



CALIFORNIA STATE UNIVERSITY, DOMINGUEZ HILLS

Academic Senate • 1000 E. Victoria • Carson, CA 90747 • WH-A420 • (310) 243-3312

Academic Senate Meeting Minutes

March 04, 2020/Loker Student Union/2:30 – 5:00 PM

Voting Members Present: Andrade, Asatoorian, Benavides Lopez, Brandt, Chhetri, Deng, Eames, Fortner, Furtado, Gasco, Goldman, Heinze-Balcazar, Hill, Jarrett, Kalayjian, Kitching, Kuwabara, Ma, Malladi, McGlynn, Mendoza Diaz, Monty, Nguyen, Nicol, Park, Pederson, Price, Raianu, Robles, Skiffer, Supernaw, Tang, Willis

Voting Members Not Present: Allen, Bono, Chaparro, Dixon, Gregor, Johnson, Kulikov, Macias, Morris, Roback, Silvanto, Stang

Voting Ex-Officio Members Present: Anderson, Celly, Norman, Ospina, Parham, Pinto, Russo, Sharma, Talamante, Tendaji, Thomas

Voting Ex-Officio Members Not Present:

Non-Voting Ex-Officio Members Present: Avila, Caron, Costino, Davis, Franklin, LaPolt, Manriquez, Price, Spagna, Wallace, Wen

Non-Voting Ex-Officio Members Not Present: Brasley, Figueroa, Koos, McNutt, O'Donnell, Peyton, Poltorak,

Guests: R. Boroon, M. Britto, C. Gardner, A. Kawakami, E. Ortega, H. Oesterheld

2019-2020 Academic Senate Executive Committee:

Charles Thomas – Academic Senate Chair, Laura Talamante – Vice Chair, Archana Sharma – Parliamentarian, Dana Ospina – Secretary, Salvatore Russo – EPC Chair, Katy Pinto – FPC Chair, Rita Anderson – NTT Representative, Kirti Celly and Thomas Norman – Statewide Senators

Recorded and Edited by SEW and the Executive Committee

Meeting Called to Order: 2:30 PM

The Senate Chair began the meeting by first introducing the new Interim Vice President for University Advancement, Michael Losquadro and the AVP of Human Resources Karine Shirinian.

Chair Thomas then proposed changes to the agenda:

The ASI Clothes Closet is in LIB5508 and accepting donations at both ASI and LIB5508. Moving President/Provost report to 3:15 PM.

Approval of Revised Agenda M/S/P

Approval of 02/19/20 Minutes (with a few grammatical errors and spelling corrections from the floor): M/S/P

Chair's Report

Honorable Mentions:

- February 21st 500 female students were on campus for a STEM Career Day.
- Professor Tsuno collaborated with Los Angeles County Department project entitled Next Generation Voters. Thomas passed around samples of the artwork.
- CSUDH was a voting site for the primary. Thank you to all who helped to make that possible.
- Bond Measure Prop 13 is currently at 52% (Thomas described this as a Bond measure leading to \$2 billion for CSUs)
- Emeriti Representative Senator Grey Shellberg reached out to our office today. She thanks everyone for thinking of her and looks forward to returning to Senate.

Upcoming Events of Note:

- March 11 Dymally Millennium Symposium at 9 am in LSU Ballroom C
- March 26 Science & Innovation Building Opening at 11 am
- Send Silence Parking Exhibit from 8 am – 5 pm in the Sculpture Garden
- Mental Health Resource Fair from 10 am – 2 pm in the Sculpture Garden

asM 03042020

- **360 Reviews: Chair Thomas** invited AVP Shirinian to share with the Academic Senate about the process for the MPP 360 reviews for 2020. **AVP of Human Resources Shirinian** said 10 administrators were selected from across campus for review. Students, staff, faculty are invited to provide feedback on these individuals which would identify areas such as self-awareness, customer needs, motivation, leadership, problem solving and communication abilities. Last year the 360 instrument was available both in paper format as well as online. Based on feedback received, this year we have worked with IT team to build an online performance 360 through Survey Gizmo. Survey Gizmo allows us to send out the survey to an email list, but when one responds to it, Survey Gizmo does not record any data about the person who submitted it, no contact data, no GPS data, and no IP address data. It is completely confidential. The information we're trying to gather is to assist these individuals to utilize it in their own performance evaluation. It is not a tool to use for punitive purposes. It is mainly to collect information. Once we receive the information, we will summarize the information and send to their direct supervisors to review and incorporate into their performance evaluation. We plan on sending a blast email to everyone across campus on Monday, March 9th. You'll have until Monday, April 10th to complete this survey and submit it. There will be 10 individuals on a dropdown list. You will be able to select more than one individual. AVP Shirinian said she has until Monday, June 1st to summarize the information and get it to their supervisors for them to incorporate into their own evaluations.
- **Basic Needs Campaign** – Every Table is participating in what is called a pay it forward program. If you go to Every Table, you have the opportunity to purchase a meal for someone else. If you purchase a meal for someone else that then becomes a little token that they put right next to the register. If you want to then use that token, you could then take that token, and that provides them the means to offer a meal.
- **ASI Clothes Closet** - Donations can be made in the ASI office. However, the actual clothing closet is open on Tuesdays Wednesdays and Thursdays from 9 am to 2 pm in 5508 of the Library.
- **CSUDH Eats App** - This app notifies students when there are food opportunities on campus for students to then know where those food opportunities are (currently only available on IOS).

Parliamentarian, Archana Sharma

Search Committee for AVP of Retention University Academic Retention and Learning – confirming Debra Best and Carolyn Yarnell

Search Committee for Dean of Graduate Studies & Research – confirming Andrea Johnson and Gioella Chaparro; for the elected faculty member from CNBS, Katy Pinto

Special Presentation

***W EXEC 20-03 Carrie Stewart Recognition Resolution**

A motion was made to waive the 2nd reading to which the body approved. The resolution was read aloud and presented to former VP Stewart by Vice Chair Talamante and FPC Chair Pinto. The body unanimously approved the resolution honoring Stewart. Stewart graciously accepted the honor, thanking the body. She stated it was both a shock and honor to receive a special email from Dr. Talamante. She said that everything that was said about her was a reflection of the great team of people that she had an opportunity to work with. She noted that she actually spent about 34 years in higher education administration. This is the sixth college or university where she's worked and it was such a great honor when she had an opportunity to come to Dominguez Hills. She said she received her Master's degree here and never thought she'd actually work here. But when she came back, she said the one thing that struck her the most was that there are so many fantastic attributes about the university that people just didn't know about. She noted how important it was as advancement professionals to shine a light on the institution, the great value proposition that Dominguez Hills is and all of the attributes of the campus, we would be successful in raising awareness, drawing students' strong resources, to the institution and really build alumni pride. She said she's very proud of the work that they did over the past six years, that

they had a great time doing it and said she had the best team she's ever worked with. She said it was an honor to come back here and accept this recognition. She said fortunately, as an alumnus, she'll be able to come back often. She closed by saying that faculty are the heart of the institution. Given that students and administration will come and go, the faculty are the ones that really are the soul of the institution. They're the ones that helped to create the institution, its unique personality and really serve the students in a way that none of us can. She thanked everyone for her time here, her team for all the work they did and said that while she had worked at many institutions over the years, it was Dominguez Hills she was most fond of.

First Reading/Discussion Items:

EXEC 20-02 Resolution to Amend the Constitution and By-Laws of ASCSUDH, Vice Chair Talamante

A motion was made to bring the resolution to the floor, which was approved and seconded. Talamante noted that one of the things that was started under the leadership of Jim Hill when he was chair of the Academic Senate was looking at the constitution on a regular basis, making sure that it was updated, and that it reflected the goals and mission of the Senate. And so this is part of an annual update to the Constitution if it's necessary. The first Resolved amends the Constitution section IV A, what is in bold currently says one representative of coaching faculty with the recommendation that it be eliminated. The rationale explains why we've asked that it be eliminated because coaching faculty are part of the general faculty now so they don't need to be singled out. The other change is the pronouns his and or her designee and moving to a non-binary approach. The second Resolved is to amend the Bylaws, section III. c. Currently it reads any member of a general faculty may attend these meetings as an observer. The presiding officer of the Academic Senate at his or her own discretion may or may not bring an observer the privilege of participating in discussion. We recommend it be changed to: any member of the general faculty, as well as staff, students and administrators may attend these meetings as an observer, the presiding officer of the Academic Senate will allow observers the privilege of participating in discussion after senators on the speaker's list and as time allows. This will bring it up with our current practice, which is that these meetings are open to the entire campus, not just the general faculty. The next Resolved is looking at the Bylaws section V. b., changing the language of our standing committees, and so the change is to represent the addition this year of the Graduate Council as a standing committee. This was to update our current standing committees, as voted on by the Academic Senate. As mentioned previously, the Resolved that follows on line 56 is the suggestion of the Senate Executive Committee that we change all references of "his" and "her" to "their" throughout the Constitution and the Bylaws.

Chair Thomas explained that we have amendments to both the Bylaws as well as the Constitution. Amendments to the Bylaws can be done by this body via this resolution. As it relates to the Constitution, Thomas read the following from section VI. of the Constitution, "an amendment may be proposed, either by resolution of the Academic Senate or by a petition signed by at least 10% of the general faculty and sent to the president of the university for submission to the general faculty." Thomas said there are two ways upon which we can propose an amendment to the Constitution. For this resolution to pass, First and Second Readings are the means to propose it and it would then go to the General Faculty meeting for it to be considered there, but the means by which to get it there is this resolution.

Q&A/Comments

Senator Monty said he thought that we could do it a little more effectively, perhaps with a language change and perhaps by breaking this resolution into two. He pointed out if you actually look at the first Resolved, it does not say that the Senate proposes that the Constitution be amended; it says that the Senate amends the Constitution. So, technically what it says here is that we are voting to amend the Constitution. That should be changed, simply so that it is in alignment with Article VI as was just read. Monty continued, that secondly, it states "the senate may approve amendments to the bylaws, but that requires a two thirds majority". Whereas he believes to propose an amendment to the Constitution that simply requires a majority vote within the Senate, a resolution recommending such an amendment. He said in this case, that may not be a problem, because he doesn't see anything controversial in the proposed amendments to the Constitution so he thought we would probably meet the two-thirds majority threshold. Monty concluded for the sake of clarity though, it might be better to separate out the proposals to amend the constitution as one resolution, and then have a separate resolution to amend the Bylaws. **Senator Price** asked for clarification regarding eliminating the clause, "one representative of coaching faculty." **Talamante** responded it wouldn't eliminate their representatives as they are part of

the general faculty and other parts of the Constitution includes them, like it includes librarians. Other parts of the Constitution actually address that. **Price** asked, what about librarians? **Talamante** said this isn't to remove anybody, it's that they are being addressed in another part of the Constitution and so there's no reason to address them singularly here. **Senator Celly** said since we're amending the constitution, could we clarify the language in lines 8 and 9, as well as lines 20 and 21 to use language that's consistent with the CBA at this time so that we say librarian faculty, counseling faculty, and coaching faculty. **Senator Mendoza Diaz** said that some coaches actually are part of lecturers so that wouldn't be taking place away from them. And then going back to what Senator Celly said, it's listed in there if it is mentioned that non-tenure track faculty, so it is specifying who belongs to non-tenure track faculty. **University Curriculum Committee Interim Chair Gardner** said that librarians are both tenure track faculty and also have lecturers in non-tenure track positions. She highlighted on line 66, there's a mention to EXEC 16-07, the language says librarians as student service professionals. In that Exec 16-07, there's a comma between those. That is not how librarians are defined. She said librarians are faculty. She proposed adding a comma or otherwise separating out faculty. **Senator Hill** said the SSPARs are Counselors. **Senator Heinze Balcazar** asked why it was written this way before? **Dean LaPolt** asked for clarification on line 63 where it says, recommend that the Provost hold voting status, but it's not clear where that is. **Talamante** explained in an earlier version there was a proposition of this and on reflection it was decided that that was not a recommendation Senate Executive Committee is making at this time. **Senator Celly** said with regard to the comment made by Gardner referring to the language of student service professionals, **Senator Ospina** said yes, the "as" should be an "and". **Hill** wanted it noted that it was actually Vice Chair Talamante who was Hill's Vice Chair when he was Academic Senate Chair who spearheaded the efforts to clean up the Constitution on a regular basis.

President Parham's Report

President Parham explained that this would be an abbreviated and combined report on behalf of both him and the Provost so that they would have additional time to discuss a broader issue that concerns the whole campus.

- Recently, they entertained a group of colleagues who are providing consultation on the whole athletic enterprise to assess where the Dominguez Hills athletic piece sits and exploring if they use an outside consultant, what that would look like. Parham thanked Dr. Franklin for his help on this.
- On February 20, he had a chance to participate in the LAEDC – an education support workforce committee that allows us to articulate what the central issues that educational institutions are navigating are and how we need to articulate some of those issues to the broader corporate workforce.
- On February 23, Dominguez Hills engaged with spiritual houses of worship through our area by participating in Super Sunday along with other staff members. Parham said they were in several places. He noted that the challenge is to continue that connection throughout the year and not just on Super Sunday. He said we are engaged with those entities and working with them to spread the word about Dominguez Hills and all the things we have going on. Parham said in addition to speaking at the Greater Glory Christian Fellowship, where there are several members of the Dominguez Hills campus community who attend, there are also Chancellor's Office folks who are a member as well. He noted they also sent a video message of him speaking to the Faithful Central Bible Church in Inglewood.
- Enrollment and Resources Conference Call: President Parham said he was on a call regarding enrollment and resources and the reason this is important for us is the presidents have received very clear directives from the Chancellor's Office that talk about holding enrollment steady. Partly because they do not anticipate, given the budget proposal that has emerged in the Governor's budget, that there will be any new monies to be able to support enrollment growth. Parham continued that they've been given kind of a hard line. It creates a level of dissonance for campuses like ours, who do not have all the mechanisms at our disposal to control enrollment growth and who are obligated to essentially admit everybody who is CSU eligible. But we do have a couple of pieces, one of which in fact is the redirection policy. Parham said last year he reported to this body that he agreed with the Chancellor's Office that we would be one of those nine campuses who would take a maximum of up to 1,000 students. Particularly for the kids who were place bound in this LA region, most of whom are LatinX and Black, but not exclusively. The number we rose to was about 700 in the first three days, but what we ultimately yielded was south of about 400, although that was still the highest number of yield exponentially, of anybody in the system. He said that the phone call with the Chancellor's Office included representatives from the academic

affairs and student affairs units, as well as, more importantly, the CFO. The CFO explained very clearly, that even if the Governor's budget is modified in the context of the \$199 million proposal that's currently on the table and the May revise strategies going on behind the scenes, once we get to May, the likelihood that we would have a windfall of resources to be able to support massive enrollment growth is very, very small, if nonexistent. So, they simply wanted to reinforce for us that we needed to make decisions accordingly. Parham said what he has done is made the decision that we will not be taking redirected students next year. He said a memo is going out to try to hold our enrollment growth constant and we'll see where we go from there. Parham said even as we get ready for Toro Admit Day, with a number of north of 5000 people who want to come to Toro Admit Day this Saturday. Right now, that's good news, in the space that we are getting there, but we'll need to see how we do relative to the yield.

- Voting Center – Parham said he's proud of the voting center, we are 1 of 10 in the system that actually opened up a voting center. He noted the report from David Gamboa was that it was pretty successful. He said he's proud of our students and proud to show off the artwork at his President's Council meeting what we call CSCL, the Chancellor's Senior Leadership Council. And in the CSLC, he passed around the postcards that had the artwork of our students that were used to put on postcards floating around this entire county. If you look at them, they are sources of pride not just because of the artwork, but the stories behind them. We look at the substance behind what it is that goes on. And those were used to encourage people to get out to vote and the sacrifices people had to make in order to do that. He said that is courtesy of the artwork of the brilliance of our students here at CSUDH.

Provost's Report, Michael Spagna

- Accreditation: The Provost pointed out a number of departments and areas that are seeking and/or receiving first time accreditation. He described it as a hallmark of growth and success at our university. He noted that this week we had an exit interview with AACSB and it was a very productive visit. He said we look forward to hearing their formal decision by July 1 at the latest. We also have other colleges that are actively seeking either first accreditations or have been highly successful in receiving reaccreditation. The following is a shortlist:
Journalism is going after their first ever accreditation
Music and Theater is pursuing accreditation
Health and Human Services' Marriage and Family Therapy Program is seeking their first accreditation
Health Sciences is seeking their first accreditation
Clinical Sciences was recently reaccredited
MSW will be receiving a reaffirmation
School of Nursing was just reaccredited
CBAPP - AACSB for accreditation
Criminal Justice Administration is seeking their initial accreditation
CNBS, the American Chemical Society is seeking approval
Computer Science is receiving an ABET reaccreditation
College of Education this fall is going to be seeking its California Commission on Teacher Credentialing

The Provost commented that this gives you an idea of where we're going as an institution. We have buildings, we've been hiring faculty, and we are trying to hit these high standards and you should all be proud of the work that's faculty led and driven on this front.

- Shout out to two of our faculty Jane Lee from English and Andrea Johnson from History. We have a Mellon Mays Undergraduate Fellowship Program. Jane was the former Faculty Director and Andrea is stepping into this role. It is something we also want to privilege which is the notion of securing undergraduates into pathways that they can eventually get doctorates in the humanities. The Provost said this is a wonderful thing and we need to do more of this in terms of growing our own. Again, a shout out to both of those faculty and we look forward to Andrea Johnson's leadership.
- 2020 CSU Faculty Innovation and Leadership Award program. The due date is May 1. A reminder that in 2018, we had the winners of Mark Carrier, Nancy Cheever and Larry Rosen. Last year our very own Katy Pinto

received this award. The Provost commented we want to keep the momentum going in order to do this. The Provost said he's become really skilled in putting together three-minute video recommendations. He noted faculty can self-nominate, and said his office will be circulating all of the materials. He recommended everyone to get these in no so he can start working with folks to make sure we put forward really good nominations to receive this award for the entire university.

President Parham offered congratulations to colleagues. He said it was important to note that, and he wanted to underscore the thanks specifically to our faculty. He noted that accreditation for him becomes in some cases a gold standard for what it is that we ought to do. And as we are opening up new buildings, as we are building new buildings, as we are building new structures, as we are transforming this campus, there is an old proverb that says it is the outer garment that best adorns the inner beauty of the person. And so, as we come to look at new buildings and other things, they will provide the aesthetic ambience for the campus. It is really this faculty and the excellence that we provide in the classroom and in the departments, the academic as well as the co-curricular learning opportunities for students, that is really the luster on all of those buildings. And so the more we can seek accreditation and be able to go toe to toe with our peers, the more excellence we produce, I think it just elevates the whole stature of the university, so congratulations to all of you for pushing that and keep your fingers crossed on some of these pending accreditations.

Parham said he wished to thank a whole bunch of people, including Ceremonies and Events and other places because for the first time ever in his career, on March 17, there are new things happening at Dominguez Hills. We will have the instrumental stylings of one Mr. Kenny G. who will be providing a Presidential Distinguished Lecture this spring, the first time he's ever done one of those in his entire career. And he's doing it right here at Cal State University, Dominguez Hills. It took us less than a day to sell out the venue with the ration of tickets we had because it's real tight at just 400 seats in the theater. President Parham said he's just delighted.

Senator Monty said he wanted to be sure to recognize also faculty mentor Devon Tsuno, the junior faculty in the College of Arts & Humanities. **Senator Benavides Lopez** said one of their first recipients of Mellon Mays, Lizbeth Zuniga, who is a Chicana and Chicano Studies major, is the first Mellon Mays Undergrad Fellow to receive acceptance to a PhD program. She is from the first MMUF cohort. She was accepted with full funding for a PhD in Women's Gender and Sexuality Studies at Stony Brook University in New York. She is still waiting to hear from other institutions to make her decision. We also have a number of McNair's Scholars who have been accepted throughout the country. **Benavides Lopez** said she also wanted to report back from some initial comments she made at the Academic Senate Meeting on the 5th of February around the LatinX Center. Benavides Lopez said she wished to commend the administration for being responsive to students. She noted that last night, in the Multicultural Affairs center, they had a meeting with Dr. William Franklin who graciously listened to the nearly 50 students, faculty, and staff who were in attendance. The student El Comite, a 100% student led activists' committee, created a 100% student written proposal that Dr. William Franklin and all the faculty in attendance were highly impressed with. They have a follow-up meeting Friday, March 4th. Mendoza Diaz said we got a very happy yes from the Administration on moving forward with the LatinX Center. The students are beyond happy and willing to put in the work. **Parham said** that's a big deal but it also illustrates the power of collaboration. He noted that there are some things that institutions have to wrestle with, this is not one of those. When we have 64% of LatinX students on this campus and we don't have a LatinX center, that's something we need to change. Parham added in the same way, we need to change by putting an Asian American Pacific Islander Center on this campus that we don't currently have. **VP Franklin** added it was one of the best two hours he's spent in a long time on this campus and the narratives and the stories were extremely compelling. He said he literally apologized to those students. Franklin said that this proposal is probably one of the best well documents in terms of proposing a cultural center that he's ever seen. And he's seen a few here. Franklin said the fountain of information and the knowledge existed in those students that were in the room. He exclaimed we need to not only implement the center; we need to travel the country to help our CSU partners understand the strength of what a center like this can do. Franklin thanked them for inviting him to the Multicultural Center meeting. He noted it was really about learning and unlearning some things. **Parham said** you'll have our support on that and we look forward to moving together. **Senator Eames** said she had a question regarding space and resources. She noted they just submitted, and she's speaking on behalf of her department, their schedule for Fall 2020 and

12 classes came back that there was no room for. She added that they're being asked to move into 7am or Friday or Saturday and the schedule is put together carefully to consider conflicting with other classes in faculty availability or schedule. Eames asked when they would see relief in that area or are other departments having this issue? The Vice Provost was asked to comment. **O'Donnell said** yes, he would say there is relief in sight but maybe not in the short term. He explained that the reason that we've had to move classes into non-prime time slots and less desirable times, like weekends, etc, is because we lost rooms when we demolished the small college complex, and didn't add rooms at the same time. He said you need the time it takes to build the new ones before you recover those lost rooms. He said right now we're in the trough, the hardest time we're going to face. In half a year when the new science building opens, we'll start to see a little bit of relief. Although there's not a lot of classroom space in that building, there's much more relief when the Instruction and Innovation building comes up. O'Donnell said the unknown here is how much our enrollment growth is going to continue at that same time, we don't really know. He added he does not mean to dismiss the concerns when he says less desirable times. That's not just desirable for the quality of people's personal lives, there's also some educational tradeoffs there. And when you're having classes at times that people aren't prepared to teach or learn optimally, then you pay a price for that. **Parham said** thank you for that, we're aware and we're out of space. And so we are doing our best. Parham said it is his goal in the next four or five years to bring an entire new building if he can. But in order to do that, we have to demonstrate that we have exercised every bit of flexibility we have. So when he sees our Vice Provost who's working furiously to get this done and the Provost and he asks them--have we exhausted every element of that and we have Friday blocks not used and a Saturday block not used, that doesn't bode well for us? Parham said it means that we've all have to bear the burden about how we get that done so that when we can demonstrate that kind of pain, that's what ironically validates the fact that we need a new academic building. Even the new science building comes online, we can't even fit everybody in Natural and Behavioral Sciences in the new one, so we've got to renovate the current building that people are moving out of first. And once that is online, we'll start to see relief, but that's probably a good year and a half on top of where we are right now. Parham said thank you all for bearing with us. **Senator Skiffer** said their concerns are that there are classes that have been in the same room at the same time for decades. She said they would like to know who is now in those classrooms, because it seems as if that is not in the right direction. We're also concerned not just because of lack of space, but with what it does to those students. She explained some of the programs, the reason those classes are at those times is because those students are doing other things at other times that are academically related, like doing field work, like working, internships, etc. And so they may not be able to even be in the classes. She asked if they have thought about what are the consequences of students not being enrolled at those times. She said we can change the times all we want, but if we don't meet the student's needs, then it's problematic on many levels. And we know we're already struggling with the DFW rate and our high rate of probationary students. What happened to those rooms and who is in them? How did they get priority over people who already had them? Is that something we can get access to? **Provost Spagna** said he would really want to underscore something that Vice Provost said a minute ago, which is we are right now in the trough of this. We're coming out of it. Spagna said that earlier the President said in terms of enrollment that it is starting to taper off. We have this kind of inflection point over the next six months. We're waiting for space to come online. But, the Provost said he thinks that Vice Provost O'Donnell and his team would be more than happy to do a more intensive presentation in front of Senate, about the variables that we look at in terms of fill rate, who's in classrooms and all the rest. Spagna said he thinks that would be instructive to go through the thought process that we use every day. He noted that in Academic Affairs, we are trying to accommodate students and the space and make sure that we don't get students off their path. And we are trying to do our best in accommodating faculty. **Dean Avila** said this topic came up in the Chairs Council and to reassure Senator Eames that he'll be messaging to Vice Provost O'Donnell and Provost Spagna the kinds of concerns the Chairs had, and see if we get some clarity and direct communication back. He said he promises to do this by the end of the week.

COVID-19 Discussion led by President Parham, Provost Spagna, and Chief of Medical Services, Dr. Irina Gaal, M.D.

- Parham – COVID-19 and how we will deal with it. See the email sent to inform DH community to discuss a health alert.
 - Summit this morning to expand discourse. Concerns for major events coming up with crowds and potential spread of virus. More conversations will be happening across campus.

- International travel for CSU to China cancelled and other international travel when there were just a few cases and now it's at 4600 cases. We cannot afford to not be prepared.
- Acting AVP Bentley-Smith working on messaging.
- We're looking for feedback and cooperation from everyone on this. He said they need to have a plan at each level, from level 1 to level 5. He said we'll be looking at messaging and how to deal with upcoming large events.
- **Dr. Gaal manages/Chief of Medical Clinic at Student Health Center.** She's been part of Dominguez Hills for 19 years and while not an infectious diseases expert, she's seen her share of different infectious diseases on campus. She said the most important thing she's learned is to make sure we work very closely with the Public Health Department. She said we're incredibly close and when anything comes on campus, the first thing they do is reach out to them and gets on the telephone with one of their experts. The Public Health Department will discuss with them how to treat and what needs to be communicated.
 - She said it's all evolving so fast and she's checking regularly to make sure she's up-to-date on it. Right now PUI, persons under investigation are the only ones that they're specifically concerned with, who have a constellation of symptoms. She said at this point they're not testing (because they don't have any tests), and she explained difficulty of testing and level of symptoms that allow them to test.

Gaal said that the two last important points she wanted to make were that most people that get infected with this COVID-19 don't die from this, they don't get super sick. It's only the immune compromised people that are really in trouble. And most people they get COVID-19 they just have a cold or flu and they'll survive and they'll recover.
 - What to do with students that come to your classrooms and whether notes are required. We're all in agreement that we want to keep sick people out of classrooms and out of public places where they could infect others. But we also don't want to make it a barrier to these students to miss class by having to give them these onerous tasks like getting a note from a doctor or giving them hoops to jump through. Gaal said we would really discourage that anyone would have that kind of a practice to require a note to clear somebody from a respiratory illness. Because first of all, we weren't there with this person. So giving them notes, and in hindsight, is not even something that we can do. But even having them get a note if when they're sick, does that really serve any purpose? As faculty work with a student and you'll have to just trust that they're telling you the truth. To have them require a note might be an obstacle for them. And it's not really medically necessary in their opinion. Gaal said they have for a while now had a policy about returning to school excuses. Gaal read the policy that they have at the bottom of our medical excuses. "We are unable to provide retroactive excuses for the time taken away from class or work. Furthermore, we highly discourage patients coming in with minor illnesses such as colds, to see a medical provider for the sole reason of getting a note for school or work when there are no medical issues requiring the treatment. Professors and employees are asked to draw upon previously established and discussed policies to use a reasonable approach to work with each individual to address absences missed work and make up assignments."
- **Parham** said there is a Pandemic Plan but they haven't studied it yet. Committees and subcommittees will be working on what we'll need to do should this get larger. The President asked for the Senate's cooperation maximally on this. He said he intends to take a common sense approach and look at the spread of where this is going, and what's going on with it. And know that we have students that we are committed to protect, and faculty and staff we are committed to protect. And we need to just be good stewards of our own health and do the best we can for the system. The committees are going to be working on this and reaching out to Deans, Department Chairs, and other folks and will want to reinforce with certainty, along with this body, to be able to identify how we have conversations; about how can we make sure if students have to miss class; and what provisions do we need to provide if faculty have to be away? What do we provide if we had to hold a commencement ceremony and not have homeless folks shaking hands? Should we shake hands? Should we wear gloves? Should we not touch? Should we just

do elbows? He noted that literally they're putting protocols out there to do these kind of things. The pandemic plan does exist and they'll look at it and revise it if necessary. We are resource constrained, which means we are very thin staffed. We have very few physicians on campus. We have very few nurses and medical staff and nurse practitioners and medical assistants. Even if we decided to set up a clinic, the question is, do we have the capacity to do that? He said what he's done is given a very clear directive here that he is less interested right now as a campus, in whether or not we have the capacity to do something. What he's interested in is what will it take for us to get to that for you as the chief physician, for you as the Provost, for you as the risk manager, for you as the legal counsel, for you as the police, say we have to go to this level here is what I need. That's what we need to prepare for.

- **Provost Spagna** said it is also necessary that in addition to a business continuity plan, we have to ramp up here where he's asking everyone to work collaboratively, on an educational continuity plan. He said he's already spoken about this to the deans and the chairs. Spagna said as was discussed at the Academic Affairs Council, we must be the role model to avoid xenophobia. He said people will look to us as to how to react.
- **President** said relative to international travel, they're about to put a hard line in sand. Irrespective of assignment or invitation, they'll be hard pressed to approve any travel that would put faculty or students in harm's way.
 - **Monty** asked if there will be any essential communication in the immediate future, just even to communicate some of the things that Dr. Gaal spoke about. **President** said that there will be a University webpage on this topic and Bentley-Smith will be sending an email as well with up-to-date information
 - **Hill** – avoiding xenophobia and fear of those wearing masks is also important
 - **Celly** – global pandemic that we need to work against xenophobia as a campus. Central advice on how staff and faculty should and shouldn't take leave.
 - **Pinto** – students traveling domestically and what are we doing? Parham responded that we are monitoring and will take actions if necessary
 - **Chair Thomas** – we've talked about students and faculty, but we need to make sure to consider staff because they're not represented by and large in this room and need to be a part of this communication.
 - **VP Manriquez** – most of our course systems now are cloud based.
 - **Roback** – washing hands is the best protection. Need to make sure that our bathrooms do not run out of soap or paper towels and are kept as clean as possible. Need to encourage students to wash and dry hands. Perhaps even sanitizers in key places on campus. **Parham** said that they're even considering that if things get worse, they may bring in additional cleaning crews to make sure the classrooms are sanitized as well.
 - **Goldman** – issues w/student nurses in facilities where they don't have adequate protective gear and likely problematic for service learning students who might be in health services fields.
 - **Park** – students fearing they have symptoms and missing class. How to guide students to the Health Center and getting tested. See press release on combatting xenophobic reactions. Can also share additional resource. **Gaal** said there is currently no testing available in our health center – will communicate if becomes available. Students should get a thermometer to know if they have a temperature. Shortness of breath and severe coughs, they should call. Will take in the backdoor to guard against contagion.
 - **Malladi** – think about how to do classes online. Financial markets and real anxiety. What is the threshold at which we shut down the university? Students w/symptoms who to contact?
 - **President** said he's not sure because it is a dynamic situation and will consult with CDC and others to get advice. We'll be appropriately vigilant.
 - **Price** – Is there a clearing house? If there is a bathroom without paper towels, for example? Shouldn't we have a team, someone to report to? **Parham** said they will put contact info on the website for how to report – paper towels, sanitizers, etc. in classrooms and other places.

- **McGlynn** – Travel w/international programs and students? **Provost** – will keep us abreast but do not stop plans and putting in requests. As you heard the President say, we're going to be conservative on this. However, having said that, we're not shutting down all the gates. We're going to be handling them case by case.

First Reading

EPC 20-04 Graduation Writing Assessment Requirement (GWAR) Policy Update, EPC Chair Russo

EPC Chair Russo explained this is a document which initially came through the UWC and they are going to make revisions to the GWAR policy. Russo said it is a fairly substantial change. And because of this we have fairly detailed rationale for each and every change that has been made to the initial GWAR policy. The thought was that each and every change should be spelled out. Some of these changes are done in the spirit of efficiency. For instance, you'll notice that references to TOEFL and Instruct. This is not because they are limited visual requirement, not because they're striking requirements, but rather they are saying should TOEFL standards be changed by University, we don't have to go back and change the policy each and every time. So there's a reference to see university policy for admission requirements. Russo made a motion to bring the resolution to the floor that was moved and accepted. Russo continued essentially the possibility of moving away from the, "high stakes or big stakes single shot test" as a writing requirement, and instead possibly moving towards some other method of assessing writing proficiency. And while this policy doesn't pull the trigger just yet, it leaves the possibility for that trigger being pulled at a later date. In addition, there are some cosmetic changes or references to some committees that no longer exist, that are being removed.

Q&A/Comments

Senator Monty said he was very confused at how this was put together so that the actual policy we're looking at begins on page 30. Is that correct? Thomas said that is correct. Monty said basically the resolution is recommending that this be adopted in place of the existing policy and everything on the preceding pages simply describes individual changes that were made between the two. **EPC Chair Russo** said that is correct. **Chair Thomas** said that pages 30 through 33 are the modified policy. We do not have the inline edits in this particular version, and we will certainly have it for Second Reading. Thomas said that's his commitment in terms of the previous policy with the overwrites, because the print copy is just the new policy, we need to make sure that the old policy with the edits are all there. That version will be in print for our Second Reading. **Senator Monty** said if not mistaken, under 7.11 which indicates that a student who has not met the GWAR by 72 units shall receive a registration hold. Monty proposed either striking it or begin implementing it because as far as he knows, that's never ever happened. It's in the catalog, too. And if we're telling students we're going to place a hold if they don't complete it by a certain time, we should do so or we should just stop saying so. **UWC Chair Oesterheld** responded and said we put that in because we kept the language of "may" in place. We chose to leave it in with the qualified language. It is the case that students do sometimes need advisement in terms of meeting the GWAR and so it is common for them to develop a plan with their advisor. **Monty** asked then why don't we make it 90 units, but make it a real hold? He said if the purpose is to encourage students to meet the requirement before their last semester, so that they end up not having the graduation hold because they haven't met it, and at some point, actually imposing a hold may be the appropriate thing to do. **FPC Chair Pinto** said regarding the 5.2, Committee Composition and voting members. Pinto asked about whether or not the committee has considered including the Dean of Graduate Studies and Research. **UWC Chair Oesterheld** said we have not had a chance to consider that and she will bring that to UWC for their consideration. The Dean of Undergraduate Studies is listed there as an ex officio member because the person or coordinator ultimately reports and has general oversight for academic programs. **Dean Avila** thanked those who worked on this policy for the good work, which is evidence of a lot of positive changes that are happening on campus related to our support for composition and our attempts to create a multi-year program for supporting students' writing. He said he believes that the role of the University Writing Committee is substantially changing. And its big charge, effectively happening within the GWAR policy seems to hide its new evolving role on campus. He said that he believes that he and Dean Costino who have talked about this extensively, see the UWC as more and a more a coordinating body, coordinating a lot of initiatives related to support for composition. So that includes, for example, an expanded role related to the University Writing Center. One proposal Dean Avila suggested to EPC is that a separate policy be written regarding the UWC, with a more expanded charge. He said he also believes that the Dean of the College of Arts and Humanities, might be appropriate for

the committee. The reason for that is that one of his roles as Dean of College of Arts & Humanities is to help coordinate the activities of the English department with larger university initiatives and he believes the Dean's presence on the committee would help to support that. Avila asked that the Senate consider that.

FPC 20-05 Sabbatical Policy, FPC Chair Katy Pinto

Pinto asked for a motion to bring FPC 20-05 to the floor which was approved. She gave reference to the current Sabbatical Policy ([AA2005-22](#)) dated 2005. She said that FPC has been working on a revised Sabbatical Policy for the past two years. She said that comments collected by the Senators at the Spring Senate Retreat really helped to shape the FPC views as to what needed to be clarified. Pinto then discussed the rationale was behind why they're doing it. She noted that the Collective Bargaining Agreement outlines in greater detail the implementation of Sabbatical Policy. She said that the 2005 policy really only deals with the evaluation portion and leaves out important parts that deals with process sabbatical policies. This resolution presents recommendations to update that. Pinto then highlighted the following:

Line 16: Clarifying the process, roles and procedures so that it can facilitate the awarding of sabbaticals.

Line 23: Thinking about how we as a community lift and elevate the vibrant faculty research scholarship and creative activity instructional improvement and faculty training across campus. Pinto then went through the various sections of the resolution.

- I. Purpose & Eligibility**
- II. Duration of Sabbatical Leaves and Salary Guidelines**
- III. Application Process**
- IV. Application Material to be Submitted**
- V. Evaluation Rubric used by Faculty Leaves and Honors Committee**
- VI. Sabbatical Denied for Reasons other than Merit**
- VII. Benefits and Salary**
- VIII. Conditions of Sabbatical Leave**

She said you'll notice throughout the document they made a point of referencing the Collective Bargaining Agreement as some of the language that exists in the document is because of the Collective Bargaining Agreement. She said in Purposes and Eligibility they tried to focus on who is eligible and the types of activity. She said some of the feedback they've received over the past two years is how research seems to be the central focus of sabbatical applications and the reality is that sabbatical applications include: "research, scholarly and creative activity, instructional improvement or faculty retraining." She said they tried to update the document in the areas of evaluation, the process to try to remind everyone that these are not weighted differently, but are equal and valid activities.

Line 51: when you can apply for sabbatical leave, with a note about service credit that a faculty member may have brought from another campus.

Line 58: The FPC thought it important to clarify that you have two options when applying for sabbatical and that's that you can apply for a sabbatical in two semesters within a two consecutive year period, something that was always available but not always listed on the current sabbatical leave documents. Language has been with regard to librarians and 12 month faculty.

Line 32: what we do when department chairs apply for sabbatical leave

Line 93: The Collective Bargaining Agreement's recommendation that the application response deadline be established by the President after consideration by the Faculty, Honors & League committee and Faculty Affairs & Development notifying each year the date to submit applications. The importance of this is acknowledging that as faculty, they would like to be notified about the application and response rates in a timely manner to give all of the folks who are applying time, but also the Faculty Honors and Leagues Committee. Lines 113-123 outlines the levels of review. As way to elevate the application process FPC suggested the material specifically to be submitted.

Evaluation Rubric – the biggest change being recommended by this resolution is that there is a total of 100 points for the proposal itself and merit. They were trying to determine how to figure out seniority and longevity. They are envisioned as additional points. Merit is one thing: 0 to 100 and then longevity is something else, theoretically a proposal could be scored 120 points. If you look at the current policy, the seniority points were up to 40.

Another point Pinto thought it necessary to highlight were the Condition of Sabbatical Leaves has recommendations about what you should submit after you complete a sabbatical.

Chair Thomas thanked FPC Chair Pinto and the Faculty Policy Committee for what he called “herculean efforts”. He noted it is a very thoughtful, thorough and comprehensive document.

Questions/Comments

Senator Monty echoed Chair Thomas’ sentiments. He said he wasn’t quite sure how to proceed given the limited time available. He recommended bringing it back as a First Reading at the next meeting? He said if that is not possible, he asked that it be brought back for two Senate meetings in order to allow for a more robust consultation with faculty and at college councils. He said there is still so much that is unclear about it and about whether or not this policy aligns with the Collective Bargaining Agreement and even how we should interpret the Collective Bargaining Agreement for the revisions because he was confused by that. He wondered how these ambiguities manifest themselves within the document. He said for instance in II. B. b. 1. seems to indicate that every eligible person who submits an application will receive automatic approval and if that were the case, than having any kind of assessment rubric would be redundant. But that’s clearly not the case because then it goes on in V. D. that under CBA 27.10 there is a certain number of proposals that would be awarded which gives the President discretion as to what it can afford. He noted that in VI. A. it speaks to the number of sabbaticals that should be supported with no fewer than 12% of faculty who are eligible. How is it calculated? Are we in compliance with that? Do we have any data about it? There are a lot of open questions. **Pinto** said she wished to clarify II. B. B. 1. “Yes, all applications for sabbatical leave at ½ or full salary shall be approved, which is different than anyone who applies for one semester. **Pinto** further explained that if you apply for sabbatical for one year, you are taking it at ½ pay. They would be favorably considered. Financially that’s a different ask. **Senator Nicol** said regarding the application process, Senator Pinto mentioned about department chairs process and impact statements? Nicol said she’s trying to figure out in this document at what point does the department chair see the application. She said she would be concerned about when her chair would see this application. Should it come after it has been vetted by Faculty Leaves & Honors or should it come before an impact statement is written from the chair? **Senator Heinze Balcazar** said she is very concerned about the exclusion of seniority or longevity. She said there are a lot of faculty who have not been able to apply for sabbatical due to other responsibilities and she thinks it would exclude them. She said she would also like this discussion to be postponed for at least two meetings. **Pinto** responded that the longevity points would be included up to 20 points. **Heinze Balcazar** said as she reads it, it’s only if the merit is approved. **Pinto** said that wasn’t what it was intended to mean. Pinto said she sees the language “may be included”, and they can take out “may be”. **Interim Associate Dean Ortega** said his college would like to know the rationale for the points around longevity. **Senator Brandt** asked for clarification around resources needed on the rubric being scored. Is it in terms of the feasibility of the resources, are the points being scored based on fewer resources needed or less resources needed, there should be some clarification there. **Dean Price** pointed out that there are a number of references to the Faculty Honors and Leaves Committee and other places where it reads the Faculty Leaves and Honors Committee with abbreviations of both of those throughout the document. Additionally, on item V. E. it reads, Sabbaticals receiving scores under 70 points will receive written comments. Price asked what is the rationale for 70? If the cut-off below which there are no more sabbaticals is at 85, do those between 70-85 get no feedback? Or if the cut-off is at 50, do the people who got awarded but have low scores get feedback? Please clarify. **Provost Spagna** noted that the document refers to AVP for Faculty Affairs & Development, but then VP in another place, we need to make sure it states AVP throughout. Additionally Spagna said, at the end, under VIII. B. there isn’t any condition or instructions on what happens if a faculty takes sabbatical and does not file a report that goes into WPAF, does that instruct at all in terms of requesting a future sabbatical? **Norman** said he would like to honor the speakers list but make a motion to table this so that it can come back as a First Reading. He noted that having it come back as a First Reading at the next meeting would then mean it would be up for a vote in two Senate meetings from now (April 8th). **Vice Chair Talamante** said we want to make sure that we’re considering the timeline for this semester so that action can be taken on it this year. **Senator Hill** said he is speaking in favor of tabling and a lot of the input that is on the First Reading level can be given to FPC along the way to the new First Reading. **Chair Thomas** said that the FPC has been well engaged in input and has been tireless in terms of turning these documents around. A vote to table was approved by the body. Thomas said that comments should continue to flow and can be emailed to the FPC Chair. He also noted that items that are raised within an Academic Senate year must be completed within an Academic Senate year. He

said we would not be able to carry this over if we bring it up. It would then be killed and have to be brought up again next year. He noted that's the way the rules work and that's what Vice Chair Talamante was referring to.

ASI Report, ASI Executive Vice President Makonnen Tendaji

Tendaji reported that a group from ASI will be attending CHESS (California Higher Education Student Summit) Saturday to Monday, March 7-9. He said some of the advocacy they'll be focused on will be basic needs, mental health services funding and CSU wide advocacy for financial aid reform as well as continued advocacy for DACA students.

CFA Report, Dr. La Tanya Skiffer

The CFA is going to be at the bargaining table for the first time on March 5th. Faculty want more transparency for their own resources for research. There's a question about how resources are allotted. There are some great grant writers around that we would like access to. Students that are former offenders have a group here on campus and have reached out. They are concerned that many jobs on the website require them to check the box. Skiffer said if we're going to educate these students then we should be willing to give them opportunities. CFA will be tabling with SQE outside of LSU from 11:30 am to 1:30 pm on March 5th.

Title IX CCR – Interim Director of Undergraduate Research, Terry McGlynn

McGlynn said that on May 1st we're going to have a workshop which is designed for those who work with students off campus, such as field research, field trips, study abroad, service learning. Rates of sexual assault and sexual misconduct are much higher in those kinds of environment and there's a lot of research demonstrating this. McGlynn said they're working with people who have been trained to run these workshops through a program funded by the National Science Foundation through the American Geophysical Union. There will be an expert from the Desert Studies Center and CalState LA, both will be here running that workshop. He said they will be reaching out to people who are involved in these kinds of activities and encourage them to participate in these workshops. The workshop is free. A more substantial training opportunity is the confidential advocate for our campus brought the Department of Justice to campus because starting next academic year we will be a Green Dot campus. It is a substantial bystander intervention strategy that is highly impactful and shown to reduce the number of incidents on and off campus for students, staff, and faculty and we'll have 30 people on campus to be trained and be trainers on campus. All faculty are invited to be involved with this. It will be taking place the week after graduation and is a week-long training. It is very interactive and engaging training. And the idea is that you would hold trainings on campus to train people to work with green dot. Normally when incidents that occur on a campus there are red dots, however where there is prosocial positive behaviors that we enact, we get marked as a green dot.

Learning Management System Evaluation Update, Academic Technology Committee Chair Reza Boroon

Last spring, the academic technology committee evaluated and reviewed 3 learning management systems: Blackboard, Canvas, and D2L. Late last semester, important information emerged:

- 1- Canvas announced a price increase.
- 2- Blackboard gave us a huge discount.
- 3- Blackboard improved their new platform, Blackboard Ultra. They have made it exactly like Canvas.

Based on the above new info, the committee recommended Bb Ultra. LMS Evaluation Committee recommendation and a detailed migration plan will be posted on the LMS project website soon. We will send a message to the campus community soon with a link to the website.

OPEN MIC

Senator Ma said most of the Senators had received the text-to-speech bookmark today. There is a link on the bookmark, which leads to the text-to-speech service. Ma said she and her colleagues are trying to market to all students. She said they are trying to expand this Assistive Technology for users with disabilities and to all community users. She asked that faculty to try the service and introduce the service to their students. She said they believe the text-to-speech service can help students make better usage of their time, by offering an option to listen to their course reading materials. The text-to-speech may help students multi-tasking by listening while

doing errands or chores at home. Ma noted that the project has been fully supported by Chris Manriquez, the Vice President for Information Technology and Chief Information Officer who has been fully supporting the project since 2019.

Meeting adjourned.