



## **Emergency General Faculty Senate Meeting**

**Time: 11:00 am – 12:15 pm**

### **Minutes**

**10/22/2020**

In attendance: Dinesh Pinisetty (Chair), Elizabeth McNie (Vice-Chair), Sarah Senk (Secretary), Steve Browne, Tamara Burback, Colin Dewey, Matt Fairbanks, Margot Hanson, Mike Holden, Christine Isakson, Tony Lewis, Keir Moorhead, Ali Moradmand, Julie Simons, Wil Tsai, Cynthia Trevisan, Margaret Ward, Frank Yip

Absent: Assis Malaquias

#### **I. Call to Order**

#### **II. Approval of Agenda**

#### **III. Approval of Minutes**

- Browne notes the minutes refer to him as Parliamentarian even though he hasn't yet been appointed by Senate Executive Committee.
- Lewis moves to approve. Moorhead seconds.
- No objections.

#### **IV. Centennial Campaign Presentation (Linda Bower)**

- Bower explains that this is a comprehensive campaign, which launched a year ago. Started with \$40M goal in response to a feasibility study conducted by outside consultants. Goal may be increased eventually. Bower reports "we are well on our way to raising the 40 million dollars." We're currently in what's known as the "quiet phase" (no radio ads, etc.); right now we're in the process of reaching out to closest stake-holders. It's a mission driven effort, tied to strategic plan. With respect to faculty, a large part of that is enhancing teaching excellence and cutting-edge research.
- Bower reports that money from the campaign includes cash gifts, estate gifts, boat donations; some will be used immediately, and some will be used to set up endowments.
- Bower reports that Money will be used in four different areas: Cadet Success and Experiential Learning, Teaching Excellence and Research, Training/Program Support, and Quality of Life Campus. Bower reports money has already been raised for ELDP, Scholarships, Oceanography Program, machine/welding shops, etc.
- Progress to date includes 10M in cash and pledges. Group is focusing on "lead gifts" and has initiated volunteer training. Trying to learn who is really attached to Cal Maritime and who has capacity to help us in this campaign.
- Bower presents chart of gifts showing how many donor prospects we need to identify to meet goal (eg. need to identify 3-5 prospects in order to identify one gift at the 10M level; need to identify 6-10 prospects in order to yield two gifts at 5M level); 60-100 prospects to yield 20 gifts

at the 10K level, etc.) Not all donations come from individuals; they come from industry partners.

- Boucher presents information about how faculty can help: “tell the Cal Maritime story at campus functions and zoom functions,” assist with writing “articles highlighting faculty and cadet accomplishments,” provide opportunities for prospective donors to present to classes, join campus leaders in meetings with prospective donors, share feedback on interactions with industry partners. Even if you don’t think it’s related to the campaign, if you have a meeting with industry, please let Boucher and Arm know because that helps them know where possible relationships might form with prospective donors.
- Boucher invites questions.
- No questions.

## **V. Campus Resiliency Committee Presentation (VP McMahon)**

- VP McMahon invites people to follow up individually after meeting with any questions or comments
- McMahon explains this is part of planning efforts around “organizational excellence.” Resiliency project will provide resources to promote mental health and wellbeing during these unprecedented times. Goal of this work is to be thinking about supporting folks on and off campus. Foundation for Resiliency Efforts include “ideal performance state framework (IPS),” looking for resources to offer cadets *and* employees.
- McMahon co-chairs the committee with Karen Yoder. Staff from athletics; Michele van Hoeck and Mike Strange were on it. Welcome more involvement from faculty.
- McMahon explains that IPS looks at four different dimensions of wellness: spiritual, mental, emotional, and physical capacities. McMahon reports that for Cadets on campus we’ve developed classes like bootcamp, yoga, rowing, intermural kickball, Halloween costume competition. Working to have all these courses offered through Passport so they’re easily accessible to cadets. Looking for ways to build connections across campus. Committee has recommended something called “resiliency hours”: every Friday from 11-1, encouraging people to take a walk, take a breather and *not* hold meetings during those hours each week. We’re so packed with meetings that it was recommended that this would be a good practice across the university. CAPS is offering virtual programs like “mindful Mondays.” Promoting ASCMA events and exercise classes through Facebook. Dr. Ian Wallace will be leading a book circle. Facilities and resources include Pool and PEAC (now open), Bodner Field, Waterfront, Makerspace (F2F and Virtual), Exercise container coming January 2021 that will expand opportunities for group exercise outside. Will be partnering with group called O2X to bring IPS to campus, help build capacity for resilience
- McMahon reports they are working on building an online portal that will be a “one stop shop” for resiliency efforts. Discussion going forward will include thinking about root cause of resiliency issues on campus.
- McMahon invites questions.
- Senk asks about identify root causes: how will you do that? Where will you get evidence?
- McMahon says for Cadets we hope to start with honest dialogue. We also have the NCHA data and part of our retention work will be looking at data and wellbeing across different groups.

## **VI. Scholarship Resolution**

- Yip reviews changes to original document. Part of the resolution involves forming a committee including Academic Senate members and Sponsored Project members to identify models that would work best at Cal Maritime. We are now including in that charge a study of what funding

models would work best for our campus. Yip also gives thanks for the feedback about representing the Library, who are important faculty and scholars as well.

- Chair opens the floor for questions regarding resolution
- Browne asks for rationale for sending resolution to other campus provosts and senate chairs.
- Yip says part of this is because they have tremendous amounts of experience managing grants. We want to be on their radar to say we are looking at this. Part of this resolution is to have people who administer our grants learn from more experienced people in a kind of shadow environment. We'd like to foster an environment of collaboration and make them aware that they should expect a call, perhaps.
- Browne says he is not sure whether to make an amendment. Seems like the best way to accomplish that is to just call and ask rather than air our dirty laundry to other CSUs about how we don't know what we're doing.
- Simons says in chat: I would agree with Steve, we don't need to disseminate to other campuses. We can ask folks on other campuses for input, etc. but there are better ways to get on their radar for research and collaborations
- Hanson adds that she agrees that we do not need to CC all of these people; we can just reach out directly and ask.
- Dewey says he doesn't see it as "airing dirty laundry" to say that we are seeking to ramp up our research programs. Senk agrees.
- Steve moves to amend the resolution to delete "and to the Provosts.... CSU campuses."
- VOTE: 11 in support, 4 against, 1 abstention. Motion passes.
- Hanson asks if we should have a vote about how to get feedback if we are not disseminating the resolution to other campuses. Chair suggests leaving that to the committee to decide.
- Hanson proposes language to make the resolved sections more inclusive of the Library. No objections.
- VOTE TO ADOPT THE RESOLUTION: 16 approved. 0 opposed. 0 abstentions. [+1 vote not recorded]

## **VII. Academic Integrity Committee Policy Revision**

- Chair begins by giving a "shout-out" to Taiyo Inoue, who was the first Standing Committee Chair to present a revised policy to senate.
- Inoue reports that over the summer he overhauled the AIC policy. There are currently three documents, two of those documents are being modified by this proposed policy. These are the documents about inappropriate student conduct and the membership of the AIC committee.
- Inoue reviews his revisions, including key definitions. New policy separates into two tiers different types of violations, includes a new "oversight" role (Executive Committee).
- Inoue reports that most comment case the committee sees is a violation beginning with an allegation brought against a student by a faculty member. Submission of allegation will come to Chair; Chair decides if it meets minimal threshold for deserving a hearing. Very new feature of policy is that there will be a determination of the type of hearing: there are now two type of hearing: restorative and formal. Another important new feature is that an accused is now allowed to waive their right to a hearing; in these cases, the committee will just look at the evidence presented as part of the allegation. Recommendations for disciplinary sanctions.
- Restorative Hearings are informal process designed to make the experience less stressful, shameful, and stigmatizing for students. We want to have a mechanism that will "take the edge off" because we want our students to succeed. A student is eligible for one of these hearings if they have no prior experience with AIC, if the violation is not too serious, everyone consents that a restorative resolution is a good idea, and if the accused concedes that the claims are true and

that they made the mistake they were alleged to have made. The hearing is attended by just three people: accused, accuser, and Chair. Goal is to have a productive discussion about the act of misconduct.

- Dean Neto says in chat: “I agree that it is very important for a hearing to be conducted in a timely manner, to help all the parties through an official resolution. Does this policy include a timeline?” Inoue reports that the policy includes deadlines to act (eg. 10 days to schedule a hearing, 5 days for the Provost to review, etc.)
- Browne asks in chat: What if the chair is involved in the case? Inoue says if the Chair is a member then the Chair recuses and someone else will be appointed.

## **VIII. Good of the Order**

- Moorhead reports that the makeup of the Long-Range Planning Committee was reorganized last Friday. All the members that had spent pretty much all their summer working for LRPG were removed from the committee. There’s been no turnover solicited from us, so all the knowledge that was gained during that time was lost. There’s been no formal announcement to the campus. I personally don’t know who was on new committee. It has not been publicly announced. I was disappointed that on Monday an email was sent out on behalf of LRPG. At that point we were dissolved, and I don’t believe the new LRPG had met, so I don’t know who that letter was “on behalf of.” Moorhead adds that this kind of act demoralizes faculty.
- Moorhead also notes there has been a lot of talk about financial exigency on campus, but we have several job offers advertised right now for non-academic positions including for a Foundation Executive Director, a Chief Mate, and a Commandant.
- Chair invites Provost to respond. Provost notes that President is not on this call and she doesn’t want to speak for him but reports that he delivered an overview of what he characterized as “the next phase of long-range planning.” More is coming on that. Provost has talked to faculty about the issues Keir just gave voice to and will be talking to the President more about this matter.
- Chair invites Arp and McMahon to respond to question about the job postings. Arp reports that the foundation has grown substantially over the last few years. It’s not a new position; it’s a reformatting of an existing position. McMahon notes the Commandant job is a temporary one-year appointment; we lost two RLCs in August and they need professional staff in the Residence Halls, so this is part of a pilot year. It’s not a permanent decision, and they will be using the cadet success team working group to identify the best models for the future.
- Burbuck adds in chat: “For the minutes, faculty in the MT department also voice strong concern for hiring of non-academic positions when there are faculty positions needed.”
- Tsai asks in chat: Can I make a suggestion, given the current state of affairs, that position changes be better publicly communicated (arrivals and departures) to the campus community.
- Trevisan and Moorhead note that faculty tenure-track lines of faculty who resigned or retired have not been replaced.
- Ward asks “We still currently have 4 commandants, correct? I heard mention of losing people in August, so I just want to clarify.” [Senk notes in chat that Senate Exec can follow up and get an answer to that question in our next meeting]
- Browne adds: It would be good to hear a response to our IBL resolution.

## **IX. Adjournment**

- Meeting adjourned at 12:24.