

Academic Senate Minutes

March 3, 2022

3:00 - 5:10, Via Zoom

Abstract

Chair Report. Minutes of 2/17/2022 - Approved. Agenda with amendment approved, #4 on agenda stricken. Special Report: Orientation. Consent: Faculty Eligible for Emeritus Status - Lynn Lyle, Vicki Montera -Heckman, Vincent Richman, Gregory Sarris. Approved. President Report. Provost Report. Vice Chair Report. Vice President of Administration and Finance Report. Resolution on United in Kindness - First Reading completed. Vice President of Student Affairs. Proposal for the Senate to remain virtual AY 22-23 - Approved. From EPC: Revision to the MA in Education - first reading waived, Approved.

Present: Lauren Morimoto, Bryan Burton, Emily Clark, Wendy Ostroff, Richard Senghas, Sam Brannen, Michaela Grobbel, Carlos Torres, Wendy St. John, Doug Leibinger, Ed Beebout, Angelo Camillo, Florence Bouvet, Elita Virmani, Jennifer Mahdavi, Hilary Smith, Ben Ford, Jordan Rose, Ben Smith, Kevin Fang, Rick Luttmann, Karen Moranski, Monir Ahmed, Erma Jean Sims, Christina Gomez, Kate Sims Emily Acosta Lewis, Emily Asencio, Richard Whitkus, Karen Thompson

Proxy: Laura Monje-Paulson for Michael Young

Absent: Judy Sakaki

Guests: Jenn Lillig, Leigh McTaggart, Aidan Humrich, Matthew Paolucci Callahan, Kari Manwiller, Melinda Milligan, Hollis Robbins, Jonathan Smith, Katie Musick, Laura Monje-Paulson, Merith Weisman, Stacey Bosick, Liz Burch, Megan McIntyre, Karen Schneider, Gerald Jones, Christine Shoptaugh, Damien Hansen, Alvin Nguyen, Kim Purdy, Laura Alamillo, Tai Russotti, Michael Balasek

Chair Report - L. Morimoto

L. Morimoto said she would turn the floor over to Wendy Ostroff to talk about faculty member Tony Mountain who recently passed away.

W. Ostroff said this week we lost Tony Mountain and Tony mentored every generation of Hutchins faculty in his 41 years here with the radical perspective that our students are equals and that their voices and perspectives should be held in high

regard. The learning situation should be an invitation; that students should never be coerced to perform; never "play the game of school" was Tony's expression, but instead gather together out of genuine interest. Tony told me once that they designed the requirements of Hutchins so that a clever and motivated student could get out of every one of them and learn on their own terms. He was a gentle and passionate teacher-colleague and friend and those of us who knew him are so much better for it.

L. Morimoto acknowledged that we have also lost two students recently. She expected that there will be proposals for certificates of recognition coming our way. Students may need support, and, of course, CAPS has been alerted to that. It has been a sad and rough week a couple of weeks for the campus.

She posted in the chat:

<https://docs.google.com/document/d/1mzM68KQ3cN5tvYx6A7BfhlyasUvg-n1A/edit?usp=sharing&ouid=112618626773524138417&rtpof=true&sd=true>.

She said at the last Senate meeting things got crazy. In response she looked at Robert's Rules of Order and came up with some procedural changes that are in keeping With Robert's Rules. (The whole set of information is at the link above.) She asked the Senate Analyst to serve as parliamentarian, and she agreed to do so. She was glad to have her in that role, and even though she is not officially a part of the body. She will be functioning as a parliamentarian, which means she will be calling out points of order and she had empowered her to do that as well as going along with her decisions regarding procedure. Another announcement is that looking over Roberts and then also going to the American Bar Association, there are rules for discussion/debate. One of the things that she will be doing is to let people speak once and then see if anybody else wants to speak before she lets someone speak twice. People may speak twice on any motion in one meeting. Then she will also be going to the School Senators to ask for their take on matters, so that we get more of a variety of voices speaking to some of the issues that are raised in the Senate. She was not saying people cannot speak, but saying everyone is going to have a chance at least once, if they would so desire, and to take a minute to think your thoughts through before bringing them up. The last piece is about motions. If you have a motion or an amendment once you're recognized, please put it in the chat so that we have the exact text and that we know *where* you are proposing an amendment. By a 2/3rds vote, Senators can vote out these rules.

She then deferred to the Vice Chair very briefly who's bringing something from S&F about the upcoming election. The Vice Chair said we are asking for permission

to run the election without the requisite candidates. We have one nomination for Chair, one for Vice Chair and one for Secretary. All other positions are contested.

The Chair asked if there was any objection to running the election. No objection.

L. Morimoto noted that the American Association of Colleges and Universities and the Association of American Universities have both issued statements in support of Ukraine and speaking about the importance of education in maintaining democracies. If Senators haven't seen them, she wanted to make folks aware of that. On our campus Thursday from 12 to 1:00, the CCE is hosting a talk about "Ukraine and why should I care" with Steve Bittner and Zeke Baker.

A member noted that only members of the body can raise a point of order, not the parliamentarian. The Senate Analyst researched the question and found that the parliamentarian can alert the Chair to a point of order, which is what she will do.

Approval of Minutes of 2/17/2022 - Approved.

Approval of Agenda - motion to strike number 4. Distinguished Chair Emeritus for Greg Sarris. There was considerable discussion and a general opinion that this item should be taken up by FSAC. **Vote on striking number 4 from the agenda was approved, 15 to 6.**
Agenda with amendment approved.

Special Report: Orientation - Gerald Jones

L. Morimoto said Gerald Jones is present today and is going to speak to us about Orientation and some new procedures that are being put in place.

G. Jones said thank you so much. On behalf of the Orientation Steering committee which is co-chaired by Dr. Stacey Bosick and himself, with Alvin Nguyen and Michael Balasek, and we are here to talk about some of the changes that we've made to the Orientation program this year. Some of the rationale behind it is to improve the student experience, to build off the excitement from the point at which students are admitted and enrolled at Sonoma State University, increase the number and frequency of high touches with students throughout the summer, reduce and or completely eliminate summer melt and engage all of our key stakeholders - our faculty, our students, and our staff.

This new program that will be rolling out.

- FTT Orientation (in-person and livestreamed)

- Pre-Orientation Program (POP) @ Seawolf Decision Day on April 23 from 2:15 - 3:00 PM
- Advising & Registration on May 12 - 13
- Catch-all for late-ERD from June 20 - July 22
- Welcome Week on August 16 - August 19
- FTFY Orientation
- Pre-Orientation Program (POP) @ Seawolf Decision Day on April 23 from 2:15 - 3:00 PM
- Presentation from Seawolf Service Center + Financial Aid to FYFY on June 9 from 9 - 10 AM
- Advising & Registration from June 20 - July 22 (remote)
- Welcome Week on August 16 - August 19 (in-person)

Our plan this year is to have our first introduction Orientation at Seawolf Decision Day, which is on Saturday April 23rd. We will have a session called Seawolf POP, pre-orientation program and that will be an opportunity for the campus to officially welcome our newest students to the SSU with their family. That will be an in-person event. During Seawolf Decision day, students will receive some information about what their pre-orientation program will look like.

For our first-time transfer students, we are planning to do their orientation over two days Thursday May 12th and Friday May 13th, and we'll have a catch-all day between June 20th and July 22nd. The goal for transfer Orientations is for the students to come on campus. That will be an in-person and a live stream event. Students will have the option of self-selecting Wednesday, Thursday or Friday. The goal is to have different Schools present, both days, so that the students can receive information, meet their faculty and then be advised and register all in one day.

For our first-time, first-year Orientation, we are looking to do a completely virtual advisement/registration over the time period of June 20 through July 22. All of our first-time, first-year students will have an hour long appointment with either a Professional Academic Advisor or a Department Chair. The goal is for the students to receive information, learn about their major, learn about the classes and be fully enrolled in 12 to 15 units as well as connect with someone on campus.

Welcome Week

- August 16 - August 19 for FTFY and FTT
- Introduction and presentations from campus resources and student life

- Coordination with campus partners to provide welcome programming (mapped to SLOs)

Our Welcome Week will occur between August 16th and 19th. During that time, our students will participate in Welcome Week, and the goal is to more closely align that with move-in weekend, so that we remove the barrier of students having to incur a financial cost to come to the campus twice during the summer.

In terms of increasing the number of touches with the students, our plan is to use Summer Bridge leaders and Orientation leaders and our Peer Success coaches to build a relationship and be in communication with the students throughout the summer. Again, from Seawolf decision day to the Transfer Orientation to the first-time, first-year advising and registration and during Welcome Week, we want to make sure that we are connected with the students throughout that summer and ensuring that they enroll for the fall semester.

Engaging Campus Partners

- Faculty
 - SLOs for Advising & Registration from Academic Advising Subcommittee
 - SLOs for Orientation from Student Affairs Committee
- Campus Partners
 - Registrar, Financial Aid, Seawolf Services, REACH, Facilities, Professional Academic Advisors
- Associated Students

We have worked closely with the Student Affairs Committee and the Academic Advising subcommittee to create the student learning outcomes for registration, as well as the Orientation program. These student learning outcomes will be mapped specifically to those key components of Orientation to make sure that our students are learning and understanding of the learning outcomes that we want them to achieve. We have met with different campus partners to make sure that the institution is on board with the changes that were proposed. We've met with the Registrar and we met with Financial Aid. We met with Seawolf Services. We are working with facilities and the Professional Academic Advisors. We have presented to the different committees. Yesterday we presented to the Associated Students. Last week we presented to the Senate's Executive committee and today we're presenting to the Academic Senate. We want to make sure that there is institutional buy-in with the program that we're proposing to do for this year's Orientation.

S. Bosick said a huge thank you to all the folks who've helped us out with this. It was quite the effort to orchestrate involvement from the Student Affairs Committee and the Academic Affairs Subcommittee, but it was very useful to get to get their input and to have them formulate some learning objectives that that will drive orientation in a meaningful way. Thanks to the faculty in particular who have been participating and thanks to all the staff and other administrators.

The Provost added her appreciation and noted what a fundamental shift and what an important revision to Orientation this is. This is a change that we have been talking about for the last five years and she was greatly appreciative to the committee that has been working on this for finally getting to the point of revamping, in a very holistic way, the Orientation model for our campus. Three key pieces are critical. One, there is a plan for extended conversation with students over the course of the summer that should increase yield. Two, there is an opportunity for every student to have an individualized advising appointment that is extensive and offers them the opportunity to learn and be acculturated to the campus and to the academics and to check any concerns that those students may be bringing with them to their college experience. And third, having just-in-time instruction on how to be a college student at the point where students are moving in and are able to absorb the information because they need to know it at that point. Those three changes are crucial to student success and she congratulated the committee again on the work that they have done to fundamentally alter orientation. She wanted everybody to realize how important these changes are.

The Chair said thanks for taking the time and coming here to give us a heads up so we're ready for this in May. We appreciate it and if anything else comes up, faculty can direct questions to one of the folks on this on the Steering Committee.

Consent: Faculty Eligible for Emeritus Status - Lynn Lyle, Vicki Montera -Heckman, Vincent Richman, Gregory Sarris. **Approved.**

President Report - given by Provost Moranski

K. Moranski said the President is in an ACE meeting. She is the head of the Women's group at ACE and is leading that group in committee today.

We are moving forward with it with the SEIE Dean's search this semester, and there will be a call to Structure and Functions for faculty representatives. If any Senators are interested, please forward your name. We will be sending that with the position

announcement to Structure and Functions by early next week. Please participate in that search process. It is so important that we find entrepreneurial leadership for Extended Education and that we think about the structure and role of Extended Education in the overall academic world of Sonoma State and in the revenue generation side of Sonoma State. This is a key opportunity for us to generate additional revenue for the institution through an expansion of programs and services offered by Extended Ed. We look for your thoughts and your guidance and your participation on search committee.

The President also has asked her to tell the Senate a little bit about conversations that have just gotten started with the University of California, Berkeley about possible collaboration. This arose out of the participation of President Sakaki and Chancellor Carol Christ at the Public Policy Institute. They both serve on the board for that group in California and were talking about enrollment at a meeting of that group and discovered that we have mutual interests that could be facilitated by some further conversations. We have had a couple of initial meetings that have generated some ideas, but we continue to explore ways to think about how we could work together. There has been wide ranging brainstorming about a number of possibilities, including housing Berkeley graduate students on our campus and sharing summer session, sharing study abroad opportunities and taking a look at whether we could collaborate on some degree programs or some joint programs. We are also looking at the first year of college. President Sakaki has made clear that she wants any collaboration that we engage in with UCs to be focused on our needs as a campus and she sees those needs as enrollment and revenue generation in terms of housing. We will be asking for faculty participation in further conversations and getting thoughts and feedback from the campus as a whole. The President did want her to mention that a few of us have been having a couple of conversations. We will be expanding those conversations and gathering thoughts and feedback. These are potentially exciting and innovative conversations, as the Legislature expresses interest in intersegmental cooperation. It's an opportunity for us to seize the day.

A member said he heard today that Berkeley has to cap their enrollment at 2020 and they're going to turn down 5000 students. He thought immediately, how can we take advantage of that? What are your thoughts on that?

The Provost said this has come up in conversation. It sounds like they have already been in a frantic or fast discussions on their campus about what to do about this and there they are thinking about virtual options, they are thinking about a number of options. There is an opportunity for us to collaborate with them in this space. This

is something they would like to see us work with them about, so there is room for that. It is a big court decision.

Provost Report - K. Moranski

K. Moranski said she was in the offer process for the Interim Dean of A&H or will be entering that in the next few hours and she will certainly keep the Senate informed about that. We're getting very close.

She was pleased to report that herself and Cynthia Boaz, Chair of the Academic Freedom Subcommittee, had a very fruitful conversation and a very informative conversation with Victor Garlin from ERFSA who gave us his perspective and explained his role in the development of the Academic Freedom committee (now subcommittee). In those conversations, he gave us lots of interesting history about the institution. One of the things that it brought up for her is how little our faculty and our students and our administrators know about the history of the institution. She has had this conversation with Rick Luttmann as well. We are very pleased to start to unpack this history and start to think about ways we can use it as we forward. Cynthia Boaz and herself are meeting to figure out how where we go from here, related to academic freedom. Those discussions continue, but what a wealth of history there is at Sonoma State and we need to find ways to unpack and share that history, so that we all can be better informed. It will help us to cement our identity as an institution, and it's a shame that we have not done this in a more formal way up till now. There are some great ways that we can do that and she looked forward to working with folks on academic freedom, in particular, and on the history of Sonoma State in general.

The Provost said she had been asked a couple of times in the last 24 hours about the email from David Chung regarding IT changes. She assured the Senators because there was a concern about whether there was lack of consultation, and she wanted to explain the difference between personnel issues and issues that impact faculty services or structures. This is a change of reporting lines; it is not a change intended to impact in any significant way faculty services or work for faculty or approaches to faculty. Faculty shouldn't notice a change, except that there may be more efficiency, because of faster response times. This is about reporting lines only and about the internal structure of who reports to whom and how they get their work done. It is not intended to have the kind of impact that would need to have broader consultation. If there were impact, we would have engaged in consultation. If faculty start to notice that something is slower or more problematic, they are welcome to let her know because that should not occur.

A member asked, did she miss something about the context for the academic freedom conversation and what was it for? Are we thinking of making changes to our Academic Freedom subcommittee or what spurred the talks with Cynthia Boaz and the historical context. The Provost said this was a discussion that started some time ago in the Academic Freedom subcommittee (AFS). AFS brought her in last fall to have a conversation about how to strengthen the and address issues of academic freedom on our campus and one of the to-dos from that meeting was to find out more about the history of AFS, so that we could share that history and share the thinking that initiated AFS as well as finding ways to reinforce the commitment to academic freedom.

A member said she wanted to follow up on a resolution that we passed in 2020 titled Harassment of Faculty by Online Groups (<http://senate.sonoma.edu/resolutions/harassment-faculty-online-groups>). In that resolution, we call on the Provost "to develop a standing plan for response to targeted online harassment that calls for the faculty member to be informed that Academic Affairs has been made aware of the harassment and intends to work with the targeted faculty member. Can you give us an update and by when we can expect to see at least a position or a plan?

The Provost said that was part of the meeting discussion. Her perspective on that was that the plan not to be an administrative top down plan. She was concerned about the resolution and thought it should be generated at the faculty level, she would be happy to participate in those discussions. That topic was part of that meeting that we had and part of the to-do's again, after the meeting with Victor Garlin was to figure out how we now move forward with the plan. She didn't have a timeline because, honestly, we're all doing 15,000 things right now and we're doing the best we can, to move as fast as we can. She is conscious that it is something that was approved during the pandemic and needs to be addressed as quickly as we can.

The Vice Chair said a colleague asked him to ask her a question about the student dormitories and unreliable internet access and what is being done about it.

The Provost said she is aware of those concerns. She has asked the CIO to move forward as quickly as possible with developing a plan for increasing the bandwidth in the residence halls. There are some committed HEERF moneys that were encumbered at the point where we receive that that funding for adding bandwidth. They have been doing that, by section of campus, but she asked him to prioritize the student housing.

Vice Chair Report - B. Burton

B. Burton said we have developed a bookstore/book orders survey. What we're trying to do is collect data about the issues. This is a problem that we've been talking about for years. We're trying to have a data collection process to see what's going on, if varies by School for example, and where can actually try to talk about some solutions. The Chair and himself are already in talks with the bookstore. We're trying to see what's going on, so expect that survey to come out to faculty and we would appreciate faculty responding to that, so we can we can continue to make the bookstore experience better. A big part of ordering books on time is accessibility. That's a big problem. We don't always have our books on time and maybe as faculty members, we could have contingency plans so we can adapt.

He continued to work with Elias Lopez about some ways faculty members could be engaged in recruitment efforts, and he will so update the Senate on that as he receives information.

Vice President of Administration and Finance Report - M. Ahmed

(with limited time M. Ahmed gave a brief report and then sent along his full report for the minutes)

Athletics

The Women's Basketball Team beat CSULA the past weekend to advance to the CCAA Tournament. This marks the 5th straight tournament berth for the Seawolves.

Budget

Deliberation at the state capital on the FY 2022-23 budget continues. CSU has been advocating for base and one-time allocation increases beyond what the Governor included in his January Budget Proposal. Hold the date for the Spring Budget and Planning Forum on Thursday, March 10, from 9 – 11 a.m in the Student Center, Ballroom A. The session will have a zoom simulcast for those not able to attend in person and will be posted online for those who cannot view or attend live.

Campus Prints

Campus Prints has released new desktop and wall calendars for the campus community. This year, the calendars include a number of additional important campus-related dates like payroll, end of the semester, etc. Calendars may be picked up at Campus Prints.

Culinary Services

Kitchens and SIP have been open for a while now. As of Monday, LOBOS has opened for service as well. The Culinary Services team has been recruiting staff to open Toast, Charlie Brown and the Overlook. In case staffing shortages continue the culinary services team is looking for ways to make a-la-carte menu and other grab n go options in existing venues.

Facilities Management

With the arrival of warmer Spring days here on campus you will notice a growth frenzy of all vegetation. That includes some of the ever-growing weeds in both our lawns and flower beds. The Facilities team continues to work diligently in their efforts to stay up with seasonal demands. Please bear with the crews with some noise and movement of workers around campus. Reminder, if you see a need for maintenance and/or repairs, please issue a work order to Facilities Management at: <https://sonoma.metabim.com/public/work/CreateCall.htm>

Development Projects

The Stevenson Hall Renovation Project is on track to be complete by late November 2022. Over the spring and summer 2022, we will be working closely with each of the schools and departments, including coordination with IT and the Moving Consultant to begin the planning efforts around moving faculty and staff back into the newly renovated Stevenson Hall building over the December 2022 and January 2023 time frame.

Provost and Academic Affairs Office Renovation Project update

We are working closely with the architectural and engineering teams to confirm if we can develop the construction documents package along with agency approvals, bid and complete the construction build out sooner than the scheduled completion date of fall 2023. (to be determined).

Finance

Packaged financial aid last week and financial aid award letters will go out this week. Completed corrective action for Chancellor's office procurement audit. Property management will resume the process of physical inventory spot checks in March, a process that was suspended in 2020 due to the campus closure because of the pandemic. Concur travel workflow software is now live. We will begin the process of onboarding, including training, in the coming months and throughout the year.

Risk and Safety Services

COVID Case Count Report

Employee 7 day increase on-campus COVID cases - 2 persons

Employee 7 day increase off-campus COVID cases - 0 persons

Student 7 day increase on-campus COVID cases - 14 persons

Student 7 day increase off-campus COVID cases - 8 persons

On-campus Testing Center Positivity

Data From Week of: 2/25

Total Tests (2/19-2/25) 247

Positivity Rate 0.03%

Prior Week Total Tests (2/14-2/18) 432

Prior Week Positivity Rate 0.05%

University Personnel

Jeff Banks has resigned from his position as the Sr. Associate Vice President for University Personnel as he has accepted the Vice Chancellor for Human Resources position with Denver University. We will be announcing the search shortly and will be reaching out to help with the search committee formation. During the transition Chandra Holte will be assisting me as the admin in-charge. Given Jeff's departure and in consultation with Provost Moranski, I have asked Kent Porter, an experienced Faculty Affairs administrator in the CSU, to step in to provide support for faculty around contractual issues and labor relations. Kent is a CSU retired annuitant with more than 30 years of experience in the system. He most recently served in an interim faculty affairs role at CSU San Marcos. Kent will work mostly virtually beginning on Monday, March 7th.

A member said she was delighted to see that dining services are opening up and, as someone who works predominantly with non-traditional students and graduate

students, as you're opening the different dining options that are open, you also open later because our candidates are on campus after four o'clock in the afternoon until 10 o'clock at night, and they can't even get a cup of coffee. She understood that if you don't have student workers, you can't open things. But on behalf of her students, could some things open later rather than wider.

M. Ahmed said he appreciated the feedback and it is important for us to know what direction to go. He shared that when he said we're opening Lobos Monday, our AVP Neil Markley, worked at Lobos all day himself due to lack of staff.

The Provost said she wanted to emphasize that M. Ahmed and herself have been concerned to provide full support on the Faculty Labor relations side for faculty. We are very excited to get Kent Porter to our campus to help us on that full Faculty Affairs portfolio. That has been of utmost concern in making sure that with Jeff Banks' departure, we have support on that side as we do on Faculty Success. We will be introducing Kent to faculty and our Union representatives and make sure that he's fully engaged with the work of Faculty Labor relations.

Time certain reached.

Resolution on United in Kindness - First Reading - M. Jabbari, P. Coleman

M. Jabbari said thank you very much for giving us this opportunity to be in front of the Senate. He said he was a longtime resident of Sonoma County, living here since 1982. He is an engineer by training and has worked for high tech companies for over two decades in Sonoma County. He is also an alumni of Sonoma State's first class of the MBA program. He is married and has three children. He is the co-founder of the Interfaith Council of Sonoma county in 2005 and Founder and Chair of Sonoma County United in Kindness. Our vision is to create a Sonoma County united in kindness and our mission is to promote acts of kindness that advance social justice, embrace diversity, champion equity and respect for all. This project was founded in March 2019 after attending too many memorial services for the victims of hate crimes in our nation and in our state. We first got a good resolution for our project from the Sonoma County Board of Supervisors and also from our county Human Rights Commission. So far 49 different organizations have endorsed this project, including eight city councils. We are working with city of Santa Rosa and all the city councils have published proclamations in support of Sonoma County United in Kindness. We have close to 1600 residents who have signed our declaration. Our goal is to promote acts of kindness and that's the reason we are in front of you. We are working with the K - 12 school system. One school district has come on board

and has adopted United in Kindness. They wrote their own declaration. We are reaching out to Sonoma State as a leading educator in our county and he believed the students in Sonoma State University should be exposed to acts of kindness as an active project. This is not a curriculum. It doesn't need any policy to be written about it. It just needs willing participants and willing participants to actively take up talking about acts of kindness. It could be through art, it could be through music, it could be dance, it could be through class discussions. Maybe one day a week or one day month would be dedicated to kindness, so all the faculty and the staff would be talking about it. If the Senate have any questions, he was more than happy to answer.

A member said he has spent some time on other college campuses in California, including other CSUs. He thought we are in very good shape on this kindness issue. He is always amazed, as he walks around the campus to see the way people treat each other, compared to say San Francisco state where it's "devil take the hindmost," basically people walk along in their own little worlds and don't pay too much attention to what other people's needs are. At SSU, people hold doors open for each other. He has seen students do it for each other. If there is a group of people standing in the hall, and they realize they're blocking the way, they'll move out of the way. We're already ahead of the curve in this regard.

M. Jabbari said congratulations, that is good to know. It shows the character of your school. When we talk about acts of kindness, we are not just talking about giving a smile or keeping the door open. We are talking about equity, inclusion and diversity throughout the system. He was sure that's the case in your school, but it's great to spread more acts of kindness to a wider audience and if we actively talked about it, it's going to find itself as a grass root movement within the school system and within the campuses. We are going around talking to businesses, talking to government agencies and basically try to surface that hate crime is rising. When we launched this project in 2019, hate crimes reported were 18 in Sonoma County now it was 25 and that was reported. He was sure it is much, much more than that.

A member said it really depends on your positionality in on campus. People are kind and we're kind institution on the whole. Also, being a student of color on campus changes your experience of what it means to be here and how you feel included and how you don't and your sense of belonging, and we need to take that really seriously.

A member said he was pleased to see this coming forward at this time. He thought the synchronicity with community events is unfortunately too timely with the Goyim

Defense League, based in Petaluma being cited for at least 70 incidents in 2021 alone. It's in our county and as a leading institution, he wanted us to publicly and explicitly support this kind of activity. Thank you very much for coming.

A member said she would also like to speak in favor of supporting this resolution and this organization. The principles expressed by Mr. Jabbari are very much in alignment with the Seawolf commitment. If we could reinvigorate the Seawolf commitment and make that visible once again about integrity and respect and responsibility, she saw that as being perfectly aligned with this mission.

A member agreed that it's in line with our Seawolf commitment and our new strategic plan at the university level. In the School of Business and Economics, we have had a big focus on diversity, equity and inclusion for quite a few years now. We've had a task force on it and, in fact, our new strategic plan for the Business School is to grow leaders who are courageous curious and kind, and that's one of our big changes in what we're trying to do. She asked if M. Jabbari had curriculum ideas or examples of what a university or faculty could do to help support this initiative.

M. Jabbari said yes, we have talked to a school system, K - 12, of course they are much younger, but leave it up to the kids, expose them to the idea, because it cannot be a directive coming from top down, it has to be home grown from bottom up. It has to be from the heart. Acts of kindness come in many forms, many shapes. We always say start from your home, start with your parents, with your siblings and then take it out to your friends and then take it out your classmates. We promote that in every interaction that we are exposed to during our or working hours or waking hours exhibit to acts of kindness. The first one may be holding the door open or smiling, but the second one, you have to think about it actively. Be creative. We feel if more people get exposed to this type of mentality it will take over the minority perspective in our Community that basically exploits other people by prejudice or bias. To be honest, we are not living in a kind world as we see what is happening overseas, so this is not the time to be passive. Each one of us can be ambassador of peace and beacon of hope for the disadvantaged and disenfranchised.

First Reading Completed.

Vice President of Student Affairs - given by Laura Monje-Paulson for Michael Young.

L Monje-Paulson said Dr. Young is attending the celebration of life for Oswaldo Moya Diaz who was a student we lost a couple weeks ago. It's been a tough couple

weeks for us as a campus community. The student we lost last week, Aysia Dural, is also having a celebration of life at the request of the family here on campus on Saturday march 12th from 1:00 to 4:00, and that will also be open to the community. She clarified that it's not our standard practice to host a celebration of life. We work with the families and the students who are most impacted by this to determine how we can be most helpful. In both of these situations, this has been one of the ways that we've been able to support our students and to support ourselves as well. It has been a very tough couple of weeks losing the students that we've lost.

We did pass our booster deadline on Monday for students and faculty and staff to get their boosters in. She reported last weekend that those compliance numbers are still not great, and she deeply appreciated hearing that many professors have been checking the clearance indicators this week. That has given us a lot of movement. We've done a lot of outreach, and this has been very, very helpful. She is monitoring those numbers and we'll be mobilizing folks next week, as appropriate. If we've not seen the movement that we really hoped to see, we will need to activate some additional staff members to be available as good partners to all of you and the rest of us on campus who are asking to see that clearance indicator.

Career fest is right around the corner. We'll have seven days of career development and employee engagement for all of our students. Students can sign up on Handshake to participate in both an in-person career fair on March 15th and a virtual career fair on March 16th. The Career Center will be hosting a number of other different events with specific employers and specific opportunities as well as navigating conversations with students around salary negotiations. We do see our faculty as key stakeholders and partners in this conversation. She encouraged faculty to encourage students to participate, and we encouraged their participation as well.

A member said this might be something that may not be possible to track, but she was wondering if you have any sense of what proportion of faculty are asking students to show the green screens before they come in the classroom. She has been doing that and her students had given her a lot of feedback that they appreciate it. She didn't know how widespread it is on campus and was curious about that.

L. Monje-Paulson said it seems like it has increased but she didn't actually have any metrics. She didn't think that we have any reliable way of knowing how many faculty are doing so.

A member she didn't think it is the faculty's job to actually check the compliance for several reasons. First for large classes, given the sheer number of students, that would take 15 to 20 minutes. In some classes she couldn't keep students six feet apart. She still do not understand why the compliance is not checked at the entrance of the building which prevents a lot of exposure. The Santa Rosa Junior College and UC Davis are checking at the entrance of the building.

M. Ahmed said the team has discussed this, but they have not been able to come up with any solution. There are multiple entrances to the campus, and the residence halls on campus. There is not a single entry point for us to do that. He will take the comment back to the group to see if they can come up with any recommendation. If anybody else has any other ideas, he is happy to take them.

A member noted that we're not talking about the entrances to the campus, but about entrances to the buildings, because physically it is the same thing with classrooms. There is a different entrance to the classrooms, so how is she supposed to check everybody if they enter by different doors? If she let them in one by one, it would be an enormous amount of wasted time of instruction.

The Provost said she reiterated the concerns that M. Ahmed expressed that we're struggling with the kind of staffing that would be needed. She heard the idea that there might be one entrance that is used for each building and she feared the Fire Marshals would have great concerns about us locking entrances to Darwin, so that people could only enter one doorway and so be checked, so there are some logistical issues that we're all struggling with. There may be some ways to provide some suggestions to faculty about handling these issues and there may be some ways for us to consider as administration. We should be working together to try to figure out ways to check as many of those wellness screens as possible, because it is helping make the campus safer when we do that.

A member noted that her students were actually talking about this in class today and they talked about how it's a false sense of security. Students can screenshot the green screen, you can lie on the green screen and they were basically making a joke out of it, saying there's no point in doing this, when nobody is checking it. She is not checking it because she did not want to be the COVID police in her class.

L. Monje-Paulson said just to clarify it, we have done quite a bit of scoping of the work to determine how we could manage entrance spaces or be more available, and she reiterated that the checking of the clearance tool for the faculty is one of many strategies that we've been using to monitor compliance. We've done quite a bit of

direct outreach via email, phone, text message. The goal is that if faculty are able to check that, then faculty are able to be an additional partner and it is an additional opportunity. What the member said was a good example of these large classes. There is such a spectrum of classroom spaces and how faculty are engaging in those spaces. It's been one of our intentions to still provide some flexibility enough for the professors to determine whether or not that's feasible in their classroom space. That is something she takes with her when she's thinking about how we're strategizing around this. She can't safely assume that everyone's going to be able to check clearance indicators at every point in time, and so we're never going to depend on that as we continue to work to improve our compliance. Thank you for those of you who have been able to and that it is helpful to know that there are places where we are able to check. It allows her to continue to strategize. She noted technical issues with the compliance screen recently. She welcomed insights and anecdotes and feedback because it helps her.

The CFA rep said that CFA has shared in several Labor management meetings that the burden of COVID monitoring and policing should not be shifted on to the faculty. There should be administrative planning and sufficient staffing to handle those checks and conversations with students before they enter the classroom. Taking away classroom instruction time interferes with the pedagogy that we're teaching in our schools and classrooms and some students get very angry if they are not allowed to enter the classroom. Those kind of interactions should not be the basis of someone's poor SETE from an angry student who is blaming the Professor for administrative decisions. More planning needs to be done in order to relieve the faculty of the burden and duty of doing these checks before people come into the classroom. There have been several good suggestions about people being screened before they even enter the building. Once the students are in the building and interacting, the chances of a COVID contact goes up exponentially. When people are needing to leave the room and there is big confusion with other students saying "I don't think it's fair that somebody should be asked to leave or not be allowed in," so we have got to shift that burden back on to the administration and the staff and free up our faculty to do what we do best which is creating a warm, welcoming and intellectually stimulating classroom environment.

The Student rep said she thought one of the problems with the green screen is actually the daily wellness screening and the fact that you're filling out the same survey every single day seems redundant to the students. Students already know what the questions are, and if you answer yes, it's just going to tell you to stay home. It takes so long to login, especially with Duo and putting in her birthday before she could get to the daily wellness screening. If there was a way to just have a badge

showing that you've got vaccinated and you've got your booster, that could make it way easier. Her sister works for another university and they have super high compliance because they told their students that they would be disenrolled from all their courses if they don't get their vaccine requirements. It is a feeling among a lot of students here at Sonoma State not just regarding COVID, but anything such as Title IX training, it seems like there's no consequences for the actions if they don't do it. That's the major issue - what is motivating me to take this extra step if there is not going to be a consequence for me? If we could eliminate that daily screening, that would be very helpful and just have some badge to show that we're all vaccinated.

A member said he had a number of students approached in office hours or outside of the class telling him that it matters to them a lot that we do these green screen checks. He has small enough class that it is not super disruptive. He has sent messages to his students reminding them to do a little planning and complete the wellness screening. There are a lot of faculty who are immunocompromised or in demographics where we need the daily check. Vaccination is no longer enough, and we also need to leave the cloth masks behind and shift to the better ones, even if we have to provide them. He was sorry that a little inconvenience to save somebody's life or keep them out of the hospital and possibly disrupt the course for half the semester was too much to ask. We can do this. We need the unity and we need to just remind people. He has usually found the students in his class are extremely willing when he tells them this matters for our safety. We have people in this classroom who are really affected. We have to make the effort to remind everybody that these cloth masks are no longer effective enough against omicron, the newer variant of COVID.

A member said once the students knew that she was going to check, it made it easier, and it became a much smoother process. It was only at the very beginning, when students were not sure what was going on. After that it's been a very smooth process, because the students know she is going to ask to see it. They are already ready. They just show me when they walk in the door. Students have told me that they feel safer in class.

A member asked what the campus was planning to about masking once the county lifts the mandate in schools.

S. Bosick said she is on the COVID response team. There was some discussion in our last meeting about what we would do on campus when the mandate is lifted and we're still waiting for some decisions. For whatever it's worth she did suggest that because we had already started the semester with masks on, it would be best to

remain masked for the semester. That seemed in the best interest of the campus community. It wasn't fully agreed upon. We've made an informal assurance to students when we asked them to come back and to faculty, when we begged them to come back. She didn't have any formal answer. It is still being discussed and she welcomed faculty thoughts, if the Senate would like her to represent faculty in a different direction.

M. Ahmed said we have given assurances to the faculty, staff, and the students that SSU is a safe place and we will do what's best for them. The challenge is to change with the many other changes that the students are faced with. We collectively need to put our heads together to try to do the best for our students. This conversation is important. This is why receiving all ideas and exploring them is important, so please do provide your ideas, suggestions, and the committee will compile them and we'll try to navigate through oftentimes competing preferences and priorities

A member said she had a different perspective that's come from conversations with her students who feel that they want to take off their masks when the county says it's safe to do so and that the safety is according to the data. They think that it is now more dangerous because we're at risk of getting the flu than of getting COVID, based on the numbers in Sonoma County and so some of them fear that we will endlessly keep masks and they're very disenchanted with that idea. They've been required to get their immunizations and their boosters and that when the county says it's safe for schools to remove the masks, that they should be able to remove the mask. Logistically, can we enforce masks on our campus for a student who refuses to wear a mask when the county says it's safe to be in class?

M. Ahmed said we are not subject to the county. We are following the State Cal OSHA guidelines and Department of Public Health guidelines, but in addition to that Universities have certain rights for safety and expectations of safety. Certain decisions could be made by the University, not even at the system, but independently campus by campus. We know we have the privilege to make the decision. That is what we are struggling with it, what is that right decision and that's why we need all of your help.

A member said the county is about to allow students to go without masks in the schools. The CDC is no longer recommending it in certain counties, where the risk is not high. It doesn't make sense for our campus to keep requiring masks, if the entire surrounding community stops wearing them. The moment students, faculty or staff leave campus they are in an entirely different world. Are they going to be protected on our campus if the rest of the world is not that way? It does not make any sense.

A guest said she wanted to speak for those mainly not in the room. Please remember, there are also staff in all these buildings. There are quite a few staff members that have health conditions, quite a few staff that have people in their household with health conditions and many staff on our campus that have children under five who still can't be vaccinated.

A member said we have a number of faculty and staff and administrators too who are at higher risk. We don't know a lot about long COVID too. That hasn't really been a part of these conversations too much. Faculty have made commitments to teach either in person or through some other modality for the duration of this semester, probably assuming that the mask mandate would not change, and it would be a violation of trust in some sense, especially for those who are at higher risk.

A member said she thought that since we started this semester this way, this is what people signed up for and we need to take into account that some people do not feel safe, because they have different health conditions, if that were to suddenly change mid semester.

A member said there might be some variability in what she has heard across departments. Let's say visual and performing arts are going to be different and have different needs. Her class are in Education. Is there any possibility for faculty to sign off on something for themselves or for students to sign off on something that in circumstances where it actually impacts instruction, masking could be optional?

Proposal for the Senate to remain virtual AY 22-23 - Second Reading - L. Holmstrom-Keyes, L. Morimoto

L. Morimoto said this is the second reading about the proposal to have the Senate remain virtual. L. Holmstrom-Keyes wrote a response to the first reading. (*The Senate did not need to hear the response read, but it is included in these minutes for historical purposes and so the comments make more sense - LHK*)

After hearing the discussion at the first reading of the proposal to remain virtual in the AY 22-23, I offer the following observations:

The purpose of the Senate is to deliberate the business before it. While I understand the social aspect of faculty governance, that is not its prime function. The Senate is the governing body of the faculty. Its committees oversee the curriculum,

academic policies, the reappointment, tenure and promotion of faculty and it is the official faculty body to provide opinion on matters affecting the University.

Arguments about wanting to see each other for socializing, while understandable, should not be the reason to return in-person. I have been apprised of the use of the Cooperage for the Senate to meet in-person next year. Another fact to inform your deliberation.

I am saddened that the discussion about the modality for next year was focused on socializing and did not address the accessibility issues I raised. Accessibility is mandatory in the CSU and such issues need to be addressed. It is cost prohibitive for the Senate to use microphones to improve the sound in the meeting. I have researched this already. For over 20 years, I have heard complaints from Senators that they cannot hear well in any room we have been in for Senate meetings. Additionally, I had to prepare guidelines for presenters who want to use PowerPoint in the meetings to help the Senators see the presentation. Some presenters follow the guidelines and some do not. While I am unsure if we have anyone currently that needs the Zoom in-meeting transcript, that is not a reason to not see it as helping the meeting be accessible.

Additionally, no one addressed the issue of helping the Senate be more transparent and accessible to the campus community. I currently have an email list of people who want to receive the agenda and Zoom information which has 38 people on it. We have many more guests being on Zoom than we ever had in person, unless there was a very controversial item on the agenda.

I have witnessed Senators at in-person meetings chatting with their neighbors while the meeting is in session, grading papers, and working on their computers. Others have noted that administrators send out emails during Senate meetings. I do not accept that people on Zoom have to multitask. If people do have an emergency or a pressing need, they can turn off their video and deal with it. I am not a Senator and I always pay attention to what is going on except when I am taking attendance. Zoom does not make anyone more or less attentive than they would be in person. Paying attention is a choice.

I also draw your attention to a recent article in the Chronicle of Higher Education discussing the change in academic conferences during the pandemic. In that article the follow was stated: "When the pandemic arrived, Zoom appeared poised to be the great equalizer, allowing people to tune in from anywhere. And despite the shortcomings of virtual get-togethers, advocates say their affordability, convenience,

small carbon footprint, and democratic nature make them worth keeping." (https://www.chronicle.com/article/the-academic-conference-will-never-be-the-same?cid=gen_sign_in) These are similar arguments to mine about the Senate.

It is my great hope that for the second reading, Senators will discuss these important issues and refrain from discussions about socializing as the major reason for the Senate. We heard that, but now need to hear the other issues addressed.

In terms of what was asked for in the second reading, we definitely need the information about a **permanent** space for the Senate, which we have been asking for since 2016. The Cooperage is fine for Senate meetings; however, sound issues remain of concern in that space.

A member said she wanted to speak out in support of this proposal. Certainly, we've just been talking about COVID, and there's still risk of COVID. Staying for the next academic year online is a good idea, and there are a lot of really good points in the response about being able to hear the meetings, and the ease of being able to raise our hands and get called on and making sure that members of the campus community can easily attend meetings, without having to come to campus. Those are all compelling reasons for us to consider.

The Vice Chair said from a disability standpoint, a sustainability standpoint, this is easy. Even from a flexibility standpoint as a campus as we start to think about how we can be more flexible for students and faculty, that's a good option.

A member said she has been to so many meetings in her life at Sonoma State and she used to hate them, and now she misses them. It's not just the social aspect, it's not just that she made friends on committees, she has also made relationships with people with whom she has published papers and done academic work. She didn't sign up to be at an online Zoom university. She would like to be with people in three-dimensional space and understand people's personalities. She was hoping that as time goes on, we will be on campus more often, so that it wouldn't be a special trip to campus to come to a particular meeting. She understood that keeping on Zoom for the rest of this academic year makes good sense. She would like to see Sonoma State more generally come back to being a brick and mortar institution, where we are together in community. We had a tenure track faculty candidate come to us yesterday, and he did some magic thing where his lecture was live captioned in the room and projected on the screen and it was picking up the students as well as they replied back. It wasn't perfect captioning, but she is definitely going to be

figuring out how to do that within her own classes in terms of accessibility because she did hear that point.

L. Morimoto said remember we're not discussing about whether we want to return to brick and mortar and whether we're an online university right now. We're just debating whether or not the Senate should remain virtual.

A member said how Senate is conducted is similar in some ways to our decisions that we're not a virtual University in terms of how we do teach. The complexity of some of what we do is similar to learning and there's a lot of understanding gained about the types of decisions that work well in a virtual format and the types of work that actually don't. Many of us think that learning in our disciplines doesn't actually work very well in a virtual format. He chose last fall to come back in-person as early as he could. Similarly, there are things we do in Senate that are relationship based and that are highly complex that don't work well in a virtual format, and there's a fair bit of research emerging in that direction. He was not necessarily opposed to this particular proposal, but at last meeting it was made clear that that some people intended for this to be a permanent decision. He would want Structure and Functions to take up the decision and actually look at the research about what kinds of work actually do work well in a virtual format before we make a permanent decision.

A member said she wanted to bring up the voting issue with Zoom. We don't know who's voting and whether they're allowed to vote and there's no way to just target certain people for voting and that seems strange. That doesn't happen in real life.

A member said he supported the proposal. The core mission of what we do, which is debate matters of public concern and vote on them with Zoom works incredibly well and it certainly is a more accessible format. We've had more people come to meetings. He thought that amplifies our voice as Senators. It amplifies the voice of academics. This concern about socializing or the kind of informal relationships that get built out of Senate can be a source of concern about accessibility. There are folks who don't feel comfortable engaging in that sort of informal social mobility and it privileges certain types of abilities over others. There are folks who get excluded from exactly those kinds of conversations. The socializing here is not a uniquely good thing in and of itself, it also poses issues of accessibility and other concerns.

Motion that the proposed for Senate to meet virtually during the academic year 22-23 be approved. Second.

A member said he looked online to see what the purpose of Academic Senates are on other campuses and he posted in the chat: "Participation in the Senate also affords early-career faculty members the opportunity to better acquaint themselves with their colleagues and their University as a whole."(no reference) People have been focusing on the use of the word socializing and putting a negative spin on it, but we are not talking about socializing here, we are talking about forming a campus community and communities are not formed via Zoom. He was back on campus for the first time this semester, and the campus is not back. It doesn't feel like the campus he left. If we don't get this back to a living campus, we're going to hurt enrollment, and if we keep having this little massive bubble while the rest of the world goes back to living a normal life, how we're going to attract students? Having the Senate in person is one more way in which we can bring this campus back to life, people walking to the Senate meeting. People in the Senate talking. Human beings on campus, not human beings in their homes in front of their computers. That's not what Sonoma State is to me.

A member said she wanted to return to one of the issues that was in the original proposal, which is that there isn't a room for the Senate to meet in regularly. She asked if there's any progress on that.

The Provost said they were working on it. It is looking increasingly like we will be able to schedule a room for Senate.

A member said he wanted to let people know that there have been online voting systems that have been used at other campuses. CSU Northridge has devised a system that evolves using Canvas and it vets, to make sure that only the people who are voting are authorized to vote and they use it in conjunction with Zoom. One of the concerns about the issues of accessibility and hearing haven't been talked about quite enough. He noted he wears a hearing aid. We need to address the sound issues.

Motion to end debate. Second. Vote = approved.

Vote on the Senate meeting virtually for AY 22-23 - Yes = 13, No = 8. Approved.

Motion to extend meeting by 5 minutes, Second. No objection.

From EPC: Revision to the MA in Education - First Reading - E. Asencio, J. Mahdavi

E. Asencio introduced the item and noted that Jennifer Mahdavi was present and is the originator of the revision. EPC thought she did a wonderful job on the proposal and it passed unanimously. The revision primarily brings this program into compliance with EO 1071. J. Mahdavi said this is a very well-constructed proposal to revise our MA in the School of Education to comply with the EO 1071. It's going to streamline advising. It has created a new core that is interdisciplinary. It maintains three of our concentrations and two of the concentrations have recently been elevated to a standalone degree. If the Senate would pass this on the first reading, so that we can get this moved along and be in compliance with the Executive Orders, that would be amazing. Unless Senators have a question or concern, she respectfully asked that we move this forward today.

A member asked if there any timeliness if we don't manage to pass this today or two weeks from today? J. Mahdavi said the schedule is being mounted for fall and we need to launch for fall and if we don't have this complete, then it's going to be involved in backwards weirdness.

Motion to waive the first reading. Second. Approved.

Vote on Revision to the MA in Education - Approved.

Adjourned.

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