

# UC-AFT PERSPECTIVE

UNIVERSITY COUNCIL-AFT/CALIFORNIA FEDERATION OF TEACHERS, AFT/AFL-CIO • VOLUME 23/NUMBER 2 • SPRING 2011

## Defending collective bargaining

pages 3-4

### INSIDE

UC waits for  
Superman, 2

We all live in  
Wisconsin, 4

UC budget on  
the table, 5

Reforming the  
regents, 6-7

A growth model  
for UC, 12







BOB SAMUELS, UC-AFT PRESIDENT

## UC waits for Superman

In the documentary "Waiting for Superman," we are shown how charter schools can outperform traditional public schools if they are just given the chance.

What the film does not say is that almost all of the examples of successful charters shown in the movie received huge support from charitable founda-

Berkeley Federation of Teachers, photo

donors to support this project, and with the cash rolling in, we can predict that the university will develop some highly effective classes.

### Online courses are not the answer

However, we must ask: at what cost? Not only will students be robbed of an in-person education, but faculty will be reduced to monitoring pre-packaged courses that will use computer-graded standardized tests.

Several recent studies have shown that when universities adopt online courses, students have a harder time completing their courses. Moreover, once classes go online, teachers can be subjected to intense surveillance, and most forms of academic freedom go out the window.

Online courses also require more faculty work and often end up costing more due to expenses related to staffing, equipment,

energy, and administration.

As UC tries to move more classes online, faculty, students, and parents need to stand up and fight this change.

**On the cover:** Public employees in Wisconsin camp out overnight at the State Capitol Building in Madison (Wisconsin AFL-CIO, photo).

## A growth model for UC *(continued from page 12)*

replace large courses with smaller seminars that allow for more student-faculty interaction. While this change looks like it would cost more money, it is often cheaper to have smaller classes due to the added cost of sections attached to large lecture classes.

If UC can increase its instructional quality while bringing in more revenue, it can become a national leader in how to save our research universities. All of the other options on the table call for a massive reduction of enrollments, layoffs, decreased opportunity, and financial self-destruction. We can have improved access, affordability, and quality, if we make undergraduate education an essential priority.



UC-AFT PERSPECTIVE  
VOL 23, NO. 2 • SPRING 2011

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Teachers and students rally for public education March 2

tions. So, as local public schools are being de-funded, we are told that our hero has arrived in the form of new charter schools.

In a similar vein, the University of California has decided to pay faculty members large sums of money to create pilot online courses to test whether UC is ready for distance education. Like the charter schools, UC has found private

# Post-Wisconsin unionism: what would employment as a lecturer or librarian be like without collective bargaining?

Berkeley Federation of Teachers, photo

*In Wisconsin, newly elected Republican governor Scott Walker has signed a plan to effectively eliminate collective bargaining rights for public employees.* While his bill is currently under legal challenges, it would limit the scope of negotiations to wages and would require that unions hold annual recertification elections.

In California, Santa Barbara resident Lanny Ebenstein recently announced his intention to get an initiative on the ballot in 2012 that would end collective bargaining rights for California's public workers.

The Wisconsin proposal is being met by historic protest from public workers and their supporters. The protesters understand that the right of workers to organize and negotiate the terms and conditions of their employment not only creates better and more stable jobs, but historically has provided workers with livable salaries which en-masse contribute to the tax base and to the discretion-

professional development fund and the nearly ten million dollars UC lecturers have received through it, and we wouldn't have a process for evaluating workload and ensuring that additional non-teaching work is given some form of credit.

Librarians wouldn't have the requirement that new assignments be included in their statement of responsibilities along with an evaluation of total workload. We wouldn't have a consistent and fair review process, due process rights for layoff and reduction in time, a grievance procedure or third party arbitration to settle disputes of the contract.



# WE ARE ONE

AFL-CIO

ary spending sector of the economy.

The role of unions in the overall economy aside, the Wisconsin situation raises the following question: What would employment as a lecturer or librarian at UC be like without the right to negotiate improvements in our working conditions?

In 1980's, we wouldn't have been able to banish the rule that forced lecturers out of their positions after 6 years. In 2003, we wouldn't have been able to negotiate the continuing appointment, which relieved post-six lecturers of a rehire review every three years. We wouldn't have the non-Senate faculty

The list could go on and on. Maybe most important, though, we wouldn't have the opportunity to make a hundred more improvements in the future.

## Defending our gains

No doubt, we've had tremendous success over the last two decades. Now we must be prepared to defend those successes against those who would capitalize on the economic downturn and deficit budgets to eliminate basic worker rights. If our rights are not immediately and directly threatened, we must support those whose rights are.

With the current attack on public

sector workers and our unions, the best response from individual union members is to be an active participant in your union. We can no longer take our unions, and the importance of our role in them, for granted.

If you're not currently a member of UC-AFT, please join. If you are a member, seek ways to get just a little bit more involved. Robust, participatory, and democratic unions will contribute to the real solutions required by the downturn, and be able to fend off opportunistic attempts to scapegoat hard working public employees. — Bill Quirk, Director of Communications and Education



## We all live in Wisconsin: state fightbacks continue in Ohio, Florida, Iowa, and Michigan

*As Republican-led state governments introduce vicious budget-cutting legislation aimed at public workers' paychecks, people are taking a page from Wisconsin's playbook and showing up in numbers to protest.*



In Florida, author Stephen King spoke at a Sarasota “Wake Up Florida” rally and connected Gov. Rick Scott’s assault to those in other states. In Iowa on March 7, teachers and other public and private workers filled the capitol building to protest at a public hearing on ending collective bargaining.

In Ohio, union members have been regularly showing up in large numbers to surround the capitol in Columbus to protest the nefarious SB5 bill that would gut collective bargaining rights. There, too, US senator Sherrod Brown, coming down hard on the side of workers, is pushing a petition to stop the bill.

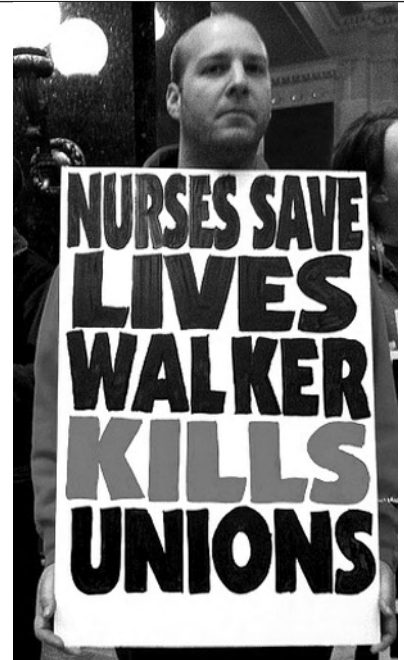
Workers in Michigan have been turning out all last week and this week at their state house in Lansing to protest a similar Republican-backed bill. The Wisconsin AFL-CIO’s website ([www.wisafcio.org](http://www.wisafcio.org)) has details on rallies happening in Madison and elsewhere.

### Corporate media distorts issues

Coverage by the mainstream press – where it has existed at all – has been poor to hostile. For a serious look at how the mainstream media has portrayed the situation in Wisconsin, Free Press founder Robert McChesney hosted a panel discussion featuring Frank Emspak of Workers Independent News (WIN) and several other speakers (available at [uppitywis.org/blogarticle/media-and-wisconsin-labor-struggle](http://uppitywis.org/blogarticle/media-and-wisconsin-labor-struggle)).

The United Steelworkers have put together a list of reliable alternative media outlets (including WIN) where union members and others can turn to get the real stories on what is happening in the states ([www.usw.org/media\\_center/media\\_guide](http://www.usw.org/media_center/media_guide)).

It does appear that when workers stand up for themselves, people listen. A Bloomberg poll just out is showing a large majority of Americans now view public employees favorably, and a majority also oppose ending their collective bargaining rights.



Unions across the nation are planning a mass mobilization April 4 to show support for workers’ rights on the anniversary of Dr. Martin Luther King’s assassination. You can find up-to-date information and participate in the “We Are One” campaign by going to [www.afcio.org](http://www.afcio.org). – *From the International Labor Communications Association*

## Librarian refuses to be WI Gov. Scott Walker’s scapegoat

by James Parks, AFL-CIO

Audrey Barbakoff, a librarian at the Milwaukee Public Library, is being anything but quiet. In a column in *American Libraries Magazine*, she says the vilification of public workers—teachers, fire fighters, police officers, nurses and, yes, even librarians—could cause immeasurable long-term damage beyond the loss of jobs and the middle-class lifestyle.

She says when Gov. Scott Walker and others plant the notion that public employees only work for the benefits, they ignore the real sacrifices they make and tremendous good they do every day.

“I won’t apologize for making a living wage,” she write, “for being able to visit a doctor when I need one, or for choosing a job that will help me build adequate retirement savings. I deserve and expect those things....But that isn’t why I became a librarian....I became one because I wanted to give.”

Read her thoughtful column, “I’m Not Your Scapegoat,” at [americanlibrariesmagazine.org/columns/my-mind/i-m-not-your-scapegoat](http://americanlibrariesmagazine.org/columns/my-mind/i-m-not-your-scapegoat).

# UC-AFT proposal for the University of California budget

Since Governor Brown has asked for input on how to reduce the costs of administration, several unions have developed a plan. Our idea is that the state should offer to reduce the amount of the \$500 million dollar cut by \$250 million if UC uses the method below to reduce its administrative cost.

## Eliminating management inefficiencies

This will save the system \$250 million in general fund savings annually. An analysis of system wide-data reveals that UC could save upwards of \$500 million by bringing management ratios in line with best practices.

UC Berkeley's current "Operational Excellence" findings – though controversial for the other purposes to which they are being put – support the conclusion that UC is saddled with growing layers of unnecessary management.

For instance, supervisors at Berkeley's campus oversee an average of just 4 persons each. Moreover, since at least 2004, UC's management has grown twice as fast as non-management employees. In addition, \$1.6 billion in cash compensation went to management in 2009, which is 8% of the entire UC budget.

Managerial bloat is a costly systemic problem throughout all levels of UC, and by adjusting UC's systemwide management ratio from 7:1 to 10:1, UC could eventually save over \$530 million annually. We believe that a \$250 million reduction is achievable for 2011-12.

## Eliminating Senior Management Supplemental Benefit Program

This would result in \$2.5 million in general fund savings annually. In addition to cash compensation, UC's senior managers are compensated through a number of supplemental health, welfare, and retirement benefits. Many of the senior managers who receive these benefits are paid through state funds, causing this benefit to include state funding.

## Eliminating the 415(M) Restoration Plan

This would generate \$20 million in general fund savings annually, beginning 2021. This plan mostly benefits long-service, high-income faculty and senior managers by supplementing their annual retirement income with additional income beyond the \$195,000 pension limit established by the Internal Revenue Code.

The Internal Revenue Code authorizes public pensions to establish excess benefit plans, such as UC's 415(m) Restoration Plan. Without the 415(m) Restoration Plan, some long-service faculty and administrators would reach the maximum pension benefit of \$195,000 as early as their 50s, which UC claims creates potential retention problems.

415(m) Restoration Plan benefits are paid directly from the university's

departments as a quarterly assessment. Roughly 200 retirees now receive 415(m) benefits totaling \$5 million annually.

Up to 1,000 members are projected to be eligible in the next ten years. Presumably, the cost of these benefits would be five times greater by 2021. Closing this plan to the 800 members who would otherwise become eligible over 10 years would save up to \$20 million per year, at the end of the 10 years.

## Realigning UCRP

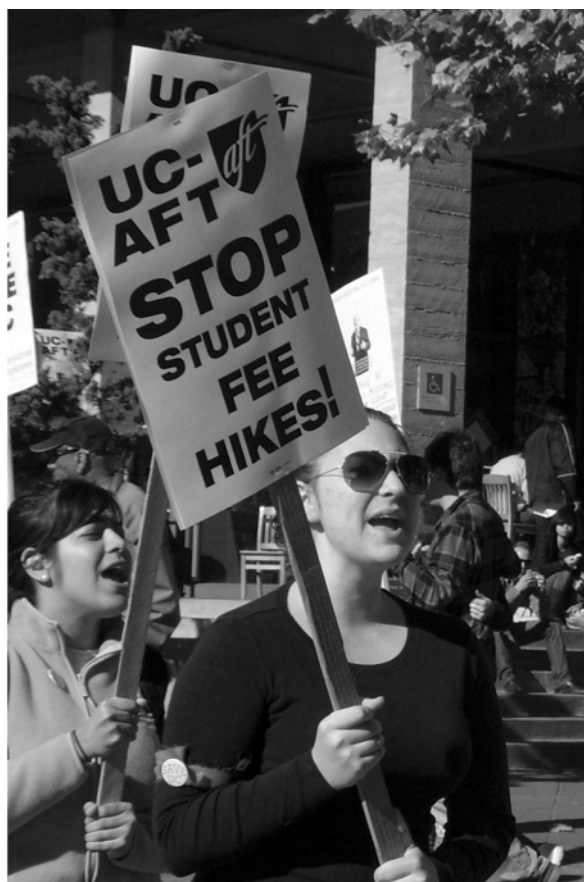
Since this plan deals with reducing unpopular senior management retirement costs, we believe the state should offer an IOU of \$100 million for the state's portion of the employer's contributions to UCRP.

Moreover, the state should ask UC to determine the exact number and cost of state-funded positions. While UCOP

claims that 33% of covered compensation funds state-supported positions, we believe it is much less.

We also believe that the governor should outline how much UC's budget will be reduced if the tax propositions do not pass in June. If we had this information, we could help campaign for the extension of these taxes.

Finally, we believe that UC should not use the state budget cuts to reduce enrollments, layoff workers, or eliminate undergraduate classes. Part of any agreement should focus on reducing administrative costs while maintaining educational quality. – *Bob Samuels*



Claude Potts, photo

UC-AFT members, students, faculty and staff came out on March 2 at many UC campuses to defend affordable, quality public higher education.

*Bob Samuels lectures in Writing Programs at UCLA and is president of UC-AFT.*



*UC-AFT is currently working with other unions and Senator Leland Yee (D-San Francisco) to craft a constitutional amendment to change how the UC regents are selected.*

It is important to stress that Article IX, Section 9, of the Constitution of the State of California describes the governing body of the University of California in the following way:

"The University of California shall constitute a public trust, to be administered by the existing corporation known as "The Regents of the University of California," with full powers of organization and government, ... Said corporation shall be in the form of a board composed of seven ex officio members, ... and 18 appointive members appointed

by the Governor ...The university shall be entirely independent of all political or sectarian influence and kept free therefrom in the appointment of its regents and in the administration of its affairs ..."

While it is clear that the state constitution requires the regents to be independent of political influences, the current system is dominated by political appointees. It should be obvious that reform is needed to make the UC Board of Regents representative of and accountable to the people of California. Reform measures also need to maintain the regents' traditional connections with elected state officials and with alumni, students, faculty and staff; and to provide for the protection of academic freedom.

### Current structure, appointment process

Currently, there are 26 University of California regents (the 18 appointive and

7 ex-officio regents described in the Constitution, plus a student regent). Two non-voting faculty representatives to the regents and two non-voting staff advisors to the regents also attend meetings.

Of the voting regents, 18 are appointed to 12-year terms by the governor. A student regent is chosen by the board for a one-year term. The seven ex-officios include four elected state officials: the governor, the lieutenant governor, the speaker of the Assembly, and the superintendent of public instruction. The three additional ex-officios are the president and the vice president of

## University of California changes to structural process a

By Bob Samuels, UC-AFT, a

### PROPOSED UC BOA

Regent Type	Number
Gov. Appointed	5
Speaker Appointed	5
Senate Pro-Tem Appointed	5
Minority Leaders Appointed	2
Student (Undergrad, Grad)	2
UC President	1
Political Ex-Officios	4
Alumni Ex-Officios	2
Faculty	2
Staff Advisors	2
Total	30

UC Berkeley students, staff and faculty in last fall's



AFT members holding the line for public education in California



Claude Potts, photo

# California Board of Regents: Structure and appointment process are needed

and Faith Raider, AFSCME

## BOARD OF REGENTS

Term	Vote
Four-year terms	Yes
Four-year terms	Yes
Four-year terms	Yes
Four-year terms	Yes
One-year term	Yes
While in position	Yes
While in office	Yes
While in positions	Yes
While in positions	Yes
Four year terms	Yes

Day of Action for Public Education.



the alumni association (each serving one-year terms) and the president of the university.

The faculty representatives are the chair and vice chair of the Academic Senate. The staff advisors are chosen by the president and chair of the board for a one-year term.

### Proposed structure and appointment process

Reform in several areas would ensure that Regents were more responsive to public concerns and would lessen political independence without dismantling UC's autonomy.

### Shorten terms

Reducing appointments from 12 years to 4 years would increase democracy on the board and increase responsiveness to the concerns of taxpayers, students and parents. Regents could have up to three terms, with only two consecutive, and each requiring a separate appointment and confirmation process.

### Diversify appointers

Currently only the governor makes regent appointments. Diversifying those who can appoint regents would introduce a greater variety of perspectives to the political process, which could serve to diversify the regents in terms of economic, cultural and social backgrounds. Appointments could be rotated between the governor, the speaker of the Assembly, the Senate pro tem, and minority leaders of both houses.

### Diversify regent types

Currently students, faculty and staff have representatives on the board of regents, but most of these representatives do not have a vote. Giving these groups



*Students and AFT members rallied at community colleges around the state on March 2*

a vote would not only give a stronger voice to UC's constituencies, it would help fulfill the constitutional mandate that regents be reflective of ordinary Californians.

### Additional items: terms and elections

All non-student regent terms should be four-year terms, with possibility of reappointment and confirmation to a second consecutive and third nonconsecutive term. Staff regents should be elected, one by union members, and one by all staff.

### Appointments and confirmations

Appointers should meet with a committee made of staff, students and faculty for recommendations before appointments are made. Appointed regents should not have a vote or attend meetings until full confirmation. The higher ed committees of the Senate and Assembly confirm and reconfirm all regents; old regents should be grandfathered in under old rules. (All new regents take office Jan. 2013 – which means that we will start off with 15 extra regents until the current regents term out one by one).

### Academic freedom

It is essential to include language protecting academic freedom and the independence of teaching and research from political forces – as with Yee's SCA 21 (revised).

### Open meeting law

The university should be completely covered by Bagley-Keene open meeting law.



## Lecturers back in bargaining

by Alan Karras, Vice-President Grievances and Chief Negotiator, Unit 18 and Associate Director and Senior Lecturer, International and Area Studies, UCB

The entire lecturers' contract expires at the end of July. We are now hard at work negotiating a successor agreement. At this time, about half of the articles have been opened. Some of the issues are mundane and deal with things like the distinctions between various personnel files or when the university will notify the union if someone is laid off. Others are more complicated and deal with issues around appointments and reappointments of lecturers in their first six years, or whether the university can require collegiality of members of the bargaining unit. Still others deal with the economic package, including salary and merit reviews. At the initial bargaining session on February 28, each side explained its proposals in terms of concepts and interests, rather than specific language that had been drafted. At subsequent sessions, the university and UC-AFT will attempt to write contract language after reaching a shared conception of what language will be possible to change. Sessions have been scheduled through April, with more to be scheduled soon.

The union's and university's opening proposals can be found at [www.ucaft.org/category/unit/lecturers](http://www.ucaft.org/category/unit/lecturers). I have committed to send a bargaining report out after each session and will keep members apprised of our progress (or lack thereof). We are now working on some of the things that are easier for both sides to make agreements on, and have deferred discussions on some of the more challenging articles, mostly those dealing with appointments and the economic package.

As we (hopefully) get nearer to settlement, we will be in greater communication with members on the campuses to make sure that everyone is informed and on board with any changes.

To those of you who participated in campus meetings on bargaining, or who filled out the bargaining survey, many thanks. Your ideas greatly informed our opening proposals.

## UC-AFT goes to the state Capitol

by Bob Samuels, UC-AFT President

Recently, I have spent a lot of time in the state Capitol with three goals in mind: reduce the budget cuts for the UC system, block the confirmation of the new regent David Crane, and clarify the state's obligation to the UC pension plan. After a long talk with Governor Brown, I thought that all of these goals were achievable, but currently, due to the budget stalemate, my optimism has been reduced.

On the positive side, I met with Senator Steinberg's staff, and I told them that the governor does not support Crane, and it appears that Steinberg also does not want him confirmed. There are then three possibilities: the governor can withdraw the appointment now, Steinberg can call for a confirmation hearing, or we could just wait for a year, do nothing, and have the appointment expire. I think we all agreed that a hearing would be the best path, but no one wants to do anything until after a budget deal is made.

In terms of the pension, the governor has agreed to set up a meeting with union representatives, people from Office of the President, and the governor's labor people to discuss UCRS. While Brown did not commit to the state's contributing to the plan now, he did say he would approach the subject with an open mind. However, we also discussed the possibility of a Republican-sponsored proposition going on the ballot that would limit the yearly pension payout to the social security wage rate, which is currently \$106,000. It was unclear if this initiative would apply to UC employees.

On the final topic of the budget cuts, no one wanted to add any language or make any changes that would stall the very fragile budget negotiations. While many people agreed that the state should protect the core mission of UC, it looks like the language in the budget will be vague and open to interpretation. Still, I was told by the governor's finance team that if a budget passes in March, they will start working on the next budget, and we might be able to add some stronger protections then.



# UC-AFT gears up for librarian bargaining this spring

by Mike Rotkin, Chief Negotiator,  
Unit 17

As most lecturers and librarians at UC already know, we are just now getting into bargaining season, and no doubt there is some stormy weather ahead. Librarian bargaining is set to begin formally in May although informal discussions have already been underway. (See the article elsewhere in this issue of the *Perspective* on lecturer bargaining.)

## Lagging librarian pay on table

The librarian unit will be bargaining over salary issues this spring. For years now, the UC administration has denied long-overdue pay increases for UC librarians who now lag 20-25% behind comparable positions in the California State University system and behind most community college and public librarians with comparable education and experience.

Librarian pay has fallen far behind the rate of inflation over the past decade and now has resulted in problems for the university in retention and recruitment of new librarians. There is clear evidence that on almost every UC campus there are problems, even in the midst of this great recession, in hiring new librarians at appropriate levels in the librarian series, and that workload problems are being exacerbated for the remaining librarians and the faculty and students whom they serve.

UC research libraries have been falling in relative standing compared to other nationally recognized research

libraries because not just librarians, but libraries, are being starved for resources. And UC is now engaged in "work-arounds" to hire people without the requisite librarian training, or in placing new hires at artificially manipulated higher steps on the pay scale when they cannot attract quality librarians because of the low pay being offered at the appropriate steps.

Librarians are also working to recapture the take-home pay that was lost when retirement and health benefit premiums were recently increased for our members.

## A matter of priorities

In informal discussions, the administration's initial approach has been based on the hope that the current deep recession/depression will have disciplined our members to accept less compensation than librarians deserve.

We continue to believe that UC has more than enough funding to meet the very modest demands of the members of the librarian unit and that the problem is not essentially a lack of resources (despite the major state budget cutback) but bad priorities that expend limited funds on obscene compensation packages for top executives and on other misplaced priorities.

There are about 395 professional librarians in Unit 17, and consequently the absolute cost to the University of meeting the salary demands of librarians is relatively low. Other UC bargaining units have received pay increases in the last few years, despite

the financial hardships faced by the State of California and the cuts the state has imposed on the UC system.

Although, of course, we want long-overdue pay increases because our members need and deserve them, our arguments at the bargaining table will focus on the reasons that the university as an institution needs to make these pay increases if it wants to continue to provide quality research services, education, and public service to the campus community and the State of California and its residents.

## Solidarity, action are key

With the support of the larger librarian bargaining committee that guides our efforts, the librarian negotiating team is already preparing our bargaining materials.

We will be making spirited presentations at the bargaining table, but we hope that our members understand that, ultimately, what we can win at the bargaining table depends less upon the power of our argument and the factual information that we will be presenting than it does upon the sense of solidarity and commitment evidenced by our members and our supporters in actions on the campuses throughout the system.

Consequently, UC-AFT and its leaders and staff will be working hard to help coordinate the work done by our bargaining team with a series of campus actions and new educational materials for both campuses and the general public about the crisis of priorities at UC. March appears to have come in like a lion, but we cannot afford to have it go out like a lamb. Get ready for rough weather.

*Mike Rotkin serves as UC-AFT's VP for Organizing and was a long-time lecturer at UCSC.*



# Understanding the history and structure of the UC budget

Virtually every representation of the UC budget is either misguided or misinformed because people do not understand the history and structure of this complicated funding system.

The first thing to stress is that, as the state has reduced its commitment to the university, the system has sought multiple sources of revenue, which, in turn, have expanded the missions of the campuses. On a most basic level, the reduction of state funding has resulted in an increase in tuition and a growing emphasis on externally funded research and auxiliaries like housing, dining, parking, extension, summer, and medical services.

Thus, when the administration states that student fees are now threatening to surpass state funding, one can read this as either indicating a loss of state funding or as an increase in non-state funding, like tuition.

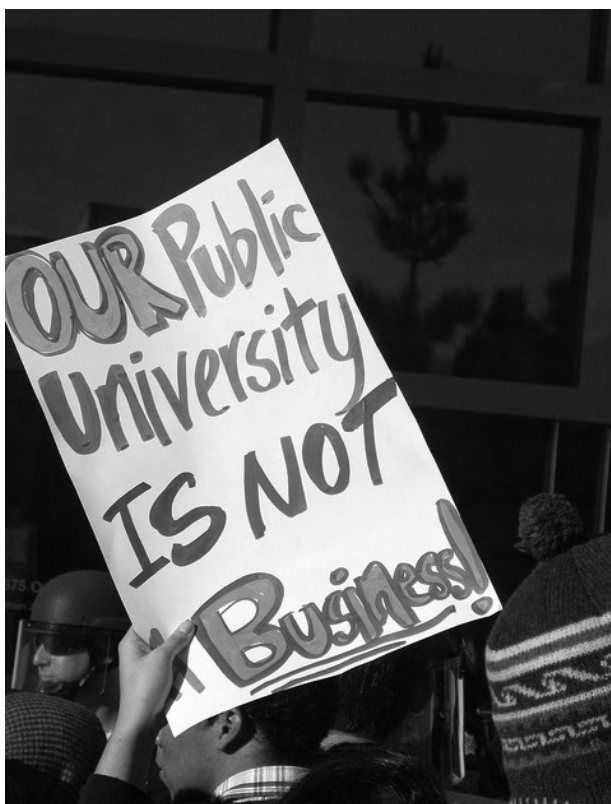
## Impenetrable budgets

One of the central problems with this system is that it is impossible to have any type of budget transparency because money moves in and out of different systems. For instance, the state pays the salary of a research professor, but then the professor gets a grant that buys him out of his teaching duties. At this point, the external research budget becomes co-mingled with the state-funded instructional budget, and so the clear line between state-funded and non-state-funded positions breaks down.

It is also important to stress that no one can say if research grants make or lose money because each grant is supposed to pay indirect costs to support administration, equipment, staff, facilities, libraries, and maintenance. While President Yudof likes to say that a grant to research laser technologies

cannot fund a professor in the English department, what he does not say is that money from the English department and the laser grant do get mixed together to pay his salary.

In other words, administrators are paid out of multiple sources, and this means that it is impossible to trace all of the money or to see if a particular grant is paying its fair share. Furthermore, while we know that some other schools do charge a higher indirect cost for grants, we do not know where this money goes and how it is spent.



## Overall patterns clear

What we do know is that money coming in from students and the state to support instruction and departmental research far exceeds the amount of money the campuses spend on these activities. Therefore, undergraduates are subsidizing something, but it is hard to say exactly what.

For example, we have recently discovered that most NCAA athletic departments in the country lose money, and UC Berkeley has been using general funds to

subsidize its athletic program for years. We also know that parking on some campuses brings in much more money than it spends; see for example, [pt.berkeley.edu/sites/pt.berkeley.edu/files/content/P\\_T\\_Permit\\_chart.pdf](http://pt.berkeley.edu/sites/pt.berkeley.edu/files/content/P_T_Permit_chart.pdf).

However, all of these profits are hard to trace because UC is a non-profit institution that has to hide its extra revenue.

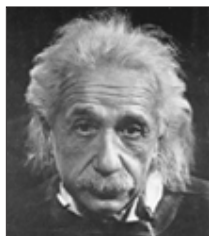
As I have pointed out in the past, the main way that UC conceals its unrestricted funds is by declaring a multi-billion dollar retiree healthcare liability, while only paying a couple hundred million dollars a year to cover these costs (see [changinguniversities.blogspot.com/2010/04/moodys-gives-uc-its-marching-orders.html](http://changinguniversities.blogspot.com/2010/04/moodys-gives-uc-its-marching-orders.html)). Yet, UC is doing nothing wrong here because it is required by law to declare this liability; however, it does hide money by not telling its employees the real reason why its unrestricted funds are so low.

UC also pools much of its operating cash and funds from diverse sources in order to invest the money together to receive higher rates of return. These pooled assets allow the university to get better bond ratings and thus lower interest rates for borrowing. Once again, while this structure may make fiscal sense, it creates budgetary opacity.

## Fight for priorities

This short budget primer tells us certain important facts: 1) no one knows where the money is going or how it is being spent; 2) if someone tells you that they know how the university spends its money, they are misrepresenting the facts; 3) since money flows in and out of the different revenue streams, there is no such thing as a self-sustaining unit; 4) some parts of the system are covertly subsidizing other parts; and 5), it is untrue to state that a decrease in state funds means that state-funded positions have to be reduced. Everything in the budget is determined by priorities, and it is our role to change those priorities. — *Bob Samuels, UC-AFT president*





**Albert Einstein,**  
charter member  
of AFT Local  
552, Princeton  
University, com-  
ments in 1938  
on why he joined  
the union.

**“I consider it  
important, in-  
deed, urgently  
necessary, for  
intellectual  
workers to get  
together, both  
to protect their  
own economic  
status and,  
also, generally  
speaking, to  
secure their  
influence in  
the political  
field.”**

## UNIVERSITY COUNCIL - AMERICAN FEDERATION OF TEACHERS MEMBERSHIP FORM

*Please print clearly!!*

Name: \_\_\_\_\_

Home

Address: \_\_\_\_\_  
Street City Zip code

Campus

Address: \_\_\_\_\_  
Department Campus Mail code (if any)

Telephone: \_\_\_\_\_  
Home Work Email

UC-AFT dues are 1.35% of gross monthly salary for librarians and non-Senate faculty who do have exclusive representation. Dues are .996% of gross monthly salary for Academic Senate faculty and academic researchers who do not have exclusive representation. In either case, dues are capped at \$65.00 per month. Dues will be deducted each month from your payroll check. Dues paid to UC-AFT may not be tax-deductible for federal tax purposes; however, under limited circumstances, dues may qualify as a business deduction. Check with your tax consultant.



**EMPLOYEE ORGANIZATION MEMBERSHIP  
PAYROLL DEDUCTION AUTHORIZATION**  
UPAY 669 (10/80)

PLEASE  
PRINT  
OR  
TYPE

CAMPUS		LOC	EMPLOYEE I.D.	DATE
ACTION ON THIS FORM TO BECOME EFFECTIVE THE PAY PERIOD BEGINNING				DATE
MONTHLY DEDUCTION				
LAST NAME,	FIRST,	MIDDLE INITIAL	ENROLL	CANCEL
DEPARTMENT EMPLOYED AT U.C.			DUES	✓
TITLE AT U.C.			INITIATION FEES	
ORGANIZATIONAL NAME (INCLUDE LOCAL NAME AND NUMBER)			GENERAL ASSESMENT	
AFT LOCAL				
TOTAL				

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 or 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

### 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 30
X1		.	6	G	.
X1		MO DY YR	6	G	.
X1		MO DY YR	6	G	.

RETENTION: 1 YEAR AFTER INACTIVE . ACCOUNTING OFFICE

Return form to Treasurer, UC-AFT, 11728 Wilshire Blvd., #B1007, Los Angeles, CA 90025

## A growth model to help UC

A recent *Los Angeles Times* editorial argued that the solution to the University of California's budget problems is to reduce enrollments. This suggestion would not only limit access when it is most needed, but it would also hurt the funding of the entire system.

Currently, undergraduate tuition is the only stable source of funding for the UC system, and the revenue generated by in-state and nonresident students subsidizes research, administration, and most other UC activities.

In fact, the university receives on average \$23,000 from each undergraduate student (this includes state and student revenue) but only spends \$8,000 on direct instructional costs. In other words, the university will generate more income if it enrolls more students.

### Think big

By increasing the number of international students and maintaining the level of resident enrollees, UC could bring in hundreds of millions of dollars, while it supports the goals of access, affordability, and excellence. This growth model would require hiring more assistant professors and lecturers, and for people who worry about undermining the research mission, it should be stressed

that the more income generated by tuition, the more we can support research.

Some have argued that the system does not have enough classrooms or facilities, but this is a false excuse. If the universities expand their hours of operations and have more evening courses, more students can be accommodated. Also, housing and dining are self-supporting and often produce profits so they can handle an influx of students, and let's not forget that there are plenty of empty houses and buildings around our campuses.

A key to this growth model would be a better balance between teaching and research, and this could be accomplished in two cost-efficient ways. The first step is to avoid the costly move to online

education and to provide more opportunities for faculty members to teach undergraduate courses in their areas of specialization. The UCLA English Department has already moved in this direction. Another move would be to

(continued on p. 2)



Lisa Kermish, photo

UC Berkeley student at the Day of Action for Public Education

12



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