

CALIFORNIA STATE UNIVERSITY, EAST BAY

OFFICE OF THE ACADEMIC SENATE

AMENDED Minutes of the Executive Committee Meeting, February 18, 2014

Members Present: Eileen Barrett, Luz Calvo, Jennifer Eagan, Denise Fleming, Susan Gubernat, James Houppis, Pat Jennings, Mark Karplus, Derek Kimball, James Murray, Mitch Watnik

Guests Present: Matthew Atencio, Endre Branstad, Chris Chamberlain, Linda Dobb, Kim Geron, Corey Gin, Liz Ginno, Jiansheng Guo, Terry Jones, Rita Liberti, Penny McCullagh, Sue Opp, Glen Perry, Gretchen Reevy, Sophie Rollins, Diane Rush Woods, Angela Schneider, Carl Stempel, Sarah Taylor, Missy Wright, Gale Young

The meeting was called to order at 2:00 p.m.

1. Approval of the agenda

M/S/P (Barrett/Kimball) to approve as amended, adding discussion of ExCom process concerns after approval of the minutes, and giving Item 7.I a time certain of 3:30 and Item 7.Q a time certain of 3:45.

2. Approval of the minutes of February 11, 2014

M/S/P (Barrett/Murray) to approve.

3. Discussion of Excom process concerns

Fleming distributed copies of the first five sections of Article IV of the Bylaws, brought attention to Section 5 dealing with the Executive Committee, and affirmed the importance of transparency. She noted the numerous referrals made by the chair, many not vetted by us, referrals that affect our workload and our ability to task out our work. Fleming stated that some ExCom members have been given privileged information. This has heightened disorganization and confusion and means that we engaged in pseudo-discussion of policy, with a limited number of members knowing critical information. Fleming expressed concerns over possible violations of the Bagley-Keene Act.

Time certain Item 4.D was next. Time certain Item 7.O followed 4.D. Item 3 continued after 7.O.

Watnik yielded the chair to Barrett for the remainder of the Item 3 discussion. Watnik read from Article IV, Section 5 and noted that it does not preclude the chair from writing referrals. He believes it is unprecedented for the chair to enumerate all referrals, but he has no objection doing so. Jennings stated that there is not an issue of transparency when it comes to referrals, since referrals and discussion of referrals are in committee minutes and committee meetings are open.

Gubernat noted the tremendous pressures for service by faculty. Eagan spoke in support of Fleming and in support of Watnik, noting the difficulty of serving as Senate Chair.

Time certain Item 7.I was next. Item 3 continued after 7.I.

Fleming stated that when it came to discussing what percentage number in 13-14 BEC 12 the President would approve, some of us knew the number while others did not. Eagan stated that committee chairs set their agendas and that a referral is a “Consider it” rather than a “Do it.”

Time certain Item 7.Q was next.

#### 4. Reports:

##### A. Report of the Chair

##### i. Outstanding referrals:

(1) Referral regarding Formation, Dissolution, Merger, or Name change of Academic Units (CIC, CAPR, FAC)

(2) Referral on Procedures for Proposing Schools (CIC, CAPR)

(3) Referral regarding fifth-year students and registration (CIC)

(4) Referral regarding second-tier writing courses (CIC)

(5) Referral regarding Writing Skills Subcommittee issues (CIC)

(6) Referral regarding Lecturer involvement on Department Chair appointment within Appointment and Review (FAC)

(7) Referral regarding formation of an elections committee (FAC)

(8) Referral regarding Senate/office terms as listed in the Constitution and Bylaws (FAC)

(9) Referral regarding Evaluations of Teaching (FAC)

(10) Referral regarding Academic Calendar for 2015-16 (12-14 FDEC 3)

(11) Referral on Planning for Distinction (CAPR)

(12) Referral regarding resource consultations (COBRA)

##### B. Report of the Provost

Item 4.B followed Item 7.C. The Interim AVP for Research and Professional Development is in place. Establishing the search committee for the permanent position will be on the next ExCom agenda. The “Bienvenidos a CSUEB” webpage is up, linked from the home page.

At the request of the Chair, Item 6.A followed Item 4.B.

C. Report of the Statewide Academic Senators

D. Report of Student Success Collaborative (Sue Opp, 2:20 PM time certain)

APGS AVP Opp reported that next Tuesday Theatre and Dance, Physics, and CBE will kick off a pilot project to improve student success through predictive analytics, with full rollout Spring 2015.

Time certain Item 7.O followed Item 4.D.

5. Information Items:

A. Strategic Planning Task Force Report: Provost Response

i. 13-14 CR 1 Revised: Resolution Endorsing the Recommendations of the 2011 Research Strategic Planning Task Force

6. Election:

A. Approval of nominations-by-petition

Item 6.A followed Item 4.B. The following nominations by petition were approved without objection: Doris Yates, HRT, for Faculty Marshal; and Bijan Mishaw, Management, for At-Large Senator.

Item 8 followed Item 6.A.

7. New Business:

A. 13-14 FAC 4: Policy Regarding the Development and/or Creation of a School

B. 13-14 CAPR 9, 13-14 CIC 11: School of Engineering Proposal

C. 13-14 FAC 2: Revised Proposed Faculty Awards

Item 7.C followed Item 7.Q. M/S/P (Karplus/Calvo) to place 13-14 FAC 2 on the Senate agenda.

The Chair recognized Provost Houppis. Item 4.B was next.

- D. 13-14 CAPR 10: Academic Program Review Procedures proposed changes
  - E. 13-14 CAPR 11: Indefinite extension of 12-13 CAPR 4
  - F. 13-14 CAH 2: Resolution to request larger computer classrooms
  - G. 13-14 CAPR 7, 13-14 CIC 16: Request for the Discontinuance of the Pre-Physical Therapy Certificate
  - H. 13-14 CAPR 8, 13-14 CIC 17: Request for the Discontinuance of the Latin American Studies major
  - I. 13-14 CIC 14: Add/drop dates for 5 week classes (3:30 pm time certain)
- M/S/P (Eagan/Kimball) to place on the Senate agenda.
- Item 3 continued after Item 7.I.
- J. 13-14 FDEC 5: Resolution on location of Senior Investigator Position (formerly EEO Officer)
  - K. 13-14 FDEC 6: Recommendation of UARC Review of University Diversity Officer (UDO)
  - L. Discussion of Online Teaching
  - M. Discussion of campus workshops
  - N. Discussion of Lecturer emeriti policy
    - i. CSUDH Emeritus Status for Non-Tenure Track Faculty
    - ii. CSUDH Initial and Continuing Placement of Temporary Academic Personnel on the Salary Schedule
  - O. Discussion of strategies for improving the campus climate around harassment, discrimination, and bullying (time certain 2:30pm)

Barrett and Calvo presented a PowerPoint, first highlighting the information and resources currently available for students. Posted references to “unlawful” discrimination could lead students to question whether discrimination that might technically be lawful is okay. Investigations being under Risk Management, a 17-page Executive Order 1074 that must be read, and a three-page form that begins with a warning, discourage students from reporting. The sexual harassment policy for students refers to a director to oversee sexual harassment issues, but there is no such person. Title IX protects all people from sex discrimination, which includes sexual harassment and violence. Senate Bill 967 will require campuses to adopt consistent victim-centered policies. East Bay should take a similar victim-centered approach to harassment,

bullying, and discrimination, and implement the steps presented in a document provided to ExCom entitled, “Ten Point Plan: Creating a Campus Culture Free from Harassment.”

The Ten Point Plan includes the following. Mandatory training that is robust, rigorous and thoughtful is needed at the beginning of every year for chairs and deans. New employees should have this training on their first day of work. A well-planned publicity campaign is needed to raise awareness about harassment and publicize where students, faculty, and staff should go to report a problem. The campaign should include a centralized website, posters, and yearly emails. A new position of ombudsperson should be created. A Center for Restorative Justice, under the direction of the ombudsperson, should be established. Students who have legitimate concerns often have no place to go. The role of the center would be to empower students who have been harmed and provide opportunities to receive support and advice from experts outside the University. The Center for Restorative Justice and ombudsperson would provide ongoing education about micro-aggressions, subtle and not-so-subtle forms of abuse. Administration should work with CFA to co-sponsor their Unconscious Bias workshop. Education about sexual consent and sexual violence should be provided. Such training will be mandated by SB 697, should it become law. The Office of Investigations should be moved out of Risk Management. FDEC and the University community should be provided annual reports that detail the size of the harassment and discrimination problem. Any academic or administrative department that has three or more reported incidents of harassment or discrimination should be required to have an external review, and if issues are found, training. Diversity awards should be established and endowed.

Provost Houpis praised the plan and pledged to schedule a meeting with faculty as soon as possible to discuss. M/S/P (Kimball/Eagan) to endorse the Ten Point Plan. Prior to approval, the motion was amended, without objection, to place the item on the Senate agenda as a report in progress, with regular reports on the progress of the initiative to come. There was discussion regarding seeking a presidential response to the plan. The concern was expressed that it not be just another plan with no resources. By unanimous consent, the minutes reflect the Executive Committee’s gratitude to our colleagues for bringing this item forward.

Item 3 continued after Item 7.O.

P. Discussion of LAO 14-15 Analysis of the Higher Education Budget report

Q. 2/25/14 Academic Senate draft agenda (3:45 pm time certain)

M/S/P (Calvo/Jennings) to approve as amended, adding the Item 7.O report as an information item and Item 7.I as an action item.

FAC Chair Ginno requested that Item 7.C be discussed next. M/S/P (Karplus/Barrett) to next discuss Item 7.C. Item 7.C was next.

8. Adjournment

Item 8 followed Item 6.A. M/S/P (Gubernat/Kimball) to adjourn. The meeting adjourned at 3:58 p.m.

Respectfully submitted,  
Mark Karplus, Secretary