



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

Academic Senate Meeting Minutes

January 27, 2021

Final

Voting Members Present: Allen, Brandt, Buffaloe, Chaparro, Chhetri, Chiappe, Deng, Dixon, Eames, Fortner, Gasco, Gray-Shellberg, Hernandez, Hill, Jarrett, A. Johnson, Jones (proxy for Pawar) Kalayjian, Kitching, Kulikov, Kuwabara, Laurent, Ledesma, Ma, Macias, Malladi, Marositz, McGlynn, Morris, Naynaha-Gill, Nguyen, Nicol, Park, Pederson, Pinto (proxy for Skiffer), V. Price, Raianu, Roback, Sanford, Skiffer, Spruill, Stang, Supernaw, Vieira

Voting Members Not Present: Salehin, Turner

Voting Ex-Officio Members Present: Anderson, Ares, Celly Heinze Balcazar, Mancio Molina, Norman, Ospina, Parham Russo, Talamante, Thomas, Weary

Voting Ex-Officio Members Not Present:

Standing Committee Chairs Present (Voting Ex-Officio): Boroon, Caffrey Gardner, Heinze Balcazar, Macias, Mancillas, Naynaha

Standing Committee Chairs Not Present (Voting Ex-Officio):

Non-Voting Ex-Officio Members Present: Barrett, Brasley, Brandon, Caron, Costino, Franklin, Hutton, Koos, LaPolt, Manriquez, O'Donnell, Ortega, C. Peyton, J. Price, Spagna, Wen

Non-Voting Ex-Officio Members Not Present: Afalqa, Caron, Koos, McNutt, Poltorak, Roberson, Wallace, Wen

Guests: L. Arthur, M. Britto, S. Britto, R. Castro, S. Chin, D. Chonwerawong, K. Dellacioppa, M. Fraga, M. Gatpandan, S. Gonsalves, T. Haney, C. McKnight, K. Rawls, R. Rios, Z. Ritter, N. Rodriguez, R. Shuaib, D. Tom, S. Valdez, R. Weitzman

2020-2021 Academic Senate Executive Committee:

Academic Senate Chair, Laura Talamante; Vice Chair, Ivonne Heinze Balcazar; Parliamentarian, Hal Weary; Secretary, Dana Ospina; EPC Chair, Salvatore (Sam) Russo; FPC Chair, Terri Ares; NTT Representative, Rita Anderson; Statewide Senators, Kirti Celly (sabbatical) and Thomas Norman; Previous Senate Chair – Charles Thomas

Recorded and Edited by SEW and the Executive Committee

Chair Talamante called the meeting to order.

Minutes of December 2, 2020 were approved

Talamante read aloud the Land Acknowledgement Statement.

Senate Chair Report

- Talamante explained that in the fall, one of the retreat tables was on anti-racism. That table was facilitated by Vice Chair, Ivonne Heinze Balcazar and Parliamentarian, Hal Weary who facilitated discussion of the current anti-racist inequity initiatives and practices on campus as part of the Academic Senate anti-racism and equity agenda. They solicited ideas for future actions in order to realize these objectives. Talamante said she would send out a more detailed summary from the retreat but would highlight some key points. She noted that she has already shared the suggestions that were made and the recognition of the work that has already been done on the campus with President Parham.

Talamante noted that support for faculty came up as a top priority. Examples that were brought up about support were:

- for reassigned time for exceptional service
- recognizing cultural taxation for advisement
- hiring more faculty psychologists who are trained in culturally relevant counseling and cultural racial trauma
- developing and implementing a recruitment and retention plan to increase black tenure and tenure track faculty on campus
- launch a results-based black student recruitment plan to increase black student population
- establish an Asian American, Native American and LatinX Resource Center respectively
- strengthen publicity and/or PR to highlight the historical context of the location, people and structure and CSUDH's important social justice beginnings and continuing commitment to social justice
- make connections and extend connections with elementary schools, junior high schools, high schools and community colleges and the parents of those students
- develop initiatives to collaborate with local agencies and organizations committed to fight civic, social and environmental justice for African American communities.

President Parham has requested that in a resource constrained environment that the Senate prioritize what we think is most important, if there are no new dollars, and what are areas we can shift funds from as well.

Talamante said in her discussions with the President there were lots of responses from the things that we already are doing and things that he's learned that we are doing. Talamante said in notes from the retreat there was a remark that we have the highest population of Black students in Math and we'd like to hear more on that.

The community partnerships: The President suggested that the Office of the President and Academic Senate along with the Associated Students Incorporated help moderate a forum on community partnerships. These are community partnerships where we've developed those initiatives, and collaborate with these local agencies, and organizations that are committed to fight for civic, social, environmental justice for African American communities. We're inviting the following community partners to discuss their current relationship with campus and what relationship they want to have. Those partners are the Watts Labor Community Action, Brotherhood Crusade, the LA Urban League, and the Black Community Higher Education Task Force and President Keith Curry from Compton College. We'll have more details on that. Talamante added that she has had a conversation with the ASI President and ASI VP and they are very interested in collaborating on that forum and in involving students, as well as the campus community, and community partners.

- Talamante reported there is going to be a co-sponsored town hall between Academic Affairs and the Academic Senate to hear about the CBAPP or College of Business Administration and Public Policy proposal for a School of Public Service and Justice scheduled for February 23 from noon to 1pm. We will continue to send out communications leading up to that event. Please join us if you can. Currently, we don't have a policy for establishing a new school, but we started that work in the fall in discussions with Dr. Elena Kulikov and Dr. Gus Martin, who submitted the proposal to Senate Exec. There have been meetings with the Provost, Dean Wen, Drs. Kulikov and Martin, the EPC chair, and the Senate Chair to strategize on how they can continue to move forward with their proposal. At the same time EPC has been working on proposed policy for establishing a new school. We will be having a resolution come forward from EPC in late February and early March, and we hope to be able to pass a proposed policy by April.
- Gender Equity Task Force spent the previous academic year on a proposal to bring in consultants. We got a lot of feedback from across the campus and from Senate. We had the proposal ready to go last spring and then we were asked by President Parham in light of the pandemic, and an inability to fully access the kinds of information that would be needed for the consultants, that we wait. Talamante reported that Parham asked in the meantime that they continue the work of the Task Force. They've been working with what information they can gather, and they do have the makings for preliminary findings and recommendations that they will share out more formally in April with the Senate and the campus. In the meantime, they will be meeting with President Parham, Provost

Spagna, the Chief of Staff Deborah Roberson, and the Task Force Chairs (Talamante, Schrock, Costino) and also with Dr. Mark Carrier, and Dr. Nicole Rodriguez. They are going to share out the results of studies that have been done. Dr. Mark Carrier completed an analysis of tenure track faculty salaries, looking at the academic year 2018-2019 and has donated that work to the Task Force. It was based on questions that emerged within his own department. When he shared those results with us, we asked him to submit a proposal to do a staff and administrative salary equity study. We want to make sure that in the preliminary findings, we're representing the campus, which he has now completed. We also have now submitted a proposal to the President's office to fund a non-tenure track salary equity study this semester, because we can't present preliminary findings if we don't represent everyone who works at Dominguez Hills. Dr. Nicole Rodriguez is going to present findings from the Women's Leadership Aspiration Survey that she and Chair Talamante coordinated in spring 2019.

- It Takes a Village series has its next event planned for February 11, from 4pm to 6pm. The title for this event is "It Takes a Village: Opening Your Heart to Courageous Conversations". These are open to students, staff, faculty and administrators. Faculty are encouraged to bring their classes or to offer their students extra credit to join in these events. We're going to be focusing on microaggressions, and we have faculty expertise to help us with these courageous conversations. Dr. Hernandez from the College of Education, Dr. Kitty Fortner from the College of Education, and Dr. Tara Victor, who is working with student facilitators for formal training for the event and cross communicating with two guest speakers who will help us to have some initial introductions to how we define microaggressions, and then how do we have conversations rather than moments that go nowhere when microaggressions happen and either are not brought up for discussion, or they are brought up for discussion, but people shut down and don't engage in those discussions.

President Parham's Report

- Re. the spring semester opening; thank you all, along with Deans, Department Chairs, Faculty, Staff, the Provost's office, and others who have helped us get ready for the opening of this spring semester. We will be exclusively virtual in these first couple of weeks. That third surge that we had heard about is in fact in full bloom right now. Depending on the COVID numbers and what they look like that time frame may be extended, but we'll have to wait and see what counting numbers look like and the advice that comes from public health officials.
- Student Success still remains an initiative at the top of the priority list. All of us are encouraged, to do their part. Individual percentages of the variance are accounted for by lots of things, including instruction and pedagogy in the classrooms and academic advising and financial support and mental health support and student compliance with doing the things they should do. We're all trying to put all hands on deck to make sure that we can try to help improve in persistence, retention and ultimately graduation rates from students and get some support to those students who need help and assistance to better navigate the rigors of the curriculum that faculty provide.
- Enrollment, as Dr. Franklin tells us, is steady. Even as we experienced the usual kind of spring dip, it is relatively small. Fall admissions numbers while they started out to be almost catastrophically low, admissions yield and enrollment efforts are in full swing, and they are looking much more hopeful.
- The President shared he is in the process of engaging the RTP review cycle for Cycle II second year folks. He said as he begins to read those files starting today through first part of February, he looks forward to reading about what faculty have been engaged in that space.
- Chancellor Castro is planning to visit each of the 23 campuses of the California State University system in his tenure as the new Chancellor. And he has selected Dominguez Hills to visit during the month of February. That visit currently is scheduled for February the 19th, it will be virtual. He'll be meeting with the Academic Senate EXEC committee, along with Cabinet, ASI leadership, Foundation, external stakeholders, etc. The day will start around 8am and ends about 5pm. The President said he thought there may be an opportunity for a broader open forum that allows the campus to both welcome him and also share what we believe are some of the highlights and points of distinction of the Dominguez Hills campus that he would like to hear about.
- We have contracted with a firm, Farm Tech, who was the best option we had available in collaborating with the CSU system wide office. We've set up parking lot two on the Northeast quadrant of campus. That system functions very well with results available in 24 hours. It's a very reliable service, it's a very safe place to go. The President encouraged everybody to take advantage of it if you have any inclination at all about wanting to be on campus for any reason.

- We've gotten lots of questions for vaccine distribution and we've directed faculty queries to a website that EOC and Nora Garcia have promoted. The Provost, Vice President Franklin, Vice President Manriquez, Vice President Wallace and Vice President Barrett continue to send folks to that website as well. The website is readily available, and has the latest intel.
- We have been trying to lobby to be a distribution site for the vaccine. Right now, those efforts have been unsuccessful, but we are still poised and ready. The President said part of that is they have a number of sites, he believes five but there may be more. He said we're still holding out hope. Parham said the biggest challenge is not simply vaccine supply, but developing this distribution network. While we are looking to be one of those distribution networks, right now, they don't even have sufficient supply to vaccinate the 1A population, which are the highest priority with health care workers. Lots of us who are in the 1B spaces, including educators, people over 65, people with pre-existing health conditions, etc., are having to just be patient and wait their turn. The best available evidence and data on that will come from that website. The President encouraged folks to check in with that website and we will also continue to provide regular updates to the campus community about that as we go along in the days and weeks ahead.
- Parham said he has received a report from the System that came out early January, about COVID cases system wide. He noted the numbers continue to look relatively low, but they are still creeping up a little bit. He thanked everybody for what they are doing to adhere to those public health protocols as we think about both the physical distance, the mask wearing, and the hand washing, etc., that keep all of us as safe as we can be. He explained that early in the month, we had 10 new cases in that week of January 5 alone, bringing the total number of cases to 61. That 61 number has helped us inch above. Where we used to be among the lowest, if not the lowest in the whole system, we're now in the lowest, about 20%. He explained that some of that is also due to the external contractors, not necessarily students, faculty or staff, who've been working on some of the construction projects. And as they have found out that they have been impacted they have not been allowed to come on site to continue their work. Those numbers, because they are contractors working with us, count against campus numbers. But that 61 number is still relatively low.
- Regarding the state budget: The governor's proposal, as you've seen in the press on the papers, looks relatively favorable at this point. And I say proposal in quotes, because between that Governor's proposal in January, the negotiations that will happen between then and now include into the spring leading up to the May revise, there's a lot of room for that. But we are happy to report that there is a proposal there for new recurring resources and one-time resources that we think will come to the System as a whole. Now, despite the rumors that some folks are seeing, it does not mean that we are out of the woods. What it means is that whatever predicted cuts we were thinking about taking this year, we may not be subject to take, which is good news. However, with the magic we had to pull out of a hat to navigate the budget, and to make sure that we could cover all operational costs, etc., clean up some deficits, and not have to impact the staffing levels of either faculty or staff this past year, means that we had to put in strategies that may have to be managed across multiple years. Because we're out of the woods for this next year coming up we think, does not mean that we don't have to go back and still address some of the strategies that we employed this past year, to be able to make sure that we could spread out some of the pain that we were feeling from this past year.
- The President said he wished to compliment and applaud the campus outlook for stabilizing the budget with advances both in the budget office and in the way they've reconciled and planned and have strategically deployed resources. It has been outstanding. The management of auxiliary enterprise and the personnel we are putting in place to do that. And some of the efforts we are employing now with the new Vice President for Advancement, Scott Barrett to raise the philanthropic profile is going to help us out considerably into the future. The President added that he appreciated all the work that faculty are doing also to generate more grant opportunities that are happening on both the academic and student affairs sides because all that contributes to the bottom line and our ability to produce the excellence we all desire to achieve.
- Programmatic initiatives: Parham said he is excited with the efforts in the strategic planning process and wants to again compliment Dean Costino and AVP Smith, along with that entire committee in helping us move along the strategic planning efforts.

- Both Provost Spagna, Vice President Franklin and Vice President Manriquez are collaborating on student retention, persistence, graduation and see what we can do about trying to improve those numbers and the way in which we help support our students.
- Parham thanked Dr. Nicol and Dr. Samad for the work that they're doing on the Anti-Racism Task Force.
- We are about to initiate a University Planning Committee. This is a broad array that will have faculty, staff and students on it. Our job in this case is to engage in more intentional and coordinated efforts to continue really transforming the university. This will help to eliminate a kind of silo mentality of planning in a vacuum without the benefit of a broader University perspective. We'll focus on the university shared vision and mission and values and the strategic priorities, including trying to align our budget allocations with those things we think are the most important things we should be doing as a university to contribute to our mission. We're proud to announce AVP Marci Payne and Vice Provost Ken O'Donnell on the Academic Affairs side of the house, who will be seeking broad consultation with key stakeholders including the Academic Senate, ASI leadership, labor unions, academic and administrative units. We look forward to having more engaged planning efforts so that everybody has a broad sense of where we're going as a campus and how their individual efforts will contribute and/or inhibit our ability to do the things we say we want to do going forward.

Q&A/Comments

Senator Pederson spoke and referenced the President's discussion about vaccine distribution. She said she understood that the chemistry and biology departments were asked to inventory any freezer space we might have minus 20 or minus 80. Is there been any more progress past that? One of the concerns we had was, how are people going to access this? How is this going to restrict our access to our freezers? **President Parham** responded that the short answer is, as we were looking to be a distribution site, one of the things we had to look at was, did we have the capacity to even store the vaccine, depending on which one you got, whether Pfizer or Moderna, or even some of the other new ones that are coming out. That was part of the inventory that the county was doing in selecting where the sites were, as well as the cooperation they can receive from medical personnel on the ground and our capacity to be able to even deliver on what we promised to do. As of this point, we have received no indication at all that we are one of those sites selected, even though they keep telling us to kind of stay tuned, because they may be expanding beyond the five sites that they have now that covered the entire county. **Pederson** said she would let their Dean know, but several of those freezers were actually in our old building that were unable to be moved to the new building and would be available. If someone was using a different site and just needed more storage, they could actually be moved. **Parham** said we'll want to make a note, but he'll make sure that we let Vice President Wallace know and Nora Garcia as well, who's the principal contact with the LA County officials and state officials around public health.

Senator Sanford said following on the questions about vaccines, he mentioned that he has multiple medical conditions, he is an educator and he's in Long Beach. Sanford asked if he is part of the group called education? Or is that only K-12. Sanford mentioned about a week ago, he was able to confirm that they are treating Higher Ed in Long Beach as part of that tier. However, that morning he had received an email noting that there were appointments available but to check with your employer first. Who would he check with, HR? **Parham** suggested he email Nora Garcia as she is the principal there. Parham noted we want all that information to go through one source because she and are team are in touch with all those to be able to do that. He encouraged faculty that as soon as you can get the vaccine from any place, to go ahead and get it.

Parham took that time as a moment to thank Senator Sanford and Senator Anderson for their work on the Non-Tenure Track Faculty Advisory Board (NTTFAB). He highlighted a meeting he had had with the NTTFAB. He said they're really trying to solidify their importance. He thanked them for providing the Provost and others with a lot of information that helps us to work with the non-tenure track faculty. He noted that as long as he has been in higher education, in Ivy League institutions in the UC and now in the CSU, all the challenges of being a non-tenure track faculty member and part time faculty have been very prevalent. He said that the situation at Dominguez Hills is very different. Perhaps in many institutions you have 100 non tenure track faculty to 500 faculty. The President expressed that the fact that that they are not given all the rights and privileges he finds a little strange, but that's commonplace in higher education. He noted that at Dominguez Hills, it's very different. We may have 200 faculty who are full time and 300, part time, they are the majority of our instructional staff and he said we cannot afford to have a culture where anybody on campus feels like they are less

than a valued citizen of this university. Parham thanked them again for bringing to his attention some of the things they've reported, going back in time, at least two administrations, to President Hagen, and even President Garcia. He said we don't control 100% of those factors, but we do control some of them. But there's no reason why you should believe that you are anything less than a valuable and important member this community and we'll do what we can to make sure that that gets affirmed and reinforced.

President Parham concluded by wishing everyone good health and a great semester.

Chair Talamante introduced Vice Chair Heinze Balcazar who would be bringing to the floor EXEC 20-12. Talamante noted that there is a very tight timeline in terms of meeting deadlines to fulfill the requirements of the law so that these courses that will be selected in Phase I will reach the catalog in April. Talamante thanked Donna Nicol, Jan Gasco, Corinna Benavides Lopez, Jung Sun Park, Cheryl McKnight, all of Senate Exec, Dean Costino and Analyst Tracey Haney who've been working to pull this together.

Second Reading:

EXEC 20-12 Resolution to Establish a University Ethnic Studies Implementation Committee and University Ethnic Studies Committee as a Standing Committee of the Academic Senate, Vice Chair Ivonne Heinze Balcazar

Vice Chair Heinze Balcazar emphasized that Tracy Haney from Academic Affairs had informed the aforementioned group that it will take a year a year for these courses to make it through the curriculum process and make it through to the catalog. If by next April, we manage to get everything together then it will take a year for these to show up in the catalog. She said that means that implementation of the resolution and policy will have more or less 30 days to get it all together before April. She apologized and said it's not in our control. She noted it is also very important to emphasize that Phase I of the implementation of this of this resolution and eventual policy, would be limited this time to courses already approved by the University Curriculum Committee and selected by the Implementation Committee to meet the fall 2021 legally mandated deadline. She noted that these courses have, fortunately for our campus, already been approved. And we have approximately a dozen courses from Africana Studies, Asian Pacific Studies, and Chicana/Chicano Studies. For this first phase we already have courses. Heinze Balcazar said that the prefix issue regarding the courses will not be part of the discussion for the resolution, it will be part of the discussion of for implementation committee. Vice Chair Heinze Balcazar read aloud the resolution highlighting the changes that had been incorporated since the First Reading. She also read aloud the proposed policies. She then asked for a motion to bring it to the floor which was approved and seconded. The floor was opened for questions.

Statewide Senator Norman said he wished to offer appreciation to the many people who spent hours on this resolution. He said he strongly endorsed the resolution. He recommended that the body accept the resolution to move this forward as a combination of what's been about four years of work, you know, at the statewide level to bring this this forward. **Dean Costino** suggested a friendly amendment that she noted she should have caught earlier. She recommended clarifying in line seven and eight that the requirement is mandated for incoming first-time first-year students. Transfer students this coming fall won't be held to this requirement. Anybody who begins their studies in Fall 2021 or after at the community college or at the CSU will be held to the requirement. **Chair Talamante** spoke to the process of accepting a friendly amendment and that we've been voting on these when they change in substance and not grammar. She asked that the Parliamentarian weigh in or Senator Norman, based on his experience at Statewide. **Norman** said yes, he would second it. And ask if there are any objections to speed the vote? **Talamante** asked if there were any objections to the friendly amendment that's not substantive, but just meeting the definition of the law? There were none. **Secretary Ospina** asked for specifics. **Costino** said line eight, "course offerings to incoming first-time first-year students." There are no objections, friendly amendment was added.

There was a question about when the Indigenous Peoples of the Americas program was added into the Ethnic Studies implementation? **Chair Talamante** said last week, in response to discussion on the First Reading about having stronger inclusion of the Indigenous Peoples of the Americas. She said that we don't have an Ethnic Studies based program on campus that can represent that Area, and that is required by law as part of Ethnic Studies. **Senator Nicol** said in the First Reading, the Indigenous Peoples of the Americas was added. She noted that they brought the number of representatives from the Indigenous Peoples minor to parity with the other Ethnic Studies Departments the prior week. There were no

further comments from the floor. **Senator Norman** called the question which was seconded. A ballot was run for all voting Senators.

Resolution passes 51 in favor, 0 against and 5 abstentions.

EPC 21-01 Resolution to Reorganize Areas A-F in the CSUDH General Education Requirements,

EPC Chair Salvatore Russo asked for a motion was made to bring the resolution to the floor which was seconded. Russo described the resolution, explaining that it brings the GE requirements at CSUDH into alignment with not only the rest of the CSU at large, but also brings us into compliance with the recent gubernatorial requests regarding both AB1460 as well as EO1100. He said what we're looking to do here is if there's a course in GE, we're not looking to take courses out of GE. What we are doing is re-shifting or re-homing some courses that were previously in GE into different sections to bring it more in alignment with how things are handled at the other CSUs statewide. Russo also highlighted a GE comparison chart which should explain where the previous courses are now going to be homed within the GE requirement.

Questions/Comments: **Senator Kalayjian** said that in Area 2.1.1, the basic skills and composition should be A2.

There was no further discussion. **Chair Talamante** reminded everyone that it would be brought back to the Senate on February 10th as a Second Reading. She noted that not every campus is making it through this transformation as effectively as we are. She reiterated messages of appreciation to everyone involved.

Provost's Report

The Provost congratulated everyone and said it was wonderful to see those resolutions moving forward.

- Student retention is priority number one for us, we're still losing on average about 25% of our first-year students, that's not acceptable. We've set a goal of 90% retention. In order to do that we put together a larger collective model to address this. He said he did speak with Chair Talamante about having Senate put as part of their ongoing efforts we can unpack each of four primary areas that we're focusing on to improve retention.
 - o Dedication to the first-year experience, what we do to support students, how we bring them in - it connects from our early start efforts. Dr. Matt Smith is the one that's our key person kind of coordinating those efforts.
 - o Our ongoing work on progress reports. And as we've discussed before in Senate, it's the issue of how do we support our faculty in not only assisting with when they see attendance dropping off or students missing assignments, but how do we make it a meaningful collaboration with our Toro Success Collaborative. Dr. Dang Chonwerawong is heading that up and I'm looking for good things out of our efforts on progress reports.
 - o DFW Courses: The Provost thanked Dean Costino, who is working on interrogating how we can try and work forward with students and learning supports with courses where we're having high D and F rates in courses.
 - o Addressing administrative barriers: The Provost appreciated Dr. Deborah Brandon, who has been coordinating efforts with the Associate Deans. There are many things that we've discovered as part of the pandemic that are kind of senseless. Having students fill out multiple forms and go "see" tons of people even in a virtual environment, we create barriers for students progressing to degree. We also appreciate the work of Alana Olschwang as she brings data forward and making our decisions more data driven.

The Provost said it's the level in which we can work together for collective impact for improving the student experience. How do we reclaim some of the students that started in their first year with us and we lost among that 25%. There are efforts in the state and locally to try and reclaim some of our students that started out as Toros but then we lost, life got in the way. How do we get them back? We're working across several areas of divisions to try and support that.

- Senator Blake Anger brought to our attention several times in the fall, how we bring students closer together with faculty and staff at a college and department level. We're having a start of spring college symposium that takes place this Friday. There'll be two opportunities. One is 11am-12:15pm and one is from 5pm-6:15. These are going to be led off by Chair Talamante, the ASI President and the Provost. We really want our students to get to meet

and get to see our Department Chairs, our Deans, our Associate Deans, our faculty, our support staff, so that in many ways we can give them real time assistance when they're having struggles. Things like, "I'm having difficulty reaching someone; I am on a waitlist; I'm not able to figure out what I'm supposed to take; I'm not sure what grade I'm getting." We want to bring students closer to this conversation at the level of faculty department chairs and staff. The Provost said this was the first in a series of these conversations. The Provost complimented ASI leadership, as all of their reps have stepped forward. They're helping co-design these college-based conversations. He said he's looking forward to this being the start of a conversation that continues beyond the pandemic.

- Congratulations to our Faculty Development Center, and particularly to Director Marisela Chavez and Anne Choi, the Associate Director, for some of the work that they've been doing trying to up our game in professional development for all of our colleagues. Yesterday there was a program called, Turning Chutes into Ladders for Women Faculty, a Roadmap to Equity in Academia. He said that these are the kinds of conversations we're having right now. We did a lot of upskilling and rescaling to get to a virtual teaching, but this is an opportunity to do much more in professional development. And this team is really taking the lead. Spagna said he received a great report today from AQ which is one of the professional development offerings. He noted that Dominguez Hills is only one of eight campuses in the CSU that has AQ and the results are very impressive. 58% of our non-tenure track faculty are supported in this effort which is much higher than any other campus. The highest other campus has a third of their faculty who are non-tenure track that are participating.
- Regarding leadership searches: We have three active Dean searches. We will have permanent Deans in Graduate Studies and Research, in CHHSN, and also in COE by the end of the semester. The Provost thanked everyone who is chairing and participating on those committees. He said the one thing we're trying to do with Dominguez Hills is recruit, retain and support talent.
- Non tenure-track colleagues: The Provost said as the President mentioned, we have an NTTFAB that's been established. He said he and the President and Chair Talamante have been working closely with them. He noted they've established five working groups to move forward on the associated areas. The two broad areas are cultural appreciation and job security. What do we do to support our colleagues on that front? The five working groups are IT support, Faculty Affairs, Onboarding, Collective Bargaining, and then Research and Fundraising. The Provost said in working with leadership on the Advisory Board, we now have administrators that are working as co-leads. Spagna said one of the things we've achieved so far is we're making sure that every non-tenure track faculty name is posted along with an email on every website, including at the college and department level. The Provost noted that they also are going to make this a critical part of the faculty awards event. He said that we have not typically done the kind of acknowledgement we need to do for non-tenure track faculty, particularly in years of service, so we will be adding this.

Q&A/Comments

Chair Talamante said it is really heartening news about our Non-Tenure Track Faculty Advisory Board. She commented she was aware of how hard they worked to be ready to present to both the President and the Provost. She said to the Provost, "your commitment to action is already well evident today. And we look forward to seeing more progress in that area." Talamante thanked the Provost, the President, and all the Divisions that are working to support this. She also added that at the College of Arts & Humanities, Interim Dean Caron immediately brought to the college council that morning about making sure all of our departments and programs are up to date with all faculty's information.

Senator Nicol regarding the comment about retention: knowing we're in a budget crunch but also have some significant bottlenecks with regard to financial aid, is being able to reach a human being. Nicol reported that we're hearing that the wait times are up to an hour. Similar situation with Admissions and Records. This affects students academically. If they can't get their money, they can't concentrate, they can't buy books. Nicol said she believes this needs to be a high priority. Nicol said she did not hear any retention strategies discussed for transfer students, and particularly for older transfer students. There isn't enough proper onboarding for that segment in terms of our technology and our processes and how to get around and navigate. She said as Department Chair, she has become the default information guru for all students. If the student has taken one class with her, they will continue to ask her questions if they can't find another faculty member. What kind of strategies would you put in place for transfer students in particularly returning students who need to navigate? **Spagna** responded these were two very good observations and questions. The first one, has been high on

everyone's radar from the very beginning of the pandemic, which is how do we get better in continuity of reaching out to students. He noted that Vice President Manriquez, Vice President Franklin, the Cabinet, we're all working at this level of how we get students real time support, as opposed to them being referred from one phone line to the next and not getting real time answers. We're trying to build a call center. We're also working very closely with Admissions and Records and Financial Aid to try and help them with the volume that they encounter in terms of that. He noted that just today he had a correspondence with Senator Price about financial aid, where students are appealing financial aid and asking for financial aid. If we can't support students in those business practices, those administrative barriers, it's going to be a real barrier to what we're doing going forward. These are ongoing efforts and a highest priority for us in terms of what we're going to need to do. He noted that we've instituted Clearspan, as a way of trying to get phone calls coordinated, and we still have some kinks in that. Spagna thanked Vice President Manriquez for "how he's tried to build five years of growth into 10 months in terms of trying to make us better and more agile on that front." Spagna continued, when he was speaking about first-year students he's wrapping into that first year, transfer students, meaning they're coming in for their next two years. He said he would include that in our overall retention rates. Spagna said it would be nice to have a series of items that we could spread out over the semester for Academic Senate to look at, things like Dr. Grandone is doing which is something called transfer mapper. This is an attempt to try and help transfer students in terms of how they navigate. Spagna added there are a lot of efforts right now on the transfer front to work also with our feeder community colleges of how do we smooth the fit when students are coming to us? And how do we support them when they make that jump? Spagna noted that on 1/28 there will be a Student Retention and Engagement Retreat where they'll be discussing these things. He said he will keep his mind attuned to what could they share with Academic Senate about some of these efforts going forward.

Senator Celly said she noticed at least on the Chancellor's website that we've closed admissions at Dominguez Hills and she wondered what the current status is for 2021 and how it affects community of faculty and students. **Spagna** replied that the President spoke to the fact that we thought they were going to be drastic drops in applications and that wasn't the case. Vice President Franklin did a great job of working with the team on campus to extend our application deadline that yielded good results. Our numbers are remaining very good. The Provost hoped to have VP Franklin add any comments, however he was not at the meeting at that time. The Provost said he would reach out to Dr. Franklin and see if Dr. Franklin was ok with having him share the weekly report shared at Cabinet with Chair Talamante. And then she could share it with all senators about what we're looking at in terms of numbers. The Provost reiterated something he'd said on prior occasions which is that he believed enrollment is going to stay robust for the next couple of years. But that then they would have to pay attention to the larger trends that are going on. The larger trends in the state is there is decreasing enrollment going on in the north part of the state. Spagna continued that this is just a function of how many students are coming out of high schools and how many students are attending high schools. And we've got to be able to pivot on our front to be able to do this project that he was mentioning earlier about reclaiming students. He said he wants to give students a second shot at being able to get a degree at Dominguez Hills. Spagna added to Senator Nicol's comment though, we can't have students that stopped out of Dominguez Hills and bring them back if our customer service isn't premier. He noted that no one's going to want to come back to college when they're having difficulty reaching people. So we've got to up that game, if we're bringing people back to try and get their degree. And we all know what's at stake, social mobility for our graduates, and then this is the help for them professionally and personally. He said he would get to Vice President Franklin and get some of the slides they share regularly. He repeated that he would get them to Chair Talamante and then get them out to all of Senate so they can see you can see some of the prognosis of our enrollment.

ASI Report, ASI VP Jonathan Medina Mancio

Mancio said he was the new ASI VP, as Blake Anger has graduated. He noted that the prior semester he served as the CBAPP representative. He said he was looking forward to working closely with everyone. He said he is a third-year business finance student with a minor in English language and linguistics and he's very excited to be on board.

Mancio said they are currently conducting a survey regarding the Child Development Care Center (CDC). He noted that the CDC is looking to reopen for the fall and moving forward with this potential opening of the fall we are looking towards getting actual data from our students and seeing which students have children that they want to be taken care of, which students are in need of this service. And so based on the results from this survey, they will look to reopen in the fall. Mancio asked that faculty encourage students to partake in it.

Mancio reported that the President Parham is continuing with his presidential consultation regarding the increase in the health service fee. Mancio said that ASI is currently still debating which stance to take, whether there is a stance at all. They will continue discussing the fee at great length to see what is in the best interest of the students.

ASI is having their ongoing elections which will close 1/29 at 6pm. He asked that faculty encourage any student leaders that you've seen develop to apply. He noted they're also taking student at large internships for Legislative Affairs, a Graphic Design intern, a KDHR assistant, and that application open today and will close Thursday 2/4 by 5pm. He noted this information can be found on the ASI website.

Parliamentarian Report, Parliamentarian Hal Weary

Weary reported on the following:

- requesting an FPC replacement from CBAPP
- Data Governance Committee: Currently there were two faculty members who were elected - Hannah Lee from the Library and Dr. Navarette, full time lecturer.
- WSCUC: one nomination thus far, Dr. Hal Weary
- There's two open calls for EPC needing faculty representation from the College of Education and from the College of Arts and Humanities.
- Weary said he would be reaching out to the chairs of the Standing Committees to make sure there is student representation.
- Weary noted that they're working at populating the Online and Hybrid Learning Committee. He said he would be reaching out to each of the colleges to run the elections. Academic Senate will then confirm those elections.
- Alumni Council: Weary noted that the next Alumni Council meeting is scheduled for Saturday, March 13.
- We're also working on a Senate Exec Handbook, with parliamentarian procedures because we have electronic voting, and things that have recently been added to the responsibility of the parliamentarian work.

Statewide Senate Report, Statewide Senators Thomas Norman and Kirti Sawhney Celly

Norman reported that as Chair of the Faculty Affairs Committee within our statewide group, we have the largest number of resolutions being considered. He noted that as a body they did welcome the new Chancellor and his wife. They also commended the service of an outgoing Vice Chancellor Dr. Blanchard. He said he felt it was important to recognize we're in an era with a new leader and more new leaders to come. One of the first things that they thought was very important to put on our new Chancellor's desk for consideration this past week is a resolution on protecting fair workload for faculty in the CSU to ensure that during this time of budgetary cutbacks, tendencies to pressure faculty into increasing course caps to do supervised work for which students pay tuition, you're not being encouraged to volunteer for your job. Norman said that was passed with support. There was a resolution on working to address disparate impact of technology on underserved students, which passed in a Second Reading, trying to encourage campuses to continue doing the work making sure that we invest in digital technologies to eliminate inequalities in access to our students during the pandemic and for that era beyond. One of the resolutions that we felt was urgent that condemning the insurrection of January 6, 2021. Norman said he still thought it was important for the largest higher education system in the country, to strongly speak about our commitment to justice, liberty and truth which were attacked that day. And to know that we stand as a bulwark against future efforts and to renew our commitment to educating our communities in the sciences, humanities, and in civics. We passed a resolution on the need for compassionate treatment of California State University employees during the COVID pandemic. Norman commented that's one where word is that unfortunately the Chancellor did not heed the advice to extend the COVID paid leave programs which were helping faculty and he said he believes still will be needed. The fifth resolution that was passed was geared towards the Board of Trustees. We had three trustees visit with us and had good conversations with two of them about trying to improve faculty communication with the Board of Trustees. Norman explained this is another issue he's been working on and feels strongly about for five or six years. The faculty chair speaks after decisions are made and that doesn't seem like very good timing, Norman noted, if you're trying to get input from the faculty before you vote on very important issues. Other suggestions were to make sure that just General Faculty, could we come up with a better mechanism rather than waiting in line to get one minute to speak before the Board of Trustees to provide input on matters that are essential to the lives of our students, to staff and to faculty.

Norman said one last thing thanked Senator Sanford and Mike Grimshaw. He explained that even though they had a resolution fail by one vote, trying to elevate the status of non-tenure track faculty and inviting them in a specific role on the Senate in which he sits. Norman noted that even though the conversation was not always comfortable it is an important one to have. Trying to make sure we're not making policies about a group of folks without them involved. Norman said on his committee one member who was a non-tenure track faculty, John Knudsen, retired. Norman said he put out a call and they are expecting some non-tenure track faculty to join them in the next meeting. He said he does think the work we're doing on this campus is being noticed in the system. And he has vowed to keep fighting until we make that tangible and actually have seated representatives speaking for what is the majority of faculty bodies in the CSU.

Statewide Senator Celly said the resolution on Ethnic Studies that originated in Academic Affairs at Statewide, a committee on which she sat, did pass and it essentially made the case that we continue to collaborate with Ethnic Studies faculty, as represented by the Council and beyond the Chancellor's Office and the faculty of the CSU to through the Academic Senate of the CSU to continue to work on Ethnic Studies. The competencies that were stated in the last resolution and that have become part of the policy are meant to set the framework for learning outcomes established in the individual programs at the universities.

Celly shared that she believed we are in a particularly good moment in US history. And beginning with the "Hill We Climb" by youth Poet Laureate and Angelino Ms. Gorman, Celly highlighted some appointments that had come from the White House in the last week; she believed there was much to be looking forward to. Celly noted that the Secretary of Education, Dr. Cardona, is a person who has been a long-term advocate for public education. He's worked mostly at the K through 12 level and will be a wonderful addition to the national scene as a person to watch and listen to for framing, not only the case for accessible public education, which is what CSU stands for, but also for our non-tenure track faculty colleagues. Celly said that the person who has been nominated for the role of Co-leader of the Office of Science and Technology Policy is also a person to watch and listen to and is a very well-respected social scientist, Dr. Alondra Nelson.

Celly said more directly related to the CSU of the trustees meeting, the Chancellor has announced that there will be no tuition increases this year. Also, that the budgetary situation is such that there will be no furloughs.

Celly commented in terms of the budget, there was, again, some good news. She noted the Governor's budget gives us \$360 million which is for the CSU, which was more than what the Trustees would have asked for. This includes \$10 million in professional development, that targets an additional 30% of the faculty, 40% in one-time funds and 60% of recurring dollars, \$175 million for maintenance. Celly reported that better news comes from the federal government with \$840 million from student stimulus dollars for the third to go directly to students. And an additional \$4.5 million for Hispanic serving institutions. About a half a billion dollars will be distributed to the universities. Celly noted that she asked the question of how that's going to be done and the answer was that there is a formula that is used, which includes, among other things the student profile. Celly commented she's not sure how much we've moved on that.

Celly noted that President Toombs came in with his report and requested that the faculty and letters to Chancellor Castro individually and as faculty to ensure that we continue to pay attention to the matters that Senator Norman raised related to leaves and compassion, and policies related to leaves and flexibility.

One other area that the CSU has made some changes towards being inclusive. This was part of the Admissions Advisory Council report, Senator Ford, said that there's an increasing emphasis on non-cognitive factors and admissions. How that's going to manifest is to be determined. But in the past, CSU sent us a high school GPA of 2.5 as a simple standard. And that is now to be supplemented, as it has been at some CSUs with non-cognitive factors.

Anti-Racism in the Academy Task Force Update, Co-Chairs Dr. Donna Nicol and Dr. Anthony Samad

Dr. Nicol [also a Senator] introduced herself and Dr. Samad and the work of the President's Cabinet Task Force on Anti-Racism in the Academy. Nicol explained that following the brutal murder of George Floyd and the subsequent protests for racial justice that were sweeping the nation, President Parham and his staff organized a community check-in on June 4, 2020. The aim was to help the campus community express themselves and process what was happening in our country. During that check-in, speakers from across the campus talked about their fear and anger over racialized violence that has

been an unfortunate daily reality for Black people in this country for centuries. The campus was challenged by some speakers, including Dr. Nicol, to live up to its social justice past by enacting a number of recommendations/suggestions for improving campus climate. Subsequently, various departments issued statements in solidarity with Black Lives Matter and laid out plans to address racism in their respective disciplines or offices. As a result of all of these efforts President Parham convened the CSUDH Anti-Racism in the Academy Task Force. Originally the name of the group was the Task Force on Racial Reconciliation, but it was decided that that name didn't adequately address what they were trying to achieve with this work.

Dr. Samad continued the presentation and thanked the body for giving them an opportunity to address their work. He explained that the Task Force has been in effect since August, after the President's charge. And the President's charge was essentially to illuminate the institutional practices that demonstrate our authentic care and concern for black lives and the affirmation of the dignity and humanity of all people of color. The Academy was to share ways that the institution can facilitate the recruitment cultivation, nurturing, as well as the growth and development of African American faculty and students on the CSUDH campus, and others whose growth has been stunted by insensitive policies and practices. The Academy was asked to take up and identify if there were elements of racism that have infected the organization, and or elements within it. The Academy was asked to use their cultural lens to explore inconsistencies between our institutional mission and values and the actions of specific departments and divisions that fall short of those ideas where students, staff and faculty of color are concerned. The Academy was asked to frame the observations and conclusions in a set of recommendations that they believed can mitigate the ways in which we fall short as a campus in operationalizing the true measure of the Task Force's mission and values and to develop a timeline around which the recommendations that we propose can be implemented, and to consider the budgetary implications of those recommendations in light of the fiscal realities that the campus is confronting.

Nicol then explained with that charge, she and Dr. Samad went about the process of inviting various people from across campus to serve on this committee. She noted they were specifically looking for people who had demonstrated experience and shown a willingness to be an advocate on these various issues. She noted that Dr. Samad is famous for saying "we don't have time to educate people that racism was real." Dr. Nicol named those invited to serve on the Task Force. Dr. Mary Lacanlale (representing the Asian/Asian American community); Dr. Tiffany Herbert (representing Student Affairs); Tajauta Ortega (representing the Staff); Cheryl McKnight (representing the American Indian community); Dr. Alfredo Gonzalez (representing the Latinx community); Dr. Jeff Sap (representing the Caucasian/White American community); Deborah Roberson (representing the Administration) and Lola White (representing the Student community), previously held by former ASI VP Blake Anger who served in the student role until she graduated.

Samad said that one of the things that was important and engaging the Task Force that we wanted to make sure that we had sufficient institutional memory to carry out the tasks, as well as to have some fresh eyes to be objective. He then reviewed the work to date, noting they have gathered and analyzed various departments statements on Black Lives Matter to examine the congruence and divergence with the list of demands and recommendations from the AFS statement. He said they've gathered data on sister campus DEI office structure programming. He said they have reviewed the campus climate survey that was taken in 2019 around the data and the evaluative summary. Samad said they have reviewed the Anti-Racist organizational measurement tool that he recommended to the Task Force, and we've modified it some and selected one to serve as the basis for our all-campus climate survey that we will be doing this spring. And they've developed and secured IRB approval to administer our campus climate survey. Samad said in addition to all of this, they've been doing a lot of listening. He noted that several of the Task Force members have been conscientious observers of the It Takes a Village workshops as well as some other conversations that have been taking place on campus.

Nicol noted regarding one of the points that Dr. Samad mentioned, the campus climate survey in 2018-2019, they found that that data was just not really workable for us. She said it did not get to the heart of what we needed to know, in order to move forward with making recommendations. Nicol said regarding the It Takes a Village, members of their Task Force participated in the Academic Senate sponsored It Takes a Village programs as a way to assess and gather some anecdotal data about campus climate. They have requested information from departments and colleges that have organized either reading groups or discussion groups on race and racism. They created a tentative priority list and timeline of recommendations for President Parham and his Cabinet, but what we're trying to do is to make sure that we get a get more campus-wide input and support before we give the final recommendations to the Cabinet. Under Dr. Samad's leadership,

the Dymally Institute has created an anti-racism workshop entitled For White People Only (And Other Practitioners of Unconscious Race Bias). **Samad** said this workshop to be held on February 17 combines the Black History Month, Dymally Distinguished Speaker Series. The keynote will be Professor Eddie Glaude, who is the Chair of the African American Studies Department at Princeton, and he's an MSNBC political commentator. The workshop speaker will be Tim Wise who has for the last 25 years been a very active anti-racist lecturer, and author. Samad explained the title of the workshop and said they decided to use one of the vestiges of the segregation era and those were the "White Only" signs or the segregation signs. He said they plan to do a series of three anti-racism workshops. The next one will have a "Colored Only" sign. The last one, we'll have the "No Negros, no Mexicans, no dogs signs". He said they wanted to show it not only just for shock value, that the symbols and vestiges of American racism are still as stinging today as they were 60 years ago. And what we want to do in this particular workshop is encourage whites who by and large listen, when the conversation of race comes about, to become actively engaged, to become actively anti-racist. He said that is the Dymally Institute's mantra for 2021, that I am an anti-racist. He said the reason he believes is because in America, the problem of race is really not the racist but it's those who tolerate racism, because they receive the privileges and benefits of suppression and oppression and discrimination. Samad said they want to do a deep dig around the compensation of race, and basically teach our white colleagues how to begin to be anti-racist leaders, and have conversations around race.

Nicol said that the next steps include the survey, which is already approved. She noted it will likely be the easiest survey one will ever have to do. They'll be sending that survey out pretty soon. She said that they're meeting next week to finalize the distribution of the survey and they probably will run it for about six weeks up until right before spring break and then run analysis. When we return from break, they will begin inviting various members of campus community to engage in focus group interviews. Nicol said they want to have quantitative and qualitative data so that they can present a full picture on how people perceive our campus. She said once those interviews are done, they will put together a draft report of their findings and submit their recommendations to President Parham and the Cabinet. They're looking to do this approximately by June, 1 which would be almost one year to date from the time President Parham convened the community check-in. Nicol said she's aware that there have been some questions about why wasn't this moving faster if Africana Studies have put together a list of demands, but they wanted it to be really deliberative in the process. They wanted to make sure that they get enough input and feedback and enough representative voices to make sure that when they give these recommendations to the President and his Cabinet, it's not just representing one segment of the campus community. **Samad** noted that one of the things that they discovered early on, is that race is not an easy subject to talk about or to tackle particularly, most people are embarrassed to talk about racism and not just White people but Black people, Latino people, Asian people. Racism is real and so we need to be able to talk about it, not only from a projector receiver lens, but how do observers of racism, really understand how they impact. Samad noted we have a multicultural, a multinational international campus of both scholars and students. Everybody doesn't really understand the history of racism. Everybody really doesn't understand the practices of unconscious bias and the engagements in unconscious bias.

Chair Talamante thanked Drs. Samad and Nicol for their leadership in this and for their engagement of the entire campus. She noted that the Senate will continue to do what it can to support those efforts, as well as other efforts across the campus.

Q&A/Comments:

Senator Gray Shellberg thanked Drs. Samad and Nicol for their outstanding work. She asked for a copy of the slides. She said in the Introduction to Research Methods class she teaches, last term, one of the research groups chose systemic racism for their work and she imagines that will happen again, because one thing she has on Blackboard is a Content folder called racial justice. She appreciated Samad and Nicol for the time and thought that's gone into this advanced work and she believes the speaker series is going to be terrific.

Chair Talamante requested that any additional questions be addressed during Open Mic as there still were additional reports that they needed to get to. Talamante said materials presented can be found on our Senate web page. Talamante informed everyone that the Academic Senate would be holding a CFA workshop called Interrupting Racism at an upcoming Senate meeting. She introduced past CFA Co President Dr. Vivian Price to give a CFA report.

CFA Report, past CFA Co President Dr. Vivian Price

Price said she was really very pleased with the progress made at Senate and thanked everyone for all their work. She noted that Dr. La Tanya Skiffer is on sabbatical and Dr. Iyad Afalqa has stepped up to take her place for this semester. Price noted that the CFA will be having elections in the spring for a number of different seats on the steering committee. CFA will be having a steering committee meeting next week. If you're interested in participating, let her or Jackie Teepen know jteepen@calfac.org, the professional staff representative. She said it's a great way to find out what's going on in our chapter. She said they'll be having a number of workshops this semester. She encouraged the Senate to read the [CFA headlines](#). A few she highlighted included the decision by Chancellor Castro not to renew the CSU COVID-19 temporary paid administration leave program through the spring term. She said anecdotally she's heard from a number of people, just the level of death and health problems that people have had to deal with. She said to say nothing of working at home and taking care of children at the same time, trying to juggle many other things. She said this is something that has fallen heavily particularly on lecturers, but also tenure track faculty, as we are all trying to shoulder a number of roles and also help students who are feeling the same kind of pain. She noted there is a way to still correspond with the Chancellor about this decision, there's a [form](#) that you might want to fill out and let people know that this continues to be a problem.

Price said there are a number of different ways that people can get leaves and these are outlined in the headlines. If you're interested, you can refer to Article 22. Article 24. There are some restrictions on those possibilities, but there's a way to get a leave of absence without pay and article 22, article 23 has other provisions for bereavement leave and parental leave. Article 24 is the right to take sick leave. Sick leave is something that has some requirements. For more information contact Jackie Teepen.

Price said she felt it is important to see that the new President has extended the pause on student loans to be paid back for another nine months. She said it might be something to share with alumni and graduates.

Chair Talamante noted that the time was now 4:57 pm. There has been a request to ask a question or make a comment to our presenters for the Anti-Racism Academy Task Force co-chairs and the meeting would end with that.

Senator Celly thanked Drs. Nicol and Samad. She said that two items that she should have spoken about in her Statewide report, that are both directly and indirectly related. She noted that Chancellor Castro in his support spent a fair deal of time with the Statewide Senators at Plenary and answering questions. He spoke about the need "to diversify faculties strategically, to reflect the beautiful diversity of the state." She said he would like to see strategies for radical inclusion. Celly said she believed we should all be thinking about that. She noted she was in shock when I arrived at the College of Business and found no Black business faculty and that hasn't changed much. Celly said she would like that to be something that we build from our university up, as well as well as hold our Chancellor to. Celly said in response to the work that the Task Force is doing specifically on anti-Black racism. Senator Littleton Lopez, also president of the CFA chapter at Monterey Bay asked some wonderful questions of the Chancellor. Celly said specifically our university system, much like others around the world, are microcosms of society. Many of the students we serve face systemic challenges such as racism, discrimination, and a plethora of other isms. In much the same way women and faculty of color face similar challenges across the CSU. Celly said Senator Littleton Lopez asked what we are doing about police violence against Black groups within the CSU, what intentional efforts we're making to ensure the safety of students, faculty and staff. And the second question, she asked how we will, as a CSU, specifically use innovative ideas and approaches to fighting white supremacy and systemic racism, that one-time things and one-time events are not going to cut it.

Chair Talamante thanked Senator Celly, Dr. Samad, Dr. Nicol, the Senators, the ex officio members of Administration and all the guests. She noted that the work that is ahead of us we know as a community, we'll get it done and there's nothing but progress ahead of us.

Meeting adjourned.