

**Academic Senate Minutes**  
**May 26 2005**  
**Multi Purpose Room**  
**3:00 p.m. - 5:00 p.m.**

**Abstract**

Agenda amended and approved. Minutes of 5/12/05 approved. Chair's Report. Academic Freedom Statement approved. Grade Appeal Policy revision approved. Honors at Graduation Policy approved. Resolution on Faculty Compensation and the Crisis in Recruiting and Retaining Faculty of High Quality in the California State University and at Sonoma State University approved. Program Review Protocol approved as interim policy that will be reviewed in the Fall. Changing of the Guard. Commendation for Susan McKillop. Good of the Order.

**Present:** Melanie Dreisbach, Elizabeth Stanny, Catherine Nelson, Jan Beaulyn, Robert McNamara, Susan McKillop, Rick Luttmann, Noel Byrne, Birch Moonwoman, Michael Pinkston, Steve Wilson, Elizabeth Burch, Elizabeth Martinez, Robert Train, Tim Wandling, Bob Vieth, John Kornfeld, Raye Lynn Thomas, Tia Watts, Dan Karner, Sam Brannen, Wanda Boda, Charlene Tung, Myrna Goodman, Glenn Brassington, Sandra Shand, Marguerite St. Germain, Larry Furukawa-Schlereth, Greg Tichava, Robert Coleman-Senghor, Elaine McDonald, John Wingard, Brigitte Lahme

**Absent:** Robert Karlsrud, Eric McGuckin, Heidi LaMoreaux, Liz Thach, Steve Cuellar, Richard Whitkus, Bruce Peterson, Ruben Arminaña, Brad Mumaw, Caitlin Hicks, Jonathan Peacock

**Proxies:** David McCuan for Melinda Milligan, Katharyn Crabbe for Eduardo Ochoa

**Guests:** Rose Bruce, Andy Merrifield, Craig Winston, Helmut Wautischer

**Consent Items:**

**Approval of the Agenda – move #5 to time certain of #2, Second. Approved.**

**Approval of Minutes 5/12/05 – emailed – Approved.**

**Report of the Chair of the Senate - Melanie Dreisbach** (*The Chair kindly submitted her written report for these minutes. lh*)

In my ballot statement when running for Chair-Elect, I spoke of the need to be united as a campus community and to bridge the great divide between faculty and administration. I also spoke of the need to truly listen to one another, to communicate openly, and to understand each other's point of view. During the past year I have worked to my best ability to realize those aims.

As Senators, you are most aware of the work that is accomplished by the Academic Senate on behalf of the University community. You may, however, be less aware of the work of the Chair of the Faculty. In this final report I would like to share some of the responsibilities undertaken by the Chair.

**Committee Work:** The Chair serves on an array of committees, most of which meet regularly throughout the year.

1. Chair of the Senate
2. Chair of the Executive Committee
3. Budget Committees-- PBAC, AABAC, CRC, SBC
4. Structure and Functions Subcommittee of the Executive Committee
5. Planning Committees--Academic Affairs Strategic Planning Committee; USPC
6. WASC Workshops and planning/debriefing meetings
7. Fee Advisory Committee
8. Green Music Center Task Force
9. CSU Campus Chairs
10. Honorary Degree Committee

**University Ceremonial Events:** The Chair is invited to and attends a wide variety of student, staff, faculty, and administration functions, often being asked to share prepared remarks.

1. Fall and Spring Convocation
2. New Student Convocation
3. Spring Faculty Retreat
4. Faculty Emeritus Dinner
5. Faculty Expo of Scholarship and Sponsored Programs
6. Excellence in Teaching Celebration and Panel Discussions
7. Staff Appreciation Day
8. Retirement gatherings
9. Executive position searches
10. Awards ceremonies and gatherings for scholarship students, EOP Students, International Students, Community Based Learning

### **Informal Meetings**

1. Three Chairs--Past, Present, and Future
2. President
3. Provost
4. Chief Financial Officer
5. President of SSU CFA Chapter
6. Informal Executive Committee meetings with the Provost
7. Regular meetings with Academic Senate Administrative Analyst
8. Individual faculty members, students, and student groups

### **Campus Climate**

Fridays at Four

Faculty Celebration

Executive Committee Socials

University Convocation--setting a collaborate, positive tone

In all of these venues, I have striven to highlight the role of the faculty in our academic mission, and to push for shared faculty governance and decision-making,,

using the access afforded to the Chair to build working relationships that support the academic mission and faculty governance. It has been a challenging, intense experience for which I am grateful. Thank you for the opportunity and for working with me this academic year. I look forward to working with you and our new Faculty Chair, Elisabeth Stanny, during the coming academic year, building on our areas of success and working to create new success in a continuous process of growth and improvement.

## **BUSINESS**

### **Academic Freedom Statement – J. Wingard**

Craig Winston and Helmut Wautischer were guests for this item. J. Wingard noted changes from the first reading that did not make it into the packet.

Vote on statement. *Approved.*

### **SSU Academic Freedom Statement**

*Academic freedom is the unrestricted search for knowledge and truth and its free exposition in the scholarly community. This is a special freedom necessary to the mission of the university. Academic freedom is vital to ensure the acquisition and dissemination of knowledge for the benefit of the professors, the students, the institution, the academic community, and the public. Faculty and students must be able, under the principles of academic freedom, to seek knowledge and truth and to express and defend their viewpoints in an atmosphere of mutual respect.*

*Professional responsibility is the logical correlative of academic freedom. As members of a profession possessing the right of self-governance, the faculty has the duty to define the rights and responsibilities necessary for pursuing knowledge and truth. All members of the academic community have the responsibility to conduct themselves in ways that will promote the achievement of the purposes for which academic freedom exists.*

*The exercise of academic freedom must be judged by standards established by the faculty in accordance with the expertise and authority of the faculty.*

### **Grade Appeal Policy revision - Second Reading – B. Lahme - attachment**

B. Lahme introduced the item. She reviewed the changes.

Vote on Grade Appeal Policy revisions – *Approved.*

### **Honors at Graduation Policy - Second Reading - B. Lahme – attachment**

B. Lahme introduced this item. She reviewed the changes. Vote - *Approved.*

### **Resolution on Faculty Compensation and the Crisis in Recruiting and Retaining Faculty of High Quality in the California State University and at Sonoma State University – S. McKillop – First Reading**

S. McKillop introduced this resolution. Second.

Motion to waive first reading. Second. *Approved*.

Motion to take out "full time" in line 2 of rationale to read, "At present over 50% of faculty at SSU." Second. Question called. Second. Approved.

Vote on amendment – Yes = 10, No = 16. *Failed*.

Question Called. Second. *Approved*.

Vote on Resolution on Faculty Compensation and the Crisis in Recruiting and Retaining Faculty of High Quality in the California State University and at Sonoma State University - *Approved unanimously*

**Resolution on Faculty Compensation and the Crisis in Recruiting and Retaining Faculty of High Quality in the California State University and at Sonoma State University**

RESOLVED: That the Academic Senate of Sonoma State University endorse the report *Faculty Compensation and the Crisis in Retaining, Recruiting and Retaining Faculty of High Quality*, which analyzed the effect of compensation in the CSU in selected regions of California; and be it further

RESOLVED: That the Academic Senate of Sonoma State University support the action taken by the Academic Senate CSU (ASCSU) that calls upon the Chancellor and the Board of Trustees to make faculty compensation one of the most important issues in budgeting; to make clear their unwavering support in all annual budget proposals for providing faculty compensation increases at the parity recommended by the California Postsecondary Education Commission (CPEC); to address the California Faculty Association issue of salary compression; to announce the senate's strong support for the current faculty pension system and for the Faculty Early Retirement Program; and be it further

RESOLVED: That the Academic Senate of Sonoma State University endorse the report *Faculty Compensation and the Crisis in Recruiting and Retaining Faculty of High Quality at Sonoma State University*, which examines the relationships between compensation, faculty flow and housing costs in the context of Sonoma State University's growth; and be it further

RESOLVED: That the Academic Senate of Sonoma State University send this resolution to the CSU Statewide Academic Senate, all CSU campus senate chairs, the CSU Board of Trustees, the Chancellor's Office, the California State Student Association and the Associated Students of Sonoma State University.

RATIONALE: Over the next years Sonoma State University (SSU) is slated to grow five percent per year, requiring increased employment of full-time faculty to maintain the systemwide standards agreed to in the six-year compact between the Governor and the Chancellor. SSU faculty members who are approaching retirement must also be replaced. At present 51 percent of full-time faculty at SSU are aged 50 or more. The situation at Sonoma State University, thus, is further evidence at the campus level of employment difficulties encountered statewide in light of housing

costs, compensation levels, including salary compression, and potential alterations to the pension system and the Faculty Early Retirement Program. The Board of Trustees has made timely graduation of students one of its highest priorities. The priority requires the presence of an adequate full-time faculty on each campus to guarantee CSU's success in this endeavor.

### **Program Review Protocol – E. McDonald – Second Reading – attachment**

E. McDonald spoke to this item. She noted language included in the packed from the Provost for language for the Protocol concerning resources. She read a statement from Senator Karlsrud who was not present at the meeting concerning the Provost's suggested language.

From last meeting a motion to delete the phrase on page 2, paragraph 2, "Resources for the assessment and program review will be provided by the Division of Academic Affairs" was pending. Second from past meeting. Vote on motion – **Failed.**

It was clarified that even though no record has been found, the previous Program Review Protocol was approved by the President in 1993 and Academic Affairs was instructed to implement it.

There was considerable discussion.

Motion to amend – On page 2 of 8 replacing "Resources for the assessment and program review will be provided by the Division of Academic Affairs " with "Because assessment is mandated by the CSU Board of Trustees and by WASC accreditation, supporting funds should be provided at the highest institutional level of SSU and dispersed through the division of Academic Affairs for on-going assessment and program review. Therefore, Academic Affairs is called upon to develop, in conjunction with the appropriate Academic Senate committee(s), a plan to ensure equitable distribution of assessment funding through instruments that will support the development and implementation of effective assessment, data collection, data analysis, evaluation and reporting procedures." Second.

Question called. Vote on calling the question. Yes = 14; No = 11. **Failed.** (*requires 2/3*)

Motion to amend amendment. Replace "called upon" with "will." Second.

Question called. Second. Approved.

Vote on amendment to amendment to replace "called upon" with "will." Yes = 12; No = 13. **Failed.**

Return to previous amendment. There was further discussion of the amendment. Options for proceeding with this item were outlined by the Chair.

Question called. Second. Yes = 13, No=9. **Failed.** (*requires 2/3*)

Request to withdraw above motion to amend. No objection.

Motion to accept the Program Review Protocol as interim policy and to revisit it in the Fall. Second.

Question called. Second. *Approved.*

Vote on motion to accept as interim policy with the intention to revisit the policy in the Fall. Yes = 13; no = 12. *Approved.*

Motion to extend by 15 minutes. Second.

### **Changing of the Guard**

Appreciation was expressed to the Academic Senate Analyst.

Applause for outgoing Standing Committee Chairs.

Commendation from the Statewide Academic Senate for Susan McKillop read by Senator McNamara.

Motion to endorse commendation. Second. *Approved unanimously.*

### **Commendation of Susan McKillop**

WHEREAS, Susan has served the Academic Senate of the California State University for nine years in myriad ways including membership on three standing policy committees (with only TEKR failing to be blessed by her presence), Senate liaison to the California Postsecondary Education Commission (CPEC) and to the Academic Council on International Programs, Chair of the Task Force on Master Plan Strategy, Vice-Chair of Fiscal and Governmental Affairs, and Chair of the Faculty Trustee Nominating Committee; and

WHEREAS, Susan has, on countless occasions, been a strong Senate representative in the state capitol, reporting on CPEC, bird-dogging legislation, and relentlessly monitoring activities affecting the Master Plan; and

WHEREAS, Sonoma State University has benefited extensively from her contributions to long-range academic planning; and

WHEREAS, Susan, whose scholarly works on the Renaissance have been recognized as extraordinary in her field, would be the expert guide to Italy for those of us who have dreams of someday summering there; and

WHEREAS, Susan, as a member of the board of directors of Sacramento's Crocker Art Gallery Association, has been a statewide voice for arts in the inner city and rural high schools; and

WHEREAS, Susan's passion in the pursuit of excellence in teaching earned her the prestigious 2004 Wang Award; and

- WHEREAS, Susan has consistently reminded all who have worked with her on the Academic Senate CSU and Sonoma State Academic Senate of the value and principles of shared governance; and
- WHEREAS, Susan has assumed the role of real life mentor, fashion consultant, resolution co-editor, and crossword maven, to all within arms reach; and
- WHEREAS, Susan (her passport says *Martha Susan*, but nobody is supposed to know this) brings warmth, generosity and loving attention to all those who have the privilege of working with her; therefore be it
- RESOLVED: That the Academic Senate of the California State University recognize that Susan's commitment to the mission and charge of the Senate sets the standard for all of us, in our quest to be informed, effective advocates for higher education; and be it further
- RESOLVED: That the Academic Senate CSU declare its appreciation to Susan McKillop for her unstinting service and express its gratitude for the privilege of working with such a principled, talented, and warm colleague.

Special "chair" presented to Past Chair Nelson by Chair Dreisbach.

Gavel passed to Chair-Elect Stanny.

Resolution for Melanie Dreisbach read by incoming Chair E. Stanny

- WHEREAS Melanie Dreisbach led the faculty with integrity, grace, kindness, evenhandedness and sincerity fostering an atmosphere of collaboration, cooperation, and accomplishment; and
- WHEREAS she invigorated and revitalized Convocation with creative presentations and an inspired speech; and
- WHEREAS she worked tirelessly and selflessly, devoting herself to leading the Senate through a challenging year with brilliance and panache; and
- WHEREAS she initiated social events that connected the campus community, including Fridays at Four and a Faculty hors d'oeuvres party, where food and ideas were shared; and
- WHEREAS her commitment to open communication and transparency enabled her to develop creative solutions to difficult problems; and
- WHEREAS her excitement and engagement in working on behalf of the faculty and institution inspired others to become involved in governance; therefore, be it
- RESOLVED That the Academic Senate and the faculty of Sonoma State University express their extreme appreciation for her fabulous leadership and contagious optimism that distinguished her tenure as Chair of the Faculty of Sonoma State University.

## **Good of the Order**

A. Merrifield, President of CFA, expressed his thanks to M. Dreisbach, C. Nelson and E. Stanny for understanding the importance of working with the union and faculty governance.

## **Adjournment**

*Respectfully submitted by Laurel Holmstrom*