

## Academic Senate CSU

### Faculty Affairs Committee

#### Draft MINUTES

Thursday, September 15, 2011  
Chancellor's Office

**Members present:** Brodowsky, Foroohar, Gubernat, Guerin, Klink, Lessow-Hurley, Monemi, Nelson, Sabalius

**Guests present:** Ambos, Baaske, Brooks, Merryfield, Travis, Van Cleve

1. **Call to Order:** Meeting called to order at 11:00 a.m.
2. **Approval of Agenda:** M/S/Approved as amended.
3. **Approval of Minutes:** Minutes of [May 4, 2011](#)  
M/S/Approved.
4. **Announcements**  

Guerin asked members to mark their calendars for the "virtual" interim meeting on October 7<sup>th</sup> from 10:00-12:30. She asked members to read Chair Postma's report for updates on Early Start, SB 1440 transfer degrees/model curriculum, and Graduation Initiative. Trustee Monville, chair of the BOT Committee on Presidential Searches/Compensation, will be at the plenary with Chancellor Reed.
5. **Review of [Chancellor's Response](#) to May 2011 Plenary Resolutions:** No comments.
6. **Reports**
  - 6.1. **Gail Brooks** (CO): Gail provided background on what the role of the Chancellor's Office Human Resources office does. She handed out a summary of the HR Vision and Strategic Goals and talked about gaining efficiencies in HR through common systems – cutting administrative costs in order to put more resources into academics. An example is moving CO payroll to CSU Long Beach at a savings of \$1 million. Concern was expressed about causing undue pain to staff.

ASCSU 2011-12

### Faculty Affairs Committee

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**Academic Senate CSU**

## Academic Senate CSU

- 6.2. **Margy Merryfield** (CO): Margy described her responsibilities. She shared recent CSU data on faculty recruitment and retention. Resignations are significantly down for tenured faculty (0.04% in 2009-10). Retirements were significantly higher than usual. Probationary faculty are leaving at a rate of 3.5%. Resignations peaked a few years ago and have come down. The CSU has a rate of about 1% of non-retentions among non-tenured (tenure-track) positions. A concern that recruitment is not sufficient to make up for separations and the remaining remaining senior faculty members have to carry a heavy load. A suggestion was made about using some of the retention data among tenured faculty in recruitment materials (high % achieving tenure, etc.). Margy mentioned that a project team – including HR Director, local AVP of Faculty Affairs, and Margy Merryfield - is being formed to work on a system-wide employee climate survey. The team is interested in a recruiting faculty with research interest in the design and strategy phases of the project. It was suggested that Chair Postma be contacted about recruiting faculty for the climate survey group.
- 6.3. **Beth Ambos** (CO): Although the budget is bad, there has been an increase in external funds coming to the CSU. The group talked about STEM emphasis and how it can relate to other disciplines – even Federal Monies for STEM is decreasing. At our next meeting, Beth expects to have a report on the compilation of the outcomes of campus RSCA reports.
- 6.4. **John Travis** (CFA): CFA is involved in bargaining. Key issues are: (a) Continuing education and online education as introduced by BOT (concerned that work is moving outside of the bargaining unit); (b) Moving away from shared governance as defined by CBA; (c) Workforce Stability: Loss of tenure track faculty, unfilled positions. We have lost 500 tenure line faculty; (d) Treatment of lecturers. Two issues of interest to FAC: (a) Workload – how to account for it in light of enrollment creep / leap; (b) Proposed revision of Article 20 for how to account for large class sizes. Provides for an expanded role of Academic Senates in the process.
- 6.5. **Leo Van Cleve** (CO): Leo helped the committee with issues raised by a memo from San Francisco State University. He spoke to three issues: (a) Should we have a requirement for insurance? It was selected by CSU Risk Management Authority (Leo will forward to us a memo sent out in March 2011 by Quillian); required when we travel to high hazard countries – as defined by the Insurance Company or the State Department; (b) What is the process? Leo stated campuses need to communicate the rules to faculty more clearly. (c) What are the costs and benefits? There is a cost for insurance, and who pays varies by campus. It was suggested that someone from Risk Management be invited to our next meeting; Leo will check with Charlene. Leo stated that the process needs to be addressed, as the requirement is unlikely to go away.
- 6.6. **Kevin Baaske** (ExComm Liaison): No report.

## 7. Resolutions

- 7.1. Campus President Selection Process: response to BOT proposed revisions approved and sent to plenary.

## **Academic Senate CSU**

7.2. Academic Freedom and Faculty Rights Pertaining to Sponsored Research – not discussed in detail at this meeting.

### **8. Discussion Items**

- 8.1. Pending Items from FAC Annual Report 2010-11
  - 8.1.1. Campus Reports on RSCA Grants (Beth will follow up for November)
  - 8.1.2. Additional Support for RSCA (Removed from agenda given budget situation)
  - 8.1.3. Best Practices with respect to Garcetti v. Ceballos Decision and Academic Freedom (Manzar will follow up; needs information on ASCSU Constitutional change process going on at the campuses)
  - 8.1.4. Legislation (No addressed due to lack of time)
  - 8.1.5. Faculty Control of Curriculum (Not addressed due to lack of time)
- 8.2. Communiqué from SFSU regarding faculty international travel (Investigating; see Leo Van Cleve under reports)

*8.3-8.6 Not discussed due to lack of time; Members asked to write a brief description of the issue and forward to Diana in advance of the interim meeting.*

- 8.3. Update of FA-Related [ASCSU Reports](#) (Diana)
- 8.4. Extended University/Self-Support Programs (Glen)
- 8.5. Long-term and short-term implications for faculty governance at statewide level in face of continuing erosion of ASCSU budget (Susan)
- 8.6. Implications of suspension of RSCA for faculty in the RTP process (Susan)

9. **Adjournment:** Meeting adjourned at 3:20 p.m.