Academic Senate Meeting Minutes
September 11, 2019/Loker Student Union, Ballroom A/2:30 – 5:00 PM
Revised

Voting Members Present: Allen, Asatoorian, Benavides Lopez, Bono, Brandt, Chaparro, Chhetri, Deng, Dixon, Eames, Fortner, Gammage (proxy for Nicol), Gasco, Gray-Shellberg, Griffey, Hill, Jarrett, Johnson, Kalayjian, Kitching, Krochalk (proxy for Roback), Kulikov, Kuwabara, Ma, Macias, Malladi, McGlynn, Mendoza Diaz, Monty, Nguyen, Pawar, Pederson, VPrice, Raianu, Silvanto, Skiffer, Stang, Supernaw, Tang, Willis
Voting Members Not Present: Andrade, Furtado, Heinze-Balcazar, Morris, Naynaha, Park
Voting Ex-Officio Members Present: Anderson, Celly, Giron, Norman, Ortega, Ospina, Parham, Pinto, Russo, Talamante, Thomas
Voting Ex-Officio Members Not Present:
Non-Voting Ex-Officio Members Present: Avila, Brasley, Davis, Figueroa, Franklin, Koos, LaPol, Manriquez, Spagna, Wen
Non-Voting Ex-Officio Members Not Present: Costino, Davis, McNutt, O'Donnell, Peyton, Polorak, Stewart

2019-2020 Academic Senate Executive Committee:
Charles Thomas – Academic Senate Chair, Laura Talamante – Vice Chair, Enrique Ortega – Parliamentarian, Dana Ospina – Secretary, Salvatore Russo – EPC Chair, Katy Pinto – FPC Chair, Rita Anderson – NTT Representative, Kirti Celly and Thomas Norman – Statewide Senators

Recorded and Edited by SEW and the Executive Committee
Meeting Called to Order: 2:30 PM

The Academic Senate Chair began the meeting by asking everyone to join him in a minute of silence in honor of all of those who were deeply impacted by the events of 9/11.

Approval of Agenda M/S/P
Approval of 5/08/19 Minutes: M/S/P

Academic Senate Chair Report:
Chair Thomas said he looked forward to seeing everyone at the reception following the Senate meeting in the Mancillas Courtyard. He then introduced the new student assistant Yvonne Del Rio and AS Coordinator Susanne Walker. Thomas said he would be putting off his update on “Project Pennant” to two weeks from today given the tight agenda. I also want to remind you senators, that we do have a DH Dodger night on the 20th. The Senate has purchased 22 seats in the all you can eat section, hope you can join us. Thomas reminded everyone of the upcoming convocations, not just the new student convocation but the general convocation, that is set for the 18th at 10am. He also reminded everyone about the upcoming Dymally Distinguished Speaker series, with Dr. Cornel West would be coming to our campus on Friday, September 27th from 4 – 6 pm in the gymnasium. Thomas spoke to why the Senate Executive Committee came up with the reports for the meeting today. He noted the challenge by the President at the General Faculty Meeting was to find a way to contribute an additional 5%. The President challenged everyone to find ways to own our student success. Thomas said in terms of how to operationalize that, he’s thought about it in terms of three individual components. 1. Being able to identify students that are in need 2. To care about it enough to actually do something about it. 3. To have a toolbox of resources so that you have the opportunity to reach out to those students. Thomas said, “What we're doing today is sharing with you some of those resources.” In connection with sharing those resources, he said he’s created some homework for himself which is that we now need to create a repository for all of these resources. Many times we have the conversation as it relates to, “we’ll put it in the syllabus”. And then after a while the syllabus becomes so long that it becomes something of less
usefulness. He said what he’s hoping to do is create a station for all of the, what Thomas termed as a “boilerplate of the syllabus” for us to then create a real resource that students and faculty will be aware of so that we can direct students and in essence for us to get that, “5%”.

Thomas finished by suggesting some homework for the Senate. The homework is that he would like to change the concept of our academic senate. And the concept of the Academic Senate that he believes we have been operating under is, is something Thomas called “the Knights of the Round Table”. And that is that we all come here to have access to the President, the Provost, and then have information that the rest of the campus does not necessarily have. Thomas said he’s suggesting that we need to move to a more representative body. He said to the Senators, “You represent departments or units within the campus. And as such, you have an obligation to notify the rest of the members of your department as it relates to not only the information you receive today, but at each of our academic senate meetings moving forward.” Thomas asked that everyone go back to their departments and: 1) share the information that they receive today, and 2) Make sure that non-tenure track faculty are included in your departmental listservs, so that when departmental meetings are called, that those non-tenure track faculty that have been hired or included in your faculty ranks are actually included in your departmental meetings. He added he’s given myself additional homework, because he’s going to then go and check with each of these individual departments over the course of the semester.

Parliamentarian Enrique Ortega

Ballots were passed around, the Parliamentarian gave an overview of the various elections.

- Gender Equity Task Force – we will be electing representative for the non-tenure track faculty today. Regarding the staff position, there will be an electronic ballot for that so that staff only can vote on that election within the next two days.
- Election for the Academic Council for International Programs
- Standing committees
  o Educational Policy Committee
  o Faculty Policy Committee
- Academic Affairs Facilities Space Committee
- Search Committee for Vice President of Administration and Finance
- Search Committee for Associate Vice President of Human Resources
- Search Committee for Associate Vice President of Enrollment Management
- Search Committee for the Associate Vice President of Student Success

First Reading

EXEC 19-12 Resolution to Establish a Non-Tenure Track Advisory Board, Vice Chair Talamante, NTT Exec Representative Anderson

Anderson first thanked everyone for their support in her being there, but she wanted to acknowledge and thank Adam Sanford. She noted that he’s done a lot of work and he’s been at the table and brought issues to the Senate on behalf of non-tenure track faculty. She said she spent the entire summer meeting with non-tenure track faculty and faculty at CSUDH and other campuses hearing the concerns. She said she’s most grateful for the implementation committee and the report. She referred everyone to EXEC 19-12. She asked for approval to bring the resolution to the floor. She then read aloud the resolution.

Academic Senate Chair Thomas said at this point, since it’s a First Reading, they would open it up to the floor to see what comments they may have so that they can then bring it back in two weeks as a Second Reading.

Senator Gray Shellberg asked with regard to the first resolve, “that each member serve as a one year term”, that given it’s an advisory board, and just as one is getting the feel of things, then the member needs to move on. Maybe it can be considered to have a two or three year term and have those terms be staggered. Senator V. Price said this is a very important resolution and she thinks that we’re moving forward and pushing to everyone’s attention that fact that we have so many non-tenure faculty who need representation and policy to help them do their job. She commended those who put it together. Senator Griffey said thank you for including the word “stipend” in the revised proposal as he had noticed in the Retreat that it didn’t have that and he thinks that is a statement of listening to feedback and he appreciates it. Senator
Celly said there was a CFA Kick-off luncheon today and one of the important items that came up is that what began as truly an adjunct position in times of mean has become the majority. The time is right for a resolution such as this so that we have true representation of the very large segment of our population that is not tenure-track.

President Parham’s Report
The President congratulated the Academic Senate Chair and thanked Dr. Talamante for all of a marvelous tenure herself. He appreciated all the support he received in helping him during his first year and he’s delighted to work with the Academic Senate. And let me add my voice to the course of those that have taken a moment of silence to remember and reflect on 9/11. We hosted for the first time on campus yesterday, members of the Central Intelligence Agency who drew close to 200 students last night in a workshop who are interested in why it is that our students should care about national security and international relations in the context of what they do. So it’s on everybody minds. So I want us to not simply pause and reflect on the dates but rather never take for granted the men and women we are part of our national defense and part of our national security apparatus and to those people who were the first responders and are continuing to have to fight for what should have been a no brainer, and instead have been treated very poorly in making sure they had the resources to address their health challenges as a result of their work. The President thanked those who have inquired about his health. He said he’s finished his treatment. He’s had scans and labs and his oncologist is delighted by the results. He noted “your President is reporting for duty and I am ready to go.” He thanked the Provost and the Vice Presidents and everyone who stepped up to serve in his absence. He added that his philosophy has always been to not allow misery to have the last word. But also, as long as the faculty, staff and student workers are going to be on the ground fighting, so is he.

He said he wished to briefly talk about something he will lay out further at the 9/18 Convocation. He encouraged all to attend. Elements of the vision he has for this year:

1. Continue to dream about possibilities, while realizing institutional transformation. There are a lot of possibilities that are now starting to reveal themselves. And we’re excited about where that’s going. I’m also talking to our students about dreaming what’s possible, and not simply settling or what's conditional. So that is starting to gain some traction.

2. We want to try to accommodate enrollment. I heard from a number of faculty and senators individually asking what's happening with over-enrollment and are we going to impaction. The answer is no. The answer is impaction is a strategy. The principal is access. The California Master Plan has always had a three legged stool that is comprised of: excellence in academic and research, access to California state citizenry and affordability as much as we can do it. So we are combining access and we at Dominguez Hills are giving access to lots of students who might not have access to some of other places. To close our doors to departments and other places does not make sense. Until that becomes a last ditch method, we are not anywhere close to that yet. We want to try to accommodate the enrollment and where we are.

3. We want to ensure a healthy fiscal outlook. And our fiscal outlook is looking bright indeed. The President said he’s been out there advocating on our behalf to everyone who would listen including the Chancellor's Office, State Legislators, community residents, and local businesses, and we're seeing what happens when we look at some of the successes we've had, it’s starting to pay dividends. Parham noted when Chair Thomas mentioned that the President is going to be asking all of us, including his team, to think about how do we better own the success of our students? He said he wants everyone to keep that frame in mind. And that's going to be our theme this year.

How do we own student success? And what that really means in the context of what we do.

Parham then spoke to something he said he had promised last academic year to get back to the Senate on regarding the status of the UCI investigation that was ongoing right at the time that he was coming in as the President. Parham explained for those who are new, while in his role as former Vice Chancellor at UC Irvine, he was accused of sexual discrimination in equity pay. Despite the fact that the highest paid people in his division were in fact two women and that he was responsible for a running the gender equity promotion. The initial complainant was from a salaried person that he was not even responsible for. That salary paid was paid out of the law school, not out of his department in the first place. And then all three of those allegations were related to instances of whether or not people should receive stipends for what traditionally had been volunteer work on campus. One was connected to one of the affinity groups for faculty and staff, whether you should receive a stipend for being a part of the Black Faculty Staff Association and putting on a gala for students. The second serving on a committee and the third for serving as a resource and support as a manager on duty while the colleague was out on vacation and departmental leave. The result of that is, and he still does not have a formal
written response, the university has decided not to fight the findings and has decided to pay out stipends to folks despite his strong assertions to the contrary. He said from their standpoint, the investigation is closed and those individuals will be compensated in amounts he’s not been informed of, but that will conclude the investigation.

Parham said he had promised to get back to this body an update to where we are with the 360 evaluations and what was the outcome. Yes, the 360 performances have been conducted on all the individuals that were selected. There were six deans and two administrators. That constitutes as eight 360 performance reviews that were administered, Parham thanked the all those who participated campus-wide. He noted that while he is not at liberty to report specific data about the personnel files of those individuals, what he can tell you, is the feedback is organized in terms of themes. The kind of themes that really emerged from the consensus of the body that provided feedback had to do with management style and supervision and ways in which they wanted to support them, but also critique them on their leadership qualities or lack thereof, and where they needed to step up. The organizational climate in their divisions, and what they needed to do differently to be able to change it or to continue, if things were said to be positive. The individual competence of that particular individual and how they were rated by their peers was shared with them. Parham stated that then he and the Provost weighed in on their own assessments about their performance and the level of variance between their stated goals in the beginning and the goals they had for them and how they thought their outcome seem to converge or diverge from those particular metrics. Parham commented the sentiment is that all people have been given the feedback and all people are excited and ready to move forward. Based on feedback, one person decided to step back from their particular role, and now there is an interim dean in that particular role. We are holding people accountable for what we expect, and help people meet metrics that are simply satisfactory, but are our standards.

We are way over-enrolled. He said he shared earlier, that as he’s been out speaking and talking about the about values and virtues of a Dominguez Hills education to community colleges, to high schools and everywhere in the region up and down the state. Parham said he charged Dr. Franklin and his enrollment team to get out and extend the boundaries of what we do. He said we are on one of the few places within the system and has seen increases in enrollment and applications of first starters. He noted what we also saw was not just the application that went up but the interest level going up. Our Discover Dominguez Day had 300-400 people. We had Toro Admit Day vs thousand folks before, there were 3200 people here to start. He noted what we also saw was not just the application that went up but the interest level going up. Our Discover Dominguez Day had 300-400 people. We had Toro Admit Day vs thousand folks before, there were 3200 people here to look at what we did. So that when we admit this many folks, normally we would get a certain amount, now a greater share of them are coming. On top of the fact that we are on campus, because we are not impacted, that was subject to redirected students. Of the nine campuses in the CSU that were subject to redirects and the student were given close to a share of them are coming. On top of the fact that we are on campus, because we are not impacted, that was subject to redirected students. Of the nine campuses in the CSU that were subject to redirects and the student were given close to a share of them are coming. On top of the fact that we are on campus, because we are not impacted, that was subject to redirected students.

We are dealing with as we sit here today. A problem of success is what you have 3000 spots, and 1000 people decided to come. Now you're trying to figure out what's going on as many universities and colleges around the country are now dealing with as we sit here today. A problem of successes is what happens when you throw a party and everybody wants to come. That's the kind of position that we are now. So as we begin to tailor those numbers and figure out enrollment strategies in a more deliberate and intentional way, I think we’re poised for greatness. We are at 2547 freshman, 3494 transfers and overall we are have a projected census of 17,050. We finished last year at 15,700. That is a problem of success. And while it's going to hurt to squeeze a little bit, we cannot argue for more resources and what we need on the campus until we can demonstrate need. Parham said he would talk a little bit about how that need shows up, but first he wanted to highlight and appreciate the work of AVP Alana Olschwang whom, Parham noted, is invited to many Cabinet meetings. She provides Cabinet with the data analytics and the metrics that is allowing us along with the Student Affairs and Enrollment Management Team to really understand what it is that’s really going on with our students, what are the trends, what are the profiles. How do we really focus on and be a campus that is ready to receive students and not simply focus on are the students ready to be admitted to Dominguez Hills.

Budget - the budget looks like it is extremely favorable. It is favorable not simply because we got everything we asked for, we did. But it is positioning us to be able to do some of the things we’ve wanted to do. So when we got overenrolled, one strategy was to declare impaction like our peers and close the door. In consultation with the Provost and some other folks, the President noted that he said we're not going to do that, we're going to open our doors. And instead of doing that
we’re going to appeal to the Chancellor's Office and say help us help you. Because their mission in CSU is to give access, not to deny. So you’re going to wind up on the front page of paper, like all of us will, if we continue to deny this kind of access, we have to provide it. Well guess what. They [the Chancellor's Office] came and supported a plan. Parham said he sent a long message that his team and he crafted back in February arguing for the resources. Parham mentioned Roshni Thomas and her team have been a champion and a warrior for us in arguing for what we needed. And what we started out as a $3 million problem ended up with a $6 million problem and the Chancellor's Office did not stutter, buckle or blink and gave us $6 million to put that classroom village out and did it in record time, in four months to get that done. Why are people paying attention to what we do? People are excited about what it is that’s going on here.

The President offered kudos to our colleagues and everybody, and in particular to our government relations staff at both the Chancellor's Office and our team, David Gamboa, Khaleah Bradshaw, VP Stewart and her team who have worked to shepherd this thing through the Assembly and the Senate. A week ago we got notice that the Governor signed a bill that has just approved to doctorate Occupational Therapy programs in the state of California. One is that California State University in San Jose and the other just happens to be the only public university in the southern California area able to offer a doctorate in occupational therapy, which now resides in the Toro Nation at Dominguez Hills.

**AS1460 Letter of Opposition -** The President noted that he wrote a letter of opposition to Assembly Bill 1460 that was authored by Assembly Member Weber. He said he felt badly about doing it because of most of the scholarship that he’s written, he spent a career arguing for the importance of ethnic and cultural studies. The opposition had nothing to do with the importance of these studies, but rather the legislative intrusion and the precedent that that would set, in my opinion, about the Legislative coming in and dictating to what ought to be the domain of the faculty about what should be the curriculum and scope of impact on the things that we teach. Having said that, Parham said he promised Assembly Member Weber, who chairs the Legislative Black Caucus, that he would work vociferously on this campus, because we have a fair amount of locus of control irrespective of what the system decides to do. To look at system data that says 47% of our students take ethnic studies but 53% of our students do not, it is not badge of honor that we as a system ought to stand behind. But more importantly, I’m not interested in a simple metric about who takes the class. As a President, I’m more interested in how many students are we turning out each and every year that are culturally competent and culturally efficient and are able to go out and navigate a pathway of productivity and success. That they’re able to engage their peers in more working relationships, particularly in an environment we have in a nation that is so toxic. The President directed his comments to the Academic Senate asking them to be more deliberate and intentional in conversations and programmatic initiatives to think about how we can get out students to this place where they are either taking academic appropriate learning opportunities that will allow them to be more culturally competent in that particular space. So even as I stand in opposition to that bill, I don't have any opposition to what it is we need to do teach our students to be more culturally competent. That cultural competence ought to permeate up to the ranks of our staff and it ought to permeate to the ranks of our faculty. We cannot expect our students to do things that we are not prepared to do ourselves. So I hope this body will take that up.

**New B.A./Accreditation –** Parham highlighted that we now have a new B.A. in Women’s Studies effective Fall 2020. Congratulations to our colleagues who have worked on that proposal. Also, the Department of Computer Science **ABET Accreditation.** Inviting people to come take advantage of what we have really is about peeling back the onion and showcasing the level of excellence that we have, that's already here, we don't have to invent this, it’s already here.

**Chief Diversity Officer –** The President said he wished to announce it at Senate before an announcement goes out campus wide tomorrow (9/12). He noted that many of us were very excited about the arrival of our chief diversity officer. We went through a rigorous search process, and after we decided on an individual, the offer was made and the offer was accepted. The acceptance was delayed, but this person ran into some family complications with one of their children who has some medical challenges. The medical challenges have now exacerbated in a way that they have now called and had to back up and rescind their acceptance offer to us and then pay attention to health of their child. We are going back to the drawing board to figure out what our optimum choices are. Among those that we are considering will be other candidates who are in the pool who weren't the first selection, to see if there's any interest there. Or if they aren't a good fit, commencing with a new search. Irrespective of the personality in that job, it should not allow us to retreat from our
President Parham said he wished to reiterate the theme that Chair Thomas was talking about, about owning student success, he said he hopes we can do that this year. He said that ownership is going to be key for us to be able to turn the trend line, noting that we are getting into massive amounts of students for the third year in a row. The number of freshmen that we are admitting are record numbers. Except when we get to the end of that first year, that cliff is starting to get a little taller, because we're still losing way too many we've got to be able to retain them, we've got to be able to help them persist, and we've got to be able to move them to graduation. We have to own the success of our students. And we're going to figure out ways to be able to do that as well.

Master Plan Revision – The President said he and his team have been out and about in the community talking to residents, talking to every member of the City Council and the Mayor about this Master Plan and trying to develop support. What I do not want to do is show up on the Board of Trustees meeting on the 24th and 25th of this month with a Master Plan of this campus and then act like we haven't been transparent to the broader community who are going to be impacted by what it is that we do. The President then reviewed his presentation of the Master Plan Revision describing where the work is being done. While we are looking at new buildings, you know that we are about to bring online, the Science and Innovation building. Parham thanked the team who worked in record fashion on what is to get what is an $82 million project. For those folks who are brand new to the campus, that is the first building with any kind of portion of state money that has been built on campus in 25 years. The President said that this is not simply a cause for celebration but a disgraceful commentary on the way in which this campus has been neglected and I can promise you that will be no more. If you come in from University drive and look on the south side of campus, you look at the new science building in that portion of the campus. You'll also see on top of the campus, you'll know that we have broken ground so I want to give credit to our Emeriti faculty. Parham said to Emeriti Senator Gray Shellberg he was grateful that she was sitting next to him so he could thank her because she has helped to establish, along with her peers a legacy with which the rest of us now stand on. So even in taking down that small college, we have saved bricks, we have saved pillars, we hope to create a monument to what it is that our Emeriti faculty and staff have built that we now stand on. There's a new innovation and instruction building that is going up. They are moving with rapid speed with fences up and they’re starting to lay things down. I've reminded my colleague Dean Wen that everyone keeps saying that this is the new business building. This is not a new business building, the space belongs to the campus. It is a new innovation and instruction building that will house our College of Business and Public Policy. What it won’t house is exclusively to anybody because any and everything can go in there as we kind of struggle for kind of space we need, as we're all space constraint. Parham said he’s excited about that. Parham then spoke to the new resident halls which he described are game changers. He described that their framing out what will be a new four story 506 bed spaces that will be a living learning community. Parham said he’s trying to get a special dispensation to go before the Board of Trustees that once we get this done to see about accelerating our ability to build that. He said he would love for this to no longer be a commuter campus but rather than residential one. And in that space, I need students on campus longer not shorter in order to get that done. The President then spoke to the University Village, which he explained seems to be where a lot of the controversy has been. He noted that he’s explained to the City Council that everything we do on this campus is designed to support the academic mission. And he used new faculty as an example to explain that if you are new faculty and happened to be at Michigan, or Illinois, or Indiana, or in Ohio, Pennsylvania, and Mississippi, where an apartment may cost a thousand dollars a month for two bedrooms. In the Southern California and in particular the Carson area you can expect to pay for that same two bedroom, to pay $3,000. He pointed out that there’s a potential for faculty not to accept our offers because they can't afford to live here. He emphasized that this housing is not first designed for market-rate housing for a community, it is designed to support the academic mission of this campus. The first priority of this housing is faculty and then it is staff. Parham said however, if he mythically had 100 spaces to fill, and he can only fill 75, would we offer the other 25 to others outside commercially? The answer is yes. We'll have student housing that is separate from this. The second piece that Parham said he wants to be able to do is build a new academic building, for whatever. Except, he explained, they'll tell you that in order to be able to build a building, if it's a $50 million building, which is relatively inexpensive, we ’ll need a $10 million down payment. Where are we getting that kind of money? We have to create, as President Hagan spoke about, a passive source of income. The University Village, with all these businesses and other stuff is not designed to do anything that would compete with commercial enterprises outside of this campus. It is designed to give us a passive revenue stream for the business that can
then be converted back to the campus to allow us to have the resources to do what we all need to do. Parham said he wants to see this campus in a position, where we stop begging the Chancellor's Office and the state legislature to do stuff that we ought to be able to do ourselves if we just had the resources, when we ought to create the resources ourselves. That is what the business park is designed to. Parham continued to share the slides, and described it as “this is what the vision for the future looks like in the Master Plan.” He reiterated that he’s been speaking with Carson city residents, city council members and the mayor because I want them to own this is their campus. This is their community and he promised to be transparent. The new Science and Innovation Building should be done around November. It will be the Center for Innovation and STEM Education that was partly built with a grant from Toyota. Parham thanked “our colleagues at Toyota who recognize the importance of what it is we’re trying to do with our students.” He noted that this is a game changer because it improves our academic and research capability and changes the whole aesthetic ambiance of the campus. He spoke to the view of the innovation and instruction building in the north and how the plan is to work towards creating an appropriate entry point on campus and that should look like. He sees this as a way to have students clamoring to find out what it is that this university has to offer, as they experience this is what excellence looks like. Parham also spoke to the value of the aesthetic ambiance of the residence halls. He noted, that we lost quite a few applicants who did not appreciate the residence halls we had and we could not accommodate. We have a list of people on the wait list for residence hall spot that is bigger than the number of space we had. Parham highlighted AVP Matt Smith and his team went to California Marymount University in San Pedro where there is a residence hall they cannot fill. We bargained for 104 spaces, that we are now trying to fill. We’re trying to find innovative strategies to allow students to accept the education we can offer here at Dominguez Hills.

Parham touched on the University Village, reiterating that we are not calling this market rate housing any longer. This is housing faculty and staff and others, if we have space available, all designed to support the academic mission. The retail spaces that will be made available will be offered to businesses and other folks, are designed to create a passive source of income for the campus so that we can then have the dollars we need to do the things we need to do. The University Village will establish us as a leading urban comprehensive university, that campus business partners will provide internships and research opportunities for our students. It will also have housing for our faculty and staff, as well as parking and also retail. This is part of what we're going to be presenting as the Master Plan. Parham said when he goes before the Board of Trustees, in a little bit more detail that what he had time to speak on, that is what we're going to try to do to present and want the approval. What he wanted is less opposition. He went to Carson Council Members, Jawane Hilton, Lula Davis-Holmes, Cedric Hicks and Mayor Robles explaining to them about the values emerging and if you really want to support the campus, here's how to do that. He said he’s heard their opposition and we now have the majority of the council, who's prepared is prepared to write letters to the Board of Trustees in support of this Master Plan. Parham said we got resonance with the surrounding residential communities who have said they appreciate the transparency and they appreciate the communication on the campus. We want to own this as our university too in this community. And we are prepared to support the Master Plan.

Q&A/Comments:
Senator McGlynn said that he appreciate that the village with the temporary classrooms is meeting our temporary needs, What is the timeframe when we expect to remove the trailers. Parham responded that the short answer is he doesn't know, because while he’s clear that we need another academic building. What we have on the horizon and the dollars that we have already slated, is the Science Building which will allow us to move Natural Sciences and Mathematics into that space. We are securing the dollars to be able to retrofit the NSM building so that when we have that, its so much faster than having to build a whole new one. We will still argue for more academic buildings but it will depend upon a whole range of things that we don’t control. What we were given is a number of things. The Chancellor's Office recognizes that we need to grow. Interim VP of Administration and Finance Ron Coley recognized that in all the building that we are doing, we are maximizing our power grid. We have enough power to sustain us maybe if we get to the new Science building and the Innovation and Instruction building, and the new Childcare Center and Residence Hall. But once we hit that we are out of power. We are now putting proposals forward to redo the power grid. Parham noted that that proposal which we've been arguing for this year has been front loaded in the Chancellor's request for Dominguez Hills. Parham said he can't tell you when. He would love to say in three to five years. It takes four years to build a building from the planning process, with all the planning stages, including the environmental impact report (EIR), get it to the Trustees, get it approved and then two years of building. At a minimum it would take another four years. Parham added that there are
some other things we can do in the moment to be able to accommodate that. But we have to be able to demonstrate need in order to demand more attention on the building side.

**Senator Monty** said he has a number of questions and comments but understands that we’re pressed for time. Monty suggested that rather than answer all of these questions, now, we might agree that there would be a report on some of these issues and others at one of our upcoming senate meetings.

- Regarding the MPP review, Monty said he would like to remind everyone that we made barely a start and a lot of it was overdue reviews last year. So we shouldn't rest on our heels. And we should identify priorities for MPPs to undergo review this year. Though he does agree that we made the right decision last year limiting the number to eight, so that it was comfortable and less burdensome for people to participate.

- **Budget** – Monty stated he would like to know when there will be a Budget Open Forum. He said while he didn’t remember what the actual Senate resolution was, the Administration is required to give an Open Budget Forum Meeting and he believed twice annually, once in the fall and once in the spring. He didn’t know if that's been scheduled yet.

- **Enrollment** – Monty said that this is a little puzzling, because the most conservative estimate for the number of new students we would have in Fall 19, given to us at the Academic Senate Meeting last year was 6867. The actual number was 6141. I am pleased that we have 6141 rather than 6867. But, he wondered how that happened, because that was we have fewer transfers and fewer freshmen than had been projected by a significant amount, a more than 10% difference. So I think an enrollment update and report really useful. **Parham** responded that the Provost and AVP Olschwang will be able to address that. Monty continued.

- **Retention** – Monty suggested that we haven't gotten an update since Fall 16, regarding retention and graduation rates for the University and for all of its academic programs. He said he hoped that that would be forthcoming very quickly. The retention rates were on an upward trajectory and he hopes that's still the case.

- **The Master Plan** - Monty stated that one thing that probably is included but wasn't mentioned, is roads, and parking, while parking is one thing of which he’s heard many people complain about. The other thing are roads and we’re to the point where two lane roads aren't going to cut it for access in and out of the campus from Victoria and from University. **Parham** said the approval of the Master Plan, assume that you're flying above the tree line. It is a growth statement about yes, we approve in principle, what it is you're trying to do. But it does not get back into the weeds about all things that we’re trying to do or will do. We have to work with our city partners that look at traffic mitigations, the impact of that, the widening of roads, what you have to do to streets, what sewers have to be changed, etc., etc. All that stuff in detail will be injected into the Master Plan, which is first a concept. All the things have to be done. Also pictured on the slides showing the Master Plan, are a number of parking structures that we need propose that both relate to not only in the business park and housing for faculty and staff, but also for other areas on the campus that we're trying to put out to the perimeters and one centrally located. That would allow us to really support the academics on campus as well.

**Senator Gray Shellberg** said she believes that all this building is wonderful. But there's something missing and it's a Social and Behavioral Sciences. Psychology is the biggest major in the University. When you're talking about money, we bring in money and we bring in students. She believes that Sociology is the second. This is terrible. We have a Science and Innovation and there's not Psychology. We’re retrofitting the Social & Behavioral Science building last. We’re the biggest major we have third world laboratories, We've actually gone out to other campuses and see what those students have. I don't understand why you're not supporting the largest majors and why we’re last. **Parham** responded you are not last. You are not an afterthought. He said while our job is to what is already on the Master Plan to fruition, I hear about that being our largest major and the need to accommodate students, so know that that is on our radar.

**Senator Monty** said he would like to remind everyone that we made barely a start and a lot of it was overdue reviews last year. So we shouldn't rest on our heels. And we should identify priorities for MPPs to undergo review this year. Though he does agree that we made the right decision last year limiting the number to eight, so that it was comfortable and less burdensome for people to participate.
suffering under the kind of environment there is and has to retool everything. The answer is yes, We're trying to advocate for and build more space, as soon as we can. Know that it is on our radar screen. And we'll see. Again, if I can create these passive sources of income, we would not have to wait two and three and four years to get approval to build buildings. The state is out of the building business and the Chancellor's Office has 22 other campuses which they have to attend to. We're going to have to engage in a level of self-determination around how we manage that. Some of that is going to have to be with the income we can create and the buildings we can build. And also what would help if we can get this done is that we have support from our students who he’s invited to “ante-up” and have some skin in the game too, allotting a new health and wellness resources building that would house some of those other facilities. Senator Dixon said that while news of construction developments is exciting, he's not personally observed the impact of these developments. But, he has credible information from a colleague that are disabled co workers have no ramp access, is it from parking lot two, I hope we can remedy the situation. Parham asked, no ramp access to new structures from parking lot two? He said he would check on that but everything should be ADA compliant. Guest Adam Sanford clarified with the following explanation. Small college had a path from lot 2 that went along in front of the small college that was next to the Rose Garden. He added, you can come from the parking spaces that were handicapped down that path and then across to SBS. That path has been demolished. [At 9/25 Senate Meeting, Sanford requested that the minutes reflect that the pathway had not been demolished, it was merely piled with debris.] Sanford said as far as he could see, the only access out of lot 2 is a staircase. People on crutches, people who cannot walk far, people who use wheel chairs would have a long way around as it does not seem to be another way out of lot 2.

Provost Spagna’s Report

- Spagna began by pointing out that not only is the President back, but he's ready to go. Spagna said while at an alumni event the prior week, the President was high fiving and doing stuff all over the place. You could hear people at the alumni event saying sign us up. He's back, give 150%. Spagna said it's wonderful to see him in that role and leading this campus. Spagna thanked him.

- Related to the space question Spagna said we're really in uncharted territory right now. We're getting things that are coming forward based on the confidence in this campus. Two new academic buildings, a classroom village, a third building that's on the way, the idea of retrofitting NSM, they're just are incredible investments here. Spagna said he’s an optimistic guy but only expected that we got one thing, maybe two things and then it would solve people's consciousness. And they might say, you know we’ve help out the campus. He said he doesn’t feel this way. Every time we turn around, and actually this is across the system, and particularly the Chancellor's Office, there's a lot of investment in this campus continues. The next three years is going to set the stage for the next 25 years. He said he appreciates what Senator McGlynn said. From that standpoint, I think the idea that we have surge space on campus in the classroom village, we wouldn't be really smart to get rid of that before we finish all the building, why go back to a place where we have to be austere, and kind of move people back and forth with multiple migration. But, said Spagna we have to then be committed to that once that is done then we go ahead and remove that. But keep it the place where it can support us.

- Over the summer, we had some big accomplishments you’ve heard about ABET accreditation which is lasting to 2023. We also have the new Doctorate of Occupational Therapy, which is a great first doctorate on this campus, we will be pursuing other doctorates. But we also had in the School of Nursing, of which he expressed appreciation to Catherine Chai and the CHHSN, a post graduate at APRN certificate and a Master's in Nursing has been extended to 2029. And then, just recently, as of last night, we signed an MOU with Ross University. This is through the work of Professors Tom Landerfeld and Patrick Still. This is a medical school that we have partnered with where we now have students that have gone and visited this medical school. They ensure the first semester of tuition free with our partnership and this wonderful news in terms of professional careers and professional work. And then finally Spagna said with the announcements of accomplishments, we've talked a lot about buildings. Spagna said buildings are one thing, but it's the people that make us come to work. Spagna asked Dr. Katy Pinto to stand and receive recognition for faculty innovation in advising for Graduate Students and there were over 270 applicants for the award this year and four campuses did not receive any recognition. Dr. Pinto received a $5,000 cash gift and $10,000 going to the Department of Sociology to support your creative activities and scholarships.

- Re. Dodger night – the Provost said he asked the President if he needed him to bring in his glove to practice some pitches. He said not to worry about it, he's been working out with the Toro’s baseball team.
Parham replied he would really like to see a massive turnout. He said his goal is to have more than 1000 CSUDH people at Dodger Stadium. And we can hit that number, right? That is not a small number. We got 17,000 of us. We're on a national stage in a regional stage, it is visibility for the campus that you cannot buy. Let's see if we can turn out and make the most out of this opportunity. Please encourage your faculty, staff and students. There are tickets at every price point. President Parham said he looks forward to seeing everyone there.

Senator Price said she was told that along with the large influx of new students, we also have a large influx of lecturers. And we're just wondering about getting a large influx of tenure track hires as well. She said it was also brought to her attention that the CSU got $35 million to add to hiring new tenure track people that would be disseminated throughout the CSU. So in addition to whatever forecast we had last spring that we would have more. Price said she wondered if we've already calculated that or, because certainly we have an upset in our proportion of lecturers to tenure track people. Spagna responded in response to that, we have Dr. Cheryl Koos here as well, who's been wonderful already in Faculty Affairs & Development. We are already starting to do the calculations on that front. We are playing a game of catch up. We're on a pace of hiring about 30 faculty a year, we've got to up that in terms of tenure track. And we have to do the care and training of our non-tenure track faculty on two fronts. One is to really make them part of our family and respected as part of our family and also to do what I'm calling a pathway to tenure track opportunities for those non-tenure track faculty.

We really aspire to be competitive for those. Spagna said as Senator Monty put out five items he would like feedback on, Spagna is adding this to the list as number six, for subsequent reports to make sure we report on how that adjusts our numbers going forward. Parham added we're going to do the best we can for not only getting access to the dollars we should have, but even the dollars that the state had held in reserve. The goal is not simply to line up metrics with faculty and student ratio, as if that's the only formula that we have to look at. What I'm going to be looking very intensely are the metrics that relate to retention, persistence, and graduation. And if I'm looking at departments that are not finishing their students, graduating their students and retaining their students, that's going to be a challenge. If I'm looking at departments that are finishing their students, getting innovative in their methodology, and the other things that warrant that, that's what some of those other resources that we have discretion over are going to go, because that's where the pipeline needs to be, in whatever ways we can help that we certainly want to do that. But we have to also change the way in which we are owning the success of our students, and that’s going to our calculations about we think about handing out faculty lines as well. Spagna finished by saying “Just to put a little code on that, at an all college meeting for Arts and Humanities, Senator Monty brought this up. And he's exactly right. The willingness is there. We need to get the information to departments to do the interventions in a timely manner to support them. And we're on that track as well.” Senator Kulilov said her question is about graduation. Having three separate graduations is too much. Spagna responded he understands and the commentary that he’s heard at the small college meetings he’s gone to. He said we want to try to aspire to bring all the colleges together, and we're still playing a numbers game as we feel out this influx of enrollment. He said that he believe the tennis stadium was a good venue but it creates challenges in terms of numbers and how many we can have. But he certainly sees that as an aspiration they want to fulfill, because students remember graduating from their college and from their department. And when it spread over several ceremonies, it changes the dynamic. Spagna said he hears you and takes to heart as a comment. Senator Griffey thanked the Provost for providing us the information about CSUDH’s new partnership with Ross University School of Medicine. He said he was not familiar with the school. And in looking it up, it looks like it is a private for profit University based in Barbados, where the average student debt load is over $300,000. He said in addition, he I wanted to respond to President Parham who suggested that new tenure track lines might be based on student retention percentages. He said he would like to raise that for something for the faculty to consider, given the different departments and schools have different tenure density, different GE responsibilities. There's all sorts of ways in which that can produce a vicious cycle for departments that have never received proper funding in the first place, or might carry an excessive load for GE courses. So I caution against that track and recommend consulting faculty further before implementing a policy like that. Parham said he agreed and is reminded that there's no single variable that ever accounts 100% of the variants of explaining anything that is, but one factor in a whole host of them. But it is a factor that he is looking at and an expectation that I have that we have to do a better job of retaining and helping our students persist and graduate. We got awarded in the CSU system last year at GI 2025 at the conference in San Diego for the rate of increase that this campus experienced and being able to retain and move our students through. But the rate of increase in a given cycle is still not what our overall retention rate looks like. And we are still way below where I think we ought to be and what our capability is. So we're going to push that along. Spagna said with regard to Ross University, he said it would be appropriate for us to follow up with Tom Landerfeld and Patrick Still. Spagna expressed he assures everyone that we will never participate in any kind of predatory or private partnerships that wind up increasing that debt
load. Spagna reminded everybody that in Money Magazine a year ago, we were ranked 44 out of 700 universities in terms of the notion of reducing and addressing debt for students, just below Dartmouth and just above Georgetown in terms of how we perform the placement of students and reducing debt. He asked that it be pointed out in the minutes that we have an ethic and commitment to our students in terms of reducing debt that we have. Spagna thanked Senator Griffey for raising it.

**ASI Report, ASI VP Giron**

After an email was sent out by the ASI President, Christian Jackson to the student body, the Board officially voted to take a stance in opposition of the four year math requirement for quantitative reasoning. It’s going to be voted on next month by the Board of Trustees’s fine. There was a special meeting, which Giron thought occurred last Wednesday [9/4]. Giron said a fair amount of people in the audience who spoke were also in opposition to the four year math requirement. One of the main reasons that we as a Board are in opposition is because we feel there isn't anything set up that would make sure that underserved high schools will be successful in having an extra year. And we feel as though there are schools that will benefit from the four year quantitative reasoning, but it wouldn't be in the schools that that we serve at this university. Also Planned Parenthood is going to be opening two new locations in Carson and in Compton. And at our next Board of Directors meeting, which is 9/20, representative from Planned Parenthood will come and give more details on that.

President Parham responded “At the Board of Trustees meeting, there was a fair amount of opposition. Almost 100% of comments that came from people in the public comment section of that Trustee meeting.” Parham said that he was disappointed in that. The quantitative reasoning proposal, if you haven't had a chance to read it, is not necessarily a math requirement, it gives you a broad spectrum of choices that students can have access to, that allow them to stay current and fit and academically ready to manage the rigors of college experience. He noted that there are a lot of students who are not positioned to be able to navigate that fourth year with the faculty to do it, with the instructional materials to do it and with the time to do it, etc. What they are giving them is a launch window of seven years. Not tomorrow, not whenever, but seven years. And what I was most disappointed in is not in the narrative that really talked about how much more hardship it be on folks, about the extra class at my school but almost no comments that emerged from the audience to talk about, why would quantitative reasoning fourth year benefit students in helping to increase the retention, graduation and assistance for students in colleges and universities all across the state. Parham continued that he is all for sitting down, even in the local context. He said he had a conversation about it the other day to schedule meetings with superintendents and other folks, irrespective of whether there’s a policy that goes into place or not, we can do better at trying to make sure that our students are better prepared. But also want us to remember that while we want to acknowledge and be sympathetic and do whatever we can to address them, including the outreach that the Student Affairs team does, I don't want us to miss the fact that an extra year of quantitative reasoning would better position our students. Spagna said as a former dean of education, while he appreciates the seven year ramp up, you can undo 100 years of inequities in high schools in teaching math in seven years. So we throw down the gauntlet and say we've got to do this in partnership. And so we've decided to host a summit here for some superintendents in the area to say let's join arms to try and reach this as opposed to trying to do this on our own. ASI President Jackson said our opposition was not an opposition to quantitative reasoning. Nobody stood up and said we don't believe quantitative reasoning will do it. Nobody said we don't want high school students to graduate, nobody said we don't want our school students to retain and go through our college. That was the sentiment of no one. The mindset of everybody was all along the fact that we want to make sure that the school districts that were will be facilitating this in the entire state of California has the resources to do it properly. And that this proposal will be at the detriment of no one particular group due to the fact that it didn’t have funds to facilitate this properly. Long Beach was one of the school districts that the added the additional fourth year of math alone. However, it took them six years in order to get there. But when you look at it, they had community that was on the same page, they had external partners that was on the same page, they had faculty and staff within the district on the same page. That's not the environment that we are in. And they're going to give us seven years. So it's all those things. And we just want them to also look at it and see how it would play out. And that's where our stance was. And the UC is looking at proposing an additional year of science. So when you look at that, and you look and you look at quantitative reasoning. Now you look at the dynamic of what it would take high school students to finish. So we’re not in outright opposition, we encourage you to look at it. We also requested the CSU Board of Trustees and the UC system get together and find out what that void is that they feel it's critical to persist and graduate college. They both agree that something needs to be done. How do we take a different stance of what we think that is. We also request that the two systems get together to find out what that void is so we can have a single change and not two different changes that require both systems to be drastically different.
as they try to answer. Parham said he wished to compliment the ASI President Christian. He noted that one of the things he has really enjoyed this past year in working with this young man and his team of executives, has been the level of consultation that we have done not only in our Toro Team lunches. But even with issues like this, quantitative reasoning, he didn't jump out first and say I’m letting this go, he came and sat down and talked to a whole number of people, his cabinet, this president and other people and said let me understand what all the facts are. Parham said he appreciates folks being able to do that because that's what the essence of not only shared governance is, but his ability to strengthen his posture as a president is enhanced when he has all the facts so he can present arguments as he just did, so congratulations.

CFA Report – Co-President Dr. La Tanya Skiffer
- Continued focus on workload and pay.
- CFA has avid taken shift towards anti racism and social justice as a platform. You’re going to be hearing a lot about some of the programs and workshops that will be happening around that.
- There will be a bargaining survey in preparation for our upcoming contract bargaining. It is important for faculty to participate in the survey so that we are aware of what your concerns are, as we move to the bargaining table. There is a membership requirement to take the survey, so please feel free to log on to CFA.org and join as a member if you're not so with your voice is actually be heard as well.
- Skiffer said that some of the comments that she heard today from Senator Price and others, around our student success really do revolve around the hiring of tenure track faculty, and also really looking at how can we might convert some of our non tenure track positions to tenure track positions. This is a really great opportunity to save money for the system by having these wonderful and very well qualified part time faculty become full time with us at CSUDH. We have $35 million this year alone that we hope to get our whole share of to make sure that we make our campus what it really needs to be for our students.
- We're also going to be focusing on benefits. All of our unions across the nation are facing challenges with cut back propositions for our benefits, we really, really want to make that a central focus for our bargaining campaign.
- We are looking at focusing on equity pay. We have an issue with inversion and we have an issue with compression, as most of us in this room know about.
- Range elevation, we will get a list or range of elevation for lecturer faculty. There is a process, there is an application file. We are here to support you on that, we want all of our lecturers that are eligible to apply and hopefully put together very strong application to that. We will have more announcements regarding range elevation, as well.
- Our emeriti faculty have reached out to us. They're having a hard time getting information, as well as those pre retired faculty. So if Academic Affairs and the Provost can work with us to find a point person that they can contact for all of their questions, that would be greatly appreciated. As we saw from Senator Gray Shellberg, our Emeriti faculty really do bring a voice to our campus that is very powerful.
- In addition to that SQE has, which is our Students for Quality Education, they work with CFA. They have a wonderful campaign that they are going to be pushing, which really resonates with a lot of what we are talking about. We have all these wonderful students coming to our campus, but we need faculty to serve them. When we're talking about retention, we're talking about faculty being there to help them persist. They need the mentoring, they need the support and guidance that goes back to our hires of tenure track faculty that are going to be here and be present for them.
- Focusing on the mental health challenges, hiring for counselors, full-time. We actually at Dominguez Hills are doing great compared to the other 22 campuses. But we can't rest on our laurels because we're basically barely meeting the bare minimum, we need more of those counselors available for our students to help them through the challenges that they're facing out there.
- Librarians facing the same issues. Our librarians need to be able to fully function as faculty rather than being chained to a desk. They're being treated differently. And we want to have a conversation about how we might make their working conditions better for them.
- Other members of our community would like us to focus on office hours. Another issue of retention is having faculty available when you need to talk to them. We have a lot of faculty that are now remote. And how is that really serving our students, particularly with this push for the more students online? How are they getting the
services they need? This push for students to graduate really is about having the right advisement, having the right mentorship and being able to get the help and assistance they need to persist here at Dominguez Hills.

Skiffer thanked the Senate for providing them with the time. But I also want to point out that our time is shortened. We had 10 minutes in the past and now we have five, I would like us to reconsider that.

**Update to Master Plan Approval, Chair Thomas**

Thomas said it was mentioned that the President is going to be presenting the revised Master Plan to the Board of Trustees. Thomas said associated with that we attempted to put together a Sense of the Senate to offer general support, not necessarily the details of the Master Plan, but rather the revision of the Master Plan because the last time before the Board of Trustees looked at the Master Plan was in 2010. He noted that there was a revision in 2018 and the President is presenting on the 24th of the September. Chair Thomas requested that Secretary Ospina read aloud the draft of the Sense of the Senate – Supporting the Master Plan Revision, that Thomas put together. Chair Thomas asked if we could get a motion to bring the sense of the Senate to the floor, which was made and seconded. Thomas explained that we didn't exactly have the presentation in front of us, when putting together the Sense of the Senate. We were in essence asking the President give us a vision as to what we were doing, in particular with the northeast corner of the campus. And I think that as one has been involved in this process for some time, we know that we are moving towards market rate activity that is accretive to the university and it's not designed to compete with existing enterprises that are in the city of Carson. And so we just wanted to see if we could put together a Sense of the Senate and support thereof.

Q&A/Comments:

Senator Griffey said this is a clarifying question born of this being his first academic senate meeting, and therefore, not one based on a strong opinion. But he said, in the presentations we've seen so far, and in the information I've sought to get online, he hasn't seen a clear expression of what the risk as in financial risk of getting into business, and monetizing the east side of this campus is going to be for the university, and how the university has studied this, and has a plan that relates to it. I've heard lots of promises about how this will just boost the revenue of the school. But anytime you enter into public private partnerships and engage with market activity, I imagine many of our business and other faculty would know that these are not neutral activities that inherently raise a profit, that you have to do certain things, and that there's a competitive series of markets that we're actually proposing this public institution engage in. So if anybody could illuminate how this conversation has already happened, and why you do not have concerns about it, I would really appreciate it. Chair Thomas responded that there is no public private partnership in place or under consideration currently. The Master Plan contemplates a public private partnership would be entered into, but it is not entered into by virtue of the approval of the Master Plan. It's something that we will be contemplating and certainly be debating in the future. But the contours of what a public private partnership looks like today is not really set by this Master Plan document. Griffey continued that whether we call it market rate housing or not, we're seeking to develop thousands of units of housing, to develop revenue to subsidize the university. Is that correct? Thomas said yes, as a general sense, yes.

Thomas continued by saying the details of who that vendor may be, or what that profit participation is going to be and what the market risks are, are decisions to be made a little bit further down the road. President Parham responded, before any proposals like this can get approved and there is a stack of materials and books that has everything from market analysis to EIRs, to State Environmental Policy Act studies, etc. A lot of that information has been done. But we would never get into any kind of partnership that would not be financially viable or sustainable on behalf of the university. When we talk about P3, that is simply one example of something we might do. He said he's built a number of partnerships in his prior positions. What does it do that we don't. Let's say we didn't have a massive passive income stream. But one of our biggest assets that we have on that map that you should is land. What we have is land like nobody else has. So if there were two or three partners, and we talk about that and get all of the approval. But they would build on their dime, it stops our debt structure at zero. What they then do is pay us to lease the land, we derive income from that, even though they operate and manage it in the same way a third party would in exchange for revenue. So there are two models that do it and we can build it like we do our own housing on campus for students. And that that becomes our auxiliary enterprise, where we incur the debt, we then reap the reward. Or you can run it as a third party. These are just two examples of many that are out there in the community. Again, this Plan is not down in that detail yet. It is simply an above the tree line view, of what it is you want to do with the campus, things you want to consider. Before we get down into the weeds about what to do, it has to meet with Trustee approval. And we've intentionally avoided putting in too much detail, even in when he presented to today and what he presented to the community, because he cannot present it to you as approved before the Board of Trustees says yes and signs on the dotted line. So the message you'll see in the future will provide much more
Detail, but all of it has been talked about. Former Senate Chair/Senator Hill also addressed Senator Griffey’s question and said that Chair Thomas and he were actually on a committee about the Master Plan a few years ago. Hill said this is a good question, not just in itself, but because you're pointing out that there are always new senators in the room. And people who have not heard how much is going on. There were a series of Town Halls, not only within the university, but actual Town Halls for the development of these plans. And there are a lot of other studies that have been alluded to that were first draft versions done on even things like what under infrastructure goes on before you even get to talk about getting someone to build something on their dime, you need to shore up. A lot of that has been studied at a first pass level. But it needs to get past the Board to get a relatively small money to do a full study on before you can even ask the questions of how you put it forward. And that's where this is. Griffey, asked to clarify, “so it's been discussed, but there's no plan because it needs to be approved before there's a more detailed study?” Hill responded, “More or less, the state is clunky.” Chair Thomas asked if there were any other comments to the Sense of the Senate that we had just in terms of generally supporting what we have seen in terms of the revision to meet the Master Plan. Senator Hill said the Sense of the Senate reads northeast corner, but a lot of what it refers to is all the way down the east side. So maybe just that phrase in the northeast corner, weren't there, I’m suggesting as a potentially friendly amendment. Parham said really more on the east side of campus. Ospina asked for clarification. Hill said strike the strike the preposition. Thomas said, “on the campus”? Thomas asked are we at a point where we can at least propose this for a vote? The Chair said he cannot call the question. Senator McGlynn said he believed we just move to vote and it was seconded.

A show of hands yielded 34 in favor, 0 against and 2 abstention. Sense of Senate passes.

Presentations:

Student Conduct and Care Team Update – Matt Smith, Interim AVP Student Life and Zachary Ritter, Interim Associate Dean - Smith said that last academic year, they came and spoke about our Conduct and CAREe team and the reason was there were a couple things that he saw that looked like it was disrupting the academic mission of our institution that had a lot of overlap with the Senate body. One of the first things that we did was we talked with Senate, and pulled together a committee on Student Conduct and begin to talk about how can we reshape and fix some of the troubles we are having in our Student Conduct office. Smith said they were thankful that Drs. Talamante and Pinto were on that committee as well as other individuals across campus that came together to talk about some of the challenges and what recommendations they want to put forward for it. A report was produced and that is where we are now. Smith said he's more than happy to as other individuals across campus that came together to talk about some of the challenges and what recommendations they want to put forward for it. A report was produced and that is where we are now. Smith said he’s more than happy to share with everyone, if you're interested in reading, what they said they’ve found.

Major findings: if you wanted to submit a student conduct report, it was difficult to figure out where, it wasn't easily accessible online. Additionally, when the reports were submitted, a lot of the follow up time was slow, in terms of if you were a professor with an academic integrity case, and either the follow up was slow or nonexistent at all. We had times where professors never heard back about what happened and what the outcome of that case was. And so they really wanted to address that. Additionally, when it came to our violation of Student Conduct, we wanted to be more educational, not punitive, in terms of helping our students to grow and to develop, but what we had to offer them and what we have to offer them is really limited in scope. And so we're not nearly as comprehensive as we would like. And part of that was because our Student Conduct Office was one person. And last year was .10 of a person because we were only had someone serving as the additional duties as assigned. Now, Dr. Zach Ritter is 100% in that role has joined us. He's really helping out in that space and going to be following through. Additionally, our students rights and responsibilities, that was one of the first things that came up, as we go through conduct and care cases, it's really important for us to keep in mind what our student’s rights and responsibilities are on campus. And when we went to look at what we had published on that, the most updated version we found was in 1998. And it wasn't even an electronic version, it was a printed one from 1998. And so there's a desperate need for us to go back and revisit, dust that off and update it. And then there was inconsistency around clarity around the academic integrity and what the responsibilities and powers that the professor has, as opposed to our office as Student Conduct. And some of the recommendation that the committee put forth was to increase outreach and marketing to the campus community and improve the organizational structure. Essentially, what we were saying is that we in order for us to do preventative work, in order for us to enhance the educational responses and sanctions for our students, we need to build out a Student Conduct office that can really meet the needs of our students and do that preventative work. Having an office of one isn’t doable for the size of Dominguez Hills we have and the amount of cases that we will have coming in. Especially when we do a better job of outreach into professors and the campus community, those reports will increase the number. As we talked about last time, a majority of the academic integrity cases that are happening on campus aren't being recorded, but over 70% of the cases that we get in Conduct our
academic integrity cases. And so we number one want to do a better job reporting. Number two, we need to do a better job of doing preventative work on the front end to prevent some of those incidents from even occurring. We also wanted to introduce restorative justice practices and increase preventative programs and work with Senate to clarify what we do around academic integrity. And so a lot of that is what we're in conversation about right now. And that will continue to be in dialogue about as we move forward this year. Smith noted that one of the things that was created this summer is create a Report an Incident page. On this page, you will easily be able to find Student Conduct reporting, Title Nine reporting, Care Team reporting, Basic Needs reporting and soon to be a student will be able to go here and submit a grade appeals form. Our CARE Team is the a multidisciplinary team that responds to students of concern and try to intervene before it becomes a crisis. We've been meeting every other week. This year we now have a faculty liaison from Senate, which is Donna Nicol who will be serving with us. What we really want to communicate that our CARE Team is meeting frequently when cases are submitted, we have a team that first assesses whether there's a threat or not, that needs to be immediately respond to, and then work with students to make sure that we support them through whatever may be going on work with professors and the campus community. The role of faculty reporting these incidents, students reporting incidents, if you see something say something. If you if you're not sure what should be reported, we want to make sure if a students in distress, if students look like they are going through a lot, and they're asking you for help, a lot of times it's outside of your purview, if you're just not sure if this is a student who is really going through a lot, whether that may be basic needs, or is really being really disruptive could be potentially dangerous, you can submit. We will sort through whether it's something that we respond to or not and follow up with you. And so it's always better to report and allow us to respond to that. One of the things that we did this summer is also send out a Faculty and Staff Resource Guide, and try to make the all of this information accessible to everyone. We really want to let you all know that we're here to support in this capacity. And we're always trying to balance between making sure faculty and staff feel safe on campus and making sure that students’ rights and responsibilities and their rights in the classroom are also protected. We will continue to follow up as we continue to progress on some of the things that we've identified as challenges or potential challenges, so that we can mitigate those.

Chair Thomas said we will reserve questions until the end. However he asked everyone to think in terms of how do I get all the resources in a place that are available for everyone in your department to know about and is included so that our students are made aware of these resources as we move forward, whether that be in the syllabus, or otherwise, I just want you to just think about that in terms of your homework assignment.

**Basic Needs Resources Update** – Morgan Kirk, Basic Needs Coordinator, Hawk McFadzen, CalFresh Outreach Coordinator. Kirk introduced herself and Hawk McFadzen, the graduate research. The mission of the Basic Needs Program is to provide food and housing assistance for our students who are either experiencing food and insecurities and housing insecurities, as well as something that's really important to our program is providing solutions to our students because they're experiencing these traumas, and they cannot necessarily focus in the classroom. She noted the staffing of their programs, Kirk who oversees five interns who are going out and spreading the word about the Basic Needs Program. Hawk will be overseeing our basic needs study, and Carolyn Tinoco, the new CalFresh Food Coordinator and they oversee about six to seven interns so they go out and do some outreach for our CalFresh.

McFadzen shared data from the CSU wide Basic Needs Assessment and noted that
we're going to be replicating that study on camp on this campus. To help assist students who are in need, we have a few programs such as our food pantries. Currently we have two, one in housing that students can access even if they don't live in housing can access by buzzing in and saying I need to access to the food pantry. It's a simple sign in and then fill whatever container they need with the food they need. There is a refrigerator out there so they take produce from the farm and serve it to students living in housing or accessing that food pantry. The other food pantry is in the Women's Resource Center for the library. McFadzen spoke to the other programs such as:

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<th>Programs:</th>
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<td>(2) Food Pantries</td>
<td>Campus Urban Farm</td>
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<tr>
<td>Food Recovery Network (FRN)</td>
<td>Farmers’ Market</td>
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<tr>
<td>CalFresh Outreach</td>
<td>Food Forward</td>
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<td>Hot Meal Card</td>
<td>LA Food Bank/Food Finders</td>
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<td>Campus Dining</td>
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McFadzen said she’ll be turning in the final bits of the applications to get our campus to accept EBT on campus and we’ll be proving more information about that as it gets approved.

McFadzen described the following as the way that food flows.

They described that generally everything goes towards the students, it was about three different entities working together food and transfer that over to where students can access

McFadzen then referred back to the Crutchfield & Maguire study regarding Basic Needs, stating that overall in the CSU is 10.9% are considered housing insecure. This is everything from sleeping on your friend's couch to hanging out with your friends and family, to living in a storage unit or other places that are not intended for human habitation. They noted that the data was delineated by race and ethnicity and that it is almost double for black and African American students. So that’s a number of concern.

Kirk then spoke to resources that we provide for students in terms of housing insecurity.

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<th>Student Emergency Housing</th>
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<tr>
<td>• University Housing</td>
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<td>• House students for up to 10 days at no cost.</td>
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<td>• PATH (People Assisting the Homeless)</td>
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<td>• House students from the ages of 18-24 up to two years.</td>
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<td>Will provide permanent housing security.</td>
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With regard to Financial Resource,
Kirk encouraged folks to donate because the monies go very quickly.

With regard to the referral process - there is a faculty and staff form and a student form that students are able to fill out if they're experiencing housing insecurity or food insecurity. Or if their professor is noticing that the student is their academics are declining. If a student shares that they are homeless, there is a forum that is on our food and shelter website on the CSUDH.edu.

If you are working with the student:

Referral Process

- When to refer a student:
  - Is the student experiencing an emergency or crisis?
  - Was the situation unforeseen? Is it temporary?
  - If the student is struggling from the loss of employment, has the loss gone beyond financial difficulties to an emergency or crisis such as homelessness or food insecurity?
  - Is the student currently displaced, or at risk of being displaced, from stable housing? (i.e. couch surfing)

If you answered YES to any of the above questions, you should refer the student to the program.

It is really important that you all fill out the form because there's a lot of students on campus that do not know where to go or do not know who to turn to. And they feel more comfortable turning to you because they are in your classroom. So it's very important to fill out the form.

Recommendations/Needs:

- Case manager
- Basic Needs student workers
- Basic Needs hub
- Food pantry refrigeration, after-hours access
- Hotel vouchers
- Emergency Grant – Increase alumni, faculty, and staff contributions
- Market Match contributions

Some things that are coming soon:

- Basic Needs Survey
- Basic Needs App
- Basic Needs Campaign
- Snap-Ed Program

Contact Info:

• Morgan Kirk • Basic Needs Coordinator • Email: Mkirk@csudh.edu • Phone: 310-243-3349
• Hawk McFadzen • Graduate Research Intern • Email: ahawkmcfadzen1@csudh.edu

Student Health & Psychological Services Resources - Janie MacHarg, Director of Student Health & Psychological Services Resources. MacHarg outlined some of the services available on campus to support our students, faculty and staff. She noted that the demand for services far exceeds our supply. She said she knows that there has been discussion in the Senate in support of additional resources, of which is very much appreciated. In terms of referring students to us, it's okay
to refer students to us. And we hope that you will, Whether its concerns about their mental health, if you're unsure of how receptive they might be that suggestion, a good way to do it is to say they seem like they've been under a lot of stress. This is a very benign neutral term. And let them know that we have free and confidential counseling services on campus, and you hope they will take advantage of it. In terms of individual consultations, MacHarg said she frequently get calls from faculty who are concerned about a particular student, either because their emotional state or mental health day seems to be in trouble or these days more likely, because they are afraid of this student. MacHarg said she always does her best to respond the same day. I think the topic of how to respond to stress and disturbed students is a very, very big one. And not one I can really cover here. MacHarg encouraged the Senate to contact the CARE Team, submit a report to the CARE Team, or, or to just contact her directly either by email or my telephone. We often work with faculty members to make some suggestions to come to some kind of resolution that works without having to go much further than that. MacHarg then described an article she had forwarded to be shared with the Senate called, “Explaining the Threat Assessment Process” She said she hoped everyone takes the time to read it as it is an excellent article that explains so well the complexity of this process and some of the dilemmas that are faced in it. And also why sometimes things aren't going to happen as fast as faculty would like them to. And there's lots of reasons for that. But I want to assure you, we are we are never dallying. We try to keep in touch with you and communicate what's going on. If a student is being actively disruptive in your classroom, such as swearing or having angry outbursts, constantly making tangential talk, you can ask that student to please stop and you can ask them to please leave class for that class. If they say no, you have the option of saying that we're going to contact the police and ask them to escort you out. If they say no to the police, police cannot physically pull them out of your class, and will probably suggest that you just end the class. But you cannot tell a student don’t you ever come to my class again. The students has also rights. MacHarg then touched on mass shootings. Mass shootings account for 1/10 of 1% of all murders in the United States, mass shooting being defined as an event where four or more persons are killed. About 60% of the time, the shooter does some kind of leakage in advance, either verbally or often by social media. It may be vain, it may be coded, it may be murky, or it may be pretty clear. About 40% of the time, there are others who knew something about the planned attack, but most of the time, they rationalize it away, they don't want to make a big deal out of nothing. MacHarg said that this goes back to what AVP Smith was saying, if you see something say something.

**Advising Review** – Maruth Figueroa, Interim AVP Retention, University Academic Advisement and Learning, Nicole Rodriguez, Interim AVP Student Success

Figueroa began by stating that faculty are critical to the work that we do, not only inside and outside of the classroom. In partnership with all of our faculty advisors and our advisors on campus, we welcomed, advised and registered to 6800 students this summer. So thank you for all of that hard work. The gains we have seen historically, and our retention and our graduate rates all is because we have come together as a community of advisors and faculty. And we have supported our students holistically with intrusive advising. This has been recognized not only regionally, nationally and most recently with WSCUC visit we had. And going back to what we said earlier about the growth that we're experiencing with our students and our student population, it is critical that we take an internal look at our advising practices. How do we continue to support student success, as we continue to see an increase in our student population. We are going to be engaging in an external and internal process to do that. We will be looking at externally doing a needs assessment that will allow us to really reflect on our best practices as we continue to scale. And also identify areas of opportunity, because we don't want jeopardize the quality of advising that is happening on our campus. Additionally, internally, we will be bringing together our advisors on campus for a fall retreat to also do some internal reflection on our best practices and sharing our campus on how to continue to do this work, and how do we continue to scale up. And lastly, Dr. Rodriguez will share how also how do we use technology to be able to help improve our practice, as we continue to provide the advising that our students need.

Interim AVP Rodriguez expressed that they’re very excited to be a part of this process in looking at advising and getting under the hood and looking at where we've been. Celebrating those accomplishments and then thinking about where we're headed. So thinking about goal setting, strategic thinking, and making sure we have a vision that we're headed towards. So with that, we are going to bring together Academic Affairs and Student Affairs together under one roof for a two-day retreat in December. We're going to involve Career Services because we want to see them involved in the curriculum of advising. We want the questions to be posed, we want Career Services to also start thinking about what's next. At this advising retreat it will allow us to talk, understand, and look at what coordinated care means to our campus, the holistic development of our students. We know that it is so important to think about their academic development, their intellectual
development and their social development. And so with all of that, we want to look at a coordinated care model. As we move forward, we're going to celebrate this as a community, we're going to invite everyone to be a part of this process. And we'll come back to you at some point to report on where we're at and where we are headed. With the external review, and this internal process of training and development is just so core, to keeping engaged happy and healthy staff and students. We will come up with a model that we think will be a great opportunity to move to the next level at CSUDH. So we're really excited to share this with you. We want faculty involved in this process, which is why we're here today.

Chair Thomas noted that we would be moving Reimagining the Curriculum Process the next Academic Senate meeting agenda and thanked Dr. Pawar for her understanding.

Senate Parliamentarian, Enrique Ortega
Gender Equity Task Force: Non-Tenure Track Faculty - Carla Castillo
Academic Council for International Programs: Sarah Lacey
Educational Policy Committee: Doris Ressl (CAH), Irene Osisioma (COE), Trevor Griffey (NTTF)
Faculty Policy Committee: Kate Esposito (COE), Trevor Griffey (NTTF)
Academic Affairs Facilities and Space Committee: Erin Merz (CNBS), Kitty Fortner (COE), Samila Amanyroufpoor (CBAPP, Doris Ressl (CAH), Payman Nassr (CHHSN)
Search Committee for Vice President of Administration and Finance: Maria Avila and Thomas Norman
Search Committee for Associate Vice President of Human Resources: Maria Avila and Amlan Chatterjee
Search Committee for Associate Vice President of Enrollment Management: Glenn Bach
Search committee for Associate Vice President of Student Success: Steve Brownson and Sergio Mancilla
General Education Committee: Payman Nassr (CHHSN)
University Student Learning Outcomes Committee: Susan Einbinder (CHHSN)
Educational Policy Committee: Hyo Joon Chang (CNBS)

Open Mic
No questions

Meeting adjourned