

## Senate Exec Meeting (5/6/2021)

Attendees: Dinesh Pinisetty (Chair), Margot Hanson, Frank Yip, Christine Isakson, Bets McNie (Vice Chair), Cynthia Trevisan, Matthew Fairbanks, Lori Schroeder (Provost), and Kathleen McMahon (VP of Student Affairs)

- Minutes
  - April 1<sup>st</sup> minutes approved (no objections)
  - Some adjustments requested for more recent minutes. Acting Secretary will adjust the draft minutes accordingly between this meeting and next.
  
- General Senate Meeting Discussion
  - Hanson related that some Senators were concerned about whether the General Senate was meeting today.
  - Some discussion on whether it was appropriate to have another General Senate meeting. General consensus that it would be a good idea, because we have some business, and we have this unusual gap between end of semester and start of cruise.
  
- Kathleen McMahon's Visit
  - Here to discuss how faculty can support Student Affairs (SA) activities and the cadet experience.
  - Primary to her is to have a first year experience that integrates Edwards Leadership program and other programming.
  - McMahon noted that she's going to bringing on a Dean of Students who is going to working on this and look to involve both SA and AA (Academic Affairs).
  - Also wants there to a consistent program over the 4 year track for cadets and the ability to assess the outcomes of that program.
  - She asked what our thoughts are on how this can be achieved and starting the work this summer.
  - Yip – I think there's some extraordinary challenges to overcome to integrate SA and AA activities. Noted that ELDP feels like an appendage to students, doesn't interact with academics. These things need to be integrated to be successful.
  - McMahon – music to my ears.
  - Isakson – Sarah Senk, David Taliaferro, and I had discussions about augmenting the ELDP. One idea was a speaker series, which would have been virtual this year, and Dean Maier was approached in the fall (2020) about this, but the time for development was not sufficient due to the pandemic.
  - A suggestion was made for a 'buffet' of learning outcomes that are specific to the various academic disciplines.
  - McMahon thinks that a small group (about 5) people spearheading these efforts would be excellent.
  - McNie – we need to consider release time for these activities, since service work is already very heavy. It would also legitimize the effort in the eyes of the campus.
  - Pinisetty – described an idea where faculty, once a month, could run activities during leadership hour (formation would be cancelled that day). Wants this to be something any faculty could participate in. There is a trial of this planned for Fall 2021.

- Hanson – she participated in something like the above before, and how it’s rolled out and planned is very important. She recalls that three iterations ago, the first year experience was compulsory, all students gathered, presenters were brought in, and Hanson’s experience was awful. Very bad public speaking experience. Careful planning required, would recommend smaller groups, perhaps less punitive in terms of attendance.
  - Yip – ELDP felt to students like boxes being checked, no assessment or learning outcomes, and so it was viewed dimly. Also, so much of our programming is specific to disciplines, which reduces cross pollination, and may feed into the retention issues. Majors and students feel isolated, and this pandemic year has exposed these issues.
  - Hanson – I was thinking about other activities that have good models, like the Common Read discussion groups. If it could a mixed cohort, and perhaps a 1 credit seminar of some sort.
  - Provost – noted that unless it carries some unit credit, then it is unlikely to be successful. She noted hers and McMahan’s experience in building these first year experiences and it’s a long process, but faculty will need to buy in, particularly those who might be resistant because of already high credit loads for students in the majors.
  - McMahan – presented the idea of groups of faculty/staff who support cohorts of students during their time here at Cal Maritime.
  - Hanson noted that librarians are potentially good support for these groups.
  - Yip – need a unified approach on these things.
  - McMahan – orientation activities are going to give students the ‘why’ of all aspects of the Cal Maritime.
  - Yip – I appreciate that. I think students often get told ‘it is that way because it is’ rather than being told ‘why’.
  - Pinisetty – we will definitely be following up to continue this discussion.
  - McMahan – noted that Corps of Cadets is what makes us unique, and so we need to make that the best iteration of that thing that it can be.
- Provost’s Report
    - Provost Schroeder anticipated that we’d like to discuss the reorganization of Academic Affairs (AA), particularly the new AVP position, etc.
    - Noted the concern among faculty about the shared governance process here.
    - Best situation would be to come to us, but that’s not quite what we had. The Provost had early on proposed this model of AA to the President.
    - New position is interim and must be by budget rules. Shared governance process will come through in hiring the permanent person for this role.
    - Thinks that the net cost is not large, and the idea is that the person would essentially pay for themselves many times over if successful, and there’s every reason to think that the new model would be successful.
    - Noted the dire situation in our enrollment, and the adoption of this new model should help it.
    - Yip – we need competence in these matters, and when we have the enrollment trajectory we do and the director of admissions isn’t engaging there, something needs to happen.
    - Provost – we’re behind the times in terms the way we do admissions, and I was brought here to improve enrollment and retention.
    - McNie – noted that it was unclear to faculty that the President was as worried about enrollment as she was. Apparently in Student Enrollment Management there are a lot of

rumors, Marc's departure very abrupt. McNie would recommend the Provost meet with admissions staff to clarify the plan and reduce fear.

- Hanson – communication very important, multiple times preferred, and whatever can be shared in terms of the decision-making process is important as well so this doesn't get lumped in with the bloat in Advancement.
  - Provost – if everything I propose is going to be characterized as administrative bloat, then my decision to withhold some of the details seems reasonable.
  - Hanson – not trying to re-litigate the decisions already made, just looking to the future, because some decisions of the President and administration were poorly justified or reasons invented after the fact that didn't make sense.
  - Provost – aware of these issues, don't want to perpetuate that, and she really values communication with faculty and the shared governance process.
  - Pinisetty – so the justification for the AVP position is that it is best practice in the industry?
  - Provost – it's common in higher ed to have someone who is thinking about admissions as well as the other aspects of retention. The AVP will be charged with involving Deans in these activities (admission, retention, etc.)
  - Isakson – agrees with Hanson's points about admin decision-making in the past, but wanted to say that she appreciates that the Provost would offer (and volunteer) a clear and reasonable justification for these changes and thinks that represents a good basis for trust between faculty and admin. <general agreement from attendees>
  - Trevisan – asked about the Volkert report and specifically the shift to one cruise from two and corresponding reduction in recruitment of license-track students.
  - Provost – in a few words, the connection between reduction of cruises and enrollment is complicated, not directly connected. However, Volkert report is something that has been front and center in the planning of the course ahead.
  - Trevisan noted the difficulties in staffing two cruises for the summer ahead. Proper planning is a requirement for any number of cruises.
  - Provost – next topic: the Cal Maritime Corporation. Goodrich and McNie worked together to articulate the faculty concerns with it and look for ways to move forward. Board will be augmented by adding faculty members, which the Provost suggested.
  - Corporation exists to support some activities in AA (research, etc.), and also there to generate revenue through self-support divisions within the University. The Corporation is a sort of financial structure for these things.
  - Apparently 4 faculty members will be added. Graham Benton will likely rotate out. The Provost will talk to Pinisetty about recruiting faculty.
  - Trevisan - What's the ask of these faculty? Answer from Provost: lending their voices to the development of the corporation mission and focus.
  - Trevisan asked what faculty expertise would be best for the Corporation Board and noted Isakson's expertise in business affairs. The Provost noted that Isakson was one faculty she possibly had in mind.
  - The Provost brought up faculty involvement in the Golden Bear Research Center.
  - Isakson related that she was quite vexed in trying to get a research grant through. The whole structure for grant writing/approvals needs to change.
- Open Floor
    - Pinisetty will schedule a General Senate meeting for not next week, but the next. (5/20)

- Pinisetty noted lack of feedback on the GE and Retreat resolutions.
  - Gender Equity discussion with Julie Simons for Senate Exec next week and then also for General Senate. For the murals policy but also more generally about gender issues on campus.
  - McNie thought the Provost was going to talk about Terry Moran's departure when she was talking about the Corporation. Moran was apparently the CEO of the Foundation.
  - Yip – losing someone in two weeks is indicative of dysfunction.
  - Pinisetty related that he wasn't even aware that the search for positions for Moran, etc, was active. Yip – this is how distrust is sowed.
  - Dean responsibility doc is going to go up on the AA website.
  - McNie brought up the Captain's ARC review. President doubts the ARC process for the Captain. McNie will spearhead a review of the ARC and will look to improve the instrument, but the ARC process should continue and should be taken seriously. Important to take a stand on this and press the issue. Pinisetty agreed.
  - Hanson – wondering if we should have yearly guiding principles for Senate – priorities, etc.
  - Trevisan – have we asked Provost how she determined which budget priorities to bring to the retreat? Pinisetty - No, but he will advance that question.
- Meeting Adjourned