

**Academic Senate Minutes**  
April 2, 2015  
3:00 – 5:00, Student Center Ballroom A

**Abstract**

Chair Report. Agenda approved. Minutes of 3/12/15 – approved. Consent items: Candidates for Graduation and Revision to the Biology BA and BS program – approved. President Report. Provost Report. Vice Chair Report. Vice President of Administration and Finance Report. Senate input on Hospitality policy revision. Vice President of Associated Students Report. Statewide Senators Report. Posthumous degree request for Francis Lynch approved. Resolution regarding Indiana Religious Freedom Restoration Act amended and approved. EPC Report. FSAC Report. CFA Report. Good of the Order.

**Present:** Richard J. Senghas, Margaret Purser, Tom Targett, Catherine Nelson, Deborah Roberts, Matthew James, Birch Moonwomon, Judith Friscia, Jess Hazelwood, Joshua Glasgow, John Palmer, Jennifer Roberson, Karen Thompson, Florence Bouvet, Laura Krier, Sunil Tiwari, Mary Ellen Wilkosz, Lauren Morimoto, Suzanne Rivoire, Laura Watt, Michelle Goman, Rheyne Laney, Melissa Garvin, Michael Pinkston, Donna Garbesi, Marisa Thigpen, Edie Brown, Ruben Armiñana, Andrew Rogerson, Elaine Newman, Christian George, Brandon Mercer, Cynthia Figueroa, Katie Musick, Melinda Milligan, Richard Whitkus

**Absent:** Jennifer Mahdavi, Parissa Tadrissi, Ed Beebout, Viki Montera, Matthew Lopez-Phillips, Julie Shulman

**Proxies:** Anthony Bish for Sam Brannen, Murali Pillai for Michaela Grobbel, Neil Markley for Larry Furukawa-Schlereth, Tia Watts for Matty Mookerjee

**Guests:** Melinda Barnard, Brian Orr, Marco Calavita

**Chair Report – R. Senghas**

R. Senghas said he was approached by employees about whether there would be a response to the recent law in Indiana. A resolution would be forthcoming on that topic. He reminded the Senate that the Statewide Council of Faculty Chairs and Faculty Trustee Stephen Stepanek would be meeting at SSU on April 16<sup>th</sup>. He was serving on the search committee for the Vice President of Development and they were at the point of sending out requests for interviews.

**Approval of Agenda – item added: Resolution Regarding Indiana Religious Freedom Restoration Act – approved.**

**Approval of Minutes of 3/12/15 – approved.**

**Consent items: Candidates for Graduation and Revision to the Biology BA and BS program – approved.**

### **President Report – R. Armiñana**

R. Armiñana said that according to the Associated Press, Indiana and Arkansas both had amended their laws to replace the misguided and highly flawed bills. He thought the matter had ended.

### **Provost Report – A. Rogerson**

A. Rogerson reported on admissions. For first time freshman, deposits were at 577 which was up from last year at this time. Transfer deposits were at 400. He said the real numbers will come after Seawolf Decision Day when they hope a lot of students will commit to the university. Eighteen out-of-state students had been admitted which was up from last year. A member asked about an email that a student had sent to her that the student thought was a phishing expedition or an April Fools joke. She said it came from J. Suzuki, as the Title IX coordinator and its intent seemed to be to give out more knowledge about sexual assault on college campuses. There was an incentive for students to complete the program, it was required and if they did not complete the program, there would be hold on their registration. There were also pre- and post- questions that appeared to be related to research. She was alarmed that she had not heard about this and could not give accurate information to the student. The Provost said that the survey did have to be given to all students as directed by the Chancellor's office based on the audit regarding Title IX. All students in the CSU were required to take the survey. The Chancellor's office had suggested that campuses could put a hold on registration, but Academic Affairs had decided not to do that and found that many others campuses would not use this idea either. The Provost said he would clarify the issue with students. A member asked shouldn't students have the choice to participate or not in a research project? The Provost said he would clarify what the survey was all about. He agreed with the position to give students a choice. The Chair thought that review by the statewide IRB should be made explicit.

### **Vice Chair Report – R. Senghas for K. Ely**

R. Senghas reported that it was likely that at the next Senate meeting the S&F task force considering the restructuring of faculty governance would be bringing forward a presentation on what had been learned from consultation so far, and ideas for Senate feedback. This would be a preliminary discussion before a formal proposal would be created. S&F also did some election follow up. He noted there were several write-ins for Lecturer Senator. They would be determining eligibility of the write-ins and then asking if anyone wanted to serve. He asked the members to encourage lecturers to serve. A member posited changing the eligibility threshold to create a larger pool of candidates. R. Senghas said he would take that back to S&F.

### **Vice President of Administration and Finance Report – N. Markley for L. Furukawa-Schlereth**

N. Markley reported that the Exchange server was being upgraded and had increased storage for email accounts to 15 gigabytes. The Green Music Center 15 -16 season would be announced next week. A member voiced concern about security

on campus noting that several departments had been robbed. She was concerned that someone had a Master Key or a sub Master Key for their department. She commended Officer Clarence Jones for his help. She thought this needed to be shared with the campus community, so people could be more aware regarding security. A member was curious if the email system had received complaints. She provided examples. N. Markley said there had been issues with upgrading the software as with all software upgrades. They were working with the vendor to resolve the problems. A member encouraged faculty that had problems to report it to IT, so IT would be aware of the issues.

### **Senate input on Hospitality policy revision – B. Orr**

R. Senghas reminded the members that this was not a recommended policy from the Senate, so no amendments were allowed. It was brought to the Senate for feedback about strengths and weakness in the revision. B. Orr introduced the item from CRC. He said they wanted to address difficulties and concerns they had regarding the policy. The revision addressed the approval process, the hospitality form, better written guidance about what was allowed in regards to funding source, clarify the applicability of the policy and ensure that the policy aligned with CSU policy. He asked for any thoughts or concerns from the Senators. A member asked if the form would be available to fill out online. B. Orr said the form would be in pdf format and it could be fill out electronically. They had not worked out submission electronically yet. A member appreciated the enhanced clarity and asked for examples of what kinds of employee-only events would be approved. N. Markley said off campus retreats had been approved and some kinds of recruitment activities. The practice was not changing. A member noticed that employees were held to a higher standard than students and interpreted that as a lack of trust of employees. B. Orr said that the CSU defined students as off campus guests. A member said that it was a problem that employee only events were held to a higher standard and suggested that the approval level be at the Dean level. A member suggested that there be a dollar amount threshold for employee only events. Could the Deans be given that approval for those kinds of events? A member said that hospitality process on the campus was harder than the job Sisyphus had. She thought the policy was inhospitable. She thought it was extremely difficult due to the process and the costs of catering on campus. A member said she liked the idea that Schools be given a dollar amount for hospitality and that the Provost should be approving instead of the CFO for academic departments as the Provost was more aware of the strategic needs and goals of academics. The President noted that there were tax law issues with this topic. Money spent on employees was seen as income and was extremely hard to track. A member noted that in a past faculty retreat, it was asked what was getting in way of doing what needed to be done. One item that was identified was the cost of doing business. Task forces were set up and the hospitality policy was given to CRC and a task force was working on the cost issues. She noted that the problem heard around the table still existed in the revision. There were things that academic programs were trying to do such as entrepreneurial activities, community engagement, and developing new resources. The policy was restrictive instead of flexible and did not address a changing reality that everyone was facing. Until these issues were addressed, people would give up. She encouraged a continued sense of

openness from A&F and that faculty continue to push for improvements. The Chair thanked B. Orr for bringing the revision.

#### **Vice President of Associated Students Report – C. George**

C. George congratulated the SSU delegation to the Model United Nations conference on being given the award of Honorary Delegation for their representation of Nigeria. He thanked C. Boaz, the faculty advisor for that program. At the AS Senate meeting, they would be voting on a budget revision that would send \$10,000 to the Tutorial Center to help them with the increased demand for their services. He reminded the members that the students had voted to increase their fees to support the Tutorial Center. The Chair expressed thanks to the Tutorial Center.

#### **Statewide Senators Report – C. Nelson, D. Roberts**

C. Nelson noted that the report on the last plenary meeting was in the packet. She highlighted a few items. The Statewide Senate approved a resolution titled: Opposition to John Wiley and Sons Requiring the CSU to Purchase Access to Unwanted Journals in its Bundling of Online Journals. They had first readings on resolutions - The Call for a Plan to Increase Tenure Density in the California State University and Expectations for Upper Division General Education. She noted that there were pressures on upper division GE due to the Community Colleges wanting to offer upper division GE and how that would articulate with CSU upper division GE. This resolution was trying to establish expectations for upper division GE. She would be meeting with the GE subcommittee about this issue and thanked them in advance for their assistance. Two faculty nominees were put forward for faculty trustee – incumbent Stephen Stepanek, Northridge and Susan Holl, Sacramento State. She reported back on the issue of the Chancellor's response to the Community Colleges regarding duplication of BA degrees. The Statewide Executive Committee asked him about the disparity between what the faculty reported and what he had reported. He said he did not think it was politically expedient for the CSU to disapprove of all 14 degrees proposed. She reported that the statewide Academic Affairs committee had been tasked to come up with the conceptual criteria that would distinguish a masters degree from a bachelors degree in the CSU. D. Roberts reported on the policy revision for Academic Freedom. Chancellor White was taking the ASCSU recommendation under consideration. She asked Chancellor White about a budget item for tenure track lines. Chancellor White responded that there was a need to reverse the tenure track density line; an effort had been made to hire more permanent faculty since he had been in the CSU, but with resignations and retirements, we were not making much progress. From his perspective, the solution was not to centralize the hires by edict, but to centralize the point that campuses have to improve. The Vice Chancellor of Human Resources Lori Lamb said that campuses had received 3% to cover the raises that were negotiated. The gaps were on campuses that were not given reassigned time for new TT hires and in bringing lower paid faculty up par. Money for these was not provided from the Chancellor's office.

**Time Certain reached.**

### **Posthumous degree request for Francis Lynch – M. Calavita**

M. Calavita thanked the Senate for considering this request. He noted that Francis Lynch was a COMS major whose accomplishments met the standards for the awarding of a posthumous degree. He was a student in good standing, had achieved senior level status and had a 3.7 GPA in COMS. In addition to becoming an outstanding student, students and faculty remember him as dedicated to radio broadcasting and eager to pursue that as career. He worked with KSUN for two years and did very creative work. It was profoundly sad for this family and friends as well as the faculty in COMS to request this degree. **Motion to approve. Second. Approved.**

### **Return to Statewide Senators Report**

M. Barnard offered information about D. Roberts report. She reported that at a recent AVP meeting they took a poll and found out that most campuses did not have a program for reassigned time for new TT faculty. She said the 3% was estimated for all the campuses and then apportioned out according to the normal formula. Some campuses who had fared better in tight budget times actually did not use all the money given to them and had a pot of money left over for whatever they wanted. Some campuses that had not done well in tight budget times had gone over what they were given. This was a frustration for HR folks on campuses as this meant that smaller campuses would always be doing catch up.

### **Resolution regarding Indiana Religious Freedom Restoration Act – First Reading - C. Nelson**

The Chair recommended that the rationale be approved as well with this resolution. He thanked C. Nelson for writing the resolution. C. Nelson introduced the item and given the information presented by the President, she still thought it was a good idea to make a statement. The resolution could be amended to strike the 4<sup>th</sup> and 5<sup>th</sup> resolved clause to remove the reference to asking the President and Chancellor to ban travel to Indiana. **Motion to waive first reading. Second. No objection.** A member appreciated the sentiment of the resolution and wondered if the timeliness of it had passed due to the changes to the Indiana law. **Motion to strike clauses 4 and 5 in the resolution and remove last two lines from rationale. Second.** Typos were corrected. Vote on amendments – Approved. **Vote on resolution including rationale – approved.**

### **RESOLUTION REGARDING INDIANA RELIGIOUS FREEDOM RESTORATION ACT**

**Resolved:** That the Sonoma State University (SSU) Academic Senate reaffirm its support for the SSU Diversity Statement (<http://www.sonoma.edu/senate/resolutions/diversitystatement.html>) and policy on non-discrimination (<http://www.sonoma.edu/UAffairs/policies/discrimination.htm>); and;

**Resolved:** That the SSU Academic Senate express its strong opposition to the Indiana Religious Freedom Restoration Act (SB 101) as signed into law by Governor Mike Pence on March 26, 2015, and;

**Resolved:** That the SSU Academic Senate applaud San Francisco State University (SFSU) President Leslie E. Wong for his decision to ban the use of SFSU general or auxiliary funds to support employee or student travel to Indiana, and the SFSU Academic Senate Executive Committee, SFSU Vice Presidents and SFSU Deans who endorsed President Wong's actions and;

**Resolved:** That this resolution be sent to Chancellor Timothy White, SSU President Ruben Armiñana, SFSU President Leslie E. Wong, The Academic Senate CSU (ASCSU), Campus senate chairs and Indiana Governor Mike Pence.

## **Rationale**

On Thursday, March 26, 2015, Indiana Governor Mike Pence signed into law the Indiana Religious Freedom Restoration Act. The law provides that "persons" (defined as individuals, churches and businesses) may refuse actions that impose a "substantial burden" on their religious beliefs. All "persons" may use the act as a claim or defense in a lawsuit regardless of whether or not the state or any other government entity is involved. The law recognizes corporations as having First Amendment "free exercise" rights equal to those of individuals and could make it easier for businesses to refuse service to LGBT individuals or couples. Currently, the state of Indiana does not have a protected category for persons identifying as Lesbian, Gay, Bisexual or Transgender. Apple, Wal-Mart, the National Collegiate Athletic Association (NCAA) and the state of Connecticut, which banned state-paid travel to Indiana, oppose the law. On Monday, March 30, 2015, SFSU President Leslie E. Wong banned the use of SFSU general or auxiliary funds to support employee or student travel to Indiana. This resolution affirms the SSU Academic Senate's support for campus policies regarding diversity and non-discrimination, expresses opposition to the Indiana law and applauds President Wong's action.

## **Sources**

Garrett Epps, "What Makes Indiana's Religious Freedom Law Different?" The Atlantic Online, March 30, 2015 <http://www.theatlantic.com/politics/archive/2015/03/what-makes-indianas-religious-freedom-law-different/388997/>

Sarah Kaplan, "Arkansas and North Carolina are latest states to consider religious freedom bills," Washington Post Online, March 30, 2015 <http://www.washingtonpost.com/news/morning-mix/wp/2015/03/31/arkansas-and-north-carolina-are-latest-states-to-consider-religious-freedom-bills/>

Scott Neuman, "Indiana's Governor Signs 'Religious Freedom' Bill," NPR Online, March 26, 2015 <http://www.npr.org/blogs/thetwo-way/2015/03/26/395583706/indianas-governor-signs-religious-freedom-bill>

Senate Bill 101, Religious Freedom Restoration Act, Indiana State Senate  
<https://iga.in.gov/legislative/2015/bills/senate/101>

SFSU President Leslie E. Wong Statement on University Travel to Indiana  
<http://news.sfsu.edu/sf-state-president-leslie-e-wong-statement-university-travel-indiana>

SFSU President Leslie E. Wong Email to Faculty, Staff and Students Regarding Use of University Funds to Travel to Indiana, March 30, 2015

SSU Non-Discrimination Policy  
<http://www.sonoma.edu/uaffairs/policies/discrimination.htm>

SSU Diversity Vision Statement  
<http://www.sonoma.edu/senate/resolutions/diversitystatement.html>

### **EPC Report – M. Milligan**

M. Milligan reported on the EPC meeting that day. The majority of the meeting was the public hearing for the discontinuance of the CANDEL program. The hearing was to gather more information to help EPC with their recommendation about this discontinuance. EPC decided to support the discontinuance. This recommendation would be coming forward to the Senate.

### **FSAC Report – R. Whitkus**

R. Whitkus reported that FSAC received information about diversity in the new TT hires. Of the 19 hires providing self-generated data, for gender - 9 female and 9 male, 1 not specified; for ethnicity - 15 white, 1 Asian, 1 Asian-Indian, 1 Latino, one not specified; for country of origin - 12 from US, 7 international; for whether they were previous SSU lecturers - 5 were, 14 were not. FSAC had two business items they finalized. One was about the definition of faculty and another was a recommendation for discussion about staff input for Department Chair elections. Both of these would come forward to the Senate. They discussed a resolution from the Associated Students about changing the name of the policy Faculty representation on Administrative Appointment Committees. FSAC supported the idea of students being involved in the faculty hiring process.

### **SAC Report**

N. Markley noted that the last SAC meeting had been cancelled. The Chair noted that he had heard that SAC cancelled their meeting and was having difficulty attaining quorum. He reminded the members that if representatives do not show up for three meetings and do not send a proxy, S&F can declare their seat vacant and look for a replacement. He asked that if any committee was having a chronic absence, to please alert S&F.

## **CFA Report – E. Newman**

E. Newman reported that CFA would re-open on salary for years 2 and 3. They would be asking for more than 2%. She said that management would say they don't have the money. She noted that a new "Race to the Bottom" paper described where some of the money had gone by looking at the change in manager and supervisor salaries over the last 10 years and the change in faculty salaries (<http://www.calfac.org/race-to-the-bottom>). The first finding was that in the last decade, the CSU net operating budget had increased by 33%, MPP and supervisors salaries had increased by 48% and faculty salaries by 25%. She said this demonstrated issues with priorities and a failure to investment in faculty and the educational mission. She noted that SSU had specific problems with salaries. At SSU, FTEF salaries had increased by 8% and MPP and Executive salaries had increase by 28%. She said the claim would be that there wasn't enough money, but there might be different priorities the campus could have. She looked forward to the President's campus based equity system. She encouraged everyone to read the paper. A member asked if the increase being negotiated would be structured differently for different groups of faculty. E. Newman said she had not heard what the specific proposals would be.

## **Good of the Order**

A member noted that the Nursing Department would have a hearing on the discontinuance of the Direct Entry Masters in Nursing on April 16<sup>th</sup> at 12:20 in the Academic Affairs Conference Room. A math talk would be given at Schroeder Hall, Green Music Center on April 8<sup>th</sup> at 4:15 on Harmonious Equations: A Mathematical Exploration of Music. This was part of the GMC Academic Integration Grants. On April 15<sup>th</sup>, in the Ballrooms there would be a large research event that includes faculty research and McNair scholars at 3:00pm.

## **Adjourned.**

*Minutes prepared by L. Holmstrom-Keyes*