CALIFORNIA STATE UNIVERSITY, HAYWARD
EXECUTIVE COMMITTEE of
the ACADEMIC SENATE               Approved as presented

Minutes of the Meeting of March 27, 2001

Members present: Kevin Callahan, Cal Caplan, Nancy Fegan, William Langan, Sally Murphy, Sue Opp, Norma Rees, Henry Reichman, Don Sawyer, Eric Soares, Emily Stoper, Don Wort

Guests: Jane Lopus, Linda Kinrade, Frank Martino, Dick Metz, Leigh Mintz, Vincenzo Traversa, Joe Zelan

1. Approval of the agenda

M/S/P (Opp/Murphy) to approve the agenda.

2. Approval of the minutes of the meeting of March 13, 2001

M/S/P (Wort/Callahan) to approve the minutes of the meeting of March 13, 2001

3. Reports
   A. Report of the Chair
      The Calendar Task Force charge was approved by the Executive Committee via e-mail and the membership of the Task force was also elected via e-mail. It consists of: William Langan (Chair) and Nan Chico representing ALSS; Don Sawyer representing SEAS; Ed Keller representing SCI; Nan Maxwell representing BE; Carl Stempel representing lecturers; Karen Rosenberg and Mary Cheng representing staff; Carl Bellone as the President's appointee; and two student members yet to be appointed by Associated Students. The Task force was convened on Monday, March 26th. Executive Vice Chancellor David Spence should provide a request to convert to semesters in writing shortly, containing reasons for doing so and indicating that a fuller paper will follow with more details. President Rees reported that Dr. Spence understood our time line and would "try" to hold the two million dollars offered available until next Fall, but could not commit to that because of budgetary uncertainties.
      - FAC recommended that we do not eliminate the first year retention review, finding the effort to compile a dossier advantageous to candidates and an opportunity for departments to deal with appointees who do not complete their dissertation in the scheduled time.
      - Regarding the campus response under three performance areas of the Accountability Process, the Provost reported that the Assessment Council Report, which we recommended not be sent, had already been sent months earlier in response to a request for information. The Provost opted for CIC's recommendation on Progression to Degree to reduce by one unit the average number of upper division units our native students actually take. And he opted for the Executive Committee's advice about not increasing the percentage of non-standard-modules in course scheduling, because they would have to come at the expense of more popular standard modules.
      - At the recent Academic Retreat our campus presented a report on the MAGIC project developed by Carol Lauzon and Chris Morgan as part of a series of presentations on partnerships between CSU campuses and local communities.
      - Robert W. Cherny gave a report on "Faculty Recruitment and Retention in the CSU" in which he analyzed student-faculty ratios (SFR's) over the past few decades. During the late '80s the SFR fluctuated between 18.2 and 18.5, already an increase from the 16 plus it used to be during the '60's and 70's. During the budget crisis of the early '90's the SFR (closely linked to class size) jumped to 20.4 and now hovers about 19.5, even though the cost per FTES (in constant dollars) has been fairly steady since the mid-'80's and has risen in the past three years. The question poses itself: where has the money gone, since it has not gone to reducing class size? Libraries have not
recovered from their severe budget cuts of the early '90's, and faculty
salaries which fell during the late '80's and early '90's are only now returning to the level of the late
'80's in constant dollars. Faculty salaries across the country have risen during this time, producing
the CPEC gap, which has been halved during the past three years but remains a formidable barrier
to hiring, especially given the high costs of housing in most of the areas where CSU campuses are
located. In addition, the CSU regular faculty is smaller now than in 1988. From 1988 through
2000, 6120 regular faculty left the CSU while only 5703 new appointments were made. The
average regular faculty age is now 51, suggesting large numbers will be retiring in the next 10 years,
while the system is growing by approximately 10,000 students per year. The CSU would have to
hire 12-13,000 new regular faculty just to maintain the present ratio of faculty to lecturers, which is
far too low as it is. Finally, 3 out of every 10 searches fail, for a variety of reasons, the most
dominant ones being our high teaching load, relatively low salaries and high costs of living. The
Chancellor recognizes those three problems, and points to his efforts to extract increased funds for
salaries from the legislature and to develop assistance for faculty housing. He even mentioned
lowering the teaching load as a possibility. The Statewide Senate has established a Faculty Flow
Task Force to address these problems.
- Finally, a bill (AB 347) has been introduced in the legislature to create a baccalaureate degree in
  elementary education to consist of a typical teacher ed program with two years of in-classroom
  supervised training--could this be the return of the education major?

B. Report of the President
The first Northern California Cal State Teach Graduation Ceremony
was recently held and proved to be a wonderful event.
- President Rees hopes to impress the Trustees visiting this week with the wonderful things
  happening at Cal State, Hayward.
- Finally, President Rees asked the Executive Committee's advice on how best to consult about
  saving funds in light of the energy crisis by closing parts of the campus during the summer months.
  Vice President Metz explained that air conditioning is the major energy cost in the summer, and that
  because of construction configurations, our options are limited. The top two floors on Meiklejohn
  Hall are cooled by a separate air transfer system, and could be isolated and cut off. The lower two
  floors are subterranean and cost much less to cool. The same holds for the top (third) floor of the
  Arts and Education building and part of its second floor. There is no air conditioning in the Science
  buildings, except where needed for laboratories; and Warren Hall is cooled by two systems that are
  divided into vertical sections of the building rather than floors, and so could not be separately shut
down. The Theatre Building is another candidate for closing down, since it can be isolated from
  the rest of the system serving the Business and Music building. The Executive Committee's
  recommendation was to consult with those Schools and departments that would be directly affected
  by a shut down, and the President agreed to do that.

C. Report of the Statewide Senators
The written report of the Statewide Senate meeting is available on the Senate's web site.
- Dr. Spence indicated that a letter requesting quarter campuses to convert to semesters would be
  coming at the end of the week. It would stipulate that campuses had the authority to retain the
  quarter system, but would be asked to supply their reasons for doing so. President Rees opined
  that giving those reasons would not be required, only requested. In response to some faculty fears
  about the loss of the FERP program as a result of conversion, neither Susan Meisenholder, CFA
  President, nor Dr. Spence saw any indication of that.
- An attempt may be made to impose the CMS "pilot program" being tried on two campuses onto
  the other campuses as a "baseline" program, despite diversity of the campuses.

4. Approval of Spring Quarter Election Schedule

M/S/P (Murphy/Soares) to approve the proposed schedule for the Spring Quarter, 2001 elections.
5. 00-01 CAPR 6, Five Year Program Review of the Department of Theatre and Dance

M/S (Soares/Murphy) to place 00-01 CAPR 6 on the Senate agenda.

Hird explained that the Outside Reviewer's proposals about program expansion, despite his recognition of the fact faculty were already over-committed, reflected his suggestions to develop in areas of expertise and interest of the regular faculty in order to increase the number of majors. In response to a question asking why the department had not requested a tenure-track appointment in dance, despite the Outside Reviewer's recommendation that they do so, Hird explained that they had only now identified an orientation, Dance Theatre, through which they could distinguish themselves from other more successful dance programs. We cannot compete with those programs with one regular faculty in dance. The department also concluded that support for a tenure-track position in dance from ALSS chairs and the deans was lacking.

The motion passed.

6. 00-01 CAPR 7, Policies and Procedures for Five Year Reviews and Plans

M/S (Caplan/Soares) to place 00-01 CAPR 7 on the Senate agenda.

The purpose and nature of the Attachment was discussed. President Rees explained that she asked CAPR to clarify the relationship between the Guidelines developed in the Committee A Report and the Five Year Reviews and Plans. It was noted that the Attachment does not do that, but does explain the relationship between the two documents, which could be helpful to chairs and others not familiar with the detailed history of the development of the documents. It was further pointed out that the plans prepared by the departments would make use of the principles for tenure-track hiring outlined in the Committee A report, and that one Principle in that report asks how the tenure-track request relates to the department's Five Year Review and Plan.

The motion passed.

7. 00-01 FAC 6, Non-Academic-Related Student Complaints

M/S (Murphy/Soares) to place 00-01 FAC 6 on the Senate agenda.

It was pointed out that stipulating that the Ombudsman "shall resolve the matter" is unenforceable, since many non-academic and non-discrimination related complaints are governed by the CBA which stipulates procedures for their handling. Traversa described the sometimes frivolous nature of these complaints. The formal recognition of a process of complaining by beginning with the department chair is one positive contribution of the proposed policy. Chairs most often resolve such complaints successfully. The dean could be a third party to whom the student could appeal, if he or she were not satisfied with the department chair's efforts, although deans were loathe to become involved in these matters.

M/S/P (Opp/Caplan) to refer the matter back to FAC, with a request that they investigate the institution of an ombudsman office on other CSU campuses.

8. Adjournment

M/S/P (Murphy/Langan) to adjourn.

Respectfully submitted,

William Langan, Secretary