

# TERMS and CONDITIONS

Newsletter of the SCFA/AAUP

Spring 2006

## Infrequently Asked Questions

Executive Board, SCFA

*Q: What is the SCFA's position on growth at UCSC from 15,000 students to the possibility of 21,000 students?*

A: The SCFA believes that it is very possible that carefully planned, educationally responsible, administratively accountable, transparent in process, ecologically feasible growth could be a good thing for the excellence of our research and teaching.

*Q: Is that what is being planned right now?*

A: It doesn't seem that way. Therefore, it seemed to the Executive Board the right time to put together a variety of opinions and documents that, taken together, give a picture of why many people on campus and in the community are concerned about the potential for growth as outlined in the current proposed Long Range Development Plan (LRDP) and its draft Environment Impact Report (EIR).

*Q: Where can I find more information on this issue?*

A. Our website includes analytical documents relevant to the economics

of planning for growth <[www.scfa-aaup.org](http://www.scfa-aaup.org)>. This newsletter includes a special insert that provides a summary of the findings of the Campus Natural Reserves Advisory Committee done in 2004, a letter dated late April 2006 from the County Supervisor to the City Council suggesting an ordinance be put on the ballot for November's election, a letter written at our invitation from the vice-Mayor of Santa Cruz to the campus community, and several opinion pieces by Senate faculty -- "Not the Belly-Button of the World," "Why Are So Many Faculty Skeptical About Campus Growth?" and "Is it Feasible for UCSC to Grow?" These documents and opinion pieces provide a window onto some of the issues that have been raised. We offer them in the spirit of informing different communities of town and gown of a variety of perspectives and to prompt discussion among and between the communities.

*Q: What is your position on the current plans for growth, then?*

A: We believe the Administration should be accountable for its planning. It should, first of all, plan

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systemically, recognizing that the resources necessary to achieve the academic mission of the university and the resources necessary to recruit and retain new faculty members are all interrelated. These include affordable housing, adequate child care for faculty families, tolerable traffic and parking conditions, adequate local water supply and satisfactory infrastructural capacities that we share with the Santa Cruz community.

Sometimes it is asserted that we at U.C. have an obligation to give access to a U.C. degree to the children of California, and that therefore our campus has a moral mandate to grow. We agree we have a responsibility to educate students. However, we do not believe we have a responsibility to issue a U.C. degree if the resources to educate students at the level a U.C. graduate should attain are unavailable or are diverted to other priorities. We believe that would be irresponsible to the U.C. academic mission. In the

### More details on our website...

SCFA Board Member, Robert Meister, has compiled an article on campus growth, "Theses on Growth."

You can find this article, along with other news and issues affecting UCSC faculty, on our website:

<http://www.scfa-aaup.org>

## The Sum of Its Parts: What UCLAprofs.com Tells us about the ABoR

Adapted from a Working Paper of the California Conference of the AAUP

*The SCFA is a member of the AAUP's California Conference (CA-AAUP), the umbrella organization for all AAUP chapters in the state. The CA-AAUP opposes all efforts to stifle or chill the work of academic researchers and teachers.*

The recent attempts by Andrew Jones and his "Bruin Alumni Association" (BAA) to inflame public opinion against professors at UCLA should be seen as a part of the so-called "Academic Bill of Rights" (ABoR) campaign that has been advanced by neo-conservative, David Horowitz, through his Center for Popular Culture. Premised on a trite and disingenuous critique of politics in the Academy, the ABoR has made itself a darling of conservative media outlets and legislators across the country. As Horowitz is doubtless aware, "a lie told often enough becomes the truth," and he has proven keen to tell this one a lot.

The danger of the ABoR campaign is that by persistently, aggressively, and shamelessly misleading the American public about the nature and quality of our higher education, Horowitz and his ilk will do permanent damage to institutions that are now the envy of the world. Because Jones' efforts at UCLA so clearly reveal the flaws and motives of those campaigning against America's colleges and universities, we decided that a thorough critique of the site was warranted.

In his splashy website, <www.UCLAprofs.com>, Jones offered to pay UCLA undergraduates for recordings of their professors' lectures and copies of in-class materials. The primary

focus for all of this attention was a small group of faculty members arbitrarily designated as "radical" by Jones. Upon receiving a cease-and-desist letter from the University stating that his offer violated legally protected intellectual property rights, as well as campus policy, Jones took down the offending page. The website and its blacklist of faculty "radicals," however, remained.

### Deeper Context

In his classic history of the development of the university, Laurence Veysey described late-nineteenth-century resistance to the formation of the modern university system. In Veysey's words, academics faced a "suspicious public" and "well-defined pressure groups."

Prominent among these were the proponents of various organized religions [and] political factions of all persuasions. . . . Religious leaders often resented the trend toward secularization augured by the university. They might even seek by legislative means to hamper a foundation which harbored alien styles of thought. . . . Meanwhile, politicians found a device for votes in anti-intellectual oratory. . . . Everywhere and at all times newspapers gleefully emphasized academic misdoings, real or imagined.

Such an anti-intellectual climate bears uncomfortable parallels to Jones' blacklist and the broader Academic Bill of Rights (ABoR) campaign from which it derives. Proponents of the ABoR have pushed for counter-productive legislation in the California legislature, but have not yet succeeded in their efforts. Their campaign has, however, gained some traction in the popular culture. Across the country, ABoR proponents have invited legislative and political intrusion into our classrooms by claiming

that American colleges and universities should, among other things, guarantee "intellectual diversity" by legislating "fair and balanced" practices of grading, curriculum development, selection of invited speakers, allocation of university funds, hiring, firing, promotion and tenure review.

Benign as these efforts may seem on first blush, the ABoR campaign constitutes a concerted effort to destroy the fundamental academic freedom rights of faculty, discredit our peer review process, and undermine the public's trust in the professoriate. The ultimate aim is markedly similar to that of the "well-defined pressure groups" of yesteryear – destruction of the fundamental ideals of the modern university system.

...[She] doesn't seem to involve her personal politics in her classroom teaching....But, if we interpolate [her] classroom behavior and teachings from the political commitments she has made outside the classroom, things then look a lot less promising...

--Andrew Jones, UCLAprofs.com

Proponents of the ABoR and BAA campaign at UCLA fail to recognize the quality assurances (academic credentials, peer review, professional standards, and so on) that form the bedrock of our academic culture, preferring instead to draw from the "student as consumer" logic behind the hyper-commercial vision of education. Within this corporate paradigm, professors need only provide their students with a cookie cutter, "one size fits all" educational product, as free of analytical challenges as the weakest fee-paying student would like. Ultimately, such an approach

# Government Relations

## Washington: Spring Outlook for AAUP Priorities in Congress

Mark F. Smith  
 Director of Government Relations  
 American Association of University Professors

### Action on the Budget

Early this year, Congress passed a budget reconciliation bill with the largest cuts to the student aid program in history. In February, the President submitted his FY2007 budget, which continues the assault on higher education funding. AAUP has joined with other organizations in calling on Congress to reject the President's FY2007 Budget and increase funding for these critical student aid programs. For more information, visit <[www.aaup.org](http://www.aaup.org)> and the Student Aid Alliance at <[www.studentaidalliance.org/default.asp](http://www.studentaidalliance.org/default.asp)>.

### Higher Education Act

Among the top AAUP priorities for the last several years has been the reauthorization of the Higher Education Act. Begun in early 2003 with the intention of completing action during the 108th Congress, the HEA has yet to see floor action in either house. Last summer, the House Education and the Workforce Committee approved H.R. 609, the College Access and Opportunity Act, on a party-line vote of 27-20. The Senate Health, Education, Labor, and Pensions Committee passed S. 1614 on September 8, 2005. Both houses intended floor action in the fall. Instead, neither proposal moved

forward, although Congress did pass some adverse legislation in the budget reconciliation and supplemental appropriations bills.

The AAUP opposes the House bill, and portions of the Senate version. In general, the pending legislation goes too far in supporting a 'for-profit' agenda. The economic imperatives of a market situation do not correlate well with the imperatives of the educational process. In a true market situation, it is proper for the customer to make fundamental decisions about the product or service being offered. Within the context of higher education, however, it is not appropriate for students to make such decisions on the intellectual content of their curricula. With already scarce federal student dollars, a situation exaggerated by severely constrained budget proposals, it is unfortunate that Congress has chosen to facilitate the distribution of federal funds to for-profit educational ventures more concerned with the bottom line than the common good.

Both House and Senate bills also retain language based on the so-called "Academic Bill of Rights," and the House provides for the establish-

ment of an International Advisory Board (IAB) for Title VI programs to monitor and make recommendations on international programs under the HEA. While the Senate bill does not provide for a formal IAB, it also contains unwarranted reporting requirements.

A more fundamental problem, however, is the fact that the House bill does not provide for adequate long-term funding of higher education programs. The authorization for the maximum Pell Grant is set at \$6,000 for the next five years. AAUP supports raising the authorized level to \$10,000, while increasing total funding for the program. This situation seems destined to worsen: over the legislative recess, the Congressional Budget Office suggested that the Committee would have to come up with additional billions of dollars in student aid savings over the five-year life of the bill. While the Senate bill is not as draconian as the House bill, if the courts uphold the budget reconciliation package passed by Congress this winter, much of the spending will be thereby locked in place.

### USA Patriot Act

AAUP has spoken forcefully against the overreaching powers authorized under this legislation since it passed late in 2001 (see our 2003 report on *National Security in a Time of Crisis* at <[www.aaup.org/statements/REPORTS/911report.htm](http://www.aaup.org/statements/REPORTS/911report.htm)>). The AAUP has supported several bills that would curtail those powers. Specifically, AAUP sought to repeal Section 215, which provided federal

### AAUP Capitol Hill Day Thursday, June 8, 2006

Too often faculty don't appreciate the importance of educating legislators to our issues. As part of the AAUP's Annual meeting, faculty members take part in Capitol Hill Day. Members visit their senators and representatives in Washington, D.C., to talk about issues affecting higher education. The AAUP provides our members with the necessary information and "talking points" to speak with their legislators about problems affecting our profession.

For more information on both events, see  
 <[www.aaup.org/events/AM/CapitolHillDay.htm](http://www.aaup.org/events/AM/CapitolHillDay.htm)>

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IAQ  
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experience of many faculty members, classroom conditions and support for the educational enterprise have deteriorated since our last growth spurt from about 10,000 students in 1999 to about 15,000 now. If the current trajectory continues, many faculty, while acknowledging that experience may differ by department or by division, believe these conditions are likely to become worse. We believe that the academic and economic planning for growth in the current proposed LRDP, if pursued as written, is highly unlikely to result in an excellent university for students or an excellent context for faculty teaching or research.

*Q: I see you have printed letters from people who are not faculty members. What is the justification for including non-University documents in this newsletter, which is by and for Academic Senate faculty?*

A: Since planning needs to be systemic, we need to take into account the points of view of parties who have a stake in the outcome of proposed University growth. The City Council, for its part, does not need to think about classroom sizes or whether we have enough TAs or support staff, but it does have to address whether the costs of providing water and infrastructure to the University, which is not required to pay taxes, would divert the money that the city would otherwise use for police and firefighters, for city parks, for fixing city streets. And it does need to think about whether more students will completely fill its housing stock. And the faculty, for its part, is not responsible for solving the City of Santa Cruz's budget crisis, of course, but University growth is intimately tied to these hard facts. If the quality of life in the area deteriorates further, we will not be able to recruit and retain the best faculty, and our students will not be able to devote

their time to learning if they have to spend excessive amounts of time in paid work to cover their housing and transportation, not to mention that our own pleasure in knowing we are teaching well will suffer.

*Q: The new proposed LRDP has battered around for several years. Haven't the Senate and faculty, and the City and its citizens, had enough time to comment and get responses to their concerns? Why have a newsletter issue on the topic now, at nearly the end of the process?*

A: Here's what has happened. First, with respect to the draft EIR, the Administration was planning, and still may be, to treat the Academic Senate as no more than members of the public at large by releasing the final EIR and any responses it makes to queries from Senate committees at the same time it releases it to the public. (The Resolution passed by the Senate on April 24, 2006 asks it to release the EIR to the Senate well before that. Read the resolution at <http://senate.ucsc.edu/resolut12ndex.html>.) While the University is obliged, under the California Environmental Quality Act (CEQA), to respond to specific comments made by the public about the final EIR, it is not obliged to release the final EIR until shortly before the EIR is sent to the Regents. The Administration is obliged to "consult" the Senate, but not obliged to take its advice. The SCFA has also had public meetings to air concerns about the LRDP, housing, childcare, and other issues. There is a widespread feeling among the faculty and many people in town that all this work in discussing and analyzing possible impacts and mitigations, such as the extraordinarily good work of Senate Committees, the Campus-Community Work Group of 2004 (read it at <http://planning.ucsc.edu/lrdp/cmte/WhtPaper/CCWG.04-05-03.pdf>), and other bodies that have analyzed issues related to growth, goes nowhere because the language of the

draft EIR does not adequately analyze the impacts of the proposed growth or include provisions for adequate mitigation.

*Q: Why is the EIR such an item of contention?*

A: Because it is the document whose approval gives permission. More legalistically said, it is the document that, under state law, must disclose the potentially significant environmental impacts of the LRDP and mitigate them to the extent feasible. In addition, the Regents cannot approve the LRDP without first certifying the EIR.

*Q: And why is it causing so much trouble?*

A: The "environment" is a very broad concept, covering everything from the viability of flora and fauna to traffic delays and parking, so a lot of different groups with different concerns and different areas of expertise have studied environmental impacts and commented on them. The

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## PERSONNEL

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## SPECIAL INSERT ON CAMPUS GROWTH

### Can UCSC Grow?

John Isbister, Economics

It is not certain that UCSC can grow beyond its current enrollment of 15,000 students.

The University is considering a Long Range Development Plan (LRDP) and an accompanying Environment Impact Report (EIR) which would set the stage for growth to 21,000 students. I was a member of the Strategic Futures Committee (SFC), which preceded the LRDP deliberations, and which came up with the figure of 21,000. It may be useful to understand that there was nothing in our deliberations which bore on the question of whether a figure of 21,000 was feasible.

We arrived at our number by considering only questions relating to the quality of academic programs at UCSC, and the expected statewide demand for higher education. Both perspectives led us to favor a moderate rate of growth. We did not consider this growth's environmental impact on the local community; that was not part of our charge. On the contrary, we left it up to the LRDP and EIR, the next stages of the process, to investigate the question of whether this growth would be feasible. The LRDP and EIR have now concluded that the environmental impacts of the growth will not be severe, and can be mitigated.

Not everyone, however, agrees with the EIR, as we learned at a most unusual meeting of the Academic Senate on April 26. The Planning and Budget Committee of the Senate presented its conclusion that the EIR was completely inadequate with respect to the two subtopics the committee had studied: housing and traffic impacts of University growth. The committee claimed that University growth could have a substantial impact raising housing prices, and that traffic congestion could be exponential, both conclusions contrary to those of the EIR.

As a consequence, the Senate adopted a motion asking the Administration to delay presenting the LRDP and EIR to the Regents from September to November, and in the interim to deal with the faulty analysis. Many administrators, including the Chancellor and the Executive Vice Chancellor, urged the faculty to reject the motion. What was startling, however, was that while many faculty members spoke for the motion, no faculty member who did not have an administrative appointment spoke against it. The final vote in favor was 69-26, and of the 26 negative votes probably half were cast by administrators themselves (the ballot was secret, so we can't know for sure). In other words, a unanimous recommendation of the Administration was massively rejected by the faculty. I haven't seen a split like this between faculty and Administration at UCSC in 30 years.

What is going on? Let's consider three hypotheses:

1. The Planning and Budget Committee is wrong, and the EIR is competent.
2. The EIR authors (an outside firm) are incompetent.
3. The EIR authors are competent, but were faced with the impossible task of showing that University growth is feasible.

Hypothesis 1—that the EIR is correct and the committee wrong—is conceivable, but it seems to me unlikely. I am not an expert in EIR analysis but I know that some of the committee members are well respected professionals. The most telling evidence against hypothesis 1 comes from an outside source. Professor James Gill, a well regarded geologist with a national reputation, and not a member of the Committee on Planning and Budget, spoke to the Senate. He teaches EIR methodology, he said, and his class considered the UCSC version. His complaint with the resolution before the Senate, he said, was that it was too narrow. Yes, he said, the housing and traffic analysis is faulty, but so is the rest of the EIR. I was interested to hear his comments, because I have always understood that the four biggest topics of EIRs were traffic, housing, sewage and water, and that of these, water was the biggest impediment to growth in our area. The committee had not considered the EIR's analysis of water, but Professor Gill implied that its analysis was inadequate in this area too.

What about hypothesis 2, that the EIR is simply incompetent? If true, this would probably be good news for the University Administration, because it would mean that the analysis could be fixed, perhaps by new consultants, and that once it was fixed, the University could proceed with its plans for growth. Perhaps this will turn out to be the case, but it seems unlikely to me. The firm that conducted the EIR was hired precisely because of its professional expertise. Surely the people at UCSC who hired the firm would have learned if other customers had found it to be incompetent.

This leads me to the third hypothesis. I can't be certain it is valid, but it is at least a reasonable explanation of the facts. What if it really is true that growth of the student body to 21,000 will bring with it increases in housing prices, traffic congestion and water shortages that will seriously compromise the local environment and the quality of life? I suppose it could be argued that all these effects could be mitigated,

## II

### Not the Bellybutton of the Universe!

Ronnie D. Lipschutz

Recent discussions of the University's Long-Range Development Plan (LRDP) and Environmental Impact Review (EIR) have been single-mindedly curiously focused on the campus, to the exclusion of the wider world around it. Of course, it is UCSC that is trying to assess the impacts of expansion within the "envelope" of 15,000 to 21,000 students, so it is only right that much of the attention be paid to the 2,000 Acres. But UCSC is not the bellybutton of the Universe, or even Santa Cruz. It is unfortunate that the two studies, as well as the UCSC Administration, have therefore sought to minimize consideration of the effects of campus growth on the larger community. One can accuse the city and its residents of petulance, in their lawsuits and threats to cut off the water supply, but there is no gainsaying that, taking into account faculty and staff, a 33% increase in student population would lead to 20% more people in the city of Santa Cruz. That kind of growth is unlikely to have only minor effects on the quality of life in Santa Cruz.

Those impacts can be grouped into three general categories: housing, traffic, and environment; here, I address the first two. With respect to the first, in the past the University has never managed to house as many of its students as promised. There is little reason to think this will change. An ambitious program of apartment construction and infill housing could address this problem to some extent, but there is, understandably, considerable reluctance to turn Santa Cruz into a clone of the apartment farm around UC-Santa Barbara. A major expansion in on-campus housing will require much more water, the future supply of which is by no means ensured, and the University's disinclination to cover major infrastructure costs puts it in direct conflict with the city, as well.

The housing question is especially acute for new faculty at UCSC. Enrollment growth and senior retirements will both require an increase in junior faculty, few of whom will be able to afford local housing. In "normal" circumstances, retirees might be expected to sell their houses and move to smaller quarters in the area, but real estate costs here are so extreme that such a move only makes sense outside of California. Moreover, those houses that do go on the market are far too costly for new faculty. The cost of houses in Ranchview Terrace escalates monthly, to prices higher than even tenured faculty can afford (and why should I exchange my current mortgage for something three or four times as large, even if it is more spacious and deductible?). I have suggested to colleagues, only half in jest, that new faculty be offered quarters in tent cabins and FEMA trailers—located in "M.R.C.ville" in the Lower Quarry. That way, at least the commute problem would be minimized.

Ah, yes, the commute problem: Nothing a freeway through the east side of campus would not solve. At peak hours, when classes begin and end, traffic into the campus is already fairly intolerable—imagine adding another few thousand cars to the load. The EIR points out that absent a major

expansion in bus service into the campus—and right now, TAPS is proposing to cut shuttle runs!—significant delays at major intersections are inevitable. During last fall's Metro strike, around 8 AM it took about 20 minutes to make the drive from Spring and High Streets, and Nobel and Bay, to my residence in faculty housing. The wait at critical intersections would only grow longer with more people coming into campus. Given the generally weak financial condition of the Metro and limited carrying capacity at peak hours, it would be the height of folly to increase enrolments without addressing transit needs.

To be sure, parking is a lucrative source of income for the campus (although it is hardly clear from the available evidence that increasing parking makes any economic sense). More cars means more parking permits sold for a limited number of spaces, and more revenue for TAPS. But not much of that goes to mass transit. In 2003 (the last year for which I was able to find a TAPS Annual Report) TAPS took in about \$3.5 million annually in permit and parking fees, but contributed only about 10% of that to shuttle costs (most of which is paid by the student transit fee). This is extraordinarily short-sighted: 7,000 more people at UCSC will not only lead to a massive increase in vehicle trips into and out of the campus every day, it will also slow down both the Metro and shuttle systems, making it even more difficult to get around.

What is the upshot of these two issues? To put it bluntly: the numbers won't work. Five thousand more students will not bring in the funds necessary to ameliorate either the housing or transportation problems; indeed, the net result could be "value subtracted," as the costs of accommodating increased numbers exceed the additional income. We are, already, dealing with 15,000 students on a campus designed for fewer, in classrooms often filled to capacity. New office buildings, classrooms and parking spaces will not help people find places to live or get them to and from campus with relative ease. The University may not be required by law to address this problem but it most certainly has a moral obligation, as well as a self-interest, to address seriously its present and future impacts on its current population as well as the larger community.

### III

## Why Are So Many Faculty Skeptical About Campus Growth?

Craig Reinerman, Sociology

By more than a two-to-one margin, the UCSC Faculty Senate voted in April in favor of delaying submission of the campus's long-awaited Long Range Development Plan to the Regents. This was a surprising outcome. The administration had pushed hard to get the LRDP sent forward. And don't we all support growth? Don't we desperately need new resources? There is no doubt that faculty strongly support the Master Plan under which all qualified high school graduates have access to a high-quality university education. So why are so many faculty ambivalent toward or even opposed to UCSC growing from roughly 15,000 to 21,000?

Faculty are worried about a number of things. First, the university has not done an adequate job of dealing with the last jump in students, when UCSC went from about 9,000 in 1989 to its current level approaching 15,000. Not enough faculty have been hired. A basic measure of educational quality - student-faculty ratios -- have risen in many departments. Almost everyone seems to support expanding graduate programs, but the administration has not provided enough TAs to handle existing enrollments without pushing student-TA ratios up to 60-1 in some divisions. Not enough classrooms have been built, even with all the campus construction we've been navigating.

Second, while the UC system was busy accommodating the Legislature by accepting steady increases in new enrollments, it was allowing faculty salaries to sink still further below where they should be -- the average of the Comparison Eight universities. This problem is especially acute in high cost-of-living areas like Santa Cruz, where housing is among the most expensive in the country. UCSC draws faculty who are in the top ranks of their fields, and such accomplished professionals quite reasonably expect to be able to live a decent life. Yet few faculty who don't already own a home here can afford one, and the construction of new faculty housing has been very slow and will not be very affordable.

Third, there are problems having to do with the distribution of resources. The enrollment funds the legislature allocated for all our new students did not always follow those students. Successive administrations decided to siphon off much of this money for projects they deemed worthy of investment, such as the School of Engineering. Faculty are proud to have an engineering school but the strategy used to finance it and other favored programs has tended to strain the divisions and departments where the bulk of the new students went - disproportionately to the social sciences. In departments where enrollments have increased and resources haven't, faculty have found it increasingly difficult to maintain the quality of their teaching and their scholarly productivity.

Fourth, faculty are members of the community as well as the campus, which means our interests are bifurcated. Indeed, even faculty who might be gung-ho growth advocates

can be forgiven for having second thoughts when faced with the often horrendous traffic jams getting off campus and 30-minute commutes to get 5 miles across town at rush hour. The LRDP's Environmental Impact Report makes it clear that even with all planned mitigations in place, these problems will only get worse with growth. Nor can faculty fail to be moved by the increasing anger of their neighbors in the Santa Cruz community who have taken the brunt of the impact of UCSC's expansion.

It is surely true that UCSC has been an economic and cultural boon to Santa Cruz. But these advantages come with costs (e.g., the traffic burden felt by our neighbors on High and Bay and surrounding neighborhoods). Some people think that because UCSC has the smallest student body and the largest land area in the UC system, it is the natural place to grow. But student numbers and campus acres are misleading metrics. Communities have cultural "carrying capacities" just as ecologies have biological carrying capacities. And in terms of traffic, pollution, congestion, noise, impact on the local housing market, and a number of other dimensions of local life, UCSC's growth has become a burden. Indeed, if we use the ratio of campus size to community size, then UCSC may well be the most impacted campus in the system rather than the least.

Our administration is earnestly trying to bring more resources to campus at a time when the State of California is in fiscal crisis. But it would be a mistake to assume that faculty will fall in line behind their growth scenarios when the new resources will be skewed toward a few departments and not spread around. And when we take into account inflation, higher parking fees, increases in health insurance contributions, and soon the reinstatement of contributions to the retirement fund, faculty salaries actually have been falling.

Even without the scandal now raging over self-dealing by top administrators, too many UCSC faculty have been asked, in effect, to do more work with fewer resources for too long. Sooner or later, they are likely to withhold support for growth until the UC system does a better job of ensuring the quality of education, community life, and the lives of faculty.

#### CUCFA Website

The Council of University of California Faculty Associations (CUCFA) has a new website! Visit CUCFA online at: [www.cucfa.org](http://www.cucfa.org)

## IV

### The Campus Natural Reserve

Campus Natural Reserves Advisory Committee

Laurel Fox (Chair), Brent Haddad, Karen Holl, Peter Raimondi, Daniel Costa

Here we summarize the findings and recommendations of the Campus Natural Reserves Advisory Committee report to the Dean of Physical and Biological Sciences, in 2004 (<http://ucreserve.ucsc.edu/>), about the academic value and protection needed for UCSC's Campus Natural Reserve (CNR). This committee advises UCSC about the protected land directly on campus (the CNR) and four off-campus sites that UCSC administers for the UC Natural Reserve System. The recommendations in the report were subsequently endorsed by UCSC's Strategic Futures Committee (<http://lrpd.ucsc.edu/sfc.shtml>).

The CNR is an essential resource supporting UCSC's academic mission, consisting of 7 different areas on campus with diverse natural ecosystems in close proximity to the built-up campus core. These areas are protected, provide opportunities for on-campus research and teaching, and allow us to integrate a diversity of on-campus field exercises into classes lasting 1-3 hours. This makes UCSC unique within the UC system. By ensuring the continual availability of these critical research and teaching resources, UCSC will also protect some of the most distinctive, dynamic and diverse natural systems that lend character to our campus.

The CNR, as well as other, non-protected, natural lands on campus, serve many functions for UCSC by providing:

1. A Living Museum maintaining viable examples of several types of natural ecosystems and protecting species of special concern.
2. Dynamic Ecological Systems for demonstrating and studying critical ecological processes including disturbances that have helped form and maintain the different habitats.
3. Ecological Connectivity permitting the flow of water, nutrients, and organisms among critical habitats, and enhancing regional biodiversity.
4. Academic Resources for UCSC's Mission by protecting spaces suitable for class exercises, and for student and faculty research.

#### Principles

These functions summarize the importance of natural lands to UCSC's long-term academic mission, and have been the primary criteria used to identify and evaluate land for the CNR. Maintaining these functions at UCSC is the primary purpose of the CNR, and the following principles guide the CNR's operations and policies:

- Campus planning and development procedures should be based on modern ecological principles to evaluate ecosystems and the habitat requirements of component species, and should incorporate these principles into mitigation plans for other campus developments.
- Campus planning activities should sustain natural processes through active, adaptive management.
- CNR lands should be defined and managed as non-built developments in support of the UCSC Academic Plan, and not treated as unused resources for future development.
- CNR regulations should be enforced by all campus authorities.
- Implementation of the Campus Natural Reserve Academic Plan should be incorporated into the principles of the current LRDP and subsequent development plans.
- UCSC growth should optimize the east-west connection of habitats across southern Santa Cruz County to avoid both detrimental regional effects and losses of UCSC's natural resources.

#### General Recommendations

To ensure and implement the functions and general principles of the CNR, we make the following general recommendations:

- The area and boundaries of the 7 current CNR sites should be retained.
- UCSC should provide long-term protection that guarantees the continued ecological health and integrity for all CNR sites.
- All planning should maintain or enhance connectivity among CNR sites and with adjacent systems by protecting above- and below-ground processes.
- Campus lands need to be actively managed, including use of appropriate disturbance regimes (prescribed burning, grazing, etc.) to sustain ecological processes that are critical for maintaining distinctive communities. (Current management practices often minimize rather than optimize disturbance.)
- Cumulative impacts resulting from development adjacent to the CNR should be recognized and minimized during campus planning.

## Why Excessive University Growth is Hard on City Government

### A Letter to the Campus Community from Emily Reilly, Vice-Mayor of the City of Santa Cruz

Dear Friends,

The SCFA has asked me to write a few words about why excessive University growth is hard on the city government.

As you know, the city is trying to find ways to increase our revenues so that we can continue to provide the kinds of services we all value. Like many smaller cities, we are pinched for resources. We have already cut 7 million dollars from our budget in the last five years. We have made all the cuts you can make without having it seriously degrade our quality of life.

Raising revenue depends partly on attracting more private businesses, which pay taxes as well as employ people. When private businesses want to grow, the city government collects fees (for example traffic impact fees and planning fees.) The city also receives revenue in the form of property tax, business property tax and utility tax. This money helps pay for the city services required by this growth, especially public safety and infrastructure maintenance. This creates a burden on private enterprises, but they shoulder it as part of the cost of doing business. The city uses this tax revenue to maintain the services that sustain a community. These services are also vital to attracting the tourists whose sales tax and hotel tax dollars form another important part of our economy. We also use tax money to store and deliver clean water, to maintain our sidewalks and streets, to fund our social service programs, and to pay for the police and fire departments.

University growth, while creating the same stress on city services as private business growth, brings with it no required and enforceable method of revenue collection to offset the impacts of that growth. Unlike businesses, the University is not legally required to pay traffic impact fees or planning fees when it wants to grow. In addition, University growth can actually cost the city money, when property purchased by the University from the private sector is removed from the tax rolls, because the University is not legally required to pay property tax, business property tax, or utility tax. That is why we are concerned with getting a meaningful EIR. It is the tool that identifies what reasonable mitigations we can realistically expect with growth that causes significant impacts.

Another challenge is that we are physically constrained in our ability to grow. Santa Cruz city is 96% built out, squeezed between the ocean and the redwoods and surrounded by our precious green belt. To create any additional housing, we need to become more dense and this too is a balancing act. In housing, for instance, we have taken several steps to increase the amount of housing we have available, hoping to provide a home for our teachers, firefighters, police, and people in the service industry.

The kind of growth being suggested in the 2005 proposed LRDP is simply beyond the carrying capacity of Santa Cruz, especially in the areas of housing, traffic, and water. It will dramatically change public safety and recreation services and degrade our ability to keep parks open and safe. It will significantly increase the local demand for housing, resulting in increased pressure on the already exorbitant housing prices, and it may create a need to expand the city's limited water supply even during normal rain years. Also, if we as a community (including the University) grow in population beyond our carrying capacity, it will be impossible to have the private sector growth that does bring us revenue and will make it impossible to remain the kind of community that attracts tourists as well as new faculty, and keeps people here (again, including UCSC) in a livable community.

The interconnections between these issues are complicated. You can read about them in the White Paper produced in 2004 by the Campus/Community Working Group, which was formed to discuss the possible impacts of University growth on the off campus part of Santa Cruz. Ron Suduiko, who at that time was the Vice-Chancellor of University Relations, and I chaired that working group using a consensus based process and included members of the Santa Cruz community, UCSC faculty and staff and Supervisor Mardi Wormhoudt who had also served on the 1988 LRDP committee. The report is in four parts (existing conditions, key issues, possible approaches, and overarching considerations) and you can find it on the University website (google: ucsc lrdp campus community white paper).

Thus far, the University Administration has not responded meaningfully to the real and serious concerns of the community. If we have the will, a way can be found for the University to expand in a planned and balanced manner, without damaging the city in which it resides, and I continue to urge the University to start to engage in this effort.

Regards,

Emily Reilly  
Vice-Mayor of the City of Santa Cruz

## VI

Mayor Cynthia Mathews and Members of the Santa Cruz City Council  
809 Center Street  
Santa Cruz, CA 95060  
RE: PROPOSED BALLOT MEASURE ON UNIVERSITY GROWTH

April 28, 2006

Dear Mayor Mathews and Members of the Council:

As you know, the University is proposing a Long Range Development Plan (LRDP) for the expansion of enrollment at UCSC from 15,000 to 21,000 students. Both your City Council and the Board of Supervisors, as well as numerous other agencies and individuals, have raised many substantial concerns in response to the Draft Environmental Impact Report (EIR) prepared on this Plan. While the Draft EIR identified an alarming number of major impacts of the proposed growth on the community, it also had many serious inadequacies in that it did not, for example, adequately evaluate the Plan's impacts on the City's water supply during normal rain years or the traffic effects of the proposed 4,000 seat stadium.

Recently, the University released a Revised Draft EIR that recognized only one of the inadequacies of the original document, that being that the impacts of the proposed Plan on Highways 1 and 17 were never considered. However, the other major inadequacies of the EIR that had been identified were ignored. Moreover, the University indicated that no further significant revisions would be released. This is troubling not only to the City and County, but to the UCSC Academic Senate, which overwhelmingly approved a resolution finding that the Draft EIR was inadequate.

Over the months that the proposed LRDP was being developed, the City and the County attempted to work cooperatively with University officials and urged them to respond to the legitimate and very real community concerns that had been identified. Clearly, this effort failed to yield any meaningful results.

Given the fact that the University appears determined to approve the LRDP sometime later this year, I believe that the community must take strong actions to convince the Board of Regents that the current plan is unacceptable.

Therefore, I strongly urge the City Council to place the attached draft ordinance on the November ballot. While the entire county is impacted by University growth, the impacts on the City are most serious, which is why I am bringing this proposal to your attention.

The proposed measure would serve several objectives:

- The ordinance gives the community a chance to express its concerns about the University's proposed growth plans;
- It contains findings that identify major negative impacts the community has incurred from past University growth and will incur from the growth proposed in the 2005 LRDP;
- It contains policies committing the City to oppose the University's growth plan unless its significant impacts are fully mitigated, requiring the City to go through the LAFCO approval process before extending services beyond the City's current service area, and, a final policy, making the University responsible for the costs of its growth rather than simply passing on those costs to the community.
- In addition, the ordinance includes a list of actions the electorate would direct the Council to take in order to carry out the measure's policies.

Many of us have felt relatively powerless in the face of the University's refusal to reduce its impacts on the community. The proposed ballot measure contains policies that could effectively compel the University to finally take the community concerns seriously.

Therefore, I recommend that you consider this ballot measure on University growth, revise it as you may find appropriate, and, after the required environmental review and public hearing, place it on the November ballot.

As we have all learned, it is extremely difficult for local jurisdictions to affect the decisions of the University of California. But it can be done. The adoption of substantive City policies will send a strong message to the University that they must solve the problems and pay the costs caused by their growth before imposing it on our community.

Thank you for your consideration of this matter.

Sincerely,

Mardi Wormhoudt, Supervisor  
Third District

## VII

UCSC growth  
continued from page I

but that brings us to social and economic analysis. How likely is it that they would actually be mitigated?

Here are some possible mitigations:

1. The impact on housing shortages could be mitigated by the University's building more units. But construction and infrastructure costs are high. Since the state will not contribute public funds to housing, the expenses must be borne by the users. So this mitigation will not reduce housing prices.

2. Traffic congestion could be eased if the City and County were to build an eastern access to the campus, through the Pogonip, as they promised they would do when the University first came to Santa Cruz. But that was before the era of environmental consciousness, and before Proposition 13. Today, there is almost no possibility that local government will undertake such a project.

3. Water resources might be increased (I am not certain of this) with major new public-works expenditures, but again the expenses are far beyond the capacities of local governments, and the state seems unlikely to kick in.

In sum, when you combine technical analysis with political and economic speculation, you may well have to conclude that further expansion of the student body is impossible, without severe deterioration of the environment, public services, and the quality of life.

The evidence available so far is consistent with such a conclusion. If it turns out to be the case, then we will have the answer to the question posed by the Strategic Futures Committee. The answer will be "No." No matter how desirable growth is from the point of view of academic programs and student demand, it is not possible on this site.

How we proceed from here on in will be important to the future of UCSC. Of course it will be important for the issue of growth, but I mean more than that. If I interpret the vote in the Senate correctly, the faculty are not inclined to cut the Administration much slack these days. We have been buffeted for months now by news of wrongdoing at the highest levels of our institution, and by the betrayal of the public trust. Along with the rest of Californians, the faculty at this point want honest, trustworthy communication, and we are not sure we are getting it.

The Administration has the legal authority at this point to ignore the Senate vote, and to present the current EIR to the Regents. It has the authority, but the consequences of such action for cooperative decision making on and off campus will be serious. I hope the Administration takes the opportunity to rethink completely the analysis of the impact of growth. I hope it holds off its decision about what growth rate to adopt, and that in the end it adopts a growth plan that takes full and honest account of the likely impacts on our community.

CNRAC  
continued from page IV

□ Active management of campus lands requires adequate staff and funding to enforce campus policies designed to protect the lands and to maintain them as mitigation for development elsewhere.

□ Campus planning must ensure that drainage on CNR and adjacent lands is not degraded, during both current and future developments. Proper drainage is critical for maintaining the health of ecological systems.

### Concerns with the proposed LRDP

1. Thoughtful mitigation and considerably more funds than are currently appropriated for reserve management are needed to proceed with the proposed development while simultaneously maintaining the goals of the CNR.

2. While the LRDP proposes mitigation "to the extent feasible", it does not offer the long-term protection needed to retain healthy ecosystems and to support long-term research and class projects.

3. The proposed development in upper campus will severely compromise the utility of the CNR seep zone area for teaching and research, given the inevitable pedestrian and bicycle traffic through this area necessary for commuting between upper and central campus.

4. Finally, the EIR notes "significant and unavoidable" impacts on the Moore Creek drainage that will substantially degrade the habitat quality in the Moore Creek drainage, part of which are CNR lands.

## Contact us

SCFA/AAUP  
scfa@aaup.org  
www.scfa-aaup.org

15 Shattuck Sq., Suite 200  
Berkeley, CA 94704-1151  
800-431-3348  
www.ca-aaup.org

AAUP, National Office  
1012 14th St., NW, Suite 500  
Washington, DC 20005-3465  
800-424-2973  
www.aaup.org

## **An Invitation to Join the SCFA**

Paul Ortiz, Community Studies

I arrived at UCSC for the first time during the spring of 2001. At the time, I was on the academic job market and I was on campus to give a job talk and get a sense of whether or not Santa Cruz was a viable place to live. I interviewed with the Department of Community Studies, a one-of-a-kind program universally admired by social justice activists and scholars of social change throughout the country. Needless to say, I was very excited about the prospect of becoming a professor in such an innovative program.

At the same time however, the cost of living in Santa Cruz, particularly housing, quickly became a concern. Not to worry, I was told by several people on campus during my visit. There were plans to begin breaking ground later in the spring or summer in order to build a new, below-market housing development for campus employees at an area on campus referred to as "Inclusion Area D." This was welcome news for me. I was receiving other job offers from outstanding research universities and the salary levels were roughly similar. The major difference between these institutions boiled down to the area cost of living and housing. After hearing that the university would soon be building additional employee housing units I decided to take the plunge and accept the job offer from UCSC.

Five years later there has been no groundbreaking at the location now known as Ranch View Terrace. At various Academic Senate meetings we have heard diverse reasons from the administration for the delays. The real culprit here is the erosion of shared governance at the University of California and the failure of faculty (US!) to demand a place at the table.

Instead of just complaining about the various problems we face here at UCSC we need to give collective action among faculty members a chance for a change. Instead of taking our anger out on each other we need to join with our colleagues into a new movement of faculty to demand that our university live up to its responsibilities to our students, our staff, and the people of California.

The more Senate faculty who join, the more effective the SCFA can be in advocating, publicizing, bargaining, and educating our community about the "terms and conditions" of our employment that support our professional life of excellent research and teaching. Think about those issues that matter most for recruiting and retaining faculty: child-care, housing, workload, salaries, transportation, social justice for other campus employees etc., etc. Now, imagine that you are the member of a powerful organization that not only is able to advocate successfully for you but that is also able to join in solidarity with our brother and sister workers at UCSC.

Read the articles in this newsletter. Get educated, get involved. **Join the SCFA!**

In Solidarity,  
Paul Ortiz

# Santa Cruz Faculty Association

## Membership Application

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

- \$11.50 / month for Assistant Professors and Acting Profs. of Law  
 \$17.00 / month for Associate Professors  
 \$22.50 / month for Full Professors

Mail completed form to:  
**SCFA/AAUP Coalition**  
**15 Shattuck Sq., Suite 200**  
**Berkeley, CA 94704-1151**

Emeriti professors may join the organization by returning this form and a check for \$74 (annual dues) to the address above.

<b>EMPLOYEE ORGANIZATION MEMBERSHIP PAYROLL DEDUCTION AUTHORIZATION UPAY 669 (r7/90)</b>			<b>Campus</b>	LOC	<b>Employee I.D.</b>	<b>Date</b>	
			Action on this Form to become effective the pay period beginning:			Date	
<b>Please Print or Type</b>			<b>Monthly Deduction</b>				
<b>Last Name</b>	<b>First</b>	<b>Middle Initial</b>			<b>Enroll</b>	Cancel	
<b>Department Employed at UC</b>			<b>Dues</b>		<b>X</b>		
<b>Title at UC</b>			<b>Initiation Fee</b>				
<b>Organization Name (include local name &amp; number)</b> Santa Cruz Faculty Association			<b>General Assessment</b>				
			<b>Total</b>				

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.

<b>Employee Signature</b>	<b>Date</b>

### FOR UNIVERSITY USE ONLY

	<b>Tran Code</b>	<b>Employee ID No.</b>	<b>Date</b>			<b>Element No.</b>	<b>Bal CD</b>	
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	X1						6	G
X1						6	G	

**RETENTION 1 YEAR AFTER INACTIVE - ACCOUNTING OFFICE**

National AAUP  
From page 3.

entities with the power to review the bookstore and library records of anyone, even those not suspected of any crime, if these records are deemed “relevant” to counter-terrorism or counter-espionage investigations. Despite a 238–187 vote (June 2005) in favor of blocking Justice Department enforcement of Section 215 searches by denying funding for such purposes, the House leadership used its Rules Committee to thwart an amendment from being placed on the section. Subsequently, the House refused to adopt the Senate’s position in its bill reauthorizing the USA Patriot Act (S. 1389). In December, the two houses were unable to reach agreement on extending several provision of the Act because several Senators wanted to provide more civil liberties protection, but the House refused to consider these modifications.

Despite these efforts, the deadlock was broken in early March and Section 215 will be extended for four years along with other provisions. AAUP believes this “compromise” is unsatisfactory because the administration refused to limit searches under Section 215 of the PATRIOT Act to the records of individuals suspected of terrorism. That said, requirements to obtain a search order under Section 215 have been made more rigorous, additional rights--including the right

to challenge the “gag order” provisions--have been granted recipients of such orders, and the Justice Department must increase its public reporting of such searches.

**State Issues**

AAUP continues to oppose legislative efforts to enact David Horowitz’ “Academic Bill of Rights” (ABoR). During 2005, California, Florida, Indiana, Louisiana, Maine, Maryland, North Carolina, Ohio, Rhode Island, and Washington all rejected some version of legislation, with Massachusetts, Minnesota, New York, and Tennessee still having legislation pending. Thus far, California has been able to stave off the passage of ABoR legislation, but with a new bill (SB 1412) in the works, the national AAUP will continue to monitor the situation and assist its state arm in opposing the bill.

Along with the one in California, new ABoR-derived legislation for 2006 has cropped up in Hawaii, Kansas, and New York. Senator Bill Morrow’s latest offering (SB 1412) throws a spanner in the works by proposing the mandatory audiotaping of faculty promotion, hiring, and tenure hearings, making this one of the most aggressive iterations of the ABoR in the country (see our CUCFA report on page 4 for more on this legislation). South Dakota saw a bill (HB

**AAUP Member Benefits**

The following programs are available at special rates to AAUP Members.

- Professional Liability Insurance
- Customized Major Medical
- Catastrophic Medical Insurance
- Auto and Home Insurance
- Group Term Life Insurance
- Medicare Supplement
- Accident Insurance
- Group Disability Income Insurance
- Group Hospital Indemnity Insurance
- No-annual-fee platinum credit card

1222) that would have required public institutions in the state to annually report to the Legislature regarding what steps they had taken to promote intellectual diversity. The bill passed the House, but was unexpectedly defeated in the Senate. Finally, the Senate Higher Education Committee in Arizona passed SB 1331, requiring public institutions to provide alternative coursework or materials to students who find the existing coursework or materials offensive. “Offensive” was subsequently narrowed to any material that “conflicts with the student’s beliefs or practices in sex, morality or religion,” but the bill ultimately failed--going down to defeat in a 17-12 vote of the state Senate.

The Pennsylvania House Select Committee on Student Academic Freedom continues to hold hearings on the academic atmosphere in the commonwealth. Two more hearings are scheduled for May, and the AAUP is working closely with legislators to shape the final outcome of the committee’s report. □

**SCFA/AAUP  
Collective Bargaining**

The Santa Cruz Faculty Association (SCFA) has been an AAUP collective bargaining chapter for faculty since 2001. Through the SCFA/AAUP, faculty members at Santa Cruz contribute to the ongoing defense of academic freedom and faculty prerogatives in the academy. The authority to negotiate over locally determined terms and conditions of faculty employment at UC Santa Cruz distinguishes the SCFA from every other association of Senate Faculty within the UC system. The SCFA must also be consulted over systemwide changes to faculty employment conditions -- we use this right to benefit all Academic Senate members at the University of California. The SCFA/AAUP derives bargaining strength through the support of its members.

CA-AAUP  
from page 2.

does nobody any favors because it destroys the motivation of the individual to excel. That is to say that the “reformed” communist, David Horowitz, who is the mastermind behind the ABoR has devised an instrument that promises nothing less than a bleak Stalinist future for the American academy. It is also case, that the more general effect of the ABoR campaign--the lessening of public confidence in our most elite institutions--serves to erode support

accept as a given the proposition that “radicals” proselytize. Thus, for the anti-intellectuals peering into the academy, what follows logically is that teaching has given way to indoctrination. Ironically, despite its claims to “conservatism,” the ABoR campaign rides roughshod over many fundamental tenets of traditional American conservatism: that governments should pursue a minimalist course, or that rational economic agents (i.e. students) will make appropriate decisions, or that variety (individualism) rather than homogeneity (statism) is a desirable institutional characteristic are three such deviations that come readily to mind. Indeed, the effort to extend the reach of the government into the classroom is alarmingly totalitarian in its implications; presumably some state-sanctioned arbiters of political content would be needed to police discourse in the Ivory Tower.

about our curricula and pedagogical standards? Should it be left to alumni, politicians, academic administrators, or others outside of academia altogether? Former Vice President of AAUP’s California Conference, Graham Larkin, in an extensive back and forth with David Horowitz on the blogosphere pointedly asked how the ABoR could be implemented without creating the very problems it is supposed to correct?

The inherent absurdity of any claim to objective ideological profiling raises the issue of how one could possibly go about implementing the kind of diversity that the Academic Bill of Rights is aiming to institute in the university. . . . After all, to successfully foster “a plurality of methodologies and perspectives” and ensure against “political, ideological, religious or anti-religious indoctrination,” one would first have to develop a sufficiently broad and clear model onto which to map these differences and deviations, and then keep very close tabs on the professors. □

*For a full version of this position paper, see <[www.aaup.org/ABORAnalysis.pdf](http://www.aaup.org/ABORAnalysis.pdf)>.*

As a strategic necessity the ABoR campaign, like the BAA campaign, purports to channel widespread student dissatisfaction with politicized professors. Indeed, the modus operandi of one of Horowitz’s pet organizations--the misleadingly named “Students for Academic Freedom”--is to accumulate anecdotal evidence, anecdotal evidence that, given the millions of student contact hours with faculty members every year are remarkably thin, and often unsubstantiated. It is also necessary for the ABoR’s proponents to minimize, or ignore, existing procedures for appeal and redress that are available to aggrieved students.

#### **Who is to oversee the university?**

There is a fundamental problem left unaddressed by the ABoR’s proponents: If faculty members cannot be trusted, then who will determine what a professor should teach? Who ought to make broader determinations

“[She] is in every way the modern female academic: militant, impatient, accusatory, and radical - very radical.”

- Andrew Jones, UCLAprofs.com

for these institutions at a time when the public investment in higher education has, proportionately, sunk to new lows.

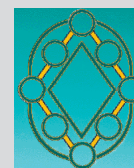
#### **False connotations**

The ABoR campaigners’ goal--to sever our academic institutions from our political culture--has been taken up by legislators in states throughout the country. Working to promote ABoR legislation, anti-intellectual factions have generated a “crisis” to suggest that radical professors are indoctrinating their students. Imposing a Manichean view of political ideology on the campus, they have broadly categorized professors according to the labels “conservative” and “liberal.” Despite the enormous breadth of theoretical perspectives within the disciplines, the ABoR campaign lumps any political or theoretical perspective that its proponents find objectionable under the rubric of “liberalism.”

By a further sleight of hand, “liberalism,” precisely because it is not conservative, is therefore also “radical.” Proponents of the ABoR

### **Support Your Colleagues, JOIN YOUR FACULTY UNION TODAY!**

Membership in the SCFA/AAUP is open to all senate faculty at UC Santa Cruz. Dues for Assistant, Associate, and Full Professors, as well as for Lecturers with Security of Employment, are based on rank and payable through payroll deduction. Emeriti faculty members may join the SCFA/AAUP by submitting a \$62 payment for annual dues.



To join, see:  
<http://ca-aaup.org/scfajoin.html>

IAQ  
from page 4.

language of the proposed LRDP and of the draft EIR is written in such a way that it gives the University maximum flexibility and minimum legal commitment to mitigate impacts. The LRDP is, as the Administration constantly asserts, a “land use” planning document and outlines merely an outer “envelope” of the limit of growth, and it therefore appropriately does not include economic analysis. The problem is, mitigations cost money, possibly sometimes a lot, and the EIR, if OK’d, gives permission for what the LRDP proposes. If the source of money for mitigations is not included in the plan, and if the language of the document states that mitigations will be done “if feasible” rather than that they will be done, or if the University has “goals” rather than commitments, then once the EIR is OK’d, the University is not legally committed to do the mitigations or to meet its “goals.” In other words, the University cannot be legally held to what appeared to be its plan for mitigations, if the language of the EIR does not require it. Some people are no longer confident that legally-unenforceable goals and mitigations will be carried out, and they want legally enforceable language as an indication of good-faith negotiation.

The City is in a frustrating and frustrated position with respect to the environmental and therefore monetary impact the type of growth proposed in the proposed LRDP would allow. The University as a state agency is not legally required to pay taxes to the City. Legally, the City has very little say about what the University does. The Administration has given the City numerous opportunities to comment on aspects of the LRDP and to meet with administrators, but the City has not found the responses to its concerns adequate.

One of the few tools the City has to make the Administration accountable is to publicize information and opinions to the general public. The City is considering doing something else in addition: a ballot measure is being proposed for November that would withhold water from the University unless certain conditions are met.

*Q: Wait a minute! Almost everything you’ve talked about could be solved or addressed with adequate monetary resources. The advocates of the proposed LRDP say that growth will bring more money--indeed, that the only way to get more funds for the University is to grow. So what is the problem? Is this some kind of nostalgia for 1968 and pristine stands of redwood trees? Are you anti-progress?*

A: Funding for the University comes from multiple sources, with varied legal stipulations from each source. The long answer to your question involves accounting and documents that are too complex to rehearse here, but we encourage you to research further at some of the websites to which our authors you refer. The short answer is this: the projected growth in the LRDP would bring money in the short term because the Office of the President has a formula that pays \$N for each extra student we take. The problem is that those funds may be adequate and advantageous to accept if they are to cover marginal costs of, say, 50 extra students. But if we have a big and rapid influx of students for whom we have to build infrastructure, it means that the money each brings to the campus will be eaten up for costs other than educating them. This is a very complex subject. The bottom line is that many very knowledgeable people have done careful studies and are convinced that the trajectory outlined in the proposed LRDP may put this campus into a downward spiral that has already begun, with our last and recent growth spurt.

In sum, many believe that the overall growth that is anticipated in the proposed LRDP is a roadmap for decline in the quality of student education and also a roadmap for the decline of UCSC as a context for faculty teaching and research. We’d like both the legislature and UCOP to recognize that our campus is in a crisis and needs more funding if it is to be a viable U.C.-quality campus.

*Q: How is the SCFA different from the Senate?*

A: The SCFA is the legal bargaining agent (union) for members of the Academic Senate. The Senate cannot, for instance, sue the University or demand to bargain with it, because it is part of the University. But the SCFA is a separate legal entity and could do so on behalf of its members. Of course, like most faculty, we do not enjoy or seek out legal actions, including bargaining, and we don’t consider them our main function or our most effective tool.

Our main interest is to maintain, revive, and create the terms and conditions of faculty employment that will best fulfill the academic mission of the University. Sometimes, publicizing and articulating faculty issues and concerns is more effective and potent than legal bargaining. Also, the SCFA is a chapter of the AAUP (American Association of University Professors), which gives us the possibility of national publicity and legal advice.