

<p>Academic Senate December 8, 2015</p> <p>Present: Alvin, Azevedo, Broadwater, Crayton, Eastham, Espinoza, Filling, Garcia, Garone, Gerson, Gonzales, Guichard, Hoover, Huang, Larson, Li, Loza, Manrique, Miller-Antonio, Odeh Oluwarotimi, Park, Peterson, Petrosky, Ringstad, Sarraile, Sims, Strangfeld, Strickland, Provost Strong, Stone, Strahm, Taylor, Thompson, Vang, Wagner, Wellman, Wood, and Zhang.</p> <p>Excused: Advanced Studies, Bell, Bettencourt, Chan, Dorsey, McCulley, Nagel, Petratos.</p> <p>Guests: John Tillman, Brian Duggan, Marge Jaasma, Helene Caudill, Ron Rodriquez, Mark Grobner, Oddmund Myhre, James Tuedio, David Lindsay, Ron Noble, Daniel Soodjinda, Dennis Shimek, Marge Jaasma, Samuel Mendoza and PACE students.</p> <p>Diana Bowman, Recording Secretary</p>	<p>Second Reading Item: 15/AS/15/UEPC Resolution for Two-Pass Registration System. Passed.</p> <p>First Reading Item: 14/AS/15/FAC – Statement on Professional Ethics 16/AS/15/FBAC – Budget Priorities Resolution (Sense of Senate) Will return as a second reading.</p> <p>Next Academic Senate Meeting: January 26, 2016 2:00-4:00pm, JSRFDC Reference Room 118</p> <p>Minutes submitted by: Koni Stone on behalf of Chris Nagel Clerk</p>
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1. Call to order

2:04pm

2. Approval of Agenda

Approved.

3. Approval of Academic Senate Minutes of November 7, 2015 (distributed electronically)

Approved.

4. Introductions

John Tillman, Brian Duggan, Marge Jaasma, Helene Caudill, Ron Rodriquez, Mark Grobner, Oddmund Myhre, James Tuedio, David Lindsay, Ron Noble, Daniel Soodjinda, Dennis Shimek, Marge Jaasma, Samuel Mendoza and PACE students. Diana Bowman was welcomed back as the recording secretary while Isabel Pierce is out.

5. Announcements

Nicole Larsen reported that the Fee Referendum passed. Voting took place on Thursday and Friday December 3 and 4. There was a 6.1% turnout. All guidelines were followed. The new Union will open in 2019. New fees of \$209/semester will begin in Fall 2019.

Marina Gerson reminded faculty of the free lunch to be held on December 9 in FDC 118 between 11:30-2:00pm. This first one will be hosted by Chartwells. There will be a four question google form for faculty response asking how often should the lunches occur and how much people will pay.

Suzanne Espinoza distributed two flyers with financial aid statistics. The tables show how many students are receiving financial aid and are sorted by program. 62% receive a grant for state university fees and 62% do not borrow. There are Cal grants and middle income scholarships. We have dispersed \$45 million to date. \$91 million will be dispersed this year. Provost Strong asked if 62% of our students do not pay state tuition fees. Espinoza replied yes, they are completely covered by a grant.

Provost Strong updated the senators that the request for faculty recruitment is being completed, hopefully by the end of the semester. Some requests are for new positions and replacements, and some for student success money. There will be eight new faculty for the bottleneck situation. Another open forum for advising will be held Wednesday, December 9th from 10:00-11:30am. We have already held two open forums.

Update on PACE grant discussions: Provost Strong advised that stakeholders have met and SEC has had discussions. There is a memo to establish the workgroup to propose a plan to President Sheley for his consideration. The work group will meet in spring. Speaker Thompson added that appointments will not be made until the charge is agreed on, but the COC is ready to recommend that the faculty members be Stuart Sims and Susan Marshall.

Daniel Soodjinda, Diversity Committee representative, stated the committee is charged with working with the University to develop a Diversity Statement. They are also working on planned events, supporting existing groups, and working toward giving a voice to students, faculty and staff that feel marginalized.

Samuel Mendoza, PACE student, made the following statement: "I would like to thank all of the faculty who are part of this Academic Senate because you contribute to making this university a better place. Also, for your concerns about the PACE program and for taking the time out of your busy meeting agendas to hear us out in the past Academic Senate meetings.

I thank Speaker Thompson for your encouragement to keep coming to these meetings. This issue has made me a strong advocate for higher education; a key component to building a successful society. I am planning to lobby for higher education in the spring because my educational background is that of a special education student Who did not believe he would be able to do something with his life. The stigma of being retarded and slow was something that I had to overcome. I have proven a lot of people wrong. I do not take my education lightly especially since I had to fight several battles that made me the person I am today.

Faculty--You are all aware of our story about the problems the PACE students are facing. Enough of the stories now for the Facts. Let me put things in laymen's terms because that is how real progress is made when there is transparency. We as students and supporters of this program are challenging administrators for the continuation of the PACE program to be institutionalized and

funded because it is what they promised in the grant proposal to the Department of Education. This would mean that the Program would be funded through the University by state money. This program and the commitment this institution made to the department of education in the grant proposal are not being honored. Administration is doing things sketchy by institutionalizing (FYE) but not the program that gave it life. Instead the PACE program is forced to seek other federal grants to continue this program. This method is highly unlikely to succeed. However, our chances with the federal government seem more certain than the chance of getting support of the Provost and VP of Student Affairs for the institutionalization of this program.

Questions:

Student Initiatives (Base Budget) = state money

Why can't the PACE program be part of this money?

PACE is a student success initiative program; why are we left out of this money?

Is the university going to Honor its promises to the Department of Education, [DOE]?

I look forward to seeing you all in the spring semester; this issue is far from over. After this meeting, I hope we can all meet outside and take a picture of the great people of our community.”

Martin Azevedo, Art Department announced the Art Show Opening is 5:30-9pm on Main Street, (Downtown Turlock).

6. **Committee Reports/Questions (FAC, FBAC, GC, SWAS, UEPC, other)**

FAC: (Sims) Continuing to discuss the general status of faculty and moving it forward.

At the first spring senate meeting, there will be a first reading resolution based on EO1096. FAC is also discussing the organizational structure with respect to program directors/chairs and potentially finding something to replace Facnet. Also, new on the FAC agenda is the issue of payment process procedures and timelines for guest speakers. Please send feedback to us if anyone is having any problems getting people paid.

FBAC: (Peterson) Discussed the status of faculty and increased faculty participation. Budget priorities resolution will be presented later as a first reading item. At the next meeting, we will discuss data collection needs and decide on our key questions.

Graduate Council (Ringstad) Discussed the status of the faculty survey, began discussion on teaching assistants and discussed graduate admission workshops, how to improve and continue. Standing issues: graduate learning goals, culminary experiences, APR timeline and institutional support for graduate students and programs.

Statewide (Filling) In early November, SWAS explored the background policy, hoping to avoid further tragedies on campuses. The Chancellor declined to suspend it, but a Fact Finding Committee was created to determine what happened last fall. The part time faculty did not get into classrooms due to background checks back log. On the Tenure density challenge: the CSU has been pushing the Chancellor's Office to set standards, but the Chancellor's Office has been reluctant. What are the appropriate metrics for progress? We should reach out to the Provost and President on this issue.

At Chico State, colleagues are in the process of a vote of no confidence of their President even though the President has announced his retirement. With respect to presidential searches, we want an open search, but the Chancellor is resistant. Policy allows for it to happen, but he does not envision that it will happen. It is clear to faculty, staff and students that the best fit would be to let him talk to the people in the organization. We will probably see Legislation going through to insist on it. Phil Garone asked which of the 23 campuses did not support transparency: Filling replied that Pomona got a new president and they are afraid she will take offense. It's a situational response.

UEPC (Stone) Review of University Governance Committees Membership with respect to non-tenure track faculty and UEPC. The Faculty Affairs Committee (FAC), who was charged with gathering information regarding the inclusion of non-tenure track faculty in University-wide governance, requested that the UEPC submit a response to a survey of the inclusion of non-tenure track faculty in University-wide governance. The UEPC reviewed the survey and discussed the questions. It was noted that participation in University-wide governance requires familiarity with the University and curricular matters, but it is not necessary to be tenured or tenure-track. **UEPC discussed proper compensation for non-tenured faculty participating in University-wide governance. Also the potential of non-tenured faculty on committees could preclude tenure track faculty from participating in faculty governance at the level that is required for tenure and promotion.** The UEPC membership should be open to all faculty, with the current representation. (No new specific seat is needed for lecturers.)

Draft Calendar for College Year 2019-2020. UEPC members reviewed and discussed the 2019-2020 draft College Year calendar. The placement of Spring Break and Reading Day was discussed. One faculty member requested taking off the entire week of Thanksgiving. The College Year calendar policy and a brief history of past University Reading Days will be made available to members on Blackboard for review. Discussion will continue at the next scheduled UEPC meeting.

Under New Business: Presently, we do not have a policy that governs course scheduling. The last Senate approved policy (AS/UEPC/ 05) for scheduling classes was based on our beloved 4-1-4 calendar. That calendar had 13 week classes; a 3 unit class would meet for 58 min MWF. When

Winter term was abolished, new scheduling parameters for 15 week classes (3 unit classes now meet for 50 min MWF) were based on the 2005 approved policy, but no new policy was approved. Without a policy, a fair number of creative course schedules (off grid) have arisen. At the October 8, 2015 UEPC meeting, the committee asked L. Bernardo and N. Dunavan to provide UEPC with the present course scheduling for Spring 2016. The UEPC reviewed these documents. The schedule for Spring 2016 shows a number of classes that are scheduled "off grid". This results in inefficient use of classroom space and potentially creates course scheduling conflicts for students. The UEPC discussed recommendations for a scheduling grid policy that would maximize efficient use of our limited classrooms and minimize course scheduling conflicts for students.

7. Information Item

a. Advising Task Force

Provost Strong advised that many efforts have been made over the last decade to improve advising. Recommendations were reviewed and approved by the Advising Task Force. Some will require work to operationalize. One plan will not be all we need. One recommendation is to have an annual summit to see what has been accomplished and to see what needs to be done. We need integration and we need to understand the good practices and policies. He is interested in feedback and will forward it to the President. Thompson advised this will be returned as a Discussion Item at a later date. John Sarraille added we need to consider the number of tenure track faculty available to do the advising.

8. First Reading Item:

- a. 14/AS/15/FAC – Statement on Professional Ethics (replaces 6/AS/94/FAC)
It was moved/seconded by Sims/Peterson.

WHEREAS: The AAUP statements on "Professional Ethics" has been slightly revised to emphasize collegial discourse and citizenship; therefore, be it

RESOLVED: That 6/AS/94/FAC be amended as follows:

That the 2009 revision of the AAUP "Statement on Professional Ethics" of AAUP Policy Documents and Reports be adopted; and be it further

RESOLVED: That the "Statement on Professional Ethics" in the Faculty Handbook be replaced by the revised AAUP statement at the earliest opportunity.

Sims explained that the Professional Ethics Statement from AAUP came from June 1983 and 2004, but questions occurred in 2009 and AAUP issued a slight change in their statement, so this change matches their amended statement. "Dismissal" has been changed to "adverse action". Second page, top paragraph, add to the sentence, "They respect and defend the free inquiry of

associates, “even when it leads to findings and conclusions that differ from their own.” And, #5 “any citizen” changed to “Other citizens”.

Thompson stated since this is a first reading, we are open to feedback to FAC. Question: What are the limits of academic freedom? Sims replied that this goes for any teaching faculty.

This will be an action item at the next meeting.

b. 16/AS/15/FBAC – Budget Priorities Resolution (Sense of the Senate)

It was moved/seconded by Peterson/Filling.

***PREAMBLE:** The budget priorities of the CSU Stanislaus for 2016-17 must recognize the primacy of our central mission: educating the people of our region. While universities often take on additional missions and acquire properties that are peripheral to their central mission, the size and role of CSU Stanislaus--as a public university in an under-educated, poorer part of a much better educated and wealthy state--makes our central mission that much more prominent. The budget lines that relate directly to educating our students both through instruction and the support of instruction should be enhanced.*

BE IT RESOLVED: That the Faculty of California State University, Stanislaus affirm the mutually dependent items, equally essential to the central mission of CSU Stanislaus: and be it further

RESOLVED: That the Faculty’s major priorities for the University are the following mutually dependent items equally essential to the central mission of CSU Stanislaus:

Maintain maximum possible access for qualified students, including admission to campus and access to courses required for degree completion;

Raise the percentage of tenured/tenure track faculty FTEF (as per ACR 73) to 75% (most recently measured at 62.9% as of fall 2014) with the intention of reducing the student/faculty ratio;

Adequately fund non-instructional faculty and staff positions to effectively support the central mission, specifically including tenure-track psychological counselors, tenure-track librarians, and career services advisors;

Fund adequate assigned time for tenured/tenure track faculty to allow an average of 18 wtus teaching assignment thus allowing time for expected research, scholarship and creative activities, professional development, and community engagement;

Make progress toward attaining enough counselors so the number of students per counselor is below the maximum ratio recommended by the International Association of Counseling Services which is 1,500 students per counselor. As of Fall 2015 we have 2,653 students per counselor.

Institutionalize activities previously funded by grants that contribute to student success such as CEGE, PACE, and STEM;

Fund campus activities that honor and promote diversity on campus and the neighboring communities;

Provide support staff in graduate school/Enrollment Services to assist graduate programs and centralize graduate education processes.

RESOLVED: That the Academic Senate, the Faculty Budget Advisory Committee, and the faculty members of the University Budget Advisory Committee should serve as the Faculty's representatives in the budget planning process and should participate in all budgetary discussions and decisions through the entire process of budget planning, allocation, and re-allocation of the university budget, including the apportioning of its budget among specific university divisions;, and be it further

RESOLVED: That the Faculty Budget Advisory Committee (FBAC) is established in the Constitution of the General Faculty and the priorities listed in this resolution should be given the same consideration as those of any other budget advisory committee; and be it further

RESOLVED: FBAC is viewed as the advisory committee to the administration on fiscal decisions. The faculty is primarily responsible for all academic and pedagogic areas, and has ultimate academic responsibility for the programs, and be it further

RESOLVED: That any major change affecting the central mission be made only after consultation with appropriate faculty governance committees and include open and consensual processes that consider the viewpoints of all affected parties, an analysis of the costs and benefits, and the effects on CSU Stanislaus as a whole, and be it further

RESOLVED: That the priorities above shall be applied to all considerations of budgetary decisions, effective immediately.

RATIONALE: The Faculty of CSU Stanislaus wants to affirm our budget priorities, which can contribute to strategic planning and everyday budget decisions. The first two resolved clauses deal with priorities for the institution, and the next four involve procedures to ensure faculty input in decisions related to the budget. FBAC has provided statements of faculty budget priorities as follows:

11/18/15/FBAC approved by FBAC

3/AS/14/FBAC approved by the AS on 4/8/14

10/AS/10/FBAC
22/AS/08/FBAC
10/AS/07/FBAC
21/AS/05/FBAC
20/AS/04/FBAC
17/AS/03/FBAC
24/AS/01/FBAC
1/AS/01/FBAC

Peterson explained that this resolution tries to make clear what we think are the most important items to fulfill the mission of the CSU. Access, increase tenure density is consistent with ACR 73, so student/faculty ratio falls. It is also important to adequately fund faculty and staff positions. We also need enough counselors (TT/T), career advisors, and librarians (TT/T). Our ratio currently is 2600 students/counselor. The IACS recommends 1500 students/counselor. There is a two week wait for counseling after a traumatic event. In addition, faculty need time for RSCA and community engagement, so funding assigned time is important. Institutionalize activities STEM, SEGE, PACE--best practices need to be supported. We need to promote diversity of staff in GC and GC enrollment.

Speaker Thompson stated that this item will come back to the next Senate meeting as an action item. FBAC put the Priorities in the resolution so changes can be made. Filling added that the priorities are not in order, but most budget meetings ask, "What is the most important thing?" Has FBAC thought about ordering the priorities? Peterson stated that FBAC could discuss this at their next meeting. Some think that these are all cost based priorities. What are the costs? What needs to be increased? Gonzalez asked to consider the FMP program to be included in the priorities. Mendoza requested to institutionalize the PACE program. FBAC is meeting 12/9 so get your suggestions to them soon.

This will be an action item at the next Senate meeting.

9. Second reading item

a. 15/AS/15/UEPC Resolution for Two-Pass Registration System

Thompson advised that no changes were made in the resolution so it is open for discussion. There being no discussion, the question was called and a vote was taken. It passed without dissent.

This will be sent to the President ten days after these minutes are distributed.

10. Discussion Items:

a. Student Success and Completion Initiatives Plan

Speaker Thompson stated the question is: How to spend \$809K? There should be consultation with the campus and there may be changes in the plan. Espinoza advised the plan is in the packet. It is a very broad plan, and we will get feedback and make more specific plans in each of the areas. An open forum is being held tomorrow at 10:00am, at the Lakeside Conference Room. This is the 3rd open forum. This has opened up interesting topics of areas of concern on the campus. Thompson questioned if it was linked to the Advising Task Force report and Espinoza replied yes. It is built around six priorities from the Chancellor's Office and we have to fit in these areas. Tenure Track hiring, bottleneck courses, High Impact Practices (HIP), data driven decision making, enhancing advising. Measures for tenure track hiring, the short term metric is the number of searches, long term metric is the number of hires, etc. (this is in the document).

Provost Strong noted that we could introduce additional measures. But, most are from the Chancellor's Office; although several are from our campus (advising summit and time to degree). The Chancellor's Office has not given any feedback other than it was accepted. This is now an opportunity to consult with the Academic Senate.

Speaker Thompson stated this was put on the agenda to see if there are any questions or concerns. Samuel Mendoza advised that the second open forum had only 8 attendees. Garcia noted that an unfortunate sum of money is devoted to this (\$800K) and Initiative 5 is only getting \$10K. Espinoza replied that the group was determined to make bullet points--explore opportunities seems too vague. First, there was thinking that these areas have to overlap. We just spent a year talking about academic advising, this will generate interests--that is why it landed the way it did.

Strahm asked with regards to the \$10K, every Senate meeting has had people ask: "Why are you letting PACE die?" If there is all this overlap, then why are we struggling to find money to fund PACE, or something like it? Provost Strong explained the issue was that there is funding on the campus for HIP. There was overlap when we put the draft plan together and we had over \$1M so we looked at ways to redistribute these funds. That was what we were thinking. We are open to suggestions.

Sims asked what software, how much does it cost and what does it do? Provost Strong replied that advising software packages are \$50K/year. Espinoza added that Academic Advising Task Force looked at software that would support advising. Smart planner- the Chancellor's Office has already implemented so the idea is, let's get a clear understanding of the systems that we will have and look at what software we should go after to support advising. Huang questioned if it will replace PeopleSoft? Espinoza replied, not PeopleSoft, it is other software. Provost Strong added that a common system is needed for advisors and students. We need ease of information. A robust information system is needed for an early warning system.

Wood questioned isn't this software for advising that we are already doing? Will there be counseling support staff for all these warnings that are generated? If you don't have counselors available to address this, you have to wonder if advising software is that important.

Speaker Thompson raised a concern that in advising, the use of the degree audit system is effective. Will we have to go to other software to determine how students are doing? More software may be more work than we need. Early warning system--we give them in our classes. What would be more effective?

Renaldo, asked what are high demand areas for increasing TT/T faculty? What are the criteria? Provost Strong replied the directive to increase tenure-track faculty in high demand areas came from the Chancellor's Office. Issue #3 is bottleneck: the most problematic bottlenecks are associated with well enrolled programs, where there are many majors. The Chancellor's Office is concerned with high demand programs that are not able to offer the needed classes. Put in resources so that students can progress to degree. Espinoza added that high repeat rates are also a problem. We have to figure out how to get students through those courses. Provost Strong stated that the Chancellor's Office expects focus on this problem.

Strahm asked what the focus will be for hiring in this initiative. What areas? Provost Strong replied we have solicited requests from colleges and are reviewing them. We need to look at adding faculty where it would affect bottleneck areas. DWF rate is not necessarily related to hiring more faculty. We need to follow within the guidelines and we want to improve tenure track density. Where we can improve tenure track density would capture another dimension rather than the bottleneck issue.

Sarraille stated if you treat the University as a queuing system, you can make the processors faster with more faculty teaching more classes, then students will get through faster. But that neglects guidance as to what they should be learning. Students are adults, faculty have the responsibility to guide students. If we look at the system in the terms of speed, we are half blind. We need to address what is an education, what are the proposed kinds of curriculum that we are fostering? More prosaic was one of the purposes of the online advising for students to pick their program? Will it identify students who are in jeopardy? Is there an aspect that the students can find open classes, resolve conflicts, etc.

Espinoza stated we have implemented "My scheduler" that will find available courses to fill their schedules. That is already in place and partially funded by Chancellor's Office money. There is an effort to improve online advising. Options for advising systems meet different needs. Different solutions solve different problems. Smart Planner offers the ability to plan in advance. Wood questioned isn't that the function of academic advising? CJ does this every semester without a software program. We know what they need. Peterson stated in terms of the plan, the

1st initiative fits very well with the FBAC goals. Having faculty available solves all the other problems. In terms of hiring advisors, FBAC wanted more career advisors and psychological advisors. Samuel Mendoza stated that during freshman and sophomore year, the PACE students get midterm reports in all classes, so advisors are aware of problems. (Early warning system in PACE.)

Sims questioned the 7 bullet points. We propose to invest in: expanding writing center, learning communities, math center, but they are not in the plan. Espinoza replied those would be built into the initiative, but we haven't figured out the details. We still don't know if we have enough money for all of this. But, Smart Planner software will look ahead several semesters. It allows us to do projections of what classes will be needed. Loza stated she likes the technology. Her experience is that the first and second year students may not have experience for advising, so this software would help. Odeh asked if our PeopleSoft can do this planning ahead? Espinoza replied it is too complicated for our OIT to manage this add-on, so it will be easier to get new software.

b. Time, Place and Manner of Free Expression Policy

Vice President Shimek advised there will be five additional meet and confer sessions with unions with respect to the Time, Place and Manner of Free Expression Policy, so the final document will have to come back. Many useful comments provided clarification to this policy. The important section to read to get a sense of this document is the policy statement. There are no restrictions on spontaneous events. Restrictions are narrow. Speaker Thompson asked if it is important to weigh in with discussion or should we be doing something more substantial?

Strahm stated that free speech area designates that only the rock could be free speech. She suggested the entire campus should be a free speech zone. Why do we need this policy? It doesn't seem to make sense to have this policy. Why are we adding to the regulation of our lives? Shimek replied we need to affirm the fact that we are open. In the past two years, there have been more issues coming to his office with respect to items in this document. There seems to be confusion, so we need a policy. Minimize and focus on free speech, free expression and limited restrictions.

Petrosky added the campus liaison could be problematic. What is the appeals process to reflect on community standards. 6A no camping on University property. Excessive discretion would be given to administration to break up a demonstration. Peterson questioned page 3, event and activity schedule. Her concern is that if all events must be scheduled, scheduling could be a problem. There should be a place on campus where you can start speaking at any time, no appointment needed. Guichard asked about political activity wording and asked for an example whose job, faculty or staff would support the position. Shimek replied those are words from the

Chancellor's Office. Wood voiced concern about wording on page 3 regarding obscenity speech. Isn't that a protected speech?

Speaker Thompson stated he is interested in what response SEC and AS will make regarding this document. It will come back as a Discussion Item at a later date. Also, Job actions in the spring could be affected by this.

11. Open Forum

Provost Strong advised the PACE work group will be reviewing the grant and practices. What did the grant promise to do? Reasonable people have disagreed reasonably. Samuel Mendoza stated that commitments were made with this program in the past. FYE (First Year Experience) has been institutionalized. PACE is being shut down. Help this program transition to be a better program. It is a successful program. Sims advised he hasn't heard the PACE program would be institutionalized. Best practices would be institutionalized.

Strahm advised she is on the Certified Farmers Market Board and a disgruntled vendor has applied for a road closure permit so he can hold his own farmers market. This issue will be on the Turlock City Council agenda December 8th. The meeting is at City Hall from 6-8pm.

12. Adjournment

4:02 pm.