

May 2008 Plenary Minutes

CALL TO ORDER: Chair Barry Pasternack called the meeting to order at 10:00 a.m. on Thursday, May 8, 2008.

ROLL CALL: Senators Present: (Bakersfield) Jacquelyn Kegley, John Tarjan; (Channel Islands) Paul Rivera; (Chico) Kathy Kaiser, James Postma; (Dominguez Hills); Caroline Bordinaro; (East Bay) Calvin Caplan, Hank Reichman; (Fresno) Jacinta Amaral, Otto Benavides; (Fullerton) Vince Buck, Diana Guerin, Barry Pasternack; (Humboldt) Marshelle Thobaben, Bernadette Cheyne; (Long Beach) David Hood, Praveen Soni, Maria Viera; (Los Angeles) Kevin Baaske, Marshall Cates; (Maritime Academy) James Wheeler; (Monterey Bay) Frauke Loewensen, Ken Nishita; (Northridge) Barbara Swerkes; Steven Stepanek, Jennifer Zvi; (Pomona) David Lord; (Sacramento) Robert Buckley, Thomas Krabacher, Christine Miller; (San Bernardino) Buckley Barrett, C.E. Tapie Rohm Jr.; (San Diego) Edward Aguado, Fred Hornbeck, Michael Perkins; (San Francisco) Andrea Renwanz Boyle, Darlene Yee-Melichar; Jerald Shapiro; (San Jose) E. Michael Gorman, Romey Sabalius, Mark Van Selst; (San Luis Obispo) Manzar Foroohar, James Lo Cascio; (San Marcos) Glen Brodowsky, John (Dick) Montanari; (Sonoma) Robert McNamara, Catherine Nelson; (Stanislaus) Paul O'Brien; (Chancellor's Office) Gary Reichard; Harold Goldwhite (ERFA)

Noted as absent: Lillian Vega-Castaneda, Romey Sabalius

Others Present: Craig Smith, Faculty Trustee; Roberto Torres, CSSA Representative; Keith Boyum; Associate Vice Chancellor, Beverly Young; Assistant Vice Chancellor, Ron Kroman (ERFA Liaison); Ann Peacock, Executive Director Academic Senate CSU; John Travis, CFA; Gail Brooks, Vice Chancellor, Human Resources; Valerie Vuicich, President, CSU Alumni Council

APPROVAL OF AGENDA

As amended

APPROVAL OF MINUTES

Approved

ANNOUNCEMENTS

It was noted that there was an unusually large turnover of senate seats for the 08/09 session producing a total of 10 new senators. The Academic Preparation and Education Programs (APEP) committee will host the evening social. A special thank you was provided to all of the subcommittee (and special committee) chairs.

PRESENTATIONS/ANNOUNCEMENTS

In addition to the introduction of several of the new incoming senators, for the good of the order the person so indicated provided the following comments:

Valerie Vuicich, President, CSU Alumni Council)

- There is good communication from the Academic Senate to alumni council
 - The ASCSU reports provide the Alumni Council with a strong connection with system issues
- Senator Caroline Bordinaro
- The recent inauguration for President Mildred Garcia at Dominguez Hills was a moving and very positive welcome for Dr. Garcia into the CSU family.

- At the inauguration it was announced that more than \$185,000 funds had been raised to support presidential scholarships

Senator Otto Benavides

- On April 9, Hoover high school and a local school district hosted Colonel Rex Walheim (astronaut) to conduct a successful educational outreach meeting.

Senator Mark Van Selst

- Campus visits for the three finalists for President are taking place at San Jose State University during this week.

REPORTS

Chair

The chairs report can be found at the following URL:

http://www.calstate.edu/AcadSen/Records/Chairs_Reports

Standing committees

Academic Preparation and Education Programs (APEP) Bob Buckley, Chair

APEP has reviewed the second reading items as well as several new forthcoming resolutions. Several hold-over items were identified for inclusion into the annual report for referral to next year's committee. Thanks were provided to committee members and both chancellor office and executive liaisons. The presentation concluded with an appeal that APEP be selected for committee service by returning senators for 08/09

Academic Affairs (AA) James Postma, Chair

Academic Affairs is presenting three resolutions for this plenary. Academic Affairs had extensive discussion of the overall direction, strengths and weaknesses of Lower Division Transfer Patterns Project (LDTP) as well as discussion (and rejection) of the acceptability of "self-certification" as an alternative means of meeting the TCSU descriptor. There was also extensive discussion on the internationalization of the curriculum and how such efforts might be best pursued. Thanks were provided to committee members and both chancellor office and executive liaisons.

Fiscal and Government Affairs (FGA) Fred Hornbeck, Chair

The Faculty Affairs committee had a debriefing of the various legislative actions. One of the items for future FGA action is to follow-up on local legislative visits. A request was made for senators to report local legislative visits. It was noted that legislative action ought to continue through the summer – Advocacy ought not to stop – the summer will be a critical time. A heartfelt thank you was provided to Patrick Lenz. Rodney Rideau has briefed FGA from the budget office.

Thanks to John Travis and the support CFA was able to provide around the Sacramento legislative visit. Thanks were provided to committee members and both chancellor office staff (Karen Yelverton-Zamarripa, Alison Jones, and Jim Blackburn in particular) and to the executive liaison for their extraordinary work this last senate session.

Faculty Affairs (FA) Bernadette Cheyne, Chair

Faculty Affairs reviewed and provided some fine-tuning for their four second reading items. Additional discussion focused on carry-over referrals for next year's FA committee. The presentation by Gail Brooks on the strategic vision for human resources was discussed – there is a request that feedback be provided to both the committee and to Gail Brooks

directly. A new resolution on Loyalty oaths was prepared (co-sponsored with FGA). Additionally, on the question of loyalty oaths, the Chancellor's Office has prepared an interpretive statement for the loyalty oath that makes it very clear that signing the oath does not obligate violence in defense of California.

Other committees and committee liaisons

Lower Division Transfer Patterns Project (LDTP) Barbara Swerkes, Chair

This has been a very busy time for LDTP. Many thanks were provided to the LDTP committee members from each of the constituencies, including those from this senate. Thanks were provided to Chancellor's Office (CO) Leadership as well as to CO Staff (Mark McKillop and Marshall Cates in particular). Thanks and appreciation was provided to the campus articulation officers (Michelle LaCentra (CSU East Bay) and Kathy Bean (CSU Long Beach).

Since the last plenary, the advisory committee has met once, the steering committee three times, and there were several additional local meetings of Barbara Swerkes and Keith Boyum with various local groups and CIAC.

There have been some major developments around LDTP:

1. *Pilot project for transfer of CCC students to CSU campuses* – the theme is to encourage CCC discipline faculty to adopt LDTP descriptors and patterns into the CCC discipline degree where appropriate. CSU and CCC faculty direct communication. Goal is to provide bright-line paths for CCC students to achieve best preparation for the local CSU programs.
2. *CO memo* (from Executive Vice Chancellor Gary Reichard) announcing the availability of statewide LDTP agreements to be signed for the 2009/10 academic year. This is a strong message of commitment to LDTP.
3. *Teacher Preparation*. Joan Bissel (Director, Teacher Education and Public School Programs,): LDTP has provided strong guidance in the development of the teacher preparation pathways for STEM teaching disciplines (blended program).
4. *Focused Development Efforts*. The steering committee has requested that two disciplines (business and chemistry) receive additional funding to further the progress of their disciplines.

The Committee has recently spent much of its time focusing on implementation details – including streamlining the course review process. The consensus remains that the faculty within the discipline remain responsible for the review process, although there is now additional freedom in individual discipline responsiveness in terms of course review.

Senator Cates provided some additional context and concerns. He noted that the community colleges are not submitting courses as rapidly as desirable. An additional concern is that course reviews are not proceeding as rapidly as we would like to. The project needs the Academic Senate to appoint leads in Nursing, Spanish, and Chinese (in addition to others). It was also noted that the CCC Academic Senate has a great deal of authority for CCC curriculum and governance of the processes of curricular implementation; it follows from this that any statewide curricular initiative needs to work closely with the Academic Senate of the CCC.

General Education Advisory Committee (GEAC) James Wheeler, Chair

The various committee members, including those on the senate and staff from the Chancellor's Office, were thanked for the hard work upon which GEAC relies on for its successes. Ken O'Donnell and Chris Hanson have done an excellent job on behalf of GEAC. After today's resolution, the revision to EO 595 has been addressed this year with inclusiveness and clarity. The addition of student learning outcomes is a particular strength of the revision. Two upcoming items of broad relevance to the CSU include the issue of distance mediated instruction and international baccalaureate program. The former is a very broad topic; the later is an area of policy void that the GEAC ought to facilitate the development of comparable policies for IB as for AP. Right now international baccalaureate programs are evaluated on a campus-by-campus basis without the benefit of system policy.

ICC Transfer Committee, James Wheeler

Transfer is central to many of our current academic initiatives. Sixty to seventy per cent of our students transfer in from the CCC system. There needs to be a greater awareness of developing efficiencies through transfer. Web-based clearinghouse re: maximized utilization of transfer resources available. Enhancing and assessing the efficacy of transfer initiatives needs to become a strong system priority.

Joint Task Force on Patents and Technology Transfer, Fred Hornbeck, co-chair

The work of the committee has been completed. The relevance and importance of the resolution from faculty affairs is self-explanatory. CFA has filed a grievance on the process of establishing guidelines.

Chancellor's Incentive Doctoral Program, Cal Caplan

The selection committee met, of 107 applications, 82 were approved for up to \$30,000 each (over five year maximum)

Gail Brooks, Vice Chancellor, Human Resources

Vice Chancellor Brooks presented a vision and strategic goals for human resources for the CSU. The goals represent what would be in place if we were to achieve this vision. This has been presented to different groups across the CSU and has been well received though these are very broad goals and will need to be fleshed-out.

The kinds of things that would be in place in the organization for each goal would be:

Engaged and productive employees: Both hiring and orientation of faculty, staff, and administrators need to be transparent and utilize user-friendly processes. The focus ought to be on providing employees with the information they need to do their job.

Health and Safety: In addition to physical safety, we need to provide information about mental health concerns.

Risk management and compliance: examples are how we process information, how we communicate.

Inclusiveness has been the most difficult for Gail to define, but it is broader than diversity. It not only includes a faculty that represents the diversity of the student body, but also includes bringing the right parties to the table in planning and decision making. *Access to Excellence* is a good example.

Continuous Improvement and Technology: The State Controller's office will have a new SAP Payroll System. This is a unique opportunity to simplify our pay procedures and policies

Collaborative relations with the unions: Respectful HR interactions are intended to be the hallmark for the future.

Using data: There is a wealth of data at the CSU, but not a lot of information that's easily available. The goals and vision for the future incorporate a much stronger reliance on the use of appropriate data and appropriate information in decision-making.

A discussion of the structure of the Systemwide Human Resources organizational chart was provided. It was noted that the relationships between the divisions are actually more fluid and communicative than indicated in the "silo-like" chart.

Changes in the IRS regulations require that the 403(b) plans be administered by the System. Currently faculty deal directly with the vendor. CSU will be sending out a request for proposals for a third party administrator or a master record keeper to handle the administration for us. One result will be that vendors have to apply and meet certain standards; this will produce a reduction in the number of approved 403(b) vendors.

Professional Development offers various training programs such as sexual harassment, and avoiding conflicts of interest. New training programs are increasingly interactive and online. Supplying consistent information in an efficient manner is the goal.

Margaret Merryfield is the "uber-dean" of faculty affairs and is likely to be the lead on projects such as Department Chair training.

Employee Relations focuses on discussions around policies, grievances, arbitration, whistleblower actions, etc. "Early triage" and facilitated early dispute resolution are the new primary goals of this division.

Questions were raised about off-campus travel and the inherent apparent conflict between pedagogically valued experiential learning and the inherently risk-averse nature of risk management policies.

Appreciation for the newfound collaborative focus on HR training was provided.

The consulting firm Richard Barnes and Associates were hired for about two and a half years to assist with the faculty negotiations. They are now focused on training at the campus level around alternative dispute resolution methodologies and negotiation procedures. The intent was to provide skills to both management and union to ultimately reduce both new grievances and to facilitate the resolution of disputes as they unfold on the campuses.

Systemic approaches to the retention and hiring of new public employees was discussed, with a particular focus on the advantages of flexibility. Retention appears to be an increasingly important concern. Several departments are experiencing increased instability.

At the present, no attempts have been made to investigate alternative retirement packages outside of CalPERS.

Chancellor Reed and Richard West, Executive Vice Chancellor and Chief Financial Officer

At this point we do not know the recommended budgetary status of higher education within the May revise. Until the May revise is released, there can only be speculation about the contents of it.

There were commendations for faculty efforts in support of the Alliance for Higher Education. There has been a strong positive legislative response to the joint presentations across the CSU family. Earlier this year the UC President and CCC Chancellor were invited to the CSU Chancellor's Office for a meeting. There was a melding of messages and for the last several months the three segment administrative leads have been advocating on behalf of that joint message. Business and legislative reaction to the consistent message has been positive.

There is a lot at risk with the upcoming California budget. The consequences of a dramatic budget cut (\$312M cut proposed) would deeply harm the system – there is the potential that the cut could be greater or lesser. The timeline does not work well on an academic year calendar. The CSU was already 10,000 students enrolled over those compensated for. Partially as a result of this, the CSU made the decision in January to attempt to limit new incoming students (except transfer) to reduce the unfunded load on the system. It was noted that the reduction of access is the principal structural tool the CSU has to respond to budget cuts and resource limitations.

Some of the students who would otherwise attend the CSU are likely to end up within the CCC system. The 50,000 extra students in the CCC system in the coming year will undoubtedly encounter class availability constraints. Having the three segments present to legislators together demonstrates the linkage of consequences across the system from access reductions at each of the three segments.

At the Board of Trustees meeting there will be a vote on student fee increases. One third of the proposed increase will be held back for financial aid. Families with incomes of \$60-\$80K will strongly feel the additional educational costs. There will be language that a fee buy-out would negate the fee increase. The costs embedded in the labor contracts, health costs, energy, committed construction activities, etc. must be paid and constitute unavoidable increases in demands on the system.

On the May budget revise, the size of the budget imbalance would seem to necessitate revenue generation (in addition to budget reductions). The likely 20 billion dollar imbalance is the state's responsibility to respond to. The three segments of higher education are joined in the belief that tax increases are required --- both elimination of tax loopholes as well as expansion of taxes such as a service tax. The May revise may include new revenue sources. The May revise will be the floor upon which addition taxes and revenue sources will build. California has not historically been good at setting aside additional funds during "good times" to weather budget storms in the future.

California, for the first time ever, is spending more out of the operating budget on prisons than on the UC and CSU.

K-12 bonds for education have not spent all of their construction bonds. The UC and CSU have. This makes the pursuit of additional bonds more difficult. The prison system needs additional \$6.1M additional funds (federal mandate) to provide health care facilities. New higher education bonds would seem to exceed California's bond capacity if the primary use of upcoming bonds is to support prison health care construction costs.

Concerns were raised on the senate floor about the impact of budget constraints on the ability of K-12 schools to meet their educational missions.

There was concern that the layoff notices sent to the K-12 system employees had prompted other states to heavily recruit new teachers from California (many of whom are CSU graduates). There appears to be a conflict with the stated need for more teachers in California and the fact that California school districts are semi-annually sending out budget-constraint based layoff notices.

There was a question about how the business community in California is going about supporting higher education in California. Chancellor Reed commented that he often meets with various business groups and the business leaders are deeply concerned about the dearth of an adequate workforce. Generally the interaction with various legislators tends to be “offline” rather than rely on extensive public communication.

At the March 13 Senate Committee on Budget, there was a panel of industry leaders (presidents of companies) who presented on the need for an educated workforce. Such activities are continuing.

Periodic visits to local legislative offices can provide powerful reinforcement of the higher education message. Local campus-based Legislative Affairs aides or Advancement personnel can likely be recruited to help facilitate local visits.

A question was raised regarding the choices that the system is using to balance “social contract” (EOP, accessibility, troops to college) responsibilities with the relatively higher cost of many of these programs. Many of these programs have some legal liability around them; others are truly in the best interest of the State (the “public good”) and, consequently, likely to yield goodwill for the CSU despite their higher than average resource cost per student.

Commendations regarding the Chancellor’s commitment to shared governance were provided. It was noted that there are 10 new ASCSU senators, many of whom were in attendance for the Friday Plenary. The Chancellor shared some of the CSU successes from his CSU Alumni Day speech.

A question was raised regarding the increase in administrative staffing. The response was that, historically, the CSU over-protected the academic side of the house to the extent that the CSU could not meet its fiduciary and security duties. In the current budget climate, there is a great need to ensure the continued health of the overall organization. Some of the proportional increase in administrative hiring is a consequence of the history of retention within the system.

The recent appointment of Senator Scott as the Chancellor of the CCC system was noted to be a positive thing for the students of California.

In the outreach efforts of the CSU, the *Troops to College* initiative is a strong item. Congress will likely increase the benefits of the GI bill (e.g., to include living expenses). These potential changes would increase the demands for higher education (approximately 15 per cent of all active duty military are stationed in California). Veteran students within the CSU recently met with senior academic leaders. One of the concerns these individuals had was that they may be treated differently once on campus – there are privacy concerns re: their histories that ought not to be considered “fair game” for discussion. There needs to be sensitivity to the burdens of the

experiences that these veterans bring to the class. There is a chance that the veteran's administration may provide additional funding for services to veterans to the CSU. The transition to college can induce difficulties in acclimatization.

Gary Reichard, Executive Vice Chancellor and Chief Academic Officer

Access to Excellence Strategic Plan. The current (final) version is available on the Board of Trustees agenda. Note that the CSU commitments section has been updated. There will be implementation plans (including a limited number of metrics for accountability on the goal areas). There will be faculty feedback and involvement in the recommendation and selection of indicators and metrics. A preliminary reporting of recommended metrics and indicators will likely be provided to the Board at its September or November meeting. Beyond the development of indicators and metrics for purposes of accountability, a small number of strategic "white papers" are envisioned, that would attempt to suggest priorities for system-level and campus actions, respectively, in order to advance broad goals in *Access to Excellence*. A possible model for such reports could be that produced by the international planning group, which included recommendations for system actions, as well as "promising practices" that might be considered as priorities for campus-level action. Topics for such reports might include: 1) Faculty professional development and retention efforts, 2) technology plans in the context of the pedagogical and other goals, and 3) active learning (including involvement in research and community engagement, as well as global learning; also as related to faculty professional development).

The *International planning group* did an outstanding job and its report (the joint work of Provosts, senators, and campus international education coordinators) is very strong. The Chancellor's Office welcomes additional response to the international report, including from the ASCSU. The Academic Council will examine the report recommendations in greater detail at a future point. It is likely to be an influential report.

SB1288 (Scott / nursing) proposes to grant the CSU independent authority to offer *professional doctorates for nursing*. This bill has seemed likely to progress fairly smoothly, although some legislators have concerns about possible budget implications-- which could still cause problems for the bill. In any case, it is unlikely to be edited to add other professional doctorates. The action to provide a DNP (Doctorate of Nursing Practice) is supported by the UC. Adding other doctorates would not provide adequate time for consideration by the UC. No programs will be unfolded without adequate funding to support the program.

Independent or Joint *Doctorates in Audiology* are not progressing. Negotiations between CSUN and UCLA and SFSU and UCSF, respectively, have not produced agreement on programs that could be offered to students at "affordable cost," and neither of these two CSU institutions currently has the capability to offer independent doctorates without taxing resources to the detriment of other programs. Accordingly, there is no plan at this time to seek independent authority for the CSU to offer the degree.

Ed.D. programs continue to develop successfully around the state. Seven programs started this year, four more are scheduled for next year fall/08) and a further four will open in Fall/09. The other CSUs are listed as 2010 or later (without any requirement to offer the program). In all cases requests to delay implementation have been granted.

The *professional business fee* was pulled from the May Board of Trustees agenda and will not likely be considered by the Board until the fall. Part of the reason to pull the MBA fee proposal

was the possibility for confusion of the issues surrounding the proposal with the reasons calling for a general student fee increase and/or with the issues related to revision of the student fee policy.

The *Voluntary System of Accountability* (VSA) continues to unfold. The basic "College Portrait" pages for all CSU's will be populated with data this summer). The "Public Good" page (directed to policy-makers, among others) is a unique CSU specialized component is being populated at the same time. It is anticipated that both the "College Portrait" and the "Public Good" page will be posted by all CSU's in a fully-accessible fashion in the near future (late summer). The remaining components are the reporting of the NSSE (National Survey of Student Engagement) data and the "student learning outcomes" assessment data-- specifically, from the CLA, for CSU campuses. There was a question about which VSA metrics reported on the College Portrait are set by the system and which are up to the campus – the response was that the Portrait includes a section for each campus to identify and describe up to eight or nine characteristics and/or programs that it wishes to highlight. There is distinctiveness in each of the portraits. Executive Vice Chancellor Reichard was reminded of the January resolution on CLA which advocates for faculty involvement in the development of replacements for the CLA exam. A question followed about how much the system and the campuses have spent (human and fiscal) on the administration of the CLA. There has been no calculation of the labor costs related to CLA, but the direct annual cost of CLA administration is approximately \$160,000. Senators noted that some campuses have adopted additional fiscal incentives to encourage administration of the exams in addition to the opportunity and human costs associated with the administration of the exams.

Accessibility of Learning Management Systems is a serious concern since many of the systems currently in use in the CSU are not accessible. Overviews of the strengths and weaknesses of the various systems are reported out on the chancellor's office web-site. Universities must use only accessible LMS's, but will have a two-year period in order to transition from their current systems, if necessary. *Moodle* and *Angel Learning* are both fully-accessible systems that the CSU has over-arching master agreements with. The Chancellor's Office is willing to support inter-campus collaboration and the development of best practices and usability. At this point there is no requirement for a campus to adopt any particular learning management system (or systems).

The final California (CSU) proposal to the (*Lumina*) *Opportunity Grant Program* will focus on increasing the number of bachelors' degrees produced annually by the CSU. The first (planning) year of the grant program will allow the CSU to build a strong proposal for possible multi-year funding in future years. There are no faculty on the seven-member California team that will attend the Opportunity Grant Academy in Chapel Hill on June 2-3, but faculty will be involved in the thinking and planning groups that will develop the planning proposal in the weeks after the Academy. One of the strong components of the Opportunity Grant Academy-- and of the Program itself--is to "audit" state and university policies that impact the numbers of graduates who can be produced in California.

The University of Maryland, University College (UMUC) is a worldwide institution that specializes in education provided to the military. *An articulation agreement between the CSU and UMUC* is in development, for General Education, as well as other coursework. Terms and provisions are in compliance with the executive orders governing transfer.

The likely *enrollment for fall/08* already exceeds the funded target for fall/07. Enrollment management techniques to shut the gates on freshman enrollment to allow for mandated fully prepared transfer students were not effective in scaling back university attendance to last year's funded levels.

It was pointed out that the funding support for the math and science teacher preparation initiative seems somewhat at odds with the fact that teachers, including those in math and science, have received insufficient funding-mandated lay-off notices from their districts. There is a general inconsistency in California initiatives and policies around preparation, evaluation, and retention initiatives around teachers for these disciplines.

John Travis, CFA

Ongoing programs within the contract continue to be addressed. CFA had hoped to roll-over much of the work from the first year to the next year to deal with salary inversion, etc. There are a sizable number of faculty at the senior ranks who suffer from inversion. There is hope that an agreement will be put in place for this year. There are preliminary discussions of the implementation of a Post-Promotion Increase (PPI) program.

Much of the CFA work has been focused on the Alliance for California and other legislative activities around the California budget and the California economy.

Direct lobbying efforts (e.g., Governor, can you hear us now?) have also been unfolding.

Trustee Linscheid will sponsor an event in June – to support the Alliance for the CSU. The group, Alliance for the CSU, will be involved in commencement ceremonies across the system. In each case, parents of students will be asked to participate in the Alliance.

Lt. Governor Garamendi has engaged in California-wide listening tours with a focus on higher education.

Blue Sky Consulting was recruited to review existent data on the effect on the economy resulting from participation in higher education. The report was released on April 30. An indication of the strength of the general higher education response to the proposed budget cuts is that the release of this report produced a direct and immediate response from the Governor's Office.

The coalition is working for a balance of cuts and revenue to respond to the budget crisis. The coalition will provide support for those in the legislature to adopt a broader response than contained in the Governor's budget (and potentially in the May revise).

There will be a continuing need for higher education to capture the interest and attention of the public in ways to highlight the negative consequences to California of budget reductions to the CSU

CFA is attempting to build a list of campus-based faculty as a resource for local campus efforts to reach out on local interactions.

A question was raised regarding the Post-Promotion Increase provision in the contract. The PPI has two tiers: Tier 1 and Tier 2. The PPI is for professors (and equivalent among counselors, librarians, and coaches) who are at the top step for their rank. One aspect of the question concerns whether the PPI eligibility is measured across the system (i.e., within or across

campuses). A second question addresses whether the salary increases via the PPI provision are to be applied retroactively to affected faculty. The response indicated that CFA believes that the allocation ought to be done systemwide. This is still being resolved. The intent is that the PPI salary increases will be paid retroactively.

Craig Smith, Faculty Trustee

The *Access to Excellence* report will be presented to the Board of Trustees next week. Workload, internationalization, and a commitment to quality are in the document.

The movement towards achieving authorization for Doctorate of Nursing Practice seems appropriate.

Assessment of the efficacy of the Chancellor's Doctoral Incentive (CDI) Program ought to be performed. The use of the lottery funds limits the potential alternative uses of the funds. The use of the program to support non-traditional students and its function on increasing faculty diversity was noted. The CDI monies may make the difference between attending and not attending doctoral degree programs.

The Senate thanked Trustee Smith for his advocacy on the part of the faculty, especially on the issue of workload and representation (e.g., communication with the Board of Trustees).

Roberto Torres, CSSA Liaison

CSSA Liaison Torres reported that this will be his last meeting. He reported on the success of the April 21 Lobby Day. On the upcoming Board of Trustees agenda, CSSA is opposed to the 10 percent proposed fee increase. CSSA is also calling for a primary contact for shared governance at the campus and system level. It was also noted that CSSA is in the midst of a variety of bylaw revisions, office moving, and campus dialogues regarding the function and role of CSSA. There was a subsequent discussion of CSSA Lobby Day activities and procedures that could increase the level of student involvement in shared governance at the campus level.

Committee Recommendations:

There was a successful motion that the Executive Committee of the Academic Senate CSU to send Senator Scott a congratulatory message indicating our support on his appointment to be the Chancellor of the CCC.

Plenary Actions

Priorities for Budget-Driven Reductions in Academic Senate California State University (ASCSU) Functionality
AS-2837-08/EX (Rev)
Approved Unanimously

Academic Senate CSU Calendar of 2008/09 Meetings
AS-2838-08/EX (Rev)
Approved Unanimously

Response to Access to Excellence
AS-2840-08/EX (Rev)
Approved

Guidelines and Policies for Participants in the Faculty Early Retirement Program or in the Pre-Retirement Reduction in Time Base Program
AS-2841-08/FA (Rev)
Approved Unanimously

Ensuring Consistent and Full Representation on the Academic Senate California State University (CSU) by Every Campus
AS-2842-08/FA (Rev)
Approved Unanimously

Approval of Recommended Revisions to Executive Order 595: "CSU General Education Breadth Requirements"
AS-2843-08/AA (Rev)
Approved Without Dissent

Academic Senate of the California State University (CSU) Support of the Troops to College Initiative
AS-2844-08/AA (Rev)
Approved

Shared Governance, Academic Freedom and Principles Governing Systemwide Initiatives with Curricular Implications
AS-2845-08/FA (Rev)
Approved Unanimously

Commendations for the Success of Campus-Based Student Remediation Programs
AS-2847-08/APEP (Rev)
Approved Unanimously

Faculty Participation in the Creation of Policies and Implementation Strategies for Patents and Technology Transfer Services in the California State University (CSU)
AS-2848-08/FA (Rev)
Approved

Assessment of Early Assessment Program [EAP] Performance
AS-2849-08/APEP (Rev)
Approved Unanimously

Change to the Bylaws of the Academic Senate including Section 4d.(4) Academic Preparation and Education Programs (APEP) Committee
AS-2851-08/EX (Rev)
Approved Unanimously

Support for the Proposal for a Virtual Library from the Council of Library Directors (COLD)
AS-2854-08/AA
Approved Without Dissent

Consultation on CSU System-wide Information Security Drafts on Standards, Policy and Acceptable Use
AS- 2855-08/EX
Approved Unanimously

Removal of the Requirement of Loyalty Pledges from State Employees and Support for SB 1322 (Lowenthal.) Communism.)
AS-2856-08/FGA/FA
Approved Unanimously

Opposition to a Permanent Cap on Future Student Fee Increases
AS-2853-08/FGA
Failed

Commendation for Dr. Michael Gorman
AS-2857-08/SJSU Del
Approved by Acclamation

Commendation for Dr. Jacquelyn Ann K. Kegley
AS-2858-08/CSUB Del
Approved by Acclamation

Commendation for Dr. Michael J. Perkins
AS-2859-08/SDSU Del
Approved by Acclamation

Commendation for Captain Tuuli Messer-Bookman
AS-2860-08/MAR Del
Approved by Acclamation

Commendation for Dr. Lillian Vega-Castañeda
AS-2861-08/CSUCI Del
Approved by Acclamation

ADJOURNMENT