Academic Senate CSU

Faculty Affairs Committee

MINUTES
March 13, 2013
11:00 AM – 5:00 PM
Coronado Room

1. Announcements

2. Approval of Agenda
Approved, Seconded

3. Approval of Minutes – February 15, 2013

4. Reports

   4.1 Kevin Baaske (CSULA), Chair
       Reporting:
       - LA and Bakersfield first 2 campuses to convert quarters to semesters
       Exec is concerned there has been little/no consultation with faculty on the conversion issue
       CSU apps for enrollment up 9%
       Enrollment targets have been increased 1.45% = 5700 students
       There are 84 online programs in CSU at least 64 wholly online others may include hybrid courses
       This translates to 13000 online courses in the CSU
       This data may assist ASCSU to respond to the legislation coming from Sacramento about quotas for online education
       FA may cosponsor a resolution if one emerges on online instructions

   4.2 Jodie Ullman (San Bernardino), Cal State Online
       No Report – Not Present

   4.3 Leo Van Cleve, Chancellor’s Office Liaison
       Reporting:
       Many in CO also did not receive much advance notification of the quarter-to-semester conversion decisions
       Re: the $10 million dedicated to online courses in Gov. Brown’s budget - this is not money we actually have until the budget passes
The first part of the process for allocating these funds: look at campus best practices and work in consultation with campuses

4.5 Catherine Nelson (Sonoma State), Executive Committee Liaison
Steinberg SB 520 a major topic of discussion in Exec
Exec discussed the upcoming Board of Trustee “agenda setting” meeting:
First issue to discuss: the quarter-to-semester transition and lack of consultation
Another issue: clarification needed: what does ‘shared leadership’ mean
Another issue: present a one-page summary of Resolutions passed by Senate and explain content to the BOT
Discussion: FAC asks exec to ask the new Chancellor what, in his opinion, is the importance of the Statewide Senate?

4.6 Andy Merrifield, CFA Liaison
(Karen missed first 10 mins of his presentation)
How can we get “Scholarship” measurable as part of workload – i.e. the scholarship that is necessary to do your job
Noted by FAC member: Craig Smith former Fac Trustee wrote an analysis of the significance of scholarship activity in faculty life (can we get hold of this for reference?)
Question on increases in faculty share of benefits:
Governor is pushing budget language to result in increased costs for faculty share of healthcare
New legislation would allow management to impose increased healthcare costs at the end of the bargaining process – not to exceed a 20% increase
This is CFA’s most important legislative issue – it’s a de facto pay cut
All other Calif employees get 4.8% MSAs (similar to SSIs) automatically even during furlough times – UC/CSU have only sporadic SSIs
So if all other Calif employees pay more for their benefits, this explains why Discussion of online legislative initiatives and CFA’s position:
CFA is not opposed to online education if proposed and determined by the faculty
There are 10-12 legislative bills concerning online education in the hopper, some CFA is watching, some CFA is opposed, some CFA may support “Bottleneck Courses” – use of MOOCs to satisfy these needs – very troubling

4.7 Margy Merryfield, Chancellor’s Office
Reporting:
We have a date for CSU New Dept Chairs’ Workshop: 80-100 chairs attend
This is the 17th year Date: Oct 18, Friday, an all day event
Nominal charge for materials/food for the day (paid by each campus)
Topics include: perspectives from experienced chairs, familiarity with the bargaining contract
Seeking FAC feedback on the agenda
Academic Senate CSU
Feedback suggested: sexual harassment training module (similar to what staff must undergo), confidentiality and personnel/liability issues
Suggestion: how to recruit chairs (some campuses cannot find dept chairs – there’s “no good reason to do it” now that there’s no salary/pension benefit to the workload); the job has become much more administrative and there’s less and less administrative support staff
Fall 2012 382 new TT faculty hired
Fall 2013 500 searches in progress for next fall – 80% will probably accept
  BUT this is still below replacement rates:
If you add in people who retire, separate, resign you get 550-600 faculty/yr
Current Lecturer/TT ratio by head: under 10K TT vs 12K Lecturer headcount
(55% lecturers)
By FTE: 61% tenure track – that’s as low as we’ve been in a long time
Comment on “Clinical Professors” agenda item: nothing precludes this – each campus would have to work thru RTP criteria – example: Nursing faculty – teaching responsibilities would look different – same is true with other positions that ‘are not tenure track’ –
Merrifield: the ‘campus culture’ can determine a lot
Workload committee w CFA: only one meeting held so far
Equity: there’s another contingency in place – 2010 group is the priority group for funding, there is an adjustment formula to determine remaining amounts based on several factors

4.8 John Swarbrick, Chancellor’s Office AVC Labor Relations and Whistleblower Protection Unit/EEO functions
Discussed Exec Order on Child Abuse (CANRA) – created in wake of Penn State
The obligation to report is an individual obligation – individuals are liable by law and can (and have been) prosecuted by law for failure to comply
i.e. individual faculty can be fined or jailed for criminal acts if they fail to perform obligations under the Act
Any employee of a post-secondary institution who supervises an employee who has contact w minors under 18 or has direct “contact” with minors are subject to CANRA
The Act requires all who fall under it to sign “Attachment A” under State law
The law is not clear which employees are covered by the CANRA as “mandated reporters”
CSU took an inclusive stance to encourage reporting of child abuse and neglect
For instance: faculty teaching lower division classes are in contact w minors
Even faculty who teach grad classes may have “contact” (in cafeterias, etc) with minors
CANRA refers only to acts of neglect/abuse occurring on campus property
At this point, the EO needs revision and must be reviewed by CO legal dept and CFA
Training for faculty is not mandated by CANRA – just strongly encouraged
Conclusion: there will be a new form distributed for faculty
5. Review of Chancellor’s Office Response to Faculty Affairs’ Authored Resolutions. – Not Applicable

6. Second Reading Resolutions – Not Applicable

7. Continuing Business
   7.1 Resolution: Bylaw change to FA charge
       Committee discussed and submitted resolution
   7.2 Challenges facing department chairs
       Committee discussed and while sympathetic to the plight of Department Chairs, did not see a role for the ASCSU. We provided Dr. Merryfield with suggestions of topics that ought to be covered in the next annual New Chair Orientation (which will be the 17th such annual event) and supported her efforts to create online training modules that HR intends to post on their website. We also encouraged her to highlight best campus practices in ongoing chair training.
   7.3 Faculty role in student mental health
       Request to co-sponsor AA Resolution
       Committee discussed but FAC decided not to cosponsor this resolution
   7.4 Desirability of Clinical Professor status
       Discussed – decided not to pursue a resolution because Margy Merryfield assured us there is nothing prohibiting a campus from creating such a status and defining its RTP criteria

8. Potential New Resolutions – None thus far

9. Additional topics for discussion
   9.1 Compensation for faculty who supervise student research/scholarship/creative activities
       Synopsis: Senator King (LA) asked FA to look into how faculty are compensated (or not) for supervision of independent studies, theses, and dissertations across the CSU. Is there a role for Faculty Affairs to play in this matter?
       - FAC discussed and decided not to write resolution on this matter

   9.2 Research/Scholarship/Creative Activities in faculty workload
       Synopsis: Tenure and promotion decisions necessitate that faculty systematically engage in these activities, but there is no explicit inclusion in the Collective Bargaining Agreement of these endeavors in the faculty workload which only specifies teaching and service. Space utilization on campus facilities is tied to teaching with little recognition of the need for space designated for research/scholarship. Is there a role for Faculty
Academic Senate CSU
Affairs to play in promoting the RSCA of faculty in the description of their workload and in the promotion of the Teacher-Scholar model throughout the CSU?
- FAC discussed and decided not to write resolution on this matter

9.3 Faculty Role in Mandatory Reporting of Neglect and Abuse of Children
Synopsis: New Executive Order (#1083) implements the “Child Abuse and Neglect Reporting Act (CANRA).” EO 1083 states “For purposes of this policy, all CSU employees are designated mandated reporters. Volunteers are not mandated reporters.” Faculty have been asked to sign statements acknowledging that they have been informed of mandatory reporting requirements. What role does Faculty Affairs have in the implementation of this policy?
- See – above – discussion with John Swarbrick

9.4 AAUP Recommendations regarding lecturer faculty
Synopsis: The AAUP has recommendations regarding the inclusion of all ranks of faculty. Ought we make a similar recommendation?
- Discussed – to be reviewed and discussed next FAC meeting

9.5 Early Ordering of Textbooks
Synopsis: Current policy calls for dept chairs to order textbooks for classes not staffed at the ordering deadline. This can result in lecturers not being consulted in textbook selection. Ought we recommend changes in policy that give greater control of the readings to late-hired lecturers?
Discussed: this is much broader than a ‘lecturer issue’ so we will watch the progression of the Sac State resolution through its Senate progression and discuss at Interim