Senate Executive Committee Meeting (1/19/2023)

Attendees: Elizabeth McNie (Chair), Sarah Senk (Vice Chair), Matthew Fairbanks (Secretary), Victoria Haller (Student Rep), Ariel Setniker, Wil Tsai, Christine Isakson, and Frank Yip.

Absent: Provost Schroeder is out of office.

- Minutes Review and Approval
  - 12/14/2022 approved after some careful editing.
  - 1/12/2023 approved.

- Chair's Report
  - McNie – the interim Captain's contract ends in August. If they extend her contract through December, is that a problem? That will lead into the search for the permanent position. This came up during their meeting with Karyn Cornell (President's Chief of Staff).
  - Yip – was there discussion of whether this President or the interim would be involved in this process?
  - McNie – it's more about having continuity and giving the current Captain more space to work.
  - No objections to the extension at this time.

- Discussion of Watchstanding and the Corps of Cadets
  - Sarai Alonso is visiting us.
  - She made clear that these are her personal opinions. She's not here as a representative of the Corps of Cadets.
  - Alonso – the watch bill is made by the divisional officers (Commander or XO). Watch conflict forms go out to the division, students fill these out and return them, and these are meant to be used to make the watch bill.
  - She's been a divisional and Corps XO. She outlined her process for making the schedule when she was the divisional XO. However, there's no standard process for making the schedule, so different methods are used by different divisions. She has pushed for a standard method that includes knowing specifics like who has served which watches and what hours, etc.
  - In her experience, there's definitely favoritism. Friends often get preferential treatment. People that aren't liked or aren't known well often get worse hours or more watches.
  - Haller – did the Commandants' Office give you information about how this should be done?
  - Alonso – no, though students were meant to go the Commandants to sort out problems.
  - Yip – who provides oversight? Is there oversight? Alonso – no, not to my knowledge. The students making the watch bill are essentially asked "is the schedule done?" Sort of a yes or no question.
  - Senk – it sounds like you ran the watch bill carefully and equitably. Do divisional XO's get recognized or rewarded for this? Alonso – not really. Commandants don't really get involved at the divisional level.

- Isakson introduced herself and noted that she is an alumna. It seems to me that watch program is not teaching what it should be. Leaders deserve to be mentored and learn how to manage equitably and fairly and ethically. Currently, it seems to be teaching cronyism. I know how I would like to run things, but how do you see the problems being resolved?
- Alonso talked about having some consistency. Every year, new people come in and have to reinvent the wheel. Yes, they need figure out how to lead and learn, but it can't be completely independent. Every division has a different way of doing things. If I went to Siobhan Case and asked her how attendance is taken at formation, she wouldn't be able to tell me, because it's different for each division. No consistency, no foundation. You're in a leadership position, go. That isn't the way it should be. There should be guidelines or a template or something.
- Isakson thanked her for her answer and noted that she would like Alonso's perspective on officer selection – she's on that committee this year.
- Yip asked about the officer selection process. Alonso outlined the process. At the divisional level, the Commandants aren't closely involved. Company staff hold interviews, but their selections are mostly rubber-stamped by the higher ups (Corps and Commandants).
- Haller – are there consistent things that are done to standardize the interview process? A metrics sheet? A standard set of questions? Alonso – yes, there's different metrics that are rated after the interviews. The set of questions is mostly standard, though it does vary occasionally for no good reason.
- Haller – was there consideration of factors outside of the interview process and required documents? (who is friends with whom, etc.) Alonso – it isn't explicitly forbidden.
- Senk – is there a performance review for officers by the members of their division/company/etc? Like faculty get evaluated by their students? Alonso – no, though I did that by making a Google Form to ask. But it's not a standard process.
- Yip – what safeguards exist that prevent people from simply selecting their friends as their officers? Alonso – the interview boards typically are diverse enough so that they're not all of the same opinion. Senk – how many people are on these interview boards? Alonso – it's never just one person. Usually different levels of officers. Usually a Commandant as well.
- McNie – what are a few things you would do to improve things? Answer: There needs to be standard template for watch bills and formation accountability. We need more support on uniform standards across the University. Alonso said that officers are tasked with enforcement, but she's said to Taliaferro she doesn't feel supported. Commandants don't really enforce, so that undercuts student officers. She also noted that some students say their faculty don't care, so why should they? She thought that pre-COVID, the uniform regs were well-regulated and self-reinforcing. It was consistent, supported, and the student attitude was quite different in her recollection.
- Alonso noted that she doesn't think students should be writing up other students. Getting kicked out for demerits here kicks you out of all other CSUs. She thinks if Commandants' names were on the discipline letters, it would carry more weight.
- Senk noted that good leaders on campus often aren't recognized, rewarded, etc. It would be good to see Alonso recognized for her work on making these standard methods.
- Setniker – say that a student is uncomfortable standing watch with certain other students – is there a system for protecting or accommodating these situations? Alonso – there's

Commented [ID1]: is an alumna

Commented [ID2]: deserve to be mentored; to learn how to manage...

no formal system. What should happen is that the student would speak with the divisional officers and the change should be accommodated. If that doesn't happen, the Commandants should be a resource for that student, though they don't typically have access to the watch bill.

- Yip – consider the case of someone really doesn't like another student. How terrible could they make that student's life? Alonso – there's lots of little things in attendance and amount (or timing) of watches. Yip – how often might this happen? Alonso – hesitate to put a number on it. It does happen, but it's more frequent that friends of officers get preferential treatment, and the people who they don't know just don't get that treatment, so they lose out.
- McNie noted that we have about 800 students. Yet it seems like maybe 400 are at formation. Is data being taken on this? Alonso – 770 students. 500-some show up. She did the numbers on this. This isn't including people who have dispensations of various kinds. She knows that not everyone absent has appropriate dispensation. She noted that there are written forms for liberty from formation attendance. Those are supposed to be open all semester, but now it's open at the beginning of the semester and then not again. It would be good to have a simple form for this kind of stuff.
- Isakson suggested "The No Asshole Rule" book by a Stanford professor about leadership. She would recommend it for Corps officers (or anyone in leadership).
- Alonso added that most of the leadership development these days is informational (Title IX, CAPS availability and purpose, etc.) but they're missing the elements that used to be there about self-reflection and learning more about themselves and how to be an effective leader. Commandant Lombardo did some of this before her departure from the University.

- Update on VP McMahon's Listening Session with Students
  - Haller summed up. Compass leaders were there in addition to some AS Senators. After Compass leaders left, the AS working group met with Karyn Cornell and Kathleen McMahon to start sorting out the town hall.
  - However, this conversation seems to have been misconstrued. Subsequent email went out to all student leaders (Compass) to start organizing a town hall rather than working with the specific AS reps that were meant to be working with administration on the issue.
  - Haller read out an email from AS to the President's Office that has an explicit ask for a town hall and inviting him to speak at it. Sent on 1/13/2023. Here is the text for reference:
    - On December 14, 2022, the Associated Students of the California Maritime Academy (ASCMA) sent out a statement to students in response to an LA Times article which discussed numerous traumatic experiences faced by students. With the Spring 2023 semester off to a start, ASCMA has formed a working group consisting of myself and others to allow for direct planning and coordination of a Townhall meeting to address Cal Maritime's "complete picture" in regard to ALL inclusivity and SASH prevention efforts. ASCMA continues to commend and support the "fellow and former students and alumni" that shared their stories with the LA Times and stand by our decision to host a Townhall meeting. We would like to respectfully invite you, President Cropper, to join us in this event which will allow for the fully transparent discussion that the campus community so desperately needs to heal and move forward.

With the start of the new year, Cal Maritime has a chance to create a fresh start and face head-on the reoccurring issues of sexual assault and harassment as well as discrimination based on gender or sexual orientation that our students experience. As a community, we are eager to hear how your office intends to deliver the changes it has promised in your recent statements from December 14, 2022, to the campus. The goals we aim to accomplish in holding this event are, first, to build trust within our campus community through open discussion. Second, we want to improve confidence amongst our community members that, with the impending changes to overarching leadership of our school, progress in these matters remains of top priority and will be of special focus when considering the future of our school. Third, we want to see outlined priorities for the rest of the semester from those that are resigning detailing goals they wish to achieve and how they will achieve them. Lastly, we would like to see monthly updates so that the campus is fully aware of the status and progress being made to improve targeted areas, such as support for SASH victims and funding for the Inclusion center.

We would like to propose January 24th or January 31st from 11:00-12:30 as potential dates and times for this event. We would also like to encourage you that we want this event to be productive and successful and that all hands are on deck to promote a healthy and safe environment for discussion for everyone involved. We welcome any and all discourse you or your office may have on ways to meet these goals. We look forward to hearing from you.

Respectfully,
Jeffrey Mueller

- She thinks they were very clear in their ask. Specific goals. She feels like they're not getting a meaningful response. President hasn't responded. Karyn Cornell seems confused about what they mean by a town hall.
- Haller noted that the town hall working group is volunteers and has a specific mission. If Compass leaders want to join the effort, that's great, but if they're not willing to put in the work, they should leave it to the working group.
- McNie said that we would raise it with Cornell and emphasize the importance of the event and the President's participation. Haller noted that Cornell has been, in her opinion, vague about whether the President is committed to attending. She has said that the dates proposed aren't good for him.
- Isakson stated when administration wants a town hall, it happens very quickly. This one needs some urgency from their side of things.
- Some discussion of how long this town hall request has been out there. It was asked for and reinforced by the Senate letter back in December, however, the specific ask to the President went on the 13th from ASCMA.
- Yip – do you feel that administration is approaching this with the urgency students are? Haller – no.
- Haller – Karyn Cornell did send an email last night that expressed interest in the town hall planning, but that's the one that looped in the Compass and seemed to misunderstand what was being asked.

- There was a short discussion on how best to proceed. The Senate Executive affirmed support for ASCMA's efforts on setting up this meeting and would bring it with administration in upcoming meetings.

- Meeting Adjourned