

Senate Executive Committee Meeting Minutes
Wednesday, March 25, 2020

In attendance [all via remote connection]: Dinesh Pinisetty (Chair), Keir Moorhead (Vice Chair), Sarah Senk (Secretary), Steven Browne, Christine Isakson, Elizabeth McNie, Cynthia Trevisan, William Tsai, Mike Mahoney (Provost), Sianna Brito (Academic Support Coordinator)

Absent: None

I. Mental Health Working Group Update

- McNie reports that she attended the Mental Health Working Group Zoom meeting yesterday, and they are discussing creating support groups for Faculty. This is normally not their charge; their regular focus is students. But there was some discussion about faculty stress regarding changed modalities, general pandemic stress. It would be voluntary, free, and over Zoom.
- McNie's opinion is that it probably doesn't hurt to create a forum where faculty can come to get some support because we're probably feeling a lot of the same things that students are feeling.
- Tsai asks if they're thinking one-on-one or group. McNie clarifies they are proposing group sessions and are thinking of this as a support group.
- Committee agrees it's a great idea.
- Chair asks how to proceed. McNie will report back to Mental Health Working Group. One option might be to have groups dedicate to different things (like one on general stress and one on teaching stressors).
- Tsai recommends looping in Nipoli Kamdar, Faculty Development Coordinator, to help get the message out.
- **Actions:** McNie will report back to Mental Health Working Group that the Senate Executive Committee agrees they should get this initiative up and running.

II. Non-Instructional Spending Presentation Follow-Up

- Tsai reports that faculty, staff, and students have submitted questions about Franz Lozano's budget presentation. The following questions were submitted:
 - Question 1: Lozano said "you've heard of economies of scale; I've heard it many times. But then didn't explain and only gave one vague example about how Cal Maritime student pay more for healthcare. But that example was about the effect on student fees, not non-instructional spending from our budget. Can we have 2-3 examples of how economies of scale affect us?"
 - Question 2: Lozano said that UA "is not a charity." What is it? I think a lot of people are still confused about the difference between the Foundation and UA.
 - Question 3: Lozano said "The state does not put funds into the Foundation. It goes out and earns the revenues." He mentioned that money is spent on student scholarships. Is that what happened to that ~1M dollars that was

recorded as a loss? I still don't understand what he was saying about how that wasn't actually a loss.

- Question 4: Can we get some more examples about how Cal Maritime classifies things as "non-instructional"? Lozano mentioned the library staff and the cost of offices for new faculty, which were both good examples. Can we get some more examples and details about the amount of money that's spent on them?
- Question 5: The main issue I wanted to ask about your view that not only should we not use other maritime universities as benchmarks but that we should not do benchmarking at all. What is the basis of this view? Is this view commonly held by CFOs, or a view somewhat unique to yourself? I was under that impression most CEOs have their performance evaluated at least in part based on their financial ratios compared to industry benchmarks, and that fund managers have their performance evaluated based on benchmarks such as the S&P 500. What are we missing in terms of why other organizations use benchmarking but we shouldn't?
- Question 6: I see you don't think it is worthwhile to benchmark against other maritime academies since they operate much differently. But how do these differences lead to different levels of non-instructional costs? Is there something about Cal Maritime that necessitates higher levels of non-instructional expenses than these other academies?
- Question 7: During the presentation I only saw a brief mention about the recent 20% decline in enrollment. I saw from your presentation that further decline is predicted for the 2020/2021 academic year. How grave of a threat is this decline to the financial health of Cal Maritime? How much further is it expected to decline? Is there a plan in place to reverse this decline?
- Question 8: Regarding your very brief mention of IPEDS data and Maine Maritime not reporting professor salary data - did you know that Maine Maritime technically does not have a tenure system and thus might not classify instructional staff in the categories you chose to display?
- Question 9: Our institution is particularly dependent on state appropriations for its budget. This seems fine for times when the economy is good and state legislators are friendly to our cause. What planning is done for when one or the other of these things is not the case?
- Question 10: Why was a large portion of your presentation dedicated to showing data that is already known and did not address the reason you were giving this presentation? It seems like a missed opportunity. 45 more non-instructional (non-self support) in 5 years from 2012 - 2017 as our student population essentially flat-lined or dropped. There was precious little justification given for this run-up. This doesn't even include the addition of non-instructional staff associated with the three school model. Justifying this increase should have been the centerpiece of your presentation. It was not. What this suggests is that a justification does not exist. Is there one?
- Question 11: The presentation mentions consultation with the budget advisory committee. However, I've been informed that the faculty representatives on this committee often voted against various spending

proposals but were summarily overruled. Is this the case? If so, why were they overruled?

- Chair asks if we should extend the deadline for questions.
- McNie recommends forwarding the questions we *did* receive to all faculty and asking if there's anything else people would add.
- Tsai asks if in the interim we want to forward the questions we *do* have to Franz?
- Committee agrees we can do both: send the questions we have to Franz *and* solicit more questions from faculty.
- **Actions:** Chair will send the list of questions to faculty and forward new questions as they come.

III. Plan to Record General Senate Announcements

- Senk, Moorhead, and McNie report they are ready and able to record the presentations they would have given during the March General Meeting.
- Senk adds that faculty are probably all focused right now on moving their teaching online and don't have the bandwidth to watch any recordings now, recommends waiting to send the recordings until after Spring break.
- **Actions:** Senk, Moorhead, and McNie will record presentations about the proposed revisions to Standing Committee descriptions and Chair will send out recordings before regularly schedule General Senate Meeting in April and will solicit faculty feedback using a Microsoft Form.

IV. ASCSU Representative Report

- Browne reports that the ASCSU passed resolution saying that faculty be given the option of including or not including this semester's evaluations in their WPAFs, and a resolution regarding the CSU Transfer Model Curricular to make sure that community college programs match up with CSU programs.
- Browne reports that the ASCSU is supporting the state budget, even though it's currently up in the air given impending economic difficulties
- ASCSU is opposing CSU graduation requirement in Ethnic Studies namely on the argument that the faculty, not the legislature, should be in control of the curriculum
- ASCSU is supporting SB 1083 which would require a counselor for every 1500 students; right now Cal Maritime is the only CSU that meets that standard
- Browne reports that legislature is out of session until *at least* April 13 due to the coronavirus, so the ASCSU is unsure how these bills will play out this year.
- Brown reports that in January the ASCSU made a recommendation to the Chancellor's Office about Ethnic Studies in response to the Assembly Bill. More information can be found here regarding the response to the CSU memo: <https://www2.calstate.edu/csusystem/faculty-staff/academic-senate/resolutions/2019-2020/3420.pdf>. The ASCSU does not agree that this should be a requirement for an *extra* GE class. They agreed that the scope of Ethnic Studies should be broader than proposed, and should include women's and gender studies, and religious studies. But otherwise they stand by their initial recommendation in January.

- Chair notes that the memo does not specify that the requirement would replace an existing Area D requirement. But suspects that they must overlap because we cannot add any more units to the curriculum.

V. CSU Updates on Coronavirus

- Trevisan reports that Chancellor White painted a bleak picture about the future given that this pandemic has such a large effect on people's ability to work (eg. parents are unable to pay tuition), and each individual campus will be impacted because they will have to return room and board money. Prospective students can't do campus visits that would get them excited to enroll. Chancellor White anticipates having searches taking place for faculty, admin, and staff not completed because of the pandemic. He also said that he was planning on retiring in June but is willing to stay longer to see the CSU through this time.
- Browne adds that main concern is budgetary; Chancellor said that the loss of enrollment in the system may be as high as 25% which would be a cut of 630 million dollars of tuition, and it's quite likely given the hit to the statewide budget that we probably won't get the \$190M increase that the governor originally proposed. So it could be a similar situation to 2008, when faculty and staff were subject to mandatory furloughs and pay cuts.

VI. RTP Timeline Adjustments

- Committee discusses potential changes to RTP timeline.
- Chair reports that we may need to move things around, like adjusting the reviewer timeline by a few weeks.
- Isakson asks if we can mandate that all faculty submit their documents electronically (not just because we are working online, but to minimize the handling of binders (fomites) during the pandemic). Chair reports that currently almost everyone is submitting materials electronically.
- **Actions:** Chair will speak with Graham Benton and see if he can hold a training session over Zoom this April.
- **EDIT:** After meeting Provost reports he communicated with Graham Benton by email and reports that RTP workshops are canceled for now and will be rescheduled.

VII. Search Committees

- Provost reports that we may have to delay campus visits until April 28, and hopes that faculty on the search committee will be available. Provost search committee is meeting over Zoom tomorrow (Thursday, March 26).
- Chair predicts that we may have to delay the campus visits until the fall given national trends in the spread of coronavirus.

VIII. Additional Topics of Discussion

- **COMMERCIAL CRUISE:** Moorhead asks whether anyone has heard anything about commercial cruise. Chair reports that based on the current situation many companies are cancelling. Chair reports that Wendy in Career Services said that three companies doing commercial cruise have cancelled, and also reported that they are having video sessions with

students who had appointments with those cruise companies and letting them know about it. Browne reports that a lot of ports are outlawing crew changes, so even if they wanted to take students on the ship, there would be some difficulties getting students *on* the ship

- CAREER SERVICES COMMUNICATIONS: Moorhead reports that there have been some concerns about communication of information, which Career Services agreed to use to communicate with students. So far Career Services has not used it, and last login was March 3. Committee discusses the importance of centralizing communications and will urge Career Services to use the Brightspace page, even if it just involves copying and pasting emails there.
- CRUISE: Provost reports that there are conversations happening right now between the campus and the coast guard and MARAD and there are no answers right now. Isakson asks if the Provost can share information about an email Admin received from the Coast Guard. Provost reports that it's about whether they can relax requirements. At the moment the President is working with other Maritime Academies and trying to get on the same page. Chair reports that Weinstock and Kazek are working to plan for licensed courses in the event that students can return to campus on April 28. Many faculty have already agreed to teach, even on Saturdays and evenings, to wrap up course materials. That schedule is in place regardless of start date (in other words, if people are unable to return to campus by April 28, the schedule will start on the first Monday people *are* allowed to return to campus.)
- COURSE EVALUATIONS: Chair reports that course evaluations this semester have been tailored to focus on the alternative modalities, and once the committee working on this comes up with a template, he will forward to Senate Exec.

Meeting adjourned at 12:15 PM.