

## SPECIAL FACULTY SENATE MEETING ON YRO

3:00 p.m., Thursday, October 26, 2000

Foothill Suite, University Union

### AGENDA

1. Bob Buckley - Introduction / Overview of Format for the Meeting (*5 minutes*)
2. President Gerth - Introductory Comments and Overview (*10 minutes*)
3. Brief discussion of summer YRO conversions for 2001 and 2002.

Larry Glasmire / Nancy Shulock - planning, 1999 to present (*10 minutes*)

David Wagner / Jeff Lustig - the MOU issues (*5 minutes*)

4. YRO for the Long Term Future

President Gerth - Vision for what YRO might mean (*10 minutes*)

Q and A: ...regarding the Long Term Future of YRO (*60 minutes*)

5. Bob Buckley/President Gerth - Wrap-up (*5 minutes*)

### INFORMATION

1. Tentative F'2001 Senate Meetings—Thursdays, 3:00-5:00 p.m., in the Foothill Suite, University Union, unless otherwise noted:

November 2: The John C. Livingston Annual Faculty Lecture entitled  
“Applied Behavior Analysis and the Treatment of Autism  
Spectrum Disorder” presented by Professor Joseph  
Morrow, 3:00 p.m., University Ballroom

November 9: *tentative in Mendocino Hall 1003*

November 16: **Meeting**

November 23: **HAPPY THANKSGIVING!**

November 30: *tentative*

4:00 p.m., President's Award Lecture and Reception

December 7: **Meeting**

December 14: *tentative (Finals Week)*

2. Senate Home Page: <http://www.csus.edu/acse/> or CSUS Home Page *then*  
Administration and Policy *then* Administration *then* Faculty Senate

## Brief History of YRO at CSUS

|                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Summer 1998      | First pilot program developed in College of Education with Teacher Education and Special Education in response to Chancellor's Office request to increase credential candidates; administered by Regional and Continuing Education (RCE).                                                                                                                                                                                                                                        |
| Fall 1998        | RCE established working group, including College of Education faculty and staff, to develop procedures for implementing expanded YRO pilot in Summer 1999 to include external degree programs.                                                                                                                                                                                                                                                                                   |
| Spring 1999      | <ul style="list-style-type: none"> <li>• Chancellor's Office notified campuses of plans for YRO expansion and of availability of planning funds</li> <li>• CSUS submitted proposal to Chancellor's Office for planning funds to expand YRO beyond teacher preparation</li> <li>• CSUS received \$233,000 for YRO planning and implementation</li> </ul>                                                                                                                          |
| Summer 1999      | Pilot program continued in teacher preparation, including external degree programs; administered by Regional and Continuing Education.                                                                                                                                                                                                                                                                                                                                           |
| October 1999     | Provost asked Deans to submit proposals for courses and/or programs to be offered via YRO in Summer 2000                                                                                                                                                                                                                                                                                                                                                                         |
| November 1999    | YRO Implementation Group established to oversee the design of administrative systems and procedures to implement expanded program in Summer 2000                                                                                                                                                                                                                                                                                                                                 |
| January 2000     | Provost approved allocation of YRO planning funds and list of courses to be offered in Summer 2000 YRO                                                                                                                                                                                                                                                                                                                                                                           |
| January-May 2000 | YRO Implementation Group worked to develop registration procedures, schedule publication, marketing plan, and SIS+ system modifications to accommodate YRO in Summer 2000.                                                                                                                                                                                                                                                                                                       |
| Summer 2000      | <ul style="list-style-type: none"> <li>• 1,140 students enrolled in YRO generating 191 annualized FTES, taking courses in five different colleges</li> <li>• RCE offered its summer session, serving a matriculated student enrollment equal to 440 FTES</li> </ul>                                                                                                                                                                                                              |
| September 2000   | <ul style="list-style-type: none"> <li>• Chancellor's Office notified campuses of a five-year timeframe for full conversion to YRO within the system</li> <li>• Chancellor's Office, after meetings with State Department of Finance, revised timeline for campuses, requiring full conversion to YRO by Summer, 2002.</li> <li>• President Gerth met with Administrative Council and Senate Executive Committee and announced system plans to convert to YRO by 2002</li> </ul> |
| October 2000     | <ul style="list-style-type: none"> <li>• Deans and President's staff met to discuss conversion plans and planning structure to implement system mandate for YRO conversion</li> <li>• President notifies Chancellor's Office of CSUS plans to continue YRO expansion in Summer 2001 and complete conversion in Summer 2002.</li> </ul>                                                                                                                                           |

*150 students*

*250 students*

*1140 students  
191 FTE*

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Oct. 26, 2000

CFA Information re: YRO Negotiations

I. CFA meetings with CSUS about a campus-based YRO agreement.

CSUS-CFA representatives Jeff Lustig and Jim Chopyak met in Spring, 2000, with Dave Wagner and Sheila Orman F&SA/CSUS for a preliminary discussion about YRO, then met twice in early Fall, 2000, to amend the MOU in those matters pertaining to YRO on which both parties consented. The relevant articles are those pertaining to salary, working conditions, workload, and how workload is determined. (CFA staff member Barbara Renteria attended the first, and Rick Nadeau the last of these meetings). CFA fully believes that a summer semester can be a great benefit to students; pursuant to its representational duties it seeks to make sure that faculty rights are protected in the process, that working conditions (and therefore the quality of students' education) is not depreciated, and that the summer session does not lead to a speed-up. We have agreed to use the HSU agreement as the model in discussions.

We have not signed any agreement at CSUS yet. Recently discovering how little the faculty had been informed about YRO plans (and how much variation existed in the information that had been provided), we postponed further meetings with F&SA and asked for a CSUS administration meeting with department chairs to clarify matters. We welcome this Senate meeting as a means to informing the campus about YRO prospects, and also of identifying potential problem areas to which we should attend in designing our campus agreement.

Matters within the CFA scope of bargaining about YRO are intertwined so closely with those that are Senate responsibilities (e.g., questions of compensation are tied so closely to workload, and workload to curriculum policy and who makes it) —and also tied so closely with general campus policies (e.g., money for departmental salaries may be affected by YRO's depletion of the RCE funds some departments depend on now for their operating costs)—, that it is clearly in the faculty's interest for senate and union to cooperate closely in the development of these new policies. Senate and CFA represent different interests of the same faculty members. Sac State CFA will certainly use its powers under the MOU to help solve any YRO problems it can that are identified by senators, and asks the Senate to be sure to identify areas of needed protections (e.g. one possible case might be the responsibilities of Chairs in relation to their compensation).

Note: why local agreements? Eventually campus-based YRO agreements will probably be superseded by a statewide agreement in the next contract, and this campus-based approach is a very good way to prepare for it. A few people seem to want the state-wide policy-making now. But with such a far-reaching program that departs so markedly from the past, it makes sense to start with each campus taking account of local conditions, availing itself of grassroots faculty in-put, and learning what works and what doesn't from local trial-and-error before we get to the systemwide agreement.

II. Areas where CFA and F&SA are already working toward agreement:

1. Summer workload levels. CSUS-CFA has argued that the 12-WTU direct instruction + 3WTU collateral duty workload should be retained for the summer (against others who argued for a 15 WTU direct teaching load). The members who were polled felt that even if there are less governance duties during the summer at first, there will still be many collateral duties — especially (a) if all support services aren't fully in operation (b) if advising accordingly takes more time, and (c) if course redesign extra work is needed to

reduce 15-week course to 12-weeks. We have tentative agreement on this as the basis for determining salaries for faculty for whom the summer is a "stand-alone" semester. (For those who use the summer to augment their fulltime load and salary, pay for courses would be figured on the 15-WTU basis). (Though strictly speaking we're no longer using WTU, the MOU permits it for such calculations).

2. How assignments will be made: We agree that the summer assignments will be voluntary- i.e. they will be determined through consultation between the dean, department chair and faculty member ( a critical aspect of working conditions).
  3. Level of support services (also part of working conditions): F&SA has assured us that all YRO salaries will be paid from the state budget (not RCE fees), and all student services (library, financial aid, etc.) will also be in place for the summer.
- III. Areas we are still clarifying:
1. Chair's compensation: We have been assured that chairs who have extra duties in YRO will be appropriately compensated but haven't yet settled on a formula for this.
  2. Lecturers' entitlements: The HSU provisions regarding lecturers were ambiguous. We're working toward determining how lecturers can get appropriate credit for YRO teaching toward their entitlements, without being disadvantaged by making courses which might not "make" part of their assignments.
  3. Cancellation policy: CFA members have raised the question about courses that are underenrolled. Under RCE they would be cancelled and the faculty would receive no compensation. If we want to get YRO off the ground and encourage faculty to make summer teaching part of their plans, we need a different approach.
  4. Support services: though we've been assured that all normal support services will be provided, this will require a great deal of extra state funding. We need to make sure this funding is in place and determine how to deal with teaching assignments and workload levels if it is not.

IV. We agree with Thomas Sandman, Chair, Management & Info. Sci., from the Sept. 27 Chairs' Meeting: "Success with YRO will only be accomplished with a trimester system that has three equal length semesters that have full administrative and academic infrastructures. The Summer semester must have CASPER, SIS, Financial Aid, Library, UCCS, UMS, and Admissions and Records support, as well as full college and department staffing." And new tenure-track faculty hiring as well.