to order an investigation of the CMS/PeopleSoft project. The State Auditor's investigation should be completed early next year.

Thanks to all our CFA member lobbyists who helped with our budget issues this year. CFA continues its lobbying work to oppose further CSU budget cuts and to protect the interests of faculty and students.

CFA's 2002 LEGISLATIVE REPORT

AB 2549 (Nation-D, San Rafael)

This is an important victory for a CFA-sponsored bill which will allow the union to collectively bargain to make half-time lecturers (with six weighted teaching units) eligible for CalPERS retirement benefits. CFA initiated a grassroots campaign, which was energized by faculty members throughout the state. Faculty members mailed more than 1,300 support cards to the governor.

Thanks to all who completed a postcard and encouraged others to do the same. Special thanks to Elizabeth Hoffman (LB), Craig Flanery (LA), Hamoud Salhi (DH), Kris Kouri (NO), Elena Dorabji (SJ), Ted Stolze (HA) and Steve Wilson (SO), who met with the Governor's representatives.

Thanks also to Rolf Schulze (SD), Leilani Grajeda-Higley (SD) and Senate Appropriations Chair Dede Alpert, for help in a successful effort to secure the Senate's support. *Signed into Law*

SB 1661 (Kuehl-D, Santa Monica)

provides six weeks of disability compensation (in a 12-month period) for employees unable to work because of a sickness or injury to a child, spouse, parent or domestic partner, or for the birth, adoption or foster-care placement of a new child. Effective July 2004, benefits would replace up to 55 percent of an employee's wages (max. \$728/week) paid for by a nominal employee increase to the State Disability Insurance (SDI) program. Since they do not currently pay into SDI, SB 1661 does not cover CSU employees. However, CFA was an active proponent of the bill and will seek the same benefit for CSU faculty.

Signed Into Law

SB 1010 (Perata-D, Alameda) creates three higher CalPERS retirement for-

mulas for state miscellaneous (CSU) and industrial employees, subject to collective bargaining. Each of the new formulas would begin with 2% at age 50, increasing to 3% at age 60, 2.5% at age 55 or 2.7% at age 55. (Formerly SB 1892, SB 1010 was amended in the last days of the legislative session.)

Governor's Desk Pending Action at press time

SB 277 (Chesbro-D, Arcata) co-sponsored by CFA, allowed CSU employees to receive health-cost subsidies and reimbursements if they lived in an area where a CalPERS-approved HMO plan was unavailable. The bill died in committee due to projected costs. *Failed Passage*

SB 1646 (Alpert-D, San Diego)

would have set a negative precedent by having the legislature dictate curriculum issues. The bill also would have adversely affected existing CSU blended teacher credential programs, while potentially jeopardizing the availability of federal Pell Grants for CSU teaching students. CFA actively opposed SB 1646. *Failed Passage*

CFA MEMBERS SEEK OFFICE

VINCE HALL (San Diego State) is running in San Diego's Assembly District 78, where incumbent Howard Wayne termed out. After a political career that included a stint as Lt. Gov. Davis' communications director, Hall became a lecturer at San Diego State.

GLORIA ROMERO (CSULA) seeks re-election to State Senate District 24.

GEORGE DIEHR is running for the state employees' seat on the California Public Employee's Retirement System's board.

G. NANJUNDAPPA (CSU Fullerton) is running for Assembly District 72.

LARRY HOULGATE (Cal Poly San Luis Obispo) is running for Assembly District 33.

ALAN LOWENTHAL (CSU Long Beach) seeks reelection to Assembly District 54.

To support CFA members running for office, contact Audrena Redmond, CFA Southern California political coordinator, (562) 498-8779 or audrenar@calfac.org.

CMS IN THE NEWS

While the state auditor grinds away at an official examination of the CSU chancellor's pet administrative project, the Common Management System, journalists around the state are taking their own look. With a price tag of \$400 million before any cost overruns pop up, CMS can't help but attract attention in a budget-crisis year. An in-depth report in *SF Weekly* this summer is available on the Web at <http://sfweekly.com/issues/2002-07-10/feature.html/1/index.html>. Meanwhile, the state audit of CMS is expected sometime this winter.

POLITICAL ACTION

POLITICAL ACTION

POLITICAL ACTION

CFA'S November 2002 General Election Endorsement Considerations

| STATE ASSEMBLY | AD 25 | No Recommendation | AD 52 | Mervyn Dymally (D) | AD 80 | No Recommendation |
|----------------------------|-------|--------------------------|-------|---------------------------|-------|-------------------------|
| DISTRICT/ CANDIDATE | AD 26 | No Recommendation | AD 53 | George Nakano (D) | | STATE SENATE |
| AD 1 Patty Berg (D) | AD 27 | John Laird (D) | AD 54 | Alan Lowenthal (D) | SD 2 | Wes Chesbro (D) |
| AD 2 Doug Kinyon (D) | AD 28 | Simon Salinas (D) | AD 55 | Jenny Oropeza (D) | SD 4 | Marianne Bopp Smith (D) |
| AD 3 Stuart King (D) | AD 29 | Richard Martinez Jr. (D) | AD 56 | Rudy Bermudez (D) | SD 6 | Deborah Ortiz (D) |
| AD 4 No Recommendation | AD 30 | Nicole Parra (D) | AD 57 | Ed Chavez (D) | SD 8 | Jackie Speier (D) |
| AD 5 No Recommendation | AD 31 | Sarah Reyes (D) | AD 58 | Ron Calderon (D) | SD 10 | Liz Figueroa (D) |
| AD 6 Joe Nation (D) | AD 32 | No Recommendation | AD 59 | No Recommendation | SD 12 | Rusty Areias (D) |
| AD 7 Pat Wiggins (D) | AD 33 | Larry Houlgate (D) | AD 60 | No Recommendation | SD 14 | No Recommendation |
| AD 8 Lois Wolk(D) | AD 34 | No Recommendation | AD 61 | Gloria Negrete-McLeod (D) | SD 16 | Dean Florez (D) |
| AD 9 Darryl Steinberg (D) | AD 35 | Hannah-Beth Jackson (D) | AD 62 | John Longville (D) | SD 18 | No Recommendation |
| AD 10 No Recommendation | AD 36 | Robert Davenport (D) | AD 63 | Doris Wallace (D) | SD 20 | Richard Alarcon (D) |
| AD 11 Joe Canciamilla (D) | AD 37 | Bruce Thomson (D) | AD 64 | Robert Melsh (D) | SD 22 | Gil Cedillo (D) |
| AD 12 Leland Yee (D) | AD 38 | No Recommendation | AD 65 | No Recommendation | SD 24 | Gloria Romero (D) |
| AD 13 Mark Leno (D) | AD 39 | Cindy Montanez (D) | AD 66 | No Recommendation | SD 26 | Kevin Murray (D) |
| AD 14 Loni Hancock (D) | AD 40 | Lloyd Levine (D) | AD 67 | Tom Harman (R) | SD 28 | Debra Bowen (D) |
| AD 15 Donna Gerber (D) | AD 41 | Fran Pavley (D) | AD 68 | Al Snook (D) | SD 30 | Martha Escutia (D) |
| AD 16 Wilma Chan (D) | AD 42 | Paul Koretz (D) | AD 69 | Lou Correa (D) | SD 32 | Nell Soto (D) |
| AD 17 Barbara Matthews (D) | AD 43 | Dario Frommer (D) | AD 71 | Bea Foster (D) | SD 34 | Joe Dunn (D) |
| AD 18 Ellen Corbett (D) | AD 44 | Carol Liu (D) | AD 72 | G. Nanjundappa (D) | SD 36 | No Recommendation |
| AD 19 Gene Mullin (D) | AD 45 | Jackie Goldberg (D) | AD 73 | No Recommendation | SD 38 | No Recommendation |
| AD 20 John Dutra (D) | AD 46 | Fabian Nunez (D) | AD 74 | John Herrera (D) | SD 40 | Denise Ducheny (D) |
| AD 21 Joe Simitian (D) | AD 47 | Herb Wesson (D) | AD 75 | No Recommendation | | |
| AD 22 Sally Lieber (D) | AD 48 | Mark Ridley-Thomas (D) | AD 76 | Christine Kehoe (D) | | |
| AD 23 Manny Diaz (D) | AD 49 | Judy Chu (D) | AD 77 | No Recommendation | | |
| AD 24 Rebecca Cohn (D) | AD 50 | Marco Firebaugh (D) | AD 78 | Vince Hall (D) | | |
| | AD 51 | Jerome Horton (D) | AD 79 | Juan Vargas (D) | | |

STATEWIDE OFFICES

GOVERNOR: Gray Davis (D)
 LT. GOVERNOR: Cruz Bustamante (D)
 SUPERINTENDENT OF PUBLIC INSTRUCTION:
 Jack O'Connell (D)
 CONTROLLER: Steve Westly (D)
 ATTORNEY GENERAL: Bill Lockyer (D)
 TREASURER: Phil Angelides (D)
 SECRETARY OF STATE: Kevin Shelley (D)

MAIL BALLOT ELECTION

For CalPERS Members, Oct. 10 - Nov. 25

CALPERS BOARD OF ADMINISTRATION:

George Diehr

BALLOT INITIATIVES

Prop. 47: Education Bond: Support
Prop. 52: Election Day Voter Registration: Support

Will shared governance be consumed by CSU workloads? Tenure-track hiring will play a key role in preserving faculty participation

By Patricia Evriddle Hill
San Jose State, History
Secretary, CFA

San Jose State University's Wendy Ng has a problem. As the College of Social Science's representative to the Academic Senate's Committee on Committees, she needs to find colleagues willing to participate in the process of shared governance.

Currently, more than two-thirds of the college's seats on Senate committees are vacant. How could this happen in a college known for its political activity and service ethic?

Historically, Senate chairs, CFA executive board members and task force participants at SJSU come from the social sciences in disproportionate numbers. According to Ng, a sociologist, the primary cause of her colleagues' unwillingness to serve on another committee is a workload exacerbated by more than a decade of replacing tenured retirees and others who leave the system with lecturers.

Those who remain in tenured positions or on the tenure track contend with

ever-increasing "service" requirements. In the past, tenured professors did the bulk of this service, freeing probationary faculty members to concentrate on their teaching and scholarship. But things have changed.

"It's unfortunate that I have to ask junior faculty to serve on important committees when they're already overburdened by their teaching loads and face pressure to publish," notes Ng.

GROWING IMBALANCE

Some department chairs "protect" probationary faculty from onerous service commitments, but in more and more cases there's simply no one else available.

Typically, we think of imbalances between tenured or tenure-track faculty and lecturers being most severe in English departments, with large pools of composition instructors, or in fields including mathematics, computer science, engineering, and business, where universities compete with industry for talent.

But the imbalance across the CSU system now includes departments once rarely associated with large numbers of

contingent faculty.

"It's absolutely the case," claims Hank Reichman, chair of the History Department at CSU Hayward. Formerly an Academic Senate chair and currently the CFA chapter vice president, Reichman says on his campus, "the liberal arts and science departments have been affected the most."

The concentration of university service among fewer tenured and tenure-track faculty members resulted in a third-year assistant professor chairing last year's Senate curriculum committee. The History Department's tenure and promotion committee contained a single historian, since several senior members were on leave, and the department has depended on contingent faculty to teach many of its classes in recent years.

Other departments are also forced to "borrow" faculty from different disciplines. For example, there are no philosophers on the Philosophy Department's tenure and promotion committee at Hayward.

Most CFA members are aware of changes in the distribution of CSU faculty during the past decade. The "Trends in the CSU" data disseminated statewide through last fall's TeachCSU teach-ins supported bargaining efforts that led to the administration's pledge to undertake at least 1,200 new tenure-track faculty searches in 2002/03. The new contract also contains language asserting that lower student/faculty ratios and lower student/tenure-track faculty ratios improve the quality of instruction and that by 2000/01 the student/tenure-track faculty ratio had grown to levels that raise "serious concerns."

But let's be clear. This is not about bashing lecturers, many of whom are as highly qualified as colleagues with tenure-track appointments. There is widespread and growing recognition that CSU lecturers provide high-quality instruction, despite structural inequities, which provide them access to few of the

CFA chapters marked a lively Labor Day 2002



CFA members from the Dominguez Hills, Long Beach and Los Angeles campuses joined thousands of other union members in a spirited Labor Day parade in the L.A. harbor. The day's theme was solidarity with members of the International Longshore and Warehouse Union who are on the verge of a coastwide dock strike.

system's resources, and fail to compensate them for university service—and in some cases bar those willing to serve as volunteers from doing so.

But there is also growing alarm that the CSU's hiring trends, often necessitated by budget deficiencies, have depleted the ranks of tenured/tenure-track faculty to the point that crucial areas of faculty work outside the classroom are undermined.

ACR 73: TENURE TRACK HIRING

According to a July 2002 report issued jointly by the CSU, the Academic Senate and CFA in response to the passage last fall of Assembly Concurrent Resolution No. 73 (Strom-Martin), "The trend is important because tenured and tenure-track faculty bear the primary responsibility for student advising, program development and revision, and participation in shared governance. When their proportions decline, the quality of these efforts also wanes."

ACR 73, a key piece of CFA's political agenda, calls for the CSU, the Senate and CFA to work together to develop a plan to increase the percentage of tenured and tenure-track faculty from the current 64 percent to at least 75 percent.

Achieving 75 percent will require a small annual decline in lecturer positions. According to the ACR 73 report, "Former lecturer faculty members currently constitute 16.1 percent of new tenure-track hires and will certainly fill many of these new positions. Even so, we believe that this reduction can be easily accommodated by attrition and that no current lecturers will lose their jobs."

For many lecturers, the administration's new commitment to tenure-track hiring will put an end to the insecurity and lack of access to university resources, which characterize their experiences as contingent faculty. Those of us who are tenured will gain colleagues who can assist with some of the work associated with developing and assessing curriculum, advising students and shared governance. Those who remain in contingent positions will benefit from the preference for work provisions in the new contract.

Of course, hiring additional tenure-track faculty will not relieve all aspects of a crushing workload. On many CSU campuses, faculty members routinely

EDUCATION MASTER PLAN COMPLETED

The Joint Committee to Develop an Education Master Plan issued its final report in early September following a series of regional and Capitol hearings.

CFA was active in both the regional and Capitol hearings and in meetings with legislators and committee staff. CFA was represented by more than a dozen "faculty lobbyists" including Rolf Schulze (SD), Jane Carney (SD), Rebecca Meyer (SD), Rich Gibson (SD), and Joyce Abrams (SD), Kara Kornher (SM), Margaret Crowdes (SM), Craig Flanery (LA), Lynne Cook (NO), Wayne Bishop (LA), Amy Rocha (SJ), David Bradfield (DH), Victor Garlin (SO), Margaret Costa (LB), Susan Fellows (DH), Julie Rivera (LB), Michael Reagan (NO), and Andrew Walzer (PO).

Testifying at a Capitol hearing on student access, CFA President Susan Meisen-

holder articulated CFA's strong belief that student fees must be kept at reasonable levels to protect higher education access. Meisenholder cautioned the committee that any student fee policy "must be crafted with the recognition that fee increases often lead to reduced access for students from low-income families" and cited national trends showing that college tuition is increasing more rapidly than personal income.

At a later hearing, CFA Legislative Committee Chair Eloise McQuown urged the committee to end the "boom and bust" funding cycle of the CSU. McQuown argued the current funding approach for the CSU is "inadequate." "Whatever the form of a long-term funding agreement," stated McQuown, "it must include all stakeholders at the table in developing the agreement. It must not restrict the CSU's growth during strong economic times by imposing funding 'ceilings,' and it must protect the CSU system during economic downturns."

Other issues addressed by CFA representatives included the strengthening of tenure and tenure-track positions; reducing the CSU's growing over-reliance on lecturers; providing adequate salaries and benefits to retain and recruit instructors; and improving access to full-time professor positions for underrepresented groups.

Beginning in 2003, legislation will be introduced by the Master Plan Committee to implement many of the report's recommendations.

The final plan is available online at www.sen.ca.gov/masterplan.



CFA's Legislative Committee Chair Eloise McQuown testified in July before the Joint Committee to Develop a Master Plan For Education K-University

teach four classes each semester. Excessive teaching loads, longer commute times in areas where housing near campus is unaffordable, students who require more individualized and labor-intensive instruction, and increasing scholarly expectations place additional demands on faculty. CFA will continue to study issues related to workload in preparation for re-opener bargaining. The officers and board of directors welcome your input.

The need to hire more tenure-track faculty won't grab headlines the way overfilled classes do. It won't amaze col-

leagues the way CSU teaching loads typically do. But the faculty will surely lose its share of shared governance if we avoid university service to ensure manageable individual workloads.

Collectively, we bargained and won contract language requiring the administration to reverse its hiring trends. The legislature weighed-in on CFA's side with ACR 73. Now, we need to ensure that the promised tenure-track hires don't become the sacrificial lambs of the latest budget crisis.

Campaign for Free Public Higher Education draws on the rich history of the G.I. Bill

By Enrique C. Ochoa
CSU Los Angeles, History

At the Spring Assembly in Los Angeles, CFA delegates endorsed a new national campaign calling for Free Public Higher Education in the United States. The campaign, sponsored by the Labor Party, takes the historic G.I. Bill as its model. Like CFA's Future of the University Project, this campaign provides an important opportunity for taking control of the discourse on public education and articulating a vision for public universities in U.S. society.

Public education emerged out of a history of popular struggle. It was the labor parties and working class movements in the early 1800s that struggled for and finally won the right to public education. Similar popular movements opened the doors of public higher education to members of the working class, women and people of color in the 1960s and 1970s. These struggles have made higher education accessible to broad sectors of the population. Over the past few years, however, these doors have been closing.

Nationally, for the past 30 years the cost of higher education has outpaced the rate of inflation, making it increasingly difficult for working families to afford college. A recent study by the National Center for Public Policy and Higher Education, entitled "Losing Ground," found that whereas in 1980 tuition at public universities consumed 13% of family income for a low-income family, by 2000 that figure had risen to 25% of family income. Financial aid has increasingly been given in the form of loans, while grants have dwindled. According to the "Losing Ground" study, average Federal Pell grants covered 98% of tuition at a four year college or university in 1986 but only 57% in 1999. The amount is only slightly better for state grant aid awards.

While we have already lost considerable ground, it is likely we will lose even more in the upcoming years. The current economic crisis is already affecting state budgets, and calls for increasing tuition are emerging in many states. The University of Iowa raised tuition by 18% this academic year. The University of Massachusetts system has been the victim of severe budget

cuts, which have led the state to renege on salary increases it already negotiated, raise tuition and lay off about 100 workers.

In California, funding for higher education has received a decreasing share of state revenues at precisely the time when growing numbers of working Californians are seeking to enter the university as a gateway to improving their lives and communities. In 1967, California devoted almost 6% of the general fund to the CSU. However, by 2000 that commitment to the CSU had fallen to 3.5%. Students have been forced to pick up the slack through increased fees (in effect, tuition). By effectively slamming the door on students interested in a college education—working class students, students of color, single mothers—we are fueling greater inequality.



Enrique Ochoa addressed a rally at the State Capitol last year to support immigrant students' opportunity to get a higher education.

CAN IT BE DONE?

Is Public Free Higher Education possible? The model for the campaign comes from the historic G.I. Bill of Rights. Enacted in 1944, the bill was an important victory that was long-sought by veterans groups. It provided for full tuition, fees, and family living stipends for almost eight million soldiers reintegrating into civilian life after World War

II. The G.I. Bill helped to transform U.S. society by enabling working people to enter the university in large numbers for the first time in American history. It played an important role in stimulating the nation's post-war economic boom. According to a joint congressional study, the government and the economy have received a \$6.90 return on every dollar spent by the G.I. Bill.

The investment in public higher education is clearly worth the effort. Economically, it would have a tremendous impact on U.S. society. Socially, it would provide education for all who wanted it. The funds are there. It is a matter of political will and some vision. The Bush administration wants to allot a billion dollars to promote marriage among welfare recipients. Instead of carrying out an advertising campaign discussing the benefits of marriage, this money could be easily invested in providing higher education opportunities to all, which would have a greater economic return.

As with other efforts to open public education to broader sectors of society, free public higher education can become a

HIGHER ED STATS & FACTS

Rising tuition costs coupled with a shortfall of federal and state grants for low- and moderate-income students are taking their toll on California residents seeking higher education. While the White House and various committees have begun to investigate the growing problem, statistics show that help is not coming quickly enough.

THE COST OF HIGHER EDUCATION IS RISING FASTER THAN INFLATION

- During the past 30 years, the cost of higher education has outpaced the rate of inflation. In 1980 tuition at a public university consumed 13 percent of a low-income family's intake, and by 2000 that figure rose to 25 percent.
- Tuition increases were held to 5 to 6 percent annually during the last five years, but are headed for double-digit increases on many campuses this fall.

THESE COSTS ARE PREVENTING MANY FROM GOING TO COLLEGE

- More than 400,000 qualified high-school grads nationwide, 48 percent of low-income students and 43 percent of moderate-income students, will not attend a four-year college this fall.
- Nearly 170,000 of them, 22 percent low-income and 16 percent moderate-income, will not continue their education at all because of financial barriers.
- During the next 10-year period 4.4 million high school graduates nationwide will be unable to attend four-year colleges. Two million will not attend college at all.

FINANCIAL AID IS FALLING SHORT

- About 4.5 million students receive Pell grants from the federal government. Pres. Bush has proposed \$10.9 billion for Pell grants in fiscal 2003, \$4 million short of the recommended increase by Congress.
- Financial aid's greatest source is becoming loans, while grant money has dwindled. In 1986 Pell grants covered 98 percent of tuition; in 1999 that figure dropped to 57 percent.
- Low-income families face \$3,800 annually in college expenses beyond financial aid.
- Tuition cost at a four-year university for a low-income family increased from 13 percent of its income in 1980 to 25 percent in 2000.

YET, SPENDING ON PRISONS IS GROWING FASTER THAN ON COLLEGES

- State spending on prisons nationally grew six times the rate of spending on higher education between 1985 and 2000 — \$20 billion versus \$10.7 billion, or 166 percent versus 24 percent respectively.
- In 1967, California devoted almost 6 percent of its general fund to the CSU system; by 2000 that commitment fell to 3.5 percent.
- In 2000 a report found there was about 791,600 African-American men in prison or jail and 603,000 in higher education nationwide, though some states' ratios are more extreme.
- Between 1980 and 2000, three times as many African-American males were added to the prison population as were enrolled in state university systems across the country. During that time, tuition rose eight times the rate of the states' contribution.

HIGHER EDUCATION IS A KEY TO GETTING OFF WELFARE, BUT...

- The Bush administration has proposed spending \$1 billion to promote marriage among the country's 5.6 million welfare recipients. The money would go to mentoring, advertising and high school classes. The administration hopes to reinforce the idea that a two-parent family is best for children.
- Upon earning a college degree, 80 to 90 percent of parents on welfare land jobs that earn them enough to exit welfare. A year later they are still employed and earning about \$25,000 a year.
- Welfare recipients who earn a certificate or AA degree at a California community college increase their earnings by 80 percent.
- In 2000, more than one-quarter of the state's 400,000 welfare recipients were taking at least one course in a community college.

— *Shoshana Hebshi, contributing writer*

Sources: "Fund gap bars way to college: 400,000 qualified students can't enter in fall, study says," Mary Leonard, *Boston Globe*, June 27, 2002; U.S. Education Department; Brian Fitzgerald, staff director, Advisory Committee on Student Financial Assistance; Juliet Garcia, president U. of Texas at Brownsville; Edward Elmendorf, senior vice president, American Assoc. of State Colleges and Universities; "Prison news keeps getting worse: U.S. substitutes jails for schools," Heather Cotton, *Worker's World*, Sept. 12, 2002; "Cellblocks or Classrooms" report by Justice Policy Institute; "A problematic antidote to poverty," Anne Stuhldreher, *San Francisco Chronicle*, Sept. 5, 2002; National Campaign for Jobs and Income Support; Center for Law and Social Policy; "Losing Ground" study by the National Center for Public Policy and Higher Education.

...Free Public Higher Education

reality through a successful grass roots campaign. It must come from a broad coalition of individuals dedicated to the public good. As CFA learned through its Future of the CSU Hearings and from last year's teach-ins, the public wants to be involved in charting the future of higher education.

The Free Public Higher Education campaign can help build such a movement that demands higher education. Building on the successes of the G.I. Bill, federal tax dollars pumped into higher

education would greatly contribute to the economy and enable millions of Americans to attend colleges and universities without placing extreme financial burdens on their families. The democratizing impact of such a program would be tremendous.

In California, we know what budget cuts and rising tuition mean for students and communities. It is once again time that we demand that college and university education be a right and that government properly invest in the future of society.

Vigilance to implement historic contract

continued from page 4

couldn't physically meet to ratify the agreement in time, even though there was ample precedent for conference-call meetings and votes on other important matters.

Glenn Rothner, the CFA counsel with some 23 years of experience as a labor lawyer, says that labor-management relations, no matter how contentious, ordinarily mature to a point where basic communications become smooth. "But that hasn't happened yet in this relationship."

Ed Purcell, CFA Director of Representation, says, "Following the settlement, there was an era of good feeling and talk about how we were going to work together and share information. That era of good feeling lasted a very short time. It appears we're back to business as usual."

Of course, business as usual has a new reality encompassing the contract's extraordinary gains. Here's an early report card on implementation in some areas.

ACADEMIC-YEAR CHAIRS

Around 360 faculty are affected by the new 7 percent stipend for academic-year department chairs. "During negotiations there was absolutely no confusion about how this item costed out," Meisenhelder says. "It came to \$1.5 million." But in the administration's version of implement-

ing this provision, the total is only about half that. The reason, according to Purcell, is that several campuses, including San Luis Obispo, Bakersfield and Fullerton, began changing the timebases used to calculate the stipend in the Personnel Information Management System (PIMS). Many professors who had been listed at 100 percent timebases were mysteriously reduced to 50 or 30 percent, lowering their stipends. Discussions on this dispute are ongoing.

istration was apparently too lazy to issue them."

The toughest provision is preference for work, says Elizabeth Hoffman, CFA Associate Vice President for Lecturers. This turns on directions from the chancellor's office on the definition of "new" work. For example, if a faculty member goes on leave or retires, CFA maintains that his or her assumed course load is new.

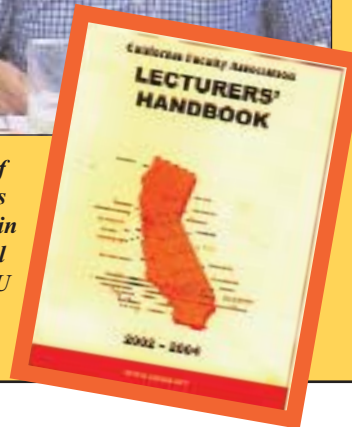
To ensure the preference for work is implemented, "we have to guard against the administration's excessive and inappropriate use of graduate student teaching assistants," says Hoffman. "Our position on this isn't just in our own interest. It also prevents the teaching assistants from being exploited and having their graduate education sidetracked. And it ensures that undergraduate students get the teaching experience and continuity they deserve."

COUNSELORS

One of the heartwarming success stories of collective bargaining was the provision for salary increases for counselors to give them parity with instructional faculty. About 350 counselors across the state are affected, many of whom have received raises of 15 percent or more. "This corrected something that everyone acknowledged was fundamentally unfair, and it's having a tremendous positive effect on morale," says CFA board member Linda Smith, a counselor at CSU San Diego. For Lana



Helmut Wautischer and Steve Wilson, both of Sonoma State, study the new edition of CFA's Lecturers' Handbook at a statewide meeting in September. The Handbook provides essential information for lecturers teaching in the CSU about the faculty's contract. Contact your campus CFA chapter for a copy.



LECTURERS

Approximately 12,000 of CSU's 22,000 faculty are non-tenure-track lecturers. Henceforth many more are to have health coverage, three-year renewable appointments and preference to teach courses for which they're qualified.

The three-year lecturer contracts are rolling out fairly smoothly, says Purcell, "with no particular systemic difficulties, just one screwy situation at Dominguez Hills where the admin-

Burriss at CSU Chico, the benefits are material, too: “Finally I can start thinking about buying a house, which used to be out of the question.”

But not even the counselors have had smooth sailing. The last step of their faculty-parity increases took effect June 30. The second general 2 percent salary increase took effect July 1 – the next day. The administration tried to calculate the counselors’ general salary increase from their earlier, pre-parity base pay, costing them the “compounding” effect of getting the 2 percent tacked onto their new parity-level salaries. A Level 2, or systemwide, grievance of this issue is being arbitrated.

ARBITRATIONS

Speaking of arbitration, that remains a source of Byzantine frustration. More than 70 cases are backlogged because the administration simply doesn’t have enough staff to handle them. Though not part of the

main collective bargaining agreement, a side agreement called for the hiring of additional staff dedicated to arbitration.

According to Purcell, there was also an understanding that the parties would quickly review all existing cases with an eye to quick settlement. Unfortunately, according to Purcell, the administration is showing no inclination to settle anything.

Summing up the inventory of promises made, promises kept and broken promises still to be pressed, President Meisenholder sees the emergence of a vital union in the throes of a cultural shift. “One way to put it is that CFA has inherited a new set of problems with our contract,” she says. “Another way to put it is that we’ve made tremendous strides in the quality of the kinds of problems we have to fight about.”

—by *Irvin Muchnick*
contributing writer

CSU Faculty
sign up in
record
numbers to
support
Diehr for
PERS



CFA faculty volunteers and project staff have collected thousands of commitments from CalPERS members to vote for George Diehr in this month’s mail balloting. Pictured above, CSU Fullerton faculty members Amy Manfrini and Jose Cervantes chat with CFA project staffer Edgardo Reynoso about the CalPERS election. Ballots will be mailed October 10.

CFA CHAPTER OFFICES

BAKERSFIELD
661/664-2480

CHICO
530/898-4788 • cfa@csuchico.edu

DOMINGUEZ HILLS
310/243-2168

FRESNO
559/278-4821

FULLERTON
714/278-2829

HAYWARD
510/885-3232

HUMBOLDT
707/826-3340

LONG BEACH
562/985-5165
cfa@cslanet.csulb.edu

LOS ANGELES
323/343-5310
cfa@calstatela.edu

MARITIME ACADEMY
707/654-1231

MONTEREY BAY
831/582-3028
cfa@monterey.edu

NORTHRIDGE
818/677-5919

POMONA
909/869-4818
cfapomona@csupomona.edu

SACRAMENTO
916/278-6196 • CFA@csus.edu

SAN BERNARDINO
909/880-5025

SAN DIEGO
619/594-2775
cfa@mail.sdsu.edu

SAN FRANCISCO
415/338-6232

SAN JOSE
408/924-6501

SAN LUIS OBISPO
805/756-2717

SAN MARCOS
760/750-4009

SONOMA
707/664-2711

STANISLAUS
209/667-3629

STATE HEADQUARTERS
Los Angeles
310/641-4430 • cfa@calfac.org

GOV’T RELATIONS OFFICE
Sacramento
916/441-4848 • gro@calfac.org



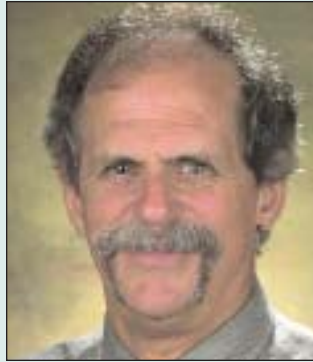
Six CFA campus chapters have new presidents this academic year. In addition to those quoted here, there are Steven Filling at CSU Stanislaus, Jim Chopyak at CSU Sacramento and Lillian Vega Castaneda at the new CSU Channel Islands. Contact your CFA chapter president at the number listed on page 15.



MANZAR FOROOHAR
CAL POLY, SAN LUIS OBISPO

“Our issues? Low pay, high workload and the very high cost of housing. Because of that we can’t retain quality faculty. As for health care, we are categorized as rural so we’ve lost most of our HMOs. We only have one HMO or a high-cost PPO that most faculty can’t afford.

“While chapter president, I hope I can increase CFA’s membership and I would like to work closely with the other unions in the university and the area. And I’d like to work more closely with the Academic Senate and student groups. We need their support and they need ours.”



BOB MERRILL
CSU FRESNO

“The question we as faculty need to raise in these post 9/11 times is this: In a democracy, shouldn’t our universities be the most exemplary models of the democratic ideal in both the search for truth and meaning as well as in their governance?”

“Increasingly in past years, we have endured the growth of the corporate university. Is it not now time to restore the democratic model of an institution governed by its intellectual heart, namely the faculty? The process may be messy and time consuming but do you really desire the corporate alternative?”



DOROTHY CHEN-MAYNARD
CSU SAN BERNARDINO

“In the CFA Women’s Caucus last year, the discussion was to get more women to run for and serve as CFA chapter presidents. So here I am.

“I would like to increase CFA membership on our campus and to get more faculty involved. I am going to work together with ASI, CSEA, and other university components for a better university environment. One of the issues is to get Proposition 47 passed in November.”

California Faculty Association’s First Annual
FRIENDS OF EDUCATION & LABOR AWARDS DINNER

Keynote Speaker

Antonio Villaraigosa

Speaker Emeritus of the California State Assembly

Honoring

The Los Angeles County Federation of Labor

Ricardo Icaza, President & Miguel Contreras, Secretary-Treasurer

SATURDAY, OCTOBER 19, 2002 * HACIENDA HOTEL, LAX

6-7 pm: Reception * 7-9 pm: Dinner and Program * \$50

525 N. Sepulveda Blvd., El Segundo

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