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Faculty Senate Executive Committee Minutes (1/30/2024)

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CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO
FACULTY SENATE EXECUTIVE COMMITTEE

<https://csusb.zoom.us/j/81024271347>

MINUTES

Tuesday, January 30, 2024 2:00-4:00 PM

Members Present: Claudia Davis, Sherri Franklin-Guy, Jordan Fullam, Thomas Girshin, Tiffany Jones, Karen Kolehmainen, Rafik Mohamed, Ann Johnson

Members Not Present: Tomás Morales, Beth Steffel, Donna Garcia

Guests Present: Jannelle Gilbert

1. Call to Order: 2:03 PM
2. Approval of the Executive Committee Meeting Minutes
 - 2.1. [Executive Committee Meeting Minutes 10-3-2023](#)
 - 2.1.1. Vice Chair Girshin corrected section 6.40, where Provost Mohamed stated that he was advocating in favor of the Faculty Senate, but the rest of the statement said otherwise.
 - 2.1.2. Chair Davis suggested that the word “not” be added to 6.40.
 - 2.1.3. The Executive Committee unanimously approved the changes to the FS Executive minutes for October 3, 2023.
 - 2.2. [Executive Committee Meeting Minutes 10-10-2023](#) (Approved)
 - 2.2.1. Chair Davis stated that these minutes were previously approved, but added here for continuity.
 - 2.3. [Executive Committee Meeting Minutes 10-17-2023](#)
 - 2.3.1. Vice Chair Girshin made a minor editorial correction, in section 8.15 The acronym “CERP” should be revised to “CERF.”
 - 2.3.2. The Executive Committee unanimously approved the changes to the FS Executive minutes for October 17, 2023.
 - 2.4. [Executive Committee Meeting Minutes 11-7-2023](#)
 - 2.4.1. Chair Davis stated that these minutes were previously approved, but added here for continuity.
 - 2.5. [Executive Committee Meeting Minutes 11-14-2023](#)
 - 2.5.1. The Executive Committee unanimously approved the FS Executive minutes for November 14, 2023.
 - 2.6. [Executive Committee Meeting Minutes 11-28-2023](#)
 - 2.6.1. The Executive Committee unanimously approved the FS Executive minutes for November 28, 2023.

- 2.7. [Executive Committee Meeting Minutes 12-05-2023](#)
 - 2.7.1. The Executive Committee unanimously approved the FS Executive minutes for December 05, 2023.

3. [Review of Faculty Senate Meeting Minutes 10-24-2023](#)
 - 3.1. Chair Davis stated that the minutes for FS meeting 11-21-2023 are still in progress but will be posted on the agenda for the next Faculty Senate meeting.

4. Approval of Faculty Senate Agenda February 06, 2024 (TBS)
5. Appointments - No Appointments.
6. President's Report - No report provided.
7. Provost's Report
 - 7.1. Provost Mohamed gave a warm welcome, and mentioned that the CSUSB theater production was selected for the Region 8 Festival, which features college-level productions from around the country and is held at Glendale Community College.
 - 7.2. Provost Mohamed announced that, on Feb 29th, Neal Malik will be featured in The Provost Presents Faculty Research Series in PL 4005 and will present his research on Childhood and Adolescent Obesity Treatment Interventions in this population.
 - 7.3. Provost Mohamed mentioned that CSUSB had been selected for a pilot grant to promote learning in the Inland Empire. The program is an equity-based model for dual enrollment, college-ready students to prepare them for higher education. Preliminary funding has been granted to support this initiative, and it is strategic to boost enrollment at CSUSB.
 - 7.4. Provost Mohamed stated that, on that note, Rachel Beech has accepted a new position as the Vice President of Enrollment Management at Miami University in Oxford, Ohio. She will be missed – and CSUSB is greatly lamenting the loss of the institutional knowledge that she provided.
 - 7.5. Provost Mohamed mentioned that post-pandemic, enrollment for CSUSB has not recovered and affects the budget by \$7 million. To not lose momentum on enrollment, Administration is currently recruiting for Rachel Beech's replacement.
 - 7.6. Provost Mohamed stated that there was a general request for an increase in regular meetings for the full senate to facilitate the

curriculum approval structure so that faculty do not have to wait an entire year for approval if they miss the early deadline.

- 7.7. Chair Davis asked which deadline was being referred to.
- 7.8. Provost Mohamed mentioned there were issues with the Nov 30th deadline, and thinks some external programs could be rewritten to facilitate a more regular approval of curriculum. This will be discussed with the PLT because they are more informed on the subject matter.

8. Chair's Report

- 8.1. Chair Davis acknowledged the new Faculty Senate Support Coordinator, Erika Gaxiola, and expressed warm gratitude and appreciation for having dedicated Senate support at this time.
- 8.2. Chair Davis also acknowledged the additional work of the executive committee, specifically Vice President Girshin and Secretary Jones as they filled in during the hiring process.
- 8.3. Chair Davis was happy to state that the winter break was restful and is now ready and excited for the new year.

9. [FAC Report](#)

- 9.1. Senator Kolehmainen met with FAC during the first meeting of the semester; they discussed FAM640.5. FAC considered and approved the proposal for the creation of the MSPA department.
- 9.2. Senator Kolehmainen explained that the FAC is working on a new policy covering recruitment and review of non-MPP administrative positions.
- 9.3. Senator Kolehmainen mentioned directors are not included in FAM 871.4; there is currently no policy for other directors not included in this policy.
- 9.4. Senator Kolehmainen mentioned that FAC was thinking of creating a new policy to include TRC, the GE coordinator, and non-MPP positions and would also cover assistant deans. While this policy is still in progress of being created, it is unclear if the old policy will still be needed.
- 9.5. Vice Chair Girshin asked if there was anything about senator positions mentioned in the TRC policy.
- 9.6. Senator Kolehmainen stated that there is no mention of the senator position in the new policy, but the FAC could include it per the EC's request.
- 9.7. Vice Chair Girshin further asked: If this policy was kept, would similar

- ones be created for different types of directors?
- 9.8. Vice Chair Girshin was concerned that it would establish other positions apart from senators, and it might do away with other important roles. Vice Chair Girshin was in favor of keeping this as a separate policy and also including the director.
 - 9.9. Chair Davis mentioned that the TRC is a senate institution, and this was created by former EPRC Chair Davida Fischman, and the Senate. Chair Davis expressed a preference to not lose the work of the senate. The EC created this institutional policy, so the preference is to enhance it and keep it as a separate policy.
 - 9.10. Senator Kolehmainen stated this feedback would be taken to the FAC and will modify the policy as appropriate.
 - 9.11. FAM 640.5:
 - 9.11.1. [With Markup](#)
 - 9.11.2. [Without Markup](#)
 - 9.11.3. Senator Kolehmainen began the review of FAM 640.5,
 - 9.11.4. Senator Kolehmainen stated that titles were updated. The old policy covered the University Councilor, and it now covers the CAPS Director. The policy also now covers the recruitment of that position because it is under Student Affairs as opposed to Academic Affairs.
 - 9.11.5. Senator Kolehmainen stated that the FAC is working on a policy that covers this, and expressed hopes that the changes made in this policy will be added to the new policy.
 - 9.11.6. Senator Kolehmainen stated that under the section “Procedure and Process” the statement of “open positions” was inserted.
 - 9.11.7. Senator Kolehmainen stated that in section 2B, “representation of the search committee elected from college” was changed to consituate units.
 - 9.11.8. Senator Kolehmainen stated that in section 2C, the FAC added the statement that ‘members of the Search Committee for PDC should have taught at PDC’.
 - 9.11.9. Senator Kolehmainen stated if the position being recruited is the Dean of Libraries, then the representative should be elected by librarians.
 - 9.11.10. Senator Kolehmainen stated that the following paragraph had a similar statement, changing “counselor” to “CAPS director.”

- 9.11.11. Senator Kolehmainen stated that at the bottom of section 2, additional members appointed to the committee's final composition should consist of a majority of faculty members.
- 9.11.12. Senator Kolehmainen stated that in section 3, the timing of the searches should be during the academic year and should be in collaboration with the recruitment committee.
- 9.11.13. Senator Kolehmainen stated that the job advertisement should have a description with the desired qualifications and a deadline advertised for at least a month.
- 9.11.14. Senator Kolehmainen clarified that only complete files need to be reviewed.
- 9.11.15. Senator Kolehmainen stated that section B calls for 3 finalists.
- 9.11.16. Senator Kolehmainen stated that section D gives the committee the ability to make recommendations and rank candidates in a report that is then submitted to the Provost.
- 9.11.17. Senator Kolehmainen stated that the term "pleasure of the president" was replaced with "will of the president."
- 9.11.18. Senator Kolehmainen stated that, in section 7, the interim position should normally serve a 12-month appointment, and should be announced to the faculty.
- 9.11.19. Senator Kolehmainen stated that all finalists should be will receive equal and fair consideration.
- 9.11.20. Chair Davis mentioned on page 7, that interim appointments should not be— but *may* be— renewed. Chair Davis asked if there is a time frame for how long the interim appointments can be extended.
- 9.11.21. Provost Mohamed suggested interim appointments should remain interim as needed, and mentioned if the language can state the appointment may be renewed.
- 9.11.22. Senator Kolehmainen asked if the 2-year clause was sufficiently comfortable.
- 9.11.23. Provost Mohamed asked if a 2-year clause is enough. What if there is a series of failed searches?
- 9.11.24. Senator Kolehmainen suggested extending the interim appointment as necessary.
- 9.11.25. Vice Chair Girshin brought up a question regarding the director of CAPS – did it come up that the director of counseling is not included in the policy? Since councilors are faculty, is there a

- conflict?
- 9.11.26. Senator Kolehmainen said there was a sentence addressing this—since the policy specifically refers to Academic Affairs, it was assumed it was clear it only pertained to that group.
 - 9.11.27. Senator Kolehmainen ensured the campus council is selected in a transparent way as councilors oversee faculty.
 - 9.11.28. Senator Kolehmainen was hoping the FAC would agree to consult and pass the policy by the Senate before it is finalized.
 - 9.11.29. Vice Chair Girshin asked if there are any administrators excluded from this policy.
 - 9.11.30. Senator Kolehmainen said that Athletics directors are not included, but have emailed to be included anyway.
 - 9.11.31. Vice Chair Girshin asked if coaches are considered faculty.
 - 9.11.32. Senator Kolehmainen stated that yes, they are considered unit 3 faculty members.
 - 9.11.33. Provost Mohamed mentioned that Faculty are included in the same inclusion clause as librarians since they are part of unit 3.
 - 9.11.34. Vice Chair Girshin asked, in regards to section 2C, if hypothetically it is possible to have 3 librarians on the committee.
 - 9.11.35. Senator Kolehmainen confirms that yes, this is possible.
 - 9.11.36. Vice Chair Girshin asked if they had considered changing the word “desired” to “preferred,” since legally preferred holds meaning, while desired does not.
 - 9.11.37. Senator Kolehmainen stated that the FAC has no intention of changing that word.
 - 9.11.38. Senator Kolehmainen stated that an interim appointment could be extended for up to 2 years. The FAC does not meet early enough to make this change before the deadline but can send an email to possibly change the word before the meeting next Tuesday.
- 10.** [EPRC Report](#)
- 10.1. Senator Fullam stated that the EPRC reviewed FAM112.5. The EPRC contacted the proposal's originators about a missing term, and they agreed to revise it.
 - 10.2. Senator Fullam asked if the EC could approve adding this change to the Faculty Senate agenda. If not, this proposal would be submitted late and this would push the process back a month. Senator Fullam stated that he had promised to resolve this soon as it is a timely matter.
- 11.** Statewide ASCSU Report - No Report.

12. Old Business - None.

13. New Business

13.1. Awards Committee (Provost Mohamed)

- 13.1.1. Provost Mohamed stated that a request was pending for the Awards committee, asking for a member to remove themselves from the committee after they were publicly critical of the nominee for the Professor Award. This public criticism was inappropriate and should disqualify them from being a part of the award committee.
- 13.1.2. Provost Mohamed stated there was evidence of them saying disparaging things about one of the nominees and does not believe this is appropriate behavior.
- 13.1.3. Chair Davis asked for clarification on the type of documented evidence.
- 13.1.4. Provost Mohamed said the document was a written email that questioned the intellect of the nominee, however, there were also instances where they questioned the aptitude of the nominee publicly, and had also written directly to the nominee.
- 13.1.5. Provost Mohamed stated that candidates would not be released to the Awards Committee until this conflict is addressed.
- 13.1.6. Senator Johnson asked if FAD Kevin Grisham had weighed in on this.
- 13.1.7. Provost Mohamed said that yes, FAD Kevin Grishman agreed this was not appropriate and it was evident there was a bias present.
- 13.1.8. Chair Davis asked Provost Mohamed to share the bias.
- 13.1.9. Provost Mohamed stated that the award in question was the "Outstanding Professor" award.
- 13.1.10. Senator Kolehmainen stated that this kind of incident had likely happened in the past, possibly in a different committee that is critical of merit. Senator Kolehmainen worried that there could be an inconsistency here, where someone is being recused when in the past others have not been recused.
- 13.1.11. Senator Kolehmainen recalled a time when there had been a conflict of interest and believed the Executive Committee did not have the power to resolve this issue. Senator Kolehmainen wondered what was required to remove members from committees.
- 13.1.12. Vice Chair Girshin said a petition signed by 25% of the electorate

was required.

- 13.1.13. Provost Mohamed stated that confidentiality is vital in this situation. There have been formal complaints against the person who presented bias. In terms of removal, the EC may request that the person voluntarily remove themselves from the committee.
- 13.1.14. Provost Mohamed requested that Chair Davis make the request, as Provost Mohamed did not want to overstep but expressed willingness to make the request if necessary.
- 13.1.15. Senator Franklin-Guy expressed disfavor in requiring the recusal, as someone who had witnessed an instance like this one before. Further, Senator Franklin-Guy states that this action implies the other members of the committee do not have the integrity to properly execute the process.
- 13.1.16. Provost Mohamed agreed but stated that in this particular case, the bias was clear and this committee member made their opinion very well known. Provost Mohamed expressed caution about altering committee structures but worried that the committee member's vote could still override the calculations of the committee.
- 13.1.17. Chair Davis mentioned that the entire committee is charged with doing the work and that supportive of the process.

14. 2:45 Time Certain: Senator Janelle Gilbert– Update on GE and AB928

- 14.1. Senator Gilbert voiced concerns about AB928's impact on students who attended CSUSB for four years versus transfer students. The concern is that those with transfer units may receive a different education.
- 14.2. Senator Gilbert provided a brief background for AB928. AB928 created curriculum patterns for transfer students to follow, but the committee was firm in stating that the changes were for transfer students only and not for native students. The Chancellor's Office has been silent on whether this should include all students or if it should only pertain to transfer students. It is unclear whether the intention was to simplify things for all students or just transfer students.
- 14.3. Senator Gilbert clarified that CSUSB has already made these changes to support the ASCSU and to support transfer students. However, the question is whether the changes in these GE patterns should be made for native students as well.
- 14.4. Senator Gilbert stated that a meeting with the Board of Trustees is underway, and what these changes mean for CSUSB will be discussed.

- 14.5. Senator Gilbert stated that the dangers of implementing these changes could be losing categories E and F of the GE requirements, which primarily deal with diversity, inclusion, and preparing first-generation students for higher education. It would be a loss to the community. Category C3, in arts and humanities, would also be lost. These changes would not eliminate the courses altogether but would reduce student options, as they would no longer be required.
- 14.6. Senator Gilbert stated that problems could arise with lab courses, now that students are only required to take one lab (as opposed to the original two labs to be paired with classes) there is debate on whether they are necessary. The timeline requires that changes be made to Title 5. ASCSU supports changes to ONLY Title 5 in regards to transfer students– none else.
- 14.7. Senator Gilbert stated that changes have been pending for 2 years but are yet to get a stance from the Chancellor's Office. There is a timing issue, and despite campus having a history of how the situation is handled, there is simply not enough time.
- 14.8. Senator Gilbert stated that there is a timing problem, and this change should not pass without considering student input. However, it is problematic to ask for student opinions, as there is no choice but to accept the changes that have already passed.
- 14.9. Provost Mohamed agreed that students need to be included and it is necessary to articulate *how* they are included.
- 14.10. Provost Mohamed mentioned that there are challenges with the CSU and the legislature, and if CSUSB does not comply, the legislature will make us comply.
- 14.11. Senator Gilbert agreed that this is problematic because it is not clear what the expectations to comply are yet, as the Chancellor's Office has not yet provided information.
- 14.12. Senator Gilbert mentioned that CSUSB must comply with the legal mandate until the Chancellor's Office makes a decision. There was a general desire for the GE patterns to remain the same, as students would be losing content otherwise, but the Chancellor's Office has the final say and we await their decision.
- 14.13. Secretary Jones asked for a timeline.
- 14.14. Senator Gilbert responded that this should have been resolved last year– it had already been agreed upon to add it to the approval process but it is already too late to be added to the catalog. CSUSB is currently

compliant because minimum action has been taken for transfer students, but the necessary work for the rest of the students has been excluded.

- 14.15. Chair Davis thanked Senator Gilbert and extended an invitation to an upcoming Faculty Senate meeting.

3:00 Time Certain: Closed Meeting

15. Adjournment (4:00 PM)

- 15.1. Meeting Adjourned by Chair Davis.