

POSTSCRIPTS

News of the CSU East Bay Hayward Emeritus and Retired Faculty Association Summer 2013 Special Edition!

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President's Message:

The Hayward campus has a different look. With the widely publicized implosion of Warren Hall, another major change has come to the campus. If you did not see the actual implosion, you were able to see it over and over on local television stations and you might have seen it on national news on the CBS Morning Show. People tailgated, lined all the streets on the hill and met at K-Mart. The crowd was larger than at any sports event or commencement. Guess that is what the public wants. And so it goes.

Our members liked the Asian Buffet at the summer meeting and your ever-vigilant Board decided to go there again. For \$20 you get all you can eat (from a great variety of dishes, including desserts.) This covers wine, food, gift to the speaker (gift certificate to the Castro Valley Library Bookstore), \$100 donation to the ERFA Library Endowment in the award winner's name.

Our speaker at the October 29 luncheon will be Jane Lopus, Professor of Economics Emerita and former Professor of the Year. Her topic will be "Teaching Market-Based Economics to Former Communists--Lesson Learned."

Bill Vandenburg has moved to Oregon and resigned from the Board. John Giles and Jodie Servatius have accepted invitations to join the Board along with our Senator Jane Lopus.

ERFA has contributed another \$500 to our endowment and the fund has reached almost \$25,000. This is a major accomplishment.

Hope to see you on October 29.

Bea Pressley



Fall Luncheon, Tuesday, October 29

Guest Speaker: Jane Lopus on “Teaching Market-Based Economics to Former Communists--Lesson Learned.”

After the fall of communism, Jane conducted a series of seminars to economics teachers in 10 former communist countries, focusing on how to teach market-based economics. She will discuss some of these experiences and what she learned in the process.

Date: October 29, 2013

Time: Gather starting at **11:30, social hour of 45 minutes, sit down 12:15**

Place: Asian Buffet, 24100 Mission Boulevard , Hayward, at Walpert St.

All lunches are \$20, in cash or by check, paid when you arrive at Asia Buffet. Includes a wide variety of dishes, drinks, wine, desert, and gratuity, all you can eat, buffet style. Make checks payable to **Helen Sowers**, our treasurer.

Please make reservations by Friday, October 25

- **Jack Kilgour**, (510) 582-8760, john.kilgour@csueastbay.edu
- **Bea Pressley**, (925) 946-9786, beapressley@mac.com

Your timely RSVP is appreciated.



Academic Emeriti Senator's Message

Acting Senate Chair Eileen Barrett, in her address at the Fall Convocation September 23 focused on growing diversity at Cal State East Bay. Institutional Research reports that approximately 29 percent of our students identify as Latino or Latina, 23 percent as Asian or Pacific Islander, 17 percent as African-American, and 12 percent as white. The remaining 19 percent either did not respond or did not identify with one of the given categories. Our students include those who are multilingual, GLBT, aging out of foster care, immigrants, multinationals, and, of course, a good many first-generation college students.

In support of this variety of students, the Associated Students have a Diversity Center, which acknowledges how “commitment to social justice requires active and meaningful dialogues about current issues.” Last year the Senate made the Faculty Diversity and Equity committee (FDEC) a standing committee of the Academic Senate. Acting on an ongoing FDEC recommendation, President Morishita created a cabinet level position for a University Diversity Officer. He appointed Diane Rush Woods, former Senate Chair and Chief of Staff, to that position, which she began on July 1, 2013.

In appointing Dr. Rush Woods, President Morishita reaffirmed a shared dedication “to eliminating barriers to success that arise from race, ethnicity, socioeconomic status, culture, religion, linguistic diversity, ability, gender identify, sexual orientation, age, geographical region, personality, learning styles, life experiences or other human characteristics.”

Despite these and other accomplishments, the Senate, the University administration, and the CFA continue to face issues such as increasing diversity among the faculty and continuing to improve the campus climate by confronting problems of racism, sexism, homophobia and other forms of intolerance.

Jane Lopus

YOU'VE COME A LONG WAY LADY

It has come to my attention that I have been consorting with revolutionaries. They are among us. They are everywhere. They call themselves "women."

In Ancient Israel, men "dedicated" to the Temple were valued at 50 shekels and women at 30. Boys were valued at five shekels and girls at three (Lev. 27: 2 - 9). [$3 \div 5 = 60\%$]. Remember that number.

In 1963, Congress passed the Equal Pay Act (EPA). It mandated that women and men receive equal pay for substantially equal work requiring the same skill, effort, responsibility and the same conditions. Differences in pay could be justified by bona fide seniority and merit systems, differences in quantity and quality of production, different locations, and any factor other than sex. These "employer defenses" limited the law. The EPA was originally administered by the Department of Labor (DOL).

In 1964 Congress passed the Civil Rights Act (CRA) with its much broader and stronger powers. Title VII dealt with employment. The CRA also established the Equal Employment Opportunity Commission (EEOC). In 1978 enforcement of the EPA was transferred from the DOL to the EEOC. However, the Bennett Amendment, which became Section 703(h), limited the CRA to the provisions of the EPA.

Executive Order 11246 was issued in 1965. A federal executive order is an order from the President to the various departments and agencies of the U.S. government to do something. EO 11246 required that federal contractors and grant recipients (including universities) comply with the requirements of the CRA. The EPA, CRA and 11246 are the legal foundation of the Civil Rights Movement.

In 1960, women earned 60.7% of what men were earned. Remember Leviticus! By 1979, after 15 years of enforcement and litigation under the EPA, CRA and 11246, women on average earned 62.3% of what men earned. On an unadjusted annual basis, it was 59%. Remember the "59-cent dollar" rallying cry of the National Organization for Women? It was never really quite accurate. In 1980, men worked seven hours more per week and more weeks in the year than women worked. But still....

The campaign for fair pay began in earnest about 1979 with an internal memo from the EEOC/San Francisco to EEOC/Washington proposing the use of "comparable worth" under Title VII of the CRA. Comparable worth meant moving from "equal pay for equal work" to equal pay for jobs of comparable value as measured by job evaluation. It would have replaced market-driven wage determination with "administered pricing" by legislative or judicial fiat. Comparable worth was embraced by the EEOC and the women's movement. However, it made no economic sense and was not well received by the courts.

Comparable worth was replaced by "pay equity." Who could be against pay equity? It sounds so nice. The problem was that "equity" is a value judgment. How do you measure it? And what could be more equitable than pay determined by impersonal labor supply and demand curves?

Pay equity has morphed into "the pay gap." The pay gap has none of the faults of comparable worth or pay equity. It is easy to understand and communicate. Data on women's earnings as a percent of men's are readily available. If that number is subtracted from 100 you get the pay gap.

By 2011, women earned 82.2% of what men earned. Thus, the pay gap had declined from 37.7% in 1979 to 17.8%. However, that's only part of the story.

Based on usual weekly earnings of full-time workers (35 or more hours per week), in 2011 men worked 40.6 hours and women 35.6 hours (annual average). Men also worked more weeks in the year. Also, the pay gap varies considerably from state to state. In California, women's earnings as a percent of men's in 2011 was 89.9%, the highest. Thus, the pay gap in California was 10.1%. In Louisiana women earned 67.8% of what men earned (a 32.2% pay gap). Almost Biblical!

If the rate of decline continues, the putative 17.8% national pay gap will be gone by 2040. If we control for hours worked per week, it will be gone about 2021. And, if we account for weeks worked in the year, choice of major, etc., it will disappear even sooner. In California, it may already be gone.

After 2040 (or whenever), women on average will earn more than men. That is not surprising. Women now account for 57.3% of all students in degree-granting post-secondary educational institutions. Men account for 42.7%. And, women are majoring in all sorts of things once thought the preserve of men. Women are now in positions of responsibility and authority throughout the economy. It would be most surprising if they would condone overt pay discrimination.

Many economists and others have concluded pay discrimination on a large scale has already ended. If not, it soon will. That does not mean that all discriminatory practices will disappear. Some will continue and will require ongoing policing by the EEOC, especially in Louisiana!

Within the adult lifetime of most ERFA members, the pay gap has gone from 40% to a putative 17.8% and may even have disappeared in California and a number of other states. If that's not revolutionary, I don't know what is. You've come a long way ladies. We all have.

Source: Derived from John G. Kilgour. The Pay Gap in Perspective. Compensation and Benefits Review. (forthcoming 2013).



Obituaries

Ruthy Stephan and Gina Traversa maintain <http://www20.csueastbay.edu/oaa/memorial/>, honoring deceased tenured and tenure-track faculty.

Jonathan A. Slesinger, Lecturer in the College of Business & Economics, died April 29, 2013— email from Ruthy Stephan August 21, 2013, not on OAA website for deceased faculty.

William A. Bullough, Professor Emeritus of the Department of History, died September 1, 2013. www20.csueastbay.edu/oaa/files/memorial_files/MemorialBullough.pdf

Postscripts editor Sherman Lewis

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