THE MINUTES OF THE ACADEMIC SENATE (AS-07)

CALIFORNIA STATE UNIVERSITY, FRESNO

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Fresno, California 93740-8014

Office of the Academic Senate

(559) 278-2743

December 5, 2022

Members excused: R. Raya-Fernandez, R. Sias, B. Yang

Members absent: N. Akhavan, L. Brillante, M. Calahorra-Jimenez, B. Dermugrdechian, M. Jackson, R. Perez, S. Peterson,

In-person attendance: 17 Zoom attendance: 26

The Academic Senate was called to order by Chair Hall at 4:00 p.m. in Library room 2206 and via Zoom video conferencing.

1. Approval of the Agenda.

Correction: date in 2. Approval of minutes: should be minutes of 11/21/22

*Motion to approve the amended agenda*

*Motion seconded*

*Vote on the amended agenda: approved*

1. Approval of the Minutes of 11/21/22.

Correction: date in 2. Approval of minutes: should be minutes of 11/07/22.

*Motion to approve the amended minutes*

*Motion seconded*

*Vote on the amended minutes: approved*

1. Communications and Announcements.

Communications from Provost Fu

**Provost Fu** presented data on enrollment [slide deck was shared in Senate documents]. He highlighted that retention has not returned to the levels prior to COVID. The largest drop is among juniors. The two largest groups we did not retain are White and Latinx students. We also lost more female students and students from low-income families. We gained mostly amongst students from highest income families. Provost Fu explained that they made comparisons against prior years, and not against the target, given that the target was unrealistically high. Enrollment is still down for spring 2023. We have more international students this year, however. Freshmen retention is higher compared to last year, while transfer student retention is lower. In terms of applications, we are the highest gaining campus in the system. We are implementing ways to encourage enrollment. We are no longer an impacted campus, even though some programs are still impacted.

*Questions for the Provost:*

**Senator Jenkins** wanted to know whether dropped enrollment impacts income and funding. It should be taken into account that a drop is related to lower enrollment in Community Colleges.

**Provost Fu** responded that the Chancellor’s Office has said that if enrollment is within 5 per cent of the target, that was OK. But this year’s target was unrealistic. Compared to last year’s target, however, we are within that 5 per cent margin. The Provost agreed that we are affected by lower enrollment in the Community Colleges.

**Senator Bryant** suggested that we should not use 2020 as a comparison year, because there were more online jobs. Instead, we should compare to years prior to 2020. She also wanted to know whether we can accommodate more students if it is annual growth we are seeking.

**Provost Fu** responded that we saw high enrollment numbers in fall 2020 and further down numbers were about the same. He added that our physical space is designed for 20.000 students. We have always had more students in the last few years. Space is challenging. But we are doing better going forward because we are not going back to 25.000 students, and are offering more online teaching, and are thinking of having more online programs. We will have to continue to work smartly.

**Senator Maldonado** asked what the impact of the FTS target adjustment is on this year or next year’s budget.

**Provost Fu** responded that that is not known yet.

**Chair Hall** wanted to know whether this would mean that Level B budget will be changed on our campus.

**Provost Fu** responded that this will not be necessary.

**Senator Moreman** wanted to know why students are leaving. There is a drop among Black students, for instance, and where are they going? Are students transferring to other universities or dropping out of school?

**Provost Fu** responded that we do not have a complete picture yet. Student Affairs has been reaching out to students who did not re-enroll. One reason for not returning is financial. OIE is working to get more data and the Provost will keep the Senate posted.

**Senator Wise** wanted to know whether we know how many people apply and effectively enroll.

**Provost Fu** does not have that data, but a lot can happen between admission and students coming to us.

**Senator Polegato** referred to the recommendations made by the Post-COVID task force regarding course modalities and the Provost guidelines for fall 2023. In the Provost’s guidelines there is a 50 per cent limit for online teaching for all faculty, when the task force excluded instructors from this requirement. Small programs rely on online teaching to be successful and competitive. Extending this limit to lecturer is problematic. It may result in having to reduce a lecturer’s workload and to have to hire another lecturer.

**Provost Fu** responded that Deans can make decisions specific to programs to deal with these issues. The general expectation of maximum 50 per cent online teaching is based on work equity and fairness, but there could be help for specific issues. Enrollment is the top priority and there is a willingness to be flexible. If there are not enough faculty to teach, we need to be able to rely on instructors. The common goal is student success.

Communications from President Jiménez-Sandoval

**President Jiménez-Sandoval** informed the Senate that an MO was signed with the Department of Defense regarding agriculture in order to further pest control abroad and produce better crops. The search for a new VP for Student Affairs is almost completed; an announcement will follow. The Secretary of Agriculture came to our campus, and she was impressed. Jordan College recorded an interview with her. The Strategic Planning Committee met and looked over responses from the various townhalls. The framework they drafted will be shared for feedback. The President has partnered with ASI to design a new pin because our current pin is not very legible. There was an important win for our football team, which is giving us notoriety from across the country. He finally wished the senators happy holidays.

*Questions for the President:*

**Senator Jenkins** referred to Castro’s response to the Senate resolutions, which included a statement that other people could also be held responsible, and wanted to know how the President responds to this.

**President Jiménez-Sandoval** has read all the reports but has no further response.

**Senator** **Pinzón-Perez** inquired about ways to facilitate first responders to come back to work and school. They work to benefit their families and the nation.

**President Jiménez-Sandoval** responded that Student Affairs will focus on this and involve faculty in their efforts.

**Chair Hall** suggested that the Senate can also provide expertise and ideas.

Communications from Chair Hall

**Chair Hall** referred to the importance of faculty governance, for instance, through faculty representation on search committees for administrative positions. There were no takers for the last call for service that was sent out. The call will be reissued. There will also be other calls for service on search committees next semester. He invited senators to ask their colleagues to nominate themselves.

**Senator Moreman** suggested that it would help to reach out to people who applied in response to prior calls for service but were not appointed to a search committee.

**Chair Hall** invited senators to remind their colleagues to give protected class time to complete the student ratings survey.

**Chair Hall** thanked outgoing member of the Executive Committee DeJordy, Vice Chair Van Camp, and Chair of the Personnel Committee Low for their service in the Senate.

1. Election – Nominations – Nominating/Elections Committee.
   1. Vice Chair–Academic Senate (Nominating/Elective Ballot)

Nominated: Shane Moreman, Andrea Roach

Elected: Andrea Roach

b. Executive Committee – One Position (Nominations from the floor)

Nominated: Lisa Bryant, Aaron Stillmaker, Michael Jenkins

Elected: Lisa Bryant

1. New Business.

None

1. APM 330 – Policy on Market-Based Salary Increases.

**Dr. Low (Chair Personnel Committee)** reminded the Senate that we are halfway through first reading. Last time a friendly amendment was made regarding a timeline to respond to a request. He explained that proposed changes to the policy include removal of approval by the Dean. Other changes were made by the Personnel Committee to align with the CBA.

**Senator Moreman** referred to the mention of 7 days on p.4, and wanted to know whether this refers to business days or calendar days.

**Interim AVP Schmidtke** responded that the CBA refers to calendar days unless otherwise specified.

*Added ‘calendar’ before ‘days’ on p.4*

**Senator Panagopoulos** suggested that calendar days might be confusing if there are holidays. Business days might be better.

**Chair Hall** responded that calendar days aligns with the language used in the CBA.

**Senator Moreman** mentioned that the first sentence refers only to the Provost (‘As the President’s designee (the Provost and the Vice President for Academic Affairs (hereinafter Provost))’), and the rest of the document refers to the President or designee.

*Change made on the floor: changed ‘As the President’s designee (the Provost and the Vice President for Academic Affairs (hereinafter Provost))’ to become ‘The President or the President’s designee (the Provost and the Vice President for Academic Affairs (hereinafter Provost))’*

**Senator DeJordy** suggested that the use of calendar days, instead of business days, could ensure expedited processing, hence calendar days is better.

**Senator Roach** suggested, for the sake of consistency, to replace ‘Provost’ with ‘President’s designee’ in C.10.

*Change made on the floor: changed ‘the President’s or Provost’s notification’ to become ‘the President’s or President’s designee’s notification’*

**Senator Stillmaker** suggested that footnote 1 is not necessary because it will be outdated in 2024.

**Dr. Low** accepted this as a friendly amendment.

*Footnote struck.*

**Senator Jenkins** suggested, for sake of consistency, to strike the word ‘Provost’ in various places.

*Will have to be changed throughout*

**Senator Jenkins** moved to strike ‘(2) evidence of a bona-fide offer of employment (i.e., a written contract offer) from another accredited college or university’ in II. A.2.

**Interim AVP Schmidtke** responded that this is in the CBA.

**Senator Jenkins** withdrew the motion.

**Senator Moreman** wanted to know why Dean-level review was taken out of the process. If this was in the CBA, why? The Deans are closer to faculty than the Provost and they can make a stronger argument. He expressed concern about losing the Dean’s voice.

**Chair Hall** asked whether there is data on how often a request is shot down or advocated for by a Dean.

**Senator DeJordy** suggested that department chairs are included and they are closest to faculty. The memo mentions that there is language about consultation with the Dean. He added that if a Dean does something different than the process, this would be grounds for grievance.

**Chair Hall** mentioned that Deans can still advocate for, but not shoot down, an application.

*The Academic Senate adjourned at 5:15p.m.*

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The next meeting of the Academic Senate will be on February 13, 2023.

Submitted by Approved by

Tinneke Van Camp Ray Hall

Vice Chair Chair

Academic Senate Academic Senate