THE MINUTES OF THE ACADEMIC SENATE (AS-08)

CALIFORNIA STATE UNIVERSITY, FRESNO

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Office of the Academic Senate

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January 31, 2022

Members excused: M. Jackson

Members absent: K. Ayotte, G. Brar, L. Brillante, J. Crane, B. DerMugrdechian, J. Karr, L. Lachs, B. Mason, B. Taylor, C. Wang

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

1. Approval of the Agenda.

MSC

1. Approval of the Minutes of 12/06/21.

MSC

1. Communications and Announcements.

Communications from President:

The President informed the senate that the return to in-person instructions was postponed from January 31 to February 7 based on feedback from the county health department and CEOs from major hospitals in the area. Rapid antigen COVID tests should be available on campus next week. Upgraded masks will also be made available to the campus community.

The campus welcomed Lauren Nickerson as the new AVP of University Communications and a new VP for Information Technology and Chief Information Officer, Bao Johri, we will be joining us as well.

After consultation with various groups, it was decided not to merge the position of Chief Diversity Officer with the position of director of the Cross-Cultural and Gender Center. There will be campus forums on what the campus community expects from a Chief Diversity Officer and a search will be launched.

Governor Newson proposed a robust budget for the CSU, including an extensive budget of 50 million for four CSU campuses and their farms, including Fresno State. The President and Michael Lukens are working to maximize that budget of 50 million and to ask for more to allow deferred maintenance to our farm.

The consultant to assist the campus in establishing a new strategic plan will be announced this week. The President is doing a community listening tour and will do a listening tour on campus regarding the future of Fresno State.

A task force was formed, including community members and campus community members, to look into the issues that surfaced regarding our library namesake. The President expressed appreciation for the work that is being done by the faculty on the task force and 14 students involved that are going through 53 boxes with correspondence by Madden. The results will be shared with the campus community.

A police advisory committee was formed, involving faculty, staff, students and community members, to discuss how we see our police department moving forward.

Chancellor Castro will be visiting our campus on March 1. The Executive Committee of the Academic Senate will have 45 minutes with him and there will be a forum at North Gym.

Investiture of the President is on March 25.

*Questions for the President:*

**Senator Moreman** wanted to know what the purpose is of going through Henry Madden’s 53 boxes of correspondence, in addition to the already published information in Dr. Hart’s book about his antisemitic viewpoints.

**President Jiménez-Sandoval** explained that the boxes contain carbon copied letters he wrote to friends and his mother. What Dr. Hart had examined for his book concerned the 1930s and early 1940s. Subsequent correspondence is looked at to assess trajectory of thought. That analysis will be shared and will help inform the board in their decision about the namesake.

**Senator DeJordy** wanted to know what the goal is of the new telework policy statement. Was this move towards telework already underway prior to the pandemic? Also, is the general tenor leaning towards increased telework or towards allowing telework only in exceptional situations?

**President Jiménez-Sandoval** explained that staff had asked to explore teleworking. Caveats need to be explored, *e.g.,* some positions cannot telework. Pilot projects are ongoing that will inform the policy. This could, for instance, include telework on maximum one day per week, and not on Mondays.

**Senator Pitts** inquired about the police advisory committee and whether the Criminology department is represented on it. If not, and if nominations are still open, he would like to participate.

**President Jiménez-Sandoval** responded that he will convey Pitts’ qualifications to VP Adishian-Astone.

**Senator Walter** wanted to know whether a decision has been made about the allocation of money for GI2025, which had not been decided when the budget was presented to the senate in the fall.

**President Jiménez-Sandoval** explained that money for GI2025 has now been assigned. A small portion of it was set aside for central funding for future opportunities. A part went to Academic Affairs. A surplus in Student Affairs was used to resolve a deficit in Academic Affairs. A more specific update can be shared in the future.

**Senator Walter** asked why children in on-campus programs for children do not qualify for testing on our campus. This is problematic for student parents given that testing is not easily accessible off-campus.

**President Jiménez-Sandoval** explained that programs for children are not under state funding, but he will look into this.

**Senator Yang** asked about faculty involvement in the process of hiring a Chief Diversity Officer, and would like to be involved.

**President Jiménez-Sandoval** responded that faculty representatives will be appointed by the Executive Committee of the Academic Senate.

Communications from Provost Fu:

A search firm was secured for the JCAST dean search. This search will hopefully be concluded at the end of the semester. Dean Neff will retire before the start of fall 2022.

Provost Fu is scheduling office hours per college to get connected with faculty and staff.

*Questions for the Provost.*

**Senator Crowell** would appreciate a message to the deans and chairs that faculty parents are struggling, especially because children cannot get vaccinated and child care is not always accessible. Deans and chairs need to reach out to parent faculty and be compassionate and flexible.

**Provost Fu** agreed that a proactive approach on this is important.

1. Senator Installation.

Welcoming Senator Andrea Roach (Child and Family Science)

1. Consent Calendar
	1. Art and Design: Department Name Change Request

No objections.

1. New Business.

None

1. APM 241 Policy on Course Syllabi and Grading. Second Reading.

**Mullooly** (chair AP&P) reminded the senate of how this policy was amended, already addressed in previous senate meetings.

**Senator Crowell** and **Senator Moreman** suggested to remove the word ‘above’ in the following sentence:

*"The above schedule and procedures for this course are subject to change in the event of extenuating circumstances’ to become "The schedule and*

*procedures for this course are subject to change in the event of extenuating circumstances."*

*Accepted as a friendly amendment by Mullooly.*

*Change made in the document.*

Motion made to approve the amended APM 241

Motion seconded

Motion carried

1. APM 337 Faculty Workload: Policies and Procedures.

**Chair Hall** reminded the senate that amendments to APM 337 were proposed, by Senators Ram and Holyoke last semester, because this policy has not kept up with expectations regarding faculty research activities.

**Senator Alexandrou** stated that the proposed amendment is an interesting addition to current policy, but that if it were to be applied to his department, for instance, every faculty member in the department would be considered to be research active. Hence, he wanted to know what the cost of this would be.

**Chair Hall** responded that he has not received a specific cost analysis for this.

**Senator Maldonado** suggested to send this to the budget committee and added that also deans would have to do an initial analysis to see what the impact on budget would be.

**Senator Lent** suggested to consult the report from the Provost task force on workload from a few years back for a cost analysis.

**Senator Wise** asked how the designation of being a research active faculty member would be applied, *e.g.,* on a rolling basis, or as long as someone remains research active, because this would affect budget.

**Chair Hall** clarified that policy would emphasize the need to have the research active option available for faculty without specifying how to spell out the process.

**Senator Alexandrou** mentioned that there is some indication in the proposal that it would be renewable.

**Senator** **Fulop** referred to the Provost task force on workload and mentioned that other CSU’s have a policy that reflects something similar. Some colleges and schools on our campus also offer release time for research. This is self-funded at the Craig School of Business, for instance.

**Chair Hall** added that during their first two years, new faculty get more release time, but not under a research designation.

**Senator** **DeJordy** advised that we need to think about this more strategically, not only in cost but also in terms of recruitment etc. He suggested to emphasize support for research in the new strategic plan.

**Schmidtke** (interim AVP Faculty Affairs) mentioned that the Provost task force on workload report was reviewed by the budget committee and not deemed financially feasible until we get more resources. He is also not aware of any CSU campus that has this in their policy and he cautioned that we need to make sure that the APM is consistent with the CBA – the process would have to be equitable across campuses, and not all disciplines would have similar types of scholarship requirements.

**Chair Hall** mentioned that equity has been achieved in terms of RTP and sabbatical requests, that require assessment of what counts as scholarly work.

**Schmidtke** suggested that there would have to be a department level review, because departments are able to assess quality of journals in their field, as well as mechanisms for review similar to RTP and sabbatical reviews.

**Senator Mercado-Lòpez** expressed appreciation for the spirit of this amendment and leadership on it.

**Senator** **Maldonado** agreed with the importance of having department level input given that colleges may cover various disciplines.

**Senator** **Dyer** returned to the question of this being financially feasible. The allocation of university funds reflects what we value as a university. If we value having research active faculty, we can afford it.

**Senator** **Dyer** also asked what happened with the proposals made by the two task forces on workload. She argued that if the senate does not suggest policy amendments, nothing will move on this.

**Senator Alexandrou** shared that the Personnel Committee received and discussed the report from the Provost task force on workload, but was unable to come up with recommendations that suited the various disciplines on our campus and their different scholarly and accreditation requirements. The Personnel Committee could not agree on general guidelines and no recommendations were made to the Senate.

**Senator** **Lent** mentioned that a lot of the research units assigned to faculty in the College of Science and Mathematics are assigned through independent study units. These are not equitably assigned across the campus, which contributes to the problem. Independent study units need to be consistently applied and this falls in line with current policy.

**Senator** **Fulop** acknowledged that budgetary concerns are valid but this kind of policy deserves to be adopted. The current APM is not in line with the CBA. The CBA states that all faculty should do research. But if faculty teach 12 units, the policy says they should not be doing research because they are not being paid to. The 3 WTU release included in APM 337 is designated for service functions and not to be given over to research.

**Senator Akhavan** added that, as an Associate Professor, more than 3 WTUs is spent on service and committees. The current configuration in the policy does not support Associate Professors to do research as well as teach and do service to enable promotion to Full Professor. Departments are low in their number of Full Professors. Adopting this amendment to the policy is supportive to faculty.

**Senator** **Crowell** supported the direction of the amendment. She suggested to look at what other CSU campuses are doing since it is helpful to have other models.

**Senator** **Fulop** mentioned that San Diego State was first to do this, and San Francisco State has adopted something similar in recent years. This is reflected in the report submitted by the Provost task force on workload under the leadership of Dr. Vega.

**Parliamentarian Botwin** reminded the Senate that this body is consultative to the President, who can reject a policy change, but if senate wants to pass this, the Senate sends an indication to the President that this is what the body wants.

**Senator** **Jacobs** agreed with Senators Dyer and Akhavan. She added that in her department faculty are required to be active in practice, in addition to teaching and doing research. There are also no Full Professors in the department of nursing. She agreed we need to look at this and see what is preventing faculty from going up for Full Professor, and supported this amendment, even if President might eventually not pass it.

**Senator** **Maldonado** spoke in support of the amendment. He mentioned that the CBA states that research is a necessary part of teaching. Faculty have 12 units of teaching and research is supposed to happen on top of that. The CBA would also have to be clarified along these lines.

**Chair Hall** suggested to invite a CFA representative to the senate.

**Senator** **Yang** also supported the amendment. His department faces similar issues as the ones mentioned by senators Akhavan and Jacobs.

**Senator** **Tawfik** also spoke in favor of the amendment. Faculty are overloaded in teaching, service and research. He added that research is valuable to our students and the community. He suggested that it would be valuable if this body would announce that we believe in research, and that we should look at what other CSUs are doing and find examples of what certain colleges and schools on our campus are doing.

*This was a first reading item and will return on the agenda for a second reading.*

*The Academic Senate adjourned at 5:17p.m.*

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The next meeting of the Academic Senate will be February 14, 2022, via Zoom video conferencing.

Submitted by Approved by

Tinneke Van Camp Ray Hall

Vice Chair Chair

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