Academic Senate CSU

Faculty Affairs Committee
Minutes – approved
September 18, 2013
11:00 AM – 5:00 PM
Coronado – Chancellor’s Office

Faculty Affairs Members: Manzar Foroorhar, Chair (Cal Poly SLO); Betsy Eudey, Vice Chair and Recording Secretary (Stanislaus); Lillian Casteneda (Channel Islands); Karen Davis (Monterey Bay); Shane Frelich (Northridge); David Hood (Long Beach); Saeed Monemi (Cal Poly Pomona); Romey Sabalious (San Jose) – excused; Mark Wheeler (San Diego)

Introductions

1. Approval of Agenda – Approved.

2. Approval of Minutes – May, 2013 (Dropbox) Approved

3. Member Announcements
   - Monemi announced Cal Poly Pomona starts its quarter next week, and begins with their fall conference. This year they’re celebrating their 75th anniversary.
   - Wheeler announced SDSU Senate has adopted “making sense of GE” as a focus this year, which may be tied to statewide legislation and efforts to cram units for programs, and as a consequence perhaps eliminate GE. While an Academic Affairs issue, there may be Faculty Affairs issues to watch for.
   - Eudey noted that CSU Stanislaus faculty worked with their President to approve a 2-year pilot in which 50% of courses will be evaluated by students rather than the 100% default in the Collective Bargaining Agreement. Very few CSU campuses engaged in such a negotiation. Monemi noted at Pomona this year they were not allowed to do evaluations in summer because of added cost. Foroorhar noted workload issues tied to reviewing additional evaluations for each faculty member, and concerns that not all would be looked at even if collected. We will keep an eye on implementation issues and opportunities.

4. Reports
   4.1 Chair: Manzar Foroorhar (SLO) –
   - Extended Exec met via conference call to discuss schedule, calendar of senate. Met again face to face on Aug 14-15, beginning with extended exe to discuss priorities for this coming year for each committee, then held a shared meeting with CO including Chancellor White via phone and CSSA. Groups came with priorities for coming year. This morning was another extended Exec meeting. Discussed schedule for tomorrow including possible 8am pre-plenary discussion focusing especially on the Faculty Trustee appointment.
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- Good news – ASCSU got funding for a second full-time staff member. Carrie Kado will start in early October.
- There was lots of discussion of one of our resolutions on faculty hiring. Will discuss more when we get to 7.1
- Discussion of drop box and collaborate and other technology issues.

4.2 Chancellor’s Office Liaison: Gerard Hanley (CO)

- Henley reported on the Bottleneck enrollment initiative. Got $10 million from governor, and based on Chancellor White’s call to get this started for July 1 they moved very quickly so the process did not include the level of consultation that is important to have on an ongoing basis. He explained the process for reviewing proposals for Promising Practices, leading to 77 funded programs sharing $2.7 million. There was 100% of funding for release time, if supplemental instruction got about 75% of funding request, tech got 25% of funding.
- The Proven Practices component of the Bottleneck initiative looked for exemplary practices that improved students success in courses that typically had high enrollments and how repeatable grades. They selected top courses in biology, engineering, organic chemistry, physics, critical thinking, and math and created 2.5 day eAcademies with faculty from various campuses funded by the CSU. Continuing faculty learning communities are available to attendees who wish to implement course redesign, which includes course release for faculty participants. A FA member attended the engineering eAcademy and found it valuable. In march FDC Council runs T&L conference, and we’ll try to get those people to give poster sessions of what they’re doing. Hanley noted that planning for 2014 will begin earlier and draw upon lessons learned from this summer.
- ICE – Intersystem concurrent enrollment – utilized existing policy and practices and tried to highlight available online courses throughout the system. Campuses indicated available courses that met criteria of having comparable success rates to face to face courses, and 33 were selected for inclusion. They hope to expand course offerings in Spring, but will retain quality criteria. Trying to get a handle on articulation agreements between campuses. Lower division GE is not a problem, but upper division is more complex. A member noted the need for faculty to be fully involved in every step of this process. Hanley agreed, and indicated they won’t do end-around of current practices and policies, even as are trying to ensure quality courses are included in the program to support student success.
- The Last element of the Bottleneck project is advising tools. Different campuses are at different stages of online academic planning and scheduling tool capabilities. They are getting campuses together who need to get degree audit tool in shape. Hanley noted they’re also addressing better means to electronically process transcripts from community colleges and between CSU campuses.
- Libraries of the future – haven’t made much progress, but will get back going in October. Hood serves on LOTF and COLD.
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- Question about quality oversight for course transitions from face-to-face to online. Hanley noted that we need a methodology to support assessment of quality, and that the Quality Online Learning and Teaching (QOLT) assessment tool developed within the CSU aims to address this (available from ATI Services).
- It was noted concerns that online courses may not be shepherded by faculty or taught by Unit 3 faculty. Hanley indicated courses and academic programs are the purview of campuses and faculty and online courses and degree programs will not be disconnected from our normal processes.
- A question was asked about extension programs and supplanting of stateside courses. Hanley noted the control points for these are at the campus level. The meaning of supplant is contested, but the best resolution of this is at the campus.
- A committee member addressed bottlenecks, and that some concerns may be addressed via curricular reform, but others tied to student preparation/effort and lack of personnel. Hanley noted the issue of tenure density and number of faculty we have per department is a huge organizational problem we have. Looking at UD bottlenecks with key content, we don’t easily find lecturers who can teach these effectively, and we want faculty who are developing long-term relationships and are connected to policy and process issues at the campus. These are critical issues that need to be part of the planning in the future. One reason they took on pedagogical processes is because funding for faculty development has been cut recently. All other things take time and campus planning, but this was a first out of box focus on course redesign. There will be more funding for faculty development down the road.
- Another committee member asked about level of instructional design support across the campuses. Hanley indicated they don’t yet have this information. There is now a systemwide contract for captioning.

4.3 California Faculty Association: Andy Merrifield 2:30-3

- No attempt yet by the Governor to increase or decrease promised 5% in January budget.
- Contract expires June 30 2014, successor bargaining can be opened Oct 1. Expect to open contract. Expect us to ask for more funding. They are in preliminary stages, so no proposal made yet. Merrifield noted general support for education among legislature, but not sure additional money will follow. Will ask for it because it won’t come without asking.
- A move is afoot to increase number of faculty trustees from 1 to 2 at least, and to say that if the Governor fails to appoint that the sitting trustee stays in the position until a new one is appointed. They will work with ASCSU on this.
- Steinberg’s SB520 – is in a floating state at the moment. Hard to figure out what he had in mind. CFA took position of extreme skepticism, reaching out to pro tem to see if alive, then will figure out what to do about it and make palatable if alive.
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- Online cross-listing program (ICE), understanding about 180 students systemwide took advantage of it. If a huge crisis, something didn’t work out very well. Information suggests that this wasn’t the concern it was thought to be.
- Issues impacting our students. Legislation passed minimum wage bill, moved to $10 in 2016. Will impact a lot of our students working these jobs. Legislation to allow undocumented residents to get CDLs will make it easier for students and families. Legislation on homecare workers, will be eligible for overtime and other statuses, and some sunset dates on this. These help low-paid and undocumented people and long and short run helps some of our most economically vulnerable students.
- Smaller bill, but significant, Sergio Garcia from Chico State had his law license denied because he is an undocumented citizen. State legislature taking this on as a bigger issue than this one.
- CFA has a survey distributed electronically to CFA members to evaluate what members think is important for successor bargaining. In reopener, only opened on 2 issues – salary and benefits. No changes in process of determining health care benefits, and got a small GSI that goes into salary schedule as a flat dollar amount.
- ACR73 – Hiring decisions are outside of scope of bargaining, but CFA is hearing from faculty that loss of Tenure Track (TT) faculty has had profound workload impact because number of students up, huge demand for advising, majors grow, advising loads go up, and governance issues arise as well. Email listserv to share ideas about what to see in the contract. Lots of people seem to be remembering ACR73. Can’t build a permanent university with temporary faculty. Temporary do a great job, but they’re not asked to do all of what needs to be completed by TT faculty. Be sure to share ASCSU resolution with CFA leadership.
- 24/30 WTU loads are not contractual expectations. We need to reduce workload, even previous chancellor at least talked about this, and we need to clarify what workload is and address issues tied to numbers of students, faculty hiring, retention and advising.
- A committee member asked about inclusion of academic freedom and intellectual property rights in CBA. Merrifield noted some questions related to these topics in the CFA survey, and an opportunity to address issues in the “other” box on the survey.
- A member asked about faculty compensation in large lecture classes, and cut off point for offering additional pay (the $10,000 student tipping-point for additional units). Merrifield noted a lack of consistency systemwide and sometimes department to department. By contract, workload can’t be unreasonable and has to be some sense of fairness. Ongoing conversations about workload to rationalize and improvement are being done.

4.4 Human Resources: Gail Brooks/ Margy Merrifield (time certain: 3:00-3:30 p.m.)
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- Brooks reported on common human resource system – HECH – that bridges software between campuses. Acknowledged concerns from some faculty at campuses about data sharing, privacy and security, but indicated that system is very secure and that there are limits to who has access to specific data. No new data is being collected, data is just being shared differently to allow for more consistent and accurate reporting and analysis. The new system will allow faculty affairs to track GA and TA appointments and notifications, track lecturer appointments and evaluations with notifications sent automatically, tracking of sabbatical applications, etc. Sharing resources will create a more robust data set for all campuses at lower cost future cost although there are upfront costs to each campus to implement the new process. Anything to automate frees up time for strategic work, not processing work. Happy to come back for a separate session with tech folks here if more questions.

- A committee member mentioned “the $10K student” and asked if there could be a more rational way to determine incremental/gradient increases in units/funding. Merrifield noted the ancient and not so venerable EPR that some adhere strictly to and others are more generous in interpretations. Mentioned some of the differences by discipline in setting caps. Acknowledges the inconsistency, but not an easy problem to solve.

- Brooks addressed the Affordable Care Act –law today says have to provide medical care if someone works 30 hours a week. We’re more generous than the law, but if a person is working at multiple campuses they’re having a hard time tracking this (will be better with new system). AFT has weighed in, and College University Personnel Association as well. Maybe impact on student employment if working 30+ hours (esp summer). “Covered California” is CA process for making care available to those who don’t have health care. There are penalties for not providing information, or charging too much money.

- Registration is available for CSU new dept chairs workshop. Session this time is “recruiting, retaining, mentoring and nurturing your faculty” to be held Oct 18, at CSULB. An all-day event for new or newish chairs.

- Merrifield distributed a draft employee climate survey with information about its development. They’re still tweaking a few questions, but hope to get all campuses on board in the next year or so. The survey can be linked to other campus climate surveys or stand-alone. Will coordinate timing with individual campuses. A question was asked about data reporting, and Merrifield noted that campus-level data will be owned by the campus, with data also reported systemwide. They would like to be able to do much like UC office of president that includes a website where results are housed. They hope for a portal for summary data, but it’s few years down the road. Might recruit faculty members in research analysis.

- Equity program and salary increases are in play, Merrifield is our person if we have questions.
4.5 Executive Committee Liaison: Susan Gubernat
(time certain: 3:30-4:00)

- Suggested we pursue HR people about implications of CMS records for faculty. Not sure what we learned and how much more we’ll need. Should continue asking questions about this, and perhaps the entire senate should hear what records are kept at the system level. Seems not to have formal faculty representation going forward with this project. May have privacy issues needing attention, not sure what questions to ask. A committee member noted need for inquiry into costs paid by campus. Wheeler noted HECH passing on costs to campuses which can be high and budgets have to absorb it which impacts AA. Unfunded mandates consistently diminish ability to serve students and faculty. RSCA grants – if get a hit from this mandate, will not have funds for this. Gubernat said news to her that centralized system is to be funded by individual campuses. A committee member suggested inviting Brooks and someone who knows the program to send a brief to the senators or attend a senate meeting. Hanley should also be included.

- Suggested we consider whether this committee thinks it is appropriate to have a resolution related to the trend of interim appointments in the system without much vetting. Some of the interims are installed for a year, then made permanent. Some are worried about searches in general, but many interims are being made permanent with little or no consultation. There may be a larger conversation needed about searches in general.

- 8am pre-plenary is confirmed. Conversations about state of affairs with faculty trustee. Exec has written a resolution but may change based on the feedback. Pushing to get established now, any means necessary, but other issues with legislation we might or might not want. Want feedback from entire body on this.

- Susan would like to be an active support person to this committee, not just message passenger. Wants to back up and support the entire committee.

4.6 Technology training

- Steve Filling provided training on use of Dropbox and Collaborate. Members showed great skill and creativity using these tools.

5. Review of Chancellor’s Office Response to Faculty Affairs’ Committee
May 2013 Resolutions and follow-up on Faculty Affairs Committee
resolutions from 2012-2013.

Our one resolution was changing the bylaws to add the charge for reviewing campus material for the website that spotlights faculty achievements. It was accepted happily by the chancellor.

6. Second Reading Resolutions

None
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7. Potential New Resolutions

7.1 Call for new faculty lines –
- Synopsis: FA discussed history of this issue and need to move forward now given timing in hiring processes and indication in the Bottleneck Survey included in Vogle’s BOT report that lack of faculty as a major cause for bottlenecks. We obtained data from CFA and CO to assist in developing the resolution, but ended up primarily focusing on the need to follow ACR73, review the 2002 Implementation Plan, and to recommit to tenure-track hires and the implementation of a hiring plan. A waiver was requested because of connection to Vogle report. Additional resolutions related to faculty hiring will likely come forward.

7.2 A definition of the term "Faculty" that is inclusive of non-tenure track instructors (excluding those who are currently enrolled as graduate students) across the CSU – Karen
- Synopsis: Davis is working on a resolution to call for a consistent use of terminology and inclusion of faculty of all ranks in governance processes. The resolution will use AAUP reports as a starting point. This resolution does not conflict with our claims in 7.1, but we need to make this clear in our resolved statements and/or rationale. The resolution is in development for the November plenary.

7.3 Resolution on “The Advisory Committee for the Selection of the president.”
- This item is on hold until we see if the Board of Trustees will address this issue at its November meeting, as it was removed from the September agenda. No action has been taken by FA at this time.

8. Additional topics for discussion

8.1 Review the outstanding faculty awards (Dropbox)
- We approved the posting of all award recipients that were submitted to the committee.

8.2 ASCSU and FA Priorities (Dropbox)
- We created subcommittees on each of the three priorities identified for Faculty Affairs for 2013-14. Initial members were identified, and other committee members will be added based on interests:
  
  A. Recruitment and Retention of Tenure-Track faculty: Davis, Eudey
  B. Enhanced RSCA funding: Monemi
  C. Policy on Academic Freedom: Foroohar, Frellich, Wheeler

8.3 CSU policy on academic freedom
- Discussed briefly above, and referred to subcommittee on Academic Freedom

8.4 UC amendment of Regents Policy on Faculty Code of Conduct (Dropbox)
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- Foroohar reported that the UC Regents amended their policy and expanded faculty academic freedom in reaction to the 2006 Garcetti supreme court decision. UC system ensured that faculty have the right to share their opinions, and some senators asked us to make a statement or write a resolution that addresses issues raised by the UC policy. Faculty need to have a right to criticize administration. The subcommittee on Academic Freedom will determine how to move forward on this.

8.5 Free and open dissemination of research and scholarship (CSUN)
http://scvnews.com/2013/08/19/csun-opens-floodgates-on-faculty-research/

- Some senators have concern over the implications of making research open access. This can be a different issue than academic freedom. Frelich noted the CSUN practice encourages making materials open access, but doesn’t mandate it. CSUN Senate is likely creating a resolution recommending faculty to do it. If it was a mandate, it would be crushed. But if encouraged, it’s going to go forward. Frelich will update FA on this issue.

Faculty Development
FA members participated in the Faculty Development activities coordinated by the Executive Committee, and wish to thank the presenters for the information and resources shared.