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## Faculty Senate Meeting, 57th Senate Minutes (3/7/23)

CSUSB Faculty Senate

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CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO  
FACULTY SENATE MEETING, 57<sup>th</sup> SENATE  
[Faculty Senate Remote/Zoom Meeting Practices](#)  
<https://csusb.zoom.us/s/87179814033>

M I N U T E S

**SESSION 5** - March 07, 2023 – 2-4 PM

**Members Present:** Ece Algan, Cary Barber, Haakon Brown, Rong Chen, Nicole Dabbs, Claudia Davis, Sherri Franklin-Guy, Jordan Fullam, Paola Galvez, Donna Garcia, Janelle Gilbert, Tom Girshin, Mark Groen, Gina Hanson, Angela Horner, Ann Johnson, Tiffany Jones, Jason Jung, Ryan Keating, Janet Kottke, Angela Louque, Rafik Mohamed, Fadi Muheidat, Kathie Pelletier, John Reitzel, Brent Singleton, Ho Sung So, Beth Steffel, Chad (John) Sweeney, Monty Van Wart

**Members Not Present:** Helena Addae, Stacey Fraser, Alain Guevara, Young Suk Hwang, Sailesh Maharjan, Tomás Morales, John Mumma, Haiyan Qiao

**Alternate Members Present:** Taline Georgiou

**Alternate Members Not Present:** Erin Alderson, Sharon Pierce, Terry Rizzo, Shannon Sparks, Nicholas Bratcher

**Guest Presenters:** Bradford Owen, Ashlie Singleton

**Guests Present:** Gerard Au, Sandy Bennett, Gretchen Bergquist, Chris Bradney, Gwendolyn Brower-Romero, Kelly Campbell, Lori Caruthers-Collins, Rueyling Chuang, Chinaka DomNwachukwu, Melissa Evans, Twillea Evans-Carthen, Janette Garcia, Jessica Getman, Tomas Gomez-Arias, Karla Gonzalez, Kevin Grisham, Christina Hassija, Dorota Huizinga, Kandy Liu, Rebecca Lubas, Sanjeet Man, Sally McGill, Miranda McIntyre, Phyllis Meadows, HK Oh, Paz Oliveres, Sanstry Pantula, Robin Phillips, Matthew Poole, Jacqueline Romano, Andrea Schoepfer, Angi Stone MacDonald, Sam Sudhakar, Mandy Taylor, Robert Tenczar, Clare Weber, Rose Wilson, Jie Yu, Jake Zhu,

1. CALL TO ORDER (2:00 PM)
2. APPROVAL OF THE AGENDA

2.1. Senator Girshin made a motion to approve the Faculty Senate agenda for March 7, 2023. Senator Chen seconded the motion. The agenda was approved unanimously as presented.

3. APPROVAL OF THE MINUTES

3.1. [Faculty Senate Meeting Minutes February 7, 2023](#)

3.1.1. Senator Louque made a motion to approve the Faculty Senate Meeting Minutes from February 7, 2023. Senator Pelletier seconded the motion. The minutes were approved unanimously as presented.

4. COMMUNICATIONS/INFORMATION ITEMS

4.1. [FS Executive Committee Meeting Minutes February 14, 2023](#)

4.2. [FS Executive Committee Meeting Minutes February 21, 2023](#)

**2:10 PM Time Certain (if preceding items have not been completed)**

5. OLD BUSINESS

5.1. FAM XXX.X “Interruptive Circumstances” [FAC] (Second Reading)

5.1.1. [With Markup](#)

5.1.2. [Without Markup](#)

5.1.2.1. Senator Dabbs shared that the FAC reviewed comments and made some changes. Senator Dabbs made a motion to approve the second reading. Senator Sweeney seconded the motion.

5.1.2.2. Senator Algan mentioned she is concerned about the policy because it is so vague. Where will the policy go? Will it be the RPT Committee who makes these decisions or the AVP? How will the policy be executed? How are RPT Committee members going to consult?

5.1.2.3. Senator Dabbs mentioned that the intent of this policy is not to delay the RPT clock. It is just a formalized policy to allow for a variety of interruptive circumstances. It is not extremely specific because every circumstance is different. Senator Dabbs mentioned that faculty are being asked to be clear about what their interruptive circumstances are and how it affected their productivity.

5.1.2.4. Senator Sweeney presented a situation where a faculty member must care for a parent out of state. Some RPT

evaluators may be compassionate, while others are not. RPT evaluators are then put into a role of conducting detective work. Senator Sweeney asked how the sequencing of procedures and functions will be in place to protect PRT committees and faculty. Senator Sweeney asked if the policy only refers to collective events and recommended more precise language to protect RPT committees.

- 5.1.2.5. Senator Kolehmainen clarified that this policy does not apply to circumstances that only affect one individual. The purpose of this policy is to address interruptive circumstances that affect entire departments, labs, etc.
- 5.1.2.6. Senator Algan mentioned the current earthquake in Turkey and Syria. Senator Algan was previously conducting research there. In that circumstance, would the policy cover her?
- 5.1.2.7. A vote was taken to approve the FAM on “Interruptive Circumstances”. The results were 68% Ayes, 14% Nays, 18% Abstentions. The motion passed.

## 6. NEW BUSINESS

### 6.1. FAM 640.5 “Recruitment and Appointment of Academic Affairs Central Administrators” [FAC] (First Reading)

6.1.1. [With Markup](#)

6.1.2. [Without Markup](#)

- 6.1.2.1. Senator Kolehmainen shared that there were no provisions for librarians and counselors to serve on these committees. The term “college” was changed to “constituent unit”.
- 6.1.2.2. Senator Kolehmainen made a motion for a first reading. Senator Pelletier seconded the motion.

### 6.2. FAM 652.1 “Evaluation of Tenure-Line Faculty” [FAC] (First Reading)

6.2.1. [With Markup](#)

6.2.2. [Without Markup](#)

- 6.2.2.1. Senator Kolehmainen mentioned that it has been difficult to get faculty to serve on certain committees. If FERPs are allowed to serve, it may help alleviate the issue. FERPs can currently serve on department committees,

but there is no mention of university and college committees. The policy would specify that FERPers are allowed to serve. Senator Kolehmainen also stated that a change was made to recommend committee members attend training provided by the FAD office. Senator Kolehmainen explained that the only current change pertains to FERPers serving. The other changes were from a prior revision that was not signed.

6.2.2.2. Senator Dabbs mentioned that one concern was active employment. FERPers have to be teaching or receiving course releases. Currently there are fifty-two FERPers. About twenty-five percent only teach one term, the other seventy-five percent are active in both terms.

6.2.2.3. Senator Chen brought up the size of committees. It is a factor the FAC should think about.

6.3. [FAM XXX.X “Credit for Prior Learning Acquired Through Experience”](#) [EPRC] (First Reading)

6.3.1. Senator Fullam made a motion for a first read. Senator Loque seconded the motion.

6.3.2. Senator Fullam informed that this is a new policy, not a policy revision. The policy was developed in response to an Executive Order from the Chancellor's Office. The policy applies exclusively to credit for prior learning through experience. There are certain requirements that students have to follow to be eligible for the policy.

6.3.3. Senator Chen asked for an example in which this policy could be applied.

6.3.4. Senator Fullam mentioned that the policy does not offer a specific definition for prior learning through experience, it can be past work experience or training. The policy applies to any credit for prior learning not covered by other policies such as military experience or exams.

6.3.5. Senator Chen recommended including examples of when this policy could be used.

6.4. [Distance Learning Policy Background and Recommendations](#) [EPRC]

6.4.1. Senator Fullam made a motion for a first read. Senator Horner seconded the motion.

- 6.4.2. Senator Fullam mentioned that the purpose of this presentation is to establish a shared set of facts and open the opportunity for faculty to provide feedback. Senator Fullam presented information from distance learning policies from other CSU campuses for faculty to consider.
- 6.4.3. Senator Pelletier mentioned that some amendments were previously proposed. How will the feedback from last April/May 2022 be incorporated?
- 6.4.4. Senator Fullam mentioned that the EPRC has these documents and have looked at recordings from prior meetings. They are considering those factors.
- 6.4.5. Senator Gilbert mentioned that in a previous document, the Western Association of Schools and Colleges (WASC) stated that seventy percent of GEs be offered face to face. There is nothing stating that students can take all their GE classes online unless they are in an online program. Only programs that are completely online should allow students to take all their GEs online.
- 6.4.6. Senator Fullam mentioned that he was unaware that seventy percent of GE's were required to be face to face but will look more into it.
- 6.4.7. Senator Chen asked if next generation classrooms will be coded as hybrid.
- 6.4.8. Senator Fullam answered no, next generation classrooms don't have to be coded as hybrid. What determines how classes are coded is how faculty will teach, not the technology that is available.
- 6.4.9. Senator Chen mentioned that if a class is coded as dual modality, there may be a portion of students taking classes that are coded as in person but are taking it online. If a degree has to meet a certain percentage threshold, some students may not meet the standard.
- 6.4.10. Senator Fullam mentioned that if a faculty member is teaching a class co-synchronous (with students physically present and participating via Zoom), that class would need to be coded as hybrid.
- 6.4.11. Senator Chen mentioned that if all classes are coded as hybrid, there will be no more in person classes.

6.4.12. Senator Fullam stated that if all faculty are teaching co-synchronous, then yes that would be the case. That would have implications for compliance with WASC policies.

7. [CHAIR'S REPORT](#)

8. [PRESIDENT'S REPORT](#)

9. [PROVOST'S REPORT](#)

10. COMMITTEE REPORTS

10.1. [FAC Report](#)

10.1.1. Senator Kolehmainen shared that the FAC met with Chair Davis and Bryan Haddock to discuss how to expedite the FAM signature process.

10.2. [EPRC Report](#)

10.2.1. [CSUSB Distance Learning Policy Presentation](#)

10.2.1.1. Senator Fullam shared that the new Committee for Centers and Institutes is halfway established. EPRC has begun transition work to the new committee.

11. [STATEWIDE/ASCSU \(ACADEMIC SENATE OF THE CSU\) SENATORS' REPORT](#)

12. SENATORS' REPORTS (INCLUDING ASI PRESIDENT'S REPORT)

12.1. [ASI President's Report](#)

13. DIVISION REPORTS

13.1. [Vice President for Information Technology Services](#)

13.2. [Vice President for University Advancement](#)

13.3. [Vice President for Student Affairs](#)

13.4. [Vice President for Administration and Finance](#)

13.5. [Vice President for Human Resources](#)

14. DISCUSSION ITEMS

**3:15 PM Time Certain (If preceding items have not been completed)**

14.1. CFA Update: Senator Rong Chen

- 14.1.1. Senator Chen mentioned that the bargain opener will be arguing for salary, workload, paid leave, and health/safety. A bargaining survey is being circulated now for all Unit-3 members of CFA. Senator Chen is kindly encouraging people to submit the survey, join CFA, spread the word, and attend CFA activities.
- 14.1.2. Senator Johnson asked if all issues were open and on the table for discussion.
- 14.1.3. Senator Chen mentioned that from what he knows, only the four articles are being bargained. The current contract expires at the end of the 2023-24 year. The full CBA could be bargained simultaneously.

**3:20 PM Time Certain (If preceding items have not been completed)**

14.2. [CSUSB Follett Access Program](#)

Ashlie Singleton Director, Follett ACCESS Solutions

Bradford Owen, Interim AVP Faculty Development & Chief Academic Technologies Officer

- 14.2.1. Guest Ashlie Singleton mentioned that the Follett Inclusive Access program has been at CSUSB since 2018. The Equitable Access program is the next step. The cost for students would be no greater than \$21.50 per credit unit. Communication is critical to the success of this program. Follett will work with the university and key departments to ensure faculty and students are informed. Guest Ashlie Singleton mentioned that the program is opt out because that is how Follett reduces pricing from publishers. Students benefit from convenience and savings. The only way these programs work is if they save students money.
- 14.2.2. Senator Barber reiterated strong support for Equitable Access.
- 14.2.3. Senator Girshin asked if the current conversations are meant to be part of the deliberate process or if the decision has already been made.
- 14.2.4. Guest Ashlie Singleton stated that the conversations are about whether the program will move forward.
- 14.2.5. Senator Girshin asked if there was data on whether students are in favor of a program like this.
- 14.2.6. Guest Ashlie Singleton informed she spoke with one student group and is waiting for their feedback.



- 14.2.7. Senator Kottke mentioned that there were concerns with the opt out approach. How does Follett make it right if a student forgets to opt out? Why don't discounts work with an opt in approach?
- 14.2.8. Guest Ashlie Singleton stated that if a student misses the opt out deadline, they can remove the charge and revoke digital access. The program is opt out because more students participate in it than with an opt in approach. The program is not beneficial to publishers if it is opt in as only about thirty percent of students opt in.
- 14.2.9. Senator Johnson asked how students will be able to get issues resolved if they have a disability.
- 14.2.10. Guest Ashlie Singleton mentioned that students can contact Follett and they will put them in contact with the publisher, they can contact the publisher directly or go to the disability resources office on campus.
- 14.2.11. Senator Johnson asked if Follett follows up with a publisher if they do not respond.
- 14.2.12. Guest Ashlie Singleton informed yes, Follett can reach out.
- 14.2.13. Senator Johnson mentioned that some professors put books on reserve or use old versions. What would Follett say to faculty members who are covering those costs already?
- 14.2.14. Guest Ashlie Singleton mentioned that the adoptions of old versions or library reserves will be assessed the following school year. If those initiatives are on campus, they will continue to lower the price. If what is being adopted is less expensive than the prior year, the student price will reflect that.
- 14.2.15. Senator Horner mentioned that there was not one vote in favor in her department because of the opt out issue. One concern is the move to open access texts or self-publishers. This cuts out textbook companies altogether. If CSUSB opts into these programs but faculty are using alternative resources, how is it a sustainable system? As more departments move towards open access materials or self-publishers, what would Follett do?
- 14.2.16. Guest Ashlie Singleton mentioned that this program is not a lifelong commitment. It is a support for the programs already in place. Follett can lower the price for students in the few upcoming years as the campus transitions to more OER.

- 14.2.17. Senator Fullam mentioned that several students were showing stress from going to school, working, and accumulating debt. Senator Fullam mentioned he learned to make materials for his classes free and is committed to never assigning course materials.
- 14.2.18. Senator Pelletier mentioned that the responses received were not in favor because of the ethical dilemma of locking students in. The opt out approach seems not transparent. Students should opt in. Another concern is regarding giving students very little choice. There are other ways to lower costs and be convenient. What happens if a student drops a course midway? Before they could sell textbooks back. Senator Pelletier mentioned the best way to move forward is to consider an opt in approach. Senator Pelletier asked what kind of legal arrangement is in place between Follett and CSUSB.
- 14.2.19. Senator Sweeney mentioned that he has been keeping textbook prices down because he knows students have to pay. With Follett, he can now assign more books because students will have access to them. The first-year prices will be the lowest. However, over time, prices may start to go up as faculty members assign more books. What happens when the model increases and the costs for students go up? How is the university locked in? What is the pullout process?
- 14.2.20. Guest Ashlie Singleton stated that the price is for one year. An amendment to the contract is made to cover pricing, then re-executed annually. That encourages Follett to keep prices down. The adoption of more materials does happen, but not too often. In response to Senator Pelletier, Guest Ashlie Singleton mentioned that the only agreement put in place is an amendment to the contract that solidifies payment terms, price, and the students being served. Other than that, there is nothing currently in place.
- 14.2.21. Vice Chair Jones mentioned most studies showed that there was some savings for students. Vice Chair Jones mentioned running a pilot program. Vice Chair Jones also mentioned that some other universities allowed students to keep access to their books until they are done on campus.

- 14.2.22. Guest Ashlie Singleton informed that students can keep their physical textbooks. For digital copies, the adoption date ranges will affect how long students can keep them.
- 14.2.23. Senator Kolehmainen mentioned that she would like to see students retain access to textbooks for the rest of their lives. The assumption that students don't need books after the class is over is wrong.
- 14.2.24. Senator Galvez shared a few concerns from the student perspective. There may be a language barrier amongst some international students. They may not understand how the program works and may not be aware they have to opt out. Several professors already support their students by providing textbook pdfs or links to access the book. Another concern is that students would be required to go through extra steps to obtain a physical textbook.
- 14.2.25. Senator Chen made a motion to extend the meeting. Senator Pelletier seconded the motion. All were in favor. The motion passed.
- 14.2.26. Senator Bakeman mentioned that paying a fee to save money sounds like a bait and switch and seems like an underhand approach to require students to opt out. There are ways to work collaboratively to bring textbook fees down.
- 14.2.27. Senator Barber mentioned that some departments have been increasing open educational resources (OER), but not all. However, the program does save students money.
- 14.2.28. Senator Chen mentioned he discussed the Follett program with several colleagues and the vast majority were strongly against it. Like Senator Fullam, Senator Chen has not assigned textbooks in the past twenty years. The program may have ethical problems.
- 14.2.29. Chair Davis referred the gavel to Vice Chair Jones. Chair Davis mentioned that she attended the statewide senate chair meeting. There were several senators who said faculty members were being contacted by students who were being charged after they dropped the class. Students were upset with faculty members because they thought they would not be charged for the textbook if they dropped the class. Chair Davis asked how Follett's program could be considered equitable for all students, yet it doesn't apply to nursing students. Another issue is that Follett

may limit how faculty chooses their materials. Chair Davis mentioned this added cost may be a burden for CSUSB demographics. What is best for students is to have multiple options from where to purchase textbooks.

- 14.2.30. Guest Ashlie Singleton mentioned that there are 6,000 publishers who work with Follett. Faculty can choose material from any publisher that will sell to Follett. If they are not a publisher but will sell directly to Follett, they will provide the materials. If faculty members add additional materials throughout the year, the price will stay the same for the academic year. Some students can be excluded which can lower prices if they have a high cost of materials.
- 14.2.31. Chair Davis asked for clarification because from her understanding, the department of nursing uses a separate publisher.
- 14.2.32. Guest Ashlie Singleton mentioned that if the nursing program is currently using a publisher and not communicating that adoption, Follett does not know about it. They can provide the information and Follett can provide it for the price that was already quoted.
- 14.2.33. Chair Davis mentioned that the nursing department has a contract with another publisher.
- 14.2.34. Guest Ashlie Singleton mentioned that she is willing to look at the contract. Follett is not looking to exclude anyone. The nursing materials that come through the bookstore will all be a part of the program.
- 14.2.35. Senator Chen made a motion to require the EC to survey faculty on whether Follett should be adopted. Senator Groen seconded the motion. A vote was taken. The results were 80% Ayes, 13% Nays, 7% Abstentions. The motion passed.

15. OTHER BUSINESS

16. ADJOURNMENT (Time Certain 4:00 PM)

- 16.1. Senator Sweeney made a motion to adjourn the meeting. Senator Pelletier seconded the motion. The meeting adjourned at 4:22 PM.