



SUBJECT: Executive Committee Approved Minutes

MEETING DATE: Tuesday, March 1, 2022, 12:45pm-2:30pm by Zoom

[PLEASE CLICK HERE FOR ZOOM LINK](#)

Members Present: Paul Carpenter, Christina Chin-Newman, Julie Glass, Kim Greer, Eric Haas, Scott Hopkins, Michael Lee, Sarah Nielsen, Cathy Sandeen, Benjamin Smith

Guests: Jeanne Dittman, Suzanne Espinoza, Mark Robinson, Maureen Scharberg, Angela Schneider, Mitch Watnik

Members Absent: Christina Chin-Newman (left 13:43), Juleen Lam, Jenny O, Meiling Wu,

[Land Acknowledgement](#) [[short version](#)] [[reader sign up](#)]

12:45 called to order. Christina Chin-Newman read land acknowledgment.

1. Approval of the agenda

Point of personal privilege: Lee announced today is his parents' 70th wedding anniversary - he wanted to share some joy.

MS Hopkins, Haas. Approved by Unanimous Consent (UC)

2. Approval of [2/15/22](#) minutes

MS Hopkins, Smith. Approved by UC

3. Reports:

a. [Report](#) of the Chair

Returned to report at 12:58. Directed attention to her written report.

Returned to report at 13:26 - COBRA 5 did not pass - we did not get sufficient turnout of faculty. Should we put it back on an election? Try to increase the turnout to get the required majority? Has spoken to Carpenter, Chair of COBRA, and Vice Chair Chin Newman.

b. Report of the President

Indoor masking relaxed/rescinded if fully vaccinated. Will be more communications forthcoming. At the cutting edge of CSU - local conditions are driving our response.



More detail on CO - meeting of Presidents and acting Chancellor - Steve Relyea is now acting Chancellor until March BoT - 20/21 - will appoint Interim for 6-12 mo. Will launch a search for a regular Chancellor. Interim will not be sitting President - will not be Trustee - looking for CSU experience - will not be candidate for regular position. Closed system until then.

Our searches are going well - VP for A&F decision coming soon. Optimistic. Ahead of other searches in State/nation. Good news - SF Business Times has a long article on East Bay - Hayward Hotspots - CSU is a new driver - small business development center, etc. Has a list of 5 people you need to know in Hayward - includes Sandeen.

President is going to a conference this week - American Council on Education annual meeting - has organized a panel - "starting a presidency in the virtual world" - composed of lots of CSU presidents - about lessons learned. Is a prestigious opportunity.

Haas - shout out to his program - got news that CO policy branch has dropped GRE from its entry requirements - thanks to CSUEB admin for the support.

Chin-Newman - thanks President for being active on social media and responding to students.

c. Report of the Provost

13:28 - announcements and updates. Are searching for Dean of CBE - mid-March the committee will select 1st interview candidates 17/18. Will check references and then will have round 2 April 13-15. Hopeful start date of July 1.

Faculty are engaged with the campus media team - has gone up over 200% in terms of news, etc. Team has put out a call to faculty on 3 themes - stories, research, etc. on health and vibrancy of our region, education, and environmental and climate change topics. Pilot - reaching out to faculty and taking recommendations. OAA will help cover media training as part of professional development.

Has had feedback on the Director of Faculty Development call - talk about it again at Provost/Senate Chair open hour? Has the position reporting to Associate Provost for Faculty Affairs.

Will discuss faculty workload program draft memo with Chairs Friday.

Nielsen - will need to update the Director of Fac Dev call due date.



- d. Report of the Statewide Academic Senators

Glass - no statewide meetings since last meeting. [Information Session on AB 928](#) - wants our campus to add inputs.

4. Vacancies/Approvals:

- a. [Joint Task Force on Centers and Institutes](#)

MS Chin-Newman, Hopkins - Paul and Khan approved by UC.

Committee on Sustainability still missing candidate.

- b. [Spring \(one semester\) vacancies](#)

Jung You - pulled out, so Brian Du is appointed.

Arran Phipps - wished to stand for Moon vacancy. David Fencsik - wishes to stand for Pakpour vacancy.

MS to approve both. Hopkins, Smith. Both approved by UC.

- c. [CSUEB Appointee to the Academic Council on International Programs](#) (ACIP)

- i. Five (5) [nominees](#)

Vote poll started at 13:38 from the Google doc. Andrew Wong reappointed. **Lee** noted that Wong is on sabbatical in the Fall and thus a replacement will need to be found - raises the complication of 3 units per academic year for the ACIP person.

Glass - someone taking on a new position will be hard. Perhaps have a one year replacement rather than a one semester.

Lee - the Provost's office can make that determination - makes sense. Lee and Wu were prior ACIP reps.

Greer - will look into it.

5. New Business:

- a. [21-22 FAC 9](#): Policy on Academic Freedom



MS Hopkins, Glass - **Nielsen** - we do need one for WASC accreditation. Also to address issues such as Professor in Economics. The Ad-Hoc Committee met last year - Sperry, Engdahl, Ginno, Glass, Ingraham (Manopoulos) + emeritus Reichman - expert in the field for AACU and AAUP. Is based on 1940 statement + 1970 interpretation. Was sent out for feedback - got 24 responses mostly from faculty plus some from OAA. Ad hoc committee discussed, modified, FAC reviewed. There has been discussion about the generic nature of policy - suggestions given to think about the way it is framed - could include more about the context? Nielsen added some possible ideas in the document. Suggestions to add to the preamble. Discussion?

Glass - thanks for presenting the summary. One concern is that policy needs to be an enforcement tool to reflect incident of the past - this policy does not achieve that goal. This is more a statement on Academic Freedom and its defense. This is a risk - so needs a clever introduction. **Nielsen** - one member created a code of conduct (Ingraham) - looks good - was discussion about sending it forward with the policy. There is a solid draft that could be shared more widely.

Smith - comment - one thing to consider - change name - Cal State East Bay not CSU East Bay. As a statement it makes sense - as a policy it does not. Is not a policy. No requirements, no enforcement, no obligations, etc. If presented as a statement it would make more sense. Question - first, has it been cross-checked against current policies? Raises questions on whether it is in line with current policy e.g. intellectual property? Second - should it have co-originated with CR given the strong implications for research? Would CR get a chance to review? **Nielsen** - draft was sent to all of campus - could send it out for more comment to address new feedback. Was sent to FAC due to a range of issues in its charge. Nothing prevents a standing committee to look at it as a committee and send additional feedback. Does it need to go to CR? Not sure.

Greer - is an interesting challenge - appreciated Julie's lead with context of original impetus. Helps understand neutral language in document - is balancing act - critique she has heard is that it doesn't link to who we are - doesn't speak to our values. Does think that if possible, can it focus on positive values of university? - Will be helpful with WASC - wants to see some of us in it.

Nielsen - did add some possible language to talk about JEDI - see comment in document margin.

Haas - wants to applaud work being done thinking through. Questions - Julie addressed one - not a document to address previous incident - he could see it being used to support Prof. Christainsen's actions. Doesn't see real limits on that - No 5 talks about full freedom in research and education. No 11 protects the instructor's rights to select materials, etc. This doesn't seem to make things clearer than when we dealt with the Christainsen issue before - seems even murkier now. Also reference to rights - but it's not an individual right, etc. Not clear. Question - can we retroactively apply it?

Nielsen - discipline of practice would be the judges and enforce any ideas of limits. Understands the points being made.



Lee - Whole process came out of the Christensen affair. There will likely be significant opposition if there is no sign that the statement could have dealt with such an incident. The referral was made when I was Chair because it was apparent WASC expected us to have a position on academic freedom in their criteria. Dean Scharberg confirmed, at that time, that the criteria required that the approach to academic freedom should reflect the vision and values of the institution so Kim Greer is right to point this out.

Nielsen - Does the statement made in the margin reflect the original ideas of the WASC criteria? Does the preamble need more on the vision and values of CSUEB as well as referring to the CO discrimination policy, etc.?

Lee - My interpretation of WASC is that the vision and values drive our concept of academic freedom standards and limits - if this is a statement and not a policy, what's it for? To guide our behavior and outcomes and enable us to recognize when our own vision and values and notions of academic freedom have been transgressed.

Broke off for time certain.

14:19 returned to this topic.

Smith - Refers to CBA but needs to cross reference to the constitution also.

Nielsen - isn't ready to go to the Senate perhaps? Send back to FAC with some of the feedback - work on preamble and send it back? Substitute MS to refer back to FAC - Hopkins, Smith. Discussion? Objections? None. Approved by UC.

- e. [21-22 CIC 26](#): Credit for prior learning acquired outside of traditional higher education

Nielsen - we have time certain at 2:20 - ignore? No objections. e, f and g are all in response to the EO 1036. CIC 26 MS Glass, Hopkins. Limits amount of credit for prior learning for outside higher education. Is for non-collegiate instruction - military or civilian training courses recognized through clearing houses. Must recognize if they align with GE learning outcomes.

Hopkins - is confused about it - e.g. military and vocational - seems very specific - is this a way to give credit for military experience or in civic society?

Nielsen - yes, exactly. People taking very technical kinds of courses - e.g. fixing a helicopter - would not be included. Guides that are linked would determine if credit is appropriate.

Glass - is so we are in compliance with the law.

Nielsen - Any objections: Approved for agenda by UC

- f. [21-22 CIC 27](#): Undergraduate Credit for Demonstrated Learning, Knowledge, or Skills Acquired Through Experience



MS Hopkins, Smith. **Nielsen** - specifically for UG students - would have to have passed 15 credits for matriculating students. Student would initiate the process with advisor - dept would determine if the experiential learning would qualify for the credits. Is a hard limit for the total units. One CIC member did not want faculty to be obliged to provide this credit. Objections to add to agenda? Approved by UC.

- g. [21-22 CIC 28](#): Graduate Credit for Demonstrated Learning, Knowledge, or Skills Acquired Through Experience

Nielsen - Same type of policy but for grad students. Have to have accumulated 3 units. Must articulate to a course. Grad advisor would work with students to initiate. MS Hopkins, Smith. Objections to putting on agenda. None. Approved by UC.

The following items were not discussed due to lack of time (in red).

- h. [21-22 BEC 9](#): Alumni Representation on Senate
- i. [21-22 BEC 10](#): Election Procedures and Vacancies
- j. [21-22 FAC 7](#): Amend 15-16 FAC 1: Administrative Appointment and Review Policy to include ASI representatives on all administrative hiring committees
- k. [21-22 CIC 34](#): Courses reviewed and approved by GEOC on 2/9 requiring Senate approval
- l. [21-22 CIC 35](#): Courses reviewed and approved by GEOC on 2/9 not requiring Senate approval
- m. [Faculty Development Director Job Description](#)

6. Information Items:

- a. [21-22 CAPR 19](#): BA Human Development-Clarification of all five concentrations as on ground programs and online degree completion programs
- a. [21-22 FAC 11](#): 2022-23 Proportional Representation on the Academic Senate, Senate Standing Committees and University Tenure and Promotion Committee (UTP)
- b. [DRAFT AY 2022 Faculty Workload Program](#) (*time certain 2:05*)

Nielsen - Shared CFA concern with the ExCom. Exceptional service - will it get lumped in with this workload policy - might be a violation of probationary faculty if they couldn't get both? There is some uncertainty over the language in the workload reduction program and the CBA. **Greer** - will double check.

Smith - question about any release time that is noted - will it be affected by leave (parental, etc.)? **Greer** - no, is another type of reduction - doesn't think will decrease eligibility - but will double check. **Nielsen** - is about instructional release time. **Smith** - FSG language had words about leave that prevented FSG - some who went on family leave were told they had lost eligibility - sees similar wording. Another question - some programs have 4 unit course standards - is there an allowance for those types of



programs? **Greer** - have tried to keep it at 6 as with the pilot. Causes complication if they have 3 unit release and 4 unit course - there has been an assumption that they have another assignment for the 1 unit. Not sure how big the problem is.

Glass - it came up when people were discussing 3 v 4 unit classes at Q2S conversion - depts have to figure it out. Is a difficult task to get to 12 units for some faculty.

Carpenter - is a reimbursement model - colleges get \$ - is based on full cost - will restrict how many wtus you have? Will need to determine wtus totals based on the applicants salaries and benefits. **Greer** - The \$700,000 is the funding that OAA could commit to on an ongoing basis. Colleges can use other money to add to it.

Nielsen - Carpenter is right, it is a smaller pot of money than it seems. Is this the input you need - a vote needed or not?

Greer - no, is just asking for consultation on policy. Are two questions - CFA on possible violation of CBA, and also exceptional service, parental leave, etc. Will follow up. Now wants some input from Chairs.

Nielsen - objection to sharing draft more widely?

Greer - can share with Chairs, to get feedback

Lee - is already a public document.

c. DRAFT Writing Skills Subcommittee Recommendation for GVAR

7. Discussion:

The following discussion items were not discussed due to lack of time (in red)

- a. Creating an enforceable DEI checklist for search committees
- b. Revising the anti-racism policy (20-21 BAS 2)
- c. Enrollment presentation from Student Affairs (*time certain 1:00pm with Angela Schneider*)

Jump from Chair report to this item 13:00.

Espinoza - made some changes in enrollment management - Angela Schnieder is AVP for EM. Staffing is changing. Are acquiring a CRM communications platform to sort students and send messages. Want to identify serious candidates. Tool is in preparation. Are developing a library of messages - based on academics, special topics (e.g. financial aid, housing), etc. Will deploy with CRM. In the process of trying to build relationships with CCC and HS so they know who is their rep at East Bay. Are discontinuing impaction status - has been 4 years - enrollment is lower - need tools to attract students e.g. lower division transfers. Students go through Cal State apply, self-report courses and grades, then are given tentative admission. Will collect info this Spring to finalize their admission



and will be doing activities to boost yield - visits, phone calls, campus events - will be between now and orientation.

Schneider - shared screen. Showed overall headcount slide. Down to 13,495. Cal resident enrollment has also gone down - is below the dotted line target. 21-22 down to 10,727 close to 1,000 below that line. Showed daily report of First-time Freshmen and Transfers. Freshman applications are up - +6% - need to work on yields now. Down on transfers - 2.86%. Doesn't include LD transfers. Previously we weren't allowed to accept this group. Is showing point in time comparison to the same time last year. Showed December stats from CO for freshman for all 23 CSU campuses - most were up in this category. All CSUs were down in transfers. CCC enrollment is way down - a big factor for transfer students. Showed live data screen in development - AVP Hernandez is building dashboards in Pioneer Insights. Are working out categories to show an overall snapshot. Fall 2022 data in there are provisional - still accepting students and clearing admissions. Have until the end of March. April will be contacting students with intent to register. His chart shows trend lines for different points in time for 3 years. We are tracking Fall 2020 but are ahead of Fall 2021 applications.

Nielsen - can we allow unclassified post-baccs again? **Schneider** - we are not currently pursuing them at this time - based on conversation with OAA.

Glass - can you talk about plans for improving our yield? **Espinoza** - have messages to go to students in different groups. Change messages as they move through the process. Have events e.g. for admitted students - part of our target is to get them to the SIR stage. Counselors going to schools to help them get to the next stage e.g. applying for financial aid, housing, getting them to SIR and then enroll.

Glass - Parent of child recently admitted to college. Admissions process is key. Getting a message of congratulations for getting in is great. Makes a big difference - not all CSUs do this.

Schneider - yes we are trying to get more exciting correspondence out. We have a demo of a new email system tomorrow. Our new CRM will have a portal to post messages, videos, etc. Can put fun stuff for various stages in the admissions process. Working with Rich Watters to get alumni to call students and will be targeting different groups with phone calls all summer. Are trying to be more creative.

Hopkins - many campuses are impacted on enrollment - what effect will removal have?



Schneider - flexibility is key - will allow us to accept different groups we could not accept before - can extend deadlines now, so should help.

Hopkins - so too early to tell?

Schneider - yes.

Hopkins - 25% of freshmen, he hears, don't come back to campus. Is there an equity issue?

Schneider - yes, is larger than we like. We have a committee looking at that - working with CO about how to reach low income students who have dropped out. Are trying to find out why they are leaving.

Hopkins - other areas should be working with you - how can the bigger community help?

Schneider - retention is for everybody. Is meeting with Deans on strategies and solutions for retention. Are those who can come back and those who need to reapply as separate groups - phone calls, etc. Open to ideas. **Hopkins** - work with freshmen here who haven't left yet. **Espinoza** - new work we are doing providing incoming students with a specific advisor and help getting into classes should help address this. This last semester - the group looking at student success and retention - arranged with depts to do phone calls to students who have not registered. **Schneider** - also have money - have paid students who were on drop list, will be money for scholarships, etc.

Hopkins - ganas and excel can help address equity. **Espinoza** - are trying to create a sense of belonging.

Nielsen - encourage Chairs to participate in outreach.

Chin-Newman - on data action team - student advising survey said students want more proactive outreach from East Bay. Would love to know more - e.g. come talk to FDEC.

Schneider - will come to any meeting to talk about this topic. **Espinoza** - looked at a video from another campus with a professor talking about Ukraine - wants to showcase our instructors with expertise that will impress prospective students.

8. Academic Senate [3/8/22](#) draft agenda (*2:20pm time certain*)

14:29 MS Hopkins, Smith motion to approve Senate agenda. None. Approved by UC.

9. Adjournment



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MS Smith, Glass - approved by UC. Adjourned at 14:30.