

Executive Committee Minutes

Tuesday, February 21, 2023, 3:00 pm

Approved: March 7, 2023

Call to Order:

Executive Session: 3:00 – 3:08 pm

Regular Meeting: 3:09 pm

Roll Call:

Adam Rechs, Amber Gonzalez, Andrea Terry, David Moore, De-Laine Cyrenne, Frank Lilly, Harry Theodorides, Jeff Wilson, Tracy Hamilton, Matthew Krauel, Nataly Andrade-Dominguez, Raul Tadle, Susan Perez

Open Forum:

Policy Templates update: De-Laine Update on CTL on the templates, it is in the works with CTL and anticipated being complete by the end of spring semester.

Approval of the Agenda: Approved.

Approval of the Minutes – February 14, 2023 Approved.

From the Chair: No items

From the Provost: No items

Program Proposal: The following proposals will be placed on the March 2 Senate agenda on Consent Action.

Amended Program: BS Nutrition and Food

Discontinued Programs:

- MS in Biological Sciences (Ecology, Evolution, Conservation)
- MS in Biological Science (Molecular and Cellular Biology)

New Program: Writing for Film, Stage, and Television Certificate: This proposal will be sent back to the Curriculum Subcommittee so that the following issue may be addressed:

The proposal requires students take four units of courses from an elective list, but two of the courses on the list (ENGL 145B and ENGL 191A) are 3-unit courses. Should the requirement be changed to “select one course from the list” with the units being “3-4” or should ENGL 145B and ENGL 191A be removed from the list? Additionally, ENGL 197 appears on the elective list but this course does not currently exist (Workflow says it has been deactivated). There are courses in the ENGL 197 *series*, so perhaps the course on the elective list is supposed to be a course like ENGL 197A, ENGL 197P, ENGL 197R, etc.

There was a question raised about whether the program will connect students with industry gatekeepers, and if so, how will that happen.

Delays for payment of Additional Employment:

The Provost shared the campus and the cross-division initiatives that provided faculty with opportunities for Additional Employment. The Provost shared that, for stateside processing of Additional Employment, a full-time staff position within with the Office of Faculty Advancement (OFA) has been approved, with the sole responsibility for processing applications. The hiring process will begin now to expedite the hiring of an individual.

Feedback:

- Jackie Kernan, Director of Academic Personnel, Office of Faculty Advancement, shared that OFA has received and worked through over 1,000 employment requests stateside. The increased activity has created increased workload for staff. OFA is working to make the process more efficient and to process payments in a timely manner.
- Monica Kauppinen, Director of Sponsored Programs Administration, University Enterprises, Inc. (UEI) spoke about UEI's process: Approximately 500 applications have been processed. UEI is experiencing difficulty in processing payments similar to those experienced by OFA. They are looking at faculty agreements to be able to improve UEI serving the campus better; working on a new form, more automation, and hiring/training staff (a new hire is starting at the beginning of March). It was felt that with more staff, training, and the new form, the process will get better, including having all stakeholder involvement ensuring the compliance check is completed. UEI will be meeting with colleges and OFA at the beginning of March for additional ways to address concerns.
- Perhaps the campus should establish a committee to address issues that would include college and campus stakeholders, and the faculty with expertise?
- Let OFA and UEI continue to work on the re-structuring. The Chair shared that beginning Fall semester the Provost will report back on the process and changes including the status of the payments (has the delay been addressed?, etc.). The Provost shared that this has become a priority and if he is able to share a status update sooner he will.
- It was suggested that the UEI workforce is not necessarily user-friendly for faculty. Perhaps someone dedicated to that process is needed to eliminate errors and assist faculty.

Faculty Retention Strategies:

Vice Provost Souza shared the current work/programs being done:

Early Career

- Demystifying the Tenure Track Faculty Learning Community (run by IE)
- Faculty Connections (run by the VP of Faculty Success)
- National Center for Faculty Development and Diversity Membership (IE and VPFS)
- Upcoming (23-24 AY): Interdisciplinary Mentoring Program for Cluster Hires (IE and VPFS)
- Conversations on faculty support and retention at the college level (IE)

Professional Development on Faculty Retention for Chairs and Deans

- Chairs 101 - Conversations on Faculty Retention: addressing faculty support, mentoring and communication on RTP expectations and other policies that will favor retention.
- Deans Summer Retreat - Conversations on Faculty Retention: addressing faculty support, mentoring and communication on RTP expectations and other policies that will favor retention.

Feedback:

Professor Gonzalez expressed that many administrators/deans don't know about the market for salary increase for faculty or the Leave without Pay, and faculty have a hard time finding the forms for these. Should there be a committee formed at some level?

CFA Chapter President shared areas of concern in retaining faculty, especially faculty of color: a lack of understanding on administration's end regarding leave without pay; Sac State's environment and how people of color are treated, departments and colleges not addressing anti-racism, the impact of the COVID pandemic (particularly on women of color and faculty of color), parental support and care giving support (child care cost are difficult for faculty to afford), and the sustainability to live in CA and Sacramento region.

It was asked if there is any data on what types of faculty are applying for market salary increase and leave of absence, and does the data show privilege? The Provost will look into it.

It was expressed that faculty of color often have additional responsibilities and that we should look at DEI implemented or better considered in the ARTP process. It was shared that the UARTP Policy is currently being worked on to better reflect the work of the faculty in DEI and anchor work.

The Provost share that OFA will continue to work on various programs and initiative to support retention of faculty and will have discussions of this topic with deans and department chairs.

Professor Gonzalez asked if there is data on how many faculty have been retained or lost in the last few years or data on colleges hiring or losing faculty. Are faculty of color not taking or being awarded sabbaticals? Who are applying/not applying, are they getting approved? She would like this data shared with Exec. The Chair said that he would try to obtain that data. Professor Tadle asked if the University reaches out to faculty of color who have left to be able to addressing why they left? Vice Provost Souza stated that OFA does an exit survey but does not do interviews. The new exit survey has been recently revised.

It was suggested that there could be a report on colleges/dept losing faculty should and perhaps departments that cannot retain faculty should not be rewarded with more hires by the Provost.

Provost's ad hoc Committee on Research 2 Feasibility:

The Provost said that he has heard the concerns of the Executive Committee and will request the Senate to identify two faculty to serve on the committee. The Senate Office will send out a call to faculty to serve.

It was shared that this ad hoc committee will focus only on the feasibility. If a reclassification is feasible, the question of whether the campus should pursue such a reclassification will be brought to all the campus stakeholders including the Senate.

It was asked how such a reclassification connects with the University mission. The Provost responded that our campus needs to reinvent the way we operate to be more fluid so that we can compete with our sister CSU campuses and others for students recruitment, and a reclassification might be one way to accomplish that.

It was expressed that the Interim Chancellor thinks moving to an R2 classification doesn't align with the CSU system. It was asked what is the teaching load of R2 campuses? The Provost shared that four CSU campus have secured R2 classification and more are applying for it.

It was asked what is the teaching load at the R2 campuses?

Adjourned: 4:30 pm