

Senate Executive Committee Meeting (10/7/2021)

Attendees: Dinesh Pinisetty (Chair), Christine Isakson, Bets McNie (Vice Chair), Matthew Fairbanks (Secretary), Wil Tsai, Margot Hanson, Frank Yip

- Open Floor (pre-meeting)
 - GE committee policy: 1st reading done, but needs presenter for 2nd reading, which is an issue because the chair position for the committee is currently unfilled.
- Minutes
 - Yip moves to approve 9/23 minutes , Hanson seconds. **9/23 meeting minutes approved.**
 - Discussed 9/30 draft minutes. Gender Equity discussion will stay as it contains no specifics from the draft report. Postponed approval of these for more review.
- Student Incident on TSGB, Keir Moorhead Presenting
 - Moorhead – I would like support from Ex Comm on investigating an incident on cruise. He’s not sure it’s been reported officially.
 - On July 9th, end of 1st cruise. 4:45, found a cadet locked in a fan room. Almost positive it was malicious. All those doors have a hasp and eye, not impossible for it to close accidentally, but the chain was fed through the eye.
 - He heard a noise, came out to investigate, student was probably in there for 15 minutes.
 - Reported it to Captain and Commandant, but nothing appears to have happened. No one seemed to know about it.
 - Submitted it to the ship’s safety management system. A near-miss of student getting hurt. Apparently it was not discussed in any safety meeting on these issues.
 - His suspicion is that the clean-up time happened, the cadet hid to get out of work, and someone took it upon themselves to punish the cadet. Just a guess, based on timing.
 - Yip – clear that it was intentional to lock the cadet in that room? Moorhead – yes.
 - Moorhead immediately reported the incident to the Commandant and Captain. Wants to know if anything was done. He could have made a comment in formation, so perhaps he was remiss in that. General comments from attendees that it seems he did the right things.
 - Yip – and you went to the Captain because of the seriousness of the offense. Moorhead – yes, it’s dangerous. For example, I go into rooms with hasps and eyes. Don’t want to get locked in, and not seriously addressing this incident makes this sort of incident more likely.
 - Hanson – this seems like a pattern of incidents being soft-pedaled or ignored. What are next steps?
 - Pinisetty – I do want to hear what the Captain and Commandant have to say, but then I will bring this topic to the attention of the President and Provost.
 - Concerns were expressed that the President perhaps doesn’t have the context/experience to understand how serious this incident is on a ship. Could definitely see the pattern Hanson mentioned repeating in this case.
 - McNie – it [the response] suggests a tolerance for hazing. Explicit through lack of action. We need to get to the bottom of it.

- Moorhead – anecdotal, but I mentioned it to a couple other officers on the ship and they laughed. (General lack of surprise but expressions of disappointment from meeting attendees.).
 - Others noted (started by Hanson) that the Senate’s cruise oversight committee really needs to be formed. The University Cruise Committee does not seem to be a good venue for these discussions.
 - Yip – what would you want to have happened when this was reported? Moorhead – people’s positions around the ship were known reasonably well. Should have been able to address the issue with the cadets and punish those responsible.
 - Tsai – I would want to get a record of the response to this incident. Perhaps by inviting the Captain and others to one of our meetings.
 - Moorhead also noted that the safety meeting minutes might be a place to find it. McNie said she was on that committee. It was never discussed, so unlikely to be in the minutes.
- Mac Griswold, Dean of Cadets
 - Introduced himself. 25 years in academia. Most experience in helping student engagement with the community and getting students to see connections between their education, their development, and their community.
 - Noted his experience in large and small institutions. Mentioned that his trip to the Bistro usually turns into a 20 minute journey as he meets and greets students and others.
 - We introduced ourselves since Mac does not know all of us.
 - Pinisetty – asked Mac about the involvement of Academic Affairs (AA) with FYE (First Year Experience). Noted that he thought it was unusual that it was run entirely by Cadet Affairs where it was typically run by AA at other institutions.
 - Mac – I’ve experienced a bunch of different models. Some FYE programs are just stuff-you-did-with-first-years. Others are more intentional. What was done this year was done on short notice and will look different in future years. The FYE is coming out of the Commandant’s office, though Mac is shaping the philosophy and design. First year seminar is one component. (alcohol issues, Title IX, DEI, watchstanding, etc.) Sequencing is important. He noted that first years need grounding in academic issues, otherwise, they often start to drift after a month or so, which is a retention issue. But non-academic items (social life, etc.) are also important.
 - (Continued) - thinking about how we welcome them into the campus and their academic life. Noted the academic awards ceremony. Also is assessing Orientation from the student perspective, getting feedback, not overloading them with quantitative surveys. He wants to involve faculty early in the conversation on FYE. Thinks a 1 credit seminar could be useful. He noted that he doesn’t want to be training facilitators at the same time they’re implementing the programs. Students would be in the lead ideally.
 - He wanted, but didn’t get together in time, an hour segment that faculty could avail themselves of for teaching basic academic skills.
 - He also briefly discussed mentoring, particularly for transfer students. This was apparently conceptualized by transfer students so that future transfers could have a better experience. He consults with them, but it is largely student run and driven.
 - *Mac wants to know what we see as important for the FYE.* FYE should take the Orientation and carry it forward through the first year, and then ELDP (Edwards Leadership Development Program) is meant to continue student development after that.

- McNie – will the evaluation of Orientation be made available to the campus community? Mac – there will be a report that will be given to the Orientation committee, but he's not sure of the distribution plan beyond that.
 - Tsai noted that then he will likely get the report and can share it with Senate Exec.
 - Mac noted that Orientation is currently very busy. Students feel exhausted after the Orientation as do the student leaders.
 - Hanson – Parker has noted that Oceanography has a retention issue and sees FYE as a possible way to help with those issues. Mac seemed happy to hear this and receptive.
 - Siobhan Case is apparently also now charged with assessment for student development activities. Mac noted that the surveys previously were not producing good data. Questions not good. He's changed that and pared it down considerably.
 - Yip – noted that the Orientation is in need of changes. Appreciates that Mac is looking to get data on these issues, because that's been lacking previously. He noted that these questions (showed General Senate meeting minutes from October 2020) about the data have been asked before and Student Affairs responded that they would be considering the data in new policy. Mac noted that all this happened prior to his arrival, but he had seen NHCA climate survey data.
- Robin Bates
 - Diversity Officer and Human Capital manager. Noted that she is very new, but can share what her role will be in the future.
 - Wants to establish a DEI (Diversity, Equity, and Inclusion) program for faculty, staff, and students.
 - Noted that she's spoken with Pinisetty and Hanson about the Senate's statement on DEI.
 - She'd be happy to review the statement when it is a complete draft. Her philosophy on statements is that it come from the person or entity – what our commitments are, what we're going do, etc.
 - She also wondered whether the statement would be useful in terms of when faculty are being recruited.
 - She acknowledged that it sounds like she's wearing two hats [Diversity Officer and Human Capital manager], but they do overlap on these matters. She's going to be looking carefully at our recruitment practices and how they encourage and support DEI. Noted need for appropriate, inclusive advertising in job postings.
 - She's here to support us on these issues. Just reach out, and she's happy to hear from us.
 - Hanson – we (and I) are very happy to have you here. Noted that she wishes there was a bigger announcement on your arrival. She noted that Senate really hasn't had a DEI statement of this kind before, so we're still working out the content as well as the form it should take. She also wants there to be an acknowledgement of the current state of Cal Maritime's culture – noted the frequency of troubling incidents to be indicative of the existing culture. We are also still sorting out what the Senate's commitment would be, and what we could actually do to address these issues.
 - Robin encouraged us to determine what Senate stands for first, and something like a statement for recruitment could come after and would be easier to write once the first step is done.
 - McNie – wanted to echo Hanson's sentiment on welcoming you here. Noted that Senate and Ex Comm can be an ally for these issues and we're happy to help advance these values because they're consistent with our own.

- Pinisetty and Yip mentioned that her presence on campus was not announced and should have been. Pinisetty said he'd talk to Michael Martin about a proper welcome.
 - Yip – appreciate the guidance that the statement should represent the Senate's commitment, and also highlighted Hanson's prior point on these incidents (unfortunately) being part of us.
 - We thanked Robin Bates for joining us and welcomed her to join in the future.
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- Meeting Adjourned