
California State University, Chico

Academic Senate
(530) 898-6201, Zip 020

MEMORANDUM

ACADEMIC SENATE MINUTES Thursday, October 16, 2014, 2:30 p.m., K-207/209

PRESENT: Baumgartner, Boyd, Calendrella, Cross, Crotts, Donoho, Ellingson, Ford, Gray, Heileson, Herren, Hoffman, Janos, Kaiser, Kipnis (Gray), Kirchhoff, Lee, Livingston, Mace, McCabe, McConkey (Boyd), Meadows, Mills (Mace), Nichols, Ponarul (Donoho), Pratt, Ratekin, Roll (Thompson), Rowberg, Schierenbeck, Schindler, Schulte, Seipel, Selvester, Sistrunk, Thompson, Tinkler (Livingston), Traver, Zingg

ABSENT: Smits

1. Approve Minutes of September 18 and September 25, 2014.
The minutes were approved.

2. Approve Agenda.
The agenda was approved.

Selvester introduced Jeff Livingston, a new senator from HFA.

3. Announcements.
Nichols, in his capacity as chair of CAB (Curriculum Advisory Board) noted that CAB is beginning “its biggest assessment yet” and requested faculty to participate on GE assessment teams. Faculty should access the GE website for a list of teams.

Kaiser announced that the CSU Commission on the Extended University has issued a request for proposals for self-supporting projects in the 2015-16 academic year. Preference will be given to proposals that include multiple campuses and/or partners and support the priorities in the Access to Excellence report and CSU’s extended education objectives. Debra Barger, Dean of Regional and Continuing Education (RCE), added that she would distribute a copy of the RFP to senators and be “happy to talk with anyone” about submitting a proposal.

Boyd announced that her entomology class is hosting the 6th annual Insect Cinema on October 27, 2014 (her birthday), at 7 p.m., in Plumas 329. [Come by and wish her a happy b’day, see some scary movies, and maybe taste some juicy creepy crawlies. Crickets mealworms are on the menu.]

Loker announced the Great Debate on October 24. The event will take place from 9 a.m. to 5 p.m. in City Plaza, with a “culminating” event in the City Council Chambers from 6:30 to 8:30 p.m. The

theme of the event is “privatization and the role of government.” One session will address whether or not there is a need for armed security in downtown Chico. Zach Justus (Communication Arts and Sciences) added that this is the second time there will be students from both CSU Chico and Butte College participating. Over the years over 2000 students have participated in the events. Moderators for this year’s debates are needed. No prior training is necessary.

Thompson announced the Focus Film Festival on October 23-25. The opening night is at 6:30 p.m., Thursday, October 23, in the Sierra Nevada Big Room, followed by events in Colusa Hall on Friday and Saturday. The films will center “mostly around diversity and exclusion.” In collaboration with the Focus Film festival, the AS Gender & Sexuality Equity Center and Stonewall Alliance are co-hosting a film entitled, “The Case Against 8,” on Saturday, October 25th, at 6:45 p.m. in Colusa Hall. Tickets for the film are \$5. The film will be followed by a panel discussion at 8:30 pm provided by GSEC and Stonewall Alliance.

4. Chair’s Prerogative.

- Campus Climate Questionnaire Update

Selvester noted that the Questionnaire was the outcome of the “request from this body that the campus climate be looked at.” The President’s Office, Cabinet, the Executive Committee, and the officers of the Academic Senate responded to concerns. The purpose of the survey (i.e., questionnaire) distributed in late spring, 2014, is to guide the development of a comprehensive “climate survey” for spring, 2015 and annually thereafter. The quantitative data measured results from three questions: Q1- How well does the university support your ability to work effectively in your assigned role? Q2- How well does the university support your efforts to facilitate student learning and success? Q3- How well does the university maintain a satisfactory general work environment? “The questionnaire was a tool for generating data for a survey.” Responses numbered 401, “and it’s a very interesting report.” The Executive Committee went over it, and “I would like the Executive Committee and Cabinet to look over it together, to determine what it says and how it says it,” and then distribute it campuswide. However, difficulty has been experienced in getting it prioritized on the Cabinet agenda. It has been now been prioritized for Cabinet on Monday, October 20, and “I hope to send it out around mid-day Monday.” The Academic Senate will hold a special meeting next Thursday, October 23, to discuss the questionnaire results. Please come prepared to discuss the way forward and the process for moving ahead. Nonsenators on the standing committees (EPPC and FASP) are encouraged to attend. The next meeting of the standing committees will be rescheduled for October 30.

- Resolution Update.

Selvester reported that a response was received on October 14 from Chancellor White to the Request for Review of and Assistance in Strengthening Campus Shared Governance, Communication, and Morale. Selvester read the response to senators (and guests). Our job is to now determine how the campus will respond to the Resolution in light of the Chancellor’s communication. Selvester noted that “we will consider all” feedback. Senators noted that the issues transcend those particularly germane to Academic Affairs and “hope the process includes everybody.” We definitely should “sit down” with the new Interim Provost, but we need to get others involved as well. “How do other campuses do it?” Selvester noted that no resolutions like ours or no confidence votes are presently pending at other CSU campuses. San Jose is still “working out” their resolution from last year requesting outside assistance, and a “rocky road remains” as they proceed forward. Three campuses recently had

resolutions similar to ours with varied results, including things like setting up procedures for improving collaboration.

Regardless of whether or not we eventually request an outside investigator to come “immediately or later,” we are going to have to get together—“some way to consider”—to “drill down into the issues” and consider what directions we may pursue. We might impanel a group along the lines of the group that rewrote EM 13-078 (Interim Policy for University Facilities Allocation and Use). In doing so, we had a lot of conversations about who does what and “what we know and don’t know.” “It was very positive, and it led to a lot of other things.” A committee engaged in discussions like this may be what is needed to begin with, and the discussions may lead us to go outside for an investigator. Selvester noted that plans are underway for a “Policy Coordination Committee” to monitor policies as they move forward, including what we may and may not know regarding the issues, what related committees (if any) do in relation to the issues, and to ensure that appropriate consultation is facilitated. Kaiser noted that other campus senates are seeing our Resolution as “constructive” and “are watching us” in anticipation of how we address concerns identified in the Resolution and the Chancellor’s response to the Resolution.

Senators noted that that the Chancellor referenced the Campus Climate Questionnaire in his response; but the results of the Campus Climate Questionnaire “may not account for some recent events.” Selvester clarified that the results of the questionnaire have not been sent to the Chancellor (but will be) even though he referenced the questionnaire in his response to the Resolution. Senators noted that it appears that the Chancellor is “essentially kicking it [the Resolution] back to the campus.” Selvester sees this as a positive step. “We get to be in the driver’s seat.” It will allow us to be better prepared with more information—“a bunch of stuff for them to look at” — at hand to “better utilize a consultant’s time.” “It gives us a lot of room to be creative now and decide how we want to go forward.” A guest noted that “a key aspect” of the Resolution is to have an outside factfinder come to the campus to hear and discuss issues that many are uncomfortable with discussing on campus. We can spend six months in discussion; but in two days, “there will be a line from the BMU to the Free Speech Area of people who want to come forward and speak to the factfinder about these issues.” When we respond to the Chancellor’s response, “it is incumbent that we kick it back to him for the reasons that are in the *whereases* and *be it resolveds*.” Selvester requested—“I do think it’s very important”—that senators and nonsenators familiarize themselves with the letter sent to the Chancellor that accompanied the Resolution, the Chancellor’s response to the Resolution, and the results of the questionnaire; and be prepared to discuss issues at the special meeting of the Academic Senate next Thursday, October 23. Much discussion needs to ensue prior to having a consultant come. A senator noted, “It won’t be hard to lay out problems for a consultant.” Kaiser added that Chancellor White is famous for saying that he wants “problems with solutions.” “I think our ability to structure what we perceive to be ways forward would be a precept for someone coming.”

5. Standing Committees Reports.

A. Educational Policies and Programs Committee – Boyd.
TO: ACADEMIC SENATORS

FROM: Elizabeth “Betsy” A. Boyd, Chair
DATE: October 10, 2014

SUBJ: EPPC Summaries, October 2 and October 9, 2014

On 2 October 2014:

1. EPPC members passed at Action a proposal for new program, Certificate in Professional Management Consulting within the Department of Management in the College of Business.
2. EPPC members passed at Introduction a proposal for new center, California Mechatronic Center.

On 9 October 2014:

1. EPPC members were updated by Katy Thoma, Executive Director of the CSU, Chico Research Foundation, on the history, current status, and future of Big Chico Creek Ecological Reserve.
2. EPPC members passed at Introduction a proposal for new Executive Memorandum, Guidelines for Discontinuation of Programs.

In request to inquiries from senators, Boyd added that access to the reserve is provided, with reservations made through their new Reserve Application Management (RAM) software. An outdoor education program facilitator is being recruited, and the position should be filled by the end of year. A senator requested that the Executive Director of the CSU, Chico Research Foundation be invited to the Academic Senate to speak on the reserve, including recommendations from the Oversight Committee to the Technology Advisory Committee (TAC) and TAC’s response to the Oversight Committee’s recommendations.

B. Faculty and Student Policies Committee – Sistrunk.

TO: ACADEMIC SENATORS

FROM: Tim Sistrunk, Chair

DATE: September 12, 2014

SUBJ: FASP Summary: October 2 and October 9, 2014

In its meeting on October 2, 2014, FASP made the following decisions:

- Proposed Change to FPPP: **Definition of Office Hours** Postpone definitely until next meeting.
- Proposed EM: **Committee on Committees** Postpone definitely until next meeting.

In addition, FASP created and charged two Subcommittees:

FPPP Code of Ethics. This subcommittee will investigate possible changes to the FPPP Code of Ethics (Appendix Three) about personal relationships.

FPPP Substantive Changes. This subcommittee will look at the list of substantive changes that might be made to the FPPP according to the **FPPP Reorganization** subcommittee of last year.

FASP also heard a report from:

Class Size Policies Subcommittee that it is collecting data and writing a questionnaire.

In its meeting on October 9, 2014, FASP made the following decisions:

- Proposed Change to FPPP: **Definition of Office Hours** passed and will move to Action next meeting.
- Proposed EM: **Committee on Committees** not passed and issue will be revisited in the future perhaps.

In addition, FASP heard reports from three Subcommittees:

- **Class Size Policies.** Committee invited comment on questionnaire in preparation to sending to Chairs Council and Council of Academic Deans.
- **FPPP Code of Ethics.** Committee is drawing members from across the University.
- **FPPP Substantive Changes.** Committee is considering difficulties of exercise.

FASP also heard a report about FRAS.

C. Executive Committee – Crotts.

Executive Committee Synopsis
Friday, September 26, 2014, 8:30 a.m., K 103

The Executive Committee met on September 26, 2014. Framroze Virjee, Executive Vice Chancellor and General Counsel of the CSU, shared perspectives regarding his role as General Counsel and his expectations regarding changing how the office functions and interfaces with the campuses. President Zingg briefly shared observations regarding moving forward with Equity III.

Executive Committee Synopsis
Friday, October 10, 2014, 8:30 a.m., K 103

The Executive Committee met on October 10, 2014. Sandy Linville, Assistant Director of the Center for Economic Development, reviewed the Climate Survey Preliminary Data Analysis based on quantitative and qualitative data that was gathered from a campuswide “campus climate questionnaire” in spring 2014 as a preliminary inquiry for a campus climate survey. The status of the Resolution, Request for Review of and Assistance in Strengthening Campus Shared Governance, Communication, and Morale and concerns over salary increases for tenure and promotion were briefly discussed. The agenda for the Academic Senate meeting of October 16, 2014 was discussed, with final approval to come via email.

6. Statewide Academic Senate – Kaiser/Schulte. <http://www.calstate.edu/AcadSen/>
Schulte reported that the next Statewide Academic Senate (SAS) meetings will be held on November 06-07. Two resolutions will have their first reading: (1) Improving Campus Response to Sexual Assault and Sexual Violence; (2) Protecting Academic Freedom of CSU Faculty Facing Harassment from Outside Political Pressure Groups. The campus response resolution urges campuses to review their policies and conduct surveys of campus climate, and encourages faculty to acknowledge their roles as responsible employees and engage in training and conversations about how to fulfill these expectations. The harassment resolution reaffirms the Academic Senate of the California State University’s constitutional commitment to academic freedom and freedom of inquiry and urges the Board, Chancellor, and campus presidents to speak openly and publicly in support of academic freedom and freedom of speech in the university environment. Schulte encouraged input from faculty, staff, and students regarding these resolutions. Selvester will have the resolutions distributed to senators. A senator inquired regarding

required training that is reportedly coming. “The longer we wait, the more it looks like negligence.” The “mandatory reporting” requirement “makes us personally liable.” Kaiser responded that some mandatory training is considered essential and that the Chancellor’s Office has reviewed numerous training packages and narrowed them down to three packages. Kaiser added that we are the first state to try to come up with a legal context of “how do you know that you gave consent.” The CSU is in the process of hiring a Title IX coordinator.

Kaiser reported that the CSU General Education Advisory Committee (GEAC) will meet on November 04, with the main meeting schedule of the SAS on November 06-07. The Chancellor will host the statewide senators at his house on November 06. The first Academic Conference in 10 years will be on November 13-14 at the Chancellor’s Office. Each campus will send a team of eight. Our team will include the two Associated Students senate representatives. Kaiser is among the group planning the conference. A topic of major concern is the growing disparity between state support and student fee support, which is increasingly placing a burden on students. The ratio of state support to student fee support (tuition, etc.) is now about 50-50. Some campuses have “student success fees” and some campuses are considering adopting student success fees. Chico has seriously considered a fee, but chose not to adopt a fee. Adding student success fees on top of other student fees can be a negative contributing factor toward achieving the “Aim 4 Four” graduation initiative. A senator noted, “I have watched the mental health of students decline so precipitously and dramatically, and I’ve been wondering why.” Students burdened with increasing fees must find work to sustain their financial obligations, and consequently can experience increasing difficulty in graduating in four years. Kaiser noted that the issue of student fees is a “really major concern,” and an outcome of a meeting on student success fees was that, before implementing such fees, campuses “go through their student senate.” The precipitous decline in state and federal support is driven by forces beyond our campus and lies largely in the hands of state and federal government, who want students to graduate in a timely manner but are not willing to support making this happen.

Schulte noted that she would distribute a copy of [A Strategic Primer on College Student Mental Health](#) to senators. This report is the product of a year-long partnership between NASPA: Student Affairs Administrators in Higher Education, the American Council on Education (ACE), and the American Psychological Association (APA) focusing on student mental health issues.

7. Associated Students – Herren.

TO: ACADEMIC SENATORS
FROM: Taylor Herren and Michael Pratt
DATE: October 16th, 2014
SUBJ: **Associated Students Report**

The Student Academic Senate (SAS) meets on Fridays at 3pm in BMU 209 and the meetings are open to the public. The senators are working with their respective college Student Learning Fee Committees. The SAS has four standing committees: Academic Affairs, Shared Governance, Internal Review and Resolutions and External Policies. The meeting days and time are being finalized and will be included in the upcoming AS report.

The Wildcat Leadership Center Grand Opening will be on October 17th from 3-5pm in BMU 220. Please come and check out the new space, there will be a food, music and a raffle.

The City of Chico Planning Commission will meet October 16 at 6:30 to discuss alcohol licensing for downtown businesses and members of the Associated Students, Campus Alcohol and Drug Education Center and Campus Administration will be there as representatives of the University.

The Associated Students, Alumni Association, Student Life and Leadership and Athletics have been meeting as a working group and are collaborating on the Wildcat Statue Project. The group met with the Campus Public Art Committee on October 14th to discuss potential locations and next steps in the proposal process. The Ad Hoc Committee meets on Friday at 12pm in the Wildcat Leadership Center 220.

The Associated Students Community Affairs Council hosted the *Students Taking Action Downtown Safety Forum* on October 6th in the BMU Auditorium. Students, campus administration and community members all came together to talk about a host of issues that are impacting the downtown neighborhoods where the majority of students live. The discussion focused on three topics; sexual assault, downtown lighting and couch burning. Attendees included students, AS representatives, Chico PD, Chico City Council, Students Affairs Administration, CADEC, property owners and members of the Downtown Ambassadors program.

The Associated Students Community Affairs Council will be holding a *Downtown Safety Walk* on October 28th from 7-9pm. Groups of students, staff, faculty, and community members will survey the downtown area for lights that need to be repaired or replaced. A report will be put together by the Associated Students Commissioner of Community Affairs and submitted to the Chico Police Department prior to Halloween weekend.

The Associated Students Government Affairs Committee met with the University Cabinet to share the initiatives that the students have decided to focus on this year. The meeting took place on October 8th in the Wildcat Leadership Center.

The Associated in collaboration with Student Life and Leadership, University Housing and Food Service, Campus Alcohol and Drug Education Center, the Cross Cultural Leadership Center, AS Productions, the WREC and the Division of Student Affairs to put on alternative events during Halloween weekend. The committee meets on Tuesdays at 1:30 pm BMU 220. The schedule of events can be found at aschico.com.

Herren addressed the Academic Senate regarding comments on participating in shared governance that she shared at the Academic Senate meeting on September 18 (see Academic Senate minutes for September 18, item 14. Other). Herren noted that what she shared “came from a place of good intent.” All her comments were aimed at helping us work together and move forward. There was no intent to come across as critiquing or putting down anyone in here. “You are my colleagues, partners, and allies.” Herren feels that the Resolution passed by the Academic Senate on September 25 and the Campus Climate Questionnaire have the potential to give us the ability to go a long way in directing ourselves, —“We can do it.” A senator inquired regarding the planned Wildcat Statue that is intended to serve to enhance school spirit, noting that it should be funded 100% from private sources. “Why isn’t it?” “You are responsible for how you spend your money, but are you being responsible to students?” Herren noted that many groups want the statue. The Associated Students Board see it as “a really unique opportunity to have a touchstone on campus.” The statue is in response to requests to improve student spirit. “I’m excited for this project.”

Less than 5% of the funding for the statue will come from the Associated Students. Herren displayed the (national) Climate Leadership Award that Chico received from Second Nature (a leading sustainability organization for higher education). Herren represented the university at the awards ceremony in Boston. Herren noted that a group is working on lighting issues and couch burning. A senator suggested that members of the new Student Senate attend department meetings and introduce themselves. The Student Senate meets every Friday, 3-4 p.m., in BMU 209.

8. Staff Council – Heileson.

Heileson reported that Staff Council met on October 14. A presentation on the Center for Nutrition & Activity was given. Council members are working hard to help improve morale of staff across campus. A complete report will be presented at the next Academic Senate meeting.

9. University Report – Zingg.

Zingg noted that the logo on the Climate Leadership Award is similar to the campus logo. Zingg reported that Susan Elrod has been appointed Interim Provost. Dr. Elrod “rejoins” us as she is an alumna of Chico and served as Associated Students President in 1986. “She is a scholar in so many, many respects.” A search for a permanent Provost will be initiated next fall (2015).

Zingg reported that CFA and the CSU reached an agreement on a contract today. It must now go to CFA for ratification and then to the Board of Trustees for Trustee action and formal announcement in November. Only those people who sat at the bargaining table know every detail of the contract, and particularly how the 3% compensation pool will be interpreted. However, “every element that I have been pushing for about three years is included in the agreement.” In particular, that a “fair contract” has to address GSI and SSI and equity salary issues and there must be a commitment of resources “both centrally and from the campus.” The equity clause is in the contract and can be pursued once the contract is ratified. The bottom line is that now we will have the green light to proceed with an Equity III program on this campus once the contract is ratified by the Board of Trustees (the final hurdle for ratification).

10. Proposed New Program: Certificate in Professional Management Consulting – **EPPC – Introduction Item.**

Boyd deferred to Mike Regh, Department of Management, to introduce the item. Regh noted that Ed Meda, lecturer in Management, was very instrumental in developing the proposal. Senators shared concerns and observations regarding the certificate with Regh and Meda. Discussion focused primarily around the following areas. The proposal is structured to improve students’ job prospects. Students with little or no prior management training can enroll in the program. The program requires that students complete the Practicum in Management Consulting, which involves an internship. Meda will be leaving the university. His departure will not adversely affect the capacity for maintaining this element of the program. This certificate does not overlap with the consulting elements in the MBA program. Meda noted the certificate is designed for entry level consulting—“jump start for a job.”

Vote: The Proposed New Program: Certificate in Professional Management Consulting passed as an introduction item.

11. Ask the Administrator.

Kaiser inquired regarding whether or not a net gain in tenure/track will be realized from the planned hiring of 100 new tenure/track faculty beginning this year and continuing over the next two years. Specifically, Kaiser asked:

1. What is the net gain or loss in tenure/track faculty by department and college over the last 5 years? (2010-2015).
2. What is the rationale given for individual faculty leaving their positions at Chico State? Kaiser added that this is a statewide concern.
3. What is the expected loss of FERP faculty by department and college in 2014-15? Is the potential here for a “serious brain drain on campus?”

Bill Loker, Dean of Undergraduate Education, noted that deans and Wenshu Lee, Associate Vice President for Faculty Affairs, are compiling information regarding faculty hires and departures and the reasons stated by faculty for departing.

Kaiser inquired regarding the granting of more than the minimum 7.5% salary “bump” (set by the CFA Unit 3 contract) for promotions. Communication from numerous tenured faculty in HFA indicated that very few faculty are aware of this option. Concerns of these faculty and shared by senators include: Is there a maximum award? Should faculty awarded promotion (and tenure if applicable) request more than the 7.5% minimum? How will equity be ensured if a college is unable to “afford” higher bumps? Are their procedures in place for requesting more than 7.5%? Are there criteria for evaluating requests and determining the amount above 7.5%? Zingg noted that over 30 faculty received over 7.5% salary bumps for promotion during 2013-14. The resultant average bump “should become the norm for moving forward.” The process should not be predicated upon a request from the faculty member; but rather should emanate from a request from the dean to the Provost. Deans and the Provost have been given the word to consider bumps above 7.5%. However, we do need to develop some program to deal with the consequences of higher salary increases for promotion and tenure. The goal is to develop a process that is clear, concise, and able to deal effectively with equity issues that may develop from promotion and tenure salary bumps beyond the 7.5% minimum. Zingg noted that when salary requests come to him, he asks the Provost to ensure that fairness was considered in the process leading to the salary request. The campus should notify faculty who are “inverted or compressed.” Zingg noted the implementation process for Equity salary increases will begin “within days” upon ratification of the contract by the Board of Trustees (the final hurdle for contract ratification). “But what I just don’t know right now is that,” in that 3% compensation pool, if the GSI represents less than 3%, “what will the delta be between 3% and the GSI.” “None of us have seen what the 3% will look like, and what if any decisions will have been made regarding the distribution of that delta.” Zingg added that lecturers “L” will be included in the first phase of salary distribution, and “then we will look at all lecturers. The lecturer “L” category “may even be eliminated.” Selvester noted, “What about full professors?” The present full professors who were hired in 1998-2003 and moved along “systematically without any cost of living GSIs and certainly weren’t involved in any kind of compensation beyond a 7.5 [%], and, I can say that most were certainly not aware that they could have even asked for something beyond that.” Zingg replied, “Yes, the Equity III program on this campus will include all ranks.”

Note: On October 22, the Chancellor’s Office reported: The [CFA] contract adds a 3% increase to the salary pool of all CSU faculty for the 2014-15 academic year. From that pool, 1.6% will go to increase the

salaries for the 25,000...faculty...on all 23 campuses. The remaining 1.4% will go to reducing individual issues on a per campus basis.

Zingg concluded by illustrating some equity scenarios.

Equity Scenario

	Assistant Professor	Associate Professor
Current Salary	\$60,000	\$68,000
3% GSI	\$1,800	\$2,040
New Salary Base	\$61,800	\$70,040

Promotion Bump Scenarios

A. 10%	\$6,180	
New Salary Base	\$67,980 Compression
 B. 15%	 \$9,270	
New Salary Base	\$71,070 Inversion

Correcting Compression/Inversion

A. 3%		\$1,101
New Salary Base		\$71,151
 B. 5%		 \$3,502
New Salary Base		\$73,542

Gaps

Initial Salary	\$8000
With 3% GSI	\$8,240
 With 10% Promotion Bump	 \$2,060
With 15% Promotion Bump	-\$1,030
 With 3% Equity Adjustment	 \$1,081
With 5% Equity Adjustment	\$2,472

12. Other.

Selvester reminded senators and guests that the University Budget Committee (UBC) will meet tomorrow morning at 8:30 in this room. The meeting is open to all.

13. Adjourn.

The meeting adjourned at 4:55 p.m.

Respectfully submitted,

Joe Crofts, Secretary