THE MINUTES OF THE ACADEMIC SENATE (AS-13)

CALIFORNIA STATE UNIVERSITY, FRESNO

5200 N. Barton Ave UL34

Fresno, California 93740-8014

Office of the Academic Senate

(559) 278-2743

February 5, 2024

Members excused:

Members absent:

In-person attendance: Zoom attendance:

The Academic Senate was called to order by **Vice Chair Crowell** at 4:02 p.m. in Library room 2206 and via Zoom video conferencing.

1. Approval of the Agenda.

*Motion to approve agenda*

*Second*

*Vote on motion to approve agenda: approved*

1. Approval of the Minutes 12/4/2023.

*Motion to approve minutes*

*Second*

*Vote to approve minutes: approved*

1. Communications and Announcements.

Communications and announcements from Provost Fu:

1. Call for nominations for Provost awards will be send out this week. Categories were updated to include an award for staff. The innovation in teaching award has been suspended. A program/department award, to reflect, for instance, promotion of student success, program innovation, improvement in curriculum, or use of AI, will be considered for next year’s call for nominations. Standards for these new awards will be shared with the executive committee of the senate first.
2. Update on Academic Affairs searches: candidates for AVP assistant of Faculty Affairs were on campus today. Two dean searches will be launched in Spring for Health and Human Services and for Division of Research and Graduate Studies.
3. Announcement for service on WASC accreditation. Fresno State was selected for the TPR process. Various themes and subthemes have been selected to focus on. Looking for faculty and staff to serve on thematic committees in a campuswide call.

*Questions for Provost Fu*

**Senator Kensinger**: Regarding the Provost awards, do they all come with monetary award?

**Provost Fu**: Yes.

**Senator Kensinger**: no course releases?

**Provost Fu**: No.

**Senator Kensinger**: A monetary reward is nice but maybe think about also offering a course release. Recognize that people are going above their duty.

**Provost Fu** will consider this suggestion. Monetary rewards are funded by foundation, course releases would not, hence this could be complicated. But he will consider it.

**Senator Holyoke**: Regarding the new staff award, is this limited to Academic Affairs?

**Provost Fu**: Yes, it would concern service to Academic Affairs.

Communication from Senator Jenny Banh

**Senator Banh** read a statement on behalf of Anthropology and Asian American Studies in support of Dr. Ida Jones. The statement also expressed concern about the University’s failure to protect faculty from threats to their safety over content that they assign and teach in their classes.

**Senator Kensinger** asked to ensure that the statement is read into the minutes.

**Vice Chair Crowell** assured the Senate that the statement will be noted in the minutes, although not verbatim.

**Senator Kensinger** requested that it be clear in the minutes that the statement was in support of Dr. Ida Jones.

1. Installation of Senator.

Dr. Amber Hammons installed as Senator for Child and Family Science

1. New Business

*None*

1. Consent Calendar
   1. New Degree- Bachelor of Arts (BA) Degree in Asian American and Asian Studies
   2. New Degree- Bachelor of Science (BS) Degree in Wine Business
   3. APM303- Policy on Nepotism. Needed changes to put Jim M. Schmidtke’s name instead of Rudy J. Sanchez

**Senator Mulhern** moved to pull APM 303 off the consent calendar due to grammatical error in document.

**Senator Lent** expressed concern that APM 303 is just a memo and not a policy.

*APM 303 pulled and added to agenda.*

**Senator Holyoke**: There are new degrees on the consent calendar, but we do not have the documents to assess these new degrees, which is unusual.

**Vice Chair Crowell**: The new degrees were approved by curriculum.

*Items a and b on consent calendar approved.*

**Senator Stillmaker** made a motion to move APM 303 to the top of agenda.

*Motion to move APM 303 to top of agenda*

*Seconded*

*Motion to move APM 303 to top of agenda: approved*

**Senator Stillmaker** made a motion to send APM 303 to the Personnel Committee.

*Motion to send APM 303 to Personnel Committee*

*Seconded*

*Motion to send APM 303 to Personnel Committee: approved*

**Senator Kensinger** had a question for **AVP Schmidtke**: Is the name change all there is to it?

**AVP Schmidtke**: Yes.

1. APM 327 - Policy on Promotion. Second reading.

**Senator Kensinger** asked **Chair Low** to remind the Senate of the changes that had been made in senate so far.

**Chair Low** reminded the Senate that the objective of the policy changes was to give more decision making to departments and to reduce burn out among Associate Professors. He referred to the Senate minutes for a summary of the changes made in the Senate.

**Senator Kensinger** offered an amendment on service as department chair:

*Motion to amend APM 327 Section III.E*

*Second*

Part III, new section E: Add new sentence at the end of section last paragraph that states:

“A file showing evidence of successful service as a department or program chair for a number of years while at the Associate Professor level should be considered by all parties as a sign of, at minimum, satisfactory service, and when done well, exceptional service. Serving as department or program chair while and Associate Professor should also be weighed heavily by committees in assessing scholarly accomplishments.”

**Senator Stillmaker**: Like this idea, but offered friendly amendment: it should be department chair and program coordinator.

*Friendly amendment accepted*

“A file showing evidence of successful service as a department chair or program coordinator for a number of years while at the Associate Professor level should be considered by all parties as a sign of, at minimum, satisfactory service, and when done well, exceptional service. Serving as department or program coordinator while and Associate Professor should also be weighed heavily by committees in assessing scholarly accomplishments.”

**Senator Mulhern**: Suggested to add a clearer time frame, for instance 1 or 2 terms served as chair or coordinator.

**Senator Kensinger** wanted to keep this vague because an associate professor may not have served a full term yet when they apply to go up for full professor. One or two years is some time in the position. Hence not accepted as friendly amendment.

**Senator Lent** spokes against the amendment. Now carving out niche things, when we have been removing these particularities in the last discussion on this policy. Senate approved that satisfactory in various requirements is enough and now we are again carving out a single exceptional service. You could be exceptional in any one of these areas, but we wanted it to be satisfactory.

**Senator Holyoke** also spoke against the amendment.

**Senator Bryant** made an amendment to the amendment to remove ‘and when done well, exceptional.’

*Motion to amend the amendment to APM 327 Section III.E*

*Second*

**Senator Mulhern**: This appears to allow someone to serve as department chair or program coordinator for less than one term and then to walk away. Should only apply when having completed a service.

*Vote on* ***Senator Bryant’s*** *amendment on* ***Senator Kensinger’s*** *amendment, to become:*

*“A file showing evidence of successful service as a department or program coordinator for a number of years while at the Associate Professor level should be considered by all parties as a sign of, at minimum, satisfactory service. Serving as department or program chair while and Associate Professor should also be weighed heavily by committees in assessing scholarly accomplishments.”*

*Approved.*

**Senator Lent**: Motion to remove entire last sentence from **Senator Kensinger’s** amendment.

*Second*

**Senator Kensinger**: The amendment mimics the RTP policy, and no place in the policy yet that demonstrates that it is not simply repeating the RTP requirement. Promotion to full is more difficult than promotion to Associate, and being a department chair or program coordinator poses challenges to doing what is needed to promote to full professor. The objective of the amendment is to recognize this workload.

**Senator Lent** agrees with this, but the Senate decided that everything needed to be equal across all three areas, hence against introducing exceptions.

**Senator Chowdhury** suggested that the last sentence in the amendment could go under the research area.

**Senator Pitts** spoke against striking the last sentence. We need to recognize the work done by chairs and coordinators. Striking this language discourages individuals from taking on these roles prior to being promoted to full professor.

**Senator Pinzon-Perez** agreed with **Senator Pitts**. These roles require an incredible amount of time that interferes with other areas of scholarship.

**Senator Holyoke**: The policy is asking for shown significant improvement in teaching, service, and scholarship. The amendment is now inconsistent with the way the policy is set up. Hence in favour of striking the language.

**Senator Ram** also agrees to strike the language, and that it belongs more in the research section. However, uncomfortable with promoting someone with less than satisfactory scholarly work. Chairing does not replace scholarly accomplishment, which this could be seen to do.

*Vote on striking the last sentence to become*

*“A file showing evidence of successful service as a department or program coordinator for a number of years while at the Associate Professor level should be considered by all parties as a sign of, at minimum, satisfactory service.”*

*Approved*

**Senator Ram** offered that there are now some inconsistencies in the policy because of previous amendments to standards for promotion.

**Senator Shatz** clarified that standards for evaluation and promotion are different.

**Senator Pinzon-Perez**: Suggested to address the vagueness of service as department chair or program coordinator now embedded in ‘number of years’, and proposed that service was completed for at least two years.

*Motion to amend the amendment to APM 327 Section III.E*

*Second*

**Senator Stillmaker** spoke against this motion. Two years is a lot for someone who wants to go up early. Prefered the vagueness.

**Senator Mortimer**: Treating service as important part of the job. But odd dynamic for people who might not be a good chair.

*Vote on motion to amend the amendment to APM 327 Section III.E: Denied*

**Senator Lent**: spoke against the entire amendment. Now stands alone as a single thing and serves no purpose other than highlighting something we should already know.

**Senator Pitts** argued that ‘a number of years’ is ambiguous and needs to be clarified, there will be misunderstanding about how this should be interpreted.

**Senator Kensinger** argued that it should be left up to departments what would be evidence of successful chairing, hence assessment done by department committee. Important to remind department personnel committees that being a department chair is a different kind of service.

**Senator Yang**: ‘a number of years’ is too vague.

**Senator Peterson**: Standards should be set by departments, but now we are imposing on departments that chairing should be considered.

**Senator Pinzon-Perez**: Suggested to put in ‘at least one year’ instead of ‘a number of years’.

*Motion to amend the amendment to APM 327 Section III.E*

*Second*

**Senator Ram** spoke against this motion. Liked the vagueness. ‘One year’ is not ‘a number of years’ and it should be multiple years.

*Vote on motion to amend the amendment to APM 327 Section III.E: denied*

**Senator Bryant**: This is important policy, and shouldn’t be constructed by a committee of 60 people. Suggested to form an ad hoc committee to work through the various issues.

**Senator Shatz**: on the amendment suggested by senator Kensinger: Allows departments to substitute service with chair service, and might be directing departments too much.

***Senator Stillmaker*** *motioned to call the question*

*Second*

*Vote on motion to call the question: approved*

*Vote on amendment to APM 327 Section III.E: approved*

***Senator Kensinger****: made a motion for an amendment to Section III.B.c.*

**Senator Kensinger:** Concerned that administration will do what they did to RTP.

*Second*

**Senator Lent**: Appreciate this but adding flexibility where we took flexibility out. Suggested to send this policy back to the Personnel Committee and have them develop the idea of flexibility.

**Senator Jones**: Agreed. Vision of committee has now shifted. Ask committee to do this work for us again. Whole policy needs to be drawn in line with changes made by the senate.

**Senator Holyoke**: Best use of body’s time is to send it back.

**Senator Kensinger** was invited to send her amendments to the Personnel Committee.

*Senator Kensinger motioned to withdraw motion*

*Second*

*Vote on motion to withdraw motion: approved*

*Senator Holyoke motioned to send APM 327 to the Personnel Committee with senators’ amendments*

*Second*

**Vice Chair Crowell** called time certain. Vote on motion will have to occur at next meeting.

*The Academic Senate adjourned at 5:15p.m.*

----------------------------------------------------------------------------------------------

The next meeting of the Academic Senate will be February 12, 2024.

Submitted by Approved by

Amber Crowell Ray Hall

Vice Chair Chair

Academic Senate Academic Senate