

CALIFORNIA STATE UNIVERSITY, HAYWARD

ACADEMIC SENATE

Approved as amended

Minutes of the Meeting of December 4, 2001

Members Present: Dee Andrews, David Baggins, Eileen Barrett, Rainer Bauer, Carol Becker, Kevin Brown, Kevin Callahan, Cal Caplan, Mary Cheng, LeAnn Christianson, Joan Davenport, Dana Edwards, Nancy Fegan, John Hammerback, Felix Herndon, Bonnie Ho, Terry Kelly, Jennifer Laherty, William Langan, David Larson, Rita Liberti, Kenneth Louis, Frank Lowenthal, Chris Lubwama, Cesar Maloles, Sally Murphy, Julia Norton, John Ostarello, Chung-Hsing Ouyang, Barbara Paige, Mary Prejoles, Norma Rees, David Sandberg, Don Sawyer, Eric Soares, Carl Stempel, Emily Stoper, Susan Sunderland, Alison Warriner, Don Wort

Members Absent: Diane Beeson, Raymond Grangoff, Matt Johnson, Sue Opp, Evelyn Andrews, Rodney Pierce, Xeno Rasmusson, William Reuter, Valerie Smith

Guests: Alex Cassuto, John Charles, Tom Hoeber, Tom McCoy, Sunjay Nair, Mike Schutz

1. Approval of the agenda

M/S/P (Caplan/Davenport) to approve the agenda.

2. Approval of the Minutes of the Meeting of October 23, 2001

M/S/P (Lubwama/Kelly) to approve the minutes as presented.

3. Reports

A. Report of the Chair

Sunjay Nair, President of the Alumni Association, will provide a description of the Alumni Association Grant Program for Departments and faculty. The presentation is listed as agenda item 17.

- The Chair noted this is the last meeting of the Fall Quarter, and thanked the members for their "excellent work."
- A letter from President Rees to the faculty regarding the calendar question was read. It was also mentioned that CSU Los Angeles has voted to stay on the quarter calendar. Thus, no quarter campus has elected to convert.
- The faculty was reminded that voting in the Fall Quarter University-wide Election will end on December 7, 2001 and the ballots will be counted on Monday, December 10, 2001, at 1:00 P.M. in the ALSS Conference Room.
- The CSU Academic Conference "Quality Education through Diversity" held in San Diego last week was well received. Our presentation, made by President Rees, with the assistance of Lettie Ramirez, Pablo Arreola, Shyam Kamath, and others, was one of the high points of the conference. The presentation highlighted the nature and use of diversity in our schools and international programs.
- The CSU report "The California State University at the Beginning of the 21st Century: Meeting the needs of the People of California" has been posted on the Senate Web page.
- We articulated three themes for the Senate and faculty to continue to direct its efforts and attention

to during this academic year: 1) Diversity, 2) Collegiality, and 3) Issues related to the Contra Costa Campus. Progress has been made in each of these areas and we are committed to continuing our efforts on these important issues.

- Information on the CSU Budget Advisory Committee work will be sent to the members shortly. The faculty and Senate need to become more involved in budgetary issues of the University.

### B. Report of the President

President Rees complimented the faculty on its deliberation on the calendar question, including the preparation of materials by the Calendar Taskforce Committee, presentation of the Information Forums and related activities.

- Rees thanked the number of individuals who helped to prepare our campus presentation at the CSU Academic Conference.

- With the help of Carl Bellone and Herb Eder, we are meeting twice yearly with the 10 Community Colleges Presidents and Chancellors who represent the feeder schools in our service area. Our goal is to develop ongoing communication as well as increase transfer rates. This is one of the most important initiatives we have undertaken, and we will provide you with progress reports.

- McCoy asked if there were any messages from the Chancellor on the Budget. Rees responded that this year's reduction remains 1.4 %. Next year appears to be 5% but the Chancellor will advise the Presidents in January when the Governor's preliminary budget is presented and again with the May revise of the budget. In an effort to minimize the 1.4% we are in a partial hiring freeze. The Chancellor has specifically stated that the Tenure Track searches are to continue. Dick Metz will be calling a Budget Advisory Committee meeting for information purposes on December 14.

Eileen Barrett announced that the deadline for nominations for the Outstanding Professor Award has been extended to December 14, 2001, due to a lack of nominations.

### C. Report of the Statewide Academic Senators

Caplan complimented President Rees and the individuals who prepared CSUH's presentation at the CSU Academic Conference. The presentation generated a great deal of interest and received laudatory praise by conference participants for our use of diversity in our Schools and international programs.

Three resolutions are in the Senate presently: 1) Support for Implementation of SB 2042 (Alpert): Multiple Teaching Credential. A campus team will be traveling to Los Angeles on December 6-7, 2001 to participate in a systemwide meeting to address curricular matters as they relate to newly adopted California Commission on Teacher Credentialing standards. 2) Evaluating Teaching Performance of Temporary Faculty. The CSU Senate encourages all campuses to develop policies and procedures for the periodic evaluation of temporary faculty consistent with Articles 15.1 and 15.2 of the CBA. 3) Faculty Office Space in the CSU. The CSU Senate urges the Chancellor to work closely with campus presidents to seek solutions to the problem of overcrowded faculty offices. The current issue facing the Senate is consideration of Amendment to the Constitution related to Article II, Section 1, Membership. The issue is related to reapportionment of Senators based upon institutional size.

Sunderland provided a unique comparison of her recent experiences as the Fall Quarter Statewide Academic Senator with those of fifteen years ago. Wort thanked Susan for her "outstanding service" to the faculty.

D. Report of CFA (McCoy)

At the last CSU/CFA mediation meeting, CSU proposed a 2% General Salary Increase. CFA presented a counter proposal which added to the 2% GSI continuation of funding for SSI's for junior faculty (which CFA believes is self-funding), Salary Stipends for Department Chairs, and health benefits for lecturers with a time base of .45 and above. CSU repeated the initial offer, whereby the mediator referred negotiations back to fact-finding where they presently stand.

Lowenthal asked whether there is any foundation to the Chancellor's fear that the 2% may be lost?

McCoy indicated he did not think that was a possibility. Lowenthal asked why CFA simply does not agree to fund the 2% and continue on with negotiations. McCoy pointed out that if we take the 2% we lose the ability to continue negotiations on SSI's, Chair Stipends and lecturer health benefits.

Callahan asked about the 2%-- is it real 2% of all compensation or simply 2% to individuals? With retirements and separations without replacement, the initial 2% has in fact grown larger than simple 2% to faculty. McCoy agreed this is a point of contention for CFA. Cassuto remarked on the increases local elementary and secondary school teachers have obtained over the last several years and noted that starting teachers begin at a much higher rate of pay than faculty in the CSU. Baggins noted his concern that we may be on the verge of losing a whole rank of faculty because of our inability to recruit due to the low starting salaries and the high cost of living in the Bay Area.

E. Report of Student Government - No report4. 01-02 BEC 4, Resolution on Compensation for Lecturers

**M/S** (Herndon/Norton) to approve the Resolution.

Ostarello pointed out that the resolution would require us to assess how much the lecturers are doing. To do that we would need to quantify or provide points for tasks to determine some threshold for awarding of the assigned time and that should apply to the regular faculty as well. Fegan agreed, saying unless we define service for regular faculty, it will be very difficult to do so for lecturers. Stoper noted that regular faculty teach 12 units of a 15 unit responsibility with 3 units provided for other duties. Herndon suggested that could be done on an ad hoc basis; providing the assigned time to lecturers is a way to compensate individuals for work they are presently doing. Fegan felt this would be difficult for departments to do without some form of model or example. Andrews (FAC representative) indicated that FAC was concerned that the lecturers are being asked to do more work because there are not enough tenure-track faculty. To ask lecturers to do uncompensated work is viewed by many as unethical. Another issue is that part-time lecturers don't want to be completely excluded from some service roles. This puts the lecturer in a difficult position. Baggins explained that he is concerned about equity for lecturers; however students are the losers when we provide fewer sections when we shift teaching money to service.

**M/S** (Stoper/Davenport) to amend 3.b. to include the statement "or do not ask lecturers to perform uncontracted tasks."

Ho asked what is meant by a sufficient number of Tenure Track faculty? Langan had questions about both 3.b and 3.c. How do you balance the two? If you do not give the assigned time you cannot ask, and c suggests that the lecturer can volunteer for the task. Stempel opined don't ask specific people-- ask in an open forum. Schutz's view was this is related to collegiality. Fegan

referred to the word "ask" in 3.b and "require" in 3.a and suggested there is a conflict in meaning. Hammerback had difficulty with the word uncontracted. Lecturers will be asked to perform other duties besides teaching. Are we not to put this language in the pool ad?

Rees reviewed the history of BEC 4, which was initially intended to be a policy document. When it was determined that these items are bargaining issues, it was converted to a resolution by EXCOM. It is not a policy document.

Ostarello stated if this is a resolution why not use the word "coerce" rather than "ask." Andrews viewed the amendment as problematic even though it is a resolution. The basic point of the resolution is that if we ask lecturers to do tasks that are typically performed by tenure-track faculty, we should provide compensation. This resolution speaks to the fairness and treatment of lecturers. It serves as a guide and should be left as written.

Caplan called the question to end debate on the amendment. **The motion failed**

Stoper spoke in favor of the amendment which attempts to protect the lecturers from being pressured to do things that are not in their job description because of the shrinking number of tenure-track faculty. Chairs are stressed and it's tempting to ask lecturers to take over some of these tasks. Keep the work "ask" rather than "coerce".

**M/S/P** (Callahan/Barrett) to amend the motion to change 3.b by changing the word "uncontracted" to "uncompensated".

**M/S/F** (Langan/Stoper) to amend the motion to change 3.b by changing the word "ask" to "pressure".

**The motion to amend 3.b, as amended, passed.**

Discussion of the original motion, as amended, continued. Callahan was concerned about the distribution of the resolution.

**M/S (Callahan/Murphy)** to split number 4 into two parts: 4.a.) those to whom the resolution will be sent just once, and 4.b.) those to whom it will be distributed to annually, the full-time and part-time lecturers.

A number of suggestions were put forward as to who would assume the annual responsibility of disseminating the resolution to the lecturers. It was concluded that the department chairs would be the most appropriate for the task.

Kelly called the question. **The motion to amend number 4 passed**

**The original motion, as amended, passed.**

5. 01-02 BEC 5, Proposed Amendments to 00-01 FAC 8, Policy on Non-Grade Related Student Complaints, as amended by 00-01 BEC 19

**M/S** (Stoper/Caplan) to approve.

Cheng asked what is meant by "every effort" will be made to resolve the complaint? Who has the final authority? The view was that it lies with the courts. Callahan clarified that the purpose for the pool of faculty members was to assist the Assistant Vice President of Instructional Services and the expectation is that they will be asked to serve on a rotating basis. Cheng also noted that these complaints are with faculty and questioned if there is an opportunity for the student to have an advocate. Stoper pointed out that the Dean has the clout to change the behavior of the faculty member involved with the student complaint. Langan asked why have University-wide elections, rather than school-based elections, for the faculty pool? The view was that this would be a place to start.

**The motion passed**

6. 00-01 CAPR 11, Five-Year Program Review of the Department of Human Development

M/S/P (Caplan/Murphy) to approve 00-01 CAPR 11.

7. 01-02 CIC 3, Honors Program Policies, as amended by 01-02 BEC 3

M/S (Kelly/Callahan) to approve CIC 3, as amended by BEC 3.

Honors Program Director Cassuto asked that the second sentence under Graduation from Program, be amended to read: "Honors students must be in the Honors Program for at least one year and take the one unit "Honors Seminar" to graduate from the program. This was considered to be a friendly amendment.

In the paragraph entitled Program Director, Callahan suggested adding the words "per year" to the end of the second sentence. This was also considered a friendly amendment.

Brown was concerned that the program requirements are being lowered. Cassuto responded that the original program was intended to be almost entirely for freshmen. The majority of CSUH students are transfers from community colleges and the changes will allow those students to participate.

Lowenthal asked about the definition of significant progress in the program. Kelly replied that we will be in a better position to determine that when the program is reviewed in two years.

**The motion to approve, as amended, passed.**

8. 01-02 CIC 4, Proposed New Cluster Course THEA 2051, Technology and Culture in Performance (Replacement for ART 227, Women in Art/Women Artists) in the 2nd Year Humanities Technology and Culture Cluster, and New Cluster Course MUS 1000, Survey of Music Literature (Replacement for MLL 2001, Evil and the Holocaust) in 2nd Year Humanities Holocaust & the Problem of Evil Cluster.

M/S (Stoper/Murphy) to approve.

Caplan asked whether the courses that are being considered for inclusion have received the same scrutiny for approval as earlier courses which included review of appropriate methodologies,

assignments and textbooks by the reviewing committees. Murphy indicated that for CIC 4, 5 and 6, complete syllabi were examined to determine if they met specific G.E. Area requirements. The review was the same as all others. Sunderland asked which ALSS Curriculum Committee reviewed the courses. Langan provided a review of the ALSS Curriculum approval process. The ALSS Curriculum Committee, a subcommittee of the Council of Chairs, reviewed the courses.

**The motion passed**

**M/S/P** (Fegan/Stoper) to move to agenda item #17.

17. Presentation by Sunjay Nair, President, CSUH Alumni Association

Mr. Nair provided an overview of the CSUH Alumni Association and discussed the organization's mission, program goals and objectives. He also distributed copies of the application for the CSUH Alumni Association Grants Program for 2001-2002 and discussed the program.

**M/S/P** (Murphy/Callahan) to consider agenda items 9-15 together.

9. 01-02 CIC 5, Proposed Replacement of G.E. Cluster Courses in the Humanities and Natural Sciences, as noted.
10. 01-02 CIC 6, Application of BIOL 4025, Human Ecology to G.E. Areas B2 and B5 under the 96/98 Pattern; MLL 122-32 Self-Paced Elementary German to G.E. Areas C1-3, under the 96/98 Pattern; MLL 1611, Intense Elementary Chinese to G.E. Areas C1-3, Under the 96/98 Pattern; Effective Fall Quarter, 2001
11. 01-02 CIC 7, Application of PHIL 3711, Philosophical Dialogue to G.E. Area C4 for the 96/98 and 98/02 Patterns
12. 01-02 CIC 8, Application of POSC 3419, Labor Policy and Law to G.E. Area D4 for the 98/02 Patterns.
13. 01-02 CIC 9, Application of ES 3175, Blacks and the Criminal Justice System, and ES 3180, the World of the Black Child, to G.E. Area D4 for the 1998-02 Pattern
14. 01-02 CIC 10, Application of ES 3430, Interracial Sex and Marriage, to G.E. Area C4 for the 1998-02 Patterns
15. 01-02 CIC 11, Application of PHIL 3153, Biology and Ethics, to G.E. Area C4 and Area E Under the 1996-98 and 1998-02 Patterns

**M/S/P** (Murphy/Callahan) to approve agenda items #9-15: CIC 5, 6, 7, 8, 9, 10, and 11.

16. 01-02 FAC 3, Sue Schaefer Faculty Service Award - Held over until the next Senate meeting.

18. Adjournment

**M/S/P** (Caplan/Norton) to adjourn.

Respectfully submitted,

Donald Sawyer, Secretary