

Faculty Advocate

Newsletter of the SCFA/AAUP

Fall 2001

SCFA Affiliates with AAUP

Shelly Errington
Chair of the Executive Board, SCFA

The Executive Board of the Santa Cruz Faculty Association (SCFA) wishes to announce that the Association has entered into an initial two-year affiliation agreement with the 45,000-strong American Association of University Professors (AAUP). This affiliation establishes joint memberships under a single dues structure, and took effect on January 1st 2001. Membership is open to all Academic Senate Faculty at the University of California, Santa Cruz. (Those who do not fit this criterion are still eligible for AAUP membership and should contact the AAUP's West Coast Office for information (see page 9).

Eliminating competition for members, the affiliation ensures

that individuals who want to support both organizations will no longer be compelled to pay twice for their commitment to faculty rights. Under the new arrangement, SCFA members become full members of the AAUP, eligible for all AAUP services and programs. They will receive subscriptions to the bi-monthly journal, *Academe*, may stand for election to AAUP offices, and can serve on the AAUP's national committees.

Monthly dues are based on rank. As a result of the amendments to the SCFA's Bylaws passed by our membership in the spring, full professors pay \$18; associate professors, \$13; assistant professors, \$8. Emeriti are currently able to join for

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Bargaining Update: Year-Round Operations

The right to bargain over campus-specific issues distinguishes the SCFA from every other association of Senate faculty in the UC system. As enrollments surge and budgets contract, this right could make a big difference to Santa Cruz faculty. Take Year-Round Operations. There are at least two bargainable issues concerning Y-RO over which the SCFA can and will represent you. First, to what extent will teaching during the summer be voluntary? The Association is concerned that shrinking budgets may lead the Administration to favor compulsion over incentives as it tries to keep the proportion of summer teaching performed by ladder faculty at approximately the same level as is typical during other quarters. Second, what terms will regulate the performance of such work and how will it be remunerated? We are consulting with Senate leaders over these and other issues to ensure that the positions taken by the Association are congruent with those of the Senate. At Santa Cruz, if nowhere else, administrators will not be in a position to ignore or override the will of the Senate with regards to the implementation of Year-Round Operations.

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Bargaining Update: Parking

Bob Meister
Vice Chair of the Executive Board, SCFA

As a result of successful litigation by the Association, parking rates for faculty have remained frozen for the past two years pending the outcome of our negotiations with Labor Relations. For many of our colleagues this has meant big savings. Currently, faculty pay \$32/month for an A Sticker while other employees are being charged \$57/month. Annualized savings for members of our bargaining unit amount, therefore, to \$300.

This year, the Administration proposed another increase in parking fees without accepting the principle that parking should be self-supporting. We, however, have

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From The Chair

Shelly Errington,
Chair of the Executive Board, SCFA

Welcome back to the academic year 2001-2002 at the Santa Cruz campus! As the Chair of the Executive Board of the Santa Cruz Faculty Association (SCFA), I am delighted to write to all Academic Senate faculty on our campus to tell you about the SCFA's latest developments, issues, and activities.

First, there is a renewed spirit of solidarity and cooperation between the SCFA and the Academic Senate. Our relationship has always been cordial. After all, the SCFA is the legal representative for purposes of collective bargaining (we are the only faculty union of Academic Senate members in the University of California system). Our bargaining unit comprises the Santa Cruz Senate. Since this past Spring, the Senate and SCFA leadership have been working together to make the ties between the SCFA and the Senate even closer.

Second, I want to tell you about the restructuring that we are currently undertaking. At the heart of this restructuring lies an affiliation agreement with the American Association of University Professors (AAUP), described in greater detail elsewhere in this newsletter. The AAUP is a powerful ally. If we did nothing else, our new partnership with the AAUP and its 45,000 members would certainly make your Association a more potent advocate for Santa Cruz faculty—but we are using the occasion of our new affiliation to invigorate the relationship between the SCFA, the Senate, and all Senate faculty.



With the staff support and expertise of the West Coast office of the AAUP, the SCFA is intent on improving our communications with faculty, both to solicit your input and to keep you informed. Consequently, we have made it easier for you to contact us by establishing a new email address, scfa@aaup.org. Please send us your questions, observations, suggestions, and criticisms: all correspondence will be carefully considered, answered, and archived. You may also use our new permanent mail address at 343 Soquel Ave., #333, Santa Cruz, CA 95062.

We have upgraded our website, www.sc-fa.org, to provide faculty members with more information and more links to other useful sites, and we will continue to improve it. Please tell us about the sorts of information and links that you would like made available—your suggestions and participation will help us expand and revise our on-line services.

Members of the SCFA will now receive copies of the AAUP's respected journal, *Academe*, as well as a number of other AAUP publications.

The issues facing higher education in the United States at the beginning of the new millenium are sobering. State funding for public education has not kept pace with mounting costs. Across the country, tenure is eroded by attrition and threatened by post-tenure review. Faculty governance bodies are losing authority as administrations adopt corporate management models. Cash-strapped institutions view the intellectual property of their faculty as a potential source of revenue, and vie for the rights to that property. These national trends make having an organized voice for the faculty more important than ever.

Of course, the University of California and the UCSC campus have our own particular issues that we will be addressing, as well.

YEAR-ROUND OPERATIONS

Even before the legislature failed to fund the proposed Year-Round Operations at the level hoped for by the Office of the President, Y-RO had serious implications for the "terms and conditions of employment" of Senate faculty. The SCFA plans to be a strong voice defending faculty rights in this area.

INTELLECTUAL PROPERTY

The 1998 Report of the UC Copyright Task Force saw the University of California Office of the President (UCOP) stake a claim for institutional ownership of the "performance" of faculty lectures. Due to the efforts of CUCFA (Council of University of California Faculty Associations), this report was modified—but we are now working on flaws in the more recent draft "Policy on Ownership and Use of Course Materials" put out by the UC Standing Committee on Copyright (for more information about

What Do the Faculty Think? September 11th and the Professorate

Mary Burgan,
General Secretary, AAUP
October 5, 2001

The nation was shocked into silence by the unimaginable images of deliberate carnage that we witnessed on the morning of September 11, and for a time we wanted no opinions--only the details of what had happened. And then we wanted the stories of heroism and self-sacrifice. And we also wanted time to mourn. I stood outside a packed church in downtown Washington at noon on September 14. New words failing us, we turned to old ones in hymns and prayers and patriotic songs. That time has passed, and now we are back to our usual habits of analysis, criticism, and scorn. The pile-up of details is not enough; as a rational species, we must push beyond them to imagine causes, motives, remedies. And that is good. That is what we do as citizens in America. That is what faculty do as professionals.

The faculty do not, however, have a single brain that renders a unified opinion on matters of public policy. We have, in our Congress, a Republican conservative former professor of economics who wants to drill for oil in the Arctic, and we have a liberal professor of physics who doesn't. Professors crowd our video screens with opposing opinions about the budget, genetic engineering, and the cultures of the Middle East. We seem to accept this diversity of opinion in times of peace. But in times of crisis, our tolerance fades, and the words of any one faculty member may be taken to be the words of all.



It is predictable that after we had passed through the initial phases of reaction to September 11, we should want more subtle analyses. And so the discourses of academics--passionate as well as cool--have commenced. And so have the voluble reactions of those who believe that thinking out loud in our colleges and universities is so subversive that it ought to be stopped.

A distrust of intellectuals has always lurked beneath the surface of American popular opinion. Now it has begun to leak out again--either through the frontal assault in the partial reporting by the New York Post of a forum at the City University of New York, or the sideswipes at "campus teach-ins" by a respected columnist like Tom Friedman or others such as John Leo. Such editorializing may be legitimate, but to demonize "the faculty" is harmful. Further, there's a difference when the responses to faculty opinions come from those who have the power to retaliate. White House press secretary Ari Fleischer withdrew his ominous warning that public people should "watch what they say," because the government has the power to censor. Just so, the comments of some

members of the board of CUNY, and of its Chancellor, should also be rethought. These warnings have been accompanied by nods to academic freedom, but they still open the possibility of retaliation.

So, what do the faculty think? They think many things about September 11. Some of them died in the bombings; some lost loved ones. They disagree vociferously on ethics, strategy, causes, and effects. From my own informal survey, faculty opinion ranges from vengeful to conciliatory. That's why we cannot speak on the course of war or peace for "the faculty" that we represent within the American Association of University Professors. But we can speak for faculty on one big thing--the necessity, as patriots and professors, to think and express their views in freedom.

911: Threats to Academic Freedom

On a typical day, the national AAUP receives notice of 4 or 5 new violations of, or threats to, Academic Freedom. Although the familiar old challenges remain, the events of September 11th put new stress on free speech in the Academy. The following list is indicative, not comprehensive.

CUNY—newspaper attacks the content of speeches made by faculty members at teach-ins; harsh public comment by Chancellor Goldstein; trustees denounce professors.

UCLA—librarian posts a message critical of U.S. policy to an e-mail list; suspended without pay for violating university policy on spamming.

UNM—professor's remarks in class led to disciplinary action; state legislators calling for his dismissal.

U. of South Florida—Palestinian professor of computer science threatened, suspended with pay and asked to stay off campus.

U. of Texas, Austin—professor's op-ed questioned American role leading to the terrorist attacks; public outcry for a firing; university president wrote a letter to the editor disowning the professor.

Sacramento

Charles P. Nash
VP-External Relations,
Council of UC Faculty Associations

This report was written at the end of August. Since then, AB 1063 remains stalled. AB 1611 was approved by the Governor on October 5th and chaptered by the Secretary of State two days later. SB 1061 was vetoed by the Governor and sent back to the Senate on October 12th.

To date, the active lobbying efforts of CUCFA have been devoted almost entirely to faculty salary matters. The “original” State Budget for UC, which the Governor submitted in January, as well as the budget proposed by the Regents in November, underestimated the increase that would be needed to maintain UC faculty salaries at parity in fiscal year 2001-2002 according to the customary CPEC methodology. Consequently, the Governor’s budget proposed a net 3% salary increase for faculty under the umbrella of UC’s “compact” with the Governor. UC and CUCFA hoped that the May Revise would provide an additional 0.9% (or ca. \$7 million) augmentation to bring faculty salaries to parity.

CUCFA representatives sitting side by side with UC Vice President Hershman formally testified in favor of the full 3.9% funding before Legislative committees at every available opportunity. In addition, Jim Bruner and Joanne Bettencourt from our lobbying firm of Orrick, Herrington and Sutcliffe, LLP, met individually with key legislators. At one point they had even convinced a legislator to put in a “member’s request” to try to capture the “additional” 0.9%.

As you now know, because of energy costs and other drains on the State treasury, all of this was to no avail. UC’s gross funding augmentation under the “compact” was es-

entially cut in half, and faculty and staff merits and promotions will consume virtually all the remaining monies in that particular budgetary pocket. UCOP has yet to announce the size of the COLA for 2001-2002—or if there will even be one.

Along with the budget, CUCFA has been tracking several bills of particular interest to UC faculty. Two of them, AB 1063 (Aroner) and AB 1611 (Keeley) deal with possible means for assisting the construction of student, faculty and staff housing near UC and CSU campuses. Of the two bills, AB 1611 is making the best progress toward passage. AB 1063 has evidently stalled in an Assembly committee, but AB 1611 has passed the Assembly and was up for hearing in the Senate Housing and Community Development Committee on August 20.

In brief, AB 1611 would create a California Educational Facilities Authority that could enter into agreements with nonprofit entities to finance the costs of construction of the housing types in question. UC supports both of these bills in concept, but has asked Member Keeley to amend his bill to include a Higher Education-Related Housing Loan Program proposed by a UC Housing Task Force. UC’s governmental relations staff report that so far Mr. Keely has shown no interest in doing so.

CUCFA has formally supported SB 1061 (Alarcon). This bill would require the Regents to submit annual reports to the Public Employee Relations Board by March 1 on specified activities relating to the obligations of the University under

the Higher Education Employer-Employee Relations Act. PERB would in turn be required to submit reports to the Legislature by September 1 on the status of specified labor relations at UC. The bill is supported by essentially all UC’s employee organizations but opposed by CPEC (turf warfare). The University has taken no public position on the bill but there can be no doubt that they would be very happy to see it quietly vanish into the night.

AAUP’s New Director of Government Relations

In a major restructuring, the AAUP promoted staffer Mark F. Smith to Director of Government Relations, a department under the new Office of Public Policy and Communications. In this capacity, he will coordinate the AAUP’s national legislative program, while assisting AAUP conference lobbying in the various states. Smith will continue developing Association policies on distance education and intellectual property. A graduate of the University of Wisconsin-Madison, Smith is currently pursuing a graduate degree in government at Johns Hopkins University and has extensive political experience at both the state and national level. He has worked on political campaigns and in state executive and legislative offices.



Washington

Mark Smith
Director of Government Relations, AAUP

Although the AAUP relies on its members and faculty leaders to carry out much of our lobbying, the national staff works at the federal level to coordinate those efforts, monitor Congressional and Executive Branch activities, analyse proposed legislation for its significance to higher education, and post weekly updates to our Government Relations webpage:

www.aaup.org/grindex.htm

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Members' dues fund the operation of the SCFA, the state-wide lobbying of the Council of UC Faculty Associations, and the AAUP's defense of faculty rights across the nation. If you're not already a member, why not take this opportunity to join with your colleagues in support of this important work?

Please contact us if you would like more information.

(800) 431-3348
scfa@aaup.org



**Affix
Postage**

SCFA/AAUP
343 Soquel Ave., #333
Santa Cruz, CA 95062



---- Tape or staple closed ----

Santa Cruz Faculty Association Membership Application

I wish to join the UCSC Faculty Association. I agree to pay the following monthly dues (check one) by payroll deduction and to sign Form U669 below.

- _____ \$8/month for Assistant Professors
- _____ \$13/month for Associate Professors and Lecturers with SOE
- _____ \$18/month for Full Professors

Send completed form to:
Treasurer, SCFA/AAUP
343 Soquel Ave., #333
Santa Cruz, CA 95062

Emeriti professors may join the SCFA by returning this form and a check for \$50 (annual dues) to the address above.



**EMPLOYEE ORGANIZATION MEMBERSHIP
PAYROLL DEDUCTION AUTHORIZATION
UPAY 669 (r7/90)**

Please Print or Type

Campus UCSC	LOC	Employee I.D.	Date
Action on this Form to become effective the pay period beginning:			Date
Monthly Deduction			
	Enroll	Cancel	Current Amount
Dues	X		
Initiation Fee			None
General Assessment			None
Total			

Last Name	First	Middle Initial
Department Employed at UC		
Title at UC		
Organization Name (include local name & number) Santa Cruz Faculty Association		

I authorize The Regents of the University of California to withhold monthly or cease withholding from my earnings as an employee, membership dues, initiation fees and general assessments as indicated above.

I understand and agree to the arrangement whereby one total monthly deduction will be made by the University based upon the current rate of dues, initiation fees, and general assessments. **I ALSO UNDERSTAND THAT CHANGES IN THE RATE OF DUES, INITIATION FEES AND GENERAL ASSESSMENTS MAY BE MADE AFTER NOTICE TO THAT EFFECT IS GIVEN TO THE UNIVERSITY BY THE ORGANIZATION TO WHICH SUCH AUTHORIZED DEDUCTIONS ARE ASSIGNED AND I HEREBY EXPRESSLY AGREE THAT PURSUANT TO SUCH NOTICE THE UNIVERSITY MAY WITHHOLD FROM MY EARNINGS AMOUNTS EITHER GREATER THAN OR LESS THAN THOSE SHOWN ABOVE WITHOUT OBLIGATION TO INFORM ME BEFORE DOING SO OR TO SEEK ADDITIONAL AUTHORIZATION FROM ME FOR SUCH WITHHOLDINGS.**

The University will remit the amount deducted to the official designated by the organization.

This authorization shall remain in effect until revoked by me - allowing up to 30 days time to change the payroll records in order to make effective this assignment or revocation thereof - or until another employee organization becomes my exclusive representative.

It is understood that this authorization shall become void in the event the employee organization's eligibility for payroll deduction terminates for any reason. Upon termination of my employment with the University, this authorization will no longer be in effect.

This authorization does not include dues, initiation fees and general assessments to cover any time prior to the payroll period in which the initial deduction is made. Payroll deductions, including those legally required and those authorized by an employee are assigned priorities. In the event there are insufficient earnings to cover all required and authorized deductions, it is understood that deductions will be taken in the order assigned by the University and no adjustment will be made in a subsequent pay period for membership dues, initiation fees and general assessments.

Employee Signature	Date
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FOR UNIVERSITY USE ONLY

Tran Code	Employee ID No.	Date	Element No.	Bal CD	Amount
1 2 4	12 13 18	MO DY YR	19 22	23	24 3
X1			6	G	
X1			6	G	
X1			6	G	

RETENTION 1 YEAR AFTER INACTIVE - ACCOUNTING OFFICE

Bargaining and Shared Governance

Patrick B. Shaw,
Associate Secretary, AAUP

Among the assertions made by those college and university administrators determined to defeat faculty unionization is that collective bargaining will subvert shared governance. As a vice-president and general counsel of a small liberal arts college put it in a speech to the faculty in February of this year:

Although it's difficult to predict [the effects of faculty unionization], some committees presumably would become defunct—surely the compensation committee, and perhaps others. Why?—because the principle of shared governance would no longer be controlling.

Generally, it is true that when a union becomes the faculty's agent for bargaining over salary and benefits, the compensation committee or, more frequently, the faculty wel-

fare committee is replaced. In such cases, faculty take consolation in the fact that the faculty union can engage in collective bargaining where compensation committees, more often than not, engage in "collective begging." It is certainly not true, however, that faculty unions threaten "the principle of traditional shared governance."



The AAUP has explicitly stated views on the relationship between bargaining and governance. The Association's "Statement on Academic Government for Institutions Engaged in Collective Bargaining" observes that "collective bargaining can be used to increase the effectiveness of [institutions of faculty governance] by extending their areas of competence, defining their authority, and strengthening their voice in areas of shared authority and responsibility." The Statement also stipulates that "[c]ollective bargaining should not replace, but rather should ensure, effective traditional forms of shared governance."

In fact, those AAUP chapters that serve as faculty bargaining representatives typically use the power of collective bargaining to fortify

the structures and processes of shared governance. Characteristic of contractual provisions dealing with faculty governance that have been negotiated by AAUP bargaining chapters is the following:

[The Board, Administration, and AAUP chapter] recognize the necessity of faculty participation in the making of academic and educational policies not subject to collective bargaining. The [parties] recognize and affirm the Faculty Senate as the appropriate instrumentality for faculty participation in the governance of the University and fully support an independent and effective Faculty Senate.

Taking it a step further, many chapters have been successful in negotiating language that provides contractual mechanisms to enforce governance processes. That is, in the event the administration violates or evades the institution's governance regulations (e.g. establishing an ad hoc committee to avoid action by a senate committee), a grievance can be filed and, absent a mutually satisfactory resolution, can be determined by final and binding arbitration by a neutral third party.

Faculty who pursue unionization do so rarely, if ever, simply because of inadequate salaries or diminishing benefits. They do so because they have lost or are losing the ability to affect important institutional decisions about academic policy, because their administrations are ignoring or evading the processes and products of faculty governance.

Contrary to the ubiquitous party line parroted by administrations resisting faculty unionization, collective bargaining can be a powerful tool for re-establishing when necessary and certainly for reinforcing vibrant faculty governance.

The 9th edition of the AAUP's *Policy Documents and Reports* is now available. This "Redbook" contains twelve new documents, including AAUP responses to post-tenure review, academic freedom and tenure in medical schools, distance education, intellectual property, graduate student rights, and faculty workload.

AAUP

Policy
Documents
& Reports

NINTH EDITION

For ordering information, call Johns Hopkins University Press at 1-800-537-5487.

Parking
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been reluctant to accept any fee increases unless the Administration agrees to reimburse the parking sys-

... we view it as a matter of principle that employees should not be expected to subsidize the operations and expansion of the institution for which they work ...

tem for spaces lost to construction and restores the interest on parking reserves that have been collected and used for other purposes over the years. These reserves have exceeded \$1,000,000 for several years running. In short, we view it as a matter of principle that employees should not be expected to subsidize the operations and expansion of the institution for which they work.

Furthermore, our investigations into these and related matters reveal that legislative restrictions on the University of California as well as the Master Plan for Higher Education in California are more flexible on the issue of parking than has previously been acknowledged. State funds are not to be used to subsidize student parking, but this is not the case for employee parking which may be viewed as a fringe benefit.

Recognizing the extent of their parking problem, the Chancellor of UC Berkeley recently advised faculty that he views parking as a necessary accommodation for employees and has authorized assessment of replacement costs for built-over spaces. Our Chancellor has agreed to require non-state funded building projects to pay approximately \$8,000 for each parking space destroyed, but has not imposed the same restrictions on state-funded

buildings as was done at Berkeley. We are exploring the ramifications of these developments for advancing our objectives at Santa Cruz.

We will continue to advise you on a regular basis about the nature of proposals that will have an impact on faculty and the progress of negotiations. Meanwhile, we would like to notify you

of several specific issues that have arisen.

1. A-Sticker permits should still cost \$32/month (\$384/year) pending the outcome of negotiations. At least one member was erroneously charged a much higher rate. We protested on her behalf and the Administration corrected the problem and agreed to refund the amount of her overpayment. You should check your pay stub to be certain you are not also paying too much. If you are, please notify us at <scfa@aaup.org> so that we may pursue the matter on your behalf. Be as specific as possible when contacting us as this will facilitate our efforts.

2. We have insisted that the website for TAPS be corrected to indicate actual rather than proposed parking fees and that accurate information be provided to faculty.

3. We are aware that the University may be withholding certain new permit types from faculty because we are still engaged in negotiations. We have informed the Administration that this constitutes an Unfair Labor Practice because it discriminates against bargaining unit members for exercising their right to bargain collectively. We expect them to cease and desist from this practice.

4. The Administration's latest proposal includes the imposition of retroactive fee increases. Although they suggest that such an imposition is negotiable, we believe the proposal to be almost certainly impracticable, and probably impossible to implement legally. We are pursuing with our attorneys legal recourse in getting this off the table and have asked the Administration to specify by what means it would propose to implement retroactive payments from faculty members and why it believes those means are both practical and appropriate under the law.

PERSONNEL

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Myrna Hays, Lobbying Coordinator

AAUP, West Coast Staff

Marcus Harvey, Associate Secretary

A ROSE BY ANY OTHER NAME?

With so many clever people working for the Association, one would think that we could have come up with something better than "Faculty Advocate" for a title. Well, we didn't. Now it's your turn. . . .

NAME THIS NEWSLETTER

Near-extraordinary prize for winning suggestion

Best suggestions (redacted to avoid lawsuits) will be published in the spring edition of the [?].

Extra credit (and possible berth on the Publication Committee) for formatted entries.

Email your suggestions to:
scfa@aaup.org

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 Message from the Chair

this committee, visit <http://www.ucop.edu/copyright/>). By the way, a member of our Executive Board as well as the activities of CUCFA were featured in the March, 2001 issue of *Lingua Franca* for protecting faculty copyright over our course presentations. This article is available at http://www.linguafranca.com/print/0103/feature_strikes.html

CORPORATE PARTNERSHIPS

Granted that corporate partnerships like the 1998 deal establishing a \$25 million flow of money between UC Berkeley's Department of Plant and Microbial Biology and Novartis, a Swiss pharmaceutical company, do bring money into the University. However, a strong faculty voice is needed to prevent the loss of control over our research, as well as the significant reallocation of public monies out of "unprofitable" departments and into the chase for private dollars. Beyond the question of resource allocation,

back-to-back scandals at the University of Toronto are indicative of the threats that can be posed to Academic Freedom by corporate sponsorship.

PARKING

Since Bob Meister has provided a report on the bargaining situation elsewhere in the newsletter, let me simply add that we view it as a scandal that our staff are now paying more in parking fees than faculty. Although we are leading the charge against unwarranted fee increases on behalf of the faculty, I would add that we are also working with various groups on campus in an effort to improve the situation for other employees as well.

Please check our website periodically for updates on these and other issues.

www.sc-fa.org

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From page 4
 Washington

We also weigh in on international matters of conscience that pertain to higher education. Recently, we voiced professional outrage over the arrests of academics in Egypt and China. After learning last year that professor Saad Idden Ibrahim, a sociologist at the American University in Cairo, had been arrested for his political activities we initiated a letter writing campaign on his behalf, directed to the Egyptian embassy in Washington, and various government ministries in Cairo. With Ibrahim's conviction and seven-year sentence, we have sent letters to various Congressmen seeking their help to put more pressure on the Egyptian government.

In January of 2000, the AAUP wrote the Chinese Ambassador concerning Song Yongyi, a U.S. faculty member who was then being held in Beijing on charges related to his academic research. Professor Song was released, but the subsequent arrest of Professor Gao Zhan and detention of Professor Li Shaomin provided new grounds for concern and led us to send further entreaties to the Chinese Ambassador. Our actions in these cases reflect the Association's commitment to academic freedom as a fundamental right of professors everywhere.

Of course, we try to sensitize our own Congressional representatives to the importance of academic freedom and shared governance. Some of this work has become an annual ritual: during the AAUP's annual meeting in Washington, attendees participate in Capitol Hill Day. We post position papers to the website, and assist individual members in making appointments with their Representatives to ensure a hearing for as many of our members as possible.

AAUP Affiliation

From page 1

\$50/year, and the SCFA will send renewal notices prior to membership expiration.

Both the SCFA and the AAUP are well equipped to deal with issues of concern to Santa Cruz faculty. The AAUP has a history in research universities stretching back to 1915 when John Dewey founded the organization. The AAUP's "1940 Statement of Principles on Academic Freedom and Tenure" serves as the basis for institutional standards nationwide. That Statement also informs the AAUP's defense of individual faculty members whose rights have been violated.

Since 1973, the AAUP has supported the efforts of those of its chapters that represent faculty interests through collective bargaining. The decision to support collective bargaining was based on the conviction that such activity provided a "major additional way" of safeguarding the bedrock principles of academic freedom and shared governance in higher education.

The SCFA is a dues-paying member of the Council of University of California Faculty Associations (CUCFA), an organization representing faculty throughout the UC. Formed in the early 1970s, CUCFA promotes faculty interests on constituent campuses, lobbies in Sacramento, and confers with UCOP officials in Oakland over changes to the terms and conditions of faculty employment. The SCFA is the only true union of Senate faculty in the UC system and through its legal rights provides the other members of CUCFA with access to UCOP that they would not otherwise enjoy.

A Message from the President of the AAUP

Jane Buck,
University of Delaware

As President of the American Association of University Professors (AAUP), I am very pleased that the Santa Cruz Faculty Association (SCFA) has entered a two-year affiliation agreement with us. Both organizations have a history of protecting and advancing shared governance and academic freedom. Working in tandem we will be even more effective.

AAUP has been the principal advocate for higher education faculty in this country for over 85 years, supporting faculty senates and other faculty bodies in exercising their rights as partners in the operation of their institutions. In the past few decades a number of AAUP chapters have organized as collective bargaining chapters, and 54% of our members are now in collective bargaining units. In many, if not most, instances, the impetus to organize for collective bargaining has arisen from governance issues, not economic ones.

Declining government support of higher education endangers the very existence of affordable public education for many of our citizens, leading to a widening chasm between the rich and poor. Although California's public universities have been spared the draconian cuts suffered by those in other states, there is no guarantee that state support will continue at its relatively high rate in the face of a wildly fluctuating economy. Increasing tuition rates and assaults on affirmative action exacerbate the divisions between the privileged and the powerless.

The SCFA and AAUP, working together, can begin to find solutions to these challenging problems.

