

**Academic Senate  
November 14, 2017**

**Present:** Ashmun, Bernard, Bettencourt, Carroll, Chvasta, Crayton, Davies, C. Davis, DeCure, Demers, Dorsey, Erickson, Espinoza, Filling, Foreman, Garcia, Gerson, Gibson, Frost, Hall, Hight, Hudspeth, Jaycox, Johannsdottir, McNally, Mokhtari, Mayer, Montero-Hernandez, Morgan, Nagel, Petratos, Petrosky, Randol, Renning, Sarraile, Stephenson, Strahm, Strangfeld, Thompson, Webster, Weikart, Wellman, Williams, and Zong.

**Excused:** Alvim, Geer, and Drake.

**Proxies:** Al Petrosky for Panos Petratos and Gerard Wellman for Nancy Hudspeth.

**Guests:** Ellen Junn, Shawna Young, Amanda Theis, Sylvea Rodriguez, Ronald Rodriguez, Kristen White, Gitanjali Kaul, Carolyn Martin, Betsy Eudey, Oddmund Myhre, Darrell Haydon, Jake Myers, Julie Fox, Sophia Rodriguez, Sarah Schrader, David Evans, Helene Caudill, Rosalee Rush, James Tuedio and Tomas Arias-Gomez.

Isabel Pierce, Recording Secretary

First Reading Items: 19/AS/17/FBAC Budget Priorities Resolution  
20/AS/17/SEC Revisions to Procedures for 37/AS/13/UEPC -Policy for Student Internships  
21/AS/17/SEC Revisions to procedures for 36/AS/13/UEPC – Policy for Service Learning Student Placements

Discussion Item:22/AS/17/GC Resolution Post Master’s Advanced Practice RN (APRN) Certificate Program

**Next Academic Senate Meeting:  
December 5, 2017  
2:00-4:00pm, JSRFDC Reference Room 118**

Minutes submitted by:  
Gerard Wellman, Clerk

**1. Call to order**

2:00pm

**2. Approval of Agenda**

Approved.

**3. Approval of Agenda Approval of Academic Senate Minutes September 26, 2017 (distributed electronically)**

Approved.

**4. Introductions**

Ellen Junn, Shawna Young, Amanda Theis, Sylvea Rodriguez, Ronald Rodriguez, Kristen White, Gitanjali Kaul, Carolyn Martin, Betsy Eudey, Oddmund Myhre, Darrell Haydon, Jake Myers, Julie Fox, Sophia Rodriguez, Sarah Schrader, David Evans, Helene Caudill, Rosalee Rush, James Tuedio and Tomas Arias-Gomez.

**5. Announcements**

Julie Fox – Turlock Together works to provide Christmas meals and holiday gifts for local families. This year there will be blue barrels at MSR and DBH Lobby. We would like the university to donate 500 coloring books and crayons, and they’re also accepting new, unwrapped toys. The ages of the children are between 4-12.

Betsy Eudey – Summer Bridge is a component of the EOP program. With changes to Early Start, Student Affairs is the oversight group for Summer Bridge. It will undergo some changes this coming year. They will not do the summer residential program any longer. Because of the changes to Early Start, it appears the program will move to a fall program with interventions during the regular semester. Don’t be surprised if you hear language and actions related to this change. This is a heads up that this is starting. This is a Student Affairs program with curricular

impacts, but it won't go through governance. Please contact the Academic Success Center or English or Math to provide feedback.

Filling – CFA vote was over 98% to approve the contract, and the Board of Trustees approved it last week.

Junn – The Board of Trustees meetings can be viewed online. Unfortunately, the Governor's budget allocates \$50 million less for the CSU than it provided last year. The Board of Trustees is working on a budget proposal to be sent to the legislature and the governor, but it is likely that there will still be a significant gap in funding for the CSU. There is lots of work to be done. When you have conversations with your legislators, it's critical they understand that the work that we in the CSU do to ensure a well-qualified workforce for CA. If we don't have money coming forward from the state, every campus will have to consider how to cope with cuts in funding. We will continue to be active in working with our legislators to help them understand our need for adequate funding. Thanks to you and the students who are working on these advocacy efforts.

Also, I want to thank you to everyone who have worked so hard on our shared governance. We have scheduled a reception right after the last Senate of the semester on Dec. 5<sup>th</sup>. We will have some celebration and cheer to celebrate how together we have worked so hard.

Espinoza – Here is a statement from Dr. Hennes regarding the opioid crisis.

Opioid Overdose, The American Crisis, the CSU Stanislaus experience and preparation

The Crisis- The US is experiencing a significant upswing of opioid related deaths, at a present rate of 145 deaths daily. This is due to easy access to prescription narcotics, the unpredictable purity of heroin, and synthetic drugs from Asia with an extremely high potency.

National Response- There has been a corresponding awareness of the general public with news agency and social media reporting on the epidemic. Governmental agencies are addressing the issue with policies, such as the California Board of Pharmacy allowing pharmacists to directly furnish the narcotic antidote naloxone (Narcan) to patients who are on prescription narcotics or members of the public who may be in contact with someone at risk.

The Student Health Center (SHC)- The SHC has, for many years, instituted safeguards to prevent the misuse of narcotics, through policies limiting the number of pills prescribed and phasing out controlled drugs from its pharmacy. We have naloxone in our clinic, and in my 6 years on campus have yet to have a situation in which to use it. In conversation with the UPD and Housing, the opioid issue has not been significant, but both are interested in further discussion on overdose management.

Preparedness- Despite the lack of history of this issue on campus, we have been moving slowly toward preparing ourselves for a potential situation where a campus member or guest would require assistance. This would require us to have our pharmacist furnish naloxone to certain departments and educate their staff on opioid overdose prevention, recognition, response, and administration of the antidote. Departments will need to decide as to how they would like their staff to be involved, as well as costs, since a two-dose package is around \$120.

This is just a brief overview of the growing concern. I would be happy to address concerns and work with those interested in developing a safer campus.

Scott Hennes M.D.

Executive Director of Health and Wellness

Junn – there is enough Narcan on campus to treat overdoses. Also, he will be following up with us on flu shots. The problem is that flu shots are free for students through the student health fee. Their shots aren't free because they are paying for the fee. Every faculty member can go anywhere if you have insurance through the CSU to get the flu shot.

Espinoza – We already have faculty pay. The question is how to fund it to make it free for faculty.

Junn – The problem is that they are independent, so it would be hard for them to do reimbursements for employees.

Espinoza – There are specific requirements for health centers to be reimbursed by health insurance companies, but Dr. Hennes is looking into it.

Davis – On Dec. 5<sup>th</sup>, the next non-fiction book club meets. The book we are reading is *The Biography of Luisa May Alcott and Her Father*. It's a good description of it. Louisa May Alcott is the focus of my research. The next Senate meeting is not for several weeks, so there's still time to read the book.

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

**FAC:** Foreman - FAC – We met last week and discussed three things: 1). The grade report policy. We changed some wording and will be sending that to SEC. 2). There is a needed change to the faculty constitution. Where student reps are mentioned for the Senate or other committees, the wording for how they're selected is different in every case. That language needs to be uniform. 3). We are discussing the range elevation policy for contingent faculty. We will be having a permanent policy on this coming soon.

**FBAC:** Weikart – We discussed the budget priorities resolution today. We started discussing the new funds that came in for 17/18 AY and how they've been allocated.

**GC:** Dorsey – On Thursday we will discuss the revised resolution to permit coauthored dissertations and MA culminating assignments, assigning program directors, course time modules, and graduate education assessment plan and dual degree policies.

**ASCSU:** Strahm – We met two weeks ago. We spent a lot of time talking about Executive Orders 1100 and 1110, further exploring the lack of consultation and the ability to process what the faculty said. We think there are some troublesome outcomes of those EOs. We tried to help the trustees to understand why consultation is a good plan. We had a long conversation on shared governance, expressing the frustration about what passes for consultation. SWAS is moving forward with a discussion with the CO about what consultation is, and I'm sad they have to do it, but I'm happy their template originated at Stanislaus. On our campus shared governance actually happens.

Strahm – You were sent an extra thing to look at this last week. It's titled "CSU Eligibility and Alignment with Historical Targets." It's 50+ pages. I feel the need to sound an alarm here. I sit on a subcommittee called Admissions Advisory Committee, where I received this. We were told these were hypotheticals. But if you read the report, they recommend these things. On p. 3, they recommend raising eligibility thresholds. This means on p. 8, they are suggesting that 16,000 applicants need to be rejected by increasing GPA requirements. One problem is on p. 9 which shows the outcomes of the 12% reduction – the lowest one, and the one they're recommending – the number of under-represented minorities would be greatly reduced. See p. 9. Finally, the impact on white students would result in a racial disparity. I would also like to tell you that if you dare read the appendices, in appendix A, you'll find the difference between the UC system's acceptances of URM and the CSU. We take 30% of African-American students, compared to 6.5% in the UC. We take a lot of students. The last thing is the impact on socioeconomic status. Essentially, we take 34% of our student body is socioeconomically disadvantaged, in Appendix A. What we're talking about is race and class, and the one institution in this state that's for the people, is in significant danger of no longer looking like the people's university, still asking for taxpayer money.

**UEPC:** Thompson – The UEPC met on 11/9/17 and, agreed to forward a recommendation to include Structured Exploratory Emphases, formerly known as Pathways, at Stanislaus. Recall that the committee has previously approved and presented to the senate a process to create a SEE as well as a process to approve or alter one. The committee reviewed two recommendations from the General Education subcommittee related to EO1100 -- General Education Breadth requirements, recommendations to rename upper-division GE areas F1, F2, and F3 as UD-B, UD-C, and UD-D, respectively and to remove PSCI 1201 from Area D1b, which would bring area D including upper-division to 12 units total. PSCI 1201 is already a graduation requirement. The committee also agreed that they would like to coordinate with the provost, GE sub, and the FDGE on a series of forums the provost has suggested re EO1100/1110. The committee looked at a near-final draft of the proposed forms for the re-certification of GE courses. While discussion about the timeline(s) for re-certification will continue, the committee agreed it is time to share the documents for feedback. The committee looked at a semi-near-final draft of the

General Education Assessment Plan, and, although discussions continue on that as well, agreed it is time to share those documents for feedback, too. Those documents are attached to the report and likely will be information/discussion items at senate soon. The committee heard a report on the item, Selection of Campus Learning Management System - Academic Support Technology. The provost has clarified that any selection and adoption process for the main campus Learning Management System will involve user testing of any considered platforms by faculty and others involved in the use of the LMS. The review of the possible LMSs has been referred to the Technology and Learning Subcommittee. The "Academic Technology Support" part of the item relates more to the support provided by OIT for other systems used on campus, such as Moodle and Classroom. The chair has been attempting to set up a meeting with AVPOIT Trevena and will report to the committee at its next meeting on 12/7.

## **7. First Reading Items**

### **a. 19/AS/17/FBAC Budget Priorities Resolution**

Weikart – moved; Foreman seconded

Weikart – The Senate has passed over the past several years a budget priorities resolution. This makes clear what our budget priorities are. These are similar to last years, but we made accommodations for what's changed over time, like CEGE which hadn't yet been institutionalized. There were other tweaks and changes. We also brought in some things from the Strategic Plan.

Nagel – On the bulleted points, there were a couple of things I raised in SEC. To start with, the 5<sup>th</sup> bullet, when hiring lecturers, it seems to be prioritizing full time appointments. Because of a vestigial artifact in the CBA that was not intended in its interpretation, one year FTL appointed lecturers have less job security than PT lecturers with one year appointments. PTL have entitlements to work assignments which FTL do not have. If the intention is that FTL are more secure, that is not the case unless they're given 3 year appointments. The second bullet point about the percentage of TT faculty, the measured ratio listed here comes from the CSU administration way of calculating tenure density. That way counts for all FTEF lecturers (at 30 WTU of instruction), 1.25 FTEF tenure-track appointments would be needed (at maximum 24 WTU of instruction). If you wanted to raise the percentage of TT faculty to 75% for every FTL, you'd have to hire 1.25 FT TT faculty. Recalculating that number, which I've done on my own, I come up with a ratio of close to 50%. If you use headcount, or body count, for TT to Non-TT, our ratio is about 38% TT faculty. The way that's calculated is important.

Morgan – To add a point as follow-up, raising that ratio should not be at the expense of letting go of existing lecturers on this campus. That's a potential drawback that could create a massive problem.

Bettencourt – My observation is on bullet #2, could we separate out counselors and maybe librarians too, because our story is that we're at 17% in terms of TT density? I think that gets lost, so I request we separate that out to reflect our current status.

Weikart – Bullet #3 addresses the issue of TT counselors and librarians.

Bettencourt – I see that, but I think we should add and clarify the percentage of librarians and counselors on TT.

Hight – We don't teach classes and don't have FTEs or do advising, so to present us as part of that percentage presents an inaccurate picture.

Nagel – To respond to the issue of hiring TT without eliminating incumbent lecturers, CFA proposed contract language in bargaining to address this. There is a contractual means of shifting qualified individuals into TT. At first the CSU administration bargaining team suggested an end that was interesting, but they said campuses objected to it. It remains an issue for bargaining or policy at the local level. Also, TT hiring has been at a nearly record rate in the CSU, and the overall increase in the ratio of TT has been a whopping 1%. There is no way for the CSU to hire their way out of the tenure density hole without considering shifting lecturers into TT positions.

Junn – This is part of the TT calculation formula and it can hide multiple factors. The problem is, it is true that the system office has allowed campuses to hire far more TT faculty than ever. This was part of the graduation initiative. The difficulty is that in the formula, the TT faculty that are hired, per the CBA, for every TT faculty, you needed to give them 2 course releases per year for 2 years. So this has necessitated hiring additional lecturers. The formula is not precise enough to capture what's really going on. I also want to mention that the CO created a taskforce to study tenure density, and that report should be almost done. There were Senate folks who sat on that taskforce. It happened before I came. They've been looking at data, and we're waiting to understand. The system, the governor and the legislature, understand that to move forward we need more funding. We need more funding to grow our tenure density.

Sarraille – Because this will take so long, attrition will help mitigate the problem of considering letting people go so that they can transition other people into fulltime TT. That's bad in one way because it's going so slow, but there won't be that much tendency to let people go very quickly.

Eudey – Thinking about how to use this feedback, I would love to hear more about the two issues of TT density and the FTL focus. We need to decide whether we want to maintain these priorities. There are budget savings at issue here related to payroll, and there are cost savings to having FTL, which is different from the entitlement issue. If we're looking from a budget perspective, that is a cost savings. From a fairness issue, that may not be the best place to aim. I'd like to hear more suggestions about whether we want to keep that bullet point. With regard to tenure density, do we want to use the same formula as in prior years or use the formula from the strategic plan, or use multiple calculations which can help bring transparency.

Morgan – On bullet point #4 there is a recommendation to reducing WTUs down to 18, so how would that be managed in increasing tenure density?

Myers – Nagel made a comment that gets us into the weeds on contract issues. I'm not sure I entirely agree that this is simply a vestige without reason. It's important to understand that FTL appointments may not be contingent based on enrollment or budget. So if we make a FTL appointment and then we realize we don't have the enrollment we thought, we still have to pay that person. PTL appointments can be contingent on enrollment. So there are considerations that have to be made at a more granular level.

Sarraille – I think the bullet should be there in some form, about raising tenure density. I think that's something we need. It may be quite a few metrics that may be used that the issue is still important to point out the need for that. Without having a specific suggestion, I recommend that we say that it's recommended that the ratio be raised.

Thompson – I don't understand where it says to raise the percentage of TT FTE. The percentage is not the same as density. Density is more complex, so this isn't dealing with density, but it says as per ACR 73, which was dealing with density.

Davis – ACR 73 is dealing with tenure density.

Sarraille – that was from several years. I don't know if refers to FTE equivalent faculty, but I suspect that's the case.

Sarraille – I just sent an e-mail to the Asnet list serve. I found the text of ACR 73. It says that the way that faculty are measured shall be determined jointly by a committee that meets and determines the question. It addresses lecturers and calls for them not to be let go of to make room for more TT faculty. It calls for TT faculty to be increased. It's been around since 2001-02, and look how much progress we've made.

- b. 20/AS/17/SEC Revisions to Procedures for 37/AS/13/UEPC -Policy for Student Internships
- c. 21/AS/17/SEC Revisions to procedures for 36/AS/13/UEPC – Policy for Service Learning Student Placements

Nagel moved resolution # 20 and 21, seconded by Weikart

Davis – This came to us because there was an audit on service learning and internships in summer 2017. One of the recommendations is that we remove procedures from the policy so that when guidelines are changed, it doesn't have to come to the Senate for approval. If procedures are in the policy, any changes will need faculty governance to review them. Service Learning has asked that we remove the procedures and place them in a separate document. We are not changing the policy; we are simply placing a piece of it in a separate document.

Fox – We should have done this from the beginning, so we are attempting to correct that.

Petrosky – Given the cosmetic nature, I move this from a first to a second reading. Seconded by Strahm.

Foreman – Unless there's urgency, we should keep this as a first reading.

Strahm – As a department that has a significant number of interns, it would be helpful for the faculty in those departments to know what is happening on this front so they know what they're dealing with. I recognize the policy isn't going to necessarily change, having this firmed up we can deal with the office of Service Learning for changes rather than the Senate. We're already registering people for next semester for internships.

Morgan – How often do procedural changes come down the pike?

Fox – Not a lot, however, we will start doing an online format which will mean huge changes and I anticipate as we move forward that will change. As we learn how to use the system, we will for a period of a couple years be continually changing the procedures.

Carroll – This is not my area of expertise, it's possible that among the things that are being called procedure may be policy. Document retention for example. Are you confident that this is all procedure and not policy?

Fox – The only thing that I can see on the policy for service learning student placement, nothing changed except for deleting the words "set forth below." On the policy for student internships there was a similar change. We added the clarification that the Office of Service Learning is the responsible campus official for internships and also removed the words "set forth below." I think that one thing we're going to have to think of, and I hear concern about the lack of faculty oversight. We usually don't do anything without input from our Service Learning Steering Committee who understands and wants to make sure faculty are up to date at all times and aware of how things change.

Results of the Vote: 26:16:0 – motion fails. Remains a first reading item.

Thompson – Even though it's minor, I'd like to see that the resolved clause includes something like "Resolved that the Academic Senate recommends that the procedures identified in the attached policy be removed and placed in a separate document" on each of these policies.

Morgan – I think there should be a close look to make sure we're not removing policy for oversight reasons.

## **8. Discussion Item**

### **a. 22/AS/17/GC Resolution Post Master's Advanced Practice RN (APRN) Certificate Program**

Dorsey – This certificate is to allow students who currently have a MS in Nursing to return and take the additional Family Nurse Practitioner courses, and this would allow them to become

primary care providers. In the rationale, there is a dearth of primary care folks in our community, and the program is looking for additional faculty to teach FNP courses.

Carroll – In GC, was there anything controversial about this? Dorsey – No.

Davis – It's adding onto a masters to fill in what they're missing to be a FNP.

Nagel – On p. 2, under B, #1, purpose of the certificate, it struck me as peculiar and circular that a benefit of the program is to have faculty to teach in the program. I think there might be a way to phrase this so it's not so oxymoronic. Also on p. 3 under required resources, there's a concern about externally funded positions and what happens if that funding goes away. I don't know the story behind that external funding.

Dorsey – I asked Caroline these questions and she said that the faculty hired for the FNP are temporary and that it is not seed money. This is for a program operating in perpetuity.

Strahm – I speak in support of this and invite our guest if she wishes to elaborate. We have a real paucity of medical personnel in our region and FNPs are very important. I believe they can write prescriptions. Having medical professionals that can see to these issues of our region and avoid costly ED visits, if you have more FNPs, they're more like a GP equivalent. They ensure a basic level of care for our region. We desperately need more people doing this work.

Sarraille – Will this go through FBAC? One question we always have about new programs is whether it will sustain itself, will the number of students coming in and the funding coming in will pay for it sufficiently. Davis – the program exists as a master's program, and this is adding a certificate. Students who already have a masters can take the classes to get the certificate. It's just a question of who's allowed to take these classes, and SEC's position was not to have this go through FBAC. They would take already-existing courses.

Morgan – Because of that, this would need an additional level of accreditation by the accrediting agency? They need to hire additional faculty to be accredited, and go back through Dept. of Ed?

Caroline Martin – This program already exists; we have 24 students. These students blend in with the students we already have. Most importantly, our other master's program is an education program, and it's a lot of our education students who want to be FNPs. We're also retiring. We want our younger master's students to be able to teach in our program. We're very excited about this. It will greatly serve our community. The medical doctors are retiring and it's hard to recruit to this area. FNPs are well-known for working in rural areas. Every person admitted is a local RN working in our hospitals. They will stay.

## **10. Open Forum**

Carroll – There was an issue of microphones that came up a couple meetings ago. Has there been progress on this?

Nagel – They’ve been ordered.

Davis – We’re waiting for them to arrive. There will be 12, they are small, and they’ll be on stands, so it will be handed to speakers. I will have a lapel mic. They will be housed here or in the Senate office and available for FDC activities. We also will get a Senate-specific laptop. I was surprised that this laptop belongs to Whitney, so if she ever had a committee meeting that conflicted, we would have no laptop. We’re very excited about the new microphones.

Nagel – I wanted to add information, related to the discussion of ACR 73, that I got from Jonathan Karpf (CFA Lecturer Council Vice President-North). One of the issues about hiring TT faculty is that Governor Brown changed the way he wanted CSU funding to go through the legislature. He used a snapshot of faculty compensation from 2012. The 2012 number of faculty were used as the basis for determining the budget pass-through of employer contributions to CalPERS. The employer contribution is substantial: 28.5% of salary. For all *additional* faculty, hired after 2012, the employer contribution to CalPERS must come from the CSU system’s own budget—no more budget pass-through. Shifting lecturers into TT lines saves the CSU that 28.5% employer contribution over hiring a new TT faculty into the system. It is less expensive to hire from the lecturer ranks than it is to hire new TT faculty. It could potentially save the CSU money.

Eudey – Thank to you Jim Tuedio and all those responsible for the Social Justice Conference last week. There were amazing sessions. We passed a statement on diversity and social justice, and this conference is the embodiment of that vision. It’s a great use of university funds and a way to inform and motivate our faculty and students about these issues.

DeCure – There is one more weekend of the play “Roosters,” 7 pm on Thursday, Friday, Saturday, Sunday at 2 pm. Please join us.

Davis – I attend First United Methodist Church in Modesto, and this weekend we have our huge sale, so if you want really cheap books, we sell them for \$1 for hardbacks, \$.25 for paperbacks. There will be homemade goods, crafts, and various other things, so if you want to do some early holiday shopping, visit us at downtown Modesto, corner of 16<sup>th</sup> and I. There are thousands of books for sale.

Morgan – The holiday craft fair and book sale is on Dec. 6<sup>th</sup>. There was an e-mail about this. This will support the Warrior Food Pantry on campus as well. It would be great to see a lot of people there. Faculty and staff are selling a bunch of stuff.

Strahm – Campus Cares will have a food insecurity crowdfunding campaign happening right now. The University Police Dept. gave \$2,000. This next phase is looking to get any amount of money donated. Go to our website and donate what you can and that will help support our food pantry and students who have financial emergencies.

**11. Adjournment**  
3:18pm