

Executive Committee Minutes
January 28, 2021
3:00 – 5:00 (with free the fifties), Via Zoom

Abstract

Agenda amended and approved. Minutes of 12/3/2020 Approved. Chair Report. President Report. From EPC: Proposal for the Environmental Science, Geography and Management BS, as well as the Geography and Planning BA programs (and all associated course proposals and discontinuances) – Approved for Senate consent calendar. Upcoming WASC visit – approved report to Senate. From EPC: Proposal for elevation to full degree of the MA in Educational Leadership and associated discontinuance of the MA in Education with Concentration in Educational Leadership – approved for Senate consent calendar. Statewide Senator Report. Vice Chair Report. Vice President of Administration and Finance Report. Discussion of Emeritus Dinner – approved to postpone until “safe.” Vice President for Student Affairs Report. APARC Report. FSAC Report. CFA Report. Senate agenda approved. Good of the Order.

Present: Jeffrey Reeder, Laura Krier, Carmen Works, Bryan Burton, Wendy Ostroff, Elita Virmani, Emily Asencio, Paula Lane, Hilary Smith, Sam Brannen, Amal Munayer, Judy Sakaki, Karen Moranski, Joyce Lopes, Laure Monje-Paulson for Wm. Gregory Sawyer, Erma Jean Sims

Guests: Noelia Brambila-Perez, Richard Senghas, Melinda Milligan, Jerlena Griffin-Desta, Lori Rhodes, Michelle Goman, Matt Clark

Approval of Agenda – item added: Discussion of Emeritus Dinner. **Approved.**

Approval of Minutes of 12/3/2020 – Approved.

Chair Report – J. Reeder

J. Reeder reported that a number of things have come to our attention, or happened over the break and those will be included in other people's reports, but he did want to follow up on something which is an item that we talked about in our last meeting. He said he has heard, so far, some positive feedback from quite a large number of other departments and schools, as well as other organizations or affiliations within our campus about our “free the fifties. “If we all stick to it, then he thought we will have much less zoom fatigue this semester.



President's Report – J. Sakaki

J. Sakaki said she thought that the Faculty Retreat went very well. The parts that she was able to participate in seemed to have a broad cross section of faculty and the Retreat had diverse topics as well, so she wanted to say congratulations and thank you to Jeffrey for his leadership and to all those who participated in it. This past week was the Board of Trustee's meeting and it was the first meeting with the new Chancellor, Chancellor Castro. In his opening comments, he spoke about planning for fall 2021. He's getting a lot of questions about whether or not we can still deliver a majority of classes in person for fall 2021 and, given the new virus variants and given the slower rollout of the vaccine, he's getting questions whether that's still a reasonable thing to plan for. He said we are going to keep the health and safety of our campus community as front and center and we will work to be flexible, but right now that is still the plan. The planning about return is still going on. There are lots of discussions going on and he mentioned that there could be some variation by campus given their local community issues. He did talk about the vaccine and said he would like to encourage all students, faculty, and staff to take advantage and participate and get the vaccine when they're eligible. At the Board meeting, she presented an item. It was an update of the SSU master plan for housing. Each campus has a master plan and we need to keep that up to date, even if we're not doing something right away. The plan that we have is to add or change our Zinfandel housing complex. That is our oldest community, and there are some issues in terms of maintenance as it has aged. The plan is to eventually replace that Zinfandel complex with more freshman student housing. She presented to the Board subcommittee and they did vote positively for it. There were some questions that were asked and then the full Board had to take it up in and it also passed there. She thanked folks on Joyce's team who helped lay the groundwork for that and to keep us in line and ready for when we're able to, hopefully, have more students, so that we can make those changes and that we have the resources in order to update our housing. She noted that budget advocacy week is upcoming, the first week in February. Rob Eyler will be leading this effort for us. As some of you may know, Rob Eyler has taken on a new role with us since he left his Dean's position. He is serving as AVP for Government and Regional Relations for this year and that unit does report to Dr. Jerlena Griffin-Desta in my office. He will be setting up meetings that I will participate in. She knew there would be a meeting coming up with the Women's Legislative Caucus leaders, as well as different Legislators that serve our

region. We will update them about the CSU budgetary needs, as well as talk about Sonoma State. You should have seen out today our inaugural NomaNews newsletter. It's a new format. Kudos to Jerlena and Julia Gonzales, our Strat Com AVP for what we've wanted to do for a long time. She noted that the newsletter will only be as good as the information that SSU folks feed to us, so if there's a faculty award, if there's a meeting, if there's something you think is newsworthy and noteworthy, please share it. It will tie us together, especially now, because we're not in person, and sharing news is even more important than ever.

She noted that she is completing her work on the Governor's Task Force, the California Higher Ed Recovery with Equity task force. They have a final meeting this week. There's a draft report and she said she would talk about the actual recommendations in that report at a later date. Next week, there's a group called the Post-Secondary Education Council that is made up of the system leaders from the segments and it includes some business leaders. The purpose will be to get everyone moving in the same direction and support the recommendations. They will be reviewed by that body next week and then, pending support from that group, it will go to the Governor for his sign off on the report and then it will become public. Several people noted they had not received the newsletter and it was determined that many found it in their spam folders.

The President noted that she has pushed out her own update on a monthly basis and now the newsletter will fold that together with other facts. What we heard is people weren't hearing what was going on in other departments, such as, if there was a workshop, if there was something going on, and we want that information to be shared more broadly, or there's some award that's in your department, but we'd like the whole university to know about it, shout it from the rooftops, so to speak.

She provided a further update on the Board of Trustees meeting. This was important since it was the Wang Awards where Gerald Jones in Student Affairs was acknowledged with a wonderful presentation about him by the Chancellor. He is the one staff administrator across the entire system that was acknowledged. This is the second year in a row that Sonoma State has won this award so we're really proud of that. This is not only the wonderful recognition, but it also comes with a cash award as well, so the recognition, plus a \$20,000 award. We're very, very honored that that occurred and Gerald was able to accept and make some comments as well. We are so proud of him.

R. Senghas asked about with the EEP announcement, the early exit program, and since we're going to have those workshops, what he was wondering, is how tentative is the information or is it likely to be moving a lot, or a little because there's been quite a bit of conversation about that among faculty.

J. Lopes said she was happy to provide some additional details. The announcement today is just to inform the campus that the President and Cabinet have approved an early exit program. The next step is to engage in the meet and confer with the various unions and those are underway. As soon as we get through the meet and confer process, then the specifics of the EEP program will be shared in another email, along with the terms and conditions and in any election paperwork. The

workshops that are listed are actually CALPERS workshops that Trisha Ramos typically holds. We were thinking, it was important to get those scheduled because, of course, that may play a part in someone's consideration, if someone decides to take advantage of the EEP. There is no requirement to retire as part of an EEP, but many people do consider that, so we're getting those workshops scheduled and then we'll get additional information out as soon as we finish the meet and confers.

R. Senghas said he had a follow up question. One of the things he's seen expressed by a lot of people is the concern that if somebody ops for the EEP that puts a department in a position of not having that position necessarily met with a replacement, either through lecturers or a tenure track search for somebody who's junior faculty that would be cheaper and so apart from the individual penciling it out for them financially, which is a whole different issue, but he thought that institutionally and thinking from the departments, he was wondering if there were any thoughts or commitments or ways of trying to mitigate the damage of losing people who aren't absolutely critical, but will change the departments, if they if they aren't replaced.

J. Lopes answered that as it pertains to administrators and staff, we assume there'll be some positions that are critical that will have to be replaced and there's others we could perhaps look at reorganizing how we cover. She asked the Provost speak to the academic faculty positions.

K. Moranski said as with any faculty departures, for whatever reason, those lines would go back to the Center and then go through a process of calls for faculty positions. We're still looking at how much faculty hiring we will be able to do during the next year, so that's still an uncertain area, but we treat it the same as we do any other. There's never a guarantee of a one for one replacement, but we would be looking at not compromising tenure track density too much. We're always looking at that to make sure that we don't fall below the kind of place where we've been for the last several years in terms of tenure density.

J. Sakaki noted that for the Cabinet, we were discussing the merits of offering such a program. It gives us another tool to help us adjust to our budgetary concerns, and so we all understood that part of offering this might hurt some department in some way and might affect departments differently with the understanding that we couldn't just replace every position. The EEP program does offer an incentive and a payout to the individual, so we wouldn't necessarily have more resources, we would need to hold some positions vacant, if not to restructure. Our hope is that it would then help us mitigate the possibility of having to do additional layoffs or things like that.

A member noted it's been a long time since there was any feeling that retirements led to a new position being hired. In his department, we went from thirteen tenure track to eight without a replacement, so I don't think that this changes anything. We just hope lines get replaced. When a tenure track member retires after decades of work, they tend to earn a lot more than a brand-new faculty member, so there are savings, even by replacing a faculty member there are savings. He appreciated that

there's a payout, but over time, he thought there would be savings from a retirement and a rehire and just wanted to note that.

The President said that's an important point and it's really hard to know when a plan like this is offered, what the take rate will be and where those will land. But we thought it was an option worth exploring and offering.

A member said she thought that it's wonderful of the university, considering this as a first step before we get to layoffs or potential layoffs and she looked forward to incentivizing it the best that we can to save people on the other end of all of it. She thought it's similar to many things this university has done over the pandemic. She asked is there a minimum number of people taking advantage of this that you're willing to share that makes it worthwhile in the budget and is there a date by which you could tell a chair, or that we would more or less know by this date, so we can do the schedule. Clearly, we're going to start doing schedules and people are going to bug me about everyone in the office saying make an offer. A person can retire anytime. People don't have to claim they're retiring. If we could learn, just as an information item, the take rate that makes it worth your while and the date by which you think, generally, your best guess of a date that people might need to declare by.

The President said we will offer those deadline dates when we roll out the plan, and the timing will be such that it will allow departments to plan accordingly. It's such an individual thing deciding on when you would retire or leave the university, that it's really hard for us to, and it may be different based on the position level, whether it's faculty, whether its staff, whether it's administrator, but we came to the conclusion that any of these, even if it was a small number, would still allow us to really think through how we're structured and organized and to think about our resources, before we would have to move to more drastic measures that we hope we don't have to. We didn't set a target per se, but we're saying any would be helpful.

J. Lopes noted that we also, as we begin negotiations are not proposing a cap, either. Some EEP are offered on a first come, first serve basis, we're not proposing that either.

A member said he had a quick question as a new faculty member. He had been reading about the loss of enrollment, being down 9.7% and Cal Poly Pomona and other schools have actually increased enrollment. He thought as the only liberal arts school in the Cal State system, he wondered, is there a way we could better market ourselves because we are a unique Cal State.

The President said some of our northern California sister campuses are experiencing enrollment declines like we are. It could be that it means the numbers of high school graduates and the numbers of students ready are less when compared to the size of the growing population in southern California. We have been talking a lot and Provost Moranski has been helping us lead the effort to think about how we can better market. We are the only California institution in COPLAC which is a significant badge of pride, but we don't really market it that well. We don't market who we are and we would look to all of you to say how can we department by department get the word out about how special we are, so that we can see if our

enrollment takes a turn that helps us all the way around, not just for faculty courses, but for staff and for faculty positions and everything. We will continue to look for ideas to get the word out. She has said that when she started here, she felt like we're a gem, but a hidden gem and it's time for us to break out and not be so hidden, to really share who we are and what we have to offer. One of the initiatives that Provost Moranski has begun is that we have been having meetings with teams of people, the Presidents of the Community Colleges, trying to get the word out and saying to them - have you visited our campus and as soon as we're out of COIVD we'd like to host you on our campus and hopefully get more people to understand who we are, at Sonoma State and why they should not only take a second look, they should really consider encouraging their students to come to us.

From EPC: Proposal for the Environmental Science, Geography and Management BS, as well as the Geography and Planning BA programs (and all associated course proposals and discontinuances) – E. Asencio, M. Goman, M. Clark

E. Asencio said these proposals went through EPC in the fall. There's a ton of associated stuff, hopefully, you were able to take a look at that on Curriculog because it's a BA and a BS. Lots of new courses and some discontinuing, that all goes in a big package together. We spent quite a bit of time over a couple of EPC meetings talking with Michelle and Matt about these proposals and they've done a ton of work and it's amazing. After our first reading we had a couple of things that we asked for, which was determining how students were going to declare their focus within the BA program and asking them to provide a list of how the specific GE areas were mapping to the courses, including in their degrees. Other than that, we really didn't have any additional documentation or technical or questions or issues like that and we ended up unanimously approving these proposals on 12/10. Michelle Goman and Matt Clark are here to answer any questions. **It was approved as consent for the Senate Agenda.**

Upcoming WASC visit – K. Moranski, M. Milligan

K. Moranski noted that Melinda Milligan, who is our interim Director of Accreditation and Assessment is with us and she's the architect of the site visit that we'll talk about in just a few minutes. She started with a little bit on enrollment, so she could give some perspective on where we are with that, as we head into the end of the first week of the semester. We have a new entering, new student population of 409 and to put that into context, strategic enrollment had predicted a spring class at 379, so we have we are ending up being ahead of our projections for spring new student enrollment. That's terrific and we are happy about that, so we anticipate that a spring head count will be around 7200. Annualized, that'll be almost 7500 students for the academic year - this is 300 students above the budgeted headcount. It's a 3.86% increase. The good news is that we have some folks in strategic enrollment who have worked very hard on messaging and we have a bunch of faculty and department chairs and deans and staff across the campus who have been working extremely hard to get out the message and to make sure that we enroll as many students as possible. We may still get some additional enrollment because things continue to change into the second and third week of the semester, particularly as we enroll the internships and those kinds of courses. We'll see where we end up at

census towards the end of February. We are on the upswing, and we want to continue on the upswing. Fall is the next focus. We have to convert students from apps to deposits to enrolls, and so we will be working very hard on some conversion initiatives. She discussed one which is a scholarship program that we're rolling out for new students that the Cabinet approved last week. We'll be rolling out that scholarship program to first time, first year, students and we're hoping to work towards a transfer program as well. We're very excited about it. It's going to allow us to recruit more students who are underrepresented and fall just above the requirements for Pell eligibility and Cal Grant eligibility. There will be some Presidential scholarships and Dean scholarships and some Provost scholarships. The good thing about those is that they require that students commit to coming to the institution and that they can get ahead of the May 1 deadline and so that hopefully helps us get some early commitments from students. They are not huge scholarships, they are \$1000 and \$2,000 scholarships, so they are incentives. We did a great deal of research, thanks to Heather Brown in Institutional Effectiveness and Shannon Little in Financial Aid. The Community College meetings that we have been having with President Sakaki have been energizing and very, very helpful and what is helping to sell SSU, no mistake, is our two-year graduation rate. Being first in the system in our two-year graduation rate is something that all of the Presidents and their staffs have mentioned as that they weren't really aware of that. It attracted a great deal of attention and we are moving forward with some instant admit processes for students in Community Colleges in the region, so lots more to come. She complimented the School of Education and the School Counseling Program in the School of Social Sciences. We received final word this morning that they have received full accreditation from CTC, so it is an exciting accomplishment and we thank the faculty and staff in the schools for their incredible work on that accreditation. There is much more to talk about in terms of fall planning which continues to be a complicated effort. We are working with Risk Management and A & F is looking at room capacities right now with safety projections in place. We are looking at what the scheduling guidelines are and have been conferring with a variety of folks across campus to get feedback on those scheduling guidelines and we're about ready to release those. That will, we hope, help some of the efforts to schedule for fall. It is still going to be a complicated project.

Those of you who've been around for several years will recall that we had our Institutional self-report and our site visit in 2017 and 2018 and that was a huge effort for the campus. You may recall that they visited a week after we returned to campus after the fires of 2017, so it was a very crazy time but very successful effort. Out of that effort came seven recommendations and in the materials for today it are the seven recommendations and the final letter from last visit.

The recommendations have to do with degree program learning outcomes and assessment with program review and sticking to a program review policy that we had passed very quickly in that first year of President Sakaki coming to campus. They wanted to hear about our strategic planning process and the alignment of financial goals. They wanted to hear about our implementation of data tools for student learning and success. They wanted to hear about our strategic plan, particularly as it related to student experience and they wanted to hear about a diversity plan, which we are calling a diversity framework, and they finally wanted

us to articulate what it means to be a Sonoma State undergraduate or graduate student. We've engaged in a great deal of work on all seven of these recommendations and are ready for the next visit. We turned in a report that was very thorough, primarily spearheaded by Karen Thompson, so kudos to Karen and to Melinda who worked with her on that and to Stacey Bosick. There was a real group effort to prepare that material for WASC. We turned that in on December 22 at one day ahead of schedule. Now they are coming, virtually, to campus to talk about that report, and to ask questions of the community around those seven recommendations on March 4th and 5th. Please save those dates. We may be calling upon various folks to come and talk with the site visitors. The good news about the site visitors is that they are four of the same team that came in 2017. We're looking forward to showing them what we have done. She asked Melinda Milligan to discuss the logistics.

M. Milligan said we're waiting for WASC to communicate to us their preferred schedule during the visit. We anticipate that the visit will be organized around the seven recommendations, and so what we've been doing is strategizing about which members of the campus community will meet with WASC in sessions around these recommendations, so be ready to be contacted to ask to participate and many, many of you actually were already on the working groups that worked with Karen Thompson to create the report that the visit now is following up on, and so you know much about these recommendations and many of you know a lot about the ones that you worked on. That gives you a sense of where we might be calling on you to be available to engage with the team. We have strategized about how to make sure, within those meetings, that different campus constituencies are represented, such as making sure that we have Senate leadership, that we have the appropriate administrative individuals representing that link with particular recommendations, that that faculty are there, that students are there when it's appropriate especially student governance. Please be ready to hear about that. Because of the virtual nature of the visit, don't expect the same sort of large institutional calls for big meetings that are campus wide. It's going to be very targeted around the specific recommendations that they've asked us to work on and to engage with them on in the report and then in the meeting. On, February 16, the working group is going to be reconvening to talk more about how to strategize for the last visit, so be prepared for that if you're on the working group. She will send out more information about how we're going to use that meeting. Also, as the schedule comes together, and as we finalize what the different breakout rooms or groups are going to be around the recommendations, we will be preparing information for the people will be invited to that meeting that highlights the sorts of things that WASC might be interested in for a particular recommendation. To guide those conversations, we will be preparing one sheets that highlight the things out of the report, and beyond the report, that might tie into the specific issues that would be useful to be prepared to discuss in that particular meeting. She was looking forward to contacting all of the appropriate people on campus and getting all of those meetings scheduled and up and running. If people have more questions about the specific meeting, we can talk more than about the details.

K. Moranski said we're bringing this issue to you today in the hopes that that you will schedule us to present this information to Senate on February 5th so we can get the information out to yet a broader group of people.

A member asked about the repopulation of campus for fall. She knew a lot of things are still up in the air, but is there any sense from the Sonoma County Office of Education about the timeline for beginning vaccinations of faculty.

J. Lopes responded that Sonoma County turned over vaccinations for all educational entities in the county to the Sonoma County Office of Ed last week. We had our first meeting with them last week and then they've sent followed up information to Missy. They have already identified high schools where they'll do the vaccination sites. They're training healthcare personnel in vaccinating and getting them on board and putting that structure, together. The first group they're going to vaccinate is teachers who are teaching the younger students, K-12 or pre-kindergarten, first graders, but they are anticipating beginning to get to our on-ground faculty and staff, by the end of February. We'll be continuing to put information out about that. If you are teaching on-ground for spring, then you will be contacted individually by either Missy or by somebody on campus by email to say it's your time to get your vaccine, here's the location where you can go and do that, here's the method by which you can sign up for a time, but it'll probably be on a high school campus probably the one in Rohnert Park.

A member said he was curious about how many sabbaticals were awarded for next year.

The Provost responded that there were 13 sabbaticals and there was one DIP. Because people applied for both, there ended up being 13 sabbaticals and one DIP.

At 3:50, the Chair called for the "Zen ten" or the "free the fifties." He offered some archery stretches for those interested and everyone took a break for 10 minutes.

From EPC: Proposal for elevation to full degree of the MA in Educational Leadership and associated discontinuance of the MA in Education with Concentration in Educational Leadership – E. Asencio

E. Asencio said this is another set of proposals from EPC that hopefully everyone had a chance to take a look at. Lori Rhodes is here to help with any questions. EPC had no reservations. It was unanimously approved for both the elevation and the discontinuance. The discontinuous is just a concentrate that wasn't EO 1071 compliant and the coursework is encompassed within the new elevation to full degree proposal. There weren't any concerns about impact on students or financial impact. EPC unanimously approved this. **It was approved for the Senate consent calendar.**

Statewide Senator Report – W. Ostroff

W. Ostroff reported that the Statewide Senate plenary last Wednesday through Friday was very productive and she provided highlights. One highlight was the

opportunity to speak to Charles Tombs, the CFA liaison and he mentioned that they're continuing to request the CPAL leave or similar support for faculty suffering with the virus. They are also working with CSU on campus repopulation plans that are going to prioritize the health and safety of everyone involved. They're going to begin bargaining in the spring, but mostly for non-economic matters. We also heard from the Chair of CSU ERFSA and found out that they had awarded \$6,000 in grants. Those grants are open to both current and retired faculty, so for folks looking for funding, CSU ERFSA has grants available. The best highlight of all was to hear from our new CSU Chancellor Castro and he had a lot of positive things to say, including the idea that he hopes the majority of courses will be in person in the fall, but that we need to be safe, of course, and maximize student success. He said, the budget is better than six months ago, but it's still a cut from what it was, and that hopefully we'll have a more robust budget in the May revise. He's sponsoring legislation to reallocate prop 63 funds for student mental health services in the CSU system, and that was positive news because there's a big push to improve counseling ratios on our campuses. He has also met with the Biden administration transition team. He thinks that there's an opportunity to get a third investment of funds for COVID-19 assistance. He also discussed with the Biden administration, increasing the maximum award for Pell grants. He said that, hopefully, the dream act will be forthcoming, to help our dreamers get access to federal programs, so he had a lot of hopeful news. We also passed at the Statewide Senate three important resolutions. One was called Protecting Fair Workload for Faculty and the CSU. One was called the Disparate Impact of Technology on Underserved Students and a third was Ongoing Collaboration on Ethnic Studies. A lot of good work is afoot. She mentioned that Faculty Emeritus status was in our last meeting at the end of the semester. There's still a resolution that that hasn't passed yet. It was referred back to committee. That's something we may want to look at on our campus.

R. Senghas noted that one thing that he will be bringing up at the Statewide level will be all these required trainings and the timing of them, and whether they're relevant or not. He was comparing across the campuses because it seems like some of our experiences here don't quite match some of the other places. It seems reasonable to address this since it seems like some of the decision making was originally at the Chancellor's level.

Vice Chair Report – L. Krier

L. Krier had no report from S&F. She noted the call had gone out for the general faculty governance election for Spring 2021.

Vice President of Administration and Finance Report – J. Lopes

J. Lopes provide a couple of quick updates. Our Sustainability Council has been doing some great work and put out a full report. With Earth Week coming up, they just want to remind everyone to keep in mind the work we continue to need to do around moving forward sustainability. They're working on pledge language for our students, which she was sure, would be talked about with Associated Students. The notion is having a sustainability pledge, either as our students come into orientation or as they graduate or both. We have a bid out our waste management program. It's

something we've done internally for many years, but we really need to make progress on our waste diversion rates. Recology got the bid and they will be providing a summer student internship program for one student to participate in and they're also going to be providing one staff person from Recology to assist with recycling efforts on campus. We are also engaged in a sustainable procurement plan program, so you'll be hearing more about that. We have completed our greenhouse gases inventory, as well as a resiliency assessment that we've done with partners in the community. Finally, we are getting ready to bid the solar project, which includes a battery storage and micro grid package and so you'll start to see work on that in the parking lots probably in the May to June timeframe, with the idea of getting the parking lot work completed by July. Having it all connected to the battery packs and the micro grid would happen through the fall semester. They've been working diligently, even though we aren't in person, they're still getting a lot done. We also will be putting a call out for the Faculty Athletics Representative. Dr. Winter has been in that position for many years and is just an amazing advocate for our athletes. We think it is time to put it out again, though, and see if we have other faculty who might be interested in serving in that role. The Campus Planning and Space committee will be taking up reviewing the outdoor art installation policy. We have had some requests for installing murals on campus and that policy governs murals, but it hasn't been updated since 1999, so it did seem like a good idea to dusted it off and look at it. We'll be bringing that through the shared governance process.

A member asked for clarification on the vaccine piece again. It was faculty who are currently teaching on the ground that will be prioritized, it sounds like sometime in February, or we don't know for sure?

J. Lopes responded that the Sonoma County office was deeded this project last week, so they are working diligently to get it up and running, with the idea of first vaccinating the teachers that teach the littler ones. They think if the vaccine inventory that they've been promised comes through weekly as indicated, they would be getting to the staff and faculty who are on-ground for Sonoma State towards the end of February. People 65 years old and older will be taken earlier than that in the queue, so she noted that we're sorting through it and we're building the plane as we're flying it. We have a list of everybody's status such as working on-ground, or 65 and over. We will email each individual as you're eligible to be vaccinated and say you're eligible, here's the site, go here and make an appointment if you want to go take the vaccine.

The member asked is it okay to share that information?

J. Lopes said we're going to put out additional details as they are firmed up by the Sonoma County Office of Ed. We're still sorting through some of those details too, so we're trying not to get ahead of promising that something can be done that they can't actually do.

The member said then the other pieces is, obviously, is the anticipation that all faculty would be vaccinated by Fall?

J. Lopes said she did ask that question when she met with Steve Harrington. She asked that once you get done with your on-ground folks and our own on-ground folks, then what about the rest of us? Can we come get vaccinated and they said, oh geez, please can we just do this first and then we'll let you know. She told them she would call next week. We're hopeful that, once they finish the on-ground faculty and staff that then they'll go ahead and vaccinate the rest of us.

A member asked about education students. It was her understanding that Nursing students were vaccinated, so she was asking on behalf of teacher credential candidates who are also in the field. Our candidates go to the schools and practice, and they teach with their mentor teachers in classrooms without children. Can you tell us where in the lineup our teacher credential candidates are?

J. Lopes said our Student Health Care Center has vaccines in inventory to vaccinate our students and their first priority is to vaccinate our Nursing students and our Education students. Our Nursing and Education students should be able to call the Health Care Center and make an appointment right now. We have vaccinated 30 of our Nursing students already.

This link was posted to the chat: a useful link; <https://myturn.ca.gov/>

Discussion of Emeritus Event – J. Reeder

J. Reeder prefaced the discussion by reminding the members that every year there has been an emeritus event (dinner or lunch) and that we also have an Emeritus policy. The Emeritus policy states that at the time of their appointment to emeritus status that they shall be publicly and privately honored as feasible and deemed appropriate by the Executive Committee of the Academic Senate. That means it's up to us as a body to make the determination or decision about whether or not the event is publicly and privately feasible and deemed appropriate. There's been some discussion among various emeritus faculty members who have indicated a desire to go ahead with an emeritus event, obviously not face to face, but in a virtual format. However, to do so, brings a number of difficult logistical challenges, one which is that, if you've been to one of the emeritus events, that one of the main functions of it is not just to honor the honorees individually, but for people to have a chance to get together and chat with folks and sit at tables and talk and shake hands and see each other, after a time of absence. That's prohibitively difficult in any kind of virtual or remote fashion. The other issue is that the addresses for the emeritus faculty are part of sensitive data that we cannot share with those outside of the university community. In the past, we've used our resources on campus to create the invitations, put them in envelopes, print labels, send them through the campus post office, and have them have them go out. All of those resources are not available to us at the moment, so it'd be very difficult to even contact the emeritus faculty. We see ourselves in a situation similar to Commencement. People graduated in 2020, of course, their graduation is just as special as anyone else's graduation. Nevertheless, commencement itself for 2020 was postponed. Eventually, there will be some kind of event for them. We've had to defer that, so we're thinking that with the Emeritus

event, that the best and wisest thing to do is to simply defer the event as it has been in the past, until such time as we're able to mount a successful and safe Emeritus dinner or lunch, likely next year. He asked for discussion or comments.

A member said he understood and would support deferring it to a real dinner too, but wondered if we could do both. It sounds like some people want to do something now over Zoom, it wouldn't cost us anything, so it seems like we could do both.

J. Reeder said that's a good point, if it weren't for the invitation aspect of it. The Zoom one would be a zero cost or no cost or a low cost. The difficulty lies in how would we get word out to all of the emeritus faculty members. All of the invitations that are received and responded to go out through regular mail and so that's where the sticking point is now.

The member asked if emeritus faculty still have their SSU email addresses. J. Lopes noted that their email addresses are maintained, whether or not they use them is another thing, but they are maintained. The member asked if we have phone numbers for the emeritus faculty. J. Lopes said we have phone numbers for them, because we have to keep them updated on benefit information as well.

The Senate Analyst noted that there are 286 people on the emeritus faculty mailing list. She noted that was a lot of phone calls and she does not get their phone numbers, typically. She said she does not have a printer for this type of job working from home, the campus will not reimburse her for using a local printer, so it was not feasible for her to send out any mailings to the emeritus list.

It was suggested in the chat that the current honorees be listed in the new campus newsletter.

J. Reeder noted that the comment in the chat about "doing nothing sends an unintended signal" and that's certainly not we want to do that, we want to do something. We have to sort of pivot and try something else. The newsletter would be a good idea, and maybe a good use of this new communication method in particular, because we do want to honor and recognize these folks. At the same time, we want to recognize that we can't do so in a proper way.

The Senate Analyst said this newsletter idea is fabulous, but she thought it was important to communicate directly to the people that would have been honored this year to let them know that we're delaying it until it's safe to meet. Last year, our emeritus dinner was right at the beginning of the pandemic. We had hand sanitizer, we had people not shaking hands, that's how close we were to what was going on and a lot of the people that come to the event are definitely over 65, so we don't want to put them in any risk. She thought we needed to reach out to them specifically and say we are not doing this because it's not safe.

J. Reeder said he committed to reaching out individually to each one of the new emeritus faculty personally and communicating this with them, giving them a personal invitation to the event in the future to be determined. It looks like we

should take a vote on whether or not to whether or not to have an emeritus dinner or the motion could be whether or not to defer until the future the emeritus dinner.

The Senate Analyst said unfortunately she had to bring up a dispute that we're having right now with ERFSA. They believe that they can decide if we have this event or not, and my position is the policy says it's up to the Executive Committee. She asked the members to discuss how they would want her to present that or who should present that to ERFSA.

J. Reeder said whatever we decide here wouldn't prevent ERFSA, if they wanted to create their own event internally and contact people that they're in touch with. It wouldn't be the SSU event obviously. He said the motion would be to defer the Emeritus banquet until at least next year. Vote on motion: Yes = 9, No = 0.

J. Reeder said we will be will be cognizant, careful and diligent about communicating that with leadership and respectful about communicating that with the ERFSA leadership.

Vice President for Student Affairs Report – L. Monje-Paulson

L. Monje-Paulson said she had of couple quick announcements. She reiterated that the Student Health Center is offering vaccines to students. Because there is some additional information right now that the Student Health Center would need to determine their eligibility, like their living environment and their professional or work environment, they do need to message the Student health Center through their health portal or call the Student Health Center to indicate their interest in receiving the vaccine through the Student Health Center. They do continue to offer coverage testing as well for students who are symptomatic and asymptomatic, so students should contact the Student Health Center if they want to be tested through the Student Health Center. We had 502 students checked into our on-campus housing as of Tuesday. For reference, we had 450 or so in the fall. We have a net increase of about 50 students joining our on-campus community, which is exciting for those of us who like to see our students on campus. Last Tuesday the division of student Affairs held a two-hour training for all student employees employed within the division of Student Affairs. Student employment is an important factor for student retention. It builds a sense of community and belonging. Obviously, our students, especially those who've been hired this year, primarily, have been working remotely, and so we thought it would be important to bring everybody together. We had over 100 attendees. About 85 were specifically student employees and then some of their staff supervisors joined. We covered important information around being ambassadors for Sonoma State and we helped them learn more about the organization of the university, hopefully, so that as students interact with other students, they can serve as a better resource. Then we had an opportunity for all of our Executive Team members to share a little bit about how their areas are contributing to our strategic priorities and then all of the student staff members had an opportunity to ask questions. My favorite question was what is it like to work with students. It was wonderful just to hear it. Then our colleagues shared how the students are actually, quite literally, the reason why they're here and how important

it is getting to work with students during their development, in the workplace and as an employee which can be a valuable and important part of our work.

Associated Students Report – N. Brambila-Perez

N. Brambila-Perez reported that one exciting thing that has happened is we have an agreement with the university, that the Associated Students will be responsible for conducting the Basic Needs Program, and that way we don't have to revisit it every single year with the university, so we're hoping to expand the basic need resources from what we already offer with some new ideas that we're coming up with. This is one of the priorities for the Associated Students and knowing about the budget cuts, we didn't want this program to just vanish. We want it to grow. She hopes to present something to Academic Senate soon.

APARC Report – E. Virmani

E. Virmani provided a quick update about we're thinking in APARC. The next thing we're thinking about is assessment at a kind of meta level, and so, if there are folks who want to talk about that or the kind of role APARC could have in assessment, she would love any input, thoughts, about how folks could see value or any kind of direction that people might want or have for APARC with their responsibility to take on assessment.

EPC Report – E. Asencio

No report.

FSAC Report – P. Lane

P. Lane noted FSAC wanted to bring forward the RTP documents presented at the last Ex Com of the fall, to the Senate for discussion next week. The Chair asked if the discussion could happen at the second meeting of the Spring Senate and P. Lane agreed. She will submit the documents to the next Ex Com as well.

SAC Report – H. Smith

No report.

CFA Report – E. J. Sims

E. J. Sims started out by wishing everyone a happy spring semester on behalf of the CFA Executive Board. She noted that CFA will have our first meeting of the semester next Wednesday, February, the third at noon. It's the Executive Board meeting, but it's also a general meeting for all faculty members who would like to come. One of the topics is the early exit program. We're hearing from faculty some issues and concerns about the program. We want to open it up to a discussion. It's important for CFA to have input from the Faculty about the early exit program and

as was mentioned earlier, in compliance with the CBA, the early exit program that will be implemented at Sonoma State requires a formal meet and confer with the administration. We're getting excited about an Interrupting Racism workshop presented by CFA statewide. We will get invitations and a flyer out about that Interrupting Racism workshop. We have requested February, the 12th and the 19th. The workshop will be in Zoom meetings on those days, but you'll be hearing more about the Interrupting Racism workshop, back by popular demand.

Senate Agenda

AGENDA

Report of the Chair of the Faculty – J. Reeder

Special Student report

Approval of Agenda

Approval of Minutes

Consent Items: From EPC: Proposal for the Environmental Science, Geography and Management BS, as well as the Geography and Planning BA programs (and all associated course proposals and discontinuances) <https://sonoma.curriculog.com/proposal:2095/form>
<https://sonoma.curriculog.com/proposal:2176/form>,
<https://sonoma.curriculog.com/proposal:2175/form>,
<https://sonoma.curriculog.com/proposal:2177/form>

From EPC: Proposal for elevation to full degree of the MA in Educational Leadership and associated discontinuance of the MA in Education with Concentration in Educational Leadership <https://sonoma.curriculog.com/proposal:1611/form>,
<https://sonoma.curriculog.com/proposal:1994/form>

Special Report - Upcoming WASC visit report – K. Moranski,
M. Milligan TC

Approved.

Good of the Order

J. Reeder said he viewed the retreat as being a starting point for a lot of wonderful and good discussions and ideas and thoughts. We want to do everything we can to continue that throughout the semester and he was envisioning that many of those panels become the starting point for continued threaded discussions that go on, perhaps discussions or events sponsored by the Senate itself or recommended as actions to any of our committees or subcommittees. He was still thinking about that, still putting it in the best way, but he wanted to let the Ex Com know that that was happening and will happen.

Adjourned.

Minutes prepared by L. Holmstrom-Keyes with help from Zoom transcript