

**California State University, Chico**

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

**ACADEMIC SENATE MINUTES**

Thursday, September 19, 2019, 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](mailto:oats@csuchico.edu).*

**PRESENT:** Adamian, Alfaro Ramirez, Allen, Bailey, Boura, Boyd, Buffardi, Connolly, Day, Ferrari (Chair), Ford, Gruber, Guthrie, Herman, Hidalgo, Holbert, Horst, Hostetter-Lewis, Hutchinson, Irish, Kaiser, Larson, Livingston, Medic, Millard (Paiva), Ormond, Paiva, Parsons-Ellis, Perez, Peterson, Schartmueller, Seipel, Shepherd (Allen), Sherman, Sistrunk, Sparks, Teague-Miller, Trailer, Underwood, Westbay, Wright (Westbay), Wyrick, Zartman

**ABSENT:** Altfeld

Ferrari called the meeting to order at 2:30 p.m. [2:22-3:53]

She welcomed everyone to the first official meeting after our retreat. Before starting with the agenda she wanted to recognize senators who were elected after the last meeting and officially welcome them:

Adam Irish  
Kevin Buffardi  
Laura Sparks  
Jessica Westbay  
Jenna Wright  
Trevor Guthrie  
Alejandro Alfaro Ramirez  
Breanna Holbert

**1. Approve [Minutes of May 2, 2019](#).** [3:54-5:00]

Ferrari asked that senators limit corrections to substantive matters and send editorial mistakes or typos to Sistrunk via email.

Minutes were approved.

**2. Approve [Agenda](#).** [5:00-5:12]

Agenda was approved.

**3. [Title IX Annual Report](#) (Saake, Simpson)** [5:13-8:07]

Ferrari introduced Dylan Saake, Title IX Coordinator, and Regina Simpson, Labor Relations and

Compliance Analyst, Labor Relations to share the annual Title IX report.

Dylan Saake offered to answer questions after explaining important highlights of the past year.

- The student climate survey “Chico Speaks” was conducted in April 2018 and the report has been finalized and the last piece of data broken down by gender has just been turned in by our researchers and these results should be out in the month of October. Stay tuned.
- Title IX had a lot of changes last year from California state court decisions, and we are still waiting to hear about federal rules changes. A workshop was conducted to teach students how to participate in the rules making process with public comment.
- 15 staff were sent to be trained on the Green Dot bystander intervention program. They have developed a multi-year program and we hope to continue to roll this out over the next couple of years.

A question was asked about the availability of contraception to students. Dylaan Saake noted that there is new legislation to promote the availability of Plan B on campuses and this is ongoing.

Dylan Saake clarified that one of the priorities for the coming year of the Title IX committee is to make the data of the climate survey available and make recommendations about what that data means for us and what we should do about it on our campus over the coming year.

**4. Information Item: [Butte Hall Renovation](#) (Patten, Smith) [8:10-17:06 ]**

Ferrari explained that this item is an information item. A link to an informational video by Mike Guzzi, Associate Vice President of Facilities Management and Services, was shared and she hoped people would watch this before now and come with questions.

It was noted that the written transcript generated by the video itself was pretty inaccurate.

Ryan Patten, Associate Dean of BSS, offered to answer questions.

- It was asked how the Science building can handle all the faculty and classrooms needed when evacuating Butte hall.

Sherman explained that the Science building was only intended to accommodate part of the overflow.

- the Ad Astra Optimizer was being programmed to help schedule and optimize our classroom availability across campus
- There is surge space in other places
- The renovators of the Science building are recommending we keep the third floor

Sherman reiterated that the timing of moving people around will be critical.

The first and second floors will be renovated fully and the third floor will be renovated to remove all dangerous materials but will be built out to remain largely empty to create flexible space for future use.

- Clarification was sought about the committee of Assistant Deans and whoever else (ADSUA) who are working to schedule space use with the optimizer and have also started a taskforce to start to write policy to be rolled out next summer to organize how recommendations for

space are made and how groups might be assigned to offices, etc. It was pointed out that FASP and the Senate can help expedite this work.

- Concern was expressed about the toxicity of Science buildings (true across the system) and the hope that the extended time it takes to make them safe will be fully completed before Butte Hall faculty are moved there

Hutchinson assured everyone that this was the commitment. Sherman noted that we have been on the list for these type of renovations and toxic clean-up but we have never hit the mark. This time we have. Ryan Patten added that we are in the process of interviewing and selecting architects and construction managers right now.

Mike Guzzi's video can be shared across campus. There will be an open public forum on September 25 at noon in Kendall 207-209 to discuss the renovations and the move. There will be another forum in November and possible Senate meeting to promote information sharing.

#### 5. **Standing Committees Reports** [17:06-20:16]

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

Ferrari asked if there are questions for Allen about the EPPC report.

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

Ferrari asked if there were comments for Underwood.

- **Executive Committee – Sistrunk**

Clarification about why the Policy on Workplace Abusive Conduct will not be signed by Hutchinson was sought. Hutchinson answered that she was prepared to sign and was asked not to by the Chancellor's Office in the Council of campus Presidents. We have EO 1096 in the system and labor law within the state that addresses these issues. She said she was still disappointed.

Sistrunk commented that the committee met many times over the summer which is unusual for the Senate, and he wanted to thank Hutchinson and the Cabinet for doing that and keeping us in the loop. Larson and Hutchinson both acknowledged that it was good to keep the engines running more in the summer and expressed their appreciation as well.

#### 6. **Statewide Academic Senate Report** – Ford/ Boyd [20:16-23:12]

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

- **ASCSU Resolutions & Summaries**

Ferrari said she discussed including the Statewide Senate reports with Ford and Boyd and although we cannot discuss them since they are at the plenary meeting in Long Beach now, she hoped senators would look at these reports and summaries and bring questions to our next meeting.

Kaiser reported that Romey Sabalius was reappointed as Faculty Trustee last August and since it was so late, they had not been able to report this here.

She said they had received anti-racism training this week. Sistrunk pointed out that CFA

conducted this workshop, and it is possible to have the same training here if we wanted.

Even though we were unable to have the conversation in full Senate, Ferrari thanked senators for their ideas about Ethnic Studies in the CSU in FASP and EPPC. More questions can be asked at our next meeting.

[Ferrari noted that item 7 has a time certain of 3:30, but since we are ahead of schedule, Hutchinson volunteered to start her report.]

## **8. University Report - Hutchinson/Larson [23:31-54:50]**

### **Hutchinson**

Hutchinson hoped everyone's semesters were proceeding well and wanted to present a list of items that she hoped others would augment as she proceeded:

- First she noted that many had attended the unveiling of the Strategic Plan at the opening Convocation with its three guiding goals: Equity, Diversity and Inclusion/Civic and Global Engagement/ and Resilient and Sustainable Systems. These goals are grounded in enduring commitment to Academic Distinction/Transformative Student Experiences/Prominent Research and Scholarship/ Culture of Excellence and Accountability.

Now moving forward with this, Brooke Banks and the Steering Committee are working on implementation strategies so that we can reach out to faculty, colleges and departments, divisions and units to give guidance and suggestions as to how everyone can be encouraged to engage with these goals and enduring commitments.

The intention is to truly elevate this campus as we head toward becoming an unprecedented university solving the challenges of the 21<sup>st</sup> century and doing so in a way that we hold ourselves accountable. She hopes some ideas can be shared in October.

- The campus Master Plan was also unveiled. This is aligned very closely to the Strategic Plan since they were both developed side by side. The campus Master Plan pushes to bring the students closer to the campus core. First and second year students living in University Village will be brought on campus. Housing for graduate students, students with families and international students will also be considered.

This plan is going through an environmental impact study to be completed in November. After more work, the plan is submitted to the Board of Trustees in March as an introduction item. Then it will come back in May with hopes of early approval.

- The search for the Vice President for Student Affairs will commence as Hutchinson meets with the Chair of EMEDC, Jennifer Meadows, perhaps in October. We are securing a search firm as well as we hope to have a large and representative search committee that students will serve on as well.

What we don't want to do is launch a search and then take a six to eight week break

because of the winter break. EMEDC and she will review the position charge and committee make-up. The position description will be posted at the end of October but candidates will be brought to campus in the Spring. The position will probably have a July 1 start.

The Chief Diversity Officer will remain in the title as she is committed to keeping this officer at the Cabinet level.

- The AVP for Enrollment Management will also be a quasi-EMEDC search.
- When she first arrived in 2016, the Ethnic Studies Taskforce Report came out and she asked Michelle Morris, Sara Cooper and the University Diversity Council (UDC) to look at it to evaluate what we are doing on our campus. She asked Daniel Grassian to pull together our history which will be shared with EC.

Daniel Grassian, Vice Provost gave the highlights of this history:

This query was raised because AB1440 which will require that an ethnic studies course be added to the CSU GE requirements. The bill was moving through the legislature successfully and the Chancellor's Office wanted to hear what all the CSU's are currently doing already to meet this requirement. As it turns out the bill is being held over for two years. The CO would like campuses to engage in discussions about how to go forward.

Back in 2014 the system formed the Ethnic Studies Taskforce already mentioned. Every campus was supposed to give its recommendations and the CSU ended up telling campuses they should have some kind of ethnic studies requirement. Sara Cooper led a committee that responded from Chico. We had already streamlined an Ethnic Studies diversity requirement and it was not much problem for us to respond.

AB1440 specifically requires that the history of 4 major underrepresented groups should be represented. African-Americans, Latinx, Native Americans, and Asian Americans.

- A new center was opened to serve underserved students. It's called the Student Transition and Retention Center (Star) and it is in the bottom floor of the library. Hutchinson asked Parsons-Ellis to elaborate.

### **Parsons-Ellis**

The Interim Vice President of Student Affairs added some information:

The Star Center had an open house already and Malcolm McLemore has been named the Interim Associate Director. It is staffed with students and they are working on launching various programs.

- One is called "Faculty-Tea" where faculty of color will be invited to tea and to share their stories.
- There is an idea to create "The Seven Pillars of Success" where the plan is that each college will come in and talk to students about what it takes to be successful.
- There will be another program called "Nerdy under 30" geared toward math and writing instruction where faculty come in and give 30 minute workshops and

presentations

All the departments in Student Affairs collect data about what their goals are and how they align to the University's goals. They record what students they are seeing and the demographic breakdown of them. Each department director must initiate diversity goals and direct services to under-represented students.

The Student Learning Center is having significant success in getting students who are historically under-represented in the door, and they have very good data showing the correlation of going to tutoring and supplemental instruction and how it improves their GPA.

Parsons-Ellis said that she will go through all the department diversity goals and demographic data and pull out what's happening out there. "We are doing many cool things but we don't do a great job of pulling our data all together and telling our story and giving it to the UDC."

Hutchinson noted that she has been interested in growing our bench in terms of leadership and today a staff leadership program was launched. She asked Sherman to elaborate on her efforts:

### **Sherman**

Sherman said the program is called "LEAD 6" which works through the six roles of a campus leader in our leadership model, which talks about what every level of leader needs to do. They need to:

1. Structure the work of the group in order to be most efficient and effective in accomplishing their mission
2. Manage our talent both about who we hire, how we develop them, and include them
3. We need to Inspire performance so that we get everything done in the way that needs to happen. There is always personal discretion on how people carry that out so people need inspiration
4. Building a team both in regard to the team you are a part of and also who are your peers across the campus and across the system. How do you insure you have a relationship with your boss?
5. Use and share information. This is one of the broadest goals. It fits all the categories: oral and written communication/ability to use technology effectively/policies and procedures (CSU, CBAs) the constant flow of information –how to make sense of it and make a decision quickly given the ambiguity
6. Facilitate Change: Today Decides Tomorrow! As leaders we need to make decisions today that prepare us for tomorrow. Help prepare what needs to happen today while preparing the employee to be successful down the road so that we all succeed

The sessions of the training meet once a month over lunch where people bring their own brown bag. There is a 15 minute update, a networking section and an applied learning activity for about an hour.

## **Larson**

Larson said she would try to be brief.

The search for the new Dean of ECC is kicking off. The search firm has met with the newly constituted search committee.

The Chico State Enterprise Board meeting occurred just before this Senate meeting today. Last week two CEO candidates were on campus working with a search committee made up of many different constituencies on campus and chaired by Angela Trethewey. Larson said she had received the committee's comments and a summary of survey comments and she will be making a decision fairly soon.

At the UBC meeting next Friday Academic Affairs will report about where we are with our budget. She will go into detail then, but she wanted to say that Academic Affairs and Student Affairs have worked very closely this year to prioritize and make decisions around the 2025 GI Funds of which part was base and the other one-time money. As a campus we also received one-time enrollment dollars, and we are quite pleased with the priorities we have planned to disperse our funds. The GI team has provided very significant grounding for the money we spent.

19 new faculty were welcomed to campus this Fall. It is an exciting group.

We are finalizing the number of new hires we will be able to offer this year and asked the colleges to prioritize their searches. Hopefully, by next week she will be able to announce the number of searches we will undertake. The hope is to search for quite a few more faculty in this coming year.

SB106, which was the bill that allocated us our funds, has much specific language about reporting GI2025 funds employed. Two audits are contemplated. The first audit is due next week and asks how many TT hires were made with GI2025 funds. The second audit, which is due in mid-November, is larger and will task Kate McCarthy in particular with much work.

Zartman observed that the potential for new faculty is wonderful news but wondered if there had been consultation with Dan Herbert about helping new faculty and staff negotiate the strained housing market. He wondered if the housing market would be softening next year. Hutchinson said she did not have information about the market but she knew Dan Herbert had been instrumental in finding housing for new faculty last summer. Still we had a number of failed searches.

Larson explained that last year we had approved 25 searches and had only filled 76% (19) searches. Some searches failed because we did not attract a good pool, there was a salary issue on a few of them. Hutchinson said that the point about going into next year with a little more intention is useful and we will consult more to help our new faculty and staff.

Daniel Grassian said that there is housing that will be marketed in the Mariam Park and there is some enthusiasm that this will be beneficial. There is different housing for different types

of faculty and staff.

Larson said she had sent out an email description on August 16 of where we were with the reorganization of the Enterprise. This is located on the Provost's website under a button called "announcements". That should give you quite a lot of information.

Kaiser said she was worried about human subject and animal subject testing compliance questions with the new structure. Larson said there are two committees that deal with these topics that have faculty membership. They are still working.

Daniel Grassian quoted an announcement he had received from Dan Herbert about Meriam Park that right now there are 10 apartments available. In January there will be 50 available and over a 1,000 shovel ready.

Seipel thought new faculty should be reached out to specifically to survey what they perceive their housing needs are for the purpose of helping this next round of hiring.

Parson-Ellis said that Dan Herbert was in contact with the Meriam Park developers. Sherman said that there is a lot of building activity occurring all over town.

**9. Associated Students Report – Guthrie/Alfaro Ramirez [54:50-1:05:30]**

Guthrie said the AS had had a very successful beginning to the year with many completing their training to become government personnel.

The AS have already passed several resolutions and are in the process of writing several more:

- They are in the process of condemning white supremacy in response to the mass shootings that occurred in the United States over the summer. It is also related to the white supremacist in the library and some events on campus. This resulted in many of our students feeling unsafe. The AS will be dedicated to making sure the students feel cared for in the coming year.
- The students are also working on challenging the Quantitative Reasoning proposal that the Board of Trustees will consider that calls for adding an additional requirement to gain entry into the CSU. The AS are reaching out to students in clubs and courses as well as in high schools to get their input to the Board of Trustees. Because the report is so extensive the primary goal in outreach is to be sure the students understand what the proposal means. They should not form their opinions based on hearsay.

Alfaro Ramirez said that the Student Academic Senate will particularly reach out to high schools and school counsellors. Two senators wrote a resolution condemning adding a fourth quantitative requirement and this will be voted on this Friday in BMU 209 at 10:00am.

- The Government Affairs Council wrote a resolution encouraging faculty to support the Student Climate Strike tomorrow by working with their students in some way and perhaps joining them as well.

Hutchinson asked if AS was engaging in any educational efforts to help students learn about the strike and about climate impacts. She thought educational programming could make the event more meaningful.

Ferrari reiterated that this is not just a student strike, it is a global international movement. There are others who will join efforts.

Sistrunk clarified that the Campus Sustainability Committee will meet just before the walkout at 11:00 and pass a new EM defining the committee's efforts and charge and recognizing all the great commitments this campus has made to become climate neutral by 2030, to try to reduce waste and plastic in particular, and other activities. This is a committee formed by constituents from across the University and students are especially active. The intention is to mark the day with this assertion and then walk downtown together to shout meaningfully.

Parsons-Ellis said there will be many non-profits down town and many educational opportunities.

Larson noted that the EC had sent out a note encouraging faculty to integrate this event into their course if it made sense. The flip side to that statement is that it is each faculty members choice about how to accommodate the event.

#### **7. Ombuds Annual Report (Miller) [1:05:44- 1:15:34 ]**

Ferrari introduced Susanne Miller, Ombuds, to give the last annual report of the Senate on the Ombuds Office.

Miller summarized the 18-19 academic year of the Ombuds program. She highlighted the visitor numbers on pages 4-6 that records the number of visits, general contacts and hours dedicated, etc. In comparison to the previous two years there seems to be similar numbers overall. Most of the sessions were in an individual format.

The increase in student visitors necessitated working closely with the Student Conduct, Rights and Responsibilities office to ensure the most appropriate service to the students.

Various other tasks were performed besides seeing visitors. At the request of the President, Miller researched other campus programs that possibly have similar functions to ours. This resulted in discovering some distinct differences. Some of these relate to the level of confidentiality that could be guaranteed, their informality, and the types of issues that could be dealt with.

Several recommendations emerge from the business of the year.

- Diversity training should include the recognition, sensitivity and appreciation for different thoughts, values and political affiliations
- There should be training in effective communication strategies, with a wide variety of people and in different situations
- Brushing up on RTP procedures and policy
- Having a faculty member in the Ombuds role can lead to some potential conflicts of

interest (this could be rectified by making this an MPP position)  
13 CSU programs have ombuds services and 9 of them are staffed by an MPP

Plans for this year include distributing a survey to get insight into the sense of effective service by the visitors.

Miller offered to answer questions:

- It was interesting that parents of students came to the ombuds worrying about campus Safety
- There is concern that some legislation does not give the ombuds the privilege of maintaining confidentiality (for instance, Title IX complaints, or violence reporting)
- The CARE team is also charged with maintaining campus risk challenges that might be missed by another office
- Miller said that she had been in contact with the CARE team many times because she felt the strength of her office was to contact the appropriate offices and people and have them take over as necessary (it was suggested that this kind of thing be reported in the annual summary)
- Miller said that anything having to do with violence is already reported to others.
- Miller also pointed out that one of the pillars of Ombuds practice is informality –this means formal processes are always left to other

#### **10. Staff Council Report – Peterson [1:05:35-1:17:27]**

Ferrari asked Peterson if she had anything to share.

Peterson said that Staff Council had already done many things this semester.

- The first day of classes they staffed the “Ask Me” tables to give guidance to visitors and students. This will expand next year. 140 volunteers filled 250 hour slots from 7:30am to 12:30. They served 1522 students. There was a raffle and tickets were given away. They would like to expand faculty involvement next year.

#### **11. Ask the Administrator [1:17:27-1:20:01]**

Horst asked if there were plans for the anniversary of the Camp Fire.

Larson answered that Kate McCarthy and a few other colleagues were planning a moment of silence for 86 seconds at 11:08 on November 8. This plan is being coordinated with the city. There might be some type of bell tower music.

Hutchinson said we did not want to compete with the city or county. There may be plans for the day before. University Communications will communicate.

#### **12. Announcements. [1:20:01-1:35:25]**

- The University Budget Committee will meet in this room on September 27 from 8:00-10:00 a.m..
- There were many interesting announcements. Most of them have taken place already (several, the secretary is unsure about). If you want to make an announcement in the future, please give the secretary a written statement, poster

or flyer announcing the name, time and place of the event you wish to publicize or it may not be possible to accommodate the need to communicate.

**13. Other.** [1:35:26]

None

**14. Adjourn.** [1:35:26]

Meeting adjourned at 4:00 p.m.

Respectfully submitted,  
Tim Sistrunk, Secretary