

## Faculty Affairs Committee

### APPROVED MINUTES

Thursday, January 22, 2009

**Members Present:** Kevin Baaske, Glen Brodowsky, Bernadette Cheyne (Recorder), Manzar Foroohar, David Lord, Robert McNamara (Chair), Hank Reichman, Paul Rivera, Marshelle Thobaben

**Guests:** Bob Buckley, Karen Davis, Susan Gubernat, Kathy Kaiser, Pat Kalayjian, Margy Merryfield, Lorie Roth, John Travis, Mark Van Selst

Meeting was called to order at 11:08 a.m.

1. **Approval of the agenda:** CLA update was added to the agenda as item 4.7. The revised agenda was approved by consensus.
2. **Approval of the minutes for November 12, 2008:** M/S/P Reichman/Baaske to approve the minutes as revised.

#### 3. Announcements

McNamara:

- Decided to have a working lunch given the number of resolutions we need to work on.
- Have an option to meet tomorrow at 8:30 a.m. We will decide whether to do so later in the meeting, based upon how much work we can accomplish today.
- A response has been received regarding FAC concerns about the makeup of the committee for the Center for Community Engagement. Senators Thobaben and FAC Chair McNamara have been asked to serve, and two additional faculty members will be selected. The FAC acknowledges and appreciates the spirit of the response and the manner in which it addressed Senate concerns.
- It appears that the ASCSU will go forward with our established schedule for the rest of the academic year.
- There will be a commendation for Ann Peacock at this afternoon's plenary; copies were passed around for review. The only objection noted was that she is retiring at all.

#### 4. Reports

##### 4.1 Lorie Roth:

- The CLA Task Force met for the first time yesterday. This committee has been formed to review the Voluntary System of Accountability, which was initiated in a somewhat hasty manner.
- Are now down to three candidates for the State University Dean position and should have a resolution within the next few weeks.
- Vacancies will be filled in the Chancellor's Office for positions related to the California Academic Partnership Program and the Pre-Doctoral Program. A document was distributed and committee members were urged to consider being faculty mentors for individuals interested in the Pre-Doctoral Program.

##### 4.2 John Travis:

- Regarding the Patents and Technology Transfer Report, the CFA will be meeting with the administration beginning on February 5<sup>th</sup> to discuss various aspects of this issue. The union grievance remains, but may be withdrawn based upon the results of the negotiations with the administration.
- The union has been very deeply embroiled in the state of the budget. It is particularly difficult for the CSU given the nature of our fiscal year. The union's work has mostly been in cooperation with the administration. A resolution was passed by the Assembly that was sent to Washington which asks the federal government to look at issues related to higher education in the United States. The Union also commissioned a report on the state of higher education in California which now is available on the CSU website. The report expresses concern at the deterioration of higher education in California over the last number of years.
- The CFA and CSU are at impasse in terms of contract negotiations. The CSU's offer includes no additional compensation, which is the same as the original offer, so no progress was made. There is some discussion regarding equity increases, and a decision needs to be made by the Board of Directors regarding next steps in this process. Regarding the PPI program, there was insufficient money in the original allocation to award PPIs to all those who qualified so campuses were allowed to dip into the money set aside for appeals. In such cases, awards are limited to 2.75%. There remain complexities in this program that need to be worked out.
- There was some committee discussion regarding the reorganization at Dominguez Hills which was done without consultation with the affected faculty. A number of curricular issues also were raised and it was noted that contractually CFA cannot specifically address such matters but that FAC may wish to review these issues.

#### 4.3 **Margy Merryfield:**

- Passed out "Recruitment and Hiring Guidelines, Tenure-Track Faculty" which is intended to provide helpful advice regarding ways to make searches successful, stay within the law, and maintain equity. The intention is not prescriptive, but rather informative. This document will be released fairly soon. Also, an on-line training session is being prepared that will assist campuses in a similar manner.
- At our February meeting, FAC will receive the 2007 Faculty Recruitment Survey and, hopefully, by the end of the academic year we will receive the 2008 Faculty Recruitment Survey.

#### 4.4 **Mark Van Selst (Exec. Comm. Liaison) and Bob Buckley**

- In response to a question about what the ExCom is considering in response to the budget situation, noted that members of the ExCom would reduce their travel costs, including the number of ExCom members attending BOT meetings. The plan is to continue with the spring ASCSU meeting agenda as currently scheduled. Interim meetings may be held via teleconferencing, if practical. This is based upon what the ExCom currently knows.
- Some systemwide committees are going to teleconferencing which is saving some money.

#### 4.5 **Marshelle Thobaben: ITL Report**

- Re Transforming Course Design, a newsletter has been distributed by Tarjan which describes the current status of this initiative. This information should be reviewed in order to determine whether academic freedom is being honored.

- There are two more meetings for the ITL Board, one in person and the other to be teleconferenced. There is great concern about the use of teleconferencing given that ITL was dormant for a number of years and only has just regained some momentum. Teleconferencing has proven to be less effective in the past, and potentially could undermine the importance of this teaching-learning initiative. Roth added additional background information and communicated a sense of confidence that ITL will remain strong and viable. She also outlined the process they have gone through in the Chancellor's Office in response to the budget situation, which has included a reduction in meeting attendance by CO personnel.

#### 4.6 **Glen Brodowsky: CLA update**

- As a part of VSA, there are three approved testing instruments: CLA, MAPP and CAPP. Committee members are reviewing these three instruments with the intention of identifying the most effective assessment tool.
- This is really targeted toward parents who are intending to send their students to the CSU. The tests measure how much improvement students make during the course of their studies.

### 5. **Resolutions**

- 5.1 **Protecting Instruction During Times of Budget Crisis** (Feroohar/McNamara): Revisions were made to the resolution and it was forwarded for second reading.
- 5.2 **Collection of Faculty Survey Data** (McNamara/Brodowsky): Revisions were made to the resolution and it was forwarded for second reading.
- 5.3 **Affirmation of Equal Rights** (McNamara/Cheyne): Revisions were made to the resolution and it was forwarded for first reading.
- 5.4 **Educational Exchanges with Cuba**: Revisions were made to the resolution and it was forwarded for first reading.
- 5.5 **Faculty Development Support for Lecturers**: Revisions were made to the resolution and it was forwarded for first reading.

### 6. **Discussion Items**

- 6.1 **Campus practices regarding governance (Cheyne)**: Discussion of this item was deferred to the February meeting.
- 6.2 **Access to Excellence goals and budget constraints**: This item will be removed from the agenda, but may be taken up again at a future time.
- 6.3 **Transforming Course Design: Protecting academic freedom**: Committee members were advised to read the newsletter related to this topic that recently has been distributed via e-mail, and the issue will be discussed at the February meeting.
- 6.4 **Patents, Technology Transfer Report**: Discussion of this item was deferred to the February meeting.
- 6.5 **Other**: Two additional items were added for discussion at the February meeting:
  - "Recruitment and Hiring Guidelines, Tenure-Track Faculty" distributed today by Merryfield.
  - Protection of lecturers relative to contract non-renewal.

7. **Adjournment**: The meeting was adjourned at 3:25 p.m. Enough had been accomplished that it was decided that a Friday morning, January 23, committee meeting will be unnecessary.