

California State University, Stanislaus
Graduate Council Meeting Minutes
February 21, 2019

Members: M. Cover (chair), D. Avalos, K. Baker (via Zoom), V. Cortez, A. Dorsey, J. Garcia, K. Kidd, P. Hauselt, R. Weikart, S. Wood, S. Young

Ex-Officio: J. Bell, K. Greer, O. Myhre, C. Nagel, R. Rodriguez, J. Tuedio

Guest: L. Bernardo, C. Claus, M. Perez, S. Schraeder (recording), S. Wooley

Excused: R. Bhaduri, D. Bukko, U. Ghuman, C. Martin, S. Neufeld

- I. **Call to Order.** M. Cover called the meeting to order at 2:03 p.m.
- II. **Approval of Agenda.** The agenda of February 21, 2019 was approved as distributed.
- III. **Approval of Minutes.** The minutes of December 6, 2018 were approved as distributed.
- IV. **Information, Announcements, Reports.** M. Cover announced and welcomed the Graduate Council Student Representative from ASI, Diana Avalos from the Masters in Public Administration program. Avalos is serving as the new ASI Director for Graduate Students. The committee also welcomed Minerva Perez from the Academic Senate Office. Christopher Claus joined the meeting to remind the Graduate Council of the upcoming 2018-19 Reaffirmation of Accreditation visit on April 3-5, 2019.

Provost Kimberly Greer joined the Graduate Council to give an update on the budget. Greer shared that there was a University Budget Advisory Committee (UBAC) Forum this morning and shared that she appreciates the opportunity to share a quick update. The Academic Affairs side of budget priorities were discussed with FBAC (priorities voted in Academic Senate in January 2019), deans, and Graduate Council in December. The initial list was a priorities list that is a fairly long list and includes unfunded commitments, student success initiatives, strategic priority hires, and a dean of graduate studies, which falls into the "strategic priority hires" category. Several of the strategic hires fit into University's Strategic Plan and contributes to student success. At the beginning of the year, administration went back to FBAC and the position for a graduate administrator was listed as Director for Graduate Education. The deans and Greer thought that they might need to start with a director to help build the infrastructure before creating the position of dean, but after hearing from FBAC, the position request was revised to a dean level position. Tomorrow, February 22, 2019, UBAC meets to discuss the preliminary/draft prioritization from the President's Cabinet. The one thing that is unclear is the enrollment growth that will be approved through the legislative process. Right now we are at 2% but the BOT requested 5%. We have to wait until we receive the final budget to know how much enrollment growth the CSU will receive. Greer can say that a graduate dean is on the Cabinet's list (to be shared with UBAC) and in a place to be competitive to be funded, but we do not know exactly where the cut off line is until the campus knows the exact funding that will be provided. The committee discussed with Provost Greer the CECE position continuing to help with transition. K. Kidd shared her understanding from her background with strategic planning. From her perspective currently a lot of focus is on undergraduate education at the University. Is

there a way to create synergy for graduate education by building it into the strategic plan? There is data and research for MBA degrees, but how can University focus on how graduate degrees fulfill the needs of our economy? Kidd indicated that there need to be more discussions and support for the reasoning for growth. It was shared that \$232k was the funding request listed for the Graduate Dean. Diana Avalos thanked K. Baker for voicing his opinion that graduate education is not a focus at Stanislaus State and indicated that there is not a culture for graduate education, which has been previously discussed by the council. From an alumni standpoint as well, Kidd shared that graduate education is also not a focus. CSUSF, for example, had an alumni get together for graduate students. Greer shared that we can work together to highlight and coordinate those kinds of events. The EdD program just recently had a successful event. This should be promoted more. J. Tuedio reminded the council that the original intent of asking for a graduate director was to ask for recruitment growth, but we still need to determine how the dean level position will focus on assessment, recruitment, other duties and how this relates to the colleges and their deans. U. Ghuman, S. Tibrewal, and Kidd completed a SWOT analysis of different programs regarding recruitment and outreach, which was posted on the council's blackboard. The committee discussed the strategies and how it is not just recruitment of students but also about recruiting faculty. What are the unique needs of faculty for successful graduate programs? With a dean level leadership the conversation may change. Cover thanked Greer for joining the meeting and providing an update.

Cover shared a document via email to the Graduate Council about a movement in graduate programs called #GRExit. Programs at the graduate level are considering no longer requiring the GRE. This movement is moving quickly, especially programs in the CSU are making the change. The arguments are threefold: 1) there is a financial burden for students to take the test and it discourages students from applying to certain programs due to the time/expense to travel to take test 2) it is not a good predictor of success in graduate school, and finally, 3) there are concerns that it introduces bias against underrepresented groups, the very groups we try to recruit into our programs and who are our undergraduate students. Cover wanted to share this as a discussion item and encouraged members to share with their departments. Cover shared that half of the programs at Stanislaus State require the GRE. K. Kidd shared that she completed some research and benchmarked other ASCSB accredited MBA programs, and a lot of them do not require GRE/GMAT instead requiring business experience or GPA. For the Executive MBA, Kidd has received approval from the College of Business Administration Executive Board to waive the GRE/GMAT requirement. The committee discussed that the test is not a good predictor of success. From a student perspective, Diana Avalos shared that students do not apply to programs with GRE requirements because of the reason Cover indicated. Oddmund Myhre shared that the College of Education, Kinesiology, and Social Work dropped the GRE requirement a number of years because of the discussed issues and shared there are many other way to ensure students are ready for graduate studies. John Garcia shared the Social Work program dropped the requirement many years as well and emphasized that an interview would be critical to admissions process, but it is not feasible in his program because not enough faculty are available to make this a successful process. Faculty have a responsibility to

graduate students to ensure that they are prepared for task but we also need to ensure the infrastructure is in place. Any other feedback and ideas will be shared with Cover.

The Student Research Competition will be held on Friday, March 8, 2019. Cover thanked those who encouraged their students to apply and appreciates any help drumming up support for judges for the competition.

Cover shared that the next Graduate Council meeting is two weeks away on March 7, 2019 because the normal meeting time would have been during spring break. At this meeting, the council will need to (1) reinstate the graduate equity fellowship and discuss procedures, (2) revisit the graduate education action plan, and (3) discuss the April 6, 2019 UC Davis recruiting event.

R. Rodriguez shared that the electronic core collection, which is a collection of a group of informational databases, funded by the Chancellor's Office is 5.6 million over budget. Gerry Hanley will not be able to cover overage and at the March 2019 meeting of librarians in the CSU, there will be recommendations for first cuts. The contracts are due for renewal on July 1, 2019. Rodriguez will share the list of programs with the committee by sending it to Sarah Schraeder. There is some one time money to handle parts of the cuts. As a small CSU, Stanislaus State feels the cuts more and Rodriguez is monitoring the situation and will continue to give updates when more information is shared.

V. **Old Business**

A. Second and Dual Degrees and Concentrations Policies. M. Cover shared that he appreciates all of the work K. Kidd, A. Dorsey, C. Martin, and S. Young have done for revising the policy language. Since program revisions or new programs generate a review of compliance with EO 1071, the draft policy for second and dual concentrations is not related to EO 10. The committee reviewed and discussed the draft policy and made a variety of revisions. The committee discussed how many culminating experiences the students would need to complete for each of scenario. After discussion, the committee voted unanimously to approve the revised Second and Dual Degrees and Concentrations Policies.

B. Outreach, Marketing, and Recruitment for Graduate Programs. M. Cover shared the SWOT analysis K. Kidd completed with U. Ghuman and S. Tibrewal about how their programs outreach, marketing, and recruitment efforts work. The committee briefly discussed the document created by the Graduate Council about their Outreach, Marketing, and Recruitment needs. It was proposed that the council invite Vice President for Strategic Planning, Enrollment Management, and Innovation Gitanjali Kaul, Director for Admissions, Outreach, and Financial Aid Noelia Gonzalez, and Provost Kimberly Greer for further discussion about graduate education outreach, marketing, and recruitment. A separate invitation will also be sent to the four academic college deans to ensure they are present to participate in the conversation. The committee discussed the potential of creating a working group with representatives from University Communications and Admissions/Outreach to advance these discussions about graduate education. The committee also discussed the need for synergies with marketing materials and other strategies. K. Kidd and O. Myhre shared different outreach, marketing and recruitment efforts in the College of Business and the Teacher Retention and Recruitment Office, respectively. Myhre

discussed how their office for Teacher Retention and Recruitment is considered a model in the CSU system for recruitment efforts. Tara Ribeiro will also be a good person to include in a workgroup because she leads that office's efforts. The committee discussed since more support of resources is needed if the committee should put forward an Academic Senate "Sense of Senate" resolution. Graduate programs are suffering due to lack of support for recruitment and the committee discussed that this would put some moral pressure to get access to resources. Since the University's Strategic Plan focuses on the need to grow graduate programs, there is a rationale for requesting resources to support outreach, marketing, and recruitment. It is important to note that there are different types of recruitment efforts for graduate programs because of their programs distinctive needs. Faculty and program directors cannot do it all, but their participation in these efforts needs to be informed by the programs. A subgroup of the council might be able to develop plans to help identify needs. The committee discussed if an ad hoc subcommittee/workgroup or if requesting that the director for admissions and outreach become a standing guest of Graduate Council is the most appropriate path. At the root of it, graduate education needs administrative support to help with one sheets and posters and other marketing efforts and but also a group that champions the cause for resources and support for information sessions. Further discussions will occur at the next schedule meeting with the guests that will be invited to join the conversation.

C. Re-Certifying Graduate Writing Courses. Deferred.

D. Academic Program Reviews (APRs). The ad hoc committees created recommendations on behalf of Graduate Council to review the APRs for Nursing and History. In both cases, the recommendations were for program continuance. In the History APR recommendation, there were questions and concerns raised about the APR process and how it has changed over time, which was highlighted out in the ad hoc committee's recommendation letter. Discussion in Graduate Council will continue at the next scheduled meeting to give members more time to review the recommendations since this should be meaningful. Since there is no urgency on this item, discussion will be finalized at the next scheduled meeting.

VI. New Business

A. Director for Center for Excellence in Graduate Education Recruitment. M. Cover has been assigned on an interim basis the role of Director for the Center for Excellence in Graduate Education (CEGE) with S. Young's transition to the Associate Vice President for Academic Affairs role. This is the first formal call to the University community for this position. The responsibilities of the position recruitment call shared with the committee outlines the work of the director for CEGE and their partnership with the Office of Research and Sponsored Programs (ORSP). The committee discussed revising the recruitment call to a 2 year instead of a 3 year appointment since the new graduate dean position is on the table for funding and, if approved, subsequent recruitment. The CEGE director would be a key role that could assist with the transition. The responsibility of this position are focused on scholarly culture, so there is no duplication of duties between the dean level position description drafted by members last academic year and the CEGE director position.

It might be found that the faculty director position is valuable and will be continued to provide academic support type services while the dean is focusing on the administrative roles. Funding for the position comes from the Office of the Provost, which is how other similar faculty director positions are funded. The committee confirmed the position description can be forwarded to SEC and Committee on Committees before it is sent out to campus. S. Young shared she would like to distribute this to the faculty by March 12, 2019..

B. Graduate Education Institutional Assessment DRAFT Report. S. Wooley reminded members that he shared the draft Graduate Education Institutional Assessment Report. Wooley requesting any feedback regarding this item as is outlined in the Graduate Education Assessment Plan. This document is a summary of last years APRs and identifies trends. Some members shared feedback with Wooley. Any additional feedback will be shared with Wooley and discussion will continue at the next scheduled meeting.

VII. Tabled Business

A. Course Time Module Scheduling Policy Review. Tabled.

VIII. Other. The next Graduate Council meeting is scheduled for March 7, 2018 from 2:00 to 4:00 p.m. in MSR 130.

IX. Adjournment. The meeting adjourned at 4:03 p.m.

X. Action Items

Description	Assigned To	Notes
Update Graduate Education Action Plan/Progress Chart for further discussion and share any additional feedback regarding revisions.	S. Young and Program Directors	