

Academic Senate Minutes

March 17, 2022

3:00 - 4:35

Via Zoom

Abstract

Chair Report. Agenda - Approved. Minutes of 3/3/22 - Approved. President Report. Provost Report. Consent: From EPC: GEP Minor - Approved. Vice Chair Report. Vice President of Administration and Finance Report. Vice President of Student Affairs Report. Student Representative Report. Resolution on United in Kindness - Second Reading - Approved unanimously. EPC Report. FSAC Report. SAC Report. CFA Report. Good of the Order.

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

Proxies: Laura Monje-Paulson for Michael Young

Absent: Bryan Burton, Wendy Ostroff, Richard Senghas, Elita Virmani, Kate Sims

Guests: Melinda Milligan, Jenn Lillig, Aidan Humrich, Damien Hansen, Jonathan Smith, Hollis Robbins, Matthew Paolucci, Sadie Pettit, Merith Weisman, Megan McIntyre, Michael Balasek, Jo-Ann Dapiran, Kim Purdy, Liz Burch, Laura Alamillo, Katie Musick, Moe Jabbari, Pam Coleman, Karen Schneider

Chair Report - L. Morimoto

L. Morimoto said the results from the spring election are in. She has been reelected as Chair; Brian is Vice chair. We have a new Secretary Christine Cali from the Department of Theater and Dance. Emily Acosta Lewis will remain on APARC and Elaine Newman will be our new Statewide Senator.

Regarding Commencement, we had a logistics meeting this morning and they are going to post the map about where everything will be located and that will be on the website shortly. It was just approved this morning and students should be getting

notification relatively soon about signing up for Marching Orders to get the pronunciation of their name correct.

Sam is the perfect leprechaun!



We are moving along at a good pace with Commencement. One thing that came up in terms of the programs, was we might be going to a digital program because of paper shortages and supply chain issues. We would still print a program and hope to send every graduate a copy of the program with their diploma. It is nice they will have the program. She did have some concerns that parents want to have access and there is some discussion about how we would want to do the digital program. Is it going to be an PDF that is accessible or there is an app that will allow people to flip through like it is a real book and it could be downloaded as a document and would be available ahead of time. Families and friends could make a copy and bring it with them to the ceremony. We are in the very early stages of discussing how we're going to handle that. We have a subcommittee working on it and they are going to find a way to get the information into the hands of people who need it that day and also give something to the students to celebrate and hold on to as a memento.

She then provided a couple of updates from the Graduate Initiative Group (GIG). Some technology updates are happening. The first year advising plans are being removed. They will no longer be used by the Advising Center. Students instead will be using our four year plans. She wasn't sure if every school has gotten the message about the four year plans. When she first came to SSU, she was told to make 4 year plans flexible in general. In this new model that isn't as desirable because the advisors don't know which students to put where. They would rather have an ideal schedule, so that there's something concrete for the advisors to work with when they are doing orientation. She didn't know if that works for every department. We are supposed to be getting a new degree planner in the next year or so and the

Chancellor's office has been working on this. She never really used the current degree planner because she found it wasn't terribly useful and was hoping the new one will be. Certain campuses did sign up with the COs office. They had to request permission to be a part of it. Hopefully, the schools that are participating are a blend of the larger schools and some of our sister schools.

In the packet is a resolution Christina Gomez from the AS who will be presenting about equitable access to course materials. There is also a new working group or committee that is going to deal with equitable access and will be working with Neil Markley and the bookstore to figure out if we want to go that route of students playing a flat rate and then all their books would be covered under that flat rate. People could opt in and out of it. The Vice Chair is on that committee and he has been communicating regularly with the bookstore and with the AS about the issue.

AB 928 is the law that says we have to have a single transfer plan between the UC, CSU, and the Community Colleges. It states that we all have to name things the same and the purpose of the bill is to clean up confusion because there's a lot of confusion between the systems. There was a webinar last Friday which she attended. She is going to meet with the EPC and GE chairs and talk about some of the implications. She has also spoken to the Provost about it. We were talking about the idea of doing some workshops for the campus about what the implications for our campus of AB 928 and what are some things we need to be aware of. This way we can start anticipating and planning. We are supposed to get a draft from the intersegmental group that is working on the single transfer plan by May 6, 2023. We are supposed to have a chance to look at that and give feedback and respond and then we have to have something to the legislature by December 2023. This is supposed to be put into action in Fall 2025, so it is tight timeline. She noted that Jenn Lillig offered to draft an impact statement. If Academic Programs can give us that large overview on AB 928, then we can start to think about how our individual departments are going to be impacted. One thing that will probably be impacted is faculty workload. She asked at the meeting if they were counting on the legislature to provide some funding for this mandate. The presenter said no. In other words, business as usual. Faculty make it happen. She was hoping there is enough advance notice, even if the Chancellor's office can't find a way to make it work. Maybe on our campus, we can start thinking about what would it take to implement this, who would be heavily impacted on this campus and is there any way we can make sure people have the space and the resources they need to do the work. AB 928 is going to be a long discussion. The UCs, in her humble opinion, are driving the car and we're just along for the ride. We have to reduce the transfer GE pattern from 39 to 34 units. The UC does not have area A 1 or area E. They are not interested in area E

at all. There is some debate at the Statewide level about whether we are going to fight it. She thought the legislators are going to defer to the UCs. That's her opinion and she would rather spend time figuring out how to make this work. The Senate may decide differently. If the Senate wants to go storm the barricades and say to keep our Area E, in let's go storm. She did think that in the end the UCs are going to prevail. They do not have to change anything. The CSU has been asked to change. The CSU people are pushing back, but she didn't know that their voices are going to prevail. Our Statewide Senators would like to do a presentation for a big overview of AB 928 and we may bring in the Chair of the Statewide Senate to come in and give us that overview. Then we can as the campus look at Jenn Lillig's document about the impacts and do some workshops to look at which departments are going to be hit hard by these.

Approval of Agenda - Approved.

Approval of Minutes of 3/3/22 - Approved.

President Report - J. Sakaki:

The President said happy St. Patrick's day to all. In terms of enrollment, we do have Decision Day on April 23rd, so please mark that on your calendar. She has heard from many faculty who said, how can we help with enrollment? Elias Lopez is looking at how to involve more faculty and staff as they want to get more involved directly in our recruiting efforts.

As people are walking across campus, they probably noticed that there are more tours happening, which is always a good sign. If faculty see a little crowd of people walking around campus don't hesitate to stop and introduce yourself and say "I am a faculty member here." Students and parents always love to see and meet faculty. There are more tours going on right now, continuing to meet with different groups, individually with faculty, as well as in small meetings.

She did have a follow up meeting with some of the faculty who had raised some concerns in our December meeting and she thanked Provost Moranski and Matthew Paolucci- Callahan for helping facilitate that meeting. Some very positive conversations were had and next steps are being worked on. She met with the

Student Affairs Committee and it is always great to hear about the work of the faculty and the students on SAC.

Next week is the first in-person Board of Trustees meeting in a while. As it is scheduled, it will be a lively one since there are some changes in the Board of Trustees as well as the Chancellor's office. There will be discussions because the interim Chancellor was appointed for 20 days and that will expire next week. There are discussions about who will be the interim Chancellor. It is anticipated that that will be announced sometime next week and then we will also have discussions about a committee for the selection of the more permanent Chancellor. Other issues include the discussion about the use of standardized tests in admissions and some changes to the overall system-wide sustainability goals.

Regarding the change in our mask rules, she appreciated the conversations that have been had here at the Senate. It informed that announcement. Some additional question are coming up, such as what exactly is an instructional space and what happens here in this space. What's important is that we be as sensitive as we can to each other. In her own office, if people come in with a mask on, her rule of thumb is that she will put a mask on, and we will sit together. It is just being sensitive that people are at different places where they are comfortable or whether they have immunocompromised family members. It's important for us to model sensitivity and flexibility, as appropriate.

She noted she was just away at her first large in-person conference and during that conference, although they told us we all needed to be vaccinated and masked during the conference, they said since the Governor relaxed the rules, we can relax the rules. There were thousands of educators and large banquet rooms and everyone took their masks off and lo and behold, three days later, she came down with some kind of flu, not COVID. There were lots of germs flying around because people were so excited to see each other. We forgot, and we just started hugging each other again, and she didn't know if that was the best thing to do. So, be sensitive as you go out in the world and as we think about relaxing rules, as not everyone has the same sense about it or feelings.

Some Senators have read the recent LA Times article on the Chancellor's transition packages and some of you have asked me personally or directly or sent emails asking, how did she feel about it? When she came in as President, one of the things she was told was a presidential transition package doesn't apply to her and there's no such presidential transition package per se. She didn't pay a lot of attention to it. The Chancellor's transition packages are negotiated between the Board of Trustees

or the Chair of the Board of Trustees and the individual involved. We are all stewards. We are a public university, and these funds are something that we have to take sensitively. Whether or not it's appropriate for there to be a housing allowance or a car allowance or transportation allowance for someone's no longer in their position, it does raise some questions, and as we think about all the things that we need to fund at the University, we need to be sensitive about those things as well. As Senators hear about or think about settlement packages that may be put forth, realize that there is a Chancellor's office General Counsel that weighs in very heavily on those, and they are not always at the discretion of a particular campus or a particular individual regarding how those might get settled. As more and more comes out across the system, as we are hearing, there will be more questions being raised.

She has enjoyed her walks and talks with students and faculty and staff. She always learns and, as we've had some small group meetings, they have been very informative to her.

A member asked about the Board of Trustees talking about dropping the standardized assessments for admissions, which she completely supported. As the President of the university and maybe with working with the Deans, she would love to see a similar dropping of the CSET examination that people who want to be teachers need to take to enter into the credential programs. It is written into State law that they need to take those exams, but those exams have the same disproportionate impact on individuals of color and individuals from lower socioeconomic status as the SAT and ACT have. Here we are trying to diversify our teacher workforce in the State of California, and they are not able to pass this dang exam, and they can't be teachers, even though that exam has nothing to do with pedagogy or the ability to be with children. The member said she would like that to be involved in a conversation about the CSET and it seems to be an important point. She didn't think that was part of this particular discussion.

The President said her question was - is there a movement across the state to address this? If now is not the time to do it, then there was never a good time. This is the moment where standardized testing has been questioned and is being eliminated across the board, not only in California, but across the country, saying that they are an unfair hurdle.

The member said this past summer in July, there was a different law that was passed to expand the use waivers. If someone has been a math major and they want to be a math teacher, then that's going to count. But we have our Early Childhood

Integrated Teacher Education Program which is a very diverse major in early childhood. They are going to be special education teachers and early childhood is not considered a waiver major, so these people are still going to have to take a multiple subjects CSET. This is a social justice issue for individuals of color individuals with disabilities and those of low socio- economic status.

The President asked the Provost to help us follow up and see what we could do. Probably ask your colleagues as well. It would be important to push that forward.

A member said she was following up from a question she asked back in February. What is the timeline for getting data on campus policing and police bias on our campus? She thought that information would be important for us to know.

The Chair said Chief Owies will be here at our next Senate meeting assuming Ex Com approves him coming. He will be here to give a presentation. She will make sure he knows to provide the information sought.

Provost Report - K. Moranski

K. Moranski said Academic Affairs will be adopting the following sign "facemasks welcome" across Academic Affairs to signal our willingness to put face masks on when people need that to happen or feel more comfortable with it happening and so those signs are growing up all over the place.



Our thanks to Kim Purdy for putting those together and coming up with those. They were a hit at the Academic Affairs Leadership Council this morning. Hundreds were asked for at any rate.

She noted our Research and Creative activity week, which is happening on April 25th, 26th and 27th. There are three separate events occurring each afternoon on those days, so please put those on your calendars and plan to attend. The first will be the Faculty and Graduate Students Symposium on April 25th. Please attend and bring

friends and neighbors, bring students and let's show support for the researchers on our campus who are having an opportunity to bring their materials back to an in-person space for the first time in two years. We are also having a virtual gallery. There will be an opportunity for researchers to post their materials into the virtual gallery and have them be displayed virtually as well. That has been a big hit over the last two years and we didn't want to lose that piece of the research symposium. If you can't make it to the events, please join the virtual gallery.

She had numbers to report on enrollment that continued to be encouraging. We currently have 14,000 applications and that was the goal for this year and we have met that target. That was a target that Elias Lopez had set for his recruitment team, and we have those 14,000 applications. We have admitted 12,000 students, that's 86%. They are maximizing enrollment wherever possible. At the last Senate meeting and she reported SSU as having 450 deposits, and those deposits have almost doubled. We are at 775 deposits and we still have six weeks to go before the May 1st deposit deadline, and that is encouraging news. We are well ahead of last year's numbers. As part of our conversion efforts, students will have received a postcard for Decision Day, along with the beautifully designed Financial Aid award and 3146 students were notified that they received a recruiting scholarship. Housing numbers at last report two weeks ago, were at 946 housing deposits. This week we have 1504 housing deposits. That is tremendously encouraging news for us as we move forward.

We have a person in place, or will have as of Monday, whose job it will be to support faculty, students, staff and alumni who are interested in joining our recruitment efforts. That person will be working to supply scripts, information, help set up meetings and generally support people who are interested. The alumni relations folks have sent out a survey to alumni, and many, many alumni have responded to indicate that they would like to help with recruitment.

A member asked what percentage of students who make deposits typically actually come to Sonoma State?

The Provost said that's a great question. Normally our yield is around 13% to 14%, and last year it was 10%, so it was much lower. Elias Lopez says the target is 15% this year. We continue to target our conversion efforts and make sure that we are bringing in the students who are going to convert and see Sonoma State is a first choice institution. The member said he meant of the people who actually make deposits.

The Provost said sorry, that was applicants. She didn't know the number of people who have deposited. It was clarified that people who make deposits do not always enroll at SSU. The Provost said transfer conversion rates are much higher than FTFY conversion rates. We do lose students during the summer and it is important that we do all-out press in the summertime with Orientation and other activities to be responsive to prospective students.

Consent: From EPC: GEP Minor - Approved.

There was a brief discussion about Curriculog access to curricular items and the difficulty some Senators were having accessing the items. There was a request for a short statement about the items when they come to the Senate.

Vice Chair Report - given by L. Morimoto

L. Morimoto said in Structure and Functions, we will be putting a call out for faculty serve on the Dean search for School of International and Extended Education. It is for a level four administrator and we are looking for four faculty.

Vice President of Administration and Finance Report - M. Ahmed

M. Ahmed noted the announcement that came out that there is a slightly different COVID test schedule next week because of the spring break. An announcement went out also that the dining facilities have a slightly modified schedule again because students are not here. He said Jeff Banks, our associate Vice President for Human Resources has decided to leave his position to accept a position at Denver University, so we'll be launching the search shortly and we will follow the Senate process of requesting faculty members for the search committee.

Regarding the situation with the pandemic, it seems we are doing very good. We are looking forward to being a little more at ease. As the President said, we will be cautious, but we will enjoy the weather change and spring break and hopefully will maintain this low count.

There is some tree work happening during this spring break. Facilities, as always, have tried to take advantage of the lower density on campus and get some of the

work out of the way. If you see cleaning crews and construction tracks and so forth, moving around that is part of that work.

A member said on behalf of ERFSA, which he represented, a big public thank you to M. Ahmed who met with us at our Board meeting on Tuesday about an issue that is a concern to us. From time to time, when one of our faculty dies, there are supporters who want to hold a commemoration on the campus and we've been concerned about the cost being passed on to these to these groups. M. Ahmed was quite sympathetic and said he would try and to get some funds from the University somehow to make these things less burdensome. Next month, we are having two such events, one for Gerald Haslam and the other for George Ledin. We will have others, hopefully not soon, but again, thank you very much M. Ahmed for a sympathetic ear on this issue.

Vice President of Student Affairs Report - L. Monje-Paulson for M. Young

L. Monje-Paulson said she had a few quick updates for the Senate. At our last meeting we talked about number of our students being in emotional distress. That is not something that is necessarily going away anytime soon. There are scheduled workshops that are hosted by our Counseling and Psychological Services. "Keep us Safe" is hosted by Dr. Andrew Kerlow-Meyers, and it is a 90-minute workshop for students, faculty and staff to support distressed students and learn some of the signs that a student may be struggling with, how to have a conversation with a student about how they're doing, focusing on appropriate resources and then, if needed, escorting a student to CAPS. It is open to everybody. Our next workshop is March 30th, which is Wednesday from 2:00 to 3:30pm. There is another workshop in April and another one in May. The folks who have participated in those workshops seem to get quite a lot out of it. She believed it would be a good use of faculty time, if faculty are wondering what else could they do to keep an eye out for the students that they are interacting with, and we certainly appreciate that partnership.

Our Career Fest wrapped up yesterday with a virtual Career Fair. We had our first in-person Career Fair since the pandemic. On Monday, the ballroom was packed with employers, it was quite a sight to see. We did have a decent turnout of students, but she didn't know if she will ever be happy with the number of students who come. There could always be more. The Director of the Career Center has been working very hard to build relationships with the faculty this year and so will continue to improve those partnerships, so that students understand the connectivity between what they're studying in the classroom and what they're pursuing for their major and translating that to how they can engage with things like career fairs. Exciting things

are happening and challenging things happening. We are all looking forward to spring break to take a collective deep breath before we move into the rest of the semester.

A member said he heard from one of the AS students that requests for appointments in CAPS are way up. We have heard from our Student Rep on student stress this semester and he was wondering is there something more we should be aware of as faculty.

L. Monje-Paulson said she thought one of the best things that anyone can be aware of are those warning signs and when to refer. Practicing our own comfort level and reaching out to students and reaching out to folks on campus who can reach out to students, like our Care team. If we noticed that a student is in distress, our care team often encourages the faculty to talk with the student first because faculty are the ones that have built that relationship with them. It actually goes quite a long way when students have professors express concern for their well-being. It can mean quite a lot to the student, as they're going on that journey.

The Student Rep said it is helpful when faculty notice if their students aren't coming to class. She has had people tell her if my Professor emailed me about whether I might have dropped out of school because I felt like nobody was paying attention to me, and that's one of the things about us being a small campus that is potentially good. If faculty could notice when a student doesn't show up and sending a quick check-in email, it could help. One of the things that one of her faculty members did as part of our mid-term was a mid-semester check-in to see how we're doing, what we needed and it is so much more beneficial in the middle of the semester to do this when students have a chance to turn things around. After class yesterday, her faculty member was speaking to a student who had barely attended any classes and she said, I'm worried about you, I want to make sure that we can find a way to work together to get these things done, how can I support you? Knowing that it's not too late helps. That is what a lot of our students tend to do, drop out of school or have these big issues where they feel like they have missed so much class already, so what's the point coming to class now? But knowing that your professors say it is important still come to class, you are still going to gain things from attending is very important. Creating that sense of belonging with any event is helpful. In one of her classes, we check-in at the beginning of class, asking how is everybody doing and waiting for student's responses. It's a chance for students to express how they're feeling. Her Professor responds how she's feeling and also in her Canvas page she has so many campus resources for students. It has been very helpful for a lot of students in her class in particular.

L. Morimoto said the CSU is doing a Mental Health first aid training. She knew that announcement was sent from somebody. There were a handful of us who went and that was very helpful. She couldn't remember where it came from and asked L. Monje-Paulson if she knew. L. Monje-Paulson said she could probably track it down.

Student Representative Report - C. Gomez

C. Gomez said she would give her report and then talk about the resolution.

Students are going through it right now, which means they are struggling in regards to different things such as mental health but also academically adjusting to being in-person. She was walking with some students and told them she needed to get a scantron for her test. They didn't know what a scantron was. She took them to the bookstore for the first time to show them. There are all these little things that we forget about and we're transitioning. Never assume what somebody knows. There are a lot of assumptions about what students know. If she tells them to meet her by the Children's school, students don't know where that is. A lot of students have expressed that they have been uncertain about different vocabulary in their classes. They obviously want to learn, but they don't know what those words mean while their professors are lecturing using super big words which are obviously important in a college setting but for some of our first year students and even sometimes herself in class it was challenging. For example, what is the use of acronyms and trying to find a way to incorporate that language in the class, but also explaining what that means.

Some of the issues that are coming to her from students are all over the place. One of the big ones is fear of classes for the next semester, which she has talked to the Provost about, and the Provost encouraged her to let students know that there needs to be a waitlist. Our students are so used to getting all the classes they want at the perfect time and day, so when they don't see that they think the classes are full and Sonoma State is not providing this class. When we are doing advising, let's make sure we are letting the students know get on that waitlist, so they will have a backup plan. Her friends who go to a large CSU are super used to this, so it's changing the culture about how we register for classes and then also in regards to advising. Our students have been concerned because they are still seeing undergrad advisors in the Advising Center because they can't get a hold of their faculty advisors. They will send an email and follow up emails, and there is no response. It appears as though if a student is not in that person's class, there's no way to gain access to their office hours. One of the suggestions she has, and she knew this isn't feasible for everyone,

but her faculty advisor has his office hours listed on Zoom and he has certain hours that are drop-in. Students don't need an appointment. Using the Zoom link he posted, he has students in the waiting room and this is something that we're missing in-person. Students could find somebody at their office, but this is an online way to make sure that students can get that upper-division advising.

Another thing going on with students is the discrepancy in housing and housing segregation. But she also had a student come to her this week because they are experiencing acts of racism in their dorm room which is very difficult because they live there, that is their home. To go home and have racist encounters is super difficult and the student also informed her that the only way that they got help was through reaching out to one of their faculty members. The faculty member had to be involved and be their advocate. How do we change the culture and listen to our students and make sure that they are taken seriously. This student will be moving out of their housing, and that's good that they will be able to leave that situation, but there's no information about if there's going to be any repercussions for those students who are saying those racist remarks and creating a hostile living environment.

She met with Tramaine Austin-Dillon this week to go over Diversity, Equity and Inclusion to figure out how we can incorporate them more into academics. She was giving him some ideas about different ways to get different students involved. For example, in the Chicano Studies minor, she looks around in her classes and most of students taking those courses are from other marginalized backgrounds, which is awesome. But we need other people to learn these concepts as well. She didn't think that we have talked about encouraging minors more. If we look at business, for example, having a minor in AMCS is not only beneficial to the well-being of students and for their own learning, but when they enter the workforce, they have more marketable skills. How we can encourage more students to get into different fields, in different ways, and sign up for those classes? It does make her sad that the area E might no longer be a requirement. She is currently taking an AMCS class, and it has been one of her favorite classes at Sonoma State.

She spoke with Dr. Morimoto last week about an idea to have some sort of roundtable discussion that would be about having students, faculty members, and administrators having an open dialogue about what's going on and campus issues, but not in this formal setting where we're sitting down working on resolutions and word smithing. But instead, what's happening on campus, how do we feel about certain issues? This would be a great step before we go into writing a resolution, because sometimes there are misunderstandings or we don't hear about other

people's perspectives until it's too late when working on resolutions. The Chair and herself will be working on trying to get different people to be involved and also making sure that there is either an equal number of students or more students than the amount of faculty and administrators to make sure that the are voices equal.

A member said when he heard about students, especially new students, hearing a professor or a lecturer talking and saying they don't understand what they mean, he is waiting for students to raise their hand and be engaged. Ask the Professor, could they explain that or tell them what's going on. There are so many professors and lecturers who wish our students would ask us more questions, rather than feeling that they don't belong. Please pass the word out there, we would love to have our students ask us questions! C. Gomez said she also had noticed that some students feel more comfortable in certain classes because they create the culture of saying it's okay to ask questions, please stop me if you don't understand. But there are other professors where when you raise your hand and they don't look up. They are reading off the slideshow, and you don't even have the opportunity to ask a question. She completely agrees it's on the students to ask the question, but they also need the opportunity provided to them.

C. Gomez said she was actually the writer of the AS resolution in the agenda packet, which came about because she was talking specifically to students with disabilities regarding books, and she had no idea what it took to have a book converted and what that even meant. When she was hearing from them that they didn't have their course material yet because their Professor didn't give the course information until the first week and those students have to get it converted, and she was actually able to go take a tour of the DSS office and they were able to show her what they do, how they convert the books and all she could think of was how lucky she was that she has the privilege of being able bodied and not needing her books converted. If her faculty member at the last second puts up the books we need to find a way to make it accessible. That was her first intention with writing this resolution. Listening in her classes and hearing a Professor say "I hate the bookstore, I won't use them," and they think it's an act of rebellion or social justice to do so. The biggest thing is that there is a misconception about what it means to place a book order to the bookstore. Most people think they're overcharging and she agreed that prices are more expensive than Amazon, but what people don't realize is the students still have the autonomy to go and find the books on their own, and it has actually been more helpful when she gets her book list ahead of time, and she can order those things through whatever platform that she needs. Even though she was not going to be using the bookstore, she still has that list. Making sure that students are able to have access, no matter if they are going to order it through the bookstore or if they are

going to do it through other means. Something else that she found in her research for this resolution as well, were efforts by the CSU as a whole to make course material more accessible and more equitable, especially in terms of cost. There are a lot of courses, even at Sonoma State, that offer completely free course material using our database. There are also other ways to be able to find free online books. Basically, our ask is that the Associated Students make sure that faculty members either place their orders through the bookstore or they provide free online accessible learning materials.

Time certain reached

Resolution on United in Kindness - Second Reading

L. Morimoto said this is the second reading of this resolution. She asked Moe Jabbari and Pamela Coleman if they wanted to make any comments. M Jabbari said he was open to answer any questions that the Senate may have from the last meeting. Other than that, he would love to see the resolution pass, if that's possible. No questions.

Vote on resolution on United in Kindness - Approved unanimously

Resolution supporting United in Kindness Declaration of Unity

Resolved: That the Sonoma State University (SSU) Academic Senate endorse a statement of unity in the pursuit of propagating acts of kindness among faculty, staff and students in order to create a community in which kindness is a guiding principle.

Resolved: That over half a million Sonoma County neighbors come from diverse backgrounds, beliefs, and traditions in pursuit of joyful and healthful living and wish to be free from hateful speech, bullying, discrimination, and violence and that students require a place to grow and learn in peace and safety, guided in kindness and caring.

Resolved: That the SSU Academic Senate will be joining the nearly 1,600 individual Sonoma County residents, 49 Sonoma County organizations, secular and non-secular, and 8 out of 9 city councils that have endorsed the UIK Declaration of Unity and the Gold Resolution awarded by the Sonoma County Board of Supervisors.

Resolved: That the SSU Academic Senate, through directives and active engagement with students, faculty, and staff and through public announcements, written materials, and online social media, will encourage all Sonoma County residents to find ways to

foster and sustain acts of kindness throughout the community, in their daily life and activities.

Resolved: That in order to sustain the resilience, health, and safety of all Sonoma County residents, we affirm trust in a social fabric that promotes and encourages, acts of kindness and that disallows harm to individuals and groups based on ability, age, appearance, ethnicity, gender identity, language, race, religion, sexual orientation, and socio-economic position.

M. Jabbari said we are honored to receive this resolution from great school of Sonoma State University and also, he thanked Dr. Eyler for our initial contact with him. It only takes a few bigots and loud mouths to ruin and destroy a community, but it takes the whole village to bring it back to where it was. The purpose for this resolution is not just the depiction of nice words on a piece of paper. Hopefully, it would be at the forefront, that all the staff, faculty, and students would see it and they take the hints. We need all the help that we can get from every individual member of the community to make a dent in this situation that we are in. Thank you very much again.

The Chair said thank you, and she knew United in Kindness has done so much work. You have taken it around and gotten a lot of approval from governments, nonprofits, and thank you for including us in it. M. Jabbari said thank you very much, it's our honor.

Return to Student Rep Report

A member said she completely agreed that having materials accessible as soon as possible is important. Sometimes there are lecturer faculty who we may not even know we're teaching a class until three days before the semester starts. That might sound a little outlandish, but it's actually not at all that uncommon. There are times that she has literally walked into a class with three days' notice. Can we think about what are some ways that the university can support lecturers? The movement towards the year- long scheduling is going to help because now lecturers are probably going to have more lead time and know what we're teaching. How do we get to make sure that we can get those materials posted, make sure that if we need to have materials converted that we can get that done in a super timely manner? It would be nice for us to keep this in mind as we're all working together to get all of these materials where they need to be.

C. Gomez said she understood that concern and she is not on the side the bookstore. One of the things that is being worked on that would help to resolve this issue would be a licensing with Barnes and Nobles. Students would opt in to pay the fee, but everything would be fully electronic and you would be able to order through the bookstore. Let's say you found out the day before you place the order and the next day instruction starts. All that stuff would be available digitally to the students and in an accessible format. For a little bit more money, for the students that want a physical format, it only takes about maybe a week to ship the material out, but they would still have access to the online form.

The Chair said that is something that the Vice Chair is working on. He is sitting on that committee and is aware. We've raised the question about lecturers and asked if departments can have a book choice that is the one on the board. Then for the next year, at least, every instructor does that, every lecturer agrees, sees that book and then they can revisit when they see fit. That way we are not waiting for the assignment, because sometimes it is very last minute. We want to make things as easy as possible, also without infringing on the lecturer's academic freedom, but if they're part of that decision, hopefully, that would seem reasonable.

EPC Report - E. Asencio

E. Asencio said she didn't have anything to report, but wanted to plug our curriculum process workshop that we're holding tomorrow at 11am. The link to the workshop was pasted into the chat.

FSAC Report - R. Whitkus

R. Whitkus said a few things that FSAC is undertaking right now are that two of our subcommittees - the Professional Development Subcommittee and the Academic Freedom subcommittee are working on updating or revising their charges. Today the FSAC approved the revision of the Academic Freedom subcommittee's charge, which is now going to Structure and Functions. Regarding the Professional Development subcommittee charge, we sent it back with some queries or questions, and also the Professional Development subcommittee is requesting to change their name to the Teaching and Learning subcommittee. The other things that we have been working on are we continue to work on a Faculty Handbook and hopefully by the end of the semester, we will have a draft ready to bring to at least to the Ex Com next fall. The Faculty Handbook is really a living document, rather than being a lot of text. We are trying to design it to be quick access for information. We are having a list of table of contents with links to websites, either on campus or within the CSU, where faculty

can find information very quickly. We started working today on discussing the Faculty Associate Dean position, which was passed on to FSAC at the last Ex Com. Finally, we also had a discussion about a document received from the Senate Diversity Subcommittee and a recommendation for trying to reduce or eliminate bias in faculty evaluations. They provided us with a wonderful document with a lot of recommendations. We started to discuss some of those today to see how we could probably or potentially incorporate them in future evaluation guidelines, so that is the work that we have been doing, as well as continuing to deal with departments that are updating their RTP criteria.

SAC Report - K. Thompson

K. Thompson said, as Senators might remember from our last Senate meeting, the Orientation Steering committee came and talked about the new plans for transfer and first-time, first-year orientation. As a part of that process and rethinking how we do orientations, the Student Affairs committee worked on a set of learning objectives for orientation and our subcommittee, the Academic Advising subcommittee also did their own set of learning objectives covering different pieces of what happens in orientation. It has been awesome that faculty were able to have input on the kinds of things we want to have students come out of orientation with. We will be bringing those forward as an information item. From the Accessible Technology Initiative Committee, she wanted to report that Disability Awareness month is next month, and there will be a lot of events and learning opportunities on campus to learn more about that. As a part of that, we heard that the bookstore manager Steve Higginbotham attended an affordable learning conference. There are some new ideas and technology approaches for how to connect affordable learning materials into Canvas websites and he is going to learn more about that and see if he can help us with some of those initiatives to simplify the process. The Scholarship subcommittee has almost finished wrapping up all of the review of the hundreds of scholarship applications that come in. That process will be finalized in the near future. We have a proposed revision to the Attendance policy that's in the catalog coming forward probably at the next Senate meeting.

CFA Report - E. J. Sims

E. J. Sims said we concluded an extraordinary and outstanding CFA equity conference. It was started on Wednesday, March 9th and ran through March the 12th. The theme of the conference was From Here to There: Building the Social Justice Bridge. We had some outstanding presentations from learned professors throughout the United States. We also heard of some amazing presentations that

focused on co-liberation and supporting our trans siblings throughout the CSU. There was a wonderful presentation on strengthening immigration alliances, as well as a great presentation about defining Hispanic serving institutions and also a presentation on the history of policing in the CSU. On the CFA statewide website is a description of all the presentations during the Equity conference. In about three weeks the recordings from all of those sessions will be made available on the CFA statewide website. We are moving from an Equity conference every two years to an annual Equity Conference which is very exciting. It's a great chance for our CFA members to engage in professional development, as well as interactive conversations about these issues. One of the sessions was on race lighting, a new concept getting a lot of traction that looks at racism and white supremacy. CFA now has a new Caucus through our Council for Racial and Social Justice. It is the Palestine/Arab/Muslim Caucus. They were able to share with us information about caste discrimination, and we are looking forward to more wonderful presentations by that group and more information about caste discrimination in the CSU, and also in society.

The other thing that is certainly in the news is the Rohnert Park and Cotati teachers on strike. This is the sixth day of their strike. The main reason for the strike is that the school district has suppressed the salaries of teachers, for many, many years. It appears that the district is about \$20,000 less per year, per teacher than other neighboring districts. CFA is certainly in support of our Union brothers and sisters who are fighting for a fair contract and a living wage that outpaces inflation. She has spoken with our Chair of the CFA Statewide Teacher Education Caucus and it has members from all 23 campuses from teacher programs. She is also on that Caucus. We are in support of the teachers getting a fair contract and a living wage that outpaces inflation. She hoped Senators would be supportive of their efforts as well.

Every third Wednesday of the month CFA holds an open forum for any of our members who would like to come and share issues and concerns with us. It is also our opportunity to do organizing, mobilizing, and plan our social justice actions at SSU.

Good of the Order

C. Gomez said she forgot to include in her report was she has been talking to Dr Erica Tom about having a graduation ceremony for our Native American students. Currently they were put with the Asian and Pacific Islander students, which doesn't really make any sense. Being a Native American student, a specific graduation sounded appealing to her. She is working with Dr. Tom to try to find a way to make

sure that our Native American students can get their cultural graduation, just like other groups on campus. However right now, it looks on paper, as though there are 10 graduating Native American students, but most people don't know she is Native American. She was sure there are so many students in your classes that might also be Native American that faculty are probably not aware of either. She asked the Senators to encourage your students if they want to take part in planning this graduation or being a part of this graduation and to contact Dr. Erica Tom.

A member noted that the link to a petition regarding the teacher's strike had been put in the chat. He encouraged all Senators to sign it. People do not even have to live in Rohnert Park to sign. This is important. Our teachers are serious and underpaid, and he does not understand what the Board of Trustees was thinking. He has written them all and personally pointed out to them that he would gladly pay whatever taxes it takes to make sure that our teachers get paid well. We pay taxes so that we will live in an educated community. We depend on people to cure our cat when it gets sick or help us with taxes. We need an educated workforce in our community. It is necessary for our own humanity.

The Chair said on April 5th at 7:00pm, Tommy Smith from the 1968 Olympic Games, who held his fist up on the podium, will be here speaking as part of the Sport and Social Justice lecture series. She was very excited to be able to bring them in person, back to our campus and it is a very interesting story. We are also showing a new film "With Drawn Arms," a documentary. We will have a public showing before Tommy's speech, and it is a great documentary. Please encourage your students to attend.

Adjourned.

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