CALIFORNIA STATE UNIVERSITY, HAYWARD

COMMITTEE ON ACADEMIC PLANNING AND RESOURCES

Approved as presented

Minutes of the Meeting of December 6, 2001

Members Present: Carol Becker- Chair, Margaret Desmond, Beverly Dixon, Jennifer Eagan, Leo Kahane, Michael Strait, Eric Suess, and Mary Timney

Members Absent: Carol Castagnozzi, Frank Martino- Provost, Bijan Mashaw

Guests: Diane Beeson, Carl Bellone, Terry Jones, Jim Kelly, Dianne Rush-Woods, and Gale Young

The meeting was called to order by Chair Becker at 2:04 PM in the President's Conference Room.

Approval of Agenda: M/S/P

Approval of the minutes of the meeting of November 15, 2001: M/S/P, with minor changes

Report of the Chair:
CAPR’s report on the Department of Human Development’s Five-Year Review was passed in the Academic Senate. The Council of Chairs addressed the issue of the Masters of Social Work (MSW) at their last meeting. Dean Good recounted that the Provost made it clear that an MSW program must be financially self-sustaining. Chair Becker remarked that CAPR could allow the MSW program to be put on the University Master Plan on the condition that the Provost make a statement that the program will not adversely affect existing programs.

The Department of Educational Psychology expressed some concerns about the MSW program. Chair Becker invited Dean of Education Arthurene Towner and Chair Mary di Sibio to the meeting today. Dean Towner is out of town and stated that she is not opposed to an MSW program and that any issues can be worked out in a collegial manner. Chair di Sibio sent her concerns to CAPR member Margaret Desmond.

Carl Bellone explained the procedure governing how to get a program on the Master Plan and what follows afterwards. He stated that the program would not be initiated without another proposal. Chair Becker noted that this is the only time that CAPR will review the MSW program.

Report of the Vice President, Academic Affairs: Absent, no report.
Discussion of Annual Performance Review Statistics
(http://www.aba.csuhayward.edu/IRA) and 00-01 CAPR 7 Appendix (CAPR Five-Year Review Statistics):

Michael Strait and Eric Suess were asked to look into the problem of getting the statistical information from the data warehouse onto the forms that the Dean’s use to evaluate new tenure-track hires. Michael visited Leone Nidiffer, Assistant Vice President of Institutional Analysis and Research. She noted that the format changes made in the past have been driven by requests from CAPR. How the schools execute their statistical analyses is inconsistent. Leone noted that the School of Science is the most consistent, so Michael Strait went to talk to Linda Kinrade. She stated that the School uses only some information from the data warehouse, some from the web, and some from the school’s own interpretation of their own data. Michael Strait thought that perhaps this requires some clarification about what some the categories on the Dean’s form mean.

Eric Suess said that maybe PeopleSoft could generate statistics for the schools, deans, and departments that would be standardized. Michael Strait thinks that this is not a technical issue, but a policy issue. Eric Suess, Michael Strait, and Chair Becker will contact a PeopleSoft representative about this problem. CAPR will address this issue again at its next meeting.

Discussion of the request to place a Master of Social Work on the CSUH Academic Master Plan:

Chair Becker introduced the pressing issues for the guests present. These are: background information needed about the process, concerns expressed by Education Psychology, and the issue of resources. She reiterated that Dean Towner has no objection to the MSW program and anticipates a collegial resolution to any future disputes. The ALSS Curriculum Committee passed the resolution with the condition of assurances from the Dean that other departments in ALSS would not be adversely affected. Dean Good remembers that the Provost said that a MSW program would have to be self-sufficient.

Terry Jones addressed CAPR reiterating the state legislature’s finding on the shortage of social workers throughout the state, particularly in the areas of aging and mental health. He stated that Social Work is a distinct field with its own set of ethics and its own licensing procedure. The distinction between social work and other degrees such as Psychology and Counseling, is recognized by public agencies. In California, there are fourteen schools offering MSW degrees, with two more currently being developed. Many of these schools have both MSW programs and Educational Psychology programs co-existing in the same university.

Margaret Desmond noted that the Educational Psychology program at CSUH leads to a license in Marriage and Family Therapy. Licensed Marriage and Family Therapists can hold degrees from a variety of clinical training programs.

Terry Jones noted that the program would consist of a cohort of thirty students, with many of these students coming from CSUH undergraduate programs. Any curriculum overlaps with other departments can therefore only be seen as beneficial. It will be a
moneymaking program, not drawing money away from a zero-sum game. The MSW program is an expression of the University’s mission as the “people’s university”. There is no need for the program to draw resources away from other programs.

Eric Suess wanted clarification of CAPR’s procedure in deciding to put the program on the University Master Plan. Chair Becker noted that our role is to follow the procedure outlined in the guidelines, to analyze the request based on the criteria listed. Carl Bellone noted that CAPR’s role is to gather information from the schools and to take a vote to put the program on the Master Plan. Jennifer Eagan said that other University committees who have considered this program are counting on CAPR to consider the resources involved in this new program.

Leo Kahane noted that there are two primary issues for CAPR to address, the program’s affect on other programs and feasibility. He asked, what if tenure-track hires are already in place when the program fails? Carl Bellone said that the Sociology department would simply absorb those faculty to replace retiring faculty. Diane Beeson noted that Sociology is a big department and would be replacing retiring faculty anyway. Mary Timney argued that departments do not necessarily get tenure-track hires based on separations. Terry Jones responded that the department has consistently gotten new hires because they have a large number of majors and are a service department. Diane Beeson said that the department is motivated in part by the huge amount of funding available for MSW programs. Mary Timney replied that she is in favor of the program, but is worried about tenure track positions being dependent on soft money.

Margaret Desmond read an e-mail from Mary di Sibio addressing her concerns about the program. She is worried that an MSW program would compete directly with the MFT program, and overlap in terms of coursework and licensing requirements. These two groups of students would be vying for the same jobs. She is worried that funds for a new program would be drawn away from an existing program offering similar services. Both Diane Beeson and Jim Kelly noted that many government agency jobs specifically require an MSW degree. Jim Kelly said that MSW and other clinical counseling programs are significantly different in focus; there is difference between a social service and a counseling oriented perspective. The need is great. Such programs draw from interdisciplinary faculty all with social service backgrounds. MSW programs help the University gain grant money and establish connections to the community.

Dianne Rush-Woods further explained the difference between the two fields. The overlap is therapy, but the application is different. MSWs address victims of chronic social problems. MFTs deal with the “worried well”. MSWs would expand their work into case management within mental health and child welfare services. MSWs would deal exclusively with vulnerable populations. Chair Becker asked about the experience of burnout. How many MSWs become licensed social workers, and how many of these go on to work in government agencies? Jim Kelly answered that about half of MSWs sit for licensure and that this number is likely to increase due to the skyrocketing increase in new jobs. Chair Becker noted that the MFT program has already experienced a one third drop in enrollment and they are not turning any students away. So, perhaps there would
be an adverse effect on the MFT program if the MSW program goes forward. Terry Jones asked why deny the existence of a program based on the effects it might have on other programs. Beverly Dixon and Leo Kahane observed that in either program, this pool of students would still be at CSUH.

Margaret Desmond asked about the demographics of MSW students. Dianne Rush-Woods answered that there are a lot of people in MSW programs who had contact with social services at some point in their lives. Many are from vulnerable populations themselves.

Mary Timney noted that her concern is that ALSS has had chronic budgeting and resource problems. The three new faculty positions and the thirty new sections are only partially subsidized. Gale Young noted that ALSS is in better shape financially now, and is just suffering from the budget cutbacks. The Dean thinks that the program can sustain itself and will enhance the University. The sections will not be cut from other programs.

Beverly Dixon asked what would happen if the specialties of the new faculty for the MSW program didn’t fit with the needs of the department of Sociology if the program fails. Diane Beeson answered that they would hire faculty with a broad range of specialties in both sociology and social work. Terry Jones concluded the debate by reiterating that both the Dean and the Department of Sociology are pledging that no new resources will be needed for the MSW program.

Chair Becker called for a motion regarding the department of Sociology and Social Services request for a new MSW program. Michael Strait made a motion that the new MSW program be placed on the University Academic Master Plan. Mary Timney seconded the motion. Mary Timney moved to amend with a statement that CAPR will only approve the program for placement on the Master Plan with an accompanying letter from the Provost assuring his financial support of the program. Beverly Dixon and Eric Suess thought that would give too much power to the Provost. Mary Timney withdrew her amendment. The motion to place the Masters of Social Work program on the University Master Plan carried unanimously [7 yea, 0 no, 0 abstentions].

Discussion of CAPR’s role in the annual tenure-track faculty allocation requests process: Tabled until the next meeting of CAPR on January 17.

The meeting was adjourned at 3:50 PM.

Submitted by,
Jennifer Eagan, Secretary