Minutes

Wednesday, March 5, 2008
11:00 a.m. – Coronado Room

Present: Kevin Baaske, Caroline Bordinaro, Bernadette Cheyne, Harold Goldwhite, Diana Guerin, Tuuli Messer-Bookman, Robert McNamara, Romey Sabalius

Guests: Gail Baker, Eunice Chan, Gail Brooks, Ron Kroman, Margie Merryfield, Jo Anne Plaisted, Lorie Roth, John Travis, Mark Van Selst

1. Approval of agenda
   Approved as presented.

2. Approval of minutes for February 8, 2008
   Approved as written.

3. Announcements
   Chancellor’s Response to Resolutions passed at the last meeting was noted.

4. Reports

   Gail Brooks
   Gail Brooks introduced Jo Anne Plaisted, who works on several HR reports. Gail distributed an organizational chart of Systemwide Human Resources and noted that HR will be close to full staffing shortly. The Labor and Relations area of the organization has been increased; some grievances/arbitrations have been going on far too long. Data collected include IPEDS, AAUP Salary Survey, and Report on Faculty Recruitment Survey. The 2006 Report on Faculty Recruitment Survey was handed out and the committee reviewed major findings. Gail commented on the difficulty of getting clean data from the campuses and other sources. Members suggested including additional information regarding the following:
   - Number of full-time equivalent faculty
   - Resignations by rank and as a percentage of each rank
   - Inclusion of lecturers who have entitlement contracts
   - Surveying probationary faculty about why they leave

   Beth Ambos
   CSU has increased professional development of faculty and staff in area of research, including these examples: a session on working with human subjects attended by over 400 faculty and staff; two grant-writing workshops; five CSU faculty serving on Ocean Protection Council; Science Advisory Committee; funding from California Endowment to increase numbers of minorities in health care professions; and a series of presentations on faculty-student mentored scholarships.
Hank Reichman, Eunice Chan, Gail Baker

The “Loyalty Oath Firing” news story was discussed by Hank. The opinion from the office of the State Attorney General was distributed, which supported the campus action. Hank recommended that ASCSU not take a position on the dismissal of this employee. He recommended that the ASCSU might draft a resolution opposing the loyalty oath. The campus is trying to work with the employee to clarify the meaning of the oath and determine whether it will be possible to reinstate her. A statement explaining the meaning of the oath is being drafted by CSU in an attempt to prevent future incidents of this nature.

John Travis

CFA wants to focus on the budget at this time. Incidents such as that involving the loyalty oath firing detract attention from the budget situation. CFA is working with the CSU administration and CSSA. They are trying to hold all-campus meetings before spring break to focus attention on the state budget concerns. The goal is to form an alliance for the CSU by collecting commitment cards so that people can be mobilized to advocate for the CSU when needed. The message is “The CSU is the Solution.” Other items: the equity program is finalized, discussions on the PPI program are not yet underway, the salary structure committee has met, the committee on evaluations report will be out shortly, and the work of the committee on workload is not too far along. A new process involving an umpire to resolve cases involving careful consideration of lecturers has begun.

5.

Resolutions

5.1 Resolution in Support of International Experiences and Global Perspectives in CSU Education: No changes suggested. Approved.

5.2 Guidelines and Policies for Participants in the Faculty Early Retirement Program or in the Pre-Retirement Reduction in Time Base Program: Amended and approved.

5.3 Ensuring Consistent and Full Representation on the Academic Senate CSU for Every Campus: Amended and approved.

5.4 Faculty Participation in the Creation of Policies and Implementation Strategies for Patents and Technology Transfer Services in the CSU: Amended and approved.

5.5 Shared Governance, Faculty Primacy in Determining Curriculum, and Principles Governing Systemwide Initiatives with Curricular Implications: Amended and approved.

5.6 Loyalty Oath Firing: No action at this time.

5.7 In Support of a Predictable and Adequate Budget to Support the Operations of the Academic Senate of the California State University: Comments will be forwarded to Executive Committee via Chair Cheyne.

5.8 Priorities for Budget-Driven Reductions in Academic Senate California State University Functionality: Comments will be forwarded to Executive Committee via Chair Cheyne.

5.9 Priorities and Principles Guiding Possible Funding Reductions (possible co-sponsorship with FGA – awaiting revised draft resolution): Not addressed due to lack of time.
5.9.1 Joint Task Force on Patents and Technology Transfer – Draft Statement on Core Principles: Not addressed due to lack of time.

6. **Discussion Items** (Not addressed due to lack of time)
   6.1 Hiring new faculty with tenure
   6.2 SFR calculations systemwide
   6.3 Search committee processes
   6.4 Principles and best practices for online degree programs (from ATAC)
   6.5 Changes to the ASCSU Bylaws
   6.6 Study on online evaluations
   6.7 Setting up faculty funds on individual CSU campuses

7. **Ongoing Issues**
   7.1 Strategies for gauging faculty satisfaction: not addressed due to lack of time.
   7.2 CO reports on faculty attrition: See meeting with Gail Brooks above.

8. **Adjournment**
   The meeting was adjourned at 4:10 p.m.