

Executive Committee Minutes

November 12, 2020

3:00 – 4:45, Via Zoom

Abstract

Agenda – Approved. Minutes of 10/29/2020 – Approved. Chair Report. President Report. Provost Report. Vice President for Student Affairs Report. Statewide Senator Report. Vice President of Administration and Finance Report. FSAC Report. SAC Report. CFA Report. SETE release deadline. Faculty Retreat Planning. Senate Agenda Approved. Good of the Order.

Present: Jeffrey Reeder, Laura Krier, Carmen Works, Wendy Ostroff, Elita Virmani, Emily Asencio, Paula Lane, Hilary Smith, Sam Brannen, Karen Moranski, Joyce Lopes, Erma Jean Sims

Absent: Amal Munayer, Judy Sakaki, Wm. Gregory Sawyer

Guests: Jerlena Griffin-Desta, Richard Senghas, Gerald Jones, Noelia Brambila-Perez

The Chair acknowledged Veterans Day, acknowledging his grandfather's service as well as the sacrifice and the difficulty that was faced by his grandmother during wartime. He suffered, she suffered, their family members suffered.

Approval of Agenda – Approved.

Approval of Minutes of 10/29/2020 – Approved.

Chair Report – J. Reeder

J. Reeder noted that there may have been some procedural confusion at the Senate last week regarding the change to when the SETE's would be released to students. He had proposed the change in the dates at which SETEs will go live to move from Monday, November 23 to Friday, November 20, to give a little extra time because of the unusual position in the calendar for the end of the semester. He brought that up as a consent item and then asked if there was any objection. He understood that putting it on as a consent item and then asking if there was any objection to the item itself could be construed as there was no objection to putting it on as a consent item. We didn't see any objection either to it being a consent item or nor did anyone voice any objection to the change itself. He did just want to clarify this due to the time sensitivity of this issue, tomorrow is one week before the 20th, so announcements will have to go out to students. At the Senate he asked if anyone wanted to pull it from the consent calendar to become a business item.

A member noted that it didn't occur to him at the time, but he could see how there could be some confusion. To change or add anything to the agenda requires getting the approval of the body, so if someone is asking to add something to consent calendar, the first vote should be on whether you want to add it to the consent

calendar. He thought the Chair had combined them into one thing. He did understand that some people might object that the first vote should be - do we approve this change to the agenda, then once it's on the consent calendar asked if anyone wants to take it off the consent calendar. The Chair said that was the understanding and the way that this was brought up was not as an objection to either the calendar or the item itself, but more of a point of clarification for the future. A member noted she thought it was very clear because the Chair said, does anybody want to agenize it as a business item. But it does bring up this larger question that's always bothered her. When the agenda is approved and the agenda has a consent item, but someone could pull it and put it on as a business item it then changes the agenda that you previously approved, which is confusing. The Senate Analyst noted in the chat that consent items are covered in the Senate by-laws: Article IV 1.8.

The Chair continued his report noting that the Senate leadership has been talking about the university's online policy and how that policy reflects what we're doing now, but even more importantly, how that policy reflects what we will be doing in the future. We talk, sometimes half-jokingly, about the before times, but there will come the after times and what sort of policies we have in place and, even more importantly, what kinds of practices we have in place will shape our university in the future for many years to come. Now is as good a time as any to start talking about that. We've had it on our radar for a while, we have had Justin Lipp come and give a couple of presentations to us around online instruction in particular. We've had a standing, but informal charge with the committee chairs to think about how their own committees might interact with or interface with online policies, either at the department level or at the institutional level. What we're going to do now is try to bring all those together. We have a couple of ideas and he will be reaching out to the committee chairs individually to start a broader dialogue on how we can we can look at our online policy or policies as we move forward.

A member noted that in the Science and Technology Chairs Council meeting some people brought up the question of - What if some faculty never want to come back to Sonoma State physically? Would they be allowed to be a Sonoma State professor and live in Tucson, Arizona, for example, or Florida? The Chair said that's precisely one of the things that that we were talking about. He noted it was funny the member mentioned those two particular geographic areas because he had read an article recently that was talking about climate change and it specifically mentioned Arizona, coastal Texas and South Florida as areas you might not want to move to because of climate change.

President Report – J. Griffin-Desta for J. Sakaki

J. Griffin-Desta said the President wanted her to report that the Spring 2021 continuity plan has been submitted to the Chancellor's Office. K. Moranski will provide more details in her report on the number of courses, etc. The President appreciates both the leadership of Provost Moranski and Vice President Lopes and all the others in the seamless way we were able to pull together the plan. The President mentioned last week that the virtual Board of Trustees meeting is next week. It is also the last meeting for Chancellor White and that there will be some

recognition and honoring his work for the last for the last few years. The President gave a huge shout out and kudos to Sonoma State for the hosting of the successful Association for Interdisciplinary Studies conference that took place November 4 through the 7th. The President heard great things about it and she hoped that K. Moranski will update us on aspects of that conference. There was a public announcement that came out that Dr. Richard Yao is the interim President of Cal State Channel Islands. He is the sitting Vice President for Student Affairs and he is also part of the faculty in Counseling Psychology. A member asked if the Trustees would be discussing the ethnic studies requirement and if the meeting was open to the public. It was clarified that the meeting will be live streamed on their website and the agenda is posted there as well: <https://www2.calstate.edu/csu-system/board-of-trustees/Pages/default.aspx>

Provost Report – K. Moranski

K. Moranski noted that the change to Title V on the Board of Trustees agenda is the removal of three words “and social justice.” It has to comply with the Weber bill that was actually passed into law. She provided a few details about the continuity plan. A communication is ready to go out to campus tomorrow that will have the list of courses that have been approved. The list includes 55 courses and it represents about 122 sections. She estimated, and stressed the word estimated, that about 1100 individual students are included in that coursework. That number is probably more than will actually be enrolled, but seemed like a reasonable estimate, so we can move forward. We don't have enrollment yet because enrollment begins on Monday. We want to get this list out so that everybody has the accurate information and the Scheduler can make changes to the schedule to reflect what's actually been approved. We're moving as fast as we can on that continuity plan. The faculty who submitted in-person course requests knew what they were doing. They submitted courses that clearly needed to be taught in person because of specialized equipment or special experiences. The next task is to think about what repopulation looks like, what we do moving forward, what our opportunities are and, of course, we will wait to find out what Chancellor Castro does with regard to the fall. We will be waiting on more information about the vaccine, will be waiting to find out whether Sonoma County is able to move out of the purple tier, all of that will impact our planning for next year. We'd like to know sooner rather than later. She frankly didn't think we're going to be back fully in-person in the fall, and even though we'd all like for that to be the case. She thanked all who participated in the Association for Interdisciplinary Studies Conference. Academic Programs deserves the kudos for making that conference happen. It was an important mini conference because it dealt with the pandemic and it dealt with responses to the pandemic related to online instruction related to DEI work and the disproportionate impacts of COVID-19 on underrepresented populations across the country and across the world. It dealt with the role of interdisciplinary work in problem solving. It is crucial to understand that we should have become even more aware about the role and importance of interdisciplinary work and problem solving, the collaboration, the integration of disciplines, the ways in which we think, that expanded our knowledge by seeing the overlaps and the common ground between disciplines. We will be hosting the full conference, hopefully in person in 2022 and so there'll be more opportunity for this campus to engage. She thought it's going to be important

that we have some discussions about interdisciplinary work and the role that it can play in terms of thinking creatively about where we want to go as an institution and how we want to work together and how we want to break down some silos and break across schools and break across divisions to solve the problems that we need to solve in order for us to emerge from post COVID-19 stronger than ever. We are also working on trying to determine, through the surveys that have gone out, what the needs are for spring in terms of technology, particularly hotspots. If faculty are talking to students, they can be reminded that there are still 33 laptops that have not been loaned out to students and we know we're going to have perhaps as many as 400 new students in the spring. And so we'll need laptops in the spring for the students who don't have them or who don't have good equipment to use. We also know that hotspots and noise cancelling headphones are important. Noise cancelling headphones are very hard to get. We continue to try to use our procurement office to get those and we continue to evaluate the need for hotspots for both faculty, students and staff, all of whom have needs in those areas. She was pleased to hear about the conversations that are happening about policy decisions regarding online instruction. She thought those were critical decisions that we have to make as a campus and there are some critical policy pieces that need to be put in place.

A member said we've talked about trying to move ahead with making things more interdisciplinary on our campus and as the Director of University Studies, one thing she was thinking about is University 150 and how that course can move ahead and solve these big problems. She had been reading a lot of articles and found that Sonoma State isn't the only institution that has challenges ahead of it in terms of supporting faculty to engage in these kinds of interdisciplinary efforts. She was wondering if the administration has some clever ideas to support faculty doing that because the couple times that we have done it, typically with lecturers, we lose track of that program and it disintegrates. We don't have the "carrots" to get the tenure track faculty into these interdisciplinary spaces. K. Moranski said that's a great question and it is multifaceted. She thought there are some resources that we can use in terms of thinking about how to create interdisciplinary campus culture. We have to have spaces and places and ways of crossing over schools. We have to have ways of figuring out FTES cost sharing, faculty workload, all of those pieces that are important as you move forward in interdisciplinary work. There are some really useful interdisciplinary tenure guidelines on the IS website that that may be helpful as faculty think about how they can release from their department for a certain number of units of semester. (https://interdisciplinarystudies.org/wp-content/uploads/2019/06/AIS_Tenure_Promotion_Guidelines.pdf). When we talk about resources, what you're really asking is, how do we incentivize faculty, especially tenure track faculty to teach in courses like University 150. She thought we're going to have to be clever in thinking about how we can allow for creativity and allow for planning. She liked the idea of a faculty exchange around interdisciplinary work. We're going to have to be clever in our use of the resources that we do have, which are not much and maybe getting fewer. How do we use the resources we do have to build bridges. We don't use cross listing effectively on this campus, for example. That's a great problem to solve, and one that could really help to give us some flexibility that we need in the curriculum. She said she would suggest a faculty exchange to S. Bosick right after this meeting and have her work on such an effort.

The Chair voice support for a faculty exchange. He was at a COPLAC meeting last weekend regarding how COPLAC campuses can share courses online and the biggest issue was how to share the resources. Yesterday, he attended a webinar on crossover between Student Affairs and Academic affairs and again it was often about how to share the resources. He noted that when there's a will, there's a way. He thought the campus had the will, so we can do it and we will be pioneers.

A member asked about the Provost's statement about next fall. She was worried about a slippery slope effect because what we heard from the Chancellor at Statewide Senate is not at all what many of us were expecting. We're hearing in the news that there may be a vaccine by spring. She was wondering what was the thinking that we wouldn't fully be back next fall. What is it beyond not having a vaccine wouldn't be readily available by then.

The Provost responded that we are hearing a lot of positive news about vaccines, but vaccines not only have to be developed, they have to be distributed. There are a number of logistical issues that have to be resolved in the distribution of a vaccine. Remember that we need to decide which courses are going to be in-person by March. The logistical issues that are associated with actual full repopulation of the campus are considerable. She would be delighted to be proven wrong in her beliefs about the fall. J. Lopes noted that it's too early to know and the campus needs to wait for guidance from the Chancellor and the Board of Trustees. We can't change it mid semester since students and faculty make plans that can't be changed on a dime. The member said her question wasn't necessarily about logistics as much as making sure that it is logistics and not a decision based on budget. K. Moranski said budget is always a consideration, but our goal is to be back to in-person operation. Would we go back to never having another online class? No, because there faculty who want to teach online and there are departments who want to have online programs and we need to find ways to make sure that those possibilities are open and that we're doing them right as a liberal arts and sciences COPLAC institution. But the if the question is about budget, no, that never even occurred to her. J. Lopes noted that it's not a better budget situation to be online. There are a lot of reasons why we want to be on ground and certainly, at Sonoma State, the way we provide our education is very much in-person. It's not a budgetary consideration all. It's a safety consideration.

A member said she wanted to be a voice for supporting interdisciplinary and cross teaching, and noted a number of faculty want to do interdisciplinary teaching. Two years ago, she and other faculty member in S&T, did an experimental course. We took it all through curriculum committees, we cross listed it. Our Deans could never figure out how to pay us for sharing the teaching. It was a three unit course at the time and we gave up. We didn't ask for a dime from the university. We got grants. She could not underscore enough that her experience had to do with administrative issues. Of course she wanted every dollar to incentivize humans to do things and she thought faculty should be paid for everything faculty do, but some of us just want to teach a joint class with someone that is our friend, a colleague and we can't do it because administratively, it's a nightmare. She encouraged the members that the administrative issues have to be worked out before there is a session asking

people to actually do interdisciplinary teaching. The Provost said she would do her very best to fix it. It's too important to not fix. She couldn't change the CSU overnight, but she thought we can find ways to make to make it happen and to be able to track those things in ways that we could never do before.

Vice President for Student Affairs Report – G. Jones for Wm. G. Sawyer

G. Jones provided a few updates. We currently have 453 students in residence for spring 2021. We have 135 students who have expressed interest in living on campus. Of new applications, 536 students have canceled their application for spring 2021 who had originally paid the housing down payment for fall 2020 and requested it to be moved to spring 2021. There will be communication going out to the students today or tomorrow regarding Thanksgiving and the winter break such as what to do, COVID-19 regulations, student success and advising. The advisors have reached out with a total of 7120 messages reaching 2444 students. The Peer Success Coaches report 6945 individual notes of correspondence with students. The Career Center had its virtual Career Fair with 160 students registered and 7140 employers marketed their open jobs to SSU students.

Return to question for the Provost.

A member noted one of the best classes he had at UC Irvine as an undergrad was an HIV / AIDS class which was taught by a Biologist, and by a Social Ecologist and it was fascinating to learn the biology, but also the social issues. He teaches in criminology, but working with a Media Studies professor would be great. The Provost said it is one of the most intellectually satisfying experiences that a faculty member can have. For the students can be a truly transformative experience. If we want to have some transformative impact, that is one way to do it. Another member commented about collaboration, thinking about social justice work and thinking about pairing with colleagues of color, and what that means for students and affinity groups, what we could do with the power of different perspectives and voice is another vote to work on interdisciplinary teaching.

Statewide Senator Report – W. Ostroff, R. Senghas

W. Ostroff noted it was a very exciting plenary last week at the Statewide Senate. We heard from many speakers, including Lisa King and Jennifer Casella the deputy Legislative Analysts from the Legislative Analyst, Office of the Chancellor and this corresponded to the survey that we sent out to our faculty last week, asking for their experiences. There were some really interesting takeaways from that survey and plenary conversations about how the budget reductions have impacted instruction and in what ways. Just to give a couple of examples, many institutions said that they had class size increases. They had reduced support, fewer faculty to support student research, some campuses were concerned about enrollment, temporary staff contracts not being renewed, furloughs being talked about for next year. It came out that women of color have been especially hit hard by workload and general burnout. Technology was provided, but it was unclear about more specialized equipment being provided. It was an important conversation. We also heard from the outgoing CSU Chancellor Timothy White who said he would like the CSU to reimagine the

future of higher education and he thought that we should consider being a remote learning institution going forward. He gave a lot of reasons for that, lowering the carbon footprint, reducing the need for parking, allowing students to persist, among other responsibilities, etc. Many of the Statewide Senators expressed their concern about a slippery slope with us being online right now and the Chancellor believing that's the next step for the 23 campuses and voiced concern about the use of the concept of access to create a predominantly online system. T. White believes that is a better model. Many of us do not believe it is a better model. We also heard from the Executive Vice Chancellor of Academic Affairs Lauren Blanchard who gave us updates on new appointments to the Board of Trustees, increased veterans services that are being offered and he also updated us about that Title V language change to delete social justice. We did approve a couple of resolutions. One was on culturally responsive and anti-racist mental health services and well-being, being critical to CSU success and that was seen as a very important addition. We don't just need mental health, but we need anti-racist mental health services on our campuses. There was also a motion in a resolution, which was a call for consultation on the academic implications of system wide fiscal decisions. We did not complete our business. We're having an emergency continuation of the meeting this Friday evening and the topic is going to be about the campus Senate's resolutions on AB1460 implementation. Hopefully there will be some movement on that because it looks like we're heading toward all of the campuses having responded very strongly against the more limiting requirements for implementing AB 1460 which are more limiting than the law requires. R. Senghas noted that one of the points for the Friday meeting is that we're probably going to have the ASCSU reverse its position, because its last stance at the end last year was that ASCSU was okay with a lower division requirement for ethnic studies, but after getting all the input, we realize that's inconsistent with the message that we're hearing from all the campuses. The resolution discussion went for an hour and 20 minutes and is going on again tomorrow to get that language change, so that at next week's Board of Trustees meeting, we have our final position. That's why we're doing it.

Vice President of Administration and Finance Report – J. Lopes

J. Lopes said she wanted to recognize Casey Kelly, who is our marketing manager for Entrepreneurial Activities. She was nominated and awarded the Rising Star Award for the National Association of College Auxiliary Services this week at their virtual conference. It's a big recognition and she does amazing work. She helps with the Seawolf living. She helped with the banners across campus about that highlighted a number of our students. She's done some neat marketing work since she took over that position.

APARC and EPC had no report.

FSAC Report – P. Lane

P. Lane wanted to get in people's minds that we continue to work on the URTP revisions. Another item is that FSSA, has presented FSAC with a comprehensive statement about the value and import of research. FSAC edited it a bit and send it back to them, but expect in the near future, the statement to be posted next to where

their committee information lives. People could use the statement when they're applying for a grant, for instance, that shows a commitment by the university to the importance of research.

SAC Report – H. Smith

H. Smith reported that the last SAC meeting was the day after the election and out of consideration for everybody's frayed emotions, we just limited the meeting to reports.

CFA Report – E. J. Sims

E. J. Sims said CFA was excited about having the lecturers range elevation workshop tomorrow at 2:30. It's sponsored by CFA, and we will have AVP Deborah Roberts participating in that range elevation workshop with us. 23 lecturers are eligible for range elevation so we're hoping that they will take advantage of that opportunity. We did have a successful pension and benefits workshop on Monday, November the 9th with good attendance and it was led by our resident expert CFA Jonathan Carp.

SETE Deadline

The Chair said the first business item is the SETE deadline which he started talking about before remembering that it is a business item. The proper way to do this is - are there any objections to continuing forward with our revised SETE release deadline as we discussed at the last senate meeting. **No objection.**

Faculty Retreat Planning

J. Reeder noted that we've been thinking about the retreat and the idea of having the it take place over a several hour period with Zoom appropriate times and breaks and having multiple sessions. Right now the thinking is that these multiple sessions will be sequential rather than simultaneous. That way everybody has a chance to participate in all of the sessions. He was also thinking of having an additional one for Senate leadership at the end and would probably have less general interest. In terms of the sessions that would be of general interest to all faculty members, the topics that we talked about last time, inclusivity and inclusivity for our colleagues and each other and how that spreads into our students. We also talked about de-centering whiteness. We talked about faculty support in the sense of support for the whole person and how we can support each other, support ourselves and particularly support our junior colleagues and adjunct faculty colleagues. That's something that possibly could go hand in hand with inclusivity so those possibly could be combined or they could be treated separately. He asked for further comments, suggestions, ideas or objections.

The Vice Chair noted that they talked about inclusiveness it in two different ways. There was an aspect of inclusive in terms of the broader diversity, equity, and inclusion conversation and the community that we're creating for students and the question of organizational development and how we build departments and how

we build units in teams that are functional and that bring together everybody on the team equally. The humanistic, as well as the structural.

Discussion continued: How do we physically, psychically, carry on is a big issue because we've been pushing. Faculty can only push with will for so long and cracks in the stamina of faculty are definitely already showing. The ideas might be great, but let's get the practice. Support was voiced for sequential not simultaneous sessions. Support was voiced for the idea of having some breakout rooms, because sometimes faculty don't feel comfortable or get a chance to have deep conversation. A procedural question was raised about who makes the decision about the faculty retreat. It was clarified that it's the Faculty Chair's responsibility to organize the retreat. It was suggested that we could have somebody who's really good at Zoom help us actually experience, the way the students would, whether it's the breakout groups or other kinds of things that you do in zoom, that engage us. We learn by being part of somebody doing it and what it feels like. One of the things that could be done in the process of that is also a way for us to get some hang time with our colleagues we just want to talk and see. Learning is best on when it's happening, implicit and explicit, at the same time. It's all integrated because that's how we teach. It's about addressing inequities and whiteness. That's complex. Would we want to start a little mini unheated conversation before the stakes are too high about what we think about synchronous, asynchronous, or fully online. People are lining up and oddly a person who is only teaching asynchronous tells me that that's what all their students want and when I only teach synchronously, my students tell me that's all that they want. If we look at learning theories and what research has taught us, if we know the social conditions of fresh humans on campus, it seems like we should be able to make informed, not opinionized thoughts about what practices we should do right now. We start a such a conversation. The Chair noted he was capturing all the ideas. A member noted she went to a training this week and it was really fun. There was some homework that was sent out and then some chat discussions and then breakout rooms for 10-15 minutes to do some quick chat and then come back and then touch base and then another breakout room. They had somebody who was doing the breakout rooms, not the person leading, so you need multiple people. It was interactive and fun and you got to meet new people and go back and forth. That would be a good model.

The Chair still liked SSU and 2032 as the main theme, since a lot of what we're doing now will change and shape and improve the university for today's kindergarteners when they come to us as first years.

Senate Agenda

AGENDA

Report of the Chair of the Faculty – J. Reeder
Special Student report
Approval of Agenda
Approval of Minutes

Consent Items:

Business

1. From EPC: Field Trip Policy – Second Reading – E. Asencio TC 3:45

Approved.

Good of the Order

The phrase of the day was the terms interdiversities provided by the Provost in the Zoom chat. "There is a field of research being called interdiversities."

Adjourned.

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