1. **Called to order at 10:30 a.m.**

Chair Gregory announced that Jackie McClain would arrive later in the morning. John Travis is preparing for a bargaining session and probably will not be able to attend this meeting.

2. **Approval of Agenda**

The agenda was approved with the addition of Glen’s Survey (“What Happens to ASCSU Resolutions Back on Campus”) under Discussion Items.

3. **Approval of Minutes for November 2, 2005**

The approval of minutes for November 2, 2005 was deferred.

4. **Announcements**

Chair Gregory announced that there are complaints on a number of campuses that new faculty are earning more than their counterparts who have been there three or more years. The issue of salary inflation will be held as a discussion item for later. Robert Maxson will address the March plenary regarding the EdD. The search is progressing for the Executive Vice Chancellor for Academic Affairs and an announcement is expected at the Board of Trustees meeting on January 31, 2006.

5. **Reports**

Jackie McClain joined us at 11:05. She noted that the Chancellor’s Office is closely monitoring the situation regarding supplementing campus police with non-CSU safety
officers, and that they are aware that occurrences at SFSU were influenced by the presence of non-campus police. In a broader discussion regarding public safety issues on CSU campuses, Jackie noted that there is a system-wide team that is used for certain functions at individual campuses. She added that there is a 30% salary gap for Chiefs of Police in CSU versus the public sector, and that it is difficult to get new, experienced people for the CSU posts. In response to a query, Jackie suggested that “private sector security” would be a more accurate term since CSU security officers often work on campuses other than their own. She advised that there is a system-wide police coordinator with whom she will discuss these issues.

Jackie was asked whether a reference to COBRA was appropriate in the resolution regarding “Providing Newly Recruited Faculty with Necessary Support.” She indicated that using that term seemed unnecessary, and that it does not apply to many new employees. Jackie was asked to research possibilities regarding providing healthcare to new employees. She agreed to do so and will report back to the committee.

Regarding collective bargaining, Jackie noted that the next bargaining session is on December 8. The CSU hopes to put a financial package on the table at that time. Regarding the five-year plan, there really is a goal, rather than a plan, to reduce as much as possible the CPEC gap, given that there are a number of assumptions and variables that cannot be predicted absolutely over the long term. The Trustees recognize that compensation is their number one business challenge, as opposed to more student/teaching related issues. Jackie pointed out that they are currently negotiating with 11 unions, which adds another variable when distributing a limited pool of salary increase dollars. This does not include MPP employees, who are not union represented. Jackie advised that the Trustees are committed to some kind of merit program.

Jan Gregory noted that the fundamental issue is that faculty do not feel valued. Jackie expressed her understanding of this point.

Regarding salary inflation and the issue of equity increases, Jackie reported that this matter will be taken up by the Executive Council (campus presidents and CO administration) at its next meeting. She does not know if there are enough system resources to address the problem, but recognizes that there are issues of fairness and justice to be considered.

In response to a question regarding the executive salary increases, Jackie responded that this was a Trustee matter and her office heard of it only minutes before it was announced.

Jackie indicated that her office is really focused on strategies to help new faculty through the RTP process. They have put together a system-wide workshop in February to discuss best practices and other matters that will assist individuals and campuses in creating and maintaining effective and supportive processes.
Hank Reichman reported that the bargaining is not going well. A comprehensive compensation package is expected from the CFA and CSU in the near future. The CFA has defined February 1 as a day of action. There is concern that the bargaining may be prolonged and the ASCSU may wish to consider a resolution January. There was some discussion of the extent to which the ASCSU can appropriately involve itself in bargaining matters. There were questions regarding what we can tell our colleagues regarding the 5-year plan to close the CPEC gap.

6. Resolutions

Providing Newly Recruited Faculty with Necessary Support: The committee reviewed the language of the resolution. There were questions regarding the inclusion of COBRA in the fourth resolved clause, and it was decided to ask Jackie McClain about this during her report (see above).

Guidelines for Use of External Supplements to Campus Police: A number of changes were made to the resolved clauses and the rationale. There was concern about the title of the resolution and it was changed tentatively to Guidelines for Use of Non-CSU Public Safety Officers on CSU Campuses. Jan will revise the resolution per our discussion, including additional changes to the rationale, and we will review the revised document at or prior to our January meeting.

[The committee recessed for lunch and reconvened at 1:00 in a conference call.]

Jan Gregory and other committee members who had been present for the morning session provided an update on the morning’s activities to those who were joining us via conference call.

Resolutions (cont.):

Ongoing Efforts to Shape Curricula in Institutions of Learning: Committee members expressed a desire for more specific examples in the rationale that relate to higher education. Glen noted that there was a recent case in Tennessee. After discussing whether to keep the current examples that relate to K-12, it was decided to do so, but we will continue to seek examples more directly related to higher education. Robert will send an updated version of the resolution to the committee.

Academic Textbook Prices, Practices and Principles: Manzar offered some background on the textbook issues that are currently being dealt with on her campus. These include matters regarding used books, ISBNs and bundling, and higher markups at campus bookstores (27%) as opposed to private businesses (18%). She noted that publishers compensate for resale of used books by raising the prices of new books.
Regarding bundling, faculty often are not aware that they can get a book without bundling if they get the appropriate ISBN. There was some discussion of campus bookstore markups and the additional services they provide and overhead that they must assume. Romey noted that the problem is not so much with the bookstores as with the publishers who have large markups even though they now receive most books camera-ready. Glen suggested that faculty be asked to select the best book at the lowest cost, indicating that small runs are a common excuse of publishers for high prices. Paul favored more support for campus bookstores, including encouraging them to work with publishers to unbundled books. Manzar noted that we are working with contradictory interests that must be balanced. We can encourage a better flow of information to faculty so that they can make better choices. She suggested a central campus website where all book orders are listed and everyone can review it. Administrators could investigate possibilities. Jackie objected to having administrators involved. Romey indicated that he is not in favor of a central website. Jan asked that Manzar and Romey continue to work on the resolution, update it if needed, and bring a revised copy to the January committee meeting.

In a brief digression from discussion of resolutions, concern was expressed about the difficulties of having to come in on the morning of the committee meetings. Manzar requested that the senate receive an interim report on the state of the budget.

**Resolution on Resources for Teaching:** Jan advised that this resolution is intended to provide support for lecturers or temporary faculty. It was noted that the rationale needs a more global expression of need and more specifics regarding each resolved clause. The title should be more specific to temporary faculty as should the text of the resolution itself. Rudy offered some language for the rationale. Romey expressed concern regarding the third resolved clause. Jan agreed in that the current language relating to a written contract cannot be operationalized, and perhaps we should used words such as “normally” and “usually” rather than more prescriptive terms. Manzar suggested including language about a contract, but having it contain the necessary codicils. Paul will revise the resolution to reflect the reality of those matters where we can’t be prescriptive and we will discuss the revision at our January meeting.

Glen asked how we should proceed with the tabulated responses regarding “What Happens to ASCSU Resolutions Back on Campus.” After some discussion, it was agreed that Glen will prepare a brief analysis of the data for our January committee meeting.

The meeting was adjourned at 2:25 p.m.