MINUTES – Faculty Affairs Committee (submitted by Karen Davis w assistance: Romey Sabalius)
21 January 2015, 11:00am-5:00pm
In attendance: Foroohar, Kensinger, Ornatowski, Sabalius, Davis, Roberts, Van Cleve

1. Approval of Agenda - approved as amended w/o item 4.6 and seconded

2. Approval of Minutes – December 5, 2014 –Eudey
no minutes submitted at present time

3. Member Announcements
Update on Sean Frehlich medical leave

4. Reports:
4.1 Chair: Manzar Foroohar (SLO)
Summary of morning meeting w Exec Comm:
- Exec met w AVC Mallon re: CC degrees – discussion goes on, Filling will provide details at Plenary
- State of the CSU livestream 1/28 at 12:30pm presented by Chancellor White, all encouraged to listen/view
- Exec looking into some snags in MPP searches on campuses – searches resulting in no hires
- New EVC (Blanchard) arrives in July – new hire has no CSU experience, so Exec Comm agreed to provide a list of top faculty issues for shared governance – Exec Comm will meet with him in person next week
- Suggestion: FA would like to add the ACR73 goals to his list of faculty concerns
FA agreed to speak w Lori Lamb about this concern – with high retirements, are new positions mostly replacement?
- Filling reported on Financial Sustainability Committee/funding SUGS – reductions discussed
- Chair Foroohar reported on changes in approval of “high hazard region” international travel for faculty (longer discussion on faculty travel, authorization, and insurance – now campus president’s decision – concern about consistency among campuses – faculty need to be informed and knowledgeable about rights and processes – university’s desire to protect itself and their faculty)
- Van Cleve (CO): there are different standards for students and faculty
- Question raised: should we have a resolution or not: no problems yet, proactive – Foroohar volunteered to draft a resolution, calling for the establishment of an appeal process). Further discussion
AA: (summarized)
* Looking at CCC BA degrees
* GE issue
* no resolutions
APEP
* Title 2 regulation – teacher ed. preparation – costly – resolution calling for withdrawal
* ongoing discussion on Early Start
4.2 Human Resources: Vice Chancellor of Human Resources, Lori Lamb, and Margy Merryfield, Senior Director Academic Resources (time certain: 11:30-12:00)
- Lamb announced Merrifield’s promotion to Assistant Vice Chancellor for Human Resources
- 742 new TT in the system not including librarians and counselors
- Over 900 recruitments in progress
- Searches were successful, only 108 resulted in no-hires
- Sr VP of Human Resources search is underway
- TT faculty numbers only grew by 124 net gain from last year (hires minus resignations/retirees), and tenure density (indicating the % of tenure-track instructors to total faculty went down again at 56.3 percent – a hard trend to reverse)
- Committee informed Lamb about goals of ACR73 (joint plan to increase tenure density to 75%) – Lamb had not heard of ACR73
- Merrifield: costs of implementation proved to cost much more than projected
- On the up-side: This is the first year in many years we’ve had ANY net gain
- Statistics show we now have the highest headcount of lecturers in our history
- Discussion of ACR73 goals – are they still relevant or should we create alternative goals? How do we make a plan to increase tenure density
- Discussed whether medical leave donations can be offered from other campuses since sick-leave within the CSU is accrued systemwide (specifically requested to support Frehlich family) – Lamb said she will follow up on this but was doubtful since CSU software is unwieldy

4.3 Ethnic Studies Taskforce – Kensinger
- Final report is not yet done – task force meets again, at least twice in Feb
- 3 subcommittees are co-writing parts of the document – data is still being collected
- Goal: how to strengthen ethnic studies throughout the CSU
- Concerns: GE, advising, recruitment (recruiters must spend special effort to publicize these programs); concern about whether proper advising occurs for students to seek majors or double majors in ethnic studies

4.4 CO Liaison, Leo VanCleve
- See above discussion on changes in approval of international travel for faculty

4.5 Executive Committee Liaison: Susan Gubernat (time certain: 3:30pm)
- SB850 is consuming a lot of Execs time (CC baccalaureate degree legislation)
- They met with Lars (chief of staff for Chancellor White) and Chris Mallon
- Result: a joint letter from Senate Chair and CO will be sent asking campus admins and Senate chairs to review the 15 baccalaureate degrees currently proposed – deadline is ASAP
- Is there duplication with CSU degrees? Emergency mtg called Feb 18
- Campus responses will be sent to Senate Exec to ensure processes are going according to plan
- A summary of results will be prepared
- Process: Senate chairs will contact discipline faculties to cross-check for redundancies with CSU degrees - we don’t have veto power; we can only give advice
- New EVC Blanchard will meet with Filling and VC Chris Miller to discuss shared governance
- Academic conference wrap meetings scheduled; a website with photos to be set up
- Wang Award recipients announced next Tues during BOT next week

5 Review of Chancellor’s Office Response to Faculty Affairs’ Committee resolutions
- Committee discussed CO responses to AD3193-14/FA
  1) **AS-3193-14/FA:** Protecting the Academic Freedom of California State University Faculty
     - Discussed: Thanking the Chancellor for his response and calling his attention to our upcoming resolution calling for a comprehensive policy on academic freedom (which Chair Foroohar accomplished on Friday after passage of the our resolution AS-3197 on the floor)
  2) **AS-3192-14/FA/AA:** Improving Campus Response to Sexual Assault and Sexual Violence
     Discussion: the response reduces the campus response to “training” and we urge a wider approach

6. Second Reading Resolutions
6.1 THE NEED FOR A CURRENT, COMPREHENSIVE CALIFORNIA STATE UNIVERSITY POLICY ON ACADEMIC FREEDOM
- Resolution was discussed, edited and perfected (and passed on the floor Fri 1/23/15, introduced most eloquently by Sen. Wheeler)

6.2 Non-Tenure Track Faculty and Shared Governance in the California State University
- Resolution was discussed, edited and perfected and passed unanimously on the floor Fri 1/23/15, introduced by Sen. Davis

7. Potential New Resolutions
- Nothing in the pipeline yet – we’re concentrating efforts on passing 3197 & 3199

8. Additional topics for discussion/possible action
8.1 Revisiting the 1987 report on RSCA – Eudey
- Cannot discuss without Betsy at the meeting – but she did a lot of work on establishing (with the increase in faculty) the greater need for RSCA funding increases, since they were based on a formula based on # of faculty – Sen. Ornatowski agreed to offer backup or follow-up to Betsy’s research if she cannot move forward on it...original formula 14.5 million/year for research in 1987 though we never received that amount, and using the same formula today to support faculty research would amount to more than 23 million $
- Need a separate budget line item for faculty research (RSCA or other categories)
How to send the message to admin that we need much more for faculty research

8.2 More resources for recruiting TT faculty
-Discussed: since ACR73 seems to be unfamiliar to some new administrators in HR (e.g. VC Lamb), do we need to call for a systemwide plan along with targets and goals to increase tenure density? General agreement on this.
-Discussion: unlikely we can ask for reallocation of MPP salary $ into TT lines, since MPP growth rate is fairly small 4.4% 2003-2012 (avg all CSU) and avg salaries: 19.7% growth over 10 years – see Dropbox Chart
-However, it was noted that MPP data include very low-paid employees so this drives the average down – data can be misleading

8.3 Impact of corporatization of higher education on academic freedom- Wheeler
No update at present

8.4 Presidents Review – Sabalius
No update at present

8.5 New procedures for lecturers’ evaluation in CalState TEACH – Davis
- Davis will report on MB situation at Feb virtual interim: summary below –
  A query was sent to Manzar from a dept chair in Liberal Studies at MB: Can CalState TEACH faculty evaluation practices be shifted w/o Senate oversight? Since it’s a Regional Program not a campus-based program, does ASCSU have oversight role here? CalState TEACH faculty are concerned about new procedures they had no governance/voice in
- Davis did follow-up with the Regional Director of CalState TEACH, who explained the new procedures were vetted through MB Academic Personnel and sent a lengthy message describing procedures
- Davis notes that – to her knowledge – nothing was vetted through the MB academic senate or Exec Committee

8.6 Conditionally Exempt EAP Students/Early Start impact: faculty workload- Roberts
No update at present

8.7 International travel – Faculty research in high-hazard regions
Discussed above under Chair’s Report

8.8 Faculty spotlight awards (new awards?)
No update at present

8.9 Department chairs’ workload – Eudey
No update at present

8.10 Student evaluations –Eudey (Preliminary report and ongoing discussion item)
No update at present
8.11 Selection of Faculty Representatives in Shared Governance (follow up on last year resolution)- Davis-Sabalius

No update at present