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### **Illinois Bill Would Ban Use of Search Firms in Hiring at Public Universities**

*By Michael Stratford*

The use of search firms to fill vacancies at universities is increasingly becoming a staple in higher education, but some Illinois lawmakers are questioning the cost of that practice and seeking to end it at public institutions in their state.

A bill pending before the State Senate would prohibit public universities from "contracting with outside search firms, executive search firms, or similar organizations." Supporters of the legislation say that paying consultants to find candidates is a poor use of taxpayer and tuition dollars, and that hiring is a responsibility that should fall to those on the university's payroll.

Search firms may be "nice but they're not necessary," says State Rep. Chapin Rose, a Republican who sponsored the legislation. The House of Representatives has already passed its version of the bill, by a 91-to-9 vote.

The University of Illinois, though, says that removing search firms from its arsenal of recruiting tools would put the system at a competitive disadvantage, hamstringing its ability to fill vacancies with talented and well-qualified candidates.

"To suggest that you could put some ads in newspapers and have a search committee sift through all the responses doesn't reflect the current state of affairs in recruiting personnel in higher education," said Thomas P. Hardy, the university's executive director for university relations. Consultants play a valuable role in complementing the work of university search committees, which often do not have the time needed or vast network of contacts required to complete a thorough search, he said. For instance, a search firm may be able to uncover a qualified candidate who was not necessarily in the market and actively looking for a new position.

Universities across the country have increasingly turned to outside consultants, at least for hiring at the presidential level. Search consultants were used to recruit nearly 60 percent of recently hired presidents, a jump from 49 percent four years ago, according to an American Council on Education survey released this year.

Even though the use of outside consultants is becoming more widespread, Illinois appears to be one of the first cases where the practice is drawing the ire of state legislators.

The University of Illinois selects search firms from a group of pre-qualified firms that have already demonstrated their credentials, Mr. Hardy said. The firms do not compete for the university's business, but rather the university selects a company that it deems most appropriate for a particular search, he said.

Before a search committee brings in an outside firm, it must receive the permission of the hiring manager, according to Maureen M. Parks, the university's associate vice president for human resources. Though the university has no stated policy or guidelines on when

such approval ought to be granted, it typically contracts with outside consultants only on searches that are international or national in scope, Ms. Parks said.

Over the past nine fiscal years, the University of Illinois has paid \$5.6-million to 23 different search firms. During that period, the university system filled chancellors' and provosts' positions on all three of its campuses and experienced turnover in its presidency, Mr. Hardy pointed out.

But in some cases, the university employed firms to conduct searches lower down the administrative hierarchy. *The News-Gazette*, a newspaper in the Urbana-Champaign area, reported on Sunday that in 2008 the university hired a search firm to help select new deans at its colleges of law and business. After the first searches yielded no suitable candidates, the university hired another firm to conduct new searches, only to end up hiring internal candidates for both jobs. In another instance, the university contracted with consultants to help it find a new associate director of housing, *The News-Gazette* reported.

"It's gotten completely out of control," said Representative Rose. "It's insane."

Reining in the range of positions for which the university contracts with outside consultants is part of the impetus for the legislation, according to Mr. Rose. But, he said, there is also "serious concern about the quality of the work" that the search firms produce. Two of the past three presidential searches at the University of Illinois employed search consultants, and both, he says, were "abject failures."

In addition to banning the use of consultants, the Senate version of the bill takes specific aim at some of the perks conferred on the system's departing president, Michael J. Hogan, who resigned in March amid widespread criticism from faculty members. The bill explicitly bars universities from hiring "life coaches, executive counselors, or similar individuals or groups."

Another problem with search firms, Mr. Rose argues, is that administrators sometimes use them as cover, to "justify a decision that they already want to make but don't want to take the flak for."

Mr. Rose said he encountered this problem firsthand when he served as a student-trustee at the University of Illinois from 1994 to 1996. During that time, he said, a campus chancellor wanted to step over a senior official in a hiring decision, so he "concocted this sham search" and hired a consultant to choose the person he wanted. "And for the privilege of hiring who he wanted to hire in the first place," Mr. Rose said, "we all paid \$40,000 to a search firm."

But supporters of search firms say they add significant value and perform an important role in keeping a university's hires competitive.

Jan Greenwood, who is president and chief executive of Greenwood/Asher & Associates, a firm that specializes in higher education, said that of the roughly 1,000 searches her company has completed, only about 5 percent have resulted in internal hires. In the vast majority of situations, she said, a university receives a list of qualified candidates as a result of an exhaustive search that a company like hers is better suited to conduct than an internal committee.

As universities have faced, over the past decade, an increasingly competitive hiring environment and an aging pool of talent that is reluctant to relocate to new jobs, search firms are playing a larger role, said Ms. Greenwood.

As a result, the legwork required on a typical search has increased dramatically, she said. Ten years ago it would take her firm about 150 calls to produce a list of 20 qualified and interested candidates for a position, she said, whereas today it takes between 400 and 500 calls.

Representative Rose's bill, HB 5914, is pending before the Senate's higher-education committee, which is scheduled to hold a hearing on it on Wednesday.

The University of Illinois says it is still in conversations with Mr. Rose and other legislators about the proposal. Mr. Rose says that he would "begrudgingly" be open to amending it to exempt presidential-level searches and searches for other high-level positions, like the head of the medical school. He concedes that in those situations, the Board of Trustees may be well-served by the outside expertise.

Nonetheless, he said he expects some sort of restriction on universities' use of the consultants to pass the legislature this year.

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# POST LOCAL

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Posted at 04:00 AM ET, 05/15/2012

## 2012-13 Common Application previews available

By [Valerie Strauss](#)

[Previews of the 2012-13 Common Application](#) for colleges and universities are now available online, meaning that today's high school juniors can get an early start on their college admissions hunt.

The official Common App won't go live until August, meaning that students have to wait until then to actually send them to schools. But there is no law against starting to write essays and figure out the information needed to complete both [the undergraduate application](#) and [the one for transfer students](#).

The Common Application is a not-for-profit organization that provides an admission application – online and in print – that students may submit to any of about 450 member schools that accept it. [Newest members](#) include The Ohio State University, the University of Tennessee Knoxville and the University of Illinois at Chicago.

When the Common Application was developed in 1975, officials hoped it would reduce the number of separate applications and essays a student applying to numerous colleges would have to complete. Actually, many colleges still require additional information, including more essays. So students, beware: There's a lot of work to do.

So what are the undergraduate application essays? They are pretty much the same as last year, and the year before. Here are the instructions:

*Please write an essay of 250-500 words on a topic of your choice or on one of the options listed below, and attach it to your application before submission. Please indicate your topic by checking the appropriate box. This personal essay helps us become acquainted with you as a person and student, apart from courses, grades, test scores, and other objective data. It will also demonstrate your ability to organize your thoughts and express yourself. NOTE: Your Common Application essay should be the same for all colleges. Do not customize it in any way for individual colleges. Colleges that want customized essay responses will ask for them on a supplement form.*

*\* Evaluate a significant experience, achievement, risk you have taken, or ethical dilemma you have faced and its impact on you.*

*\* Discuss some issue of personal, local, national, or international concern and its importance to you.*

*\* Indicate a person who has had a significant influence on you, and describe that influence.*

*\* Describe a character in fiction, a historical figure, or a creative work (as in art, music or science, etc.) that has had an influence on you, and explain that influence.*

*\* A range of academic interests, personal perspectives, and life experiences adds much to the educational mix. Given your personal background, describe an experience that illustrates what you would bring to the diversity in a college community or an encounter that demonstrated the importance of diversity to you.*

*\* Topic of your choice.*

# Rescuing Illinois

## Two weeks crucial to this state and its people

Two more weeks. That's how long your legislators are scheduled to be in Springfield for the remainder of their thus far do-little spring session.

As of this writing lawmakers have taken one important step to secure the future of perpetually insolvent and indebted Illinois: They scaled back nearly cost-free health care coverage for retirees. Between now and May 31, they will take three more important steps — reforming unaffordable state pension and Medicaid programs, and adopting an annual budget that will balance expenses against revenues.

Or your legislators will fail to take those three steps and, by their inaction, fail you and your state.

So if you want your state senator and representative to know that you demand action on these three fronts, now's the time for you to phone, email or hire a sky-writer. Be assured that, while you're deciding whether to speak up, the guardians of the financially doomed status quo are lobbying furiously: They would be happiest if lawmakers didn't modify their generous pension plans, didn't dictate any employment-threatening reduction in Medicaid spending, and didn't force the fiscal 2013 budget to balance.

The perils caused by decades of lawmakers' overspending, overborrowing and overpromising aren't just threatening your state government, which now has nearly \$200 billion in debts and unfunded obligations. Many of the 7,000 local governments statewide also are sick with debts and busted budgets.

In preparation for educating your lawmakers, check three excellent websites that document the deep holes of pension indebtedness that local officials, too, have dug for taxpayers:

■ County Treasurer Maria Pappas has been relentless about requiring Cook County's 553 municipalities, school districts and other taxing bodies to disclose to citizens the full extent of taxpayers' debts. Her newest, most ambitious online database exposes how dramatically these governments' debts have outpaced their rising tax collections. Check out Pappas' numbers at [chicagotribune.com/pappasdebt](http://chicagotribune.com/pappasdebt). She told us Monday that credit rating agencies also are inspecting her data; that could lead to downgrades of the sort state government again will face if it doesn't address its debts.

The site's most useful feature allows you to type in your 14-digit property index number and see how well, or how poorly, all the local governments you support with your property taxes have performed. Countywide, these governments have run up \$140 billion (yes, billion) in debts —

including more than \$33 billion in unfunded pension obligations.

And that's not the totality of local officials' mischief. On Monday, Pappas dispatched Freedom of Information Act requests to 63 noncompliant local governments, giving them five business days to supply her with their debt data. She says she'll pursue \$5,000 civil penalties from taxing bodies that continue to refuse.

(Evergreen Park, Barrington Hills, New Trier Township, Proviso Township High School District 209, Pleasantdale Park District of Burr Ridge — why are you flouting the debt disclosure ordinance that Pappas steered through the Cook County Board? How will you explain diverting taxpayers' dollars to pay penalties for your noncompliance?)

Another question: Why isn't every county treasurer in Illinois — make that every county treasurer nationwide — gathering this same, simple data so their own taxpayers can track pension and other debts? Collar county treasurers in particular, start your engines.

■ Every resident of Cook County also should visit [chicagotribune.com/gainerdebt](http://chicagotribune.com/gainerdebt), a rich site constructed by Commissioner Bridget Gainer, head of the county's Pension Subcommittee. This is an ideal, conversational primer for taxpayers but

also for students: It explains not only how the county's unfunded obligation exploded by nearly 700 percent between 2001 and 2010 (to more than \$5 billion), but how various changes today would affect the system's health tomorrow. The option that some pols other than Gainer would choose — “Do Nothing” — plainly has the system on track to pay out its last assets in 26 years.

■ Mayor Rahm Emanuel's City Hall has its own site, less extensive than the county's but gifted with two features we admire. One allows city employees and citizens to suggest pension reforms; mayoral spokesman Kathleen Strand tells us the administration has been struck by the imagination and thoughtfulness of those volunteered proposals. Another feature allows you to watch the city's pension debt grow *by the second*. If nothing else stokes your sense of urgency, this frightening exercise will. You'll find the site at [chicagotribune.com/emanueldebt](http://chicagotribune.com/emanueldebt).

Explore this wealth of information, then ponder two weeks that are crucial to the future of Illinois and its people.

Lawmakers, most of you are up for re-election in 25 short weeks. This spring, you need to deliver pension reform, Medicaid reform, and a balanced state budget.

Voters, make them.

**Lawmakers, most  
of you are up for  
re-election in 25  
short weeks.**

## No time for legislative delays

**W**ith a little more than two weeks to go in Illinois' legislative session, there's talk that some Republicans are trying to delay major reforms in hopes of getting more leverage. Don't do it.

This is a rare moment in Springfield. Lawmakers, led by Gov. Pat Quinn, have rolled up their sleeves to tackle an out-of-control budget. Quinn has moved so far to the middle that even his normal adversaries in the business community are rallying around him.

For example, Doug Whitley, president of the Illinois Chamber of Commerce, said of Quinn: "He's coming across as being a solid guy who's interested in getting the

state's problems fixed."

On Monday morning, Quinn urged business leaders in Chicago to join his "rescue operation" to reform Medicaid and public pensions. We hope they, and all lawmakers, were listening.

Delaying action past the legislative deadline was a favorite tactic of former Gov. Rod Blagojevich.

But guess what? When the dust settled, he never gained a thing to show for it.

Apart from not wanting to walk in Blagojevich's footsteps, lawmakers should understand that now is the time to seize the moment.

Illinois is at a crossroads. Let's march our state forward in the right direction.

STATE FISCAL REFORM

# Quinn pushes for business leader support

## Governor wants execs to pressure Legislature to OK his proposals

CHICAGO (AP) — Gov. Pat Quinn appealed Monday to an influential group of business leaders in Chicago to add their weight to his push to reform Illinois' debt-laden Medicaid and public pension systems, describing the plan as both a tough sacrifice and an urgent "rescue operation" for future generations.

With barely two weeks left in the legislative session, the Democratic governor has gone on the offensive and turned to unlikely allies in the business community to pressure lawmakers to pass his proposals.

On the other side, unions and advocates for the poor say the reforms will hurt the most vulnerable.

Quinn told the City Club of Chicago that the two programs are taking a 39 percent bite out of the state budget this year, putting what he called a "serious squeeze" on spending for other essential government duties: to ensure public safety, provide educa-

tion and other services and invest in transportation and infrastructure.

"All the other things that we want our government to do, there's less and less money available," Quinn said.

But leaders of the state's public universities are saying too much damage to pension benefits could drive away top faculty talent.

In a letter to Quinn, presidents and chancellors of 15 schools urged him not to cut already-earned benefits, but to guarantee proper state funding for the systems in the future and give colleges time to adjust if they must contribute a portion of the funding.

Medicaid, the health program for the poor and disabled, is currently running a \$2.7 billion deficit. The state retirement systems are running a shortfall of \$83 billion on the money they'll have to pay out to state employees in the decades ahead.

To rein in Medicaid costs, Quinn has proposed cutting services for the poor and disabled and cutting payments to doctors and hospitals. To keep from having to cut further, he proposes essentially doubling the tax on a pack of cigarettes.

He wants to control pen-

sion costs by having government workers pay more from their paychecks into pension funds, making those employees work longer before they can retire and reducing cost-of-living increases after they leave work.

He said Monday he is sticking by all of those proposals, as negotiations continue in Springfield.

Quinn urged the hundreds of business leaders in the room to join his campaign.

"We want you to call today, call tomorrow, call every day legislators even if you don't know them ... to let them know that the stakes are very high," the governor said.

Quinn's proposals have gained support among many of the state's business leaders.

On Monday, Chicago-based energy provider Exelon Corp. and electricity utility ComEd voiced support, saying "the

current structure is in dire need of change."

The letter from the universities, dated May 3, says pension reform must not hurt their "ability to retain and recruit talented faculty and staff" and "must respect constitutional protection" against reducing retirement benefits that have already been earned — a major factor in the debate.

The letter lists seven "objectives" for a pension package, from pronouncing a "clear plan" to ensure the state doesn't fall behind again to limiting new rules universities must follow that come without state funding to implement them.

"We've been heard, and I think we have a place at the table," Governors State University President Elaine Maimon said. "I don't know at all whether we'll like the outcome."

## **FROM OUR READERS**

### **There are retired state workers all over**

As a retiree from the University of Illinois at Urbana-Champaign, I have been following legislative actions concerning health insurance premiums. I had left a message with one legislator's office and a staff member did contact me. I mentioned that I was trying to inform friends who were retirees and living out of state about the situation. The staffer then replied, "There are retirees who live out of state?"

SARA HISER  
Ogden

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**SPOTLIGHT FLORIDA A&M**

## Band to be silenced for at least a year

ORLANDO, Fla. — The president of Florida A&M University announced Monday that the school's famous marching band, which has been suspended indefinitely since shortly after the hazing death of drum major Robert Champion last fall, will not perform during the 2012-13 school year.

James Ammons informed university trustees of his decision during a brief teleconference.

The fate of the embattled Marching 100 band has been up in the air as university leaders de-

bated whether to allow it to perform at football games and other events in the fall.

Earlier this month, 11 band members were charged with felony hazing in Champion's beating death after the Florida Classic football game in Orlando on Nov. 19.

Since then, other allegations of hazing and other problems related to the band have surfaced.

The most recent revelation — that dozens of band members didn't meet the requirements to be in the band, including at least two

of those charged with Champion's death — prompted Monday's meeting of university trustees.

Ammons said he decided to keep the band suspended after he and his senior staff conferred last week with a range of university supporters, including alumni, faculty and students.

On Thursday, Gov. Rick Scott and University System Chancellor Frank Brogan both said the band was not ready to return.

— Denise-Marie Balona,  
*Tribune Newspapers*

## Tax and Spend

May 15

California's public colleges and universities on Monday learned how much their budgets will be slashed if voters don't pass a proposed tax hike this November. It isn't a pretty picture.

The state's projected revenue gap has grown to \$15.7 billion from a January estimate of \$9.2 billion. Governor Jerry Brown's revised budget plan, released Monday, described deep "trigger cuts" to higher education that would kick in without the proposed tax revenue. Those cuts include \$250 million reductions for both the University of California and California State University Systems, a \$50 million increase over the January estimates, and a \$300 million cut for the state's 112 community colleges.

The governor's proposed budget would also reduce spending on Cal Grants, the state's financial aid program, by \$38.4 million. Those cuts are aimed at for-profit institutions, and would be made even if the tax plan passes.

Cal State in particular is fractured over the budget crisis, with both the faculty union and system office citing money woes as they take their shots during a deepening power struggle.

Like their peers at the community college and University of California Systems, administrators at Cal State are trying to muster resources and public attention to ensure the tax plan's passage. But they have gone further, telling applicants that their admission might be contingent on the measure's passage.

With those high stakes, and because it is so rare that a tax-increase measure has a realistic shot of passing, faculty leaders at Cal State said they are withholding their participation in campaigning for the measure as leverage in contract negotiations.

"Years of devastating funding cuts have been worsened by the way in which management uses the precious dollars the university gets," the California Faculty Association, the primary faculty union for the California State system, said in a written statement. "CSU executives lavish pay and perks on themselves while imposing devastating cuts to students' classes and services." (The union is affiliated with Service Employees International Union, the American Association of University Professors, the National Education Association and the California Teachers Association.)

The tax referendum, proposed by Governor Brown and likely to appear on the ballot this November, would raise an estimated \$8.5 billion through a sales tax and an income tax increase for relatively wealthy earners.

Passage of the tax hike is far from certain. According to a recent poll, 54 percent of California residents said they are in favor of the measure while, 39 percent oppose it. California higher education administrators said tax measures tend to lose support as campaigns unfold. Another tax-increase bill is also likely to be on the November ballot, and administrators said they fear that measure could siphon off support or confuse voters.

Other Priorities

Officials with the three state college systems would like to see a share of new tax revenue, particularly after years of slumping state contributions. But they may not get much help from business leaders.

In what observers said was an ominous sign, the California Business Roundtable on Monday released a statement saying "it is clear that taxes alone will not solve the problem," and that "California employers are still waiting for the Legislature to pass comprehensive reforms that will help grow our economy."

Openly backing the tax hike, however, are many employee groups in the University of California, community college and K-12 systems. "We are on the same page," said Jonathan Lightman, executive director of the Faculty Association of California Community Colleges, who said his group backs the tax plan "without hesitation."

But the California Faculty Association has other priorities that might keep it from helping administrators pass the measure.

The association, which has been in contract negotiations with the system's administration for almost two years, voted earlier this month to authorize two-day rolling strikes at the system's 23 campuses, likely starting in the fall, if disputes over salaries and other issues are not resolved. Lillian Taiz, the association's president, said her group would love to be involved in the push to get more revenue for the system, but if the association is striking at that time, they will have to concentrate their efforts there. "On the whole, we would much rather be working for this revenue," Taiz said.

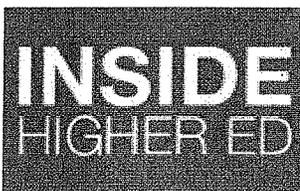
Taiz said her association's members could be helpful in getting out the vote, and pointed to the fact that they delivered a significant amount of signatures to help get the measure on the ballot.

The association is not the only one trying to leverage public sentiment around the ballot measure. While system leaders can take positions on the measure, California state law prohibits colleges and universities from expending funds, including university-paid time and equipment, for campaign purposes in connection to ballot propositions. But that doesn't mean the universities can't take steps that might sway public opinion and affect the outcome of the election.

The traditional strategy for colleges and universities facing such cuts is to show what those cuts would mean for the general public, which typically means higher tuition. That is what University of California Chancellor Mark Yudof did when he publicly supported the Governor's proposal in late March, calling it "the best opportunity I've seen in my four years in California for the state to clamber out of a sinkhole of fiscal uncertainty and move forward into a better, more prosperous future." He said that if the measure did not pass, there could be big tuition increases in the middle of the 2012-13 school year. The system's board has not yet weighed in on the issue.

But the Cal State system has an even clearer message: pass the tax hike or you might not get in.

System administrators already announced that they will not open most campuses for admissions for the spring 2013 semester. That admissions session closes before the election, and Robert Turnage, the system's assistant vice chancellor for budget, said the universities will not have enough time to adjust budget plans if the measure fails.



But every student who applies for the fall 2013 semester, an admissions period that straddles the November vote, will receive a letter from the university telling the student that he or she has been waitlisted, and that the university's ability to make a decision is contingent on the outcome of the election. "All students will be waitlisted and notified that we are not in a position to give them an answer until we see what happens with this trigger," Turnage said.

Last year more than 665,000 students applied to the system's 23 campuses, which is a lot of families and a lot of potential voters.

If the trigger is pulled, the university would drop its full-time equivalent enrollment about 3 percent, from 331,000 to 321,000, Turnage said.

Neither CSU Chancellor Charles B. Reed nor his board has formally endorsed the governor's proposal, but Reed has said on multiple occasions that the system and the state of California need the revenues that a tax increase would provide. Turnage said there is a "very live possibility that, when the time is right, [Reed] may go to the board."

#### **New Cuts**

California's community colleges have struggled to cope with roughly \$1 billion in budget cuts and revenue shortfalls over the last couple years. As a result, the system, which has a total enrollment of 2.6 million students, has turned away hundreds of thousands of students, including an estimated 200,000 this year.

The roughly \$300 million trigger cut would be 6 percent of the state's overall contribution to the colleges, system officials said.

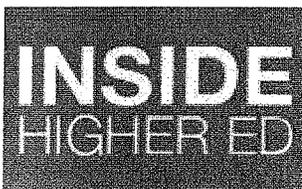
"Further trigger cuts in January could be the breaking point financially for some colleges," said Jack Scott, the system's chancellor, in a written statement.

Muddying the budget picture for community colleges is \$1 billion in annual funding deferrals the system has absorbed. The deferrals, in which the state delays doling out appropriations, have caused cash flow problems for some colleges.

If the tax plan passes, it would create \$313 million in new revenue for the community colleges. But that money would be used primarily to "buy down" deferrals, according to system officials, rather than to cover new programs at the colleges.

Cal Grants will be on the chopping block with or without a tax increase, according to the governor's new budget plan. And the proposed cut includes funding formula changes that are aimed squarely at for-profits.

For a college to qualify for participation in the Cal Grant program – meaning that students can use the grants there – the institution would need to have a student loan default rate of 15 percent or less, down from the current requirement of 30 percent, and a minimum graduation rate of 30 percent. However, those rules would not apply to any college where fewer than 40 percent of students receive federal loans, "such as community colleges," according to the budget plan. Few public four-year colleges or private nonprofit institutions would have difficulty clearing that bar.



For-profits have fought previous attempts to knock them out of the Cal Grants program, and were not happy about being singled out again.

The proposed cut "is bad public policy and would strip an imperative educational pathway for the neediest students," said Laura Brown, president of the California Coalition of Accredited Career Schools, in an email. The focus on loan default and graduation rates ignores economic conditions and the fact that for-profit colleges serve a large number of nontraditional students, she said. "It's the demographic of the student that is at issue here rather than the quality of the institution."

The use of graduation rates to determine Cal Grant eligibility could get messy, said Michele Siqueiros, executive director of the Campaign for College Opportunity. "The metrics matter," she said.

The group has opposed previous Cal Grant cuts, including the addition of minimum G.P.A. requirements for students, which are also part of this proposal. And Siqueiros said some new changes, like an effort to model the grant program on federal Pell Grants, could have a negative impact. "It is going to affect a lot of students," she said.

Siqueiros supports more state funding for higher education, and her group is leaning toward backing the tax plan. But they are in a wait-and-see mode as the campaign continues to gather signatures for a petition to get the proposal on the ballot for November, in part because of remaining uncertainty about whether the new revenue would actually be directed toward public colleges.

"There's nothing explicitly saying that the money is going to go to education," said Siqueiros.

Read more: <http://www.insidehighered.com/news/2012/05/15/californias-public-colleges-face-more-budget-cuts-if-tax-hike-fails#ixzz1uwhNJ6lz>