

**Senate Executive Committee Minutes**  
March 5, 2015  
3:00 – 5:00, Academic Affairs Conference Room

**Abstract**

Agenda amended and approved. CFA Report. Minutes 2/19/15 – Approved. Appointment of representative for Academic Programs on International Programs, Theresa Alfaro Velcamp approved. Vice Chair Report. Textbook Alternative Pilot report for the Senate. Revision to Computer Science Major and Minor for the consent calendar. Provost report - M. Barnard for A. Rogerson. Statewide Senator Report. Vice President of Administration and Finance Report – J. Wenrick for L. Furukawa-Schlereth. Associated Students Report. Report on the Educational Experience Enhancement Awards. Vice President of Student Affairs Report. Resolution in Support of AS-3197-14, The Need for a Comprehensive California State University Policy on Academic Freedom approved for Senate agenda. EPC Report. Ex Com rep to the SEC Report. Discussion about Emeritus Dinner. Senate agenda approved.

**Present:** Catherine Nelson, Richard Whitkus, Margaret Purser, Tom Targett, Kirsten Ely, Matthew Lopez-Phillips, Melinda Barnard for Andrew Rogerson, Melinda Milligan, Sam Brannen, Elaine Newman, Jason Wenrick for Larry Furukawa-Schlereth, Laura Watt

**Absent:** Richard Senghas, Julie Shulman, Ruben Armiñana

**Guests:** Christian George, Ann Steckel, Brian Gillespie, Ali Kooshesh

The Vice Chair chaired this meeting in the absence of the Chair.

**Approval of Agenda** – two items added: Appointment of ACIP rep and Discussion regarding Emeritus Dinner – **Approved**.

**CFA Report – E. Newman**

E. Newman reported that CFA had released a white paper titled “Race to the Bottom: CSUs 10-year Failure to Fund its Core Mission” (<http://www.calfac.org/race-to-the-bottom-paper-1>). She said this paper argued that CSU faculty salaries had stagnated when faculty salaries in the UC system had risen. Faculty at all CSUs had lost buying power. The white paper addressed the myth that faculty salaries were based on student tuition/fees. Student tuition/fees have gone up and faculty salaries have remained stagnant. The white paper also argued why faculty salaries should be important to students. More than 50% of CSU faculty earned less than \$38,000 a year. The average earning for CSU faculty was \$45,000. If everyone worked full time, it would be \$63,000. If faculty need to work a second job or live far from campus, they cannot spend as much time with students. Financial stress impairs faculty from doing their job. She recommended that everyone read this paper. CFA would be putting out more white papers this semester before bargaining begins again. CFA was monitoring the equity program on campus. She reported that the Chancellor had told the campuses to delay their

equity programs until the “final data is released.” That worried her. M. Barnard said she assured the Ex Com that they had to implement the program before July 1. She could not give figures until they finished all phases of the contract implementation. E. Newman said that the CFA President Liz Taiz sent a great letter to the Chancellor’s office and the Chancellor’s reply had gone to President Armíñana and he had sent it along to her. She believed the response was a bit dismissive. A member asked if the two letters were on the CFA website. E. Newman did not know, and said she would look into the issue.

### **Approval of Minutes 2/19/15 – Approved.**

### **Appointment of representative for Academic Programs on International Programs – K. Ely**

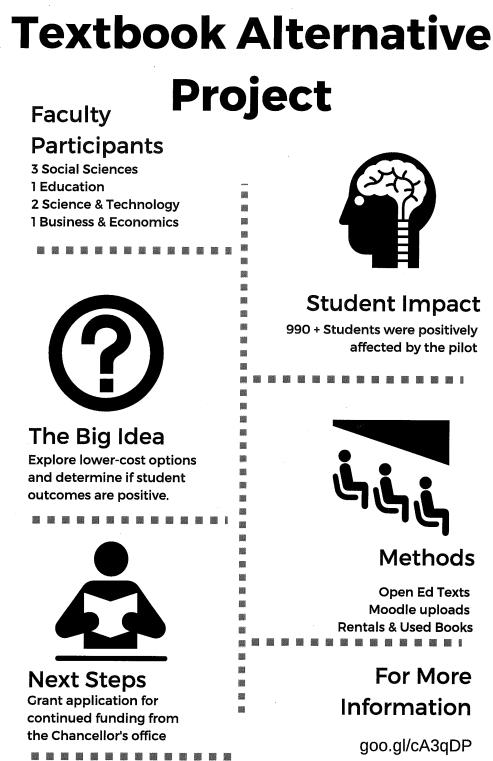
K. Ely said that Structures and Functions was recommending Theresa Alfaro Velcamp to a second term as the ACIP rep. This appointment needed the approval of the Executive Committee. K. Ely provided some background on Dr. Velcamp. **Approved.**

### **Vice Chair Report – K. Ely**

K. Ely noted that the election had started and encouraged everyone to vote. The Past Chair reminded the members that faculty need to vote twice, in their School elections and in the general faculty governance election.

### **Textbook Alternative Pilot report for the Senate – A. Steckel, B. Gillespie**

A. Steckel said that R. Senghas has asked her to bring a report on this project to the Senate. She provide this info graphic:



She noted that the positive comments from students were online at the link under More Information. She stressed that the project idea was to explore low-cost options and not reduce the rigor in any discipline. She said she had written a grant to the Chancellor’s office for \$20,000 to continue the project next year. She was confident that the grant would be funded, but had not heard yet. B. Gillespie then spoke about his experience as part of the

pilot. He used primary source material in qualitative research in a GE class on Aging and Society, and supplemented it with New York Times articles, You Tube videos, and a very active ASA section on Facebook about gerontology. He put a poll in the course to find out how the students reacted to not having a text book. From those responses he found that students were happy that it was extremely cost effective. This approach made them want to come to class more and take better notes. They liked the up to date information. Some students liked that information was customized. The only reservation a student had was having to look at so many sources for a test. He stressed that this was his experience and thought that his approach might not work in other disciplines. A member suggested to report how much time it took for faculty to implement these ideas. A member suggested that they talk about what the money was spent on and what the grant money would be spent on. A. Steckel said all the money was spent on faculty stipends. A member noted that she had never used textbooks, so she thought clarifying what the money was used for was important for faculty who already used alternatives to textbooks. A member suggested that the info graphic include how to access other peoples views and list the student comments. A member asked how faculty would be able to participate in the program, if the grant funding was obtained. A. Steckel said she typically went to the Deans and Department Chairs with information about Faculty Center programs and used the all-faculty email list. The student representative reminded the Executive Committee that the Associated Students had passed a resolution supporting this program and they were really excited to see it move forward. A. Steckel noted that they could not come to the next Senate meeting, so would be in communication about when they could attend.

#### **Revision to Computer Science Major and Minor – M. Milligan, A. Kooshesh**

M. Milligan introduced the item and noted it had been approved at all levels so far. A. Kooshesh said they were adding two courses. One was a new course and one was created to make PeopleSoft “happy”. PeopleSoft could not deal with a course that was offered sometimes as a lab and sometimes as lecture. Both these courses were used in the major and minor. **Approved for the Senate consent calendar.**

#### **Provost report - M. Barnard for A. Rogerson**

M. Barnard reported that there were only two remaining tenure-track searches. She said as soon as the last two were hired, she would provide the diversity information requested at the Senate. A member asked how many visiting faculty there would be next year. M. Barnard said currently they had two visiting faculty for next year. She reported that PDS would be bringing forward ideas for orienting the new faculty. She was concerned about how to support so many new faculty.

#### **Statewide Senator Report – C. Nelson**

C. Nelson said the Statewide Senate would meet over Spring break. A member asked if there had been any discussion about the Sacramento Bee article about the highest paid bosses in higher education and the civil service in California (<http://www.sacbee.com/site-services/databases/state-pay/#req=employee%2Ftop%2Fyear%3D2014>). C. Nelson had not heard anything beyond what she has seen on the local listserv, Senate-Talk.

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

J. Wenrick reported that he was talking to Associated Students about taking them off Google and putting them on to Exchange. He said they were also exploring making Google apps available to the campus. He said the students liked that they would have a shorter email address and also have access to the shared Exchange calendar. He would also go to the Student Affairs Committee for input. A member noted this might help with the Moodle interface for students who were also employed at SSU as staff. Moodle would only recognize one primary email address and students who were also staff had two. J. Wenrick said this was one of the main prompts for proposing this change. C. George said he appreciated J. Wenrick talking to their Senate and hoped he would come again before they made a decision. C. George noted that doing this would also give students free access to the Microsoft office suite. He said students wanted access to Google drive.

## **Associated Students Report – C. George**

C. George reported that the AS election would start on March 9<sup>th</sup> and end on March 11<sup>th</sup>. He reminded the members that the new fee was on the ballot. He reported that the Associated Students lobby core had attended the California Higher Education Student Summit to learn lobby strategies. They then met with Senator McGuire and Assembly members Levine and Wood and presented them with the Associated Students resolution asking for the Governor to increase the CSU budget by \$97 million. He reported that another student had passed away who had been a tutor in the Writing Center, Celia Recchio. A member asked why C. George was wearing a green ribbon. C. George said the ribbon was in honor of Mental Health Awareness week. He described some of the events that had been going on regarding this topic.

## **Report on the Educational Experience Enhancement Awards – R. Whitkus**

R. Whitkus presented a report on the Educational Experience Enhancement (EEE) Awards process to the Executive Committee; the Ex Com had asked FSAC to do this work, and he reviewed the report. He noted that interim criteria had been sent out with information about the awards. The applications were a mixture of: activities clearly providing exceptional levels of service to students and not receiving any adjustment in workload to reflect effort; activities that could be interpreted as being included in the standard professional responsibilities of instructional faculty, but may not be deemed “exceptional;” and activities for which assigned time is currently being received. Faculty Affairs provided a release time report. Applications were reviewed blindly. The EEE Award taskforce provided highest categorical rankings to applications clearly providing exceptional service and not receiving workload adjustment. For those applications covering activities included in standard professional responsibilities (CBA Article 20), the task force noted a preponderance of applications that involved mentoring student research. Given the verbal commitment of SSU administration to fund assigned time for this activity, the taskforce decided to provide the remainder of the awards towards this stated commitment. They hoped this action would stimulate further funding for this kind of activity. For future criteria, what they would need to know would be: for

applicants to indicate a specific course to be released from; indicate what release time is currently being received; and indicate how activity, if awarded, will become self sustainable, rather than an on-going need. They wanted to: attract a greater number of applicants; better inform all faculty of workload expectations (and to focus on what is above and beyond this); insure everyone realizes what the award is (up to 4 units of release, not a dollar amount); and how few were available. A member asked for an example of the first criteria "Activities clearly providing exceptional levels of service to students and not receiving any adjustment in workload to reflect effort." R. Whitkus responded that one example was a faculty member's efforts to improve the curriculum across the department so that critical thinking was spread across the curriculum and, if that approach worked, then it could be applied to other programs at SSU and in the CSU. Another was providing a mechanism for advising / counseling, both internally in SSU and in the community. This one would become self-sustaining in the future. The member appreciated the work of FSAC's task force and voiced a concern about language in the criteria, specifically "In no case will awards be granted to cover excessive workload assignment as this is not the spirit of exceptional level of service to students." She didn't know of this was a conflict in the contract language or something else. She noted the contract language that listed activities to consider for the awards as "course and curricular redesign (including new modalities and service learning), especially for large class size; scholarly and creative activities with students; developing and operating internship programs; developing more effective advising procedures (aiding in retention, timely graduation, etc.); or assessment and accreditation activities, and activities supporting underserved, first-generation, and / or underrepresented students." She argued that faculty members in CALS advising 100 students or a lecturer who had been assigned to teach a course that increased in enrollment from 40 to 100 should both be eligible for the award, but she didn't see those kinds of activities being rewarded in the criteria used by the task force. R. Whitkus said he understood the argument, but did not want to award bad behavior of administrators. He thought the problem was with the contract language. The task force wanted to award faculty who went above expectations on their own. The member argued that no one should be excluded and all high workload should be judged the same. A member noted that the criteria had to be created quickly and it made sense to revisit it. She discussed issues in her department stemming from no new hires for faculty who had retired. She did not apply for the award because that was an on-going issue. A member said that she had thought, due to the criteria, that she could not apply and told people that information. If they were trying to get more people to apply, they needed to change the message and not target the awards for only one-time activities. That would give them a better measure of the need. A member noted that what she heard from the Union was that this article was the first time the CSU administration had admitted there was a problem. She thought that the criteria for self-sustaining activities went against the idea that over work of faculty should be recognized. She also did not understand why the exact course need to be reported. A member suggested it might be helpful to track the data, as represented in applications with more broad criteria, as it could be used to push for more positions. A member suggested that everyone on campus would be eligible for the award since every department had shrunk and everyone's workload had increased. He thought it had to be decided whether everyone was eligible or if the award was serving a specific function. The presiding Chair suggested that FSAC hold an open forum on this topic.

## **Vice President of Student Affairs Report – M. Lopez-Phillips**

M. Lopez-Phillips congratulated C. George for being accepted to graduate school. Applause. He said that he had been notified that another student had passed away. He reported on Mental Health Awareness week. He praised the campus for addressing these issues and helping students be resourced properly. He stated he would be searching for a full-time director of the Counseling Center this semester. He noted that the Chancellor's office was suggesting that the student advocacy position be full-time as well. Since the Counseling Center was student fee funded, he thought they may have to look at raising the fee. He liked the idea of a full time student advocate, but it was an unfunded mandate. He said all the CSU Behavior Intervention Teams (BIT) would be meeting at the Chancellor's office to talk about best practices for these kinds of teams. He would be searching for the gender programming position in the Hub at NASPA. He said that position would be part time in the Hub and part time with general programming. He reported that the Fee Advisory Committee had heard from every program that received funding about continuing to have funding. FAC would be submitting a report on this process. The presiding Chair thanked M. Lopez-Phillips for his efforts on Mental Health Awareness week. M. Lopez-Phillips said it was a grassroots effort between a faculty member, students and himself. A member asked what happened to informal and formal filings of cheating or plagiarism charges and how were they cross checked. M. Lopez-Phillips said when he received the forms, they were entered on a spreadsheet and that was searched for any previous violations. If two were found, he asked the student to meet with him. He would also meet with a student if the faculty member requested it.

## **Resolution in Support of AS-3197-14, The Need for a Comprehensive California State University Policy on Academic Freedom – R. Whitkus**

R. Whitkus said that R. Senghas had heard at the statewide Senate Chairs meeting that the Statewide Senate requested that campuses support their resolution on academic freedom. FSAC had sent this to the Academic Freedom subcommittee. They reviewed the Statewide resolution and drafted a short resolution in support. FSAC approved it. **Approved for the Senate agenda.**

## **EPC Report – M. Milligan**

M. Milligan reported that the EPC chair for next year would be Laura Watt. She reported that the public hearing for the discontinuance of the CANDEL program would be held on April 2<sup>nd</sup> during a regular EPC meeting time, 11 – 1. She was working with the Senate office on posting the discontinuance online and a platform for comments. She reported on the upcoming curricular proposals on EPC's agenda. They would also continue revising the GE course proposal form.

## **Ex Com rep to SEC Report – M. Purser**

M. Purser reported that the Climate Adaptation Forum would be held on April 8<sup>th</sup> in the Ballrooms. The event would be free to students. The President had approved SSU's participation in the STARS program which was geared toward developing

benchmarks for campuses to evaluate their progress on sustainability. The first event on this topic was the "This Way to Sustainability" conference that would be held the week after spring break. Members of the SEC would be sending presenters to that conference. There was a follow up conference in July at San Francisco State.

### **Emeritus Dinner discussion**

The Senate Analyst requested that the Executive Committee discuss the Emeritus dinner. She provided some historical data on attendance and voiced some concern about the low rate of RVSPs for the dinner this year. A member noted that it was worth knowing that the Analyst had been organizing the dinner since she started her position. But in the past, either the Chair or Past Chair had organized the dinner. She argued that SSU struggled with "rituals," especially those recognizing faculty. She thought this was a good example of something that could be larger and more celebratory and did not think it was appropriate for the Analyst to do all the organizing for the dinner. A member wanted to know the RSVP rate for previous years and said that it was expensive to attend; perhaps more would attend if it was subsidized. A member offered that faculty should want to celebrate and support emeritus faculty and not be only willing to go if someone else pays for it. She thought the purpose of the dinner should be discussed. A member noted that the tenure and promotion event had free food and still had low attendance. A member said that the tenure and promotion event last semester was the first time, and she thought it had good attendance for the first event. She thought perhaps an event that honored what all that faculty were doing in their careers might be good. A member said that her department had to cover the cost of the dinner for department faculty when a member of their faculty was honored. She noted some issues that might also be variables affecting attendance, such as whether lecturers or tenured faculty were being honored. She said it was hard to get there, but it was a lovely event once she got there. M. Barnard noted that when she had been Chair, they only recognized tenured faculty. She thought newer tenure-track faculty would not necessarily relate to what emeritus faculty talk about. She thought the department faculty of an honorees department should go. She noted she tried having the event, when she was Chair, at noon at the Art Gallery and it was well attended, but it was controversial. A member said when she had attended she had gained such an appreciation of the longevity of faculty at SSU and felt more a part of something. It was important to know SSU's history. The presiding Chair thought the Senate leadership could talk about this topic and bring something back to the Ex Com.

### **Senate Agenda**

#### **AGENDA**

Report of the Chair of the Faculty – Richard J. Senghas  
Approval of Agenda  
Approval of Minutes

**Consent Items:** Revision to Computer Science major and minor – emailed  
**BUSINESS**

1. Electronic Theses proposal – Second Reading – M. Milligan, K. Brodsky – 2/26  
*packet* – TC 3:15
2. Resolution in Support of AS-3197-14, The Need for a Comprehensive California State University Policy on Academic Freedom – First Reading - R. Whitkus – attached

**Approved.**

**Adjourned.**

*Minutes prepared by L. Holmstrom-Keyes*