



THE ACADEMIC SENATOR

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John Tarjan (Bakersfield), Secretary jtjarjan@csub.edu

Message from the Chair

David McNeil (San José), dmcneil@calstate.edu

Complete Reports:

http://www.calstate.edu/AcadSen/Records/Chairs_Reports/



The Lower Division Transfer Project discussed in our last newsletter is now underway. The Executive Committee participated in the November 13 orientation of the discipline facilitators who will lead the faculty groups that develop the transfer packages. For further information, see the LDTP website at <http://www.calstate.edu/acadaff/ldtp.shtml>. We have also been following the new Early Assessment Program with interest and hope that it will result in better-prepared entering freshmen (<http://www.calstate.edu/eap/>). We are working on some other initiatives, including a focus on improving advising, promoting post-baccalaureate education in the CSU, and enhancing faculty professional development (this latter item is to be a special focus of the reactivated Academic Technology Advisory Committee). Although the Trustees' "support" budget request does not call for more than a 3% overall increase to the "base" budget (and 2.5% enrollment increase), we intend to draw the Legislature's attention to the need for better support for faculty and a differential in the funding of graduate education. I sent all the Trustees our earlier report, "The CSU at the Beginning of the 21st Century" (<http://www.calstate.edu/AcadSen/Records/Reports/index.shtml>) along with an update on the widening of the faculty compensation gap and increases in both the faculty work-week and the student-faculty ratio. We continue working with our

intersegmental colleagues on the IMPAC and CAN projects. At the next meeting with local campus chairs we will report on all these items and discuss policies and procedures for handling the sorts of student grievances mentioned in our last newsletter. Finally, we have selected the Faculty Trustee Recommending Committee which will screen the nominations submitted by the campuses (due December 10; see the ASCSU website for details).

Faculty Trustee Report

Kathy Kaiser (Chico), kkaiser@csuchico.edu

Complete Reports:

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



I want to remind Senate Chairs, Statewide Senators and other campus leadership to make sure that BOT members, especially the new trustees, are invited to campuses. Trustees report great enthusiasm about the time they spent meeting students, faculty and staff and learning about some of the issues facing our campuses firsthand. Chair David McNeil and I hope to visit all campuses not visited in AY 2003/04 (nine remaining) this year. Student fee policy consumed much of the October board meeting. We had some interesting presentations about the state budget, support for the CSU and student fees. The state has little flexibility in its budgeting. 43.3% is constitutionally protected via Prop 98 for K-12. 32.4 % is dedicated for health & human services, encumbered by federal matching funds and maintenance of

effort mandates. 8.1% is assigned by the courts for corrections. 4.3% is used for tax relief, FTB, BOE, BTH, etc. 11.9% is the current higher education share. We are the only segment that does not have a mandated protection, only a legislative intent in the Master Plan. California has a very unstable tax base. The following trends may be of interest.

<u>Year</u>	<u>\$/FTES</u>	<u>Student Fees</u>
01/02	\$8,519	\$2,240
02/03	\$8,077	\$2,299
03/04	\$7,052	\$3,015
04/05	\$6,781	\$3,429

The total net budget reductions were \$562.6 million over this time period. The state has cut its marginal funds/FTES each year, while in fact all costs related to higher education rose. The CSU continues to be a great bargain for students. The Board heard that about 45% of our students do not apply for financial aid, 45% apply for needs-based financial aid and the remainder is eligible for some type of grant based aid. The CPEC faculty salary lag for 2004/05 is 12.7%. David McNeil, Chair of the Academic Senate, CSU, sent a letter to the BOT. The letter addressed the CPEC "parity figure" and CSU faculty salaries, workload, and long-term increases in the student-faculty ratio. It stated that... "The CSU adjusted to the reduced levels of state support since 1990 in part by increasing faculty workloads and reducing faculty pay."

COMMITTEE REPORTS

Executive Committee

Lynne Cook (Northridge) lynne.cook@csun.edu

Detailed Notes:

<http://www.calstate.edu/AcadSen/committees/executive/index.shtml>



We discussed the Lower Division Transfer Patterns (LDTP) including the upcoming meetings with discipline facilitators (November 13, 2004) and discipline groups (December 4, 2004 and January 22&28,

2005). The Senate established policies last year to provide guidance to the project and the Executive Committee made recommendations for discipline facilitators. Marshall Cates (Senator assigned part time to the Chancellor's Office) and AVC Keith Boyum are leading the implementation efforts. The Academic Affairs Committee is providing oversight and its chair, Ted Anagnoson, acts as liaison from the ASCSU to the project. Questions about the project should be directed to Marshall Cates (mcates@csula.edu) or Keith Boyum (kboyum@calstate.edu). Lorie Roth reported that ETS is developing an information competence test that involves a much more comprehensive effective testing strategy than was the case with earlier multiple-choice instruments. The Executive Committee will schedule a presentation-discussion on the topic in December, possibly to include campus senate chairs. AVC Lorie Roth and Lynne Cook, Faculty Chair of the Institute for Teaching and Learning (ITL), described plans to engage faculty and others in reconceptualizing and redesigning the ITL. Marcus Harvey of AAUP gave a presentation on the history of AAUP, the "student bill of rights," and related issues. Procedures for nominating candidates for Faculty Trustee were reviewed and plans to examine the quality of advising in the CSU were discussed.

Academic Affairs (AA)

Ted Anagnoson (LA), Chair tanagno@calstatela.edu
Committee Website:

<http://www.calstatela.edu/faculty/tanagno/AA.html>



We dealt with seven issues at our last meeting. The first is embodied in a resolution on mandatory community service. We discussed the "SCIGETC" pattern and postponement of L.D. GE requirements until after transfer for nurses, etc. and have a resolution on the issue. We have a resolution on the

quality of teaching in extended university courses. We discussed LDTP with Keith Boyum. We have a resolution dealing with remediation that recognizes that some remediation will still need to take place on our campuses. We have deferred action on a resolution dealing with participation in postseason athletic activities because the experts on the issues were absent. We referred the issue of double-counting of GE requirements to the GE advisory committee. This issue came up as a result of local campus concerns.

Faculty Affairs (FA)

Jan Gregory (SF), Chair jgregory@sfsu.edu
We dealt with several issues and have three resolutions coming forth, one on lecturer participation on the campus senates, one elaborating on previous academic freedom documents, the third about academic freedom rights of students. We had several visitors. Marge Grey discussed a proposed revamping of the faculty/staff page on the CSU web site, sought comments from the committee and said she would return to the committee before the project is finalized. Jackie McClain gave a brief update on the situation with the UAW which is now representing student assistants; no contract has yet been completed. She also discussed the status of CO consideration of an auditor's proposal that background checks become a requirement in hiring of staff and faculty not presently required to undergo such checks. Blaine Wright came to discuss CMS with us. Marcus Harvey from the AAUP spent the entire day with our committee and others during lunch. You can learn more about AAUP by visiting www.aaup.org.

Fiscal & Governmental Affairs (FGA)

Henry Reichman (Hayward), Chair
hreichma@csuhayward.edu
We have one resolution which commends the good work of students and faculty in voter

registration. We met with Patrick Lenz for over an hour discussing the Trustees' budget. We reviewed the general counsel's guidelines on elections and free speech. We are developing our legislative agenda and visit list. Link to CA Legislation: http://info.sen.ca.gov/cgi-bin/pagequery?type=sen_bilinfo&site=sen&title=Bill+Information

Teacher Education and K-12 Relations (TEKR)

Marvin Klein (Pomona), Chair
mlklein@csupomona.edu

Committee Website:

<http://www.csuchico.edu/fs/Statewide%20Teacher%20Ed/>



We have no resolutions before the body. Three issues dominated our discussions: CSET, 5th year programs and induction, and the role of the CSU and the ASCSU in preparing teachers. Currently, successful completion of

CSET is required for admittance to teacher preparation programs and some people allege that this requirement has had a negative impact on enrollment in teacher preparation programs. Fifth year programs and induction were discussed as a means to achieve a teacher credential in California. The role of ASCSU and TEKR in teacher preparation and our relationship with constituent groups were identified as a topic the committee will address. These topics will be discussed further at the December committee meeting.

REPORTS CSSA

Jeffrey Obayashi, Liaison jobayashi@gmail.com
There are a number of issues that CSSA has been working on over the past couple of months.

• **CSU Budget**—we are advocating for more funds. We will be going to Sacramento between January and May since the Senate and Assembly Budget Committees will be reviewing the budget bills that were

introduced. We continue to support ACR73. CSSA is working with the administration on supporting academic advising and will seek funds specifically to support it

- **Long Term Student Fee Policy**—CSSA continues to “agree to disagree” on the issues of the target share of the cost of education to be borne by students, the graduate fee differential and fee caps. CSSA’s position is that 25% should be the top limit for student share.

- **Academic Advising Resolution**—The only action item on the October CSSA board meeting was Academic Advising in the CSU. We are concerned about the issue of “excess” units. We would like to involve the faculty in discussions about these issues.

- **Campus Based Fees**—we are collecting information from each campus.

- **New Software**—We are considering web-based software that would allow us to send personalized emails. It would also allow us to make our website more interactive and networking would become almost effortless. The price tag is \$80,000.

- **Environmental Issues**—We continue to work on issues of sustainability and other environment-related issues.

- **CHES Conference**—The CSSA annual conference and lobby day is coming up on February 11-14, 2005. Our theme is “Still We Rise.”

- **Voter Registration**—Thank you to all the faculty who helped register students to vote. One of CSSA’s highest priorities every election cycle is to register students to vote.

LDTP (Lower-Division Transfer Patterns)

Marshall Cates (LA) mcates@calstatela.edu

The facilitator training session took place on Saturday the 13th. Disciplines will begin meeting in December and finish in January. We are trying to coordinate with the IMPAC regional meetings to allow discussion of LDTP development with our CCC colleagues.

ASCCC will be sending observers (non-voting) to each of the discipline groups. The development of CAN descriptors will be supported in the project.

<http://www.calstate.edu/AcadAff/ldtp.shtml>

CPEC

Susan McKillop (Sonoma) susan.mckillop@sonoma.edu



CPEC has held a number of meetings. Reports on a number of issues of interest to faculty have been developed. For summaries and full reports developed by CPEC:

<http://www.cpec.ca.gov/secondpages/reports.asp>

CAN

Barry Pasternack (Fullerton) bpasternack@fullerton.edu

The CAN Board met on November 17th to finalize the implementation plan for the new CAN process. Under this process Faculty Discipline Review Groups (FDRGs) will be formed for developing or updating CAN descriptors as well as reviewing courses submitted for CAN certification. The implementation plan calls on the Academic Senate leadership of the CSU and CCC to each nominate three faculty members to serve on each FDRG. Additionally, the University of California Academic Senate will be asked to nominate one faculty member for these groups. Leadership of each FDRG as well as section of an articulation officer to serve on each group will be determined by ICAS. It is hoped that the composition of the FDRGs can be finalized by early February so that these groups can dovetail with the work done by the Lower Division Transfer Pattern groups as well as work done by IMPAC. A presentation of the new CAN model and the implementation plan will be made to articulation officers at the upcoming CIAC Conference on December 7th. A subcommittee of the Board will work to oversee technology issues and deal with other issues that may arise in the implementation program.

PLENARY SUMMARY

Full Minutes: plenaries.ascsu@calstate.edu

Speaker Presentations

State Senator John Vasconcellos is retiring after 38 years in the legislature. He expressed concern about the state of higher education in California. Fees are increasing while enrollments are being curtailed. He reviewed the values that have guided his political career and outlook. He encouraged the senators to remember how important it is for them to boldly move forward to affect the lives of their students—it is the most important work that they will do. He expressed concern over the future of the Master Plan. He is skeptical of the Compact and pessimistic about the budget situation and the ability of the state to meet the needs of its citizens, especially in the face of the reticence to increase revenues.

Chancellor Charles Reed indicated that the Board budget was passed and forwarded two weeks ago. The Compact should be very helpful to the UC and CSU. Chancellor Reed strongly believes that in the absence of the Compact, we would be cut.



We have a great opportunity to build a partnership with high schools through the Early Assessment Program. This effort has garnered national attention. We have had meetings with the Department of Education to try to test earlier and get students into the English and math classes in a timely manner. The CSU is working with teachers through workshops to prepare them to train these students. We will be publishing an accountability report soon. Our graduation rates need to improve, even among “more traditional” students—6 years on average. Cutting time to degree by even one year would result in significant savings. Student

advising is critical. We need to find ways to get better information to the students in a timely manner. On Tuesday, November 16th, the Chancellor presented a communications plan for the next several years that will evolve in a political effort to publicize the importance of the mission of the CSU. We need to be relentless in getting out our story. The CSU may be the most undervalued institution in California based upon what we deliver for the resources we consume. We have a tremendous impact on the economics and culture of the state. We can make the argument that the CSU “pays for itself.” We are the gateway to the middle class for people of color. The CSU provides about \$200 million worth of student service to California communities. The work is done by over 185,000 students. More than 1.2 million California citizens attend cultural events yearly at the CSU. More than 1.9 million California citizens attend sports events at the CSU. We believe that we return \$4.41 in revenues for every \$1.00 invested in the CSU. Q: Can you comment on the status of buildings affected by cost overruns? A: We will not give money back. We have used renovation money to new construction to save buildings. We have cut back on space and amenities to lower costs. Some projects will have to be delayed. We are looking at projects over \$50,000,000 that can be “phased” over more than one year. Q: What can be done about housing costs which affect faculty and staff? Can we include housing in the CPEC analysis. A: We do look at housing costs on a three year basis. We are looking at local campus housing and partnerships with local government. Channel Islands, Monterey, SLO, other campuses are implementing programs. The BOT agenda has the purchase of 24 townhouses in SF. We are aware of the problem of housing. Q: What is the outlook for the Compact this year? A: I believe the Governor will fight hard to maintain the Compact. We have made a

decision to negotiate a Compact rather than rely on the Legislature to maintain the CSU on the priority list when there are so many pressing demands. Q: Incentives, encouragement regarding graduation to the campuses may be necessary from the CO to the campuses. Can the CO do this? A: We need to keep highlighting the importance of graduation in our meetings with Presidents and Provosts. There has been a lot of interest in EAP across the country. EVC Spence is busy informing other groups of our efforts. Q: What are your thoughts on double majors and minors? A: Good academic advising may help students to make more informed choices. I don't have an adequate response to the issue since there are so many differences in the circumstances across students. Q: How are we doing on our enrollment targets? What will happen if we miss them? A: I think we will come close. If we do not reach our targets we will lose money. Under the Compact we can know well in advance what our targets are. This is essential for planning. Q: Can you address the fiscal tradeoff between advising and offering courses? A: It becomes a conflict about priorities and assignment of time. We need to improve advising. It cannot be the only priority. We need to improve advising but should make appropriate tradeoffs. Q: You have stated that your top priority(ies) are compensation. How are you pursuing this? A: The increase in compensation in the budget is more than the overall increase. Q: What is the status of the applied doctorate? A: I spoke with Chancellor Dynes earlier this week. We need to send a report forward on the success of the joint Ed.D. programs. The UC just cannot serve the number of people that need to be served. There is some disagreement between the UC and CSU on the report's findings and conclusion. Also, it appears that the UC will not meet the state's need for applied doctorates. This will be on the agenda of our meeting in December.

Executive Vice Chancellor David Spence



commended the Senate for the good work on the graduation initiatives. The CSU has received a lot of attention across the nation on our initiatives, particularly early assessment. An accountability report is being prepared and will be presented at the Board of Trustees meeting next week. The CSU has begun regular reporting on outcomes assessment. Since advising is a very important factor in student success, Dr. Spence indicated a desire for the Senate to examine the allocation of assigned time to see if a reallocation which would support an increased emphasis on student advising would be appropriate. Q: How do we reward faculty for participation in advising? A: That is an issue for campus senates. Q: What incentives are there for campuses to graduate students? It appears there are none. Will a new Board be more receptive to including incentives? A: The state is interested in penalizing students who do not make adequate progress towards degrees. We have resisted this. Still, we need to recognize that given limited funds we cannot serve all of the eligible students given current patterns/course loads. We may be willing to revisit financial incentives in order to try to increase our capacity for new students. Q: What is the system doing to make the CSU more attractive/capable of attracting and retaining quality faculty? A: This is a tough problem. We are making some progress on some campuses in terms of housing. This issue is our first priority in our discussions with the Board. Q: In one Senator's department, they have instituted mandatory advising. It was found to be very beneficial. What is your reaction? A: This is a great idea. How do we get faculty to buy into this concept? Q: What are we doing in reaction to the California Performance Review? A: The

CSU accountability process is viewed as a model across the country. We seem to be in line with what the CPR and other state initiatives seem to want to require. Q: I thought we would report the process rather than the results of outcomes assessment. A: We will report a summary of the results from the reviews at the campus level but in terms of general outcomes rather than numerical data. Q: Will we penalize campuses for missing targets? A: No. But the state may penalize the system for not meeting enrollment targets. This has been a difficult year for enrollment management given changing targets. One concern we have is the need to build adequate base funding before we can grow through enrollments. We do not want to be in a situation where admissions requirements and priorities vary even more across campuses. Q: Given our problems in recruiting faculty, what does the CO think in terms of adjusting faculty workload for the increasingly thin tenure and tenure-track ranks? A: I have no good response. Resources are a continuing problem.

CFA President John Travis indicated that CFA is bargaining a successor to the previous 3-year contract with a 1-year extension. The top issues are salaries and workload. Many faculty would like an extension of SSIs in the full professor rank. The actual salary gap for senior faculty is close to 17%. Faculty complain of having more service expectations, larger classes, etc. CFA has been focusing on budget issues. We were disappointed that the Compact locked us into a situation where the needs of the CSU would not be met. We hoped that this would be a floor but the Board limited their request to the amount of the Compact, making it essentially a ceiling. Perhaps there are ways to signal to the legislature that we hope the Compact should be viewed as a floor. Q: Where did the “grey areas” in the salary schedules come from? A: They have roots in the merit

increase programs (PSSI and FMI) that caused salaries to increase within ranges apart from SSIs.

Item Withdrawn

The following item was withdrawn from consideration by TEKR prior to a second reading: **Allocation of Teacher Credential Fee Differential** (AS 2673-TEKR).

Summary of Resolution Passed

For full text of all resolutions from November:

http://www.calstate.edu/AcadSen/records/resolutions/2004-2005/11-04_resolution_packet.pdf

Commendation for Voter Registration Efforts (AS 2680-FGA) Members of the CSU community who supported voter registration were commended. The ASCSU urges continued support of participation in the political process.

First Reading Items

The following items were introduced at the November plenary session. No amendments are made to first reading items. They have been distributed to local campuses for comment. Comments should be addressed to campus ASCSU representatives and/or chairs of sponsoring committees.

1. Service of Lecturer Faculty on Campus Academic Senates (AS 2674) The 18 or more campuses that allow lecturer representatives on their senates are commended. Consideration of how we can best include all faculty in shared governance is urged.

2. Reaffirmation of Academic Freedom (AS 2675-FA) The principles of academic freedom are affirmed. Political and religious affiliation should not enter into faculty hiring criteria. Freedoms of speech, inquiry, expression and teaching should be protected through policy.

References:

http://www.calstate.edu/gc/OGC_Manuals_on_Legal_Issues.shtml

<http://www.universityofcalifornia.edu/senate/committees/ucaf/reports.html>

<http://www.csulb.edu/~crsmith/1amendment.html>
<http://www.ucop.edu/ucophome/coordrev/policy/9-29-03.html>

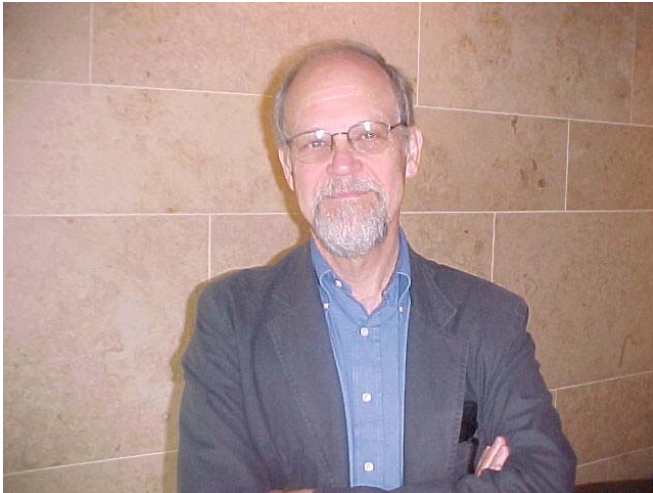
3. Academic Freedom for Students (AS 2676-FA) Student academic freedom should be supported through policies and procedures and these should be made available to the campus communities.

4. Opposition to the California Performance Review's Proposed Mandatory Community Service Graduation Requirement (AS 2677-AA) Participation in community service and service learning should be voluntary. The state should provide resources to support these activities.

5. Flexibility in Student Completion of the General Education Package Prior to Upper Division Transfer (AS 2678-AA) Variations to general education completion patterns should be allowed for some majors upon approval through normal governance procedures.

6. Maintaining the Quality of Faculty Who Teach in the Extended University (AS 2679-AA) A limit should be placed on the amount of teaching through the Extended University by tenured and tenure-track faculty.

PEOPLE IN THE CSU



Bob Cherny (San Francisco) is the Immediate Past Chair of the ASCSU. He is a professor of history whose teaching areas include the U.S. from the Civil War to WWII, politics and labor, and California and the West. He received a BA from the University of Nebraska and an MA and PhD from Columbia University. Bob's current research interests focus on West Coast maritime labor and California politics in the 20th century. Bob was chair of his campus senate two years ago prior to becoming Chair, ASCSU. He credits his many students and colleagues with having the greatest influence on his teaching. Bob has been married to Rebecca since 1967. Their daughter, Sarah, is completing a residency in pathology at Stanford after completing her MD there. Many may be unaware that Bob has had a number of appointments outside of the CSU including an NEH fellowship, a teaching Fulbright in Moscow and a visiting scholar appointment in Melbourne. Both the ASCSU and the SF campus will miss Bob as he leaves for a Fulbright appointment at the University of Leiden, the Netherlands next semester.



Susan McKillop (Sonoma) is a professor of art history. Her teaching focuses on general education humanities, Italian and Northern Renaissance Art, and Medieval Art. Susan has a total of 4 academic degrees at the U. of Missouri (Bachelors of Journalism, BA in English Lit), Berkeley (MA in studio art), and Harvard (PhD in Renaissance art history). Her current research interests revolve around Cosimo (the Elder) de'Medici and his patronage of the arts. Susan has a long history of service to Sonoma State and the Academic Senate, CSU. We are all grateful for her leadership in tracking progress on the Master Plan and for her reports on the activities of CPEC. Susan's many contributions to the CSU were recognized this year when she was named the Wang Professor in the Visual and Performing Arts and Letters. Her husband, Allan, is a retired professor of mechanical engineering. They have a son (engineer) and a daughter (physical therapist and mother) who is also married to a professor of mechanical engineering. Most are probably unaware that in a past life Susan hitchhiked across the Negev Desert, steamed around the Sinai on a military ship, then hitchhiked up the Nile, through the Sudan, over the Ruwenzori Mountains and down the Congo River with a girlfriend.