



General Faculty Senate Meeting

Time: 11:00 am – 12:15 pm

Minutes

12/16/2021

In attendance:

Dinesh Pinisetty, Elizabeth McNie, Colin Dewey, Frank Yip, Margot Hanson, Matthew Fairbanks, Keir Moorhead, Tamara Burback, Margaret Ward, Julie Simons, Mike Holden, Ariel Setniker, Ali Moradmand, Christine Isakson, Wil Tsai, Ryan Wade, Nipoli Kamdar, Steve Browne, and guests.

1. Call to Order

- *Vice Chair McNie motioned to approve the agenda, Senator Hanson seconded, agenda approved by acclamation.*

2. Minutes Review and Approval

- 5/20 postponed.
- 9/16 postponed.
- 10/21 Senate meeting minutes were reviewed. Vice Chair McNie motioned to approve, Senator Hanson seconded. *10/21 minutes approved by acclamation.*
- 11/18 Senate meeting minutes were reviewed. Vice Chair McNie motioned to approve, Senator Hanson seconded. *11/18 minutes approved by acclamation.*

3. Senate Chair Announcements

- Chair Pinisetty presenting.
- Pinisetty noted the ARC (Administrator Review Committee) timeline, where they are currently summarizing the results of the surveys for the three School Deans.
- Day of Dialogue - Spring 2022. Date is still to be determined. Pinisetty thanked the planning committee membership for their work. Faculty members are Aparna Sinha, Senator Nipoli Kamdar, and Jon Fischer.
- Results of the IRB committee election: Senator Isakson was elected. Pinisetty thanked Josh Shackman (the other candidate for the position) for his participation.
- Angeli Acosta is looking for faculty collaboration on an OVW (Department of Justice, Office of Violence Against Women) grant focusing on reducing sexual assault on campus.

- The full-time Title IX coordinator search is set to start in January. Senators were asked to volunteer for the hiring committee. If they're interested, they can contact Chair Pinisetty.
- Senator Simons is going on sabbatical for the spring semester, and we need to replace her as Chair of Gender Equity committee. Sarah Senk's sabbatical continues through the spring semester.
- February 2nd is the current tentative date for the Day of Dialogue in the spring. Senator Kamdar said that the date might slip so that it can be done properly. It will be on a Tuesday or Wednesday due to class scheduling concerns.
- Steve Runyon asked who Angeli Acosta is. Answer: she is the part-time peer health educator on campus. VP of Cadet Affairs McMahon gave some details, and noted that the faculty collaborators on the previously mentioned grant would need passion and interest.
- Senator Burback from chat: "I worked with her on the Mental Health Conversations with USCG doctors and industry partners. She is very passionate about the health of our students."

4. Resolution – In Recognition of Exceptional Service

- Senator Isakson read the resolution recognizing Senator Hanson for her exceptional service.
- Many Senators and guests expressed their gratitude to Senator Hanson.
- *First reading of the resolution is waived by acclamation.*
- *Resolution is adopted unanimously by voice vote.*

5. IWAC Presentation

- Amber Janssen is presenting. Slides are available by request and briefly summarized here.
- Assessment is meant to improve student learning and is iterative, never-ending.
- Noted levels of assessment here: Course, Program, General Education, and Institution (IWAC)
- Outlined the process and methods of assessment that can be used.
- Noted that Coast Guard Exams are an example of assessment not directly tied to particular courses.
- IWAC continuously cycles through the institution wide SLOs. C (Quantitative Reasoning) and G (Leadership and Teamwork) are currently up for review.
- Steve Runyon is handling ISLO C and will be reaching out to faculty in that area.
- Senator Burback and Commandant Taliaferro on G.
- Please reach out with questions if you have them.
- Steve Runyon did an appeal for assessment. Encouraged us to participate and Chairs to make sure faculty are doing their jobs on this front.
- Senator Yip asked Janssen to speak to the importance of SLOs in all aspects of student's University activities, which Janssen did, noting that these ILOs extend to extracurricular activities.

6. Presentation by Robert Collins (ASCSU Chair) and Beth Steffel (ASCSU Vice Chair)

- Chair Pinisetty stated that faculty have brought up the idea of a no confidence vote in the President. Pinisetty vouched for Collins and Steffel's professionalism and expertise and noted

that we (Cal Maritime) have no experience with this and no policy governing the process. The Senate Executive Committee wants to move forward carefully.

- ASCSU Chair Collins and Vice Chair Steffel briefly introduced themselves.
- Chair Pinisetty asked what the best practice in terms of first steps is. Referendum, resolution, etc?
- Collins suggested reaching out to other campuses through Chairs, ASCSU, etc.
- Steffel suggested a resolution as a first step. In their research, that's usually the manifestation of the no confidence vote. The resolution articulates the deficiencies and perhaps the remedies. Issues, problems, remedies for returning confidence, and what the Senate wants (the "ask"). Also, there should be a timeline for addressing the problems. She noted that all this *could* be followed by a *confidence* vote if the problems are resolved, though this is rare.
- Tsai – could you talk about your previous experience with these no confidence votes on your campus? Steffel – my experience is that they haven't resulted in a whole lot, unfortunately. There are a variety of reasons for that. A vote of no confidence is essentially about coming after someone's job, so it's important that it can't be dismissed as an ill-considered or too impassioned. The resolution should be very fact-based, no errors - small things can undermine the case.
- Steffel (continuing) – the resolution was followed by a faculty referendum so that it carries more weight. Sometimes the Senate is viewed as out of touch.
- Senator Yip – so would you say that including instances of dereliction of duty or responsibility in the resolution would be appropriate.
- ASCSU Vice Chair Steffel – yes, but it should be specific, measurable. She cautioned to keep it objective.
- Senator Yip – and who's the audience for this? Steffel – local media, the public, and the Board of Trustees. The issues should be clearly relatable to people outside of academia and the campus.
- Vice Chair McNie thanked them for attending and asked about the risks and hazards associated with this kind of action.
- ASCSU Chair Collins – three trends in consequences: (1) your administrator is going to go after you. It's important to protect those faculty who are untenured. (2) there will be a discussion of Senate being a barrier to moving forward, that they're not working for the benefit of the whole faculty. ASCSU will generally begin to watch this process once it is started. Typically, the ASCSU will have a representative attend our meetings if invited. (3) attacks on individuals. Believe in your unity and make sure to back up these individuals when they are attacked. Make sure the mechanisms are there to document instances of this. Grievances, minutes, etc. Create a paper trail that can support individuals. Collins encouraged Pinisetty and ASCSU Senators to reach out to him at any time. He noted that there are CSU-wide policies and procedures that may help when campus policies do not exist or aren't helpful.
- ASCSU Vice Chair Steffel reemphasized protecting untenured faculty but also the people in staff and administration that are allies. Make sure the website is updated. Minutes should be to a T. By-laws should be followed. She noted that our website is currently out of date. She also pointed out that tenured faculty can't be fired, but there's a lot of discretionary stuff that can be changed, and we should consider what would happen if they do.
- Senator Yip asked that an ASCSU observer start meeting with us (Senate Exec, etc.) so that we have an outside perspective on these issues. Are they [the issues] egregious? Or are these routine? We're sometimes quite insular, so the perspective would be helpful.
- Chair Pinisetty – how do we adopt ASCSU resolutions for our own campus?

- ASCSU Chair Collins noted that the process is straightforward. He can send examples of the process. Usually it's just the resolution with a statement of why it applies to our campus.
- Collins – so how can we help you? Chair Pinisetty – we want to make sure our policies are in order. Noted the newness of our by-laws, which finally being us into alignment with our sister campuses. Collins – I will add some policies to the materials I send. Also noted examples of policies that may not exist here – collegiality, etc. If there's a change in leadership, you want to have these in place.
- Senator Yip related an example of a recent incident: a student who is immunocompromised being asked to be inside a classroom with a Commandant who refused to wear a mask. Collins said to document it, grieve it, and that instance is egregious.
- Senators thanked ASCSU Chair Collins and ASCSU Vice Chair Steffel for their attendance and assistance.

7. Open Floor

- Chair Pinisetty – next steps?
- Senator Tsai – we need to get the sense of the Senate on this issue. How that goes will dictate next steps. It seems like we will go the route of a resolution since our policy on this type of vote is absent.
- Senator Yip requested that the January Senate meeting have the majority of its time for the no confidence vote.
- Various comments from Senators that we need to gather evidence, draft a resolution following Steffel's advice, and that there is significant evidence to support the resolution.
- There was also some discussion of keeping communications with the President open. Various comments that this is important.
- Senator Dewey asked whether we should survey faculty (the whole faculty) to see what the sense of the faculty is right now.
- Vice Chair McNie concurred. We want that before we proceed very far. Senator Dewey agreed, saying we want everyone on the same page before we do anything that cannot be taken back.
- Senator Moradmand noted that the survey would have to be somewhat private, because untenured faculty may not feel comfortable participating. Chair Pinisetty said that was a good point and should be considered when we're setting up the survey.
- The floor was opened to non-Senator comment.
- Julie Chisholm noted that she has seen an unusual amount of negativity toward the administration from her students and from students in general. We should consider their input.
- Some discussion of this, many faculty noting that students are not happy and more so than in the past.
- Vice Chair McNie noted that there is a risk in Senate getting directly involved in student resolutions, etc. We should be laser-focused on our business. Of course encouraging students to work amongst themselves, but we don't want to try to solve all the problems.
- Julie Chisholm agreed with that sentiment.
- Kitty Luce – we should be clear when sending out the faculty survey so that they know what they're signing up for.
- Senator Tsai – noted that on other campuses the resolution came first, administration responded, and then the referendum was done by physical, secret ballot.
- Chair Pinisetty– so, do we want to do a survey of all faculty in January?

- Senator Yip – perhaps a closed meeting prior to the scheduled January meeting to discuss? Senators could survey their constituencies prior to that meeting to get a sense of the whole faculty. We need candidness from the whole faculty.
- *A motion was made to have a closed door meeting prior to the January open meeting and was seconded. The motion passed unanimously by vote in the chat.*

8. Meeting Adjourned [12:15 pm]