FA Minutes – September 14, 2016

The meeting was called to order at 11:03. All members of the committee, except for Senator Swenson (who was called to return to his campus) were present. Chair Norman led the committee in a round of introductions.

1. **Approval of Agenda** – The chair announced that the CFA liaison will not be able to appear as previously scheduled. **MSP** to adopt the agenda as amended.

2. **Approval of Minutes** – **MSP** to adopt the minutes of the May 18, 2016, meeting as corrected.

3. **Member Announcements**
   a. The Academic Conference will not be held at Cal Maritime, as previously scheduled. The planning committee is pursuing other venues for the conference.
   b. San Jose State University has a new president, and she seems to be off to a good start.
   c. CSU, Channel Islands has a new president, and she also seems to be off to a good start.
   d. CSU, Fullerton is adjusting to departures and interim administrative situations.
   e. CSU, Dominguez Hills has experienced the departure of the provost, which often happens. The chair reported that the campus is pleased for President Junn in her new position and is happy with its president.

4. **Reports**
   a. **Chair’s Report – Thomas Norman**

      Chair Norman reported:
      - Executive Committee had a good retreat.
      - Social fund money is due. Expect an increase to $40 next year.
      - We will have a virtual meeting on October 21, even though it is close to the November meeting.
      - The closure of for-profit institutions probably will impact the CSU, and the committee should follow the impact.

   b. **FA priorities for 2016-17 from Retreat**

      Chair Norman reviewed the committee priorities list, which was generated from the committee’s annual report and from the Executive Committee’s August retreat:
      - Academic Freedom
      - Tenure Density
      - Employee background checks
      - Intellectual Property
• Student and faculty mentoring and other service as part of the role of full-time and tenured faculty amidst lower tenure density and impact on workload
• Job security for lecturers and examination of alternative employment models
• Office hours policies
• Block scheduling (moving away from a two- or three- day class schedule)
• On campus versus online presence (faculty who don’t live close resist being on campus, which affects student success efforts).
• Year-round operations
• Collaboration with the CO to find common solution to these challenges.

The Chair called for additional items and received the following from Senator Brodowsky:
• Predatory journals (pay to publish, with minimal review)

c. Report from Human Resources: Interim Vice Chancellor Andrew Jones and Assistant Vice Chancellor Margy Merryfield

Assistant Vice Chancellor Merryfield reported that her area as a full project agenda upcoming.
• The tenure density task force will begin its work next week.
• The CSU has been charged with reporting to the legislature about recruiting and retaining underrepresented faculty. There is some one-time money associated with this effort, and HR may be able to offer some grants to develop best practices.
• HR will be reaching out to potential faculty in STEM areas at a conference to be held soon in Long Beach.
• HR is sponsoring the annual chairs’ institute at CSULB (October 6 and 7) will offer one day for new chairs and one day for more experienced chairs.
• HR sponsored an academy for new deans that was held in August.
• The reboot of the common human resources system project should be underway over the course of this year. It is a very large project, and the goal is to do the work without campus employees noticing that anything had changed, except for the better. But, getting the campuses onto the same system will take quite a few years.
• The HR staff was sorry to see Lori Lamb leave. HR looks forward to a search for her replacement.

Discussion

Senator Foroohar – how is the discussion about the background check project going? AVC Merryfield – we are conferring with CFA about concerns they had raised.

Senator Brodowsky – There are also business associations who help to identify quality candidates from underserved populations. I applaud your efforts in this regard and would love to see them expanded.
Harold – I started teaching again, and went through the background check for the second time. The forms all had to be filled out again, and it took a long time to get the fingerprints done. I’d suggest that we keep applications longer so that some of these problems could be avoided. AVC Merryfield – we’re looking at the technology challenges currently.

Senator Yudelson – Is there a rule that allows campuses to hire their own lecturers without a search? I’ve seen examples of it. AVC Merryfield – this is an issue that has some basis in the Collective Bargaining Agreement, and it’s something that we need to raise with CFA.

Chair Norman – Are you working on a report to measure the effectiveness of background check? AVC Merryfield – not yet. I think it would be a valuable exercise, though.

d. Executive Committee liaison, Robert Collins

- Senator Collins reported on the Executive Committee (EC) meeting, being held concurrently:
- We discussed the faculty role in General Education (GE) with Academic Affairs. Some of the focus of the discussion will be the kind of student we expect to produce from GE.
- There will be a conference on faculty diversity, and EC will be sending a representative.
- The Academic Conference will be held on February 9-10 at a site to be announced.
- Also, intellectual property and academic freedom will be discussed by EC. The Faculty Affairs Committee will be continued to be encouraged to contribute to the discussion.
- EC would like the Committee to discuss whether it would hold its online meetings on Thursday.

Discussion

Senator Sabalius – I would love to have those meetings on Thursday.

Senator Foroohar – I would ask EC to ask the administration directly to distinguish between CFA concerns and those of ASCSU. Senator Collins – Yes, those discussions are actually going on.

e. Chancellor’s Office Liaison, Ganesh Raman and Gerard Hanley

Assistant Vice Chancellor Leo Van Cleve reported:
- There will be a report to the plenary on the graduation initiative.
- Ganesh Raman has been appointed to Academic Affairs as Assistant Vice Chancellor Research, as has James Minor, who will serve as senior strategist for Academic Success and Inclusive Excellence. AVC Raman will present on research to the BOT next week.

Discussion:
Senator Brodowsky suggested that it would be a worthwhile project to assemble what research is going on within the system, so as to show the benefit of research to the state, and potentially connect scholars within the system who might wish to work on collaborative projects.

5. Chancellor’s response to FA resolutions

Chair Norman reported the following responses to FA resolutions:

- AS-3251-16/FA: In Support of Increased Funding for the Research, Scholarship and Creative Activities (RSCA) Program
- “We recognize the importance of research, creative and scholarly activities in the life of the faculty, the university, and importantly, the students. With the arrival of a new and permanent Assistant Vice Chancellor for Research, Dr. Ganesh Raman, we look forward to moving this discussion forward across the university. Along with that discussion, we expect to gather information that demonstrates the impact of RSCA in the university and builds the case for increased funding.”

Discussion:

Senator Hood: It is unfair to junior faculty to expect research but not provide resources to conduct it.

Senator Sabalius: We shouldn’t have to “build a case for increased funding,” as stated in the response.

Senator Meyer: Cuts in travel funds impact faculty ability to grow professionally in important ways.

Senator Yudelson: It is important to bring research and creative activity to the community, as doing so helps with understanding of the nature of the university.

Senator Brodowsky: There’s often a “tax” on grants that go to support local programs and administration. Some money is also raised through non-State support, and we might ask for some of these funds to support research that can’t be supported through grant funds.

Chair Norman: Start-up funds have shrunk at DH. It is difficult to conduct research when it’s not supported, though we do find work-arounds to some degree.

Senator Goldwhite: The problem is often more about local campus priorities for spending than it is for CO priorities.

Senator Brodowsky: A task force to gather best practices might be helpful.

Senator Meyer: Fullerton does provide assigned time to new faculty to help them get started, but how funds get distributed is really variable from campus to campus.

AVC Raman: My background is in engineering, and I’ve worked at NASA and in several other administrative positions before arriving at the CO recently. I’m looking to help establish patterns of faculty career development that will help them to conduct research and creative activity. I’ve convene
the chief research officers, and they will advise me regarding elevating research in the CSU. I see the senior administrators as being keen to move this initiative forward.Younger faculty are often the engine for generating exciting research, and we need to find ways to support those efforts. We also should find ways of mentoring mid-career faculty to keep them active as researchers. Systemwide, research is at $575 million, and the $2.5 million provided for seed funding is pretty small when divided across 23 campuses. I will be presenting on research to the BOT next week, and I believe that mine will be the first presentation since 2007. We have compiled a new brochure for distribution with that report that will highlight the accomplishments and benefits of research and creative activity. Education and research are intertwined. Quite a bit of this information is contained on the CSU website.

Senator Goldwhite: I'm very heartened by your report, especially in highlighting individual campus accomplishments.

Senator Yudelson: We have funds for a couple of hundred dollars per faculty member. This doesn’t represent a significant amount of investment by the CO in its faculty’s professional growth. And yet, the message from the CO is that it wants more research.

Senator Davis: Faculty are interested in developing research, but funding is the primary issue.

6. **Second Reading Resolutions** - none

7. **New Resolutions**
   a. **Commendation for Vice Chancellor Lori Lamb**

   Committee members edited the draft of this commendation.

8. **Additional topics for discussion/possible action**
   a. **Update on Workplace Aggression Taskforce**

   Chair Norman reported that he worked on a survey on workplace aggression, but apparently there was some objection to continuing the survey as written. No formal communication has yet been received, however, from the CO’s Equal Employment Opportunity officer. A website with resources about reducing workplace aggression has been established, however.

   b. **Update on Tenure Density Taskforce**

   Chair Norman reported that the Tenure Density Task Force has been appointed, is meeting soon, and we should have a report after it meets.

   c. **Job security for lecturers and examination of alternative employment models**

   Senator Yudelson introduced the following item:
We have about 10,000 tenure-line faculty, and that number hasn’t changed in about 20 years. We have a number of full-time lecturers, and if those had been hired the tenure density would increase significantly. There are alternate models of providing job security for lecturers so that they could participate beyond teaching. I can see a model based on more teaching, along with some service or some research, as a means reducing the load for tenure-track faculty.

Discussion:
Senator Sabalius – I would be happy to work on a resolution that focuses on these issues.
Senator Brodowsky – I’ve seen the term “clinical” to describe this sort of appointment.
Senator Foroohar – The barrier to this proposal would be the existing tenure-track faculty, not the administration. I’d see the only solution as coming through revisions to the CBA. Also, eliminating a national search would be difficult for many TT faculty. John – I’d see this as more of a pathway to convert lecturers to permanent status. Glen – No search is right up there with “no campus visits” for presidential searches.
Senator Davis – I’d not like to limit the clinical positions to full-time.
Senator Meyer – We have studied these issues in the past, and the cost of doing so on a mass scale are prohibitive. There are serious issues in trying to accomplish what are laudable goals.
Senator Hood – When you do a national search you typically want to hire bright young people who will help the university’s reputation to increase. I think that lecturers should be considered in such searches, but I do not think that they should be given an unfair advantage.

   d. Update on Academic Freedom Taskforce

Senator Foroohar reported that the General Consul ruled that the matters being discussed were a bargaining matter. According to AVC Van Cleve, CFA has agreed that the issues are bargainable, so the task force is, for now, not moving forward. Jen Eagan, President of CFA, reported to the May Plenary that she had agreed with Chancellor White that the task force could move forward, but nothing to this effect had appeared in writing.

Discussion:
Senator Yudelson – doesn’t see how the task force work would substitute for bargaining. The task force is going to make suggestions, and if those impact the CBA, they will be bargainable.
Chair Norman – there was also some discussion about the intellectual property policy being a separate matter from academic freedom, and Leo commented that the CO has established a workgroup that is working on a draft of an intellectual property policy. Once it’s been completed, there will be opportunity for bargaining.
Senator Foroohar – Individual campuses have developed academic freedom policies without difficulty. Yet, at the system level, the General Consul is blocking this discussion. Leo responded that the General Consul must respond according to the law and commented that it is frustrating to be deadlocked in this way.

e. Outside Organizations' Political Attacks on Students and Faculty

Senator Foroohar introduced this item:
I am concerned about the influence of outside money on debates about the BDS movement. It comes back to a central problem of not having a statewide policy on academic freedom. I am concerned about students who are attacked by groups supported by these funds. There is a difference between freedom of speech and speech that attacks individuals.

Discussion:
Senator Sabalius – I don’t believe that we should always be involved in individual campus incidents. There are outside groups involved in both sides of this issue. I think we have a greater responsibility than to try to intervene, unless it becomes a system-wide issue.

Senator Brodowsky – I know that there is a lot of bullying that goes on from both sides. I hope that we are mature enough to have discussions while still trying to do so in civil ways.

Senator Foroohar – I don’t believe that the issue is one of the politics of the situation. I think that untrue statements should be condemned. I think that students should be protected.

Senator Brodowsky – So, should we be setting rules of engagement for behavior?

Senator Yudelson – I wonder what the purview of this committee is regarding this issue?

Senator Foroohar – I believe that the effect is to chill academic freedom.

Chair Norman – I think it does affect our work environment.

Senator Meyer – This is an issue that happened on one campus. I’m not certain that we should be writing policy for the system as a response to one campus’s situation.

Senator Foroohar – I think that the issue is broader than one campus. These kinds of attacks have been made against students and faculty from several campuses.

The Chair took a straw vote on whether to continue to work on a resolution to address this concern. The committee decided on a 4-3 vote to ask the proponents of the resolution to create a draft to discuss at the October meeting.

f. Collaboration with FGA Committee on Lobby Legislative Staff in Home Offices
Chair Norman reported that he spoke to the chair of FGA about being open to members of ASCSU going to local legislative offices. He indicated that he is willing to coordinate with anyone who wants to engage in these activities.

g. Search for Vice Chancellor of Human Resources

Chair Norman announced the following timeline for this search committee:

- October 4 – organizational meeting
- November 18 – resume review
- December 15 – airport interviews (likely LAX)
- Jan 9/10 – Candidate visits/final interview

Chair Norman encouraged anyone interested in serving on the search committee to submit their names to the EC, which will make the selection of one or more ASCSU representatives.

The meeting was adjourned at 4:58pm.

Respectfully submitted,

Bill Eadie, Vice Chair