

## Senate Executive Committee Meeting (2/3/2022)

Attendees: Bets McNie (Vice Chair), Matthew Fairbanks (Secretary), Dinesh Pinisetty (Chair), Christine Isakson, Wil Tsai, Leah Wzyzkowski (Student Rep), Frank Yip, Keir Moorhead, and Provost Lori Schroeder

- Minutes
  - McNie moved to approve, Tsai seconded. *1/27/2022 minutes approved by acclamation.*
  - McNie moved to approve, Tsai seconded. *12/2/2021 minutes approved by acclamation.* (Moorhead abstained as he was not on Senate Exec in the fall semester.)
  - Fairbanks proposed abbreviating September 2021 minutes for ease of review. General agreement.
  
- Feedback on Police Advisory Council Policy
  - Pinisetty noted a few items he had feedback on: Remove ‘as frequently as necessary’ in meeting frequency part. This could allow the Council to simply not meet. Also, there is no explicit faculty representative. There is an “Academic Representative”, but as written it could be anyone from Academic Affairs.
  - Yip – why the differing term limits for the membership? Pinisetty was not sure and will raise that point.
  - Some other consistency of language issues were discussed.
  - Those present were not sure what the meeting notes being ‘available’ means. Would a person have to visit the Office of the President?
  - Tsai – I think there should be a dedicated representative from Housing as well.
  - Fairbanks thought the records of the meeting should be easily accessible. The point of this is transparency, so one shouldn’t have to dig through paper archives.
  - Other small adjustments to policy language were suggested and noted by Pinisetty.
  
- Enrollment Numbers
  - Pinisetty presented the application numbers as of 2/1. Applications are down overall by 16% compared to this date last year.
  - Natalie Herring, the new AVP on enrollment, has her work cut out.
  - Female applicants are down almost 40%.
  - Tsai noted that it’s good that this information is available. In years past, this data wasn’t as readily available. Pinisetty said this was also done last semester. Andrew Som is creating these sheets for review.
  
- President’s Coffee Hours and Meeting with VPs
  - Pinisetty related his and McNie’s experience in meeting with the President.
  - They related the problems with HR. The President appeared to take this very seriously.
  - President Cropper received feedback that indicated that faculty wanted VPs at his coffee hours and also that faculty did not want VPs at the coffee hours. Understandably, he’s looking for advice on the issue.

- The President is open to us determining the structure of the coffee hours. He just wants to speak to faculty.
- There was some discussion of this, indicating that Senate Exec would advise that the President not be accompanied by VPs and be sure that faculty who attended had an opportunity to be heard.
- Pinisetty noted that the Provost being present might help to interface with the President on academic issues. Moorhead agreed that made sense.
  
- Isakson asked what issues were reviewed with the President. Pinisetty listed some of the issues: the student research position problems in terms of HR apparently being unable to handle them, contract problems for cruise faculty, and the lack of seriousness with which exit interviews for staff were being handled by HR.
- McNie said the problem of job postings (timeliness, accuracy) was also discussed. Example: LinkedIn only posts the first 200 words in their ads and Cal Maritime insists on putting its history up front, so it's not relevant to the position. The President agreed this was a simple fix and should have been done some time ago.
- McNie – we also talked about Robin Bates not being announced to campus, the delays in the onboarding process (PeopleSoft access, physical office keys, etc.) McNie thought overall the conversation went well and was received well by the President.
- Yip – that's good to hear. Do we have a timeline for responses or updates to these issues? Pinisetty said he'd follow up in two weeks, and he gets updates through the Provost as well.
- Provost Schroeder noted that she's digging into some of these issues. There's a small group working on the student researcher positions, and she will personally be looking into the issue with payroll – these research positions are done on other campuses routinely, so must be possible here.
  
- Provost Updates and Questions
  - Pinisetty asked about two issues: the Art&Sci consultants' report and hiring in the MVI designation.
  - McNie expanded on the MVI designation question. Why it was eliminated is a little muddled. (Did faculty want the change? Was it Provost Opp who wanted it?) She feels like there needs to be a discussion in Academic Affairs about it. McNie noted that CFA/administration discussions on the subject are happening, but those tend to be a little more adversarial.
  - Provost Schroeder had the understanding that the change was made to increase the research expectations for faculty at Cal Maritime, but if that's at cross purposes with getting qualified people to teach our key license classes, we need to examine it. She would like to have the conversation, let's make that happen.
  - McNie said she'd sort out which faculty should be in on the discussion. The Provost said she would speak first with the President to see what his position is on these designations.
  - Some more discussion of this issue: MVIs do have their own Appendix K, so they do have similar RTP processes to professors, but specific to their roles/responsibilities. Job ads should be clear on designation and its expectations as well.

- Update from Provost on Art&Sci report: they are number crunching, data analysis will be complete by about May, on-campus panel will get it subsequently. Initial report tentatively in early summer and the final report late summer.
  - Continuing: Art&Sci is currently looking at those students who inquire about Cal Maritime and what causes them to come here, apply or not, etc. Art&Sci has some hurdles, because our numbers are relatively small for good statistics. Initial reports have indicated that we have some bifurcations in our student and applicant populations (whether they value the Corps, whether they're excited about the institution and applying to it, etc.)
- Blackwater Incident and Ship Safety
    - Isakson - What have we done to make our ship safer? What measurable changes have been made? Isakson noted a very recent incident of a student falling into a hold through a hole left by a contractor.
    - Isakson also brought up the issue of the boatswain's duties were meant to be absorbed by a Chief Mate who is not faculty. Also, the Chief Mate position was previously also faculty.
    - It was noted that everyone on ship's staff used to be faculty. Moorhead said late aughts to early teens is when the transition to non-faculty occurred. The conflict is that Marine Programs' primary goal is to run a ship, and faculty are more focused on the academic program.
    - Provost stated that the President has said that Marine Programs should be supporting Academic Affairs, and that Cruise issues and the like should come through the Academic Deans of the Schools that have licensed degrees. This would be a change from current practice.
    - Isakson pointed out that the Deans don't have maritime experience (no licenses), and so the faculty with licenses should be involved with cruise planning and decisions. The Provost agreed that they would be important, and the Deans would ideally be in consultation with them.
    - Moorhead noted, in reference to the recent safety incident Isakson described, that the Provost should be speaking to Marine Programs and others about a 'safety stand down' – a work stoppage to assess the problems. The current state of affairs on safety is that it might come up at a safety meeting at the end of the month.
    - McNie noted that even if it [the hole the student fell through] was cordoned or taped off in some way, the ship culture on cruise right now is to just duck under the caution tape. Tape gets left for days, so people just duck under it. It's dangerous.
- Continuing: Provost Updates
    - Provost Schroder talked about enrollment. Back in December, the numbers for applications were quite high. She was speaking to the current head of admissions, and they hadn't ever seen something like the drop-off in applications in mid/late December. They thought it might have something to do with the series of incidents and bad press about Cal Maritime, but couldn't be sure.

- Provost Schroeder noted that we want to be sure to not be creating additional problems for admissions, etc. Faculty who are contacted by media and others should be encouraged to consult with Sarah Kidwell, the University's communications director.
- McNie noted that she had spoken with an NPR reporter and generally stayed focused on her personal experiences but that she'd loop in Kidwell.
- Provost Schroeder emphasized that the message is not aimed to limit or censor faculty, it's to consult with Kidwell when reporters contact faculty directly. This is a common practice at other colleges and universities.
  
- Safety Incident on the Ship
  - Wyzykowski noted that the penalties in Ship Ops for PPE mistakes are high (30% of grade or thereabouts) and yet there are holes in the deck with no stanchions.
  - There were comments (from the licensed faculty present) to the effect that PPE requirements generally reflect industry, but the safety culture on our training ship is clearly problematic.
  - Question: who is normally responsible for safety? The 2<sup>nd</sup> Mate here at Cal Maritime. Typically the Chief Mate in industry.
  
- Pending Committee Appointments
  - No updates as yet.
  
- Open Floor
  - Apparently ASCMA is looking to press for more 'spirit' days. ASCMA agendas are relatively empty for the time being.
  - Pinisetty wanted clarity on coffee hours. President and Provost should be present?  
Answer: Yes, and please emphasize the aspect of focusing on hearing feedback rather than presenting on a proposal.
  - There is a Monday deadline from us for feedback on MT Appendix K draft.
  - The General Education Committee Policy draft is being shared with administration so that it follows a parallel process. Hopefully this will make the approval process more efficient.
  - Pinisetty will remind Senators to submit feedback on draft policies (AIC and GE).
  
- Meeting Adjourned