



CAL MARITIME

General Faculty Senate Meeting

Time: 11:00 am – 12:15 pm

Minutes

2/16/2023

In attendance:

Ali Moradmand, Christine Isakson, Colin Dewey, David Satterwhite, Elizabeth McNie, Frank Yip, Kitty Luce, Margaret Ward, Mike Holden, Mike Strange, Nick Lewis, Nipoli Kamdar, Ryan Storz, Ryan Wade, Sarah Senk, Wil Tsai, and guests.

Absent: Matthew Fairbanks, Ariel Setniker, and Tamara Burbach

1. Call to Order

- Chair McNie called the meeting to order at 11:02am
- *Motion to approve the agenda by Senator Yip, seconded by Senator Holden. Agenda approved by unanimous consent.*

2. Minutes Approval

- *1/26/2023 minutes were reviewed. Senator Satterwhite motioned to approve, Senator Storz seconded. Minutes approved by unanimous consent.*

3. Senate Chair McNie's Report

- Chair McNie updated the Senate on the future School structure. We have a group of ambitious and service-oriented faculty working on the structure. We are looking at having roundtable discussions the week after spring break, with Community Day next week and WML the following week. The planning group would welcome additional faculty volunteers.
- There is Corps of Cadets working group led by David Taliaferro looking at the current Corps and ways to improve it.
- There is a student book club being led by Laurie Borchard. Currently reading *Little Family* by Ishmael Beah and meeting Thursdays at 11:30am. Website: <https://library.csum.edu/blog/New-Student-Book-Club>

4. Vice Chair Senk's Report

- Vice Chair Senk outlined the upcoming elections:
 - o ASCSU Senator election, ballots on 2/21, closing on 2/24.
 - o Department elections should be completed by 2/28.
 - o Elections for the at-large Senator positions completed by 3/15.
 - o Standing committee Chairs should be elected by 4/1.
- Senk will be sending out the revised office hours policy from Dean Pinisetty. The changes in response to feedback will be in yellow. We are being asked to review. Dean Pinisetty will be available during the March General Senate for further questions and feedback.

5. Provost Schroeder's Report

- Provost Schroeder reviewed the process of responding to the Art & Science Report.
- There were campus discussions that were held in late Fall 2022 facilitated by members of the steering committee. There were not a lot of coherent themes in the aggregated notes from those discussions, and administrators have been working with Senate leadership to look at that.
- The next phase: an online survey to all stakeholders (alums, industry partners, students, faculty, etc.) early next week.
- An update on the selection of the interim Letters and Sciences School Dean: there will be a decision in the next couple weeks.
- Reminder: the Provost's next open office hours are Friday, 1-3pm.

6. Faculty University-Wide Service Activities 2022-2023 Census

- McNie presenting. We have been tracking committee service across campus for the last three years and are sharing the results here today.
- McNie outlined what was and was not included in the study. In short, compensated positions were not counted. Department service obligations were not studied. Data focuses on University-wide faculty service positions.
- Noted that committee membership is sometimes fluid and the data is in draft form, so the presented data may have some errors. There will be opportunities for faculty to correct the record. Data goes back 3 years.
- McNie especially acknowledged non-tenure track faculty who serve even though it is not required for their positions.
- Overall, there are 232 faculty committee membership positions across campus. That works out to 4.73 positions per faculty member. We have 188 positions (81%) filled which requires 49 faculty on an average of 3.8 committees.
- There are 8 faculty members who average 8.4 committees and 5 of this high service group are women.
- 14% of faculty only service on 1 committee. 6% of faculty do no University-wide service.
- Gender equity issues: there are 33 male faculty on an average of 3.06 committees, and 16 women on an average of 5.43 committees.
- C&C has the highest department average at 5.8 committee positions per faculty member, and MT and MET are the lowest at 3.1 and 3.0 respectively. Additionally, if the highest service individual faculty in departments are removed from the average, the gap increases.
- Committee service is also not equitable across rank: 13 assistant professors serve on an average of 4.38 committees, 20 associate professors at an average of 4.65, and full professors average 2.38.

- 90 - By the numbers: women disproportionately serve more than men. Full professors are not engaging
- 91 in service commensurate with their rank and experience. License department faculty serve well
- 92 below the University average.
- 93 - Considerations:
 - 94 ○ There's a lot of work for shared governance.
 - 95 ○ There are a lot of committees.
 - 96 ○ 3 Senate standing committees are not staffed at all.
 - 97 ○ Not all committees require the same amount of work.
 - 98 ○ Should assistant professors/MVIs serve during their first two years?
 - 99 ○ What can be done about faculty who don't engage in service?
 - 100 ○ What can be done about full professors who don't engage in service?
- 101 - Next steps: the service database will be expanded to other service that faculty are engaged in at
- 102 the department level and elsewhere and the findings will be forwarded to the DEI Council and
- 103 departments.
- 104 - Question from Senator Storz: regarding the CBA text on service. Does the 3 WTU for service and
- 105 research encompass student advising? Is there a correlation between the student advising load in
- 106 departments and the other service those faculty engage in? Answer from McNie: right now, since
- 107 department service is not accounted for in this study, advising is also not accounted for. And
- 108 advising is in the CBA.
- 109 - Senator Storz: the 3 units should encompass service, student advising, and scholarship.
- 110 - Lecturers Jen Metz and Lauren Hartmann were specifically recognized for their service.

113 7. Senate Committee Updates

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- 115 - Academic Integrity Committee – Inoue presenting. A reminder that we deal with allegations of
- 116 academic misconduct. We investigate, adjudicate, and render a decision on allegations. In AY19-
- 117 20 there were 11 allegations. AY20-21: 13. AY21-22: 2. AY22-23: 3 to date.
- 118 - The AIC also weighs student-initiated grade changes. There were 2 in AY21-22 and 1 this year.
- 119 - In Spring 2022, a new AIC policy was implemented. It bifurcated the process into two paths:
- 120 formal traditional hearing or an informal restorative process. Thus far, they've had 3 cases result
- 121 in an informal hearing. The other 2 were formal hearings. Questions?
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- 123 - Curriculum Committee – McNie presenting. The CC is revising their by-laws at this time. The
- 124 policy will be coming to the Senate in March. The policy will codify curriculum changes into 3
- 125 groups. Substantive changes will also go through the General Senate. The Committee will also
- 126 review University-wide requirements. Currently, there is no mechanism for these, and they would
- 127 subsequently be brought to the Senate for approval.
- 128 - One big change that the CC has recently handled are the substantive changes to the GSMA
- 129 program. Please contact Senator Wade (Chair of GSMA) on those changes.
- 130 - CC meetings are open to the campus community.
- 131
- 132 - Faculty Development Committee – Holden presenting. The committee reads applications for
- 133 faculty development funding. It's separate from the faculty development program directed by
- 134 Nipoli Kamdar. The FDC's main work is RSCA funding, faculty development funds (for
- 135 conference attendance, etc.).
- 136 - Current membership is all department chairs, a Library rep, and 2 at-large reps (Holden and
- 137 Fischer).

- 138 - There will be an election for the at-large positions soon.
139 - RSCA proposals were fully funded with help from the Provost's Office this year.
140 - Administration is transitioning to our new Library Dean Robison.
141 - No budget information for today.
142
143 - General Education Committee – Senk presenting. Advising is starting soon and there has been
144 some confusion regarding GE requirements. The committee is creating a single GE advising sheet
145 to help understand requirements for each major for different categories (in-state, in-state transfer,
146 out-state transfer) to give students more ownership about GE selection. The plan is to have them
147 before the next advising period.
148 - The committee will be amending their by-laws to clarify the role of its non-voting members.
149
150 - Professional Leave Committee – Fischer presenting. We read sabbatical applications, discuss,
151 make recommendations, and hand them off to the Provost for approval.
152 - Membership is by department and these faculty advocate for applicants as best we can. The
153 committee recently implemented a new rubric. There were 7 applications in the last cycle. All
154 were recommended by the committee, and they were all granted.
155
156 - Administrator Review Committee – Nordenholz presenting. We oversee the review process for
157 administrators. Primarily done through the survey that faculty have gotten. This year we are
158 evaluating Provost Schroeder and that is ongoing. Last year, we reviewed the 3 School Deans.
159 Since the formation, we have reviewed all of the administrative positions in the policy.
160 - Policy wise, there are some revisions made at the Senate level. We no longer have the reviewee
161 at the meeting between the Senate Exec and the reviewee's supervisor, and there was a language
162 change on the reflection statement. You don't hear much about what we do because it's
163 confidential but know that the work is ongoing.
164
165 - Open floor on committees:
166 - Senk: the preliminary data is for university level service and doesn't include department level.
167 Another solution is taking a hard look about how many committees we have and perhaps find ways
168 to reduce the expected service load. This will be coming up in discussion. We need to have a hard
169 look at finding multiple ways to address these concerns.
170 - Dewey: Support Senk's statement and on taking a hard look at how shared governance is best
171 served. Going back to my time as Vice Chair - there is a tendency to blur the line between Shared
172 Governance and doing administrative work. It is to work with the administration, but not to
173 duplicate their efforts. If the Senate feels there are deficiencies, we hold the administration to
174 account and critique, but not do their work. Some of our excessive service load has been in
175 duplicate efforts. Ask the hard question: Is this really something faculty should be doing or should
176 we be more advisory and step back?
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179 **8. CommUnity Day**

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181 - Senk presenting.
182 - We have an incredible program planned. The organizing committee is meeting later today to
183 finalize it. Thanks to the Library for hosting many sessions and Mike Strange for fishing lessons.
184 There's a mix of faculty-led workshops and staff-led workshops.

- 185 - There are sessions on: training students how to organize around an issue, lobbying, ocean
186 conservation, coalition building, climate change, and more.
187 - Faculty, please consider incentivizing student attendance.
188 - There will be food trucks, and bar from 4-7pm. Jordan Taylor is organizing a band.
189 - There will have a good document for folks to help setup for the Day. Need a lot of volunteers.
190 - There will be administrator AMA's on Advancement, Budget, the Corporation, and Academic
191 Affairs.
192 - Email Sarah Senk if you have questions.
193 - The organizing committee would like to get a list of classes that are still meeting on CommUnity
194 Day. This will be distributed so that there is minimal confusion.
195 - Thanks to Senk and Nance for their work in organizing CommUnity Day.
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198 **9. Graduate Writing Assessment Requirement (GWAR)**

- 199
200 - Senk presenting.
201 - GWAR makes up about 30% of C&C's WTUs. C&C is not recommending a GWAR task force.
202 It should be part of the Curriculum Committee policy.
203 - Dewey – In the spirit not duplicating efforts, the Curriculum Committee (CC) is already doing
204 this. Amy Parsons has written up a draft policy in C&C and will circulate in the CC. It will come
205 to the full Senate after the CC policy revision. It will have simple definitions of what GWAR
206 requires.
207 - C&C is always working to assess and continuously improve these courses and feel the solution to
208 the GWAR should be to have students keep taking 300, 301, and 302. We are sympathetic with
209 120+ unit majors, but there's no way around the fact that it [GWAR] needs to be satisfied with a
210 3 unit writing intensive course.
211 - Senk noted that changes in EO1100 could impact all this as well. We should put pressure on the
212 Chancellor's Office to stop rolling out changes that constantly require adjusting policy,
213 requirements, and curriculum.
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216 **10. Announcements**

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218 - Ian Wallace: acknowledged the challenges over the last week and highlighted the efforts for care
219 and support for faculty and staff. Thank you to faculty in particular for your support. CAPS
220 support is available for consultations and classrooms. Please reach out.
221 o Women's work and well-being workshop, Wednesday at 4pm in the Inclusion Center.
222 o Alcohol and Drug Reduction sessions. Not AA, but students are to share their experiences
223 with alcohol. Some are mandated to attend.
224 o Working on time-limited grief and support sessions in response to recent events.
225 o New counselor, Miriam Anthony, is a graduate of Cal Maritime. She has a Chief Mate
226 license but has shifted to family counseling. Evening appointment times through online
227 sessions.
228 o Wallace will be moderating a panel at WML with folks from Mass Maritime and Texas
229 A&M Maritime.
230 o CAPS will be at CommUnity Day with sessions focusing on healing and grief and loss.

- 231 ○ Encouraged faculty to share the Healthy Minds survey on mental health and wellness.
232 Students got reminders. Every student gets \$5 to the Bookstore and a raffle ticket. So far,
233 the response rate is at 10% but aiming for 20%.
234 ○ For more information: [https://www.csum.edu/student-health-center/services/counseling-](https://www.csum.edu/student-health-center/services/counseling-services/jed-campus.html)
235 [services/jed-campus.html](https://www.csum.edu/student-health-center/services/counseling-services/jed-campus.html)
236 - Senator Kamdar – there’s an FLC this Spring focusing on using Canvas tools to support learning
237 outcomes and close equity gaps. It has been revised since not everyone was able to attend the
238 Canvas training in January. There’s a \$1000 stipend for those who attend 4 of 5 meeting thanks
239 to funding from the Provost. They will try to do this in May as well if there is high demand, but
240 recognize that cruise faculty will not be available for that time. These funds are one-time funding
241 in 2021 for using 21st century tech to enhance education. Funds need to be used this year. Senator
242 Kamdar encouraged faculty to join, but to make sure that they can attend 4 out of 5 meetings to
243 meet the requirements of the FLC.
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246 **11. Open Floor**

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248 - Dewey: we’re in the process of acquiring a work of art as a donation from the artist and the SF
249 Maritime Museum. It’s a replica of a life-size white whale sketch called “The Oar”. Dewey is
250 excited about this piece, a 30’ long white whale with scenes from American History engraved.
251 Thanks Richard Ortega and Jennifer in the Foundation for facilitating the gift. We may install the
252 piece in the Anchor Center for now and hoping to get it into the new Mayo Hall permanently.
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254 **12. Meeting Adjourned [~12:20 pm]**

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