

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: **2:45 p.m., Tuesday, May 21, 2013**
 Glenn S. Dumke Auditorium

Lou Monville, Chair
Roberta Achtenberg
Bernadette Cheyne
Steven M. Glazer
William Hauck
Peter G. Mehas
Ian J. Ruddell

Consent Items

Approval of Minutes of Meeting of March 19, 2013

Discussion Item

1. Chancellor's Doctoral Incentive Program Update – 25th Anniversary,
Information

**MINUTES OF THE MEETING OF
COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Trustees of The California State University
Office of the Chancellor
Glenn S. Dumke Conference Center
401 Golden Shore
Long Beach, California**

March 19, 2013

Members Present

Kenneth Fong, Chair
Lou Monville, Vice Chair
Bernadette Cheyne
Steven M. Glazer
William Hauck
Peter G. Mehas
Ian J. Ruddell
Glen O. Toney
Bob Linscheid, Chair of the Board
Timothy P. White, Chancellor

Trustee Fong called the meeting to order.

Approval of Minutes

The minutes of January 22, 2013, were approved as submitted.

Executive Compensation

Agenda Item 1 was an action item which recommended compensation for the interim general counsel of the California State University. Chancellor Timothy P. White presented the item.

With the imminent retirement of General Counsel Christine Helwick, Chancellor White introduced Mr. G. Andrew Jones as interim general counsel. He is currently university counsel to California State University, Long Beach, in addition to being team leader of the business and finance unit in the Office of General Counsel. The chancellor noted that Mr. Jones is “made in the CSU” having graduated from CSU Long Beach; he went on to earn his law degree at the University of California, Davis.

Chancellor White indicated that while the proposed salary of \$208,000 is below that of the current incumbent, the salary for the permanent replacement would be determined based on current market conditions and the experiences and skills of the new incumbent. He emphasized that the permanent replacement would most likely be brought in at a higher salary.

Chancellor White concluded by recommending approval of compensation for the interim general counsel as stated in the agenda item. A motion was called and approved by the committee. Trustee Fong adjourned the meeting. (RUF 03-13-02)

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Chancellor's Doctoral Incentive Program Update—25th Anniversary

Presentation By

Gail Brooks
Vice Chancellor
Human Resources

Margaret Merryfield
Senior Director
Academic Human Resources

Alison Wrynn
Professor of Kinesiology
California State University, Long Beach

Summary

This year the California State University celebrates the 25th anniversary of the CSU Chancellor's Doctoral Incentive Program (CDIP). This report will provide a brief history and description of the CDIP as well as program outcomes and directions for the future. The program is designed to build the pool of potential faculty with the qualifications, motivations, and skills to teach the diverse student population of the CSU by providing loans to support graduate study, forging connections to current CSU faculty, and offering loan forgiveness to those who obtain teaching positions in the CSU. The second commitment of the university's strategic plan, Access to Excellence, calls for the CSU to "plan for faculty turnover and invest in faculty excellence." By investing in the development of CSU faculty, CDIP supports this goal.

Background

The Chancellor's Doctoral Incentive Program emerged from a 1985 proposal from Dr. James Rosser, president of California State University, Los Angeles, and the late Dr. Stephen Horn, former president of California State University, Long Beach. Dr. Robert Suzuki, who later became president of California State Polytechnic University, Pomona, was also instrumental in its formation. Following approval by the Board of Trustees, the program began in 1987-88 as the CSU Forgivable Loan Program, funded by the California Lottery. Its purpose has been to enhance the quality of the CSU by promoting the diversity of the faculty.

The shape of the program has remained constant over its 25 year history. Program participants are eligible for loans for doctoral study of up to \$10,000 per year, to a maximum of \$30,000 over a five-year period. If the recipient is hired into a full-time instructional faculty position in the CSU, the loan is cancelled at a rate of 20% of the principal, plus interest, for each year of full-time teaching in the CSU. If the individual obtains faculty employment on at least a half-time basis, he/she may qualify for forgiveness of 10% of the principal plus interest per year. Individuals who do not complete the doctorate, or do not end up working for the CSU, must repay the loan.

To build stronger ties between program participants and the CSU, each participant must have a collaborative plan of support with a CSU tenure-track faculty member who agrees to provide professional mentoring and other support to enhance the student's academic experience. Since 2009, active participants have also been able to apply for mini-grants to support activities identified in the collaborative plan; these mini-grants have funded travel to professional conferences for participants and their CSU mentors, research collaborations, and other activities that enhance the professional development of participants. In addition, the CDIP Community Commons (<http://teachingcommons.cdl.edu/cdip/index.html>) is a unique resource with advice on how to succeed in all aspects of faculty work; it is open to anyone with an interest in becoming a faculty member in the CSU.

The program now considers two primary factors in selecting participants. The first is the candidate's *potential as a doctoral student* interested in teaching a diverse student population, as determined by his/her academic record and professional qualifications, the quality of the proposed doctoral program, the applicant's relevant background, experience, skills, and motivation for educating the diverse student body in the CSU, and the quality of the collaborative plan of support. The second is the *academic discipline*, with preference given to proposed areas of study where CSU campuses anticipate the greatest difficulty in filling future faculty positions.

Program Outcomes

From its inception in 1987 through August of 2012, the CSU has provided well over \$46 million in loans to 1,965 individuals through the program. Of these recipients, 1,154 (59%) completed the doctorate, and 56% of those (646) obtained employment as instructional faculty members in the CSU. An additional 42 individuals have worked for the CSU in non-faculty positions. Of students who have not completed the doctorate, roughly half are still active and making progress in doctoral programs.

Every campus in the CSU has now sponsored CDIP participants; California State University, Los Angeles leads the way with 176 participants sponsored (including 105 who have completed their doctorates). Every campus in the system also now employs, or has employed, program

participants who received the doctorate. Of these faculty members, close to two-thirds hold or have held tenure-track positions. As of 2011-2012, California State University, Sacramento employed the largest contingent of CDIP recipients (68), followed by 51 faculty members employed by California State University, Long Beach.

The following table indicates the gender and ethnicity of program participants, participants who completed the doctoral degree, and participants with a doctorate who obtained CSU faculty employment, through 2011-12.

Gender and Ethnicity Profile of CDIP Participants

	% Female*	% Non-White*
All Participants	67	66
Received doctorate	69	66
Obtained CSU faculty position	70	62

*% of those reporting their gender and ethnicity.

By comparison, for fall 2012, among all current full-time faculty who reported their gender and ethnicity, 46% were female, while 30% were non-white.

Program participants come from nearly every academic area, with the largest group of doctoral recipients from education (28%), followed by the social sciences (21%). In recent years the selection process has placed considerable weight on identifying candidates in fields where the anticipated need for faculty is especially high; for example, five of the 54 individuals successful in this year's selection cycle come from nursing, one of the areas where campuses report the greatest difficulty in recruiting faculty with doctorates. Based on an agreement with the California Faculty Association (CFA), approximately one fourth of awards in a given year are expected to be made to individuals who worked for the CSU as lecturers within the prior two years. For the group selected in the 2012-13 cycle, 30% of recipients are currently CSU lecturers.

The program works closely with the California Pre-doctoral Program, which also seeks to build the CSU faculty pipeline by supporting the doctoral aspirations of current CSU students who have experienced economic and educational disadvantages; students selected to participate are designated as Sally Casanova Scholars. In the 2012-13 CDIP selection cycle, 31% of recipients were Sally Casanova Scholars.

Since 2007, the Chancellor's Doctoral Incentive Program has employed a Faculty Director, currently Dr. Alison Wrynn, Professor of Kinesiology at Long Beach. Dr. Wrynn's focus includes: (1) using technology to communicate more effectively with participants and campus coordinators, through the Community Commons website, webinars for applicants and online meetings of campus coordinators; (2) enhancing the quality and quantity of applications, through recruitment activities, an enhanced relationship with the California Pre-Doctoral program,

sharing best practices from the campuses, and increased communication with campus coordinators; and (3) increasing opportunities for professional development among program recipients, as well as strengthening linkages to their CSU mentors and campuses, in order to better prepare recipients to successfully compete for tenure-track positions in the CSU.