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Faculty Senate Executive Committee Minutes (2/21/23)

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CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO
FACULTY SENATE EXECUTIVE COMMITTEE

<https://csusb.zoom.us/j/84761794289>

M I N U T E S

Tuesday, February 21, 2023 – 2-4 PM

Members Present: Claudia Davis, Sherri Franklin-Guy, Jordan Fullam, Thomas Girshin, Mark Groen, Ann Johnson, Tiffany Jones, Rafik Mohamed, Tomás Morales, Beth Steffel

Members Not Present: Karen Kolehmainen

1. Call to Order (2:02 PM)
2. Approval of [FS Executive Committee Meeting Minutes, February 14, 2023](#)
 - 2.1. The FS Executive Committee unanimously approved the FS Executive Committee minutes for February 14, 2023.
3. Review of [Faculty Senate Meeting Minutes, February 7, 2023](#)
 - 3.1. The FS Executive Committee unanimously approved the review of the Faculty Senate Meeting Minutes for February 7, 2023.
4. Appointments
 - 4.1. [Committee for Centers and Institutes](#)- 1 Position (2023-2025)
 - 4.1.1. Michael Stull, **(JHBC)**
 - 4.1.1.1. Michael Stull was appointed to the committee as a director. The Faculty Senate Office will notify the appointee.
 - 4.2. [Committee for Centers and Institutes](#)- 1 Position (2023-2025)
 - 4.2.1. Conrad Shayo, **(JHBC)**
 - 4.2.1.1. Conrad Shayo was appointed to the committee. The Faculty Senate Office will notify the appointee.
 - 4.3. [Instructional Quality Committee](#)- 1 Position (2022-2024)
 - 4.3.1. Conrad Shayo, **(JHBC)**
 - 4.3.1.1. Conrad Shayo was appointed to the committee. The Faculty Senate Office will notify the appointee.
5. President's Report

- 5.1. President Morales mentioned he is looking forward to working with the senate to implement the Cozen recommendations. A new director was just appointed to the Institutional Equity and Compliance as well as a new executive director for Human Resources. President Morales suggested inviting VP Robin Philips and the two new colleagues to meet the EC. President Morales mentioned that he and Provost Mohamed have been meeting with the different colleges. President Morales also mentioned that the faculty ambush season is kicking off. President Morales informed that he saw a preview of the faculty salary study. It will be released soon, and he looks forward to discussing it with faculty.
 - 5.2. Chair Davis asked when will the Cozen report will be released.
 - 5.3. President Morales stated that it will be released next month. There will be a report for every campus. CSUSB was aggressive and sent out numerous reminders for the campus to fill out the survey resulting in a good response.
 - 5.4. Senator Girshin mentioned that the Cozen report and faculty salary study will both contain information that may be relevant to the strategic planning process, and asked how the two reports will impact the strategic plan.
 - 5.5. President Morales mentioned it depends on when the reports are released, the strategic plan is a living document, it is the road map to move the institution forward. Additionally, President Morales informed that faculty salary is very important, as is staff salary. Whether the timing of the reports align with the work groups or not, the plan is to have a draft by May 2023 and solicit feedback.
 - 5.6. Chair Davis asked how any inequities on the faculty salary report will be addressed.
 - 5.7. President Morales mentioned that we're always sensitive to addressing inequities when they are discovered, thus they will review the data carefully.
- 6. Provost's Report**
- 6.1. Provost Mohamed mentioned that last semester there was a midterm grade reporting pilot which tried to identify students who were not performing well or struggling. Academic Success and Undergraduate Advising (ASUA) would then work with these students and help get them the necessary resources. The interventions helped student success and these efforts could not have been possible without faculty members who were willing to participate. An official report will be available soon. Provost Mohamed also provided an update on the deans' reviews. Provost Mohamed provided an update on the flood damage. For the most part, reconstruction is finished. Both the arena and performing arts building should be operational by the second week of March 2023. There were about \$20 million in total damages from the flood.

- 6.2. Chair Davis asked if the library is up and functioning. Do the CAL faculty members have their respective areas to teach?
 - 6.3. Provost Mohamed stated that the library is still functioning. The main damage has been addressed, there is just some additional work in the basement that needs to be completed. Provost Mohamed mentioned that the CAL spaces in the UH basement are back to operational. CAL suffered the largest inconvenience, but they should have their resources back in the first or second week of March 2023.
7. [Chair's Report](#)
- 7.1. Chair Davis shared that she met with Associate Vice President of Enrollment Management Rachel Beech regarding the decline in student enrollment numbers system wide as this directly affects faculty.
 - 7.2. Provost Mohamed mentioned that the decline in enrollment is actually more than 25,000 FTEs across CSU's. Provost Mohamed informed that summer classes are being moved to stateside which should have no real measurable impact.
 - 7.3. Vice Chair Jones asked if the movement of summer classes to stateside is permanent or just for this year.
 - 7.4. Provost Mohamed mentioned that the summer classes were initially moved to self-support because the Chancellor's Office was penalizing campuses for over enrollment. In this instance, it is to correct for the decline in enrollment. The summer enrollment will count towards 2023-24 FTE targets. If the targets are met/exceeded, there can be a reevaluation.
 - 7.5. President Morales mentioned that there was a period of time where the campus was overenrolled. The summer and winter programs were moved to self-support, there was no significant difference. Students were charged the same tuition and faculty were paid the same. Enrollment is not just admission of students, it also includes average unit load and retention. There is a role to play for every single member of the CSUSB community to impact enrollment.
 - 7.6. Provost Mohamed mentioned that the number of applications is back up. It is after students are admitted that we are struggling. Something should be done to intervene to keep students here.
8. FAC Report- No report
9. [EPRC Report](#)
- 9.1. [FAM XXX.X "Credit for Prior Learning Acquired Through Experience"](#)

- 9.1.1. Senator Fullam discussed the revisions made to this policy. The policy will not apply to apprenticeships and internships. There was a prior recommendation to update the verbiage regarding matriculation. However, the Executive Order (1036) has the same language. The language in EO 1036 does not seem to waive those conditions for any particular group of students. Thus, making that change would no longer align with EO 1036. The EPRC did include a statement informing departments to codify their procedures and document the procedures they are using. Senator Fullam informed that EPRC also added a provision about CSUSB's academic dishonesty policy.
- 9.1.2. Senator Steffel asked if "through experience" was necessary in the title.
- 9.1.3. Senator Fullam informed that it is necessary since the policy only applies to credit "through experience" not standardized testing or military experience.
- 9.1.4. Senator Fullam made a motion to share as a first reading at the next FS meeting. Senator Girshin seconded the motion. The EC members agreed unanimously.
- 9.2. [CSUSB Revised Distance Learning Policy: Background and Recommendations](#)
 - 9.2.1. Senator Fullam discussed various existing distance learning policies in place by other CSU campuses regarding curricular control and faculty resources. The EPRC are using these policies as guidance and consideration in policy formation.
 - 9.2.2. Provost Mohamed mentioned that a fifty percent threshold to be in compliance with accreditation is a dangerously low bar to set. If WASC states that half of the courses or more have to be in person and that is the bar set, it can invite problems. Provost Mohamed mentioned that he did not see responsiveness to students in these policies. Additionally, Provost Mohamed mentioned that Deans and chairs should work together to set the blueprint for the college and not leave it completely to the discretion of the departments.
 - 9.2.3. Senator Fullam mentioned that the WASC compliance does not prohibit from going beyond fifty percent online, it just requires programs to go through change approval.
 - 9.2.4. Vice Chair Jones mentioned that there is no wording regarding faculty equity. The EPRC may want to consider adding it to ensure balance and equity.
 - 9.2.5. Senator Fullam will look at policies and consider adapting similar language to this policy.

- 9.2.6. President Morales thanked Senator Fullam for his detailed review and analysis of current CSU policies. He confirmed that any program that exceeds fifty percent needs to undergo a review by the commission. That review should be done proactively, not after the fact. President Morales mentioned that some CSU campuses encourage or require professional development if a faculty member wants to teach an online class. No one is requiring faculty to teach online, but if they do, for the benefit of our students, the faculty members should have professional development opportunities.
- 9.2.7. Senator Fullam suggested adding a requirement that all faculty have experience teaching online or may undergo training. With respect to student support, there will be a section on it in the policy.
- 9.2.8. Senator Girshin mentioned that there are several factors involved in whether someone is qualified to teach online. A comment such as “required online experience” would be insufficient since the COVID pandemic technically gave all faculty this experience. Senator Girshin mentioned that the workshops offered may be more useful in some disciplines than others. Senator Girshin also suggested campus culture as a factor when determining how much of a program is online.
- 9.2.9. Senator Fullam agreed about not requiring training. Faculty members have different needs in terms of professional development.
- 9.2.10. President Morales mentioned the campus is reliant on part time faculty. New mechanisms have to be built to ensure quality assurance from part time faculty who are new to campus. Whoever comes in the classrooms should have the necessary background to be an effective teacher.
- 9.2.11. Provost Mohamed mentioned that requiring professional development is to ensure there is a basic understanding of what it means to offer online education. Students should have access to a quality course. When looking at prior online experience from faculty members, there has to be depth and quality.
- 9.2.12. Chair Davis mentioned that having multiple distributive learning policies/statements from various colleges created by deans leads to confusion. Thus, it is important to develop and/or enhance the university-wide policy.
- 9.2.13. Senator Fullam motioned to share this research at the next FS meeting. Senator Girshin seconded the motion. The EC members agreed unanimously.

10. [Statewide/ASCSU \(Academic Senate of the CSU\) Senators' Report](#)

- 10.1. Senator Steffel mentioned the ASCSU will get an update on the faculty salary survey in March.
- 10.2. Senator Girshin asked if it would be possible to share any updates on the salary survey to the strategic planning committee so they can incorporate that information.
- 10.3. Senator Steffel answered yes, she will provide that.
- 10.4. Chair Davis asked about the plans going forward with AB 928, whereby “native students” will have different criteria for their degree as opposed to transfer students who will transfer with six units less. There is a disparity between the two groups, yet they are receiving the same degree.
- 10.5. Senator Steffel mentioned CAL-GETC offers community college students one option to take a class that will fulfill their lower division and general education requirements at a CSU or UC.

11. Old Business

11.1. ChatGPT

11.1.1. [The 6 Biggest Problems with ChatGPT Right Now](#)

11.1.2. [You're Not Going to Like How Colleges Respond to ChatGPT](#)

11.1.3. Chair Davis asked the EC what their insights are on how ChatGPT will affect teaching and students. How should this be approached and what resources will be available for faculty? Should there be a policy?

11.1.4. Vice Chair Jones mentioned that CSBS hosted a session on ChatGPT. One of the things that came out of that session was a discussion about having a policy. Faculty are using it in different ways already and embracing it, while others are trying to ban it. Vice Chair Jones suggested updating the academic dishonesty policy. ChatGPT has changed the way she teaches. It is more complicated than just banning ChatGPT, since some faculty are using it.

11.1.5. Senator Girshin echoed what Vice Chair Jones said about updating the academic dishonesty policy. This is an opportunity to see what is available and possible with ChatGPT. This points to the need for more faculty development. There is an opportunity to teach in different ways. Teaching in these alternative ways may lead to better outcomes for students. Senator Girshin sees ChatGPT as a tool and opportunity to rethink pedagogy.

11.1.6. Chair Davis mentioned that this is an important issue to discuss further and may encompass others such as the new TRC Director.

12. New Business

12.1. [FAM 035.3 University-Level Awards](#)

- 12.1.1. Chair Davis mentioned the current FAM on University-Level Awards omits librarians. It is something to explore since they are considered tenure line faculty.
- 12.1.2. Provost Mohamed mentioned that there are not too many librarians. A more equitable option would be to create a new broader award that encompasses librarians and counselors.
- 12.1.3. President Morales stated that librarians are tenure track instructional faculty members so they should be eligible for these awards.
- 12.1.4. Chair Davis shared that the current FAM makes no mention of librarians. Therefore, it is likely librarians do not see themselves eligible for these awards. Chair Davis suggested changing the language.
- 12.1.5. Vice Chair Jones pointed out that the FAM states “instructional faculty member”. If the word “instructional” is removed, it would be more inclusive. The terms “librarians” and “counselors” should be added to these policies so they are inclusive.
- 12.1.6. Chair Davis mentioned she will refer the policy to FAC for their review.

12.2. [Faculty Safety Issues](#)

- 12.2.1. Chair Davis asked how the university is protecting faculty, staff and students. What is in place to ensure faculty safety? If a student were to act out, who should be called? Chair Davis shared that she heard from senators that students were very disrespectful in the classroom and via email regarding grades, which made the faculty member feel threatened. Additionally, there was an instance where students wrote some negative comments on RateMyProfessor which made the faculty member feel even more threatened.
- 12.2.2. Senator Johnson agreed that faculty safety is a concern.
- 12.2.3. Chair Davis mentioned she reached out to Sam Sudhakar and Jenny Sorenson. They will be joining the next EC meeting to provide information on what the campus is currently doing about safety concerns and to solicit input.
- 12.2.4. Senator Girshin suggested a part of the safety conversation should include student safety.
- 12.2.5. Chair Davis mentioned there is work to be done in developing a policy for these situations and the discussion involves reaching out to VP Paz Oliveres.

13. Adjournment- The meeting adjourned at 4:03PM.