General Notes and Observations

The ASCSU spent a good deal of its time meeting with and receiving reports from Chancellor White, Executive Vice Chancellor of Academic and Student Affairs Loren Blanchard, Vice Chancellor of Human Resources Lori Lamb, Intrasystem Enrollment Manager/Student Academic Support Angela Williams, and CFA Liaison Jennifer Eagan, and CSU Board of Trustee Peter J. Taylor. Some information of note:

1. Chancellor White and EVC Blanchard both answered questions about the CSU’s commitment to addressing tenure density. Chancellor White said he would encourage campus Presidents to devote resources to the hiring of tenure-track faculty. They both admitted that as we increase enrollment we would likely need to hire more lecturers. Given faculty retirements and faculty leaving the CSU and teaching ranks for other reasons, tenure density might actually decrease in the short term. EVC Blanchard indicated that he would ask HR to continue to gather and release information regarding faculty turnover/attrition. The 2015-16 budget included money for new faculty hiring and EVC Blanchard expects to ask for more money in the 2016-17 budget.

2. The ASCSU was unhappy with the Chancellor’s Office response to its resolution regarding quantitative reasoning and the Statway Project. The Chancellor’s written response was that the faculty voice was only one of the voices that would be considered in reaching a decision. The ASCSU thinks that the faculty voice should have primacy when it comes to what constitutes a satisfactory course in quantitative reasoning because the ASCSU believes that faculty control the curriculum. A great deal of time in committee meetings on Wednesday, and some time during the plenary, was devoted to this issue. EVC Blanchard essentially reiterated what had been said in the written response to the ASCSU resolution. Consequently, the ASCSU authored a resolution in response. See below.

3. VC Lamb reported to the Senate on the Common Human Resources Systems (CHRS). There is a desire to standardize across all 23 campuses the HR software (PeopleSoft) and its functionality. Currently there are campus differences in how data is defined and shared. The new system, at a cost of $16 million, will standardize and warehouse data. It will permit enhanced reporting and analytics. It will also improve the consistency of HR practices. Some Senators pushed back on the expense of this system given other priorities.

4. Much time was devoted to the new background check policy. VC Lamb answered questions and then returned to hear the ASCSU debate a resolution asking for the formation of a task force to investigate the impact of the new requirement and to suspend implementation of the new policy until the Task Force reported back. VC Lamb told us that she was asked by the Chancellor to implement the new requirements and did not anticipate pushback from the ASCSU. Unfortunately, there had been no prior
consultation with the ASCSU and senators were not happy with the process, nor the policy. She said she would take the concerns expressed into consideration in deciding whether or not to continue to implement the new background check policy which far exceeded the already existing 2005 background check policy.

5. CFA Liaison Eagan briefed the ASCSU on the strike vote and where we are in the negotiations process. We learned that 80% of eligible CFA members voted and that 94% of those who voted authorized a strike. Because of pre-vote efforts to increase membership, 60% of faculty (including lecturers) are now members of the CFA. CFA has also gathered letters from some 20 state legislators supporting the CFA’s request for 5% general salary increase (GSI) and a return to annual salary step increases (SSI).

**Annotated Resolution Summaries**

The resolution summaries are provided below. Several of the discussions were rich and raised a set of issues that may not be apparent in the general summary. Where this is the case, an additional note has been added below the summary. This in an attempt to communicate the nature of some concerns that have come to the forefront in discussion.

**Resolutions Passed**

**AS-3223-15/FA Call for Suspension of CSU Background Check Policy:**
This resolution calls for suspension of the new CSU Background Check Policy and for a joint ASCSU and Chancellor’s Office task force, with the participation of the California Faculty Association, to study the policy and make recommendations about its implementation with regard to issues relevant to faculty. The rationale indicates that the policy could have significant implications for potential faculty employees’ privacy rights and hiring and attracting the strongest and most diverse faculty.

**NOTE:**
This resolution passed, but there was active discussion around whether such increased and more intrusive checks would provide any added security than that already afforded by the 2005 background check policy, or whether there actually were desirable increases in potential safety for the university community that might outweigh other concerns. Other serious discussion focused on the potential impracticality of trying to hire within the deadlines faced with the increased delays accompanying such checks. Logistical concerns were raised about at which points such checks arise and in which hands such checks reside. Ethical concerns were raised about the possibility of undue disadvantage persons of color and low-income background applicants might experience due to residual effects of institutional racism and class bias that have led to differential scrutiny for persons of color and those living in low income urban areas. Also discussed was the possible chilling effect on those students who have reclaimed their lives from gang or criminal backgrounds and are now striving to achieve a different kind of life. Finally, concern was that current practice seemed driven by risk-averse motives that may have led
to the rush to implement without due faculty inclusion in such policy change and without sufficient study.

**AS-3228-15/FA Addition of a Retired Faculty Member to the CSU Board of Trustees:** This resolution advocates for the addition of a retired faculty as a voting member of the CSU Board of Trustees and urges the Chancellor's Office to support legislation to achieve that end. The resolution specifically clarifies that the addition of a retired faculty trustee should not substitute for having a second faculty member serve on the CSU Board of Trustees as called for in AS-3017-11/EX (Rev) Addition of a Second Faculty Trustee to the Board of Trustees. This is a straightforward resolution that did not engender significant discussion of substantive issues. Passed without dissent.

**AS-3229-15/FGA California State University 2016-17 Support Budget Preliminary Plan:** This resolution commends the CSU for its 2016-17 Support Budget Plan, which recognizes that CSU fiscal needs are significantly greater than those in the governor's multi-year funding plan. It supports the 3% proposed increase for funded enrollment growth in the plan and strongly urges the Board of Trustees to amend the plan to provide a compensation pool increase for all employees substantially beyond the proposed two percent (2%) currently in the plan.

**AS-3231-15/FGA Commendation for Associate Vice Chancellor Ron Vogel:** This resolution is a commendation for former Associate Vice Chancellor, Academic Affairs Ron Vogel.

**AS-3233-15/EX Commendation in Memory of CSU Academic Senator Shane G. Frehlich:** This resolution honors Senator Shane G. Frehlich, CSU Northridge, who recently passed away on September 4, 2015 due to complications of Acute Myeloid Leukemia.

**AS-3234-15/EX: Presidential Search Processes in the California State University System:** Announcement of finalists and visits to Campuses: This resolution reaffirms the position on open presidential searches expressed in AS-3035-11/FA Response to Proposed Changes to the Board of Trustees Policy for the Selection of Presidents and declares that the ASCSU stands in solidarity with the 21 campus senates that have approved resolutions in favor of the public announcement of finalists and public visits by finalists. It urges that the selection processes for the four 2015-16 CSU presidential searches provide for the public announcement of finalists and accompanying official campus visits by finalists. Finally, it urges the Chancellor and Board of Trustees to revise the BOT policy to provide for the public announcement of finalists and official public visits by finalists. Passed unanimously

**NOTE:**
In their discussions on this topic with the ASCSU, representatives of the Chancellor's Office expressed concerns for potential impact on the pool of applicants—however, when asked, it was iterated that there was no empirical evidence that creating open forums at the end of the process would change the
quality of the applicant pool. The discussion in favor of a greater openness also suggested more of public campus presence of finalists be arranged during such searches.

AS-3235-15/AA Chancellor’s Office Response to AS-3230-15/APEP/AA Establishing a Task Force on the Requirements of CSU General Education (GE) Mathematics/Quantitative Reasoning (B4) Credit: This resolution expresses concern about the Chancellor’s Office Response to AS-3230-15, which implies that the faculty is one voice among many, rather than the most significant, “stakeholder” in curriculum design as it relates to CSU quantitative reasoning requirements. The resolution also urges the Chancellor’s Office to revise its response to clarify the faculty’s primacy over curriculum. Finally, it urges the Chancellor’s Office to prioritize faculty leadership in efforts to address the larger questions of student success and inter-segmental alignment of curriculum across disciplines and segments alluded to in the response.

NOTE:
Concerns that faculty primacy is being undermined in this area of curricular policy-making were not assuaged by the later explanations of the Chancellor’s response offered by the Chancellor or by other representatives of the Chancellor’s office.

First Reading Resolutions

AS-3236-15/FA Reaffirming the Principle of Shared Governance Within the California State University: This resolution reaffirms the principle of shared governance contained in HEERA, and asks the Chancellor in his response to this resolution to substantiate how the principle of “shared leadership” either conforms to or differs from the definition of shared governance in HEERA and AAUP documents. It also expresses ongoing concern about the Chancellor’s response to requests for assistance from campus faculty leadership about documented violations of shared governance on their campuses.

AS-3237-15/FGA CSU Acknowledgement of California Taxpayers as University Donors: This resolution encourages campus Senates, and the offices charged with campus advancement/philanthropy, as well as the Chancellor’s office to find ways to acknowledge the role of taxpayers in helping to fund the CSU. It recommends adding, where feasible, the phrase “funded by taxpayers like you,” to donor walls, websites, advancement brochures and other places that recognize private donor philanthropy.

NOTE:
Suggestions were made that the second reading version make it clear that paying ones taxes is not an act of philanthropy, but that taxes are critical to the functioning of the university, and that making this more visible could aid in public support.

AS-3238-15/AA Role of California State University Faculty in the Evaluation of Courses for Transfer: This resolution stems from concerns raised by campus senate chairs about the implications for course transferability raised by AB 386, CSU Fully Online Courses, CourseMatch, and the advent of upper division
GE courses in CCC BA degree programs. It affirms that campus curricula and the satisfactory completion of degree requirements are the purview of local campus faculty. It also encourages campus academic senates to develop policies or review existing policies for transfer of courses that: ensure the primacy of faculty in establishing the criteria for, and evaluation of, the transferability of courses; guarantee communication between articulation officers, department chairs and curricular and shared governance bodies; maintain a clear and transparent process to meet degree requirements; facilitate progress toward graduation; and allow for the re-evaluation of articulated courses by faculty.

NOTE:
*Motivation for the resolution reflected the idea that time to graduation needs to be carefully balanced by responsible curricular decisions that maintain the quality standards and reputation of the graduating CSU institution.*

**AA-3239-15/FA Inclusion of Non-Tenure Track Instructional Faculty in Faculty Orientation Programs:** This resolution advocates for the inclusion of lecturers in annual and semi-annual faculty orientation days (including these days as part of compensated contractual time). It also urges that in the context of faculty orientation, general campus resource information and specific materials relevant to the rights and benefits of CSU lecturers be made available to non-tenure track instructional faculty.

NOTE:
*Motivation for the resolution included acknowledging that it is important for the socialization of Lecturers to be consistent with that of TT faculty in providing a coherent campus culture.*

**AA-3240-15/FA/FGA Request for Joint Task Force to Develop a Vision Plan for Ongoing Tenure/Tenure Track Recruitment:** This resolution thanks the Board of Trustees, Chancellor, Governor and Legislature for recognizing the need to increase tenure/tenure-density in the CSU and for providing in the 2015-16 budget, baseline funding specifically targeted for the hire of tenure-track faculty. The resolution further calls upon the Chancellor, working with the ASCSU, to establish a joint task force for the purpose of developing a multi-year systematic plan to increase tenure/tenure-track density in the CSU.