

**California State University, Chico**  
Academic Senate  
(530) 898-6201, Zip 020  
MEMORANDUM

**ACADEMIC SENATE MINUTES**  
Thursday, March 24, 2016, 2:30 p.m., KNDL-207/209

*Academic Senate meetings are recorded. Traditionally the written minutes consist of a summary of topics discussed. For more detail, listen to the audio file [here](#). Time stamps for each agenda item are provided in parenthesis for convenience. For accessibility questions, please contact the Academic Senate Office.*

**PRESENT:** Boyd, Calandrella, Cross, Crotts, Donoho, Elrod, Ferrari, Ford, Gray (Sheppard), Heileson, Hoffman, Janos (Ratekin), Jarquin, Kirchhoff, Kemper, Kipnis, Livingston, McClemore, McConkey, Meadows, Nichols, Ponarul (Jeff Trailer), Pratt, Ratekin, Roll, Rowberg, Schierenbeck, Scholz, Schulte, Seipel, Selvester, Sistrunk, Stapleton (Ford), Thompson, Traver (Scholz), Wilking (Roll), Zartman,

**ABSENT:** Boura, Calandrella, Zingg

Chair Boyd welcomed everyone and called the meeting to order at 2:30. (2:51)

**1. Approve Minutes of March 3, 2016.** (3:00)

Minutes were approved.

**2. Approve Agenda.** (3:38)

Agenda was approved.

**3. Announcements.** (3:50)

- Schulte informed the Senate that there will be A Brown Bag Discussion (with snacks!) of the topic “From a Roar to a Whisper: The Reduction of Academic Voice Within University Governance” by Dr. Julie Rowlands Deakin University, Australia on Wednesday March 23, 2016, 12-1 pm Modoc 218, who will discuss academic shared governance in Anglophone nations. Dr. Rowlands was introduced in the gallery and applauded.
- She also shared the news via email that The CSU Teaching and Learning Symposium, scheduled to take place April 15-16 at San José State University, has been postponed, because the strike on April 13, 14, 15, 18 and 19 is still quite possible. San José will host the symposium in the fall, most likely in October. The new dates will be announced as soon as they are confirmed.
- Boyd reminded everyone that the University Budget Committee open meeting will be held on March 25 from 8:30-10:00 in KNDL 207-209.
- Scholz announced that on April 3 as part of the Chico Bach Festival the oratorio Elijah will be presented at 2:00 p.m. in Harlan Adams Theater and will feature HFA Dean Bob Knight in the title role.
- Kipnis invited everyone to the conference which will be held by the Sigma Theta Tau International Honor Society of Nursing Kappa Omicron Chapter on “

Reforming the Broken Healthcare System” on March 25 from 9:00 a.m. to 3:30 at the Enloe Medical Center Conference Center at 1528 Esplanade in Chico.

- Sistrunk announced that the California Faculty Association would hold a Happy Hour with the first drink on CFA at Mom’s Restaurant tomorrow on March 25 from 5:00-6:30 for people who want to socialize and talk about the coming Strike.
- Boyd passed around an announcement from President Zingg that the Aspen Institute will hold a Wye Faculty seminar in July that should be discussed with one’s Dean.
- Boyd also pointed out that the welcome reception for the next President, Gayle Hutchinson, will be held on March 30 from 1:00-3:00 p.m. in the BMU Auditorium.
- There will be a farewell reception for Interim Provost Elrod on Monday the 28<sup>th</sup> from 3:30-5:00 p.m. in Colusa 100A.

#### 4. **Chair's Prerogative.** (9:57)

##### **A. Issues Related to the Faculty’s Right to Protected Concerted Activities – Discussion Item (Mills).**

Boyd introduced Russell Mills, the Interim Chief of Staff who said he was wanted to answer questions about the potential strike. After he said that he believed faculty deserve their raise and have the right to strike, he wanted to be sure that faculty knew that others had the right not to strike and that everyone ought to respect each other. He warned that striking intermittently was illegal, but said that the CSU would not discipline individual faculty during the five days from April 13-16 and 18-19 if that occurred. Instead, the plan is to blame the CFA as a group if faculty strike after the first five day period already known. The desire is to minimize the impact of the strike on students. If a faculty member does strike they will be asked to document this in the same way that sick leave is documented and he said there is a form ready to be used for this so that faculty will not be paid for those days. He admitted that he was not quite sure how this would work, but that the form would be voluntary. He said that faculty should not be surprised if their Dean asked if they were going to strike, but that they did not need to answer.

Heilesen asked if the number of absence reports would be used to determine how many faculty actually went on strike. Russell Mills said that is how the administration would document how many people went on strike.

Sistrunk pointed out that management should not ask people if they are going to strike before they do. Russell Mills said that athletic directors needed to know if coaches would not be at events because we would not want to have students miss out on the opportunity to compete in national competitions.

Crotts pointed out that there is already the online timesheet that has a line for “time without pay”. Russell Mills said this system was for staff, not faculty. Crotts said that 10 and 12 month contract faculty do use this form. Mills said that the faculty sick leave pdf form would be modified and it was in development now since there are complicated issues to work out.

Heileson thanked Russell Mills on behalf of the ASCs for not requiring them to be the ones who keep track of who went on strike or not. Russell Mills said that since Chairs Are Unit 3 faculty and would be on strike, the Deans would need to help run the departments in their absence. They would need to process sick leave and vacation requests before and during the strike as well.

Ford asked what happens if a faculty member did not report they were on strike. Russell Mills said we are all trying to avoid circumstances when faculty would be disciplined. He then said people who work on weekends would need to work since the strike is not happening then.

Zartman pointed out that the numbers of those who report that they were on strike will be used as a way to claim the number who actually did, even though this might not be accurate.

Schierenbeck asked Sistrunk if it was legal for the Union to encourage people not to fill out a form that they did not work. Sistrunk answered that CFA is not encouraging anyone to do anything illegal such as claiming they are sick when they are not. He pointed out that a form and a process had not been discussed yet at all with CFA. Russell Mills said that faculty will have to sign a form that they were not working as a way to prove that they were not working.

Kemper asked if the Administration was planning to make faculty report if they worked even partly during the strike days. Russell Mills said that faculty are not hourly workers and their time is considered on a daily basis.

Sistrunk wondered about the workability of asking faculty to self-report so that they can take a pay cut. The onus of proof that someone did not work is on management and the idea of a form seems unworkable.

Zartman reasserted that the number of those who self-report will be used in the press to report the actual number of those who went on strike.

Schierenbeck appealed to Russell Mills respectfully to take a message to those in authority above him and say that this kind of management is exactly why faculty are striking. This conversation represents management that is uncooperative and harassing. Russell Mills said he hoped faculty would get a 5% raise.

Thompson asked again for clarification about how participation in the strike would be reported. Russell Mills said it might be possible to count the number of people who are picketing to give a more accurate figure.

**B. Senate Constitution and Membership – Discussion Item.** (29:32)

- i. Important Links: CSUC Academic Senate Constitution & Bylaws; San Diego State University Senate; and Humboldt State University Senate.

Boyd passed out copies of the CSU Chico Academic Constitution and Bylaws in order to begin discussion about the topic that was raised at the Senate Forum in August when the idea of adding more staff and student representation to the Senate was raised. A subcommittee of Boyd, Meadows, Matt Thomas, McConkey and Heilesen met to discuss how this might be done and some comparison data was collected by Thomas about other senates and their representation in the state. The question was raised about how we might move from being an Academic Senate to a University Senate. The process of altering the constitution is quite time-consuming and there are other issues besides representation that need to be addressed, but for discussion it will be helpful to start with the s of our vision for the Senate in the University, who votes in the body, and the function we hope the Senate would perform in fulfilling the academic mission.

Links to the Senate pages of Humboldt State and San Diego State were provided as examples of different practice.

One particular query that Boyd had was about how the Executive Committee works. Currently, there are no students or staff representatives on this body and she wondered if we should consider this. Another idea is that we could form a smaller University Council with another group like a Faculty Council. What would be the relationship of this to other important bodies that already exist and provide important services like the Student Senate, Staff Council and Associated Student Officers? The desire for added student and staff representation must be met, but it should be considered as part of a strategic plan about the function of the whole Senate, which we should take up fully next year.

Roll said that she was appreciative that these questions were being considered as she remembered how a manager at the December 10 meeting had said that Senate does not represent his voice. She said that the Student Senate had agreed that more student representation on this body would be positive. She also reported that she had asked Julie Rowlands about the question of representation in other Senates across the world and had found that it was quite rare for them to include others besides faculty.

Kirchoff said that his experience with governing boards in education is that those with an adequate student voice are better, and he urged us to keep our student representation robust.

Livingston said he could anticipate that there will be questions about the implications for faculty control of the curriculum if we add non faculty. This will have to be thought through carefully.

Julie Rowlands agreed that the most common name used for shared governance bodies was “the academic senate” and that most of them have zero to a very small number of students with voting rights on them and staff numbers tend to be even smaller.

Nichols thought that the responsibilities of the senate should be determined before the membership of the Senate is decided. A senate, for example, with 1/3 each of representatives of students, staff and faculty would portray the varied interests but would be unsuitable to determine curricular and faculty policy issues. He pointed out that while Senate may not represent the needs of staff, Staff Council does not represent his needs as faculty either because they have different responsibilities. We should list the jobs, responsibilities and oversee the Senate has before we change membership. (He also hoped we would not become overlarge).

Thompson noted that article two of the Constitution of the Academic Senate requires us to “assure through well-established and well-defined channels of communication the maximum cooperation among all members of the university in order that policy and administrative implementation shall be consonant.” She wondered how we could do this if staff across all of our units did not feel represented in senate. She thought that students should also be part of this as well.

Zartman thought that the move toward a University Senate would address this shifting need (as the name of this body had changed from the faculty trust, the faculty senate and then the academic senate).

Heilesen underscored that with the many things that have happened over the last few years in the senate, it would have been advantageous to have at least another staff representative to help her.

Meadows liked Humboldt’s model of a University Senate especially because they have other standing committees that divide the labor. We could have another standing committee that deals with other issues going on besides faculty and student policies and curriculum questions. This would make us stronger and help with communication and transparency across the University. Expanding our structure could help with adding membership.

Selvester thought that the CFA should have permanent representation.

Boyd underlined that although every member currently has a voice, there are some issues that are restricted when it comes to a vote about them. We could use these types of technicalities to govern voting in a future organization.

Roll thought that leadership development is also an important role that senate should play by bringing new people in to participate and helping to develop leaders on our campus.

Boyd added that it is a challenge to promote confidence in people stepping up without also losing knowledge. She concluded by saying that Senate could take this up as a topic during the retreat next Fall.

## 5. Standing Committee Reports.

### A. Educational Policies and Programs Committee – Crotts. (51:20)

Although EPPC did not meet on March 10, we are far from done and eagerly anticipate several proposals:

- We have a task force, including Senator Kristina Schierenbeck, working on revising our policy on Institutes and Centers, EM 02-007, to bring it into compliance with guidelines issued from the Chancellor's Office.
- Delete the 2 ITEC (Integrated Teacher Education Core) options in the Liberal Studies Program.
- Significant changes to the Preliminary Administration Services Credential. So, look forward to exciting times ahead.

### B. Faculty and Student Policies Committee – Meadows. (52:41)

#### At the 3/10/16 FASP meeting we considered

- Revision to EM 05-019 Policy on the Formation of the Americans with Disabilities Act Committee – Introduction Item, passed
- Academic Senate Committees Responsibilities and Outreach – Introduction Item, passed

### C. Executive Committee – Sistrunk. (52:53)

Sistrunk presented the synopses of the Executive Committee meetings on March 4 and March 11:

#### Executive Committee Synopsis Friday, March 4, 2016, 8:30 a.m., K 103

##### • Announcements

The Space Advisory Committee (SAC) now has a website and posted minutes

[http://www.csuchico.edu/prs/Space\\_Advisory\\_Committee.shtml](http://www.csuchico.edu/prs/Space_Advisory_Committee.shtml)

The Campus Facilities Use Committee (CFU) will have a website soon and have released recommendations about the committee

The Library and the College of Agriculture have both launched their own space advisory committees

- University Strategic Plan Priority on Diversity
- Senator Count for each College calculating the appropriate representation based on the constitution
- Standing Committee Progress Reports
- Confusion about Capital Outlay Program (COP) and how input is sought for Five Year Capital Improvement Plan (CIP)
- FMS pilot of new wireless key system
- Division Offices remodeling

**Executive Committee Synopsis Friday, March 11, 2016, 8:30 a.m., K 103**

- EM 04-043: Executive Management Selection Committee (EMEDC) membership replacement
- Kathy Kaiser Service Recognition Award for long term Academic Senate Service, breadth of contributions to the University and commitment to Chico State
- Interim Provost Search discussion
- Senator Count for each College calculating the appropriate representation based on the constitution
- Standing Committee Progress Reports
- AS Senate focus groups on diversity
- Student Services and student homelessness

**6. Statewide Academic Senate – Schulte/Selvester. <http://www.calstate.edu/AcadSen/> (53:11)**

**A. ASCSU Resolutions.**

Schulte pointed out the resolution passed unanimously by the Statewide Academic Senate that treats an issue that developed on many campuses [including our own] in which a Presidential letter presumed to inform faculty about how they should talk about the forthcoming strike. See, AS-3249-16/AA/FA/EX, Concerns About Administrative Communications Regarding Classroom Discussion of Possible Strike Action which reads in part:

**“RESOLVED:** That the Academic Senate of the California State University (ASCSU) express consternation over recent communications from some CSU presidents and administrators forbidding faculty to discuss the potential strike action planned by the California Faculty Association (CFA) in their classrooms; and be it further

**RESOLVED:** That the ASCSU affirm that the determination of the relevance of material to a particular class is the decision of the faculty teaching that class in the context of accepted pedagogical and disciplinary standards...”.

Schulte read from the rationale of the resolution:

*Several CSU Presidents sent a letter to their campuses regarding the possible strike that included this sentence: “Classroom time cannot and should not be used by faculty to discuss issues related to the strike...”. This language would seem to be consistent with the American Association of University Professors (AAUP) 1940 Statement on Academic Freedom which states that, “Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject.” However, in 1970 the AAUP acknowledged that controversy is at the heart of free academic inquiry, and that its 1940 language was not meant to discourage what is controversial, but rather underscored the need for teachers to avoid persistently intruding material which has no relation to their subject. Indeed, in a later statement about controversy in the classroom, the AAUP stated that, “Controversy is often at the heart of instruction; good*

*teaching is often served by referring to contemporary controversies even if only to stimulate student interest and debate.*

Schulte also passed out a handout about the Legislative Advocacy Positions of the Academic Senate of the State of California. She encouraged Senators to give her or Selvester any feedback they might have.

Finally, she pointed out the resolution: Support for Requiring a Fourth Year of Mathematics/Quantitative Reasoning for Admission to the California State University, AS-3244-16/APEP (Rev). This is part of the effort to promote preparedness for University education at the CSU, although there is concern that this measure could make it more difficult for some students from diverse contexts to succeed and gain admittance to the CSU. The recommendation that this difficulty be addressed by those implementing this recommendation was added to the measure.

Selvester said that the goal is to keep working to provide information about State-wide resolutions earlier so that more feedback can be offered.

**B. Faculty Trustees Report – March 2016 Board of Trustees Meeting (58:00)**

Selvester explained that the Faculty Trustee's report is attached. On March 9, the appointment of Gayle Hutchinson as President of CSU Chico was announced effective July 1. She returns from Channel Islands after nearly 20 years of instructional and leadership positions here at Chico. She has a Bachelor's degree in Physical Education in teacher education from University of Massachusetts, Amherst; a Master's from the Teacher's College of Columbia University in teaching analysis and curriculum development; and a Doctorate in Education at the University of Massachusetts, Amherst in teacher education and staff development.

Vice Chancellor for Human Resources, Lori Lamb, made comments about the upcoming strike that are revealing of the Chancellor's Office perspective.

Thompson thanked Senators Selvester, Zartman, Boyd and Jarquin and for their work on the Presidential Search advisory committee that has had such a successful outcome. The applause was pretty loud.

Crotts reminded everyone that Gayle Hutchinson had chaired the Academic Senate when she was here.

Boyd closed the report by reiterating that senators should give feedback about any of the measures coming to the state wide Senate as they are moved. Schulte and Selvester serve to take suggestions about any matters to the Chancellor's Office and the Senate.

**C. Other ASCSU Reports**

**7. Associated Students - Jarquin. (101:24)**

Pratt reported that the Board of Directors of the Associated Students recommended the expenditure of \$100,000 for equipment upgrades

AS has an educational video about Cesar Chavez Day that they hope everyone will share widely.

The Diversity Conference will occur on April 8 from 9:00 a.m. to 1:00 p.m. More information will be forthcoming from the Diversity Council.

A quantitative and qualitative survey of students about Diversity will be launched either March 25 or 28. Thanks are due to Roll and her course for their effort to support this. An email will inform everyone that the survey is underway.

The 8<sup>th</sup> Annual Diversity Art Show will take place on April 27-28. Art can be submitted at BMU 220 by April 20.

AS Elections will be held beginning April 12 with candidates for every position except the Student Senator from HFA. Write-ins are still welcomed and the interested should get information from BMU 220.

Before Spring Break students attended the California Education Student Summit and spoke with several of our legislators. All 23 campuses participated. They asked for an additional \$101 Million over the Governor's proposed budget.

In honor of Women's history month it was noted that up until 1974 women were not allowed to have a credit card in their own name, and today women are the backbone of the U.S. economy accounting for over 85% of large ticket item sales.

**8. Staff Council – Heileson.** (104:36)

Staff Council has no report, but Heileson will answer questions.

**9. University Report – Zingg/Elrod.** (104:56)

Elrod thanked the WASC Accreditation Planning Team for their work in beginning to engage the campus in the upcoming WASC accreditation. Their work is summarized in the report released to the campus which can be presented at Senate in the future. This report recommends moving forward with a much larger steering committee that will begin the more complicated work of drafting the report that will be submitted to WASC for review. In her last four days on campus, Elrod will issue a memo establishing the WASC Steering Committee which will continue to work with the Planning Team to keep the momentum going.

**A. WASC Update – Loker.**

Bill Loker explained that the Chair of the Academic Senate will be a member of the WASC Steering Committee. There will also be a faculty appointment made by the Academic Senate and at least one other faculty person designated to serve. There will be more opportunities for input and possibilities to serve on the committees drafting the reports.

Elrod added that the ePortfolio team, after long consideration, has issued a report with recommendations that will surely amaze. This will allow the campus to move forward with electing a vendor to provide ePortfolio services suitable to our purpose (like learning

assessment and other applications).

Loker added that he will be glad to present at a future Senate meeting to share conclusions and recommendations as well as promoting faculty engagement with piloting ePortfolio use. He thanked Jennifer Meadows and Betsy Boyd for their contributions and promised the report would be available before the next Senate meeting.

Sistrunk asked if vendor recommendations had already been made. Bill Loker said that it was true that the team was supposed to narrow the list of vendors down to 2 or 3, but that the team was also amenable to open source possibilities. He thought the campus would use multiple venues to utilize these tools. One of the team recommendations was that open forums promote discussion and that student input be cultivated.

Elrod acknowledged that Mike Ward had been appointed as Interim Provost to take her place and that she would be working on transition issues with him in the next few days.

Elrod gave several personnel updates:

- 1) Frank Li has been named the Interim Director of International Education starting in the summer.
- 2) It has been decided to “postpone the success” of the search for a new Director of Institutional Research.
- 3) Kevin Kelley has returned to his post as the Interim Associate Vice President in the Office of Research and Sponsored Programs.

Elrod reported that she will be presenting information about the Academic Affairs budget at the University Budget Committee meeting tomorrow at 8:30 a.m. in KNDL 207-209. Her emphasis will be thinking about the 2016-17 budget.

Zartman asked about what the impact will be on WASC data collection to defer the search for the Director of Institutional Research. Elrod explained that Chris Winch has taken on additional duties to pick up the slack of the absence. The search committee is revisiting the pool to see if there is the potential to hire someone more quickly. Otherwise, Interim Provost Ward will have to decide how to proceed.

Zartman asked if a clear communication could be made to the campus community about the return of Kevin Kelley to the position, since many are concerned and would be gratified by the news.

Boyd announced that this meeting would be Elrod’s last as the Interim Provost and wanted to recognize that Elrod had accepted the position under the most challenging of circumstances. Since her arrival, Boyd wanted to recognize that Elrod had made every effort to attend every meeting of the Senate, the Executive Committee, the Resolution Response Team meetings, UBC, and others and that if she had to miss something, she made every effort to send her comments. There will be a farewell ceremony in Colusa Hall next Monday, but Boyd wanted to take the opportunity to wish Elrod the very best in her new position in Wisconsin, Whitewater. Applause was generous and sustained.

**10. FPPP change Lecturer Range Elevation 12.2.2 Procedures – FASP – Action Item.**

(1:17:12)

Meadows moved the following changes to the FPPP.

12.2.2.b Eligible individuals must apply for RANGE elevation prior to ~~March 1~~March 10.

12.2.2.c Applications are submitted to the department chair with a copy to the College Dean. The chair shall obtain a recommendation from the Department Personnel Committee, add his/her own recommendation, and forward the application and both recommendations to the Dean no later than ~~April 1~~April 10.

12.2.2.d The College Dean shall make a decision and notify the applicant no later than ~~April 15~~April 24.

These changes accommodate the desire to give more time to complete the process of *range* elevation, since the timeline was too tight to do the paperwork.

Action Item: passed.

**11. FPPP change Emeritus Status 13.4.1 – FASP – Action Item.** (1:18:29)

Meadows moved the addition of a section to the FPPP dealing with the awarding of Emeritus Status:

13.4.1.a.4: A faculty member may be approved for Emeritus status posthumously, whether death is prior to, or after, separation from employment.

This provision acknowledges that departments have wished to grant long-standing members of their departments who meet the criteria, emeritus status even if they have passed away.

Nichols asked what the benefit was to giving this distinction posthumously. Meadows answered that it served as a way for departments to acknowledge the contributions of their faculty that has impact on family, friends, co-workers and colleagues. Kirchoff stressed that it is more for the family to recognize their relative's emeritus status and it shows respect for the position and the University for honoring them. Crotts wondered why there was a distinction in the language that recognized the status could be awarded after separation since that seems atypical. Meadows said in her department that emeritus status was often granted after someone retired and that this practice varies from department to department.

Action item passed.

**12. Nominations close today (3/24/16) and election begins 4/4/16 for three At-Large Senator positions, three year terms (2016-17; 2017-18; and 2018-19 AY's).** (1:22:56)

Boyd reminded everyone that nominations are due today at 5:00 p.m. electronically, or in the Senate office. The election will be held from April 4 through April 8.

Nichols clarified that people vote for three of the nominees. Boyd agreed and said we might have to hold a run-off if necessary.

Kirchoff asked if the present at-Large office holders could run again and Boyd answered affirmatively.

**13. Ask the Administrator.** (1:24:30)

Kipnis asked what the circumstances were of Dreamers locally who were admitted to the University, but have no social security number. They also seem not to have access to other programs like CAVE because they can't complete a security check to work with some of the agencies involved. This applies to some programs in Child Development as well. Kipnis wondered if these students were being denied the full possibilities of the experiences available here.

Jarquín offered that there is a difference between simply undocumented students and those who have filled out the requisite federal paperwork to receive a Social security equivalence and are "Dreamers". The undocumented are denied participation in any event that would require background checks. The joint task force on Diversity of the Associated Students has worked hard to accommodate Dream students and has been visiting other campuses with Dream centers to learn from them. A local "Dream Team" has been formed under Elizabeth R. Alaniz, Assistant Director of the Financial Aide and Scholarship Office, to seek to gather resources for Dream students. Any questions should be directed to her.

Boyd asked who to talk to about making sure that retired and emeritus faculty remain accessible on our campus email address searches, applications and professional services. Elrod suggested contacting Mike Schilling.

Kirchoff said he is still officially, unofficially a member of this campus. He teaches in the Open University, but he is not in the directory. Russell Mills in the President's Office will also follow up on this question.

**14. Other.** (1:30:52)

None.

**15. Adjourn.**

Meeting adjourned at 3:59 p.m.

Respectfully submitted,

Tim Sistrunk, Secretary