

Academic Senate CSU
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MINUTES
May 19-20, 2016
Office of the Chancellor

Thursday, May 19, 2016 - 8:00 a.m. to 5:00 p.m. - Dumke Auditorium

Senate Social – Fiscal & Governmental Affairs Committee Housing
5:15 p.m. to 6:45 p.m., Munitz Lobby

Friday, May 20, 2016 - 8:00 a.m. to 12:00 p.m. - Dumke Auditorium

Organizational meeting and election of ASCSU 2016-17 Officers
1:00p.m. To 3:00p.m., Dumke Auditorium

Call to order

With a quorum being present, the meeting was called to order at 8:05a.m.

Roll Call

Senators Present: Bakersfield (Frye, Murphy); Channel Islands (Aloisio, Yudelson); Chico (Schulte, Sistrunk(SUB)); Dominguez Hills (Esposito, Norman); East Bay (Fleming, Gubernat); Fresno (Benvides, Kensinger); Fullerton (Guerin, Hoven Stohs, Stambough(Absent)); Humboldt (Creadon, Eschker); Long Beach (Hood, Klink, Soni (Absent)); Los Angeles (Baaske, Bodinger-deUriarte); Maritime (Snell (SUB), Trevisan); Monterey Bay (Davis, Nishita); Northridge (Chong, Schutte, Swenson); Pomona (Neto, Swartz); Sacramento (Holl, Krabacher, Miller); San Bernardino (Steffel, Ullman); San Diego (Eadie, Ornatowski, Wheeler(Absent)); San Francisco (Collins, Ritter (Absent), Yee-Melichar (Absent)); San Jose (Lee, Sabalius, Van Selst); San Luis Obispo (Foroohar, LoCasio); San Marcos (Barsky, Brodowsky); Sonoma (Nelson, Roberts); Stanislaus (Filling, Strahm); Emeritus/Retired Faculty (Pasternack).

Guests: Silas Abrego, CSU Trustee; Loren Blanchard, Executive Vice Chancellor – Academic and Student Affairs; Meredith V. Turner CSSA Assistant Executive Director & Chief Governmental Officer on behalf of Juan Cervantes, CSSA Liaison; Jennifer Eagan, CFA Liaison; Harold Goldwhite, CSU Emeritus and Retired Faculty Association (ERFA) Liaison; Lori Lamb, Vice Chancellor – Human Resources; Dia Poole, CSU Alumni Liaison Report; Steven Stepanek, CSU Faculty Trustee; Timothy P. White, CSU Chancellor.

Approval of agenda

The Agenda was Approved.

Approval of March 3-4, 2016 minutes

The Minutes were Approved.

Announcements

Chair Filling announced the re-elected senators to ASCSU. He further announced that ExCom would discuss the need to make sure that values discussions do not take the place of action in the formation of the Tenure Density Task Force and charge. Senator Brodowsky announced that it is remember the expertise and work done by Senator Guerin on the subject.

Presentation/Introductions

Chico State Senator Schulte introduced Senator Sistrunk. CSU Maritime Senator Trevisan introduced Senator Snell.

Reports

Steven Filling, Chair

Chair Filling reported on the senators that had been re-elected to ASCSU. Chair Filling reported on the Chancellor's responses to the resolutions passed during the last plenary. Central in this discussion was the need for greater critical thinking within the CSU on the meaning of higher education and student achievement. Chair Filling also reported that Chancellor White has agreed to a discussion on Student Success and that the Academic Affairs Committee (AA) would be involved. Central in this discussion would be the roles that shared governance/ shared leadership could play to ensure student achievement. Extended ExCom were reminded that committee preference forms would be distributed to all ASCSU Senators. Chair Filling further reported that a Quantitative Reasoning Task Force meeting would occur on May 31, 2016 in the Munitz Room. Representatives from the federal government would be in attendance and would meet the task force between 9:00a.m. and noon. The Quantitative Reasoning Task Force Report would be of central focus in the discussion. The task force would continue until mid-June and an additional mid-June meeting is being considered. Chair Filling also reported that Executive Vice Chancellor Blanchard and Vice Chancellor Lamb were consulted regarding Tenure Density. The Task Force would be constituted and would consist of three representatives from the CFA, three from the ASCSU, campus presidents, provosts and AVPs of Academic Affairs, representatives from the Chancellor's Office,

including EVC Blanchard, and AVC Merryfield, for a total of thirteen. The charge and data types to be used would be discussed during the first meeting. The draft charge would be sent out as soon as it is completed. Sacramento is also interested in the discussion of tenure density. Chair Filling further reported that on the subject of Academic Freedom and Intellectual Property, there seems to be support from campuses on overarching practices that address concerns. There is also much support for discipline councils. It is important that instructional faculty engage in discussion of what works and what does not. This would be an effort to create innovation from the “middle”. Chair Filling further reported that meetings with Chancellor White and the cabinet have been scheduled for 2016-2017. Chancellor White would attend the Academic Senate meetings and alternate between meetings with the ASCSU and the ASCSU chair/Executive Committee. State advocacy representatives at the CSU have not offered talking points to ensure consistency in communication with Sacramento and these should continue to be pursued. Garret Ashley, Advancement and Government Relations would be consulted. It is important that the next ASCSU chair and ExCom follow up on this. Lastly, Chair Filling reported that Kathleen Chavira had been appointed the new Assistant Vice Chancellor for Advocacy and State Relations. The Campus Climate, Civility Policy, and Ethnic Studies Task Force Report information is being awaited. The Ethnic Studies Task Force Report should be made public in June. SB 1450 Glazer, California Promise, did not leave the Education Committee in Sacramento. The bill’s impacts on underrepresented minorities and the tuition freeze would continue to be discussed, as it seems to lead in role changes for the CCC. Amendments to the bill are desired by Thursday and FGA would take this up as an agenda item. On the subject of budget, it is important to share the information. These discussions must be a two way street. The following concerns and questions were raised:

- i. It is important to remember the extensive work done by Senator Guerin.

Campus State of Affairs Update:

Chico State: Senators reported being pleased with the arrival of President Hutchinson. The new president visited with the senate, cabinet, and staff.

CSU East Bay: Senators reported that there are concerns over shared governance. Changes have occurred in administration and consultation practices with the executive committee. The campus president will not attend Academic Senate Executive Committee meetings. A letter of concern was drafted regarding the erosion of shared governance. The goal of this letter was to generate conversation. President has since committed to attend one meeting per month and make an effort

to remain at the senate meetings. The senate has withdrawn the resolution and will maintain a watch of the situation. The coming year will be one of observance.

CSU Stanislaus: Senators reported on issues of shared governance. The campus Provost has raised questions on the validity of a strategic plan. The campus senate honed in on two actions of the president: the lack of action in designating a faculty member as co-chair and lack of collaboration and shared governance in the creation of a new strategic plan. Shared governance and a strategic plan resolution were passed, which urged the president to engage in shared governance. Senators asked for the sharing of shared governance policies and practices with the Stanislaus senate. The following concerns and questions were raised:

- i. Is it possible to proceed with censure?
- ii. This seems to be symptomatic of a changing culture in the CSU. It is important to have a discussion with the CO on why this legal language is being used so much in shared governance.
- iii. It is important to copy the letter and send it out as an example of shared governance.
- iv. It is important to pay attention to when our behavior can enable the bad behavior. It is important to name the specific behavior and actor that contributes to the erosion of shared governance.
- v. ExCom has discussed the behavior of out going president rite large. This may act as a cautionary tale.
- vi. It is important to have a resolution on president behavior.
- vii. CSU San Bernardino has produced a campus climate study that should be paid attention to. Faculty, staff, and MPP points of view were taken into consideration.
- viii. It is important to report back to our campuses about what is going on at other CSU campuses.

CSU San Bernardino: Data reveals 193 respondents reported being bullied. 300 have said that they have witnessed bullying. Only 30% said that they felt safe expressing their opinions without fear of retaliation. The following concerns and questions were raised:

- i. It is important to look to SJSU for examples of how there is hope after administration changes.
- ii. It may be important to contact OSHA.
- iii. What is described about San Bernardino can be seen on other campuses. It is important to not accept this kind of work place environment.
- iv. It is important to think about the implications of going to OSHA.

- v. It is important to pay close attention to the concerns raised from other campuses and make these concerns public.
- vi. It is important that we share our experiences and this can bring about change.

Standing Committees

Academic Affairs (AA)

AA Chair Nelson thanked AA for their work, as well as expressed gratitude for the collaborations and consultation with Chancellor's Office (CO) Liaisons Assistant Vice Chancellor (AVC) Eric Forbes and AVC Ed Sullivan. The committee discussed EO 1100 and the lack of equitable application that has occurred throughout the CSU. The lack of consultation was also of concern and informed the forthcoming Resolution on Basic Subject Courses and the Grade of C-. Lastly, Chair Nelson reported that the committee also discussed the need for increased funding for library collections, updates on California Community College (CCC) BA, and updates received on ExCom activities. The following concerns and questions were raised:

- i. It is important to know that Council of Library Directors (COLD) is willing to have an active relationship with the ASCSU. For the last ten years the budget has been limited to \$5 million. There is a need for greater advocacy.
- ii. What consequences might students face due to this C- issue?

Academic Preparation and Education Programs (APEP)

APEP Chair Fleming reported that the committee continues to have productive meetings with their senate and CO colleagues and thanked everyone for their work this year. The committee discussed the implications of the review requirements released by the Credential Committee and teacher preparations necessary to address the teacher shortage in the State of California. Administrative credentials and accreditation were also discussed. Chair Fleming also reported that the committee would continue to monitor the academic preparedness of students entering the California State University (CSU) and the need for expository reading and writing courses. The committee would also continue to monitor the roll out of Smarter Balance, Common Core, and the new SAT scores. Chair Fleming further reported that it would be important for the committee to explore literacy related preparation, such as writing, placement exams, etc. Collaborations would also continue with Bechtel and the CSU Dean of Education. The following concerns and questions were raised:

- i. It is important to have a standing committee address the teacher shortage.

Faculty Affair (FA)

FA Chair Foroohar reported that the committee discussed and prepared a Resolution In Support of Increased Funding for the Research, Scholarship, and Creative Activities (RSCA) Program. This resolution will come to plenary in Second Reading. Chair Foroohar also reported that the committee heard reports from the several guests. AVC Merryfield reported on the upcoming conference for department chairs in October, VC Lori Lamb discussed the revisions made to the Background Check Policy. The revisions included address of sensitive positions; however, revisions apply to students and do not apply to newly hired faculty. When the committee asked about inconsistent treatment between students and faculty, risk management was given as the rationale. Minorities and political activists that become faculty continue to be of concern in this policy. Lastly, Chair Foroohar reported that the committee continued to express concerns about the difficulty of acquiring data on individuals that did not apply to the CSU because of the background check policy. The committee also continued to raise the question or whether or not faculty concerns were addressed. FA also received reports from Director Van Cleve on university operations and CFA President Eagan who reported on the new contract and the ratification process. FA also compiled a list of tasks for the future FA committee. The following concerns and questions were raised:

- i. Are background checks standard for all universities?
- ii. All senators are encouraged to look at the revisions to the policy. Some revisions are very good, if they can be applied to faculty.
- iii. How does background checks relate to sexual violence reporting?

Fiscal and Governmental Affairs (FGA)

FGA Chair Krabacher reported that the committee would present a Resolution Regarding Evaluation of Online Teaching in Second Reading and a Commendation in Honor of Trustee Lou Monville. Chair Krabacher also reported that the committee meeting would focused on the may revise, the Tenure Density Task Force follow up, and review of legislation. FGA would also consult and meet with Christian Osmena, of the California Department of Finance and Cara Perkins. The May revise provides \$25 million in one-time funds to improve CSU graduation rates. The senate bumped this to \$35 million. \$1.1 million goes to a project at the Sacramento State campus. The rationale for the increase came from the Department of Finance and required specific outcomes. Chair Krabacher further reported that FGA would review the status of bills that were priorities as of March and the need for potential change in position. Close attention would be paid to SB 1440. The following are important to state position:

1. AB 2214 Harper, required faculty to report royalties. The current suggested ASCSU position of oppose still stands.
2. AB 2163 transparency in president searches.
3. AB 1721 expands CAL grant.
4. AB 2386 conflicts with the Faculty Trustee bill. This bill calls for continuation of a Faculty Trustee even if successor has not been appointed; however, the new bill does not allow for this.

Lastly, Chair Krabacher reported that FGA created carry forwards for the next committee and commended the hard work of the current committee. The following concerns and questions were raised:

- i. How might the Glazer bill be reinvented? What should we continue to expect?
- ii. Another bill could be amended to include the language from the previous Glazer bill. It is important to watch for this old language.
- iii. It is important to pay close attention to SUGS.

General Education Advisory Committee (GEAC)

GEAC Chair Eadie thanked the committee for their hard work and reported that GEAC examined the current pilot to allow California Community Colleges (CCC) to develop online courses for oral communication. Participants in the current pilot meet once per year to discuss progress. Discussion has now begun on whether or not these courses could transfer to the CSU. The committee discussed the implications that this hold for the CSU baccalaureate. Chair Eadie also reported that the committee decided to work on guiding notes for how to move forward and heard a report from Director O'Donnell on concerns from the CCC. Articulation officers have been given guiding notes on transferability, since more courses were submitted this cycle than in the past. Chair Eadie was invited to speak with articulation offices at their meeting in April. Lastly, Chair Eadie reported that GEAC discussed the implications for C- / C grades in the Golden four and Quantitative Reasoning (QR) pathways. The CCC Pilot was extended last September. GEAC also met with Deborah David, CSU Chancellor's Office and representatives from the Stem collaborative.

Steven Stepanek – CSU Faculty Trustee

Faculty Trustee Stepanek reported on the following highlights from the March 2016 Board of Trustees meeting:

- i. The full board interviewed the finalists for the positions of president at California State University, Channel Islands and California State University, Chico. Erika D. Beck, Ph.D. was appointed president of California State University, Channel Islands, effective August 8, 2016,

- Gayle E. Hutchinson, Ed.D. was appointed president of California State University, Chico, effective July 1, 2016.
- ii. The Committee on Organization and Rules discussed a first-reading, informational item on revising the Standing Orders to delegate the approval of capital outlay projects and schematic designs valued at \$5 million or less to the Chancellor. Currently, the Chancellor can approve projects valued at \$3 million or less. The UC has a similar policy but their ceiling amount is \$50 million.
 - iii. An update on the Sustainable Financial Model Task Force Report was given to the Committee on Finance. Executive Vice Chancellor and Chief Financial Officer Steve Relyea provided a review of the current contents of this report. He stated that the 19 recommendations in the report can be categorized into five areas:
 - 1. Short term Implementation initiatives
 - 2. Medium term implementation initiatives
 - 3. Initiatives requiring proposals to the Board
 - 4. Initiatives requiring State and Board approval
 - 5. Initiatives requiring multiple constituent support
 - iv. The Committee on Educational Policy approved the CSU Academic Master Plan, campus Academic Plans, and related documents. The CSU and campus Academic Plans list the disciplines for which degree programs are offered or are planning to be offered. The Academic Plans also list degree programs in the process of being phased out (suspension of new admits) or no longer offered (program discontinuance.) The “related documents” contain summaries of WASC accreditation visits, student-learning assessments conducted through program review, and accredited academic programs and departments.
 - v. Educational Policy also received a report on academic preparation. CSU outreach activities last year served over one million K-14 students. Over 418,000 eleventh graders participated in EAP (based on Smarter Balanced) during spring 2015. Of these students, over 96,000 demonstrated readiness and an additional 138,000 demonstrated conditional readiness in English Language Arts. About 46,000 students were deemed college ready in math and an additional 75,400 were conditionally ready. The fall 2015 freshman class was the largest entering class in CSU history at just over 64,000 students and was the best prepared class at fall entry; 55% were ready in both math and English without Early Start; summer Early Start resulted in another 6% being ready in both subjects.
 - vi. Chair Lou Monville welcomed the four new trustees recently appointed by the governor: Jane Carney, Jean Picker Firstenberg, Thelma Meléndez

de Santa Ana and Lateefah Simon, and congratulated Trustee Lillian Kimbell on her reappointment. He also announced the departure of Trustee Margaret Fortune from the board.

Faculty Trustee Stepanek also reported on his key activities since the March BOT meeting. He engage in the following:

- i. He met twice as a member for the full advisory committee for the search of the next president of CSU Stanislaus. April 21st application resumes were reviewed and May 13th, candidates interviewed candidates. The full Board is scheduled to interview the finalists on May 23rd and, if all goes according to plan, a public announcement of an appointment will occur at 9 am on May 25th.
- ii. On March 22nd, Faculty Trustee Stepanek participated in a conference call organized by Ken O'Donnell, CSU Senior Director, Student Engagement and Academic Initiatives and Partnerships, regarding planned CSU involvement in integrated curriculum intersegmental discussions on high-impact practices.
- iii. On March 25th, Faculty Trustee Stepanek attended the CSU Computer Science / Information Science / Software Engineering (CSISSE) Discipline Council meeting hosted by Cal Poly Pomona. He presented information regarding proposed changes to the computer science TMC and answered questions regarding Board activities and the planned CFA strike.
- iv. On April 23rd, Faculty Trustee Stepanek attended the ERFA Council meeting hosted by San Jose State. He answered questions regarding Board activities and discussed aspects of the tentative CFA collective bargaining agreement.
- v. On April 24th, I had the distinct pleasure of visiting the Cal Poly Swanton Pacific Ranch in Santa Cruz, Calif during the ranch's annual public open house.
- vi. Faculty Trustee Stepanek met with the CSU Sustainable Financial Model Task Force on May 4th, for what should be its last meeting. He identified three areas in need of clarification: a) the call for predictable tuition amounts so students and parents can calculate the cost of an undergraduate degree; b) consideration of a different model for handling tuition discounts (a replacement for State University Grants); and c) expansion of state- supported summer sessions. Trustee Kelsey identified a fourth concern: the need to be able to translate this document for different constituencies.
- vii. On May 6th, Faculty Trustee Stepanek performed a trustee visit to CSU Bakersfield, meeting with President Mitchell, his cabinet, the Academic Affairs Council, student leadership, and faculty leadership to discuss

campus issues and concerns. He also had an opportunity to visit technology-equipped facilities, their Human Performance Laboratory, and their Fab Lab. The Fab Lab is a prototype fabrication facility utilizing a variety of 3-D printers and cutters that is open to all students and the public.

- viii. On May 10-11th, Faculty Trustee Stepanek visited CSU San Bernardino, meeting with President Morales, Chairs Council, Deans Council, the campus vice presidents, student leadership, faculty leadership, the faculty senate, and the Black Scholars Matter council to discuss issues related to shared governance and student performance. The discussions with these groups were very informative. During the faculty senate meeting, the second part of the 2015 CSUSB Campus Climate Survey was reported on. This part of the survey report focused on issues related to performance evaluation, career advancement opportunities, perceptions of equity, bullying, diversity, psychological safety, workload, and work stress.

Lastly, Faculty Trustee Stepanek reported that commencement time is starting for semester-based campuses and in about two weeks for quarter-based campuses. For this cycle, he will be participating in commencement events at: Long Beach, Northridge, Stanislaus, San Jose, Bakersfield, Los Angeles, Pomona, and San Bernardino (campus and Palm Desert). Faculty Trustee Stepanek's full report on the March 2016 meeting of the Board of Trustees is available at:

http://www.calstate.edu/AcadSen/Records/Faculty_Trustee/index.shtml .

The following concerns and questions were raised:

- i. It is important for the BOT to pay attention to whether or not net investment is going to yield the expected outcome. It is important to see if the money has been spent with excellent results.
- ii. It may be time to do another analysis of Early Start.
- iii. We must go back to discipline based meetings. For example, the English Council is able to meet once a year. We have talked online about failures. In the promise for accountability, the program should be examined for success when one campus passes one set of students and need further writing skills while others only require one semester of composition. Giving students A's and B's does not equate with student success. This relationship must be investigated.
- iv. Will further faculty input be taken for the Sustainability Financial Model Task Force Report?

- v. Is it possible that the BOT will ask for silver or gold standards by asking how well student do in the General Education courses?

Jennifer Eagan – CFA Liaison Report (Time Approximate: Thursday, 10:00a.m.)

California Faculty Association (CFA) President Eagan thanked the ASCSU for their work and reported that the vote for the tentative bargaining agreement resulted in a 97% yes vote, with a 60% members turnout. The CFA anticipated that the BOT would approve the agreement next week. President Eagan also reported that the CFA would be lobbying for an additional \$101 million in the May revise. The message that would be conveyed is that we don't have "on-time" students. The CSU needs funding for students, which means funding for faculty and classrooms, and necessary infrastructure upgrades. These educational resources are not one-time events. President Eagan further reported that rumors seem to floating on campuses that campuses have been asked to pay 1% of the raises and the "me too" clauses for affiliated unions. It is important to ensure that assumptions relate to data. CSU faculty members can expect to see the raise in their October paychecks. The provisions of exceptional service, campus based equity, etc., continue in the current contract. Compression and inversion remain in place as well. The CFA will continue work on campus-based equity next year. The CFA will continue monitoring the following legislation:

1. AB 2019: Seeks reinstatement of the step system is in appropriations.
2. AB 2294: Addresses release time for faculty working for the California Teacher's Association (CTA).
3. AB 2163: Address the need for open presidential searches.

Lastly, President Eagan reported that there have been two task forces established regarding Academic Freedom Policy and Tenure Density. The Chancellor has indicated the need to get the conversations started. New research papers will be coming out of the CFA by August that outline the agenda for the coming year. The following concerns and questions were raised:

- i. It is important to look at all remediated costs to the CSU being charged to Prop 98.
- ii. It is important to read the "Race to the Bottom" papers.
- iii. It is important have cost of living adjustments for faculty living in high cost areas.
- iv. It is important to pay attention to Academic Freedom.
- v. On the subject of tenure density, has tenure density improved as a result of the increased state funding?
- vi. An itemized accounting is not available; however, 859 tenure line faculty were hired; however, these hires only represent a net gain of 126 faculty

across 23 campuses. FERP faculty members were also counted in these numbers. There is a lack of investment in faculty and this maps to graduation rates.

- vii. It is important to pay attention to faculty concerns. \$800-900,000 is the median house price in Santa Clara County. Faculty with the SSI max will not have met the median income. It is important for the union to consider this information. What happened to striking for 5%? Faculty will receive a zero percent increase for 2015-16. Some faculty members are deciding not to retire because they did not get a raise. What was the calculus for not getting the 5% for 2015-16?
- viii. Retroactivity was strongly argued during negotiations, the CO held a hard line on no retroactivity. \$207 million dollars was placed on the table over a three-year period. This agreement advantages higher paid faculty more than lower paid faculty. It would not have been to our advantage to refuse a reasonable offer. Since campuses determine starting salaries, campuses can enact campus-based equity programs to adjust for cost of living in high cost areas. It is important to remember that the hiring of lecturers has been the practice by which campuses save money.

Dia Poole – CSU Alumni Liaison Report (Time Approximate: Thursday, 10:30a.m.)

President Poole reported that CSU Alumni Association recently held their April meeting. Mr. John Nilon was elected Alumni Trustee on July 1, 2016. He is a Bakersfield alumnus. Trustee Nilon attributed his career to CSU faculty. He is from a legacy family. His children attend both CSU Channel Island and San Francisco State. Trustee Nilon is committed to visiting all campuses. During this meeting, the service of Trustee Monville's was also celebrated. Particular attention was given to Trustee Monville's attendance of 63 BOT meetings during ten years and his many accomplishments during his tenure at Trustee. During his tenure, "Lou By The Numbers" translated into 983,000 degrees awarded during tenure. These degrees were related to a 19% graduation rate increase and the appointment of 27 presidents. These highlights were presented to Trustee Monville in the shape of the state of California. President Poole also reported that it is important to remember that there is not always a clear role for the Alumni Trustee. The Alumni Council of the CSU appoints this individual. Represent the alumni concerns on the board and pursuit of leadership opportunities in the position is encouraged. Alumni Trustees were the last two chairs of the BOT. These individuals bring system wide issues to the alumni council for discussion and resolution. Alumni Trustees are also formally evaluated during their two-year terms. The ASCSU offers input on Alumni Trustee Service. Efforts over the past year to enhance Calstate.edu/alumni have include the following: focusing on alumni family stories, enables current

students to see the long term impacts that the CSU has on families, and highlighting of a 4-generation legacy family from CSU San Luis Obispo (SLO). Lastly, President Poole reported that the search for a 5-generation CSU legacy family has begun. This will be the ongoing theme for the next year. The Alumni Council is pleased to hear of the bargaining agreement.

Silas Abrego – CSU Trustee (Time Certain: Thursday, 11:00a.m.)

Trustee Abrego thanked the ASCSU for the invitation and reported that his goal has been to provide access to students. Several challenges have been encountered in this pursuit. One thing that seems to be missing is the increased partnerships with secondary schools. Retention and preparation for college success begins in middle school. Many students come unprepared for college. Most Latino students come from schools that are majority Latino enrolled. When the students arrive at the university they are shocked by the diversity. It is important to get information regarding college-going culture to students early. This will give us a better chance of preparing students. Trustee Abrego also reported that another concern is the achievement gap. Innovations on campuses have proven to be successful but target only a few. It is important to have intrusive instruction, peer-mentoring, etc. These programs need to be mainstreamed. Another concern is the cost of higher education. Trustee Abrego is not in favor of increasing tuition, as it far exceeds the salaries of middle class families. It is important to control the cost of higher education so that the cost is not a barrier to higher education. Impaction is another area of concern for Trustee Abrego. How can we serve eligible student that are being denied because of a lack of resources? This is a question to closely investigate, as the CSU is the only avenue for many to improve their lives. Trustee Abrego expressed interest in further examining ways to accept all eligible students in California. The Master Plan offered this opportunity; however, we are still denying access to eligible students. Lastly, Trustee Abrego reported that avenues for diversifying the faculty should be undertaken. One way to motivate students is to have individuals that identify with their students. These individuals can serve as role models and this will go a long way to motivate and inspire our student population. The following concerns and questions were raised:

- i. For many years, I have been concerned with tenure density. It was part of the Access to Excellence plans passed by the BOT. We have to be hiring faculty to diversify the faculty. These twin goals go hand –in-hand and were goals of the Access to excellence plan. The so-called corner stones were not met. It is important to review the Access to Excellence Plan. What is the appropriate matrix for CSU success? 4-year plans have been presented. It is important to discuss with the governor what a 4-year graduation rate means.

- ii. It is important to support our student to graduate in four years and provide them opportunities; however, some students are not able to do this. Diversifying the faculty does not only include hiring. There must be a way to hire faculty and support them through tenure.
- iii. Nearly 45% of college graduates were in jobs that did not require a college degree. Is it possible that we put students in a financial hole? It is important to rethink what K-14 does to the citizens of the State of California.
- iv. All students should have the option to pursue higher education. Sometime they only have two choices: join the labor force or the military. It is important to partner with secondary schools in preparing students for college so that they do have a choice.
- v. We all recognize that costs go up. There has to be increases in resources. As we expand to include those eligible students denied, resources must be put in place. In the past the BOT seems to have been reluctant to lobby on behalf of the CSU. The opposite must be encouraged so that the state lives up to the Master Plan.
- vi. It is important to pay attention to student choices, why doesn't the board consider that we move to a system that charges tuition based on the number of units that are taken?
- vii. A proposal for a fixed cost tuition was considered. There were concerns as to whether costs would be covered. The generation of support for this proposal was not possible.
- viii. I share your concerns about minority faculty. As a department chair, with a student body that is 44% Latino, after this year, there will be zero Latino faculty. The reasons for the lack of retention included housing prices.
- ix. We have to be creative in how we approach the issue of minority faculty recruitment and retention and faculty diversification. Faculty housing development is one example.
- x. We have a six-person department and are very diverse. On the topic of access, historically a small percentage of the population went to college. We now have a higher population going to college. What we teach in college is now becoming what was learned in high school. College education is now being delivered to 450,000 students per year. The numbers that we turn away are the size of an entire campus. We have to realize that a four-year degree is a luxury for an elite group of people. To tell our students that they can have it all when they do need remediation when we are cutting back, sets us up for disappointment. The real social justice is our students are going through college and doing something afterward. Sometimes doing well means doing less and taking longer.

- xi. Your passion for diversification is to be applauded. In addition to money that we don't have, we can look at our policies that might prevent potential faculty from applying to the CSU. We are dealing with a new Human Resources (HR) Policy on Background Checks. This policy puts new hires through criminal background checks. Minority communities have been disproportionately targeted and experiences trouble with law enforcement. If we keep implementing this policy, then this might result in potential candidates not applying for these jobs. The University of California (UC) system does not have this policy and law does not require it. It is important to examine whether or not this policy prevents the diversification of the CSU.
- xii. On the subject of four-year graduation, it is important that students get an education that is meaningful for their lives. The 120-unit requirement reduced student ability to pick up a major or minor and explore their passions. We do students a disservice by rushing them to graduation without enabling self-exploration and non-career based areas of studies. It is important to think about producing students that think more broadly, more critically, and can make a contribution to society.
- xiii. It is important to focus on those that can complete the degree in four-years. One can hear from students trying to finish in four years that it is difficult to get classes.
- xiv. One thing to pay attention to is the misleading information that discusses graduation in 4 years or 6 years. Most of our students graduate in 4.5 years. These data need to be made more clear and visible.

Lori Lamb, Vice Chancellor – Human Resources (Time Certain: Thursday, 1:00p.m.)

Vice Chancellor Lamb discussed and reported on the Smoke/Tobacco Free Campus Policy. The goal of this policy was to create healthy environments for learning and working. Feedback is welcomed. The policy is in draft form, consultation will be engaged, and Bargaining Units will also be given the opportunity to offer feedback. Significant feedback was offered on the Background Check Policy. Campuses and other stakeholders were interviewed and changes to the policy reflect this collaboration and consultation. Lastly, VC Lamb reported that Bargaining Units would be given an opportunity for feedback on this policy as well. The charge for the Tenure Density Task Force has been collaboratively worked on and there is excitement about the work moving forward on this important topic. The following concerns and questions were raised:

- i. Is it possible to have an update on the Anti-Bullying Policy? San Bernardino has done a campus climate survey and needs immediate help.
- ii. Last year a working group was convened, Senator Norman served on the work group, and bargaining units were also represented. An update was

provided to the BOT and campus presidents. IRB approval was also needed for a system wide survey. Abusive conduct in the workplace is the operational definition for how to address this issue. A resources website is now available to all faculty. The working group is discussing the viability of a policy and what such a policy would say. There isn't an intervention at the system wide level for campus-based issues or a policy supporting intervention.

- iii. In the Smoke Free Campus Policy, is it possible to talk about Vape-Free as well? On the subject of pay differential for different geographical regions, is there an update?
- iv. Vaping is covered by the policy. On the subject of geographical pay differentials, we understand that this is a compensation challenge for all levels of employment. We will continue to examine this issue and come up with some ideas and consult before moving beyond the examination phase.
- v. Are there campus-by-campus numbers on tenure density? These data are available through AVC Merryfield.
- vi. It is important to use e-cigarettes as the terminology to address vaping. It might be nice to have a link to the legislation and provide aid for those wishing to stop smoking.
- vii. It is important to consider liberties and address the non-second-hand impact on other people. It is important to also be good neighbors. If we implement this policy, we may not be good neighbors, as smokers may go into the community to smoke.
- viii. It is important to look into hiring difficulties at urban and rural campuses before we start talking about pay differentials.
- ix. On the subject of criminal background checks for new hires, some of the revisions to the language are great; however, they only apply to students and not newly hired faculty. Is there a legal requirement for criminal background checks stated in the Background Check Policy?
- x. There are requirements for background checks for nurses and day care providers, etc. This is a risk management issue. We need to provide the safest environment for our students, faculty, and staff.
- xi. It is important to ask if people who have been smokers in the background check and deny them employment if they have.
- xii. Is this a topic that comes up among provosts within the academic arena? Have provosts offered assistance for candidates to enable spousal hires.
- xiii. What is the connection between being told that one cannot have department chairs, but department heads and HR?
- xiv. This seems to be a campus issue and this issue has not been taken up as a system issue.

- xv. At Humboldt, a Lecturer received an evaluation of a sexual nature. A complaint was filed with the senate; however, the identity of the person that committed the offense could not be found because online evaluations are anonymous and part of the CBA. Another lecturer received a similar evaluation. We have been told that no change can occur until bargaining changes the language. The language was not physically threatening but the faculty member felt violated. Is there a way for the faculty member to get relief and a response?
- xvi. The major concern here is that someone is being harassed. It is important that the faculty member files a complaint with the harassment officer under EO 1096-97.
- xvii. It is important to pay attention to faculty experiences with the Background Check Policy.
- xviii. A follow up should be made with the respective campus HR department.
- xix. Is it possible to look at whether or not this policy turns actions into a misdemeanor?
- xx. The legislation says that it is up the BOT to determine sanctions. The current policy does not have any sanctions. This is an educational policy and not a sanction policy.
- xxi. Under EO 1096, when the complaint is filed, there is an intake interview, the title IX coordinator shall meet promptly with the complainant and made aware of timeline and rights. In cases where enforcement has not occurred, why is there no remedy?
- xxii. There is a remedy. An appeal can be made to the Vice Chancellor of Human Resources' Office. This gives both parties a chance to see if protocol has been followed.
- xxiii. It is important to remember that all part-time faculty are experiencing Background checks. This is a serious problem for all faculty. This issue cannot be addressed on a campus-by-campus basis. The ASCSU passed resolutions on Title IX requirements. Where are we at with climate studies?
- xxiv. Some campuses have been conducting these regularly. A working group is also looking at system wide survey mechanisms to ensure these surveys are occurring on campuses.
- xxv. On the subject of anonymous evaluations, one has received an evaluation stating that one should be eliminated. After going to the FBI office, I was told to go to the campus police. This route should be a practice.
- xxvi. In the survey, there must be questions on whether or not the system is working for you, etc. There is a lack of counselors on campuses for Title IX complaints.
- xxvii. Will the Smoke Free Campus Policy be enforced on campuses?

- xxviii. There is an enforcement mechanism; however, campuses are required to have an implementation committee, cessation programs, etc. Feedback suggests that there is resistance to enforcement.

Loren Blanchard, Executive Vice Chancellor – Academic and Student Affairs

EVC Blanchard thanked the ASCSU for their continued service and engagement on behalf of the CSU. Chair Filling was also thanked for his work and leadership during EVC Blanchard's first year in the CSU. "No surprises" was an element of this collegial working relationship and enables the keeping of one another informed of the challenges faced together. EVC Blanchard also thanked the ASCSU Executive Committee for their work on behalf of the CSU and reported on the May revise, CO focus on 4-year graduation rates, and revisions to the second phase of the graduation initiative. In keeping with the goal to eliminate the achievement gaps, strategies are being examined to fulfill this imperative. The governor gave a timeline for discussion at the BOT and goals are being revisited. EVC Blanchard also reported that the CSU has been able to reach a 57% graduation rate and it only makes sense to revisit this goal. Additional work includes examination of six-year rates and transfer rates. The Public Policy Institute of California (PPIC) will release a report today on the graduation rates. It is healthy to be in this spotlight and keeps us focused on the mission and our responsibility to the students of the CSU. Dr. Ullman and Dr. Van Selst will enable this work to be accomplished this summer. A modest stipend and travel funding will be available to ensure the success of their efforts. Advocacy for full funding continues to be needed to ensure that we are able to reach our goals. On the subject of tenure density, VC Lamb, Chancellor White, and the ASCSU are moving the discussion of tenure density forward as a whole. Best practices for recruitment and retention – within and outside of California will be examined. Lastly, EVC Blanchard reported that work by the Quantitative Reasoning Task Force was completed. He commended the work of QRTC and is looking forward to reading the report. At the end of his first year, EVC Blanchard has met many great people. Many of these same people have helped to ensure that our students achieve their goals and become leaders within their communities. There are challenges ahead; however, with the commitment and perseverance seen in the faculty, these can be faced. The goal of visiting all 23 campuses has resulted in only 13 visits due to a busy schedule. The following concerns and questions were raised:

- i. For the last three years the Academic Technology Advisory Committee (ATAC) has not met. Is it possible to know why this committee has not met? It is an important venue for faculty and administrators to meet and discuss technology concerns.
- ii. The CSU Executive Vice Chancellor has regularly sat on the ASCSU. Shared governance incidents have recently been ignored. It is hoped that for the coming year the Chancellor's representative ends up being you.

- iii. Director Leo Van Cleve has brought the leadership that ensured we stay on top of ASCSU concerns. Increasing time will be spent with the ASCSU; however, in my absence, Director Van Cleve will be relied upon.
- iv. We have a master plan that has the title, "Access to Excellence." 50% of our students receive remediation. Many want to explore within and outside of their major. Double majors are now being discouraged and additional minors are also. 120 units used to be the minimum. Change of major and minor are now almost impossible, if students are deemed too far advanced. We are also making it easier for students to test out of class. It seems that our goal has become to hand students a paper. The title has become "Access Without Excellence." It is important to convey to stakeholders that the meaning of excellence is being sacrificed with this approach.
- v. It is important for all to know that when a student receives a degree, he or she is empowered to go forward. We also have a responsibility to make sure that the students supplied to the workforce are ready. It is important to let all know that we will not stand for a watered down curriculum. The mission is clear about our role and responsibility to graduated students empowered with what they need in the work world and their community.
- vi. It is odd that ATAC has not met, given the increasingly important role of technology in education. This committee must meet.
- vii. This committee will be active next year or before.
- viii. We provide more than workers, we provide citizens carrying the ideals of the university. This is a hard sell for legislators; however, it must be conveyed.

Juan Cervantes – CSSA Liaison Report

Meredith Turner, Interim Executive Director reported, on behalf Juan Cervantes, that the CSSA held executive office elections. Two new staff are overseeing the university affairs arm of the CSSA and working with students on leadership development. Rob Shorette, PhD, Senior Research & Policy Analyst will lead the Campaign for College Opportunity, which will start June 6, 2016. The CSSA is also focusing on budget advocacy. The request for an additional \$101 million to support the CSU is being engaged collaboratively with faculty, staff, and students, CSEUE and CFA. June 1, 2016 is mascot day in Sacramento. The goal will be to meet with legislators and staffers and distribute red-framed glasses. Legislators will be asked to wear the clear lens glasses. This is the new sock. For those on social media, the hash tag "Stand With The CSU" will be used. Interim Executive Director Turner also reported that the CSSA focus on AB 1914 also continues in order to examine shared efforts around textbook affordability. The CSSA appreciates the support received from the ASCSU on textbook affordability. Lastly Interim Executive Director Turner reported that the July Board meeting will occur July 15-16, 2016. It would be nice to

have informal interactions with ASCSU representatives (i.e., lunch, etc.). Interim Executive Director Turner will be joining the UC to engage in advocacy and state relations.

Harold Goldwhite – ERFA Liaison Report

ERFA Liaison, Harold Goldwhite reported that CSUERFA held its Spring State Council meeting in San Jose on April 23, 2016. Seventeen campuses sent delegations. The Association wishes to thank the San Jose chapter and campus representatives for their hospitality and assistance with local arrangements. Some highlights of the meeting follow. The Council was addressed by video link by Professor Rashida Crutchfield of Long Beach State on a study she has been carrying out on behalf of the Chancellor, of CSU students who are homeless and/or food insecure. She estimates that about 20% of our students are food insecure; and about 10% lack permanent housing. A number of campuses have programs in place to address these concerns, and more campuses are studying their local students to see how best to help them. The Council was addressed by audio link by Garrett Ashley, CSU Vice Chancellor, University Relations and Advancement, and Chancellor's Office liaison to CSUERFA. He discussed the many facets of the CSU's advancement programs, and how emeriti and retired faculty might help. The Council received the regular reports of its committees, and heard from Retiree Senator Pasternack on the activities of the ASCSU. The next issue of The Reporter will carry a number of articles on the Council meeting. The following concerns and questions were raised:

- i. There are bigger issues like food insecurity and housing insecurity that may be why students are not graduating in four years.

CSU Chancellor Timothy P. White

Chair Filling read a statement on Shared Governance. GEAC Chair Eadie read the following statement on Student Success:

Student success may result from a range of university activities, carried out by faculty, staff, and students, that enable a diverse group of students to achieve academically at the highest levels, while ensuring personal well-being.

A key to student success is engagement between students and professors, with staff, with other students, and with the campus and larger community as a learning and social environment. Engagement will differ from student to student and may take many forms. Faculty and staff are critical to this engagement in their roles as scholars, teachers, advisers, mentors, guides, counselors, and friends. Campuses fostering student success are dynamic places that ensure students have opportunities to participate in activities that challenge them intellectually and

socially, to interact with a diverse range of individuals, and to have pre-conceived ideas and values challenged. Campus student success activities focus on equity – that is, they are designed to be capable of taking individual student backgrounds, cultural expectations, and learning styles into account. Most if not all engaged students will have participated in activities that are difficult, yet rewarding and which may be life-changing. These activities can take the form of conducting research, active participation in professional societies, participation in local, regional, national and international student contests, pursuing international experiences, participating in solving campus and community problems, and working with diverse groups to achieve consensus despite differences that result from such diversity.

There are many ways of measuring student success, and data are necessary for assessing a campus' student success activities. Measures such as graduation rates, achievement gaps, persistence, degree progress, demonstration of program learning goals and individual student learning outcomes all contribute to understanding campus patterns of encouraging student achievement, but they are far from the complete picture. Just as important is identifying groups that may not be well-served, and being able to diagnose ways of serving these groups more effectively. Qualitative accounts of student, staff, and faculty experience often provide richer evidence of success than do quantitative measures. Student descriptions of gains they made through their college experiences have often included such things as: having a broader sense of varied career pathways available, changing their outlooks, better recognizing underlying causes and dynamics of their local and global environments, greater confidence in their ability to express themselves, a greater sense of their own identities and capabilities in general, and an appreciation of how knowledge is generated and informs decisions in a variety of disciplines. Data on student's career success upon graduation, five years out, and fifteen years out are important in understanding student success efforts.

Student success requires adequate resources, as well as effective cooperation among administrators, faculty, staff, students, and others (parents, alumni, community members). Shared governance and common commitments to goals and plans, as well as a culture of continual improvement in ways of increasing student learning and engagement are all essential elements of a campus' effectiveness in achieving student success.

Central in this statement was a focus on the critical role of faculty in learning goals, student engagement and intellectual development, competence in self-expression, and appreciation of the world around them. Student achievement requires cooperation between administration and faculty. Chancellor White discussed and

reported that shared leadership is used a conceptual construct and to express collegiality. What matters is to get the best ideas in play for conversation. It is important to have ideas touched on by more people, rather than few, which lends to a better idea. It is important to pay attention to effective communication. The size of our system creates challenges to us focusing on our common interests. On the topic of student achievement, Chancellor White agreed with the statement and success sounds like a place that one gets to, whereas life-long learning sounds like a journey. It is important to consider whether we want to see achievement as a journey or a fixed goal. How do we prevent commoditization? Some measure of success seem to be the ends points, where our goals are often times the journey. The following concerns and questions were raised:

Shared Governance

- i. Shared leadership as opposed to shared governance seems to be about top down efficiency. It seems that the administrations on campuses and in the CO waste a vital resources: the faculty. The faculty is often consulted after, rather than before decisions are made. If faculty were included in the beginning, rather than the end, then we would not have to react. We are often dismissed as irrelevant or obstructionist. This is not a matter of semantics, but actions that speaks volumes. Policies from a united front will be much stronger.
- ii. Over the last two weeks, during semester conversion, a student received a job offer, comes back and tells faculty that Cal Poly is converting semesters. Administrators have informed faculty that the semester conversion is imminent. What does this mean for shared governance? Do we have shared governance or don't we have shared governance?
- iii. It seems like there is a deep cultural difference between administration and faculty. Administrators seems to be great people in their fields but not familiar with academic culture. On the topic of Academic Freedom, we are talking about teaching our students to challenge, to question, and to change. General Counsel thinks about protecting the institution from harm. HR is the same way. The faculty wants people from diverse backgrounds and troublemakers that protest inequality. Is it possible to have a conversation with your team about how to understand academic culture and shared governance.
- iv. It is important to understand that background check goals are to not keep out troublemakers, but to keep pedophiles away from children. It may be important to have a conversation on the actions that happen on campuses and the type of payouts that can occur. These are dollars that can be spent on our core mission. It may be possible to sit down and talk about how to

have a deeper understanding of when background checks work and don't work.

Student Achievement

- i. My concern arises from the governor, legislators, and BOT who do not seem to appreciate the journey aspect of education and are looking at the end point only. If our problem is students desiring to graduate in four year and we do not offer the resources they need, then those resources are needed; however, many do not desire to graduate in four years due to their complicated lives. It is important to talk more about the intellectual growth that our students experience within and outside of the classroom. Some of our students were unable to attend high schools that offered a wide array of experiences. If we respond to the legislators by denying students this experiences, then we would be pushing them through too fast.
- ii. It is important to not forget that this is an individualized experience for the student that we are trying to do at large scale. It is important to find the middle ground.

Committee Recommendations

Action Items:

- 8.1. A Need for Analysis of the Data Related to Changing Demographics of AS-3241-16/APEP (Rev)
California State University (CSU) Studies

Second Reading
- Action Item Removed.
- 8.2. Resolution Regarding Evaluation of Online Teaching AS-3250-16/FGA (Rev)
Approved

Second Reading
- 8.3. Increased Support of Increased Funding for the Research, Scholarship, AS-3251-16/FA (Rev)
and Creative Activities (RSCA) Program Second Reading

- Unanimously Approved
- 8.4. Academic Senate of the CSU Calendar of 2016-2017 Meetings AS-3252-16/EX
(Rev)
Unanimously Approved Second Reading
- 8.5. Call for a Center for Strengthening Math Instruction AS
-3253-16/APEP
Unanimously Approved First Reading/Waiver
- 8.6. Basic Subject Courses and the Grade of C-
AS-3254-16/AA
Approved Without Dissent First Reading/Waiver
- 8.7. Commendation in Honor of Trustee Lou Monville AS-3255-16/FGA
Approved by Acclamation First Reading/Waiver
9. Adjournment
The ASCSU Plenary adjourned at 3:00p.m.

Respectfully submitted by Robert Keith Collins, ASCSU Secretary