

Academic Senate Minutes

November 6, 2014

3:00 – 5:00, Ballroom A

Abstract

Chair Report. Agenda – Approved. Minutes of 10/23 – Approved. Special Visit: Mayor of Cotati John Dell Osso. Revision to Lecturer's Role in Department Governance policy – First Reading. Graduation Initiative Presentation. President's Report. Vice Chair Report. Vice President of Administration and Finance Report. Associated Students Report. EPC Report. FSAC Report. SAC Report. CFA Report. Good of the Order.

Present: Richard J. Senghas, Terry Lease, Margaret Purser, Michaela Grobbel, Sam Brannen, Birch Moonwomon, Kathleen Rockett, Jess Hazelwood, John Kunat, John Palmer, Ed Beebout, Jennifer Roberson, Jennifer Mahdavi, Murali Pillai, Mary Ellen Wilkosz, Matty Mookerjee, Lauren Morimoto, Laura Watt, Michelle Goman, Rheyyna Laney, Michael Pinkston, Donna Garbesi, Marisa Thigpen, Edie Brown, Ruben Armiñana, Andrew Rogerson, Larry Furukawa-Schlereth, Christian George, Katie Musick, Melinda Milligan, Richard Whitkus, Julie Shulman

Absent: Catherine Nelson, Deborah Roberts, Matthew James, Florence Bouvet, Viki Montera, Laura Krier, Matthew Lopez-Phillips, Elaine Newman

Proxies: Sakina Bryant for Joshua Glasgow, Armand Gilinsky for Karen Thompson, Mercedes Mack for Brandon Mercer, Brandon Muela for Cynthia Figueroa

Guests: Jason Wenrick, Sean Johnson, John Dell Osso

Chair Report – R. Senghas

R. Senghas announced sad news. A student in the Ukiah program, Kayla Chesser, had died and the Senate would see the request for a posthumous degree come forward next time. He said the GMC project grant proposals were due the next day. Next week he would be attending the CSU Academic Conference in Long Beach.

Approval of Agenda – Approved.

Minutes of 10/23 – Approved.

Special Visit: Mayor of Cotati John Dell Osso

J. Dell Osso said he would update the Senate about the City of Cotati and especially talk about the internship programs they had with SSU. He said that right now they have 5-7 interns at City Hall in various programs. He noted that in Sonoma County, except for Petaluma, cities elect their city councils and then rotate the Mayorship among the city councilors. He had two more years on his term on the city council. He talked about Cotati's internship programs, one in the Business Department and four in the police department. He said they enjoyed having the students and it gave

the city a huge benefit. He said they had had a lot of assistance from SSU for their planning department and documenting historic structures. He told the story about the property across from City Hall that had chickens and sheep for many years. After the last sheep passed away, they actually got complaints from the residents that there were no sheep across from City Hall! They had remedied that and got some sheep for the pasture and would be putting some resources toward fixing up the chicken coops. He noted that five years ago they had passed a half cent tax measure that would sunset in Fall of 2015. This past June, they just passed another one for one cent for nine years. He said they started having trouble six years out and lost all their reserves. They were making slow strides back. Cotati had gained 50 new businesses since January and the rate of loss was 25% of businesses. The good news was that the new business was skewing towards an upward trend. They really depended on those tax dollars. That one cent tax was being used for a new police officer and infrastructure development and maintenance. He discussed the issues about the Cotati "entrance or gateway" and that the City was talking about widening lanes, putting in bicycle lanes and sidewalks from the Cotati Hub to the freeway. He said they were one of the first cities to go with Sonoma Clean Power. He said Sonoma Clean Power would be showing, by December, a lower rate than PG&E. They were also doing a large solar array on carports at City Hall. He said grants were paying for having those put in. He said the City was finishing up the Environmental Impact Report for their Master Plan. That was in the Planning Commission and would be coming to their City Council. They were also finishing up a five unit subdivision brought by Habitat for Humanity. The first family had moved in and were beyond grateful to be able to live there. They started a business recognition program a year ago for businesses when they hit certain milestones. He noted two businesses that had been in Cotati for 50 and 60 years. They hoped to be going to a web streaming service for City Council meeting starting in the spring. They hoped this would allow more people to observe the council. They had been having trouble with one individual who regularly attended their meetings and had bullied others away from attending. He asked if anyone had any suggestions for him around this and was willing to share what they had tried. A member asked how Cotati was going to help students with access to the Smart Train. J. Dell Osso said there was the potential for more high density housing in that area. They would be putting up bike racks too. A member noted that rental prices had gone up very high in Rohnert Park and Cotati and asked what Cotati was doing about that. J. Dell Osso said they had addressed that issue for mobile home parks, but he was unclear how they could address it in any other way. They had not talked about it. He thought it would be a good discussion to have at the City Council. A member asked if the Smart Train would offer reduced rates for student using the Smart Train. J. Dell Osso said that was a great idea. The Chair noted that there were traffic signs up blocking bike lanes and suggested that the signs be put on the side of the road. The Chair presented Mayor Dell Osso with a thank you from the Senate.

Revision to Lecturer's Role in Department Governance policy – First Reading – R. Whitkus

R. Whitkus said that the revision to this policy was due to a grievance and arbitration about lecturers voting for department chair at another CSU. It was a non-binding arbitration, but the issue was brought to FSAC by CFA. Looking at the CBA,

they found that lecturers are faculty unit employees and departments are made up of faculty unit employees. Looking at the current policy, it stated that departments could restrict lecturers from voting. FSAC came to the consensus to align the policy to the CBA and the Senate Constitution by noting that lecturers were faculty unit employees in a department. He also noted that lecturers were hired to teach, and not to do service or scholarship. However, many lecturers did do serve which was beyond their requirements and that enriched SSU. So FSAC wanted to affirm that lecturers were part of the department and that they could not be excluded from participating in other activities beyond teaching. He described their revision to the policy. A member commended FSAC on crafting the policy. A member asked if the policy could result in different procedures in different departments. R. Whitkus said yes. A member asked if the policy meant lecturers were voting members and R. Whitkus said that was up to the department to decide. The Chair pointed out that decisions could be made by consensus and does not require voting. A member noted there might be potential confusion for lecturers who teach in different departments, if departments have different processes. First Reading completed.

Graduation Initiative Presentation – R. Senghas

The Chair passed out handouts of all the slides. He said last month the Presidents, Provosts, VPs of Student Affairs and Senate Chairs attended a meeting about the Graduation Initiative and were asked to spread this information around.

What is the Graduation Initiative?

- An effort to identify challenges and opportunities affecting the graduation rates of CSU students:
 - Decrease time to graduation
 - Increase rates of graduation
 - Provide more, and more equitable, access to higher education for all
 - Maintain quality of degrees
- Uses *data* to inform decisions
 - One size does not fit all!

He thought that faculty needed to keep their eye on the quality of degrees. The CSU was focusing on data more than in the past. They recognized that one size did not fit all

on each campus or in each department or major on campus. So the campuses need to disaggregated data to focus on what to do.

Preliminary Comments

- Just a *very brief* announcement of new GI targets for the CSU & SSU.
- This is *not* a Dashboard training session
 - But we *will* show you *where* to find it and what it looks like —hoping you will explore....
- Encourage faculty to help *influence, propose, and implement* local changes.

The Chair wanted the faculty to get out in front of this and not just be reactive.

Some things were not under faculty control:

Context & Expectations

- We recognize the factors beyond our local control are significant:
 - Economy
 - Underfunding
 - Students arriving with differing levels of preparedness
 - Staff & faculty workload

Despite these conditions, studies at other campus have shown that things can still be done and ought be done. There was good presentation about this by Katie Haycock from the Educational Trust (<http://www.edtrust.org/>).

Context & Expectations

Nevertheless: we still *can* and *must* make a significant difference at the local level.

- See Katy Haycock's 11/15 presentation to CSU leadership:
www.edtrust.org/dc/presentation/access-to-success-in-america-where-are-we-why-does-it-matter

Overall CSU 2025 Targets

Graduation Rate Goal (cohort)	2025 Target
FRESHMAN	
6-yr Graduation Rate (2019)	60%
4-yr Graduation Rate (2021)	25%
TRANSFER	
6-yr Graduation Rate (2019)	76%
4-yr Graduation Rate (2021)	35%
FRESHMAN ACHIEVEMENT GAP	
6-yr URM/non-URM Gap (2019)	7%
6-yr Pell/non-Pell Gap (2019)	5%

These were the targets presented for the CSU in general.

Overall SSU Targets

Goal (cohort)	Baseline	Peer Group Benchmark	Improvement	2025 Goal
FRESHMAN				
6-yr Graduation Rate (2019)	55%	63%	9%	64%
4-yr Graduation Rate (2021)	27%	N/A	8%	35%
TRANSFER				
6-yr Graduation Rate (2019)	82%	N/A	6%	88%
4-yr Graduation Rate (2021)	48%	N/A	8%	56%
FRESHMAN GAP				
6-yr URM/non-URM Gap (2019)	8%	N/A	50% Improvement	4%
6-yr Pell/non-Pell Gap (2019)	1%	N/A	50% Improvement	No Gap

Here were Sonoma State's targets and in many cases, SSU was already doing well.

SSU's Significant Challenges

- # of freshman students rated as “non-proficient” at entry, URM, &/or Pell Grant eligible.
 - Clearly, these #s need to be disaggregated!

*But our prospects of meeting
SSU's targets are pretty good,
—providing we get enrollment growth \$\$.*

So, what do we do for now...?

- Begin to familiarize ourselves with available data available on the CSU Dashboard and elsewhere.
- Get your ideas to SSU's Graduation Initiative Group (GIG)
 - Are you interested in joining GIG?
- Consider the 6 Successful Practices that have been effective elsewhere at improving rates
 - How do these apply in our own programs/ departments?

As faculty and departments look at their data and come up with ideas they can be directed to the campus GIG. Katy Haycock found 6 Successful Practices that had proved to be very helpful to campuses across the nation.

6 Successful Practices

1. Institutional culture – *student progress is a priority for all*
2. Data driven decisions (hence Dashboard)
3. Clear, structured pathways to completion
4. Introductory & Developmental Courses
 - course redesign, corequisites, linked pathways (math)
5. Where do *our* data take *us*?
 - Demand or require students to do what works....
6. *Never giving up on students*
 - E.g., keep reaching out to those who've left

He said that number 5 was where he saw the faculty being able to have a strong impact. What does our own data tell us about what we need to be doing. He also noted that number 6 included calling students who have left the university and asking them what could be done to help them return and finish. Campuses that have done this have had a good rate of return.

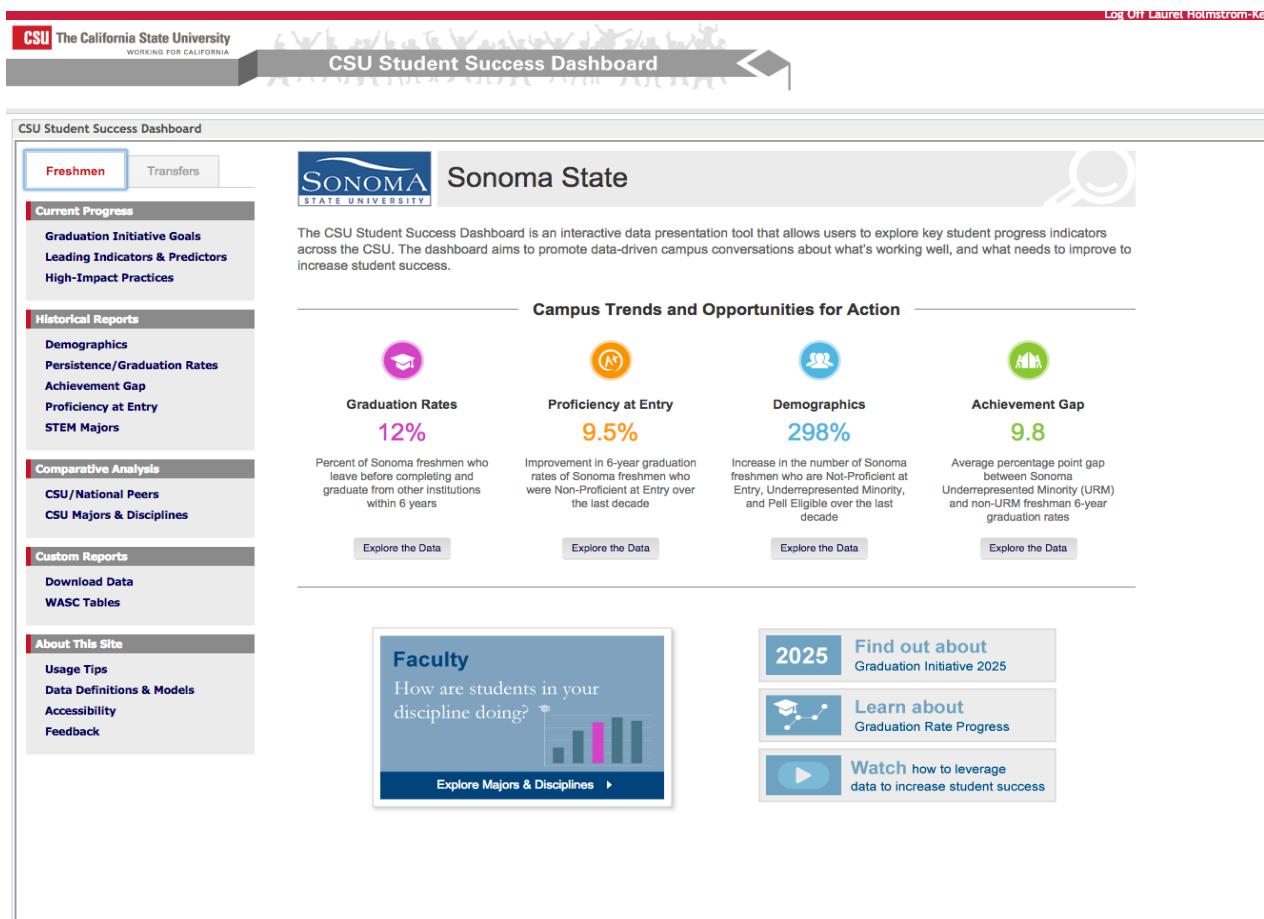
Information Available

Check out the
What's Trending in Faculty Governance
area on the Academic Senate website
www.sonoma.edu/senate

There you can find:

- this presentation,
- the SSU GI Goals (with some data),
- a link to the CSU Dashboard, and
- K. Haycock's 11/14/2014 presentation "Access to Success in America."

He then showed what the dashboard looked like:



The CSU Student Success Dashboard is an interactive data presentation tool that allows users to explore key student progress indicators across the CSU. The dashboard aims to promote data-driven campus conversations about what's working well, and what needs to improve to increase student success.

Campus Trends and Opportunities for Action

Indicator	Value
Graduation Rates	12%
Proficiency at Entry	9.5%
Demographics	298%
Achievement Gap	9.8

Faculty
How are students in your discipline doing?

Find out about

- 2025
- Learn about
- Watch

He said this site would give access to all the CSU campuses. Much of this data could be disaggregated. He said if folks found something that didn't make sense or was missing to click the Feedback link and that would go directly to the Chancellor's office. He pointed out the data definition and models link that would help explain where the data had come from.

A member talked about a 2009 task force looking at graduation rates and asked where students go if they don't graduate. R. Senghas said that kind of data was being put in this dashboard. A member asked if the campus was supposed to be moving students towards finishing in four years. R. Senghas responded that yes, but that the 6 year rates included the 4 year rates as well. Both groups were being targeted. A member thought that faculty were doing a lot of those six best practices, didn't students have some responsibility to graduate? R. Senghas said yes and there still might be places we could do something. A member asked if the State had mandated that we improve graduation rates. The Provost said the Graduation Initiative was a Chancellor's office program, but the State was also mandating performance measures, which included 6 year graduation rates. This was becoming the national standard. A member asked whether the GE program might be worth looking at. The Chair said that yes, GE was a possible place to look and it was different on every campus. SSU had success with "stretch" programs, but maybe

there was more to do with GE. He stressed that the faculty needed to get ahead of this and not be reactive. A member did not want this initiative to turn in to telling students to do less, such as not double majoring or doing a minor or studying abroad. A member asked if the numbers distinguished between part time and full time students. S. Johnson said the data did not distinguish between those. He suggested using the feedback function on the dashboard to ask the Chancellor's office people to separate those categories out. He also emphasized the importance of looking at the data definitions, so everyone knew how things were being counted. He brought up the definition of a full time student in unit load as an example. A member asked if there was a student member on the GIG group and what was student's perception of why they weren't graduating in four years. The Provost said they had asked Associated Students to appoint a student. The Chair suggested that perhaps some of the existing faculty governance committees could also be looking at this data. He said that the Co-Chairs of GIG would be presenting to the Senate in January or February.

President's Report – R. Armiñana

R. Armiñana reported that he heard on the radio that the UC system was considering a tuition increase of 5% for each of the next four years. He did not know what influence that would have on the CSU. Clearly, the California Regents were sending a message to the Governor that the money he was sending was not enough. He said data also shows that the higher the cost, the higher the retention rate and this was shown across the Nation. A member wondered if the higher cost and higher retention rate showed the same rate for underrepresented groups. The President said he had not seen the data, but by looking at Schools that have the best graduation rates for African American students, historically, they are more expensive than the CSU. He discussed the economic concept of the precious good, that someone treasures something that costs more than what costs less. A member asked if the UC would get less money from the State if they enacted tuition increases. The President said that was the question. If the UC approves the tuition increase, they would be saying that the tuition increase would be worth more to them than what they get from the State. A student member asked if the CSU was considering a similar proposal in the future. The President said, no, he was not aware of that. The Board of Trustees would meet next week and they would be deliberating the CSU's budget request. As of today, that budget request did not include a fee increase.

Vice Chair Report – T. Lease

T. Lease noted that another faculty member was still needed for the search committee for the SEIE Director of Programs. If no one stepped forward by the requisite time, they would not hold the search back. If anyone was interested, they should contact Structure and Functions.

Vice President of Administration and Finance Report – L. Furukawa-Schlereth

L. Furukawa-Schlereth reported that he had asked N. Johnson to investigate the feasibility of electric car charging stations on campus and would get a recommendation on that in December. He reported a piece was being put together

about how the campus was responding to the drought and reducing water use, including how the campus was using re-claimed water. He had put a planning group together to see what SSU might want to do when the Smart Train began service, such as a shuttle service. He said at this time of year, after the time change, they do a walk through of campus to see which areas were dark. He noted that the path between the campus and the GMC had dark spaces, so that would now be addressed as well as doing some tree trimming around existing lights. He wanted to assure the Senate that the campus lighting was taken very seriously. The past day he had attended the Task Force for a Sustainable Financial Model for the CSU. This was the task force the Chancellor has put into place. He reviewed the membership and noted they would be meeting every two weeks for six months. They agreed they wanted to be very transparent about the nature of the conversations they were having in the task force. A website would be created and as documents were created they would be put on that site. A member asked if the campus could look at the clocks in the classrooms to make sure they were accurate. The member noted there were inexpensive clocks that had radio signals that made them always accurate. L. Furukawa-Schlereith said he would look into that.

Associated Students Report – C. George

C. George reported that over the next few weeks, he would be participating in No Shave November to raise awareness for men's health issues, such as men are three times more likely to commit suicide, two times more likely to die from a drug overdose and 70% less likely to see a doctor for health issues. He hoped others would join in this effort. Members who already had beards were curious how to participate. He passed around a flyer about a webinar that was being put on by the Faculty Center about the MERLOT program. He encouraged Senators and their colleagues to attend this workshop to learn one possible way to lower textbook costs.

EPC Report – M. Milligan

M. Milligan ran through EPC business items and described the outcomes. Geography 206 was now an experimental GE course in D2. They approved two new permanent courses in B2, BIO 130 and 131. They approved ES 210 as a permanent course in A3 with a split decision after much debate. She appreciated everyone's willingness to engage in an issue with many ramifications. They also approved two program revisions – ENSP and Sociology.

FSAC Report – R. Whitkus

R. Whitkus reported that in FSAC's kitchen there were several pots still simmering, so they would be bringing more forward soon. They do stir them up once in awhile and add new ingredients. Recently, there was a RUSH menu item, so they had something to put on stove for flash frying. This had to do with the potential tentative agreement about awarding faculty for exceptional service to students. The Ex Com had tasked FSAC to come up with the criteria for these awards, how they would be evaluated and awarded. He thought they would put out the call for this in January and more about this would be coming. There was still a lot to be worked on.

SAC Report – J. Shulman

J. Shulman reported that Campus Life and the Graduation Initiative Group had worked together to identify someone on Academic Affairs to coordinate programming with the primary Director of Campus Life. The Art Department was working with the Student Center to display student art in the Student Center. She said currently no faculty member was sitting on the Student Center Board of Advisors and thought there should be a faculty member on that committee. She reported that M. Lopez-Phillips had taken over all the adjudication for clubs and organizations on campus, which was an additional role for him. The Career Center was planning the Spring Career Fair and they had three times more employers now than last year. Two of the Advisors in the Advising Center went to the National Association of Academic Advising Conference and she hoped to hear what information they brought back soon. The Academic Advising Subcommittee was implementing some screen casting for training purposes for faculty advising. The ATI committee was working on their statewide report. SAC was working on their report about staffing in Student Services.

CFA Report – B. Moonwoman

B. Moonwoman encouraged everyone to vote on the tentative agreement. She said it was very easy to do by going to the CalFac website and asked the members to let their colleagues know there were three more days to vote.

Good of the Order

A member reported that the Math Clubs were having a fundraiser in Lobos that evening. A member noted that there would be new exhibit in the Library of photography and painting the next week exploring “Wild(er)ness” and her photos were part of it. A member announced that students could enroll in a one unit course, Psych 494 and as part of that course they would get 10 free sessions with a Counseling graduate student. The Chair noted that it was the friends and family night for CPA production of The Importance of Being Earnest.

Adjourned.

Minutes prepared by Laurel Holmstrom-Keyes