



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

Academic Senate Meeting Minutes
May 6, 2020

Voting Members Present: Allen, Andrade, Asatoorian, Benavides Lopez, Bono, Brandt, Chaparro, Chhetri, Deng, Dixon, Eames, Fortner, Gasco, Goldman, Gregor, Heinze Balcazar, Hill, Jarrett, Kalayjian, Kitching, Kulikov, Kuwabara, Ma, Macias, Malladi, McGlynn, Mendoza Diaz, Monty, Naynaha-Gill, Nguyen, Nicol, Park, Pederson, Price, Raianu, Roback, Silvanto, Skiffer, Stang, Supernaw, Willis

Voting Members Not Present: Furtado, Johnson, Morris, Robles, Tang

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

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

Voting Ex-Officio Members Not Present:

Non-Voting Ex-Officio Members Present: Avila, Caron, Costino, Davis, Franklin, Koos, LaPolt, Manriquez, O'Donnell, Price, Spagna, Wen

Non-Voting Ex-Officio Members Not Present: Brasley, Figueroa, McNutt, Peyton, Poltorak Wallace

Guests: B. Waterfield, C. Johnson, A. Sanford, A. Kawakami, L. Arthur, G. Vinovich, M. Waiters-Martinez, L. Hutton, M. Turner, R. Malamud, R. Heckenberg, R. Chowerawong, H. Oesterheld, C. Rios, F. Hernandez, M. Britto, H. Grewal, A. Olschwang, A. Bentley-Smith, D. Brandon, K. Dellacioppa, L. Langford, N. Mack, N. Rodriguez, V. Cervantes, Z. Ritter, A. Valdez-Dadia, R. Rios, C. Casten

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

Chair Thomas reviewed the virtual meeting protocol. According to the Chair, there were 257 participants. Thomas identified the Senate Exec members' roles for the virtual Senate meeting.

Verifying attendees: Vice Chair Talamante, Educational Policy Committee (EPC) Chair Sam Russo, Student Assistant (SA) Yvonne Del Real

Displaying documents: Secretary Dana Ospina

Parliamentarian procedures (vote verification): Senate Parliamentarian Archana Sharma, EPC Chair Sam Russo and SA Del Real.

Speakers' List: FPC Chair Katy Pinto

Recording: Susanne Walker

Chair Thomas acknowledged Teacher Appreciation Week. He also referenced the Town Hall the previous day and said he echoed the comments that were made. He said it spoke to the resiliency of faculty and students through the challenges that they've had. He encouraged everyone to practice patience, understanding, and empathy as we finish strong throughout the rest of the semester. He said he wished to emphasize the theme that has been echoed repeatedly, which is that we're all in this together.

Agenda was approved.

Minutes of April 22, 2020 were approved.

Chair Report: Thomas made note that Dean Davis might have something he wished to share with the Senate. **Dean Davis** stated he had just recently placed his papers in for retirement beginning on July 31. He said retirement doesn't mean, he's going away, but he will be returning to faculty again in the fall. Chair Thomas thanked Dean Davis for his contributions.

Parliamentarian Report

Parliamentarian Sharma shared the following annual election results:

Academic Senate Chair: Dr. Laura Talamante

Statewide Senator: Dr. Thomas Norman

Non Tenure Track Faculty Representatives: Adam Sanford, and Monique Turner.

Staff Representatives: Non Academic Affairs Rep: Fawn Supernaw

Non Academic Affairs Rep: Mariah Glenn

The votes were affirmed by the Senate.

Calls for Service seeking representatives on several committees:

Grade Appeals Committee: Charles Thomas, CBAPP; Lauren Outland, CHHSN
Tom Philo, Library

University Student Learning Outcomes and Assessment Committee: Rui Sun, CBAPP;
Susan Einbinder, CHHSN; Sonal Singhal, CNBS; Yesenia Fernandez, COE; Victoria Kim,
CAH; Tessa Withorn, Library

Space Committee: Gioella Chaparro from CHHSN; Joanna Kimmitt, Library

Educational Policy Committee: NTT Representative – Adam Sanford

Faculty Policy Committee: Paul Duong Tran, CHHSN; Joanna Kimmitt, Library;
Katie Johnson, Counseling; Molly Lancaster, NTTF representative

Non Tenure Track Faculty Advisory Board: Chris Hallenbrook - TTF Representative/Catherine Jermany as the Staff Representative

All positions were affirmed by the Senate.

The Parliamentarian reminded everyone to please inform us if you're returning to Senate next year, or the new senator who is elected in your department or program. And if so, please begin that process soon and keep us posted of the results.

Link to [Enrollment Management Update – Vice President Student Affairs William Franklin](#)

VP Franklin shared the following: we look forward to finding out who our new students are, as “once a Toro always a Toro”. Getting the students here in the fall is a way to ensure that that statement becomes true for life. Dr. Franklin shared social media posts of a few students who expressed their excitement of their upcoming enrollment at Dominguez Hills. Franklin noted the importance of social media as some of the posts received a thousand “likes” within the first hour. He said you can’t pay for that kind of marketing and advertisement around what it means to be in the Toro Nation, what our logos are like and where our logos are.

This report is about what's happening in the aggregate and in the midst of this COVID period, what's going to happen to our enrollment in the fall. The best predictor of future projections is what your class did in the past. Once you had applications and admits, and students said they were coming, who actually showed up. Since 2015, we've had a steady increase in applications; a steady increase in students who were admissible; a steady increase in those who said, “yes, I'm coming to DH”; and a steady increase in those who actually attended. But from 2015 to 2018, about 60% of those students who actually said they were coming actually showed up. In 2019, students were required to pay \$125.00 which would count toward their tuition. They needed to make that payment by May 1 of that year. We wanted the intent to enroll to do two things: help us control the enrollment, which it did not do, but what it did do was 75% of the students who said they were coming ended up coming.

Fall 2020 Projected Enrollment

Fall 2020	App Pool	Admitted	2020 I2ED (2019 I2ED) May 1	2019 Enrollment	Projected (10% decrease)	Projected (15% decrease)	Projected (20% decrease)
Freshmen	19,317	15,668	1,651 (3,277)	2,533	2,280	2,155	2,026
Transfers	11,112	10,136	2,062 (4,527)	3,480	3,132	2,958	2,784
Totals	30,429	25,804	3,713 (7,804)	6,013	5,412	5,113	4,810

He said the fall 2020 projected enrollment and the application pool and admit pool were very healthy. And all of this happened pre-COVID in terms of students who got into the application pools and who were admitted. The number in parentheses represents those students who had submitted an intent to enroll deposit by May 1, 2019. It's almost doubled in terms of those

students who have submitted intent to enroll versus this year, in which only 3700 have submitted an intent to enroll. When the pandemic hit, CSU Dominguez Hills was one of the first ones out there to give students some grace in terms of submitting their intent to enroll deposit which for many of our students is difficult to come by. For the majority of our students that deposit is waived because they're PELL eligible. But for the other students, we will give them at least to June 1 so they can make up their mind about where they are going and what they are going to do.

The 2019 enrollment increase is what's going to help us mitigate what may happen as a result of some of our students who will choose differently given the COVID crisis that we're in. So given all the metrics and all the models and everything we've used in the past six years, this is what we're projecting the freshmen enrollment will be. And the transfer enrollment will be giving us a projected enrollment of a little over 5000 students for fall 2020. In the intent to enroll deposit category, we have about 3700 of that 5113 students. And we know we're going to have to go well past the 3713 in order to yield that little over 5000 students, which is really important. We did not want a national pandemic to be an enrollment control for us, we want to use some other tools other than a national pandemic. But in this case, it may serve us okay in terms of not being panicked around what the admissions and the enrollment will be for fall 2020.

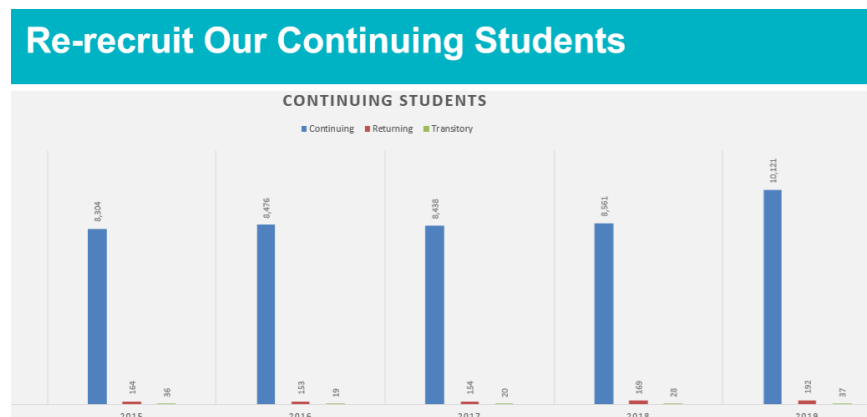
It's mission critical for us to woo our new students. This is no time to depend on social media and other things. The admissions team under the leadership of Dr. Devore Brandon, they are really out to make sure our new students understand the value of this degree. Why return on investment is important for CSU Dominguez Hills students. And so we think there's going to be an enrollment increase as we continue to woo our students.

We also need to know that the mode of instruction for the fall will be important too. Franklin said he is delighted that the fall 2020 planning team is underway to help us understand when/if/where/how we will reengage with instruction in the fall. That's going to be really important in terms of increasing enrollment. We have a number of students who won't be able to afford the intent to enroll fee deposit, those who are the non-Pell eligible. And so we're looking at strategies for waiving that intent to enroll deposit, and ensuring our students that not having that \$125.00 is not going to be a deterrent for them. And then we have a lot of students who were going to go away out of state, and were going to go away to another California institution. And a lot of those students now want to remain close to home, and we see that it's going to be an increase in how we enroll. Now there are going to be some factors that decrease enrollment. We now know that a number of students may request a gap year or want to do enrollment deferral. Dr. Brandon and her team are working on making sure that we can give students options. A lot of the UCs and CSUs, especially those who are dependent on out of state enrollment, and international enrollment, given the COVID crisis that we're in, those students aren't going to show up or aren't going to show back up. And that means that they're going to go deep into their waitlist. And that means that's going to impact some of our students who are wait listed at some of those schools. Mode of instruction showed up in terms of increasing enrollment. And mode of instruction showed up in terms of decreasing enrollment. The model will make a decision about the fall term, it's going to get a rousing yes to some students, and a rousing no to other students, no matter what we decide, some students are going to want it and some students aren't going to

want it and we'll make an enrollment decision based on it. A lot of our students have had some clear psychosocial impacts from our alternative and virtual instruction. And we now know that that may impact them even more. So we're going to be doing some real strategic things over the summer to try to ensure that we get another opportunity to show them that we can move in a direction that can make alternative instruction and virtual learning a little bit better. So we know that that may be a decreased factor. Regarding our continuing students, there's no guarantee that those students who are going to return are going to return automatically. So there's some things that we need to do to ensure that our continuing students are ready to come back no matter how we engage them.

The Cares Funding, this is the Trump administration making dollars readily available to go into the pockets of students. And we're about to make announcements about that funding going out. We know that's going to help some students, it's going to mitigate some things that may help some of them return in the fall. Recruiting our continuing students.

Some seniors might defer their graduation, which means that we'll have more students continuing, which is important. One of the decreasing factors will, again be the mode of instruction.



Franklin showed a side of a five-year span of continuing, returning and transitory students. Those are students who are enrolled at some other college but are also taking units here at CSU Dominguez Hills. We will want to continue ensuring that these bars go up. For the continuing students, they're going to come back in 2020. So we're pulling out all stops. Dr. Brandon should be connecting with some of the colleges. Franklin said that faculty are instrumental in helping us to re-recruit our students, helping them affirm the value of majoring in what they're majoring in. Some of the things that we can do, whether or not we're in a hybrid, we're returning, we're virtual, really helping them understanding the value of why being here at CSUDH is important. So the effort to re-recruit our continuing students is on because we want to see this trajectory, of our continuing students marching on with us come fall 2020.

Prior Yield

Fall 2018	Annualized Resident	-5%	-10%	-15%	-20%	-25%
Headcount	14,749	12,950	3,400	2,042	11,799	11,061
FTE's	11,894	11,300	10,705	10,110	9,515	8,921

Fall 2019	Annualized Resident	-5%	-10%	-15%	-20%	-25%
Headcount	16,063	15,259	14,456	13,653	12,850	12,047
FTE's	13,125	12,469	11,813	11,157	10,500	9,844

* The 11,473 target we overshot, means a lower number this year (~14%) could help to right size.

Franklin then showed a slide regarding prior yield. He described it as, “in terms of where our annualized headcount, and our FTS will be in 2019, if we experience what we're considering this 15% decrease in terms of students who are new enrolled and perhaps some of the students returning, we're factoring that we're still going to be okay. Our funded target from the CSU is about 11,473. So we're going to almost right size this, because of all the enrollment success we've had over the last four or five years. We have a strategy. We have all hands on deck. We're in partnership with the colleges, the Deans, the Associate Deans and the Faculty. And we want to try to ensure that the Chancellor's Office official target of 11,473 we want to get near that as we can and we think we have some strategies that will help us achieve that.”

Q&A/Comments

Senator Monty said it's not just about the mode of instruction. That's not the only variable that's going to influence student behavior. We need to know or hopefully we can begin to plan at least and tell students whether the campus will be open to a greater extent than it is so that students have an opportunity to utilize resources on campus and to interact with one another face to face, even in limited ways. on campus. Monty said he thinks that's something that we haven't talked about that we should because classes are online. If other campus resources are open, and students can come to campus and have some kind of campus life, even if restricted, he said he thinks that would make a big difference to many. Monty continued that he likes the fact that we are looking at allowing students for new admits as preferred. But he said he asks again about plans for spring admits, and whether new admits for fall 20 will maintain their eligibility so that they might then enroll in spring 21 if in spring 2021 we're able to return to something more like normal.

Franklin responded that he believes we're saying the same thing. Franklin commented that the three slides on increasing and decreasing factors, could have been 12 slides. There are going to be a number of variables that will lead to students coming and that will lead to students deciding not to come. Franklin said that Monty was spot on, the more interactive, the more engagement, the more student life. He noted we certainly learned that in the Town Hall, from some of our students who spoke. There are many, many variables that make them want to come back to campus and be engaging and inviting. Franklin said the fall 2020 Planning Committee is going to be instrumental in helping us think through those things strategically. And lastly, absolutely spring 2021 is something that we're absolutely interested in ensuring that we use and use to our advantage to ensure that our students who decided to defer for a semester or take a gap year, we

want to be as flexible and as amenable as possible. This is not their fault. And business as usual can't be business as usual. So our solutions won't be perfect, because this is not a perfect crisis that we're in. But we're going to try to do no harm and ensure our students have a maximum chance to join us as Toros in any way that sort of fits in the current crisis that they're experiencing.

President Parham's Report

Cares Funding – President Parham noted they've been doing lots of work in modeling and said he wished to single out Vice President Wallace and Vice President William Franklin and his team, including the folks in Financial Aid, who have developed a model for us to distribute those dollars. Recall that in the Federal Funding Formula, 50% on the dollars we received go directly into student's hands, the other 50% that we have not received yet will go in to supporting the institution and covering losses sustained through COVID activity. But our model was based upon several assumptions we made about our desire to make sure that every student suffered a little bit less than what they had with the COVID crisis. And it is our intention that we also attend to the needs of those who are the most needy in the space. And so there's a three or four tiered model that we have developed to be able to distribute the dollars, with most of the money going for those students who are the Pell eligible with zero EFC. And those folks who have more than EFC, got incrementally less. So we're pleased I think with the model and believe it represents about as equitable distribution as we can.

Fall Planning - We have been engaged in lots of planning and discussion about it and are now moving to a phase beyond our Executive Policy Group, where we are now starting to reach out into the broader campus community to do the necessary consultation in the spirit of transparency and shared governance and are committed to do so. Parham said the fall planning committee was announced and is being chaired by the AVP of Academic Affairs and the AVP of Student Affairs. Their job in support of it is to seek consultation broadly from a whole range of people. So even as we've had a lot of people who want to be a part of the committee, the best way for everybody to be part of the committee is to simply send in your comments, advice, consultation, reactions and preferences to that committee via either one of those sources and have them chronicle your advice so that as we make a decision, it can be best informed about what's going on with campus. Regarding the Town Hall, President Parham thanked the entire campus community. He noted that at one time we had almost 1000 people on the call. He said it was a wonderful display of the Toro Nation and pride and our willingness to want to know and need to provide input to help us make informed choices about where we go. Regarding where we're going with Fall planning, Parham said the short answer is, he does not know exactly the time and date that he can hit a switch. He noted we will have an announcement about what we're going to do with Fall Planning. There are a whole host of factors that include not only the broad consultation we are doing within our campus community but also involves consultation with the Chancellor's Office and involves consultation with the Governor's Office, with local agencies in public health, and involves conversations with County Supervisors and the Mayor. It involves lots of different entities who are involved in this conversation, in addition to those criteria that were laid out yesterday in the Town Hall, on those six factors that the Governor has laid out, as

well as his belief about what is happening with the incidence and prevalence data, and what is going on in those ways in terms of progression of the disease, our ability to kind of trend down in terms of vulnerability. He said he needs to be acutely aware of the ways in which the disease is impacting particular populations in the nation, those of which are a majority of our student population. The health and safety of our campus community clearly will drive what it is that we do relative to that decision.

Budget – Parham noted that there are a lot of questions coming in about what are we planning for with the budget. He noted this is not where we planned on being pre-COVID but it is where we are. He said what he’s asked the Cabinet to do is begin to model scenario that will look at 3%, 5%, 8%, 10% and 15% reductions. Parham asserted do not take that as they've been directed to do that. He noted they’re merely laying out different scenarios. He pointed out that the state is not even going to know what is in its coffers and how it has to balance that and mitigate that deficit against the funding reserves it has, which are pretty robust at this point. The short answer is we don't know. We don't know whether there's going to be one-time funding or recurrent funding. We don't know any of that. Parham said his guess is, if they can pass a state budget, which they’re constitutionally mandated to do, his suspicion is that they would probably pass a temporary budget, go back in after the first of the fiscal year in July, and do something more deliberate and intentional, based on a more accurate gauge about what it is that they have. But what we need to do for our purposes, even as we struggle and fight for as many resources we can get for as little reduction as we can sustain, we just need to prepare, out of an abundance of caution, make sure that we are poised and ready to move forward. We've also asked our Deans and our Administrators to look at available staff positions. And we've asked them to put them in a category of green, yellow or red. The color code is: green positions are those that we will greenlight to move forward; the yellow positions are those that we will position ourselves to move forward, but we'll push pause on for the moment until we see what the numbers look like; and the red category, which will stay on, but right now we are not going to recruit them in order that we can build up reserves to sustain whatever cut that we might get. So that is the planning that is going on with both Vice Presidents and the Deans.

Communication – President Parham said we also have been engaged in my office putting out lots of messaging for our student community, and trying to keep them informed about what's going on. Parham thanked the Communications team who has been involved in trying to put out those messages. And we're in the process of trying to create a couple of video messages for our students now, even as we celebrate the end of the year. We've done a separate video message with Dr. Franklin for his team to try to encourage us to yield to those students who are still on the bubble about coming to DH. And we tried to excite them and empower them about making a decision.

Appreciation - President Parham acknowledged Dean Wen and Provost Spagna as well as all the faculty in the College of Business and Public Policy, that in the midst of the COVID-19 crisis, continued to manage operations and grow. And after a long and difficult battle or challenging battle, CBAPP just received something that is 29 years in the making. We have just received notice from the accrediting agency that our College of Business and Public Policy is

now officially accredited as of today. Parham said when the Provost and he met with CBAPP almost a year ago, he challenged them and noted that it was a heavy lift that the Provost and he could not do it and they would have to decide to be able to pull this together. Parham noted that the faculty stepped up and did it. He noted he couldn't be more proud, and as we are trying to be this model urban university in the nation. This is one of those intellectual anchors that helps to solidify our ascendancy to our rightful place of mastery over that academic enterprise.

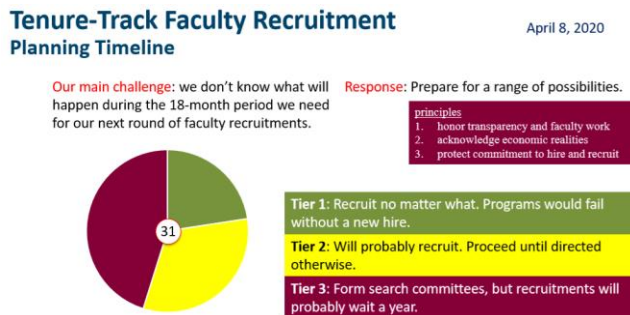
Parham concluded his remarks by thanking everyone. He said, “The strength of any academic institution really rests in its faculty and it is the core. And in consultation and collaboration with staff, with the student leaders and other folks, we really make this Toro University run and our Toro Nation is really humming at this point. Even in the midst of a crisis. We have new buildings coming. We have new curriculum coming online, we have new programs. We have accreditations that we've just gotten. This is like a big deal. And we couldn't do it without the strength of this faculty. Thank you to all of you for the work you've done this year. Congratulations to Chair Thomas as he leaves his position and congratulations to Dr. Talamante who will be assuming a twice-elected role. We appreciate your willingness to step up in the moment and appreciate all of you.”

Provost Spagna’s Report

The Provost reiterated the President’s appreciation for the faculty. He said if you really think about what we’ve done in the last several years, WSCUC accreditation for 10 years - gold standard, the fact that we have a doctorate in occupational therapy, pretty impressive stuff all around. Everyone needs to take a bow on that--faculty, staff and our students. The Provost announced that DH received news last night that our recommendation for a new Bachelor of Arts degree in Asian Pacific studies with concentrations in Asian Pacific studies and Asian American and Pacific Islander studies has been approved by the Chancellor's office and will be effective fall 2020.

Regarding the announcement from Academic Affairs about Dr. Maruth Figueroa, who is moving on to UC San Diego. Spagna thanked Dr. Figueroa for all of the work she has given with advising and the Toro Learning and Testing Center. He stated she has been a fabulous colleague. He noted that as COVID broke, advising and the testing center and tutoring was the area that he didn't have to worry about, she had it fully ready to go and just did a phenomenal job working extensively on the grading policy changes.

Faculty Recruitment: The Provost shared information regarding faculty recruitment.



The Provost noted there are many challenges, as was described by the President, and an uncertain budget situation forces us into a place of do we make some decisions while we have some degrees of freedom, or do we not? And we've been very successful with our recruitment over the last two years, we had an 85% recruitment that turned to hires a year ago. We're actually on track to be at that level. He noted we have several colleges where they've had 100% hiring out of their recruitment pools and so we want to continue that.

With the slide presented in April, there were three principles: 1. Honor transparency and faculty work 2. acknowledge economic realities we'll be facing and 3. protect our commitment to recruit and hire. If we don't recruit people a year to 18 months out, we'll be dead in the water. And then you'll remember that we have 31 recruitments that have gone forward across the colleges and we use tier one, tier two, tier three. Tier 1 - green was an essential recruitment. We needed that to go forward. Tier 2 - a yellow was we'll probably recruit and proceed until directed otherwise, and then finally form the search committees for Tier 3 for recruitments, but we'll probably have to wait a year. The important thing before we go on to the last slide for the update, is that all 31 of these positions, we're asking you to convene the committees. We're asking all 31 committees convene so you start putting together materials.

The updated information for the May 2020 slide was shared:

Tenure-Track Faculty Recruitment Planning Timeline

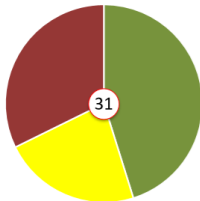
May 6, 2020

Our main challenge: we don't know what will happen during the 18-month period we need for our next round of faculty recruitments.

Response: Prepare for a range of possibilities.

principles

1. honor transparency and faculty work
2. acknowledge economic realities
3. protect commitment to hire and recruit



Tier 1: Recruit no matter what. Programs would fail without a new hire. **14 recruitments.**

Tier 2: Will probably recruit. Proceed until directed otherwise. **7 recruitments**

Tier 3: Form search committees, but recruitments will probably wait a year. **10 recruitments**

The update is that we have Tier 1 and this is in consultation with the Deans and working with Department Chairs and Faculty within respective colleges. We greenlighted 14 of the 31 recruitments to go forward. Seven recruitments in the yellow tier, meaning please proceed until we tell you otherwise. And then we have 10 of the 31 that we've said that want you to convene the committees, we're going to wait and see. They probably will not be hired in the next cycle but we want to at least have it together in case things change on the economic realities. The Provost said he has distributed the memo to each of the college Deans. He directed chairs and faculty to check with their respective Deans as to which positions fall into the aforementioned categories.

The Provost shared that two big messages have come out, one message was the fact that everyone needs to finish strong and make sure that all grades were turned in. He asked for the Senators' help to encourage all colleagues to get their grades turned in. He noted it makes some of the grading policy moot if we don't get those grades in on time. Spagna said as the

President already shared, we've started on the larger planning. He noted this will be important also for us in terms of that Recovery Team. And it will be broad based in terms of some of the discussion and some of the things we go through on that.

The Provost thanked Chair Thomas for his leadership as the Senate Chair this past year. He noted no one knew when Chair Thomas was sharing banners with local schools and convincing students to come to DH he would have to face one of the biggest challenges we've ever encountered in the 60-year history of this institution.

The Provost also shared a message of self-care, and recommended if faculty hadn't already done so, to attend one or more of the senior recitals. The Provost called out Scott Morris from the Music Department. He noted that Carlos Rodriguez did an incredible job playing Stain by Chick Correa. He said he thought the next concert at home is going to be Friday and will be doing jazz and contemporary guitar. It's great self-care for you.

The Provost gave a shout out to Parliamentarian Sharma. He noted today we had the honor of meeting with our presidential scholars and Presidential Scholar Amanda Williams who singled out Senator Sharma in terms of being an incredible faculty mentor and lead and support for student needs.

O&A/Comments

Senator Monty asked if the Provost could provide the distribution by college of the 14 searches that were approved and the seven that have been put in the maybe "pile". Monty also asked if we will receive at any point an update on tenure density, both by headcount and by full time equivalent faculty measures. We used to receive that routinely as a matter of course, and I'd like to know where we are on our campus and especially where we are relative to other CSUs, because I've always felt that that should be treated like a social justice issue. That's a scandal that we allowed Dominguez Hills to be one of the campuses with the lowest tenure density, given the student population we serve. **The Provost** responded he doesn't have the document in front of him but, as he mentioned earlier, the Deans have those memos, and they can share with you the breakdown as to each of the three tiers and which specific department and which specific positions. Regarding tenure density, we usually get a CSU-wide report and as soon as we get that we will distribute it. The Provost referenced VP Franklin's report and said there will be an increase in tenure density just based on enrollment, but it's something that we are sensitive to. The Provost said he just distributed a report to the Cabinet from the Lumina Foundation, which will be important for us. The title of it is Equity Minded Recommendations for Higher Ed Leaders, and I would call out one of the recommendations - this is a national report "protect from the steepest cuts and target future revenue federal stimulus funds to the least resourced institutions where the majority of low income students of color attend and need to earn a credential", that would be Dominguez Hills.

ASI Report, VP Tendaji: VP Tendaji said nothing new to report. He noted ASI just hosted their weekly Conversation Corners which takes place on Thursdays where they have different guests come in to talk about various issues. He said that the prior week they had special guest Zack

Ritter on the call. They try to have different administrators and staff and things like that on each call. This week the ASI Conversations guest will be the incoming ASI president.

Vice Chair Talamante asked VP Tendaji if he could give us a sense of the most pressing issues for our students right now. What we can do to help students as we go into finals week. **Tendaji** said that the most pressing issue would just be what we've been talking about in terms of grading, the different options that students have when it comes to the wrapping up of the semester for their different situations.

CFA Report, Co President, Dr. La Tanya Skiffer:

Dr. Skiffer offered the following remarks for her end of year report. This report is followed by a response from Provost Spagna.

“As we move into our summer session and planning for the fall semester, I did like the fact that the University is talking about the recovery committee, and we will be talking with management about making sure that faculty is directly and broadly involved in those discussions, because it involves instruction, which is the chief work that faculty get involved in. And it obviously brings about many issues around reopening that we've discussed before, and we'll be talking more with them about those issues.”

“I have followed up on the 10% course advance that many faculty in departments have raised, I noticed the President mentioned that that these were models that the Dean was supposed to be putting into place. We have good information that these 10% courses in advance actually occurred within departments. And so we will follow up with management when we're able to get a meeting with them to ask how that has proceeded. And we'd like to know how those choices were made. For instance, there is some concern that the comparisons between different semesters, say fall and spring, may have occurred or that there wasn't a multiyear analysis of different semesters to use as data to make those decisions.”

“We'll also be continuing through the summer with our follow the money campaign, because so many important things are happening. CFA is going to be around there, myself included, even though I'm not compensated to do so. We think it's important that we remain vigilant and available to faculty. So along with the “follow the money campaign”, we have several concerns about professional development for faculty. Several faculty have raised concerns about how the online rollout occurred, and what new training they may need forthcoming, continual training. We know for a fact that some campuses are actually providing stipends to faculty for their professional development trainings including San Marcos goals and Cal Poly Pomona. The San Marcos Provost appears to have agreed to \$1,000 stipend for faculty. And we believe that the other half of the Cares Act money could be appropriated to help with that professional development. Faculty really should be made whole because they've made a lot of tremendous sacrifices. And I'm happy to hear that we're being commended, but part of what we need to do moving forward and that is shore up faculty for all that they have sacrificed and contributed to this. Change that we've had to make on such short notice. Cal Poly Pomona, from what I understand, was offering \$1500 for faculty members to engage in professional development over the summer, because many of us are nine-month contracts or instructors and don't have access to

a to a 12-month contract. They also, I believe, are offering instructors for those courses, at least maybe about \$3,000, and this would be a great use for those funds from the Cares Act for instance, faculty learning committee, some of which are focusing on online development. The only caveat that we would like to make is that any funds provided for instructor faculty take into consideration when it is provided, because those faculty are eligible for unemployment. And they're concerned that the money would be so small, but would have a great impact on their eligibility for unemployment. So that's a wonderful way to thank faculty for all of the sacrifices that they are making moving forward.”

“We also will be talking to management about workload issues. But we have a very grave concern because moving forward, there's so much uncertainty. Essentially, faculty are going to be required to prepare for three potential options going online, again, or going face-to-face or some hybrid combination of that. That increases the workload per faculty. For instance, I'm receiving emails from faculty who are scheduled to teach four new preps and how much work that would require for them over the summer to do that preparation, and that may take away from their time and will take away from their time as far as their scholarship and research goals. So we're asking for some consultation about how faculty might proceed in this new environment and how we can support faculty as a University to do that.”

“We are following up with faculty and students in the next months about their equipment, hardware and software needs and ensuring that those were provided. I'm happy to see the university provided numbers on the quantity of laptops that were distributed. But we'd also like to know where the numbers are for the requests, how many have been requested, and how many have been provided thus far, so that we can get a sense of where everyone is. We will be rolling out a CFA survey in our last week, we know that faculty are grading so it should be pretty short. We want to basically take the temperature of faculty for this semester since it has been unprecedented and really try to help us focus our work moving forward.”

“We have had a large amount of lecturers contact CFA regarding the lecture evaluation policy that was just signed by the Administration and CFA signed on to it. We signed that agreement in good faith and we expect that all aspects of it will be enforced. And we are telling lecturer faculty that if you are having any concerns about a three-year contract that you were scheduled to receive or a one-year contract, you should contact us if something occurs differently. Particularly if you're being evaluated and it doesn't appear, or it appears that you're getting late notice on that. We're going to send out that policy again, and make sure that that faculty are aware of their rights under that policy.”

“When it comes to our last conversation about student concerns, I'm also receiving emails from students. I'm going to be honest, it appears that people feel afraid to communicate. And I'm sorry that that is the case. But I want to make sure that if they contact me that I stand up and say and ask the questions that they are interested in. I had a student who emailed me about the Cares Act funds. This student has been furloughed, they are concerned about their financial solvency and they are wondering what is going on with funds disbursement because they are hearing from their colleagues at Fullerton, Long Beach, Cal State LA--those campuses have put explicit information about how those funds are going to be distributed and when they're going to be

distributed on their website. This student wants more information about that. Whatever you can do to provide that will be greatly appreciated. I told this student that I would mention it here because it is a body of faculty and Administration, and that you guys have the power to make that information available to them.”

“We are concerned about enrollment in the fall. One way to ensure that is that we continue to shore up the information that students receive, they want to feel as if you care and a few contacts is not going to provide that security for them. So one way to do this is to add this Cares Act information to our COVID-19 information site.” Dr. Skiffer said she just went on before the meeting, “it was not there, no mention of it. And that seems a bit concerning during this time that we're in, which creates all these issues for our students.”

“I also wanted to mention to faculty, CFA will be around this summer and we will be communicating bargaining update information. Please keep an eye on your email. We want to ensure that we have unfettered communication with faculty as we proceed through this process of preparing for the fall semester. I want to thank you guys, and I hope that everyone has a very safe summer and I look forward to working with you into the next semester.”

Provost Spagna offered in response that he “appreciates the concerns that were just shared. But two items that I just had to clarify. One was the first conversation about reduction in course scheduling, or what we're doing in classes is completely unrelated to the President's comment about budgets scenarios. And actually, the Vice Provost O'Donnell has invited CFA to attend the Academic Affairs Facilities and Space Committee, and I hope they take us up on that to come in and learn about what we've been doing in terms of modeling classes going into the semester that started before COVID-19. And the second one is I would caution against us making assumptions that we're not supporting faculty going into the summer. It's the very reason why we have a Recovery Team, and there's going to be broad consultation. “As a matter of fact,” the Provost said, I have meetings with CFA tomorrow [May 7] and on Tuesday [May 12], to clarify some of these things. So just wanted to make sure that was part of the record as part of my response. Thank you.” Dr. Skiffer replied, “I appreciate your response. This is the first time she's hearing about an invitation to the Space Committee. So I'd appreciate a follow up from whoever is contacting me because I have yet to receive it. Or if you're sending it to Jackie, she would probably have told me, so that would be great.” Vice Provost O'Donnell said it was an email he sent to Dr. Skiffer two weeks prior and he would send it again.

Chair Thomas then turned over the mic to the Standing Committee Chairs to present their end of year reports.

Educational Policy Committee, Chair Salvatore Russo – [link to End of Year report](#)

Faculty Policy Committee, Chair Katy Pinto – [link to End of Year report](#)

Graduate Council, Chair Katy Pinto – [link to End of Year report](#)

Q&A: Senator Price asked Graduate Council Chair Pinto if there had been any discussion about funding for undocumented students for grad school. One area that's really difficult to see are, you know, excellent students become seniors and then when they hit grad school, they're not sure if

they can go ahead. **Pinto** responded, that's a really great question Senator Price. The Council hasn't directly talked about how our graduate students qualify for some of this funding. In particular, there's the Chancellor's Office doctoral incentive program. I don't know actually what their requirements are for that. But I appreciate that as a comment, and we can add that to make sure that the funding opportunities that we do offer, we can find out how they impact the students. So for example, the research opportunities that they can apply for through the grant. The grant funding is through an IRA grant from Dominguez Hills. So right now, there's nothing that states in our application as we designed it, about their documented or undocumented status.

Academic Technology Committee, Chair Reza Boroon – [link to End of Year report](#)

CDCPC, Chair Heinze-Balcazar - [No written report was offered, the following are the CDCPC comments regarding the committee's focus for the academic year.] "Department chairs have a wonderful opportunity to serve the students and work with faculty and administration for students' success and time to degree. Department chairs have leadership and assessment responsibilities and administrative functions. Some of these include: leading the department; motivating faculty to teach effectively; motivating faculty to increase scholarship; motivating faculty to increase service; handling faculty evaluation and feedback; creating a supportive communication climate; managing conflict; leading the department; creating a shared vision; creating a learning environment; problem solving through a positive lens; and making teaching excellence a top priority goal for the department. Because of the leadership and assessment responsibilities and administrative functions, the issue of compensation for chairs has come up through the years. So with that we thank Provost Spagna for creating the Chairs Compensation Committee. We thank the Chairs Compensation Committee for their hard work this year. We were glad that we were able to meet with Dean LaPolt regarding the current tentative proposal for chairs compensation. We had questions regarding the origin of the proposal, the rationale for the percentages for the for FTEs majors and FTF. Questions were raised regarding available accurate data and inclusion of coordinators. Moreover, our committee suggested that chairs compensation be holistic and include factors such as work that is done during special sessions, that is winter, spring and summer sessions one and two; use of consecutive service, years of service, and the amount of monthly stipend. We look forward to continuing to work with the chairs compensation committee, led by Dean LaPolt."

General Education Committee, Co Chair Kalayjian – [link to End of Year report](#)

University Curriculum Committee, Chair Caffrey Gardner – [link to End of Year report](#)

University Writing Committee, Chair Naynaha – [link to End of Year report](#)

Statewide Senate Report, Statewide Senator Thomas Norman – [link to End of Year report](#)

Statewide Senator Celly added to Statewide Senator Norman's end of year report. She congratulated Statewide Senator Norman on his reelection for the next three years. The two items she wished to add, were one regarding the Faculty Innovation and Leadership Awards. She noted we were among the campuses that submitted applications and 13 of 23 universities submitted a total of 123 applications. The second relates to some ongoing work Statewide

Senators are doing. She noted they are meeting May 6th and 7th. for their plenaries. Academic Affairs met on May 6th and one of the items ahead of them, which may or may not come to fruition, we won't know until we bring it to the larger body, is how we assess formally at the individual and university level faculty in 2020 and in the new academic year, as we are intentional about designing courses and curriculum in next year.

Chair Thomas' Report: “What a year. This year we've taken an important step toward inclusion of our non-tenure track faculty in the shared governance process. We've created a non-tenure track faculty advisory board and most importantly, President Parham has directed an endowment to financially sustain the effort to non-tenure track faculty with \$500 in professional development credits for each semester of service on university level committees.

We've taken an important step toward shared governance by collectively developing a framework for consultation and transparency for the campus. To quote President Parham's presidential memorandum, “the collective vision of shared governance will guide the creation and implementation of institutional practices and the management of practices and requirements where all stakeholders in our academic enterprise have a say in how the affairs of the institution are managed.” As we have learned broad consultation takes time and certainly is worth the effort. We have taken an important step in defining student success with our state legislature. We hosted State Senator Steve Glazer, and the California Senate Select Committee hearing on student success. Through this hearing, we were able to redirect the legislature's emphasis on four year graduation rates, the finish in four pledge, to the transformative work that begins the moment students step on the campus, and how CSDH creates tangible social mobility for its graduates, ranking fourth in the state where graduates make more than their parents.

We've taken an important step in measuring the basic needs of our total citizens. We've gained insight into our student housing, including security needs, and Academic Senate has supported the basic needs initiative to address solutions.

We've taken an important step in understanding student performance and their path to graduation 2025. In Academic Senate we have discussed how to use the student performance dashboards for database decision making within departments.

We've taken an important step towards the physical future of our campus. Academic Senate supported the adoption of our campus Master Plan by the Board of Trustees, setting the framework for growth for our campus for the next few decades.

We've taken an important step toward continued campus governance by reaffirming the Graduate Council charge and introduction of the Distance and Hybrid Policies Implementation Team.

And this was all before COVID-19 forced our campus to transition to alternative instruction. This period has showcased the resilience of our Students, Faculty, Staff and Administration to not only finish strong, but also thoughtful conversations about how we move forward as a campus community, Fall 2020 and beyond.

We've also taken an important step towards development of gender equity principles to guide institutional processes, inform our collective actions, as well as inform current and future

members of our campus community of our commitments. President Parham has expressed an interest in moving this resolution forward as a Presidential Memorandum.

As I step away from Senate Chair, I'm grateful for my time and what we have accomplished collectively. I want to point out that none of this is possible without the Senate Executive Team, Laura, Katie, Sam, Kirti, Thomas, Dana, Archana, Rita, and even Enrique from last semester, I want to thank you all for your willingness to serve with me. I am extremely gratified by the familiar faces as well as new voices that have emerged for next year. I have maintained that we are better as a chorus as we need everyone's voice. And in that sense I'm confident Academic Senate is in good hands as we head into the academic year 2020-2021. With that, I turn over the floor and vote to leave the gavel to Senate Chair Elect, Laura Talamante.

Senate Chair Elect, Laura Talamante thanked Chair Thomas. She acknowledged his service and said he'd done a fabulous job. She pointed out that he'd been organized, brought many people together, "new faces and voices". She noted he's helped to strengthen shared governance and collaboration. She said he brings a lot of heart and passion to everything he does.

Chair Elect Talamante thanked some other outgoing members. As Chair Thomas brought up, Dr. Enrique Ortega who had been part of Senate Executive in the Fall 2017 and had to leave us in Fall 2019 to step in as the Interim Associate Dean for the College of Health and Human Services and Nursing. Talamante expressed gratitude to Senate Parliamentarian Sharma who was willing to step into that position mid-year. She has done a stellar job and really set a very high bar for those who follow her in her short time with Senate Exec. Talamante thanked Katie Pinto. Talamante noted that Pinto also has been serving for the last two years as Faculty Policy Chair, and has done an exceptional job there. Talamante noted that one of the things that she admired about her is that education was an important aspect for incoming Faculty Policy Committee members. Talamante thought that really helped to bring the group together and see their purpose and their power and voice on that committee and their support for the Senate.

Talamante then introduced the nominees for

Senate Executive Committee for the following year (2020-2021)

Statewide Senators: Dr. Kirti Celly and Dr. Thomas Norman from the College of Business Administration and Public Policy

Vice Chair: Dr. Ivonne Heinz Balcazar from the College of Arts and Humanities

Chair of the Educational Policy Committee: Continuing in the role, Dr. Salvatore Russo from the College of Natural and behavioral sciences.

Senate Secretary: Dana Ospina will continue from the Library

Non Tenure Track Faculty Representative: Continuing in that role, Dr. Rita Anderson from the College of Education.

Senate Parliamentarian: Dr. Hal Weary also from the College of Arts and Humanities.

Faculty Policy Committee Chair: vacant

Talamante asked for a show of hands from the Senate to confirm the aforementioned Senate Executive Committee. Thirty-five hands were virtually raised in support of the presented Senate Executive Committee.

Open Mic:

Statewide Senator Norman brought up that in 1983 College of Business and Public Policy began the AACSB accreditation journey and he couldn't have been happier to see the good news comes through that they now have received accreditation. **Talamante** said yes, an absolute point of pride and worth repeating [Parham had brought the information forward earlier in the meeting]. Congratulations to the College, Faculty and Staff, and Dean and Associate Dean.

Graduate Council Chair Pinto stated for the record that regarding graduate programs, students can, undocumented or dreamers' students, apply to the graduate equity fellowships that's on our campus and to the Grad Research funding opportunity, the Chancellor's incentive doctoral program, and the thesis and the project of the year funding.

Meeting adjourned.