

2013/2014 Academic Senate

MINUTES
May 12, 2014

I. The meeting was called to order at 2:05 p.m. and roll call was taken by the Senate Administrator. Fifty Senators were present.

Ex Officio:

Present: Heiden, Von Till,
Van Selst, Sabalius,
Ayala, Lessow-Hurley

Administrative Representatives:

Present: Dukes, Nance, Qayoumi
Absent: Feinstein, Bibb

Deans:

Present: Green, Vollendorf, Stacks, Kifer

Students:

Present: Hart, Hernandez, Jeffrey, Gottheil, Miller
Absent: Gupta

Alumni Representative:

Present: Walters

Emeritus Representative:

Present: Buzanski

General Unit Representatives:

Present: Kohn, Fujimoto, Morazes,
Kauppila

CASA Representatives:

Present: Schultz-Krohn, Cara, Rosenblum
Absent: Hebert, Guerrazzi

COB Representatives:

Present: Sibley, Campsey

EDUC Representatives:

Present: Swanson, Kimbarow

ENGR Representatives:

Present: Du, Gleixner, Backer

H&A Representatives:

Present: Brown, Frazier, Desalvo, Bacich
Brada-Williams, Grindstaff

SCI Representatives:

Present: Kaufman, McClory, Bros-Seemann, Kress

SOS Representatives:

Present: Trulio, Ng, Peter, Rudy, Wilson

II. Approval of Academic Senate Minutes– No minutes.

III. Communications and Questions –

A. From the Chair of the Senate:

Chair Heiden made the following announcements:

This is the last meeting of the 2013-2014 Senate. We will break around 3:45 p.m. for cake.

Comments from Chair Heiden regarding the Governance Review follow:

“Last week a joint letter of response to the Governance Review was sent to the campus from the Chancellor. The joint letter includes the response from the Chancellor, a statement from President Qayoumi, and initial plans developed jointly by the Senate Executive Committee and the President to address the issues.

As many of you know, the Senate recognized serious problems in communication and transparency that contributed to low morale and problems in governance on our campus. In November we requested the Chancellor's help in diagnosing these problems and identifying solutions with no preconceived notions. We passed a resolution to formalize this request and the Chancellor accepted it. The Chancellor came to campus several weeks ago and met with the Senate Executive Committee and the President's Cabinet. During that meeting, we discussed the results of the review and we initiated plans to address the primary problems identified during the interview. We have spent the last few weeks discussing what is needed.

The Chancellor took these concerns very seriously as did the President and all members of the Executive Committee. The initial steps to be taken are listed in the documents you received, but it is important to remember these steps are acknowledged as a starting point. Regardless of any specific actions we take together, a new spirit of cooperation and mutual respect will be needed to reestablish successfully the world standing shared governance model valued so highly on our campus.

It is in a spirit of mutual respect and trust that I want to share my personal response to the Chancellor's letter and to the review. This has been a very painful process for all of us. I can tell you very honestly that it broke my heart to hear so much hurt and frustration, probably most especially from those so vulnerable that they feared speaking up. This is not what we wish for our campus and healing in relationships will be necessary if we are to move forward successfully.

Organizational healing has been defined as the work of repairing and mending the social fabric, continuity, expectations, and shattered self-concepts necessary for an organization to return to a healthy state of functioning. Healing in this context is not offered as something mystical, it is described as the work of mending and repairing. This is not easy work, nor is it work that ignores or avoids reality, so what does this mean for us? In some ways the report from the Chancellor was a disappointment, because it did not support the solutions we were looking for. It may be tempting to become rigid and self protective in response to that disappointment, but I urge you not to do so. Instead I urge you to participate fully in creating a healthier organization. Every one of us counts, and your engagement is essential to repairing both relationships and systems.

To be quite honest, I've been discouraged many times since the resolution was submitted to the Chancellor, but that has turned to hopefulness more recently and I want to be sure to share that hopefulness. There have been several signs that we have started to move and right ourselves in the right direction. The most recent meeting of the Executive Committee took on a new personality—one we had not experienced before as we grappled together with the results of the review and the needs of our campus. We discovered common significant common ground in our mutual efforts to develop plans going forward. That was significant to all of us. I think all the members of the Executive Committee can share that as well.

There has also been a significant shift in support for Academic Affairs both financially and in terms of the Provost position as perched among equals. Student voices have been heard as well and modifications to the student fees are underway. The students have been very active in this

process and the President will be able to address this more fully than I have.

These may be very small steps, but I find hope in each of them. Collective healing happens when positive changes are seen in the actions and interactions of people in an organization. In other words, the proof is in the pudding. President Qayoumi has made a commitment to facilitate and be part of the change process and he has my support in doing so. My hope is that we will shift our primary attention from the past, and direct our energy into doing business differently. I want to thank everyone that has participated in the review and has provided input and will continue to be, as members of the Senate, the backbone of change on our campus. I believe that every single person in this room can help make a difference. I want to wish each of you a wonderful summer and I am looking forward to working with you next year.”

Comments and Questions:

Senator Gleixner commented, “I just wanted to make a brief comment to echo what Lynda said and to emphasize to everyone that this is the beginning and not the end. The opening line to one of the paragraphs in the Chancellor’s letter was that the “campus” should address these issues. The Chancellor has placed a lot of trust in the campus it is our responsibility to right the ship. We are all going to have to be part of the solution moving forward. We need to rise to meet this great responsibility that has been put on us and I know that we can, because I have a lot of faith in everyone in this room and in the rest of the broader campus.”

Senator Kimbarow commented, “I just wanted to add that for those of us that have been part of that trauma this year and have been in the room, so to speak, we have seen a lot of positive change occur. I think back to where we were back in November and to where we are today and we have come a great distance in a short period of time in terms of having a plan in front of us that we can work off of. A plan that has accountability built into it and one that holds all of us responsible. I want to thank everyone that was part of that process, and a particular shout out to Lynda for leading the campus, and to you President Qayoumi for your support of the original initiative. We would not have come this far if you were not behind it. On behalf of myself, I really appreciate the leadership you have shown all of us and how you shepherded this process through a very difficult time and I’m personally very grateful for your efforts.”

Senator Ayala commented, “First, please excuse how I’m dressed today. The thing I wanted to echo and put a little emphasis on is “optimism.” That’s optimism for the future for each and every one of us. Within AS, we have been working a lot with the administration on the student fees and figuring out what is going to work best for the university and the students. We will be handing off to the AS Board for next year and they will be working with the administration on best practices. I would like to stress that change has to come from everyone—faculty, staff, students, and the administration. AS is doing their best to educate the students and get them involved too.

Chair Heiden thanked everyone for their comments. Chair Heiden commented that she wanted to dispel some rumors she had heard. Some people felt that this response being issued at such a late date in the semester was somehow intentional. Chair Heiden assured everyone that this was not the case. People moved as quickly as they could. There were some delays that contributed

to this. One was the suicide of a student on campus. The review group did not feel comfortable coming to campus during this time. The second delay was when the Humboldt State bus crashed. The review group was in the field trying to give support for those that needed support.

B. From the President of the University –

President Qayoumi made the following comments regarding the governance review:

“Good afternoon everyone. My comments will be very much along the line of those speakers before me—Stacy, Michael, and Nick. I think all of you have had a chance to read my statement. I wrote that statement from the heart with strong sincerity and I was very serious about how we can all move forward. I think the strength of any organization is how they can deal in times of adversity. I think the way this institution stuck together and worked together really shows the 157 year strong history this institution has had. Also, the strong role shared governance has in the control of the future of the university and you certainly have my support in how we can collectively move forward in a spirit of cooperation, collaboration and mutual respect. I think as we look forward, as the speakers mentioned, the key is we must all work together and you certainly have my continued support.

I think the great work the Senate Executive Committee and the cabinet did on the governance review in coming up with the responses showed the strong spirit of cooperation. I think we can move forward along those lines.

Along the lines of the budget, under the leadership of Provost Andy Feinstein, a team was put together last January to work with all the deans to see how we could come up with a budget model for Academic Affairs from the ground up. I think we were able to put a model together that we are all comfortable with. Approximately, \$5.4 million of additional funds will be available next year. This means that there should be a good opportunity for all colleges to plan enrollment for both semesters ahead of time. My hope is that this will be an opportunity for colleges to hire between 60 and 70 tenure/tenure-track faculty. This is a great step in the right direction. As a campus we have become quite vulnerable due to the budget cuts and the loss of so many tenure and tenure-track faculty.

In the area of the student fees, as Nick said we have been looking at the SSETF fee and trying to see how it can be setup for next year. We are hoping to lower it. That is the first thing we are looking at. Then we are looking to separate the athletics fee from the other fees. Thirdly, for next fall we are putting a team together from the Senate, Academic Affairs, AS, Student Affairs, etc. to look at the SSETF fee to determine what that fee should be as well as what the level of services should be, etc.

The Taskforce on Racial Discrimination report had 52 items. The Diversity Commission will have a report out soon.

We are looking at how to solicit candidates for the Interim VP of Student Affairs position, and hope to start the search in the fall.

Have a great summer, and I hope to see all of you at commencement.

Questions:

Senator VanSelst commented, “I would like to say that with the challenges to the administration, you handled it with dignity and self reflection, and I appreciate the thoughtful responses.”

Senator Cara commented, “I appreciate the responses from the Senate Chair and the President. However, after reading the response you gave it appears as if you are saying the only problem you see is somehow decisions were made too quickly. I would like to see next year if all the issues that were discovered by the Chancellor’s evaluation could be made more transparent and there be detailed, concrete resolutions on how they will be addressed.”

Senator Buzanski commented, “In the local press it was recorded that the students that were expelled from SJSU were expelled from all CSU campuses. Is this the normal procedure or was this particular to this case?” President Qayoumi responded, “This is the normal procedure. If a student is expelled from one CSU campus, they are expelled from all campuses.”

Senator Rudy commented, “The public letter from the Chancellor, you, and the Senate Executive Committee indicated that the problem was the speed with which the decisions were made and that seems to avoid the real conflicts and problems on the campus. If you are going to get the real cooperation and participation of the faculty members, at least in the College of Social Sciences, then they need to see something that actually addresses these conflicts and acknowledges them as real that need to be dealt with. Thank you.”

Chair Heiden commented, “If I can respond to that briefly Liz and Preston, the plan is that there are specific items but that does take time and lots of discussion and the letter needed to get out, so we took a very initial stab at the items that were listed. We recognize that it was not complete. These are good questions and we know we need to be very specific so that people can be engaged.”

IV. Executive Committee Report –

A. Executive Committee Minutes –

Executive Committee Minutes of April 21, 2014 – No questions.

B. Consent Calendar – No consent calendar.

C. Executive Committee Action Items:

Senator Peter presented *AS 1546, Sense of the Senate Resolution, Honoring and Thanking Dr. William Nance for his Service to the Senate and the University on his Return to the Faculty (Final Reading)*.

The Senate gave Dr. Nance a standing ovation.

The Senate voted and AS 1546 passed unanimously (50-0-0).

Chair Heiden handed out plaques recognizing 10 or more years of service to Senators Desalvo,

Von Till, McClory, and Bros-Seemann.

Chair Heiden handed out certificates of service to departing Senators will fewer than 10 years of service.

Senator Gleixner thanked Chair Heiden for all her hard work this year.

Chair Heiden thanked the Executive Committee for all their hard work this year.

V. Unfinished Business - No Unfinished Business.

VI. Policy Committee and University Library Board Action Items. In rotation.

A. University Library Board (ULB): No Report.

B. Professional Standards Committee (PS):

Senator Peter presented *AS 1543, Policy Recommendation, Selection and Review of Department Chairs (First Reading)*.

Senator Peter presented senators with four friendly amendments in the form of a handout.

The Senate voted and AS 1543 passed as amended with No Nays or Abstentions (50-0-0).

C. Curriculum and Research Committee (C&R):

Senator Gleixner presented *AS 1539, Policy Recommendation, Guidelines for Concentration (Final Reading)*.

Senator Lessow-Hurley presented an amendment that was friendly to replace TMC with Transfer Model Curriculum in I.A.5. on page 2.

Senator Gleixner presented an amendment that was friendly to IV.B. to add language at the end that if the college does not approve the concentration it will be discontinued.

Senator Bros-Seemann presented an amendment to clarify IV.B. to change the last sentence to remove “grandfathered in” to read, “permissible for the current program planning cycle.”
The Senate voted and the Bros-Seemann amendment failed.

Senator Van Selst presented an amendment to strike I.A.5. The Senate voted and the amendment passed (24-16-10).

The Senate voted and AS 1539 passed as amended with 1 Nay and No Abstentions (49-1-0).

Senator Gleixner presented *AS 1541, Policy Recommendation, Master’s Committee Structure and Processes and Thesis Embargoes (Final Reading)*.

Senator Gleixner presented an amendment to section IV.F. that was friendly to replace, “Committee chair can serve when on leave” with “Committee chairs may, but are not required to, serve when on leave as long as the leave is less than 100% medical or family leave. If the leave is 100% medical or family leave, committee chairs shall not serve.”

Senator Bros-Seemann presented an amendment to strike I.D. **The Senate voted and the Bros-Seemann amendment failed.**

The Senate voted and AS 1541 passed as amended with No Nays or Abstentions (50-0-0).

Senator Gleixner presented *AS 1542, Policy Recommendation, Removal of Physical Education Requirement (Final Reading)*.

Senator Gleixner presented an amendment that was friendly to change “waivers” in the 3rd and 4th Resolved clauses to “exemptions”, and to add “individual” before “exemptions” in the third resolved clause.

Senator Gleixner presented an amendment to strike, “Removal of,” in the title of the resolution. The Senate voted and the amendment passed with 1 Nay and 3 Abstentions (46-1-3).

Senator Van Selst presented an amendment that was friendly to replace the word “all” in the third Resolved clause to “most.”

Senator Bros-Seemann presented an amendment that was friendly to add a new Resolved clause to read, “Resolved, that the word “waiver” in S13-3 be replaced by the word “exempt.”

Senator Sabalius presented an amendment to substitute the first reading version of this policy with the return of “Removal of” to the title. The amendment was not seconded.

The Senate voted and AS 1542 passed as amended with 11 Nays and 2 Abstentions (37-11-2).

D. Organization and Government Committee (O&G):

E. Instruction and Student Affairs Committee (I&SA):

VII. Special Committee Reports – None

VIII. New Business – None

IX. State of the University Announcements. Questions. In rotation.

- A. Vice President for Administration and Finance- No report.**
- B. Vice President for Student Affairs- No report.**
- C. Associated Students President- No report.**
- D. Vice President for University Advancement – No report.**
- E. Statewide Academic Senators- No report.**
- F. Provost– No report.**

X. Adjournment – The meeting adjourned at 4:00 p.m.