CFA HEADLINES
April 3, 2019 · Weekly news digest from CFA

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Faculty, students urge legislators to support important CSU budget allocations

CFA activists and members of Students for Quality Education spoke to the need for more tenure-track faculty, improved mental health counselor-to-student ratios, and increased student access during an April 2 Legislative hearing on the CSU budget.

The Assembly Budget Subcommittee 2 on Education Finance hearing focused on CSU programs, the graduation initiative, and state budget, which under Gov. Gavin Newsom's proposal, would receive an additional $562 million in funds for the 2019-20 fiscal year.

CFA members and students also will speak in support of the funding allocations for the CSU during a Senate Budget Subcommittee 1 on Education hearing on Thursday, April 4.

Several faculty and students testified April 2 in support of the additional CSU funding, and advocated for specific ways the funding should be allocated, including $35 million to hire more tenure track faculty, and $20 million to bring counselor-to-student ratios up to at least one mental health counselor per 1,500 students, which is the International Association of Counseling Services' recommended standard. Only five out of 23 CSUs currently meet that standard.

At San Jose State, there is a growing problem of students losing or not being able to afford housing and living out of the cars, and it's taking a toll on their mental health, said Chris Cox, a Sociology Lecturer. One student failed to graduate on time because he had lost his housing. Last semester, Cox rushed to find emergency mental health support for a female student who had a gun put in her face before a midterm.

"If we're really serious about seeing some improvements in graduation rates, we need to recognize the fact that issues like homelessness and food insecurity among our students also have mental

health impacts," Cox said. "One of the best ways that we can improve graduation rates is to make sure our students have the mental and emotional support they need, in addition to the financial support that they need, in order to be successful in the CSU."

Several Chico State students also echoed the need to improve counselor-to-student ratios on campuses. Adela Gutierrez-Diaz, a Chico State senior, told legislators she was taking a class in Butte Hall when a student committed suicide by jumping off the building to his death.

"Administrators, counselors, and the community at large tried their hardest to help mitigate the disaster of losing a student at campus during classes but we had already lost that dear student and our mental health resources were back to what they were before his death a month later," Gutierrez-Diaz said, listing the names of five other students who committed suicide. "We need your help, all of you, so that students on all CSU campuses have the resources to get help when we are in need of it. We need proactive measures rather than reactive, and we need the money that is asked for so that these measures begin to fortify and support our California State University students. After all we are the future of California."

Several faculty also spoke to the need to dedicate funding to tenure track hiring, noting that students deeply benefit from having faculty who hold permanent, tenure-line jobs.

"The relationship between tenure-track faculty and student longevity, as well as student success, has been widely documented," said Cecil Canton, CFA's Associate VP of Affirmative Action and a Sacramento State Professor. "We need more tenure-track faculty in the CSU."

Fifty years of research confirms that faculty who are able to mentor students through their programs help facilitate their path to graduation, noted Lillian Taiz, CFA's Political Action & Legislation Chair.

"Using CSU management's own data, the university has a significant pool of fully qualified faculty already teaching in the CSU as Lecturers (faculty on temporary contracts). These fully qualified teacher/scholars could easily be reclassified as tenure track faculty to help address the system's need at significant savings to the university system," Taiz said. "We urge you to support funding to increase the hiring of tenure track faculty for the good of our students in the CSU."

Faculty and students also advocated for Gov. Newsom's proposal of allocating $62 million toward a 2% growth in student enrollment, but asked that growth be measured by headcount instead of full-time-equivalent students (FTES). Doing so would increase the number of actual students who get into the CSU (8,571 by headcount), instead of calculating enrollment based on how many units students take.

CFA helps Lecturers respond to unemployment "overpayment" claims, obtain reversals

CFA Lecturer leaders and advocates have successfully helped Lecturers at several CSU campuses contest unemployment audits, and in some instances, avoid significant "overpayment" claims.

Lecturers have reported being audited by the Employment Development Department (EDD) for unemployment claims

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received during times when they were not teaching, such as summer.

This week, we learned of two cases in which Lecturers helped other Lecturers successfully challenge the assertions, including two withdrawals of demands for repayment. At Cal State East Bay, a $2,000 unemployment "overpayment" claim was withdrawn, and at Cal Poly SLO, a $6,000 demand for "overpayment" was dismissed.

Click here for more information on these kinds of audits, which was published on March 20 in Headlines.

Lecturers, please help spread the word that we can help when our colleagues are facing these kinds of audits. If you have questions or have been contacted by EDD, please contact your local CFA chapter today.

The union is here to help you!

Not yet a CFA member? What are you waiting for?! Sign up today and join us as we work to improve faculty working conditions and student learning conditions, advocate for racial and social justice, and maintain quality higher education in California.

Data project website provides insight to racial equity in California

An online tracking tool is lending insight into racial equity in California through interactive, customizable breakdowns on issues ranging from education to crime.

Race Counts, launched by the Advancement Project California in 2017, measures racial disparities through data points on seven key areas, including democracy, economic opportunity, crime, access to healthcare, quality of life, education, and housing, at both the city and county level in California.

A look at the data from communities where there are CSU campuses provides an interesting story. It also highlights the importance of CFA's co-sponsoring of SB 1421, a law passed last year that makes public the findings of police investigations and discipline enacted in cases of police 'deadly and serious uses of force,' and AB 392, a bill that would update police 'use of deadly force' policy.

For example, In Sacramento, there are 723 law enforcement personnel, equating to a rate of 3.24 white police officers per 1,000 white Sacramento residents, compared to 0.47 Black police officers per 1,000 Black Sacramento residents. In Sacramento County during a five-year span, there was a ratio of .15 fatalities by police per 100,000 white residents, versus a ratio of .71 fatalities by police per 100,000 Black residents.

In Fullerton, a city that is 35% Latinx, 36% white, 24% Asian Pacific Islander, and 2% Black, 66% of law enforcement personnel are white. In Orange County, fatalities by police per 100,000 people amounted to a ratio of 0.23 for white residents and 4.25 for Black residents. The ratio of Latinx fatalities by police during a five-year span was .29 per 100,000 Latinx residents. There was no data available regarding police fatalities of API residents.

AB 392, in addition to ensuring that police can use deadly force only when there are no alternatives, would update the standard used to determine whether officers' criminal negligence makes them liable for taking someone's life.

California police kill people at a rate 37% higher than the national average per capita. In 2017, California police killed 172 people – more than two-thirds of whom were people of color.

Click here to learn more about AB 392, the California Act to Save Lives.

Faculty Rights Tip: What to do if you or someone you know receives a notice of pending discipline

If you receive a "Notice of Pending Discipline" it is important to contact your CFA representative immediately. The timelines articulated in Article 19 of the Collective Bargaining Agreement (CBA) move very quickly.

If you wish to appeal the discipline (which could be dismissal, suspension, or demotion), you must elect to do so, consistent with Article 19 of the CBA or it will be imposed on you. Within 10 days of receipt of the Notice of Pending Discipline, you have the right to review the facts with a "reviewing officer," in a meeting referred to as a "Skelly Hearing." Within 15 days of the issuance of the Notice of Pending Discipline the Skelly Hearing/Review Officer must issue a report to the President.

Within 5 days of the receipt of the "Skelly Report," the President must notify you of the final decision to rescind, modify, or affirm the pending disciplinary action.

After receiving the President's decision, you have 10 days to appeal the final decision.

Again, this process moves quickly, and we want to help. So please get in touch with us right away when it comes to discipline.

Click here to find CFA faculty rights advocates on your campus.

- Browse the faculty contract.
- See an archive of Faculty Rights Tips.
- If you have questions about a faculty rights tip or would like to suggest a tip, please write us with the subject line "Faculty Rights Tip."

In Other News…

IN SOLIDARITY: Last week, CFA issued a statement of support for colleagues in the UC system, who went on strike March 20 to protest job outsourcing and unfair salaries.

"As a labor union, we understand the divide and conquer strategies that management employs, and we support our union siblings of the UC System in their efforts to secure stable and supportive working conditions and fair and just compensation. As faculty, we understand that without staff support, we cannot achieve the fundamental mission of providing quality public higher education to the students of California."

The executive board of the California Conference of AAUP, of which CFA is an affiliate, also issued a statement in support of Union of Professional and Technical Employees (UPTE-CWA) and American Federation of State, County, and Municipal Employees (AFSCME) workers.

Click here to read CFA's statement.

HEAR HEAR: A bill that would update police deadly use of force standards in California is scheduled for a Capitol hearing on Tuesday, April 9.

AB 392, authored by Assemblymembers Shirley Weber and Kevin McCarty and co-sponsored by CFA, will be heard by the Assembly Committee on Public Safety. The "California Act to Save Lives" would ensure that police use deadly force only when there are no alternatives, and would update the standard used to determine whether officers' criminal negligence makes them liable for taking someone's life. Click here to read our news release about the bill.

The Anti-Police Terror Project is sponsoring a free bus from Oakland to the hearing. Click here to see details via the organization's Facebook event page.

Links of the Week

College admissions cheating scandal prompts California reform package
San Francisco Chronicle
Any California college giving preference to the children of donors or alumni in its admissions decisions would be barred from participating in the state's popular Cal Grants program, under a bill that is part of a reform package lawmakers said they will introduce in the Legislature.

College admissions scandal upsetting to California's low-income students
EdSource
For Lupe Nieto and other high school seniors in Los Angeles' Boyle Heights neighborhood, this already is an emotional time of year. College acceptance and rejection letters are rolling in and these low-income students soon must decide whether financial aid offers are large enough to attend their dream schools.

Bay Area Ruling Could Fast-Track Access to Police Records Under New Law
KQED
A state appeals court on Friday dealt another setback to police unions fighting public access to pre-2019 misconduct and serious use-of-force records, publishing the highest-level ruling to date ordering all such records should be released under the terms of a state law that took effect Jan. 1.

A chemistry professor explains why Rutgers faculty might go on strike
NJ.com
When I arrived in New Brunswick in 1968, Rutgers was a sleepy little place. Its transformation into a major public AAU research university was due, in part, to the creation of an AAUP collective bargaining chapter in 1970. The economic status rating of our faculty went from a C to an A+ as Rutgers professors advanced to among the top tier of the highest paid faculties of public universities in the United States.

'Commuter Spouses'
Inside Higher Ed
Many academics have partners who are academics, and "two-body issues" complicate many a job search. A new book looks at the impact of these situations on the couples and on society. While many of the couples examined in Commuter Spouses: New Families in a Changing World (Cornell University Press) are academics, the book explores the issues that arise for others as well.

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