Faculty Affairs Committee

DRAFT MINUTES

Wednesday, March 16, 2011
10:00 a.m. – 5:00 p.m.

Chancellor’s Office Room 210

Committee Members Present: Brodowsky, Cheyne, Davis, Filling, Foroohar, Sabalius, Thobaben
Executive Committee Liaison: Guerin
CO Liaison: Van Cleve
CFA Guest: Travis
CO Guests: Brooks, Mallon, Merryfield, Thomas

1. Approval of the agenda: Approved by consensus as amended.

2. Approval of the minutes for February 18, 2011: Approved as presented by consensus.

3. Announcements

Chair announcements:

- We will be discussing the ASCSU budget with Guerin. The senators have been cautioned not to get too involved in this discussion at the expense of other business.
- The governor’s office will not appoint a trustee from the previously submitted candidates in time for the May BOT meeting.
- Exec will bring forth the resolution concerning the appointment of a second trustee with a staggered term.
- So far there has been to response from the Executive Committee regarding the request for a task force on the Extended University concerning some non-compliance issues and “work-around” attempts. There are more and more anecdotes of campuses working around the intended mission of the Extended University.
- We will have conference calls or use ‘Elluminate’ for our April interim meeting.

4. Review of Chancellor's Response to January Plenary Resolutions: The committee reviewed and briefly discussed the response to our January plenary items.

5. Reports

5.1 Gail Brooks (CO): Discussed the Faculty Climate Survey – Faculty Exit Surveys will be gathered and a plan will be laid out. Will provide updates on bargaining, strategic vision and goals, technology, common human resource system. Question about the proposals from the CSU being comprised of take-backs only. It was explained that it clarifies and codifies language, and that is why it was made public on the web.
5.2 Beth Ambos (CO): Discussed Research Initiatives and Partnerships:

- Pilot Program – FRESCA Steering Committee – Faculty Research Scholarship and Creative Activity database (Biotech Group/Water Group) to find research collaboration colleagues across the system. There is a steering committee and they are looking for a point person. Brodowsky volunteered to be the liaison.

- April 27 -28 the COAST and Water Resources and Faculty Initiatives group will be meeting.

- RSCA grants – the response from Smith – due to the current budget, we assume continued levels of funding, but everything is under discussion for next year’s budget. We will receive reports from the chief research officers to go over the outcomes report format to collect data of outcomes of the prior years’ RSCA grants (not clear which prior years we are collecting for). The ultimate purpose is to get a system-wide assessment of the value of these investments in faculty research, scholarship, and creative activities. Ambos will send us the old template for the report which is the starting point of the above mentioned report format discussion.

- Prequel to the Channel Island teaching conference that includes discussions of the role of undergraduate student research.

5.3 Margy Merryfield (CO):

- Faculty Recruitment – this past year was a system-wide low – there were only 106 new faculty recruited. This was the result of cancelled searches. Numbers have bounced back this year – there are 512 active searches. Typically, we fill about 75 percent. Optimistically, we will bring in about 400 new faculty – which is still lower than the average over the past 20 years.

- Probationary Faculty Retention: Preliminary data show that, system-wide, 2001-02 to 2004-05, if someone was hired into a TT position, within 6 years 28% have left the system and 31% are at a different campus. Close to 50% of CSU campuses are doing exit interviews.

- COACHE survey – that focuses on job satisfaction and other drivers – they are interested in collecting data in the CSU. The CSU does not have the resources for system-wide use, but it is being done on some of the campuses. It was asked whether we have any best-practices from CSU campuses that can be used. SJSU is one example. There was an ACE Sloane award focused on family-friendly and career flexibility practices. Fullerton and SLO have participated in COACHE. For a large campus participation in COACHE costs 20K but it is less for smaller campuses. Can we hire people from inside the system to do similar work for substantially less money?

- Robin Marion has been the director of Doctoral Incentive Program. She is returning to San Marcos campus. The CO is recruiting for a replacement for a 50% position.
5.4 – 5.5 Chris Mallon and Sheila Thomas (State University Dean, CO):
The conversation with Mallon and Thomas focused upon state-versus self-support programs and the Extended University. According to the guests, Chancellor’s Office policies concerning self-support programs are very clear. However, enforcement of compliance with directives is another issue. The CO does not conduct an ongoing monitoring of campus programs. They intervene when it is discovered that they are out of compliance.

There is a definite prohibition of the supplanting of state support programs with self-support. If a state supported program has been closed down, and then replaced with a self-support program, it is indeed considered “supplanting.”

The traditional relationship between self-support and state-support was explained. Historically, most off campus centers started serving other audiences not served by the state-supported programs. There’s also the credit vs. non-credit programs. Should we be more concerned about the for-credit than the other programs?

In some cases, summer session went self-support to cut FTES: most of the campuses couldn’t afford to offer summer courses except through Extension. CO does not want to change policy during the budget crisis – doing the same with less state support – because he does not want the state to use this as a way to prove that the CSU does need as much state funding. But the guests cautioned not to hold back courses from the fall and spring to put into self-support state programs: That would be supplanting programs in violation of the rules.

Self-support is defined as using no general fund money, so it all has to be generated through student fees, which will be higher without state subsidies. These higher fees do not indicate profit, merely shifting the full cost of programs to students rather than sharing them with general fund monies.

After the discussion, FAC decided to write a resolution and inquire of the Executive Committee as to whether a memo should be written to the Chancellor to express our concerns about the changes of practices on campuses. We can work through the Commission on the Extended University and also enlist the Extended Ed campus deans who feel they are an underutilized resource.

5.6 John Travis (CFA):

- Budget – The process is not going as smoothly as the new governor intended. There is opposition to the special election in June for extending tax policies from two years ago. The opposition is asking for concessions including a spending cap, which the governor is not willing to grant. The spending cap is likely to have a disproportionate effect on the CSU because we are part of the discretionary budget. CFA is in support of the special election to extend the taxes, but it is doubtful if this support would continue if a spending cap were accepted. They are also calling for “pension reform” that would affect those currently vested in the system.
• Bargaining – Travis has chaired the bargaining team for 10 years. The CO has put the proposals on line. This has not been done in the past. In the past, most bargaining has been done between the parties – but the conversations have not been made public. CFA argues that the lingo in the conversations has not always been clear or easily understood. The concern is that this attempt at transparency might further muddy the waters. Case in point was the issue of faculty compensation and extended learning.

• CFA arranged for a national meeting of faculty. There had not been such a nationwide forum for faculty discourse as there are for national associations of administrators. A meeting was held in January and invitations went out to campuses. Seventy-five faculty from all over the country attended.

• Questions about summer session were raised by a FAC member. Travis explained that CFA is trying to get rid of local agreements and, at the same time, all the sessions will be covered by the 23.23 code from article 40.2. A question was asked concerning how this affects salary. Travis explained there is a significant reduction to faculty compensation due to this change. There is a perception that the CO is taking a hands-off approach to self-support programs, but at the same time, the CO is instituting controls that result in lower faculty compensation. Standard advice from the CO is to follow the salary structure from last year as outlined by the existing contract. Concern was expressed that by teaching in the summer self-support session that contingent faculty might lose healthcare benefits.

5.7 **Diana Guerin (ExCom Liaison):**

Guerin explained that since we have heard about Governor’s budget, we have been asking about budget information for the ASCSU after each plenary. Should Brown’s proposed tax extension election fail, we will be subject to increased budget cuts. By that time, we will have a new Executive Committee, hence it is important to get some information right now in terms of how to proceed if we have to manage budget cuts.

ASCSU budget cuts will definitely result in cuts to assigned time since that is the largest portion of our budget. FAC made suggestions about maintaining a reasonable level of assigned time to make service doable and attractive. Also, there were suggestions about the size and compensation of the Executive Committee.
5.8 Leo Van Cleve (CO Liaison):

- Early Start is getting lots of attention in AA. Issues surround mobility – that whatever is done on one campus is done on others and that fees are consistent.

- Nothing new on the Graduation Initiative.

- Compliance with SB 1440 is taking up a lot of time.

- Extended Education is on the BOT agenda. The major issue coming out of that will be where students are going who are denied entrance to a CSU campus. The second baccalaureate will be moved to Extended Education to free up space.

- Yesterday, CO sent out a memo to all presidents to close programs in Japan and bring students home. Students have been notified and they are working on booking flights. We are ahead of comparable systems. CSU currently has 45-50 students who are in Japan. Will the students get credit even if they come home? The Japanese semester has not started, however they have missed out on courses in the CSU in the Spring Semester / Quarter.

6. Resolutions

6.1 Recognizing the Joint Committee Report on Student Evaluations of Teaching [Second Reading]. Changes were made as per suggestions online and from the previous plenary. A link was created for the report to be posted on the CO website and the link was included in the revised resolution.

6.2 Amending the ASCSU Constitution to Include a Commitment to Academic Freedom [Second Reading]. A resolved clause was removed and will be addressed in a future resolution. It will go forward as revised.

6.3 Condemnation of the Suspension of the Faculty Senate at Idaho State University [First Reading Waiver Requested]. A few adjustments were made and the resolution was sent forward.

6.4 Support for Public Employees and Collective Bargaining [First Reading Waiver Requested] This was discussed, minor revisions were made, and it was sent forward.

6.5 Academic Freedom in a More “Sponsored” Higher Education World [First Reading]. [Filling] This resolution will be taken up at our meeting in April at which time we will decide whether to proceed this academic year or postpone the matter to next September.

6.6 Other. There were no additional resolutions.

7. Discussion Items
7.1 **Response to recent and current legislation.** This item was not discussed but will remain on the agenda.

7.2 **Extended University: state support versus self support.** See above report from Chris Mallon and Sheila Thomas.

7.3 **Governance policy and practice within the ASCSU.** This item was not discussed but will remain on the agenda.

7.4 **RSCA grants – outcomes reporting.** See report above from Beth Ambos.

7.5 **COACHE survey re faculty satisfaction and morale – for more information see** [http://isites.harvard.edu/icb/icb.do?keyword=coache](http://isites.harvard.edu/icb/icb.do?keyword=coache) **[Cheyne].** This item was not discussed but will remain on the agenda.

7.6 **ASCSU budget.** See above report from Guerin.

7.7 **Committee meeting time prior to plenary.** It was decided that FA will begin its May meeting at 10:30 a.m.

7.8. **Other.** There were no other discussion items.

8. **Adjournment**