

San Diego State University Senate Minutes
February 3, 2015
AL 101
2:00 p.m.-4:30 p.m.

The Senate was called to order at 2:00 p.m.

Members present:

Academic Senators: Ornatowski [Absent: Eadie, Wheeler.]

Arts and Letters: Abdel-Nour, Borgstrom, Graubart, Del Castillo, Donadey, Esbenshade, Cummins, Mattingly, McClish, Moore, Putman, Imazeki [Absent: Blanco, Osman.]

Business Administration: Ely, Peter [Absent: Chan, Fleming, Dimofte]

Coach: Van Wyk

Education: Butler-Byrd, Duesbery [Absent: Bezuk, Danforth, Graves]

Engineering: Beyene [Absent: Engin]

Health and Human Services: Nip, Kahan, Verity [Absent: Chowdhury, Pruitt-Lord, Rauh]

Imperial Valley Campus: Ponce

Lecturers: Aste, Justice, Williams [Absent: Esbenshade]

Library: Rhodes

MPP I & II: Richeson

Parliamentarian: Snavely for Eadie

Professional Studies and Fine Arts: Geist-Martin, Durbin, Lindemann, Bober-Michel, Pauley, Testa [Absent: Cirino]

Sciences: Atkins, Shen, Deutschman, Papin, Ulloa [Absent: Beck, Bowers, Xie, Schellenberg, Ponomarenko, Wolkowicz]

Staff Senators: Aguilar, Evans, Thurn [Absent: Baxter]

University Services: Rivera

Administration: Enwemeka, Hirshman, Welter [Absent: Chase, Rivera Shapiro]

Associated Students: Bain, Kim [Absent: Baer for Cole, Polant]

CFA: Toombs

1. Agenda (Bober-Michel)

MSP Approved amended agenda for February 3, 2015.

2. Minutes (Bober-Michel)

MSP Approved December Senate Minutes.

3. Announcements (Ely)

- Bill Snavely will serve today as Parliamentarian.
- Ely prepared and distributed an email message to Associate Deans and Senators requesting input on the proposed baccalaureate degree programs (15 in all) selected for offering at the community college level. The goal is to determine whether or not any of the programs substantively duplicate CSU or UC degrees/curricula already in place. Associate Deans were asked to forward the message to appropriate faculty and Chairs/Directors. Ely will aggregate the information and submit a response on behalf of the Senate. Feedback from Senators is needed by February 10, since our campus response is due February 12.
- WASC Vice President Barbara Gross Davis visited the campus on January 16; she met with Senate Officers as well as with the President, Provost, Student Learning Outcomes and GE Committees, Student Success Committee, WASC Steering Committee, etc. The offsite review will take place in Fall 2015, with the onsite accreditation visit in Spring 2016. The visit with Gross went well; she remarked about the emphasis on student success, in particular—that people at all levels spoke of without any solicitation on her part.
Donadey: When is the report due? Will the Senate be involved.

Ely: I'll need to get answers to you,. The WASC Steering Committee work is well underway however; [Chase] did present some info to us in December, which he can review at our March meeting.

4. Academic Affairs (Enwemeka)

Georgia initiative: The Georgia governing body passed a new law that confirms SDSU's ability to operate in the country; the President has already signed it. It ensures that students can apply for the program in the upcoming academic year.

The ambassador to Georgia is assisting with publicity; in terms of marketing, we have produced a document that serves as a viewbook or bulletin (to be translated into Georgian; see: <http://georgia.sdsu.edu:81/sub/brochure.html>) and a promotional video. The plan also calls for SDSU to be on prominent Georgian talk shows (like we have here on Sunday mornings).

Many faculty are asking how they can get involved; it's best that they speak with the Deans of the three Colleges most involved: Science, Engineering, and Arts/Letters (Eniko Csomay in particular there).

An Operations Committee is in place now, including financial people; CES is involved as well. It is the Executive Committee to which the Operations Committee reports (Student Affairs and Enrollment Services are among the groups represented). Finally, the info goes to the Provost and then on to the President. Note that curriculum decisions are generally made at the College level.

Dean Reviews: Two dean reviews are underway, HHS and Imperial Valley.

Faculty Affairs: The AVP/Faculty Affairs position is now open and the search for someone to replace Benkov will begin shortly; the anticipated start-date is August. This is an internal search—and it's wide open; anyone can apply with the requisite experience.

Engineering/Interdisciplinary Sciences Bldg: We just received verbal confirmation that the Chancellor's Office will commit an initial \$5 million toward the project; this demonstrates that central administration is on board. Just a reminder that building funds are: one-third fundraising, one-third CSU, one-third local (including a contribution from CES). The General Contractor has been selected – and work is underway on the final design. Another Town Hall Meeting will be held in April.

Community College baccalaureate degrees: The Provost doesn't believe it will affect us in the short-term, but could in the long-term; an example of this is Miami-Dade where there are now numerous four-year degrees (see: <http://www.mdc.edu/bachelors/>).

Faculty raises: Benkov explained how complicated it was/is to compute raises for both contractual lecturers and faculty.

Elaboration: There's an order to the process. First – lecturers had to be reclassified (due to how the categories changed). All degrees had to be verified (within categories A and L). The information was finally keyed into the payroll system. Note that these increases are retroactive to July 2014.

Next element: 1.6% across the board for everyone ... now this can proceed. The raise *might* show up in our next paychecks.

Then comes the hard part – tackling 3-year lecturers and tenure-track faculty. A portion of the lecturers in this pool are already at the SSI cap—but some of them *could* be eligible for range elevation. Then – anyone else who hasn't hit the SSI cap may get \$40. The campus-based equity raises will be handled at the very end.

Ornatowski: How long will this process go on?

Benkov: We'll be done before Summer (maybe even by April); we must be done before the end of the fiscal year. But truly we have to approach this this person by person.

Butler-Byrd: How many category L lecturers were affected?

Benkov: About 20 out of a pool of 100.

McClish: Asked about how people are notified – including whether or not they're eligible for range elevation. Also--is this for 2015/16?

Benkov: No, it's for this academic year.

Enrollment: The total undergrad applicant pool is about 80,000 (higher than last year).

Faculty hiring for 2015/16: One College (PSFA) has finished the process; many other searches remain in play.

Fundraising: Fundraising is going very well – even with the higher bar.

5. SEC Report (Ornatowski)

Committee	Date	Item	Referred by
Constitution and Bylaws	October 20, 2014	Bring the Policy File section on "Fee Advisory Committee, Campus" (PF p.66) in line with EO 1054 "CSU Fee Policy"	Officers
Constitution and Bylaws	October 20, 2014	Review Staff Affairs Committee proposal regarding Staff Excellence Awards	Officers
Environment and Safety	January 20, 2015	evaluate the implementation plan of the "smoke-free campus" policy and assess how well the plan had been implemented, as well as any barriers to implementation.	Officers
Academic Resources and Planning	January 29, 2015	Advise the Senate on the recommendations of the Class Size Task Force	Officers
Academic Policy and Planning	January 29, 2015	Examine the recommendations of the Class Size Task Force and advise the Senate on any action to be taken	Officers
Faculty Affairs	January 29, 2015	Advise the Senate on the recommendations of the Faculty Evaluations Task Force; Review policy on Student Evaluation of Teaching Effectiveness	Officers

The referral chart in the agenda for the January SEC meeting had some errors, but they have been corrected.

Two new referrals went to Faculty Affairs

- Appointments of endowed chairs
- Assigned time/service (per the new contract)

Two Task Force reports (class size, course evaluations) are before the Senate to review. Each has been referred to Faculty Affairs, AP&P, and/or AR&P. The Senate's review today is informational only; they do not yet call for Senate action.

6. Old Business

6.1 Class Size Task Force (Mattingly)

Information:

This report is posted on the homepage of the Senate website under January SEC.

Mattingly: Task Force Chair Mattingly summarized the report. She explained members' decision to target freshman and the academic areas of math (calculus) and writing (composition, composition/critical thinking). Research studies the Task Force consulted consistently correlated these two areas with graduation rates, failure rates, etc.

The recommended class size for writing is 18 (since results of most studies consulted suggest students in classes with fewer than 20 students outperform those in larger sections). There are, of course, costs associated with class size reduction.

Math was more complicated to work through. The Task Force recommends that lectures remain as they are; what changes are the breakout sessions (smaller, training for TAs, new activities, etc.).

This is JUST the beginning of thinking about class size and its impact on academic performance.

Ely: Reminded everyone that the reports are with the Committees earlier noted (which will work thru the resource issues).

Shackelford: Appreciates all the work this Task Force undertook, but perhaps there's another alternative—specifically, breakout sessions that a lecturer is hired to oversee/manage, with undergraduate seniors (paid, perhaps, on a hourly basis) tasked with the actual teaching. Yes—there might be some instructional compromise, but the idea is worth considering.

Sullivan: We're piloting this right now with calculus (using TAs and ISAs)—focusing on class size, responsibilities, etc.

Beyene: Asked why the other areas weren't included.

Mattingly: Reiterated the decision to hone in on math and writing.

Abdel-Nour: Future directions—does that included statistics and high-impact capstones? What about language classes?

Mattingly: Yes ... we looked to the survey results. Upper division labs, practicum, etc.; there are plenty of candidates for the future. Our driving question was whether to decrease class size at the beginning (freshmen) or the end (seniors); we opted to start at the beginning.

Papin: Is there sufficient space available for the additional sections? Where would they meet?

Mattingly: That's why these are recommendations. There are a lot of variables, but it's not the Task Force's job to come up with all the answers. Leave it to administrators to figure it out.

Provost: One of the variables is impact on our plan to hire 300 tenure-track faculty over a 5-year period; [class size changes] could result in diversion of these monies.

Deutschman: Statistics courses are important; there no common implementation of how they're taught. And just a reminder that class size is not the only thing that affects performance; size alone doesn't do it. The research (old and new) demonstrates this over and over again.

Donadey: Reiterated the funding issue.

Provost: Reiterated the link between lecturers and tenure-line faculty.

McClish: Given the importance of class size, it's best not to place this as lecturers v. faculty. Why not raise money?

Ornatowski: We couldn't talk to everyone, but we considered a lot of positions.

Preciado: We're already studying this (w/ Pell eligible students). Note that savings come from a lower failure rate (where students take the same class over and over again). Agreed with McClish.

6.2 Faculty Evaluations Task Force

Information:

This report is posted on the homepage of the Senate website under January SEC.

McClish: Highlighted a few points, including the Task Force’s charge. Reiterated how “diffuse” our course evaluation process is now, with many forms, many scales, etc. Recommendations are organized around four areas: the survey questions themselves, how results data are presented, criteria for interpreting evaluation results, and student involvement.

The Task Force came up with five questions on a common scale—questions to which students can truly respond. We also focused on the student demography we need to help make sense of the data.

Next we worked thru how to deal with averages (calculating and visually presenting). The Colleges would not need to do this work themselves; the data presentation would be part of the report that Enrollment Services already provides. We should be wary of averages; they must make sense and be reasonable.

Other factors to consider: class size, teaching modality, etc. – to ensure the review process is fair.

Students need to see the criticality of this; we must give them some ownership of and commitment to the process.

Also important is to include mid-term or formative feedback to help with course improvement; this data would not be part of RTP.

Ely: Reminder that course evaluations are covered in policy that might then need to be updated.

McClish: Task Force focused on mechanics and logistics ... not policy.

Shackelford: Troubled--one of the questions bothers him (usefulness of course feedback) due to the variability of class size. What happens to people who teach these courses?

McClish: That’s why demography is so important.

Shackelford: Briefly restated his position.

Donadey: Relieved that Departments wouldn’t have to do the graphics. How does that happen?

McClish: All computer-generated.

Deutschman: The boxplots are easy to generate; it’s the peer comparisons that are complicated to produce automatically.

Kahan: I’m all for a data-driven approach – but we really need comparisons against the demography. This would make the RTP process easier. What about the qualitative side? There’s no system right now for “quantifying” it – but it certainly could be. So—perhaps they can choose from qualitative statements and there would be a limited number of open-ended items. We still could hear the student voice but it eases the interpretive burden.

7. New Business

7.1 Committees and Elections (Moore)

Action:

The Committee on Committees and Elections moves approval of the following appointments and reappointments or replacements to committees with terms to end as noted:

Faculty Affairs

Paula Peter, BUS (term ending May 2018)

Graduate Council

Suchi Ayala, HHS (term ending May 2018)

Undergraduate Curriculum Committee

Ruta Gebreyesus, AS (term ending May 2017)

MP The Senate approved the above appointments.

7.2 Faculty Affairs (Packard)**Action Item #1:**

The Faculty Affairs Committee recommends approval of the following policy recommendation:

Assigned time for exceptional levels of service to students

1. Purpose
To provide a process for all unit 3 faculty to apply for assigned time for exceptional levels of service to students that supports the priorities of the California State University (CSU) system pursuant to Article 20, Section 20.37 of the 2014-2017 Collective Bargaining Agreement (CBA) between CSU and the faculty.
2. Assigned time budget and application process
 - 2.1. Accountability and Expenditures
 - 2.1.1. SDSU shall expend all funds allocated to them under this program. Funds will be allocated to each college or division in proportion to the number of full-time equivalent faculty. No college or division will receive less than the equivalent of one 3 unit course release per year.
 - 2.1.2. SDSU shall provide an accounting of expenditures for this program for the prior fiscal year by no later than November 1 of the subsequent year to the Academic Senate and the CSU.
 - 2.1.3. Any unused funds shall roll over for use in the following academic year for the 2014/2015 academic year and the 2015/2016 academic year. All funds must be expended in the 2016/2017 academic year.
 - 2.1.4. For accounting purposes, costs of assigned time shall be calculated based on the minimum salary for assistant professor.
 3. Eligibility and restrictions
 - 3.1. Eligibility
 - 3.1.1. All unit 3 faculty employees are eligible to submit a proposal to request assigned time up to 3WTUs for exceptional levels of service to students.
 - 3.1.2. Faculty who have previously received assigned time under this program and have not filed a final report on their activities are not eligible to apply again until their final report has been received.
 - 3.1.3. Faculty members already receiving assigned time for the same general category of activity (e.g. assigned time for excess enrollments, assigned time for committee service) shall not be eligible for support from this program.
 - 3.2. Restrictions
Assigned time can only be utilized during the academic year (August – May) during which the activity is performed with the exception of assigned time granted in the 2014/ 2015 academic which may be utilized in the 2015/2016 academic year.
 4. Application process and materials
 - 4.1. Application process
 - 4.1.1. Faculty will submit applications to their department chair or school director.

- 4.1.2. Department chairs or school directors will verify in writing that the applicant is not currently receiving assigned time for the same general activity.
- 4.1.3. Department chairs or school directors shall forward the application to the appropriate college committee. Student Affairs and Business Affairs shall develop committees as needed.
- 4.1.4. Applications will be evaluated by each College's Policy and Planning Committee, or equivalent. The College Committee may refer this evaluation to another relevant College-level Committee. The Committee shall submit a ranked list of applicants to the Dean or appropriate administrator in Student Affairs and Business and Financial Affairs.
- 4.1.5. The Dean shall decide on the final awards. Denials shall specify the reasons.
- 4.1.6. For activities in the 2014/ 2015 academic year, applications will be due by March 6, 2015 and awards announced by April 6. Awards shall consist of WTUs and may be banked for use in the 2015/16 academic year.
- 4.1.7. For activities planned for the 2015/2016 academic year, applications will be due March 6, 2015 and awards announced by April 6.
- 4.1.8. For activities planned for the 2016/2017 academic year, applications will be due March 4, 2016 and awards announced by April 6.

- 4.2. Application materials
 - 4.2.1. An application for assigned time to support exceptional levels of service to students shall consist of: 1) a narrative proposal, not to exceed two pages, describing how the service activities meet the criteria outlined in section 5.2; and 2) an updated curriculum vitae (CV)

5. Supported activities and review criteria
 - 5.1. The following activities may be supported:
 - 5.1.1. Student mentoring, advising, and outreach, especially as these activities support underserved, first-generation, and/or underrepresented students;
 - 5.1.2. The development and implementation of high-impact educational practices; curricular redesign intended to improve student access and success;
 - 5.1.3. Service to the department, college, university, or community that goes significantly beyond the normal expectations of all faculty;
 - 5.1.4. Assignment to courses where increases to enrollment have demonstrably increased workload;
 - 5.1.5. Other extraordinary forms of service to students.

 - 5.2. Priority will be given to applications that clearly meet the following criteria:
 - 5.2.1. Demonstrated or hypothesized impact on student success and/or educational experience;
 - 5.2.2. Demonstration that the impact on and/or quality of student experience could not be maintained without an increase in workload;
 - 5.3. Consideration shall be given to the items listed in 20.3 (b) and (c) of the CBA.

6. Conditions of Assigned Time

A faculty unit employee granted assigned time under this program shall provide a final report to their College Dean no later than one semester following the award of assigned time. The report shall provide evidence that the proposed activities were completed and that the impact on the students was as claimed in the original application. Faculty are ineligible to receive further assigned time from this program until their report is received.

7. Appeals
 - 7.1. Appeals Committee

If needed, the Senate Committee on Faculty Honors and Awards shall serve as the Appeals Committee.
 - 7.2. Timeline and Notification of Decisions

Appeals shall be made, in writing, to the Chair of the Academic Senate and shall be filed no later than ten working days after the date on which applicants are notified of College Committee decisions. The Appeals Committee shall complete their review in no more than thirty working days after receipt of the appeal. The Appeals Committee shall send the

appellant and College Dean notification of its decision. Decisions made by the Appeals Committees shall be final and binding and are not subject to the grievance procedures in Article 10 of the CBA.

Rationale:

Pursuant to the above-referenced article of the CBA, the CSU has agreed to provide resources to each campus for assigned time for exceptional service to students based on the number of full-time equivalent students at that campus.

This language addresses language from section 20.37 in the new contract, which calls for funds to be distributed in spring 2015.

RE: "2.1.1 No college or division will receive less than the equivalent of one 3 unit course release per year." This follows the way Senators are allocated.

MP The Senate approved above Policy File changes.

Action Item #2:

The Faculty Affairs Committee recommends the following changes to the Policy File:

In the Policy File section on Endowed Chairs, 3.0 Appointment of Faculty to Endowed Positions, eliminate 3.2 entirely and revise 3.3 to say:

"It is the expectation that holders of an endowed chair fulfill the expectations of the position. In cases where this ceases to apply, on recommendation of the department, the dean and the Provost to the President, the President may revoke the title of the endowed chair. In such cases the faculty member shall retain professorship status under normal pay and workload if tenured."

Renumber the revised section to 3.2.

We note that this does not exempt the holder of a chair from a regular 5-year post-tenure review.

The current language is:

3.2 The term of appointment of an endowed chair shall be not less than three (3) years and not more than five (5) years, renewable. Exceptions may be made to scholars identified as Visiting Distinguished Professors, who may be appointed to shorter time periods up to one year by the normal personnel appointment process but who otherwise come under the procedures of this policy.

3.3 Faculty appointed to endowed chairs or professorships shall undergo a performance review or periodic evaluation in the last year of the term of appointment. Chaired professorships may be reassigned or terminated at the convenience of the university on recommendation of the college dean and of the department or school to the Provost and to the President consistent with the provisions of sec. 3.2. Persons holding positions so reassigned or terminated shall continue to hold their professor status under normal pay and workload status if they have received tenure.

Rationale:

The 5-year appointment limit should be eliminated because it may discourage candidates.

MP The Senate approved above Policy File changes.

7.3 Faculty Honors and Awards (Valdes)

Action:

The Faculty Honors and Awards Committee recommends that the Senate approve emeritus status to:

James Anderson. Lecturer, Philosophy. December 4, 2014, 27 years

Leslie Johnson. Assistant Dean, College of Arts and Letters. December 31, 2014, 30 years

MP The Senate approved all emeritus candidates.

7.4 Graduate Council (Balsdon)

Action:

BIOMEDICAL QUALITY SYSTEMS

1. Change in program.

Biomedical Quality Systems

**Master of Science Degree in Biomedical Quality Systems
(Major Code: 09994) (SIMS Code: 771491)**

Change: Deletion of degree program.

EDUCATION

1. Change in program.

Education

**Joint Doctor of Education Degree in Education (SDSU/USD)
(Major Code: 08011) (SIMS Code: 331902)**

Change: Deletion of degree program.

2. Change in program.

Education

**Master of Arts Degree in Education
Concentration in Educational Research
(Major Code: 08241) (SIMS Code: 331928)**

Change: Deletion of concentration.

3. Change in program.

Education

**Multiple Subject Credential (Elementary Education)
Integrated Multiple Subject Preparation Program**

Change: Deletion of credential program.

MP The Senate approved all changes in program.

7.5 Undergraduate Curriculum (Verity)

Action:

EXERCISE AND NUTRITIONAL SCIENCES

1. Change in program.

Exercise and Nutritional Sciences

Kinesiology Major

Emphasis in Physical Education

(SIMS Code: 556565)

Change: Emphasis has been deleted.

HOSPITALITY AND TOURISM MANAGEMENT

1. Change in program.

Hospitality and Tourism Management

Hospitality and Tourism Management Major

Emphasis in Global Tourism Management

(SIMS Code: 663104)

Change: Emphasis has been deleted.

INTERNATIONAL BUSINESS

1. Change in programs.

International Business

SanDiQué Dual Degree

San Paraíso Dual Degree

CaMexUS Triple Degree

PanAmerica Triple Degree

Changes: Dual and triple degree programs have been deleted.

MANAGEMENT

1. Change in program.

Management

Project AMIGOS Dual Degree

Change: Dual degree program has been deleted.

MARKETING

1. Change in program.

Marketing

SanMediterrané Dual Degree

Change: Dual degree program has been deleted.

MATHEMATICS

1. Change in program.

Mathematics

Mathematics Major

Emphasis in Mathematical Finance

(SIMS Code: 776330)

Change: Emphasis has been deleted.

MP The Senate approved all changes in program.

8. New Business: Consent Calendar (Committee Reports)

MSP To receive the reports on the Consent Calendar.

8.1 California Faculty Association (Toombs)

Information:

CFA Report:

Campus-based salary equity program update

Our new Collective Bargaining Agreement authorizes this Salary Equity program and it will serve as an important supplement to the other salary increases in the new faculty contract. As you recall, President Hirshman and I announced in the fall semester that SDSU would move forward with a campus-based Salary Equity program. Salary increases under the campus-based Salary Equity program will be in addition to the increases that were previously announced.

Faculty Affairs provided salary data to CFA in mid-December so that we could prepare recommendations regarding the procedures and criteria to be used in determining the Equity awards. I provided CFA's recommendations to President Hirshman shortly before the Winter Break.

Under the faculty contract, these Equity awards must address salary inversion (when new hires are brought in at higher rates of pay than longer-term faculty) and salary compression (an experience penalty against long-term faculty at the top of their salary ladder who are not eligible for progression). CFA's recommendations for the campus-based Salary Equity Awards, if adopted by President Hirshman, would provide additional salary increases for all faculty members, with additional increases to address salary inversion and salary compression.

This campus-based Salary Equity program is a top priority for our campus CFA chapter. It is our hope that the program can be finalized and implemented quickly.

I met again with President Hirshman on January 21. He said the administration is working on the campus-based Salary Equity program, and he would let me know when he had specific information on the details of the program.

CSU administration's timeline for distribution of negotiated raises

“January 14, 2015

Colleagues:

Happy New Year! For those of you who are already back on campus, we hope that the new term

is getting off to a good start for you and your students. For those of you who still have a few more days, we hope that you can use them to rest, relax and prepare for the upcoming term. Members of the CFA bargaining team and CSU management met for two days in mid-December to discuss the implementation of the collective bargaining agreement. One of the key issues we discussed with management was the timeline for implementing the various raises for our members.

At the end of this message you will find the schedule outlined by administration. We are sure that you are as irate as we are at the glacial pace of this distribution of negotiated raises. In order to highlight to the Chancellor our concern we sent him the following message:

Dear Chancellor White,

It has come to our attention that while we were able to reach a contract settlement in a record 10 months, the Faculty, Librarians, Coaches and Counselors in the California Faculty Association will have to wait an additional **3-4 months** for the negotiated salary increases to reach their paychecks. Given how long people have waited for salary increases over the last seven years, this is unacceptable. It sends a message reinforcing the point I made at the last Board meeting, "the vast majority of faculty are terribly demoralized and distressingly cynical about the system's commitment to addressing their struggles paying rent, feeding families, and educating their kids on CSU faculty salaries."

We reached an agreement in October, and it was ratified the following month. Since then, it does not appear that the administration has felt the urgency needed to implement the salary agreement. The delay in implementation is also having a domino effect on campus-based equity programs. It seems to us that once the math is done to determine the distribution of the various salary programs (which according to your managers should be done by mid-January), it should be a simple thing for interested campus presidents to agree to an equity program. Unfortunately, we are hearing that many wish to wait until payroll processes all of the salary changes. That means, once again, that needed economic relief will be unnecessarily delayed. To many it comes across as yet another delaying tactic in a system unwilling to step up and correct chronic inequities. On behalf of our 25,000 faculty, we call on you to light a fire under the process and get some (if not all) negotiated raises into the hands of our faculty in the next 30 days.

Implementation of the contract is one way to measure how substantive our relationship with the Chancellor's Office is. As both sides continue to try to find areas of agreement, a genuinely improved relationship can be important.

Again, we wish you all a good beginning of the new term. We will continue to keep you informed of our plans for the re-opening of negotiations over salary later this spring.

In Union,

Lil Taiz, Professor of History, CSULA

CFA President,

Andy Merrifield, Professor of Political Science, SSU

CFA Bargaining Team Chair,

Kevin Wehr, Professor of Sociology, Sacramento State

CFA Bargaining Team Vice Chair

CSU Administration's Timeline for Distribution of Negotiated Raises

Management informed us that the four different salary increases would come in stages.

GENERAL SALARY INCREASE: Reflected in March 1, 2015 paycheck

RECLASSIFICATION OF LECTURER FACULTY: Reflected in the paycheck of March 1, 2015

RETROACTIVE PAY (July 1, 2014) GSI & RECLASSIFICATION: to be paid in a separate check in advance of March 1, 2015. Management cannot give us an exact date, and it is possible that not all retroactivity checks will be paid on the same date.

SALARY RECOVERY ADJUSTMENT (SRA): finalized for the March pay period and

therefore should appear in the April 1, 2015 paycheck.

SYSTEMWIDE EQUITY: Reflected in the April 1, 2015 paycheck.

RETROACTIVE PAY (July 1, 2014): to be paid on both the equity money and the SRA should be paid in a separate check in advance of the April 1 paycheck. Management cannot give us an exact date, and it is possible that not all retroactivity checks will be paid on the same date”

CFA contact information

Please feel free to contact our campus California Faculty Association office at any time if we can provide assistance, whether on a contract rights issue or other matter. Our campus CFA chapter has a Faculty Rights Committee, composed of faculty volunteers, and we are available to talk with faculty colleagues about individual situations and assist in resolving issues. We can be reached at cfa@mail.sdsu.edu or x42775.

8.2 Graduate Council (Balsdon)

Information:

The report is posted on the homepage of the Senate website under January SEC.

Moore: What are the changes in the Latin American Master’s programs?
However, no one was present for discussion, so it will be forwarded to the Council.

8.3 Undergraduate Curriculum (Verity)

Information:

MUSIC

1. Change in program.

Music

Music Major

**Music Contemporary Culture: World Music Specialization
(SIMS Code: 665315)**

Change: Specialization has been deleted.

PUBLIC HEALTH

1. Change in program.

Public Health

Health Science Major

**Emphasis in Public Health
(SIMS Code: 552841)**

Major.

- A. Twelve units of electives from Public Health 331, 345, 353, 362, 450, 451, 452, General Studies 330, 340. Other electives as selected and offered by the Graduate School of Public Health, with approval of academic adviser.

Change: Public Health 451 and 452 were added as elective course options.

TEACHER EDUCATION

1. Change in program.

Teacher Education

Integrated Multiple Subject Preparation Program

Change: Credential program has been deleted.

8.4 University Relations and Development (Carleton)

Information:

The Campaign for SDSU:

The Campaign for SDSU has now reached the \$550 million benchmark. The following are gifts of note through December 2014:

The Osher Foundation has gifted \$1M to SDSU to establish an endowment for the Osher Program in the College of Extended Studies. An additional \$50,000 gift provides the first year of funding.

Alumna Kathleen Kennedy has made a gift of \$50,000 for the TV-Film Fund in the College of Professional Studies and Fine Arts.

Irwin Zahn has made a new gift to support the Zahn Center. This gift is for \$100,000 to support the Success Fund.

The Stephen and Mary Birch Foundation has made a gift of \$100,000 for the Birch Endowed Chair in the College of Arts and Letters.

Faculty Emerita Deborah Dexter has made a gift of \$47,000 for an endowed scholarship fund for international studies.

The Gilbert Martin Foundation made three gifts: (1) \$200,000 to the President's Leadership Fund; (2) \$50,000 to the Basketball Performance Center; (3) \$100,000 to the SDSU Alumni Association.

The College of Education is the recipient of a \$2M planned gift to support scholarships.

A \$50,000 gift from the Karakin Foundation will support Guardian Scholars.

The Johnson Family Trust has made a \$25,000 gift for Nursing Scholarships in the College of Health and Human Services.

The Confucius Institute has received a new gift of \$450,000 from Hanban China.

Solar Turbines has made a \$37,500 gift to support the Mesa Schools Program.

Aztec Athletics has received a gift of \$250,000 from Derek Aberle to support athletic scholarships and the Basketball Performance Center.

The William and Judith Garrett Trust has gifted \$300,000 to establish an endowment to support Aztec men's basketball scholarships.

The Windgate Charitable Foundation has made a gift of \$44,944 to support the Furniture Studio and the Visiting Artist Program in the College of Professional Studies and Fine Arts.

Longtime supporters and alumni Jeff and Sheila Lipinsky have made gifts totaling \$32,000 to support the Lipinsky Fellowship and the Lipinsky Internship in Language and Communicative Disorders, the President's Leadership Fund and the Lipinsky Institute for Judaic Studies. Barbara K. Polland has made a gift in kind valued at \$52,000 to Love Library Special Collections.

SDSU Vice President for Business and Financial Affairs Tom McCarron has pledged \$25,000 to establish a scholarship endowment.

The Imperial Valley Campus has received a \$25,000 gift from Jack Hart for the scholarship endowment in his name.

Alumnus Terry Maxey has notified SDSU that he is designating a planned gift of \$750,000 to support scholarships.

Alumnus Donald Knight has also notified us of a planned gift. It is for \$2M and is for unrestricted support of SDSU.

Peter and Elaine Shaw made a gift of \$75,000 to endow a scholarship in entrepreneurship in the Lavin Center.

Northrup Grumman is gifting \$65,000 to support the College of Engineering, Associated Students, MESA, and the Society of American Military Engineers.

Former VP of Student Affairs Jim Kitchen and his wife Sandra Williams, Director of Advising and Evaluation in Enrollment Services, have made a new gift commitment. Their new gift of \$17,400 will support the Office of Advising and Evaluations and Men's and Women's Basketball Tutoring.

An anonymous donor has made a gift of \$22,000 to the University Police Equipment Fund and \$15,000 to Emergency Medical Transportation Services.

Alumnus and Major League Baseball Pitcher Stephen Strasburg has made a \$20,000 gift to support the Aztec Baseball Fund.

SDSU received \$630,000 from the Estate of Betty Worm to support the Dale and Betty Worm Endowment in the College of Professional Studies and Fine Arts.

Jim and Marilyn Brown have made gifts totaling \$80,000 to support the Athletic Director Excellence Fund, the Basketball Performance Center and Athletic Scholarships.

Conrad Prebys has made a new gift to SDSU with a pledge of \$2.5 million to establish the Conrad Prebys Endowed Chair in Bio-medical Research.

Alumni Engagement:

Among the goals of our Strategic Plan, Building on Excellence, is a goal to strengthen internship and mentorship programs by creating an Aztec alumni network to support lifelong success.

Alumni Engagement teamed up with Career Services to build the Aztec Mentor Program (AMP) and began to recruit alumni and students in the summer of 2013. Fall 2013 yielded 101 matched pairs. Spring semester 2014 yielded 240 matched pairs. Fall 2014 yielded 370 pairs of alumni and students-- with over 90 percent of participating SDSU alumni reporting that they would take part again in AMP.

With more student need and interest, along with equally interested alumni, there is an expectation that these numbers will continue to grow in 2015.

Campaign, Presidential & Special Events:

The second “*Scholarship Fund for Poetry*” stewardship dinner was held at President and Mrs. Hirshman’s home on Wednesday, November 19. This event is hosted by a graduate of the MFA Program in Poetry who is also the founder of the Excellence Fund for the MFA Program in Poetry.

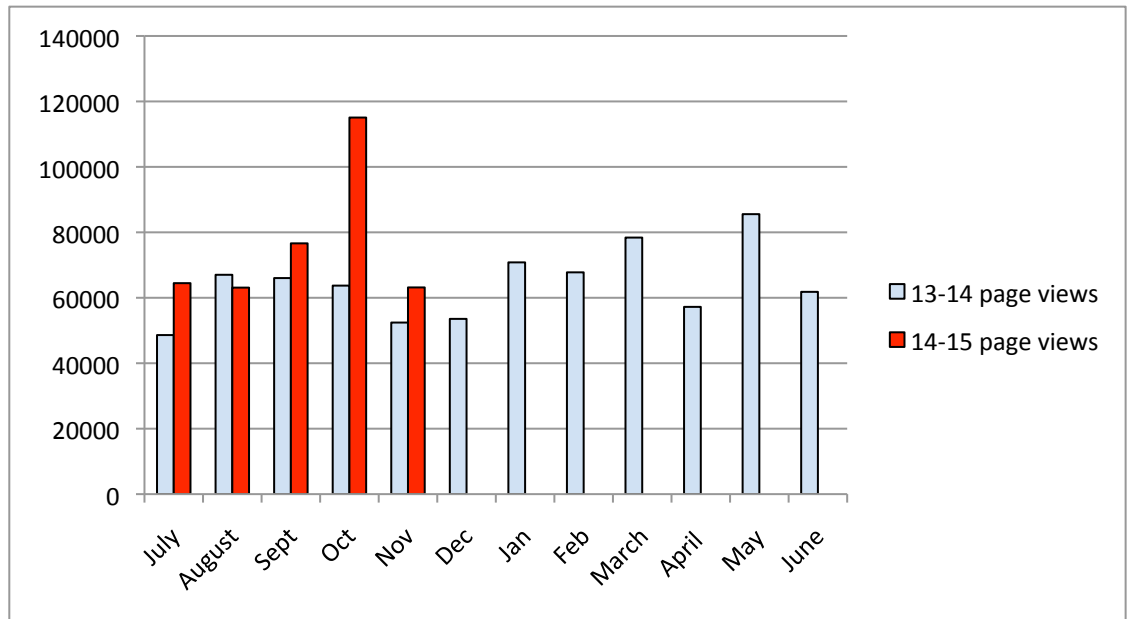
On Sunday, December 7, President Hirshman and Dean Gattas hosted over 100 donors and prospects to the *Les Miserables Musical Performance* and Reception. After the production, guests were able to visit with the cast and production staff.

In November, the *Commencement 2015* website was finalized and is up and running.

**Media Relations & New Media Team Highlights
November 2014**

This report shows the level of engagement SDSU has with its various audiences through online media. We measure the value and impact of our efforts to support The Campaign for SDSU, recruiting of high achieving students, alumni engagement and significant rankings, via traffic to our websites, clicks on the links we are posting, growth of our social media audiences, and comments and dialogue with our social media properties.

SDSU NewsCenter: (The number of people reading stories in SDSU NewsCenter, and the ways they are finding those stories)



	Current Month	
Page Views	63,163	YTD: 382,445 (Ann. Goal = 850,000)

Visitors	35,774	YTD: 215,245 (<i>Ann. Goal = 512,000</i>)
Top Stories (page view)	SDSU Greek Community Statement on Sexual Violence (3,302), Breaking Ground on SCP (2,422), 2014 Football Promotions Schedule (2,253)	
Traffic Sources	Facebook (9,462), SDSU (2,325), Twitter (1,224),	

9. Other Information Items

10. Adjournment

The Senate adjourned at 3:15 p.m.

Respectfully submitted:

Marcie Bober-Michel
Secretary of the Senate

Allison Bobrow
Administrative Analyst