

<p>Academic Senate February 11, 2014</p> <p>Present: Bell, Bice, Broadwater, Carroll, Crayton, Espinoza, Eudey, R. Floyd, Garcia, Ghuman, Guichard, Hartman, Hidalgo, Huang, Kohlhaas, Lindsay, Littlewood, Manrique, Mulder, Nagel, O'Brien, Olivant, Park, Perrello, Peterson, Petratos, Petrosky, Powell, Regalado, Silverman, Schoenly, Strong, Thompson, Won, and Wood.</p> <p>Proxies: Al Petrosky for Steven Filling, Roxanne Robbin for Staci Scheiwiller, Cheree Wisniewski for Mariam Salameh.</p> <p>Excused: Advanced Studies, Stuart Sims, Chad Stessman, Daniel Soodjinda, Eric Broadwater, and Chris Lore.</p> <p>Guests: The following guests were welcomed: Steven Jaureguy, Jennifer Cooper, Susan Marshall, Marge Jaasma, Brian Duggan, Katherine McKenzie, John Sarraille, James Tuedio, Linda Nowak, Dennis Shimek, Chuck Gonzalez, John Tillman, Annie Hor, and Lauren Byerly.</p> <p>Isabel Pierce Recording Secretary</p>	<p>Second Reading of 1/AS/14/SEC Resolution on a Policy Regarding Flexibility in Teaching Assignments for Full-time Faculty. Passed Unanimously.</p> <p>Next Academic Senate Meeting: February 25, 2014 2:00-4:00pm, JSRFDC Reference Room</p> <p>Minutes submitted by: Mark Thompson, Clerk</p>
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1. Call to order

2:03 pm

2. Approval of Agenda

Approved as distributed.

3. Approval of Academic Senate Minutes of January 28, 2014 (distributed electronically)

Approved as distributed.

4. Introductions

The following guests were welcomed: Ron Noble, Jennifer Cooper, Marge Jaasma, Brian Duggan, Katherine McKenzie, John Sarraille, James Tuedio, Linda Nowak, Dennis Shimek, John Tillman and Lauren Byerly.

5. Announcements

Floyd: The FDC, Floyd, and April Hejka-Ekins continue to offer on Mondays and Thursdays 12:15-12:45 a silent meditation session. Floyd will provide instruction as requested. Your presence will be honored, and you will leave refreshed.

Provost Strong: FTES = 104.8% so no penalty will be exacted by the Chancellor's Office. A plan for next term's registration process is under construction. Part of the plan might require changes to policy.

The six-year graduation rate is up 2.2% to 51.5%, an impressive jump. The "underrepresented gap" will be reported.

Followed up on discussion per OIT in last meeting's Open Forum segment. The computer replacement program is underway and Academic Affairs is paying half the salary to increase the number of staff available to install computers. The pace has been slower desired, but funding wasn't available till late summer and Science I took priority. Older computers will be replaced first. Regalado responded that he appreciated the follow up but that the delays are at the point of becoming unreasonable. Additionally, some guidelines may be needed.

Schoenly: The 3rd annual science day 15th February 10am - 2 p.m. The event will be centered at Naragahi, but other events will occur around campus including in the remodeled Science I.

Carroll: Noted that at least one student has been soliciting ghostwriters for academic essays on the Stan State Confessions page. Strong responded that David Tonelli will ask them to stop using the Stan State Logo.

Jaasma: Institutional Learning Outcomes discussion (knowledge, skills and abilities that should characterize CSUS graduates) on 2/21 in the FDC 12-4 p.m. Lunch provided upon RSVP.

Tuedio: Pianist John Kamitsuka will be playing piano on Friday, February 21st at 7:30pm. He has been here twice before. A provocative, powerful performance program; admission is free.

Eudey: Noted FDC activities: Presentation tomorrow at 11 a.m. by Peggy Hauselt, the Anne B. Papageorge Faculty Development award winner. On Wednesday, Ann Strahm, Faculty Center Fellow, will have a presentation on "Don't be a Twit" a follow up on using Twitter. A special program on 2/20 on the experiences of women veterans and how the university can support them.

6. Committee Reports/Questions

SWAS: Eudey noted that the SWAS has distributed resolutions currently under consideration and requests feedback. (3157 Recommendation on the Eligibility of Lecturers for Emeritus Status, 3160 Selection of Faculty Representatives in Shared Governance, 3161 Meeting Common Core Standards as CSU Admission Requirement, 3162 Facilitation of Communication Between ASCSU and Faculty, 3163 Concerns Regarding a Community College Baccalaureate Degree Pilot Program (SB 850, Block), 3164 In Support of Ethnic Studies) [Click here to view Jan 2014 First Reading to Campuses](#)

FBAC: Lindsay reported that the committee continues discussion of a budget priorities resolution and invites feedback.

FAC: Garcia noted that the committee will soon submit to the senate the report on issues around the Ethnic Studies.

7. Discussion Item

President's memo regarding the Sense of the Senate 41/AS/13/SEC Resolution in support of the mental and emotional health of CSU Stanislaus Students.

The approved resolution read:

41/AS/13/SEC Resolution in support of the mental and emotional health of CSU Stanislaus students

BE IT RESOLVED: That the CSU Academic Senate recognizes that the professional staff of Psychological Counseling Services has been reduced from five full-time, year-round tenure-track faculty members to one over the past decade, while student enrollment increased significantly.

RESOLVED: The CSU Stanislaus Academic Senate recognizes that the Counseling Faculty, as one of the three essential support units on campus, offers basic infrastructure to the educational mission of the university and the psychological needs of the student body. In addition, the Counseling Faculty is a critical facet in addressing risk management concerns and in the prevention of mental health tragedies.

RESOLVED: That the CSU Stanislaus Academic Senate implores the administration to develop and implement a plan to re-staff the Counseling Center by increasing the number of tenure-track Counseling Faculty in line with the suggested student-counseling faculty ratio established by the International Association of Counseling Services (IACS).

RATIONALE:

The central role of the Counseling Faculty on all campuses of the California State University is fundamental to the mission of the university. CSU Executive Order 1053 mandates the system-wide policies, procedures, and/or guidelines for mental health services to matriculated students.

IACS (the accreditation body of college counseling centers) recommends a maximum student-counselor ratio of 1500:1. This ratio forms the basis for justification of the proposed maximum ratio at CSU Stanislaus.

The IACS accreditation standards further note that “Professional Staff Members” should be accorded rights and privileges consistent with University faculty. Our conviction is that those rights and privileges encompass permanent, tenure track positions. Tenure-track positions specifically are crucial because they secure counselors who plan to dedicate their careers to the university, which roots them firmly within the campus community. It allows for participation in governance, the development of relationships and programs with student groups, teaching faculty, campus police and campus housing. This creates a strong safety net for students and a resource that is familiar and known to faculty. The long-term commitment of Counseling Faculty to the university is fundamental in providing continuity in its relationships with the campus and in developing programming that is stable and predictable for students and those who refer them for services. [END]

Points of discussion.

Floyd thanked the senate for pressing the issue and noted three concerns beginning with the notion in the president's memorandum that only one of the replacements should be tenure track. The last two sentences of the antepenultimate paragraph allow that governance participation can be accomplished by non-tenure track faculty. There is a constitutional provision for Counseling faculty to serve on several major committees, and it is unlikely that the one remaining tenure-track person can fulfill those duties. This may also raise workload issues for temporary faculty. The president noted that the issues can be addressed "over the next few years"; however, the problem is a pressing one now. The penultimate paragraph provides some interesting views on tenure.

The language in the letter, "Governance can be accomplished via systematic, pro-active direction and use by the Student Counseling Center" implies that someone will be directing and using contingent faculty for work beyond their contractual workload.

It is positive that the requests will be under discussion in UBAC.

Again, these issues can raise significant risks for the university.

Should the senate consider a specific resolution calling for funding tenure-track counselors as a funding priority to help ensure that Student Affairs is adequately funded?

In the closing paragraph the president questions the faculty's conception of the uses of tenure. Per the CBA any non-tenure track faculty is temporary, and the CBA has no provision on academic freedom. The AAUP notes that tenure provides a sufficient degree of economic freedom as well. Participation without fear of reprisal is another important element of participation in governance. The security and protection of tenure is an important means to meld personnel into the campus community long term.

ASI will have the chance to review the president's memorandum.

Chancellor White has noted one his key initiatives is to hire more tenure-track faculty.

Espinoza reported that the issue is an important one the Student Affairs and one position has been increased to 12-month rather than 10 month. They hope to backfill Floyd's position as she FERPS. The priority has been to provide services to people.

Psychology and Child Development as a program is strongly in support of hiring tenure-track faculty and having Counseling faculty on standing committees.

8. Second Reading Item

- a. 1/AS/14/SEC Resolution on a Policy Regarding Flexibility in Teaching Assignments for Full-time Faculty (revised version dated 2/4/14)**

Carroll reported that the SEC made some changes in response to comments. The rationale was altered and the committee attempted to merge the two versions of the policy itself in a way that addressed comments and observed what was essential. The revised resolution and policy read:

1/AS/14/SEC -- POLICY REGARDING FLEXIBILITY IN TEACHING ASSIGNMENTS FOR
FULL-TIME FACULTY

Be it Resolved: That the Academic Senate, California State University, Stanislaus recommend the attached *Policy Regarding Flexibility in Teaching Assignments for Full-Time Faculty*; and be it further

Resolved: That, upon approval by the President, the *Policy Regarding Flexibility in Teaching Assignments for Full-Time Faculty* be effective immediately and be incorporated as soon as possible into the Faculty Policies section of the Faculty Handbook (any and all printed and/or online versions), and that the policy be positioned there together in close proximity with all other faculty policies or Collective Bargaining Agreement excerpts contained in the Faculty Policies section of the Faculty Handbook that relate to full-time faculty teaching assignments.

Rationale: To avoid misinterpretation, this policy statement acknowledges the primacy of the language in the collective bargaining agreement. This policy also clarifies the decision-making process as it pertains to individual faculty teaching assignments, and encourages exploration of multiple means by which colleges and departments may meet FTES targets and curricular objectives.

Attached policy:

Policy Regarding Flexibility in Teaching Assignments for Full-Time Faculty

Full-time Faculty instructional assignments do not require a minimum number of weighted teaching units (WTUs). Teaching assignments for full-time tenure-track faculty and full-time lecturer faculty shall be characterized by a principle of flexibility. Decisions regarding faculty instructional assignments reside with college deans (via delegation from the provost) after consultation with department chairs and/or the individual faculty member. Ordinarily, colleges, departments and programs will be permitted to meet their full-time-equivalent-student (FTES) targets and curricular objectives through flexible use of teaching loads, course schedules, number of sections, and section sizes.

Revised by SEC on 2/4/14 [END]

Points of discussion:

Strong appreciates the revisions and supports the resolution.

Thompson noted that in the first reading discussion an argument was made that there was no evidence to support the language about misinterpretation of the CBA. The SEC did review evidence of misinterpretation.

Resolution passed unanimously.

9. Open Forum

Sarraille thanked the senate for passing 1/AS/14/SEC.

Eudey wonders about strategies that senators might take to help get more faculty involved in governance. Floyd noted that discussions with administration about the value of service in RPT might help. Departmental elaborations related to service as well as RPT letters from committee chairs would help.

Regalado reiterated that faculty often face stiff deadlines for submission of information but may be put in the place of requesting grace periods due to inadequate equipment. It may come to the point of a resolution on delaying deadlines.

Eudey asked about an update on enrollment management issues. Strong reported that the Enrollment Management Committee has not met recently, but he and Espinoza are working on a framework to manage registration process better. Controlling spring admission may help. "Freeing up FTES" through policies on repeated courses and instructor withdrawals could help. It will take multiple measures to smooth the process and control enrollment.

O'Brien delivered a paper in Dubai with faculty from many countries on his panel. It's difficult to go, and he received funding from various sources. Is there any way to provide more funding for international travel? Strong strongly supports international travel and believes that some of the tuition from international students might be set aside for international student and faculty travel. Garcia noted that the SEC will discuss support.

10. Adjournment

3:07 p.m.