## **All Faculty Meeting**

**Time: 11:00 am – 12:15 pm**

## **Minutes**

 **12/12/2024**

*\*Note: These minutes are a courtesy and not formalized General Senate Meeting Minutes.*

In attendance:

Chair Sarah Senk, Vice Chair Taiyo Inoue, Secretary Ariel Setniker, Julie Chisholm,

Joel Aldrich, Executive Dean Dinesh Pinisetty, Graham Benton, Nick Lewis, Maryam, Zoe, Bets, Steve Browne

Tony, Matt, Mike K, Cytnhia, Laurie, Amber, Ian, Frank, Li, Alex, Tamara, Kitty, Zach, Steve, Aparna, Amy, Katie, Krystal, Jeff Ward, James Lipset, Michael Lam, Karyn Cornell, Chelsea McClain, Tari Houston, Collins, President Dumont, Rachel Fernflores, and webinar guests.

**Call to Order**

* *Chair Senk called the meeting to order at 11:05am*

**Integration Update**

* *President Dumont presenting*
* Integration Timeline review
	+ June 5 2024 Integration Recommendation Announcment
	+ July 23 2024 Initial Presentaion and BoT Discussion
	+ September 24, 2024
	+ November 21, 2024
* Combining Strengths
	+ Strengthens academic missions and forges an even richer ‘Learn by Doing’ education
	+ Increases access
	+ Emphasizes synergies
	+ Brings new opportunities and access
	+ Sustains critical academic programs for students that impact the state, nation, industries
		- Secretary of Defense has agreed to work on a pipeline to boost our enrollment
		- NDA Legislation: US Congress will authorize the US Navy (not MARAD) to contract with a private firm to boost the enrollment of maritime academies and boost pipeline to maritime careers
	+ Integration Plan
		- Function as one university effective July 1, 2025
		- All students enrolled under Cal Poly in Fall 2026
		- Offer multiple degree programs with the USCG license degree programs at Solano campus
			* NOAA has asked: why can’t our oceanographers get licenses?
				+ Talked to USCG about this, willing to work on it
		- Continuing students will ocmplete their current degree programs over multi-year transition period
		- Cal Poly’s campus fees, financial aid, scholarship effective Fall 2026
			* Senator Fairbanks asks what this means for students who enroll in the next year?
				+ Any increase in fees because of integration will be offset by Cal Poly financial aid
				+ Cal Poly’s fees are set up to serve under-represented students in attending
				+ We will continue to honor athletics scholarships that are currently in place
		- Enhanced financial aid and scholarships for students from western states and Pacific US territories, and scholarships to bridge gap in fees for continuing Cal Maritime students
		- New investments: federally funded US TSGS and new pier
* Integration Goals
	+ Combine strengths
	+ Enhance operational sustainability by creating one university
		- VP and CEO to lead the Solano campus
			* Superintendent to oversee Cal Poly Maritime Academy
				+ Armstrong and Dumont have been working on position descriptions for these, with Chancellor now, will share as soon as possible, encourage to share with networks
				+ Texas A&M Maritime runs under this administrative structure
		- Dumont attended American Maritime Caucus in DC: Cal Poly Maritime Academy has a lot of potential to be the premiere academy
	+ Position the integrated university as a national leader in experiential education
* High Level Approach and Timelines
	+ Fall 2024 – Jan 2025 Pre-Implementation
		- Aparna Sinha asks about what the conversation was around projected enrollment impact?
			* Biggest problem is enrollment – what can we do to resuscitate? If we can link to a much stronger university...we cannot afford a recruiting effort, and why I started to talk to Cal Poly about this – what are the possibilities of improving enrollment on this campus, primarily to support license track majors?
			* Sinha: So we \*do\* have a projected impact?
				+ No.
			* Mergers that have failed in the past are due to never fully integrating – the research has shown they failed to fully integrate
	+ Dec. 2024 – June 2025 Admin Integration
		- Luce: So, at the end of the Fiscal Year, all budgets will be merged? No more Cal Maritime budgets?
			* Beginning July 1, Cal Poly will be responsible for this campus
			* It’s meant to not be a ripping off of the band-aid, but go through a process and integrate where we can. We will maintain a budget until we are fully integrated.
	+ Dec. 2024 – Fall 2026 Academic Integration
		- Lewis: Could you provide clarity on the focus on license track programs?
			* Critically important for the nation’s security, we are building a 1.5 million dollar pier, need to fill the new ship
			* We are putting this together as we go along, how things are going to shake out is unknown
* Next steps
	+ Functional Implementation Teams (FITs) are standing up
		- Working groups focused on implementation issues
	+ Shared Services (examples)
		- Interim CFO
		- Chief Medical Officer
		- Interim Dean of Student Affairs
		- Health Center Operations

Cal Maritime and Cal Poly Integration Workgroups

* Executive Dean Pinisetty presenting
* Students who want to enroll for Fall 2026 will need to enroll by November 30 2025
* Workgroups
	+ Phase One (June 2024)
		- Focused on Preparing for Vote
	+ Phase Two (August 2024)
		- Public Safety/Risk Management
		- Facilities
		- Auxiliaries
		- Academic Calendar
		- Summer Programs
		- Philanthropic Foundations
		- Student Affairs
		- Associated Students
		- Alumni
		- Faculty Governance
		- Represented Employees Meet and Confer Process Initiated
	+ Baker Tilly consulting firm condensed down into 7 FIT groups
		- Graham Benton: using program management software ‘Smart Sheet’ to begin to flesh out what is involved with actions – there has not been a single decision made with any of these, more thinking about “what is the diploma going to look like?” “what will the catalog rights be?”
	+ Sarah Senk: are the reports shared from these FITs?
		- Can be shared
	+ Sarah Senk: Faculty involvement on the FITs?
		- There will be subgroups – leads will reach out to faculty
		- Bets McNie recommends that Sarah Senk and Jerusha should be on the Academics FIT – concerning no faculty on the academics group
		- Ian Wallace: what criteria, if any, were used in placing people on these FITs?
			* People from both institutions that were available and not elected as they are making policy
				+ Subgroups will be led by people with expertise
		- Julie Chisholm: Has there been any talk about the academic culture that we don’t share? (e.g. amount of service impacting research) Expectations for RTP...
			* This has not been looked at up to this point

Rachel Fernflores Discussion

* Introduces background and current project ‘Semester Conversion’
* My ‘functional teams’ are the people who put the fingers to keyboards in entering curricular changes, the FIT people are the people looking at policies
* Here to work on curriculum and shared governance
* Aparna Sinha: What would you say to a department at SLO that might not be excited about merging with us? Our department is doing something very different than us...how would you make it happen.
	+ The faculty I’ve spoken with at Cal Poly are very excited to work with Cal Maritime faculty. Some curriculum \*will\* change. One university cannot have multiple programs with the same CIP code – we have ME and Business – has to be resolved. Harm to our students if we don’t resolve it. Business programs also have different accreditors.
	+ The faculty will work with you – I know they will. We will make (some tough) compromises. The purpose is to get stronger.
* Bets McNie: process for getting our courses approved?
	+ We don’t know that yet
	+ Begin with programs – where there is overlap, e.g. math minor to math minor, have those conversations, and only then touch course proposals
	+ Dumont: We also don’t know what accreditors are going to say needs to happen for the integration – we've never done it before
* Tamara Burback: Concerned with Marine Transportation department – we cannot be big thinkers doing research as we are bleeding faculty – we do not pay what industry pays, and we cannot retain when we find ‘gems’ - appreciate long-term plans but what is the short-term plan when we do not have a plan to graduate half the senior class? We are losing a certification that hinged on one faculty.
	+ Pinisetty: We don’t pay well, however we cannot meet industry standard pay.
	+ Denial of TT roles was a timing issue – hiring had to be frozen.
	+ Short-term: in discussions with the Provost at Cal Poly to start hiring people once administrative integration is complete.
	+ Engineering is in the same situation and understand the concerns.
* Frank Yip: Who is the ultimate authority when deciding these things?
	+ Dumont: depends on topic – if it’s pre-July and this campus, it will be me, if SLO campus, Armstrong...budget decision this week, it will be me
	+ Frank: who will the FITs report to?
		- Before July: Dumont and Armstrong in general, if a big issue perhaps go back to BoT

Ending Remarks

* Chair Senk calls for all faculty to be invited to Senate Retreat in January
* Questions may continue to come in via the Senate Executive survey

Budget Announcement – Dumont

* FY 2025-26
	+ CSU Funding cut of 7.95% (approximately $397M)
		- Reduction of $2.5M for Cal Maritime
	+ CSU BoT is proposing a $593M budget increase request to be submitted to the state
	+ CA Dept of Finance anticipates State General Fund Budget gaps of:
		- 6.5% in 2026-27
		- 8% in 2027-28
	+ Governor releases his proposed budget in January 2025
* FY 2025-26 CSU Enrollment Target and Budget Reallocation Plan
	+ Permanently reallocates from universities with enrollment declines to universities that can grow
	+ Impact to Cal Maritime is a reduction of approximately $600K
* Campus budget planning for FY 2025-26 underway