

CALIFORNIA  
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ON THE COVER: The logo of the new Alliance for the CSU is ringed by photos clockwise: CSU Dominguez Hills student Kayla Mason being interviewed by news radio; part of the crowd at the CSU Channel Islands All-Campus Budget Fight Back Meeting; CFA Treasurer Peter Kreysa making calls for the Alliance; Cal Poly Pomona students sign up for the Alliance for the CSU; and CSU Bakersfield CFA Chapter President Jaqueline Hughes addressing the All-Campus Meeting.

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THE MISSION & PURPOSE  
OF THE CALIFORNIA FACULTY ASSOCIATION

The California Faculty Association is the exclusive collective bargaining representative for the California State University faculty, including tenure-track faculty, lecturers, librarians, counselors and coaches.

According to the CFA Bylaws, last revised October 2003...

The CFA is established to:

- Strengthen the cause of higher education for the public good;
- Promote and maintain the standards and ideals of the profession;
- Provide a democratic voice for academic employees;
- Provide legislative advocacy;
- Maintain collective bargaining agreements covering salaries, working conditions, and other items and conditions of employment.

These agreements shall seek to:

- a. Obtain explicit guarantees of academic freedom, tenure, and academic due process;
- b. Create orderly and clear procedures for prompt consideration of problems and grievances;
- c. Promote and protect the professional and economic interests of CFA and all bargaining unit members and,
- d. Promote unity among academic employees and thereby enhance the effectiveness of the CFA in representing these employees.



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# 386

## Reasons to stick together

At Sonoma State and other campuses all over the state, CSU advocates are eager to use cell phones and faxes to tell the governor to put the CSU funding back into the budget. The Alliance for the CSU will keep the message coming louder and louder until we can say, "The governor can hear us now."

By Irv Muchnick  
Contributing Editor

The fight to rollback the governor's 10% across-the-board cut is winnable—but the Alliance for the CSU must stay a step ahead of the long and winding Capitol budget process

Leaders of the historic statewide movement to rescue public higher education from the state budget axe have one good thing to say about Gov. Arnold Schwarzenegger. His plan for an indiscriminate, across-the-board 10% cut in every line of the state budget in the coming fiscal year is uniting CSU advocates like never before.

By proposing to slash a devastating \$386 million in state funding for the CSU—on top of cuts totaling a half-billion dollars earlier this decade—the governor has galvanized the constituents of California's public higher education system.

This is a striking accomplishment considering that just one year ago, CFA and the CSU administration completed a bruising round of collective bargaining that could not be resolved until the faculty took its first-ever strike authorization vote.

But at this February's CSU Trustees' meeting in Long Beach, a new spirit of cooperation had clearly emerged.

And by March, all 23 campuses were rising in unity at standing-room-only crowds at Budget Fight Back meetings. Executives stood next to tenure-track faculty

members, Lecturers, librarians, counselors and coaches, who in turn were joined in solidarity with students, all CSU employee unions, and alumni. Business and community leaders began to step up, too.



In a few short weeks, the campuses had launched a sophisticated new grassroots lobby—the Alliance for the CSU.

Indoors and outdoors, in auditoriums, banquet halls and plazas, the campus summits educated the university community on the facts, the stakes and the actions that would be needed for the battle ahead.

The Alliance's message is that during this state budget crisis (which was brought on most dramatically by the collapse of "sub-prime" mortgages and a severe slowdown in the housing and construction markets) it makes no sense to cut the CSU because it is a major source of prosperity for the state. Indeed, this broad coalition argues that the CSU *is the solution*.

CFA President Lillian Taiz (history, Los Angeles) has hopscotched across the state to deliver this message at

*Continued on Page 4*

meetings and rallies.

“One independent study after another makes our case aggressively,” Taiz said. “The CSU is the engine of the California economy. For every dollar the state spends on the system, it gets paid back a return of more than 400 percent.”

This can be calculated most directly in the stimulus to regions immediately surrounding the individual campuses. But by some measures, the additional contributions to tax rolls by CSU graduates over the course of their careers subsequently swell that already impressive return on investment to as much as 11-fold.

“Even more fundamentally, California today is challenged to keep up with the demands of the global economy of the 21<sup>st</sup> Century, and



that’s where the CSU really has an indispensable role to play,” Taiz said.

“Our state is facing a critical shortage of engineers, teachers, nurses, workers with high-tech skills and others, and it is our university’s

The Alliance’s message is that the CSU is most assuredly not the problem. Rather, our broad coalition of voices is making the case that the CSU is the solution.

graduates who comprise a significant majority of students in these areas of study.

“Then you must factor in how we serve African-Americans, Latinos and other underserved groups and low-income students of all ethnicities.

“Simply put, we *are* the ‘ladder of opportunity’ that the Silicon Valley Community Foundation, among others, cite as a pressing state need. No state institution can deliver on those needs with the scale and efficiency of the CSU. We fail to invest in this institution at our peril. And in doing so we would be destroying one of the critical keys to our state’s prosperity,” Taiz said.

On March 26, CSU Long Beach President F. King Alexander addressed a crowd of thousands outside the Student Union and made perhaps the ultimate argument.

“The state can spend what it takes to provide a good education to eight CSU students,” Alexander said. “Or it can take the same amount of money and use it to incarcerate one prisoner in the criminal justice system.”

Which will it be?

## Coalition timeline

By mid-April, well over 11,000 Californians had signed paper or electronic pledge cards in support of the Alliance for the CSU, and the rolls had been growing by hundreds every week.

## Diverse voices = 1 message to Capitol

All-campus budget summit meetings united sectors of the CSU in a powerful reminder of what “the people’s university” means to our state. Among the eloquent speeches delivered on the 23 campuses, we note these given at Sonoma State on March 20.

Scott Miller, director of the SSU Writing Center—and incoming president of the campus Academic Senate—offered historical perspective. He recalled earning bachelor’s and master’s degrees from Humboldt State, starting in 1981.

“My entire fee, apart from housing and food, was \$69 per term,” Miller said. “These were the days when California’s Master Plan for Higher Education was alive and well.”

Miller said he sees his role today as a guardian of the idea that “educating our citizenry is an investment in the future of our young people and in the future of our state.”

He wants others to enjoy the same things he once had: access not just to teachers but to noble practitioners of “a care-giving profession.” Will the CSU continue to provide the same quality of mentorship from people “who had the time to talk to me...and keep an eye on me and have faith in my capacity for excellence?”

Panelist and campus President Ruben Armiñana graciously acknowledged CFA’s central role in organizing the event before grimly outlining what the governor’s proposed \$386 million cut in state support would mean for Sonoma.

Another speaker who brought down the house was one of those young people of the current generation. Jonathan T. White, speaker of the Associated Students’ Senate, said he first stepped into a college classroom 10 years ago and was a model student for three years. Then his life took a turn, which drove him away from higher education, and it took “five years of struggle and heartache” to get back.

“If it weren’t for the CSU system, I would never have made it back,” he said. Now, for the first time in almost a decade, “I’m excited to think about who I will be a year from now, five years from now.

“And if the budget is not restored, I wonder who we will turn away next year from participating at all in Sonoma State. Will we be turning away the next CSU success story?”  
—Irv Muchnick

# Broad-based strategies & high stakes

Gov. threatens across-the-board cuts; Alliance ready to fight for the university

By Lillian Taiz  
CFA President  
History, Los Angeles



We are in the midst of yet another big battle for the California State University. Again, we all have a part to play. And again, we can influence the course of California's future.

At CFA's Assembly last fall, we began talking about the importance of "building power" to confront the disturbing trends in public higher education – and indeed in all public services. Persistent under-funding of the CSU is a root problem, making each contract cycle a difficult struggle.

The governor made our concern more immediate in January when he proposed a budget that would slash 10% from every state agency. From public parks to public higher education, his budget would hurt everyone except California's wealthiest people and businesses.

His proposed cuts to the California State University total \$386 million. With the half-billion-dollar hits we took between 2002 and 2004 – from which the CSU has not yet recovered – this new assault threatens our ability to offer quality, public, higher education to all qualified California students.

The cuts put our fundamental mission at risk.

Already 10,000 first-time freshmen – mostly from underserved communities – will not be admitted to the CSU this fall. The system took this action because new budget cuts will make it impossible to provide classes for those additional students at a time when we are already not being funded by the state for thousands of students who are currently enrolled.

For students admitted to the CSU,

new cuts would mean, among other things, fewer courses, overcrowded classrooms, and longer times to graduation. And the Trustees have indicated that they may resort to yet another 10% student fee increase, which, anecdotal evidence suggests, has forced many students to drop out or cut back to part time in order to work more hours.

The cuts also could affect our faculty's workload and our salaries; most seriously the cuts could mean

**CFA has the know-how to run a successful campaign on behalf of the CSU budget. We recognize, however, that we cannot do it alone.**

some of us will not be able to hold onto our jobs. Clearly, thousands of faculty members and their families will be deeply affected by the quality of our fight for this funding.

We have been here before. In 2002, we partnered with EOP directors and students to restore state funding for student success programs.

Last July, when the Legislature and governor were considering a 1% cut to the 2007/08 CSU budget, we called, faxed, and sent emails. We unleashed a media campaign that included a news conference in which I was joined by the chancellor for the first time. As a result of this work and a brief alliance with the administration, we successfully preserved our budget.

CFA has the know-how to run a successful campaign on behalf of the CSU budget. We recognize, however, that we cannot do it alone.

As a result we formed the Alliance for the CSU. In coalition with the administration at the Chancel-

lor's Office and on every campus, with the unions representing other employees, with student organizations, and with alumni we are campaigning for the CSU's funding.

I urge you to go to [www.alliance-fortheesu.org](http://www.alliance-fortheesu.org) and add your name to the Alliance for the CSU.

Once you have signed up we need you to be ready to take action.

Together with supporters in the community and our alumni, we must deliver a resounding message to the decision makers at the State Capitol – the economic impact of the CSU is huge and in an economic downturn it makes no sense to cut this source of prosperity for the state.

I am gratified that the CSU Board of Trustees has joined us in responding to this crisis. While there remain, and probably always will be, issues on which the California Faculty Association and the Board of Trustees disagree, when our values **do** line up and when the stakes are high, it is our responsibility to work cooperatively to solve problems.

Naturally, this has been a real challenge for all of us but we have seen the payoff already. With the cooperation of campus presidents, we have quickly gotten the message out to the broad campus population. Turnout at the All-Campus Meetings was nothing short of astonishing; 15,000 people attended meetings and more than 10,000 signed up for the Alliance for the CSU.

Our budget fight also has benefited from the novelty of unions working with administrative "unlikely bedfellows." Events like the All-Campus Meetings that reflect cooperation among unions and administration have attracted significant media attention everywhere in

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## ALLIANCE *continued from Page 4*

Organizers are urging Alliance supporters to talk about the campaign at small neighborhood meetings and at mass demonstrations, to put up signs, and call and fax the governor and elected state officials with their own stories that show how important the CSU is to themselves and to the state.

In fact, CFA and Alliance leaders are confident that the campaign to roll back the Schwarzenegger cuts can be won. The first step is to make sure that everyone understands what the budget proposal means for the CSU. Then they must take action.

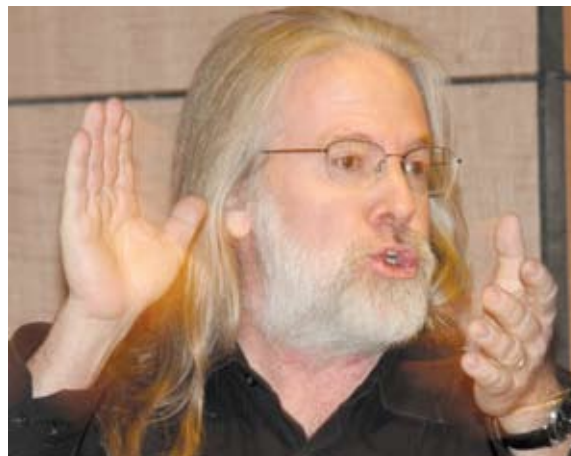
The governor's January announcement of initial budget proposals was simply the first step in a protracted sequence of negotiations between the executive and legislative branches. By the time this issue of *California Faculty* reaches most readers, the governor will have unveiled the so-called "May Revise" — an adjustment of the original proposals, based on updated projections of tax revenues and other new data.

(Subscribe to *CFA Headlines*, the weekly email bulletin, for reports on the revise, the union's Capitol Lobby Days, and other news at [www.calfac.org/headlines.html](http://www.calfac.org/headlines.html))

And even after the governor's new proposals are made public in the May Revise, they are still *proposals*; the Legislature ultimately has the constitutional authority to pass a budget. In that regard, it is instructive to remember the experience of just one year ago.

Last July, at the climax of a summer-long budget impasse, a proposal surfaced to cut 1% of the 4% increase in funding for the CSU that had been pledged by Schwarzenegger as part of his "compact" with CSU Chancellor Charles Reed. This funding was sorely needed just to keep the CSU from falling backward.

CFA immediately mobilized hundreds of faculty members for a phone and fax campaign to lawmakers and worked in coordination with higher education's legislative supporters to scuttle that proposal within 24 hours.



FROM TOP: Delegates at the 68th Assembly don Alliance t-shirts in opposition to budget cuts; CFA Associate VP David Bradfield fires up the crowd at the Dominguez Hills campus meeting; CSULB students email the governor.

"In a sense, last year's battle to restore the 1% was a dry run for this year's Alliance," said CFA Political Action/Legislative Chair John Travis (political science, Humboldt).

"What we face now is a lot more complicated, because it's not an internal legislative negotiation over final budget numbers but an ill-advised principle put forward by

the governor to subject every single state expenditure to the same 10% cut, with no attempt to prioritize or assess its value," Travis said.

"Still, we've learned that by staying ahead of the curve in our organizing efforts, we can undo bad decisions before it's too late."

*Continued on page 7*

That's why the nascent Alliance for the CSU is so important, Travis said.

In its early months, this new organization provided an instant database of the university's supporters, not just among CFA activists, but from all walks of life. The key will be to tap that potent political army at the most critical moments of the unfolding budget process.

In anticipation of the May Revise, the CFA regional Vice Presidents Dave Bradfield (music, Dominguez Hills) and Andy Merrifield (political science, Sonoma), are working with CFA campus leaders and others on the next Alliance mobilization.

Each campus has been staging a day of action, mainly in the form of phone and fax banks, in which callers to the governor's office urge him to restore the CSU funding in his May Revise. We've given this round the playful handle, "Gov: Can You Hear Us NOW?"

"These actions provide a visual reminder for people on campus and the news media that the fight for the CSU's funding is underway," said another CFA strategist, Vice President Kim Geron (political science, East Bay). "Our 10,000-plus-strong coalition has moved from collecting signatures to pressing



our case for the people of California, and we'll generate further tactics as the budget process dictates."

## Media also on our side

The Alliance for the CSU has had a tremendous statewide, national and even international presence. Television news in different regions of the state have begun pooling footage of campus rallies. *The New York Times* and CNN, too, are identifying this mother of all funding fights not as isolated demonstrations but as a coordinated phenomenon. Meanwhile, the new technology of YouTube instantaneously carries images of the budget fight around the globe.

The internal cohesion of the faculty and the administration has contributed to the surge in news coverage. CFA leaders know that cohesion could become threatened later in the spring if the May Revise leaves the budget cuts essentially untouched and if the CSU Trustees choose to consider yet another hike in student fees to make up part of the gap.

CFA has consistently opposed such fee increases, and both the Trustee's faculty member, Craig Smith (Long Beach), and Lt. Gov. John Garamendi, an ex officio Trustee, have said they would take the same position in such a scenario.

From every region and ideology, editorials in influential newspapers weighed in on behalf of the CSU.

"Budget squeeze falls unfairly on state's higher education," the *San Jose Mercury News* headlined. Focusing on the problem of reduced access and course offerings, the newspaper made the powerful point that "students who are forced to drag out their degrees are



Members of the media turned out in droves to cover campus events interviewing Alliance members. (From top down) CSU Dominguez Hills faculty member Clare Weber; CSUDH campus President Mildred García; SFSU CFA chapter President Ramón Castellblanch and campus President Robert Corrigan; CSU Long Beach campus President F. King Alexander; TV crews abound at CSU Dominguez Hills.

## WEB RESOURCES

[allianceforthecsuo.org](http://allianceforthecsuo.org)

Sign up! Forward info to a friend.  
Get updates on campaign activities.

[www.calfac.org/inthenews.html](http://www.calfac.org/inthenews.html)

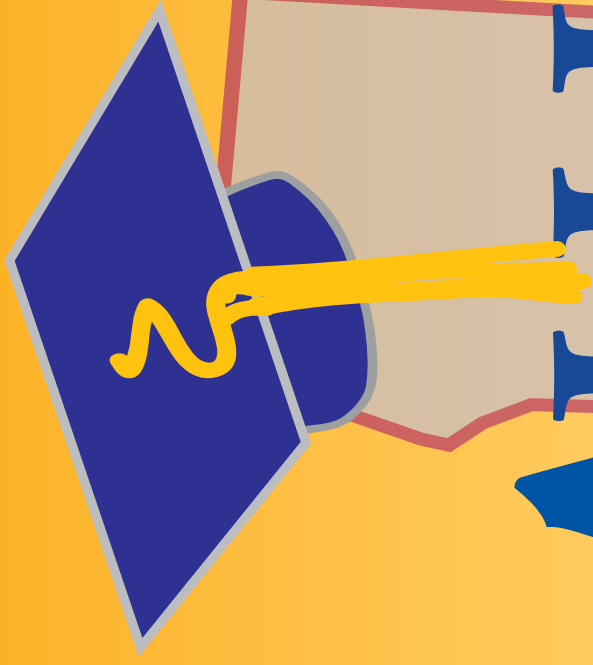
Follow the media coverage.

[www.youtube.com/allianceforthecsuo](http://www.youtube.com/allianceforthecsuo)

The Alliance page on the Internet's hippest and most accessible platform has exclusive video of campus rallies.

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“The fight for the CSU  
budget is a fight for  
California’s future”



# ALLIANCE FOR THE CSU



## THE ECONOMY:

Higher education is part of the solution to a troubled economy. Cuts to the CSU undermine California's economy and revenue to the state.

**ACCESS:** Cuts to the CSU mean it will be harder for students to get a college education. This will fall hardest on the under-served.

## INFRASTRUCTURE:

Cuts to the CSU will undermine future growth in meeting California's human infrastructure needs.

**SIGN UP NOW BY VISITING OUR WEBSITE:**

[www.alliancefortheesu.org](http://www.alliancefortheesu.org)

Please remove and post

# CFA goes global

## International action on higher ed can affect us here in California

By Ann Shadwick  
Library, San Francisco

Faculty members in the U.S. are largely unaware of international issues that have the potential for a great impact on us in the future. Herein, I briefly mention three topics. To learn more, please see the websites cited in the box.

### GATS

The General Agreement on Trade in Services is an international treaty developed by the World Trade Organisation, an entity established to deal with the rules of trade among its 144 member states and to liberalize international trade. Once agreements are reached on specific areas under GATS, they are binding and there can be no discrimination between one's own nationals and foreigners providing the same service.

Under GATS, education is a commodity to be traded. The U.S. is one of four nations (New Zealand, Australia and Japan) pushing to expand commitments in higher education, particularly with respect to private/commercial and adult education and testing services.

Dangers lie in the unknown implications of these agreements. There are many unknowns that can play out after they are signed and there is potential for even greater intrusion of the federal government into higher education, since such agreements supersede the ability of states to regulate in negotiated areas. Further, because in the U.S. the lines between public and private education are blurry in many cases, it would be extremely hard to make sure such agreements cover all cases.

Other agreements that have implications for higher education address intellectual property rights, copyright and patents.

Education International has been lobbying extensively to get countries

### Education International

Education International represents nearly 30 million teachers and education workers from pre-school through university in 394 member organizations from 171 countries. EI has non-governmental status and represents higher education members in key international forums.

Last summer, CFA members Gilda Bloom, Leo Kirchoff, Theresa Montaño and Ann Shadwick attended the Education International World Congress in Berlin. In November 2007, CFA members Cecil Canton, Theresa Montaño and Ann Shadwick (pictured) were part of the NEA delegation to the EI Higher Education Conference in Malaga, Spain.



Websites about GATS:

Education International: <http://www.ei-ie.org/gats/en/>

Canadian Assoc. of University Teachers: <http://www.caut.ca/pages.asp?page=215>

National Tertiary Ed. Union (Australia): <http://www.nteu.org.au/policy/current/global/gats>  
American Council on Ed.: <http://www.acenet.edu/AM/Template.cfm?Section=Topics&Template=/CM/HTMLDisplay.cfm&ContentID=5851>

About the Bologna Process

European Higher Ed. Area: <http://www.ond.vlaanderen.be/hogeronderwijs/bologna/>

Council of Europe/Bologna Process: [http://www.coe.int/t/dg4/highereducation/EHEA2010/BolognaPedestrians\\_en.asp](http://www.coe.int/t/dg4/highereducation/EHEA2010/BolognaPedestrians_en.asp)

European Union/Bologna Process: [http://ec.europa.eu/education/policies/educ/bologna/bologna\\_en.html](http://ec.europa.eu/education/policies/educ/bologna/bologna_en.html)

PISA for Higher Education

OECD: [http://www.paddyhealy.com/PISA\\_HigherEduc\\_OECD.pdf](http://www.paddyhealy.com/PISA_HigherEduc_OECD.pdf)

Educational Intn'l: [http://www.paddyhealy.com/PISA\\_HE\\_draftbasedoncomments.pdf](http://www.paddyhealy.com/PISA_HE_draftbasedoncomments.pdf)

to refuse to include education in GATS agreements noting that education is a "public good" and not a commodity to be traded.

### Bologna Process

The Bologna Declaration was passed in 1999 at a biennial Ministerial Conference by ministers in charge of higher education from 29 European countries. The goal was to enhance the quality and competitiveness of European higher education by creating the European Higher Education Area (EHEA).

This area, now involving 46 countries, would have the same standards and degrees, transferability across national boundaries, and transparency. Created by governments, the process soon involved both higher education institutions

and students. In 2005, representatives of the faculty and staff through Education International became partners at the table. The goal for completion is 2010.

If the goal of EHEA is achieved (though unlikely by 2010), European higher education could be a real competitor to all of our individualized U.S. institutions where articulation is often a goal rather than reality. Note the difficulty we have in California transferring credit among our three systems of public higher education or even within the CSU for teacher education students. Further, the Bologna Process is creating more demand for accountability and standardized exams, which our government's Spellings Commission quickly adopted.

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# Agreement reached on equity pay increases; many Unit 3 members to see salary bump

By Andy Merrifield  
CFA Associate VP-North  
Political Science, Sonoma  
& Kevin Wehr  
Sociology, Sacramento

One of the victories won during CFA's contract campaign last year was creation of an Equity Increase Program. The program was included to mitigate three problems in salaries:

- Compression (when the salary differential between junior and senior faculty is too narrow, either within or between ranks);
- Inversion (when newer faculty make more money than more senior faculty in the same disciplines and departments);
- Unusually low salaries in some disciplines and on some campuses.

In the CSU, these problems were exacerbated because there were years in the recent past when no one received either General Service Increases (GSI) or Salary Step Increases (SSI). In our new contract, \$7 million will be spent in 2007/08 to increase the salaries of eligible Assistant Professors, and similarly situated librarians, counselors and coaches. Another \$7 million will be spent in 2008/09 in the program on eligible Associate and Full Professors and similarly situated coaches, counselors and librarians.

CFA and the CSU administration began discussions to implement the program in May, 2007 and reached agreement on the first year of the program after seven months. The discussions, while primarily amicable, took as long as they did because the CSU salary structure is complicated and convoluted.



The Memorandum of Understanding (MOU) signed on Jan. 31, which spells out the program, reflects these complications and is a product of the negotiating process. It states in part, "[t]he program is designed to insure that all assistant professors (regardless of hire date) have salaries equal to or greater than the SSI MAX (the "Salary Service Increase maximum") at the time they are eligible for promotion to associate (assuming normal progress to promotion)." The SSI MAX for Assistant Professors is currently \$61,416 (academic year) or \$70,680 (12 months).

CFA and the CSU administration are continuing to work on the terms of the second year of the Equity Program. The second year MOU will be announced and made available upon its completion.

To this end, all Assistant Professors with satisfactory progress toward retention, tenure and promotion, except some hired during 2005/06 or later, will be considered for one of two awards.

## Hire Date Awards

If the salary as of July 1, 2007 was at or above the SSI MAX or a Hire Date Award (HDA) would bring that salary to or above the SSI MAX, then the employee would receive a HDA retroactive to July 1, 2007. For employees hired during 2004/05 or earlier, the HDA raises their annual salary by \$2,004 to \$4,008 (academic year) or by \$2,304 to \$4,608 (12-month) depending on exact hire dates. For faculty hired during the 2005/2006 academic years the HDA will be \$0.

## Benchmark Awards

If the salary as of July 1, 2007 was below the SSI MAX and a HDA would **not** bring the salary to or above the SSI MAX at the time of promotion, then the faculty member receives a benchmark award (BA) retroactive to July 1, 2007. The BA is calculated to bring the faculty member's salary to the SSI MAX by the time she or he is eligible for promotion to Associate Professor, assuming that the employee also receives all SSIs for which he or she is eligible until then. If the BA is less than the HDA would be, the employee also receives a one time stipend of \$1,000.

Librarians, coaches and counselors in equivalent circumstances to Assistant Professors receive Hire Date Awards.

The full implementation of the first year program will be completed and received in the May 2008 paychecks. The full MOU and other documents related to the program can be viewed at [www.calfac.org/equitypay.html](http://www.calfac.org/equitypay.html).

CFA and the CSU administration are continuing to work on the terms of the second year of the Equity Program. The second year MOU will be announced and made available upon its completion.

The CFA bargaining team on the program was Kevin Wehr, Assistant Professor, Sociology, Sacramento; Aimee Shreck, CFA Research Specialist; and Andy Merrifield, Professor, Political Science, Sonoma. George Diehr, Business Professor, San Marcos also played a key role as an advisor to the group. ▲

*Learn more about Faculty Rights at [www.calfac.org/represources.html](http://www.calfac.org/represources.html)*

# 2008 Equity

“CFA: Building Power Through



CSU faculty members and students gathered in Los Angeles March 14-15 to explore how issues in diversity and equity are affecting the state university system.

Sponsored by CFA's Council for Affirmative Action, the 2008 CFA Equity Conference continued a dialogue developing via two previous such conferences over the last several years.

The weekend was filled with workshops, caucus meetings and talks by Dr. Al-Tony Gilmore, manager with the NEA's Human and Civil Rights Department; state Sen. Dean Florez; and CFA President Lillian Taiz. The conference was a place for participants to “work toward building our union's ability to more effectively represent our faculty,” said Cecil Canton, CFA associate vice president for Affirmative Action.

One workshop took up how to encourage more Asian/Pacific-Islander faculty members to join CFA. Another brought attention to social class issues among students, faculty members and staff in the CSU, and how budget cuts have affected students of color.

The CFA Latino/a Caucus discussed socialization pressures in academe on beginning faculty members and faculty from underrepresented groups. The LGBT caucus hosted a workshop on



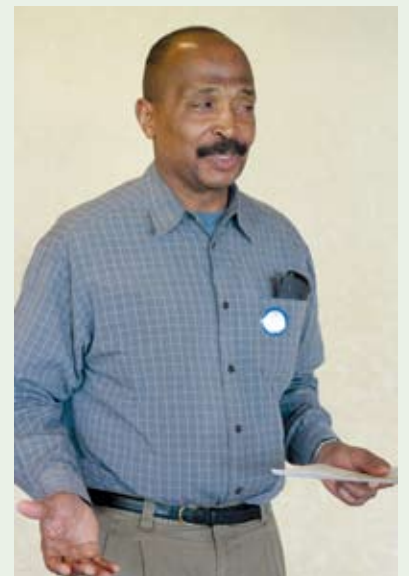
how heterosexism and homophobia affect the CSU community.

Two workshops focused on communication. Leslie Bryan used theatre to show how body language affects communication with others. Chris Maitland of the NEA helped workshop participants identify their communication styles and learn to improve interactions with those with different communication styles.

Teacher education was discussed in a workshop specifically looking at hyper-accountability mandates on teaching and learning in P-12 school and teacher education in the state.

Several other workshops discussed women's issues, diversity research, leadership and advocacy, global trends in higher education, diversity in the hiring of CSU faculty members and faculty rights.

Watch the web page of the CFA Council for Affirmative Action for future postings and reports coming out of the 2008 CFA Equity Conference at [www.calfac.org/affirm.html](http://www.calfac.org/affirm.html) ▲



# Conference

Diversity and Equity!"



TOP RIGHT: Northridge CFA chapter president Theresa Montaño and CFA Secretary John Halcón.



FAR LEFT: Melina Abdullah, Los Angeles, makes a point as Janet Powell and David Avalos, both of San Marcos listen.



TOP LEFT: CFA Associate VP-Affirmative Action Cecil Canton addresses the conference.



BOTTOM LEFT: CSU San Bernadino faculty member Dorothy Chen.

LOWER FAR LEFT: Alberto Rodriguez, San Diego.

BELOW: Derethia DuVal, San Francisco helped guide a discussion.



FACING PAGE, FROM TOP LEFT: State Sen. Dean Florez (D-Bakersfield) addresses Equity Conference attendees about the importance of access to the CSU for a diverse student body.

TOP RIGHT: (left to right) Kimberly King, Los Angeles; Leslie Bryan, San Bernardino; CFA staff member Kathy Sheffield; and Derethia DuVal, San Francisco.

MIDDLE RIGHT: Humboldt State faculty member Al Harris.

LOWER RIGHT: CFA staff member Jackie Teepen, who coordinated the Equity Conference.



## ALLIANCE *continued from page 7*

more likely to give up. The sum of these personal tragedies would be a setback for California's economic future."

The *Fresno Bee* said the budget cut proposal would be "sad" and "suicidal," since it would force the public and private sectors alike to "turn to out-of-state recruitment to fill jobs that we once trained California's young people to do."

The Ontario-based *Inland Valley Daily Bulletin* titled its editorial "University cuts hurt our future."

Noting that Cal Poly Pomona generated an annual \$810 million, along with CSU San Bernardino's \$533 million, for the regional economy, the newspaper added, "When you consider that the CSU system has been the biggest supplier of educated workers to the state's economy, this plan—under any circumstance—is bad business.... [W]e need these institutions more than ever."

The protests at Cal Poly and elsewhere, the *Daily Bulletin* concluded, "are more than just displays of unity. They're important messages that must be heard—by all of us, and by a governor who insists on being pound foolish."

Spearheaded by CFA and others, the Alliance for the CSU will continue to build bigger and better "hearing aids" for the governor and state leaders in the crucial weeks ahead. ▲



CFA student interns and members of Students for Quality Education have an important role in building the Alliance for the CSU. They are helping thousands of students to get active in the campaign for the CSU's state funding.

MIDDLE LEFT: CFA Associate VP-Lecturers Elizabeth Hoffman, student Nina Delavin, and Long Beach CFA chapter President-elect Teri Yamada at the All-Campus meeting at CSU Long Beach.

LEFT: CFA President Lillian Taiz discusses the Alliance's message at the Dominguez Hills All-Campus Budget Meeting.

## TAIZ *continued from page 5*

the state.

Our cooperation does not mean we abandon enforcement of our contract. I have made it clear to the administration, and we must all be clear—there will be no backsliding on our contract. If anything, our work on the budget should be a reminder of CFA's capabilities and of what life can be like if we are not working cooperatively.

CFA has the capacity to build the power it needs to win. Based on the

CFA Assembly this spring, I believe CFA's leaders and members are ready for this challenge.

No one expects a decision on the budget by June 30. The reality is that this campaign will take us well into the summer, long after campuses have gone quiet. That is why we must take steps *now* to be sure people are prepared to take action this summer.

This is what we have to do. First, get as many people as possible—on and off campus—signed up for the Alliance for the CSU. Then we must move the people who have joined

into action. Already we have asked each of the 23 campuses to send faxes and make calls to the governor in the days leading up to the governor's "May Revise" of his budget plan.

As the summer goes on, there will be other key moments when we need to pressure the decision-makers to adopt a budget that will preserve the CSU as a powerhouse for California's economy and its future. We must keep up the pressure—we owe it to our students, ourselves and our state! ▲

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# News Notes

## New CFA staff members

CFA welcomed four talented and experienced people to the union's staff during the past several months.

Michelle Cerecerez began work in January as CFA's new Southern California Organizing Director and has already proven to be a strong organizer and leader.

Erin Hicks joined CFA in February in the newly created position of Deputy Political Director. Hicks is a veteran of the state political scene and has worked on numerous legislative campaigns, most recently for Assembly Speaker Fabian Núñez's office of member services.

CFA has also brought on board two new representation specialists – Elizabeth Barba and Omar Joseph – to help enforce the contract. They will each staff one campus in addition to their representation duties.

## CalPERS board elects Diehr as new VP

The California Public Employees' Retirement System (CalPERS) Board of Administration announced in February that it had unanimously re-elected Rob Feckner to a fourth term as its president and George Diehr as vice president.

Diehr, a professor of business at CSU San Marcos, is a long-time CFA chapter leader and has served on the union's board of directors and bargaining team.

"I appreciate the opportunity to serve as a CalPERS Board member and Vice President, and look forward to engaging with all of our constituencies to meet the challenges we face this year," Diehr said.

Diehr also serves on the CalPERS Benefits and Program Administration Committee and is Chair of the Health Benefits Committee and Vice Chair of the Investment Committee.

"We couldn't be more excited for George," said CFA President Lillian Taiz. "CSU employees greatly benefit from having such a knowledgeable and active colleague." ▲



INT'L *continued from page 10*

## PISA for Higher Education

Last year the Organisation for Economic Cooperation and Development issued a paper calling for a PISA (Programme for International Student Assessment) for higher education, similar to the one issued annually ranking countries' primary and secondary education.

The proposal would rank institutions of higher education using an international test of learning outcomes. Such ranking would, of course, not address diversity among institutions, their missions or other quality characteristics. The proposal notes such a ranking

"could provide member governments with a powerful instrument to judge the effectiveness and international competitiveness of their higher education institutions, systems and policies in the light of other countries' performance."

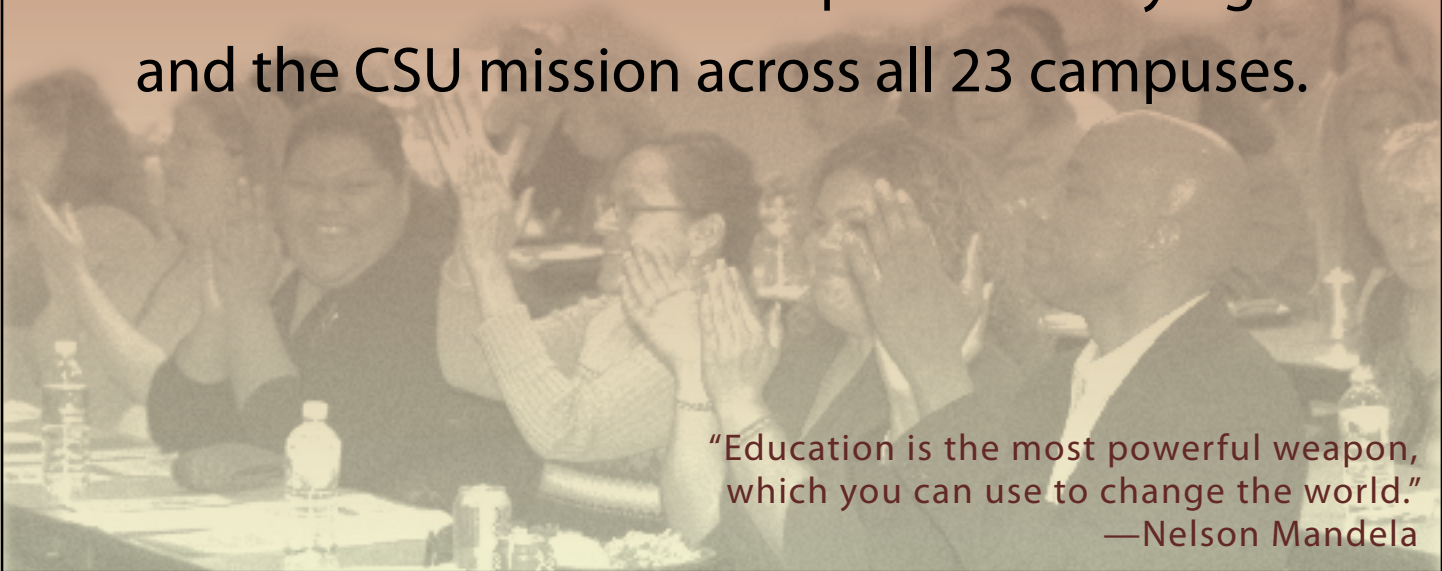
While this proposal is in its early stages, there are countries willing to participate in a feasibility study. Thus this is another international initiative well worth watching by U.S. faculty and their unions. Recently, the NEA and AFT, participating in the North American EI Higher Education Unions meeting, agreed to work together with our Canadian colleagues on a response opposing such an initiative. ▲

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