**ACADEMIC SENATE MEETING MINUTES**

**September 11, 2018**

**2:30pm – 4:30pm**

**Grand Salon**

Agenda

1. Call to Order
2. Approval of the Agenda
3. Approval of Minutes from the previous meeting
4. Video Presentation from the President
5. Report from Provost
6. Report from Statewide Senators
7. Report from CFA President
8. Report from the Senate Chair
9. Report from Senate Committees (as needed)
10. Reports from other committees/centers on campus
11. Intent to Raise Questions (ItRQ)
12. Announcements (no more than 2 minutes)
13. Adjournment

**Attendance**

Adams, Virgil; Alamillo, Jose; Anderson, Stacey; Avila, Theresa; Awad, Ahmed; Baker, Dana; Baker, Raquel; Balen, Julia; Ballesteros-Sola, Maria ; Barajas, Frank; Barton, Jared; Berkowsky, Ronald; Bleicher, Robert; Buhl, Geoffrey; Castillo, Heather; Clements, Nina; Cook, Matt; Cooper, Dylan; Davis, LaSonya; Delaney, Colleen; Delgado, Jasmine; Delgado Hellester, Miguel; Dixon, Lydia; Drescher, Talya; Elder, Katie; Estrada, Mari; Flores, Cynthia; Francois, Marie; Garcia, Jorge; García, José; Gillespie, Blake; Gonzalez, Javier; Grzegorczyk, Ivona; Guzman, Georgina; Hasendonckx, Michelle; Hoffmann, Debra; Itkonen, Tiina; Kee-Rose, Kimmy; Kenny Feister, Megan; Kohli, Vandana; Kryshchenko, Alona; Landry, Lynette; Lee, HyeSun; Lee, Sohui; Lu, Z. John; Luna, Jennie; Mack, Carol; Malik, Parul; Matera, Jaime; Matjas, Luke; McClellan, Kendall; McColpin, Aaron; McGrath, Marianne; Nevins, Colleen; Patsch, Kiersten; Perry, Jennifer; Pinkley, Janet; Profant, Lorna; Reynoso, Jacqueline; Rivas, Monica; Rizzoli, Janet; Sanchez, Brenda; Sanchez, Luis; Sattler, Kassidee; Sherman, Cynthia; Smith, Weldon; Soenke, Melissa; Soper, Rachel; Stratton, Steve; Tapia, Hugo; Tollefson, Kaia; Trimble O'Connor, Lindsey; Veldman, Brittnee; Vose, Kim ; Wagner, William; Weis, Chuck; White, Annie; Wood, Gregory; Yudelson, John

**Approval of Agenda and Minutes of the previous meeting**

The agenda was approved unanimously.

The minutes were approved unanimously.

**Video Presentation from the President**

[[President Beck Welcome to Academic Senate Fall 2018](https://www.dropbox.com/s/qelhdrwz7z5dxl8/Academic_Senate_Fall_2018_v2.mp4?dl=0)]

**Report from Provost**

Attended the scholarship reception. $675,000 in scholarships were given to students this year. This is $167,000 more than last year. The scholarship recipient he spoke to was a Bracero scholarship recipient and her parents were Braceros and it was moving presentation. A reminder of the great work we all do at the University.

Apology - at 8am he sent a memo to all Deans outlining how we would determine where the tenure track lines are going to go. He sent this to Dean Kohli’s Bakersfield email address which may have delayed it’s dissemination to faculty. His intention is for this to be shared widely.

He just came back from a Provosts meeting at the Chancellor’s Office and wants to underscore something the President said in her video - the CSU is absolutely committed to increasing graduation rates. By 2025 they want the six-year graduation rate to be 70% right now it is 50%. We also need to improve the achievement gap and equity gap, as well as the four-year graduation rate. Good news is we will be getting some funding to help these initiatives. Channel Islands is getting $250,000; some of that will go to EO 1110.

CI will also be getting $100,000 for extra sessions so that if a student wants a class the session is there.

Two of those things are tied to two tasks forces. First is the Curriculum Action Team which is co-chaired by Janet Rizolli and Stacey Anderson - this team will be looking in depth at curriculum to make sure there are no administrative barriers and identify places where it is not easy for students to make it through to graduation. Second is the Tenure Density Task Force, which will deal with issues related to increasing tenure density. This will be co-chaired by Kirk England and Simone Aloisio.

One of the things that the Chancellor’s Office and Dr. Blanchard are talking with the Board of Trustees about is that research and teaching are not two opposing parts of the university. The research we are having students do is engaging and contributes to student success.

Still need to put together a task force on EO 1110.

Questions from the Provost’s Report

Question by Greg Wood - What’s the procedure for getting on one of the tasks forces the Provost discussed. Is it elected, appointed,, etc....?

Answer - It’s a combination

Question by Geoff Buhl - In the memo you sent out earlier today you described a process where individualized programs can select a decentralized model for a tenure track faculty search or they can continue with the way it’s been done in the past. This is a significant shift from campus culture and previous practice. How did this come to be?

Answer - Several programs last year indicated that the hiring cycle is different for their discipline than what we use. This is to allow programs to make the case about what will work best for them.

Question by Frank Barajas - Where we’re at in the semester how do we address disciplines that need early searches since we are already in September? We seem to be accommodating those who want their search in the spring. By accommodating them, we have left out those that want their search in the fall.

Answer - There are a number of searches that are already under way. Unfortunately, we are in a cycle where we can’t determine the final number of TT lines without knowing what the budget is. Nonetheless, the Provost recognized and understood that for some programs that would benefit from going early it could be challenging this go-around.

Question by Geoff Buhl - In his role as Chair of the Advancing Faculty Diversity Task Force, are there any diversity criteria in determining which programs get a search in the spring?

Answer - There aren’t any on the memo the Provost sent out. All committees must meet with the faculty diversity project leads.

Question by Theresa Avila - What are the other differences between these processes? If we have different systems that are all operating differently and there is no protocol there is no consistent process in terms of hiring. We don’t have a policy on hiring to ensure a consistent process and that is problematic. We don’t have a diversity element.

Answer - We will be creating a handbook that will come out in the fall.

Question by Theresa Avila - But what other differences are there?

Answer - On other campuses when a program wants to hire, they put out a call, and have a process they use with guidance from faculty affairs. Based on that they make recommendations for their hire.

The other system, which is part of the system at CI, is to bring in candidates from different areas to collaborate and create a syllabus. One of the things we want to think about is that there are ways in between those two models from other campuses. An example of this that the Provost has seen is that Deans get together and pose, for example, what if we brought in candidates that were all interested in water issues and they did it that way. This is not the way it is at CI, but this is a way to make sure connections are integral.

Question by Kaia Tollefson - I have been on search committees for some that fell outside of the normal hiring process that were successful. If we are going to do this, there needs to be a lot of transparency. The memo this morning said that there is no change in the process - but there is a change. When TT replacements are being made, what programs get replacements and why. We need as much transparency and discussion around these issues as possible.

Jackie Reynoso - Search committees, until last year had to have 2 people outside of the program serve on the committee. It sounds like with the decentralized model we can bring in more than two people from outside program. Would it be the same for both models? Would people from outside the program still be required

Answer - I am not planning to change those things, but those are discussions between the programs and the deans.

Question by Jenn Perry - Want to ask about the $100,000 referenced for additional sections

Answer - That and removing administrative barriers. For example, if we find out there is a particular program that allows us to deal with transcripts more efficiently we might spend money on that to help move things forward.

Follow-up by Jenn: Spring?

Answer - This year the legislature is making all the CSU’s report out how the graduation initiative money is being spent. There is a group on campus working on this. My understanding is that we can’t spend the money until we complete this form, which is due on Nov. 15. We have to do this quickly so that we can release the funds.

Follow-up from Jenn Perry - If this money is available for additional sections how would we know and get this money?

Answer - We are not adding new sections this fall. As we look ahead to next fall, looking at what our curriculum requires of students and looking and what we need to have in place for the spring semester, that’s where we will decide to put that money

Question by Frank Barajas - Going back to the issue of hiring. At the last chairs meeting, chairs were asked to submit their hiring requests. There was no date given but as soon as possible. It was mentioned that we had also done that at the end of the semester in the spring. So many chairs just forwarded what they had submitted at the end of spring. Now there is a criteria that’s been identified for the hiring. For those that forwarded their previous request, these may not meet that criteria so we are at a disadvantage. There needs to be a whole lot of transparency. But also transparency with lots of notice. More transparency so we can support the administration in what they decide.

Answer - Apologies for not getting that out sooner. I tried to draft it so the criteria is pretty broad. They are:

1. How will the additional tenure track line in [program name here] contribute to student success and ensure that students can complete their degrees in a timely manner?
2. How will the additional tenure track line in [program name here] contribute to educational excellence (how will this line support the kinds of interdisciplinary, immersive, high impact activities to ensure that both faculty and students are engaged in research, scholarship, and creative activity)?
3. What is the quantitative evidence to support the need for a new line in [program name here]?
4. Is there anything else related to the need for the tenure track line in [program name here] that is important or critical?

**Report from Statewide Senators**

John Yudelson - Simone is at the Board of Trustees and is on the executive committee. Last week was the first statewide senate plenaries. All of the subcommittees met. I would like everybody to weigh in on this. At Sacramento State, they are hiring a tenure track clinical faculty member. A year and a half ago the Statewide Senate put forward a resolution with CFA to discuss hiring tenure-track clinical faculty, etc….

We got 100 million dollars more than what Jerry Brown originally put in. A lot of it is one-time and a lot of it is dedicated to salary increases negotiated by CFA.

EO 1100 revise and 1110. At CI we are able to handle it well but it sent other CSU’s into a spin. There was a meeting between the Chancellor’s Office and the Executive Board and what came out of it is the tenants document. According to the Chancellor’s Officer it’s a thumbs up/thumbs down. Senate told the Chancellor’s Office that Senate needed to get feedback from all the campuses before giving feedback to Chancellor’s Office. We will be sending this out to get feedback from faculty regarding if this is what they think shared governance looks like

The new ask for next year is 400M more than this year. They want us to grow with no new students. They are also trying a joint $4 billion bond between CSU and UC to fix up buildings.

Received $120 million in one-time money to be spent over 4 years that will be allocated to campuses

There was supposed to be $75 million for new hires but the next thing heard was that it was $25 million - so we don’t know where the other $50 million went.

Board meetings are being streamed

Jaimie Hannans won faculty innovation and leadership award - congratulations Jaimie!

Peoplesoft is being replaced by the common human resource system. Software design is complete but they also say it is 23% completed. They will be piloting a couple of modules in January 2029.

Food insecurity is an issue for our students. We have a food pantry. Please consider the following: A can a week, that’s all we ask. We could really help students if every faculty member brought a can or two every week.

Questions for Statewide Senator Report

Question by Brittnee Veldman - When you talk about clinical faculty, what are the concerns that might be there?

Answer - There will be faculty on the tenure track that would not be doing research. Rather they would be doing more service.

Comment by LaSonya Davis - In professional nursing, clinical practice is considered scholarship. We are looking at policy, improvement models, etc…. It may not be research how academia traditionally thinks about it, but it is still scholarship.

Response - Many universities throughout the US have tenure track faculty that do not do research. Clinical faculty, Pepperdine has professional faculty. There are a lot of different models.

**Report from CFA President**

Proud as a faculty union member that we saw so many faculty standing up for improving their rights. Faculty are taking the lead in the workplace. Attended the National Education Association conference of 8000 faculty members across the country. Faculty are improving lives of students and faculty members.

CFA was successful in pushing the legislature for more funding. We went up to Sacramento on three occasions. One of them resulted in a $50 million allocation for hiring tenure track for our campuses. They are verifying that the money is being spent that way and tracking where it’s going.

CFA at CI we have an ambitious schedule of activities for the fall. Lecturers have already received some info regarding lecturer lunch and workshops

Please vote in November. October 20th is the deadline to register to vote. When we vote we are selecting someone who is going to make our lives better. If we put the right people into office we can improve the funding we can get for our students.

**Report from Senate Chair**

Theme for the year - positive transitions

Hiring we have to fix, classes we have to fix. There are lots of balls in the air. Calling each and every one of us to step up. Change is possible. It’s going to take each and every one of us. We are very much engaged across the board and that’s a good thing. I am asking you to stay engaged or become re-engaged. Report back to colleagues and tell us what’s going on in committees. Standing committees should be posting their agendas. Our main way of communicating is email so you have to read your email.

Displayed a pie chart showing faculty classification (professor, associate, assistant, and lecturer) Our quorum for the term is 47 (this should be between 54 and 57, depending on whether people that declined the Senate invitation for all meetings are actually opting out).

Question from Brittnee Veldmann - What about the lecturer senators, is that reflected here?

Answer - Planning to take on the bylaws - lecturer faculty are not well represented in the bylaws. They have problems 1) errors that need to be corrected 2) things that aren’t errors but need to be addressed, for example 1 year term for senate chair. 3) wishful thinking - things such as representative senate. We talked about it in Senate Exec and we will put together a task force and they will first figure out if there is a will or desire for a representative senate..

We’ve got support from the Provost to rewrite the bylaws. During the fall we are going to take our time to plan this process out. We are going to take a look at other campuses and see what their structure is. The goal is to have a document early in spring. We will go line by line and vote for changes.

That’s my goal for this year.

Next slide on the slide show - there were two faculty positions filled for faculty membership on administrative search committee.

Debi Hoffmann - Dean of the Library Search

Kaia Tollefson - University Ombudsman

Please note, if you nominate someone for a committee, that person must confirm their willingness to serve, or their name will be thrown out and not considered.

There is still faculty participation needed for the following searches and task forces:

AVP Faculty Affairs search committee (one faculty requested)

Tenure Density Task Force (four faculty requested)

Curriculum Action Team (four faculty requested)

Chief Information Officer search committee (two faculty requested)

AVPSA – ROISS, Director of Student Success and Outreach Programs search committee (one faculty requested)

There is a call for faculty participation in all of these searches. Please put your names forward

We are also running elections for standing committees; the ballot is open and appointments will be made next week.

There is also yet another call for committee membership - more than half of the committee work still needs to be assigned. Please fill out the survey.

Question by Marie Francois - Where and how do standing committees post minutes and agendas?

Answer - It’s not required in the bylaws but it’s a good practice. We can set it up on the senate webpage and as long as it’s in the right format Jeannette can load them up. Matt is moving this to intent to raise question

Question by Theresa Avila - There should be end of semester or annual report that allows us to understand what the committees have done and what monies have been distributed and where.

Answer - This is great for intent to raise questions

Question by Ivona Grzegorczyk - I have concern about updating the bylaws. It is nice that we’ve got support from the Provost to rewrite the by-laws, but the by-laws belong to the faculty, not the administration. And only faculty can change them. The issue that you are pointing out should be looked at, but not presented as something was wrong with them. They may be fine and not need any changes.

Answer - There will be 3 areas of evaluation - things that are wrong, things that need reevaluation, things we might desire

Question by Janet Pinkley - Fiscal Policies sent recommendations regarding our committee that would require changes to the Senate bylaws. Will the process allow for feedback from faculty doing the work?

Answer - We will make a way for feedback and it will be deliberate.

Virgil notes one error - a big error under section 8 of the agenda. We do not have a new senate standing committee called strategic initiatives. Strategic initiatives is not a senate standing committee so it should be 8 on agenda and senate standing committees should be 9. Senate Exec decided it would be a good idea to get regular updates from the implementation team.

**Report from Strategic Initiatives Implementation (Started around 3:36 pm)**

[[SIIT Academic Senate Presentation](file:///C:\Users\jeannette.edwards\Dropbox%20(CSUCI)\Academic%20Senate%20AY%202018-2019%20Meeting%20Materials\1-Sept-11-2018\SIIT%20Senate%20Presentatin%209.10.18.pptx)]

This is the first time we have actually created an implementation process that is being conducted across the entire University, now we are figuring how to implement it together, how to measure them together, etc…. We have had strategic plans posted previously and divisions were left to figure it out. We are being asked by our President to work together, learn from our mistakes, realize our initiatives.

The implementation team is looking at how we are going to implement these in a thoughtful manner? The charge of the implementation team is to create structure. What are the barriers we need to remove, the bridges we need to build to realize the initiatives, and what are the metrics we will be using to ensure we are meeting the initiatives.

First, let’s go through the terminology so we are working off the same definitions.

Initiatives - there are 4 initiatives.

Underneath this, there is a goal for every initiative.

Below the goal, there are multiple objectives for each initiative.

Each objective will have actions associated with it.

Our charge - create structure for implementation process and public accountability for the strategic initiatives.

First step - who are going to be the champions.

Next will be action champions - who are going to do the work.

How do we actually make the appointments for champions?

How are we going to engage the campus? We don’t know that yet.

Determining the metrics that will show if we are meeting those actions or objectives.

Public accountability so that anyone at any time can look at see what work is being done in a specific area and the measure.

Questions: NONE

**Reports from Senate Committees**

**General Education (Gen Ed)**

Geoff Buhl: We are in compliance with EO 1100. We have 352 GE courses. 180 are upper division. One of the goals of this committee is to make sure that the courses we have are in compliance with the Senate Policy that was passed 2 years ago. Overall, this means reducing the number of GE courses. This is not pleasant, by this is work that needs to be done. This means previous practices that have been encouraged may need to change. New faculty previously and may still be encouraged to develop their own GE course. Creating curriculum is valuable but we already have 352 GE courses, we do not need more. We need thoughtful GE courses that are compliant with Senate policy. We want to work on a smaller, intentional, more mission-based curriculum.

GE deadline for updated and new courses is October 1st

**Curriculum**

Blake G: [Read statement](file:///C:\Users\jeannette.edwards\Dropbox%20(CSUCI)\Academic%20Senate%20AY%202018-2019\Senate%20Meeting%20Materials\1-09-11-2018\Curriculum%20Committee%20Statement.docx)

Virgil: Let’s move on to the next committee.

**Committee on Centers and Institutes**

Javier Gonzalez - Sent out request for annual reports. Will be meeting on October 19th to look at reports. Will report back to senate on the last meeting of the semester.

**Faculty Affairs (FAC)**

No report - scheduled to meet tomorrow

**Fiscal Policies**

Met on Friday, will be meeting every three weeks. In the Strategic Initiatives process - funding proposals that were formed last year are being reviewed by Strategic Resource and Planning Committee (SRPC). Fiscal policies co-chair is a member of SRPC and will be sharing the proposals with all of fiscal policies for feedback to the committee. We have also made recommendations to Senate Exec which we will review with new committee members and re-submit.

**Committee on Committees**

Virgil read an update - Assessed open positions on the senate itself and on standing and advisory committees. Voting is underway and will close on Friday, September 14th. If anyone has trouble with their link, please contact committee on committees

**Professional Leave**

No report

**Mini-Grant Review**

No report

Question by Ivona Grzegorczyk - Shouldn’t we debate what happened with the curriculum committee. I am not really sure what happened. Two senior faculty just quit the chairmanship of one of the most important committees on campus and we just move on? There also are deadlines that will need to be sent out to move curriculum forward.

Provost responding: I’m sorry to hear the letter that was read. I wasn’t privy to that ahead of time and wasn’t sure it was coming. I’m sorry it came across this way that using the curriculum action team was not validating the curriculum committee. I saw the curriculum action team as having a different goal and I thought I made that clear. I was surprised as well.

Virgil responding: someone else is going to have to step up and do the work, I guess. We can replace them. If we don’t have someone on the role that’s on us. Toughen up faculty. We need to support the provost. We need to be respectful of each other, come together, and get the job done.

Comment by Frank Barajas: Not an issue of us stepping up and working. There’s a fundamental problem of communication and respect for colleagues that have been here a long time and have worked hard for the university. I don’t doubt their commitment to our students and the university. How do we move forward? We are all working hard already. Work hard as administration and work hard as faculty to communicate. What I am hearing again is a lack of transparency.

Comment by Julia Balen - Suggest a possible way through and that would be perhaps for the provost and curriculum action team to meet with the people who have served us so well on curriculum.

Comment by Virgil: Senate exec will take the issue up and we will move forward

Comment by Heather Castillo: My comment is in regards to time. I want to step forward but I can’t. If I want to do justice to my students I can’t.

Response by Virgil: I understand. I’m asking if you have the ability to step up, do it.

Comment by John Yudelson: Don’t forget to reach out to your lecturer faculty for help with these things many lecturers would like to help but don’t feel like faculty

Also, when considering EO’s be careful about cutting GE courses because those are predominately taught by lecturers and you may be taking someone’s job.

**Reports from other committees/centers on campus**

**Intent to Raise Questions (ItRQ)**

Julia Balen - will send to Matt (junior faculty service question) - get text from Matt

Response by Virgil: Senate Exec will be making appointments next week to many committees so this should not be an issue.

Marie’s point of clarification - some PPS’s require service on senate standing committee’s which are different than some of the committee’s Virgil is referring to.

New Questions: Please email to Matt Cook at [matthew.cook@csuci.edu](mailto:matthew.cook@csuci.edu) or to [senate@cscuci.edu](mailto:senate@cscuci.edu).

**Announcements**

Mary Adler- sharing information regarding basic needs program

[Basic Needs Academic Senate presentation](file:///C:\Users\jeannette.edwards\Dropbox%20(CSUCI)\Academic%20Senate%20AY%202018-2019%20Meeting%20Materials\1-Sept-11-2018\Basic%20Needs_Academic%20Senate%20Slide.pptx)

Matt Cook - Student Research Advisory Committee is hosting a student research poster session in Broome Plaza on Friday from 12pm - 1pm.

Julia Balen. - New director for Center for Community Engagement and a reminder about the request for proposals for service learning faculty mentor program

Brenda Sanchez - new ASI senator; psychology major with a minor in communications. If you need assistance from her, please let her know

Megan Kenny Feister - career closet that is currently opening back up this semester, please consider donating well-loved professional attire for students to wear to interviews

**Adjournment**

4:10 pm