

Academic Senate Minutes

October 15, 2015

3:00 – 5:00, Ballroom A

Abstract

Chair Report. Agenda amended and approved. Minutes of 9/17 approved. Consent item: Revision to Biology Zoology concentration – Approved. SAC Report. Questions for the Provost. Vice Chair Report. Resolution On Establishment of a Dream Center at Sonoma State University approved. Vice President of Administration and Finance Report. Vice President of Associated Students Report. Statewide Senators Report. CFA Special Report – Dr. Howard Bunsis on SSU Finances. WASC Discussion. Senate Statement regarding Qualities wanted in new President. EPC Report. FSAC Report. CFA Report. Good of the Order.

Present: Richard J. Senghas, Carmen Works, Tom Targett, Catherine Nelson, Deborah Roberts, Michaela Grobbel, Sam Brannen, Matthew James, Sakina Bryant, Judith Friscia, Jess Hazelwood, Joshua Glasgow, Michael Visser, Jennifer Mahdavi, Laura Krier, Sunil Tiwari, Matty Mookerjee, Lauren Morimoto, Suzanne Rivoire, Michelle Jolly, Rheyne Laney, Melissa Garvin, Michael Pinkston, Donna Garbesi, Hope Ortiz, Kate Chavez, Ana Tongilava, Katie Musick, Laura Watt, Ed Beebout, Ron Lopez, Andrew Rogerson

Absent: Jennifer Roberson, Karen Thompson, Michelle Goman, Ruben Armiñana, Larry Furukawa, Matthew Lopez-Phillips

Proxy: Michelle Kelly for Mary Ellen Wilkosz

Chair Report – R. Senghas

The Chair announced that the Mayor of Rohnert Park would be visiting the Senate very soon. He said the GMC vision task force had met once; with the Presidential Search their work was temporarily suspended. He said he was getting materials from the task force and thought they would have something for the Senate by the end of the semester. He noted that the Chancellor's Presidential Search committee was very impressed by the campus at the Open Forum. The messages from the forum had clearly been received. A member said she had heard that the video of the open forum had been edited. The Chair said he had not heard that and it was his understanding that the video and live streaming were both unedited. He invited anyone to look at the video and if they saw anything missing to bring that to his attention. The member also asked if there was a deadline to submit comments to the email provided (presidentsearch@calstate.edu). The Chair said there was not a hard deadline, but time was of the essence. He thought comments needed to be in within the week. J. Wenrick said he had found out that there was some problem with bandwidth at the Open Forum and that might account for some missing segments in the recording.

Approve of Agenda – Items added: Resolution from the floor: Resolution on a Dream Center at SSU; CFA sponsored report from Howard Bunsis on SSU finances – **Approved.**

Approval of Minutes of 9/17/15 – Approved.

Consent item: Revision to Biology Zoology concentration – Approved.

SAC Report – R. Lopez

R. Lopez said SAC continued to work on the Attendance policy. They decided not to change the attendance policy itself. They suggested that each department prepare guidelines for faculty to help them craft good syllabi in terms of the attendance policy. He said he might have to resign from the committee due to the release time for chairing committee not being sent to his department. He believed that small departments were being discouraged from serving in governance. He thought this was an important conversation for governance to have. A member noted that this was discussed at the Executive Committee and that the Provost said he would talk to the Dean of A&H and wondered if that had happened. R. Lopez said he was not aware of such a meeting occurring.

Questions for the Provost

A member asked the Provost if he had been able to talk with the Dean of A&H. The Provost said he would be bringing this up at the Dean's council. He said the practice being discussed had come about during budget troubles, and was there to provide more flexibility. At that time it made more sense to give the Deans discretion, but now things were different. The Chair said he was entertaining an idea to create a policy or resolution that would speak to this.

Vice Chair Report – C. Works

C. Works reported that S&F nominated faculty currently serving on the WASC Steering committee to formally represent governance as well. They were approved by the Executive Committee. These faculty would also have a responsibility to report at either the Executive Committee or the Senate every other meeting to keep governance informed about the WASC process. They were working on criteria for the policy about faculty serving on administration searches. All the Schools had been contacted regarding the change to the membership of the Senate. Owen Anfinson was approved for the Copeland Creek committee.

Resolution On Establishment of a Dream Center at Sonoma State University – C. Elster

C. Elster, the Chair of the Senate Diversity Subcommittee, presented the resolution from the floor. He noted that on September 19th there was a Dreamers Conference at SSU. At that meeting President Armiñana announced his intention to start a Dream Center at SSU. He read the rationale of the resolution and the resolved clauses. **Motion to waive the first reading. Second. No objections.** A member noted that a Dream Center would not just serve Latino students. There was support from the students for this resolution. A member asked if the university was able to keep the student's information confidential. A member responded that the identities of undocumented students were already known. C. Elster said as far as where the

center was located, there should be sensitivity to the issues of being undocumented.
Approved unanimously.

SENATE RESOLUTION ON THE ESTABLISHMENT OF A DREAM CENTER AT SONOMA STATE UNIVERSITY

RESOLVED: that the faculty of Sonoma State University, commend and support President Armiñana on his decision to establish a Dream Center for undocumented students at the University and be it further,

RESOLVED: that the Senate Diversity Subcommittee and the Student Affairs Committee and other appropriate faculty governance committees work in a timely manner to provide assistance in establishing an effective Dream Center at SSU, with the goal of its opening in Fall of 2016.

RATIONALE (*was not approved for inclusion in final resolution*)

Sonoma State University is "committed to fostering and sustaining a pluralistic, inclusive environment that empowers all members of the campus community to achieve their highest potential without fear of prejudice or discrimination ... and... to supporting, retaining, and attracting students... who reflect the diversity of our larger Society."¹ Part of the charge of the Senate Diversity Subcommittee is "to recommend ... programs that will enrich diversity awareness within the campus community, and in collaboration with other university diversity efforts, promote increased diversity of students... on our campus."² The California Dream Act (AB 640) makes undocumented individuals eligible for in-state tuition and financial aid and faculty governance believes that undocumented students, who often do not seek services, deserve the support they need to be successful at Sonoma State University. Dream Centers to support undocumented students already exist at Santa Rosa Junior College and at four CSU campuses (Fullerton, Long Beach, Los Angeles, and Northridge).

Notes:

¹. Sonoma State University Diversity Vision Statement, <http://www.sonoma.edu/diversity>

². Sonoma State University Academic Senate Committee Charges, <http://www.sonoma.edu/senate/committees/senate.html#SDS>

Vice President of Administration and Finance Report – J. Wenrick

J. Wenrick verified that when the bandwidth failed during the recording of the Open Forum, that portion of the forum was lost. No one had edited the recording.

Vice President of Associated Students Report – K. Chavez

K. Chavez noted that the AS wanted faculty members to sit on the AS Elections Commissioner Search committee.

Statewide Senators Report – D. Roberts, C. Nelson

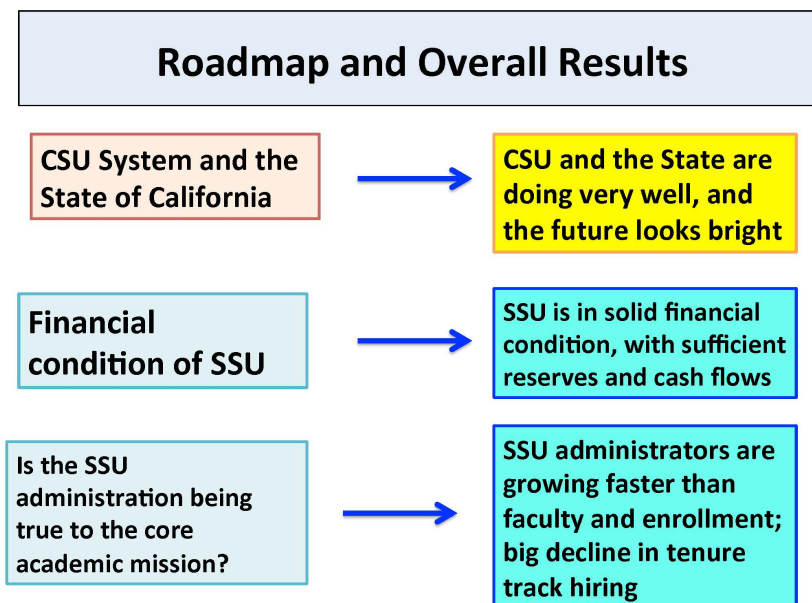
D. Roberts reported that virtual meetings were held last week. She reminded the members that she was Vice Chair of the Faculty Affairs committee. She reported that

the Chancellor's office was beginning to work on an HR system for the whole CSU. She said that C. Nelson had started a groundswell of resolutions about transparency in Presidential searches. Thirteen campuses had passed such resolutions and the rest were considering similar resolutions. Faculty Affairs was taking on the background check policy and were bringing forward a resolution soon to ask for the suspension of that policy until more details could be resolved. Other resolutions they were working on regarded emeritus faculty on the Board of Trustees, shared governance and the inclusion of lecturers in campus orientations. C. Nelson reported that the Academic Affairs committee also met virtually. They were working on the conceptual criteria for masters degrees. The Presidents had requested information about graduate programs in the CSU. They were consulted regarding changes to the Honorary degree policy. They would be hearing about the concerns about upper division GE and course match. She reported she would be attending the Math Council meeting at SSU to talk about the B4 requirement. A member asked if the background check policy concerns were about the whole package or just specific parts. D. Roberts said they were concerned about the whole package.

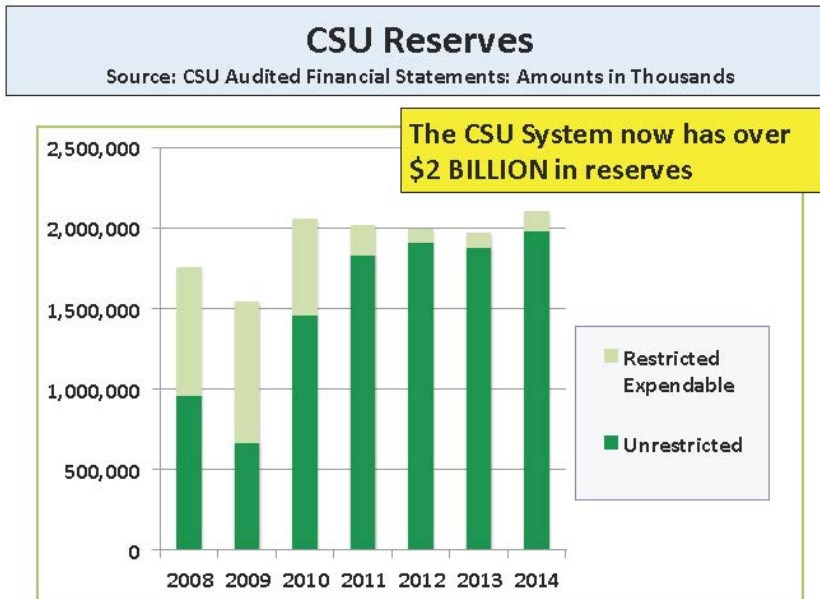
CFA Special Report – Dr. Howard Bunsis on SSU Finances

E. Newman introduced Dr. Howard Bunsis, forensic accountant from Eastern Michigan University. He had been on campus today to report on SSU finances and CSU finances. She asked the members to view the report in the context of the continuing fight for a 5% salary increase in the bargaining process. She noted that during the bargaining process, they had been told there was no money, but this presentation would show there is money.

H. Bunsis said he was a faculty member just like everyone else in the room. He had been to almost all CSU campuses now. There were 90 slides, so he would just do the highlights (the full presentation is on the Senate website: <http://www.sonoma.edu/senate/useful/reports.html>).

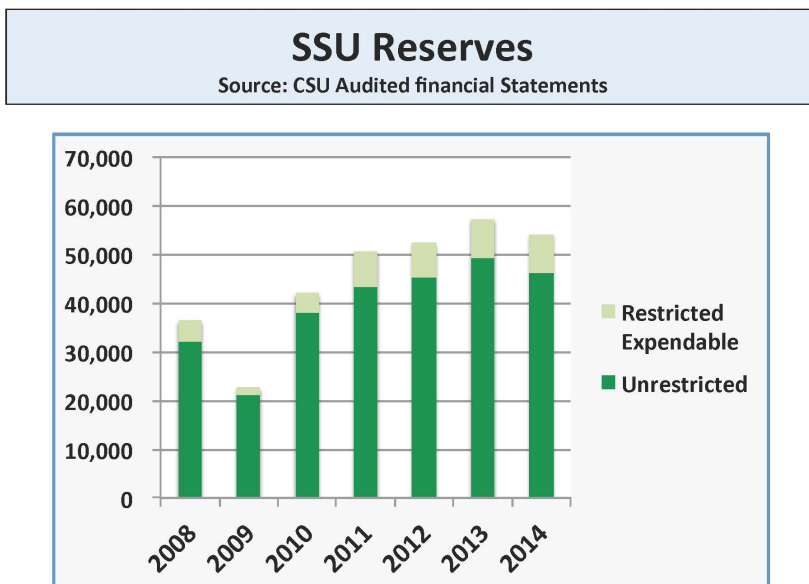


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17

He said the CSU system overall was very healthy. The CSU has \$2 billion in reserves in unrestricted money. The system says they are restricted, but only some are. The reason they have so much in reserves is that they put excess cash flow there. This leads to an incredibly high bond rating. But the system is not spending the money in the right way.



33

The unreserved portion in SSU's reserves is \$50 million. The university spends \$173 million in total per annum. The campus has the money. The university has generated over the last three years 13, 16, 17 million in extra cash flow after all expenses and revenues.

What CSU and SSU Administrators Would Say to Outsiders on the Budget – and the Outsider's Responses

CSU/SSU Administrators

- The Key is the budget
- We are limited in what we can charge for tuition
- We would love to spend more on faculty salaries and students, but there are significant political hurdles
- Those reserves are spoken for or restricted

Outsider Responses:

- Actual financial statements tell the true story
- The administration at SSU has much more flexibility than they claim
- Unrestricted is unrestricted, and there are solid reserves and large annual EXCESS cash flows

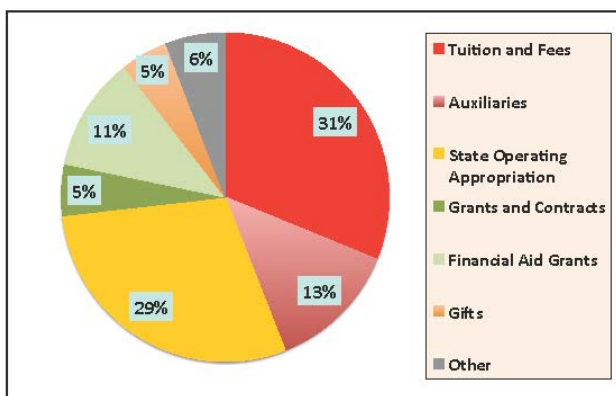
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He said the administration will say the key is the budget. He would say the key is actual financial statements. The budget is a plan. It's not what really happens. He said the strict walls they claim exist between funds is not that strict.

SSU 2014 Revenue Distribution

Total Revenue = \$178 Million

Source: CSU Audited Financial Statements

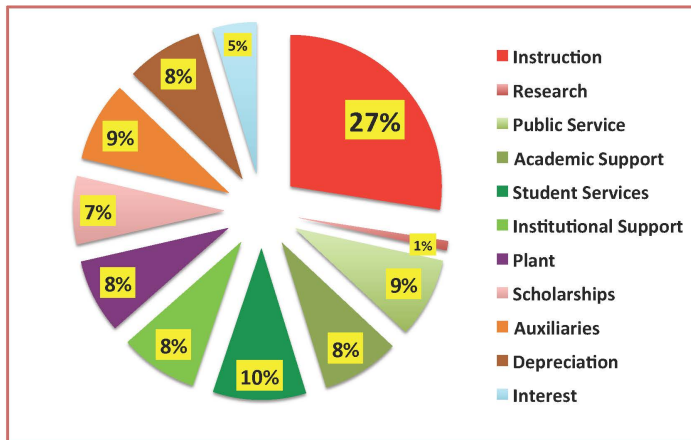


39

This slide shows where revenues come from. The state is not doing its part. Even with the state doing what they are doing, the university is increasing the cash flow every year.

SSU 2014 Expense Distribution

Source: CSU Audited Financial Statements



55

This slide shows where the money goes. He said they wanted the 2015 financial statements now. He thought it would show more of the same. All the green shades are administration related.

Percent of Total Expenses Spent on Instruction: SSU vs. All Other CSU Institutions 2014

Source: Audited Financial Statements

| In Thousands | Instruction Expense | Total Operating Expenses | Interest Expense | Total Expenses | Instruction % |
|--------------------------|---------------------|--------------------------|------------------|----------------|---------------|
| Long Beach | 182,842 | 453,274 | 5,585 | 458,859 | 40% |
| San Jose | 161,959 | 396,961 | 12,689 | 409,650 | 40% |
| Fullerton | 183,218 | 481,924 | 14,804 | 496,728 | 37% |
| Cal Poly Pomona | 108,350 | 286,024 | 7,901 | 293,925 | 37% |
| Stanislaus | 49,750 | 139,378 | 1,597 | 140,975 | 35% |
| Sacramento | 134,431 | 371,985 | 10,516 | 382,501 | 35% |
| Los Angeles | 100,566 | 289,868 | 3,399 | 293,267 | 34% |
| San Fran | 163,134 | 465,117 | 10,630 | 475,747 | 34% |
| Fresno | 104,928 | 302,359 | 4,122 | 306,481 | 34% |
| Cal Poly San Luis Obispo | 132,822 | 368,954 | 20,261 | 389,215 | 34% |
| San Bernardino | 85,054 | 248,630 | 4,788 | 253,418 | 34% |
| Chico | 82,695 | 239,396 | 7,369 | 246,765 | 34% |
| Northridge | 169,648 | 501,487 | 7,426 | 508,913 | 33% |
| East Bay | 75,213 | 221,447 | 5,564 | 227,011 | 33% |
| San Marcos | 58,734 | 178,182 | 4,200 | 182,382 | 32% |
| Bakersfield | 40,150 | 124,570 | 1,161 | 125,731 | 32% |
| San Diego | 159,600 | 495,102 | 7,711 | 502,813 | 32% |
| Humboldt | 49,276 | 152,815 | 3,096 | 155,911 | 32% |
| Dominguez Hills | 56,969 | 186,410 | 1,275 | 187,685 | 30% |
| Cal Maritime | 15,015 | 48,202 | 1,307 | 49,509 | 30% |
| Monterey Bay | 35,191 | 117,481 | 2,920 | 120,401 | 29% |
| Channel Islands | 36,051 | 116,596 | 13,071 | 129,667 | 28% |
| Sonoma | 47,517 | 164,890 | 8,067 | 172,957 | 27% |

61

Sonoma is last in spending on instruction in the CSU.

Instruction Salary and Benefits as Percent of Total SSU Expenses per IPEDS

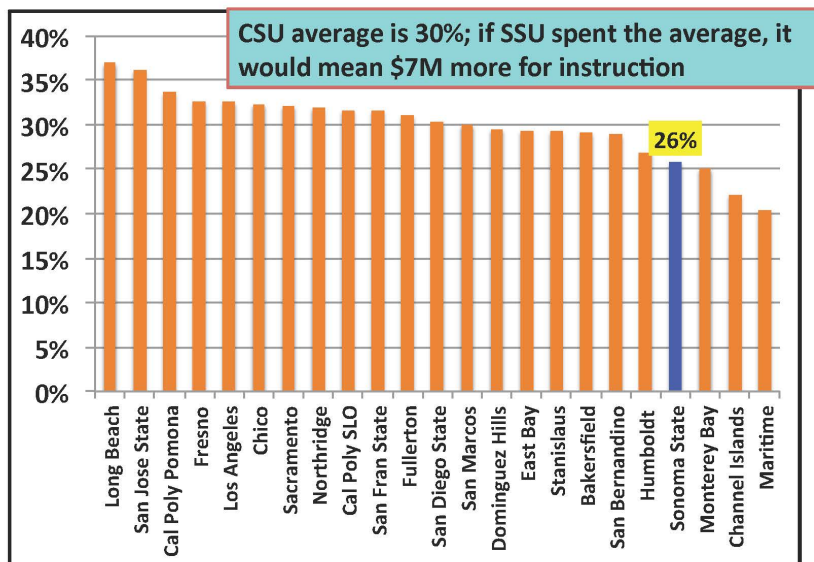
| In Thousands | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
|---|---------|---------|---------|---------|---------|---------|---------|
| Instruction Salaries | 31,855 | 32,790 | 28,388 | 30,809 | 30,153 | 29,937 | 31,503 |
| Instruction Benefits | 10,418 | 11,001 | 9,975 | 11,162 | 11,260 | 11,947 | 12,812 |
| Instruction Sal + Benefits | 42,273 | 43,790 | 38,363 | 41,971 | 41,413 | 41,885 | 44,315 |
| Total SSU Expenses | 146,174 | 150,165 | 143,960 | 152,411 | 152,122 | 162,197 | 172,957 |
| Instruction Sal + Benefits as % of Total Expenses | 29% | 29% | 27% | 28% | 27% | 26% | 26% |

Barely ¼ of total expenses at SSU go to those who teach the students

63

This show just salaries and benefits of instruction.

Instruction Salaries and Benefits as % of Total Expenses, All CSU Institutions per IPEDS

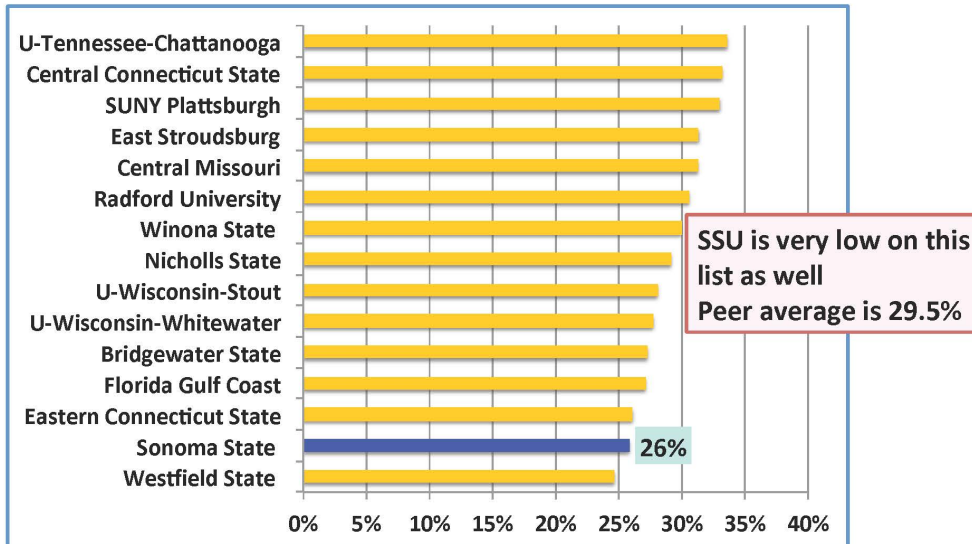


64

If Sonoma just spent the average in the CSU, it would add \$7 million to instruction.

Instruction Salaries and Benefits as % of Total Expenses, Peers per SSU 2025 Goals

www.sonoma.edu/senate/useful/sonoma%20state%20gi%20targets.pdf, Nov 2014



65

Also, SSU spending less in this peer group.

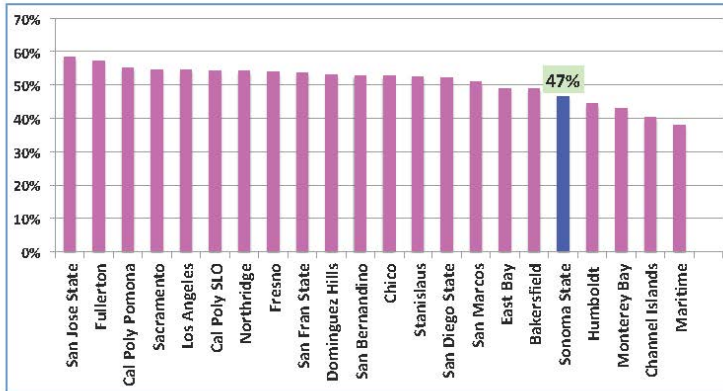
SSU Instruction Salaries as a Percent of Total Salaries per IPEDS

| | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
|---|--------|--------|--------|--------|--------|--------|--------|
| Instruction Salaries | 31,855 | 32,790 | 28,388 | 30,809 | 30,153 | 29,937 | 31,503 |
| Total SSU Salaries | 69,311 | 70,404 | 63,090 | 65,953 | 64,154 | 64,373 | 66,885 |
| Instruction Salaries as % of Total Salaries | 46% | 47% | 45% | 47% | 47% | 47% | 47% |

Not even ½ of total salaries at SSU goes to those who teach the students

66

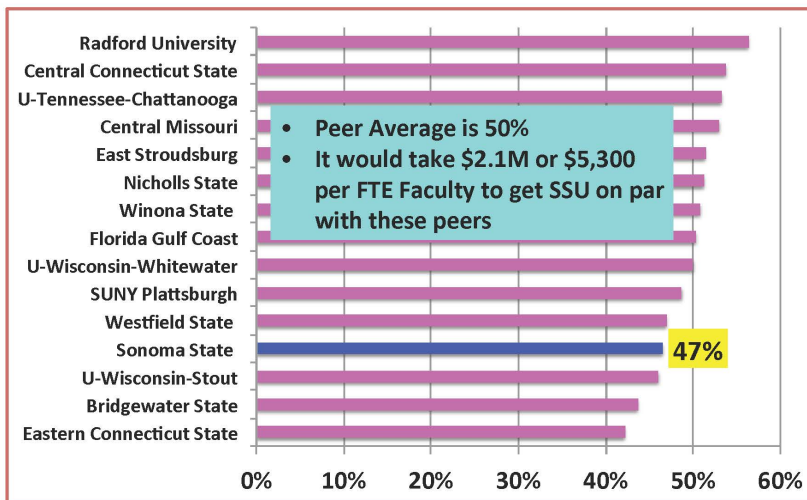
Instruction Salaries as a % of Total Salaries, All CSU Institutions per IPEDS



- The CSU average is to spend 52% of total salary on instruction
- SSU is 5% below average, or \$3M
- That would mean about \$8,400 PER FACULTY MEMBER more per year
- SSU Excess cash flows are about \$17 M per year

67

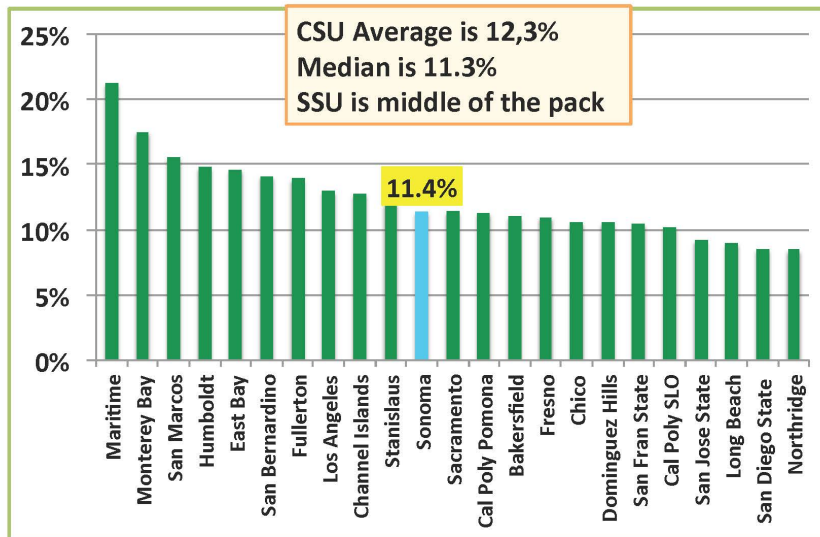
Instruction Salaries as a % of Total Salaries, Other Peer Institutions per IPEDS



68

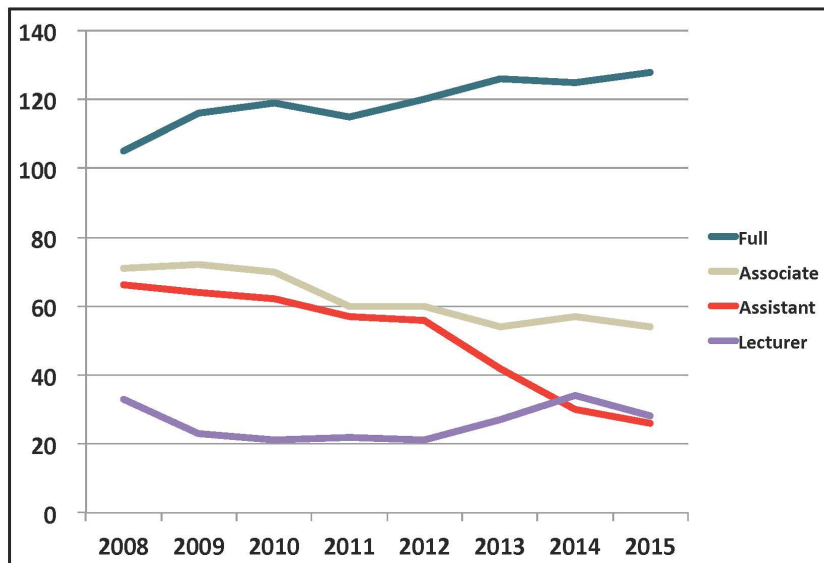
A member asked if more spending on instruction would affect the bond rating. H. Bunsis said it might affect interest rates a bit. If they upped the salaries \$2 million, it would barely affect the bond rating. He asked - is the priority to have a AA bond rating or to spend the right amount on instruction?

Institutional Support (Upper-Level Administration) Salaries as a Percent of Total Salaries for CSU Institutions



69

Instructional Faculty Graphically



76

He said he does this kind of analysis all over the country and sees this happening, but not as bad as at SSU. Not hiring Assistant Professors takes the life blood out of the

university. He said the university needed a commitment to hiring 20 **net** faculty for two or three years to remedy this.

Instructional Faculty Per IPEDS

<http://www.sonoma.edu/newscenter/2015/08/ssu-welcomes-19-new-faculty.html>

| | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | # Change 2008 to 2015 |
|-----------|------|------|------|------|------|------|------|------|-----------------------|
| Full | 105 | 116 | 119 | 115 | 120 | 126 | 125 | 128 | 23 |
| Associate | 71 | 72 | 70 | 60 | 60 | 54 | 57 | 54 | -17 |
| Assistant | 66 | 64 | 62 | 57 | 56 | 42 | 30 | 26 | -40 |
| Lecturer | 33 | 23 | 21 | 22 | 21 | 27 | 34 | 28 | -5 |
| Total | 275 | 275 | 272 | 254 | 257 | 249 | 246 | 236 | -39 |

- There is an alarming decline in the number of assistant professors
- In Fall 2015, there were 20 new assistants hired. It is not known how many faculty retired
- In the School of Business and Economics, 3 TT hires and 6 adjuncts hires

75

These are the numbers behind the graph. No one was laid off. When people left, no one was replaced.

SSU 2015 Faculty Salaries vs. Other CSU

Source: AAUP Salary Survey

| 2014-15 | Full | Associate | Assistant | Lecturer |
|--|----------|-----------|-----------|----------|
| SSU Average | \$87,888 | \$70,664 | \$66,116 | \$58,262 |
| Average of Other CSU's | \$93,456 | \$76,312 | \$70,680 | \$54,864 |
| SSU vs. Average | -\$5,568 | -\$5,648 | -\$4,564 | \$3,398 |
| SSU % vs. Average | -6% | -7% | -6% | 6% |
| SSU Rank (out of 23) | 22 | 21 | 19 | 5 |
| Change from 2011-12 to 2014-15 | | | | |
| SSU vs. Average (Lost ground at every level) | -\$1,010 | -\$728 | -\$83 | -\$204 |
| % Change in % vs. Others | -1.1% | -1.0% | -0.1% | -0.3% |
| Change in Ranking | Same | Down 1 | Down 1 | Down 1 |

83

2015 SSU Salaries vs. Other Peers – Levels

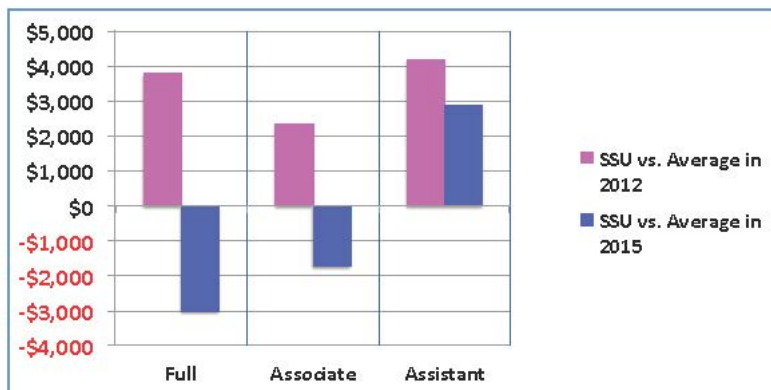
Source: AAUP Salary Survey

| 2014-15 | Full | Associate | Assistant |
|---------------------------|-----------------|-----------------|-----------------|
| East Stroudsburg | \$108,506 | \$86,032 | \$70,736 |
| Central Connecticut State | \$104,154 | \$83,945 | \$67,424 |
| Florida Gulf Coast | \$102,577 | \$76,231 | \$65,420 |
| Eastern Connecticut State | \$99,288 | \$80,186 | \$65,118 |
| Westfield State | \$92,861 | \$71,593 | \$64,598 |
| SUNY Plattsburgh | \$88,386 | \$69,172 | \$56,899 |
| U-Tennessee-Chattanooga | \$88,052 | \$69,571 | \$63,000 |
| Sonoma | \$87,888 | \$70,664 | \$66,116 |
| Radford University | \$86,204 | \$70,103 | \$62,494 |
| Central Missouri | \$84,158 | \$66,885 | \$57,088 |
| Winona State | \$83,836 | \$66,529 | \$60,025 |
| U-Wisconsin-Whitewater | \$79,692 | \$66,297 | \$67,361 |
| U-Wisconsin-Stout | \$73,091 | \$62,199 | \$58,730 |
| Average of Peers | \$90,901 | \$72,395 | \$63,241 |
| Sonoma vs. Average | -\$3,012 | -\$1,731 | \$2,875 |
| Sonoma Rank (of 13) | 8 | 6 | 4 |

84

SSU Salaries vs. Other Peers: Change from 2012 to 2015

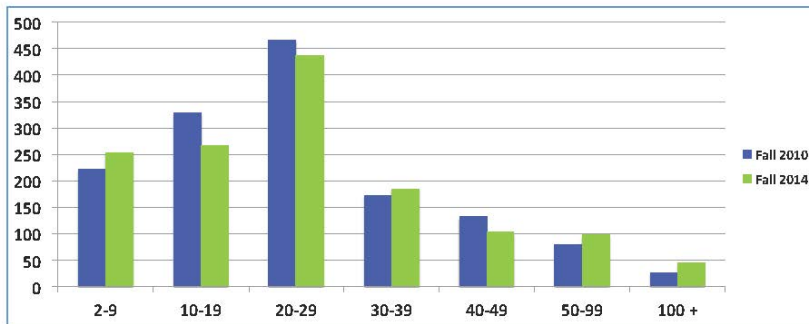
Source: AAUP Salary Survey



| Change from 2012 to 2015: | Full | Associate | Assistant |
|----------------------------------|-----------------|-----------------|-----------------|
| SSU vs. Average in 2012 | \$3,791 | \$2,352 | \$4,189 |
| SSU vs. Average in 2015 | -\$3,012 | -\$1,731 | \$2,875 |
| Change in SSU vs. Average | -\$6,803 | -\$4,083 | -\$1,314 |
| Ranking Loss | 5th to 8th | 4th to 6th | 2nd to 4th |

85

**Class Size per Common Data Set:
of Sections with Specific Class Sizes, Fall 2010 vs. Fall 2014
Definitive Upward Shift**



| | Fall 2010 | Fall 2014 | # Change | % Change |
|----------|-----------|-----------|----------|----------|
| 2 to 20 | 551 | 521 | -30 | -5% |
| 21 to 50 | 770 | 723 | -47 | -6% |
| > 50 | 104 | 141 | 37 | 36% |
| Total | 1,425 | 1,385 | -40 | -3% |

90

The university faced the enrollment growth with fewer small class, more large classes, less full time faculty, more part time faculty, and more administrators. This strategy was used at a place where cash flows and reserves are very strong.

The Chair noted that there was an AP article which misrepresented faculty salaries and this lead to not looking at the same facts. A member noted that a CSU administrator said that faculty salaries in the CSU were \$86,000. A member asked if this presentation would be shared with the media. E. Newman said that Dr. Bunsis has been on Morning Edition on NPR. She said the report showed what faculty had experienced and what she thought was new was the state of the university finances and CSU finances and abundance of cash they had. When she heard this, she was very angry. The money CFA was asking for was there. She asked for the Senate to put pressure on the President to enact more equity pay – the faculty needed to come up to the average. A member asked if there was a equivalent reduction in salary for administrators. H. Bunsis said, no, the administrators at SSU had larger salary increases than faculty. He said that understanding lecturer salaries was another big project. Applause.

WASC Discussion

The Chair noted that the two year WASC re-accreditation process was starting. The final visit of the WASC team would occur in 2017, however a large amount of data needed to be collected starting now. He asked to start with what WASC had told the campus last time and determine what had been successful and what still needed to be done. In the packet was a list of the recommendations from the 2009 Educational Effectiveness Report highlighting areas that would pertain to faculty governance. He noted that himself and the Provost were co-chairs of the WASC Steering Committee. R. Whitkus was the liaison to WASC. He said the basic premise was still the same – to assess what was being done and the using that data to make decision about

moving forward. R. Whitkus said that WASC's was interested in seeing how the campus reflected on the implications of data gathered, so there needed to be many conversations about how the campus thinks it is doing, how the data helped make decision or what data was needed to make decisions. This is what the report to WASC should be about. He asked the Senate members to feel free to contact himself or the co-chairs of the Steering Committee. He announced that the WASC liaison would be visiting campus on October 21st at 1:00 in Schulz 3001 to provide an open forum about the new WASC standards and processes. The Chair said that one of the areas that governance was looking at was what should be done after UPRS discussed program reviews. He noted the difficulty not having APC for this process. Some tasks would be borne by other faculty governance committees. He asked if anything was confusing or concerning to the Senate members.

Senate Statement regarding Qualities wanted in new President

The Chair noted that much information was received from the Open Forum and members could send an email to presidentsearch@calstate.edu describing qualities wanted in the new President. He wanted a statement from the Senate to be brought forward so that the Search Committee would hear officially from faculty governance. A preliminary list of qualities was included in the packet and he asked for any other suggestions.

Senators offered the following suggestions for the list of qualities wanted in the new President from a faculty governance point of view:

- Commitment to Academic Affairs on campus particularly in terms of resource allocation.
- Record of successful faculty recruitment strategies and maintenance of a high tenure track to lecturer ratio.
- Continued respect for faculty control over curriculum and curricular approval process.
- Prioritizing Academic Affairs as core division of the university.
- Strengthening the current statement – “A clear vision of the future of higher education in particular higher education in the CSU system” to indicate that the new President will not change the character of the campus to a research or for-profit campus and will be true to the stated mission of the CSU.
- As edits were made, to continue the concept of the collaborative nature of campus between faculty, staff, students and administrators.
- Clear language about the meaning of item - Sophisticated, progressive stance to academic program development (include specifics)

- “Record of successful collaboration on institutional visions and strategic planning” needs a reference about collaboration with whom.
- That the new President ensure that financial priorities follow academic priorities.
- Include some language about the quality of treatment of lecturers.
- Include a statement about sustainability.
- Evidence of experience with collective bargaining.
- Add statement about collegiality or include that in the list.

There was a request to group the list into broad themes with related characteristics. The Chair asked for ideas about such themes.

One theme suggested: Emphasize Academic Affairs. This would include commitment to hiring TT faculty and making sure faculty are adequately compensated. Faculty purview over the curriculum would be in this one. Demonstrated commitment to the fiduciary responsibility to the university and its mission’s priorities (including infrastructure for direct support of teaching, such as classroom space and teaching technologies) as well. Another theme – Having a vision, but being collaborative about that vision. Another theme - Commitment to certain characteristics of the university such as diversity and sustainability and to see the rest of campus as colleagues. Another theme – Personal Qualities - Strong academic/scholarly background, including a track record of teaching, an impeccable reputation for integrity, transparency, and accountability, clear vision of the future of higher education, and in particular, higher education in the CSU system as an institution preparing students who will engage at community, regional, state, and global levels.

Motion that the Chair take in all the suggestions and present it to the Senate for feedback. The Chair voiced concern about timing and asked if he could send the revised document to the Executive Committee for feedback. **The final motion: That the Chair take all the suggestions and re-do the document to reflect the suggestions and send that to the Executive Committee for final review. Second. Approved.**

EPC Report – L. Watt

L. Watt reported that EPC had an active conversation that day. They were working on a document from EPC to the Presidential Search committee expressing concern about the impact to curriculum due to limited resource issues. She reviewed the main points of EPC’s document. They were putting this forward as they want the candidates to be aware of the issues. They discussed revisions to the MCCCCF. They were looking at separating the MCCCCF into three forms. EPC had taken up policy issues such as the curriculum guide, the academic certificate policy, as well as the implementation of the SEIE policy and a TA policy or best practice guidelines. They

were also discussing a wide range of issue with GE and she thought that conversation would lead in to the GE program reviews process coming up soon.

FSAC Report – E. Beebout

E. Beebout reported that FSAC had the first reading of the summary document for the RTP revision and had a lively discussion. They would start a first reading of the whole RTP policy at their next meeting. Members of FSAC would be attending their School Department Chair meetings to give the Chairs an idea of the direction the policy is going. They still hoped to have the revision to the Senate by the end of the semester, so the Senate can discuss it in the Spring.

CFA Report – C. Works

C. Works reported that the strike vote started on Monday. She noted that legally they could not strike until fact finding was over, but they wanted to hold the strike authorization vote now. A member asked about the timeline for fact finding. C. Works said that could take awhile and she thought it could be January before that report was received. They were holding the strike vote now because faculty would not necessarily be present in early January. A member asked if there was a strike, when would it occur. C. Works said she really didn't know, but thought they wouldn't see anything until the Spring semester and stated they may do rolling strikes.

Good of the Order

The Chair formally thanked the President for sponsoring the Excellence in Teaching Awards this year and recognized a member for receiving the award – Michael Visser. He also thanked the Provost and the Senate Analyst for the reception. K. Musick reported that Rohnert Park was holding a meeting that night about the future of the city. L. Morimoto announced a reception on November 18th from 4 – 6 pm to celebrate international education week and to recognize international faculty, students and staff. She praised the Deans of Extended and International Education, Science and Technology, Business & Economics and the Library for co-sponsoring the event. She noted that the School of Business & Economics was also donating wine for the event. She encouraged all to attend. L. Watt announced that Sustainability Day would be held on October 21st and lots of great stuff was happening.

Adjourned.

Minutes prepared by L. Holmstrom-Keyes