

# MINUTES

## Meeting of the Academic Senate California State University San Marcos February 3, 2016, 1 – 2:50 p.m. Reading Room, Kellogg 5400

X = Present (no notation = not present) Bold = Senate Officer \* = reason for absence reported to Senate office

X	Ahlers, Jocelyn	X	Daoud, Annette	X	Kreisler, Fritz	X	Santos, Xuan
X	Aitken, Wayne	X	Dominguez, Gerardo	X	Kristan, Deborah	X	Sharif, Shahed
X	Andera, Susan	X	Drewe, John	X	Lush, Rebecca		Shaw, Linda
X	Bade, Bonnie	X	Duran, Erica	X	McDuffie, Michael	X	Stall, Patricia
X	Barsky, David	X	Elsbree, Anne René		Meilich, Ofer	X	Stowell, Laurie
X	Basu, Ranjeeta	X	Escobar, Matthew	X	Mekenye, Reuben	X	Sun, Qi
X	Bateman, Nicoleta		Fang, Fang	X	Merrick, Allison	X	Thomas, Marie
	Beecher, Blake	X	Fogle, Ashley	X	Merryweather, Emily	X	Tsui, Stephen
X	Bennett, Vivienne	X	Geiger, Marion		Meulemans, Yvonne		Weigt, Jill
	Bigham, Elizabeth	X	Goldberg, Merryll	X	Moineau, Suzanne	X	Williams, Carrick
X	Brodowsky, Glen	X	Gómez de García, Jule	X	Nava, Carmen	X	Woodard, Nina
	Carr, Allison	X	Greenwood, Scott		Ng, Karno	X	Yamashita, Robert
X	Chan, Ian	X	Guthey, Greig	X	Ochanji, Moses	X	Yoshii, Rika
X	Chu, Melanie	*	Heisler, Lori	X	Romero, Devan		Zhang, Xiaoyu
	Craig, William	X	Johnson, Jamaela		Rosilez, Anthony		
	D'Anna-Hernandez, Kimberly		Kang, Eun "John"				

**Parliamentarian:** Jacqueline Trischman

**Ex Officio Present:** Regina Eisenbach, Dean, Academic Programs; Darel Engen, CFA; Kamel Haddad, Vice Provost; Karen Haynes, President; James Hammerly, Dean, CoBA; Michelle Hunt, AVP-FA; Katherine Kantardjieff, Dean, CSM; Graham Oberem, Provost & VPAA; Janet Powell, Dean, CEHHS; Dawn Formo, Dean, Undergraduate Studies; Kevin Morningstar, Dean, IITS; Janet Powell, Dean, CEHHS; Robert Rider, Interim Dean, CHABSS; Mike Schroder, Dean, EL; Patricia Prado-Olmos, VP Community Engagement

**Guests:** Staci Beavers, Assoc. Dean, CHABSS; Tiffany Boyd, ASI President; Matthew Ceppi, President's Chief of Staff, Dir. IPA; Cynthia Chavez Metoyer, Office of Internships; Mtafiti Imara, Assoc. Professor, School of Arts; Jill Laing, Dir. Student Success, CoBA; Carmen Mitchell, Institutional Repository Librarian, Library; Martha Stoddard Holmes, Assoc. Dean, CHABSS

**Staff:** Adrienne Durso, Senate Coordinator; Karen Arvin, Senate Administrative Assistant

The meeting was called to order at 1: 04 pm.

### I. APPROVAL OF AGENDA

#### Motion #1 M/S/P\*

To approve the Agenda of 02/03/16, as written

### II. APPROVAL OF MINUTES

- A clarification was made to the Provost's report.

#### Motion #2 M/S/P\*

To approve the Minutes of 12/02/15, as amended.

*\*All motions were passed unanimously unless stated otherwise.*

Legend: M = Moved

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III. CHAIR'S REPORT - Deborah Kristan

- President Haynes has approved the discontinuation of requests of two concentrations in the Department of Human Development: Children's Services and Gerontology Services.
- Thank you to all who attended and participated in the Academic Assembly, especially the President and Provost, and the new administrators in the 'To Tell the Truthiness' panel.
- The Affordable Learning Solutions Project Workshop to reduce textbook costs is set for 03/04/16 with stipends available for faculty. Registration deadline is 02/26/16. Contact Kevin Morningstar, Dean, IITS or click on the link for more information: <http://www.csusm.edu/ids/calm/our-initiative/tbbroke.html>
- The Arts and Lectures proposals website is now accepting applications for funding opportunities for the next series of programs. Contact Gina Jones, Arts and Lectures Coordinator, or click on the link for more information: <http://www.csusm.edu/al/submitaneventproposal/index.html>.
- Kristan stated that Faculty have raised widespread concerns with the 02/01/16 announcement by President Haynes about the restructuring of the Office of Diversity, Educational Equity & Inclusion, and Ombuds Services (ODEEIO) and the departure of AVP Arturo Ocampo. The announcement was discussed at the 02/03/16 EC meeting before the Senate meeting.
- The CFA has also received emails from concerned faculty. While CFA is concerned with this action, their position is that since the matter is not contractual, a response to the announcement is best left to the Senate.
- Kristan has been in communication with President Haynes who was responsive and interested in engaging in dialog with faculty regarding their concerns. Kristan provided some background information and summarized responses.
  - One of the recommendations in the Diversity Mapping data provided by Halualani and Associates was to strengthen the ODEEIO.
  - This year the President decided to delay implementation of the Diversity Mapping recommendations in order to take a more strategic response.
  - The Diversity and Inclusion Strategic Plan (DISP) workgroup was formed by the President and headed by AVP Arturo Ocampo. The workgroup completed a draft document that was submitted to the President's Executive Council.
- The ODEEIO previously resided within the President's Division and AVP Ocampo was a direct report to the President. Under the restructuring announcement, the new AVP will have dual reporting lines to the President and to the VP of Community Engagement.
- Kristan said there were general themes in the concerns expressed from faculty that are summarized below.
  - The brief words used to announce AVP Ocampo's departure did not give respect or recognition to all of the work that he has done for the campus.
  - The move of the ODEEIO to Community Engagement (CE) does not make sense, because the main focus of the division is neither about diversity and inclusion nor the internal affairs of the campus (although values of diversity and inclusion are advanced by CE in its engagement with the community).
  - The move of the ODEEIO to CE is viewed as a demotion of the ODEEIO and its importance, since it will have less direct access to the President and to the Executive Council.
  - The work of the DISP workgroup, which followed the efforts of Diversity Mapping and efforts of the current Diversity Council (all overseen by AVP Ocampo), may be delayed as the restructuring, job search, etc. move forward.
  - So far no interim AVP has been named to provide leadership.

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*During the Chair's Report, approximately 50 students, accompanied by several faculty, quietly entered the meeting room. They gathered with banners protesting Ocampo's dismissal. Senate Chair Kristan stated that Senate meetings are open meetings and guests are welcome but that the meeting's normal business process would continue. Her report continued.*

- The general sentiment is that diversity and inclusion are not being prioritized or supported on the campus, that this announcement about AVP Ocampo and restructuring of the ODEEIO is a major setback for the campus commitment to diversity and inclusion, and harmful to campus climate.
- Kristan stated that there are requests for the Senate to take specific actions in response to the restructuring memo. It was agreed that a timely response from Senate is important and that a resolution will be drafted by EC to reflect the sentiment of the faculty. The Senate will vote on the resolution by email instead of waiting until the March Senate meeting.
- Kristan will report on the EC decision to write a resolution and will elicit further Senate discussion of the topic.
- **Referrals** (as attached to Agenda).

**IV. PRESIDENT'S REPORT - Karen Haynes**

- President Haynes stated that diversity has been important to the campus from its inception. Since 2008, there has been a movement toward creating structure, positions and focus on diversity, educational equity, inclusion and ombuds services.
- The President believes the Chief Diversity Officer should continue to be a direct report to the President and be connected to the campus' strategic priorities. However, she expressed concern about housing the ODEEIO within the President's office because of the lack of operational support. The restructuring of the ODEEIO, with dual reporting lines to the President and the VP of Community Engagement, provides a framework to better support diversity initiatives and recommendations.
- Although initially the Division of Community Engagement was primarily externally focused, today it encompasses Community Service Learning, Community Engaged Scholarship, and the Office of Internships, all of which include a focus internal to the campus.
- It is her opinion as well as CSU system would likely not be responsive to a VP position at this time.
- The actionable items that will come out of the review of the Diversity & Inclusion Strategic Plan are going to be vetted this Spring through forums and other means of feedback.
- The President asked for questions and comments.
- Bennett commended the students on their organized protest and praised Ocampo as a hard worker with a difficult job. She stated she did not support the move of the ODEEIO to the Division of Community Engagement. She stressed how diversity initiatives must cut across all divisions of the University and called therefore for the campus diversity officer to sit at the President's Executive Council as an equal among divisional Vice Presidents, instead of reporting to any one of them.
- The Senate further discussed the perceptions that the restructuring will be a setback for the advances of diversity on the campus.
- Others praised the work of Ocampo and called him a champion of diversity and equality.
- Kristan asked that additional comments and feedback to be sent to her email [dkirstan@csusm.edu](mailto:dkirstan@csusm.edu)

**V. VICE CHAIR'S REPORT - Michael McDuffie (no report)**

**VI. SECRETARY'S REPORT - Laurie Stowell (as attached to Agenda).**

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**VII. PROVOST'S REPORT - Graham Oberem**

- The search firm for the CHABSS Dean participated in an on-campus scoping visit last week. CEHHS Dean Powell is the new Chair of the search committee.
- The Office of Graduate Studies & Research has three opportunities for faculty.
  - University Professional Development/Research, Scholarship, and Creative Activity (UPD/RSC) Grants submission deadline is 02/22/16. For more information click on the link <https://csusm.infoready4.com/#>
  - The Faculty Innovation Grant deadline is 02/15/16. For more information click on the link <http://www.csusm.edu/gsr/faculty/FacInnovGrant.html>
  - The deadline for Grant Writing Bootcamp: Summer Edition is 02/10/16. For more information click on the link <http://www.csusm.edu/gsr/preaward/bootcamp.html>
- The Student Access Initiative is on track and ready for the fall scheduling process. Mandatory training is scheduled for all department Administrative Coordinators.
- The new system for the Final Exam Schedule is in place.
- The data from the Degree Planner continue to be refined for the sake of schedule-building and planning purposes. The Degree Planner can predict individual students' exact pathway of courses to graduation, and therefore, aggregated data can be used to measure overall demand for various classes. Enrollment demand from incoming first-year and transfer students is being modeled upon past years' enrollment patterns of these two student populations. Assistance is sought from Department Chairs and Associate Deans to troubleshoot and further refine the Degree Planner data for planning purposes.
- The Academic Affairs Leadership Council and the Budget and Long-Range Planning Committee met to discuss the Academic Affairs submission to the University Budget Committee.

**VIII. ASCSU REPORT, David Barsky Glen Brodowsky**

- There were a number of resolutions passed at the Academic Senate CSU Plenary Meeting, 01/20-22, 2016 in Long Beach. The report is available on the Senate website or click on the link for more information <http://www.csusm.edu/senate/images/ASCSU%20Plenary%20Rpt%201%2016.docx>
- Barsky asked for feedback on a first read resolution, **AS-3244-16/APEP Support for Four Years of Mathematics as a Requirement for Admission to the California State University**: The CSU currently requires three years of high school math for admission to the CSU. This resolution calls for the CSU to require a fourth year of high school mathematics/quantitative reasoning as a requirement for admission to the CSU.

**IX. CFA REPORT, Darel Engen**

- CFA President Engen stated that CFA has received communication from concerned faculty regarding the restructuring of the ODEEIO and hopes that Senate will take action.
- The CFA bargaining team and CSU management are in the fact-finding process in an effort to break the impasse over a salary increase. A report with recommendations is delayed, likely until the end of March.
- CFA is holding a spring kickoff meeting on 02/06/16 in Los Angeles where it will formally announce plans for a strike.
- There will be strike school for faculty and students on 02/09 and 02/10 to explain what form the strike will take. Engen urged faculty to be active in union membership to show solidarity. More information about the negotiations is available at <http://www.calfac.org/>

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**X. ASI REPORT, Jamaela Johnson Tiffaney Boyd**

- Students have expressed concerns to ASI about the President's decision to move the ODEEIO into Community Engagement and regarding the departure of AVP Ocampo. ASI discussed partnering with the Academic Senate in drafting a resolution on the subject.
- The Fall semester featured many ASI events that enhanced campus pride and recognized the diverse student population. During the Spring semester there are plans to increase efforts in campus and statewide advocacy.
- ASI Student Town Hall is scheduled for 02/16/16. Key points will cover:
  - The CSU Sustainable Financial Model and resolution passed by CSSA.
  - CFA updates
  - Encouraging students to apply for the next CSU Student Trustee position.
- ASI Elections applications are available online at <http://www.csusm.edu/vote/>. Information Sessions start next week.
- Voter Registration and Education events include a visit from California Assembly member Lorena Gonzalez.
- ASI is discussing hunger and food security issues and meeting with campus partners to assist those in need.
- ASI is working on a resolution in support of a Black Student Center.

**XI. WASC UPDATE, Regina Eisenbach, Dean, Academic Programs**

- The Western Association of Schools and Colleges accreditation visit is scheduled for 03/16-18, 2016, with open forums for students, faculty and staff on 03/17/16. Updated information and overview of the lines of inquiry are available at [WASC](#).

**XII. STANDING COMMITTEE REPORTS (written, as attached)**

**XIII. CONSENT CALENDAR**

**Motion #3 M/S/P\***

To approve the Consent Calendar of 02/03/16, as written

**XIV. Action Items**

**A. FAC: Evaluation for Athletic Coaches Policy**

- No comments were received.

**Motion #4 M/S/P (Yes-37, No-zero, Abstain-4)**

To approve the Evaluation for Athletic Coaches Policy, as presented.

**B. UCC: American Indian Studies (ASI) Minor**

- Two comments in support were received since the first reading of this item.

**Motion #5 M/S/P (Yes-31, No- 6, Abstain- 6)**

To approve the American Indian Studies Minor, as presented.

**C. SAC: Internship Policy**

- No feedback/comments were received since the first reading of the Internship Policy.

**Motion #6 M/S/P (Yes-36, No-2, Abstain-4)**

To approve the Internship Policy, as presented.

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**D. APC: Curriculum Proposers Policy**

- Language was added to the policy to distinguish between multi-year and three-year appointments.

**Motion #7 M/S/P (Yes-38, No-3, Abstain-1)**

To approve the Curriculum Proposers Policy, as presented.

**E. FAC: University RTP Document**

- FAC presented the University RTP Document and addressed feedback and changes since the document's first reading at the 12/2/15 AS meeting. Discussion ensued.

**Motion #8 M/S/P (Yes-36, No-1, Abstain-0)**

To amend the second reading document (lines 246-249) to read as follows (with the caveat that FAC will clarify the proper supportive language):

*If one year of service credit is given, the review process begins with the first periodic evaluation in the Candidate's first year at CSUSM. If two years of service credit are given, the review process begins with a third year level review.*

- Discussion continued on the definition of service credit and the use of the word 'sustained' as it relates to the record of a candidate's achievement at CSUSM.

**Motion #9 M/S/P (Yes-34, No-Zero, Abstain-2)**

To amend the second reading document (lines 268-270) to read as follows:

*Promotion or tenure prior to the normal year of consideration requires clear evidence that the Candidate has an ongoing record of achievement since appointment to the tenure track faculty at CSUSM, combined with a record of achievement for which service credit was awarded that fulfills all criteria for promotion or tenure as specified in University, College/Library/School, and Department standards.*

**Motion #10 M/S/P (Yes-33, No-2, Abstain-3)**

To approve the University RTP Document, as amended.

**XV. Discussion Items (Items A-E postponed, due to lack of time.)**

- A. APC: Proposed Revision of Graduate Probation, Disqualification and Reinstatement Policy**
- B. APC: Proposed Revision of Undergraduate Probation, Disqualification and Reinstatement Policy**
- C. APC: Revised Academic Calendars for 2016-17 and 2017-18**
- D. APC: Academic Calendar for 2018-19 through 2020-21**
- E. Senate Chair: DRAFT EC/Senate Meeting Schedule for AY 16/17**

**XVI. Presentations**

- A. TPAC: Open Access Presentation, Carmen Mitchell (Postponed, due to lack of time.)**

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**XVII. Senators' Concerns and Announcements (none)**

The meeting was adjourned at 2:52 PM.

Prepared by Karen Arvin, Senate Administrative Assistant

Approved by the Academic Senate:  3.7.16  
Laurie Stowell, Secretary Date

*The next meeting of the Academic Senate will be he March 2, 2016, 1:00 - 2:50 pm, Reading Room, Kellogg 5400*

*\*All motions were passed unanimously unless stated otherwise.*

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