

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

**ACADEMIC SENATE MINUTES**  
Thursday, November 17, 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:** Allen, Boyd, Cross, Crotts, Ferrari, Fleet, Ford (Crotts), Heileson (J. Aird), Hutchinson, Hyatt (A. Grimm), Janos, Kemper, Kim, Kirchhoff (Schulte), Livingston, Meadows, McConkey, McLemore, Pittman, Ponarul, Pratt, Roll (Wilkling), Rowberg, Schierenbeck (Cross), Scholz (Livingston), Selvester (McConkey), Sistrunk, Schulte, Sudick, Rehg, Thompson (J. Shepherd), Traver, Ward, Watkins, Wilking Wyrick, Zartman

**ABSENT:** Boura, Calandrella, Stapleton

Chair Boyd called the meeting to order at 2:34 p.m. (1:44)

**1. Approve Agenda.** (1:53)

Agenda was approved.

**2. Announcements.** (2:13)

None.

**3. Chair's Prerogative.**

**A. Graduation Initiative Update.** (Loker; time certain: 2:45 p.m.) (2:46)

Boyd introduced Bill Loker, Dean of Undergraduate Education to adumbrate current developments with the Graduation Initiative. He gave an overview of short and long term goals:

Graduation Initiative 2025 Goals CSU Chico

<u>Metric</u>	<u>2025 Goal</u>	<u>Most Recent Rate</u>
Freshman	6-Year Graduation 74%	64%
Freshman	4-Year Graduation 41%	26%
Transfer	2-Year Graduation 43%	31%
Transfer	4-Year Graduation 86%	76%
Gap - Underrepresented Minority	0	9 % points
Gap – Pell	0	10 % points

Along with these aspirational and ambitious targets came the promise of one-time money. We received \$1.3M from the State of California to work on short term rates. Our Campus plan was due on September 2 and the system plan by the 30<sup>th</sup> (\$35M from Dept. of

Finance). This money was released last week.

Executive Summary of Goals & Strategies CSU Chico

Long-Term Goals

- Advising
- Data Access and Utility
- General support services
- First year freshmen
- Teaching practices

Long-Term Strategies

- Accelerate roll-out of e-Advising tools
- Update/ improve data warehouse & reporting systems
- Expand supplemental instruction
- Expand First-Year Experience programs & related efforts
- Support faculty development efforts aimed at improved teaching practices

Short-Term Goals

- General support services
- Targeted support services
- Enrollment management

Short Term Strategies

- Expansion of courses and additional staff for supplemental instruction
- Offer additional sections of mentor-supported First-Year Experiences for URM/ first generation students
- Create predictive model of seat demand for incoming transfers and consult to increase number of seats in targeted courses

Consultation of various types has been going on with the Chairs and Deans and the Graduation Initiative Team. The Registrar generated a list of approximately 80 students close to graduating in 4 years. These students were offered a reduced fee to file for graduation. Exploration has continued about offering additional sections of courses in the Spring and during Winter Intercession and possibly into Summer session.

Additional moneys were given so that now this year we have \$1.8M in total to spend (this may not be carried over). The Provost and the Vice President for Student Affairs designed a team of five from each of their divisions to strategically spend the money. (Academic Affairs: Debra Barger; Rick Ford; Arno Rethans; Bill Loker; Eddie Vela from Student Affairs: Kaitlyn Baumgartner; Pedro Douglas; Barbara Fortin; Chela Patterson; Daniel Parks). This group has been evaluating requests for funds and making recommendations. To date they have allocated \$1.2M. (\$350,000 in Student Affairs, \$470,000 for additional sections of classes to be taught in 2017. Of this last amount \$90,000 has been dispersed).

A lot of the money is going into technology and thinking about ways to intervene and keep students on track to graduate in 4 years as opposed to 5 or 6. The window for action for short term decisions is fairly brief.

The longer term plans looking forward to the 2025 targets were somewhat hastily considered and they will be revisited. Bill Loker emphasized that there is no expectation that all students will graduate in 4 years – the target goal is an ambitious 41%. This must be accomplished without sacrificing quality and recognizing that there are many reasons that students can't fulfill these goals.

Livingston asked about the around \$350,000 allocated to Student Affairs. Bill Loker said that much of that will be used for temporary personnel to help massage People Soft to provide better data about our students. Additional resources will also go to advising and outreach.

McLemore wondered about expending money on retention efforts specifically focusing on marginalized populations. The Student Affairs expenditures seem to target accounting more than retention.

Bill Loker said there was money envisioned in the short term plan for retention efforts and that Pedro Douglas has been focusing on ways particularly to retain minority male students (who have the lowest graduation and retention rates). He said this was related to post-election circumstances that have added pressures to non-documented students which may affect retention rates as well.

McLemore pointed out that other places have emphasized that DACA students can benefit from the use of California funds, even if the federal money is taken away. There should be efforts in Admissions and other places to apply funds in this way.

Sistrunk asked about plans to do outreach to Dream students and to the marginalized populations McLemore mentioned.

Pedro Douglas, Vice President for Student Affairs, explained that \$45,000 has been set aside specifically for outreach to minority males. There is already an ad hoc mentoring program of faculty and staff, but the real dollars will allow more intentional efforts to make these students feel connected socially to the campus which will help with graduation rates. Since many of these students are upper classmen, this is a natural piece of the Graduation Initiative efforts.

Bill Loker pointed out that the Chancellor's Office had pledged to use Graduation Initiative money to reduce the gap in graduation rates between different student populations.

Schulte said she knew of a REACH student who dropped out of Chico State and went back to southern California because it was cheaper for her to live near her family. Schulte wondered if we recruited more from the North State whether we could address this recurrent problem.

Bill Loker described how the Chancellor's Office has developed a set of dashboards that can reveal the socio-demographics of high school students across the state. This could be used by us to target high schools across the North State

**B. Faculty in Residence.** (Mustafa; time certain 2:55) (23:35)

Boyd recognized Abeer Mustafa, Executive Director of University Housing, who will speak about the new expanded Faculty in Residence Program being launched in University

Housing. This program will be more traditional in that it will encourage faculty to live in the residence halls with the students. Elsewhere, these programs that might be focused around majors or human interest themes and they are very successful -Students have better retention, GPA, and graduation rates.

Housing is looking for two faculty members who might be interested in being “Faculty in Residence”. The application process will start in the Spring semester (job description) and offer a two bedroom apartment on campus and a fantastic living environment) Faculty don’t need to serve as police of behavior, but will engage so that students feel comfortable talking to faculty. Such early experience makes students more likely to seek help when they need it and succeed.

The next opportunity will let faculty help as “Faculty Fellows”, these faculty partner with the Faculty in Residence and the housing coordinators to engage with students especially in programs that are academically driven.

“Faculty and Scholars” can join student groups for single events or programs to mentor a trip to a museum, or some other event. These events can help students decide on majors, and provoke interest in programs.

Finally, faculty may be asked to “Come to Dinner” in the residence hall and talk about their life journey. This typically happens in the Fall and can extend into the Spring. These contacts have a great deal of impact and can give students perspectives about the trials and ambiguities of a career or life path.

Please contact Abeer Mustafa if you are interested in any of these programs that have such significant affect. She will come to departments or programs or to individuals to discuss the possibilities. Online information will be forthcoming.

Boyd asked about parking and pet policies. Typically, faculty get a reserved parking space and the pet policy is being developed.

**C. Shared Governance Statement – Discussion Item. (31:56)**

Boyd reported that she, Pratt (AS President), Hutchinson (President) and Heileson (Staff Council Chair) have been working diligently on the Shared Governance Statement. They are close to a final draft which will go to E.C. and then to the full Senate for discussion hopefully early next year. She said it is looking very suited to our community.

Boyd reminded Senators that the University Budget Committee will meet on December 8 at 2:30.

**4. Standing Committee Reports. (33:58)**

**A. Educational Policies and Programs Committee – Crotts.**

Crotts repeated that EPPC passed two Introduction items last week:

- Significant Change: Master of Science in Electrical and Computer Engineering

- New Executive Memorandum: Oversight of Campus Centers and Institutes  
He said that these were returning to various groups for more comments and would probably not return as Action items at the next EPPC meeting.

**B. Faculty and Student Policies Committee – Meadows.**

Meadows said nothing changed since last week.

**C. Executive Committee – Sistrunk.**

Sistrunk said that the E.C. had just had a meeting that ended 15 minutes before this one.

**5. Statewide Academic Senate – Schulte/Selvester. <http://www.calstate.edu/AcadSen/> (35:14)**

Schulte reported that there is a discussion among statewide senators about the resolution not to support raising tuition this year. It has been argued that only 39% of the students pay tuition and the rest are covered by Calgrants or federal programs. Some argue that CFA and Senate should not be conflated in their purposes and that such an assertion might negatively impact future decisions down the road. Please send your comments.

**A. ASCSU Resolutions & CO Responses**

<http://www.calstate.edu/acadsen/Records/Resolutions/2016-2017/index.shtml>

**B. Other ASCSU Reports**

**6. Associated Students - Pratt. (37:39)**

Pratt noted that AS has held one post-election event for students with @74 students (November 16: 5-8 pm in BMU 220G open forum for the more liberal) and will hold another tonight (November 17: 5-8 pm in University Housing's "the Hub" for more conservative students) These are being run as town hall style conversations and are useful to gage the student climate on campus. Another event is planned for December 5: 4-7 pm open forum for all in BMU Auditorium.

**7. Staff Council – Heileson. (38:38)**

Boyd recognized Jim Aird who was standing in for Heileson for Staff Council. He said there had been no meeting since the last Senate meeting and there was nothing to report.

**8. University Report - Hutchinson/ Ward.(38:50)**

**A. Ward**

Ward noted that it had been an extraordinary ten days since the election. The President sent out her message the day after and in the following days news of campus and off campus incidents was received. There were many requests from faculty and staff for information about addressing situations in classrooms and elsewhere. He thought this was a teaching moment for us. He mentioned various letters reasserting our shared values of inclusions and diversity and our accessibility to students to help them including Michael Pratt's messages to the students, he and Calandrella's joint message to faculty and staff and Chancellor White's system-wide letter.

He mentioned the task force CIRT (Campus Incident Response Team) that was formed before the election made up of people from Faculty and Student Affairs and some Business and

Finance members as well to collect information about different challenging events and to communicate with the campus. This group is using protocols and email developed by the CARE team ([CARE@csuchico.edu](mailto:CARE@csuchico.edu)) to gather information and respond to events. This has become a collection site for reporting incidents (Chief Feeny, the President and Cabinet are informed right away. There is a hope of creating a central website to share resources about creative ways to respond to challenges on many fronts.

A group of Deans, Chairs and CIRT folks will meet tomorrow to consider options from 9-11:00 in Colusa.

There will be basic workshops about what first amendment rights are and what constitutes free speech. University counsel, Chris Fowler will hold first Amendment workshops created by Chancellor's Office staff on December 13th and 14<sup>th</sup>. There will e other workshops targeted at different groups and eventually a general meeting for everyone.

University video messages with positive support outreach are being created.

DREAM students in Study Abroad programs have been communicated with and assured of University support.

**9. Revision to FPPP 5.1.1: Hiring – Tenure Track (Probationary) Faculty –FASP –Action Item. (46: 55)**

Meadows moved the revision to FFFP 5.1.1.d which adds additional language to clarify the service requirements of faculty with joint appointments.

FPPP 5.1.1.d Jointly appointed faculty are expected to participate in faculty governance processes within their respective academic units, colleges or the University. The nature and extent of this participation will be determined in consultation with the Chairs of their respective academic units and the appropriate Dean(s) and must be guided by the proportion of the assignment the joint appointee holds in each academic unit (FPPP 5.1.1.c). A balance must be maintained which will not impose more demands for service on joint appointees than falls upon regularly appointed faculty of equivalent rank and tenure status. This agreement will be explicitly defined in a signed Memorandum of Understanding between the appointee and their Department Chairs and Dean(s), at the time of appointment or as requested by joint appointees.

FPPP 5.1.1.e. Any current temporary faculty unit employees under consideration for a probationary appointment should be treated as if applying for a new position, using the same probationary appointment hiring procedures.

[Add this cross-reference]

FPPP 10.1.10 The periodic evaluation or performance review for individuals holding a joint appointment in more than one academic Department/Unit shall be conducted by each department in which the individual holds an appointment; or, in accordance with campus procedures, the review may be conducted by a committee with representation from each

department in which the individual holds an appointment. (See section 5.1.1.d)

Action Item – Passed.

**10. Campus Safety and Civility – Discussion Item.** (48:04)

This discussion is an opportunity to share resources and ideas about campus wellness and civility and continue the conversation Ward started above about the varied activities across the University by the leads of Academic and Student Affairs. Boyd asked Sandy Parsons to comment as she is part of the CIRT and working on the CARE email structure.

Sandy Parsons said she is working with WEB services to get the CARE site updated. They have completed an incident report form to collect post-election bias information. She said all the CARE email will come to her and Lauri Evans who will maintain confidentiality. There will be separate data-bases for sexual assault and alcohol and drug overdose. The Chief of Police is on the CARE team and anything needing immediate attention will be dealt with. The CARE team that meets weekly will provide summaries to the CIRT.

Schulte asked if there was any data about the number of students seeking counseling. Is there a way to include this information in the way we think about impacts on our students. Reporting incidents of harassment or bias is important, but it is also necessary to know the mental health impacts of these circumstances as well.

Sandy Parson said that Juni Banerjee-Stevens, the Associate Director of the Counseling and Wellness Center, is also on the CARE team to add her insight.

Boyd said that she invited other members of the CIRT team to attend today as well as people on the Provost's Advisory Council to make any announcements they liked.

Schulte said that there are efforts ongoing to provide By-Stander training about how to respond to stressful events when someone sees something happening.

Boyd shared that there are faculty interested in building teach-in events on campus. These could target students who want to learn how to become active politically, with the appropriate tools, or faculty who want to think about classroom curriculum development and management. If anyone is interested in this, send Boyd an email and she will connect people who want to work together after Thanksgiving break.

McLemore reported that some students told him they did not feel safe in their classrooms either because of other students or because the instructor leans a certain way and they did not want to answer back. There are a wide variety of problems that students face including racial epithets, and rocks thrown, to shouts and cat calls. He thought that other issues besides academic work were making people unsuccessful at the University.

Steven Robinow said that there has not been an effective mechanism to report the number of incidences on campus that impact. Our faculty and staff don't know what is occurring on campus

systemically and we need to communicate the real sense of threat that people have been living with.

Sharon Barrios announced that Eddie Vela is holding a brown bag for faculty tomorrow at noon in Butte 101.

Katie Peterson of the Cross Cultural Leadership Council (CCLC) explained that she is working with Thia Wolf and a few others on student workshops to practice agency so that fear responses turn to questions about the power people have to act to organize, feel safer and advocate. The hope is that conversations will lead students to advocate nationally and locally. They would also like to create a space for faculty and staff to feel engaged in these processes. Hopefully, people will partner to pursue these things.

CC Carter described how the CCLC has provided a safe place where students can share. The counselors offered to speak with DREAM students and 100 plus students showed up and the meeting was quite emotional. A few CAVE students sponsored the rally that happened yesterday and moved quite quickly to create a highly successful set of speeches and a silent march. The CCLC will remain a safe place and let students decide how to engage.

He mentioned the AS liberal and conservative fora that Pratt described above and wondered if faculty and staff could do the same thing.

Angela Trethewey described how faculty in CME are working on By-Stander training and are putting together meetings and a list of resources to help guide inclusive pedagogy and impact HSI concerns.

Sarah Blakeslee noted that Zach Justus in Faculty Development held an open house and informal discussion today from 1-3.

Ward hoped people would send information and event notifications to himself and Lori Fuentes so his office can collect a repository of events and resources to share.

McLemore hoped that a DAC lawyer could be found to speak specifically to students about issues.

Ferrari relayed that new international faculty asked her to facilitate a meeting with immigration lawyers who could help them with their own questions as well as find someone to help DACA students especially.

Bill Loker suggested that people might contact the lawyer, Andrew Holley, who spoke at the Town Hall event as an Immigration law expert for help.

Elizabeth Alaniz will be having two workshops about DACA matters, Know your Rights on November 29 (3:30-5:00) and December 1(3:30-5:30) in ARTS 122.

Meadows underlined that some populations very impacted by the elections include women and LGBTQ+ students. Mary Wallmark said that in Student Life and Leadership there was some

conversation about promoting participation in the historical march on Washington on January 21 and the local march to Sacramento as empowering.

**11. Ask the Administrator.** (1:19:46)

Sistrunk remarked on how his attempts to communicate on behalf of the Union to emphasize how united we all are ended up with email alerts warning that the source was not reputable and some of the messages went to clutter and others were deleted without being read. He noted that he had brought up the clutter problem last year as well. The Union perspective is that email is supposed to be an official way the University communicates with employees and if it is not really working, someone might be free to claim they didn't get the messages or to grieve something.

**12. Other.** (59:01)

Dana Francis for Staff Council mentioned that the 2016 University's Needy Children Program is asking for donations, gifts and food for needy children in Butte County. She encouraged people to participate with their offices, their colleges, or in any other way. She herself had been involved for over 25 years and since 2015 last year she has seen 1800 local families served, 4700 Children provided for and \$85,000 in food gift cards purchased and last year 61 departments and student groups participated. Gifts are given out at the Farm on December 7, 5:00-6:00 and everyone can attend. Those interested may contact Cindy Kelly email [clkelly@csuchico.edu](mailto:clkelly@csuchico.edu) or 898-3557 or Melanie O'Connor at x5905.

**13. Adjourn.**(1:27:36)

Meeting adjourned at 3:59 p.m.

Respectfully submitted,  
Tim Sistrunk, Secretary