

California State University, Chico

Academic Senate
(530) 898-6201, Zip 020
MEMORANDUM

ACADEMIC SENATE MINUTES

Thursday, April 21, 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, Ferrari, Ford, Gray (Shepherd), Heileson (Jim Aird), Hoffman, Janos, Jarquin, Kirchhoff, Kemper, Kipnis, Livingston, McClemore, McConkey, Meadows, Nichols, Pratt (proxy present), Ratekin, Roll, Schierenbeck, Scholz, Schulte, Seipel, Selvester (Seipel), Sistrunk, Stapleton, Thompson, Traver, Ward, Wilking, Zartman,

ABSENT: Boura, Ponarul, Rowberg, Zingg

Chair Boyd welcomed everyone and called the meeting to order at 2:30. (1:14)

1. Approve Minutes of March 24, 2016. (1:35)

Minutes were approved.

2. Approve Agenda. (2:00)

Agenda was approved.

3. Announcements. (2:11)

- Schulte asked to recognize James Smith, CSU Chico Student Veteran Organization student representative, who spoke about the SVO recognition that the Veteran's Center needs to better accommodate veterans and especially veterans with mental health issues by having more space. They hope that the Center can move from the current restricted location in SSKU 103 to space in Taylor II. Chico state is distinguished for its supportive treatment of veterans as evidenced by the recent student led California Student Veteran Conference that was held on April 1-3. James Smith urged anyone with questions to contact him at svo@csuchico.edu or by calling / texting him at (530) 591-5494.
- Wilking told Senators about the North Valley Housing Trust that will hold their first annual fundraiser - a masquerade dinner and ball, titled "Unmasking Solutions to Homelessness", on May 6. Tickets can be purchased until April 28, at www.nvht.org
- Boyd recognized Bill Loker who reminded everyone that the Chico Great Debate will take place on April 22. It is an event sponsored by the First Year Experience program and Communication studies courses at Chico and Butte College and will focus on Higher education. The "main event" will take place at 6:30 in the Chico City Council Chambers and treat the question: "Should Community College be free?"

- Zartman congratulated the organizers of this year's Book in Common event on April 19, which demonstrated once again how the conversations engendered are such such an asset to our community.
- Sistrunk reminded California Faculty Association members that voting to ratify the tentative Contract agreement will take place from April 22-29 and that people can join the Union if they still have not in order to voice their opinion.
- Boyd reminded Senators to take the shorter campus Climate Survey and to remind their constituencies as well. The survey is for faculty and staff and will serve to provide ongoing baseline data about the issues and climate on our campus.
- Sistrunk announced that the Students for Quality Education will hold a memorial service for the death of the California Master Plan and the constant rise of tuition on May 2 beginning at 12:00-2:00 on the Trinity Commons.

4. Chair's Prerogative. (12:35)

Boyd introduced the next series of presentations by recognizing that awareness of the many developments on campus makes us all better community citizens who are able to engage in shared decision making. The following were presented for information and input.

A. Resolution Response Full Committee - Update. (12:52)

Boyd explained that the final meeting of the full Resolution Response Committee was held on February 29 and that members were currently not in agreement over the final report. It is hoped that this can be produced at a future time.

Zartman asked if there was going to be another meeting of this committee to sort out the impasse. Boyd said that there was disagreement about including some documents in the final report and that the committee was still working through that. Zartman asked if a sub-group would do this, and Boyd said that the adopted committee guidelines required the committee to act as a whole without subgroups, but that there would be no more meetings this semester.

B. Information Resources – Identity and Access Management (IAM) Initiative Presentation and Supplemental Information (Miller). (14:24)

Boyd introduced Andy Miller, Senior Director of both the Data Warehouse and Enterprise Applications data services to give an overview of the IAM Initiative. This initiative is part of an effort to build better security and create efficiencies with our current systems access management processes by implementing a new data management product. In an effort to ensure that the “right people have access to the right information at the right time” this effort will automate many of the processes that were once done manually like creation of accounts. It will also better promote password management security compliance and address problems that arise because people change their relationships to the University or have multiple relationships as they interface with its systems (For example, they might be a student, one kind of employee or another and ultimately they graduate or retire and need their accounts decommissioned entirely).

Account creation for students and faculty will be automated through People Soft and authentication and authorization will no longer be done on paper or by phone. Security and compliance questions will also be easier to manage. For instance, as people change their University relationships, they have access to different affiliations that may not be appropriate to keep active later. (As an example, once someone is no longer faculty they should not have access to Faculty Center in People Soft. This is not always enforced, however, because deactivating them is a manual paper process. It is important to change this access to systems, because faculty can have access to student records).

This new data management product will promote better security as well. Currently, when we change a password, security questions are established to guarantee someone's identity. ITSS receives many phone calls from people who have forgotten their password and the answers to security questions, and the office is not allowed to give them access because identifying people over the phone does not meet CSU security standards. The new system will have security questions but also utilize a SMS phone number and personal email address. This will allow patrons to recover their passwords through self-service easily.

The problem of inactive passwords and accounts will also be addressed in an effort to comply with security protocols. Student passwords that remain inactive for 1 year will be expunged. Andy Miller will work with HR, Faculty Affairs, and students to implement the new programming.

There will be a communications push this summer to spread the word that when the system goes live, everyone will need a SMS number and personal email address.

Thompson asked if we will get to decide what the security questions will be that we are asked? Andy Miller answered that since these are notoriously unreliable, they will not be the only dimension of the new security.

Siepel wondered about people who want to keep a separation between their personal life and work life, and requiring a text message SMS or personal email account seems to force people to cross that boundary.

Roll noted that it can be a long period of time for adjunct faculty to get access to email and services, which delays their access to Blackboard and preparations for semester work. Andy Miller said that because the data to set up these accounts will now come from People Soft (and not rely on paper processes), that issuing an account, once a decision has been made to hire someone, will be more efficient.

Meadows expressed concern about deactivating retired and emeritus faculty and staff accounts when they should not be. Andy Miller recognized that bargaining agreements require the maintenance of these accounts, and he said this new framework makes it easier to continue their services.

C. Pilot Wireless Key Entry (Doyle). (26:21)

Boyd introduced Kevin Doyle who spoke about a very tentative plan that Facilities Management Services (FMS) is considering to migrate the old key boxes to electronically controlled devices. FMS hopes to return to Senate in the Fall with a more articulated design after more consultation. The advantages are security and leaving the old key card system behind, which will make access to the classrooms easier as well. It will also simplify scheduling because lock and unlock policies are all over the map on campus and only classrooms in use could be opened, if desirable.

The College of ECC has volunteered to test a pilot of this program in O'Connell over the next six months to a year, which will give adequate time for buy-in from the campus. O'Connell is a multi-use building with classrooms and labs and it has a good Wi-Fi system. It can serve as a first step to phase in the project across campus on a priority basis.

This project can be part of improving the Wildcat card smart technologies capacities and adopt a fairly robust system for proximity and pin reading that can last 20-30 years.

Boyd asked Kevin Doyle to describe the nuts and bolts of a proximity system a little more. He explained that the system being considered is Wi-Fi based like a Holiday Inn. It won't override the current swipe card entry system and keys will persist for a while as well. An added security feature would be the possibility of pushing a button that will take the room into lockdown mode in the event of an emergency. The swipe card has a magnetic strip whereas the proximity card has an imbedded chip. If users are worried about a lost card for a high security area they can combine the proximity feature with a pin number for even higher protection.

Stapleton described how she had had problems when her card became demagnetized in O'Connell and wondered about the technology of mixing the magnetic strip and proximity chip and Kevin Doyle said the same problems were being considered in Housing and the card would work much like a smart credit card does. He agreed that some backup will always be necessary and that that would be a key.

McConkey noted that it is always an issue in PAC that Wi-Fi is not consistent, and Kevin Doyle explained that there were integrators on campus last week who tested the campus Wi-Fi and thought there would be sufficient coverage.

Schierenbeck wondered if someone can gain access with a key alone didn't that negate all the attempt at added security? Kevin Doyle said that there were currently 201 keys issued for O'Connell and under a new system, only key individuals would have access.

D. ePortfolio Committee Report – ePAT Formation Memo 26 Feb 2015, PAT Final Report 29 Feb 2016 & ePAT Report Response SE 21 March 2016 (Meadows). (32:54)

Boyd thanked Meadows for serving as the Senate designee on the ePortfolio Committee which finished the documents linked to the agenda. Meadows described the

documents and underlined the report that had taken the committee a year and a half to complete. It contains the recommendations of the group and their conclusions that ePortfolios are important for integrated course matter, course assessment and showcasing student work. The committee found that departments and programs on campus already utilize ePortfolios successfully for these.

The committee also evaluated commercial vendors that provide ePortfolio platforms and decided to invite two to campus. The committee also determined to issue a call for a faculty learning committee to be formed by members of departments or programs interested in exploring ePortfolio use.

On May 11 from 2-4:00 in Colusa 100B there will be an ePortfolio Charrette & Vendor Review in which members of the task force will be present as well as students from courses and two potential vendors. Senators can use the report vendor reviews and linked example portfolios and visit the planned ePortfolio website. Meadows said that ePortfolios were used across her department primarily as a presentation tool, but they are exploring its use for assessment.

Boyd asked Bill Loker if he would like to add anything. He thanked the members of the ePortfolio committee by name and emphasized that two vendors of ePortfolio examples would be present on May 11 as potential partners to CSU Chico's ePortfolio developments. They will both present for 45 minutes each and the whole event was designed to promote the interest and exploration of anyone in the University community thinking about new ways of teaching and providing something unique that students will carry away with them into their professional futures.

Ferrari explained that she is her department coordinator for assessment and asked if there were already tools or resources available for assessment of ePortfolios that could serve an outside reviewer to give access to a course's ePortfolios? Bill Loker answered that we do not have a platform currently, but that that could be one of the criteria to assess the commercial products. He said it is one of the needs of the campus to develop this possibility to assess course material across a curriculum, especially, for example, for GE courses.

Cross asked if there were programs on campus using ePortfolios now? Loker thought there were five or six in the arts as well as some using them in the nursing program and others as well.

E. CSUC Graduation Initiative and Summary (Loker). (40:33)

Bill Loker, Dean of Undergraduate Education, was reintroduced to describe the graduation report that the Graduation Initiative Team provided that shows that CSU Chico met its system mandated target for six year graduation rates. The Graduation Initiative Team has been working since 2007 to focus on barriers to graduation while maintaining the quality of the educational experience at Chico. The team currently has 21 members of whom 9 are faculty serving in a variety of capacities including First Year Experience, Chairs and other interested parties. Anyone who is interested should

consider joining the effort.

The group examines the national context around the completion agenda looking at the research on faculty influence on graduation rates. It is particularly concerned with narrowing the gap in graduation rates between underrepresented minorities and non-underrepresented minorities which Chico has. Bill Loker hoped this report could be part of the annual effort to raise awareness about the effort. One recommendation the team hopes will continue to be acted upon is the need to grow advising efforts targeting the underrepresented. The two additional advisors added to Student Affairs advising is a gratifying response to this call as one of them will particularly focus on outreach to at risk students.

The team will also continue outreach efforts to faculty advisors to strengthen the ties between departmental and centralized advising which benefits both. Study of departmental advising underlines how varied practice is and how much can be learned from the exchange of ideas. The team welcomes feedback and participation. The group meets every other week from 11:00-12:00.

Before taking up the next item, Boyd extended a very warm welcome to our new interim Provost, Mike Ward. Clapping was boisterous and extended. (45:27)

F. Draft Diversity Strategic Plan and Support – Discussion Item (Robinson/Morris). (45:53)

Boyd introduced Michelle Morris and Tray Robinson, the Director of the Office of Diversity and Inclusion to present the final draft of an additional priority for the University Strategic Plan. .

Michelle Morris reminded the Senate of the extensive and long term planning and outreach that has preceded this day. The University Diversity Council was established by President Zingg in Fall 2014 in order to advance the priorities outlined in the Chico State 2011-2016 Diversity Action Plan (DAP) and it has been building on this effort in many varied ways including fashioning and consulting about this Priority. (The Council will issue a report later this year about ongoing Diversity work at the University and information can be found on the University Diversity Council website as well).

The new priority corresponds with the ideas and design laid out in the DAP with language altered to reflect current research and best practices of today. A draft of the priority has benefitted from the suggestions of many groups including the President's Cabinet, the Senate Executive Committee, the Council of Deans, the Chair's Council, Staff Council and the Associated Students and many others. Comparisons were also made to our sister campuses across the CSU and other Universities nationally to learn from the ways that they address issues of diversity, equity and inclusion. This includes questions about modes of organization such as councils, the use of a chief diversity officer and other models to promote everything that diversity means.

This final draft was approved by the Diversity Council and the President, and it is hoped it will be a step in the processes Bryan Williams spoke of last night that will change the narrative of fear and anger which is needed to promote the courageous conversations required to address institutional racism. Michelle Morris also recognized that a strategic priority will help Colleges and departments make personnel plans and begin to apply evaluation of diversity competencies in RTP processes and other aspects of our professional life. She said there is much work still to do, but that the time is right to embrace this priority as we move toward diversity, equity and inclusion on our campus.

She congratulated Tray Robinson that April 21 is his birthday and shared some pretty awesome photos of his younger days. Tray Robinson observed that the process of sharing the priority language with others provided many opportunities for conversation about diversity and inclusion in our University, and he said that he is looking forward to expanding on the best practices being formulated here. He thanked the audience for their participation and said he is excited about the future.

University Strategic Plan Priority: Diversity, Equity and Inclusion

Revised 04/18/2016

“Believing in the importance of diversity as central to the values of the University and the education of its students, we will continue to develop and enhance programs, policies and activities to create and sustain a welcoming and inclusive learning and working environment for all.

California State University, Chico understands that embracing diversity in all its forms – including but not limited to ability, age, culture, disability, race, ethnicity, gender identity and expression, sexuality, body size, regional and national origin, political affiliation, life experience, religion and socio-economic background – is at the heart of academic excellence and what it means to be an outstanding public university in the 21st century. The University is committed to the proposition that diversity is not just an idea to express, but fundamental to a vibrant and inclusive community. That commitment extends not only to the students, faculty, and staff on campus but to the citizens of our 12-county service area, with whom the campus works closely for the betterment of the region. We actively pursue “inclusive excellence” to best serve all community members, and, in particular, our students, to help prepare them to be the next generation of leaders for our global society.

We will:

- Increase university outreach and access for underrepresented and diverse student groups, especially from our service region
- Improve the success of students from underrepresented populations

- Ensure that curricular and co-curricular programs foster diversity, equity, and inclusion competencies and engagement with the issues
- Engage and support faculty, staff and student scholarship, creativity and research on diversity
- Develop a shared understanding of “inclusive excellence” and what it means to be a Hispanic-Serving Institution
- Develop, implement and regularly assess policies, programs, activities and funding mechanisms that create and sustain a welcoming and inclusive campus climate
- Increase diversity in faculty, staff and administration at all levels of the University
- Design and implement a system of recognition and accountability for increasing campus diversity and fostering a welcoming and inclusive learning and working environment”

Boyd reminded Senators of the process used to bring the seventh strategic priority about civic engagement forward. Because the priority is in draft form discussion is invited for input and suggestion.

Roll recognized two students, Austen Johnson and Albert Bradford, who participated in different minority focus groups sponsored by the Associated Students and reported that student sentiment is that there is a lack of diversity and inclusion on this campus. They discovered that students think students, faculty and staff should all be involved in helping to implement the goals of diversity and inclusion. Students are anxious and excited by this diversity priority and we all need to help them feel included in promoting these goals.

Thompson thanked the Tray Robinson and Michelle Morris for their work on the Diversity Council task force and asked if they would talk more about the systems of accountability that need to be put in place as part of implementing the priority and whether there are things already being done along these lines that people may not know about.

Tray Robinson said that Gayle Hutchinson will probably add her perspective to this process, but that a strategic priority necessitates that we all organize and report our efforts to meet University standards at the college and departmental level and this will create accountability. Michelle Morris noted that inclusion of the priority goals in RTP reporting and other processes creates accountability but also promotes recognition so that the positive aspects of faculty efforts are cultivated. This priority and the Diversity Action Plan and other efforts will guide and inform our work which will be documented in the first annual diversity report that will be due next Fall.

Zartman noted that the University of Washington has a distributed approach to the way they promote diversity and inclusion. They did this by appointing their Chief Diversity

Officer for a three year time certain appointment to set up the infrastructure, matrices, curricular modifications and staff needed to move forward. The responsibilities for their campus practice and behavior are distributed now since that officer was limited in appointment and this has been very successful model for them.

Boyd added that the example that Tray Robinson and Michelle Morris provided as they took this priority to so many constituencies for consultation has been a true model of shared governance, and she congratulated them for showing the campus how inclusivity works.

Thompson observed that this priority was brought to Senate with the intention of getting a general show of support, but she would like to move forward more forthrightly by giving some kind of endorsement or taking a vote to show support for the public record. Crotts moved that the Senate move into a mode of operation to act as a committee of the whole. Seconded. Crotts explained that doing this allows more informal discussion and permits us to draw some conclusion or resolution in a way that the more formal procedures of introduction, action and recommendation can inhibit. The motion requires a simple majority to effect.

Boyd asked for a vote and the motion carried without opposition.

Roll spoke in favor unanimous support for this priority and said that the plans and outline were long overdue. She said she is excited that the University is starting a new chapter in promoting diversity and inclusion and believed the priority is a piece toward moving this way.

Thompson strongly encouraged a unanimous vote to support the work and acknowledge the work and allow the University Diversity Council to help us move forward, especially with the accountability pieces that we have been lacking in taking stock of what we have yet to do.

McLemore said the good practice of telling everybody what you are going to do and then doing it is met by adopting this priority. Articulating this priority also lets the world look at us and know what we are about. During the open forum for the Presidential search concerns about diversity were widely expressed. Adding this priority will begin to let the world know that just as they should look to us as a beacon of sustainability, they can look to us as a beacon of diversity.

Zartman noted the need to articulate this priority especially when one considers how our hiring practices have been impacted by our curricular and GE designs. Hiring has been done according to what we have done and this shows our intentions about what we will do. This is a leap of faith that we have to make institutionally to hire and support what the future will require. This is a tough sell in hard budgetary times and will only work if people have the courage to make the commitments and hires to take us where we do not have capacity at the moment.

Boyd asked that all those in favor of endorsing the new strategic priority to signify by saying “aye” and those opposed to say “nay”. The support was unanimous.

Tray Robinson thanked the members of the Academic Senate who have been working to move diversity efforts forward. He also noted that challenges exist to inform and encourage participation from the community and that he looks forward to the work.

5. Standing Committee Reports.

A. Educational Policies and Programs Committee – Crotts. (108:39)

Crotts noted that we are no longer operating as a committee of the whole and introduced the EPPC report.

EPPC Summary–April 07, 2016, Kendall Hall room 207, 2:30 p.m.

The following proposal was passed as an action item and forwarded to the Academic Senate to be included as an introduction item on the Academic Senate agenda for May 05, 2016:

- Significant Changes: Bachelor of Arts in Liberal Studies.
Delete two options:
 - Integrated Teacher Education--ITEC-- (Blended) Program Option
 - Integrated Teacher Education--ITEC-- Bilingual Cross/Cultural: Bilingual (Blended Program) Option
- Chris Nichols and Chris Fosen provided a presentation on a Proposal for Revisions to CSU, Chico Writing Requirements.

B. Faculty and Student Policies Committee – Meadows. (109:25)

As FASP Vice Chair, Scholz said he would answer questions about the report.

At the 4/7/16 FASP meeting we considered

- Revision to EM 05-019 Policy on the Formation of the Americans with Disabilities Act Committee – Action Item, passed
- Academic Senate Committees Responsibilities and Outreach – Action Item, passed
- The Equity Council report was given – there was no report because the committee is not meeting while the EM is being revised.

Schulte asked if Meadows had prepared Scholz to answer questions about the Equity Council and he said “no”. She said she wanted to note that the Equity Council was supposed to give a report to FASP and it was not done and she had wanted more information about this.

C. Executive Committee – Sistrunk. (110:30)

Sistrunk underlined that after two semesters of deliberations FASP will be taking up a new EM on Workplace Abusive Conduct and Bullying.

Executive Committee Synopsis Friday, April 15, 2015, 8:30 a.m., K 103

The Executive Committee met and discussed the following issues:

- Diversity Priority and the Strategic Plan #8 outreach efforts.
- At-Large Senator election results and opening the Officer nominations April 18-28 with final elections on May 12.
- Academic Senate Agenda for April 21
- University Budget Committee staff support membership
- EPPC: Significant changes to Liberal Arts major
- FASP: SET protocols
- FASP: new EM on Workplace Abusive Conduct and Bullying which ties campus policy to Office of the University Ombuds.
- Projected impacts on campus of tentative CFA contract settlement
- New Interim Provost's first ten days in position: 1st priority is to listen, FTES University budget model is being explored.
- Choose Chico Day success: @3,500 attend.
- University Housing is slowly filling
- Questions about Dan Herbert's role helping students negotiate residency challenges
- Reorganizations of Student Affairs personnel
- PAC 144 seating work in summer
- Physical Science building window work in summer
- Bridge next to Physical Sciences building work in summer
- KNDL 207/209 work in summer
- Deans activities supporting University Advancement
- Concrete lab renovation celebrations
- Generous gift of President Zingg and his wife, Yasuko, to support Recital Hall for Humanities and Fine Arts

6. Statewide Academic Senate – Schulte/Selvester. (1:11:15)

A. ASCSU March Resolutions, CO Responses & Newsletter.

Schulte explained that the link has March resolutions of the Statewide Academic Senate and Chancellor responses that were discussed at the last CSU Chico Academic Senate meeting.

B. In Response to: AS-3246-16/EX Preventing Workplace Bullying within the CSU Community(58:00)

Schulte noted that the Chancellor's Office had put together information from its Human Resources Department in response to the resolution and concerns about workplace bullying that are linked above.

Schulte announced that she will be unable to attend the May plenary meeting of the ASCSU, but that Sistrunk would be going in her place and that Senators could offer questions or concerns to him or Selvester if they had them.

C. Other ASCSU Reports

7. Associated Students - Jarquin. (1:13:23)

Jarquin explained that the AS were considering issues that came from their standing committees

especially about budgeting. She wanted to change the terminology “Career Staff Pay ~~Increase~~” to “Career Staff Rate.” Jarquin also particularly wanted to praise Pratt’s efforts in preparing a white paper on shared governance with findings that will be presented at the CSSA in May.

Associated Students Academic Senate Report – April 21

Budget Conversations

- DREAM Initiative Allocations
 - Minimum Wage Increases
 - BMU Remodeling
 - Career Staff Pay Increase (Post-Recession justification) California State Student Association (CSSA)
-
- Michael Pratt will be putting together a system-wide report on Shared Governance as it has affected students at each campus and will be presenting the initial findings at the CSSA May Plenary. Diversity Conference Themes
 - Diversity in all aspects of the university environment
 - Faculty, Staff and Administrator attendance at cultural events • Kendall Hall vibrancy Student Academic Senate
 - College of Business Student Academic Council has been formed and will be meeting on Wednesday, April 27th at 9am in BMU 204.
 - Shared Governance Reception will be May 12th from 6-8pm in BMU 203 (tentatively). The Senators will be announcing the recipients of the Anti-Apathy Awards, Outstanding Faculty, Outstanding Staff, Outstanding Administrator, Student Service Awards, and the Wildcat of the Year Award!

Take Back the Night Next Week Thursday, April 21 TBTN Silent March

- Keynote Speaker: 6 p.m.–7 p.m. in the BMU Auditorium
- Survivor Speak Outs: 7 p.m.–8 p.m.
- Women’s only: BMU 210 and 312
- Gender Inclusive: BMU 211
- U Matter and Title IX Oversight Committee Consent Workshop: 7 p.m.–8 p.m. in the BMU Auditorium
- “Take Back the Mic” Spoken Word: 8 p.m.–9 p.m. in the BMU Auditorium
- Silent Candlelit March through Downtown Chico: 9 p.m.–10 p.m. Friday, April 22
- Debriefing Brunch: 11 a.m.–2 p.m. in the Cross Cultural Leadership Center (MLIB 172)

Jarquin also announced that Pratt was elected the new AS President for next year. The Student Academic Senator for ECC will take over Michael Pratt’s older duties in the CSU Chico Academic Senate and Pratt will return in Jarquin’s place. Six other new officers were elected and all new Student Academic Senators will serve as well.

8. Staff Council – Heilesen.(1:17:44)

Jim Aird was introduced as the proxy for Heilesen. He reported that Staff Council is wrapping up semester matters and switching to summer work concerns. Significant developments include moving the date of the Staff Appreciation Luncheon to a date after graduation. The Staff Artshow

was also moved so that it will occur in the Autumn. Some Staff Appreciation week events were moved to Founders week to allow for the participation of the President in events.

Staff Council Minutes of February 9, 2016 Kendall 207-209, 8:30 am – 10:30 am

Approved April 12, 2016

Attendance: Jim Aird, Rebecca Belser, Mary Kay Bringham, Rebecca Cagle, Mario Chandrakumar, Melissa Cheatham, Katrina Cunningham, Nicole Davis, Kathleen Hassig, Michelle Holmes, Cindy Kelly, Eva Kennedy, Jennifer Lara, Kara Maas, Rena Marino, Lynn Maurer, Jackie McMillan, Russ Mills, Margie Mitchell, Andrew Nichols, Melanie O'Connor, Jene Rabo, Jen Ross, Rachelle Sousa, Erin Tarabini, Scott Taylor, Sheryl Woodward Absent: Sarah Balana Molter, Gale Carrillo, Joe Crofts, Holly Ferguson, Dana Francis, Chis Gardner, Annette Heileson, Deanna Jarquin, Cari Phipps, Michael Pratt, Lori Rice, Katherine Tilman

Meeting Commence: 8:30 a.m. Call to Order: James Aird, Vice Chair

Approval of meeting minutes from January 2016: Approved

Chair's Prerogative: Move standing committee reports to the top of the agenda.

Announcements:

- Staff Awards Luncheon date change vote passed 28-0. The luncheon will be after commencement and before June 1. Looking at May 25 or 26.

Guest Speakers: University Ombuds – Dr. Suzanne Miller & Dr. Jim Morgan

- Purpose – A safe place for faculty, staff, students and campus visitors to voluntarily come and have a conversation.
- The Ombuds follow the International Ombudsman Association Code of Ethics: confidentiality, informality, neutrality and impartiality and independence.
- For those that are having issues around communication, not being heard, improve professional relationships, unfair practices, any situation that makes you feel uncomfortable at work. • Completely collapsed statistics for the semester reports. Ombuds don't talk to anyone without the permission of the visitor.
- Follow the Organizational Ombudsman Model (handout).
- Trained through the International Ombuds Association. The website is currently being built. Office space is MLIB 335. Working on getting phone number which is the preferred method of getting in touch with the Ombuds because email is not confidential. You should receive a call back within 24 hours and then can talk and decide if a meeting is necessary. 30 minutes to an hour meeting depending on the issue. Can meet in the 2 office or elsewhere. Email address ombuds@csuchico.edu. Start date is Feb 15th . Contact info will go out in announcements.
- Ombuds are available through the academic year. Talking about one serving during the summer.
- Here for conflict resolution. Not mediation but rather to facilitate discussion, conflict resolution and communication strategies.
- The Ombuds do not work with the unions. Ombuds do not replace any current processes on campus. They are resource to use, but not the only resource.
- Open to state and research foundation employees.

Spring 2016 Staff Academic Award recipient Alyson Wylie:

Human Resources – Sheryl Woodward:

- Recruitment and background check processes online now. Go to HR webpage under employment. Working on training program for recruitment and looking at webpage in general to make more it more user friendly.
- Testing a process change for paperwork for new hires which would make it electronic.
- We don't know very much yet about the CFA strike. Russ Mills will address this issue.

Payroll & HRIS – Sheryl Woodward reporting on behalf of Rebecca Cagle:

- Spring 2016 workload academic appointments and changes to existing appointments for unit 3 and 11 deadline February 10.
- HRIS People Tools 8.54 upgrade is this weekend.
- The HCM planned downtime is this Friday 5pm through Monday at 6am. Will impact students and HR applications only. Administrative and self-service accounts will have no access during the planned downtime.
- PeopleSoft login screen will look different.

Associated Students – Deanna Jarquin and Michael Pratt:

- Absent; no report

Academic Senate - Joe Crotts:

- Absent; no report

Office of the President – Russ Mills:

- Last minute visit from the California Department of Finance went well.
- Both presidential search teams were on campus last week and went through applications in a closed session. February 25 is when the search teams will meet with candidates for airport interviews. Trustees meeting on March 7 to interview finalists and make an offer by the March 8. 3
- CFA strike date declaration – if faculty strike it will be 5 days Wednesday, April 13 to Tuesday April 19. The strike is planned across all 23 campuses which has never happened in the CSU system. The Chancellor is planning to be here on April 19.
- We will be receiving guidance/information on what to do if faculty strike.
- If a president is not chosen by the March 7 meeting then the next trustees meeting is not until May.

Standing Committee Reports: Governance Committee – James Aird:

- Seating of new Staff Council member – Meriam Library at-large representative Jennifer Lara.

Service Projects – Cindy Kelly

- Staff Faculty Art show update – currently the show backs up to the Diversity Art Show. We have decided to move our art show to October during Chico Experience Week Oct 7- 15. This way we could extend the length of the art shows. We will encourage people to submit to the Diversity Show during the spring and our show in the fall. Tentative plan to hang art on September 26 - November 4 with the reception on November 3. Chico Preview Day is also during this time. Considering giving the artists an option to sell their pieces with a 70/30 split. This might encourage

more artists to submit higher end pieces to the show.

- February Blood Drive – Wednesday, February 10, BMU Auditorium. Ways and Means – Rachelle Sousa
- Evening for Two drawing tickets will be distributed today. Melanie will email out the current prize list flyer to send out to our areas.
- We would like to ask departments to contribute a prize basket for the Staff Luncheon.

Staff Recognition Committee – Melissa Cheatham

- Awards deadline extension until February 26: Employee of the Year, Customer Service Award and Wildcat Spirit Award.
- We don't have funding for the Diversity Award so it is on hold right now.

Executive Committee Business/New Staff Council Business - Melanie O'Connor

- Relay for Life Bake Sale February 19 in Acker Gym.
- Staff Council Bake Sale February 11 in Trinity Commons. Also doing candy grams for \$2.
- Dutch Mill flower bulb fundraiser ending on February 24.
- Chico State retired staff Facebook page discussion.
- ERFSA Hall of Honor luncheon May 12.
- Evening for Two ticket distribution today. 4
- Book in Common brown bag meeting in the University Housing conference room on Feb 15 at noon.

Intent to Raise Question: none

Adjournment: 9:40 a.m.

Staff Council Minutes of March 8, 2016 Kendall 207-209, 8:30 am – 10:30 am

Approved April 12, 2016

Attendance: Jim Aird, Sarah Balana Molter, Rebecca Belser, Mary Kay Bringham, Rebecca Cagle, Gale Carrillo, Mario Chandrakumar, Melissa Cheatham, Joe Crotts, Katrina Cunningham, Holly Ferguson, Dana Francis, Chris Gardner, Kathleen Hassig, Annette Heilesen, Michelle Holmes, Deanna Jarquin, Cindy Kelly, Jennifer Lara, Kara Maas, Rena Marino, Lynn Maurer, Jackie McMillan, Russ Mills, Margie Mitchell, Andrew Nichols, Melanie O'Connor, Jene Rabo, Jen Ross, Erin Tarabini, Scott Taylor, Sheryl Woodward Absent: Nicole Davis, Eva Kennedy, Cari Phipps, Michael Pratt, Lori Rice, Rachelle Sousa, Katherine Tilman

Meeting Commence: 8:30 a.m. Call to Order: Annette Heilesen, Chair

Approval of meeting minutes from February 2016: minutes did not go out so we will approve at the April meeting.

Chair's Prerogative: Thank you to James Aird for facilitating the February meeting.

Announcements:

- Thank you to Scott Taylor for bringing all of the raffle equipment over today.

- Melanie is passing around a card to sign for Katherine Tilman and her new baby.
- The new art hanging system is in use for the Diversity Art Show. It takes longer to hang but looks great when it's done.

Guest Speaker: University Diversity Committee, Diversity Plan Update – Tray Robinson & Michelle Morris

- In the last year there was an appointment for a full time coordinator to coordinate the Spanish Serving Institution initiatives on this campus.
- Initiated the strategies for avoiding unconscious bias in the hiring process which is mandatory for faculty and search committees and open to staff as well.
- Moving forward and advancing the Diversity Action Plan that was set in place in 2011. There will be an annual report at the end of this academic year to look at how we are doing as a campus. There will be a breakdown of each academic college as it relates to how we look at diversity in students, faculty and staff.
- Another priority of the University Diversity Council has been to put in place a new strategic priority in the University Strategic Plan.
- Our goal in developing this draft of the University Strategic Plan Priority on Diversity is to be as inclusive as possible across membership on campus as it relates to diversity.
- Feedback can be given today or via email to Tray or Michelle.

Spring 2016 Staff Academic Award recipient - Alyson Wylie:

- Alyson is from the Center for Healthy Communities. Alyson is working as the Program Manager on a funded research project called Mindful Eating and is also working as a student researcher.

Human Resources – Sheryl Woodward:

- Still working on preparing an HR newsletter.
- Close to releasing a recruitment training. We want to bring in a bit of unconscious bias information to the recruitment training. We still encourage everyone to take the full two hour unconscious bias and recruitment training.
- We are trying to put a notice out each month of the prior month's new hires. Annette comments that this is a really nice way to see all of the new employees. The list of names is currently arranged by hire date.

Payroll & HRIS – Rebecca Cagle:

- CMS reauthorization notices went out yesterday. Link to the CMS Reauthorization Site: http://www.csuchico.edu/isec/tools_resources/annual_cms_sec_reauthorization.shtml
- Effort was made this year to expand the description of the roles.
- Waiting for the final technical letter for the SETC Unit 6 2% salary increases that are effective back to January 1, 2015.

Associated Students – Deanna Jarquin:

- 3 new Academic Senators joined our Academic Senate.
- Starting the process of looking at student learning fees for each college.
- AS passed a resolution to support the creation of the sexual assault bystander training on campus.
- Just after spring break the AS in conjunction with the School of Social Work will be releasing a student campus climate diversity survey to talk about attitudes related to diversity and experiences

on campus.

- AS Annual Report released

<https://docs.google.com/presentation/d/1dDd4uhbLnAK9KIJq3mA7rCP1BINT9-QRnUnXg8A1Dh8/edit?usp=sharing>

- Cesar Chavez Day is March 31. We will honor Cesar Chavez legacy by doing volunteer/service work in the community.
- Diversity Conference Friday, April 8th, 9am – 1pm. 3
- Just released a new student's organization where student clubs can get at cost food from the BMU.
- Annette participated in the Academic Affairs committee meeting and comments that this was great and asks if there are other staff seats open. Deanna will email with that information.

Academic Senate - Joe Crotts:

- Senate met on February 18 and March 3, 2016.
- Synopses of the Resolution Response Full Committee meetings were provided. Bill Loker provided a WASC update.
- University Ombudsman were announced: Jim Morgan, Management and Suzanne Miller, Communication Arts & Sciences. They provided an overview of the role of an Ombuds person.
- Reports were given on the Statewide Academic Senate meeting and the Background Check policy and guidance from the CSU System wide Human Resource Office.
- AB 2163 was announced – this bill proposes to require campus visitations of candidates who are finalists for a CSU campus presidency.
- Passed as action items: Proposed EM on Appointment, Evaluation, and Support of Department Chairs, Directors, and Unit Program Coordinators, Proposed Major Unit Name Change: Department of Political Science to Department of Political Science and Criminal Justice, Proposed Major Unit Name Change: Department of Communication Design to Department of Media Arts, Design, and Technology, Proposed Major Unit Name Change: Center for Regional and Continuing Education to Regional and Continuing Education.
- Passed as introduction items: FPPP Change – Lecturer Range Elevation Procedures and FPPP Change – Emeritus Status.
- Joe was requested to read several paragraphs from the February Academic Senate minutes as clarification from Betsy Boyd regarding the Staff Council minutes.

Office of the President – Russ Mills:

- We are about 6 weeks out from a possible strike on campus. Still hope that the collective bargaining process will result in a resolution and there will not be a strike.
- Annette comments that she heard it is the office administrators that will be responsible for reporting faculty absences during the strike. Russ adds that the intention is for faculty to self-report their absences for striking on the absence reporting form. Faculty will not be paid for the days they are on strike.
- What should the students do? We are working with CFA to tell students in each class if they will be striking or not so they do not come to class. Both CFA and the CSU have stated that they do not want to totally interfere with student progress. The thought is that faculty that do strike should provide their students with other things to be working on. Student employees are expected to work if possible.

- Are faculty required to report their strike to their Department Chair? Assuming that the Chair is also striking, the Dean's office will have to step in as the appropriate administrator to report to. It should be left up to the faculty to report their own absences, not the staff.
- If an instructor is not striking and holding class the students should still go to class and if the student chooses not to go to class when it is being held they would lose credit for not attending class that day. Student employees who want to support the faculty have the right to do so and picket with them, they just can't miss work to do so.
- The only unit that has legal strike rights is Unit 3. Staff can show support for faculty but are still expected to work. Also, Saturday and Sunday are not strike days so faculty that work over the weekend are expected to work.
- Who should we refer concerned students to talk to? The Chancellor's office is working on student specific information that should be going out soon.
- A doctors note might be required if you take sick leave during the strike. Normal processes for using vacation days will be in place during the strike.
- There is a time, place and manner policy that describes what is acceptable in terms of safe picketing and what is not acceptable. We will hold anyone on the picket line to that policy. Picketing is a means to provide information not to be destructive.
- CSUEU sent notification to all staff on February 11 about what we are allowed to do and not to do.

Standing Committee Reports: Governance Committee – James Aird:

- No report.

Service Projects – Cindy Kelly

- Staff Faculty Art show moved to the fall and notification to past three years artists will go out to let them know of the change. There has been a really good response to this change.
- Scott notes that we need to tell artists that they need to prep their piece for hanging with the new system.
- We are still working on an option for artists to sell their pieces.

Ways and Means –Rachelle Sousa

- Rachelle absent; no report.

Staff Recognition Committee – Melissa Cheatham

- February 26 nomination period closed for the EOTY, Wildcat Spirit, and Customer Service awards and Melissa will be looking for staff to serve on the review committees for those awards.
- Working with Public Affairs on a publication about the nominees.

Executive Committee Business/New Staff Council Business - Melanie O'Connor

- Staff Awards Luncheon date change – May 26. Notification went out to the block seating coordinators last week. Will be meeting with AS catering and conference services to get menu in place.
- Relay for Life fundraiser at the end of the month.
- Need additional help for the Luncheon.
- Staff Council bake sale - \$200 profit

- Dutch Mill flower bulb fundraiser - \$320 profit
- Evening for Two Raffle- around \$2000 profit
- A few more fundraisers in the works. See's candy fundraiser is ongoing. If you have money
- Staff Appreciation Week during Founders Week. This would include Koffee & Kudos, Mom's & Tres Hombres restaurant discount and a Chico State Athletics free staff game.

Intent to Raise Question: none

Adjournment: 10:00am

9. University Report – Zingg/Ward. (1:18:45)

Boyd welcomed Interim Provost Mike Ward to give his first report. Ward said it was the most exciting Senate meeting he had attended, and that it was also the first meeting he had attended.

Ward began by remarking how happy everyone is that there is a tentative CFA contract agreement that avoided a strike. Now the question is: who pays for what? He said that we will not have answers to that question for a long time. It will probably be at least until the May revise of the Governor's budget that Chico will learn how much of the compensation agreement we will have to support. It is estimated that it might be 1% of the cost which translates to about \$1.4M and going forward that will become part of base dollar expenses.

This will be challenging locally because there is a budget deficit in Academic Affairs, though there are different opinions about how big that is. Ward is working diligently with the Deans to dig down to find out how real that is. There are plans to spend a lot of money hiring new faculty next year and to continue to spend money on assessment. There are also plans to do classroom refresh projects and staff and faculty computer updates as well. This will run into the millions and necessitates some challenging decisions to prioritize and perhaps scale back on these things. We do not know how much this will be needed yet.

Ward remarked that it was his third week as interim Provost and he is trying to meet with as many individuals and groups as he can and listen. He said he is learning a lot about individual units and their concerns and issues and will try to align priorities with the University mission and our ability to pay for them.

Ward is very excited about the Presidential transition and has been working with President Hutchison to prepare her for campus arrival. He asked for questions.

Jim Aird asked for clarification about the \$1.4M which was unclear to him. Ward said that that figure includes staffing and benefits costs and everything else. The very good benefits that are given to faculty and staff are extremely expensive.

Livingston commented that there are many people in this room who might have ideas about where the money needed for the settlement might come from to help create a better future.

Stapleton could not remember the name of the pool that is that is taken off the top of the budget, that is then distributed to all the divisions including Academic Affairs. She urged Ward to work

with President Hutchinson so that the academic side is fully funded. She would like to see the shifting of priorities so that basic salaries can be accommodated.

A. WASC Update – Loker. (1:25:00)

None.

Sistrunk asked about the announcement sent by President Zingg on March 25. He wondered if Russell Mills, the President's Chief of Staff, could comment about why EM 04-001: Policy on Risk Management was updated in the library of EMs on March 9, 2016 and did not go through the Senate process.

Russell Mills said he was not prepared to address that. He said he thought the change was brought to E.C. and that there was only a minor technical change made to the EM. Boyd asked for a future update on that, and Sistrunk said as a member of the Executive Committee he had not heard of it and that is why he wanted some insight. Russell Mills said not all EMs go through Academic Senate and that this was one that didn't need that kind of attention.

10. Revision to EM 05-019 Policy on the Formation of the Americans with Disabilities Act Committee – FASP – Introduction Item. (1:27:17)

Scholz moved to adopt the revision to this EM and Boyd invited him to summarize the changes if he wanted. Scholz said this was mostly about language as for example the change in the name of the Committee, some references in the preamble and the names of some committee members. The number of faculty representatives was also returned to two.

Jarquín asked for the context of why one of the AS student representatives was deleted from the committee (although the position entitled Student Union Director of Operations no longer exists). Sistrunk volunteered that FASP members had asked about that and were told that the position no longer existed and that the committee editors had still wanted a student member with accessibility resource experience. Jarquín urged that a position from AS career staff be put back on the committee, because she was actually the AS Vice President for Facilities and Services and did not think that she had the nuanced ability to talk about ADA from a buildings operations perspective.

Boyd clarified that this item is at introduction right now and that this information is extremely important, so she hoped AS could bring a formal amendment back about what they think when the item is at action.

Seipel noted that there seemed to be an emphasis on physical access perspectives, but wondered if there should be someone to address digital access questions as well. Seipel explained that sensory issues also need to be accessible for community or students or anyone working on campus.

Sistrunk pointed out that the older committee structure allowed five additional voting members to be found on a yearly basis if the need was felt and this might be the way flexibility was maintained in the committee's work. He admitted that it might be necessary to define this more specifically.

Livingston suggested that Sandy Parsons should be especially invited to the next meeting to address these issues since she has the legal expertise to address some of these questions.

Introduction Item: passed.

11. EM Academic Senate Permanent Committees: Responsibilities and Outreach –FASP-Introduction Item. (1:34: 43)

Scholz moved the new EM on Academic Senate Permanent Committees: Responsibilities and Outreach as an introduction item. He explained that there have been problems with clarity about the great number of Senate committees; whether all the committees are still functioning, who serves on them, when they meet and who they report to. Some committees have finished their tasks and should be formally placed in suspension or declared inactive. This document tries to address these concerns.

Sistrunk added that because committees are so important the intention of the policy is to make our committee structure facile and nimble so that long term Senate committees are active and communicating with everyone they need to. It is a problem that some committees lose their purpose, but more essential is to make them communicative. The language of this EM is pretty standard terminology about Senate committees drawn from the Faculty and Senate constitutions, but the discussion of committee responsibilities later in the policy is a new attempt to define the outreach communication mission of committees.

Roll said that student senators often talked about committees that needed faculty representation and they were often at a loss to fill these positions. She wondered where such questions should be addressed. Jarquin said that there should be language in Student Academic Senate procedures that addressed this so that committee Chairs would be responsible for soliciting such help. Roll asked if there was a place in our documents to assert that we will support the Student Academic Senate efforts. Sistrunk said that he was serving on a Student Senate committee that is working on the same kind of problems we are addressing in this policy on committees, and he noted that there are interesting possibilities for more cooperation as we start thinking of the University Senate model we discussed earlier this semester. He said the AS has an amazing electronic platform that allows them to coordinate their committee reporting and it might be possible to participate together.

Roll asked if there is a place in this document where we could say we support student efforts. Boyd reminded everyone that the Academic Senate retreat this Fall would treat questions about our constitution and the relationships of faculty to student and staff governance. If language is not added to this document, it might be possible to address the question in another way.

Jarquin said she would bring the question to Pratt.

Nichols asked about the appendix of Senate Committees that are constituted by some EM and was especially curious about the Affirmative Action Committee which he thought sounded anachronistic and should probably be replaced by another committee, or at least a differently named committee.

Sistrunk said that the policy under consideration provides a formal mechanism to suspend inactive or moribund committees.

Boyd explained that the list includes committees that have an EM or some other founding purpose and they might need to be updated or suspended which is a process this EM gives us.

Sistrunk pointed out that appendices can be changed without a formal process as well. Boyd said that this meant they can be changed easily.

Introduction item passed.

12. Proposed Significant Changes: Bachelor of Arts in Liberal Studies – EPPC – Introduction Item. (1:44:31)

Crotts moved the proposed significant changes to the Bachelor of Arts in Liberal Studies. Specifically he moved Delete two options:

- Integrated Teacher Education--ITEC-- (Blended) Program Option
- Integrated Teacher Education--ITEC-- Bilingual Cross/Cultural: Bilingual (Blended Program) Option

These changes are necessitated by the loss of funding that supported staff, faculty and development of these programs for five years. The content of these options will not be lost to students as it is integrated into the remaining six options. All students will still get the linked courses until they graduate. The program actually ceased last Spring and probably should have been dealt with then since it still remains in the catalog and should not.

Schulte observed that the program received money, the money went away, and now the program must.

Kirchoff wanted to note that the program was very successful and that we are sorry to see it go.

Dean Trethewey was available for questions. She acknowledged that the program was successful, but in the absence of continued funding, we must learn what we can from it and incorporate what we can as well. She was gratified that students would not be hurt.

Zartman noted that to get a credential necessitated that one get a four year degree and add a one year credential program. A blended program means that one gets accelerated instruction and can finish a five year program in four years. This elimination ends this fast track and its advantages.

Introduction item passed.

Crotts moved to suspend the rules and consider this item as an action item. Seconded. He spoke briefly that there was absolutely no controversy about this measure in EPPC and he did not think there was a need to wait longer. He acknowledged that people may not like the elimination, but no one disputes that there is no funding anymore for it. He did not think the text was really amenable to alteration.

Motion to suspend the rules and consider as an Action item passed.
Motion passed as an Action item.

13. Nominations are open for Senate Officer Positions and will close April 28, 2016 at 5:00pm
(1:51:01)

Nomination forms are linked to the agenda. Boyd noted that Roll brought up an important point that Senate needs to work on mentoring new people. Boyd encouraged the interested to seek out officers for advice about responsibilities and duties. She pointed out that a great way to get involved is to serve as a Vice Chair of a Standing Committee Chair and learn how things work in that way. If you elected you have to go to Executive Committee meeting every Friday morning, you will be a member of the University Budget Committee and you will have to serve in various capacities on other committees as needed. She spoke plainly that the release time offered is not adequate to cover the commitment involved. Elections will take place at the May 12, 2016 Academic Senate Meeting.

14. Ask the Administrator. (1:53:58))

Boyd invited questions of the officers present.

Zartman asked about the earlier presentation about the proposed proximity key card system. He observed that keys can be flexible to accommodate student needs on a Saturday, for example. He wondered if these processes are overly animated by charging for space. He liked the efficiencies, but did not like the implications for charging programs for use. He asked where we stand on room use policies after 5:00 and on weekends.

Hoffman answered by addressing facilities use. Access to classrooms since 2011 has always been available from 8:00 am to 10:00 pm. This is not true for Friday, Saturday and Sundays, though on Sundays space has been available to student clubs from 1:00 pm to 10:00 pm. Hoffman also answered by addressing the question: who is looking at these issues. The answer is he reconstituted Campus Facilities Use Committee (CFU) is charged with deciding these questions. Stephan Cummins Chairs CFU and there is a faculty representative on the committee. CFU does not report to Hoffman, but to Facilities Management under Student Affairs.

Zartman asked where we stand on our current status of having programmers on campus who can serve when an emergency arises. He had heard we are understaffed in this critical way. How critical is our standing in holding human capital with the capacities to address these issues? Boyd asked for clarification about the area of support he was discussing. Zartman said he is addressing systems maintenance broadly, like ITSS.

Ward answered that there are critical positions on campus and that in some cases the staff is very thin with little backup. It is a real challenge to hire programmers because they can make a lot more money elsewhere or even telecommunicating from Chico. In the short term, we can hire people, but we want to retain them at least 3-5 years. Their training is extremely expensive and its loss is dramatic. This seems to be a problem across academia, state-wide and nationally.

Hoffman added that she and Mike Schilling have been working on strategies to meet these needs, but it is just a fact that the U.C.'s can pay more.

Sistrunk had a question for Calandrella who was no present. Boyd told him to ask his questions for reference later. Sistrunk quoted the letter of April 5 that was sent to all the students from the

University registrar and signed by Vice President Calandrella. It was an attempt to notify all the students about developments that might occur if a strike happened at Chico. Sistrunk read the language that informed students that they did not need to participate unwillingly in any strike action nor could they be coerced to do so. The language was fairly insulting as it implied that faculty would act unethically:

“You cannot be compelled to walk out of class, walk picket lines or otherwise support the strike as part of a class assignment, for extra credit, or in exchange for a grade. Please know that retaliation from any member of the campus community for any position you take on this issue is unlawful, inappropriate, and should be reported immediately to Student Judicial Affairs.”

Sistrunk wondered about the relationship of Student Judicial Affairs to claims about Faculty malfeasance. He also noted that a representative of Student Judicial Affairs is supposed to be on FASP for consultation with faculty, but that Sandy Parsons had only come to one meeting over the year. Surprisingly she is charged with accessibility compliance on campus as well, so that two very important offices seem to be overly burdensome for one person.

Hoffman said she would rely these questions to Calandrella, but called on Russell Mills to address some of them. Russell Mills pointed out that Sistrunk had asked many questions, but he would answer some of them. Sandy Parsons, he explained is only an interim as Director of Student Judicial Affairs and they are looking for someone else to fill the position.

Russell Mills said that the communication to the students was largely written by attorneys from the Chancellor’s Office in reaction to students who wanted more information from the administration. Russell Mills said we did receive complaints from students about what faculty were doing in the classroom. This is not to imply that large numbers of faculty were misbehaving, but we have laws against stealing and murder which is an attempt to be proactive to prevent crime.

As far as student judicial affairs relationship to faculty misconduct, this is part of the student code of conduct and other EMs.

14. Other. (2:10:28)

Thompson announced that she would be on sabbatical next Fall only and needed a proxy replacement to take her place on Senate. She is an at-Large Senator, so the position is more flexible than a college representative position would be. She encouraged Senators to spread her call and help her, and she pointed out that it would be a great opportunity for people to learn about the body.

15. Adjourn.

Meeting adjourned at 4:40 p.m.

Respectfully submitted,

Tim Sistrunk, Secretary

