



ACADEMIC SENATE EXECUTIVE COMMITTEE

EXECUTIVE COMMITTEE MEETING

AUGUST 29, 2017  
FACULTY CONFERENCE ROOM

The meeting was called to order by Tom Nordenholz at 11:05 am.

**Present:** Tom Nordenholz (Chair), Alex Parker (Vice-Chair), Khalid Bachkar, Cynthia Trevisan, Steve Browne, Brent Pohlmann, Keir Moorhead, Dinesh Pinisetty (Secretary)

**Guests:** Michael Strange (ET Department Chair)

**Absent:** None

A copy of the minutes from the kick-off meeting has been passed on for the senate executive committee approval. It was decided that the word document with the minutes will be uploaded on dropbox and executive committee members can make their changes before the final approval by all members.

**Revised General Education (GE) Requirements**

The CSU has revised its GE breadth requirements (Executive Order 1100) on August 23, 2017. The Senate Executive Committee have decided to activate GE committee on campus to ensure that CSUM complies with the revised policy.

**Tenure Track Searches**

Based on the agenda priorities for 2017-2018 we started off the meeting with discussion about tenure track hiring. Mike Strange was invited to senate executive committee meeting to shed light on tenure track hiring in the ET department. Based on the inputs from Mike Strange (ET Dept. chair), Cynthia Trevisan (Math & Science Dept. Chair) and Steve Browne (MT Dept. Chair) it was concluded that tenure track search was a collaborative process. The process was briefly described as,

- Proposals (by meeting the required criteria) were submitted by each Department chair justifying the need of tenure track faculty in their respective departments.
- After reviewing all the proposals submitted, Department Chairs assembled for a meeting to rank them, then the ranks were submitted to the Administration.

The administration approved five tenure track hires for 2017-2018 out of eight requests. Two of these requests were repeated searches.

## Licensed Faculty Hiring

As noted by Mike Strange and Steve Browne hiring licensed faculty has been a big challenge.

ET department has had three recent failed searches. Each of those searches produced one qualified applicant. One of those applicants was approved by the ET department but was not approved on tenure track by the administration. So he ended being a part-time lecturer. He is expected to leave the department in Spring 2018. Out of the remaining two applicants, one candidate had different expectations assuming CSUM simply as a training institute and the other candidate had a below par interview with the department and was finally not approved.

MT department shortlisted two candidates and job was offered to one individual based on certain contingencies.

It was presumed that, (a) Lack of job security (possibly not getting tenure without a master's degree and effective scholarly work) (b) Salary offered, and (c) a path to academic freedom, as few reasons for not being able to attract qualified pool of individuals for the job.

One of the possible solutions of coordinating with MEBA to attract qualified individuals was not encouraged by the Administration. Currently job-postings are listed on popular websites including (GCaptain and Mariners).

A few solutions to address these concerns were also discussed.

- Department chair (or) Faculty attending prominent conferences and talking to people about the job listings. Provost also expressed support to set-up a booth at these conference if the costs are affordable.
- Allowing candidates without a master's degree to join the tenure track, with their successful award of tenure contingent on receiving a master's degree. This might require providing support for Faculty for pursuing Master's programs at other CSU campuses.

The Senate executive committee requested Department chairs to share the "Request Application Proposals" submitted for Faculty hiring. Also, if available to share the statistics about tenure track faculty / lecturers ratio in their respective departments.

The committee discussed about the licensed programs at other institutions including Maine Maritime Academy and Texas A&M in comparison to the program at CSUM.

The committee also intended to discuss the need for the Master's degree requirements, for licensed Faculty who are expected to teach practical simulator/diesel classes, with administration.