

Faculty Affairs Committee

**MINUTES**

Wednesday, March 10, 2010  
10:30 a.m.

Coronado Room – Chancellor’s Office

Baaske, Brodowsky, Davis, McNamara, Ornatowski, Reichman, Roth Sabalius, Snell, Thobaben

1. **Approval of the agenda Msp:** Brodowsky/Davis
2. **Approval of the minutes for meeting on February 19, 2010**  
Msp: McNamara/Thobaben
3. **Announcements**  
none
4. **Reports**
  - 4.1 Chair’s Report
    1. Executive Vice Chancellor met with Executive Committee and discussed the following items:
      - a. Graduation initiative (discussion detailed in the Executive Vice Chancellor report below)
      - b. Early Start  

Faculty involvement was critical to achieving a compromise that resulted in something the EVC said she could live with.

BOT presentation coming and additional details will be made available at that time. The EVC indicated that she didn’t want to reveal the details until she presented them to the BOT since that is the body that created the Task Force.
  2. Travel and Scheduling  

Senators who have been asked to provide information to the ad hoc committee looking at travel schedules so that ASCSU meeting times can be set appropriately please do so.

4.1A Governor’s Task Force on Tolerance and Anti-Semitism (Sabalius)

Sabalius met with the task force in February. The Task Force had been established last August. The group met at the Simon Wiesenthal Center for a seminar. There were representatives present from the CSU/UC/CCC and from a consortium of private institutions as a result of perceived anti-Semitic incidents on UC/CSU campuses. The impetus has come from anti-Semitic incidents, as well as some anti-Zionist incidents from some groups. In the early stages, faculty will not be involved. Rather, they will start with student affairs and security. Being funded by Wiesenthal Center. During the course of the seminar, it was made quite clear that the Wiesenthal be the provider of any training seminars on this topic. They wish to begin as soon as possible.

Some concerns were raised and debated among members of the ASCSU Faculty Affairs Committee. Among them was the concern that this is too isolated a focus on one issue of intolerance. Question about whether faculty should continue serving if faculty will not receive training. It was suggested that it is important the Wiesenthal center coordinate with other agencies that are working against intolerance. It was also important for faculty to have a voice

on this type of training for our students. Concern arose about the potential blurring of the lines between anti-Semitism and anti-Zionism, which are two separate issues.

#### 4.2 Lorie Roth (Chancellor's Office)

Roth announced the appointment of Sheila Thomas of CSU Long Beach a system-wide Dean of Extended Education

Several campuses have expressed interest in hosting the Summer Arts Program.

#### 4.3 Jeri Echeverria (Chancellor's Office) – 11:00 a.m.

Graduation Initiative Update – Regret expressed concerning the fact that the graduation initiative did not get off to a start and that faculty participation should have been solicited early on. In response to this, every campus planning committee is encouraged to include faculty in on campus groups to include. Students have not been asked to participate, but students have been asked to be included.

There will be system-wide workshops beginning March 24. Each workshop will include representation from 3-4 campuses. What is the right plan for each campus? Plans should be flexible and meaningful. Recently, the administration has met with SFSU's team to explore what has worked or not worked.

The D-word (deliverology) will no longer be used. The real point is that the system-wide 6-year graduation rate is only 46%. We need to discover, on each campus, what the major levers and mechanisms could be put into place to improve this graduation rate. On some campuses, there have been successes. They need to find out what they are doing right and focus on it more.

Shift of focus of the initiative is to go from a top-down approach to a bottom-up approach. We need better tracking of students. Ed-trust and Nash were the first two organizations to start leading this movement for success.

One FAC member expressed appreciation of the vision for seeking more campus information this spring semester. That member asked whether there would be a suspension of the plans already in place without the input that is being collected this semester so that the policies can be refined before being implemented? There is concern that a process-driven system is morphing into a compliance-driven system. We have a resolution from ASCSU asking the EVC to work with us to clarify this methodology which some believe that this is an insidious methodology.

A Comment from another member: CFA workshop on one Campus where the CFA claimed that CSU hired Barber as an outside consultant. Answer – Ed-Trust launched an initiative with McKinsey group to hire Michael Barber. No CSU dollars paid for Michael Barber. Barber met with Presidents about his methodology. EVC expressed commitment to improving graduation rates with the inclusion of Faculty input and shared governance.

Concern was expressed as to how we balance the need for improved graduation rates which may focus on wealthier our of area students, with the need to serve local students who may be less wealthy and need a longer graduation timeline.

A FAC member asked questions concerning how the graduation initiative might be funded. EVC explained that the timing couldn't be worse. While several states were being funded by the Lumina and Gates Foundations California has not been among them. We previously were working with Lumina on a plan. We were not funded because it was not clear the CSU could deliver on the plan. Large foundations are moving away from

funding projects in California. We're not on the cutting edge of higher education, in spite of the Master Plan.

One member asked whether it was necessary for monthly reporting from campuses. The Executive Vice Chancellor will consider this noting that monthly may be too frequent, while annual reporting would be too infrequently. A reasonable reporting schedule will be addressed.

4.4 John Travis, California Faculty Association(CFA) – 1:30 p.m.

1. Actions

The actions of March 4 were very successful.

2. Budget

Concern about where the 305 million that the Governor mentioned restoring. CFA is gathering signatures to close corporate loopholes to generate some of this funding.

3. Federal "Lobbying"

SEIU and CFA and other SEIU public employee locals will be visiting the Obama administration visit to request additional assistance to cover a \$20billion budget shortfall. As part of the visit, CFA's Lil Taiz will try to meet w Arne Duncan to talk about Master Plan

4. Bargaining:

- Fact finding on 08-09 salaries is complete, despite many delays due to fact finder illness – a report is expected very soon
- 09-10 salary reopeners remain to be discussed – but need to see fact finders report on 08-09 first
- Successor bargaining, contract expires 6.20
- CFA has expressed a desire to the told CO to extend the current contract by one year,
- The Chancellor's office does not share this desire.
- Neither the CSU nor the CFA are likely to sunshine their proposals before May.

5. Graduation Initiative: CFA is not opposed to increasing graduation rates, but remains concerned about the choice of mechanisms chosen to achieve that end.

## 5. Resolutions

### 5.1 Chancellor's Response to January Resolutions

#### A. Resolution in Support of Reinstating Research, Scholarship, and Creative Activities Awards for 2010-2011.

Response: The Senate's concern regarding funding for Research, Scholarship, and Creative Activities (RSCA) is acknowledged. In his recent visit with the Academic Senate, Chancellor Reed assured the faculty that the funding for RSCA will be restored once fiscal allocations to the CSU have stabilized.

#### B. Protecting the Rights of Contingent Faculty Who Participate in Shared Governance.

Response: The Senate has stated its view on the participation of lecturers in Academic Senate deliberations, and it is its province to do so. However, all issues related to lecturer compensation, entitlement, and appointment are addressed in the collective bargaining agreement.

#### C. Affirming Shared Governance Within the California State University: Adoption and Use of Deliverology as a Tool to Achieve Administrative Action.

We acknowledge that some faculty have raised concerns regarding the Graduation Initiative and especially any methodologies ascribed to it. We also acknowledge that some have suggested that the Graduation Initiative has not included faculty at appropriate levels. As stated by EVC Echeverria on January 22<sup>nd</sup>, the Graduation Initiative project is designed to be an evolving process. Each administrative team has been invited to tailor its plans and adjust them in consultation with their faculty, Academic Senates, community stakeholders, and administrators. For such an initiative to be successful, all members of our campus communities will be asked to participate. In addition, we fully expect that new methodologies will be developed during the next six years and that they will evolve into forms far from those presented on October 26<sup>th</sup> and 27<sup>th</sup> to the CSU presidents and provosts.

## **5.2 Second Reading Items**

- 5.21 Resolution on Private Donors and Respect for Academic Freedom – Changes made and sent to the Plenary.

## **5.3 Potential First Reading Items**

- 5.31 A Resolution on the Faculty Trustee Matter – Tabled in January  
A long discussion ensued with the liaison from Executive Committee about an alternative resolution on the same matter. The result was the perfecting of this resolution as coming from FAC sent to the Plenary.
- 5.32 A Resolution on Congeniality and Shared Governance  
Not Acted upon
- 5.33 A Resolution on Evaluation of Department Chairs  
Not Acted upon
- 5.34 A Resolution on GE Reform  
Not Acted upon

## **6. Discussion Items – None of the discussion items were addressed due to time limitations.**

- 6.1 Self-Support Summer Sessions/Graduate Programs and integrating summer into the curricular structure of the CSU
- 6.2 Chair interference in faculty grading
- 6.3 Supporting Faculty RSCA within the CSU Mission - Baaske
- 6.4 FAC Review of the ASCSU-CSU-CFA Joint Report on Student Opinions of Teaching Effectiveness – Brodowsky
- 6.5 New Items

## **7. Adjournment**