THE MINUTES OF THE EXECUTIVE COMMITTEE

OF THE ACADEMIC SENATE

CALIFORNIA STATE UNIVERSITY, FRESNO

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February 6, 2023

Members present: Raymond Hall (Chair), Andrea Roach (Vice Chair), Alam Hasson (Interim Vice Provost for Academic Affairs) Lisa Bryant (At-Large), Kathleen Dyer (University-wide), Jennifer Miele (At-Large), Susan Schlievert (Statewide), Rebecca Perez (ASI rep),

Members excused: Saúl Jiménez-Sandoval (President), Xuanning Fu (Provost), Rebecca Raya-Fernandez (At-Large)

Guests: Venita Baker (Academic Senate), Nicole Walsh (Vice-Chair of the Academic Policy and Planning Committee), Kathleen Rindahl (APMP), Joy Goto (Interim Dean, Division of Research and Graduate Studies), Nancy Nisbett (Chair, Student Affairs Committee), Kelly Russell (Director Financial Aid and Scholarships), Athanasios “Alex” Alexandrou (University Personnel Committee)

The meeting was called to order by Chair Hall at 3:01 pm.

1. Approval of the Agenda.

*MSC*

1. Approval of the Minutes 11.28.22.

*MSC*

1. Communications and Announcements.

Communications from the Interim Vice Provost:

**Vice Provost Hasson** reported there would be a request for service on searches for the AVP of Faculty Affairs. There would also be searches for the Director of IDEAs and the Dean of the Library (note: in the meeting, the Executive Committee was asked to do a call for service for these two positions but it is not necessary). Dean Muscat will be asked to serve as the Interim Dean of the Library until the position can be filled.

*Questions for the Provost:*

None

Communication from Chair Hall:

Welcome back to Senator Bryant, welcome to our new ASI representative – Rebecca Perez, and welcome to our new vice-chair Andrea Roach.

**Action Items**

1. Memo dated December 11, 2022 from Keith Clement, Chair of the University Undergraduate Curriculum Committee, to Raymond Hall, Chair of the Academic Senate re: Elevation of Bachelor of Science (B.S.) in Industrial Technology, Agriculture Systems Management Option to B.S. Degree in Agricultural Systems Management. Memo has been received.

Suggestion: Moved to Senate

1. Memo dated December 18, 2022 from Nichole Walsh, Vice Chair of the Academic Policy & Planning Committee, to Raymond Hall, Chair of the Academic Senate re: APM 110 – Ancillary Units (Consent Agenda Edit Request). Memo has been received.

Suggestion: Moved to agenda

1. Email dated December 16, 2022 from Joy Goto, Interim Dean, Division of Research and Graduate Studies, to Raymond Hall, Chair of the Academic Senate re: Research Update for Senate Exec. Email has been received.

Suggestion: Moved to agenda

1. Email dated January 23, 2023 from Xuanning Fu, Provost and Vice President for Academic Affairs, to Raymond Hall, Chair of the Academic Senate re: Faculty Representation for CWI AVP search. Email has been received.

Suggestion: Shelved by Provost until the fall

1. Email dated January 23, 2023 from Xuanning Fu, Provost and Vice President for Academic Affairs, to Raymond Hall, Chair of the Academic Senate re: Faculty Representation for GRAB search. Email has been received.

Suggestion: Will be decided at next Executive Meeting

1. Email dated January 31, 2023 from Debbie Adishian-Astone, Vice President for Administration and Chief Financial Officer, to Raymond Hall, Chair of the Academic Senate re: Faculty Representation for Chief of Police search. Email has been received.

Suggestion: Need two faculty – call will be sent this week

1. Memo dated February 1, 2023 from Kent L. Willis, Vice President for Student Affairs & Enrollment Management, to Raymond Hall, Chair of the Academic Senate re: Faculty Appointments to Search Committees: AVP for Enrollment Management, AVP for Student Affairs/Dean of Students, and AVP for Student Success. Memo has been received.

Suggestion: 6 faculty needed for three calls – all calls will be sent this week.

1. Memo dated February 3, 2023 from Xuanning Fu, Provost and Vice President for Academic Affairs, to Raymond Hall, Chair of the Academic Senate re: Provost Awards Committee 2022-2023. Memo has been received.

Suggestion: Next session – choose which previous awardees we will ask to serve on this committee

1. New Business.

None

1. APM 327: Second reading

**Chair Hall** explained the changes would put structure to the process of getting Full Professorship from Associate. Last meeting there was concern about not requiring a college review.

**Senator Alexandrou** This was added as item B. c.

**Chair Hall** turns the floor over to Senator Alexandrou

**Senator Alexandrou** committee tried to standardize promotion to Full and early promotion to Full with a rating system with categories adequate, good, very good, exceptional. However, departments define what qualifies for each of the categories. To go up early, the professor has to show they are exceptional in all three areas of teaching effectiveness, professional growth and scholarly/creative activities, and university and public service. Last meeting with the executive committee also highlighted a concern about not including a grandfather system – this issue was left as is stated in footnote 18. The University Personnel Committee does not believe it would be wise to allow a grandfather clause

**Senator Bryant** expressed concern that the lowest category is adequate. What happens if someone is adequate and wants to be full – technically they can say they are doing what is expected.

**Senator Alexandrou** stated the top of page 8 outlines what they need in those three categories to get full.

**Vice-Chair Roach** points out that inadequate is listed as a category on page 7.

**Senators Bryant and Dyer** suggest inadequate be listed as a category throughout.

**Senator Dyer** moves to approve and send to the senate floor.

**Vice-Chair Roach** suggests page one should keep the wording “initial appointment” for those hired as associate.

**Senator Alexandrou** sees both suggestions as friendly amendments.

Changes will be made to the document by Vice-Chair Roach and it will be moved to the senate floor: MSC

1. Federal Compliance Issue Commencement Attendance.

**Russell** Federal regulations require places that give financial aid track attendance to be sure students are coming if they are getting financial aid. If students skip out, this would leave institutions having to pay back financial aid. She is asking for input/buy-in from faculty re: creating a system. UC Davis has students complete an assignment on the general student portal.

**Senator Dyer** expressed concern that students won’t do the assignment.

**Russell:** It was promoted heavily and they had a good response rate. They didn’t drop students who didn’t complete the assignment but they did prevent them from receiving financial aid. And all students had to complete it, even if they didn’t/don’t receive financial aid. 80% of our students do receive aid, which is more than UC Davis.

**Chair Hall** asked ‘what is the rule?’

**Russell** We want to know if students who withdraw participated or not? When did they withdraw?

**Senator Dyer** – Do we contact faculty about students who withdraw?

**Russell** – at CSU San Marco they note when a student withdraws when they last participated.

**Senator Dyer** - That could be added to the withdraw form.

**Russell** – WUs don’t certify and don’t get financial aid since there is no formal withdraw. Also, financial aid is prorated so first day to a W gets prorated money.

**Senator Dyer** – who is the right person in the structure of governance to decide this?

**Russell** – We came here first because faculty will me impacted and we need their buy-in. Fresno State has never had a federal program review and we are not currently in compliance.

**Senator Perez** – Veteran’s Resource Center on campus does something similar because the VA wants their money back if students aren’t participating. But participation has degrees of definition.

**Russell** – the activity at UC Davis is a course specific assignment that everyone has to do in the first weeks of class. We can also use whatever we develop for multiple purposes such as dropping students who aren’t present to open up chairs in the class.

**Senator Bryant** – It’s not hard to make an assignment to do this and it’s not unreasonable to ask this. It’s an engagement measure.

**Senator Schlievert** – What do other CSUs do?

**Russel** – Two other campuses, San Jose and Bakersfield, were caught out of compliance. Most are out of compliance. There are students who enroll but forget to drop. I don’t think the majority take the money and run. They just forget especially with block enrollment when they don’t enroll themselves.

**Nisbett** - At UC Davis the assignment is not done by faculty. They have the assignment in their student portal system so that relieves faculty. The syllabus would need to reflect it is a course assignment. Expediency needed.

**Russell** - IT is ready to do something, whatever it is.

**Senator Dyer** – this needs to be sent to the student affairs committee and it needs to get faculty and student input

**Chair Hall** – APMP can make policy but SAC can make suggestions that may need to go to senate. SAC needs to work on this with Russell and bring suggestions to us.

*End.*

1. APM 220

**Goto** – Is fine with the changes. APMP and UGC worked on this separately but similarly.

**Senator Miele** – Why is this an interim policy?

**Chair Hall** – the need for accreditation was so intense that it needed to be interim. We can remove interim from the title?

Agreement from Goto

Send to Senate floor MSC

1. Request to support hire

**Goto** – In July, we lost Gayle. So we were approved a new hire. Interviews were in November. There were two strong candidates. Gayle was rehired as MPP1. Office requested to hire the other candidate and was granted the request but the potential hire was no longer available. So they are requesting another search.

**Senator Bryant** – how many do you have?

**Goto** – 3 compliance officers – lost over the summer too – hard to fill in the field and at CSUs – others paying more and are fully virtual.

**Senator Dyer** – Grants and contracts are steadily increasing and we have R2 status. We support putting more money towards research and need to be strong about it.

**Senator Bryant** – Leverage there to say support the office and this can help argue the next agenda item.

**Goto** – 20% of money comes back to the office through indirects. Ideas are needed on how to use this to support faculty and students and at the proposal development level. We need quality control and development of writing grants.

**Chair Hall** – Undergrad research faculty?

**Goto** – there’s nowhere for access for all undergrads. Right now the center is only for science majors where they can go to learn about research and find research opportunities.

**Chair Hall** – release time?

**Goto** – 3 WTUs per semester – this model comes from other CSUs

**Chair Hall** – B level budget?

**Hasson** – Level B but not like the library.

**Goto** – RSCA – the provost and chancellor funds – colleges are not using these funds to their full advantage

**Chair Hall** – If everyone had assigned time for research, they wouldn’t need the RSCA

**Goto** – we don’t know why RSCA aren’t fully used/given out

**Chair Hall** – What percentage of faculty could get it if all applied?

**Goto** – Some funds are allocated but not used by faculty and that rolls over

**Hasson** – We know about the unused $650,000 for the whole campus – that’s about 7% of faculty. $6 million would be needed for all faculty to get 3 WTU release.

**Chair Hall** – We need a task force on release time.

**Goto** – there are also issues with state side vs foundation with funding and retention.

**Bryant** – with big grants, stateside benefits but people are moved around a lot.

**Hasson** – GRAB hasn’t met since 2016

**Chair Hall** – The Provost wants to get GRAB back

**Hasson** – Yes to have these conversations

**Chair Hall** – you have our full support for the hire. Anything else?

**Goto** – Working on a blended program that would allow 12 units of grad courses to count toward undergraduate degree. This would allow students to reduce the time it takes to get their master’s.

**Senator Bryant** – Department has BA and MA. Do the units count?

**Goto** – toward the undergraduate degree. Many committees would need to work to create this change along with the registrar’s office. There is no DPR at the grad school office and there could be issues with financial aid and conferring degrees.

**Senator Bryant** – what about students who do their bachelors with the program but don’t complete their masters?

**Chair Hall** – That’s like an enhanced BS. Could they survive in a master’s level course?

**Goto** – There is already a grant to create Blended programs in Lyles and Jordan colleges. Where does this committee see research going and what do we do with money to support research?

**Chair Hall** – Assigned time for research rather than ‘release time.’ Faculty would need a research plan to get assigned time. ~70% would want this based on a survey from 4 years ago. 20-30 years ago, research was not as imperative at this university. Now there is no dedicated time associated with research so it is uncompensated work.

**Goto** – undergrads and grads participate in research – they should more and in more fields to prepare for next steps like degrees or the workforce. Trying to figure out who is doing research with LEAP funding so students working on research can be paid. That’s $9 million for 10 years to support students.

**Senator Bryant** – Is that publicized?

**Goto** – no. Still trying to figure out how to allocate. It is only for undergrads and will probably be student driven with them choosing from opportunities with faculty.

**Chair Hall** – we need to give students this experience. Anything to follow up on? Keep us updated.

End.

1. APM 337

**Chair Hall** – we were given the suggestion to meet with the budget committee

**Hasson** – We need to talk about the budget implications of the policy and to discuss allocations.

**Senator Dyer** – Don’t need to meet with budget committee – need to meet with next level up.

**Chair Hall** – The budget committee could put a price tag/estimate on what would be the cost

**Senator Dyer** – They already did that – ask them again. We want to talk to the level A committee

**Chair Hall** – Welti did this once. Robert may be able to come in and tell us what to do.

**Hasson** – a light audit?

**Chair Hall** – Let’s address concerns from memo from the President. We need to get the price tag down. We need an outline on how to get and keep assigned time.

**Senator Dyer** – Can we talk about this item by item?

**Chair Hall** – We have the time

**Senator Perez** – Can someone explain what this is?

**Senator Miele** – We don’t get paid to do research but it is required

**Senator Dyer** – We need to outline a strategic response

**Chair Hall** – The president mentions APM 507. That’s about the RSCA program

**Senator Dyer** – There is no conflict. Abolish 507 and use that money for this

**Chair Hall** – the old program is no longer necessary

**Senator Bryant** – It gives us a decision making process – the two APMs don’t have to be in conflict

**Senator Dyer** – so we can use 507 to edit and make it apply to what we want

**Chair Hall** – there are committees for how to do all other decisions so we can ask for it too

**Senator Miele** – Business school already has this in place because they already have a 3x3 load.

**Senator Dyer** – Policy #1 – revise to say how to allocate. Or delete and put money elsewhere

**Senator Bryant** – CSUs with 3x3s exist. It won’t disrupt the collective bargaining agreement

**Senator Dyer** – agreed.

**Senator Bryant** – we need to collect info from other campuses and how they fund that workload.

**Senator Dyer** – This is the first time a president has failed to sign a policy that the senate approves (since she’s been here). Point three – we figure out how to give this to tenure.

**Chair Hall** – Probationary faculty already get two years of assistance – so yes give this to them for two more years.

**Senator Dyer** – point 4 – temp faculty are not paid to do research

**Chair Hall** – we are expected to do research but can only get two years of lowered course load. Lecturers can maybe do research to show that they need a promotion so should they be in the pool? There are other ways so we can rebut this point.

**Senator Dyer** – We can all choose to go out and make ourselves more marketable but we are not required to do so – we are already required to do research and could lose our job if we don’t.

**Senator Bryant** – point 5 – 507 starts at the department and goes through all levels so 337 would go through a similar trajectory.

**Chair Hall** – assigned time is approved by others including the provost

**Senator Dyer** – Another reason to get rid of 507. This is not an instructional assignment, this is a research assignment.

**Chair Hall** – point 6 – Not renewing every year so rotate who serves.

**Senator Bryant** – change the wording to emphasize that you review in years you aren’t applying.

**Senator Dyer** – Faculty can also recuse from reviewing their own if they are on a committee.

**Senator Miele** – We had hoped administration would be on board and help us solve all this.

**Senator Dyer** – agreed. This is disappointing. – point 7 – can AVP office help us address this one?

**Hasson** – Yes

**Chair Hall** – We need to have a meeting to talk about this

**Senator Dyer** – we just need an estimate

**Chair Hall** – We can get one and create a rebuttal. – point 8 – the responsibility to pay is on the faculty by asking us to make larger classes

**Senator Dyer** – this actually creates opportunities especially with lowered enrollment. – point 9 – Barriers to use by requiring an application – this needs to be automatic.

**Chair Hall** – That’s the response but we need to address RSCA money not being used.

**Senator Bryant** – people aren’t encouraged to apply or know about it. Deans and other say there are limited releases available and limited money to use and that discourages applications.

**Chair Hall** – Faculty should apply for this like a grant

**Senator Bryant** – How RSCA is done at the college level varies between colleges.

**Chair Hall** – let’s be respectful of time and use the minutes to create a response

**Senator Dyer** – can we assign items to look into what others are doing?

**Chair Hall** – in consultation with Alam & Maldonado

**Hasson** – We did some of this work with the old committee

**Senator Dyer** – 337 – edit to reflect exactly what we want and she’s willing to try

**Chair Hall** – I’ll do the budget and figure out how much we are paying on release

**Senator Bryant** – will reach out to people she knows at other institutions.

Concludes 5:07

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The Senate Executive Committee adjourned at 5:07pm.

The next meeting of the Executive Committee will be held on 2/27/2023 .

Submitted by: Approved by:

Andrea Roach Raymond Hall

Vice Chair Chair

Academic Senate Academic Senate