

# 2023 CSU, Chico Academic Senate Fall Retreat

## *How's Our Process?*

### **Agenda:**

1. Welcoming Remarks and Introductions. (Trailer and the President, 2:30 – 2:35 pm)
2. Presentation of the Academic Senate Chair Service Award to Marianne Paiva. (2:35 – 2:45 pm)
3. Expectations for Collegiality and Professional Discussion, Dialog, and Debate. (Trailer, 2:45 – 2:55 pm)
4. Overview of Relevant Documents. (Trailer, 2:55 – 3:45 pm)

<https://www.csuchico.edu/sen/guidelines-procedures-documents/index.shtml>

#### a. Resources

- i. [\(CBA\) Collective Bargaining Agreement](#)
- ii. [CSU, Chico Faculty Constitution](#)
- iii. [CSU, Chico Academic Senate Constitution](#)
- iv. [CSU, Academic Senate Bylaws](#)
- v. [EM 08-040 Code of Student Rights and Responsibilities](#) (see *Right to Contribute to University Governance and Curriculum*)
- vi. [How Proposals Move Through the CSU, Chico Academic Senate](#)
- vii. [Policy on Policies, Procedures, and Guidelines](#)
- viii. [Constitution of the Academic Senate of the California State University](#)
- ix. [Higher Education Employer-Employee Relations Act](#) (See 3560, 3561, and 3562)

### *Objectives:*

Consider challenges and potential need for changes, brainstorm solutions, and create working groups to address the following:

- **What is Senate?**
  - What is shared governance?
  - How do we get authentic representation?
  - What do we do?
- **Organization control: Decision making versus policy making**
  - Direct control: decision making (tactical control)
  - Indirect control: Policy guides and constrains decisions (strategic control)
  - Patterns of organization performance are caused by system structure (policies, feedback, & delays). To control the patterns of performance, change the structure. (Repenning & Sterman, 2001).
- **Academic Senate process improvement**
  - What is quality?
    - Faculty, staff and student participation and endorsement
    - Admin participation and endorsement
    - Policy time value
    - Policy cost (good stewards in efficiently managing our resources)
    - Policy actually causes improved outcomes (unintended side effects?)

- Removing obstacles and barriers to quality
  - Focus on removing structural inequity and improving inclusion

## 5. Breakout Groups

Considerations Regarding Effective Practices of the Academic Senate. (3:45 – 4:15 pm)

### GROUP 1: [EPPC Guidelines](#)

- i. What are the top 3 strengths of the process?
- ii. What are the top 3 obstacles & frustrations with the process?
- iii. Should there be just one set of guidelines for all; EPPC, FASP and Senate?

### GROUP 2: [FASP Guidelines](#)

- iv. What are the top 3 strengths of the process?
- v. What are the top 3 obstacles & frustrations with the process?
- vi. Should there be just one set of guidelines for all; EPPC, FASP and Senate?

### GROUP 3: Academic Senate Processes

- vii. [Roberts Rules of Order.](#)
  1. What are the top 3 strengths?
  2. What are the top 3 obstacles & frustrations?
  3. Should we [consider an alternative set](#) of rules ([other than RRO](#))?
- viii. Senate Process, other than Robert's Rules of Order.
  1. What are the top 3 strengths?
  2. What are the top 3 obstacles & frustrations? (use of proxies, time limits for speaking/speakers, ending time of the meeting, etc.)
- ix. [Standardize a simplified format](#) for the Minutes, including all 43 committee minutes. Feedback on the recommended format, of the minimum required issues per Robert's Rules of Order?

### GROUP 4: Ideas for Clarifying the Constitution of the Faculty of CSU, Chico

- i. **Article III: Members, Section III, Faculty Voting Rights: Regular Voting Members versus Auxiliary Voting Members.** To be more consistent with the current CBA, should these categories be combined into one Faculty Membership category/description? (define/clarify the voting rights of lecturers)
- ii. **Article VI: Meetings and Quorum of the Faculty, Section I. Meetings of the Faculty:** In practice, the faculty do not actually meet annually to review the activities of the Academic Senate. Should this be removed or modified to make this optional?

## 6. Report Out and Discussion (4:15 – 4:45 pm)

- a. Each group reports on major concepts.
- b. Discuss as one body the general themes and insights.

## 7. Closing Remarks (Trailer, 4:45 pm)

*Reference:* Repenning, N. and Sterman, J. (2001) *Nobody Ever Gets Credit for Fixing Problems that Never Happened: Creating and Sustaining Process Improvement*. California Management Review, Vol43, No. 4.  
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