

THE MINUTES OF THE EXECUTIVE COMMITTEE
OF THE ACADEMIC SENATE
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October 31, 2022

Members present: Raymond Hall (Chair), Tinneke Van Camp (Vice Chair),
Caroline Alvarez (ASI President), Rich DeJordy (At-Large),
Kathleen Dyer (Universitywide), Xuanning Fu (Provost),
Saúl Jiménez-Sandoval (President), Jennifer Miele (At-
Large), Susan Schlievert (Statewide)

Members excused: Rebecca Raya-Fernandez (At-Large)

Guests: Venita Baker (Academic Senate), Bernadette Muscat
(Dean of Undergraduate Studies), Jim Schmidtke (interim
AVP Academic Affairs), David Low (Chair Personnel
Committee)

The meeting was called to order by Chair Hall at 3:00 pm.

1. Approval of the Agenda.

Clarification about item 5: is consultation item only

MSC

2. Approval of the Minutes 10.03.22.

Typo corrected.

Motion to approve as amended

Seconded

Carried

3. Communications and Announcements.

Communications from the Provost:

Provost Fu announced that we will need to prepare for possible enrollment and budget changes. We will not know what the Chancellor's Office will decide on how to deal with reduced enrollment, *e.g.* forgive campuses for missing their target by a little or move money around between campuses, until spring.

He also mentioned that spring courses were released today for registration. The maximum number of units students can take was lifted from 16 to 18 to help continuing students. In light of the decreased enrollment numbers on our campus, we will have to work on reengagement of students. More updates will be given in a few weeks.

Provost Fu thanked the post-COVID Senate task force, and chair Dyer for her leadership on this task force. Recommendations from the task force will be reported to the cabinet. He will get back to the Senate with recommendations for fall 2023, which he will make while the Senate works on formal policies.

Questions for the Provost:

Senator DeJordy wanted to know whether Department Chairs should ensure to keep seats for spring for transfer students enrolling late, or err on the side of caution and keep seats for continuing students for spring. **Provost Fu** mentioned that there tend to be less transfer students in spring. He suggested that Department Chairs consult with their Dean and the Provost. He is open to any kind of increases to enrollment and access for all students, hence his suggestions to also keep seats for transfers.

Chair Hall wanted to know whether the Provost has any feedback on the post-COVID task force report.

Provost Fu responded that he will provide a detailed formal response with Chair Hall once he more carefully reviewed it.

Communications from the President:

President Jiménez-Sandoval informed the committee that Provost Fu will keep exploring the data on decreased student enrollment and will report to him. He also referred to the African American student support group and that we have an interest on how to recruit, retain and graduate African American students. He explained that we also want to increase our efforts in supporting our Asian American students, *e.g.* in helping

with applying for financial aid, include their families, produce videos on how to go through the process, provide academic support, host a student success summit. We want to improve our message that they are an intrinsic part of this valley. Asian American are not well represented in the media, and they feel disenfranchised and that they have no stake in our history and culture. We will need to bridge current initiatives, which are rather disaggregated at the moment. AANAPISI students are 15 per cent of our population now, and there are low graduation rates. We will have to think of a personal social support system, including visual imagery. We will, for instance, host Hmong New Year on our campus (in November) this year to bring in the community and improve their sense of belonging.

President Jiménez-Sandoval announced that he will be hosting an appreciation dinner for newly promoted faculty and a reception for academic affairs at the university home this year again, which has not happened since the start of the pandemic. He hosted an affair for ASI already on Tuesday.

No questions for the President.

Communication from Chair Hall:

Chair Hall informed the committee that the post-COVID task force report is out, which include recommendations that will have an impact on policy, *e.g.* the APM on office hours. He added that the level of involvement on that task force was excellent and had good representation. It constituted a comprehensive effort.

Communication from Chair Hall about Title IX task force

Chair Hall attended a CSU Senate Chairs meeting at which a presentation was given by the law firm that was hired by the CSU Board of Directors to look into Title IX issues. At this meeting it was mentioned that their report is only going to go to the CSU Chancellor's Office, but it was also shared with our own Title IX task force. Chair Hall invited Dean Muscat, the chair of our Title IX task force, to inform us.

Dean Muscat mentioned that the law firm found that there had been compliance on our campus, but expressed concerns that individuals involved were wearing multiple hats and had too much workload, *e.g.* being both the Director for Title IX and Clery reporting. There were also concerns with the software system used, *e.g.* regarding ability to retrieve data, track cases and send out notifications. They suggest the creation of a multidisciplinary task force to review cases in a timely manner as well as additional staffing, given the size of our campus. They also made systemwide recommendations, *e.g.* not enough individuals are working

on this area systemwide. They also had concerns about the use of third-party investigators, who have other jobs and, therefore, increase the time required for cases to be dealt with. They suggest to have systemwide investigators, that are internal to the CSU rather than to an individual campus, and that serve in a regional capacity. There is significant backlog on the various campuses and this would help improve responsiveness.

Senator DeJordy wanted to know what the timeframe is on this.

Dean Muscat responded that these are recommendations. She has not seen a timeline.

Chair Hall wanted to know what the timeline is for the work of our own Title IX task force.

Dean Muscat responded that recommendations from our task force will be sent to the President in December.

Dr. Schmidtke added that the recommendations address that we have no one on staff who can conduct an investigation.

Chair Hall asked whether the recommendations of the law firm and our own task force overlap.

Dean Muscat explained that both highlight that more personnel is needed. There will be policy, process and prevention education recommendations from our task force as well.

Chair Hall mentioned that some recommendations were included in the Senate resolution last spring.

Dean Muscat asked to have this resolution sent to her so that she can integrate it in her report. She added that there is a need for checks and balances to be in place and to have an off-campus person involved. The general counsel could be of assistance in this regard. We also need a structure for intake officers, for instance individuals at College level that can be reached out to. This ties in with the recognition that we need to raise awareness about what Title IX is. We need to be able to offer trauma-informed support. Title IX, by policy, has to be neutral and that is not always friendly for complainants. Hence, we need to build a structure for initial points of contact that are victim supportive. These would also be case managers to help keep individuals informed, provide follow up and answer questions.

Action Items

- A. Documents from Becky L. Noël Smith, Chair of the Faculty Assembly for the Kremen School of Education and Human Development, to Raymond Hall, Chair of the Academic Senate re: Revisions to Kremen's Articles of Governance. Documents have been received.

Chair Hall explained that changes in bylaws must be passed by the Executive Committee of the Senate, not the full Senate.
Suggestion: make this priority on next meeting agenda.

- B. Memo from Dr. Nancy Nisbett, Chair of the Student Affairs Committee, to Raymond Hall, Chair of the Academic Senate re: Priority/Early Registration: Need to define campus policy. Memo has been received.

Chair Hall explained that there is no prepared policy for this item.
Suggestion: on agenda

- C. Email from Jim Schmidtke, Interim Associate Vice President of Faculty Affairs, to Raymond Hall, Chair of the Academic Senate re: APM 131 Procedures for Votes of Confidence. Email has been received.

Chair Hall explained that there are outdated procedures that need to be tweaked.
Suggestion: on agenda.

- D. Email from Nicole Walsh, Vice Chair of the Academic Policy and Planning Committee, to Raymond Hall, Chair of the Academic Senate re: New Policy on Credit for Prior Learning Assessment. Email has been received.

Chair Hall explained that there is a Chancellor's Office mandate that our policy needs to be aligned with.
Suggestion: on agenda.

4. New Business.

None

5. APM 337 Faculty Workload.

Chair Hall mentioned that this is a consultation item. He reminded the committee that the Senate passed the amended APM 337 to include research in workload last spring, which the President has responded to. The objective of the amendments was to make sure faculty have time to meet their research obligations, in combination with teaching and service load, without becoming overloaded. APM 507 mentions the Provost

research awards, but that does not seem adequate to meet faculty needs, even if it is further revised.

Chair Hall suggests this could go back to AP&P.

Senator Miele mentioned that faculty agreed on the changes in APM 337, and while the points made in the response are appreciated, faculty are still required to do work that is not part of their workload assignment, and faculty have indicated that we need help from our leadership and continued dialogue. In order to retain faculty, we need to have this conversation. She added that the provisions in APM 507 are not available to all faculty, but all faculty are required to do research. She understands that there are practical and budget issues, but research is required and requires time in the workload.

Senator DeJordy argued that the transition from being a teaching institution to being a teaching institution with more emphasis on research happened slowly, and no changes were made. He suggested to look at how other institutions dealt with this for ideas to reconcile teaching and research expectations.

Chair Hall asked whether we need a Senate task force for this, or whether administration should look into this. He added that other CSU campuses allow more time for research.

Senator DeJordy suggested that this may need a Senate task force with faculty, administration, students and community representatives to have a conversation about together instead of in silos. He added that teaching and research are both beneficial and complement each other and facilitate high impact practices.

Dr. Schmidtke mentioned that there are sister campuses that provide more time, but only in specific colleges, not campuswide. We have a systemwide contract that says what we can and cannot do on local level.

Chair Hall argued that some initiatives were pushed by specific campuses.

Dr. Schmidtke responded that this does not concern campuswide, but college level initiatives, and mentioned that we have a college on our campus that does it too.

Chair Hall suggested we ask the Dean of that College how much their system costs, to use as a bench mark to expand to faculty who want release time. He added that not all faculty want research release time, but there are also faculty who, due to their teaching, might never have the opportunity to enter research. Provost awards are helpful in this regard.

Senator DeJordy argued that we have systemwide awards as well. He mentioned that a previous task force on workload suggested a tracks

system, which might make it more affordable, but less equitable. The amended APM 337 did not propose tracks.

Chair Hall agreed that we need to spread the wealth out and make it an equitable system.

President Jiménez-Sandoval referred to the ongoing work on a sustainable financial model that would need to take this into consideration. There is a push at the system level to see what we can do to change allocation of funding to research. He added that there is no difference between the research we produce and research the UCs produce.

Senator DeJordy wanted to know whether we anticipate that all campuses are going through this, or are other campuses already more advanced? Can an R2 campus be treated differently from other campuses in the system?

President Jiménez-Sandoval responded that not all CSU campuses have R2 status and that San Diego is pushing for R1 status, given that they have 19 doctorates.

Senator DeJordy asked whether resource allocations take this into account.

President Jiménez-Sandoval responded that the system does not take research into consideration. Budget allocations consider demographics of students. Pell grant campuses, for instance, need more resources. He added that there will be a report from the sustainability working group in spring.

Chair Hall suggested we do more homework on budgetary implications of release time for research. He added that since department colleagues make decisions on promotion and sabbaticals, which are handed out in an equitable way, these mechanisms can also be used to hand out release time. Would administration agree with that?

President Jiménez-Sandoval responded that that is not the issue. The issue is resources.

Provost Fu mentioned that research helps our whole region. The R2 status was given to us due to a change of the nature of one program. We might need to grow doctoral programs. He added that our students need particular support and this requires a lot of resources. He also mentioned that we have a high success rate in terms of faculty promotion. Very few are refused promotion. He also mentioned that we have money for research active faculty.

Dr. Schmidtke mentioned that there was a description of budgetary implications in the report from the previous task force on workload, but these may need to be updated.

Chair Hall agreed that these might not apply, since they were based on the assumption that everyone would want research release time, for instance.

Vice Chair Van Camp expressed concerns about burn out. Our faculty are passionate about what they do and they do a lot of research, as well as teaching and service, and they are indeed successful in getting tenure, but they risk burning themselves out in the process since they do research on top of their other work. We are losing good faculty.

Senator Dyer mentioned that the response to the amended APM 337 refers to lack of resources, but as a campus we choose to spend 20 million on athletics. We could instead choose to spend 8 million on athletics and 12 million on research. She added that the response from the President also includes concern about extending release time to part time faculty, but APM 337 does not concern part time faculty. She also agreed that people are getting tenure but that they are breaking their backs to do it and that our tenured faculty population is not very diverse. She suggested that this may lead to having to consider to either allow research release time or reject the R2 status if we are unable to meet it.

Chair Hall wanted to know whether we have analytics on faculty retention.

Dr. Schmidtke responded that a survey is due in the next few weeks and will be available from the Chancellor's Office.

Senator DeJordy wanted to know whether we have data that tracks voluntary and involuntary leavers? He added that it is not in our best interest to reject the R2 status, neither for us nor the community. We should do everything we can to retain it but we cannot break our faculty in the process.

Senator Dyer agreed that another senate task force is OK, but we have had two task forces on this in the past already and the answer is always that we cannot afford what they recommend.

Chair Hall wanted to know whether the Personnel Committee has talked about this.

Dr. Low (Chair Personnel Committee) responded that the Personnel Committee is listening closely and is currently working on revising APM 327 on promotion. The issues of burn out are also being looked at.

Chair Hall asked Dr. Schmidtke, as former chair of the budgetary committee, whether allocations can be done differently.

Dr. Schmidtke responded that there was a Level A review committee a number of years ago and a task force.

Provost Fu suggested to have a faculty representative on the Level 0 budget committee. He agreed that higher level support for research needs to be built in. He added that Larissa Mercado-Lopez is the special assistant to increase diversity on our campus. He also mentioned that we are losing faculty and staff also due to a competitive market.

Senator DeJordy mentioned that the competitive pay issue relates to why APM 337 was amended. When there is no release time for research, faculty get the same pay but have an extra workload, and that amounts to having a lower pay. Faculty want to have recognition for the work that is being done and reduce workload.

6. Articles of Governance for CHHS.

Senator Dyer appreciated that the changes strengthen the executive committee in the College.

Motion to waive second reading.

Seconded and carried.

Motion to approve

Seconded

Carried

7. APM 338 Policy on Office and Consultation Hours.

[Dr. Low (Chair Personnel Committee) had to drop out of the meeting]

Chair Hall mentioned that the proposed changes do not seem to align with the post-COVID task force recommendations on office hours.

Senator Dyer agreed. What is similar is the requirement for office hours for part-timers, but none of the other recommendations from the task force are reflected in the proposed changes. The task force recommended that if a faculty teaches online, they can have some online office hours, for instance. Also, consultation hours pertain to emails. If consultation hours and office hours are considered the same, this will reduce the hours faculty need to be available because we all respond to emails.

Senator DeJordy agreed that part-timers need to do office hours, but it is concerning that they would be required to physically be on campus. They teach evening classes and have day jobs.

Vice Chair Van Camp added they might also not have an office on campus.

Chair Hall suggested that Zoom hours could fulfil office hours for part-timers. He will include this in a memo to Dr. Low.

Senator Schlievert added that students request online Zoom office hours.

Senator Dyer argued that how it is stated in the proposed changes, Zoom hours would be voluntary and would not count.

Chair Hall added that students have a preference for Zoom with advising.

[Dr. Low (Chair Personnel Committee) rejoined the meeting]

Dr. Low will dovetail the post-COVID task force recommendations.

Senator Alvarez remembered that the Personnel Committee discussed the issue of part-timers not having an office and working day jobs, which inhibits on-campus office hours.

Dr. Low agreed and mentioned that this would have to be worked out between Department Chairs and instructors.

Chair Hall suggested that the proposal on office hours by the task force is more lenient with regards to Zoom time for advising.

Dr. Low explained that the Personnel Committee was adamant that faculty do campus office hours to encourage campus presence, but he likes the recommendation by the task force in this regard.

Chair Hall suggested to kick this back to the Personnel Committee to consider the post-COVID task force recommendations on office hours. The task force sought feedback from every College and School, had good representation and consultation. They suggested to untether office and consultation hours and to focus on how many hours per week should be protected time on campus for students to drop by without appointments, and to let go of tethering faculty to campus with the policy on office hours.

8. Executive Session.

There were no volunteers to serve on the search committee for the Assistant Director for Athletics. **Chair Hall** emailed Athletics Director Tumey to ask for suggestions of faculty who might want to serve. He will reach out to the Athletics Advisory Council as well.

The Senate Executive Committee adjourned at 4:55pm.

The next meeting of the Executive Committee will be held on Nov 14.

Submitted by:
Tinneke Van Camp
Vice Chair
Academic Senate

Approved by:
Raymond Hall
Chair
Academic Senate