



## ACADEMIC SENATE

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### Academic Senate Minutes

Grand Salon

Tuesday, October 23, 2018; 2:30-4:30pm

#### Attendance

Adams, Virgil; Adler, Mary; Alamillo, Jose; Avila, Theresa; Awad, Ahmed; Baker, Dana; Baker, Raquel; Balén, Julia; Barajas, Frank; Barton, Jared; Buhl, Geoffrey; Buller, Blake; Castillo, Heather; Centino, Nicholas; Clark, Stephen; Clements, Nina; Cook, Matt; Cooper, Dylan; Delgado, Jasmine; Delgado Hellester, Miguel; Dixon, Lydia; Drescher, Talya; Elder, Katherine; Flores, Cynthia; Forest, Colleen; Francois, Marie; García, José; Gillespie, Blake; Gonzalez, Javier; Grzegorzcyk, Ivona; Hasendonckx, Michelle; Harris, Colleen; Hoffmann, Debra; Itkonen, Tiina; Kelly, Sean; Lee, HyeSun; Lee, Sohui; Liu, KuanFen; Lu, Z. John; Mack, Carol; Malik, Parul; McClellan, Kendall; McColpin, Aaron; McGrath, Marianne; Mosinskis, Peter; Niemi, Charlene; Nolde, Lance; Patsch, Kiersten; Pereira, Monica; Profant, Lorna; Reynoso, Jacqueline; Rivas, Monica; Rizzoli, Janet; Sanchez, Brenda; Sanchez, Luis; Sattler, Kassidee; Smith, Weldon; Soenke, Melissa; Thoms, Brian; Veldman, Brittnee; Wagner, William; Weis, Chuck; White, Annie; Wood, Gregory; Wyels, Cynthia; Yudelson, John.

1. Approval of the Agenda

Motion by Chuck Weis, second by Gregory Wood

2. Approval of the Minutes from October 2, 2018 \*

Motion by Geoffrey Buhl, second by Debra Hoffman

3. Report from the Provost

Quick update from Graduation Initiative symposium, opportunity for all 23 campuses to come together and talk about where we are and what's going on. Part of meeting was recognizing Dr. Jaime Hannans, one of the winners of the faculty innovation awards. EdTrustWest gentleman was speaking, and said "Graduation rates are issues of equity." when you look at the demographics of higher education in the US and look at demographics on campus and think about graduation rates, fact that some students not graduating at rate of others is an equity issue and imperative we make sure all students are successful. Graduation rates are a moral imperative we have inherited.

Signed off on a number of tenure track hires that will be conducted - 14 tenure track positions we'll be filling, some are new, some are replacements. Exciting we can add that many in a single year. Some questions about how the searches have been conducted, so Kent Porter will reach out to chairs. To be clear, it's up to programs to make the decision of how they want to conduct those searches. Who is paying for travel and searches? This



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year Faculty Affairs is paying as they have in the past. Additionally, some questions about program analyst and staff support for those searches that will be handled by Faculty Affairs this year. Not putting immediately back to the individual programs.

Also wanted to give an update on search for AVP of Faculty Affairs and Dean of Library. Both descriptions will go live tomorrow on the web, then out in Chronicle and published in a range of higher education journals and job sites. Target deadline for reviewing apps is January 27th (if did in December, would have to review as we are going into finals and not being able to invite candidates to campus for 6-8 weeks). As we want to attract a diverse pool, can allow applicants to use the holidays to get their applications put together. Candidates on campus hopefully in first two weeks of February to fill these positions this year. The other position AVP for Academic Planning and Programs is now vacant. Provost will be working with colleagues in academic affairs on job description, example, might add program review and assessment. Also things in position we might be able to move out like space planning (Kirk England is taking that on).

Feedback received that the announcement of promoting Amanda Quintero to an AVP role is against policy. But it isn't a new position, is a current MPP whose job has changed, not a vacant position. It's adding to portfolio and a title change, not really a new position.

Question from Marie Francois: what are the new TT searches?

Provost: COMM, PSY, BIO, ESRM, NURS Accounting, Library, Education. 8 new tenure track and 6 replacements.

There were question about whether Computer Science was getting a new position.

#### 4. Report from Statewide Senators

##### a. Tenets of System Level Shared Governance in the California State University \*

John Yudelson: Background: this was an attempt by executive committee at statewide senate to meet with and come up with common definitions with Chancellor's office. Result of executive orders that came out last summer that came out without a lot of people knowing about them. Negotiation between exec committee and chancellor's office headed by Lauren Blanchard. Negotiated in good faith. It has been given to every single Senate in CSU for feedback on document itself. Hasn't gone through first reading at statewide senate itself. Please let John and Simone know immediately any feedback via email, want everyone to be involved in the process.

#### 5. Report from CFA President



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John Griffin - Cecil was on campus, had a nice presentation on how we are working as an organization to fulfill our mission to unite and be as strong as we can be going into next round of negotiations. Some meetings with lecturers, a lunch and dinner, thank you to Brittnee and Lorna for putting those together. Attended 88th Assembly, given reports about legislative initiatives coming up for next round of Sacramento, and next round of negotiations. Legislative initiatives: new bills that would improve tenure track ratio on various campuses, and providing for more mental health professionals for students. We were a signature away from 1:1500 mental health professionals but Governor Brown decided not to sign and push off to next round of negotiations.

Got report from Provost. Not convinced \$25 million allocated for that is being fully committed to that process of hiring more tenure track faculty, considering bringing accountant to campus to look at where that money is actually going. Might not be tracked properly if rolled into 2025 graduation initiative. Continuing to do work to make sure the monies allocated to the CSU are being spent in best possible way.

### 6. Report from the Senate Chair

Last week they were in San Diego for the GI 2025. Preliminary data shows gap closing in the system but room to grow.

We were able to make assignments to committees.

Alumni want a 4 year term on the alumni committee.

### 7. Report from Strategic Initiatives Implementation Committee

Genevieve Evans-Taylor - creating an online form to capture proposals, testing using existing proposals. Reviewing a new software system with Jill Leafstedt (Cascade) to capture info from proposals, progress happening, how progress is being measured, so everyone can see what programs are being implemented as they pertain to very specific initiatives, and whether it is helping to improve retention and graduation rate and close equity gap.

### 8. Report from the Achieving Faculty Diversity Group

Virgil Adams- last week it became obvious that we weren't hearing what was going on with the faculty led diversity groups and the four faculty leads. Important for this group to regularly report to us especially since what they are working on is so central to us as a university.

Geoffrey Buhl - Robin Mitchell, Monica Pereira, Catherine Burriss, and Geoff Buhl. Advancing Faculty Development lays out deliverables to each of the leads. Bulk of the



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work now has been in recognizing the new needs of the hiring process and trying to deliver things in time to support different DSCs. Achievements so far: Robin Mitchell and Kaia Tollefson with AFD team and in conjunction with Marketing have created an honest website and recruitment materials. Website is in initial stages and expect it to be better in early November. One of the things we're helping to build is a faculty hiring toolkit, 2 pieces in process to get to DSCs asap. First is ready to disseminate is list of robust places to advertise, previously compiled by Amanda Quintero and President's advisory council on inclusive excellence. Another is criteria for writing good job descriptions, hopefully get that out next week. Want to work with search coordinating committee to determine how ADF group can continue and move forward with these issues. Examining National Center for Faculty Diversity to see if CSUCI membership would be relevant.

Question from Brittnee Veldman: will these material be coming to senate for vetting process?

Geoffrey Buhl: we're creating documents, we want to share them more widely. But we also want to get it to DSCs when it will be useful.

Question from Theresa Avila: what is the purpose of the website you are building?

Geoffrey Buhl: goal of site is to provide a landing place for potential candidates so they can understand our university and issues around equity we have been working towards. Equity in hiring process, welcome from president, recognition that we have an old an unintuitive website for potential hires. Goal is to be open with the hiring process, what they will need, what to expect from it, and efforts the university has taken to promote representative faculty and equity.

Question from Theresa Avila: Isn't that what Faculty Affairs is for?

Geoffrey Buhl: I don't know or understand everything that goes on in Faculty Affairs, our goal is to best support this search in every way we can, this website was identified as something not built.

Monica Pereira: another reason to have a website revamped and to have a current site, is to make sure info goes outside of faculty affairs, more readily explained.

Colleen Harris: Kent Porter in Faculty Affairs wanted job postings asap (as in last week) without any information like you just described that the DSCs were going to share out to help craft position descriptions.

Geoffrey Buhl: that's good information.

## 9. Reports from Senate Committees (*As Needed*)

- General Education (Gen Ed)  
Geoffrey Buhl - doing the work, the deadline has passed. One of the executive orders made that for upper division GenEd need to have junior standing and successful completion of the golden 4. Many upper divisions don't have this as a prerequisite, so need to work with programs to start rolling that out because it is a sizable change that will impact who can be in classes.
- Curriculum  
Blake Gillespie - 24 major projects to undertake, doesn't include course modifications.  
Prioritization of work is the challenge now, more info coming out and on curriculum webpage to be transparent about prioritization
- Committee on Centers and Institutes
- Faculty Affairs (FAC)  
Stephen Clark - wants to thank colleagues who

provided input on policy on lecturer evaluation, incorporating into deliberations as they work on that policy, and will get to senate exe asap.  
Question from Brittnee Veldman: Will there be brownbags?  
Stephen Clark: Will take to the committee.

- Fiscal Policies

Marie Francois - there is a SRPC budget forum on Wednesday November 14 from 9-11 in Broome 2325 which is beginning of new budget cycle for 19-20. Explain what division budgets are this year compared to what it will be for next year. Strategic proposals being considered, meeting this week to determine for allocations in this term of this year.

- Committee on Committees
- Professional Leave
- Mini-Grant Review  
Ahmed Awad - calls will be sent out this week, as soon as tomorrow.

## 10. Intent to Raise Questions (ItRQ)

Theresa Avila: While I appreciate the response to my question, I would like to have a discussion. Asking that people share what we are already doing. I would like for us to discuss this.



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Virgil Adams: This will be in things we look at as we review by laws.

Monica Pereira: we've all noted that over the course of this year there have been rumors that some programs want a decentralized hiring model, others don't, in the confusion, no one knows what will happen long term. How does move to silo recruitment impact the university mission and interdisciplinarity?

Julia Balén: Given lack of faculty input on hiring, can Faculty Affairs work to systematically evaluate impact of change on university mission and culture?

Geoffrey Buhl: What is role of search coordinating committee in this process this - year?

Tiina Itkonen: Question on behalf of students: update on transportation and what free bus data look like and impact on parking and transportation for this school year.

Monica Pereira: Provost mentioned that graduation is issue of equity, but campuses have students with unique problems like food insecurity, childcare, etc. Campuses retaining these students is a matter of equity, and faculty should have at forefront is that students need not just equity support but services, would like to hear discussion on this.

Cynthia Wyels: will data and lessons learned from climate survey will be released in near future?

Theresa Avila: have surveys been done on students in terms of digitizing our curriculum, can data be shared, and if not asked students how digital education serves them? We should be making this data available.

Brittnee Veldman: 19 of 23 campuses have no plans for hiring tenure line counseling faculty, is there a plan to open a counselor line for the future?

Annie White: Confused about process to get hired onto committees - is required by RTP that we must serve, but when we go up for a vote people are not known, so they are not voted into committee. We said we're going to change that and have nominations and descriptions - something is broken and now there are more new faculty that are under pressure to serve but system doesn't work to vote by people's names. So we've had this discussion, but as junior faculty have concerns.

Marie Francois: A number of faculty are hearing from students that they're not getting necessary long term counseling intervention. What are the actual policies, how would students enter into counseling? Need clarity so we can best serve students.

Melissa Soenke: students finding counseling center accessible usually, but had a student in crisis needing immediate help and couldn't get in. What are processes when fully booked?

11. Announcements (no more than 2 min. each)

Virgil Adams - we have a subcommittee on the bylaws (Matt Cook and Dr. Julia Balén and Dr. John Yudelson) but open call out to anyone else from the body to work on the bylaws. Things that need to be changed, stuff desired, and stuff on the wish list. Send an email to [senate@csuci.edu](mailto:senate@csuci.edu) if you want to serve.

Theresa Avila - invite to Broome 1320 this Friday for Day of the Dead altar installation from 10-12 if you want to participate, 12-130 reception.

Heather Castillo – Opening production of In the Heights on November 8.

Luis Sanchez – Call for proposals for SURF.

Brittnee Veldman – Invitation to a panel on November 14<sup>th</sup>, in El Dorado Hall.

Jose Alamillo – Announced open house for Chicano Studies.

12. Adjourn

3:28 pm, move by Colleen Harris, second by Gregory Wood.