

CALIFORNIA STATE UNIVERSITY, EAST BAY
FACULTY AFFAIRS COMMITTEE
Minutes of the Meeting of February 15, 2012

Present: Eileen Barrett (chair), Jeanette Bicais (quarter secretary), Linda Dobb (ex officio),
Liz Ginno, Scott Hopkins, Ching-Lih Jan, Dave Larson, Danika LeDuc, Mitch
Craig, Steve Huang

Guest: Mike Mahoney, Sophie Rollins

Absent: Luther Strayer

- 1) Approval of the agenda
M/S/P (Ginno/LeDuc).
- 2) Approval of the February 1st minutes
M/S/P (Ginno/LeDuc)
- 3) Report of the Chair
 - a) RPT 4.0 revision: Dee Andrews made a friendly amendment on the Senate Floor: “one exception” could have better language. Her suggestion, “one qualification is recommended” with the rationale, why would we say uniform criteria and then say one exception. FAC Committee accepts the friendly amendment.
 - b) RPT 8.0 revision: Jim Murray made a friendly amendment on the Senate Floor: The wording evaluates the evidence after you receive promotion and therefore there is a year gap. His suggestion is to add *primarily*: “Evaluation will be based primarily on candidate’s achievement not considered during the last promotion.” FAC Committee accepts the friendly amendment.
 - c) Subcommittee on lecturers continues its work on the range elevation document. The key issue is to be sure that our document be consistent with a recent arbitration decision which said that you cannot require a lecturer to have a Ph.D. to get range elevation. Subcommittee on course evaluations is considering the Institutional Learning Outcomes (ILO) as a possible basis for the course evaluations. Subcommittee is reviewing documents about all aspects of student course evaluations.
 - d) Last year we passed a new syllabus policy document. At the request of last year’s Academic Senate, Linda Dobb, Terry Smith, and Corey Gin developed a template to be used in all blackboard sites that identifies the common syllabus requirements: academic honesty, accessibility, and emergency procedures. FAC agreed with the Faculty in Residence from Faculty Development who recommended that a link to Accessibility Services also be provided.

Eileen sent a memo to ExCom about the issue about lecturers on standing committees – on today’s agenda.

- e) EXCOM will have 1st reading on senate floor on FAC’s recommendation for faculty office hour.

Recommendation: “Part time faculty will maintain one office hour per week for one (1) to four (4) units of their teaching load, two office hours per week for every five (5) to eight (8) units, and three office hours per week for nine (9) or more units.”

f) Email (2/15) Outstanding Professor Call letter -
<https://lists.csueastbay.edu/mailman/listinfo/regfac>

4) Report of the Presidential Appointee
a) Item is on the agenda: Grievances

5) Old Business

a) Policy on Emeritus/a Status

i) Reviewing that the Senate passed the 2007 document; it was not signed by the president. Whether to retain the old policy, which is a Senate document, or revise is the issue. Subcommittee to sort out the issue: Dave Larson, Ching-Lih Jan, and Eileen Barrett.

b) Policy on Administrative Review, University Organizational Chart, Review Schedule

i) Currently each administrative review, college deans the exception, requires a committee composed of tenure track faculty from each college and the library, and a presidential appointee. Review committees for deans require 3-4 tenure track faculty from different departments in the college, staff member, and presidential appointee.

ii) Discussion: The idea of a super committee pool, elected in the spring for the following academic year, would replace the individual committees. Each college would elect 2-3 TT faculty for the pool and members for the reviews would come from the pool. The idea was well received by the FAC members. Considerations include: electing a super committee does not address the problem of the faculty not volunteering for committees; there are 3 to 5 reviews per year, which may be too many; the office as well as the person is review and faculty may be reluctant to review when the position description is not familiar; review committees solicit faculty input and are not a closed entity; super committee pool would have consistent approach to reviews.

Eileen Barrett, Jeanette Bicais, and Liz Ginno volunteered for a subcommittee to take a closer look.

c) Faculty Membership of Standing Committees

i) The question has been raised if lectures should serve on standing committees. Eileen Barrett wrote a memo to Mike Mahoney outlining the FAC discussion. (Appendix A.) Waiting for EXCOM's response. Eileen presented the possible charge to the lectures subcommittee and the lectures serving on the committee voiced they do want to serve on standing committees. There remains the question of their compensation, and if there is no compensation will it diminish the value of the TT work. This also might affect non-tenured TT faculty who need service for their RTP. An important next step is to discuss with lecturers across campus, disciplines, and appointments.

d) RTP Policy and Procedures for Librarians

i) 5.3.2, PG 15. 6.4.3 a request for reconsideration
Remove last two lines.
M/S/P (Ginno/Larson)

New Business

a) RTP Policy and Procedures document conflict with CBA regarding grievances - tabled

The FAC web page is <http://www20.csueastbay.edu/faculty/senate/committees/fac/index.html>

Appendix A

TO: Mike Mahoney, Chair of the Academic Senate
FROM: Eileen Barrett, Chair of FAC
DATE: February 2, 2012
RE: ExCom Charge to Review Composition of Senate Standing Committees

At our meeting on February 1, FAC discussed the charge for ExCom “to review whether or not lecturers should be able to serve on Senate Standing Committees.” As you note, the Constitution/Bylaws of the Senate says that “Faculty members of Standing Committees shall be regular members of the University Faculty” (Article XVI, Section 2). The constitution also defines regular members of the faculty:

The following definitions are to be used in determining the eligibility of a faculty member to hold status as a regular member of the University Faculty: "Full-time" - a person is employed in the University at full salary for his/her position; "Annual" - the employee of the University is appointed to serve for a full academic year (three or four quarters) at a time; "Academic" - an employee of the University who is assigned to teaching or research or to departmental administration. (See Constitution: Article II, Section 2; Article III, Section 2.)

Since lecturers are not regular members of the faculty, the simple answer to the question is that lecturers are not eligible to serve on standing committees of the Academic Senate. Thus FAC requests clarification of this charge. Are we to research the issue of lecturer participation on Standing Committees with the possible purpose of amending the Senate constitution and bylaws to allow for such participation?

Our initial discussion of this topic raised several issues. We have enormous respect for our lecturers and value their dedication to our students. Yet while we appreciate the willingness on the part of some to serve the University, we understand that such service is not included in the work assignments for lecturers. We are concerned, on the one hand, that lecturers would be assuming service responsibilities for which they would not be compensated and, on the other hand, that such service on the part of some lecturers would change the expectations for all lecturers.

We also believe that it is the role of the regular faculty to be fully engaged in faculty governance and University service. Currently, we are in a period of depletion of our regular faculty—this year, there are 296 regular faculty, a number that includes deans and associate

deans, and approximately 350 lecturers. We are nowhere close to the ratio of 70% tenure-track to 30% lecturer faculty that was once considered a University goal. We are concerned that expecting the work of faculty governance to be done by those who are not compensated for their time and effort will diminish the important role that full-time tenured and tenure track faculty play in the life of the University.

Eileen

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