Minutes - Faculty Affairs Committee  
(submitted by Karen Davis with assistance from Deborah Roberts)
13 May 2015  
11:00-5:00

1. Approval of Agenda (FA dropbox, April 2015)

2. Approval of Minutes – April 17, 2015 (FA dropbox, May 2015) Approved as revised

3. Member Announcements  Romey and Karen elected to another three year term

4. Reports:
4.1 Karen Y. Zamarripa, Assistant Vice Chancellor, Advocacy and State Relations (time certain:11:00-11:30)  
KYZ Joined by speakerphone –  
Chair Foroohar shared concerns on Senate Resolution 35  
One concern is that it uses US State Dept language equating anti-Semitism with any form of criticizing the govt of Israel, whereas in the CSU we do discuss critical views of Israel in many course curricula  
KYZ response: the Senate resolution does not codify anything, it’s not binding – it only recommends  
She feels that the final resolved supports US Constitution including 1st amendment rights consistent w CSU policy as it relates to academic freedom on the campuses  
She noted that CSU rarely takes a position on resolutions except perhaps ACR73  
Foroohar: this resolution has a chilling effect on academic freedom in terms of the use of this outdated definition  
Suggestion from FA Committee to KYZ: Can CSU write a letter of concern?  
KYZ: she would rather lobby for money for faculty hires than engage in long heated debate on this issue

4.2 Vice chancellor of human resources, Lori Lamb, and Assistant vice chancellor, Margy Merryfield (time certain: 11:30-12:00)  
- Guest: Dr Michael Caldwell Sr director of Acad Personnel former AVP Personnel at Fresno, was chair of Fresno Senate 2 years - strong belief in faculty governance w experience as faculty  
- Chair Foroohar asked about work group on 'workplace environment': Lamb addressed it - looking at bullying is just one focus - all issues that address productive/successful work environments will be taken up  
– The work group had been asked to come up w suggestions/plans/processes/policy recommendations (group consists of 2 HR directors, two campus AVPs of Acad Personnel, a student rep, ASCSU rep, CFA rep, CSUEU, APC and other union reps) chaired by Linda Hanson, new AVC for Equal Opportunity and Compliance (oversees harassment/discrimination/whistleblower policies/processes)  
- The group will go to Harvard for a conference/information gathering also gathering info from campuses to assess what resources to deal w workplace environment/success are already on the campuses?  
- Timetable: this Fall: committee will bring some results forward  
- Chair Foroohar inquired about "codes of civility" arising on campuses and their chilling effect on academic freedom and whether we can have an ASCSU rep from FA on the committee?  
- Lamb: There is already 1 ASCSU rep, two would not be fair to the other unions  
- KY: ‘civility codes’: she would never endorse anything that impedes academic freedom on campuses – but she noted that in her opinion there's a fine line betw academic/productive discourse and discourse that would be abusive and creates problems in the workplace  
- Lamb noted one idea coming (from CSUEU): drafting an anti-bullying policy - but we already have Title V to deal w abuse in the workplace...she is not sure we need another policy  
- Romey: he has heard about the replacement of Chairs w Dept Heads or Directors – and noted that Dept heads tend to be chosen by administrators while chairs are elected by faculty, recommended to Dean and generally faculty recommendations are followed – has Lamb or Merryfield heard of this trend on other campuses?  
- Margie: is aware of only SLO having dept heads - but they are unit 3 members just like chairs - the bargaining agreement does not identify any special category of dept "head"
- This tends to happen in libraries or programs that have moved from departments to Schools like School of Nursing
- Foroohar: knows of a SLO dept in College of Agriculture(?) that elected a chair, gave recommendation to Dean, Dean refused the faculty’s top choice and said they would search for an external candidate, with no explanation given - SLO morale is at all time low - there’s been a "mini rebellion" against administration on lack of adequate salary raises while admin salaries are increasing

**4.3 CFA Liaison, David Bradfield (time certain: 12:30-1:00)**
- Bradfield is on the workplace civility group - two conf calls thus far the charge is not entirely clear - surveys, review of policies on civility. Civility has remained in discussions. Civility policies have been used to stifle academic freedom and 1st amendment rights. Bullying discussions have shifted to discussions of “civility” – which may not help but may actually increase bullying. Workplace bullying may be better addressed via training. Civility present a clear threat to academic freedom. CFA needs to be in the conversation on changes but CO apparently says we cannot talk about this without engaging in bargaining.
- Campus equity raises seem to be moving on some campuses and stalled on others. Everyone has a plan and to "do something" and two campuses have already paid faculty for equity. All the programs are drastically underfunded and are not solving the salary problem
- Contract re-openers: May 1 CFA sent a letter that reopens compensation and Extended Education employment benefits. Sessions set for June and July. Faculty will be updated
- Legislative work: discussion of CFA-sponsored legislation: AB 716: Defines supplanting. Passed out of Assembly. 77-0. Upcoming: May revise imminent. State tax revenues have well exceeded the 100 mil increase requested by the CSU. Both the chancellor’s office and CFA busy with efforts to increase allocation to the CSU.
- Much discussion on salary equity, campus transparency, bargaining transparency. What is the salary proposal form CFA? Bradfield: Not decided yet and at some point will publicize. Faculty have a right to know but CFA wants to be strategic.
- Why not publicize results of contract ratification? CFA chooses not to show campus by campus voting results so as not to be divisive and pit one campus against another – we are one united faculty.
- Foroohar noted: SLO campus FA Committee is putting the equity raise plan together for campus equity not CFA.
- SJSU negotiated equity plan through CFA, other faculty and Provost were also involved. Admin listened but did not incorporate suggestions. The pay equity was 800,000 and 600,000 to staff as well. Athletics is now getting 1.6 million in a gift to augment 60 million dollar budget. The equity problem varies from campus to campus

**4.4 Chair’s report: Foroohar (SLO)**
Met w Exec Committee this am. Chair Filling reported. AA has several second reading resolutions re: upper division GE and another “towards a culture of assessment”. AA nothing, FGA following the bills, SCR 35 on agenda and wants FA to take lead.

**4.5 Ethnic Studies Taskforce- Kensinger**
- Completed task force draft report has come out and gone to Chair Filling. Will be circulated widely.
- Senate feedback due to Filling May 22, to be reviewed/analyzed by the task force then report goes to Chancellor for review this Fall
- Some of the general conclusions - There has been concern on some campuses about the future of ethnic studies programs; Student interest seems to be increasing; Faculty allocated to ethnic studies has declined over time; Academic vitality of ethnic studies programs varies significantly across campuses
- Recommendations: there are 10 rec's - incl: committee recommends a GE requirement throughout the system for ethnic studies; maintain regular hiring to ensure vitality and growth; maintain a moratorium on any deleterious changes to ethnic studies programs
- Possible Faculty Affairs concerns related to ethnic studies programs: uneven advising and mentoring on campuses; workload issues: on many campuses, ethnic studies faculty are the most diverse so these faculty are often sought out by underrepresented students, therefore their workloads are often higher, and the burden of leadership is higher on these faculty; -adequate support is needed; call for increased hiring -

**4.6 CO Liaison, Leo VanCleve**
- Grad Initiative work progresses
- SARA work continues: shared standards across states for online education & degrees
- EVC Smith is ending his service; Blanchard incoming fulltime this summer
- Academic Freedom policy of CSU: when Blanchard arrives this issue is likely to be a higher priority activity this Fall
- The role that existing campus policies will play in any systemwide policy will have to be considered – current campus policies need to be a part of the discussion

4.7 Executive Committee Liaison: Diana Guerin (time certain: 3:30-4:00)
- Kathy Kaiser is completing her retirement - Sandra Chong is arranging for a gift
- Academic Conference Planning Committee/Parliamentarian/Veterans Affairs reps needed
- Exec will discuss Academic Conference w Chancellor soon - location/date/theme to be determined
- CC baccalaureate: 2 resolutions: 1 looks at consultative process betw CSU and CC, the other looks at applied baccalaureate degrees
- Filling will go to governing board of CC mtg next week to bring these resolutions forward
- We will be asking commendation readers to read throughout the plenary
- Budget request: what should AS funding priorities be? FAC asked to prioritize among the following: Inflation adjustments for travel budget; Funding for 3rd senators from large campuses; Summer funding for exec work; Funding for add'l exCom members to attend the BOT mtgs (lately we fund only Chair and 1 other to the BOT mtgs); Funding for 1st year senators for 1 term; Funding for an add’l face to face interim in Spring
- FA committee rated the above-listed funding priorities as follows: 1st year 1-term senator funding as priority #1, Add'l Exec travel to BOT as #2 and funding for one add'l face to face Spring meeting as priority #3

5. Chancellor’s response to FA resolutions:
N/A

6. Second Reading Resolutions
6.1 AS-3207: The Call for a Plan to Increase Tenure Density in the California State University (revised, in FA dropbox, May 2015)
- Perfected the resolution for submission

7. New Resolutions
N/A

8. Additional topics for discussion/possible action
8.1 SCR-35, a California Senate Concurrent Resolution with potential impact on academic freedom...
Discussion on how much focus we should place on this Resolution – Overall sentiment of the group: FA feels we should keep our focus on Academic Freedom policy revision and Tenure Density for Fall. The committee agreed to take this off the agenda for now

8.2 Revisiting the 1987 report on RSCA – Ornatowski
Cezar reported: no action item for this year, he has been touch w Zed – recommends we take it up in Fall on the “watch list” – Cezar can stay in communication with Zed

8.3 Including lecturers in orientation programs for new faculty- Davis
Karen will take the lead on this in Fall

8.4 Course evaluations – Ornatowski
A SDSU prof of statistics reported (to SDSU Senate?) that there is a lack of consistency in course evaluations and forms/methods – SDSU formed a task force – Cezar was on a subgroup examining existing evaluations and found scales were not coherent (sometimes “1” was highest, other depts. “5” score was highest, etc) – little rhyme/reason – Taskforce suggested to SDSU Senate that entire university adopt just 1 form w 4 or 5 questions, and individ depts. could add several add’l discipline-specific questions. The task
force also suggested evals be done in a specific context – and suggested a model examining how far below an “average” score would flag corrective action - - this problem has implications for RTP, for lecture hires
At Chico, the campus decided to outsource evals to get more accurate results – some faculty complained about outsourcing the evals…wanted to preserve dep’l autonomy while recognizing need for uniform standards
Question: Although SOTES are listed in CBA could campuses consider a best-practices resolution on course evaluation?
Final decision: drop this from agenda for now

8.5 Faculty spotlight awards (new awards?)
N/A (none)

8.6 Selection of Faculty Representatives in Shared Governance (follow up on last year resolution)-
Davis-Sabalius
- Sabalius: This item addresses whether faculty reps on campus committees are chosen by faculty or appointed by administrator
If chosen by faculty, we make our recommendations to administrators who then can select faculty…are we ready for a battle over this one?
We could write a resolution in Fall saying we want to go by the old policy: faculty reps are elected by faculty w/o vetting
Recommended: item disposed of – we will drop this from agenda

- 8.7 Administrative interference with elections for department chairs-SLO
Committee agreed to drop this from agenda

- 8.8 Yik Yak app and Frist Amendment issues -- Ornatowski
Discussion…nothing we can do about it…take off agenda

Additional item: retain Ethnic Studies Task Force on Fall agenda as a discussion item

Adjourned 5pm