



## ACADEMIC SENATE EXECUTIVE COMMITTEE

### EXECUTIVE COMMITTEE MEETING

SEPTEMBER 5, 2017  
FACULTY CONFERENCE ROOM

The meeting was called to order by Tom Nordenholz at 11:05 am.

**Present:** Tom Nordenholz (Chair), Alex Parker (Vice-Chair), Khalid Bachkar, Cynthia Trevisan, Steve Browne, Brent Pohlmann, Keir Moorhead, Dinesh Pinisetty (Secretary)

**Guests:** Sue Opp (Provost)

**Absent:** None

A copy of the minutes from the Executive committee meeting-1 has been uploaded to dropbox and the committee members will have time until the next meeting to approve.

#### **Senate Memberships**

The academic senate chair started working on the senate memberships for the year 2017-2018. It was noted that the individual who teaches for one year term (irrespective of the number of units) is being considered as a part of academic senate. Based on this policy, the individuals in the administration who taught certain number of units for a department are being counted as a part of academic senate. The committee has decided that re-writing certain academic senate by-laws to avoid such discrepancies needs to be prioritized for the year 2017-2018.

#### **Faculty Staffing in Committees**

The vice-chair of the executive committee started working on the faculty staffing in various standing committees.

The academic senate chair received few requests from the Office of President to accommodate faculty in campus wide committees. The senate executive committee have decided to prioritize academic senate standing committees and then move on to the faculty search to serve on campus wide committees.

On the concern that library faculty do not have an automatic representative on the Faculty Development Committee, the academic senate chair clarified that during the last update of senate by-laws 'library' was not considered to be an academic department. Since the composed language of the Bylaws Article 6 Section 2, does not clarify the word 'department' to be an academic department the

executive committee have proposed to include a tenured faculty from the library to serve as an ex-officio member without any voting rights on the Faculty development committee for this year, while we consider or more permanent change when we update our Bylaws later this year. To obtain an official consensus voting within the committee was conducted on the proposal.

*Proposal:* Inviting tenured faculty from library to serve as an ex-officio member without any voting right, on Faculty development committee.

In-Favor: 7

Not-in-Favor: None

No-Vote: 1

The motion passed.

Provost provided an update on the online policy stating that the senate policy paper-work is being reviewed and approval of the policy is in process.

There is a Luncheon scheduled on September 12 and it was noted by the provost that invitations have also been extended to Department chairs.

Search Forum hired for the recruitment of 'Deans' will be visiting CSU Maritime Academy (CSUM) on September 19 to get opinions from various bodies on-campus. Provost also suggested that the search forum requested to meet academic senate executive committee for 30 min. The executive committee decided to meet the search forum during their regular meeting hours for 30 min.

The Graduation Initiative Committee meeting is scheduled in Long Beach on October 11-12. The academic senate chair will be a part of the eight people who will be attending this meeting.

The senate executive committee have thanked Provost for her support in tenure track faculty hiring and the collaborative process that was followed to address the need of tenure track faculty in different departments.

Provost notified that she requested Department chairs to quickly move forward with position descriptions and places for the advertisements to be posted.

The academic senate chair have collected data from the Howard Bunsis report from Spring 2017, the CSUM IR Office, and the Senate membership lists to co-relate the trends between the number of faculty, growing number of students and the status of tenure track faculty hires in each Department. This data was presented in the meeting and the trends of overall Faculty growth with students at CSUM looked very promising.

The Provost also passed out data sheets that depicts Faculty Employment Trends based on headcount, FTE and Tenure density between fall 2008 and fall 2016. These sheets show a comparison between all 23 CSU campuses. The comparison shows that CSUM is doing really well with tenure density. In fact, in fall 2016 the tenure density percentage of CSUM is the highest among all 23 campuses.

The Provost suggested that she needs to check on the retirement of Dr. Punglia (professor in Math and Science department). She also suggested that Graham Benton is not with Culture and Communications

department and that needs to be fixed.

The Provost made it clear that it is always a challenge to start hiring process for the upcoming year without having any idea about the budget for the upcoming year. For example, based on the budget information for 2017-2018 it is hard to start the hiring process for 2018-2019.

Based on the zero-based budgets, replacements for the retiring faculty has always been difficult and academics is losing heavy amount of budget if a tenured faculty retires and is replaced by lecturers. So, it is up to the Department chair to make a very strong case for tenure track hires in their respective departments.

The Provost also suggested that the Faculty salaries have been increased since the time she joined CSUM. The executive committee thanked the Provost for all her support in enhancing wages for the new hires and existing faculty.

A discussion also began on the future of hiring licensed faculty for the campus and cruise. It was agreed that the recruitment and retention of license faculty has become a big problem. It was noted that cruise faculty are no longer being hired on a cruise calendar year, but rather being given separate contracts for the cruise. While this practice will prevent the problem of cruise faculty getting paid for cruise during the year and then not working on it, it has also made teaching on the cruise less attractive. In addition, in terms of hiring tenure track faculty, the future of the MVI program was briefly discussed. Recently, faculty without masters degrees have not been hired into the tenure track. One idea to be considered is whether faculty can be hired into the tenure track with the condition that they obtain a masters degree before tenure. This may be an attractive option, especially if the master's work could count as scholarship and if there could be some compensation to help defray the costs of a master's degree.

It was agreed that these discussions will continue, starting with the president's Luncheon on September 12.