



General Faculty Senate Meeting

Time: 11:00 am – 12:15 pm

Minutes

11/17/2022

In attendance:

Elizabeth McNie, Colin Dewey, Matthew Fairbanks, Margaret Ward, Ariel Setniker, Ali Moradmand, Christine Isakson, Wil Tsai, Ryan Wade, Nipoli Kamdar, Frank Yip, Kitty Luce, Mike Holden, David Satterwhite, Sarah Senk, Nick Lewis, Ryan Storz, and guests.

1. Call to Order

- Chair McNie called the meeting to order.
- *Agenda approved by unanimous consent.*

2. Minutes Approval

- *10/20/2022 minutes reviewed. Senator Setniker motioned to approve as edited, Senator Isakson seconded. Approved by unanimous consent.*

3. Senate Chair McNie's Report

- Chair McNie noted the Appendix J discussion that will be upcoming. That will start in the Senate RTP committee. The goal is to clarify the meaning of teaching, service, and research in the context of RTP.
- Chair McNie highlighted the Art & Sci report next steps – discussions! (11/30, 12/1, 12/5, 12/6) with times indicated in the recent email from the President on this subject. This is very important, please attend at least one.
- There's a Thanksgiving Brunch for students. Contact McMahan to volunteer!
- There is a need for faculty members on the inclusive excellence and organizational excellence strategic planning committees. Please contact McNie if you or someone you know are interested.

4. Vice Chair Senk's Report

- There were no takers for the open lecturer at-large position. Tenure-track folk are now allowed to run for the position since no lecturers volunteered. Please contact Vice Chair Senk if you're interested.

- Vice Chair Senk noted two standing committees in the by-laws (Sea Training and International Experience) that Senate has had trouble staffing consistently. Senate Exec has been discussing amending the by-laws to shift these committees to a more ad hoc role. If people are interested in drafting by-laws for these committees, please contact her.

5. Provost Schroeder's Report

- Provost Schroeder highlighted the Art & Sci discussions that are upcoming and said they won't be the last opportunity to engage with the report and its findings.
- Senator Storz – what's the venue for these? And is there a virtual option? Answer: the Compass Room is the venue. Currently no virtual option.
- Senator Yip noted that the report is already a set of recommendations. He's worried about not moving swiftly enough on these important issues. Provost Schroeder responded that they have made recommendations, but the 'how' of the implementation is largely left to us. This process isn't stalling the report's recommendations, but rather an opportunity for the campus community to weigh in.
- Senator Yip also asked about gathering the results of these discussions and sharing those more widely. Provost Schroeder noted that there will be note-takers at the discussion tables. These will be collected, distilled, and used to make decisions about what happens next. No one in administration has predetermined how this discussion will go – these discussions are meant to address how these recommendations are approached, on what timeline, and how they're implemented.
- Senator Yip stated that we have a history of collecting reports and then largely remaining at the status quo. It seems that swift action is needed. Provost Schroeder noted that some aspects of the report are already being considered by strategic planning groups, and she agrees that there's an urgency.

6. Sabbatical Policy – Second Reading

- Vice Chair Senk presenting. She noted that it had been some time since the first reading of the policy, which occurred in Spring 2022.
- She highlighted some of the adjustments made to the policy, highlighting the addition of the candidate's prior record when reviewing their application for sabbatical.
- An adjustment to the language also made it clear that committee members applying for sabbatical can't serve on that year's Professional Leave Committee (PLC).
- Senk also reviewed the rubric for scoring sabbatical applications, which added an item relating to the prior record criterion.
- Regarding PLC membership, the proposal is 3 faculty members, with no more than one from each School.
- Senator Storz proposed an amendment to change the membership language from "School" to "department" for a bit more flexibility and also in case the School structure happened to change. *This adjustment was adopted.*
- Senator Isakson proposed another amendment, saying that the prior record rubric item could definitely be construed as 'how many publications' instead of how well-aligned the sabbatical project is with the faculty's record. The language needs to reflect issues like a faculty member pivoting to a new research area.

- *After various proposals, new language on this subject was adopted by unanimous consent. However, a variety of other questions were asked about the policy and the rubric, and so the policy was tabled until December to allow time for more feedback.*

7. Amendments to Administrator Review Policy – First Reading

- Chair McNie outlined the proposed changes. First, Senate Exec meets with ARC Chair, reviews the report, and then invites the reviewed administrator’s supervisor into the meeting to discuss the findings.
- Previously, the report was reviewed live with both supervisor and administrator in attendance. This practice was viewed as uncomfortable and not productive.
- Second, the proposal is to delete the final reflective statement (item 12 in the current policy). Reasoning: it’s redundant as the opportunity is already given earlier in the process for this reflective statement.
- Senator Isakson – at what stage does the administrator respond to the review? McNie pointed to the top of item 10 in the policy wherein the reviewed administrator can respond to the report.
- Senator Tsai – supports the amendments. It’s sort of like faculty reviews, where we can write a response. Thinks this will be an improvement on the current process.
- After a short discussion, *Senator Dewey motioned to waive a first reading, Vice Chair Senk seconded. The vote was unanimous in favor of the motion.*
- *Senator Tsai motioned to approve the policy as amended, Senator Dewey seconded. This vote was also unanimous in favor of the motion.*

8. Campus Strategic Planning Update

- Karyn Cornell (Chief of Staff for the President) is here talking about strategic planning. There’s a new website for the strategic plan. We’re in the first year of implementation of the plans.
- <https://www.csum.edu/strategic-plan/> is the website.
- Marc Goodrich is co-leading the organizational excellence strategic planning group with Franz Lozano.
- Natalie Herring is co-leading with Richard Ortega on partnerships and outreach.
- Inclusive excellence is led by Senate Chair McNie and Michael Martin.
- Provost Schroeder and Dinesh Pinisetty are leading academic excellence.
- Kathleen McMahon and Karen Yoder are the leads for student experience.
- Karyn Cornell talked about the process of strategic planning. There is a graphic for the planning process. Prioritize, planning, create, implement, assess, and then repeat. What these steps entail is not detailed on the website.
- The current Strategic Planning cycle is 2022 – 2027. Cornell noted that things may change as we respond to the Art&Sci report and its recommendations.
- Each strategic planning team is developing metrics for the progress in each area. This spring, there will be a visual representation of how we’re moving through our goals and priorities.
- Cornell concluded her presentation and said she will be continuing communications regarding strategic planning.
- Vice Chair Senk noted that there’s no report about how the last strategic plan went. Were there goals? Metrics? Karyn Cornell said she can’t speak to that, partly because she wasn’t here, but

knows that campuses do sometimes end up creating lovely plans that are then set aside. Moving forward, we will have metrics so that we can continue to improve as a campus.

- Senator Yip – a student who was on one of the strategic planning committees stated in an ASCMA meeting that they had no idea where the parameters of the strategic plan came from. It’s a problem when a committee member doesn’t know this.
- Karyn Cornell noted that she doesn’t have specifics (she’s not a planning group lead), but the membership of these committees have shifted a lot recently. Additionally, the overall outcomes and objectives shouldn’t change too much, but the specific activities may shift as we see things succeed (or not). Also, since the team leaders have changed, that can also affect the frequency of the meetings.
- In chat, Julie Simons asserted that the inclusive excellence strategic planning group has not been meeting and has never met to her knowledge.
- Also in chat, Steve Kreta noted that the 3 School structure, the Oceanography program, ELDP, and women’s soccer were all in the last strategic plan, so at least some portions of that plan came to fruition.
- Senator Yip stated that the Senate should be asking where these priorities/objectives are coming from.
- Senator Storz – it seems like we’re at a significant point regarding student population, admission, retention, etc. When does it become prudent to pivot to address a critical crisis like this? Me and my seniors examined the master plan for campus, and they asked the question of ‘what is this for, if we’ve gone from 1200 to 800 students?’. Cornell responded that recruitment and retention is part of the strategic plan for academic excellence. And there’s the SEM (Strategic Enrollment Management) plan that Natalie Herring has been working on. But, these plans do need to work together for success.

9. VP Kathleen McMahon’s Reflections on Site Visits

- VP of Cadet Leadership and Development Kathleen McMahon has recently returned from visiting other maritime academies on a trip to the East Coast.
- She has a short presentation and will also have a document for interested parties.
- She visited Mass Maritime, USMMA, and SUNY Maritime.
- She met with student life professionals, commandants, students, athletics, admissions folks, and others to learn about their approach to student life. She also came away with lot of documentation for recruiting, DEI, watch scheduling models, admissions materials, etc.
- The focus is on culture, enrollment, retention, and different models of the regiment/Corps of Cadets.
- Takeaways – it’s not easy for any of the schools in terms of culture. SUNY added a non-Corps option that helped with their enrollment, but there were a variety of opinions on campus about how that went.
- An Emergency Management program at Mass Maritime and a Marine Environmental Science program at SUNY have really taken off.
- VP McMahon has clearly gathered and processed a lot of information from her visit and is offering a quick summary here today.
- “A great place to be from but not at” is a common refrain from the other schools’ students.
- Focus – what will the common experience for all our students be? Without that, it seems there’s a possibility for a lot of division if changes are made.

- Senator Isakson suggested also speaking with Maine Maritime and Texas A&M regarding their Corps structure.
- Senator Ward went to SUNY Maritime in their grad license program. She started as a grad student, and moved into the regiment and acquired the license. Did you find anything there that was a big difference to us here? McMahon – we’re really quite unlike them. When people come to Cal Maritime, they notice the differences right away. McMahon was struck by the difference the students at SUNY Maritime feel between regiment/non-regiment, though notably student athletes seem to think it works well, in contrast to the other parts of the student body she spoke to.
- McMahon noted that SUNY was her focus initially, and then she added the other two because of their geographic proximity.

10. Classroom Technology Resolution – First Reading

- Senator Tsai is presenting. He noted that Jase Teoh (Senior Director of Academic Technology) has been evaluating the classroom tech situation. Recurring themes – commonality, reliability, and capability all need to be improved.
- She’s come up with a very large proposal to refit the classrooms, with a focus on common interfaces for ease of use.
- The Provost and President are interested, but they want to make sure that faculty are onboard with the plan.
- In addition, the resolution calls for regular maintenance and refresh so that we don’t find ourselves in this same situation again.
- Senator Ward noted in chat that the tech issues in the classrooms have been acute this semester.
- Though there was no time for open floor items before adjournment, Senator Yip raised the issue of inequity in watchstanding and cited a student of his who has stood 12 watches in a single semester. The system is clearly in need of repair.

11. Meeting Adjourned [~12:15 pm]