THE MINUTES OF THE EXECUTIVE COMMITTEE

OF THE ACADEMIC SENATE

CALIFORNIA STATE UNIVERSITY, FRESNO

Fresno, California 93740-8014 Fax: 278-5745

Telephone: 278-2743 (EC-10)

April 17, 2023

Members present: Raymond Hall (Chair), Andrea Roach (Vice Chair), Lisa Bryant (At-Large), Kathleen Dyer (University-wide), Jennifer Miele (At-Large), Rebecca Raya-Fernandez (At-Large), Susan Schlievert (Statewide), Rebecca Perez (ASI rep), Xuanning Fu (Provost)

Members excused: Saúl Jiménez-Sandoval (President),

Guests: Venita Baker (Academic Senate), Bernadette Muscat, Senator Maldonado

The meeting was called to order by Chair Hall at 3:05 pm.

1. Approval of the Agenda.

*MSC*

1. Approval of the Minutes 3.27.23.

*MSC*

1. Communications and Announcements.

Communications from the Provost: College Convocation may have reduced intensity due to reflections from last year. Colleges may be allowed to represent graduate students before-hand. Kremen and Science and Math have the most graduate students. We might do hooding before-hand or have multiple people hooding at once. There also needs to be standardization of who speaks during the convocation between colleges. Historically, there has been a challenge with colleges being given the same amount of time, with the exception of Kremen. Also looking at giving smaller colleges or by application for graduation less time.

This week Provost Award Committee with give info to Provost and he expects to make a decision next week. Celebration is usually late April or early May. Innovation is for teaching but there is also a teaching award. Next fall, there will be conversation about making innovation about research and/or marketing. May also increase the weight of research. New definitions need to come out before the next call.

Searches are close to conclusion: Vice Provost 2 last week and 2 this week. Three external and one internal. A hire is looking to be done by end of the semester. OIE search is also hopeful to finish up and have the new hire start in the fall. In the fall, the Dean of the Library starts this week but is expected to go into the summer – a student is needed for the committee. In the fall, there may be 2 more. AVP of faculty affairs and the Dean of Graduate and Sponsored Studies.

Overview of budget: End of fiscal year is coming and faculty affairs is hoping to have a balanced year. Some colleges will be in the red. In the fall, faculty affairs will meet with colleges about increases in salaries. Two focuses: improve level B formula and how to use funds to support faculty and student research. Also need to focus on enrollment.

**Chair Hall:** Graduate hoodings used to be done during college graduations but now there is no larger university commencement.

**Provost:** Colleges seem open to doing something

**Senator Raya-Fernandez:** Is there discussion about monitoring or providing guidance for how much time each speaker is given in college graduations.

**Provost:** Yes but what that looks like isn’t fully figured out yet

**Senator Maldonado:** Table is most important part of this. You have salary and benefits. There is difficulty around predicting benefits. ½ cost for benefits is probably too conservative. Benefits are held in level 0 but they go out to the colleges where they live.

**Senator Dyer:** Request for clarification on the lecturers and benefits

**Senator Maldonado:** We are talking about the cost to hire lecturers to replace the WTUs for research given to faculty.

**Chair Hall:** Faculty numbers are easy to understand. The next table what is that?

**Senator Maldonado:** The example is in the second paragraph, look at the second line. In that line of faculty numbers. This is if only assistant professors are granted this leave. 184/606 total faculty – what proportion of the rsca is going to whatever is decided based on costs. This is probably not a perfect number either as RSCAs are probably not divided equally between levels of faculty. Since that is already budgeted, so the estimated cost in the second and third are in addition. So this if all faculty got a 9 unit load.

**Senator Dyer:** Is that the highest it could possibly be, so if someone doesn’t want it, it would be less. And any other stipulations like department chairs don’t get this release etc.

**Senator Maldonado:** Yes.

**Chair Hall:** So all T-TT can get this for 6 mil

**Senator Maldonado:** No, it’s closer to 8 million. These estimates also take out the first and second year faculty. Subtract the RSCA and that is what gets you the estimated salary cost.

**Senator Dyer:** is 640 thousand what goes to RSCAs?

**Provost:** Yes and to Chancellor’s. We have had challenges, we can’t distribute all these funds because not enough people apply and not everyone uses their funds. It also becomes a thing where faculty who get the funds and use them well then apply again and get it because they have the history of using the funds well. Some colleges uses these funds better than others. So if this becomes centralized, we can monitor it better. There has been talk of extending the new faculty so they get third and fourth year too. There are many different ways of doing this.

**Chair Hall:** These numbers set the base for our understanding of how to maybe go about funding research WTUs.

**Senator Maldonado:** The other piece is the pool of available lecturers to cover these courses. We would only need 60 full time faculty to cover associate and assistants getting a 3 wtu release for research. 106 is how many would be needed if adding full professors to the that release. That is if each teaches 10 courses a year.

**Senator Dyer:** This will vary based on the departments. But it would open up the possibility of lecturers moving from part-time to full-time. What fraction of the full professors want this? I don’t think it’s anywhere near all of them. Is there any way we can do a survey or review their CVs to see who would want this or be able to get it based on their work history.

**Provost:** We don’t have this built in right now. We are supposed to do reviews of associates and fulls every 5 years but that is not happening right now.

**Senator Maldonado:** Part of the challenge is the criteria.

**Chair Hall:** Other CSUs let colleges define what the criteria is.

**Senator Miele:** When we first start the program, if we let everyone get the WTUs, they may become research active if they didn’t have the time to do it before.

**Chair Hall:** We may not have the funding to do that. But these numbers aren’t as bad as expected.

**Senator Dyer:** 8 million is probably high. There are funds being given to athletics that should be given to academics.

**Chair Hall:** The concern from the President was that there was no good budget. This should suffice to cover that concern. Alam helped you make this, right?

**Senator Maldonado:** Yes.

**Senator Bryant:** 67% of faculty at CSU San Jose are getting this release. Have you contacted them about this?

**Chair Hall:** Our former CFO anecdotally said yes but they said they don’t have money for anything else.

**Senator Maldonado:** This was the person that squirreled away 16 million when we were on furlough.

**Chair Hall:** Total level a or b for academic affairs?

**Provost:** This year we had 132 million but each year it goes up.

**Senator Maldonado:** % in salaries

**Provost:** 55% goes to A. 68%-70% given to academic affairs and level b funding. Hiring is locked in funding and isn’t college funding. Faculty have to teach larger classes and publish more. Some are ok with this. We can’t find some faculty because we can’t pay them equal to private. For example nursing, we can’t hire because they get more money by being a nurse instead of teaching. Or for teaching at a private school. And we require research but they don’t do that or they publish but not research.

San Jose has VP Research, we don’t. The level of support that we have to currently make these changes is not as great. And we need the funding.

**Senator Raya-Fernandez:** Are other CSUs struggling to get and keep nursing faculty/lecturers?

**Provost:** Yes, especially if the cost of living is higher too.

Communication from Chair Hall:

 **Action Items**

1. Email dated April 12, 2023 from Bernadette T. Muscat, Dean of Graduate Studies, to Raymond Hall, Chair of the Academic Senate re: Syllabus Template for F23 and Title IX. Email has been received.

Suggestion: Could be an action item but all we need to do is agree.

**Dean Muscat:** The Title IX task force was to include something in the syllabus template. This came from another CSU and we thought it works well for our campus too. It has all the information that students may need.

**Chair Hall:** Vote to approve. MSC.

1. Memo dated April 13, 2023 from Saúl Jiménez-Sandoval, President, to Raymond Hall, Chair of the Academic Senate re: Faculty Representation – Athletics Advisory Council. Memo has been received.

Suggestion: There is no date of urgency. So do we do a call for service right now? We could appoint from our group. Chair will email and ask for more details.

1. Memo dated April 17, 2023 from Robert Maldonado, Chair of the University Budget Committee, to Raymond Hall, Chair of the Academic Senate re: Faculty Workload Analysis Report to Academic Senate Executive Committee. Memo has been received.

Suggestion: We discussed this.

1. Memo dated April 14, 2023 from Outgoing Administrative Review Committee under APM 335: Antonio Avalos, Rochelle Harris, Serena Johnson, Scott Moore, Nancy Nisbett, Steven Skelton, and Janine Spencer, to Raymond Hall, Chair of the Academic Senate re: Feedback on APM 335. Memo has been received.

Suggestion: New hiring practices. Feedback for what worked and didn’t. New agenda item.

1. Email dated April 6, 2023 from Laura Yager, University Registrar, to Raymond Hall, Chair of the Academic Senate re: New 400 Policy Updated Numbers. Email has been received.

Suggestion: On the agenda. We told her to implement procedures. We will discuss her feedback.

1. Memo dated April 17, 2023 from Venita Baker, Academic Senate Office Coordinator, to Raymond Hall, Chair of the Academic Senate re: Nominations – Nominating/Elections Committee. Memo has been received.

Suggestion: Appointments recommended by elections committee and this goes to the senate. Add to our agenda.

Announcement from Chair Hall: University in the process of creating a new strategic plan. There are 7 categories and each sends their information to the President’s office. The recommendations from the research group includes making a VP of Research and giving every faculty a 9-9 load. There will also be two town halls on this in May.

1. New Business.
2. APM 400s – New Policy Priority and Early Registration. Second reading.

**Senator Dyer:** The request to see which groups of students are included in the priority and early groups.

**Chair Hall:** She gave us the number but not the types.

**Senator Dyer:** Which category are the athletes in? Veterans? Who qualifies?

**Chair Hall:** So we would like to see a breakdown of current priority and early registration groups by name and identified. By student group. And priority order. And how many.

**Dean Muscat:** Some have priority where they are at the beginning and others by group on the day they enroll.

**Senator Raya-Fernandez:** What determines the priorities though?

**Dean Muscat:** There are groups required by the state, outlined by the president, and created by groups across campus. Some are mandated and some are requested. Example request by a professor who needs a research group at a specific time(s) every week. Or students on a four-year scholarship.

**Chair Hall:** We will prioritize this but it may not get approved quickly by the senate. Will email to say we will move it forward but also want the additional information.

1. Memo from the President re: APM 337 Faculty Workload. (Awaiting Budget Committee Memo).

**Chair Hall:** We can finish working on our response to the President now that we have the information from the budget committee. Next step? Do we want to bring the personnel committee? Do we propose something to the senate? Do we include a memo on how to go about implementing this?

**Senator Dyer:** Some things remain unfinished. One has to do with the cost. We could estimate that 67% would take this and that is how much we think it would cost. The number needs to be more finely honed. The estimate given by Maldonado is the maximum expected? We have other things to address like who gets extra time? like if they are already getting time from a grant?

**Senator Bryant:** They have to include additional buy-outs because what incentive would I have to apply for grants if I can’t get that time too? It wouldn’t be fair to those receiving grants to say you can’t get any additional release from your grant.

**Chair Hall:** One argument we are making is that the time for this would give you time to apply for grants. Do we want to say use the grant funds for student salaries or other things? This may be that the department has say in what the upper-limit is for WTU release for research.

If this happens, then there needs to be accountability. This means keeping track/logs of their work.

**Senator Bryant:** San Jose State: Colleges set their guidelines and they have two categories of faculty, updates are required at 2, 3, and 5 years, and they can reapply at the end of the five years for another 5 years.

**Chair Hall:** So maybe we can take from San Jose to make what we send to administration more palatable.

**Senator Dyer:** Did we talk about Craig School of Business? They have a funder that pays for that release so why would they give up this program for their program?

**AVP Schmidtke:** Yeah, they wouldn’t do that. They’ve been paying for their release for years and could use the money for something else.

**Senator Dyer:** It continues the disparity then if faculty there get 6 wtus for research.

**AVP Schmidtke:** No, they would take the money to give the release and the endowment would be used for other things.

**Chair Hall:** Will work on how to move this forward. Would like to get senate feedback on the APM but we could send the memo to the president? But wouldn’t it be better if all of it were approved by the senate and our memo becomes a resolution. Alternatively, we don’t need to blindside the president with our memo or revised APM. Looks like we will tackle this in the fall.

1. APM 206 – Online Learning Courses and Programs. Second reading.

**Senator Roach:** Bullets under Rationale need to be numbered.

**Senator Dyer:** Bullet with the item on peer reviews – that sentence doesn’t fit and should be removed as it should be in 322. (change made by me)

Also, for Dr. Fu, is he collecting department modality policies?

**AVP Schmidtke:** Yes, but we are also waiting on clarification on modalities.

**Senator Stillmaker:** % were controversial. And there was concern about time in seats so Blended I is assigned 20% at the bottom even though WASC says 10%.

MSC to send to the Senate.

1. Feedback on APM 335

**Senator Dyer:** Did we already discuss this on the floor?

**AVP Schmidtke:** That was the chair policy.

**Senator Dyer:** There’s concern of students evaluating the chair, which came up on the Senate floor. Changes were made in 2021 and that is what they are reflecting on?

**Senator Miele:** I’m ok with forwarding to the personnel committee

MSC

1. Nominations – nomination/elections committee

**Chair Hall:** We will call this a communication.

-------------------------

The Senate Executive Committee adjourned at 4:51pm.

The next meeting of the Executive Committee will be held on 5/1/2023 .

Submitted by: Approved by:

Andrea Roach Raymond Hall

Vice Chair Chair

Academic Senate Academic Senate