1. Approval of Agenda
Added in 7.2 (Till commendation) and indicated Merrifield instead of Brooks reporting in 4.3
Approved.

2. Approval of Minutes – 19 March 2014
Approved with minor edits.

3. Member Announcements
We discussed the process leading to the Chancellor’s recent statement about leadership and shared
governance concerns at San Jose State University, and the next steps that will be taken to improve
cooperation between faculty, senate and administration. The SJSU faculty appear to be very supportive of
the process undertaken, and believe this may be a useful model to follow if problems arise at other
campuses.

4. Reports
   4.1 Chair: Manzar Foroohar (SLO)
Foroohar reported on the ExComm’s two meetings with Chancellor White regarding concerns about
shared governance and administrative processes, including the timing of receipt of Board of Trustees
agendas and appointment of faculty representatives to commissions and task forces. Foroohar provided an
update on the Academic Conference in November, standing committee reports, and possible new
resolutions. She noted that Filling will be distributing a survey about use of technology for ASCSU
purposes.

   4.2 Chancellor’s Office Liaison: Leo VanCleve
Leo VanCleve noted that Gerry Hanley will be speaking to the plenary tomorrow. Responding to
questions about Coursematch, VanCleve noted that participation is voluntary at this point, courses offered
are developed by faculty using normal campus policies, and articulation of lower and upper division GE
follow current policies.

He noted that with EVC Smith’s retirement, Academic Affairs is in a phase of transition. They are
continuing to work on the graduation initiative, and processes for data collection throughout the system to
inform reports to the Board of Trustees and legislature. He noted that new forms of data related to such
issues as enrollment, majors, and graduation rates are being requested by the Board and others. The HR
system is still on the back burner.

He noted that Jim Till and others are still working on RSCA re-establishment, and that Till has provided
information to us that was posted to the dropbox. Good progress was made on RSCA this year, but
attention is needed for future funding. Appropriate progress has not yet been made on the issue of
academic freedom.
4.3 Human Resources: Margie Merrifeld (time certain: 1:00-1:30)

Based on completed searches and searches underway, campuses are reporting that tenure track hiring for fall 2014 is higher than in any year since 2008. Over 600 new tenure track hires are expected, while in 2013 the total was 470, 380 or so in 2012, 450 in 2011, and in 2010 during the year of furloughs it was 108 systemwide. The final numbers won’t be known until early fall, but it appears that the hiring will be ahead of replacements and retirements, which typically number 500 annually systemwide. They are anticipating another good hiring year for 2014-15 based on campus reports and system priorities, but a polling of campuses regarding approved searches typically doesn’t occur until October. While the Chancellor has made the hiring of tenure track faculty a priority, how to achieve this priority is still being considered.

The impact of these tenure-track hires on part-timers is not yet known, as about 15% of tenure track hires are typically lecturers from that same campus, and some new tenure track hires are lecturers from another campus within the system. Since 2009, when enrollment has grown, FTE in lecturers has grown. There is not expected to be a decline in part time faculty for 2014-14, but it may depend on enrollments.

Merrifeld provided a brief update on the bargaining process, noting that the atmosphere and process for bargaining has been better than in the past, and has included more face to face time discussing issues before formal proposals are shared. There is a sense that June will be very busy and there is hope to reach a timely conclusion to the bargaining process. It appears we will have a 3-year contract. In response to a question, Merrifeld noted that the Chancellor’s Office is not seeking to make limits to FERP, but there are no decisions yet on the enhancements that CFA is seeking.

A question was raised about staff salaries, noting that the chancellor’s public statements about improving faculty salaries without mentioning staff is creating concerns at some campuses. Merrifeld noted that CSUEU and other unions are in contract negotiations, and salary is a major issue that is on the radar even if not in the public rhetoric from the Chancellor’s Office.

The data report we received in print form in March should be up electronically soon.

4.4 Executive Committee Liaison: Susan Gubernat (time certain: 3:30-4:00)

Gubernat provided more detail on the ExComm meetings with the Chancellor, and next steps for improving communication and governance. The Chancellor provided information about his leadership style that can help inform the manner in which ASCSU prepares resolutions and engages with the Chancellor. The new ExComm will meet with the Chancellor, his cabinet and the student association next week for “agenda setting.”

Gubernat noted that there will be some changes to the draft 2014-15 ASCSU calendar based on changes in the Board of Trustees meetings, and a decision to only calendar the 2014-15 academic year. She also provided updates on the Academic Conference, Friday’s ASCSU election, recent reports on the status of higher education in CA, and tenure density issues. She also noted that the Board of Trustees agenda includes a report on Access to Excellence that no one in ASCSU knew anything about or was consulted with in its preparation. Guerin will address this at the BOT meeting, specifically addressing the lack of consultation and limited evidence supplied in the report.
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4.5 CFA Liaison: Andy Merrifield (time certain: 3:00-3:30)
Andy Merrifield focused his report on the CFA response to the governor’s budget proposal and to the bargaining process. Regarding budget, CFA is more disappointed than surprised, and will use the next 45 days to make a case that more funding is needed.

CFA is hoping to get a new contract before the current one expires. Key issues in negotiation include salary, workload, and job stability, but in the last round they introduced proposals concerning worker safety, making campuses more green (transportation, etc), and enhancing parental leave. There are proposals to deal with progression thru ranks/step increases, stagnation, GSIs/COLAs, inversion and compression, excessively low pay for some lecturers, and addressing misclassifications of lecturers based on educational attainment. There is no belief they can fix everything in a year, but they want to make improvements. CFA is now putting everything on the table from the core issues to those of lesser importance that still need to be addressed. He offered some general thoughts about salary issues, but these are still tentative.

Responding to a question about academic freedom, Merrifield said that AF is being discussed in terms of harassment, retaliation, and discrimination. Merrifield thinks in the current contract AF is well-protected, but CFA still hopes to improve the contract in this regard. He noted that if there are external attacks related to academic freedom that don’t negatively impact work, the union can’t do much about it. The courts are the place to address these concerns. If organizations attack you for what you teach, and the administration or others use those attacks against you in a personnel manner, the union can protect you. The union can’t react to slander or libel except to offer ideas about legal support.

5. Review of Chancellor’s Office Response to Faculty Affairs’ Committee resolutions.

1) AS-3157-13/FA: Recommendation on Eligibility of Lecturers for Emeritus Status

We join the ASCSU in recognizing the contributions and service of lecturers over the years in the CSU. We also appreciate the ASCSU for expressing their support and commendation for the 16 CSU institutions where lecturers are included in faculty emeritus policies.

Our response: this was positive response to our resolution, and we are noting some attention is occurring related to this topic at SJSU, Northridge and other campuses. We will add to our 2014-15 agenda a follow up to see if there are changes to any campus policies.

2) AS-3162-14/FA: Facilitation of Communication between ASCSU and Campus Faculty

Facilitating communication between the ASCSU and campus faculty and senates has many benefits as discussed in the rationale of the resolution. Each campus has a unique culture and method for disseminating information and faculty email addresses are readily accessible throughout our campuses. If greater communication between faculty and their senates are necessary, working with campus administrators as suggested in the second resolved is recommended.

Our response: This response seems fine, and there is no need for FA to follow up
3) AS-3160-13/EX/FA: Selection of Faculty Representatives in Shared Governance

As noted in Agenda Item 1 (Committee of the Whole) on July 23, 2013, proposed changes to the policy on the selection of presidents first requires consultation with “appropriate systemwide constituencies including but not limited to the systemwide Academic Senate leadership, CSSA leadership and representatives of systemwide staff leadership.” This resolution clarifies the position of the Senate and consultation will move forward.

Our response: We are disappointed in this response, and ExComm will follow up on this. There is nothing for FA to do this year, but will keep it on the 2014-15 agenda. We noted that there are concerns about appointments to committees on campuses in addition to systemwide committees and this may be an issue to consider in 2014-15.

4) AS-3164-14/AA/FA: In Support of Ethnic Studies in the California State University

The ASCSU endorses the efforts of the CSU Taskforce to Advance Ethnic Studies and we concur. The Taskforce membership is primarily comprised of Ethnic Studies faculty and their work is continuing. Their recommendations will be informed by this resolution but further comment is reserved until the Taskforce completes their work.

Our response: This is a positive response so far.

6. Second Reading Resolutions
6.1 Recommendations on system wide/campus criteria for distribution of RSCA funds – Subcommittee on research
(FA Dropbox- 9 May 14)

7. Potential New Resolutions
7.1 Banning video recording in class – Eudey, Wheeler
http://chronicle.com/article/Campus-Stung-by-Controversial/145595/?key=G2p2dQFsNisRYC1mM2tGOTIdanI9M0N0YSBNP3gmbI9dGA== (FA Dropbox – 9 May 14)

We noted that there is state and federal law prohibiting taping, and there is no need for a policy or resolution to address this. CSU documents about intellectual property indicate it is within the faculty’s purview to refuse the student’s right to tape and they can hold them to that unless complying with ADA accommodations. Faculty and students need to be educated about this but a new resolution is not needed.

7.2 Commendation for Jim Till – Interim VP for Research.
Jim Till is retiring, and Faculty Affairs wishes to recognize him for the quality of his work with FA and ASCSU. We wrote a new resolution commending Jim Till, for first reading with a waiver.

8. Additional topics for discussion
8.1 Creation of a new ASCSU committee on academic freedom
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We will note in our May plenary and end of the year reports a desire for a task force on academic freedom.

8.2 Faculty spotlight awards (new awards?)
There were no new awards to review, but we reconsidered our vote on the Community Service award at San Luis Obispo and decided to approve the award for inclusion on the website.

8.3 CourseMatch and its impact on campus faculty’s control over curriculum
It was clarified that the creation of CourseMatch does not change existing policies regarding course substitutions or approval of courses for GE or major credit. Campus and system policies affirm the right for program faculty to determine which courses satisfy requirements in the major (and minor), and means to approve courses for General Education credit.

8.4 Department chairs’ workload – Eudey
We briefly discussed the difference between ASCSU and CFA responsibilities for addressing issues of Chair workload. Over the past several years the roles assigned to Chairs have changed, including requirements for fundraising. There was a study was conducted by ASCSU in 2000 addressing Chair work and workload, and since this study was conducted there have been many changes in the role of Chairs and Deans, and in the composition of faculty and their workload. We encourage the 2014-15 FA to continue to consider this issue.

8.5 Sexual violence on campus
There has been a lot of talk recently about this topic including a US Presidential Task Force. An action we can make is to ask the campuses to have visible, clear policies. We likely need to watch this issue but don’t currently know that there is a need for a resolution from this committee. Faculty may now be required to be trained on this, so this could be under the purview of our committee.

8.6 Student evaluations –Eudey (Preliminary report and ongoing discussion item)
Eudey shared a document offering information about the percentage/number of courses evaluated per instructor annually as part of the student evaluation of teaching at each of the CSU Campuses. With one campus not reporting (Sacramento), 9 campuses have all courses evaluated, 7 campuses evaluate all with exceptions for small classes (by a specific number of students, or by category including individual study, internships, and field experiences), and 6 at which the faculty and President have negotiated a number lower than 100% (1 per semester, 2 minimum annually, 2 per term, 50% of courses, differs by department).

8.7 Role of lecturers in shared governance –Davis (ongoing discussion item)
We discussed many important issues noted in the AAUP document including governance roles, compensation for service, and impact of limited lead time for course preparation on student evaluation of teaching. This report will hopefully inform future discussions FA may have regarding support for lecturers.
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Remaining items for 2014-15 FA Committee – encourage maintaining a drop box with items that are interesting for the next committee to consider

- ASCSU committee on academic freedom
- Draft policy on academic freedom
- Student evaluations (local policies/impact on workload)
- Faculty spotlight awards (approval of new awards)
- Research funds and initiatives
- Faculty hiring
- Faculty representation to committees/task forces/etc, local and statewide
- Department Chair workload
- Sexual violence on campus