

1 [Urging California State University To Strengthen Student Learning and Protect Faculty
2 Working Conditions by Giving the California Faculty Association a Fair Contract]

3 **Resolution urging California State University’s Chancellor Joseph I. Castro to**
4 **strengthen student learning and protect faculty working conditions by giving the**
5 **California Faculty Association a fair contract that reflects the Bay Area cost of living,**
6 **minimizes the divide between tenure-track and lecturer faculty, and responds to the**
7 **faculty’s racial and social justice demands.**

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9 WHEREAS, The California State University is the largest four-year public higher
10 education system in the country, educating over 473,000 students every year while producing
11 half of our state’s bachelor degrees; and

12 WHEREAS, The California State University is the backbone of this state’s economy
13 and will produce the educated and skilled workforce that drives our state into the future; and

14 WHEREAS, The California State University’s professors, lecturers, counselors,
15 librarians, and coaches provide the opportunity for all students to have access to a quality
16 education; and

17 WHEREAS, Today three out of four students in the 23-campus California State
18 University system are students of color, while in 1985 the majority of students were white. As
19 the student body of the California State University became darker, state funding for each
20 student has become lighter; and

21 WHEREAS, The members of the California Faculty Association, representing 29,000
22 faculty, have been on the front lines during the global pandemic serving students and training
23 the majority of our state’s essential workforce including our teachers, nurses, social workers,
24 and firefighters; and

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1 WHEREAS, While students and faculty return to campus after an extremely trying year
2 of coping with one of the world’s worst health crises, economic disruption, and anti-Black and
3 anti-Asian racial trauma, the student-to-counselor ratio remains below recommended
4 standards of one counselor for every 1,500 students, translating to overworked counselors
5 and an inability for students to access needed care; and

6 WHEREAS, The lack of adequate parent and caregiver leave options for workers at the
7 California State University has compounded existing inequalities in the workforce directly
8 impacting women, workers of color and nontraditional students; and

9 WHEREAS, Lecturer faculty make up over 50 percent of the faculty and lack basic job
10 protections and rights; and

11 WHEREAS, The California State University’s spending on instruction has declined in
12 recent years, with money funneling into heavily padded investment accounts and
13 administrative costs; and

14 WHEREAS, The California State University’s own data shows explicitly that the
15 university system received significant COVID-19 relief dollars, saw a substantial and historic
16 increase in state funding, and university revenue regularly exceeds expenses; and

17 WHEREAS, Management continues to show faculty that they have other priorities for
18 using this historic money, which includes a 10-percent pay raise for campus presidents.
19 Additionally, when appointed in September 2020, California State University Chancellor
20 Joseph I. Castro took a 30-percent salary increase over his predecessor in the midst of a
21 global recession; and

22 WHEREAS, After a year-and-a-half of negotiations, the California State University
23 administration has rejected the California Faculty Association’s proposals on anti-racism and
24 social justice demands, including adequate parental leave, mental health counselor workload
25 relief, job stability for the most exploited faculty, fair compensation, and faculty rights. In some

1 cases, the CSU has proposed an increase in fees paid by faculty that would equate to a
2 salary cut and has created additional barriers for faculty of color and women; and

3 WHEREAS, California can thrive and be stronger coming out of this crippling global
4 pandemic if we unite and support all workers and students; and

5 WHEREAS, San Francisco State is home to 30,000 students and 1,800 faculty; the
6 San Francisco Board of Supervisors has consistently affirmed its commitment to front line
7 workers and has passed resolutions to protect and honor workers during the COVID-19
8 pandemic; now, therefore, be it

9 RESOLVED, That the San Francisco Board of Supervisors recognizes the importance
10 of the faculty, librarians, coaches, and counselors to the university's success and the state's
11 economic growth and development; and

12 FURTHER RESOLVED, That the San Francisco Board of Supervisors urges
13 Chancellor Castro to give the California Faculty Association a fair contract in order to ensure a
14 world-renowned education for the future leaders of California and a pathway to the California
15 Dream for all.

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