

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

ACADEMIC SENATE

EXECUTIVE COMMITTEE MINUTES

Wednesday, September 17, 2025

CLA Building, 98, P2-8

Zoom Link: <https://cpp/zoom.us/j/85763305708>

Zoom ID: **857 6330 5708**

Passcode: **executive**

Attendees: Greg Barding, Aaron Cayer, David Edens, Ghada Gad, Peter Hanink, Rita Kumar, Kelly Min, Brian Newman, Dennis Quinn, Julie Shen, and Gerd Welke.

Proxy: Julie Shen for Faye Wachs

Guests: Mohammad Husain, Interim President Levine, and Provost Gomez

1) Minutes

Executive Committee Meeting Minutes from September 10, 2025

There was no discussion.

Senator Newman motion to approve the meeting minutes. Senator Quinn second. One abstention by Senator Shen.

M/s/p to approve the Executive Committee Meeting Minutes from September 10, 2025.

2) Chair's Report

1. Committee Vacancies

- Chair Hanink reported a **significant number of vacancies** across various committees.
- The **College RTP Committees (CRTPC)** are particularly affected, with the following vacancies:
 - **College of Agriculture** – 3 vacancies (terms 2026, 2027, and 2028)
 - **CEIS** – 2 vacancies (terms 2026 and 2028)
 - **ENV** – 1 vacancy (term 2027)
- Only **one person** has expressed interest in serving on these committees so far.
- Acknowledged that **smaller colleges** face challenges in filling these roles.
- Requested that members **send out reminders** to encourage participation.

2. Standing Committees

- Vacancies remain on **standing committees**.
- The deadline for initial nominations was **September 12**.
- The next step is to issue a **call for at-large members** to serve on these committees.

3. Commencement Schedule

- A **draft of the commencement schedule** was received and distributed.
- **Francis Teves, Helen Yniguez, and Keith Forward** have been invited to present the schedule at the **next Executive Committee (EC) meeting**, scheduled for **two weeks from now**.
- The presentation will include an opportunity for **feedback and comments** from the committee.

4. College RTP Policy Discussion

- A question was raised regarding the **policy changes** intended to make it easier to fill RTP committee spots.
- Chair Hanink confirmed that the policy had been implemented, but **vacancies persist**.
- There are **no strict deadlines** for filling these roles, but colleges are encouraged to staff them as soon as possible.
- It was noted that **mid-November** is the approximate timeframe when vacancies become critical for RTP processes.
- Mention of a **sharing arrangement** involving **outside members** if college RTP committees remain unfilled.

5. Veto Letter for AB 1400

- Chair Hanink shared that the **Academic Senate of the CSU (ASCSU)** sent an email earlier that morning regarding **Assembly Bill 1400 (AB 1400)**.
- The bill proposes allowing **community colleges to offer a Bachelor's degree in Registered Nursing**.
- This proposal has been **vetoed twice previously** by the Governor, but the ASCSU is now calling for **another veto**.

ASCSU Recommendations

- The ASCSU has suggested several possible actions:
 - **Signing onto their letter**
 - **Issuing an independent statement**
 - **Writing a separate letter**
- Chair Hanink emphasized that this was being shared **for informational purposes**, as the email had just been received.

Discussion Points

- **Timeline Concerns:** The Governor typically has **14 days to act** on a bill, but decisions may be made quickly, leaving limited time for response.
- **Geographic Coverage:** Questions were raised about the **distribution of CSU campuses** offering nursing programs versus community colleges. It was noted that:
 - CSU campuses such as **Long Beach, Dominguez Hills, and CSU LA** offer nursing programs.
 - There may be **regional gaps**, particularly in **Northern California**.
- **Nursing Shortage Argument:**
 - The letter argues that the **shortage of nurses** is due to a **lack of practicum opportunities**, not a lack of academic programs.
 - Adding more programs **won't resolve the bottleneck** unless there are more clinical placements available.
- **Current CSU Capacity:**
 - There are **17 CSU campuses** offering a **Bachelor of Science in Nursing**, not including UC campuses.
- **Tuition and Cost Issues:**
 - Concerns were raised about the **financial burden** of completing upper-division coursework at community colleges.
 - The letter notes that this could **increase costs** for students despite the associate degree pathway.
- **California Master Plan Conflict:**
 - The proposal may **conflict with the goals** of California's **Master Plan for Higher Education**, which aims to define distinct roles for each segment of public education.
- **Historical Context:**
 - When Governor Brown allowed community colleges to offer bachelor's degrees, the focus was on **filling gaps** in programs not offered by CSUs (e.g., **mortuary science**).
 - In contrast, nursing is already widely offered across CSU campuses.

Conclusion

- Chair Hanink reiterated that this item was presented **for informational purposes only**.
- No formal action is required at this time, as the ASCSU is already pursuing advocacy efforts.

3) Vice Chair's Report

AA-002-256 Online Courses with In-Person Exams – **REFERRAL**

Overview

- A recording related to the proposed **asynchronous online course modality with in-person exams** was reviewed and found to need **additional clarification** before being sent to committee.

Key Points of Discussion

- **Modality Definition:**
 - The proposed format is **not fully asynchronous**, as it includes **mandatory in-person exams**.
 - This differs from **hybrid synchronous** courses, where students commit to specific meeting times at registration.
 - In **fully asynchronous** courses, students do **not commit to any specific time**, which creates scheduling challenges for in-person exams.
- **Scheduling Concerns:**
 - Instructors must clearly **state exam dates and times in the course notes** prior to registration.
 - There is concern about **conflicts with other final exams**, especially for students enrolled in multiple asynchronous courses.
 - Faculty may need to **coordinate room reservations and exam times** early in the term to avoid scheduling issues.
- **Modality Comparison:**
 - The discussion referenced **HyFlex, hybrid synchronous, and asynchronous** formats to clarify distinctions.
 - HyFlex allows students to choose between in-person and online participation but still requires **commitment to scheduled times**.
- **Instructor Flexibility and Student Impact:**
 - Instructors retain the right to require in-person exams, but students must be informed **before registration**.
 - The trade-off involves balancing **academic integrity and learning outcomes** (especially in the age of AI tools) with **student flexibility**.
- **Implementation Considerations:**
 - The proposed modality is **an additional option**, not a replacement of existing formats.
 - Faculty already navigate similar scheduling challenges in **one-unit and five-unit courses**.
 - Early planning and clear communication are essential to avoid conflicts and ensure fairness.

Senator Welke motion to send the referral to committee. Senator Shen second.

M/s/p to send AA-002-256 to the Academic Affairs Committee with modifications.

4) Reports

Presented by Senator Mohammad Husain, Chair of the Academic Programs Committee

AP-027-234 Program Review for BA in Philosophy – **FIRST READING**

Senator Welke asked whether the Full-Time Student (FTS) data resulting from General Education (GE) changes had been included in the report.

- **Response:** No, the FTS data from GE changes was not included.
- It was clarified that the report was prepared **prior to the implementation of the GE changes**.
- Additionally, there have been **multiple developments** even before the GE revisions.
- The data in the report reflects the **2023–2024 academic year**, whereas the GE changes pertain to **2024–2025**.
- The clarification was acknowledged and appreciated.

Senator Barding motion to send to the Academic Senate meeting agenda. Senator Newman second.

M/s/p to send AP-027-234 to the Academic Senate Meeting Agenda for September 24, 2025.

AP-011-245 Program Review for MS in Civil Engineering – **FIRST READING**

Senator Welke asked whether the **Department Action Plan** to address identified **problem areas** is **actionable**, and whether the **timeline and resources** are sufficient to support its implementation.

Response:

- It was confirmed that the Department Action Plan is **indeed actionable**.
- The department is actively working on establishing **advising sessions** specifically focused on **comprehensive exams**.
- These sessions aim to:
 - Help students **better understand** the comprehensive exam process.
 - Support students in **preparing effectively**.
 - **Encourage participation** and improve outcomes by guiding a targeted number of students through the process.

Senator Shen motion to send to the Academic Senate meeting agenda. Senator Newman second.

M/s/p to send AP-011-245 to the Academic Senate Meeting Agenda for September 2025.

5) Old Business

The Executive Committee assigned the following faculty members to the Academic Senate Standing Committees:

Academic Programs: **Will Cowan (CEIS)**

Elections and Procedures: **Laila Jallo (EGR)**

Faculty Affairs: **Bryan Chou (EGR)**

6) New Business

Tentative Academic Senate Meeting Agenda for September 24, 2025

1. Approval of Meeting Minutes

- It was confirmed that the **May 7th meeting minutes** were **shared for viewing via email**, but not formally approved.
- The approval process occurred **prior to Senate Analyst Val Otto's departure**, during discussions about wrapping up pending items.
- It was clarified that only the **August 14th minutes** remain pending for review and approval.
- Members were advised to **double-check** the status of the May minutes to confirm whether any further action is needed.

2. Agenda Review

- The current **business agenda** was presented with no major objections.
- One question was raised regarding a **presentation by Dr. Orlando** on Lanterman:
 - Dr. Orlando was originally scheduled to present at this meeting but had to **cancel due to a scheduling conflict**.
 - His presentation has been **rescheduled for the October meeting**.

Senator Barding to approve the senate meeting agenda. Senator Welke second.

M/s/p to approve the Academic Senate Meeting Agenda for September 24, 2025.

The Executive Committee selected the following faculty members to serve on:

Service Opportunity | **Undergraduate Research Faculty Advisory Committee (URFAC)**

- Xijing Li (URP/ENV)
- Philippe E. Duhart (Soc/CLASS)
- Lucas Krusinski (AVS/AG)
- Marco Maggia (Aero EGR/EGR)
- Yuka Nishikawa (Singelyn/CBA)
- Rohit Bhide (Chem&Bio/SCI)

Service Opportunity | **Ethnic Studies Faculty Implementation Committee (ESFIC)**

- Shayda Kafai (EWS/CEIS)
- Erik Valenzuela (Library/REL)
- Gyasmine George-Williams (KHP)
- Fatheema Begum Subhan (NFS/AG) Still serving – term ends 2026

7) Discussion

Interim President Iris Levine's Report:

1. Presidential Search Process

- Interim President Levine expressed appreciation for the invitation and noted this would be a **regular engagement** with the Senate.
- The **presidential search** is officially underway.
 - **Peter Hanink**, Chair of the Academic Senate, will serve on the search committee.
 - Faculty representatives **Jose Aguilar-Hernandez** and **Seema Shah Fairbanks** will also serve on the committee.
- The **search website** is now live and accessible via the **CPP homepage** (top scroll and footer).
- An **open forum** with the search committee and Chancellor is scheduled for **Thursday, September 25**, from **1:00–3:00 PM** in **SSB Room 1967/69**.
 - Faculty may attend **in person** (registration required) or via **Zoom**.
- The **target date** to present a recommended candidate to the **Board of Trustees** is **March 10–11**, with a **summer 2026 start date** anticipated.

2. CSU Strategic Plan – CSU Forward

- The **CSU Board of Trustees** approved a new **three-year strategic plan** titled **CSU Forward** at the September meeting.
- The plan emphasizes:
 - Commitment to students
 - Institutional evolution
 - Service to California
- CPP's own strategic plan aligns well with CSU Forward, reflecting shared goals and priorities.

3. CPP Strategic Plan and WASC

- CPP will release a **progress report** on its strategic plan to the campus community this month.

- This report supports the next phase of **WASC accreditation**.
- The Cabinet has adapted the current plan into a **two-year bridge plan** to allow the next president time to develop a new strategic plan with **broad campus input**.

4. Office of Conflict Resolution Services and Ombuds

- The **Office of Conflict Resolution Services and Ombuds** is now formally established.
 - **Mark Patterson** serves as the Ombuds.
 - His office is located on the **second floor of Building 1**.
 - A **formal charter** has been created for the office.
- An **open house** will be held on **October 8**, featuring:
 - Informational materials
 - Tours of the space
 - Opportunities for faculty and staff to learn about available services
- Mark will be reaching out to the Senate with a **special invitation**.

5. Organizational Update – Brandon Tuck

- **Brandon Tuck**, Presidential Associate for Community Partnerships, Engagement, and Outreach, will now **report directly to the Provost**.
- This change aligns the role more closely with **academic affairs**, while retaining the **Presidential Associate title** for external engagement purposes.

6. CPP Enterprise Leadership Transition

- At the **CPP Enterprise Board meeting**, it was announced that **Jared Ceja** will step down as **CEO** effective **October 3**.
 - Jared has served for **five and a half years** and will transition to a **national role** supporting universities.
 - The CEO position reports to **VP for Administrative Affairs and Finance, Michelle Cordona**, who will appoint an **interim CEO** and begin the **search for a permanent replacement**.

Provost S. Terri Gomez's Report:

1. ADA Accessibility Support for Faculty

- Provost Gomez addressed concerns about the **heavy ADA accessibility requirements** placed on faculty.
- Support is being provided primarily through **CAFE**, which has launched several initiatives:
 - A dedicated **accessibility support website** (links shared with Senate Chair Peter).

- **Fix-It Fridays:** Weekly in-person support sessions running from **September 5 through November 21**, where CAFE staff visit colleges and departments for **one-on-one assistance**.
- **Carol Gonzalez** from IT (Security Officer) is also available to review accessibility language and provide consultations.
- The **Winter Institute** hosted by CAFE will focus on **integrating accessibility into curriculum design**.

2. Lecturer WTUs for University Service

- A question was raised regarding **Weighted Teaching Units (WTUs)** for lecturers providing university service, particularly in the **College of Agriculture**.
- Provost Gomez acknowledged the issue and will provide a **detailed written response**, noting that the answer will be consistent with prior guidance but more clearly articulated.

3. Upcoming Administrative Searches

- A request will be sent out shortly to initiate the **search for the Dean of the College of Professional and Global Education (CPGE)**, including a call for faculty to serve on the committee.
- A second search is planned for **spring**, either for an **Associate Provost or AVP for Academic Planning**, to complete the leadership team.

4. Career Fair and Employer Engagement

- In response to student concerns about the **presence of federal agencies (e.g., Border Patrol, ICE)** at career fairs:
 - The **Career Center website** is being updated with a full list of upcoming activities.
 - CPP has over **106,000 approved employers on Handshake**; employers self-register, and CPP does not directly invite specific agencies.
 - CSU protocol was followed, including coordination with **Student Affairs** and the **Dream Center**.
 - Due to logistical and environmental challenges (e.g., heat, rain, space), CPP will **no longer host large outdoor career fairs**.
 - Instead, CPP will offer:
 - **College-specific and industry-specific career fairs**
 - A potential **law enforcement-focused fair** in the spring
 - **Transportation to CSU Fullerton's career fair**, which does **not include Border Patrol or ICE**, and is **free for CPP students**

5. Career Center Pilot Program

- CPP is launching a **pilot program** in partnership with a **staffing agency** (contract pending) to:

- Embed **three dedicated staff** in the Career Center
 - Help students secure **paid short-term employment** with **day-one benefits**
 - Support **career-aligned placements** to reduce underemployment
- The program is designed to serve **all majors**, including those in **CLASS** (e.g., philosophy, history), not just business or engineering.

6. Equity in Career Opportunities

- Provost Gomez emphasized the importance of ensuring **career development opportunities** are inclusive of **all students**, not just those from larger or more visible colleges.
- The staffing agency partnering with CPP has demonstrated a **strong commitment to equity**, sharing examples of how they've successfully placed students from diverse academic backgrounds at other institutions.
- A key part of the partnership involved confirming that the agency's **values align with CPP's**, particularly regarding **student safety and ethical placement practices**.

7. Academic Planning Leadership

- A question was raised about the **AVP for Academic Planning** position.
 - Currently held on an **interim basis by Keith Forward**.
 - The role was previously elevated to **Associate Provost** under SEP's leadership.
 - Provost Gomez is considering whether to maintain the AVP title or return to the **Associate Provost** level, depending on institutional needs.

8. CFO and CEO Searches

- The **CFO position** will remain filled by the **interim appointee** until a **new university president** is selected, as the incoming president should have input on this key leadership role.
- The **CPP Enterprise CEO** position will have an **interim appointment** made soon, followed by a **formal search** process.

9. Associate Dean Search – CLASS

- A request was made to initiate the **Associate Dean search for CLASS**.
 - Provost Gomez confirmed that this decision rests with **Dean Camille Johnson**, who is aware and has the authority to move forward.

10. Procurement Delays and Interim Extension

- Due to **procurement delays**, the **search for a permanent appointment** (unspecified role) has been postponed.
 - A **memo will be sent to Chair Hanink** to extend **Interim Dean Larissa Preiser-Houy's interim appointment through March**.

- The goal is to **launch the search within the next week**, pending purchase order approval.
- The aim is to **complete the search by the end of the term** and begin the new year with a **permanent hire** in place.

11. Program Review and Financial Oversight

- Provost Gomez addressed questions regarding the **recent program review** (not an audit) that was conducted.
 - The review was **initiated by President Coley at Provost Gomez's request**.
 - The **recommendations from the review are being implemented** under Provost Gomez's direction and will continue regardless of leadership changes.
 - The goal is to ensure **alignment with policy** and **transparency** in financial and operational practices.
- **President Levine** approved a number of **salary adjustments** across multiple colleges (not just Business) to stabilize staffing and allow time for a **comprehensive financial review** in collaboration with the deans.

12. Faculty Searches

- Due to budget constraints, **faculty searches were paused last year**, but **four searches** will proceed this year:
 - **Two in Engineering**
 - **Two in Agriculture (ADS program)** due to last-minute resignations
- Additional context:
 - One Engineering position was previously allocated but delayed due to **immigration issues** with a selected candidate.
 - One search was **withheld last year** due to budget concerns and has now been **reinstated**.
- No new searches are being added this year, but discussions about **future searches** will occur once more is known about the **upcoming budget**.

13. Rehiring from Budget Savings

- From **frozen position savings**, five positions were approved for rehiring:
 1. **Executive Director**, W.K. Kellogg Arabian Horse Center (search underway)
 2. **Director of Business Operations**, CPGE
 3. **Budget Analyst**, University Library (search live)
 4. **Credential Analyst**, CEIS (critical for accreditation)
 5. **Labor Relations Role**, Faculty Affairs (formerly held by George Tejeda)
- These positions were prioritized based on **critical need** and **accreditation requirements**.

14. Staffing in the Academic Senate and Other Areas

- A question was raised by Senator Quinn about replacing a **staff member lost in the Academic Senate office**.
 - Provost Gomez confirmed that **this position will not be replaced** due to lack of permanent funding.
- Similar staffing losses in other areas, such as **Administrative Support Coordinators (ASCs)** in Business, also **cannot be restored** at this time.

15. NSF Grant Award

- CPP has been awarded a **\$7.5 million NSF grant** for the **IME department**.
 - The grant includes a **subaward to UC Riverside** to support a **Ph.D. pipeline**.
 - The proposal required **last-minute revisions**, including the **removal of DEI and URM language** to meet eligibility requirements.
 - Despite the language changes, the program will continue to **serve the same student populations**.
 - Provost Gomez will share more details at the next **Academic Senate meeting**.

16. TRIO Grant Terminations

- Several **TRIO grants were abruptly canceled**, resulting in:
 - Immediate termination of **seven long-term staff positions** with only 24 hours' notice.
 - **Three additional positions**, including **McNair Scholars Program staff**, are at risk of ending by **September 30**, pending federal funding decisions.
 - Efforts are underway to **reassign affected staff** to other grant-funded roles where possible.

17. Loss of Air Force Research Lab (AFRL) Grant

- CPP also lost the **final \$2 million installment** of an **Air Force grant** last week.
 - The justification provided was unclear and possibly related to broader federal scrutiny.
 - The loss was unexpected and disappointing.

18. Enrollment Growth and Faculty Needs

- Engineering enrollment has surged to **over 2,000 students in a single department**, creating urgent needs for **faculty and staff support**.
- Provost Gomez acknowledged the strain and confirmed:
 - Plans to **increase faculty hiring** in the coming year.
 - The goal is to **at least replace faculty lost to retirement** (typically 15–20 annually).
 - CPP is positioned for **continued growth**, especially in Engineering, Science, and CLASS.

19. Tenure Density and URM Faculty Growth

- The upcoming **WASC report** will highlight:
 - An increase in **tenure density** from **54% to 58%** since 2019.
 - A significant rise in **URM faculty representation**, from **14% to 30%**, partially due to **ethnic studies cluster hires**.
 - Provost Gomez plans to **disaggregate and review** the data further before sharing more broadly.

20. Staff Support and Budget Constraints

- Concerns were raised about **staff-to-student ratios**, particularly in ENV and Architecture, where one ASC may serve up to **1,000 students**.
- Provost Gomez acknowledged the issue and shared that:
 - An **analysis of staff ratios** is underway.
 - Without new permanent funding, **reallocation of existing staff** may be necessary.
 - Colleges will receive their **operating budgets next week**, which include **operational expense allocations**—a resource not previously available.

21. Budget Status and Caution Moving Forward

- Last year, CPP **closed the budget gap using reserves**, placing the university in a **stable financial position** for now.
- However, Provost Gomez emphasized **cautious optimism**, noting:
 - The **state budget outlook remains uncertain**.
 - There are **rumors** that the state may **reclaim funds**, which could impact CSU allocations.
 - Final clarity is expected in **January**, and decisions regarding **faculty and staff hiring** will be made once the **2025–26 budget** is clearer.
- The CSU system is preparing **budget requests** to the state, which will require **broad advocacy** to secure full funding.

22. Deferred Maintenance and Facilities Investment

- Concerns were raised about **deferred maintenance**, including **lab conditions** and **aging infrastructure**.
- Provost Gomez acknowledged the issue and shared updates:
 - Last year, CPP invested **\$500K–\$1M** to renovate **5–6 classrooms**.
 - This year, those funds are being **redirected to labs and deteriorating classrooms** (e.g., ceiling repairs, painting).
- **Mackenzie Scott gift funds** are being used for **college-specific special projects**:
 - First project: **Chemistry** will receive **two new pieces of equipment** (purchase orders signed).
 - Second project: **Theater** will receive targeted investment.
 - Each college submitted proposals, and selected projects are being reviewed for implementation.

- Provost Gomez emphasized the **connection between facilities and student yield**, noting that **campus conditions directly impact recruitment and retention**.

23. Library Infrastructure

- The **library escalator** remains out of service, with repairs estimated at **\$250,000**.
 - Provost Gomez is considering **replacing it with stairs**, given the presence of an elevator (which also has reliability issues).
 - Any such investment would require **reallocation of funds** from other priorities within the division.

Adjourn @ 5:03 PM