

## **Executive Committee Minutes**

*Tuesday, December 5, 2023, 3:00 pm*

*Approved: January 30, 2024*

**Call to Order:** 3:03 pm

### **Roll Call:**

Adam Rechs, Aleta Baldwin, Amber Gonzalez, Andera Terry, Bertha Vegas Castellanos, David Moore, Jeff Wilson, Matthew Krauel, Michael Mink, Monicka Tutschka, Raul Tadle (absent), Tracy Dawn Hamilton

### **Open Forum:**

**Christmas trees on campus:** A faculty member spoke about Christmas trees as decorations on campus. Because it is a faith practice and symbol, the Christmas tree being displayed on campus is troubling. The Chair will follow-up with the VP of Inclusive Excellence.

### **Administrative Positions:**

- 1. New administrative positions:** It was requested that the information regarding the new administrative positions the President recently spoke about be provided in writing and include the following information: 1) If the new positions are replacing current positions or will be added to the total of existing administrative positions. 2) Where the positions will be placed in the administrative org. chart. 3) Will any of the current vacant administrative positions not be filled.
- 2. Administrative Reviews Policy:** Professor Gibbs stated the policy is silent on interim administrative positions and requested adding this to the policy so the evaluation timeline would be included in the timeline of an administrative position. AVP Wallace requested Professor Gibbs provide the request in writing. AVP Wallace stated that is how the reviews are administered even though it might not be addressed in the policy. Professor Gibbs requested the policy be reviewed again by the Senate or whoever is responsible for the review of the policy.
- 3. Concern for Impact of Strike on Students:** It was shared that some students are unwilling to cross a picket-line. Is there a specific grade appeal provision students can exercise if penalized choosing to not cross a picket line? A student unwilling to cross a picket line would be able to file an appeal on those grounds. The Chair will follow up with Tom Carrol, Assistant Dean and Student Conduct Director.
- 4. Redress for Students Bullied by Faculty:** What processes are in place for students who are experiencing bullying from a faculty member? A conversation was referenced during the last Senate meeting in which a student from ASI said they were experiencing bullying from a faculty and what processes are in place to assist the student. Provost Nevarez stated that Employment Labor Relations are involved when a faculty member is accused. Interim VP Mitchell will reach out to the student to get clarification in order to advise the student. Dean

Hyson stated that the student in ASI has approached her office so she and Associate Dean Endriga would like to be looped in so that they can collectively address this. The Provost referenced the Bias Tool and encouraged it be reported.

**Approval of the Agenda:** The agenda was amended to add after From the Provost a new item #8 “Hiring Practices of Administrative Positions”. The Chair shared that the President is at the Chancellor’s Office and was not able to get away to be present for the discussion. The agenda as amended was approved.

**Approval of the Minutes – November 21, 2023 Carried.**

**From the Chair:** A call has gone out requesting nominations for the Provost Search Committee. In order to meet the timeline of the call the Senate will need to approve the nominations. Exec will need to meet to act on behalf of the Senate to approve the nominations in order to meet the search timeline. A tentative date was provided, January 23 and the meeting will be held via Zoom. No other business will be taken up that day other than the nominations. The regular Executive Committee meeting will be on January 30

**Program Proposals:** The following proposals will be placed on Consent Action on the February 1 Senate agenda

**Program Proposals – New Programs**

BS in Statistics:  
Minor in Business Analytics  
MA Ethnic Studies

**Program Proposals – Non-Programs**

PK-3<sup>rd</sup> Early Childhood Education  
Reading and Literacy Leadership

**Search Committee Nominations: Associate Dean of Academic and Professional Programs – CCE:** The Executive Committee, acting on behalf of the Faculty Senate, approved the nomination of Laura Gaeta, Communication Sciences and Disorders.

The Senate Chair also asked the Executive Committee to seed responsibility of the missing three faculty representatives to the CCE Dean, without those members the search cannot continue.

The following Executive Committee members volunteered to serve on the search committee: Tracy Hamilton, Mathematics and Statistics, and Aleta Baldwin and Michael Mink, Public Health. Carried.

**Hiring Practices of Administrative Positions:** Professor Gonzales spoke regarding the Provost and Senior Vice President for Academic Affairs position, requesting that the posting be delayed until such time that the search committee could be formed and the committee members could provide feedback on the position description.

Professor Gonzalez asked Exec to request a meeting regarding the position. She felt things should be in good faith practice. The Policy on Administrative Positions states the search committee will be include in the recruitment, of which the crafting of the position description is part.

Deputy Chief of Staff Tudor shared that the searches are being conducted as has been done in the past, except search firms are not being used. What some people are remembering is the process with the search firms. No president has been asked to have a search committee design the job description.

Professor Gonzalez stated some of the policy is out of practice and referenced that the Exec Committee has met with candidates in the past. Exec did not meet with the candidates for the VP of Student Affairs search.

The Senate Chair stated that it has been past practice for the Exec Committee to meet with candidates, and with the new administration, this practice fell through the cracks for the VP for Student Affairs position.

The Chair stated the items before the committee are:

- 1) Dealing with the current situation which is time sensitive for the Provost Search and
- 2) Potentially amending the Admin. Appointments policy to specify that the search committee should have input in the position description during the search.

The first one is harder due to the timeline. For the second item, it was suggested that amending Section 4, line 1 to add in consultation with the search committee would address almost all of the problems.

The Chair asked the Deputy Chief of Staff how much the search would be delayed if the position's posting was pulled so the search committee could provide input on the job description? She anticipated it would be next Fall before hiring could take place.

The Chair asked the AVP of HR, Mabelle Martin, if search committee members would be able to ask questions about faculty hiring and retention if the job description did not explicitly call out faculty hiring and retention. AVP Martin responded that she would need time to review the position description on how it reads before being able to answer.

**Resolution:** Resolved that the Executive Committee of the Sacramento State Faculty Senate request that the current job posting for the position of Provost and VP for Academic Affairs be rescinded until the search committee can be formed and is able to provide feedback on the process, procedures and job description. *Carried.*

**Referral:** The Policy on Administrative Appointments is referred to FPC to add that search committees should be consulted on vacancy announcements. *Carried.*

It was moved that Chair Rechs work with the President and Provost to ask that the candidates for all Cabinet level positions meet with the Faculty Senate Executive Committee as part of their final interviews and that Faculty Senate Executive Committee, as a committee, or individually, can provide feedback that they will take into consideration when making the decision. *Carried*

It was requested that, in a conversation around shared governance, Chair Rechs raise the issue with the President of attendance of administration at Senate Exec and Senate meetings for Adam to have a conversation.

**Senate consideration of endorsing policy recommendations of the State of California Task Force to Study and Develop Reparation Proposals for African Americans.** Senator Boston presented the item and requested it be placed on an upcoming Senate agenda.

A motion was made: The item be placed on the Feb 1 Senate agenda as a "Seconded motion from the Senate Executive Committee".

The conversation was tabled until the next Exec meeting so that the motion lives (remains active) until the Executive Committee could come back and revisit it. *Carried.*

Adjourned: 5:02 pm