Minutes

of the Academic Senate Meeting
October 20, 2021

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

PROXIES: Senator Soper for Senator Davidov-Pardo, Senator Wachs for Senator Lee

ABSENT: Osborn

GUESTS: C. Allen, A. Baski, L. Bricker, J. Chong, B. Davila, L. Dopson, K. Forward, S. Garver, J. Hargis, C. LaMunyon, I. Levine, L. Massa, S. Oldak, B. Quillian, T. Roby, L. Roosa Millar, L. Rotunni, M. Sancho-Madriz, F. Teves

Chair Pacleb welcomed ASI Senator Diana Aguilar who will replace ASI Vice President Derek Sweem as the ASI Senator. Chair Pacleb thanked ASI Vice President Sweem for serving as ASI Senator for the first couple of months of the semester.

1. Academic Senate Minutes – September 29, 2021

    M/s/p to postpone approval of the September 29, 2021, Academic Senate Meeting minutes until the November Academic Senate meeting.

2. Information Items
    a. Chair's Report

    Chair Pacleb stated that the chat feature is enabled for this meeting. The chat guidelines are located on the Academic Senate website at https://www.cpp.edu/senate/documents/packets/2021-22/10.20.21/guidelines-for-use-of-chat-box-during-academic-senate-zoom-meetings.pdf.

    Chair Pacleb commented that she and Vice Chair Von Glahn will monitor the chat and reminded the body that they need permission to post to everyone. She stated that it is permissible to communicate with individuals but please remember that the chat is recorded so the conversation needs to be appropriate. Violations of the use of the chatbox will result in the feature being disabled.

    Chair Pacleb remarked that October is Filipino American History Month and that she identifies as a Filipino American. Filipino American History Month is recognized in October because it is the month that the first Filipinos landed in Morro Bay, California, in 1587. It is also an important month because it is a celebration of Filipino-American labor leader Larry Itliong who rose to national prominence in 1965, when he and other labor leaders walked off the farms of area table-grape growers, demanding wages equal to the federal minimum wage, that became known as the Delano grape strike. He teamed with labor leaders Cesar Chavez, Delores Huerta, and Philip Vera Cruz to demand farm workers' rights. The strike eventually led to the formation of the United Farm Workers. Chair Pacleb stated that October is an important month in terms of coalitions and labor studies. She added that she has just become aware that there is a place in the CPP Marketplace, Bumble Vi, where you can buy Filipino food and pastries.

    Chair Pacleb shared that the Academic Senate has been working very diligently before the semester started. The Academic Senate has received several important referrals that are making the campus

much more inclusive. She recognized the work of the committee chairs and members because this work could not happen without their diligence.

Chair Pacleb announced the Parent Student Ally Training Events on November 16, 2021, and December 9, 2021. The Children's Center, Counseling and Psychological Services, and the Parenting Broncos Club have partnered to bring together an ally training around increasing support for the CPP Parenting Student Community. If interested, you can RSVP via MyBar for the following dates:

- 11/16/21 from 11:00 a.m. to 1:00 p.m.: https://mybar.cpp.edu/event/7399743
- 12/921 from 12:00 to 2:00 p.m.: https://mybar.cpp.edu/event/7399744

b. President's Report

President Coley was at the Chancellor's Senior Leadership Council and was not able to attend the Academic Senate Meeting.

c. Provost's Report

The Provost's Report is located on the Academic Senate website at https://www.cpp.edu/senate/documents/packets/2021-22/10.20.21/2021.20.20_provosts_report_to_academic_senate_-v3.pdf.

Interim Provost Levine noted the incredible work that Jessica Wagoner, Senior Associate Vice President of Enrollment Services, and her team have done with regards to *HEERF III Student Emergency Grants.* Cal Poly Pomona received $42,594,664 to provide Emergency Financial Aid Grants directly to students. These funds will be distributed in three (3) different groups. In summer 2021, automatic grants were distributed to students with exceptional needs (Pell eligible) for a total of $4,416,425. In fall 2021, automatic grants were distributed to students with exceptional needs (Pell eligible) and high need (Cal Grant A) for a total of $25,535,356. The final group of emergency grants will be awarded through an application process. The funds will be open to all students and they can apply through the Bronco Scholarship Portal (BSP) from October 18, 2021, through December 17, 2021. The grant amounts will vary from $500 to $3000 and all students who have faced financial challenges due to the pandemic are encouraged to apply. There is approximately $13,000,000 available for distribution.

Provost Levine stated that 45 faculty searches have been authorized for the 2021-22 academic year. The Faculty Equity Liaisons have been working with the search committees. Twenty-four positions have been posted to date. There have been ten (10) Ethnic Studies Affinity cluster hires approved. The cluster hires were approved in the following departments:
- Apparel Merchandising and Management
- Early Childhood Studies
- Political Science
- Sociology
- Geography and Anthropology
- English and Modern Languages
- Theatre and New Dance
- Urban and Regional Planning
- Biology
- Kinesiology and Health Promotion

The provost announced the following events and encouraged faculty members to participate in the events:

- CSU Graduation Initiative 2025 Convening (Virtual)
  - Friday, October 22, 2021, from 11:00 a.m. to noon
  - Register at https://www.calstate.edu/GradInitiative2025Convening
- Day of the Advisor featuring Dr. Tara Yosso
  - Dr. Yosso's research and teaching apply the frameworks of Critical Race Theory and Critical Media Literacy to examine educational access and opportunity. She uses a collaborative and intersegmental, transdisciplinary approach to studying the ways communities of color have historically utilized an array of cultural knowledge, skills, abilities, and networks to navigate structures of racial discrimination in pursuit of educational equity.
  - Friday, November 5, 2021, from 9:00 a.m. to 12:30 p.m.
  - RSVP to https://www.cpp.edu/advising/day-of-the-advisor.shtml
- Join Michelle Obama for an exclusive conversation about her memoir *Becoming* with students from participating colleges nationwide.
  - Two years ago, *Becoming* was the common read for first-year experience students.
  - Cal Poly Pomona is sending a student to participate in this conversation.
  - Tuesday, November 9, 2021, at 10:00 a.m., Pacific Time
  - RSVP by November 5, 11;59 p.m. ET at RSVP.michelleobamainconversation.com
- First Year Experience Common Read
  - Jamil Zaki, author of "The War for Kindness"
  - Tuesday, November 16, 2021, 4:00 p.m.
  - Virtual Event: https://bit.ly/CommonReadCPP

d. Vice Chair's Report

NEW REFERRALS: (3)

AP-004-212	Replacement of Institutional Learning Outcomes with Institutional Learning Goals
AP-005-212	Movement of the Ethnic and Women's Studies Department to CLASS
FA-004-212	Review of Policy 1311

SENATE REPORTS FORWARDED TO PRESIDENT: (0)

PRESIDENT RESPONSES TO SENATE REPORTS: (0)

e. ASCSU Report

Senator Urey stated that the has not been a plenary meeting since the last Academic Senate Meeting.

Senator Speak added that the Intersegmental Committee of the Academic Senates (ICAS) is a group of Academic Senate leaders from each of the three segments of public higher education in California: CCC, CSU, and UC. It meets jointly to address matters of academic importance to all three segments, is meeting on Friday, October 22, 2021, to discuss how to deal with AB 928, Student Transfer Achievement Reform Act of 2021: Associate Degree for Transfer Intersegmental Implementation Committee. AB 928 seeks a common pathway for transfer students from the California Community Colleges to the CSU and the UC Systems.

f. Budget Report

The Budget Report is located on the Academic Senate website at https://www.cpp.edu/senate/documents/packets/2021-22/10.20.21/budget-report-10_21.pdf.

The Budget Introduction Presentation is located at
https://www.cpp.edu/senate/documents/packets/2021-22/10.20.21/budget-intro-senate-oct-6th.pdf.

Senator Lloyd reported that on October 6, 2021, the Budget Committee met with President Coley and Vice President Ysabel Trinidad to get a high-level overview of the CSU budget and how it affects Cal Poly Pomona. He explained that the Budget Committee starts the academic year looking at the overall university budget and then throughout the academic year they investigate individual division budgets. The CSU budget priorities include Graduation Initiative 2025 (GI2025), salaries and benefits keeping pace with inflation, infrastructure and deferred maintenance ($4 billion systemwide), CSU enrollment growth, and ensuring the university has the resources in a post-pandemic world. Vice President Trinidad has been acclimating herself and working to understand campus constraints and opportunities.

The base budget for 2021-22 is $363 million. This is a $31.9 million increase over 2020-21. Senator Lloyd explained that the CSU restored some of the cuts to campus budgets that occurred last year and allocated $18 million restoration to Cal Poly Pomona. However, the CSU is holding back approximately $8 million of the restoration funds and the reasoning for that decision is not clear. Apparently, the CSU can decide how much of the restoration funds the campus receives and may hold back some of that money for unknown reasons. The Budget Committee is scheduled to meet with Joseph Simoneschi, Associate Vice President for Finance & Administrative Services, and plans to discuss this issue.

According to VP Trinidad, one-third of the buildings on campus are more than 60 years old and need upgrades and maintenance. Senator Lloyd disclosed that there is an estimated $350 million in deferred maintenance needs campus-wide. The CLA renovation will cost approximately $70 million and the addition to the library, which is part of the campus master plan and includes expanded classroom space, will cost approximately $20.5 million. During these renovations, the university will need "surge-space" which is additional space to accommodate for classrooms and other areas while construction and demolition occur. There was a conversation about the university considering online and hybrid offerings, even after the pandemic, to accommodate flexibility during renovations.

Senator Von Glahn asked who concluded that CSU salaries are keeping up with inflation. Senator Lloyd responded that that is a Chancellor's Office budget priority.

g.   CFA Report

The CFA Report is located on the Academic Senate website at
https://www.cpp.edu/senate/documents/packets/2021-22/10.20.21/bargaining-proposals-senate-10.20.pdf.

Senator Von Glahn remarked that currently inflation is about 5.2 percent and the increase in Social Security Benefit is more than 2 percent. CFA has suggested a holistic salary approach in bargaining requesting 4% for 2020-2021 retroactively for all the work faculty did during the pandemic, plus 4% for 2021-2022 and 2022-2023. CFA has also requested Service Salary Increases (SSIs) of 2.65% for 2021-2022 and 2022-2023 for those faculty members who are at the bottom of the pay scale as well as those faculty members who are at wage stagnation who are at the upper end of the scale. CFA felt this was a reasonable and comprehensive proposal. CSU management is offering 2% for 2021-2022, therefore they are not keeping up with inflation which is 5.2%. Senator Von Glahn explained that if parking fees increase and only 2% is given, some faculty members will lose money.

Other items are being discussed during bargaining, e.g., CSU management wants to put sabbatical reports in Personnel Action Files (PAF) in perpetuity, they want to change the nature of sabbaticals, and they want to change how long disciplinary letters stay in PAF. To become more familiar with the issues, go to https://www.cfabargaining.org. Senator Von Glahn explained that the CSU has been spending less on instruction over the last several years and the CFA feels that the CSU is not making

instruction a priority.

Senator Von Glahn urged all to get involved and mentioned that CFA will be going to the November 9, 2021, Board of Trustees Meeting. He added to email phoikkala@cpp.edu if interested.

h. ASI Report

No report was given.

i. Staff Report

No report was given.

j. Safer Return Task Force

The Safer Return Task Force presentation is located on the Academic Senate website at https://www.cpp.edu/senate/documents/packets/2021-22/10.20.21/academic-senate.institutional-risk-response-plan.10.20.21.pdf.

Frances Teves, Coordinator Safer Return Task Force and Associate Vice President for Government and External Affairs provided campus vaccination rates within the broader community context. The following provides an overview of case positivity and vaccination rates in surrounding counties.

| County | 10/8/2021 | | 10/20/2021 | | | |
	COVID cases per day per 100k*	Positivity Rate	New COVID cases per day	COVID cases per day per 100k*	Positivity Rate	% of Population Fully Vaccinated***
Los Angeles	9.7	1.1%	825	8.0	0.7%	71%
Orange	7.1	2.7%	219	6.0	2.2%	53%
San Bernardino	14	4.00%	72**	10.5	3.5%	58.5%
Riverside	16.1	5.3%	192**	11.0	3.9%	52.75%
Statewide	13.1	2.5%	3,070	10.8	2.0%	72.2%

*Adjusted: 7-day average of daily COVID-19 cases per 100K with 7-day lag, adjusted for number of tests performed.
**New case numbers provided by CDPH (10/18/21).
***County vaccination data was last updated the week of October 14 through October 18, 2021.

AVP Teves reported that there continues to be a slowing of COVID transmission rates, particularly in Los Angeles County. Public Health Officials believe this is largely due to the vaccination rate in Los Angeles County which is much higher than in surrounding counties. Also, due to increased testing for K-12 and universities across Los Angeles County, there are very few outbreaks in educational institutions.

The campus numbers are as follows:

Campus Indicators	10/13/2021	10/14/2021	10/18/2021	10/20/2021
Vaccination Rate[†] % of students and employees who have uploaded their vaccination record	79.9%	79.9%	80.2%	81.3%
Compliance with CSU Interim Vaccination Policy [†] % of students and employees who have taken one of the required actions	90.7%	90.7%	91.1%	91.2%
Public Health Testing Positivity Rate[††]	1.3%	0.8%	0.8%	0.6%

[†] Campus vaccination rate and compliance numbers are updated Mondays, Wednesday and Fridays at noon.
[††] 7-day average of tests performed at the Public Health Testing location on campus.

The vaccination rate for the campus community is 81.3% which is an aggregate number that includes students and employees, including auxiliary employees. This figure does not exclude those who are not coming to campus for the fall semester. If the number did exclude those who are not coming to campus, the vaccination rate would be significantly higher. In terms of compliance with the CSU Interim Vaccination Policy, that number is 91.2%. Again, this is an aggregate number of students,

employees, and auxiliary employees who have taken one of the required actions available to them. AVP Teves commented that the Chancellor's Office provided an update on October 8, 2021, on systemwide vaccination rates, and as of October 6, more than 400,000 students across the CSU are reporting that they are fully vaccinated. When you look at that number in terms of students attending in-person classes, that is about 95% systemwide. In terms of employees for the same reporting period, nearly 60,000 employees have reported that they are fully vaccinated, or 96% of those employees working in-person.

The campus is in its 9th week of public health testing. Weekly testing is required for those who are not fully vaccinated or those who do not wish to disclose their vaccination status. The purpose of public health testing is to identify asymptomatic cases early. The goal is to find the cases early and minimize movement and mitigate transmission. The campus positivity rate is 0.6%, which is a seven-day average like how it is calculated within Los Angeles County. The campus positivity rate continues to align with the county positivity rate and even before conducting public health testing on campus, the campus transmission has historically mirrored the positivity rate in Los Angeles County. The campus public health testing site will continue to allow students and employees who are fully vaccinated, and not required to test to voluntarily test.

AVP Teves provided an update of the Los Angeles County Department of Public Health and guidance for institutes of higher education. There have been a range of updates to the health officer order, and there are no fundamental impacts to campus operations. The new guidance for institutes of higher education does allow for limited exemptions to masking for the Performing Arts. This is a very specific application, and it requires that individuals regardless of vaccination status are tested. Los Angeles County did indicate that they will likely keep their masking policy indoors in place for the coming months and will not make any determinations to lift that requirement until at the very earliest January or February.

The Safer Return Task Force in collaboration with the Repopulation Steering Committee developed an *Institutional Risk Response Plan* that will allow the campus to respond to changing conditions as needed. The framework reflects and responds to evolving conditions and is aligned to public health requirements. The plan does utilize the previous blueprint for a safer economy and the associated tiers, which we have modified accordingly for the campus. The plan is informed by the principles that have guided the campus throughout the pandemic which focuses on campus safety, and the mission of student success. The plan will continue to evolve and will include consultation with public health officials and the Chancellor's Office. The *Institutional Risk Response Plan* considers a variety of campus risk factors that are based on an analysis of the campus, Los Angeles County, and surrounding campus indicators, including positivity rates. The indicators that will be used are not a set of boxes to be checked but rather a set of dynamic indicators. The campus response plan does reflect county and state health requirements best practices, scientific recommendations. The indicators will evolve as the state's framework and indicators also evolve and as we learn more throughout the pandemic. The categories are minimal, moderate, substantial, and high, and include key dates and milestones. In each of the categories outlined focus on limiting campus density by limiting permissible activities and/or instituting capacity limits and occupancy limits, and then a range of safety and risk mitigation measures including utilizing tools, such as testing.

The *Institutional Risk Response Plan* indicators being tracked look at the number of cases on campus and the community, positivity rates on campus and the community, the number of students and employees who are in quarantine or isolation, clusters, or outbreaks on campus, testing and testing capacity, the ability to have housing isolation and quarantine capacity, and vaccination rates on campus and in the broader community.

The detailed indicators being used in the *Institutional Risk Response Plan* are the following:

Levels of Risk	Campus Indicators	Los Angeles County/Community Indicators
Minimal	1. Less than 2 daily new cases* 2. Less than 2% positivity rate* 3. Less than 20 of employees currently in isolation or quarantine* 4. Less than 60 of students currently in isolation or quarantine* 5. More than 90% of quarantine/isolation capacity available for students living on campus	1. Less than 2 daily new cases* per 100k in Los Angeles County 2. Less than 2% positivity rate in Los Angeles County
Moderate	1. 2-5.9 daily new cases* 2. 2-4.9% positivity rate* 3. 21-40 employees currently in isolation or quarantine* 4. 61-80 students currently in isolation or quarantine* 5. 75-90% of quarantine/isolation capacity available for students living on campus	1. 2-5.9 daily new cases* per 100k in Los Angeles County 2. 2-4.9% positivity rate in Los Angeles County 3. 1-2 clusters (defined as 3 or more cases epidemiology linked by LACDPH) 4. Major outbreak as defined by Cal/OSHA
Substantial	1. 6-10 daily new cases* 2. 5-8% positivity rate 41-60 employees currently in isolation or quarantine* 3. 81-100 students currently in isolation or quarantine* 4. > 50% of quarantine/isolation capacity available for students living on campus	1. 6-10 daily new cases* per 100k in Los Angeles County 2. 5-8% positivity rate* in Los Angeles County 3. 3-5 clusters (3 or more confirmed cases within a 14-day period) 4. Major outbreak as defined by Cal/OSHA
High	1. More than 10 daily new cases* - 2. >8% positivity rate* 3. > 60 employees currently in isolation or quarantine* 4. >100 students currently in isolation or quarantine* 5. Less than 50% of quarantine/isolation capacity available for students living on campus	1. More than 10 daily new cases* per 100k for Los Angeles County 2. >8% positivity rate* in Los Angeles County 3. More than 5 clusters (3 or more confirmed cases within a 14-day period) 4. Major outbreak as defined by Cal/OSHA

The levels of risk and potential risk mitigation measures are indicated below.

Levels of Risk	Potential Risk Mitigation Measures
Minimal *Case rates are low and multiple indicators suggest transmission is stable.*	1. Conduct public health testing weekly for students and employees; fully vaccinated individuals are exempt. 2. Lectures are permitted at full capacity. 3. On-campus, in-person work is permitted. 4. Visitors are allowed on campus but they must follow campus health and safety protocols and complete the Guest Health Screener. Vendors/Contractors are required to be vaccinated or participate in weekly testing. 5. Events and activities conform to the guidance outlined on the Safer Return website and comply with public health requirements.
Moderate *Case rates are low and multiple indicators suggest potential for increased transmission.*	1. Increased frequency of public health testing. 2. Additional limitations on gatherings. 3. Limitations on campus guests. 4. Additional restrictions on indoor dining. 5. Limitations on events and activities.
Substantial *Multiple indicators suggest increased transmission.*	1. Frequency of testing may be increased further for some populations and/or expanded to others. 2. Implement physical distancing measures to reduce density, including classrooms, labs, learning spaces, and offices. 3. Targeted reduction of in-person offerings. 4. Further restrictions on campus guests. 5. Further restrictions on dining services.
High *Case rates are higher than predicted models and multiple indicators suggest the need to implement strong measures to limit transmission.*	1. Frequency of testing may be increased even further for some populations. 2. In-person lectures are not permitted; classes moved to virtual format. IHE's allowed to offer in person training and instruction for essential workforce for required activities that cannot be accomplished through virtual learning. All other academic instruction must continue to be done via distance-learning. 3. On-campus, in-person work limited to critical operations. 4. Further restrict in-person gathering, event, and meetings of any size. 5. Non-essential guests are not permitted on campus.

At each of the levels, there would be limited capacity and density by limiting permissible activities or institution physical distancing requirements that would impact occupancy limits and capacity limits within various spaces. Additional safety and risk mitigation measures, including expanded testing, could be implemented. In addition to the levels of risk outlined above, there are a range of risk mitigation strategies associated with key dates, such as the start of the semester, housing move-in, holidays when individuals might be at more risk due to travel and gatherings. There are a range of risk mitigation measures that can be implemented corresponding to key dates. Lastly, Cal Osha has several additional mitigation measures that the campus Is required to implement in the event of an outbreak, including face covers and physical distancing.

In summary, the *Institutional Risk Response Plan* is an evolving document that includes mitigations to be implemented as needed. The hope is that it is responsive to feedback received including from faculty regarding having a plan to decrease density and to transition to virtual instruction as needed. AVP Teves added that they are working on developing a web page on the Safer Return website to include the risk response plan.

Question: Are there statistics on how many students are attending classes in person and doing their health screeners?

Response: There are statistics on the number of health screeners that are completed each day, broken down by students and employees. The challenge with figuring out what the compliance looks like as we have a lot of students who are coming to campus, participating in hybrid classes, and so it's hard to determine the frequency when individuals are coming to campus to determine what the compliance rate is. The hope is that faculty members are asking students if they have completed their health screeners. Several things are being done on campus to promote the use of the health screener, like offering promotional items and discounts in dining.

Question: The health screener has recently been changed to provide email confirmation of completion. How is that message being used or is it just a courtesy response?

Response: The email response was first used for campus visitors. The process was then implemented for students and employees as another tool to help provide promotions. Right now it is just a courtesy response.

M/s/p to move the Academic Senate Committee reports until after the informational items.

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 BS in Business Administration – Marketing Management Option - **SECOND READING**

The second 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 https://academic.cpp.edu/senate/docs/ap006201sr.pdf.

Senator Small presented the report.

M/s to adopt 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, 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 comments received since the first reading and the committee remains in support of this change.

The motion to adopt AP-006-201, Emphasis Name Change from Marketing Research to Consumer

Insights and Analytics in the Business Administration – Marketing Management Option, passed unanimously.

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

The second reading report for EP-001-201, Elections for Senators with Multiple Candidates for Same Department, is located on the Academic Senate website at https://academic.cpp.edu/senate/docs/ep001201sr.pdf.

The updated Academic Senate Bylaws are located at https://academic.cpp.edu/senate/docs/EP001201sr_1.pdf.

Senator Fallah Fini presented the report.

M/s to adopt 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 no documented process solution for this scenario.

The committee recommends that 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 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.

A paragraph has been added to the bylaws to address this situation. Senator Fallah Fini commented that there has been a minor change to the bylaws since the first reading. The inserted paragraph has been moved from Article IV, Section 3 (C), paragraph 6 (f) to paragraph 7. The change was made because the original placement of the new paragraph put it under the section on reapportionment and it did not make sense for it to be there. Now the paragraph detailing this unique situation stands alone in paragraph 7.

According to Article XIII, Section 1, a two-thirds vote of the Academic Senate is required for amendments to the bylaws. Senator Gonzalez, the Academic Senate Parliamentarian, commented that since there are 34 senators in attendance, a two-thirds vote means that 23 senators must vote yes for this change to be approved.

Senator Speak stated that he does not believe this change is necessary because in the past when confronted with this situation, the Executive Committee has managed to schedule and sequence the elections. He added that he is worried about putting a college-level step in between in a way that has not happened before. Senator Fallah Fini clarified that this method of having a college-level vote for the department candidates was utilized in the past to resolve the situation. Academic Senate Analyst Val Otto confirmed that this has been the way that several elections have been run when the situation arises. It was re-iterated that this situation only arises if there are multiple candidates from an eligible department plus other candidates from other departments. If there are no candidates from other eligible departments, the election is run with candidates from the same department. This is not the situation where the senate seat is considered "at-large" where there have been multiple attempts to get eligible departments to nominate a candidate and they have not.

The poll to adopt EP-001-201, Elections for Senators with Multiple Candidates for Same Department, had 28 YES votes, 5 NO votes, and 1 abstention. The two-thirds threshold was met and the motion to adopt EP-001-201, Elections for Senators with Multiple Candidates for Same Department, passes.

c. [Response to President's Response for AS-2909-201-FA, Revision to Policy 1310 – Management Personnel Plan (MPP) Appointments](#)

The Response to the President's Response for AS-2909-201-FA, Revision to Policy 1310, is located on the Academic Senate website at https://www.cpp.edu/senate/documents/packets/2021-22/10.20.21/as-2909-201-fa_response_to_presidents_response_10.20.21.pdf.

Senator Barding presented the report.

M/s to approve the Response to the President's Response for AS-2909-201-FA, Revision to Policy 1310.

RECOMMENDATION:

The FAC recommends maintaining the required number of faculty appointed by the EC as 6, to read:

4.2.1.1 Six full-time tenured or tenure-track faculty members selected by the Executive Committee of the Academic Senate

The FAC also recommends adopting the President's request for 4.2.1.2:

4.2.1.2 Up to four persons, one being a permanent staff member as provided in 4.1.6, selected by the President or Provost as appropriate.

As for the title change request in the policy, the FAC recommends: "President's designee for Inclusion and Chief Diversity Officer". Specifically, a lower-case "designee" to remain consistent with either appointee or designee, at the President's discretion.

DISCUSSION:

Senator Barding explained that that the Academic Senate on March 10, 2021, adopted FA-005-190, Revision to Policy 1310 - Management Personnel Plan (MPP) Appointments, which then became Academic Senate report AS-2909-201-FA. The President's Response to that report requested four

changes. Two changes requested were a minor title change in paragraphs 4.1.3 and 4.1.3.1 "CPP Director, Employee Diversity, Inclusion & Campus Climate or HR designee" to "President's Designee for Inclusion and Chief Diversity Officer (or equivalent position)." The Faculty Affairs Committee recommended the language "President's designee for Inclusion and Chief Diversity Officer."

The other two requests were not minor. Both changes were requested in paragraph 4.2 (indicated in red) for searches for positions reporting to the President and to the Provost.

4.2.1.1 Up to six full-time tenured or tenure-track faculty members selected by the Executive Committee of the Academic Senate

Justification: "*This request is due to less than six faculty members selected, at times, by the Academic Senate, which delays the launch of search committees pending appointment of all six faculty members.*"

Senator Barding stated that currently, the language is very firm in the policy "Six full-time…". There were discussions if there were a way to provide a little relief in the number of faculty selected by the Executive Committee that would ensure a faculty majority on search committees. It was decided that there were no practical solutions for the requirement for up to six full-time tenured or tenure track faculty members and the requirement to have a majority of faculty on the search committee. The committee ultimately voted against the proposed change and to maintain the requirement for six full-time tenured or tenure-track faculty to be selected by the Executive Committee.

4.2.1.2 Up to four persons, one being a permanent staff member as provided in 4.1.6, selected by the President or Provost as appropriate

Justification: "*Request to reinstate the number to four persons selected by the President or Provost.*"

After consulting with committee members from last year's committee, it was concluded that this was an oversight and the number should be four, not two as in the adopted report.

Chair Pacleb reminded senators that according to the constitution, Article VII, Section 1, (G) (4) "Any report which is a reconsideration by a committee after the President has responded, and which recommends anything other than the acceptance of the President's responses, may be passed by the Senate only by a two-thirds affirmative vote of those Senators casting a vote."

The poll to approve the Response to the President's Response for AS-2909-201-FA, Revision to Policy 1310, had 31 YES votes and 3 abstentions. The two-thirds threshold was met and the motion to approve the Response to the President's Response for AS-2909-201-FA, Revision to Policy 1310, passes.

d. AP-001-212, Program Review for BA Psychology and MS Psychology – **FIRST READING**

The first reading report for AP-001-212, Program Review of BA Psychology and MS Psychology, is located on the Academic Senate website at http://academic.cpp.edu/senate/docs/ap001212fr.pdf.

Senator Small presented the report.

M/s to receive and file AP-001-212, Program Review of BA Psychology and MS Psychology.

RECOMMENDATION:

The Academic Programs Committee commends the Department of Psychology on their good work, both in the operation of their BA and MS programs and in the preparation of a thorough and thoughtful review that highlights issues of critical importance to both their department and the campus

as a whole.

DISCUSSION:

Senator Small stated that it was a very positive program review and the challenge noted by the reviewers was a shortage of tenure-track faculty. The Department and Dean's office were in broad agreement with the reviewers' comments and suggestions, and steps moving forward. The AP Committee noted that the urgent need for tenure-track faculty is beyond the control of the department and college.

Senator Small noted that this is Psychology's first program review since the splitting of the former Psychology and Sociology Department. The split raised no apparent issues in the program review, a sign of a healthy program that has adjusted well to its new independent status.

The AP Committee also notes that processes around program impaction, and a need for transparency and collaboration with departments, have received attention in the Senate of late. This program review highlights the way that a thoughtful application of impaction status may be useful for challenges of student/faculty ratios.

e.   AP-007-201, Program Review for BA, Political Science – **FIRST READING**

The first reading report for AP-007-201, Program Review for BA, Political Science, is located on the Academic Senate website at https://academic.cpp.edu/senate/docs/ap007201fr.pdf.

Senator Small presented the report.

M/s to receive and file AP-007-201, Program Review for BA, Political Science.

RECOMMENDATION:

The Academic Programs Committee commends the Department of Political Science on their good work, both in the operation of their BA program and in the preparation of a thorough and thoughtful review that highlights issues of critical importance to both their department and the campus as a whole.

DISCUSSION:

The Program Review for the BA, Political Science was very favorable. There were some specific actions that the department will be working on but, as with all departments, the most significant need was for more tenure-track faculty. Senator Small noted that adding more tenure-track faculty is not just in response to enrollment numbers, but the commitment to experiential learning and high-quality capstone projects that the external reviewers praised highly, are very labor-intensive and are not always captured neatly in WTUs and enrollment numbers. These very high-impact project-oriented activities are essential to Cal Poly Pomona's polytechnic identity.

f.   FA-002-212, Revision of Policy 1394: Office Hours Policy – **FIRST READING**

The first reading report for FA-002-212, Revision of Policy 1394: Office Hours Policy, is located on the Academic Senate website at https://academic.cpp.edu/senate/docs/fa002212fr.pdf.

Senator Barding presented the report.

M/s to receive and file FA-002-212, Revision of Policy 1394: Office Hours Policy.

RECOMMENDATION:

The Faculty Affairs Committee recommends that the updated version of Policy 1394 be adopted. This updated policy adds the language to the end on paragraph four to read (new language underlined): For part time tenured, probationary, and temporary faculty as well as for instruction during the summer and winter intersession, the number of office hours shall be adjusted in proportion to the time base of the appointment, equivalent to 20 minutes for every 1 WTU for a minimum of 1 hour, or up to a maximum of 4 hours.

DISCUSSION:

The Faculty Affairs Committee (FAC) recently updated policy 1394 to include current practices and to include an online learning environment. After the report was adopted and approved it was noticed that there was an error in the office hour calculations for part-time instructors and those who teach in the summer. The FAC discussed the oversight in the calculation and included the interim AVP of Faculty Affairs in the meeting. In agreement with the previous office hour policy having a maximum of 4 office hours a term, the FAC decided to add language to the policy stipulating a maximum of 4 office hours so as to not increase the office hour requirement of the temporary or part time faculty. Additionally, some minor corrections were made to spell out the words "minutes" and "hours" instead of using abbreviations.

g. [FA-003-201, Revision of Policy 1206: Minimum Qualifications of Principal Investigator(s) for Sponsored Programs; Revision of Policy 1207: Policy on Misconduct in Research – **FIRST READING**](#)
   - [Updated Policy 1206: Minimum Qualifications of Principal Investigator(s) for Sponsored Programs](#)
   - [Updated Policy 1207: Policy on Misconduct in Research](#)

The first reading report for FA-003-201, Revision of Policy 1206: Minimum Qualifications of Principal Investigator(s) for Sponsored Programs; Revision of Policy 1207: Policy on Misconduct in Research, is located on the Academic Senate website at https://academic.cpp.edu/senate/docs/fa003201fr.pdf.

Senator Barding presented the report.

M/s to receive and file FA-003-201, Revision of Policy 1206: Minimum Qualifications of Principal Investigator(s) for Sponsored Programs; Revision of Policy 1207: Policy on Misconduct in Research.

RECOMMENDATION:

The committee recommends adopting interim Policy 1206 as a permanent policy and replacing "AVP of Research and Graduate Studies" with "AVP responsible for research activities" in both policies 1206 and 1207.

DISCUSSION:

Senator Barding explained that the Faculty Affairs Committee recommends adopting the new language "Associate Vice President responsible for research activities" to replace the existing title "Associate Vice President of Research and Graduate Studies" to accommodate title changes for this position. The current AVP for Research, Innovation, and Economic Development, Dr. Craig LaMunyon, agrees that the new language describing that office is appropriate.

Regarding the appropriateness of interim Policy 1206, the committee consulted with Dr. LaMunyon, along with the provost, deans, associate deans, and department chairs, all confirmed that the policy is sufficient and there were no suggested changes.

Senator Speak commented that the change in language for the "Associate Vice President responsible for research activities" assumes a certain amount of fluidity in the description of the AVP but may not cover the fact that it may not always be an Associate Vice President in that role.

Chair Pacleb concluded the meeting by stating that the work of the Academic Senate standing committees is extremely important and thanked all committee chairs and members for their diligence in doing the work of the Academic Senate.

The October 20, 2021 Academic Senate Meeting adjourned at 4:47 p.m.