



General Faculty Senate Meeting

Time: 11:00 am 12:15 pm

Minutes

10/21/2021

In attendance:

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

1. Call to Order

- After some technical issues with the meeting were addressed, the meeting was called to order at 11:05am.
- *Agenda approved by acclamation.* (Hanson motions, Simons seconds, no objections.)

2. Senate Chair Updates

- On the issue of assigned time for exceptional levels of service to students: Senate Chair Pinisetty, CFA, and Associate Provost Benton have been in talks to organize the process for these awards. There are 6 WTUs to award recipients in Fall 2022/Spring 2023. There has been no award the last three years (including the current academic year), which was an error.
- Senator Simons clarifies that the origin of these WTU awards in the CBA is to alleviate the cultural taxation of faculty members who engage in exceptional levels of service to students because of their gender, race, or ethnicity.
- Steve Runyon [CFA Chapter President] noted that the selection committee should receive some guidance on the nature and purpose of these awards.
- A new task force: the Learning Spaces Task Force. The goal is the standardization of classroom technology. It will be chaired by Khaoi Mady [Director of Academic Technology]. There will be three faculty representatives, one from each School preferably.
- On the subject of the indoor mask mandate: There has been some lackadaisical implementation. Senator Chair Pinisetty that disciplinary measures will be enforced on both cadets and faculty who are found to be violating the mandate.

- Announcement: RTP letters from Department Chairs and Department RTP committees are due today to Associate Provost Benton.

3. Introduction of Robin Bates (new HR manager and DEI officer)

Robin Bates introduced herself and noted her long experience in the CSU (21 years at SFSU prior to her last position at Contra Costa County), and She wants to build community for all campus groups and create an environment where everyone feels respected and valued. She looks forward to working with us.

4. Resolution on Changing Toxic Culture (Dewey and Yip)

Senator Dewey is presenting. He outlined a brief history of incidents of intolerance and hate on campus and the campus response to them.

He noted that this resolution is not about pointing fingers, but to affirm the responsibility of faculty to set the tone for campus. Faculty are one of the biggest influences on student behavior. We do not want to appear indifferent to the climate on campus around these incidents.

A piece of the response to the incidents that was missing was the whole faculty standing up and voicing our opposition to these incidents and also what we will *do* to change the culture.

Faculty are sometime reluctant to call out their colleagues. Unfortunately, silence on these issues can signal acceptance or at least letting the unacceptable do unchallenged.

We want to work with other campus groups to tackle these problems.

Senator Yip, who co-

and noted that although the resolution only references a few incidents, we likely do not know about all the problems and there are also many more of them historically.

Senate Chair Pinisetty opened the floor to questions or comments.

Senator Dewey noted that one incident that is in the current draft (SS coffee on the O2x table) will be deleted as our campus has terminated our relationship with that company.

Senator Hanson wanted all to know that King Xiong [EOP Coordinator] and the DEI Council have also been doing a lot of good work on these issues recently.

Senator Simons noted that one of the incidents is already the subject of an investigation by an outside party.

Steve Runyon wondered whether gender-based violence and sexual violence were meant to be in the issues called out in the WHEREAS sections.

Senator Yip clarified that the other resolution under consideration today directly addresses that, although this resolution is also meant to call for the examination of campus culture and

VP of Cadet Affairs, Kathleen McMahon stated that she appreciates this discussion and also that there was going to be an investigator from another CSU coming in to examine the incident at the end of summer cruise.

Senator Burback indicated her support for this resolution. She mentioned that the campus responses have often been adequate to good, but the public acknowledgement of the existing issues is important

Senator Ward asked whether an investigator from within the CSU can really be independent, and also expressed her concern that any investigator should know something about how ships work to properly address the issue.

Senator Hanson said that she was looking at other campuses who were addressing these issues and thought a group to work with Robin Bates to coordinate efforts across campuses might be a good idea.

Discussion concluded. Senate Chair Pinisetty will collect feedback on the resolution prior to its second reading.

5.

8. Open Floor

Secretary Fairbanks asked whether there was time to approve the minutes from the last two meetings now and apologized for not noticing that minutes review and approval was not on the original agenda. Agreement that these would have to wait for a future meeting.

Senator Simons brought up the issue of many locked doors in instructional spaces on campus. Facilities has not been responsive in her experience. These are learning spaces, and they need to be functional, which includes being open during class hours. Provost and others noted that this was meant to be the responsibility of janitorial services in the morning and parking services in the evening, but the issue would be reviewed.

Senator Simons also brought up the research funds that have been given to Schools and was wondering about the processes for application. Provost Schroeder responded that these should be in place sooner rather than later and that she was pressing the Deans to develop appropriate

funds.

The School Deans followed up on the above, saying that they were in discussions to develop the processes and they have also been talking amongst themselves to keep the processes consistent across Schools.

9. Meeting Adjourned [12:15 pm]