

# Minutes of the Academic Senate Meeting September 29, 2021

PRESENT: Aragon, Barding, Chase, Chaturvedi, Chen, Corley, Davidov-Pardo, Fallah Fini, Flores, Gad, Gonzalez, Kumar, Kwok, Lee, Lloyd, Monemi, Moore, Musgrave, Myers, Ortenberg, Osborn, Pacleb, Puthoff, Quinn, Shen, Small, Snyder, Soper, Speak, Sweem, Urey, Van, Van Buer, Von Glahn, Wachs, Welke

PROXIES: Senator Lloyd for Senator Vallejo

ABSENT: Milburn

GUESTS: G. Ang, A. Bailey, A. Baski, L. Bricker, J. Chong, M. Danico, B. Davila, K. Forward, S. Garver, H. Gilli-Elewy, B. Givens, T. Gomez, C. Gonzalez, M. Guerrero, L. Gutierrez-Lopez, A. Hao, J. Hargis, S. Haren, R. Harrison, J. Kohagura, D. Montplaisir, C. La Munyon, I. Levine, L. Massa, J. McGuthry, C. Merrill, D. Nguyen, D. Parks, B. Quillian, A. Ritmeester, N. Robles, L. Roosa Millar, L. Rotunni, J. Salcedo, M. Sanchez Cobo, M. Sancho-Madriz, H. Yniguez

1. Academic Senate Minutes – May 12, 2021, and August 4, 2021

The May 12, 2021 Academic Senate Meeting minutes are located on the website at [https://www.cpp.edu/senate/documents/packets/2021-22/09.29.21/academic\\_senate\\_minutes\\_05.12.21\\_posted1.pdf](https://www.cpp.edu/senate/documents/packets/2021-22/09.29.21/academic_senate_minutes_05.12.21_posted1.pdf) and the August 4, 2021 Academic Senate Meeting minutes are located at [https://www.cpp.edu/senate/documents/packets/2021-22/09.29.21/academic\\_senate\\_minutes\\_08.04.21\\_posted\\_revised1.pdf](https://www.cpp.edu/senate/documents/packets/2021-22/09.29.21/academic_senate_minutes_08.04.21_posted_revised1.pdf).

M/s/p to approve the May 12, 2021, Academic Senate Meeting minutes.

M/s/p to approve the August 4, 2021, Academic Senate Meeting minutes with requested updates to the attendance list with one abstention.

2. Information Items  
a. Chair's Report

Chair Pacleb went over Zoom rules for the Academic Senate Meetings. She mentioned that chat is disabled for this meeting but is open to discussions regarding enabling chat during the Academic Senate meetings. One reason that chat is disabled is that it is difficult to manage the conversations in chat especially for taking minutes and it is a way in which the speakers list can be circumvented. Senator Lloyd spoke in favor of keeping the chat feature disabled because chat conversations can be distracting. Senator Speak stated that chat was previously available but that the chair's permission was needed to use the chat feature when "speaking" to everyone. He continued to say that he thought the chat feature was useful. Chair Pacleb confirmed that there were meetings when the chat feature was enabled, and permission was needed to chat to everyone, but for today's meeting the chat feature has been disabled.

Chair Pacleb reminded senators to add the word "senator" before their name in Zoom so that it is easier to facilitate the speakers list.

b. President's Report

President Coley commented that the university is more than one month into the semester and that this is the Academic Senate's first full meeting of the academic year. She thanked all for their on-going work on keeping the university's progress moving forward during such incredibly challenging times. This is a particularly meaningful time for those students just starting their CPP journey since as you know there are two cohorts of students who, until now, have not spent significant, or even any time, on campus. This represents a unique challenge for the university to ensure that these students feel like they belong to the campus community.

Fall 2021 is a transitional semester as the university is not yet at a state of being post pandemic. There is much to learn about working and collaborating effectively in this hybrid environment, and the fall term will be used to

understand and assess these changes. President Coley shared the latest enrollment figures. The total enrollment is 29,089 students which represents 600 fewer students than Cal Poly Pomona's record enrollment last fall and still is a 4% increase compared to two (2) years ago. The incoming undergraduate cohort is 6,845 students, which is evenly distributed among transfer students and first-time freshmen. Additionally, the incoming cohort is one of the most diverse ever with 80% students of color and 55% under-represented minority students.

President Coley thanked all who tuned into the 2021 convocation. Convocation allows us to kick off the new year as a community of faculty and staff committed to student success and institutional excellence. Without a doubt, one of the highlights of the convocation were the remarks of Dr. Marc Scarcelli from Political Science who spoke of the holistic view of student success. He talked about his role as the faculty advisor to CPP's award winning Model United Nations Team. President Coley stated that these types of life-changing opportunities exist across the campus because faculty provide both the expertise and engagement to make these opportunities a reality.

The President commented that the university continues to move forward in their safer return efforts making progress on a variety of fronts. She reminded everyone that the CSU policy requires that all employees, including faculty and staff accessing campus facilities, must be vaccinated or request an exemption. The deadline for faculty is October 27, 2021, and the deadline for students and non-represented employees is September 30, 2021. Information on how to submit an exemption request or how to upload vaccination records can be found on the Safer Return website at <https://www.cpp.edu/safer-return/index.shtml>. As of September 28, 2021, 75% of students have uploaded their vaccination records and 84% have taken one of the required actions, 83% of employees have submitted vaccination records and nearly 90% of taken of the required actions. Vaccination rates continue to outpace Los Angeles and surrounding counties, as well as the state-wide figures. Cal Poly Pomona is now in the 6<sup>th</sup> week of its public health testing program. Weekly testing is required for those not vaccinated. The purpose of the public testing program is to identify asymptomatic or early cases. President Coley explained that is important to note that we anticipate and hope to find positive cases, if there are any, on the campus to minimize movement and mitigate transmission on the campus. Currently, the campus positivity rate is 0.4%. This figure is based on a 7-day average similar to how it is calculated in Los Angeles County. She mentioned that for context, the current positivity rate in LA County is 1.2%.

President Coley commented that we all remember where things stood this time last year in terms of the state budget. With the onset of the pandemic, state budget leaders predicted a \$54 billion deficit, which translated to a \$299 million decrease in funding to the CSU. Due to several factors, including California's dynamic, knowledge-based economy, the scenario has been completely flipped around. When Governor Newsom announced the May Revision to the state budget, the \$54 billion budget deficit had been transformed into a \$76 billion surplus. With the surplus came the opportunity to reinvest in higher education. The CSU is receiving a \$550 million recurring increase with a large portion of the increase attributable to a funding restoration that offsets the budget cut from last year. One-time funding will reach nearly \$1 billion.

Cal Poly Pomona's new fiscal year base operating budget totals \$363 million, a \$32 million increase compared to the last fiscal year. The increased funding will support many high priority areas including student success and increasing tenure density. CPP's allocation of one-time funding totals \$5.8 million which includes funding for faculty professional development.

This investment in the state's engine of social mobility is good news for higher education in California. But the significance of this development goes beyond the numbers. This funding demonstrates recognition of the importance of public higher education to our state. The premise and the reality are that when you invest in the CSU, you invest in California. We have a unique opportunity now to build on this consideration through our student success efforts.

President Coley stated that at the end of last month she announced the selection of a master developer partner for the 300-acre property formally known as the Lanterman Development Center. The university has selected the team of Edgewood Realty Partners & Greystar as the master developer that will partner with Cal Poly Pomona to revitalize the site as a thriving live, learn, work, and play community. The co-development team of Edgewood Realty Partners & Greystar has a proven track record of effective collaboration within the CSU system and successful completion of complex mixed-use projects. We will continue to work closely with the California State University Office of the Chancellor to execute an Exclusive Negotiating Agreement (ENA) with the master developer by the end of the calendar year. The master developer will then be able to begin work in earnest to perform the necessary due diligence, conduct stakeholder meetings and prepare a development plan and guidelines intended for completion in March 2023. The President stated that she will continue to seek input

from the campus community as we re-imagine the Lanterman property transformation, and the team is committed to keeping the campus community and all relative stakeholders informed during the entire process. This is an important milestone in advancing our vision for Lanterman, in supporting our university mission and values and in contributing to the economic and social vitality of the surrounding communities and region.

President Coley mentioned that at the end of Chancellor Joseph Castro's State of the CSU Address on September 14, 2021, he turned over the podium to Cal Poly Pomona alumnus Luis Dominguez, to share his own inspirational success story as a first-generation college student who now works for NASA-JPL. She stated that this was a truly proud moment for the campus and a reminder of how Luis Dominguez's experience epitomizes and mirrors so many of Cal Poly Pomona's current students.

Under the leadership of Vice President Gonzales, Cal Poly Pomona created a Police Advisory Task Force (PATF) whose main objective was to provide guidance and recommendations related to community policing and the composition of a police advisory board that will strengthen the lines of communication with students, faculty, staff, and leadership. The President announced that she is committed to implementing three key recommendations from the PATF:

- Adopt a community policing framework for the University Police Department (UPD),
- Strengthen the relationship between the campus community and UPD, and
- Create a standing Police Advisory Board as a symbol of change and representation for student voices.

The work of the PATF and our move to community policing is also strongly influencing the characteristics we seek in our next chief of police: a visionary law enforcement leader who brings a commitment to, and experience in, safety and security within a diverse learning community. The Police Chief Search Committee members, representing stakeholders from the entire campus community, will guide the work of the search firm with the goal of having a new chief begin during the spring semester. The search committee is chaired by Dr. Leticia Gutierrez-Lopez, associate vice president for student health and wellbeing, reflecting the critical partnership of the chief in supporting student health and wellbeing and a deep collaboration with the Division of Student Affairs.

President Coley expressed her gratitude to the search committee, the Academic Senate, and all those represented for their on-going diligence. She stated that it has been an immense challenge and there are still roads to travel, but the resilience and creativity of the campus community has been the driving force for the on-going process.

c. [Provost's Report](#)

The Provost's Report is located on the Academic Senate website at [https://www.cpp.edu/senate/documents/packets/2021-22/09.29.21/2021.09.29\\_isl\\_provosts\\_report\\_to\\_academic\\_senate\\_.pdf](https://www.cpp.edu/senate/documents/packets/2021-22/09.29.21/2021.09.29_isl_provosts_report_to_academic_senate_.pdf).

Interim Provost Levine reported that since March 2020, the campus has been allowed to offer courses in a virtual modality through a special exemption from the Department of Education and WSCUC. This exemption ends with the winter 2022 term. Except for the new on-line MA in Dietetics Program, the campus is approved to offer on-site courses, meaning that the majority of the curriculum for each program must be offered in a face-to-face modality. For spring 2022 all programs should offer at least 51% of their schedule in a face-to-face modality. Right now, the schedules show nearly 81% of in-person or hybrid classes. Provost Levine stated that the Office of Academic Programs will soon announce an approach for thoughtfully defining each programs curriculum so that the campus is in compliance with what it is approved to offer.

Provost Levine commented that 45 faculty searches have been authorized for 2021-22 and 23 search committees have been approved. Advertisements of five (5) searches have already been posted. Provost Levine is encouraging departments to move as quickly as possible in their search efforts. The Faculty Equity Liaisons, a committee of faculty with extensive training in faculty search equity issues, are consulting with individual search committees to increase outreach and recruitment efforts, and to promote equitable practices in the hiring process. The Faculty Equity Liaisons have begun consultation with over 20 of the search committees. The provost highlighted that the Communications Department and other departments in the College of Business Administration are utilizing innovative methods in their searches by hosting virtual open houses for interested candidates. She noted that these are not interviews but rather a chance for the department to highlight their faculty and students.

In regard to faculty evaluations, 179 Interfolio cases have been set up for the RTP process. The revised Policy 1328, Procedures for Reappointment, Tenure, and Promotion and Periodic Evaluation of Probationary Faculty, option for two-year appointments has been implemented in this year's RTP process. The Office of Faculty Affairs held trainings in September for both RTP candidates and evaluators. The recordings of these trainings are available on the Faculty Affairs website at <https://www.cpp.edu/faculty-affairs/index.shtml>. In October, the Office of Faculty Affairs will be working with all departments to finalize a list of lecturers to be evaluated this academic year. Cases will be created in Interfolio for each lecturer evaluation and Faculty Affairs will hold trainings in November and in the spring for department chairs, the temporary faculty evaluation committee members, and lecturers who will be evaluated.

The fall 2022 admissions application process opens on October 1, 2021. Provost Levine stated that there is a new enhancement to the Cal State Apply application which will deliver official Advanced Placement (AP) scores for applicants. Despite some other campuses having later dates, the deadline for Cal Poly Pomona remains November 30, 2021. There is an opportunity for students to acknowledge the vaccine policy on the application. There will be a check box for students to acknowledge that they have read the vaccine policy for the campus.

After consultation with both the Psychology and Sociology departments, changes have been made for impaction for fall 2022. Psychology will be impacted for both freshmen and transfer students. Sociology will be impacted for transfer students only. The full list of impacted programs is:

1. Aerospace Engineering
2. Animal Health Science
3. Animal Science
4. Architecture
5. Biology
6. Biotechnology
7. Business Administration (Accounting Option)
8. Chemical Engineering
9. Chemistry
10. Civil Engineering
11. Communication
12. Computer Science
13. Computer Engineering
14. Electrical Engineering
15. Environmental Biology
16. Kinesiology (General Option)
17. Mechanical Engineering
18. Physics
19. Psychology
20. Sociology (transfers only)

The Office of Student Success will partner with college advisors to promote *CPP Advising Month* which will help students plan for spring 2022 registration. The Provost announced that *Billy Chat* is open to all undergraduate students when in the past it had only been open to incoming cohorts. The Office of Student Success is responsible for keeping *Billy Chat* up to date. The CPP Connect mobile application allows students to join or create a study groups with peers in their courses. The Office of Student Success is rolling out campus wide marketing on this feature in the CPP Connect mobile application. Provost Levine commented that the *Bronco Navigators Program* enhances the college experience by linking incoming freshmen and transfer students with a peer mentor to foster a sense of belonging and increase retention. Students are paired with someone invested in their success; someone ready to listen, inspire, and recognize opportunities

Provost Levine mentioned that the *Common Read* will be "The War for Kindness, Building Empathy in a Fractured World" by Jamil Zaki. The author, Jamil Zaki, will be on campus on Tuesday, November 16, 2021, at 4:00 p.m. Registration for this event will be available soon.

The provost spoke about the importance of fall 2021 progress reports and early alerts. The first round of progress reports closed on September 12<sup>th</sup> and over 1,600 students were marked as needing additional support. The next progress reports are as follows:

- Week 5 – 7: September 23 through October 10
- Week 9 – 11: October 21 through November 7

Provost Levine stated that the following MPP searches are currently taking place:

- Dean for the College of Environmental Design
  - Begins on October 12, 2021
  - Search firm - Academic Search
- Dean for the College of Engineering
  - Later in October
  - Search firm – SP&A
- Director for the Office of Research and Sponsored Programs
  - Conducting semi-finalist interviews
  - Goal is to have new director named in October 2021

The 2020-21 Provost Awards for Excellence will be held Thursday, October 7<sup>th</sup> at 3:30 p.m. Awardees are Joanne Sohn from Don B. Huntley College of Agriculture for Teaching, Seema Shah-Fairbank from the College of Engineering for Service, and Chantal Stieberl from the College of Science for Scholarly and Creative Activities.

A clarification was requested for what it means to be 51% face-to-face modality. Provost Levine clarified that if there is any section of a course being offered in a hybrid or Hyflex model, the course is considered to be a distance learning course and not a face-to-face course. AVP Massa confirmed that this is the case. She confirmed with WSCUC that if any part of instruction in a course is delivered through distance modality, meaning the instructor and the student are separated, then that is a distance course and not considered face-to-face. There was some discussion that if one section of a course is offered in a hybrid or Hyflex modality, are all other sections considered distance learning even though those sections are face-to-face? There was no resolution to the question.

d. Vice Chair's Report

**NEW REFERRALS: (13)**

AA-001-212	Update Accommodations of Military Students' Service Obligations Policy 1454
AA-002-212	Establish Academic Committee - PolyX Committee
AA-003-212	Changes to Commencement/Graduation Ceremonies
AA-004-212	Clarification of Hybrid Modalities
AA-005-212	Posthumous Degree Policy
AA-006-212	Academic Standing Updates
AA-007-212	Updates to Change of Major Policy
AP-001-212	Program Review for BA Psychology and MS Psychology
AP-002-212	Program Review for BA Sociology
AP-003-212	Revised Charter for Science, Technology, and Society Major and Minor
FA-001-212	Policy on Market Salary Increase
FA-002-212	Update to Policy 1394: Office Hours Policy
FA-003-212	Revision of Policy 1328 Section 3.0 Regarding Department RTP Committee

**SENATE REPORTS FORWARDED TO PRESIDENT: (2)**

AS-2944-212-AA First Year Experience (FYE) Catalog Designation  
 AS-2945-212-AA Revision of Policy 1603 – Credit by Examination for Semesters

**PRESIDENT RESPONSES TO SENATE REPORTS: (4)**

AS-2790-178-AA Alignment of Cal Poly Pomona Grade Forgiveness Policy with EO 1037 – **APPROVED**  
 AS-2791-178-AA Modification to the Priority Registration Approval Policy – **APPROVED**  
 AS-2944-212-AA First Year Experience (FYE) Catalog Designation – **APPROVED**  
 AS-2945-212-AA Revision of Policy 1603 - Credit by Examination for Semesters – **APPROVED**

e. ASCSU Report

Senator Urey reported that the ASCSU met in September. The ASCSU passed [AS-3501-21/FA, Request for](#)

[Continued Accommodations and Flexibility in the Time of COVID-19](#). There were first readings on a resolution about academic freedom and policies related to re-population of the campuses. There was a first reading on a resolution in support of CSU Deans opposing restrictions on equity minded pedagogy and content that have been occurring around the country.

She added that there was discussion about legislation, particularly AB-927, which would allow community colleges to offer more baccalaureate degrees, and AB-928 that provides for a singular lower division general education pathway that meets the academic requirements necessary for transfer admission to the California State University and the University of California. Senator Speak added that AB-928 mandates a common pathway into the UC and CSU system which the ASCSU opposed. He stated that it is being treated like an entrance requirement, but when you talk about standardizing the pathway, you are talking about standardizing a large portion of the first two years of a student's curriculum and the opposition from the ASCSU is that the CSU has a substantially different mission than the UC. AB-928 fails to recognize the differences between the CSU and the UC Systems. The governor will likely sign this bill so the challenge is to get a pathway that will work for the CSU system in negotiations with the University of California, which has no commitment to follow the legislation, since the UC system has constitutional protection against the legislature imposing requirements on them.

f. [Budget Report](#)

Senator Lloyd reported the committee does not normally get campus budget information until later in the fall semester, so there is no formal Budget Report. The committee is scheduled to meet with President Coley and Ysabel Trinidad, Vice President for Administration and Finance and Chief Financial Officer (CFO) on October 6, 2021. The committee will also be meeting with AVP Simoneschi in November to receive an overview of the Academic Affairs budget.

g. [CFA Report](#)

Senator Von Glahn reported that on September 30, 2021, at 12:00 p.m., there will be a CFA Chapter meeting where members of the bargaining team will discuss the current bargaining campaign. He continued that the Chancellor's Office has not agreed to salary increases commensurate with inflation. The CFA has proposed a reasonable, comprehensive salary package that will be discussed during the meeting.

h. [ASI Report](#)

Senator Sweem reported that ASI has finished their *Action Plan*. The basic themes of the *ASI Action Plan* are basic needs and resource awareness, community engagement, sustainability, and campus safety. He mentioned that the BRIC is entering its final re-opening plan phase. Students at Cal Poly Pomona get free rides on Foothill Transit buses with a **Class Pass**. Class Passes are available at the Bronco Student Center, Games Room (Bldg. 35-1110).

i. [Staff Report](#)

The Staff Report is located on the Academic Senate website at <https://www.cpp.edu/senate/documents/packets/2021-22/09.29.21/2021.09.29-academic-senate-staff-report.pdf>.

Senator Gonzales reported Monday, October 4, 2021, is the first graduation for the CPP EDGE Leadership Program. The EDGE Program is a six-month, competitive program designed to identify and develop Cal Poly employees, auxiliary, and faculty who aspire to be leaders and develop areas of expertise, professional growth, and thought leadership. This program does align with Strategic Initiative 5: Advance organizational development and employee excellence.

The second offering of *Learning with a Leader* will be held on Wednesday, October 20, 1:00 to 2:00 p.m. This session will feature Vice President of University Advancement, Dan Montplaisir. *Learning with a Leader* provides an opportunity to learn more about campus leaders and their leadership philosophies.

j. [Safer Return Task Force](#)

No Safer Return Task Force Report was given.

M/s/p to move the time certain on Academic Senate Committee reports.

3. Academic Senate Committee Reports – Time Certain 3:45 p.m.  
 a. AP-006-201, Emphasis Name Change from Marketing Research to Consumer Insights and Analytics in the Business Administration – Marketing Management Option – FIRST READING

The first reading report for AP-006-201, Emphasis Name Change from Marketing Research to Consumer Insights and Analytics in the Business Administration – Marketing Management Option, is located on the Academic Senate website at <http://academic.cpp.edu/senate/docs/ap006201fr.pdf>.

Senator Small presented the report.

M/s to receive and file AP-006-201, Emphasis Name Change from Marketing Research to Consumer Insights and Analytics in the Business Administration – Marketing Management Option.

**RECOMMENDATION:**

The Academic Programs Committee recommends approval of the emphasis name change from Marketing Research to Consumer Insights and Analytics in the BS in Business Administration – Marketing Management Option.

**DISCUSSION:**

Senator Small reported that this is a non-controversial name change. The terminology in industry has evolved over time, the field of market research is rebranding itself as providing insights and analytics, which recognizes the role of big data/data science. The program is being adjusted to account for course name changes and includes courses that have already been created and approved. There were no objections during consultation.

- b. EP-001-201, Elections for Senators with Multiple Candidates for Same Department – FIRST READING

The first reading report for EP-001-201, Elections for Senators with Multiple Candidates for Same Department, is located on the Academic Senate website at <http://academic.cpp.edu/senate/docs/ep001201fr.pdf>.

The updated Academic Senate Bylaws are located at [http://academic.cpp.edu/senate/docs/EP001201fr\\_1.pdf](http://academic.cpp.edu/senate/docs/EP001201fr_1.pdf).

Senator Fallah Fini presented the report.

M/s to receive and file EP-001-201, Elections for Senators with Multiple Candidates for Same Department.

**RECOMMENDATION:**

The elections and procedure committee proposed to amend Article IV, Section 3(C) of the bylaws by adding the following statement:

“Situations may arise when there are more than one available senate seats open for election in one college/school, and more than one member from eligible departments are nominated. Eligible departments are those within the college/school that do not have representation in the academic senate. If a college/school has more than one nominee from multiple eligible departments, **an election is held at the college/school level** to pick one of the nominees from each department that has more than one nomination. Then, one candidate from each eligible department that has a nominee in the pool for the available senate seat(s) is placed on a ballot and an election for the senate seat(s) is held at the college/school level.”

**DISCUSSION:**

The Academic Senate Constitution states, "*No department in a college/school shall have more than one senator until each department within that college/school has at least one senator. During each nomination period candidates may be nominated from any department within the college/school that does not already have a senator.*" In the case where there are two (2), or more, senate seats available for a specific constituency and a department has more than one nominee for the available seats plus there are nominees from other departments. If all nominees are allowed to participate in the election and multiple candidates from the same department are elected, then that department will exceed the constitutionally defined allocation limit. At the

time, there is not a documented process solution for this scenario.

The Elections and Procedures Committee discussed two (2) potential procedures to address such a scenario.

- Solution 1: If a college has more than one nominee from multiple eligible departments, an election is held **at the college level** for each department to pick one of the nominees from each department that has more than one nomination. Then, one candidate from each eligible department that has nominee in the pool for the available senate seat(s) is placed on a ballot and an election for the senate seat(s) is held at the college level.
- Solution 2: If a college has more than one nominee from multiple eligible departments, an election is first held at the **department level** to pick one of the nominees from each department that has more than one nomination. Then, one candidate from each department that has a nominee in the pool for the available senate seat(s) is placed on a ballot and an election for the senate seat(s) is held at the college level.

After further discussion, the committee rejected the second solution since, as stated in the bylaws, "Senators represent the constituency (college/school/area) that elected them and are expected to consider the opinions and interests of the entire constituency, not just those of their own departments, while engaging in business of the Academic Senate." Because of this definition of responsibilities, Senator Fallah Fini stated that the committee thought an election at the college level was more appropriate.

There was a question that if there were only the two candidates from the same department, with no other candidates from eligible departments, what happens then? Senator Fallah Fini stated that if after there are only the two candidates, they will both be elected to the Academic Senate. The referral only addresses the situation where there are multiple candidates from eligible departments and other nominees.

#### 4. New Business

- a. [Resolution for the Academic Senate in Support of Counseling & Psychological Services \(CAPS\) Hiring Tenure-Track Faculty](#)

The Resolution for the Academic Senate in Support of Counseling & Psychological Services (CAPS) Hiring Tenure-Track Faculty is located on the Academic Senate website at <https://www.cpp.edu/senate/documents/packets/2021-22/09.29.21/academic-senate-resolution---in-support-of-counseling--psychological-services-caps-hiring-tenure-track-faculty--revised.pdf>.

Chair Pacleb explained that resolutions express sentiment on a particular issue expressed in writing. Resolutions are not binding policies. She invited Senator Lee to read the resolution. Senator Hanna Lee is from Counseling and Psychological Services (CAPS) and represents the Related Areas constituency. She is a licensed clinical psychologist that has been working at CPP for 10 years. Senator Lee provided some context to the resolution. She stated CAPS personnel are asking for support from the Academic Senate for an important and long-standing issue that significantly impacts the students on campus and recognizes that this issue is not one that is typically addressed by the Academic Senate. However, counseling faculty are not involved in conversations regarding tenure density and believe that this issue is so vital that it needs to be addressed quickly and broadly. CAPS counselors are unit 3 faculty. Senator Lee stated that in the last few years CAPS has encountered significant difficulty adding more tenure track faculty members to the department which has directly impacted the quality of services provided to students. CAPS efforts to increase access through the recruitment of temporary counselors have been largely ineffective have resulted in high turnover and substantial barriers to hiring and retaining highly qualified and competent therapists, particularly, therapists of color. Senator Lee explained that students are seeking out counseling in numbers that are unprecedented in the history of college counseling and the acuity and complexity of their concerns have been rising for years. In a health survey of Cal Poly Pomona students right before the start of the pandemic nearly 20% of students indicated that they had accessed mental health services in the last 12 months. Senator Lee noted if the survey included students that needed mental health services and did not access them, that number would be higher. Twenty-three percent of students in the same survey scored in the range of significant risk for suicidal behavior. Suicide is the second leading cause of death for college aged people. She commented that the CDC has reported that during the pandemic younger adults, racial and ethnic minorities, essential workers, and unpaid adult caregivers, many of whom encompass the student population, have experienced disproportionately worse mental health outcomes. Senator Lee commented that counselors provide mental health treatment, but that their ethical and professional responsibility extends beyond, to crisis and threat assessment, medical



coordination, research, prevention and outreach, training and education, consultation with campus professionals and faculty, and social justice advocacy. In line with these values, the CAPS faculty decided to take action in order to address this critical issue that is impacting the campus community; therefore, this resolution is being brought to the Academic Senate for consideration.

### **Resolution for the Academic Senate in Support of Counseling & Psychological Services (CAPS) Hiring Tenure-Track Faculty**

- WHEREAS: University counseling centers have seen an **increased demand for mental health services** (Prince, 2015; Xiao et al., 2017), as well as an **increased severity of mental health issues** among college students (Prince 2015). Top factors that impact college students' academic performance include stress, anxiety, and depression (American College Health Association National College Health Assessment III, Cal Poly Pomona, 2020), and **students experiencing chronic and severe mental health concerns graduated at a lower rate** than those that did not need mental health services (Lee, Olson, Locke, Michelson, & Odes, 2009; Scofield et al., 2017). Research shows that **campus counseling services are instrumental in impacting these discrepancies** (Kivlighan et al., 2020);
- WHEREAS, Counseling and Psychological Services (CAPS) is accredited by the International Accreditation of Counseling Services (IACS), which recommends a minimum staffing ratio of one FTE professional counselor for every 1,000-1,500 students. The CPP Fall 2020 Fast Facts sheet indicates there were 29,704 students enrolled in Fall 2020. CAPS had 12 counselors at that time. **The ratio of FTE counselor to students was 1:2,475, which is well beyond the minimum ratio recommended by IACS.** To meet the demand for mental health services, CAPS employed various methods over the years including a long wait list delaying students' access to services, infrequent sessions slowing treatment gains, and/or referrals to off-campus mental health resources often resulting in students not accessing services due to financial, transportation, and privacy barriers;
- WHEREAS, Other California State Universities recognized the importance of and hired tenure-track faculty. CSU Dominguez Hills hired 6 tenure-track counselors in 2018, CSU San Jose hired 2 tenure-track counselors in 2018, CSU San Bernardino hired 1 tenure-track counselor in 2018, CSU Fullerton hired 1 tenure-track counselor in 2019 and again in 2020, CSU Northridge hired 3 tenure-track counselors in 2016, 2 tenure-track counselors in 2017, and 2 tenure-track counselors in 2018 to replace tenured counselors who retired, and CSU San Francisco plans to convert 5 temporary faculty counselors to tenure-track counselors over the next 2 fiscal years;
- WHEREAS, In 2017, the Academic Senate at San Francisco State University passed a resolution in support of hiring 6 more tenure-track counselors, and in 2020, the SFSU Academic Senate passed a resolution supporting the conversion of five temporary Counselor Faculty positions to tenure-track Counselor Faculty positions over the next two fiscal years. In 2017, the Academic Senate at CSU Stanislaus also passed a resolution in support of hiring tenure-track faculty counselors;
- WHEREAS, CAPS was approved for three tenure-track positions in late 2019, which have since been rescinded. Prior to this, CAPS has not had a tenure track hire since 2017, which was to back-fill a position vacated in 2015. This position was filled by a temporary counselor who transitioned after applying and participating in an open search. In the last 10 years, CAPS has attempted to hire 21 temporary lecturer counselors, 13 of whom either rejected our offer, did not get their contract renewed, or left after 1-2 academic years for a more stable position or for personal reasons;
- WHEREAS, Frequent turnover of temporary faculty counselors interrupts continuity of care of students, prevents long-term and comprehensive student success programming, is costly due to the regular searches, is disruptive to CAPS operation, and engenders losses of liaison relationships with other departments with the departure of counselors;
- WHEREAS, Temporary faculty counselor contracts contribute to diminished opportunities for promotions, salary increases, professional development, and participation in and making significant contributions to shared governance and the university community. To promote a safe campus, prevent mental health tragedies, and provide services that reduce major barrier to student

success, mental health issues and emotional wellness must be a priority through a well-staffed, permanent, healthy and thriving counseling center;

**WHEREAS,** The California Faculty Association (CFA) supports the hiring of more counselors for CSU counseling centers and indicated that mental health resources were one of the topics at the top of its agenda for the March 2021 CSU Board of Trustees meeting (CFA, 2021), therefore be it

**RESOLVED,** The CPP Academic Senate strongly recommends that the CSU adopts the policy goal of ensuring that all CSU campuses meet or exceed relevant professional mental health service standards for students; and be it further

**RESOLVED,** That the University increase the number of Counselor Faculty to meet the basic counselor to student ratio (1:1,500) as a minimum recommended by the IACS, which would mean hiring at least 6 more Tenure Track Counselor Faculty; and be it further

**RESOLVED,** That the University commits to hiring Tenure Track Counselor Faculty in order to ensure the health and wellbeing of Counseling and Psychological Services, thereby securing increased stability and longevity for the center, allowing for increased health for the campus community; and be it further

**RESOLVED,** That this resolution be distributed to the President of Cal Poly Pomona Soraya M. Coley, Ph.D., and her cabinet, Cal Poly Pomona Division of Student Affairs, Cal Poly Pomona Office of Equity and Compliance, ASI President of Cal Poly Pomona, California State Student Association, Academic Senate of the CSU, CSU Campus Senate Chairs, California Faculty Association (CFA) Statewide President, CFA Cal Poly Pomona Chapter President, CSU Chancellor's Office (CO), CSU Board of Trustees, and the Poly Post.

Senator Urey spoke in favor of the resolution stating that this is an enduring crisis, and more attention needs to be brought to the issue.

Senator Speak commented that in his opinion this resolution should go through two (2) readings because it can be improved on, and it is important to get it right. He stated that there is nothing that this resolution's passage would bring about in the immediate future.

Senator Wachs thanked Senator Lee for bringing this important issue to the Academic Senate. Senator Wachs mentioned that *Students for a Quality Education (SQE)* are working on this issue and will be strongly in support and very grateful for the work that went into this resolution.

Senator Monemi asked what happens if a student cannot get into see a counselor due to the lack of resources. Senator Lee responded that over the years there have been different methods for managing the influx of students requesting services. Currently, there is no waitlist, CAPS accommodates everyone, but students will have to wait between their first call and when they start seeing a counselor, or students are seen but not given the time that they may need. Another option is to stretch out sessions, so instead of meeting weekly, students may have to be seen bi-weekly or monthly. She explained that everyday counselors do a triage shift and call students who are interested in starting services. On a triage shift, which is half a day, counselors have between 5 to 8 calls to students who are interested in starting services, and that has not slowed down since the beginning of the school year.

Dr. Nguyen, Counselor and Outreach Coordinator, added that there is a full-time case manager whose job is to refer students to outside resources when students have presenting concerns that cannot be fulfilled in a short-term model. One the one hand this is an appropriate way to get students the help they need, but at the same time, the problem is that sometimes students do not have the money for outside resources, or if they have insurance, they don't want to use it because they do not want their parents to know that they are seeking mental health.

Senator Lloyd commented that last spring the Budget Committee was part of a delegation that spoke with local legislators about the mental health care needs of students. He shared that one-quarter of students have been diagnosed with mental health issues and 40% of students reported struggling with mental health issues. In the time of COVID students are struggling with death in their families, financial troubles, and homelessness. Senator Lloyd expressed his appreciation for the CAPS professionals on campus who do a tremendous job

helping students. Senator Lloyd mentioned AB-940, College Mental Health Services Program, which would appropriate addition funds to increase campus student mental health services and mental health-related education and training, but he did not know the status of the bill.

Nancy Robles, Director of Counseling and Psychological Services, shared that most college campuses use a short-term model to address student needs because of the volume and the number of students requesting services. There has been an increase in students reaching out to CAPS for different needs and for that reason CAPS works very closely with the *Integrated Care Network*, whose primary goal is to provide a web of services that address students' needs early on to prevent them from falling through the cracks. This is done through prevention education, integrated support services, early intervention, and crisis management when necessary. Students come into CAPS for a variety of reasons, and some are not mental health related and students can be referred to different care services, basic needs, housing, disabilities, etc. CAPS is trying different methods to meet student needs. Recently CAPS implemented a triage model where students will get a call from a mental health counselor within 24-hours of requesting resources. Director Robles stated that they have also hired co-located counselors to help students; one is located in student housing and the other is located with *Student Support and Equity Programs (SSEP)*, mainly working with Renaissance Scholars and Educational Opportunity Program (EOP) students.

Senator Speak commented there is no opposition to providing greater mental health services to students. He suggested including administrators, the Board of Trustees, and the Chancellor in the distribution of the resolution since the goal is to increase the visibility of this issue as a priority. There are ways to make this a more forceful statement to make a stronger argument for increasing the proportion of the budget that goes to student mental health services. He added that AB-940 went into suspension in May 2021, which means that this bill has not gone forward. AB-940 would have amended Proposition 63, which was approved by voters in 2007, to provide some of the monies that currently go to counties to higher education to increase student mental health funding. He stated that he believes the resolution can be improved for use as a tool to talk to legislators in order to get additional resources and recommended that the resolution go through a second reading at the October 20, 2021, Academic Senate Meeting.

Dr. Sanchez Cobo, CAPS therapist, thanked Senator Hanna Lee for bringing the resolution to the Academic Senate floor and all senators who are considering the resolution. She clarified that the purpose of this resolution is to hire at least six (6) more tenure-track counselors. The reason being is because for the last few years the approach has been to hire temporary faculty counselors has proven to be ineffective. It is very difficult to attract competent, diverse clinicians and it is even more difficult to retain them. Dr Sanchez Cobo stated at the end of 2019, CAPS lost the only African American clinician because they were offered a tenure track position at Cal State Fullerton. African American students experience significant barriers in accessing mental health services and when they come in for counseling, they request an African American counselor. Students want someone that they can identify and connect with, in general someone who looks like them. Dr. Sanchez Cobo has been serving on a CFA Counselors Committee that has been working to increase counselor faculty tenure density at all the CSUs. This committee has drafted a resolution that will be voted on at the CFA meeting on Friday, October 1, 2021. Dr. Sanchez Cobo stated that it is imperative to pass this resolution in support of more counselor faculty. CAPS faculty help students and provide a safe space so that they can show up in the classroom and do what they are meant to do in the institution. CAPS faculty helps students through the most challenging times so that they have peace of mind at the university. It is time for the institution to help CAPS so that they can continue helping students to be successful.

M/s to waive the first reading of the Resolution for the Academic Senate in Support of Counseling & Psychological Services (CAPS) Hiring Tenure-Track Faculty.

The motion to waive the first reading of the Resolution for the Academic Senate in Support of Counseling & Psychological Services (CAPS) Hiring Tenure-Track Faculty passed with two (2) abstentions and seven (7) NO votes.

M/s to adopt the Resolution for the Academic Senate in Support of Counseling & Psychological Services (CAPS) Hiring Tenure-Track Faculty.

The motion to adopt the Resolution for the Academic Senate in Support of Counseling & Psychological Services (CAPS) Hiring Tenure-Track Faculty passed with two (2) abstentions and three (3) NO votes.

5. Discussion – Time Certain 4:30 p.m.

a. [2021 – 2022 Commencement Schedule – Dan Montplaisir, Vice President for University Advancement](#)

The 2021 -2022 Commencement Schedule presentation is located on the Academic Senate website at <https://www.cpp.edu/senate/documents/packets/2021-22/09.29.21/commencement-academic-senate-update-9.29.21.pdf>.

Vice President Montplaisir communicated that commencement is a powerful celebration for students, for the campus, for faculty, and especially for first generation students. Last year was a very difficult year to plan for but in working with ASI, Academic and Student Affairs we were able to celebrate the classes of 2020 and 2021 on-site at the LA Fairplex. There was also an on-line version for students who could not make the on-site ceremonies. The planning and execution of last year's commencement provided a fresh perspective on commencement and how it is managed. VP Montplaisir stated that the campus has a growing problem, although a good one of increased student enrollment, of how to deal with large audiences that are part of the university commencements on the University Quad. This new proposed schedule has been shared with the President and the Provost along with ASI leadership.

VP Montplaisir presented the following lessons learned from the 2021 commencement:

- Brevity of each ceremony was a success
  - Appreciated by leadership, attendees, and guests, etc.
- RSVP ticketing system worked well
  - Helped with planning, timing, and safety
- Clear expectations for ceremony components and timing
  - Shorter speeches
  - Faster process with name reading and photography
  - Ceremonies more focused on graduates
- Stronger staffing support is more effective in managing a complex ceremony

In order to have a full analysis and scope of the situation, other locations in the region were considered. Other locations that were reviewed:

- CPP Soccer Fields
  - Estimated \$80,000 to \$150,000 additional cost
  - Possible flood if rain occurs
  - Commencement setup may cause damage to field
- Toyota Arena
  - Estimated \$150,000 to \$200,000
  - San Bernardino holds their commencement on the same weekend since they converted to semesters
- Hilmer Lodge Stadium – Mt. San Antonio College
  - Option to holding off campus activities at some point

After a review other potential sites, we recommend the traditional University Quad as the most appropriate location and in recognition of our ability to showcase the University to friends and family. There is an emotional connection to the university.

VP Montplaisir stated that the proposal is to increase the number of ceremonies from 8 to 12 with the ceremonies shortened to a fixed 90-minute schedule. The proposed daily commencement schedule is as follows:

	Time	Ceremony Length
Ceremony #1	8am	90 Minutes
	<b>2 Hour Break</b>	
Ceremony #2	11:30am	90 Minutes
	<b>2 Hour Break</b>	
Ceremony #3	3pm	90 Minutes
	<b>2 Hour Break</b>	
Ceremony #4	6:30pm	90 Minutes

The reduction in time comes from reducing the name reading in colleges with large numbers of graduates because they would be split into two ceremonies.

VP Montplaisir described the 90-minute schedule that makes things more precise, but still maintains the enthusiasm of the commencement program. He added for the College of Engineering and the College of Letters, Arts, and Social Sciences, sometimes there have been as many as 14,000 people in the University Quad and there has been feedback from the Police Department and Safety that that number does not allow them to respond in a timely manner if something were to occur. In addition, crowds have had to be “re-imagined” since the pandemic. The idea of the tighter schedule would bring in half of the students and they would graduate by department.

The proposed 3-day commencement ceremonies would be scheduled as follows:

- Friday, May 20, 2022
  - 8:00 a.m. – College of Education and Integrative Studies
  - 11:30 a.m. – Collins College of Hospitality Management
  - 3:00 p.m. – Don B. Huntley College of Agriculture
  - 6:30 p.m. – College of Environmental Design
- Saturday, May 21, 2022
  - 8:00 a.m. – College of Business Administration
  - 11:30 a.m. – College of Business Administration
  - 3:00 p.m. – College of Letters, Arts, and Social Sciences
  - 6:30 p.m. – College of Letters, Arts, and Social Sciences
- Sunday, May 22, 2022
  - 8:00 a.m. – College of Engineering
  - 11:30 a.m. – College of Engineering
  - 3:00 p.m. – College of Science
  - 6:30 p.m. – College of Science

Helen Yniguez, Director of Special Events and Projects presented the next few slides in the presentation. She commented that the ticketing system that was implemented for the May 2021 commencement will continue to be used. The advantages of using the ticketing system are:

- Helps to gain control of number of guests in the University Quad
- Ability to accommodate continuous growth of graduate numbers and manage venue capacity
- Increases safety within the graduation area and gives accurate count of attendees
- Guarantees shorter ceremonies
- Ensures contact tracing which is required through 2022

The goal is to have a maximum of 8,000 guests for the commencement ceremonies. Graduates would receive

a set number of tickets for commencement. After some time, unclaimed tickets would become available, by request, for graduates who need additional tickets. Here is the breakdown of ticket availability:

College	Approximate Grads	6 Tickets per Grad	8 Tickets per Grad
CEIS	400	2,800 attendees	3,600 attendees
Collins	400	2,800 attendees	3,600 attendees
AG	550	3,850 attendees	4,950 attendees
ENV	450	3,150 attendees	4,050 attendees
Business	900 (1/2 of class size)	6,300 attendees	8,100 attendees
CLASS	750 (1/2 of class size)	5,250 attendees	6,750 attendees
Engineering	650 (1/2 of class size)	4,550 attendees	5,850 attendees
Science	600 (1/2 of class size)	4,200 attendees	5,400 attendees

At this time Cal Poly Pomona is one of three (3) or four (4) CSUs that do not required tickets for commencement. After looking at previous graduations, it was found that the average is 6.1 guests per graduate. Offering 6 to 8 tickets per graduate would accommodate the number of guests based on previous years participation.

Having a ticketing system in place means that the campus can respond to the pandemic if COVID resurges. The number of tickets can be easily adjusted to meet state and county guidelines. Under these circumstances, commencement would still be held but with a reduced number of guests. Tickets will become available at the end of March or early April; this allows for time to make adjustments (if needed) to meet current guidelines.

VP Montplaisir ended the presentation by stating that a lot of planning and “what if” scenarios have gone into this proposal. This proposal allows the campus to accommodate larger ceremonies in the future.

M/s/p to extend the time certain end of the Academic Senate meeting by 15 minutes, to 5:15 p.m.

Senator Speak questioned the assumption that the enrollment numbers will continue to grow. He stated that this assumption should be the subject of a conversation that includes faculty, much more than it is has. He commented that he is not opposed to increasing the size of the institution and that access to education is important, but the university should not just assume that enrollment will increase in the trajectory that it has in the last ten years.

VP Montplaisir responded that he did not necessarily mean the enrollment of the university increasing, but that not every graduate participates in commencement, and this approach means that commencement allows the guest numbers to increase based on the number of graduates participating.

M/s to approve the commencement schedule as presented. The motion to approve the schedule passed with two (2) NO votes.