

# Report from ASCSU November 14-15, 2019

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1. We had a discussion of the desirability of making audio and video recordings (via Zoom) of our sessions and decided to do so for this plenary session. Sessions are currently recorded (audio only) for the purposes of minutes. Questions regarding technical detail, the desirability of making our deliberations more widely accessible, etc. were addressed. We put off consideration of livestreaming sessions until our next plenary.
2. **Chair Nelson** referred us to her written report.  
[http://www.calstate.edu/AcadSen/Records/Chairs\\_Reports/](http://www.calstate.edu/AcadSen/Records/Chairs_Reports/)
3. **Excerpts from Other Reports**
  - **Academic Affairs** discussed the following topics.
    - Spent a lot of time discussing a potential ethnic studies requirement and perfecting their resolution introduced at the last plenary. They heard from several ethnic studies experts, which informed their draft of principles and learning outcomes which would guide implementation of a potential system-wide requirement.
  - **Academic Preparation and Education Programs** discussed the following topics.
    - Met with the WestEd team doing a study of the implementation of EO 1110. Committee members provided a number of suggestions to guide the study and representation of data collected.
    - AVC Sullivan gave an overview of the availability and use of system-wide data.
    - Quantitative reasoning a-g Board proposal. The related resolution introduced at the last plenary was perfected.
  - **Faculty Affairs** discussed the following topics.
    - Committee recommendations (resolutions)
      - Notification of tenure track openings for contingent faculty
      - Land recognition policy
      - Creating a holistic and humane environment in the CSU
    - Research activities in the CSU
    - Use of preferred pronouns in student records/training (There will be a system webinar on Nov. 2.1)
    - Open access policy
    - Dedicated ASCSU seats for non-tenure track faculty
    - Public comment limitations at the BOT
    - Term limits for ASCSU senators
  - **Fiscal and Governmental Affairs** discussed the following topics.
    - Recommended positions on legislations
    - Counselor ratios
    - Education bond
    - AB 1460 (ethnic studies)
    - CSU budget (resolution forthcoming)
    - December advocacy visit to the legislature
    - District lobbying efforts
  - **GE Advisory Committee** discussed the following issues.

- Credit for prior learning (system guidelines)
- Ethnic studies as a potential GE requirement
- Tracking success of transfer students
- CLEP Spanish with writing exam (recommended approval for system credit)
- Campus GE program assessment practices
- Communicating goals of campus GE programs to students
- Request for clarification regarding policies/implementation of GE requirements, permissible GE structure flexibility on campuses, etc.
- **C-ID Project**—several disciplines are having the implementation of transfer degrees being delayed due to a lack of timely course review by CSU faculty. An alternative, regional approach to course review has been proposed to facilitate dealing with this backlog. On the recommendation of the APEP committee, the Executive Committee has communicated our support for a piloting of this approach. Chair Nelson issued a strong appeal to the body to encourage their faculty colleagues to participate in the C-ID project.
- **ITAC** (Information Technology Advisory Committee) discussed the following issues.
  - ADA Compliance
  - Data Security
  - Common HR System (will impact faculty hiring practices)
- **Chancellor's Doctoral Incentive Program**
  - Senators were encouraged to make faculty and potential candidates aware of this program which can greatly increase the number of people from underserved groups join our faculty ranks.

4. **Faculty Trustee Sabalius** reported on the Board agenda for next week. They will be putting forth an ambitious budget request. It includes significant funds for deferred maintenance and infrastructure. Trustee Sabalius is personally advocating for more funds for salary increases and to meet benefit obligations. The quantitative reasoning proposal (4<sup>th</sup> year in a-g requirements) has been discussed by the Board five times. It will now appear only as an information/discussion item next week rather than as an action item with an eye towards a vote during the January plenary. There has been great interest in this proposal across the state and the Board wants to allow sufficient time for constituency input. SDSU is contemplating purchasing the former NFL stadium land (180 acres) in San Diego. This parcel could lead to the ability to serve over 20,000 additional students. A policy is anticipated to have a more merit-based salary increase system for campus presidents. Dr. Sabalius engaged in lengthy discussions of executive compensation. [http://www.calstate.edu/AcadSen/Records/Faculty\\_Trustee/index.shtml](http://www.calstate.edu/AcadSen/Records/Faculty_Trustee/index.shtml)

5. The ASCSU passed the following second reading items. Copies of these and other resolutions can be found at <http://www.calstate.edu/AcadSen/Records/Resolutions/>.

a. **Increasing Access and Success Through Additional Preparation in Quantitative Reasoning** supports the amended proposal that again will be before the Board next week as an information item, designed to increase the quantitative reasoning preparation of incoming freshmen. It urges both support for teacher preparation in this area and flexibility in implementing the requirement for students attending high schools which are unable to support it with appropriate course offerings.

- b. **Land Acknowledgment and Statement** acknowledges that many CSU facilities are located on traditional native American lands and encourages the CSU to incorporate acknowledgment of this fact in their formal senate meetings.
  - c. **Note: Notification of Tenure-Track Openings to Incumbent Contingent Faculty, Librarians, Coaches & Counselors** has been returned to committee for perfection.
6. The ASCSU passed the following resolution after waiving a second reading. Normally first reading items are distributed to campuses for feedback. However, if the ASCSU deems an item to be urgent (e.g. the need to provide input before a policy or piece of legislation is being considered) it may waive the second reading. Copies of this and other resolutions can be found at <http://www.calstate.edu/AcadSen/Records/Resolutions/>.
- a. **Support for the California State University (CSU) Board of Trustees (BOT) Proposed 2020-2021 Operating Budget Request with Augmentation** is self-explanatory. Waiver of a second reading was viewed as appropriate as the Board will be meeting next week to consider adoption of this request. It also urges the Board to request an increased compensation pool of fund.
5. We introduced the following resolutions that will be considered for adoption at our November plenary. Copies of these resolutions should be available shortly for campus review.
- a. **Creation of an Ad Hoc Committee to Advance Equity, Diversity and Inclusion Within the Academic Senate CSU** urges the creation of such a committee to examine many of our practices for potential adverse impacts on equity, diversity and inclusion with the expectation that there will be annual reports to the Executive Committee of their findings.
  - b. **Creating a Holistic and Humane Educational Environment in the California State University (CSU)** is a request to the system to focus on creating such an environment to support student learning.
  - c. **Recommended Implementation of an Ethnic Studies System Requirement** recommends the adoption of related system-wide learning outcomes and curricular guidelines. (These outcomes and guidelines are found at the end of this report.)
6. **Charles Toombs (CFA President)** reported the following.
- CFA would be concerned if an ethnic studies requirement only had required learning outcomes without a unit requirement. While he supports campus autonomy, we need to make sure that every campus consults with ethnic studies faculty even if there are no ethnic studies faculty on the campus—the Ethnic Studies Council could be a resource in this regard. CFA continues to support AB 1460.
  - CFA is encouraging PERS not to invest in a couple of for-profit prison companies that were involved in events along the US-Mexico border.
  - Bargaining will begin in the spring. We have been gathering input about bargaining priorities this fall on every campus.
  - We are disappointed that there is no labor representation on the Chancellor search Stakeholder Advisory Committee.
  - We are monitoring the expenditure of CSU budget funds allocated for tenure-track hires.

- We are holding an equity conference this year. We are very committed to anti-racism and social justice agendas.
- In response to questions:
  - We will try to increase contingent faculty permanency and to facilitate the movement of contingent faculty to tenure-track positions.
  - We are attempting to include an article addressing intellectual property and academic freedom. We have been unsuccessful in prior bargaining.
  - We have counseling faculty on the bargaining team and will try to address issues that counseling faculty have raised. The CO shares many of our concerns including a diminishment of counselor permanence.
  - For more information about bargaining and to share concerns about workload, salary structure, etc., please access calfac.org.
  - Housing costs are both a CFA and a CSU issue. Individual campuses can address housing costs and it can also be addressed systemwide through bargaining.
  - Learning outcomes are not enough without required units to meet an ethnic studies requirement.

**7. Loren Blanchard, EVC for Academic and Student Affairs** acknowledged the work of ASCSU around ethnic studies. It has been a few months since he and Chair Nelson testified on this subject to the legislature. The Chancellor is sending an updated report to Senator Pan. The report shows a two-year 7% increase in ethnic studies majors and the filling of 72 new ethnic studies faculty positions across the CSU. There are 4 topics from our division on the Board agenda for next week: 1) Title 5 change on student organizations (prohibiting discrimination against members of protected classes, 2) annual report on research, creative and scholarly activity, 3) update on GI 2025 (including a progress update on our goals), and 4) the proposed QR admissions requirement. We have committed to continuing to admit students from the top 40% of CA HS graduates rather than the Master Plan target of the top 33%. We clearly need more resources to meet this additional workload for the system. We are asking for funding for 5% enrollment growth but even this increase would be insufficient for us to support student demand. The CO provides some funding to encourage research, creative and scholarly activity. We especially hope to support the professional development of junior faculty and to increase connections between faculty members across the campuses to increase research opportunities and collaborations. Dr. Blanchard would welcome exploring new models for appointment of permanent faculty (e.g. clinical faculty) but that would need to be addressed through collective bargaining. Decreasing time to graduation has allowed us to significantly reduce the number of eligible freshmen students whom we are unable to enroll. Redirection has allowed us to accommodate many students who couldn't enroll in the campus of their choice.

**8. Michael Berman, recently named CSU Chief Information Officer** shared his faculty/campus background. He has been working in the CSU for most of the past 20 years. The responsibilities of the CIO include managing a very large staff and keeping PeopleSoft running—our systems are aging. Our goal is to keep system problems from impacting folks on the campuses so that they are not affected by them. A new system implementation would cost around \$2b. It is more cost effective to keep repairing and maintaining the current systems. Information security is a high priority. There is always a

tradeoff between access/use and security. Dual authorization and other security measures can be a bother but are really needed. They attempt to reduce overall costs to the system (including those that would be borne by campuses) by centralizing many services and procurement. They are looking to expand access to advance computing resources which are increasingly being needed by an growing number of disciplines.

**9. Chancellor Tim White** briefly spoke about our upcoming CSU budget request and the proposed a-g admissions requirement changes relative to quantitative reasoning. In response to questions: the Chancellor is generally supportive in flexibility in faculty roles relative to teaching, service, research, etc. If we have flexibility in roles, we need to be more flexible in our criteria for evaluating faculty. The Chancellor's retirement date will be no sooner than June 30<sup>th</sup> and no later than December 31<sup>st</sup>. Use of data is important to best serve our students. Data "snapshots" are not always useful. We need to be careful not to rely too much on single measures, while still being responsive to our constituencies who request data. Dr. White emphasized that he is planning to "sprint to the finish" and continue working hard on behalf of the CSU until his retirement. We don't have a lot of information on the success of the new CCC baccalaureate degrees. However, it seems advisable for the state to more fully support the CSU with resources to increase the number of baccalaureate degrees awarded rather than to move part of that mission to the CCC. There has been an uptick in incidents of uncivil, hate-motivated behavior across campuses during the Trump administration. We need to constantly be vigilant, caring, and visible in reaffirming our value of inclusiveness in confronting these types of behaviors. Each campus has a response team to help deal with potentially troubling issues, events, speakers, etc. They have been proven to be effective in helping members of the CSU family deal with these situations. Do we need an effort analogous to GI 2025 to support graduate education in the CSU? We probably could benefit from a systemic study of graduate education in the CSU. Dr. White indicated that he would be receptive to providing the ASCSU with his vision for the CSU 10 years in the future at an upcoming ASCSU plenary. Alcohol consumption of our campuses continues to be a source of concern, especially when it results in harm to our students. Providing information regarding student deaths is complex, often impacted by police investigations, family wishes, etc. Many factors need to be balanced when crafting policies regarding alcohol consumption, including vigilance and accountability while not discouraging intervention and requests for help when medical assistance is needed. Securing adequate funding for the CSU is his top priority. We also need to work for legislation to support our dreamers. Increasing/improving student preparation and providing quality general education experiences for our undergraduates. Dr. White's decision to retire at this point in time is in no small part due to the fact that, relatively, the budget situation, labor relations, relations with governmental leaders, campus leadership, etc. are as strong as ever and the new Chancellor will begin at a propitious time.

**10. Jacquelyn Acosta (CSSA Liaison)** reported that while CSSA has taken a stance in opposition to the new QR requirement, they will continue to work with the Board on the issue. There are concerns relative to the implementation timeline and an exact definition of the requirement. There will be a student on the Chancellor search Stakeholder Advisory Committee. They are conducting three staff searches, including for Executive Director and Asst. Director of Governmental Relations. CSSA is encouraging discussion and feedback relative to the proposed ethnic studies requirement. CSSA has endorsed the requirement.

They are working to promote financial aid reform (increase amounts and eligibility for Cal Grants, summer eligibility, etc.).

**11. Barry Pasternack (ERFSA Liaison)** ERFSA met on October 5 at San José State University. A major focus of the group is recruiting new members. They are working to establish increased benefits for members. ERFSA strongly advocates for retention of pension and health benefits for all CSU employees. Annual ERFSA dues max out at \$10 and the group does valuable work. The ERFSA website has many valuable resources for retirees/those planning to retire. <http://csuerfa.org/> The ERFSA newsletter can be found at <https://csuerfa.org/images/pdfs/Reporter-Sep-2019.pdf>

**12. Kara Perkins, Executive Budget Director** provided us with an overview of the Trustees' budget request.

- The total CSU budget last year was \$10.3b
- The state support budget (from general fund, tuition, other fees) was \$6.9b
- 50% of our operating budget (\$6.9b total) is spent on salaries. An additional 25% is spent on benefits. 13% is spent on services, supplies, etc. 11% goes to financial aid
- True “reserves” (unencumbered funds) are about \$468m. Guidelines indicate that this number should be over \$1.7b (at least 3 months of operating funds).
- The state rainy day fund is up to \$16.5b—up significantly but short of what would be needed to weather the next recession.
- Tax revenues are up significantly.
- We have no firm commitment regarding future budgets, including next year’s budget.
- We have pending collective bargaining negotiations which may result in agreements significantly increasing our budget needs.
- Budget priorities for next year
  - Salary and benefit increases
  - Support for GI 2025
  - Meeting the state’s projected degree gap (enrollment growth)
  - Deferred maintenance
  - Mandatory costs (inflation, etc.)
- The requested increases to our base budget total \$633.3m
- We are also requesting one time funds of \$500m for deferred maintenance (the backlog is estimated at \$11b) and \$15m to meet student basic needs.

### **ETHNIC STUDIES REQUIREMENT: STUDENT LEARNING OUTCOMES**

Upon completing their ethnic studies requirement, students will be able to:

1. analyze and articulate core concepts of ethnic studies, including but not limited to race and ethnicity, racialization, equity, ethno-centrism, Eurocentrism, and white supremacy;
2. apply theory to describe critical events in the histories, cultures, and intellectual traditions of communities of color with a particular emphasis on agency and self-affirmation;

3. describe the intersection of race and ethnicity with other forms of difference affected by hierarchy and oppression, such as class, gender, sexuality, ability, and/or age;
4. describe how resistance, social justice, and liberation as experienced by communities of color are relevant to current issues (communal, national, and international); and
5. act to engage with issues of race and ethnicity to build diverse, just, and equitable communities beyond the classroom.

### **ETHNIC STUDIES REQUIREMENT: IMPLEMENTATION**

1. The primary ethnic studies requirement will be implemented as an overlay as part of lower division GE (ethnic studies outcomes 1-5 as a requirement of lower division GE)
2. The secondary (additional scaffolded) requirement is for a reflective element (reinforcing any two of ethnic studies outcomes 2-5) overlaying upper division GE.
3. Either (1) or (2) above may be met by not-otherwise-GE courses with campus approval (provided such courses meet the ethnic studies outcomes; i.e., the ethnic studies requirement could be met or partially met with existing campus requirements and/or courses that were developed to meet local requirements)
4. Campuses may determine additional requirements (outcomes or implementation) beyond the minimal list provided.