

Minutes

of the Academic Senate Meeting
March 8, 2023

- PRESENT: Aragon, Barding, Chase, Davidov-Pardo, Fallah Fini, Gad, Gekara, Givens, Guerrero, Guthrie, Hanink, Hudson, Kumar, Lloyd, Monemi, Moore, Myers, Nakhjiri, Nissenson, Osborn, Pacleb, Quinn, Roy, Sharma, Shen, Small, Snyder, Urey, Valentine, Vallejo, Van, Von Glahn, Welke, Yoo
- ABSENT: Hussain
- GUESTS: A. Baski, J. Brown, S. Dixon, K. Forward, J. Hargis, D. Horner, H. Hwang, L. Graham, C. LaMunyon, R. Navarro, S. Oldak, B. Quillian, K. Ramirez, L. Rotunni, J. Torres, V. Wilber

1. Academic Senate Minutes – February 15, 2023

M/s to postpone the Academic Senate Meeting minutes from the February 15, 2023 meeting.

The motion passed unanimously.

2. Information Items

a. Chair's Report

Chair Von Glahn reminded everyone that the recruitment calls for the remainder of the Academic Senate vacancies have gone out and the due date is Friday, March 10 except for the College of Science and ASCSU Senators which is due on Friday, March 17, 2023. He added that it is important for all constituencies to have representation, and if eligible departments do not nominate for the vacancies, they will go to at-large, meaning any department can apply for the vacancy. He congratulated all senators that have been re-elected. The details of the elections are located on the Academic Senate website at https://www.cpp.edu/senate/documents/packets/2022-23/03.08.23/election_timeline_03.08.23.pdf.

In anticipation of lengthy discussions later in the meeting, Chair Von Glahn went over Robert's Rules for debate. In a debate/discussion, each member has the right to speak twice on the same question on the same day but cannot make a second speech on the same question so long as any member who has not spoken on the question desires the floor. A member who has spoken twice, on a particular question on the same day has exhausted their right to debate that question for that day. To ensure that members have the opportunity to speak, each member will have a 3-minute speaking time limit. Senators are given priority for the speakers' list.

b. President's Report

The President is out of town for business and sends her regrets that she is not able to be at the meeting.

c. Provost's Report

The Provost's Report is located on the Academic Senate website at https://www.cpp.edu/senate/documents/packets/2022-23/03.08.23/final-provosts_report_to_academic_senate_2023-03-08.pdf.

Provost Brown shared that the College of Engineering Dean Search finalists will be visiting campus starting March 14, 2023. She added that campus feedback is a critical part of the search process and that she is excited to hear feedback from the campus on the finalists.

In addition to new Deans starting in July, many new faculty will be joining the campus in fall 2023. The Provost commented that she is working with VP Trinidad and the college Deans to identify new faculty office space. The Provost is also working with President Coley on tenure track hires for 2024-25. She is also working in collaboration with Dr. Hargis from the Office of Faculty Affairs and the college Deans to provide feedback regarding faculty searches. She is also considering future growth and what is happening at the Chancellor's Office as variables in the process. Provost Brown stated that she remains committed to improving tenure density.

Provost Brown announced that Dr. Keith Forward has accepted the new Interim AVP of Academic Programs position. He is replacing Dr. Massa who was appointed to the Chancellor's Office to serve as the Interim Associate Vice Chancellor for Academic Programs, Innovations, and Faculty Development. Dr. Forward has been with the campus since the fall of 2012 and has served as the Faculty Director of Undergraduate Studies and General Education since October 2018. The Provost added that they are still working on logistics, so the campus announcement is forthcoming.

The WSCUC Special Visit preparation is in progress and falls under the purview of the AVP of Academic Programs. The draft report is in progress and consultation will begin in April.

The Provost stated that AB 132, signed into law in July 2021, established a dual admissions program that provides eligible first-time freshmen applicants the opportunity for guaranteed admission to a UC or CSU campus and program of their choice following the completion of an Associate Degree for Transfer (ADT) or another transfer pathway at a California Community College. Campuses can decide which programs can participate in the dual admissions program and may specify supplemental criteria, such as GPA, major-specific GPA, etc.

To not cause confusion with dual enrollment programs, the CSU dual admissions program is officially titled the Transfer Success Pathway (TSP). The CSU TSP program allows high school students, graduating in 2023 and beyond, to attend a California Community College (CCC) and subsequently enter into an agreement with a specific CSU in a specific program with the intent to transfer within three (3) years. The TSP program provides an opportunity to support future transfer students and provides a greater opportunity to establish stronger relationships with students while enrolled at community colleges. Cal Poly Pomona will decide soon which programs will participate in TSP and the number of agreements that will be accommodated. The TSP enrollment is open from August through September of 2023.

Provost Brown announced that the Division of Academic Affairs is once again pleased to support Cal Poly Pomona's Teacher-Scholar model. The purpose of the program is to create a community of teacher-scholars. Teacher-Scholars are role models who actively promote lifelong learning to students, are actively engaged in advancing their fields of inquiry, and are committed to blending teaching and scholarship into a single synergistic endeavor. The colleges have sent out specific instructions to faculty about how to apply and applications are due March 24, 2023. Announcements will be made on May 1, 2023.

The Office of Research and Sponsored Programs (ORSP) continues to submit proposals at a record pace. In the 2022-23 academic year, 128 proposals have been submitted compared to 115 in the 2021-22 academic year. Faculty need to complete their Intent-to-Submit at least 30 days prior to the submission deadline. The Faculty Research Fellows Program supports research-savvy faculty who can help their peers submit grant proposals, manage awards, and prepare human and animal protocols.

Early Alerts are a way to help students succeed academically and faculty are invited to submit early alerts for students who may need extra support. There are two separate progress report campaigns for Spring 2023:

- Weeks 2 – 5: Thursday, February 2 through Sunday, February 26 (closed)
- Weeks 8 – 11: Thursday, March 16 through Sunday, April 16

For more information about the types of support students receive from the early alert system, please see <https://www.cpp.edu/advising/progress-reports/index.shtml>.

Provost Brown asked the body to save the date for the 2022-23 Outstanding Advisor Awards. The award ceremony will return to in-person on Tuesday, April 25 from 3:00 to 5:00 p.m. The location information will be shared soon. Nominations for the awards are due on March 27, 2023. For more information see <https://www.cpp.edu/outstandadvisor/index.shtml>.

The 2022-23 Common Read is Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge and the Teachings of Plants by Robin Wall Kimmerer. Robin Wall Kimmerer will be joining the campus virtually on March 16 from 12:00 to 1:00 p.m. First Year Experience (FYE) students will be showcasing their PolyX posters before and after the keynote.

Testing Services is now part of the Learning Resource Center (LRC). The LRC is now providing all faculty-requested test proctoring services. Faculty must submit a Faculty Request Form for approved make-up exams. For scheduling purposes, Faculty Request Forms must be received at least 24 hours in advance of the completion date and time. The last day for spring 2023 proctored exams is on May 23, from 9:00 a.m. to 12:00 p.m. The Faculty Request Form and more information is available at <https://www.cpp.edu/testing-services/index.shtml>.

Senator Lloyd commented that the TSP program would be very beneficial to a program like history, where there are a lot of transfer students who want to do the pre-credential track because there are lower division courses required and if students know ahead of time what they need to take this would facilitate their graduation. As it is now, sometimes students must take additional coursework that they could have taken at the community college level.

Question: Will positions be up before summer so faculty will not have to work off contract during the summer to recruit for those positions?

Provost Brown responded that it is her intent that faculty should not have to work during the summer, so she is hopeful that the positions will be up before summer.

d. Vice Chair's Report

NEW REFERRALS: (0)

SENATE REPORTS FORWARDED TO PRESIDENT: (4)

AS-3019-223-AA	Lab Time Modules on Mondays and Wednesdays
AS-3020-223-AA	Updates to the Retroactive Withdrawal Policy
AS-3021-223-AA	Updates to the Withdrawal Policy
AS-3022-223-AA	HyFlex Instruction Mode Update

Note – EP-002-212, Re-Evaluate Process for Selecting Staff Senator, was adopted but a referendum is needed before a Senate Report is sent to the President.

PRESIDENT RESPONSES TO SENATE REPORTS: (0)

e. CSU Academic Senate Report

Senator Urey stated that there is no report since the ASCSU has not met since the last Academic Senate meeting.

f. Budget Report

Senator Lloyd commented that there is no Budget Report for this month, but the committee is scheduled to meet with the Information Technology Division on March 22, 2023.

g. CFA Report

The CFA Report is located on the Academic Senate website at <https://www.cpp.edu/senate/documents/packets/2022-23/03.08.23/cfa-report-3.8.23.pdf>.

Dr. Kate Ozment reported. She asked all faculty members to take the bargaining survey (link is in the written report). Only members can take the survey, but here is the [link](#) to become a member. There is a local bargaining meeting on March 23 from 11:30 a.m. to 1:00 p.m. at Kellogg West. There will be someone from the statewide bargaining team to talk about the re-openers. Please register if you plan on attending. Dr. Ozment commented that the higher participation in the bargaining survey shows that the body is motivated, and it also allows the bargaining team to focus on the matters that are most important to the faculty.

h. ASI Report

There was no ASI report presented.

i. Staff Report

The Staff Report is located on the Academic Senate website at <https://www.cpp.edu/senate/documents/packets/2022-23/03.08.23/03.08.23-staff-report.pdf>.

Senator Valentine announced that the *March Walk and Talk* will be to the Arabian Horse Center on Tuesday, March 14 from 12:00 to 12:45 p.m. Anybody interested in this event must register using the link provided on the written report. There is also a MediaVision Open House on Tuesday, March 21, from 11:00 a.m. until 2:00 p.m. More information on the event is located at <https://www.cpp.edu/mediavision/open-house/>.

j. Safer Return Task Force

The Safer Return Task Force report is located on the Academic Senate website at <https://www.cpp.edu/senate/documents/packets/2022-23/03.08.23/safer-return-update.academic-senate.3.8.23.pdf>.

AVP Teves was not in attendance but did provide a written report.

3. Academic Senate Committee Reports – Time Certain 3:45 p.m.

a. [GE-003-223, COM 2238/EWS 2238 – Racialized Language, Power, and Identities \(GE Area F\) – SECOND READING](#)

The second reading report of GE-003-223, COM 2238/EWS2238 – Racialized Language, Power, and Identities (GE Area F), is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ge003223sr.pdf>.

b. [GE-004-223, ENG 2185/EWS 2185 – Realities and Representations of La Frontera/The Border](#)

(GE Area F) – SECOND READING

The second reading report for GE-004-223, ENG 2185/EWS 2185 – Realities and Representations of La Frontera/The Border (GE Area F), is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ge004223sr.pdf>.

- c. [GE-005-223, HST 2015/EWS 2015 – The Great American Historical Paradox: African and American \(GE Area F\) – SECOND READING](#)

The second reading report for GE-005-223, HST 2015/EWS 2015 – The Great American Historical Paradox: African and American (GE Area F), is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ge005223sr.pdf>.

- d. [GE-006-223, LS 2200/EWS 2200 – Sound, Rhythm, and Race \(GE Area F\) – SECOND READING](#)

The second reading report for GE-006-223, LS 2200/EWS 2200 – Sound, Rhythm, and Race (GE Area F), is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ge006223sr.pdf>.

- e. [GE-007-223, LS 2230/EWS 2230 – Infinite Blackness \(GE Area F\) – SECOND READING](#)

The second reading report for GE-007-223, LS 2230/EWS 2230 – Infinite Blackness (GE Area F), is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ge007223sr.pdf>.

- f. [GE-008-223, SOC 3315/EWS 3315 – Asian American Sociology \(GE Area F\) – SECOND READING](#)

The second reading report for GE-008-223, SOC 3315/EWS 3315 – Asian American Sociology (GE Area F), is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ge008223sr.pdf>.

- g. [GE-009-223, PLS 3275/EWS 3275 – Asian American Politics \(GE Area F\) – SECOND READING](#)

The second reading report for GE-009-223, PLS 3275/EWS 3275 – Asian American Politics (GE Area F), is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ge009223sr.pdf>.

Senator Aragon presented reports GE-003-223 through GE-009-223.

M/s to adopt GE-003-223 through GE-009-223.

RECOMMENDATION

The GE Committee unanimously recommends approval of the following GE Area F courses:

- COM 2238/EWS2238 – Racialized Language, Power, and Identities
- ENG 2185/EWS 2185 – Realities and Representations of La Frontera/The Border
- HST 2015/EWS 2015 – The Great American Historical Paradox: African and American
- LS 2200/EWS 2200 – Sound, Rhythm, and Race
- LS 2230/EWS 2230 – Infinite Blackness
- SOC 3315/EWS 3315 – Asian American Sociology
- PLS 3275/EWS 3275 – Asian American Politics

DISCUSSION

Senator Aragon explained that all these GE courses are new GE Area F courses. All Area F courses go through a very extensive review by the Ethnic Studies Faculty Implementation Committee (ESFIC). The GE Area F courses come to the GE Committee very well vetted in terms of meeting the area F and other GE learning outcomes.

Senator Pacleb added all these courses have gone through the ESFIC. She stated that during this review cycle, the committee noted the proposed courses were in alignment with AB 1450. She commented that the committee is very proud of the work that their colleagues have done. Senator Pacleb shared that she is concerned about area F FTEs. She mentioned that she is concerned about the larger picture of area F and in what ways are area F courses meaningful courses, especially in light that some of these courses are being taught outside of Ethnic and Women's Studies. As a body, we need a solid background in GE courses, but also in area F. She added that there are unintentional outcomes regarding teaching EWS courses in other departments.

The motion to adopt reports GE-003-223 through GE-009.223 passed unanimously.

h. [FA-006-212, Review of Policy 1376: Sabbatical Leave Application – SECOND READING](#)

The second reading of FA-006-212, Review of Policy 1376: Sabbatical Leave Application, is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/fa006212sr.pdf>.

Senator Barding presented the report.

M/s to adopt FA-006-212, Review of Policy 1376: Sabbatical Leave Application.

RECOMMENDATION

The Faculty Affairs Committee agreed unanimously to these changes and no negative feedback was received by the consulted resources. The FAC recommends adopting the changes to this policy to better align with the proposed Policy 1375.

Policy 1376, Sabbatical Leave Application Form with edits is located on the Academic Senate website at https://academic.cpp.edu/senate/docs/FA006212fr_1.pdf.

Policy 1376, Sabbatical Leave Application form with all edits approved is located on the Academic Senate website at https://academic.cpp.edu/senate/docs/FA006212fr_2.pdf.

DISCUSSION

This report aligns the sabbatical application, policy 1376, with policy 1375 which was recently revised by the Faculty Affairs Committee, which the President did sign into policy. Changes were made to align better with the new Policy 1375, including the removal of questions that are irrelevant to the application. The tables used by the Dean and Department Chair were also updated to remove the rating system and replace it with a "Yes" or "No" with a space for comments and rewording or removing questions in the tables that would require technical knowledge as a Dean or Department Chair may not be in the field of study of the applicant. During this time, the consultative process saw minimal response, almost all of them positive. One request by the AVPFA was to add the question "Date of Last Sabbatical" to the application to help inform the committee as to how the application should be ranked if found to be meritorious.

The committee has received no feedback since the first reading.

The motion to adopt FA-006-212, Review of Policy 1376: Sabbatical Leave Application, passed unanimously.

i. [AP-002-223, New Self-Support Accountancy Global Access Certificate – SECOND READING](#)

The second reading of AP-002-223, New Self-Support Accountancy Global Access Certificate, is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ap002223sr.pdf>.

Senator Snyder presented the report.

M/s to adopt AP-002-223, New Self-Support Accountancy Global Access Certificate.

RECOMMENDATION

The Academic Programs Committee recommends approval of the new Self-Support Accountancy Global Access Certificate.

DISCUSSION

This certificate program is an 18-credit certificate that would be completed within one year. The program aims to create learning opportunities for students and professionals with a business background to extend their accountancy knowledge and expand their career opportunities through this focused educational program. Program participants will also benefit from the program by getting prepared for admission to the graduate program in accountancy at CPP or other institutions. This program is designed for both domestic and international undergraduate students and for early to mid-career professionals.

The committee has received no comments since the first reading.

The motion to adopt AP-002-223, New Self-Support Accountancy Global Access Certificate, passed unanimously.

j. [AP-003-223, Double Majoring Policy Update – SECOND READING](#)

The second reading report for AP-003-223, Double Majoring Policy Update, is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ap003223sr.pdf>.

Senator Snyder presented the report.

M/s to adopt AP-003-223, Double Majoring Policy Update.

RECOMMENDATION

The Academic Programs Committee recommends updating Policy 1444 to increase double majoring units to 36 units above the primary major.

DISCUSSION

The current policy for double majors (Policy 1444, section 4; AS-2422-123-AP) states that “students may declare one major in addition to their primary major if all academic programs can be completed within 32 semester units above the number of units required for their primary major.” In accordance with California Code of Regulations Title 5 the secondary major (option) must be completed with unique coursework where double counting with the primary major (option) is limited. If policy 1444 is not amended with the increased number of units, many students would not be able to double-major. During the campus-wide consultation, no objection was raised. It seems that the proposed change in the policy is appropriate and has the support of the university community.

In the previous meeting, Senator Givens asked if there was a consideration given to exceeding the 36-unit requirement to provide a little cushion. Senator Snyder responded that this is not possible because it would not align with California Code of Regulations Title 5, that is why the requirement needs to stay at 36 units.

No comments or objections have been received since the first reading.

The motion to adopt AP-003-223, Double Majoring Policy Update, passed unanimously.

- k. [AP-004-223, New Self Support Counterpart of the Master of Public Administration \(Fully Online Program\) – SECOND READING](#)

The second reading report for AP-004-223, New Self Support Counterpart of the Master of Public Administration (Fully Online Program), is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ap004223sr.pdf>.

Senator Snyder presented the report.

M/s to adopt AP-004-223, New Self Support Counterpart of the Master of Public Administration (Fully Online Program).

RECOMMENDATION

The Academic Programs Committee sees the value in this program and recommends approval of the New Fully Online Self Support Counterpart of the Master of Public Administration.

DISCUSSION

This is a new self-support counterpart for the Master of Public Administration (MPA). This is a fully online program that is offered by the College of Letters, Arts, and Social Sciences, in collaboration with the College of Professional and Global Education (formerly CEU). It proposes to offer an accelerated Master of Public Administration (MPA) to members of the first responders and correctional communities for career enrichment.

No comments or objections have been received since the first reading.

The motion to adopt AP-004-223, New Self Support Counterpart of the Master of Public Administration (Fully Online Program), passed unanimously.

- l. [AP-005-223, New Self-Support Master of Science in Digital Marketing – SECOND READING](#)

The second reading of AP-005-223, New Self-Support Master of Science in Digital Marketing, is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ap005223sr.pdf>.

Senator Snyder presented the report.

M/s to adopt AP-005-223, New Self-Support Master of Science in Digital Marketing.

RECOMMENDATION

The Academic Programs Committee sees the value of this program and recommends approval of the Self-Support MS in Digital Marketing.

DISCUSSION

The College of Professional and Global Education, in collaboration with the College of Business Administration, proposes to offer a Master of Science in Digital Marketing (MSDM) to students with a strong liberal arts or STEM background from a regionally accredited college or university. The field of digital marketing is in high demand. The department already has an interest list for this degree.

The 14 new courses for this program have been approved by the University Curriculum Committee (UCC) and the Office of Academic Programs.

No comments or objections have been received since the first reading.

The motion to adopt AP-005-223, New Self-Support Master of Science in Digital Marketing, passed unanimously.

m. [AP-034-212, Establishing of a Required Graduation Course for all Graduate Students – SECOND READING](#)

The second reading report for AP-034-212, Establishing of a Required Graduation Course for all Graduate Students, is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ap034212sr.pdf>.

Senator Snyder presented the report.

M/s to adopt AP-034-212, Establishing of a Required Graduation Course for all Graduate Students.

RECOMMENDATION

The Academic Programs Committee unanimously recommends approval of the establishment of a required graduation course for all graduate students.

DISCUSSION

This referral is to establish a required Graduation Course for all graduate students. This report proposes a required zero-unit online asynchronous graduation course that will help reduce students' gap knowledge on the University graduation policies. There is no fee associated with this course since it is zero-units. There is also flexibility for individual programs to implement this how it best fits their graduate program.

No comments or objections have been received since the first reading.

Senator Urey commented that since this is a zero-unit, no fee course, this seems contrary to other student success efforts by putting an obstacle to graduation for graduate students who are burdened in many ways by lack of support from the university.

Senator Givens mentioned that she consulted with the graduate coordinator who raised some of the points that Senator Urey raised, but then counterbalanced it by saying that sometimes there are significant delay times in graduate student's graduation mainly due to student's unfamiliarity with the graduation process. Senator Givens stated that this is worth supporting to help students to get through the graduation requirements.

Senator Nakhjiri added that students are struggling because they do not know the program or the requirements for graduation and this course will remove those obstacles. This will help eliminate delays in graduation due to students not knowing the processes.

Senator Chase also consulted with her graduate coordinator on this proposal, and she fully supported the zero-unit online asynchronous graduation course. This type of information is much needed to support graduate students.

Senator Van commented that she is the graduate coordinator for her department, and this is something that has been in work for a while to address a specific problem. Salomón Oldak, Director of Graduate Studies, stated that this course would be a resource to departments and not a burden. The course would provide general information about the different types of requirements in different programs. In addition, the course would be designed so graduate students would not need to complete the sections that are not relevant to their program. The goal is to make this course as convenient as possible, hence the zero-units and it will be available on Canvas for the student's convenience.

Senator Monemi asked how this course will appear on the student's transcripts? Senator Snyder responded that it should just show up as a pass/no pass course and does not carry any weight in their GPA.

Senator Valentine agreed that this type of course is needed. She added that she was a graduate student at CPP and would have appreciated this type of course.

Several other senators spoke in support of the proposal and felt that it would be very useful in helping students graduate in a timely manner.

The motion to adopt AP-034-212, Establishing of a Required Graduation Course for all Graduate Students, passed with one (1) NO vote.

n. [AP-006-223, Program Review for BS Communication – FIRST READING](#)

The first reading report of AP-006-223, Program Review for BS Communication, is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ap006223fr.pdf>.

Senator Snyder presented the report.

M/s to receive and file AP-006-223, Program Review for BS Communication.

RECOMMENDATION

The Academic Programs Committee commends the Communication Department on their good work, both in the operation of their BS program and in the preparation of a thorough and thoughtful review that highlight issues of critical importance to both the department, the College, and the campus.

DISCUSSION

The external reviewers were very positive in their review of the department. They noted that the department has successfully implemented the suggestion from the previous program review to hire additional faculty to support student success and public relations.

The faculty were praised for their strong inclusive and collegial atmosphere. The external reviewers also commended the department on its adjunct faculty and lecturers' varied expertise and observed that the department has taken great lengths to ensure that these faculty and their contributions to the program are valued and that these faculty have access to ongoing professional development opportunities.

Additionally, the external reviewers praised the department's high impact practices such as experiential learning through internships, co-curricular activities, and the Poly Post, and their

alignment with the University's polytechnic educational philosophy of "learn by doing." In addition, as typically seen in program reviews, the external reviews also addressed the challenges in the department, such as the following: faculty workload and need for increased tenure-track lines to support the growth of the department; salary inequity and space issues; technology inequities and student access to technology; additional staff support to handle growing number of students and faculty; clarity on vision and evolution of curriculum and additional adjunct faculty and lecturer participation in these departmental conversations; and access to data for assessment of curriculum and student performance.

The internal reviewers report was in line with the external reviewers' assessment.

The department has put together a plan. The Dean will advocate for the department and recognizes the challenges faced by the department due to heavy faculty teaching and advising workload.

- o. [AP-007-223, Apparel Merchandising and Management, B.S. – Textiles Option Name Change to Textile Technology and Sustainability Option – FIRST READING](#)

The first reading report for AP-007-223, Apparel Merchandising and Management, B.S. – Textiles Option Name Change to Textile Technology and Sustainability Option, is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ap007223fr.pdf>.

Senator Snyder presented the report.

M/s to receive and file AP-007-223, Apparel Merchandising and Management, B.S. – Textiles Option Name Change to Textile Technology and Sustainability Option.

RECOMMENDATION

The Academic Programs Committee recommends the proposed name change of Apparel Merchandising and Management, B.S. – Textiles Option to Apparel Merchandising and Management, B.S. – Textile Technology and Sustainability Option.

DISCUSSION

The referral suggests a change in the title of an option under the B.S. program in Apparel Merchandising and Management. The current title is "Textiles Option," and the program requests a name change to the "Textile Technology and Sustainability" option that better captures the offered courses and the program's objectives.

The rationale for the name change is to support the use of new textile equipment and technology-oriented instruments – software and hardware in the field. It also aligns with the objective of the Apparel Merchandising and Management program in adding more sustainability-related courses to the program. These topics are currently covered in the program's textile courses, and the name change aligns better with these contents. It also makes better use of the program's existing courses related to sustainability and innovation.

During consultation the committee reached out to the director of the Lyle Center for Regenerative Studies since they have some sustainability related programs. There were no objections.

The Apparel Merchandising and Management Department has an advising plan to help students who are in the middle of their coursework during the option name change.

- p. [AP-031-212, Program Review for MS Engineering Management – FIRST READING](#)

The first reading report for AP-031-212, Program Review for MS Engineering Management, is located

on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ap031212fr.pdf>.

Senator Snyder presented the report.

M/s to receive and file AP-031-212, Program Review for MS Engineering Management.

RECOMMENDATION

The Academic Programs Committee commends the Department of Industrial and Manufacturing Engineering on their good work in the MS Engineering Management program and for the preparation of a thorough and thoughtful review and plan of action in response to their own self-reflection and external recommendations.

DISCUSSION

This is the Program Review for the MS in Engineering Management. This is the program's first review since its inception in 2005. The external reviewers commended the program for meeting industry needs, managing the transition to semesters without disruption to student progress, and creating and staffing its own core business courses that were previously taught by CBA faculty.

The external reviewers suggested some improvements to the program. These include structures for continual program quality assessment, program improvement, and documentation of this process and its data and providing a formal process for measuring and improving student success. The department came up with long- and short-term goals based on the feedback and the Dean concurs with the plan.

Chair Von Glahn thanked Senator Snyder and the AP Committee for their hard work.

- q. [GE-010-223, HST 4406 – History of Women, Gender, and Sexuality in the United States \(GE Interdisciplinary Synthesis C3 & D4\) – FIRST READING](#)

The first reading report for GE-010-223, History of Women, Gender, and Sexuality in the United States (GE Interdisciplinary Synthesis C3 & D4), is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ge010223fr.pdf>.

Senator Aragon presented the report.

M/s to receive and file GE-010-223, History of Women, Gender, and Sexuality in the United States (GE Interdisciplinary Synthesis C3 & D4).

RECOMMENDATION

The General Education Committee unanimously recommends approval of HST 4406 – History of Women, Gender, & Sexuality in the United States (GE Interdisciplinary Synthesis C3 & D4).

DISCUSSION

The History Department is modifying the name of HST 4406 from “Women in the United States” to “History of Women, Gender, & Sexuality in the United States” to better fit new language employed within the discipline. The History Department has also made slight modifications to the course description to reflect the updated language common within the discipline. The changes made do not affect the course's ability to meet the C3 and D4 requirements.

During consultation the committee did get some feedback questioning how sexuality plays a role throughout the course. The ECO was updated to better reflect how the course is already being taught

in ways that have sexuality integrated throughout the course.

r. [GE-011-223, CHM 1210 – General Chemistry I \(GE Sub-area B1\) – FIRST READING](#)

The first reading report for GE-011-223, CHM 1210 – General Chemistry I (GE Sub-area B1), is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ge011223fr.pdf>.

s. [GE-012-223, CHM 1210L – General Chemistry Laboratory I \(GE Sub-area B3\) – FIRST READING](#)

The first reading report for GE-012-223, CHM 1210L – General Chemistry Laboratory I (GE Sub-area B3) is located on the Academic Senate website at <https://academic.cpp.edu/senate/docs/ge012223fr.pdf>.

Senator Aragon presented the reports.

M/s to receive and file GE-011-223, CHM 1210 – General Chemistry I (GE Sub-area B1) and GE-012-223, CHM 1210L – General Chemistry Laboratory I (GE Sub-area B3).

RECOMMENDATION

The General Education Committee unanimously recommends approval of CHM 1210 – General Chemistry I (GE Sub-area B1) and CHM 1210L – General Chemistry Laboratory I (GE Sub-area B3).

DISCUSSION

The Chemistry and Biochemistry Department is requesting to add MAT 1070 to a list of options to satisfy pre-requisite requirements for CHM 1210 and the corresponding lab, CHM 1210L. MAT 1070 covers similar content as MAT 1050 and MAT 1060, both of which are included as pre-requisites in the current list of options. MAT 1070 is specially designed for science and engineering majors.

4. New Business

a. Chair and Vice Chair Nominations

Chair Von Glahn commented that it is the time of year for the Academic Senate Chair and Vice Chair nominations for the 2023-24 academic year. Senator Monemi, Chair of Elections and Procedures Committee, read the following requirements from Article III, Section 9 of the Academic Constitution:

“From among those duly elected members of the Academic Senate, a Chair and Vice Chair shall be elected by the Senate membership.

- A. Election of the Chair and Vice Chair shall take place during the first regularly scheduled Academic Senate meeting in April (**April 5, 2023**).
- B. The nomination period of candidates for the offices of Chair and Vice Chair shall commence at the first regularly scheduled March meeting (**March 8, 2023**) of the Academic Senate. Nominations, in writing, will be accepted in the Academic Senate office until 5:00 pm on the second Wednesday following the first regularly scheduled Academic Senate meeting in March (**March 22, 2023**). Nominations made after the 5:00 pm deadline shall not be accepted. Candidates shall provide biographical information and a statement of philosophy of shared governance for distribution. This information shall be made available to the electorate.
- C. At the election, candidates for the offices of Chair and Vice Chair shall have the opportunity to present a short statement, not to exceed three minutes.”

Senator Monemi asked if there were any nominations.

Chair Von Glahn enthusiastically nominated Vice Chair Kumar for the role of 2023-24 Academic Senate Chair.

Vice Chair Kumar enthusiastically accepted the nomination.

Senator Pacleb nominated Senator Quinn for the Vice Chair position.

Senator Quinn accepted the nomination.

There were no more nominations from the floor. Senator Monemi reminded the body that email nominations will be taken at senate@cpp.edu until Wednesday, March 22, 2023, at 5:00 p.m.

b. [Resolution in Support of Unit 3 Employees and the Learn Through Discovery \(LTD\) Polytechnic Model – FIRST READING](#)

The first reading of the Resolution in Support of Unit 3 Employees and the Learn Through Discovery (LTD) Polytechnic Model is located on the Academic Senate website at <https://www.cpp.edu/senate/documents/packets/2022-23/03.08.23/03.08.23.shtml>.

Chair Von Glahn stated that despite being the union president in support of the resolution, his role in the Academic Senate is to keep the discussion orderly. Senators will have the first opportunity to speak on the issue. A speakers list will be maintained. Chair Von Glahn called on Senator Urey to introduce the resolution.

Senator Urey yielded her time to Dr. Maya Stovall to introduce the resolution. Dr. Stovall is the CPP Chapter of the CFA's Chair for the Committee for Racial and Social Justice.

Dr. Stovall invited colleagues and students in attendance to come forward to discuss the resolution. Dr. Stovall stated that she is the architect of the resolution, this resolution asking for workload relief across the campus. She commented that this is a solemn and momentous occasion for this university and for that reason, she started with a land acknowledgment, "we at Cal Poly Pomona solemnly acknowledge that every inch of this university is located on the unceded ancestral traditional land of the Tongva people and their descendants and ancestors, past, present, and emerging."

Dr. Stovall started by saying that Cal Poly Pomona is in a state of academic crisis. This crisis is also moral, ethical, and practical. She added that Cal Poly Pomona currently has the worst student-to-faculty (SFR), student-to-counselor (SCR), and student-to-library (SLR) ratios in the CSUs. The SFR is the highest among the Polytechnic Universities, at 23.9 as of 2022. The other polytechnics sit so far beneath CPP in terms of SFR that it is quite notable, and Cal Poly San Luis Obispo is advancing a nearly identical resolution through its senate currently. The SCR is double the national norms and is the worst in the CSU system at one (1) counselor per 3000 students. The SLR is upwards of quadruple the national norms with only seven (7) tenure-track librarians representing close to 30,000 students.

Cal Poly Pomona's SFR, SCR, and SLR coinciding with the worst in all the CSU system, are each a key indicator of excess workload. Converting to semesters has exacerbated all these issues by compressing three (3) quarters of work into two (2) semesters. The Covid pandemic along with the campus value proposition of CPP's unique polytechnic identity has also exacerbated the issues. Our value proposition which pivots on experiential learning and high impact practices; our value proposition which pivots on currency in the classroom that is based on faculty's ability to mentor and advise undergraduate research, which is close to impossible with the coinciding SLR, SFR, and SCR.

A newly formed committee with twenty-six faculty members, titled the *Council for Racial and Social Justice (CRSJ) Committee of the CFA*, has consulted on this resolution. This committee has stepped

up to recognize that unit 3 faculty on the campus are in pain. The faculty in attendance today to support this resolution represent the urgent gravity and intersectionality of this pain. This committee also includes several senators: Senator Gad, Senator Barding, Senator Quinn, Senator Urey, and well as Chair Von Glahn. The CRSJ has broadly consulted with every college on campus and the University Library. Dr. Stovall mentioned that this version of the resolution being presented has been deeply consulted by Senators Pacleb and Shen.

Dr. Stovall went on to say that the value proposition of Cal Poly Pomona, it's unique, diverse, polytechnic identity, depends upon currency in the classroom that is impossible on a sustainable basis following semester conversion and noted tenure-line faculty receive zero WTUs for research, scholarly, and creative activities. The campuswide mission, vision, and values of learn through discovery (LTD) polytechnic pedagogy require labor and time intensive high-impact practices such as intensive mentoring, dissemination of student work beyond the classroom, service-learning, and experiential learning, which exceed the capacity of faculty within the current WTU assignment arrangements, and service demands.

Dr. Stovall stated that she began as an assistant professor in 2018, and now she is seeing new assistant professors on service committees in their first or second year. Service demands across departments, across colleges, and across the university and senate levels are becoming increasingly egregious. With new technological system delivery shift because of the Covid-19 pandemic and the compression of three (3) quarters of work into two (2) semesters new assistant professors are "grinding and burning" and this situation is unsustainable for this institution.

Tenure-line faculty, counselors, coaches, librarians and lecturers are forced to risk their physical, mental, and emotional well-being to teach under these egregious circumstances, so the resolution calls for relief. The resolution asks for the SCR and the SLR to be brought in line with national norms. In respect to lecturer faculty, the resolution proposes a workload transformation that is achievable and actionable for fall 2023. It is important to note that this would be an opt-in/opt out model. So, for those faculty who are satisfied with their current work arrangement and teaching assignments, they would not be impacted by the proposed changes.

For lecturer faculty the resolution proposes a 75/25 opt-in/opt out solution. That means lecturers would have the option of being awarded a .25X multiplier of their teaching load for service, professional development, and/or research, not to exceed a total of 15 WTUs. For example, if you are a lecturer with a 3 WTU teaching load, you would get 0.75 WTU for service, professional development and or research. The lecturer would work this out with their department chair and leadership as applicable.

For tenure-track faculty, the resolution suggests adopting a campuswide 9 WTU teaching load / 3 WTU service / 3 WTU research arrangement, or a 9/3/3. This would also be an opt-in/opt out arrangement. This is a shift from zero WTU for research to 3 WTU for research, creative and scholarly activity, or publication. This 9/3/3 option would allow the campus to avert what is a crisis in the making, an academic, ethical, moral, and practical crisis.

Students and faculty are here today to bring this crisis to our attention and propose a path forward. Cal Poly Pomona is in receipt of a \$40M no-strings, private donation, from philanthropist Mackenzie Scott. Dr. Stovall explained that by using a small percentage of that donation, the university may be able to avert "what otherwise is the certain demise of this university." Dr. Stovall posed the following questions as she concluded:

- Are we willing to save this university?
- Do we have the will?

One student spoke and stated that this workload resolution also impacts students and students do not want to be silenced on this issue. Several students spoke strongly, but respectfully in support of the resolution. The following opinions, questions, and comments were given by the students present:

- We strongly urge the body to pass this resolution because Cal Poly Pomona is the worst campus in the state when it comes to supporting students and faculty.
- We demand more tenured counselors who are people of color and trained in LGBTQ+ mental health.
- Cal Poly Pomona has only seven (7) librarians for the entire student population. How is this supposed to support student success in a polytechnic university?
- Please pass the resolution for the sake and well-being of current and future students and faculty.
- Student and faculty success relies on appropriate resources and SFR, SLR, and SCR.
- We demand that CPP hires more counselors and librarians so that we receive the quality education that we are paying for and so that faculty might not experience such harrowing burnout.

The students thanked the body for listening and received applause for their comments and enthusiasm.

Several senators and faculty members spoke in support of the workload resolution. The following are some of their experiences, comments, and opinions:

Senator Vallejo stated that as a recently tenured faculty member, a woman of color, first generation, and as someone whose work is often featured in campus events and publications, this workload burnout is real. It takes a toll on mental and physical health, there is a lot of pain behind the smile when she performs. She expressed her gratitude for this resolution and the acknowledgement that faculty are in pain.

Senator Small talked about the hypocrisy on the campus about the librarian and counselor numbers. Everyone solemnly says all the right things about supporting student success and supporting student mental health. Everyone solemnly says the exact right things, that everyone claims to believe. So, you would think that the campus would have a well-staffed counseling center if they believed all the things that everyone dutifully says, but the campus does not. He added that faculty get scolded for selecting class content that is too expensive, but you know who is really good at finding written resources? Librarians.

Senator Lloyd thanked the faculty members who brought this resolution forward and stated that this is a critical issue. He agrees that the faculty workload has gone up since semester conversion and it is absolutely impacting people's physical and mental health. Speaking as the Budget Committee Chair and not in any way disagreeing with the sentiments in this resolution, there is no magic pot of money that exists to pay for the proposals suggested in the resolution. If there were funds for this type of proposal, it probably would have been done already. His opinion is that faculty will have to keep fighting for the funding after this resolution has passed.

Senator Aragon thanked his colleagues for their intensive and courageous work on this resolution. He added that some of the justification for the resolution may be interpreted as setting conditions on what the resolution is asking for. He highlighted that the resolution is asking for a campuswide 9/3/3 workload based on teaching load and not premised on student-to-faculty ratio. He brings that up because he comes from a small department that does a lot of general education work.

Provost Brown shared that the campus budget is comprised of recurring funds and one-time funds. The Mackenzie Scott gift is a one-time fund. Faculty salaries and benefits fall underneath the category of recurring funds.

Dr. Ozment commented that Provost Brown's distinction is important. The committee suggested the Mackenzie Scott funds as a way to get this project moving forward and then figure out where the recurring funds could come from. She added that she started in 2018 and has only experienced semesters. She shared that she has considered quitting because of the workload and the only thing

that prevented her from quitting was the cost of living in California. The fact that she is very good at her job, and that she is going up for early tenure, but is thinking of quitting should scare everyone who is not an assistant professor, because she is doing better than many of her colleagues. She added that this level of effort is not sustainable, and if the money is not found, faculty will leave.

Senator Davidov Pardo stated he agrees 100% with the resolution. To his knowledge, there are campuses in the CSU system that have working arrangements like the ones proposed in the resolution, and asked why is this a problem for CPP?

Senator Hanink commented that obviously there is no magical pot of money, at the same time the budget reflects priorities. If there is something we care about, we will find the money to pay for it. He stated that he has heard in many meetings that higher education is struggling in California, but Cal Poly Pomona remains a destination campus. He asked what is it about CPP that makes us a destination campus? The Academic Senate received a pitch a couple meetings ago about CPP branding and that branding was focused on what we bring to students is the faculty and the teaching, that is our brand. That is why we are a destination campus. He added that other campuses are struggling when CPP seems to be excelling, what is allowing us to do that? If it is that faculty are working themselves to exhaustion or early retirement, that is not sustainable.

Senator Guerrero hopes that this resolution will start an earnest conversation on how the university got to this situation. This resolution highlights how other CSU campuses have figured out their budget to teach with a 9/3/3 model. Other CSUs have multiple staff members in smaller departments where here there are sometimes no staff members in a smaller department, but also seem to have more resources for faculty. Faculty are constantly told that CPP is the most diverse polytechnic, but they feel overburdened and overworked and many are at their breaking points. This resolution should start the conversation because so many things will change on the campus, enrollment, general education.

Provost Brown commented that she is purposely not saying much, because she is listening. She does not want the body to think she is being dismissive. She stated that some of the campuses being talked about in this conversation have structural deficits and CPP does not have structural deficits. She added that she does not want to overshadow what faculty are saying, but she did want to point that out because some of the CSU campuses referred to in this proposal may not be structurally sound.

Senator Monemi asked if a similar resolution has been presented at the statewide senate? Senator Urey responded that these types of resolutions are percolating up through other campuses now and she anticipates that this might be a conversation at the next plenary. She added that she doubts the Chancellor's Office will accept these kinds of proposals or provide any budget for implementation.

Senator Gad stated that this is a proposal that should have been in place for a long time. She commented that she came in as tenure-track faculty and she worked her way through all the stressors. Now that she is a tenured faculty member, she is looking at her assistant professor colleagues and commented on the amount of work that they must do just to prove they deserve tenure. Faculty workload is a mental health issue and as a community we should be looking at it more closely.

Senator Lloyd suggests that we vote in support of this, but when this resolution is adopted, faculty will need to take the fight to the state legislature. Everything is a budget tradeoff, funding this type of proposal will mean that something else does not get funded, so faculty need to be a part of that decision making process. He added that this body should not underestimate the cost involved in this project and the fight will need to go to the state legislature.

Senator Small stated he does not deny that we need support from the state, but the fact is that this campus, unlike other campuses, has repeatedly chosen to prioritize pretty much anything except the core needs of instruction. He added that he doesn't mean just tenure-track faculty, he is including staff support for departments and colleges, and the maintenance of academic buildings. The university

has repeatedly decided to prioritize the growth of administrative structures, largely outside of academic affairs. So of course, the campus needs more state support, but the campus cannot pretend that all the “barnacles” that the campus has accumulated are inviable and must stay with us forever. It might be time to reprioritize some funds if this campus actually cares about instruction.

Senator Urey explained that if people are truly interested in advocating for changes, CFA Lobby Days is at the end of April, and this is an important issue for faculty to bargain independently from management. Faculty members should make their views and concerns known to their state legislators. Senator Urey encouraged all to get involved with CFA Bargaining Days by reaching out to the local CFA chapter.

Dr. Stovall mentioned that one thing that is important to note when discussing structural deficits is when we think about the implicit information that can be gleaned from cash flow. Historically CSUs are funded at 18 to 20 SFR. Cal Poly Pomona is a polytechnic with the demand of high impact practices, experiential learning, and special Learn thru Discovery (LTD) practices. She asked how is it that CPP can maintain their current financial position with such egregious FTEs and such egregious SFR in relation to the other polytechnics? Cal Poly San Luis Obispo has an SFR of 16.8 and Cal Poly Humboldt has an SFR of 19.2. The other polytechnics are much better positioned in terms of SFR. She stated that unit 3 is floating CPP. How is it possible that CPP can maintain its position despite explosive hiring of MPPs? How are we able to maintain our polytechnic identity when our SFR is so far out of line with the other polytechnics? The other polytechnics are calling for workload relief as well. This system is fundamentally broken. Cal Poly Pomona is grinding their employees into the ground.

Chair Von Glahn thanked everyone for their thoughtful input and reminded everyone that this is a first reading and there will be time to discuss this resolution at the next Academic Senate Meeting on April 5, 2023.

The March 8, 2023 Academic Senate Meeting adjourned at 4:38 p.m.

TIME CERTAIN ADJOURNMENT 5:00 P.M.
California State Polytechnic University, Pomona