



## **General Faculty Senate Meeting**

**Time: 11:00 am – 12:15 pm**

### **Minutes**

**11/18/2021**

#### **In attendance:**

Dinesh Pinisetty, Elizabeth McNie, Colin Dewey, Frank Yip, Margot Hanson, Matthew Fairbanks, Keir Moorhead, Tamara Burback, Margaret Ward, Julie Simons, Mike Holden, Ariel Setniker, Ali Moradmand, Christine Isakson, Wil Tsai, Ryan Wade, Nipoli Kamdar, Steve Browne, and guests.

#### **1. Call to Order**

- Called to order at 11:01am.
- Changes to the agenda – sections added sections for Senator Burback to present on assessment and for Professor Mike Strange to comment on the videos made by Professor Marocchino, Senator Hanson, and Professor Strange. *Senator Hanson motioned to approve, Senator Tsai seconds, modifications to the agenda approved by acclamation.*

#### **2. Senate Chair Updates**

- Chair Pinisetty – the past two weeks have been rough for everyone. We want to recognize the fact that there is a teaching opportunity here and that we want a dialogue. Provost Schroeder and VP McMahon are collaborating with the Senate Executive for a teach-in day in the spring semester.
- For the teach-in day: we want a strong plan, we're late in the fall semester, and the plan is to have a day where all classes are suspended. There will be a speaker invited to speak on these issues. That will be in fall semester. There is also a planned day for the spring, TBD on content. There will be a committee of two faculty, two cadets, and an administrator to guide planning for these days.
- Provost Schroeder – a correction: we're not planning on two separate teach-in days, because we wouldn't want to do something that's a full day in the fall on short notice. We're talking about other events, DEI Council has some ideas (for example a speaker that they could bring) but this is all in planning. One idea is a shared reading as a community for the full teach-in day in the spring.
- Chair Pinisetty thanked the Provost for the information and noted that we don't want to lose this opportunity. We need to think about what we as faculty can do.

### 3. Uniform and Grooming Standards Presentation by Senator Julie Simons

- Chair Pinisetty introduced Senator Julie Simons.
- Senator Simons presented some relevant campus data on gender, sexual orientation, and student mental health. Senator Simons will make the slides available to all faculty. A few notable statistics for these minutes: Cal Maritime's student population has been roughly 15% female for 30 years. % of surveyed students who *do not feel safe on campus in daylight* is approximately 25% of males and a third of females. Rates of sexual harassment, sexual assault, and stalking are all up significantly on our campus over the past decade according to survey data.
- Senator Simons noted that we have significant numbers of students with suicidal ideation. Better overall in 2021 survey, but the rate was at 20% for nonbinary students.
- Senator Simons pivoted to what faculty are doing about this.
- More context for these statistics: recent events in grooming standards adjustments. Senator Simons noted the reversion to a gender binary grooming and uniform standards this year. There was a nonbinary standard last academic year, which was abandoned without consultation.
- Senator Simons noted that Cadet Affairs is currently revising the grooming policy, and it may be ready for next semester.
- Senator Simons shared a slide with a timeline of recent events – Midshipman X, a piece on GCaptain published by Vice Chair McNie, the ASCMA resolution on grooming standards and the response to it, the establishment of a student-run website (cmastudentvoice.org) whose goal is shed light on these issues, town hall meetings on these issues and the President's speeches, peaceful student protests on campus, and Commandant Lombardo's message to the student body yesterday. Senator Simons thanked the ASCMA leadership for their work on their resolution.
- Noted that some of the campus messaging has fallen flat for many students.
- Outlined the offensive text chain between student leaders in the Corps and the messages shared by Commandant Lombardo. Noted the this is the environment that students are dealing with.
- Yes, this means that you should address this in your class. I know we all feel that we need to cover material, but if you're not standing up for this, what are we standing up for. Our students well-being should be paramount.
- Noted that there are resources for faculty available and becoming available. Lots of events and materials.
- Professor Steve Runyon from chat: I presented Julie's slides in my classes this week. It was a difficult conversation to have, and I did not feel confident delivering it. BUT as a white cis-male, I feel it is incumbent upon me for my students to hear this information from me.
- Senator Simons thanked those who have invested time and energy in these issues already, including the resolutions today and the letter to students penned by Professor Aparna Sinha.
- Senator Simons noted that the TNG consultants' report on gender issues will be with us either this week or next.
- Senator Simons reminded the Senate that Senate Exec will need to review Gender Equity Committee's charge by end of semester. She's going on sabbatical and so will be stepping down from chairing the Committee. She encouraged those who are uncomfortable with these issues to join. "You can learn."
- Chair Pinisetty thanked Senator Simons for her presentation and opened the floor for questions and comment.
- Senator Yip would like to know what actions were taken in response to the alarming 2018 student survey data. Senator Simons responded that faculty have undertaken many efforts - including curricular changes, the murals policy updates, and so on – and the Gender Equity Committee arose, in part, out of this data, which is good, *but* the data was routinely dismissed by

administration because of response rates, questions about where the incidents were happening, etc. People at this University essentially said that because we didn't have that additional information, the problems couldn't be addressed.

- A visibly angry Senator Yip stated this was a "dereliction of duty". The highest levels of leadership dismissed that data and look where we are now.
- Counselor Wallace confirmed Senator Simons response to Senator Yip's question. He also noted the report that came out of USMMA when they first began to address their own, very similar issues, and said that it sounded very much like our situation.
- Senator Burback thanked Senator Simons for her presentation, noted that Senator Yip's anger on this issue is entirely appropriate, and thanked Ian Wallace for his work in presenting and disseminating this information. Senator Burback pointed out that Counselor Wallace knows many things we don't about these issues, and he can't share that knowledge because of the confidentiality of his work, and yet he wasn't trusted when he tried to bring attention to these problems.
- Senator Kamdar thanked the female faculty leaders here and those who have supported their efforts. She said that spoke to her classes about this. The thing that struck her was that there was a lot of fear of speaking out even when the students have the support of like-minded people (students, faculty, etc.). Noted that some students are not willing to speak up except anonymously. Opportunities for that are important.
- Vice Chair McNie applauded Burback, Simons, and others who are working on these issues. They're traumatized and re-traumatized by dealing with and hearing about these things. Vice Chair McNie said that it will take time to make this cultural shift and will require dedication and commitment over the long term.
- Chair Pinisetty and others agreed and re-emphasized the importance of everyone doing their part.
- Senator Simons noted that there are some other materials available (slides) that she used that are available to faculty looking to have these conversations in their classes. Education on gender and sex and what those are is important, and she noted that it isn't just students who need this education.

#### 4. Senator Burback on Assessment

- Senator Burback made a short presentation. She noted that IWAC is collecting data on leadership for assessing learning outcomes. There will be a survey for faculty on our interactions with students and the data will go into WASC reports. This is important for accreditation. The survey will come from the Commandant's office, which is collaborating with IWAC on this assessment.

#### 5. Resolution on Changing Toxic Culture – Second Reading (Senators Dewey and Yip)

- Senator Yip noted some significant adjustments, which will require a motion to adopt and then he turned the presentation over to Senator Dewey.
- Senator Dewey outlined the changes and noted that the resolution is still quite relevant in light of recent events.
- *Secretary Fairbanks motioned to approve the changes and Senator Tsai seconded. No objections. Changes to the resolution adopted by acclamation.*

- On the distribution list: there was a suggestion to limit it to ‘in-house’ recipients. Dewey and Yip both said they are disinclined to do that, and that the current list makes our commitment public.
- *Senator Hanson motioned to approve the resolution, Senator McNie seconded. Voting by chat. 16 FOR, 0 AGAINST, 1 ABSTENTION. The resolution is approved.*

## **6. Resolution in Solidarity with Victims and Survivors of Sexual Assault – Second Reading (Senators Burback and Isakson)**

- Senator Burback reviewed the feedback from faculty. She noted that much of it was to the effect that this resolution wasn’t enough by itself, which is a sentiment she agreed with.
- Some feedback was rejected by the resolution’s authors. Some of this was simply because it was out of the scope of the resolution. Senator Burback noted that one piece of feedback was essentially victim blaming and would not be included.
- Senator Burback gave a link to a presentation (town hall) that could help in educating ourselves and others on these issues.
- Senator Burback wrapped up her presentation and asked Senators for any additional feedback.
- Chair Pinisetty thanked Senator Burback for her careful consideration of the feedback.
- *Senator Yip motioned to add a footnote clarifying what TNG was. Tsai seconded the motion. No objections. Change to the resolution adopted by acclamation.*
- Professor Steve Runyon suggested that the language we’re using here is not strong enough. We need to demand, not request that the administration make changes for the better. Implement instead of consider. Demand, not urge.
- *Senator Yip motioned to make the suggested changes, Senator Hanson seconded. No objections. Changes to the resolution adopted by acclamation.*
- *Senator Hanson motioned to approve the resolution as amended. Senator Tsai seconded. The Secretary was permitted to record the vote by roll call to avoid [his own] confusion with chat voting. 17 FOR, 0 AGAINST, 0 ABSTENTIONS. The resolution is approved unanimously.*

## **7. Resolution for Endorsement of ASCMA Resolution (Senator Tsai)**

- Chair Pinisetty and Senator Tsai noted that the purpose of the resolution is to be short, to the point, and in support of the ASCMA resolution, which will be attached to this resolution.
- Senator Tsai noted that he wanted to highlight the principle that relying on that ‘it worked in the past’ is not valid. The WHEREAS clauses in the resolution highlight this as well and also note the timeline of the grooming standards changing.
- Senator Tsai thanked the ASCMA leadership for their courage and their work on their resolution.
- *Senator Yip motioned to waive the first reading of this resolution. Senator Hanson seconded. No objections. First reading of the resolution is waived.*
- Professor Aparna Sinha recommended adjusting the grammar on be it therefore. This was adopted.
- *Senator Yip proposed adding the CSU Chancellor to distribution list. Motioned, seconded. Adopted by acclamation.*
- Professor Steve Runyon asked about adding governor and/or legislature. Secretary Fairbanks offered that it had been considered, but not adopted, because resolutions are generally meant to communicate between the Faculty Senate and other CSU entities. However, the resolution goes

on to a public-facing website, which could be referenced by anyone wishing to communicate the resolution further.

- *Vice Chair McNie motioned to adopt the resolution as amended. Senator Hanson seconded. Voting by roll call. 17 FOR, 0 AGAINST, 0 ABSTENTIONS. The resolution is approved unanimously.*

## **8. Professor Strange on Videos Regarding Flexibility in Instruction**

- Professor Strange gave some context for the videos (flexibility in instruction) and said the links would be shared with faculty.
- Noted his experience in having small children with no available COVID vaccinations.
- The three videos (made by faculty Marocchino, Hanson, and Strange) were direct appeals to Chancellor because our campus was unresponsive to their concerns.
- Professor Strange noted that at the time (just prior to the beginning of the fall semester) Solano County's COVID positivity rate was 3x than the rate around Chancellor's Office, and yet they delayed their return to work.
- At the time of the videos' release, there was no mask mandate on campus and no clarity on the enforcement of a vaccine mandate on our campus.
- He noted that classrooms were not adjusted to mitigate COVID risk (circulation and size), and that various measures (like the current air filters) were not there and there was no clear mechanism for enforcement or implementation of COVID regs on campus.
- He also pointed out that the videos were not an ask for 100% online instruction. Only for flexibility while risk was high.
- Senator Hanson stated that these videos paralleled the resolution we passed as a Senate and ASCSU's resolution on the same subject. She noted that all requests on our campus for accommodations had been denied/dismissed and President's response to our Senate resolution on instructional flexibility for the fall semester dismissed it as well.
- Senator Isakson noted that the ADA (Americans with Disabilities Act) is law, and federal aid could be pulled if campuses do not follow it for faculty requesting accommodations for themselves.
- Senator Yip – it is absolutely bananas that for a while we were going to be asked to come back without a mask mandate. In his opinion, this constitutes another abdication of leadership on this campus.

## **9. Review of President's Response to Recent Senate Resolutions**

- Postponed due to lack of time.

## **10. Open Floor**

- Cancelled due to lack of time.

## **11. Meeting Adjourned [12:15 pm]**