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

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

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

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

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

WHEREAS, The members of the California Faculty Association, representing 29,000 faculty, have been on the front lines during the global pandemic serving students and training the majority of our state’s essential workforce including our teachers, nurses, social workers, and firefighters; and
WHEREAS, While students and faculty return to campus after an extremely trying year of coping with one of the world’s worst health crises, economic disruption, and anti-Black and anti-Asian racial trauma, the student-to-counselor ratio remains below recommended standards of one counselor for every 1,500 students, translating to overworked counselors and an inability for students to access needed care; and

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

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

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

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

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

WHEREAS, After a year-and-a-half of negotiations, the California State University administration has rejected the California Faculty Association’s proposals on anti-racism and social justice demands, including adequate parental leave, mental health counselor workload relief, job stability for the most exploited faculty, fair compensation, and faculty rights. In some
cases, the CSU has proposed an increase in fees paid by faculty that would equate to a salary cut and has created additional barriers for faculty of color and women; and

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

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

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

FURTHER RESOLVED, That the San Francisco Board of Supervisors urges Chancellor Castro to give the California Faculty Association a fair contract in order to ensure a world-renowned education for the future leaders of California and a pathway to the California Dream for all.
Resolution urging California State University’s Chancellor Joseph I. Castro to strengthen student learning and protect faculty working conditions by giving the California Faculty Association a fair contract that reflects the Bay Area cost of living, minimizes the divide between tenure-track and lecturer faculty, and responds to the faculty’s racial and social justice demands.

January 04, 2022 Board of Supervisors - ADOPTED
Ayes: 11 - Chan, Haney, Mandelman, Mar, Melgar, Peskin, Preston, Ronen, Safai, Stefani and Walton

File No. 211310

I hereby certify that the foregoing Resolution was ADOPTED on 1/4/2022 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

London N. Breed
Mayor

1-14-22
Date Approved

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without her approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

Angela Calvillo
Clerk of the Board

1/14/2022