Faculty Affairs Committee

Minutes

May 3-4, 2006

In attendance: Glen Brodowsky; Bernadette Cheyne; Manzar Foroohar; Jan Gregory; Jacquelyn Kegley; Paul Persons; Robert McNamara; Michael Reagan; and Romey Sabalius. Staff: Cordelia Ontiveros

Call to order: 10:30 a.m.

1. Approval of the Agenda- The agenda was approved.

2. Approval of minutes of April 7, 2006- The minutes were approved.

3. Announcements

Gregory reported on the use of the phrase “ex officio” to refer to John Travis as a member of the Faculty Affairs Committee in an article written by Hank Reichmann for CFA. A member of the ASCSU had objected to this language. After some discussion among Jan Gregory, Jackie Kegley, and Hank Reichmann, there was a promise that Reichmann would request clarification in the next edition and that it would be made clear that both the CFA person, John Travis, and Jackie McClain from Human Resources are guests of the committee and not members.

Gregory circulated the joint resolution (with AA) in opposition to AB2168. No one had any changes or objections to this resolution.

There will be a FGA resolution concerning additional funding for the Senate. It has been suggested that all committees co-sponsor it.

Gregory circulated a copy of a resolution entitled “Re-Examination of the Faculty Salary Structure (Modified)” that we will be co-sponsoring.

Gregory also announced that she will prepare an annual report for the committee. We will need to discuss pending items for next year.
4. Reports

Jackie McClain, Human Resources- 11:18 a.m.

McClain provided a brief overview of bargaining. The “main table” bargaining is proceeding very slowly because of a number of complex issues. There is “facilitated discussion” going on. Compensation and lecturer rights are two topics being addressed. Facilitated discussion focuses on possible agreement and a common ground on key issues with the goal to bring the results back to the bargaining table. McClain is optimistic about facilitated discussion but concerned about progress in the main bargaining. Each party has “absolute positions” of certain constituencies about specific issues, one example being the position of the Trustees in the contract negotiations with police officers.

Foroohar raised a question about the merit pay issue. She asked if the Trustees really understand the history of this topic and faculty views on this. McClain indicated that the Trustees have a different view of this; they do not view the RPT process as the kind of merit system they desire. McNamara requested that Trustees be encouraged to read the Merit Pay Report from ASCSU. Gregory noted that many faculty, particularly in the Bay area, are desperate in terms of adequate pay to cover living costs. When can they expect some relief? Gregory also was concerned about the role of entrenched administrators in grievance processes. Persons asked about the implementation of our past resolution on inquiries from intelligence agencies. McClain does not know if Legal has hired an expert in this area and what the status is of this issue. She will discuss it with Christine Helwig. On the relief question, McClain indicated that she is discussing compensation with the Trustees for all parties but does not know what the possible outcome will be. On the grievance issues, McClain noted that she has given additional authority to her staff to facilitate resolution of grievances. Kegley reported that at her campus the CFA people report that a number of old grievances have been resolved and that many problems are now being overcome before they reach grievance levels. There is both a new provost and a new CFA grievance person and maybe it is person-specific. There may also be new processes in place. Gregory observed that the relationship between CSU and CFA may be evolving such that it should be openly re-examined to improve processes. Foroohar asked about equity pay. This is available but dependent on availability of funds. This is part of the discussion and a concern of both parties. McNamara requested that the data on faculty departures be set out in terms of positions, e.g. tenured and non-tenured faculty by academic rank. McClain indicated that this could be done in future surveys.

The committee thanked Jackie McClain for her remarks and willingness to come to the committee. She indicated that she finds her time with this committee valuable.
CO response to resolutions passed at March plenary

The Chancellor’s Office response to our resolution on “Faculty Workload in Doctoral Programs” was read and no concerns were raised about it. Although the tone of these response has changed this item should continue to appear on the FAC agenda.

SB 1412  This year’s version of the “Morrow Bill” appears to have died in committee and will not be heard during the present legislative session.

Hank Reichmann, liaison from Executive Committee.

Reichmann reported that Vice Chancellor Gary Reichard meets with the Executive Committee and stays the whole time. There is a brief report on the EdD that will place language in Title V as well as tidying things up. In answer to a question about the vote on the constitutional change, Hank reported that the Senate stayed within budget this year.

He also gave a brief report on bargaining. Persons noted that McClain had stated that this was a crucial year for bargaining. Reichmann agreed that Barnes, the consultant, is trusted by both parties and that he believes there will be an agreement. This will certainly be new especially in the area of compensation. Gregory urged that faculty be informed about the state of affairs.

5. Resolutions

In process

Gregory distributed the latest resolution on Cost of Academic Textbooks. The resolution was reviewed. It was decided to eliminate the third resolve but move the phrase “pedagogically sound, feasible” to the second resolve in a dashed phrase --when appropriate, pedagogically sound, and feasible--, thereby merging the two.

In presenting this resolution it was agreed that we should have prepared arguments and background for each point. Persons indicated that four CSU campuses have been sued on grounds of not having these materials available in time to accommodate students with disabilities. The question was whether this issue should be mentioned in the resolution. The best place to discuss this appeared to be the rationale, which spells out the reasons for this resolution.
Gregory suggested that we add to resolve 3 the following: “and where necessary to work with bookstores to arrive at mutually acceptable deadlines.”

Brodowsky suggested the following phrase. “Encourage faculty to cooperate with campus bookstores to keep prices down.”

Cheyne suggested that “by the deadlines” be replaced with the phrase “within the timelines.”

Cheyne moved that we add a resolution as follows: That the ASCSU encourage faculty to work with bookstores to arrive at mutually acceptable timelines.” Kegley seconded this and it was approved. The resolution will also need a waiver.

A suggested title was: “Faculty Role in Mitigating the Costs of Textbooks.”

At 2:30 the committee presented Gregory with a card, gift, and much thanks for her leadership of the committee.

**Resolution on “Annual Adjustment of the ASCSU Budget” from FGA.**

This resolution was discussed and a number of concerns were expressed. Several members were of the opinion that this resolution should not go forward and are not inclined to co-sponsor. A “cola” increase resolution seemed to some more appropriate, and the Executive Committee a more appropriate audience. Gregory volunteered to take our concerns to FGA.

**Resolution on “Re-Examination of the Faculty Salary Structure”**

This is a resolution that we are co-sponsoring with FGA, which was reviewed and to which revisions were proposed. McNamara volunteered to take these suggestions to FGA.

**9th version of resolution on “Faculty Role in Mitigating the Costs of Textbooks.”**

This version was reviewed and changes were made. The resolution will now be sent forward to the Plenary.

Meeting was adjourned at 3:50 p.m.
To discuss, develop

Items for 2006-2007 FAC

Process: minutes should list all items for future discussion.

Sabalius recommended that committee meetings start about 12:30 and meet later through the day.

Foorohar asked that we request that Executive Committee to write a letter to campuses to get information on faculty satisfaction and dissatisfaction.

Persons asked that there be follow-up on our recommendation on dealing with information requests from intelligence agency.

Gregory wondered if a request to Executive Committee to form a committee focused on student issues would be appropriate.

There will need to be follow-through on Brodowsky’s survey.

The issue of “global strategies for addressing the budget shortfalls” should move forward to next year’s agenda.

Persons wanted the topic of workload to be taken up again next year, given various changes in admissions policy which may impact on the tenure-track/non-tenure-track ratios.

Sabalius asked that recording and video-taping of lectures be on next year’s agenda. There are copyright issues and cases of students taping for “surveillance.” There may also be pedagogical issues especially if students decided not to attend classes.

“Educating the Board of Trustees” needs to be a continued item.

6. Discussion items