

Academic Senate
(530) 898-6201, Zip 020

MEMORANDUM

ACADEMIC SENATE MINUTES Thursday, November 6, 2014, 2:30 p.m., K-207/209

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

ABSENT: Elrod, Pratt, Schulte, Seipel, Smits

1. Approve Minutes of October 16 and October 23, 2014.

The minutes of October 16 were approved.

The minutes for October 23 were approved with the following revision:

2. The CSU, Chico Campus Climate Questionnaire Results Report – Discussion –
(Selvester, Linville, Allen).

Bill Allen, Director of Institutional Research, ~~manipulated~~ organized the quantitative data.

2. Approve Agenda.

The agenda was approved.

3. Announcements.

Selvester announced the Conversations on Diversity & Inclusion on November 12, noon to 1 p.m., in BMU 210. The theme is “Cultural Dialogues: Serving Chinese International Students at CSU, Chico.”

Nichols announced that the vote by faculty to ratify the CFA contract is being conducted this week. (On November 10, it was announced that the faculty had ratified the contract.)

4. Chair’s Prerogative.

- **Email Policy** – Abernatha.

Sharon Abernatha, Assistant Vice President for Staff Human Resources, reviewed the draft Policy for Official Communication with Employees via Electronic Mail. Excerpts of the policy appear below.

The complete document is available from the Academic Senate Office.

Background

Electronic mail is an increasingly important vehicle for cost effective and sustainable communication between members of the university community and between staff and students of the university and external partners and agencies. Its use by faculty, staff, students, volunteers and associates is governed by relevant legislation, by the university’s stated values and standards of professional conduct, and by the protocols that apply to written communication.

Scope

This policy is intended to complement the Student E-mail policy EM 05-05. This policy applies to all CSU, Chico faculty, staff, student employees, auxiliaries, centers, individuals, or organizations outside the university who use CSU Chico's email system.

University use of e-mail

E-mail is an official means of communication for California State University, Chico employees.

Official information sent to university e-mail addresses may include approved notification of university business processes and/or appropriate university, college or department academic information such as emergency announcements, security information, required compliance training, billing information, etc. Alternative methods, (e.g., US postal mail, website notification, etc.) in addition to e-mail, may also be used to communicate official university business.

Assignment of e-mail accounts

An official e-mail address is assigned by the university to all CSU, Chico faculty, staff, student employee, eligible retired faculty and staff, and individuals or organizations outside the university who are actively involved in research, development, or other projects sponsored by a department, college, or the institution. Email addresses for faculty and staff will be assigned at the time of hire.

Senators shared several observations regarding the policy. It was noted that the policy has some inconsistencies with EM 07-001, [Revised Policy on the Use of Computing and Communications for Faculty](#), and the EM is not referenced in the e-mail policy. The term "eligible" regarding retired faculty and staff needs clarification. New rules and procedures regarding privacy and censorship are not addressed. There is no clear statement as to when the University can access email. The term "frequency" regarding how often e-mail account holders are expected to check their e-mail needs clarifying. The expectation that non-exempt employees check their e-mail during work hours is in response to a union request. The policy should include guidelines addressing "all university" distribution. A senators added that it is "very frustrating" when e-mail recipients do respond to e-mail.

- **Identity Finder** – Abernatha.

Mark Hendrix, Manager of Internet Security, and Sharon Abernatha, Assistant Vice President for Staff Human Resources, reviewed [Identity Finder, CSU, Chico Identity Finder Deployment](#). The complete document is available from the Academic Senate Office.

Hendrix noted that Identity Finder is a tool rather than a policy. It is to protect yourself and other people from "information that is linked to an individual person's identity, and which can be used to facilitate identity theft." Users may not opt out from having Identity Finder installed on their campus [provided] computer.

What is Identity Finder?

- An application that scans your campus computer for Protected Level 1 data, including
- Social Security numbers
- Bank and credit card account numbers
- Driver's License numbers
- Other personally identifiable information

Why are we Deploying it on Campus?

- Keeping sensitive data on campus desktop computers puts ourselves, the campus, and particularly our students at high risk for identity theft
- We are legally obligated to protect the sensitive information of our faculty, staff, and students
- Average cost per breached record = \$194

How Does it Work?

- Identity Finder works by scanning your campus computer for emails, files, and documents containing Level 1 data
- When the scan is complete, you can view the list of items that Identity Finder has found

- You can preview each item to see it in context and choose to shred the email or file containing the sensitive information

Where Does Identity Finder Scan?

- Local drives (e.g., C:\)
- Locally installed cloud storage
- Dropbox, Google Drive, etc.
- Documents on Bay (U:\ drive)
- Outlook Exchange
- Mailbox
- Attachments
- Archives

Who Is it For?

- Identity Finder will be made available to all faculty and staff on campus

When Will It be Deployed?

- 11/15/14: Available for voluntary download
- Staff and faculty will be able to install Identity Finder and run scans
- 1/7/15: Automatically deployed to all computers
- 2/15/14: ISEC will begin identifying campus computers that are storing sensitive data in order to implement safeguards

Communications

- CAD: 10/8/13
- Extended Cabinet: 11/18/13
- UTAC: 9/9/14, 10/10/14, 11/7/14
- Data Owners: 10/14/14
- System Security: 10/3/14, 11/6/14
- Information Resources Staff: 10/15/14
- Academic Senate: 11/6/14
- Chairs Council: 11/7/14
- AA/Ss: 10/13/14

Common Questions

- Who approved Identity Finder?
- CSUEU Approval: 3/3/14
- CFA Approval: 7/21/14
- How is Identity Finder being paid for?
- Identity Finder was purchased by the Chancellor's Office
- How do we get support for Identity Finder if we have problems or need help interpreting results?
- Support documentation can be found at www.csuchico.edu/identityfinder
- You can also contact IT Support Services or your departmental technical staff for assistance

- **Faculty Data** – Lee.

Wenshu Lee, Associate Vice President for Faculty Affairs, reviewed CSU Chico Faculty: October 23 & November 6, 2014. Following are highlights of the presentation. The complete document is available from the Academic Senate Office.

New Hires decreased from ca. 50 in 2007 to ca. 12 in 2011 and have increased to ca. 45 for 2015.

Attrition has resulted in a net loss of 64 TT faculty between 2009 and 2014.

Attrition (TT):	264
New Hires (TT):	100
Net:	-64

Tenure Density (TT FTEF / Total FTEF) has decreased from 69% in 2010-11 to 57% (est.) in 2014-15.

Tenure Density at Chico exceeded tenure density in the CSU by 4 % in 2010-11, but Chico and the CSU have steadily converged and Chico exceeds the CSU by only 1% in 2014-15.

FTEs (Students) at Chico has increased from 14,640 in 2010-11 to 15,764 in 2014-15 while **Tenure Density** decreased from 69 to 57% (est.) in 2014-15.

Student / Faculty Ratio at Chico has increased from 21.09 in 2005 to 23.34 in 2014, with an inordinate increase of 6.8% from 2008 to 2009.

A senator noted that the data does not support a resolution from the Enrollment Management Advisory Committee last year calling for an increase in tenured and tenure track faculty.

- **Campus Planning Update** – Hoffman.

Lori Hoffman, Vice President for Business and Finance, reviewed the [CSU Campus Update: November 2014](#). The complete document is available from the Academic Senate Office.

Energy Efficiency Projects

Total kW saved 2009-2011 436.37

Total kW saved 2011-2014 363.77

Fifteen “energy efficiency projects” leading to 363.77 KW saved in 2011-14.

Refresh Projects

Langdon 3rd Floor Remodel (300, 302, 303)

Holt 357 Refresh

Holt 363 Refresh and Smart Classroom

Kendall 104-AVP Faculty Affairs Office Refresh

Kendall 106-Provost Office Refresh

Kendall 108-VPSA Office Refresh

Glenn 306 Refresh and Mock Courtroom

Glenn Building-wide Classroom Refresh

Plumas Ceramics Lab

Siskiyou Ceramics Lab

Tehama 346 Remodel

Plumas 303 Refresh

Tehama 116 Remodel

Faculty/Staff Lounge

Infrastructure and ADA Projects—Future

Stadium Bleachers (ADA)

Physical Science Bridge (ADA)

Gus Manolis Bridge & Pathways (ADA)

Chiller/TES (Estimated energy savings at full build-out ca. \$440K - \$500K)

Glenn Hall Elevator (ADA)

Holt Hall Elevator (ADA)

Major Capital Projects

Accessible Paths

Physical Science Building

Signage – Historic District (ADA)

Arts & Humanities Building Update

On-time – On-budget -- On spec

Spring 2016 – *Estimated* Completion

Summer 2016 – *Estimated* Move in
 Fall 2016 – *Estimated* Classes Begin

Stadium Bleachers
 Ayers East Pathway
 Future: Boiler/Chiller TES
 Future: North Campus Pathway and Utility & ADA Improvements (Working toward securing funding)
 Future: PAC Upgrades

Five-Year Capital Outlay Plan

Chico/State Funded Project Complete	FTE	CAT	15/16	17/18	18/19	19/20	Funds to
Siskiyou II Sci Bldg	31	IB		P 2,690		W 2,581	C 77,630 E 3,933
Butte Hall Renovation	0	IB			PWC 52,332		
Utilities Infrastructure	NA	IB		PWC 46,247			
Modoc II	0	IB			PWC 26,889		E 2,621
Acker/Shurmer Gym Renovation, Ph. 2	NA	IB			PWC 51,821		E 1,757
Agric Teaching/Resh Ctr Renovation/ Expansion	NA	IB			PWC 36,403		E 2,033

Senators shared concerns regarding tree removal and replacement, and particularly the type of trees that are selected for replacements and new plantings. The “shade capacity” of some species; e.g., crepe myrtle—characterized as a “personal shade tree,” was called into question and does not contribute toward maintaining the campus tree canopy to the desired level. Hoffman noted that tree selection is carefully considered, and native species are being utilized where appropriate. A senator noted concern over the loss of general and faculty/staff parking, which is being replaced with reserve parking. Hoffman noted that faculty/staff parking has not decreased. “It seems reduced but has not really decreased.” The unions representing staff (not CFA representing faculty) will not allow decreasing parking for staff.

5. Standing Committees Reports.

A. Educational Policies and Programs Committee – Boyd.

From: Betsy Boyd, Chair.

EPPC Summary, October 30, 2014.

On 30 October 2014:

1. EPPC members were
 - a. informed of parliamentary procedure regarding agendas and motions related to items therein by Academic Senator Joe Crofts, and
 - b. updated by Charley Turner, CFA President, on the newest Collective Bargaining Agreement developments.
2. EPPC members approved at Action a proposal for new center, California Mechatronic Center.

3. EPPC members approved at Introduction a proposed name change for the Certificate in Electronic Printing and Publishing to the Certificate in Web Design and Publishing (Department of Communication Design).

B. Faculty and Student Policies Committee – Sistrunk.

From: Tim Sistrunk, Chair.

FASP Summary: October 30, 2014

In its meeting on October 30, 2014, FASP made the following decisions:

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

In addition, FASP created and charged one new Subcommittee:

- **FPPP Renewal Project** Subcommittee that will evaluate the reorganization of the FPPP passed by Senate in SP14 and recommend substantive and editorial changes to bring the document into compliance with administrative requirements.

FASP also heard a reports about:

- **Finals Scheduling** difficulties
- **Class Size Policies** Subcommittee that it has been collecting data and is poised to distribute its questionnaire to Chairs and Deans.

C. Executive Committee – Crofts.

From: Joe Crofts, Secretary.

Executive Committee Synopsis

Friday, October 24, 2014, 8:30 a.m., K 103

The Executive Committee met on October 24, 2014. New Interim Provost Susan Elrod was welcomed to the group. The primary topics of discussion included:

- A debriefing of the Academic Senate discussion of The CSU, Chico Campus Climate Questionnaire Results Report.
- A plan for responding to the Chancellor's response to the resolution, Request for Review of and Assistance in Strengthening Campus Shared Governance, Communication, and Morale.
- Library Renovation as noted at the University Budget Committee meeting on October 17, 2014.

6. Statewide Academic Senate – Kaiser/Schulte. <http://www.calstate.edu/AcadSen/>

The Statewide Senators were not present.

7. Associated Students – Herren.

From: Taylor Herren and Michael Pratt.

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 Associated Student participated in Chico Preview Day on October 25th and brought students on tours into the new Wildcat Leadership Center throughout the day.

The Associated Students will be sending Taylor Herren (AS President) and Michael Pratt (AS Director of

University Affairs) to the Statewide Academic Senate Conference, “It’s All About Our Students” on November 13th and 14th.

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 the second annual Wildcat Way Weekend during Halloween Weekend. “Night of the Living Pancakes” was hosted on Halloween Night and provided a venue in the BMU for students to go between 10pm-1am. There were approximately 600 students in attendance.

The Associated Students Community Affairs Council held 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 was put together by the Associated Students Commissioner of Community Affairs and submitted to the Chico Police Department.

The Wildcat Leadership Center had a Grand Opening on October 17th from 3-5pm in BMU 220.

The City of Chico Planning Commission met on October 16th to discuss alcohol licensing for downtown businesses and members of the Associated Students, Campus Alcohol and Drug Education Center and Campus Administration were 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 held a Student 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. Topics included sexual assault, downtown lighting and couch burning. Attendees included students, AS representatives, Chico PD, Chico City Council, Students Affairs Administration, CADEC, property owners and member of the Downtown Ambassadors program.

The Associated Students continues to be actively involved in the Town and Gown Committee meetings and City Council Meetings. The next Town and Gown Meeting will be November 26nd, 2014 at 5:30 pm in the City Council Chambers room 1.

Herren added that “MAC Night” (Multicultural Affairs Council) will be this evening at 7 p.m. in the BMU. Herren noted that Halloween appeared to have “less really violent” incidents. However, there were many fights and other violent incidents and she “continued to see areas and room for improvement.” Herren noted that she, along with Senator Kathy Kaiser, will attend the Academic Conference on November 13 and 14 at the Chancellor’s Office.

8. Staff Council – Heileson.
From: Annette Heileson, Chair.

**Staff Council
Minutes of October 14, 2014
Kendall 207-209, 8:30 am – 10:30 am
(Subject to Council approval)**

Attendance: Sharyn Abernatha, Michelle Berglund-Smith, JoAnn Bradley, Mary Kay Bringham, Rebecca Cagle, Mario Chandrakumar, Don Converse, Joe Crotts, Nicole Davis, Becky DeVault, Dana Francis, Annette Heileson, Taylor Herren, Michelle Holmes, Mark Kauffman, Cindy Kelly, Heather Kilcoyne, Barbara LaRue, Rena Marino,

Jackie McMillan, Margie Mitchell, Michael Pratt, Laurie Ratterree, Jen Ross, Holly Soldavini, Rachelle Sousa, Erin Tarabini, Scott Taylor, Jessica Verardi, Catlin Wulferdingen, Alyson Wylie

Absent: Jim Aird, Chris Gardner, Shondra Kaufman, Ronda Kramer, Kara Maas, Cari Phipps, Joel Ramirez, Carol Rudolph, Karla Zimmerlee

Meeting Commence: 8:38am

Call To Order: Annette Heileson

Announcements: none

Human Resources - Sharyn Abernatha: We currently have 39 positions posted. ASAs should look at applying for the ASC positions. The University Professional Development Committee is made up of representatives under each Vice President and they conducted a survey last year on what kind of training employees are interested in. Based on those results the first series will start at the end of this month and be called Making Stress Work for You: Understanding the Sociology of Stress. The second one will be Life Talks in Action: Using Value Sorts and Conversation Starters to Create Connections & Balance in One's Life. The third one will be on Elder Care: Practical Tips and Resources for Caregivers. The fourth one will be on Balancing Work and Family. And the fifth one will be on Successful Single Parenting. All of these trainings will be presented during the lunch hour 12-1pm to make it easier for people to attend.

Payroll & HRIS - Rebecca Cagle: Aug. and Sept. we have been holding trainings around the student employment hiring process. That information will be incorporated into the ongoing monthly student employment training classes. November 1 deadline for departments that have student employees that need to be live scanned. Dec. 1 is the deadline to have all the positions up in JobCat posted. We have a new website with the step by step process on hiring new student employees. HRIS will be working one-on-one with departments to understand how many student supervisors we have and moving individuals into positions so that we can start tracking student supervisors in PeopleSoft. We will be working on this through next June. We will also begin to notify campus to review their personal data in HR self-service. Make sure address is correct because that is where your W-2 will be sent. Also have everyone look at their emergency contact info which is very important in case an employee gets injured on the job. There will be a HR liaisons meeting on Thursday, Oct. 30 from 9:30-10:30am in Colusa 100A.

Associated Students - Taylor Herron: The grand opening of the new Wildcat Leadership Center (Government Affairs office and Student Life and Leadership) is this Friday, Oct. 17 from 3-5pm on the 2nd floor of the BMU. Please stop by if you have a chance, there will be food. The Multicultural Affairs Council is Nov. 6th in the BMU Auditorium. Great opportunity to showcase diversity and it is comprised of student groups and multicultural organizations. Chico preview day this Saturday, Oct. 18.

Academic Senate - Joe Crotts: Senate has had two regular meetings this semester. There was a Title IX update at the Sept. 18 meeting. The new Title IX coordinator Dylan Saake noted that campuses will be required to implement education around "affirmative consent" (affirmative, conscious, and voluntary agreement to engage in sexual activity by all parties involved). Yes Means Yes, procedures for reporting Title IX violations, training in recognizing Title IX violations, and training for students regarding campus resources were also discussed. We also had a University budget overview given by the budget officer. There will be a University Budget Committee meeting this Friday at 8:30am in Kendall 207/209. President Zingg reported on the search for a Provost. The pros and cons of hiring an interim Provost were discussed and it was decided to hire an interim for the remainder of this year and most of next year while we conduct a search next fall 2015. Bill Loker spoke on the Academic Plan Action Theme Groups of which there are 7: Support and Prepare Students for Lifelong Success, Excellence in Teaching and Learning, Community – Build Connections, Relationships and Collaboration, Faculty Renewal, Staff Renewal, Business/Administrative Processes, and Beyond Categorization or Thinking Outside of the Box. On Sept. 25 we had a special Senate meeting to discuss The Resolution: Request for Review and Assistance in Strengthening Campus Co-Governance, Communication, and Morale. In the process of considering this we changed the name co-governance to chair-governance. The resolution passed 32-2 by a secret ballot vote. The Academic Senate will meet

this Thursday, Oct. 16 at 2:30pm. There is one introduction item which is procedures for discontinuing academic programs.

Office of the President - Karla Zimmerlee: absent, no report

Guest Speaker - CalFresh (Alyson Wylie and team from CHC): (PowerPoint presentation) The Center for Nutrition & Activity Promotion has 20 programs, a training resource center, food insecurity programs, direct services, over 120 interns annually, 50 paid staff, 3.5 million annual budget. They serve 10,000 service area residents, 21 school district partners, and 40 county and community organizations in 17 counties. Changed name to Center for Healthy Communities (CHC). Programs offered are Connecting Agriculture to Schools and Homes (CASH), Senior Nutrition, Multiple County Contracts, CalFresh Outreach, North Coast & Cascades Training and Resource Center (TRC), and Physical Activity Promotion. Other projects include the afterschool gardening project, staff development and training, CNAP led PA, fast food nation, revitalizing the community garden, and kid's farmer's market. Megan Mitchell is a Community Nutrition Assistant at the Center. CalFresh is the Supplemental Nutrition Assistance Program (SNAP) formerly known as Food Stamps. It allows eligible households to obtain a more nutritious diet, get access to healthy foods, and improve their health all while stimulating the economy. Participants can purchase produce, whole grains, lean proteins, as well as seeds and plants that produce foods. CA ranks last among states for SNAP/CalFresh participation which means over 18 million lost from people not participating in the program. Once you submit an application you will be called for a phone interview and if eligible will be granted benefits within 30 days. This is a great program for students to help with monthly expenses so all staff should refer students that you think could benefit from CalFresh. Eligibility is based on sized of household, income, etc. The outreach team is there to help with the application process, gather documents, connect with hard to reach populations, and table at community events. Students, older adults, immigrants, homeless, felony, children, and immigrant children can all receive CalFresh. Illegal immigrants, drug felons, and SSI recipients cannot receive CalFresh. For more information contact Alyson Wylie.

Standing Committee Reports:

Governance Committee - Becky DeVault:

- Call for nominations – search for Deans in the College of Behavioral and Social Sciences and College of Engineering, Computer Science and Construction Management. An email has been sent out to all staff in those colleges. One staff member needed on each search committee. If you are interested please complete the form and return by the deadline of Friday, October 17 at 5pm.
- Reminder to send updated area lists.

Service Projects – Erin Tarabini

- For the September, two day blood drive, we registered 157 donors and collected 124 whole blood pints and 4 platelets on Monday, and 193 donors and collected 149 whole blood pints and 6 platelets on Tuesday. A fantastic turnout!
- Staff Academic Award update – the announcement will go out at the end of the month. Staff will have 30 days to apply and the recipient will be awarded in December.
- UNCP update and raffle ticket distribution – slow to get donations this year but they are coming in. We are working on flyer, please send it out to your area and staff for ticket sales. Let people know that you can come to them to purchase tickets.

Ways and Means – Rachelle Sousa

- Fundraising update – The University Farm did not grow any poinsettias this year so no fundraiser. We are working on other fundraisers ideas for the year.

Executive Committee business/New Staff Council business

Becky DeVault: Staff Council Chico State Athletics

- Volleyball night vs. Cal Poly Pomona – Saturday, October 18, 7 p.m. @ Acker Gymnasium. Come out and show your Wildcat spirit! Up to four free tickets will be available for staff and faculty members, on a fist come first serve basis. A great big thank you to our amazing athletics department!

Don Converse: Update on campus Bike & Board Safety Project – We have decided to promote the positive side by giving a piece of candy to people that we see walking their bike or board on campus. Don is working with the AS Community Affairs Committee and they have volunteered to design the cards that will be attached to the candy we pass out. They also volunteered to design and put out the a-frame boards around campus. It would be great if a few staff council members can pass out some candy to test this project. Police are giving more tickets out due to our work with this project. It is suggested that the AS Community Affairs Committee come to the next Staff Council meeting to talk to us about their work with this project.

Dana Francis: Koffee & Kudos – Presidents office hosting the Halloween Koffee & Kudos, Friday October 31st in the Warren Center. There are no other dates scheduled for this semester.

Melanie O'Connor:

- Refreshment coffer collection - \$10/person. Please place donation the folder that is passed around.
- Halloween department/office costume contest hosted by Staff Council – email photo to Melanie and she will post on Facebook. Whoever gets the most likes will win the contest. Check announcements for guidelines.
- See's candy peanut brittle bars that are marked down to \$1 if anyone wants.
- Error on ticket packets – date at the bottom Due November 14th please correct on your packet. All money from this fundraiser is used to purchase gift cards for each family in the UNCP.
- Greek Week Blood Drive 10-7 today in BMU Auditorium
- Relay for Life kickoff meeting tomorrow at noon in Tehama 111

Intent to Raise Question: none

Adjournment: 9:50am

Heilesen added that Staff Council's fund raiser, the University's Needy Children Program Raffle, will be selling raffle tickets beginning October 14 through November 14. All money collected will go toward certificates for each adopted family and for last minute gifts for children.

9. University Report – Zingg.

Zingg reported that the first Graduation Initiative spanned 2009-2015, and focused on 6-year graduation rates. Chico's target was 60%. We attained a 61% to 62% rate. The new Graduation Initiative will span 10 years, 2015-2025, and will focus on 4-year and 6-year graduation rates. Chico's 4-year target is 25%, and we are already at 24%. If we add 0.5% per year to that, we will approach 30% in 2025. In either case, we will remain in the top two or three positions in the CSU. Chico's 6-year graduation target is 64%, and we are presently around 62%. Adding 0.5% per year will get our 6-year graduation rate up to around 70% by 2025. The big challenge is to cut the achievement gap for students that are designated as underrepresented minorities: Hispanic/Latin, African American, and Native American. The goal is to cut the achievement gap for these students for both 4- and 6-year graduation rates in half by 2015.

The meeting of the CSU Board of Trustees next week will provide information on the budget that is updated over what was provided to the University Budget Committee on October 17. The Trustees have indicated that the system will continue a freeze on the state tuition fee. The UC has approved a plan to increase tuition by 5% per year over the next five years; which will increase their tuition from a little over \$12,000 to over \$15,000. The Governor is not happy over this, and it has the potential of spilling over into other budgetary matters. The difference between the CSU and the UC is we are a state agency and they are not. Consequently, the Governor "can tell us what to do," but he can "only request the UC what to do." They have the option of "no thank you." The CSU Trustees have requested a 2015-16 general fund allocation of "over twice more than the Governor has told us not to expect more." The Governor has told us not to count on more than about \$120-\$122 million more for 2015-16. "I think the Trustees are doing the right thing in requesting what we need rather than what the Governor has said we would receive." This would support a compensation pool of 2% and accommodate a 3% enrollment growth and "a host of other things, like deferred maintenance and initiatives supporting student success, that had to be put on the back

burner” this year because about \$122 million of this year’s \$140 million is going to compensation (salary and benefits).

The vote by faculty to ratify the CFA contract is being conducted this week. (On November 10, it was announced that the faculty had ratified the contract.) The Trustees will vote on ratifying the contract on November 12. It will, in all likelihood pass, but not necessarily by the large margins typical of recent years. This may be partly due to the fact that the contract prioritizes categories of salary increases. “This makes some people happy and some people not happy.” The first priority is lecturer salary corrections, which entails reclassifying lecturers. The second priority is the 1.6% general salary increase for all faculty. The third priority is a salary “recovery” adjustment; which is a 3% salary increase for all tenured and tenure track faculty who have not achieved their SSI maximum. “That’s about 55% of faculty on this campus and systemwide.” The fourth priority is equity commitments. Assuming the contract is ratified, Zingg will be announcing “before we leave for Thanksgiving,” the elements of our campus-based equity program. “It has the following goals attached to it: 1) Improve the CSU comparable salary ranking of all Chico tenured and tenure track faculty; 2) Mitigate significantly instances of salary inversion and compression where they exist; 3) Mitigate significantly salary inequities “however identified and wherever they exist”; 4) Develop clear criteria and processes for awarding market based salary increases as allowed by the CBA bargaining agreement; 5) Set a clear path forward in these matters that will strengthen campus efforts to attract the best faculty that we can. “The timing of the plan that has these priorities attached to it is entirely contingent upon the implementation of the priorities for salary support that is in the CBA.” Most important is this salary recovery adjustment that, once applied, “will have some consequence for those folks who have equity issues.” Some folks will have their equity needs lessened; but some folks will have their equity needs increased; because a person near but not at the SSI maximum will get a 3.6% increase but a person at the SSI maximum will get only a 1.6% increase. “So, there are consequences; some unintended and some totally predictable, as all this plays out.” *Our equity plan on this campus will ensure that this won’t happen.* “To ensure that this will not happen, a person who gets only 1.6% will, in fact, get more; so that an inversion situation is not created by this person getting only 1.6% and that person getting 3.6%. The bottom line is to improve the salary standing relative to the CSU “of all of our faculty in all of their ranks,” and then as we work through identification of inversion and compression issues and other inequity issues, such as gender and ethnicity, these will also be addressed in a comprehensive way to deal with equity-inequity issues that we are facing on this campus. So the goal, assuming ratification of the contract, is to announce this in more specific terms as the set of goals for this campus based equity plan.”

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

Boyd moved the Proposed New Program: Certificate in Professional Management Consulting.

Mike Regh, Department of Management, characterized the program as operationally based to improve critical thinking in this area. Seven students so far have expressed an interest in entering the program next fall.

The proposed certificate will enable the University to continue serving the “educational, cultural, and economic needs of Northern California” (Strategic Plan – Objective #4) through offering students specialized training in an economically vital field. The certificate will enable students to better differentiate themselves and will provide a skilled candidate pool for recruitment.

The curriculum of the proposed certificate will facilitate a “high-quality learning environment both inside and outside of the classroom” (Strategic Plan – Objective #1). Both the case studies and business practicum will provide students with hands-on, learning-while-doing experience. This approach takes fundamental knowledge and provides a venue for tangible business application.

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

11. Proposed New Center: California Mechatronics Center – EPPC – Introduction Item.

Boyd moved the Proposed New Center: California Mechatronics Center.

Nick Repanich, Mechanical and Mechatronic Engineering & Sustainable Manufacturing, reviewed the proposal.

Goals and Purpose of the Center

For many years, CSU Chico has had a very unique Mechatronic Engineering (MECA) degree. It is the only ABET-accredited degree of its type in California and one of very few programs offered nationwide. The MECA engineer takes many more electrical, computer and controls classes than a mechanical engineer, and more mechanical classes than an electrical engineer. So we always have students that are very interested in automated machines and robotics. *The proposed California Mechatronics Center (CMC) does not affect this curriculum, but rather enhances opportunities for those students.* Finding projects and then employment for these students has always been a challenge, as many manufacturers are in the Bay Area, and coming to Chico for their future talent is not necessarily part of their normal consideration, especially given Chico's periodic bouts of negative press.

Since about 2003, we have had a continual string of research projects mostly sponsored by Lawrence Livermore National Laboratories (LLNL), but also nuclear energy producers looking to make green energy in a safer way. The LLNL projects have had a consistent theme, that of creating innovative and inexpensive solutions to hazardous or battlefield problems. A continual problem has been one of advanced scouting before ground troops arrive on a scene. We have successfully developed these scouting platforms in various sizes and form factors. That scouting is now being used by the nuclear industry to venture into environments in the reactors that may have potential radiation exposure. Dr. Mike Ward directed these projects for the first few years, and since 2007, Nick Repanich has been Project Director.

Need for the Center and Relationship to the University

By formalizing the activities we have been doing the past several years into an official "center", it gives us more standing to attract more fine projects for our students and staff. We can market ourselves more widely, and perhaps have better choice of projects as we go forward.

We also have developed a few products that have resulted from our research projects. One of our sponsors (LLNL) has encouraged us to market these beyond the original project. A named center allows for more market recognition. A specific example is the small Scout remote control vehicle that was in the news a few years ago. We now have prospective customers from the nuclear industry, the chemical industry, and the law enforcement community (bomb detection). As a customer, it is always more reassuring to buy a product from an entity that sounds like someone that will be around after they buy it, not just a bunch of students that will graduate and leave the purchaser with no technical support.

Several concerns were noted regarding the Board of Directors. In response to an inquiry regarding appointment of the Board of Directors, Repanich responded that he would appoint the board, and he realizes that this should be noted in the proposal. In response to an inquiry regarding the need for clarification of "A member of the CSUC community" on the Board of Directors, Rapanich replied that this means a person employed by CSU, Chico. In response to an inquiry regarding the basis for the non-voting status of the student representative on the Board of Directors, Repanich replied that the issues before the board are often money related and other issues of which the student may feel uncomfortable in voting.

Vote: Proposed New Center: California Mechatronics Center passed as an introduction item.

12. Ask the Administrator.

A senator noted concern over the lack of tenure track counselors in the Counseling Center. The Center's workload is increasing around 10% per year; but the number of tenure track counselors is decreasing, despite the "huge impact" the Counseling Center has on student success. Calandrella responded that the "commitment is there to hire tenure track counselors." Constraints on hiring have resulted because we have two counselors that are FERPing and consequently still receive salaries (50%). We fill in with one-year temporary hires. Concerns were noted that, due to less experience, temporary counselors may not always be able to provide the level of service of tenure track

counselors, and they do, in many cases, lack an ongoing history with students they are seeing. Calandrella noted, however, that temporary counselors do have identical qualifications to tenure track counselors. The Counseling staff is remaining stable; not decreasing or increasing. There is a finite pot of money. "If there's money to put somewhere, this is the place." Zingg added that there is no surplus to draw from here. We do have some reserve funds that will, in part, be directed to deal with the equity plan for both faculty and staff. We would have to reorient our base funding in order to be able to "hire over here as opposed to somewhere else." We have identified sources of funding that primarily flow from non-resident fees, mostly international and domestic non-resident students. Beginning some seven to eight years ago, we began developing a strategy to apply this funding to "purposes that we are cleared to do by the new contract" All faculty, and not just instructional faculty, will hopefully benefit from the improvement of salaries and this funding will support hiring new faculty. Our goal is 100 new hires over three years.

13. Other.

Zingg reported on attending a mock trial with about 600 members of the Greek community. The trial essentially focused on the event that led to the death of a student, Matt Carrington, 10 years ago. Carrington's mother was present and offered support for our efforts to ensure that activities leading to incidences of this type do not occur. Zingg noted the message he conveyed at the Fall Convocation (August 21) noting that the faculty renewal program also serves as a template for staff renewal. Staff support faculty and students, and thus play an essential role in student success.

14. Adjourn.

The meeting adjourned at 5:10 p.m.

Respectfully submitted,

Joe Crotts, Secretary