

Faculty Senate Executive Committee Meeting Notes

October 8, 2014: 12 pm

Number of Attendees: 10

- Resources didn't follow the past strategic plan, rather it followed the RPT criteria. Need to put resources into the strategic plan. Faculty can't be expected to be without resources as in community colleges. Have to do disciplinary journals at a rate of 3-5 minimum to get tenure. Primary points: 1. plan needs to be connected to resources and 2. it is possible that plan elements can change RPT processes to align.
- Workload issues, salary issues, need more tenure track faculty. Morale is low here and classes taught by lecturers.
- Morale issues because of salary schedule, compression, and inversion.
- Salary scale at CSUSB is worse than most CSU campuses. Overemphasis on the importance of getting fair contract and getting it soon rather than dealing with faculty issues.
- There was concern regarding the decision upon which goals are placed in the new plan.
- There was concern about a lack of participation in learning objectives for students and it seems to always be the same people participating so we're not going to get a representative idea of what this campus wants; this leads to setting goals that no one will buy into.
- Questions on the strategy of getting faculty that don't typically participate.
- General comment that the process seems good, but they're excited to see a different type of plan.
- Glad SPAC is taking a grassroots approach. Concern: process was a top-down approach.
- CSUSB has low morale and embarrassing pay. Hired 2 new faculty in last 2 years. Need to have a strategic plan, but without buy-in, it doesn't mean anything.