



General Faculty Senate Meeting

Time: 11:00 am – 12:15 pm

Minutes

2/18/2021

In attendance: Dinesh Pinisetty (Chair), Bets McNie (Vice Chair), Wil Tsai, Matt Fairbanks (interim Secretary), Mike Holden, Julie Simons, Cynthia Trevisan, Frank Yip, Margot Hanson, Steve Browne, Colin Dewey, Assis Malaquias, Christine Isakson, Tamara Burback, Margaret Ward, Ali Moradmand, Tony Lewis, and guests/observers.

1. Call to Order

- Chair called the meeting to order at 11:03am. Called for a moment of silence for fallen students.

2. Senate Chair Announcements

- Chair Pinisetty reminded faculty of upcoming deadlines for faculty development. 2/26 is the next for Academy-wide funds. Department deadline has passed.
- Chair noted that ASCSU rep election is not required as we had only one volunteer, Christine Isakson. Chair will forward her statement to the Senators for review. Any objections should be sent to the Chair.
- Chair reminded Senators of upcoming elections. ASCSU (Cynthia's term is expiring.), Senate RTP Committee (to replace Kathryn Marocchino and Steve Browne). Also department Senator elections.
- Chair noted the activities of the Campus Resiliency Group.
- Chair informed Senators that the deadline to sign-up for on-campus vaccinations is 2/21.
- Chair recognized Margot Hanson stepping up to fill-in for Sarah Senk on Senate Executive Committee.

3. Committee Service Opportunities

- Vice Chair McNie led with an excellent meme.
- Vice Chair thanked faculty for their service on the many committees across campus. A lot to cover for a small university.
- Vice Chair displayed a slide summarizing the current opportunities for faculty service. Health & Safety Task Force, Orientation Committee, and Commencement Committee need faculty representatives.
- In addition to the above, the Scholarly Activities Task Force (1-2 faculty needed), Budget Oversight Committee (the Senate one) (1 faculty needed), and Sea Training Committee (1 licensed faculty needed).
- Please respond by tomorrow, 2/19, to volunteer.

- Vice Chair explained that for the Oversight Committees, developing policies is their first order of business. These can be short documents. Not a huge commitment.
- The goal is to have all Oversight Committees operational by next fall (2021).
- Vice Chair also noted that faculty should volunteer or will perhaps be volunteered. She will reach out to those who are not on a lot of committees.
- Vice Chair solicited questions from Senators and guests. Senator Ward asked what ‘not a lot of committees’ means. Vice Chair McNie explained that some faculty did not serve on *any* University wide or Senate Committees and noted the gender disparity in committee service and gave some average numbers for service: about 4 commitments for female faculty, about 2 commitments for male faculty.
- Senator Browne asked whether department service was taken into account by these numbers, and it was clarified that department service was not tracked officially and so was not included.
- Chair mentioned that Commandants are asking for faculty to serve on cadet leader interviews, and to please let him know if you or other faculty would like to serve.

4. Vision for the Student Affairs Division [15 min]

- VP of Student Affairs Kathleen McMahon is presenting. *Statements in this section are hers unless otherwise noted.*
- Student Affairs (SA) is working hard to build student connections, both to each other and the campus. This is challenging in the era of COVID.
- Wants to build a strong network for student support. She’s seeing that network coming together here, but more work needs to be done, and it’s key to student retention and satisfaction.
- Grateful for faculty support on all the committees that Student Affairs runs.
- Noted the (recent) stability in Commandant’s office and redefining their role as coaches, mentors in contrast to their previous roles.
- Emphasized the importance of assessment of their program.
- Current situation: there are significant vacancies in Res Life. Commandants pivoted to help out, but SA has plans to bolster Res Life in the near future. This should help with the mental health of students, which is very important. VP McMahon noted the loss of a student earlier this semester. Also noted Kristen Tener’s departure and need to replace her role with a Dean of Students.
- Presented a ‘company teams model’ where teams of individuals would support 200-300 cadets. This would include a variety of people from a variety of divisions (faculty, res life, commandant, athletics, academic advisors, etc.)
- Noted the importance of Commandants in these roles. They support a variety of efforts to improve student life and retention.
- Improving partnering between Commandants and Res Life to support cadets in a holistic way.
- Shared proposed structure of Student Affairs moving forward. The Commandants office and Res Life (under a Dean of Students) would be separate, but complementary arms of Student Affairs.
- Noted empty positions in the organization chart, and emphasized that they’re all not new, not new budget lines. Replacements only. Dean of Students, Res Life coordinators, etc.
- Senator Hanson – what’s the timeline for the Res life position hires? There are concerns about the Commandants serving in that role because of the punitive nature of some of their duties. VPSA McMahon – this year has seen the Commandants break out of their past roles. Timeline is for posting those positions in March.
- VPSA McMahon asked faculty for suggestions for Res Life people to serve temporarily while these searches continue.

- Senator Browne – What about faculty being in res halls (faculty in residence)? (He noted high cost of living in the area and need for adults in Res Life.) VPSA McMahon – this is very interesting to me, want to explore it, though sometimes the occupancy rate in rooms is an issue (in normal times). Let me know if any faculty are interested in this sort of role.

5. Academic Integrity Policy Voting

- Chair Pinisetty – we should move forward to a vote today as the process for approving this policy has languished a bit.
- Dr. Inoue (AIC Chair and author of the new policy) noted that the last time this was discussed, there was substantive feedback, and he’s made adjustments. Noted ‘self-plagiarism’ being added as a violation. Added a line describing the AIC archive, a digital storage repository so that there would institutional memory so that penalties and process stayed consistent over time.
- Dr. Inoue Noted that there is a repository, but not accessible by AIC itself. (Provost maintains this.)
- Dr. Inoue summed up the remainder of the small changed and opened the floor for questions.
- Vice Chair McNie moved to approve. Senators Yip and Simons simultaneously seconded.
- Voting occurring via chat.
- *Vote is 16 for the motion to approve. No objections. Yay, consensus!*

6. Department Chairs Policy and Roles and Responsibilities

- Chair Pinisetty shared a slide giving the timeline and background for this policy.
- Gary Reichard delivered his report in 2/2020. Made a variety of recommendations on shared governance matters.
- 10/22/2020, the Chair sent the policy to Department Chairs, Deans, Provost, and President for feedback.
- 12/4/2020, the Chair sent the policy to Senators for feedback.
- The policy was also reviewed in Deans and Chairs meeting in 1/2021.
- The policy aligns with other CSUs and with Gary Reichard’s report.
- Chair Pinisetty shared his screen to show the roles and responsibilities of the Department Chairs according to the draft policy.
- The Department Chair will essentially be the face of the department, work with other departments, and conduct business within the department/major.
- The Department Chair should lead the accreditation reports required for the appropriate major, if applicable.
- The Department Chair should organize purchasing for labs, other program specific needs.
- Dr. Steve Runyon – should we be explicit about Chairs not necessarily having all these duties, depending on Department? Dinesh noted a line that specifies this.
- Senator Lewis – will Chairs be compensated for the additional work this policy puts on them?
- Chair Pinisetty – could you expand on that?
- Senator Lewis – I’m speaking particularly of the retention and enrollment activities.
- Chair Pinisetty – it’s as requested by Admissions, etc, but not led by the Chair. This sort of thing is relatively common in my experience as ET Chair.
- Senator Simons – further clarification: retention and recruitment will not be used as metrics for Chairs?
- Chair Pinisetty – correct.
- Dr. Steve Runyon – perhaps some more specific language in the policy could make this clearer to the reader.

- Chair Pinisetty – I’m not sure how to make it more specific, but open to adjustments to the language.
- Senator Yip – perhaps the question is where the buck stops with retention and recruitment, whose responsibility is it and who is held to metrics associated with it.
- Chair Pinisetty – I envision the Chair being responsible for the department specific internal activities, but not leading external activities.
- Provost Schroeder – agreed, but not sure where the buck stops because there are a lot of entities whose roles overlap on these issues.
- Provost noted that the Dean policy is drafted, nearly ready for circulation around campus so that faculty can see how Deans’ and Chairs’ duties interface.
- Senator Isakson – who will pay out of what budget if departments are doing retention and recruitment efforts?
- Chair Pinisetty – would need to be coordinated between the Deans and Provosts?
- Provost – I think the School would be responsible for budgeting for work done by departments in this area.
- Senator Lewis – feedback on the line in the policy to do with Chairs reporting to University Advancement. Thinks it should be the other way around given the differential in personnel and resources.
- Chair Pinisetty clarified that Advancement would draw on Department Chairs’ expertise to decide on whether, say, a donation of equipment is appropriate. All the paperwork, solicitations of gifts, etc, would still be with Advancement.
- Senator Lewis reiterated his point, saying that the Department Chair should be able to call on Advancement to conduct some of the work to tailor donations, programs to the department’s needs.
- Senator Hanson – maybe the language could be clarified since the intent is clear (with explanation here), but not as it sits on the page. Made some suggestions to align the language with his intent.
- Chair Pinisetty – I will consider that and try to clarify it after the meeting.
- Senator Hanson – 1st point under the Faculty heading. It could be more forceful, not just cognizant but advocating for the department in faculty recruitment requests. Something a bit more active.
- Senator Hanson explained that there’s a need for consistency in hiring, proportionate to need, which was historically a problem at our University.
- AAVP Benton – envisions a benign relationship with Admissions, perhaps a Chair in a program whose enrollment is suffering can reach out to them to work out a recruitment plan. Wants it to be collaborative with the goal of improvement of programs. Offered to help draft language to this effect.
- Chair Pinisetty – thanks, and I’ll take you up on the offer of help drafting the language for specifying that relationship.
- Senator Yip – we should encourage clear delineation of duties and responsibilities and accountability, but of course be as collaborative as possible.
- Chair Pinisetty began reviewing the policy document. The discussion above revolved around the document describing the duties of Department Chairs.
- Senators had questions in the voting rights portion. 7.5 WTUs is currently the standard in the draft.
- Senator Dewey noted that 6 WTUs would be better. 7.5 would disenfranchise all of the C&C lecturers.

- Senator Lewis – I would want to preserve lecturers’ rights, but worries about a situation where new lecturers swing the vote, say someone who is there teaching for a single semester. Seems unfair to outweigh the tenured/tenure-track votes.
- Senator Dewey – I won’t support a policy that would disenfranchise my lecturers.
- Senators Trevisan and Moradmand concurred with this sentiment.
- Senator Lewis – perhaps there’s a solution between disenfranchisement and what I articulated. Maybe a weighted voting scheme?
- Chair Pinisetty – I’ll consult with Senate Exec and note the ideas being offered here.
- Chair Pinisetty moved on to the recommendation of the department and what happens after that with the President’s approval (or not).
- This policy would change the start date of the Department Chair’s term from 1/1 to 7/1. This aligns with other CSUs. Makes it easier to have the Chair from the start of the academic year.
- Recall of the Chair process is very similar to existing policy.
- External Chair section: added review by Senate RTP committee.
- Chair Pinisetty proposed using Admin Review tool for the Chairs as well. Will reach out to Aparna Sinha and Matt Fairbanks for approval because they drafted the original.
- Senator Hanson – suggestion from library: Freedom of department to adopt supplemental requirements for the Chair with consultation/approval from Faculty Senate.
- Senator Dewey objected mildly to the 3 page requirement for the Chair’s self-reflection. Seems excessive for a minimum.
- Chair Pinisetty said that he’s not attached to any particular length, but wanted a suggestion in the policy.
- After some review, it was discovered that the policy language is ‘no more than three’. Very nice.
- Senator Hanson – from the library: there should be language about maintaining confidentiality in the review process. Chair Pinisetty believes he has already incorporated this language, but will make certain before the next reading.
- Senator Hanson – a small correction: Department faculty vs. faculty language should be made clear at a few points in the policy.
- Dr. Aparna Sinha – not sure an unmodified version of the Admin Review survey would work. Would need to be tweaked at least. Chair Pinisetty agreed.

7. IBL Chair Response to Resolution – Follow-up Letter

- Postponed to next meeting due to time constraints.

8. Good of the Order

- Cancelled for this meeting due to time constraints.

9. Adjournment [~12:20 pm]