

Faculty Affairs Committee

UNAPPROVED MINUTES

Friday, February 20, 2009

Members Present: Glen Brodowsky, Bernadette Cheyne (Recorder), Manzar Foroohar, David Lord, Robert McNamara (Chair), Hank Reichman

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

Call to order: 10:10 a.m.

1. **Approval of the agenda:** The agenda was approved as amended.
2. **Approval of the minutes for January 22, 2009:** M/S Reichman/Lord to accept the minutes of January 22, 2009 as submitted. Passed unanimously.
3. **Announcements:**

McNamara:

- Gary Reichard has announced his retirement. Two faculty members will serve on the search committee for a replacement.
- Budget issues were discussed in Executive Committee, especially in terms of how the stimulus package might affect the CSU.
- Gary Rhoades is the General Secretary of AAUP and there has been interest in having him meet with the ASCSU. Hopefully an invitation will go out in May or early in the fall at the latest. Rhoades already is visiting a number of CSU campuses. A question arose as to whether FAC would like him to speak on any specific issues. If we can get him confirmed for a plenary, we will try to get him to attend a FAC meeting as well.
- Executive Committee spent quite a while talking about the FAC resolution on Affirmation of Equal Rights. Executive Committee is involved in the procedural issues relative to the rather unusual requests that are being made. Procedurally the resolution will go forward, but we will need to be prepared for potential parliamentary procedures to quash the resolution. Committee discussion ensued regarding the protocols involved.

4. Reports

4.1 Lorie Roth (CO Liaison):

- The search has been closed for the Extended Education Dean.
- There is an initiative called Proficiency Before the First Year, related to remedial courses. It focuses upon having students complete their remedial courses before they begin their first year of study at CSU. This will be taken up by the Trustees at their March meeting.

- Another topic in Academic Affairs is online courses. Jerry Hanley is working hard on this issue since it is a top priority with the Trustees and Chancellor. Concern was expressed that there may be a belief that online courses are cheaper, which is not necessarily the case. It also was noted that online courses may be a means of increasing FTES for those campuses that are seeking additional enrollment.
- The Academic Council (Provosts) is going to change its format considerably. Currently the AC meets every two months for two days (six meetings a year). Now the AC will meet four times a year with interim online discussions.
- Attended a meeting of COLD where she indicated that there is a great deal of enthusiasm for the CSU Virtual Library. Noted that the Senate was not represented at the meeting and that such representation would be important. A committee member advised that the COLD meetings have been scheduled this year such that they conflict with the schedule of our liaison, Buckley Barrett.

4.2 **Elizabeth Hoffman (CFA):** Offered a bargaining report:

- Currently are involved in reopeners which include Equity, SSIs and GSIs. The CSU's response has been 0-0-0 in each area. The CSU's position is one of lack of money to fund salary increases because of competing demands.
- CFA has recommended binding arbitration rather than the statutory process. CSU has rejected binding arbitration in favor of the statutory process. Thus the CFA has filed for impasse with the PERB. However, they have not given up on the binding arbitration route and hope there still may be hope to pursue that direction. It is felt that binding arbitration would be much less expensive and divisive.
- Following the statutory route, there will be mediation and fact-finding. At that point the CSU can impose and the faculty can strike.

4.3 **Margy Merryfield (faculty hiring):**

- Passed out a draft of "Highlights from 2007 Faculty Recruitment Survey." The surveys are in for 2008, but that information currently is being processed. Went over the major points of the report.
- Once the report is finalized it will be distributed to campuses with encouragement that they review, reflect and implement changes as appropriate.
- The fall '08 data will show a reduction in hires since that is when the economic crisis began to impact the system.
- It was noted by the committee that more information on diversity would be helpful and it was suggested that subsequent surveys gather more diversity information so that we can begin to follow trends and make recommendations in this area.
- FAC will await the final report, which should be available in March, and will decide at that time what action to pursue.
- Research into faculty satisfaction has been of interest to FAC for some time, but the CO has not had the resources to gather this information. However, a graduate student has expressed interest in pursuing this and will prepare a draft instrument to gather system-wide data.

4.4 **Gail Brooks:**

- They are still analyzing the newly-passed State budget, so don't have definitive information and much is still unknown. What has been passed is very similar to what was proposed in January.
- There are a number of initiatives in the federal stimulus package that will have an impact on the CSU and the system is still receiving and analyzing the information. The committee communicated that it would appreciate receiving updates and details on these initiatives as further information is available.
- Some issues have arisen regarding verifying the credentials of lecturers. Gail wishes to talk to the presidents about making sure that the proper screening is done. However, lecturers typically are hired at the department level. Are there ways to ensure that appropriate oversight occurs at the department level regarding checking lecturer qualifications? It was suggested that requiring an official transcript to verify degree might be effective. Reference checks and contacting previous employers could help, but sometimes there is insufficient time for this kind of follow-through. There are services available that will provide degree verification and some of these services are free. Moving toward earlier hiring whenever possible and having a prescribed process also would be helpful.
- Regarding bargaining, the statute provides a rational process for dealing with disputes. The CSU is not willing to go into binding arbitration with an arbitrator who may not understand the complexities. In the fact-finding process there are individuals who deeply understand the institution. The goal is to reach a settlement that is best for the institution.

4.5 Beth Ambos

- Offered an update on the work of the Joint Task Force on Patents and Technology Transfer. On May 15, 2008 the committee submitted a report to Gary Reichard and John Tarjan. An unfair labor practices complaint was filed by the CFA which has slowed down the implementation process. However, individuals are working on some of the practical issues involved in implementation (those that are not in dispute with the union), especially as related to things that the state and especially the federal government are asking the CSU to do. The basic model being explored in terms of costing-out is using institutions such as San Diego State and San Bernardino where strong processes already are in place to assist other institutions. Are also looking at measures to protect faculty while going through the process to prevent their work being stolen before it has been patented. The group also explored asking UC to take over this aspect of our work, but the committee was unwilling to pursue that.
- Regarding research initiatives and partnerships, there was a Student Research Day at Dominguez Hills on February 19th that was very well attended and generated a great deal of interest and excitement. Yesterday there was a meeting of the Strategic Language Initiative. This group is generating intensive language study in a number of different languages. Considerable effort is being expended on generating more funding for this initiative.

4.6 Mark Van Selst (Executive Committee liaison):

- The faculty reps on the search committee for the EVC will be the current Senate Chair (Tarjan) and Past Chair (Pasternak).
- Faculty Affairs may wish to look at issues related to placing regularly-offered courses into Extension. This approach is being used on some campuses in order to deal with over-enrollments and/or shrinking budgets.
- Another potential issue is YRO. Although the CO remains strongly behind YRO, most campuses have substantially reduced their summer offerings and more has been taken on by Extension. George Diehr and Dick Montanari have some expertise on this issue and their input may prove helpful to FAC.
- Foroohar and McNamara will work on a resolution for our March meeting that addresses the second two bullet points.

4.7 Liaison Reports

Brodowsky

- He is the member of a committee that has been looking at alternatives to the CLA test. They looked at a CAPP and a MAPP test, but determined that neither was superior to the CLA. (VSA requires that we use one of the three tests noted above.) They have some experts who will visit with the committee to discuss this further prior to submitting their final report. They anticipate the report being completed by the end of this academic year.
- The committee is aware of the difference between assessment and accountability, and that there are implications in terms of the local communities and their expectations.
- Regarding questions of “value added,” there is a belief that we will see greater improvement in the CSU given the nature of our incoming student body.

5. Resolutions

5.1 **Affirmation of Equal Rights:** Deferred to the March meeting.

5.2 **Educational Exchanges with Cuba:** Foroohar offered a number of suggestions. We will continue discussion of this item at our March meeting.

5.3 **Faculty Development Support for Lecturers:** Deferred to the March meeting.

6. Discussion Items

6.1 **Campus practices regarding governance (Cheyne):** Deferred to the March meeting.

6.2 **Transforming Course Design: Protecting academic freedom:** McNamara distributed a “Transforming Course Design Initiative Update.” There was discussion as to whether FAC wishes to pursue this issue. It was suggested that this initiative may be one that should be deferred given the economic situation. Concern also was expressed that junior faculty who are vulnerable may be pressed into service. It was decided unanimously to table this issue for the present and drop it from the agenda.

6.3 **Patents, Technology, Transfer Report:** Discussed the May 15, 2008 Task Force report. It was noted that Principle 3 may not adequately ensure that faculty have the strongest

voice in creating policies at the campus level. Principle 10 also raises some concern in that the “appropriate percentages” that inventors may receive are determined wholly by administrators. It was decided to request that John Travis offer his opinion on the document once he has had a chance to review it, and that we defer a decision on its disposition until then.

6.4 McCauley initiative (vested pensions): The committee reviewed information on this initiative. FGA also is discussing the issue. The committee requires more information before making a decision, including learning whether it has gotten sufficient signatures to make it on the ballot. McNamara will discuss the matter with the FGA chair and report back at the March meeting.

6.5 Economic downturn and the role of faculty governance (Chronicle of HE article, 2/9/09): Given that resolutions on sustaining faculty governance have been passed by the Senate in the past, the decision was to defer action on this item for the present.

6.6 Faculty role in presidential reviews: the role of confidentiality: It was noted that there is faculty concern regarding confidentiality in reviewing presidents and the extent to which lack of confidentiality can inhibit faculty from offering honest commentary. It was decided not to pursue this issue at this time.

6.7 Role of administrators in curricular process: It was noted that on one campus there is a curricular procedure in place that can allow administrators to take a major role in making curricular decisions. Lord will draft a resolution on faculty primacy in curriculum for discussion at the March meeting. This will be shared with AA in the event that they wish to co-sponsor it.

6.8 Local student fees: It was noted that some campuses are pushing for much higher local student fees. There was a question as to whether FAC should involve itself in this issue. This seems a more appropriate issue for FGA. We will review further information before making a decision about whether to pursue the matter.

7. Adjournment: The meeting was adjourned at 2:42 p.m.