Minutes

Wednesday, January 16, 2008
10:00 a.m. – Coronado Room

Members: Kevin Baaske, Caroline Bordinaro, Glen Brodowski, Bernadette Cheyne, Manzar Foroohar, Harold Goldwhite, Diana Guerin, Robert McNamara, Tuuli Messer-Bookman
Guests: Beth Ambos, Gail Brooks, Ron Kroman, Margy Merryfield, Lorie Roth, John Travis

1. Approval of agenda
   Item 5.18 Faculty Hiring Practices was moved to 5.1 and agenda was approved as amended.

2. Approval of minutes for December 7, 2007
   Minutes were approved unanimously as written.

3. Announcements
   3.1 FA is in charge of the Thursday night social tomorrow.
   3.2 FA will meet tomorrow at 9:00 a.m.

4. Reports
   4.1 Gail Brooks: Gail requested comments from committee members on the following items:
      a. CSU strategic plan for Human Resources: Gail distributed and reviewed “A Strategic Vision for Human Resources” slide presentation. The document also includes goal statements.
      b. Priorities in Human Resources in light of the budget situation.

      In response to Gail’s invitation to suggest topics for discussion, Manzar requested that she discuss the impact of the budget on the contract. Brooks noted that it is too early to know the impact of the budget on HR in the CSU. Both CFA and CSUEU contracts are contingent upon funding consistent with the Compact; that failing, negotiations may re-open on those contracts. Gail was thanked for the open discussion.

   4.2 John Travis: John reported on a number of topics. Discussions on the first year equity program are concluding and the program should be implemented in a short time. The second year equity program will hopefully build on the first year program and be resolved more quickly. Other committees (workload, salary structure, etc.) resulting from the contract are continuing to make slow progress. CFA continues to have concerns over the workload implications that might result from VSA. CFA has recently been focusing on the state budget. CFA will work with CSU administration to advocate for resources for the system. The governor’s budget would have disastrous consequences for the CSU. CFA has taken a support position on Prop 93 and an oppose position on Prop 92. The governor’s
proposed budget would activate the trigger to re-open the CFA-CSU contract; CFA will not seek to re-open and is encouraging the CSU to do the same.

John responded to queries from members:

- Joint Task Force on Patents and Technology Transfer: John believes that IP is in the scope of bargaining and the policy has to be negotiated with CFA before implementation.
- New Foreign Travel Accident Policy: John does not believe this issue is in the scope of bargaining. He will research the issue.

### 4.3 Beth Ambos:
Beth offered a report on the work of the “Joint Task Force on Patents and Technology Transfer.” This draft document is based on an earlier draft, which was sent to FA before. The committee was formed last spring. Half of the members were appointed by the ASCSU and the rest by the administration. The task force has developed several core principles. It also has defined “net revenue” (footnote on page 2). Beth went through the document explaining each Core Principle and answered questions.

### 4.4 Mark Van Selst:
Mark distributed a copy of bylaw revisions proposed by the Executive Committee, which include the charges of FA.

### 5. Information and Discussion Items/Resolutions

#### 5.1 Faculty hiring practices [including findings of systemwide audit on hiring practices]:
Margy reported that the BOT will be responding to the recent audit of campus hiring practices. Task forces will likely be formed to develop systemwide practice guidelines. FA members requested an opportunity to consult on forthcoming guidelines. It was noted that the ASCSU recently passed a resolution related to searches for administrators (AS-2699/FA 2005 Searches for Campus Administrators in the California State University System). Bernadette will request that ASCSU Executive Committee write a letter requesting that we be consulted and that faculty should be included on task forces developing guidelines for faculty hiring.

#### 5.2 Resolution in Support of International Perspectives in CSU Education (first reading):
This resolution was returned to the committee, so it will go back to the senate as a first reading. The resolution was revised and approved by the committee.

#### 5.3 Protecting Academic Freedom for California State University (CSU) Area Studies Programs (second reading):
The November 8 draft was revised and approved for second reading.

#### 5.4 Reaffirmation of AS-2634-03/FA Faculty Role in Academic Restructuring and Program Discontinuance:
The committee discussed past ASCSU resolutions on this issue. The committee decided to ask the Executive Committee to send a letter to local campuses and ask them to consider the issue.

#### 5.5 Graduate Business Fees:
The committee briefly discussed the resolution and had no additional input.
5.6 Resolution in Support of the Doctorate in Nursing Practice in the CSU: FA decided not to co-sponsor the resolution due to lack of time for fully examining the resolution and insufficient time for consultation with the AA committee.

5.7 Joint Task Force on Patents and Technology Transfer – Draft Statement on Core Principles (discussion and feedback): Bernadette will email us her notes on our discussion with Beth, and we will work on the issue via email. She will also send a memo to Executive Committee asking them to encourage CFA involvement in the development and implementation of the core principles and policies.

5.8 New Foreign Travel Accident Policy: Members noted a lack of clarity in the handout. Tuuli will get more information for further discussion.

5.9 Priorities and Principles Guiding Possible Funding Reductions (possible co-sponsorship with FGA – awaiting draft resolution): By the end of our meeting we had received no information from FGA, who had been charged with drafting the resolution.

5.10 Strategies for gauging faculty satisfaction/CO reports on faculty attrition: This item will become a long-term item on our agenda, under a new category, for the ongoing work on the issue.

5.11 Joint Task Force on Patents & Technology Transfer – Draft Statement on Core Values: Dropped from agenda as repeat of 5.7.

5.12 The Voluntary System of Accountability/The Collegiate Learning Assessment (CLA): CFA is watching the system to gauge the impact on faculty workload. Lorie Roth reported that all campuses (with the exception of Pomona) participated in the program last fall (100 students took the assessment on each campus). The results will be posted on line with the results from other institutions. Some FA members voiced their concerns about technical issues and reliability of the test and also the fact that the Chancellor’s Office decided to join the coalition without proper consultation with faculty. Lorie believes there is no faculty workload issue in the program. Caroline voiced her concerns about using the computers and other equipment and also class time for the test, which might impact the smooth operation of faculty and staff work. The committee decided to refer the issue to AA.

5.13 Issues of Academic Freedom within context of system-wide initiatives such as LDTP, etc. (per Exec. Comm.): Although there is faculty involvement in committees dealing with system-wide initiatives, there is no clarity about the membership in these committees and the exact role of the faculty. We need more information on the issue and Bernadette will gather more information and report back to the committee.

5.14 AAUP re outside speakers and academic freedom: ASCSU has passed several resolutions on this issue. FA does not see a need for any more resolutions at this point. This issue will be dropped from the agenda.
FERP faculty rights and responsibilities: Some faculty entering FERP have complaints about problems such as losing their offices, phone numbers, etc. Diana and Harold will work on a resolution on this issue and bring it to the next FAC meeting.

FAC liaisons to other ASCSU standing committee: It is too late for appointing liaisons to other ASCSU standing committees for this year. This issue will be dropped from agenda.

Procedure if an Academic Senator is unavailable for a semester (e.g. sabbatical, etc.) or is unavailable for committee work: Harold suggested that the matter be referred to the Executive Committee to draw the local senate chairs’ attention to article 2, section 7 of the ASCSU constitution regarding state-wide senators’ substitution.

MPP hiring practices: Some campuses don’t have clear policies for MPP hiring, especially when it comes to interim appointments. ASCSU has a comprehensive resolution on searches and hiring of MPPs. Although the resolution does not cover the issue of interim appointments, the committee decided not to draft another resolution at this point. The issue will be dropped from the agenda.

Student evaluations of teaching effectiveness (Bordinaro): There is a committee working on this issue that currently is preparing a report. Glen will send the report to the FAC. This issue will be dropped from the agenda for now.

SFR calculations systemwide: This issue will stay on the agenda for further discussion at our next meeting.

Other issues:
- The committee met on Thursday 9/16/08, 9:00-9:55 a.m., and again from 12:30-1:00, to finish the agenda.
- To make the meetings more efficient, the guests will be asked to provide the committee with written reports in advance, whenever possible.
- Going back to 5.1 Faculty hiring practices: As it relates to hiring faculty with tenure, this practice bypasses university RTP processes. Since the committee did not have enough time for a thorough examination of the issue at this meeting, it will remain on the agenda for discussion at the next meeting.

Adjournment:
4:30 p.m. on Wednesday
9:55 a.m. on Thursday
1:10 p.m. on Thursday