Members Present: Kevin Basske, Caroline Bordinaro, Glen Brodowsky, Bernadette Cheyne, Manzar Foroohar, Diana Guerin, Robert McNamara

Guests: Gail Brooks, Ron Kroman, Margy Merryfield, Lorie Roth, John Travis, Christine Helwick, Beth Ambos, Mark Van Selst, Tom Krabacher

1. Approval of agenda: Agenda was approved as amended.

2. Approval of minutes for March 5, 2008 and Review of Summary of Discussion for April 4, 2008
   Minutes of March 5, 2008 were approved as submitted.

3. Announcements
   Bernadette encouraged members to consider indicating interest in serving as chair of FAC next year, as she will be unable to serve again due to extensive responsibilities at her home campus. Committee members thanked her for her excellent leadership this past year.

4. Reports
   4.1 Gail Brooks
      • Gail distributed CSU Faculty Historical FTE, Tenure Track and Lecturers, 1990-2007 data (graph). Gail was requested to provide a similar graph for each campus, and one also for MPPs. She will check to see if this is possible.
      • Believes that equity year one raises have been implemented. Issues for equity year two are different (and more complex). Equity year two is contingent upon funding in the budget (CSU view). There are twice as many people for the same $7 mil, and issues include compression, inversion, and stagnation. She is worried about unintended consequences of these programs.
      • Gail will meet with the Academic Senate tomorrow during the plenary.
      • Campuses are expected to adhere to EEO guidelines. System is working on guidelines. Hiring at rank not advertised requires extensive justification. The need for guidelines and training (perhaps web-based) was mentioned. Crafting position descriptions more broadly was suggested as a useful preventive strategy.

   4.2 John Travis
      • CFA has been concentrating its efforts on the Alliance campaign to advocate for the CSU budget to the legislature and governor. This will continue across the summer.
• CFA is in negotiations for the second year of the equity program (for senior faculty). This is more challenging than expected, as there was not as much carry over from junior equity program from last year as had been hoped.
• Discussions between CFA and CSU regarding the PPI program are underway.
• CFA will inform BOT next week that it is concerned about raising student fees again. CFA is becoming concerned about fees campuses charge students.
• CFA has joined a broad-based coalition called Together for the Future of California.
• The May revise is due out next week.

4.3 Beth Ambos
New initiatives:
• CO adopted a “pilot” project for reporting Research, Scholarship, Creative Activities Program (RSCAP) awards. Reports will be put into a data base. Intention is to move, eventually, to on-line reporting.
• No new monies for RSCAP; stronger reporting of outcomes may lend support for future requests for increased funding.
• Center for Climate Solutions ($60 million) program.
• Water and Resources and Policies Initiative (includes ½ faculty position).
• Pilot program: “Inter-Campus Faculty and Research Profile,” which is a data base of expertise. (Centered out of SFSU.)
• CSU Health Professions Endowment

4.4 Christine Helwick
Discussion of the CSU Loyalty Oath. CO’s position is “this is the law.” Until the oath is removed, CSU must adhere to the law. Loyalty Oath is part of the Constitution, hence more difficult to appeal. Lack of clear legality on issue of “attachments.” CO has sent to campus presidents a statement that the wording of the Oath does not require employee to “take up arms.” Suggestion that an amendment with such wording be provided as an option for employees.

4.5 Tom Krabacher

4.6 Mark Van Selst: Exec. Com Liaison
• Charge from ExCom for new year’s FAC: establish a task force on ASCSU responsibilities and CFA role under the CBA.
• Discussion on resolution “Ensuring Consistent and Full Representation on the ASCSU by Every Campus.”
5. Resolutions

5.1 Guidelines and Policies for Participants in the Faculty Early Retirement Program or in the Pre-Retirement Reduction in Time Base Program (second reading). This was forwarded as amended by FAC members on 4/4/08.

5.2 Ensuring Consistent and Full Representation on the Academic Senate CSU for Every Campus (second reading). This was amended and forwarded.

5.3 Shared Governance, Academic Freedom and Principles Governing Systemwide Initiatives with Curricular Implications (second reading). This was forwarded as amended by FAC members on 4/4/08.

5.4 Faculty Participation in the Creation of Policies and Implementation Strategies for Patents and Technology Transfer Services in the CSU (second reading). This was amended and forwarded.

6. Discussion Items

6.1 CSU Loyalty Oath: FAC will forward a resolution re-affirming the Emeritus and Retired Faculty Association (ERFA) resolution on the Loyalty Oath. Chair Bernadette will tend to this in her spare time before plenary. Committee thanks her.

6.2 Hiring new faculty with tenure: CO taskforce reviewing this issue; Kevin Baaske from FAC is on the taskforce. FAC will await taskforce report.

6.3 SFR calculations systemwide: Deferred to the fall; question Margie regarding systemwide standards, if any.

6.4 Search committee processes: No action at this time; will be dropped from the agenda.

6.5 Principles and best practices for online degree programs (from ATAC): Deferred to fall including, specifically, faculty-related issues, e.g., faculty protections re RTP.

6.6 Study on online evaluations: Deferred to the fall; possible future resolution endorsing “Report on Student Evaluation of Teaching.”

6.7 Textbook prices, Assembly Bill 1548: Per meeting with Tom Krabacher, it was decided not to act on this issue. It will be dropped from the agenda.

6.8 Maintaining academic quality during times of budget crisis: There have been numerous resolution on this issue over the years. It will be dropped from the agenda.

6.9 Faculty engagement (Brodowsky): Deferred to fall. Note the relationship of this item with agenda item 7.1.

6.10 International Program Planning Group Report (Gary Reichard): No action at this time. May be taken up again in the fall.

6.11 Differences between faculty search ads and faculty hires: See comment on 6.2 above.

7. Ongoing Issues

7.1 Strategies for gauging faculty satisfaction/CO reports on faculty attrition: Will continue to monitor in the fall.

8. Adjournment: The meeting was adjourned at 3:50 p.m.