

Senate Executive Committee Meeting (12/8/2022)

Attendees: Elizabeth McNie (Chair), Sarah Senk (Vice Chair), Matthew Fairbanks (Secretary), Victoria Haller (Student Rep), Ariel Setniker, Wil Tsai, and Provost Lori Schroeder.

Absent: Yip and Isakson (ASCSU business).

- Minutes Review and Approval
 - *Minutes from 12/1/2022 were reviewed but tabled for a revision for completeness. These minutes will be added to the agenda for next meeting.*

- Provost's Report
 - Provost Schroeder said that she has two items: First, 2/23 is the proposed day for a half day CommUNITY Day. She noted the urgency in planning and noted that no one out of faculty (and also no one in Academic Affairs) has volunteered to be on the steering committee. If we don't start planning this semester at least a little, we are likely in trouble.
 - Graham Benton is stepping down after this year as interim Dean of L&S so he doesn't have to do two jobs at once any longer. Provost Schroeder said she's working on a process for selecting another interim. She's thinking of soliciting volunteers and nominations from within the faculty. She would prefer fully-promoted people, but she's not sure if that's a deal-breaker. She would then select the interim from that group of faculty.
 - Senk suggested we discuss this with the full Senate at the December meeting if there's room in the agenda.
 - Provost Schroeder said that she's not really offering the process to the Senate for an up/down vote on the proposed process. She's looking to consult on the process, but ultimately the decision on what process to implement will be the Provost's
 - Some discussion of this. Senate Exec members emphasized that the most important point for faculty input in the candidates is when we're looking for a permanent person. Some worried about some blowback from faculty on the process if they feel their input was ignored and/or no one took their input seriously.
 - Fairbanks suggested that, if possible, the candidates being considered for the position be shared with the campus. That would provide some transparency. Provost Schroeder noted that the proposed process isn't a normal job interview process where presentations to campus would be expected.

- Policy Process in Academic Affairs
 - Senk is discussing the process for the Senate reviewing AA policies.
 - Surprisingly, nothing about the process is written down. Should we consider putting this into the by-laws revision we are planning?
 - The current process is that it comes into Senate Exec for review, and sometimes only they look it over and endorse it. Sometimes it goes to Senate. It's not well-established.
 - How should we codify this? And should we?
 - The consensus of those present is that it's important to have a clear process.
 - McNie mentioned we should do the revisions to the by-laws as a package if we can. Senk is keeping a running list of the items we're considering for that revision, so she will add this item.

- Fairbanks asked if there's a natural place in the by-laws for this to live. Senk said that it could be added easily to the Policies and Procedures section.
 - Senk asked whether there should also be a process for the Provost getting feedback from the Senate (not a vote, but a consultation).
 - Provost Schroeder agreed that this could be useful.
 - There was a brief discussion of the importance of articulating the different forms of shared governance (votes, consultations, endorsements, etc.) with Senate.
 - There was further discussion of how to approach the topic of shared governance, because there's this issue with how AA policies should interact with Senate and a much broader discussion to be had about how it's going on campus, etc.
 - Senk will discuss the issue of AA policies in the General Senate meeting.
- AB 928 Updates
 - She explained the latest issue, which revolves around the 'implementation team'. Apparently it is not an actual implementation team, so its title is a bit of a misnomer.
 - Senk went to an open meeting about it recently. It was not a good forum for dialogue and interaction.
 - Senk noted that some of our programs are already not compliant with the current General Education requirements, but now they really need to get up to speed given that it [the GE program requirements for some students] are changing again.
 - Senk noted that Tsai's comment – how do we justify having +6 GE credits for CSU 'native' students compared to transfers – is really incisive. And there hasn't been much progress from Senk's perspective on this.
 - Senk will reach out to ASCSU Chair Beth Steffel on what we should be doing as a campus on these issues.
- Curriculum Committee Policy Update
 - Setniker joined the Curriculum Committee (CC) recently, and she'd heard about progress on the CC policy, but it still needs work.
 - They're working for a clear process and flowchart for each of the three kinds of CCRs (informal, program, etc.).
 - Senk wondered about having the process for CCRs that is public, on the website, so that everyone would be informed about where things were, what was approved, etc. There was general support for this idea, but uncertainty on how it would be implemented.
 - Senk wondered whether the CC or Setniker had seen the Hartford documentation she sent before. It has a more robust section on assessment than we currently have and might be good to add to the developing policy. There was some ensuing discussion on what this would look like.
 - McNie – that raises questions about what role the CC has in programmatic assessments going forward. The 'old' CC did have a role, but programmatic assessments in general have fallen aside since COVID hit.
 - Provost Schroeder thought this was a good point and thanked McNie for bringing it up. She thought it was important for the CC to have a role in assessment, it makes sense, but it's challenging to implement.
 - Setniker – any ideas for getting this into the policy without getting too mired would be much appreciated.

- There was discussion of whether a subcommittee would be appropriate for handling the assessment portion. Senk said it was an idea to create GE Committee subcommittee on assessment.
 - Setniker asked whether assessment was then run by that committee or whether they simply collected and reviewed program reports. Provost Schroeder offered some insight based on her experiences prior to Cal Maritime, which in part indicated that the structure and responsibilities varied somewhat.
 - McNie noted the service deficit on campus and said the assessment aspect of curriculum is a big lift. She doesn't see us being able to do this in our current situation. A review of program reviews? Doable. But actually doing the assessment in committee? Less so.
 - Senk said she also had a document that came out of the MT curriculum revision that detailed a process for conflict resolution. Setniker noted that the policy had language related to this and about what constitutes a restart of the process.
- The Effects of COVID on the Education of Current Students
 - McNie outlined the problem and noted her current experience in Meteorology, which typically has a very low failure rate, but now has significant numbers of students failing the course.
 - Senk is teaching stretch composition and is having a parallel experience. She noted that a lot seem to have some cognitive dissonance regarding their performance in the course.
 - Katie Hansen [University Advisor] has indicated that her office anticipates an uptick in mental health problems as these students receive their final grades.
 - Setniker – there is an issue that sometimes students don't know their grades because professors don't update the LMS. We could work on this from Senate side.
 - Senk clarified that her students know and are told, but students are being combative, saying expectations are too high, blaming their professors, etc.
 - Haller – she noted that here, faculty tend to accelerate because they're behind, and that places a lot of pressure on students at the most stressful time.
 - McNie – is it that professors are deviating from their syllabus? Or that the syllabus is back loaded from the start?
 - Haller – a little bit of both. Her thought is that assignments should be frontloaded if possible. She doesn't recall this accelerated pace at the end of the semester at other education institutions that she's attended, and it's harmful in her opinion.
 - So what do we do? There was a suggestion to discuss this with the University advisors, maybe next week.
 - Senk shared that there's now a larger proportion of students simply not taking the help that they're being offered. The University advisors suggested extra credit as a motivation to build appropriate habits (office hour attendance, etc.).
 - Setniker noted that discipline letters went out to students recently, and that she has heard that the letters lagged the actual infractions (missing formation, etc.) by a very long time. This is causing a lot of student stress at an already stressful time.
 - Senk noted that students also seem to be more prone to simply not checking their email or Brightspace accounts. Live communication has been required in her experience.
 - More discussion on this and how to approach it from the faculty side. Perhaps some professional development opportunities for faculty to learn best practices? Further discussion is planned.

- Kathleen McMahon on Career Services and the Commandants Office
 - McMahon (VP of CLD) started with the Commandant's office. Taliaferro has gotten orders and will be gone for a full year starting next AY. Additionally, he has trainings this fall and spring to prepare for that deployment.
 - Staffing for Commandants is a problem. Commandant Moore essentially replaced three deputy commandants, and he's been doing good work, but the learning curve is high. They've had open job positions since last summer, but they've attracted no acceptable candidates.
 - McMahon noted the job titles don't mean much to typical student affairs applicants. She's considering changing the position name to something that's more indicative of what the role will be and will make sense to a broader pool of applicants.
 - Craig Hennike has been brought over to the Commandants' Office from Career Services temporarily to help out.
 - This leaves three white males as Commandants. Taliaferro and McMahon are making strong efforts to recruit women into the Office, but so far, no success. She asked us to talk to her if we have leads.
 - We need someone to fill in for Taliaferro. There's too much work for the current staff. However, the only strong interim candidate her office has identified is also not diverse.
 - McNie – this is a really tough situation. She suggested recruiting amongst women who are currently off-shore as possibility. McNie also noted that we used to get ex-military folks because they understood the discipline side of the role, but if we're not looking for that, that makes it hard.
 - Senk thought the re-titling of the position was a good idea. She noted that there's been a lot of talk in her experience of the Kings Point-ification of campus, etc. How we think the Commandants' office is perceived on campus?
 - McMahon noted that the perception and reality seem to be quite different. Taliaferro in particular may have never written up a student for a uniform infraction and takes a case worker/life coach approach to many issues. She's trying to communicate what the Commandants actually do on campus these days, but the perception is still there.
 - Senk brought up the continuing issues in watchstanding inequity. It may be student leaders actually implementing the schedules, but the Commandants are perhaps lumped in with that injustice.
 - McMahon said she hadn't heard about these issues in watchstanding. She would be very interested in speaking with students who have experiences like this, because it's important.
 - Senk articulated the history of watchstanding inequity, saying that several students came to Senate Exec and related their issues in 2017(?). Unpopular students seem to get those 4am – 8am watches a lot. Faculty perception is that the Commandants are not adequately overseeing the schedules, etc.
 - Haller spoke up, saying that senior student leaders often don't have a lot of guidance and tend to make up their expectations of lower classmen based on their own experiences a few years ago, and that can lead to problems.
 - Senk noted her experience in hearing from first year students who have a bunch of 4-8am watches - they could be making it up, but it seems like there needs to be monitoring of how these are handed out. The current system, with a watch schedule that isn't public, can lead to, honestly, hazing. We're not setting these young students up for success.

- McNie noted that we (last week) asked that accumulated watch numbers for students be shared to identify basic equity issues. She knows that Taliaferro would like to see the Corps be run primarily by the students, but it seems like there is a need for oversight. Also, I know you wanted to speak about Career Services, and we're running short of time.
 - McMahan – before we do, how would we get faculty buy-in and input with the interim [to replace Taliaferro]? McNie – perhaps with a faculty member on the review committee? McMahan – yes, though this isn't a permanent hire. Would you all [Senate Exec] be willing to meet with the interim candidate?
 - Subsequent discussion noted the parallels between this process and our previous discussion on the interim L&S Dean appointment process and on AA policies.
 - Moving to Career Services - McMahan said that Lily Espinoza had given short notice and recently left her position as Career Services Director. McMahan has found a emergency temporary director who has lots relevant experience in maritime and is a great find. She's here to hold things together. McMahan will be looking to move quickly on hiring a replacement. The process is already started. She thinks there's interest in the position and that they can get someone by March.
 - There is a proposal to move the duties of Commercial Cruise Billets from Career Services over to Academic Affairs under Coast Guard Licensing. This would allow the Career Coordinators to focus on internships and jobs. To facilitate this, one of the three current Career Coordinator positions would move to out of Career Services and into Licensing.
 - Tsai – We currently have two Career Coordinators and I'm on a search committee for another Career Coordinator. Is that going to change? McMahan – No. One of the Career Coordinators has put in their resignation, so we do have a position open.
- Meeting Adjourned