

Senate Exec Meeting (4/29/2021)

Attendees: Dinesh Pinisetty, Joe Castro (CSU Chancellor), Fred Wood (acting CSU Vice Chancellor), Margot Hanson, Matt Fairbanks, Frank Yip, Cynthia Trevisan, Christine Isakson., and Elizabeth McNie.

- Meeting with Chancellor Castro
 - Pinisetty did a quick introduction of Chancellor Castro.
 - Did some introductions. Everyone noted their love for the institution, community, and students in various ways.
 - Pinisetty prepared slides that will detail some of the things that Faculty Senate has been up to.
 - Pinisetty outlined the structure of the Faculty Senate and noted its newness to our campus (though is the norm elsewhere in the CSU).
 - Highlighted the Gender Equity ad hoc committee along with the Scholarly Activities Task Force, briefly outlining their missions.
 - Outlined meeting schedules, approval of resolution/policies, and noted that our business is now resolution-based to improve communication and create a record of decisions and deliberations of Faculty Senate.
 - Noted that because of licensing requirements, we never really stopped teaching and operating at least partially in-person. Students were to be commended for following health and safety protocols and making this possible.
 - Summarized the effects and goals of the Senate by-law revisions and our work to expand scholarship opportunities and support for faculty.
 - Challenges: committee fatigue, enrollment issues, lack of diversity (cadets and faculty), and hiring/retaining licensed faculty.
 - Committee fatigue – noted the disparity in service done by assistant vs. full professor as well as female vs. male faculty.
 - Enrollment – even small differences in enrollment is a large effect on our small campus. Noted that there are variety of reasons why we are struggling with this. Would appreciate any support that the Chancellor’s office can offer.
 - Diversity – noted its potential effects on enrollment. Noted the lack of female faculty in the entire engineering School. Commended the recent success in MT in hiring female faculty as well as in the upper echelons of administration (Provost, VPSA, etc.)
 - After presenting, Pinisetty opened the floor for questions and discussion.
 - Castro asked whether we have connections/conversations with other maritime universities. Pinisetty – this is a good suggestion, though there are some maritime universities that don’t have the same structure (small, relatively independent place in a big system). Others observed that there are at least SUNY and Mass that have a place in big system similar to ours.
 - Castro and Wood noted their concern about the sustainability of the current service load and also the disparity between female/male and assistant/full ranks.
 - Castro and Wood also noted that our enrollment numbers are about 30% below the target. Asked what we thought was causing this.
 - Hanson noted that the transition to a CSU is essentially still happening. There is some entrenched culture and tradition here that isn’t inviting to everyone. Also, we should be

looking inward, thinking about what might be improved about ourselves to attract more students.

- Pinisetty noted that the campus had recently turned to an enrollment consultant, and Castro informed us that Chancellor's office had given support to that hire.
 - Castro noted our progress toward becoming an HSI. (Hispanic Serving Institution)
 - Wood recommended looking at our selling points and focusing on them. Need a story to tell, and he thinks we have a good one.
 - Isakson noted that it is an important thing for us to make a distinction between the merchant marine and the military. We are not the military. Maritime industry is very big and very diverse but also quite mysterious and unknown to most of the population.
 - Yip said that he came to the campus completely ignorant of the maritime industry. Noted that word-of-mouth has often been the way we attract students, but we've clearly reached the limit of that as a strategy. Yip also said that the non-license programs need recognition and support, we're in the SF Bay Area - there's an economic engine to tie into there.
 - Hanson – one of the challenges we face is that students have a sense of involvement and ownership of the campus, which is good. However shared governance is something that the campus is still working on. Administration decisions can sometimes be opaque and murky, and students and faculty have difficulty understanding the rationale and results.
 - Castro offered that he as President of Fresno presented on the budget twice to Faculty Senate, answered all the questions he could, and conversations continued in their Budget Advisory Committee.
- Post Chancellor Meeting
 - Pinisetty and McNie had a meeting with the President and discussed the ARC reviews of Graham Benton (AVP), Michele van Hoeck (Dean of Library), and Sam Pecota (Captain of the Training Ship).
 - There was some disagreement on whether the ARC survey instrument and process was accomplishing its goals, with the President asserting that it was not working well (both in terms of the process and the survey instrument) and Pinisetty/McNie pushing back against these criticisms.
 - McNie - one positive thing is that now that we've done a few of the ARC reviews, we can look to improve the structure and/or the survey itself.
 - McNie – the President brought up the idea that the Center for Creative Leadership or another 3rd party might be a better option for reviewing administrators. The President offered to pay for these services.
 - Fairbanks - noted the lack of specific criticisms of the survey instrument, which mildly offends him due to his participation in drafting it. Clear criticisms would be welcomed so that the instrument could be improved.
 - Pinisetty said that he will continue to raise the issue with the President so that the ARC reviews continue and continue to improve.
 - Pinisetty also asked the President about hiring more people in Advancement/Foundation. (example: Terry Moran's position) President offered to explain to Senate how the position(s) are funded. They are apparently budget neutral. There are audit reports (twice a year), which (others in the meeting noted) would go a long way to allaying concerns from faculty if they were open and available.

- Trevisan said that we need to press on the various proposed athletics hires, because those are coming as we're losing tenure-line hires.
 - Pinisetty also brought up the (un)reliability of communications between HR, President's Office, IT, and faculty. President took it seriously, apparently will talk with Cabinet. Noted some issues (related to the CSUEU union) in IT, HR being overloaded with new hires and union-related stuff, and Brig is apparently overloaded. There was some discussion regarding whether the situation was likely to improve.
 - Next meeting 5/6. Pinisetty will invite Kathleen McMahon.
- Meeting Adjourned