

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

ACADEMIC SENATE MINUTES
Thursday, September 20, 2018, 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. CSU, Chico is committed to making its resources accessible for all audiences. If you have accessibility-related difficulties with any of these documents, please email oats@csuchico.edu.

PRESENT: Adamian, Allen (Hidalgo), Altfeld, Boyd, Connolly, Day, Donze, Ferrari, Ford, Hidalgo, Hart, Hostetter-Lewis (Mitchell-Brown), Hutchinson, Hidalgo, Kaiser, Kitchell, Larson, Livingston, McConkey, Mitchell-Brown, Paiva, Peterson, Pittman, Sharma, Shepherd (Ferrari), Sistrunk, Sudick, Teague-Miller, Trailer, Underwood, Watkins, Wyrick (Chair), Zartman

ABSENT: Akinwande, Boura, Herman, Kim, Lang

Wyrick welcomed everyone to the first meeting of the academic year at 2:32 p.m. (1:53-2:31) He acknowledged that the land we are meeting on today belongs to the Mechoopda tribe and that without them we would not have access to use it.

1. Approve [Minutes of May 10, 2018](#). (2:31-2:53)
Minutes were approved.

2. Approve [Agenda](#). (2:56-4:09)
Wyrick informed the Senate that item 4 bullet 3: [SumTotal Training Management System](#) would be moved to October 4. He also asked to move item 10: [Graduation Initiative Advisory Team](#) to a time certain of before 2:40.
The amended agenda was approved.

3. Announcements. (4:10-9:56)

- Kaiser announced that the student group [Supporting Well Women](#) the weekly women's circle has begun meeting again this semester.
- She added that [Bringing Baby Home](#) parent education program is a collaboration between the Department of Child Development and Enloe's Mother Baby Education Center in Chico, CA, where new and expectant parents learn how to support their infants' development by strengthening their relationship with their partners.
- She wanted to give kudos to Susan Roll and Mahalley Allen for facilitating the candidate forums on September 17 for the candidates for city office and those for the school board on behalf of the [League of Women Voters](#) (these are recorded and will be replayed on channel 11).
- It was announced that those who have DTS assigned training will need to complete it by

October 15 since that system will be going away.

- Wyrick acknowledged the new at-large Senator Marianne Paiva (SOC).
- Nominations are open for Outstanding Faculty and professional achievement awards and will end at 4:00 October 4. The FRAS committee will use a newly streamlined process to review these and there are additional awards this year.
- It is open enrollment for HR benefits. There is an HR webpage announcing informational sessions until the September 27 as well as other information.
- Sistrunk announced that CFA would host a lunch meeting of the Faculty Rights Committee on September 24, at 12:00 in KNDL 207-209. Faculty rights issues, problems and discussions about what to do to resolve them will be had. All are invited to contribute.
- CFA will host Dr. Jabari Mahiri on October 8 at noon (KNDL 207-209) to discuss his work on deconstructing race Pigmentocracy: The Color of Social Justice as part of the Anti-Racism Social Justice Transformation conversations series.

4. **Graduation Initiative Advisory Team** – Kate McCarthy/Chela Patterson (9:56-19:27)

Wyrick asked Kate McCarthy, Interim Dean of Undergraduate Education, to discuss the Graduation Initiative Advisory Team policy that was set down this summer at the behest of E.C. It is an information item because it was determined that the team does not need a permanent EM to capture its public purpose and promote its goals yet, since it is responding to flexible initiative directions from the CO and the legislature.

Kate McCarthy thanked the Senate for accommodating her schedule. Graduation Initiative is a system wide effort to improve student's timely progress to a quality degree. It has been around long enough that it needs its policies and procedures firmed up. This policy defines the committee's charge, membership structure, and general processes going forward. It will guide deliberations and make the work transparent.

The charge defines the committee's task as tracking campus progress, building priorities allocating funds transparently, reporting to campus and the Chancellor's Office. These reporting requirements are more rigorous and detailed than they once were. She will fix the sentence fragment in the document!

Kaiser wondered if the focus on first generation students did not capture the nuances of the different experiences. Kate McCarthy answered that she might be right but that this is a Chancellor's Office designation that we are required to explore. It was noted that this can be asked about through state-wide Academic senate, and the many Graduation Initiative team system meetings that are ongoing.

Sistrunk asked Kate McCarthy to comment on the make-up of the Advisory committee. McCarty noted that it was an extensive committee because so many have a hand in student success on campus. She read the described the many categories of members.

Sistrunk also asked about the make-up of the Steering Committee. Kate McCarthy explained that this committee will be seven people, a smaller body to set agendas and make sure business is finished, while keeping collaboration ongoing. It is made up of the 2 Co-Chairs

(one from Academic Affairs and one from Student Affairs); 2 faculty members (one from University Budget Committee); 2 from Student Affairs; and one additional representative from Academic Affairs.

The role of the steering committee is to look at our long-term plan (which is a public document) and identify annual priorities. The largest task of this group will be to allocate the available funds and make recommendations. Much of the Graduation Initiative money is earmarked in various ways (much is set aside for tenure-track hiring). The team will allocate the balance to various initiatives that speak to the year's priorities. The call for proposals is about ready to go out asking to support high-impact practices around campus.

Ford corrected the title of the officer in charge of budget: Associate Vice-Provost for Budget and Academic Resources

5. Chair's Prerogative.

Wyrick moved discussion back to the Chair's Prerogative issues.

- **WASC Update – Larson** (19:27-24:20)

Larson recognized Vice Provost Daniel Grassian to give the latest update. (See, WASC Website updates <http://www.csuchico.edu/wasc/wasc-accreditation-process.shtml>). He said the WASC self-study is done, and everyone has access to it. He thanked everyone who contributed so markedly to getting the report finished. He was proud to say that he has worked on four self-studies before, but this is the first institution that has made their entire self-study publically available just as the WASC site review committee will see it.

He said next step will be an off-site review scheduled for December 4. This means nothing will need to be done with WASC until then. This will be done by Skype or Zoom with the entire site team and some key leadership from this group. They will give feedback and alert us to what they might focus on in their on-sight review (which will be March 5-7).

He hoped people would be on campus as much as possible on those days. The WASC team may ask to talk to many different people at that time. An agenda will be prepared but sometimes the WASC site committee decides ad hoc to visit other parts of campus.

Hutchison complimented Daniel Grassian and the many who had participated in the self-study. She asked him to elaborate on the ways WASC could ask for more information before arriving on campus. He said that they might ask for additional information through January and it might be about many things (like, for example, graduate level programs, etc.).

Zartman asked how the team prepared to visit and whether they will know by the December off-site meeting the kinds of things they want to focus on at the on-site meeting. Daniel Grassian said from past practice they were prepared by the December 4 meeting.

- **Strategic Planning Overview – Tony Dunn and Rebecca Lytle** (24:20-57:53)

Wyrick asked Tony Dunn and Rebecca Lytle to lead us through the plans about our plans.

Tony Dunn, Project Manager, Information Technology Client Services, explained the planning process to be conducted over this academic year [Slide 2]. This will happen in three phases:

- 1) WASC Accreditation
- 2) The Physical Master Plan
This is the plan for campus buildings and space for 15 to 20 years.
- 3) The Strategic Plan
This is both midrange and long-term in scope to set the direction of the university for the next decade.

These phases are treated at the planning website (<http://www.csuchico.edu/planning>) which has information about how to engage in the process.

[Slide 3] Tony Dunn focused on the goal of the Strategic Planning process. He said our earlier strategic plans had been good documents, but more like strategic statements than actionable plans because they lacked a critical implementation component addressing how we establish our goals and actually achieve them. He noted the three questions that John Bryson identified to guide planning:

- Who are we and what are we, and why?
our sense of identity –what is our purpose and goals?
- Who and what do we want to become, and why?
setting goals for our future
- How do we get from here to there?

[Slide 4] gives an overview of the planning timelines at a high level. [Slide 5] right now in September, we are in the Stakeholder Engagement phase. [Slide 6] illustrates the framework to define our strategic implementation plans.

FutureFest [Slide 7] in Colusa 100A-B

September 25-26: Physical Master Plan Sessions

- 9/25 12PM: Student Open House
- 9/25 2:30-4: Campus/Community Open House
- 9/25 5:30-7: Campus/Community Open House
- 9/26 12PM: Student Open House

October 2-4: Strategic Planning Sessions

- 2.5_days of campus engagement sessions with students, faculty, staff, alumni, and community partners, as well as additional Strategic Planning open sessions.

Tony Dunn hoped everyone would come to these sessions and encourage students, family, community members, alumni and everyone else with a stake in the future of Chico to participate. He said the format will be a world café style which are highly interactive.

Rebecca Lytle, Professor (KINE), described the café approach that marries intimacy and scale. The first day and ½ will focus on what our values and vision are as we move into the future: Who are we and where do we want to go? The next day and ½ will think about goals:

Student success, Campus climate, Sustainability, etc. and any other individual notions that have never been mentioned before. Many tables will be set up with varied topics and participants will move around and build on the work of previous groups.

This is a very strong democratic process and we need to hear everyone's voice. The Futurefest events are the beginning of Fall activities as they will be engaging special focus groups throughout the semester. Please let the coordinators know if you have ideas of groups they should meet. 10-15 volunteers are needed to facilitate the tables at the café meetings. If you cannot come to the meetings –fill out the online survey that has been and will be announced. This is open all the time ([strategic planning survey](#))

Tony Dunn said that at the end of Fall and over the winter the team will actually draft the plans. In the spring the draft will be reviewed by the campus community for input and feedback. This will be at the same time we receive final feedback from WASC which will allow us to incorporate their suggestions into the final strategic plan. The plan is to finalize all the plans next August by Convocation.

Kaiser asked about how the plans are responding to all the state mandated requirements for physical space.

Hutchinson explained how this process is an attempt to combine the synergies of physical master planning with strategic planning. The Smith group is walking all the square footage of the campus and farm and collecting data, while at the same time we are reimagining how our space could function. Our last plan was set down in 2005 and we have added strategic priorities up to 2016. Our priorities are solid but they were not articulated in a way that promotes actionable and measurable ways to execute them. Our planning will help us think about how we will achieve the aspirations and vision we have.

Our planning is running concurrently for a purpose. The Smith group will have data about overutilization and underutilization of space and let us think about older formula about how we use square footage and how that impacts how we teach and learn today.

The Futurefest “visual treatment” design is a useful example of the way the past and the future should inform our present. We can honor our past practices and knowing what we know about our community and the 12 counties of the North State and all the constituent groups that live in the city, we can think about how our university is more open to the ideas of our community. This interaction is exciting. This year is a pivotal and transformative year for Chico state.

After we set our priorities, the next step will be creating a financial plan in the Fall to help us structure our resources to help us meet them. Hutchinson thanked the people who have been working to reach out for feedback at the same time we are finishing our WASC review, it was important, however, because it just drives hers nuts when the plans do not inform each other.

Sistrunk asked how the older information, like the campus listening tour and the campus climate surveys would inform these new plans. Hutchinson said that all the great strategic documents, including these and the alumni survey, the Courageous conversation and others will become part of the documentary evidence to help us form a comprehensive survey to include the past and the present. She said this bore repeating again and again.

Tony Dunn added that it is standard practice to look at how an institution sees itself, and add insights about how its environment is changing. This is currently happening with quite a massive amount of evidence and will continue. Hutchinson added that these include local, state-wide, national and global documents to inform our planning.

There will be opportunities to respond to this data on the website with some great interactive data dashboards. It will reflect on student demographics, the job markets, trends in higher education, etc.

Zartman reported that in the past an advisory group of 60 or 70 students to respond to different issues like General Education or other matters was very helpful. He also hoped effort would be made to reach people off campus (like going to University Village or Craig Hall, or elsewhere to find people who are not the usual suspects like AS governance, or the Greek organizations).

Zartman wanted to emphasize that the next few weeks would be crucial as the plans made now will define resource use into the future.

Hutchinson said that all the processes are dynamic so that people will have time to respond.

Wyrick strongly encouraged people to participate in the Futurefest meetings outlined above. He said academics cannot afford to focus only on the strategic plan, but should have input on the master plan as well because they will inform one another. If senators don't show up to these meetings, what other parts of the university will you rely on? Wyrick said the President will bring the plans to the Senate for feedback.

Hutchinson gave an example of the houses opposite of the football stadium. The older master plan had envisioned that these houses would become mixed residential houses. But does this still make sense? What if it was a goal to house all first year students on campus? This is proven to increase retention. We also know that living and learning spaces mixed together work very well. Should that space be for mixed residents, or should we integrate living and learning throughout campus?

Wyrick pointed out that the next step after creating a strategic plan would be prioritization based on what we say your values are.

Donze noted that it is easier to impact campus culture when people live on campus. Hutchinson agreed and noted the changing history of approaches to students living on campus even in Chico. She wondered if living and learning space management might even influence conversations with the city where the second story of some downtown buildings

are unoccupied, could those serve students, learning, faculty housing or other purposes? This could help push the culture of the area guided by ideas that are valuable to us like diversity, inclusion and student success.

- [2017-18 Ombuds Annual Report](#) (57:54-1:17:12)

Suzanne Miller, Program Director, Communication Sciences and Disorders and the University Ombuds, gave an overview of the second Ombuds Annual Report 2017-2018. She pointed out that the tables on page two of the report [Slide 3] list the number of visitors seen last year and depict who initiated the contact. She said the number of visitors did not increase very much from the first year of service, but that repeat visitations and time spent on issues certainly did. This was due to an increase in the complexity of questions raised that required many other conversations with others to insure the best resolutions possible.

She said the variety of visitors had increased this year which implied that the office was slowly becoming better known. She added that connections to other campus offices had increased as well.

Jim Morgan served during the Fall semester of 2017 and then he left. She hoped this position would be reinstated this year with someone else.

The Ombuds office is supposed to report trends and suggestions for improvement. She identified issues that were frequent, intense, or lasted a while [Slide 4]. These included accommodating international students, students with mental health issues and students with other disability issues. To address these, she suggested required trainings for academic advisors about consistency, mastery of policies and successful practice tips so that international students could gain support and know how to access it.

Another series of issues arose because of the need for cultural sensitivity and the ability to work with diverse people. This too might be resolved with required training for chairs, managers, or other leads focusing on effective communication strategies. She also thought interpersonal skills should be considered when hiring these positions. She noted that there are great training opportunities on this campus, but did not know if those who needed them were taking full advantage.

Hutchinson asked about Suzanne Miller's study of whether the Ombuds office duplicates services already available. She said there are many programs on campus that will work with people to resolve issues, but that it is not necessarily their mission. She wondered if there was really time for this. She said that she had dealt with a very wide variety of people, but mainly students and faculty.

She said there is more work to do on the self-study to compare ourselves to other CSU's. She observed that there are 13 CSU's that have Ombuds offices, and 9 of these are staffed by a full time MPP. She added that she will work this year to get more feedback about what clients think of the quality and impact of services by using an anonymous electronic survey.

Suzanne Miller noted that the office launched a posters and flyers campaign to publicize the

work, and now has fantastic signage in the library.

Ferrari asked what the difference was between the services of the Ombuds and the Students Conduct Rights and Responsibilities Office (SCRR). Suzanne Miller answered that that office had referred many people to the Ombuds.

Hutchinson said that this office had many professionals dedicated to mediation and many others in Student Life and Leadership who could treat these matters and she wondered if the international students the Ombuds office was getting did not understand the other services available. Suzanne Miller said that the referrals she dealt with concerned matters different from grade disputes or other legal issues.

Sharma asked if the Ombuds office ever referred students to the SCRR and Suzanne Miller answered affirmatively.

Sistrunk said he was impressed by the variety of issues the Ombuds office has taken on given he short time the office has been available. He noted that the informal non-legal conversations promoted there can create great energy.

Hutchinson acknowledged the place of informal dispute resolution and wondered if we could work to define the lines between the services more.

Donze asked for more information about the help offered about disability services by the Ombuds office. Suzanne Miller answered that the website gives an overview of services (<https://www.csuchico.edu/ombuds/>). She added that the Office operated according to International Ombuds Association standards of practice that foreground confidentiality, impartiality, informality and independence.

Whenever a question seems to require a formal process, the client is referred to the appropriate office. The office is supposed to be a safe place to consider solutions together. The office does not just perform referrals, but also coaching about resolutions.

Wyrick thanked Suzanne Miller for the recommendations and hoped the appropriate offices would take them to heart.

6. Standing Committees Reports (1:17:13-1:22:06)

- **Educational Policies and Programs Committee – Ferrari**

Ferrari noted her report was attached and offered to answer questions.

- **Faculty and Student Policies Committee – Pittman**

Pittman said his report was not attached but that FASP met twice and has started working on issues that carried over from last semester. Seven to eight sub-committees have been formed to undertake the work and some are already started while others are waiting for the issues to come to them.

- **Executive Committee – Sistrunk**

Sistrunk noted that EC has had four meetings since the last report about May 3 and offered to answer questions.

Kaiser asked about the new MOU with the Mechoopda. Hutchinson explained that that was resigned yesterday and that it was to last for three years with an option to reconsider if any of the parties is unhappy. Hutchinson noted that the university and the tribe had an agreement signed in 2005 and another one in 2011. She said she had worked with the tribal council to understand their concerns about land disturbance on campus and had worked out how we can best come together with a cultural resources person from the tribe to manage any occasions when cultural material or human remains are uncovered. We are acting beyond federal standards to work together as true partners. The public signing is an important symbol for meaningful tribal relations and hopefully will inspire our native students about the importance the University places on our relationship.

7. Statewide Academic Senate Report – Boyd/Ford (1:22:06-1:31:39)

Ford had left this senate meeting to attend a sub-group meeting of the GI 2025 committee in Long Beach.

<http://www.calstate.edu/AcadSen/>

Boyd noted that the statewide academic senate meeting is summarized informally by a couple of the state-wide academic senators and this is useful.

- [ASCSU Resolutions & Summaries](#)

Boyd also pointed out that among the resolutions passed last May, one was a commendation of our own Paula Selvester.

- [Tenets](#)

Boyd asked for comments about the resolution that was written last summer in response to the Chancellor's Office orders addressing general education across the system (EO 1100) and academic preparation (EO 1110). These were introduced and released before most CSU's were back in session in the Fall with very limited consultation. This led to much concern as curriculum under the Higher Education Employer-Employee Relations Act (HEERA) is the purview of faculty. This was thought to be a violation of shared governance principles.

As a result the Executive committee of the Statewide Academic Senate was charged with meeting with the Chancellor's Office over the summer to discuss shared governance. Shared governance at the state-wide level is not treated as we do at Chico where the Senate works regularly with our administrators. At the state-level, the executive officers of the Senate don't meet as closely or regularly with the Chancellor's Office personnel.

This document is under review and being discussed by the full senate. Boyd asked senators for their feedback about this document so that she and Ford can represent Chico's responses.

Kaiser noted that the implication that a fourth quantitative reasoning course will be required in high school (as EO 1110 suggests) will conflict with other state laws about the required sequences of courses. Boyd explained that the Quantitative Reasoning Taskforce of the

ASCSU that completed its report last semester recommended a fourth year of high school quantitative reasoning that could be met in other ways beyond the traditional math courses. There is ongoing statewide conversation about the impacts. Kaiser pointed out that even meeting the three quantitative course requirements in the North State can be difficult.

8. University Report - Hutchinson/Larson (1:31:39-2:21:10)

Hutchinson reported that the search for the Vice President of Budget and Finance is currently underway and Zartman, as the Chair of the Executive Management and Development Committee (EMEDC), was managing our hiring committee efforts.

Zartman noted that the committee of 22 members will be interviewing the semi-finalists next week and hopes to interview the finalists on campus the next two weeks after that. Lori Miller has been contacting people to set up interview meetings for people on campus. The search will move swiftly and it may be possible that the successful candidate will be in place by January.

Hutchinson said we hope to have this buttoned up by Thanksgiving because the last time we searched for this position, we had had a six week delay over the winter break and lost some potential applicants.

The Constitution Day speaker on September 27 will be Erwin Chemerinsky, Dean of the University of California, Berkeley, School of Law, who is a nationally-renowned First Amendment scholar, will speak about free speech on campus.

Larson had three matters to report about:

She has made her decision about faculty hiring requests for this year and approved 20 tenured track positions. (Found on the Provost's website: <http://www.csuchico.edu/vpaa/assets/documents/2018-19-tt-search-approval-memo.pdf>)

Ricardo Jacquez, the Dean of ECC, has health issues and will take some time off. Melody Stapleton, Interim Associate Dean, will step in to serve as acting Dean.

She wanted to respond to the many concerns being expressed about the future of the Institute for Sustainable Development (ISD). She respected the opinions expressed and hoped to provide her perspective.

She emphasized that we have made a commitment to the climate neutrality of Chico state and we are behind in operationalizing this. She hoped the campus would reengage in conversations about sustainability and think about growing and expanding our activities.

She said many of the concerns she heard were about our hopes for the future including education pedagogy social justice, scholarship and research. She explained that one of the complexities of the situation involves personnel, and she doesn't think she could have done much differently as she respected the privacy and aspirations of the people involved. She

said there was assessment and brainstorming, but much of it happened confidentially.

Last spring, she said she was exploring connections of the ISD and some to the activities in the colleges. No solutions emerged. She decided to take next steps by putting operational resources and staffing into two areas. The acting Vice President for Business and Finance and the Chief Financial Officer, Jeni Kitchell, and herself are committed to reinstating the dormant Campus Sustainability Committee. There will be an open forum for anyone to express their hopes about sustainability on campus on November 9 from 2-3 Colusa 100B.

She agreed that Professor Pushnik did facilitate conversations that led us toward the pathway in Sustainability, and she did not understand why people thought the circumstances around changing staff was a threat to the curriculum.

She said the South Campus Project is naturally winding down. It is finishing the 3rd phase of 4 phases. The third report is due at the end of October. Dr. Pushnik, who retired in May, is interested in reapplying for a position to finish the last phase of the project. He could serve as a PI because of his emeritus status.

Planning for the This Way to Sustainability Conference is already started. Students are already being interviewed and there is a deep commitment to the conference by Facilities Management Services and what is now being called the Regenerative Agriculture Initiative (this is a placeholder name right now). The Regenerative Agriculture faculty are committed to the education maintained by Sustainability pathway and want to promote understanding of information about regenerative agriculture.

She said the big features around the AASHE report are the operational performance of the campus =air, climate, building operations, energy, grounds, purchasing, and many other things. To get to our climate neutrality goals, we will need to focus our efforts through FMS. She noted that the Director of Mike Guzzi is extremely committed and ready to act in a meaningful public way to promote all the operational dimensions of the task. She said she felt a real responsibility to move campus in the direction of climate neutrality

Larson said that Cindy Daly will be coming forward with a proposal to turn Regenerative Agriculture into an official center very soon. She hoped this center working with the Campus Sustainability Committee would expand their portfolio on this campus and promote fantastic scholarship and funding to explore different paradigms of sustainability.

We have made changes in staffing and hope to reengage the campus. This will start with open forum and revitalizing the Campus Sustainability Committee

Carl Pittman observed that these decisions were not made in a way that exemplifies shared governance. The changes were told to us as already having been made. The Executive Committee was told that breaking apart the ISD revolved around personnel issues. The concerns of the faculty have focused on the function of the ISD and the notion of sustainability itself. (This is expressed in the letter of grave concern sent to Senate with 14 signatures).

As the letter says, sustainability learning and practice is inherently a multidisciplinary, interdisciplinary process and the decision to move this enterprise into one college and under the purview of FMS is splitting apart the umbrella organization (the ISD) which oversaw interdisciplinary work about climate neutrality and other matters. The implication that the ISD has not been performing adequately is not widely shared. He hoped we would use true shared government processes to revive the Campus Sustainability Committee and have it perform as a kind of steering committee to revitalize the wider efforts that were undertaken by the ISD.

He urged administrators not to see this break up a done deal, but as a misstep that can promote renewed engagement in shared government using the forum in November and looking at the challenges of the ISD to promote as truly interdisciplinary approach to our campus efforts.

Larson agreed to use the open forum and a revitalized Campus Sustainability Committee to discuss campus sustainability efforts. She said that the new center of Regenerative Agriculture and Resilient Systems will be cohosted by three colleges. She said she had never been critical of the work of ISD and respects the work of Jim Pushnik. She thought confidential information expressed in EC had been breached.

Nicholas Chicoine, said he was the Student director of now disbanded ISD. He asked: now that the three clubs that were in the ISD have been moved to FMS under the blanket program of “green campus” what can we expect of this rroups under FMS that you did not expect under ISD?

Kitchell said Mike Guzzi was trying to meet with all the students, and the intention was to continue to support the efforts of those students and that we are trying to understand exactly what is was you all were doing.

Nicholas Chicoine said that Fletcher Alexander had been the advisor to these three clubs. He wondered when they would hire someone to supervise him but work beneath Mike Guzzi – a new Sustainability programs manager?

He said the clubs are working on Sustainability Fund (S-fac) proposals to incorporate what other cities and universities have done to promote alternative emission free transportation.

Kitchell said the position to replace the Sustainability manager would be posted next week.

Jared Geiser, Executive Vice President of the Associated Students, introduced himself and aid that he is also concerned about the ISD. He thought of it as the umbrella organization (centralizing the organization of sustainability efforts). It had evolved to a do a lot of interdisciplinary work. He observed that the strong central backing of an ISD by academic affairs is important for the continued progress of sustainability education on this campus. He urged administrators to maintain the ISD as it is as a centralized umbrella organization, or create an alternative organization something like an Office of Sustainability as many CSU’s

have. This will allow it to be its own umbrella organization for all kinds of events, all kinds of analyses, and many different ways to reduce emissions,

He thought such an entity would centralize efforts beyond the narrower confines of the Campus Sustainability Committee. Hutchinson asked Jerod Geiser to send links to his favorite examples of offices of sustainability used elsewhere in the CSU.

Jerod Geiser also asked about shared governance. He thought it was important to involve faculty and students in determining the future of the ISD because he knew we had many things on our plate, but he pointed out that there are many students on campus whose main focus was sustainability. It was a major focus of their time and they spent much spend thought on working on how to improve sustainability practice and they have a lot of on the ground knowledge. He hoped more students and faculty would be involved going forward. Hutchinson hoped Jerod and his colleagues would be at the forum.

Zartman noted that page 26 or 28 of the WASC self-study mentions centers and particularly the ISD. If this open forum is in November and the WASC evaluations team will visit in December, it is important that our documents and website reflect clearly what is happening to the ISD, because what is on the site now will confuse the reader. He hoped we would not come across negatively about an issue that is so vital to this campus' identity.

Hutchinson said they hoped to get the Campus Sustainability Committee up and running and this will impact the ISD which will be reflected in the report. Hutchinson asked Kitchell to give a report on what was happening with this committee. Kitchell said they were trying to constitute the group as quickly as possible. Zartman said that WASC will paw around in this area specifically.

Kaiser asked if the campus participated in forming a community energy provider assessment that would rely more heavily on green energy. She thought the county must play a role with the University to move these issues forward. The answer was that Chico would act together within the CSU system to work toward some cooperation on alternative energy use on the campuses.

Maggie Scarpa, AS Sustainability Commissioner said she had many concerns but would only focus on a few. She emphasized that sustainability education and practice is interdisciplinary, multi-disciplinary and transdisciplinary. She said the discussion was missing what sustainability is. It encompasses, many fields, geology, the sciences, the health services, English, philosophy, etc. We have over 250 sustainability courses at Chico state.

Putting sustainability efforts under three colleges or under regenerative agriculture is not comprehensive and it is not what sustainability efforts can be. We were the first in the nation to embrace this comprehensive approach and she and her colleagues are not okay with the changes to narrow the focus. She pointed out that the AASHE reporting to measure sustainability practice in higher education does not just treat FMS concerns, but also education and outreach to students.

She said sustainability is a reputation we have earned at Chico state and she thought this change undermined the idea that this is where people care about sustainability. Hutchinson said that the idea that we are not committed to sustainability is a misperception that administrators need to work on. She said that we are trying to expand efforts to three colleges and Maggie Scarpa said it is the concern of all the colleges.

Hutchinson said administrators needed to go back and look at their plans but they did not mean to undermine the interdisciplinary work on sustainability. She said, she is taking notes and “we hear you” and we need to figure out how we get back together to say the same things. Maggie Scarpa said without one institute driving sustainability, we will not have sustainability in word only.

Sistrunk asked if as Cindy Daley is writing policy about the Regenerative Agriculture Initiative and that was somehow going to stand in for interdisciplinary education efforts on campus, he thought she could benefit from the help of many others across the university to write this. He noted that there are many faculty across the campus who are articulating interdisciplinary sustainability ideas and practice in their courses right now. He said he had just spoken with students today about the way social justice concerns impact decisions that get made about resource use (like paying for enters) and that cultural biases have influence here. He did not know how to illustrate further how sustainability education is alive all over campus and impacts the issues before us all the time.

He said that acting like sustainability practice needs to be reconsidered by centering major efforts in FMS sounds strange. He also pointed out that FMS has been understaffed for the tasks –it used to have an energy director for example.

Larson said she did not know what Sistrunk was talking about in terms of Cindy Daly writing a policy. She is writing a center proposal around the practice of Regenerative and Resilient agriculture. We are acknowledging that sustainability as a learning outcome is alive and well throughout the campus. This is different than the organization we are calling ISD. We are happy to continue to have this conversation to identify what the next steps are that we should take to realize some exciting opportunities and energy we have. There is more work that we ought to be doing.

Cortney Silver spoke, she worked in AS sustainability for six years, she sat on the steering committee for the conference for five years, and she is now a Teaching Associate in the Sustainability Pathway. She said that commitment to sustainability on this campus has declined in recent years and that sustainability must be interdisciplinary.

She said she is worried about the conference and wanted to be sure it was not biased toward any one field. (The theme this year is regenerative ecological systems). The steering committee should remain interdisciplinary with many colleges, departments and programs and be more than just three colleges. She asked if it can be shown that our efforts will not be driven in one direction with this new reorganization. Maggie Scarpa added that in the past conference themes had been decided by democratic processes to be inclusive.

Larson said we will carry that message to Dr. Daley. Courtney Silver said that her sense of decline did not come from ISD, but from resistance elsewhere. She wondered why Larson thinks this move will move us in the right direction. Hutchinson said those are fair questions.

Nani Teves, AS Sustainability staff, observed that the students had said it all. She is excited that Mike Guzzi will now have a sustainability manager, and she is excited that Agriculture will have a sustainability position. She felt like they should already have had these. She worried that the heart of ISD has already gone away. Has the decision been made that there will be no ISD that links all these departments and programs on campus? Is it too late?

Hutchinson said “no” that the Provost’s memo has called for everyone to engage with the ISD to create a self-sustaining structure. Nani Teves asked if there was no financial structure. Hutchinson said this is part of general efforts to make all centers with self-sustaining structures given our financial constraints. She said there were wrong assumptions made about the fate of the ISD. She said she has appreciated collecting very good questions and we will need to work hard to address. She said that this engagement was important and dynamic and is bringing people together to continue the conversation and make our efforts more robust. She said she signs her name to the greenhouse gas commitment and we are way behind in meeting our targets.

Wyrick noted there has been confusion among his colleagues who have been discussing the ultimate disposition of the ISD. He did not agree that confidentiality had been violated or that this was intended. He noted that when colleagues stated that the ISD had been dissolved, he had disagreed. But in the Provost’s announcement there is no language that the Institute will continue. The notion that Regenerative and resilient agriculture will be attached to the work of three colleges is a great move forward, but what happens to a center of sustainability on campus? Can I honestly say to my colleagues on campus that the ISD is not finished?

Larson said she is looking for ideas, and energy from faculty to seek funding. We relied heavily on the ISD to hold our sustainability efforts and can we now reenergize them? She has no answer for Wyrick. She said she thought many sustainability offices in the CSU were housed in FMS. She hoped faculty would come forward and start writing grants to support this.

Hutchinson said we have collected concerns and quite a bit of information and she has read the letter (which will be appended to the minutes). We will come back in a couple of weeks which will give us an opportunity to work with EC and the Provost and Cabinet together and think about what we have learned today. She thanked everyone for their input.

9. [Associated Students Report](#) – **Sharma/Akinwande** (2:21:10-2:24:26)

Sharma said she would be brief since the report was attached, but she wanted to describe its structure. It is broken down by the three committees that make up the Associated Students: Government Affairs Committee (which includes the Student Academic Senate); Business Committee, and the Bell Memorial Union Committee (which does dining and WREC)

She then mentioned all the many programs and productions AS is involved in and

characteristic examples are given (all of these are calendared as well).

Sharma said there are currently two vacant positions in the Student Academic Senate (one for ECC and one for HFA). There is one applicant for ECC but none for HFA. These applications will close tomorrow. Please promote students' interest.

This weekend the statewide leaders from 22 campuses in CSSA (California State Student's Association) will be hosted at Chico. The group meets monthly to discuss higher education policy that affects students.

Kaiser asked when the formal ends on Sunday and Sharma said it ends at 12:30. Kaiser thought Chico could but passes to Chico events this weekend and Sharma said they do get WREC passes and other help about entertainment which is unusual.

10. Staff Council Report – Peterson (2:24:27-2:24:41)

Peterson said the attached report was unapproved, which will be done at the next meeting of the Staff Council.

11. Workplace Abusive Conduct – Information Item (2:24:42-2:26:51)

This policy was passed by Senate 1 ½ years ago but it had to go to a meet and confer process with the Chancellor's Office and all the Unions. This process resulted in a few changes that are noted on pages 5 and 6. Because the current document is the result of this meet and confer process, it is not necessary that the Senate weigh in and think about editing the document further.

The policy can be signed by the President now.

Kaiser asked about why a single bad event does not constitute bullying. The policy defines bullying as pervasive behavior, but a severe act can also be actionable.

12. Promotion to Full Professor 2018-19 FPPP 11.1.2 Editorial Change – (from Promotion to Full Professor 2017-18 FPPP 10.4.5e) Summer Senate – Ratify Item (2:26:51-2:30:34)

Wyrick explained that this item only needs ratification from the full senate since it is a summer Senate item that was passed and the constitution requires these kind of items should be ratified in the Fall by the whole senate.

FPPP 11.1.2 was not moved from section 10.4.5.e as it should have been last Spring when the Senate considered the passage as part of our discussion. It was assumed this passage would be moved but it was inadvertently forgotten. This might be considered an editorial change

Connolly asked when someone could go up for full professor and the answer was usually after six years, but if trying for accelerated promotion it could be as late as five.

Evanne explained that the line about full professors was crossed out of the FPPP but was not returned to 11.21.2 as intended.

Motion was approved.

13. Proposed Discontinuation of 5th Certificate in Hydrogeology – EPPC – Introduction Item (2:30:35-2:38:59)

Ferrari noted that there were n representatives from Geology available today. The motion was not controversial and had gone to action readily after passing at introduction. She said the certificate has been offered since 2007 and no student has ever completed the certificate. One argument was that the certificate provides false hope that this could lead to professional licensure (which it could not). The courses are still taught in Geologic sciences and in Environmental studies, but students will not be impacted at all.

Introduction item: Motion to discontinue the certificate was passed.

Rules were suspended by 2/3 vote.

Discussion centered around postponing the item definitely to Oct 4.
Moved and not passed.

Action item passed.

14. Ask the Administrator (2:39:00-2:39:09)

None.

15. Other. (2:29:10-

Hutchinson noted that a funeral will be held tomorrow for the former fire chief. There will be a funeral procession formed by line of fire trucks along 1st street around 11:00.

Sharma hoped the notice would be sent to students as well since she did not get it on her student account. [The message was sent to “All Announce” which is not everyone]

Pittman asked if he should read the letter of concern. It will be sent to the senators and appended to the next minutes as well. Ferrari said the reason we asked is because we were specifically requested to read the letter.

16. Adjourn.

Meeting adjourned at 5:11 p.m.

Respectfully submitted,
Tim Sistrunk, Secretary

Abolishing the Institute for Sustainable Development (ISD) at Chico State: a cause for serious concern

Sustainability is inherently an interdisciplinary process. Yet, the reorganization of ISD announced on August 26, 2018 potentially concentrates sustainability issues for the whole campus on one college (Agriculture) and to Facilities Management Services in the Division of Business and Finance. This directly contravenes the original principles guiding organization of the Institute, and is likely to cause irreparable harm to the advances on issues related to sustainability that Chico State has accomplished.

The ISD, working with the Administration since 2007, has been housed in Academic Affairs at Chico State. That has set our campus sustainability efforts uniquely apart from many other academic institutions across the country. As a result of this organizational arrangement, the Institute of Sustainable Development has been a major force in building a campus culture of sustainability through education and student engagement. This would not have been, nor will it be, possible if sustainability is housed solely in one college and FMS.

ISD has successfully accomplished integrating sustainability into the education mission. ISD's outgoing director brought faculty from different colleges together to formulate Program Learning Outcomes that define competencies that make up sustainability education. PLOs have since been widely copied and modified across the state and the nation and provided basis for Sustainability minor in our GE program. Chico State was one of the first universities in the country to develop this minor. ISD was actively recruited by the Chancellor's Office to help design an on-line interdisciplinary system-wide major in Sustainability.

There are many examples of the role that ISD has played in

developing a campus culture but a few examples are noteworthy:

Student engagement: ISD organized and ran the Campus Conservation Nationals competition challenging students in Housing to reduce their water and energy consumption. Chico State finished in the top 10 across the nation. Housing didn't initiate this effort, ISD did. This is but one of a number of campus programs that ISD successfully implemented to engage student and raise awareness for sustainable practices.

Facilities/Housing/Faculty/Classroom connections:

ISD orchestrated the bridge between the academics and Facilities by partnering with faculty, FMS and Housing in the System-wide Campus as Living Lab (CALL) effort to integrate energy data into the classroom via a web-accessible dashboard to see actual building energy consumption. Other campuses have also taken advantage of the CALL program to improve their operations, but because of ISD's efforts Chico State uniquely stands out as the campus that engaged classes and gave the project relevance beyond operation efficiency.

University/City/Classroom partnership: The award-winning South Campus Neighborhood project as part of the Resilient Cities Initiative was initiated and

directed by ISD. This project epitomizes the role of ISO in building collaborative connections, this time with the University and the City of Chico. This neighborhood improvement planning effort engaged over 600 Chico State students in 16 different courses from 8 Academic Department and 4 Colleges, contributing over 20,000 hours of student work in working to develop a plan to enhance safety, sense of place, and environmental sustainability. This effort was nationally recognized with Chico State ranking 8th in the nation for Coordination and Planning by the 2018 Sustainable Campus Index sponsored by the Association for the Advancement of Sustainability in Higher Education (AASE). It is important to correct an error in the University report on this story. Fletcher Alexander, the author of the STARS report that resulted in this ranking was not part of FMS when the report was submitted or the award announced, it was submitted through ISO. It is worth noting that the Chico State CALL and Campus as a Living Lab projects were invited presentations for the **System-wide Board of Trustees meeting in Long Beach**. This invitation was not part of a multi-campus invitation, but rather Chico State was one of two campuses across the system invited to present on these efforts.

It is also noteworthy that Chico State was ranked #9 in the nation in the **Sierra Clubs "The Top 20 Coolest Schools"** due to efforts of both FMS and ISO. ISO is specifically noted for efforts in establishing the Eco-Resident Certification for dorm dwellers, the Resilient Cities Initiative mentioned earlier and the Regenerative Agriculture Initiative.

The list of accomplishments of ISO housed in Academic Affairs could go on and on. But the key here is the mission of the university - to educate students and prepare them for what lies ahead. This requires a multi-faceted approach that would be difficult to achieve with the sustainability focus allocated to one college and FMS. What is required is a campus culture that embraces sustainability and that requires an overarching entity that ISD provides.

Finally, and perhaps most important, The National Union of Students just published an article "Students around the world want action on sustainability". This article is based on survey results of students from around the world asking students about their experiences of and expectations for education for sustainable development at their universities. An impressive 91% of the respondents agreed that their university should actively incorporate and promote sustainable development and 70% wanted to see sustainable development incorporated and promoted through courses. Students recognize the importance and relevance of sustainability. While some may say that sustainability is passé and we must move on to more important issues, this certainly does not reflect the attitude students have. ISO and their proven track record of building connections speaks directly to the students attitudes.

Rather than dissolving ISD, perhaps an approach that would reflect Chico State as a continued national leader in sustainability is expand ISDs scope to focus on the third pillar of sustainability - social justice. Sustainability encompasses three pillars, the economy,

the environment and social justice. The university has done a pretty good job on the technology and environment side, so expanding the mission of ISO to include social justice is directly in line with the concept of sustainability.

Abolishing an Institute that has brought national recognition to Chico State, has engaged thousands of students during its existence, and directly reflects the 6th Strategic Priority of the University is immensely disconcerting as we, face ever-growing pressure to move toward a more sustainable future. What kind of message are we sending our students? As we move forward in crafting a new Master Plan and Strategic Priorities, the hope is that the University will build on its past successes and continue to include sustainability as a guiding principle. We owe that to our students, our university, our region and our future.

Golden Hatfield
Rawlins Professor
David T. Brown
GEOS Dept.

[Handwritten Signature]
Civil Engin Professor

[Handwritten Signature]
CIVIL ENGINEERING

- *[Handwritten Signature]*
First-year Experience
- Kristin Kyrnsli
Geological & Environmental Sciences
- Amanda L. Banet
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