

Faculty Affairs Committee

MINUTES

Thursday, September 10, 2009

10:00 a.m.

Coronado Room

Members Present: Kevin Baaske, Glen Brodowsky, Robert McNamara (Recorder), Manzar Foroohar, Hank Reichman, Marshelle Thobaben, David Lord, Cezar Ornatowsk, Romey Sabalius, Jerald Shapiro, Antony Snell

Guests: Lorie Roth, Margy Merryfield, Elizabeth Hoffman, Gail Brooks, Beth Ambos,

Meeting called to order at 10:10 a.m.

1. **Approval of the agenda:** M/S Davis/Foroohor

2. **Approval of the minutes for May 6, 2009:** M/SDavis/Shapiro

3. **Announcements:**

Baaske:

- Social Schedule for the year announced. Faculty Affairs will host January.
- New member orientation for first-year/second year senators today.
- Third staffing position for ASCSU funding lost in the Chancellor's Office
Concern rose about where the money for the position went
- ASCSU budget cuts further discussed; there may be mid-year cuts
- Standing committees may meet on Friday 9/11 (8:00 a.m.) before plenary if needed

4. **Reports**

4.1 Lorie Roth (Chancellor's Office – Academic Affairs)

- Gary Reichard to be recognized at the next BOT meeting.
- New Executive Vice Chancellor Echeverria re-organizing Academic Affairs (organization chart handout); Associate Vice Chancellor position to remain vacant for at least one year;
- Summer Arts Program discussed, particularly the Media Arts Festival on November 7, 2009 at CSU Fullerton.
- Pre-Doctoral Program (every year approximately 75 students identified), ITL and other programs to be cut 10 percent.
- Transforming Course Design to go forward with an RFP in Economics.
- Request for International Programs report to FA

4.2 Margy Merryfield (Chancellor's Office – Human Resources)

- PPI year two happened with few glitches; adjustments made in first-year PPI faculty-retroactive pay for FERP/ or retirees;
- Workshop for new department chairs systemwide on October 16th;
- Faculty retention surveys reviewed for 2007-2008; resignations fell to 1.9% overall, probationary (4.6%);
- Question asked about: numbers of MPP's; top 50 salaried faculty—this question-referred to later as discussion item 6.5.

4.3 Elizabeth Hoffman (CFA)

- Furloughs: no easy options. First approached on furloughs by the Chancellor's Office on July 8, 2009. Tough process, no idea how the vote would turn out. Fiscal impact and emotional impact. Implementation still difficult. Issues related to CFA's decision to put the furlough to the membership. If vote didn't happen, lay-offs were in the immediate future. What was negotiated on furloughs with the CO before the vote? No real information given on specifics from CO before vote. MOU process discussed--moved from no guarantees from CO under furlough to current MOU. Furloughs this academic year allow for more political capital in future campaign with the public. Suggestions on ways that CFA and ASCSU can work more closely on any future MOUs. Syllabus statements, op-eds, communication with parents, etc. all discussed.
- Are golden handshakes on CFA's agenda? CFA continues to pursue this option with the CO.
- Week of October 12th ---CFA action week on campuses
- Alberto Torrico doing a tour of some CSU campuses discussing AB656; CFA pushing for endorsements.
- Mock death procession planned for September 23rd.
- Non-reappointments/layoffs/workload concerns discussed
- Concerns on programmatic changes (request for ASCSU resolution)
- Contract expires on June 30th
- Delay in appointment of faculty trustee

4.4 Gail Brooks (Chancellor's Office – Human Resources)

- Furloughs: federal law and state law both had to be considered. Issues still being sorted out on this matter, e.g., exempt employees and furloughs; lack of clarity on how to implement furloughs has been a particular challenge for HR; CO has left implementation issues, for the most part, to the campuses; timing of the furlough request raised. Intent to ask for a second-year furlough? Currently, no intent...yet, with next year's budget uncertain, this question remains.
- CO request for top 50 faculty wage earners discussed—CO-HR assures that request is not nefarious; concerns rose on how the information will be used in public domain and why the request was made---“the Chancellor made the request”; the timing of the request also questioned.

- It was noted that better communication and transparency was needed.

4.5 Beth Ambos (Chancellor's Office – Academic Affairs)

- Issue of canceled Research and Creative Activities (RSCA) grants discussed. The impact on the research of tenure-track faculty is of great concern. Provosts and ASCSU Chair met over the summer to discuss the cancellation of the RSCA. The hope is that the impact of the cancellation of RSCA's gets back to the CO from the various campuses. Other initiatives related to research funds from the CO have not yet been affected. Particular concerns related to t/t faculty, RTP and sabbatical leaves raised: Question raised: What does this all mean for the teacher-scholar model in the CSU? Possible resolution on this issue addressed to ICAS discussed.
- Space formulas in facilities and research discussed.

4.6 Bernadette Cheyne (Executive Committee Liaison)

- Executive Committee met with Executive Vice Chancellor Jeri; no new information to report.
- Question raised about ASCSU budget, particularly Ann Peacock's position. Does her position still exist? What efforts made to avoid loss of ASCSU monies? Question on status of faculty trustee---no response from Governor's Office. FGA will consider a resolution to Governor's Office on trustee.
- Concerns expressed to liaison on the need for better communication, transparency from Executive Committee on task force appointments and other pertinent information concerning the ASCSU---including over the summer.
- FA would like ICAS to address the issue of cancellation of RSCA.
- Issue concerning the use of systemwide-parking permits will be on the Executive Committee agenda.

5. Resolutions

5.1 Request for Moratorium on Program Review during furloughs.

- Forwarded as first reading item.

6. Discussion Items

6.1 Faculty furloughs and faculty rights

- Discussion on the various implementation plans on campuses, and concern for faculty rights and curricular prerogatives. Different approaches toward a future resolution discussed.

6.2 Impact and decision-making process for the cancellation of 2009-10 Research and Creative Activity Grants

- This item was discussed extensively with Beth Ambos during her report
- For further discussion and possible resolution. More information needed.

6.3 Syllabus statement from CFA

- Took no action on this item.

6.4 Faculty role in managing budget cuts

- Deferred to next meeting for possible resolution discussion.

6.5 Chancellor Office compilation of top 50 faculty wage earners

- This item was discussed with Gail Brooks during her report. Decided to remain vigilant on this issue.

6.6 Faculty Research and the CSU Mission (Baaske)

6.7 Review of Department Chairs

6.8 Report on Student Evaluations of Teaching

6.9 Moving courses/programs to Ext. Ed.

7. Adjournment – Thursday, September 10, 2009 2:30 p.m.; Reconvened Friday, September 11 at 8:30 a.m. Meeting adjourned at 10:08 a.m.

Respectfully submitted: *Robert McNamara*