

## From the California Faculty Association

cfa@calfac.org or <http://www.calfac.org>

**November 6, 2007 · Weekly news digest from CFA**

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### **EXECUTIVE WATCH**

#### **· STATE AUDIT OF CSU EXECUTIVE PAY RELEASED**

Today, the California State Auditor released its analysis of the California State University's controversial executive pay and benefits policies.

The audit – entitled California State University: *It Needs to Strengthen Its Oversight and Establish Stricter Policies for Compensating Current and Former Employees* – found numerous “inconsistencies in the policies governing compensation given to top executives,” “questionable compensation after they were no longer providing services to the university,” and “questionable reimbursements” to campus presidents and senior chancellor’s office staff.

The complete report can be found at <http://www.bsa.ca.gov/bsa/>

The results of this audit come as no surprise to CSU faculty members who have known for years that the system's top executives are tending to their own bank accounts while the university struggles with class cutting and rising student fees.

"This audit confirms everything CFA has been saying over the past several years about the California State University administration's proclivity to mismanage the system, especially in regard to executive pay and perquisites," said John Travis, California Faculty Association political action chair, and a political science professor at CSU Humboldt.

"The audit demonstrates an unacceptable nonchalance about how the public's money is spent. This is typified by the so-called executive 'transition program', which has required no discernible 'deliverables' to benefit the university.

"Along with the legislature and others, we will be watching how the Chancellor's response develops. We hope the action will be substantive for the benefit of our students and the future of the university," Travis said.

For further background on the state audit and the CSU executive pay controversy, go to: <http://www.calfac.org/execcomp.html>

## **· CSU REFUSES TO RELEASE SECRET MERCER GROUP REPORT TO PUBLIC**

Faced with a barrage of negative publicity due to the state Auditor's findings, the CSU Administration is again trotting out the questionable "Mercer Group" report to defend the generous raises given to CSU executives.

The justification given by the Chancellor's Office for the double-digit raises provided to the systems top executives – the 23 CSU campus presidents, the Chancellor of the system and the his inner-circle of top deputies – is a report stamped "trade secret" that was purchased from the multinational human resources consulting firm Mercer.

Despite the fact that the Chancellors Office used public funds to report on a public institution, the Chancellor's office doesn't see fit to make the report public.

CSU officials refused to release the data underlying the 2006 report's conclusion on grounds that the information, saying, according to an article by Jim Doyle in the San Francisco Chronicle that the report is both "proprietary and confidential." Similarly, CSU lawyers informed the California Faculty Association that the 2006 report's supporting data were "trade secrets" and "confidential and proprietary property of Mercer."

To get more background on the Mercer Group report, go to: [http://www.calfac.org/allpdf/frontpage/AB\\_1413\\_092607.pdf](http://www.calfac.org/allpdf/frontpage/AB_1413_092607.pdf)

## **· LONG BEACH PRESIDENT TESTIFIES IN WASHINGTON**

CSU Long Beach President F. King Alexander was in Washington D.C. last week to testify before the U.S. House of Representatives on the trend of rising tuition costs.

Alexander stated that he wants Congress to require states to maintain a uniform level of funding for higher education programs as a condition of remaining eligible for federal student aid programs.

"There are no federal incentives whatsoever that give state legislators any reason to continue supporting public higher education," said Alexander.

To view a complete transcript of Alexander's testimony, go to:

<http://edlabor.house.gov/testimony/110107KingAlexanderTestimony.pdf>

## **·DEBUNKING ADMINISTRATIVE EXCUSES ON EXPENDITURES**

In an article published last Friday in [insidehighered.com](http://insidehighered.com) Patrick M. Callan, President of the National Center for Public Policy and Higher Education, sought to "look under the hood of higher education expenditures" and debunk some of the common myths university executives use to justify questionable spending priorities.

To view the complete article, go to:

<http://www.insidehighered.com/views/2007/11/02/callan>

## **POSSIBLE CUTS TO CAMPUSES**

### **· CSU BORROWED "PRIORITIZATION" IN ACADEMICS FROM A BOOK**

At least one campus administration has turned to a textbook to learn how to spend taxpayer dollars. .

Humboldt State administrators are using *Prioritizing Academic Programs and Services: Reallocating Resources to Achieve Strategic Balance* by Robert C. Dickeson – a former university president – as a how-to guide to systematically compare, rank and eliminate academic programs.

In language that is identical to what has already been used to justify cuts at Humboldt and Pomona the book serves as an unhappy window into the minds of budget managers intent on eliminating academic programs.

Similar language to that in the book has begun to appear on several campuses and could well blossom into a way to decide which programs will get greater funding and which will fall under the axe in bleak fiscal climates.

The book can be viewed online at: <http://www.amazon.com/Prioritizing-Academic-Programs-Services-Reallocating/dp/0787948160>

## **· UPDATE ON POMONA LAYOFFS AND CLASS CANCELLATIONS**

CFA activists at Cal Poly Pomona have kept up efforts throughout the past week to ensure that any decisions about possible funding cuts on campus are made transparently and with the best interest of students and faculty in mind.

To that end, Pomona CFA Chapter President Gwen Urey sent a letter to campus President Michael Ortiz last Wednesday urging him to fulfill his earlier commitment to restore funding to the College of Sciences while also “providing transparency about similar situations in other colleges on our campus.”

To view the Urey letter to Ortiz, go to: <http://www.csupomona.edu/~cfa/>

If in your college/dept, it seems there are cuts in the budget, growing student enrollment without a related budget increase, little or no information about what is the budget or what is happening to faculty jobs and class offerings, then you are not alone. Contact your campus CFA chapter or CFA staff person

## **CONTRACT ENFORCEMENT**

### **· VIEW THE NEW GRIEVANCE FILING GUIDE**

The CFA grievance filing guide is now complete and available for faculty on the CFA website at: <http://www.calfac.org/grievances.html>

This filing guide provides faculty who may wish to file a grievance under the new collective bargaining agreement with easy to understand guidelines on the grievance process as well as all the important forms that need to be filled out to file a grievance.

## **OTHER NEWS**

## **· CFA PRESIDENT VISITS CHINA**

CFA President Lillian Taiz returned from Shanghai, China today as part of a weeklong conference titled: "China, Australia, and the United States Teaching Unions on Education Work."

The American delegation included Taiz, Kent Wong of the UCLA Labor Center and Linda Tubach for United Teachers of Los [Angeles](#)

The delegation was hosted by Xia Lingying, President of the Shanghai Teachers' Union which represents all teachers from kindergarten through post-graduate work. A delegation from the Shanghai Teachers Union visited Los Angeles six weeks ago and extended the invitation to the American contingent at that time. In addition to the US delegation representatives from the Queensland Teachers Union and the Queensland Independent Education Union of Australia also participated in the conference.

In addition to the conference, the delegation was given a tour of the Shanghai No. 4 Secondary School, the Children's Palace (a huge recreation/arts center for children), their science and technology museum and the Shanghai University campus. There is great interest in continuing discussions with CFA about teacher education and the importance of preserving public financial support for public higher education

## **· HENRY JONES FOR CALPERS**

Ballots in the runoff election for the retiree's seat on the CalPERS Board of Administrators are currently in the mail and should be arriving at the homes of retired and FERP faculty beginning November 9.

Henry Jones, the CFA-endorsed candidate for the seat was the top vote-getter in the first round of voting. Jones received nearly 45 percent of the more than 125,000 votes cast.

Jones has garnered the endorsement of the third place vote-getter Susan Bergeron-Vance, retired Director of Finance and Administrative Services for the City of Santa Fe Springs.

"I have a tremendous amount of respect for Henry's experience and he is the more qualified of the two remaining candidates. I now ask that my supporters consider casting their run-off vote for Henry Jones," said Bergeron-Vance.

CFA is asking all retired faculty members as well as FERP faculty – who are also eligible to vote – to mail in ballots soon after receiving them

## **· SEND IN LEGISLATIVE SUGGESTIONS**

CFA's political action committee and governmental relations team are currently formulating CFA's 2008 legislative agenda, and are asking members to send in suggestions for possible legislation.

If you have a proposal, please describe the legislation in detail, explain why it is needed, provide any documentation you have in support of your proposal as well as an explanation why this is a legislative rather than bargaining issue.

All suggestions must be emailed to [gro@calfac.org](mailto:gro@calfac.org) no later than Friday November 16.

If you have a question, please contact CFA Political Action Chair, John Travis at [jtravis@calfac.org](mailto:jtravis@calfac.org) or contact CFA's governmental relations office at 916.441.4848.

## UPCOMING EVENTS

### November 12

Veterans Day, CFA Offices Closed

### November 13-14

CSU Board of Trustees Meeting  
401 Golden Shore, Long Beach

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