

MINUTES
Berkeley Faculty Association Board Meeting

Jan. 22, 2010

In attendance: Wendy Brown, Chris Rosen, Dick Walker, Richard Norgaard, Judith Butler, Louise Fortmann, Waldo Martin, Kristin Hanson, Craig Flanery, and guests Peter Glazer and Greg Levine.

1) Report from Chairs
Membership Drive and Staff Recruitment

We added 18 new members - 13% increase

Problems with recruitment process:

- Faculty have complained about having to mail in the membership form - Dick W. will put an explanation on BFA's web site. (The University requires forms in hard copy with a signature wherever payroll deduction is involved.)
- High cost of membership. We should consider changing payment categories. We should also make more clear how cost is tied to AAUP and CUCFA affiliations and the benefits associated with this.

Staff change: We (BFA and CUCFA (and the other affiliated FAS)) are recruiting a new AAUP staff person. This person will be full time working with the CUCFA/Faculty Association campaign to restore the California Master Plan for Higher Education. We hope having our own staff person will enable us to go into high gear on this campaign and to help us be responsive to, and where desirable, to help us coordinate with what other groups and organizations are doing. Craig Flanery will focus entirely on working with the other AAUP West coast affiliated groups, including the CSUs, where he can help coordinate with CFA.

2) Board vacancies (Meg Conkey, Tim Hampton, Kevin Padian) - should we appoint replacements?

Suggested nominees

- Jill Hart
- Michael Watts
- Catherine Cole
- Ann Smock
- Tyrone Hayes

- Jerre Lipps
- Raka Ray

3) Coordinating with SAVE

We were pleased that Peter Glazer and Greg Levine were in attendance. They participated in our discussions. We agreed that it was important to work together. SAVE leadership is stretched very thin and they were pleased by the level of energy and commitment to action our Board was expressing toward furthering shared goals. Rather than trying to “divide” responsibilities, we agreed that it made more sense to share responsibilities, by staying connected, keeping communications open, and forming joint working groups where possible.

4) Working group reports

- **Gould Commission critique and development of an alternative vision for UC**

This group includes SAVE people (Gill Hart and Suzanne Guerlac) and is up and running. They attended and participated in the Gould listening tour at Berkeley in December. They also report that:

- They’ve heard that the Gould Commission has lost credibility among many staffers at UCOP. Seen as lacking legitimacy, out of touch with what is happening on campuses – came out of no where/going no where. Deadline has been pushed back to May, when students will be studying for finals and/or gone.
- But it will still report – something – no doubt reinforcing the idea that privatization is the best solution to all our problems. Group is concerned about its apparent enthusiasm for on-line learning as a cost saving/revenue generating/ part of the solution. It is planning to counter by bringing in outside experts from other universities that have experimented with this to expose problems, huge cost over –runs etc. Planning a panel for late Feb/March.

- **Erosion of our pensions and what to do about this**

Chris Rosen and Kristin Hanson summarized their report, which was distributed to Board and our guests from SAVE. They focused on the serious long term unfunded liability problem facing UCRS, the need for an immediate restart of contributions and problems surrounding UC’s plan to restart contributions in April this year.

They were urged to add an introductory section in which they summarize key points and to develop a recommendation section. And then post document to web, circulate, etc. Chris Rosen will send to Dick when finalized along with other relevant docs.

What should we recommend/demand? Suggestions:

- State has to pay its share of the employer contribution – as it does for all other state employees
- UCOP and campus administrations must provide total transparency about how, in the absence of state funding, restart will be funded – to expose the fact that it will be funded by tuition increases (money that won't go to restore instruction) and more staff cutbacks.
- Joint Governance Board for UCRS to give employees a role in the oversight and management of UCRS
- We also discussed demanding that UCOP pay for the restart rather than shifting responsibility to departments. (*But what does this mean? Are we saying UCOP needs to find the savings within its own budget?? (does it have enough budget to do this without extinguishing itself entirely?) Or that we would prefer it to ordering additional furloughs on all campuses? Or should we demand an end to new construction?*)

We also discussed the need to coordinate with SAVE on this - to mobilize faculty to express concern about the way the restart is being managed - and to come up with a strategy for getting this issue into faculty meetings and telling faculty what they can do. Lots of departments are about to go into free fall- cuts needed to restart contributions could push them over the edge.

- **Erosion of shared governance and strategies to restore**

This group plans to get started soon. If you have suggestions about issues that relate please contact Judith Butler

- **Monitoring and evaluating Bain “Operation Excellence” effort to develop strategies for cutting administrative costs**

This group includes SAVE people. It met in December. Will be meeting with faculty on Bain Oversight Committee and Bain consultants. Members expressed hope that Bain group will provide helpful suggestions for streamlining Berkeley's infamously inefficient bureaucracy. They are not supposed to touch teaching and faculty budgets. Will be focusing on things like procurement.

Group's concerns at this point include:

- Misuse of Bain project to justify lay-offs and other decisions being taken for other reasons - Alarming, this already is happening. “Efficiency” and Bain group are already being given as reasons for cutting staff in sensitive areas – like diversity – despite fact that Bain group has made no recommendations yet (e.g. Josephine Moreno, a Diversity Officer in L&S - we need to contact SWEM about this)
- Impact for Arts and Humanities – quantifying the unquantifiable – unintended consequences

- Distortion of Bain report analysis or problems and recommendations down the road to justify things we oppose

Reports from other universities where Bain has done this are surprisingly positive. Are they credible? Craig Flanery agreed to obtain AAUP materials that might shed insight into this.

<http://berkeley.edu/oe/resources.shtml> contains official links to projects at UNC, Cornell and Purdue

We ran out of time before we could discuss the new business issues.

5) New business/where do we go from here

- Outreach to students
should BFA support Wellstone Democratic Renewal's effort to organize students to work on Lakoff Restore CA Democracy initiative? To train students to give speeches in home towns?
- Outreach to Regents - should we push for a Regental Campus Listening Tour?
- Fund raising
- Other?