

Academic Senate**September 27, 2016**

Present: Alvim, Azevedo, Bice, Brandt, Carroll, Chan, Crayton, Davis, Demers, Dye, Espinoza, Eudey, Firch, Frost, Garcia, Garone, Geer, Gerson, Gonzalez, Guichard, Hight, Huang, Odeh, Petratos, Petrosky, Renning, Sarraille, Sims, Stessman, Strahm, Strangfeld, Strickland, Strong, M. Thomas, Wagner, Webster, Wellman Wood and Zhang.

Excused: Advanced Studies, Broadwater, Eastham, and Floyd.

Proxies: Ann Strahm for Steven Filling, Carlene Dyers for Nicole Larson and Andrew Dorsey for Thompson.

Guests: Mark Grobner, Doug Dawes, Oddmund Myhre, Andy Roy, Stan Trevena, Amy Thomas, Shawna Young, Martyn Gunn, John Tillman, Helene Caudill, Ron Rodriguez, Marvin Hooker, Michele Lahti, David Lindsay, Ted Wendt, James Tuedio, Harold Stanislaw and Ellen Junn.

Isabel Pierce, Recording Secretary

Second Reading Item:

10/AS/16/FAC – Consensual Relationships & Power Disparity Policy. Returned to FAC for further discussion.

Discussion Items:

Cameras in Bizzini Hall (Julie Johnson, Andy Roy and Stan Trevena)

Next Academic Senate Meeting:

October 18, 2016

2:00-4:00pm, JSRFDC Reference Room 118

Minutes submitted by:

Betsy Eudey, Clerk

1. Call to order

2:08pm

2. Approval of Agenda

Approved.

3. Approval of Academic Senate Minutes of August 30, 2016 (distributed electronically)

Approved.

4. Introductions

Mark Grobner, Doug Dawes, Oddmund Myhre, Andy Roy, Stan Trevena, Amy Thomas, Shawna Young, Martyn Gunn, John Tillman, Helene Caudill, Ron Rodriguez, Marvin Hooker, Michele Lahti, David Lindsay, Ted Wendt, James Tuedio, Harold Stanislaw and Ellen Junn.

5. Announcements

Sims announced that unfortunately Renae Floyd has opted to resign and end her FERP early. We will need a proxy for Renae on the Academic Senate. Floyd has been significant to this body and this campus, and he hopes all will reach out to her to thank her for her service. Renae is responsible for Sims' active work in governance, and for many of us that is the case. She knew people, where to point people, and how to connect people, and that sort of role is hard to replace in a community. He wishes her well.

Sims noted we have finalized today the call for the Faculty Director for Advising and Learning Cohorts, and the call will go out soon. It will be included on the Senate website. You have heard about this for a while, and this is the official call to develop the faculty side of advising in our Academic Success Center, the major outgrowth from the work of the PACE workgroup last

spring. He's very excited about this position and thanked Shawna Young and Martyn Gunn for their enthusiastic support of this. This is a new opportunity and direction in advising. There will be dedicated compensation for faculty to work with professional advisors to develop a more unified and robust advising service for students. This director position will be assigned 12 WTUs per academic year (6 WTUs per semester). There may also be a fall stipend if someone wants to start in the fall, and winter term stipend as well. Young said the sooner that person is in place, the better.

Sims noted this person will recruit faculty meta-major advisors which is a practice that has emerged in university advising. There's a note at the bottom of the FDALC call that indicates what we're trying to develop is faculty advising for undeclared majors, and to get faculty involved before a student identifies a major.

Wood wants to confirm that meta-major advisors won't advise those who have declared a major. Sims said correct, they will be there to assist those students in the process of choosing a major.

Renning said he's been out of teaching for a while, and asked for the definition of a learning cohort. Sims said an example of a learning cohort was via the PACE program, with some track record for student success tied to retention, time to graduation. English stretch courses did this as well. When incoming freshmen especially can be enrolled in a cohort of some kind, a group of students in common courses across semesters, some advantages accrue. There are hopes that the new Faculty Director can help scale up this cohort model so that all incoming freshmen get in some sort of learning cohort based on a variety of themes. Sims said the call will go out soon. Let Sims, Young, or Gunn know if you have questions.

Sims today got the call from the Statewide Senate for 2017-19 faculty trustees on the CSU Board of Trustees. This is a significant service position in the CSU. Nominations are due January 20. This is the first notice and there will be documentation to follow. He wants to put it on our radar. There are a number of faculty on our campus that might serve as very effective in this position. This will be discussed at SEC.

Petrosky welcomes the era of the plastic nameplate. Pierce noted that Ms. Placido ordered these nameplates and Speaker Sims is working on getting us wireless microphones and speakers.

Chan noted the concerts each month, and opportunities to invite guests and artists. On October 18th, Alan Goldstein, world renowned pianist will be performing at the Snider Music Hall at 7:30pm. Tickets can be purchased online 24/7 or at our box office during specified hours found at www.csustan.edu/music/box-office. He is a world class pianist, who will give a recital on Tuesday and a master class on Wednesday. She wanted to extend complimentary tickets to all in the senate and distributed a sign-up sheet. Please invite others to the concert. There is also live streaming. She would love to have your participation, and you will enjoy a great concert.

Goldstein has played with many symphonies. This concert is two weeks from tonight and she will have tickets at will call.

Odeh noted that the Ag Studies Annual Taste of the Valley event is next Thursday, October 6th, from 6-9pm at the Stanislaus County Fairgrounds. There will be wines and food from the local area. This is a fundraising for the program, and he's inviting all faculty and sending emails to all. You will see staff and students at the event. He distributed a flyer. Tickets are available online or you can email him to get tickets, \$50 per ticket.

Carroll noted the passing of David Kangas and that information about a memorial was sent to the campus community. The memorial service for David Kangas will be Saturday, October 1, at 3 p.m. at St. Francis Episcopal Church, 915 E Main St., Turlock. A reception will follow at 5 p.m. in Art Space on Main, 135 W Main St., Turlock.

Espinoza offered census 9,765 headcount total. 8,244 FTES, about 5.2% above last fall at census. 5.9% higher FTES. 4% over target for fall and annualized. 1,387 new freshmen.

Rodriguez noted that there will be a discussion of John Mayer's book after the meeting on the second floor of the Library in the West Reading Room. They will have copies of the book available for sale. John Mayer is the author of the book *Steppenwolf Theater Company of Chicago: In Their Own Words*. This will be a 90 minute event with John Mayer.

Gerson reminded all that via the FDC the Papageorge Award nominations are now out. These awards are given to a probationary faculty member primarily to honor their excellence in teaching but also their contributions to the university. Applications are due on October 10.

ASI wanted to thank all who attended Stan Fest. They had about 900 attendees, which is about double last year.

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

Davis reported that FAC has continued discussion of voting rights for PT faculty. We had a 64% affirmative vote last year on a ballot to enfranchise part time faculty and needed 66% for it to pass. This was a clear sign that we need to discuss what a vote would look like. One person, one vote wasn't supported. FAC is preparing a survey to discuss options. When you receive the survey, please respond and get faculty in your department of all ranks to respond. She would love a 100% return rate. The long term goal is to be ready by late fall or early spring to present a constitutional amendment that reflects the will of the faculty. This will be a two question survey.

Brandt reported that FBAC has had one meeting with no action items. They will discuss last year's budget priorities and how it tied to UBAC recommendations. They also discussed the graduation rate and student success plan.

Garone reported that GC met on September 15th and discussed how they will be able to distribute graduate equity fellowships this year. It's been 4 years since the last funding from the CO. It is not a lot, but enough to grant about a \$1000 fellowship to one graduate student in smaller programs, and \$2K for larger programs. It is about the same funding for next year. This is returning to something we once had. While this is a move forward, it is a relatively minuscule amount of fellowship funding when 12% of the student population are graduate students. There is a need to continue to provide greater financial resources to graduate students.

Strahm noted lots of things were discussed at the last ASCSU meeting. A big issue of interest is the quantitative reasoning task force report. As a body, we have agreed that it's an important document to forward to the CO and are supporting its four recommendations. There is recognition that we have trouble with the preparedness of some students in terms of quantitative skills, but we don't want to sanction people who have not had equal access to good math instruction. We want to ensure we update any standards. Intermediate Algebra has been a marker for preparedness for college, but maybe people could have other quantitative skills to prepare them. One recommendation is to update what we define as preparedness and move away from only intermediary algebra. Also, we have implementable requirements and not enough resources to offer it. We can't require same kinds of classes for all students across schools/differences. We try to be rigorous but not leave some students behind. We need implementable policies that ensure equitable access to all students. Last, is a recommendation to create a CSU center for advancement in quantitative reasoning similar to what we've done with English to develop skill sets on every campus and via the CO. We should see something from the CO soon. Strahm assumes it will be related to the 4-year graduate initiative.

M. Thomas reported that UEPC met last Thursday. They have been requested to provide feedback on the CO's Executive Order 1071 about majors, minors and concentrations. They were given a draft to ask for feedback which will be coming shortly. They had some questions about the EO; some bits were confusing including the amount of work it may be for the campus. If you get questions about majors, minors and concentrations from UEPC members, this is why.

Sims said it is a policy on minors, concentrations, and emphases/specializations. We need to update the counting they do that relates to reporting to the national statistics board, but the way they phrased some of the draft material it is unclear if we're changing what we're reporting or if we need to rename concentrations.

Junn said it is confusing. Apparently in the system there is not a standard definition of what constitutes concentrations and emphases. The rules have been vague. Campuses pick and choose names. Sonoma has passion strands. The CSU is trying to be consistent with federal reporting guidelines so when we report the degrees, we need a consistent system. It is hard to figure out if we are following the standards or processes in how we name things or if we're moving things around. That is why it is important for how we report things.

M. Thomas asked if we need to change things or change names when we report them. If we have to change them, we will need responsive feedback and time to review. M. Thomas said this is a lot of paperwork at the back end. Curriculum committees may get cranky.

Eudey wondered if we are clarifying reporting if it will help us to track minors and concentrations. It is currently very difficult to get data about our minors or which major concentration they are in. If we have to be standardized, it should help us to get that information more easily. M. Thomas said that this is hard to track.

Sims said we should use UEPC to track how these changes in reporting could make it work. We've looked at the declaration of change of objective form, and this may connect to some housecleaning on that. M. Thomas said some UEPC members will check to see what range we have in concentrations and emphases. Sims is not saying you have to get rid of anything. It's about nomenclature, administrative reporting, etc. M. Thomas notes it's tied to how many majors are taking how many courses in what disciplines.

Strahm said she would love it if we could get better information on double majors. Her understanding is that depending on what major a student wrote down first, that's the one recorded but the second major program doesn't get credit. Things like that would be useful to us as an institution and departments and programs to know the number of students we're really serving. We're often serving more than what's on paper.

M. Thomas said this EO won't help with double majors, but UEPC has been working on double majors for another issue. They will keep an eye on it.

7. Information Items

a. Update: MPP searches

Sims noted that there are currently 5 search committee requests that were sent to SEC which were forwarded to CoC so that they can recommend faculty representatives. The timeline they are hoping to begin the searches on October 7 with a beginning date of December for these five positions. There has been a reorganization of VP Dennis Shimek's former position and some reorganization of positions as follows:

1. **Provost and VP Academic Affairs** = will need 4 faculty one from each college for a committee of 8 (VP Chair, Dean, staff, student + 4 faculty=50%)
2. **VP Strategic Planning, Enrollment Management, and Innovation** = will need 2 faculty for a committee of 6 (MPP IV Chair, Dean, staff, student + 2 faculty=33%)
3. **Dean, College of Business Administration** = will need 3 faculty for a committee of 6 (Dean Chair, staff, student + 3 faculty=50%)
4. **Associate VP, Financial and Support Services** = will need 2 faculty for a committee of 5 (BF MPP Chair, MPP, BF staff + 2 faculty=33%)
5. **AVP Faculty Affairs** = will need 3 faculty for a committee of 6 (MPP III Chair, Dean, staff + 3 faculty=50%)

Junn said we're an unusual campus because of our single position for VPFAHR. There are many reasons why it went into play at the time it was created, but for a campus of our size it is more pressing to have someone who can provide all of the data reports we absolutely need. We need someone to focus on enrollment and targets and where to go as a campus, we want someone who can see the campus group, so that we can grow to 12000 FTES. If we can grow then we need a conversation and deliberative process with related staff offices and faculty to consider how to recruit and where to go in the future, and how to budget for them once they're here. There are lots of new students coming in, but we don't know their majors. We need to use data to help develop rationalized budgets to give more money to the colleges with more enrollment, or who want to expand or grow new programs. We need to use information thoughtfully to know what this means budgetary and for the campus at large. This **VP of Strategic Planning, Enrollment Management, and Innovation** is more often found outside of the CSU at state campuses and private institutions who live and die by enrollments. This is a newer position we're starting to see crop up in the CSU. Given that we are a well running campus we can profit from someone with expertise to provide infrastructure support to all positions.

Junn said we need to maintain the Faculty Affairs and Human Resources side of the house. We are returning to an AVP in FA. We brought back Ted Wendt as interim who will report to the Provost when the new Provost is hired.

For the HR piece, Junn said instead of a VP position that was FAHR, it will be an AVP with a direct line to president's office to make it important that all employees are valued and have strong visibility. It will be made formal in the next week. The person that was under Dennis Shimek is Julie Johnson, and she will assume the AVP position, which will be formalized this week. We don't have an HR Director, but Junn has heard that HR needs additional high level administrative support. There will be a new search for an HR director to work with Julie Johnson and Ted Wendt and Labor Council on personnel matters.

Junn noted the AVP of Financial and Support Services is under Doug Dawes and is replacing Julie Benevedes.

Junn said we have salary savings from retirements and some changes on the payroll side as well. We can cobble together salaries to have new positions. It should not cost the campus a significant investment, and it should help with communication and implementation on campus.

Geer asked if the new AVP of Faculty Affairs will also have a director. Junn said that the AVP of Faculty Affairs will be the new replacement for Ted Wendt. There will not be a director under the AVP of FA, but there will be a new director in HR who will be under AVP Johnson. Also, Payroll did not report to the CFO, but now will. Payroll will have a reporting line to the CFO so the CFO has oversight over payroll.

Garone asked about growth. If we're going to move from 9000 FTES to 12,000 FTES in the near future, given impacts on classes are there plans for a big new building with hundreds of classrooms? Junn is excited because we have a beautiful campus and it's consistently reported in the bi-weekly lunches she has with students that those from outside the Central Valley, Sacramento or Bay area, chose to come here because when they talk about the classes here it's so different than a big campus. There is a smaller feeling, faculty who care and are more approachable. You can talk to faculty here and they don't brush you off. Friends attending at other places have faculty who don't talk to undergrads. Junn's concern is if we grow we don't want to grow into another big institution. We want to keep the sense of small campus, small intimate classrooms.

Junn said we need to figure out how to plan for growth, in which regions and how to expand in buildings. She has proposed two new space committees. Dawes drew up some space planning for classrooms to focus on teaching and copies of the draft were shared with SEC. We need a larger more global space committee to be the campus master plan committee. Every campus has to submit a master plan that is recognized by the BOT, the last draft lists out our buildings, square footage, and FTE maximum. It was 2009 since we had the last master plan. We are going to start launching a strategic plan for 2025, so we have time and opportunity to decide where to grow, which buildings we need and where to locate. Some buildings make her sad, they're so old, and many classes are held in Bizzini Hall which was built in 1964. She would love to renovate or restart in addition to new buildings. These are things we can dream about and plan together. We need infrastructure and processes. This will involve committees, strategic planning, and campus wide forums. We'll have a new VPSPEMI in January, and some campus wide forums and work groups. In the Master Plan we have room to grow, and can argue for more FTES, and not just our Turlock campus that permits growth, but also Stockton Center. There is some sense we can get more targets for Stockton. There are some legal complications with Stockton, but some things we can do. Lots of options. Most exciting is we can work together to set infrastructure, timeline, etc.

Strahm wants to add to Garone's query and remind us that we had an excellent library update working group led by Rodriguez and Strong and they did a great job of facilitating faculty participation, getting us to agree on plans and it's sitting there waiting for \$55 million. If we're going to grow, the library is really helpful.

Junn said that the library is a retrofit renovation. Of the \$55 million, we have to kick in a minimum of \$3 million toward the renovation. If you know of people who would like to name a portion of the library, please encourage them to donate. We can't expand the library as the footprint is restrictive, but if we're going to renovate it, let's make it the 21st Century Library. Students don't study in the library because there is not consistent internet or not enough space to study. We need more spaces for students. There is also not enough small group space. We used to have dorm study rooms, but now those are gone with people moving into them to expand capacity. We need to think carefully about more study and gathering spaces for students.

b. Update: swimming pool access - Doug Dawes

Dawes said the new pool cost just over \$4 million and he provided a draft policy for use of the pool. They held initial conversations with students, athletics, and kinesiology to draft this policy. The plan is to be open to students, faculty and staff for swim in the morning and afternoon. This is a state funded project, and they are challenged to pay for lifeguards and staff when the pool is open. They are having conversations with students and looking at referendums. There is a change in reporting structure of the Rec Center, and it is now in Student Affairs instead of Business & Finance. The plan is to have the pool open 1.5 hours in the morning and evening, depending on usage to help pay for life guards. Hopefully, this will occur in the near future.

Dorsey noted that many swam at lunch hour, especially those with kids. Noon was a terrific time. Are there any plans for staffing that? Dawes said that if they have enough people to make it advantageous to pay for life guards, then can open the pool all the time. We need funds to support life guards. Dawes will send an electronic version of the draft plan and will hold open forums to make sure all have an opportunity to share. Dawes noted that they pay \$12/hour for life guards and perhaps benefits. Direct feedback should be sent to Dan Holden or Suzanne Espinoza. They have no answers yet, but answers will be forthcoming.

c. Risk Management issues (protection of minors policy, concussion policy) - 2:45pm - Amy Thomas

Amy Thomas mentioned the protection of minor's policy, and that we are still chugging through the process. They're in the meet and confer stage. In the meantime, we were recognized as a leader in the protection of minor children. We already have great practices that we follow, and policy will solidify our practice. There are lots of great programs we offer that deal with minors. There were lots of children here this past year, 50 programs with 1400 minors. Everything funnels through her dept. for Risk Management which was recognized nationally as a leader in

protecting minors. In November, at the CSU Risk Management conference they talked about protecting minors.

A. Thomas then addressed the concussion management program. CSU has new guidelines and directives. There have been more studies in past years about brain injury and harm to brain. They're paying attention now to "return to academics" in addition to "return to play." We want to see an effective return to academics. An athlete with concussions, as part of return to play is to slow down academic work, limited screen time, and this may have academic classroom impact. And this is true for non-athletic concussions as well. The student and faculty will work with Disability Resources Services on this. If a student discloses they had a concussion, they need to go to Disability Resources Services to get documentation for any needed accommodations.

Strahm asks if had a student was in a car accident, how does this work. Would that be something that if a student was in a wreck, is there an expectation to inform Disability Resources Services? Second, if she is informed by a student of an accident, and we see that maybe they are struggling, can she force the student to go to Disability Resources Services and will that cover her if she's giving the student extra time to complete the work because they have been to see the Disability Resources Services.

A. Thomas said any time issues come up, you might have private counsel with a students, but encourage them to go to the Disability Resources Services as a resource for assistance. They can probably receive accommodations but have to work through DRS. Make it a positive thing to offer assistance. The recommendation may not have to come from instructor, DRS contacts the instructor with DRS plan.

Strahm asked if she can say you need to go see someone at DRS. A. Thomas noted that you can recommend, but not force. Talk to Marvin Johnson, new DRS director, for more information.

Eudey asked A. Thomas to mention how this relates to faculty or staff who have had concussions. A. Thomas noted that you'll need to work with the Human Resources and Faculty Affairs offices. Reasonable accommodations are made, which may include time away from work. This works through your doctor and Faculty Affairs.

d. WASC Update - 3:00pm - Harold Stanislaw

WASC recommends beginning the self-study by completing for example, Standard 4 is about "Creating an Organization Committed to Quality Assurance, Institutional Learning, and Improvement." Each standard contains multiple prompts, which are WASC's "Criteria for Review" – more commonly called CFRs. For example, CFR 4.1 begins "The institution employs a deliberate set of quality-assurance processes in both academic and non-academic areas." There's more, but I'll spare everyone the details.

The Steering Committee has completed the worksheet, but of course the committee members have limited and in There are too many CFRs to simply send out an email blast asking everyone to respond to all the prompts. We don't want to overwhelm people, but at the same time we want to make sure that faculty and other members of the campus community have an opportunity to provide relevant information. So, the Steering Committee has formed four subgroups – one for each Standard. The subgroups will meet during the next few weeks to identify which people, units, and committees would be especially well positioned to provide information relevant to each CFR. Of course, these lists will only be starting points; once the informants are actually contacted, they might in turn identify other informants. The subgroups will also suggest methods for obtaining this information, such as questions for surveys or focus groups.

As an example of how this might play out, consider CFR 4.1, A great example of one such process is the periodic review of WP courses undertaken by the University Writing Committee. That committee regularly reviews syllabi for WP courses and the types of feedback that WP instructors provide to students. WASC is all about evidence, so the Steering Committee could ask the University Writing Committee what evidence might be appropriate to include in the documents that the WASC Review Team can examine, and to provide a few examples of how the Writing Committee uses the data it obtains. There are undoubtedly many other examples of quality-assurance practices on our campus, and the WASC Steering Committee is probably only aware of a fraction of these practices. This initial reach-out by the Steering Committee will be an attempt to gain a more complete picture of campus practices, so we can incorporate them in the self-study.

8. Second Reading

a. 10/AS/16/FAC – Consensual Relationships & Power Disparity Policy

Davis indicated the changes from the past meeting and discussion at FAC. They didn't change the resolution at all. Within the policy, there is a typo in the 3rd paragraph in the policy, decided to emphasize the sentence beginning with "Consequently" to have a paragraph break there to highlight the sentence. As they discussed the issues, one of the issues was that the last sentence in the paragraph was somewhat ambiguous, so they rephrased it as noted in the packet. FAC wanted to make it clear they were talking about times someone is already in a relationship with someone when a power disparity exists. FAC decided not to indicate in the policy the level of detail needed for procedures. In the last paragraph, they included mention that the definition of terms is in the EO. FAC also realized that listing people's names was a problem, since changing names would require changing the policy, so they changed the list to indicate the titles of the positions to limit revisions of the policy.

Davis noted the two big questions from senate was do we need this or should we just rescind the current Power Disparity policy located at this link:

<https://www.csustan.edu/sites/default/files/FacultyHandbook/Publications/Polices/13-AS-11-FAC-SEC--PowerDisparityPolicy.pdf>

FAC feels having a local policy is valuable if only to bring attention to the policy in the Faculty Handbook. Having it in the handbook provides a local reference and means as a campus we affirm there has to be a policy like this and we intend to follow it. FAC thought that was important. The other question was the issue of rumor mills and false allegations. They brought up potential scenarios and realized one issue is that we cannot stop the rumor mills. It is supposed to be a confidential investigation, but we can't create a policy that stops people from talking. FAC can't figure out a way to put this into a policy in a way that makes sense. Policy and EO are intended to protect those who are most likely to be negatively affected. False allegations are so much fewer than those falsely accused, and the needs of the targets needs to be the focus of the policy.

Petrosky said since no VPFAHR, who is the first name now. Davis indicated these as "or" statements. Wendt said it's likely the AVP for FA is the correct title.

Carroll read a statement from the history department. The History department supports EO 1096 and thus the resolution currently before us. But it does wish to register publicly and for the record its concerns about imperfections in the policy – two in particular, both involving the protection of the innocent. First, the department is concerned that EO 1096, and thus our campus, imposes a blanket ban on an entire category of personal relationship (those between two individuals who also have a professional relationship entailing a power disparity) when in fact the problem it addresses actually involves only a subset of that relationship (namely, those in which the power disparity is or becomes operative). While we recognize that relationships entailing a power disparity always involve the potential for abuses of power, we also recognize that mature and consenting adults may be entirely capable of curbing that potential. Second, the department is concerned that the policy, and thus the campus, provides no mechanism for expunging false or insufficiently supported allegations from the file of the accused, thus leaving them unnecessarily vulnerable. We urge that these issues be addressed and resolved at the system and campus levels.

Wood said where there is a modification in paragraph 3, there is a typo in third paragraph. He asked what is meant by "extracurricular authority?" Davis said this is wording from the EO. Junn said we used to address work with clubs and organizations on campus as extracurricular. Wood asked if we can change the policy at this time. Davis said the policy itself can't be changed unless we send it back to FAC to consider.

Wood said that if we don't have a definition of what "extracurricular" means in the policy, that it is not clear.

Johnson said that this was discussed initially when working with FAC on the policy. Title IX is part of the policy. Extracurricular is if an employee is a student organization advisor, that is the

context for that. When she talked with CO and worked with FAC to create the local policy, we were advised that we cannot take out anything from the EO. Local policy can expand on it but not delete anything. Executive Orders are subject to revision and get revised and disseminated shortly after. If there is feedback we can take back to the CO, that's good, but we cannot have a policy that differs from the CO policy.

Sarraille says the problem here stems from the fact that the CO policy uses a term that it does not define. We can ask them to define the term. It's something that should be in print. It doesn't matter what any of us individually thinks it means. People should read the policy because it's the EO that really matters. This is just a pointer to the EO, the EO has the force, it is a violation of the EO that results in discipline, so be aware of the policy.

Carroll asked for clarification of Johnson's statement, did you say that we have the ability to add to the policy? Johnson said we can make it more restrictive. Not just this, but any policy. Some campuses have smoke free policies, which is more restrictive of the state policy. In general we can make it more restrictive on conduct, but not less restrictive.

Frost asked the question about the terms used in the title of the policy. "Power disparity" is not mentioned at all in the EO. The section just read from the EO didn't mention power, it mentioned authority. He asked for clarification as to why we are using the term "power and power disparity" since "power" is a more loaded term. Authority mentions a right to lead, power suggests coercion.

Davis said the current policy on this campus is power disparity, selected by FAC and Shimek and voted on by this body, but this was before the EO was created. Now we have to make our current power disparity policy mesh with the EO. In FAC and AS discussions last year, a decision was made to keep the term power disparity because that was the term this campus had chosen. Davis wasn't on the Senate last year, but in FAC they went back and forth on it. Since the term is currently in place, we kept it in this new version.

Frost said this is the most loaded term here and needs to be defined. It is unequal in social status, but could also be used to mean coercion. Sims said that's why it's here, because there could be coercion. That was deliberate several years ago. Frost noted "Power exercised by a professor" suggests a professor can be threatening. Faculty may have authority, but not power to do anything. Sims said that may be out of the focus.

Tuedio noted that power is broader than what you've cast it, but it's the problematic exercise of power that is on the radar. There are lots of ways to exercise power from a position that is disparate, and we are looking for certain character in exercise of power.

Sims reminded senators that this has come back for a second reading. Either we choose to have a local summary in our faculty handbook that points to the policy in EO 1096 or no local policy. Nothing local will supersede the EO. Do we want a local summary of EO 1096 to replace the power disparity policy so when faculty look at the handbook, it shows that it exists? Option two is no, but keep current policy. Either expand extant policy with summary and pointer, or leave it as is.

Carroll wonders that if voted down, we don't revert to existing campus policy because EO 1096 supersedes. Sims thinks we need both and Johnson said both can exist, but to extent that they conflict, the EO would have precedence.

Carroll thinks a summary is a good idea provided the language used doesn't offer a different spirit from EO 1096. Carroll noted the term power and authority may be an issue worthy of consideration. Chair of FAC would like feedback in writing to take it to the committee.

Davis said it will go back to FAC, and she wants to check on the list of issues raised. They will look to see if power disparity is defined. We need to define extra-curricular if possible. We need to find out which offices need to be on the list. They may consider if there is a way to make the list general or specific enough.

Carroll asked if we're having a second reading, what we are doing. Sims indicated we are referring back to committee, and maintaining second reading status at the next meeting.

9. Discussion Items

a. Cameras in Bizzini Hall (Julie Johnson, Andy Roy and Stan Trevena)

Sims noted we received questions about a lot of aspects of this, so have invited Johnson, Roy and Trevena here to discuss this.

Roy noted there are two main issues to address. We are facing violence in school settings and trying to improve security through access control and surveillance. Access control is a way to lock down, shelter in place, and find a place to go. This has been an issue on the campus for a long time and slowly we are going towards that. The next thing about access control, and this was a faculty member's idea, is an access point inside the classroom to give the faculty member the ability to act in an emergency before response by university. There needs to be a way to lock down a classroom on their own and the new system allows for this. Don't prop doors open in the classroom, as we lose the ability to lock down if doors are propped open. There are concerns if we're monitoring staff and faculty. It's in the policy not to share access information. It has to come through Roy if anyone asks for access information.

Roy then addressed surveillance, noting there are eight cameras now in Bizzini. They spoke to ASI reps in advance, and they had some concerns. Trevena donated the cameras, but they are

still not activated, they're in a meet and confer stage. Roy distributed screen shots of what the view from the cameras looks like. There were some issues that cameras were in hallways and capture ingress/egress. The eight cameras off-set inside the building to capture faces if we need to. In Science I, we are only getting footage of the tops of heads, so they intentionally are placing the cameras in Bizzini in locations that get faces, but it captures some of the offices upstairs. The cameras don't look inside, but are monitoring the door. Roy is working with A. Thomas and Trevena to block out the offices. Policy indicates that we should not monitor faculty work. Cameras are not active at this point. When we block out the images of office entrance, it doesn't record the blocked off angle. They can change the images specifically in Bizzini.

Roy directed us to page two of the handout, showing the upstairs view in smaller pictures. Some faculty offices are located up there. They met with some faculty and staff with an open invitation. If there is concern about monitoring, cameras are not being monitored. They can capture images and staff have the ability to go back if an emergency occurs. They can also pull up a monitor/screen real time if a problem is occurring, but aren't actively monitoring them otherwise. That's what we want them for. Not to record managers or supervisors.

Strahm thanked all for their report but she has another concern. The blocked out area is handy, but it still doesn't take away who goes in, how long they stay, and who comes out which is disconcerting. Another issue with these second floor areas, a lot of research is done on campus, in Bizzini in particular we have psychology research and other departments, including her own, where we meet in the conference room where you can see people going in and out. She's concerned about the chilling effect that having a camera there will have on people's willingness to allow us to do research on them. For example, if hypothetically she decided to interview students about criminal activities on campus, i.e. marijuana use. Marijuana is still federally scheduled. Let's say she's interviewing students about this and someone gets wind of this and wants to put pressure on the Police Dept. to find out who the people are who are doing a criminal activity. You say there isn't observation, but if a subpoena comes along you will likely have to honor it. If it goes through IRB and indicates confidentiality, and to have valid research we can't do it off campus research because it impacts who participates. To have valid and reliable data, we have to meet on campus, and Bizzini is a central location. What happens if she can't tell the subjects that she guarantees a level of confidentiality because of a camera recording entrance and exit and it can record when we are there to study drug use. This is a hypothetical, but in Social Science we have a lot of this research and Strahm has dealt with this in the past. She's concerned with colleague privacy and potential impact on research, especially if subpoenaed for information on what's going on in that building in those spaces.

Roy said to increase security we reduce privacy. They hold material for 45 days so subpoena would have to come quick. Could someone come in and ask for the material, yes. It doesn't record audio or anything going in the office. Anything is possible though. Our mission is to

provide a level of security for the faculty, staff and students. Can something happen he didn't foresee. Absolutely.

Strangfeld asked how 45 days was established because it seemed longer than previously. Roy said originally it was 14 days. Over Christmas break they had break-ins and realized by the time people were back to notice the theft, the material was almost being deleted. System-wide policy is in the works that is longer than 45 days for camera policy. They thought 45 was reasonable for the criminal element, and did catch the person breaking into the Library.

Sarraille isn't a social scientist; people come to him to disclose questions about programming code. We live in the world and people come as refugees, have been surveilled as part of it, family members killed by the government, all kinds of things. There may be a need in some cases, but there is some palpable fear of surveillance. To see that there is a device there could have a chilling effect to greater or lesser degrees. Maybe some of us will have to change our ideas about where we meet people. Maybe we need to find a way to meet in safer locations, is it worth it? There are advantages and disadvantages to everything. What is being proposed has advantages and disadvantages.

Wellman echoes that this information is not only vulnerable to subpoena but public information available without justification. The signs on Bizzini doors say audio and video, why do the signs say that? Roy said there is no audio. You need a court order to get audio. If it says audio it needs to be changed.

Wellman asked if the camera is outside. Roy said if they break in, we want an image of them breaking in by face. Wants to get the face of person doing it, so they are located inside.

Espinoza said there have been a number of serious assault cases, one at Vanderbilt where a woman was incapacitated and raped in the dorms by football players. We only know because of tape in the residence hall. The student the next day didn't know she had been assaulted the day before. There are instances where people were happy they had that tape available.

Garcia said that on October 8 last year, MSW faculty sent an open letter to Sheley, Strong, Shimek, Espinoza, and Thompson responding to a letter to the campus community about tragic events elsewhere, violence around us. The response was law enforcement and increased security. While we have some concerns about that, this is not the answer to the issues. If the issue is one of violence how do we create a culture of caring, a community where people support one another, that is what will address these concerns. Security measure responds when it happens. We have an opportunity with a new SP to consider where do we want to be in 5-10 years. Maybe we can start talking about our campus community unity and contributions to make on this campus about safety, caring and supporting each other. He will send the letter again.

Stessman asked if there is a plan to have cameras throughout campus. Will all buildings have them? Roy said each dept. can make requests for cameras. The ones open now are the Library and they still need to meet and confer, MSR first floor monitoring cashiers – not for employees but in case a robbery occurs there, no employee monitored. KCSS requested two cameras, housing requested numerous.

Eudey asked who requested the cameras in Bizzini Hall. Stan Trevena offered to donate the cameras and Roy provided them as a security measure. No department asked for them. They were paid for by the Police, and donated by OIT.

Strahm is glad you consulted with students, but she doesn't recall being asked about the cameras, no faculty or staff were asked. She agrees with VP Espinoza, and she's glad she brought it up, that having videos on campus that can see like body cams on cops is good, because we can see what is happening, but doesn't think anyone here that is raising a concern that we shouldn't have these kinds of security measures, but we're raising questions about where they're placed in Bizzini that can impact negatively the way in which faculty perform their duties. That's her issue. It's not if we have cameras in public spaces, it's what the impact is on those locations on the second floor performing our duties as faculty. She is not saying we shouldn't have cameras.

Roy has tried to address this. If the camera is outside, we can't get the faces. If they move them back, you capture more offices. It is hard not to capture what's in offices. It's in the meet and confer that we're dealing with that. They're trying to find the least intrusive way to capture crime.

Espinoza said she's asked the director of housing to install security cameras. There are a number of remote areas where there could be incidences and crimes committed, some areas off the beaten path that should be monitored for reasons of safety.

Sims thanked all. If you have further questions, let him know. If this should be a continuing discussion item, he's happy to continue it if we need to, or questions can be forwarded to the right folks. He deferred other discussion items to the next meeting.

- b. OTM course policy and Intellectual Property Rights policy
Deferred.
- c. Graduation Initiative 2025 Goals for CSU Stanislaus and GREAT Team implantation
Deferred.
- d. Facnet Forum
Deferred.

10. Open Forum

Junn thanked Sims, Young, and Gunn for presenting on the graduate initiative at the CO. A number of the trustees stayed to attend the graduate rate conference and this group did a phenomenal job representing the PACE program.

Junn noted we are going to try to create a gallery of faculty art and we had our first sale yesterday. Adrian Harrell purchased one of the paintings produced by a faculty member, and she will take it with her to France for the mayor of Laval, France to show our campus and the landscape we see on a daily basis.

11. Adjournment

4pm