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

**Academic Senate Meeting Minutes**

**September 12, 2018/EE Rm 1213/2:30 – 5:00 PM**

Voting Members Present: Benavides Lopez, Bono, Chhetri, Cutrone, Dam, Dixon, Evans, Fortner, Grasse, Gray-Shellberg, Heinze Balcazar, Johnson, Kalayjian, Kitching, Krochalk, Kulikov, Laurent, Ledesma, Macias, Mendoza Diaz, McGlynn, Monty, Nicol, Ospina, Pawar, Phan, Pong, JPrice, Radmacher, Sanford, Silvanto, Skiffer, Tang, Taylor, Tsuno, Villanueva (proxy for VPrice), Yi

Voting Members Not Present: Deng, Ernst, Hirohama, Jarrett, Naynaha, Park, Still

Voting Ex-Officio Members Present: Celly, Esposito, Gammage, Joseph, Norman, Ortega, Parham, Pinto, Talamante, Thomas

Voting Ex-Officio Members Not Present:

Non-Voting Ex-Officio Members Present: Avila, Brasley, Costino, Davis, McNutt, Franklin, Goodwin, Hill, LaPolt, Peyton, Spagna, Stewart, Wen

Non-Voting Ex-Officio Members Not Present: Driscoll, Manriquez, O’Donnell, Poltorak, Sayed,

Guests: T. Caron, H. Chang, D. Roberson Simms, H. Salhi, E. Schrock

2018-2019 Academic Senate Executive Committee:

Laura Talamante – Chair, Kate Esposito – Vice Chair, Justin Gammage – Parliamentarian, Charles Thomas – Secretary, Enrique Ortega – EPC Chair, Katy Pinto – FPC Chair, Kirti Celly and Thomas Norman – Statewide Senators

**Recorded and Edited by SEW and the Executive Committee**

Meeting Called to Order: 2:30 PM

Approval of revised agenda M/S/P

Approval of Minutes 05/02/18 M/S/P

**Senate Chair Report**

Senate Retreat Priority Takeaways:

* At next meeting, we will have the results of all of the feedback from our round table on shared governance that we looked at from the college level for the most part.
* Standing Committee Chairs have added from the takeaways priorities list to their priorities for the year. They are also comparing that list to prior years to see what has reoccurred. Any reoccurring item will be flagged at a higher priority.
* There have been questions for Senate Exec regarding the implementation of MPP reviews in terms of how and when these will be implemented and when the call for service will go out. We’ll be sending out a reminder to have the list of MPPs who will be going up for review each year. Talamante said she’ll be able to provide more information after her meeting with Roberson-Simms.
* One of the priorities for University Curriculum Committee will be to review superfluous addendum for addendum for curriculum review applications. Talamante thanked the previous Undergraduate Dean Salhi for the work he had already begun on this process with meetings last spring with the College Curriculum Chairs to clarify processes, see where they could be smoother and timelier. The new Dean of Undergraduate Studies, Kimberly Costino will be taking up that work this fall.
* Talamante asked for clarification and a little more context on some of the Senate Priority Takeaways from the Senate Retreat.
  + EXEC “Department Support and Resources”
  + EXEC “Reports for Department Chairs”
  + CDCPC “Development of Interprofessional Educational Coursework, especially in Grad Program”
  + FPC “Temporary In-range Progression” more context and looks like something we should be collaborating with California Faculty Association on.
  + ATC “Classroom Technology” – more definition as to what’s being requested
  + ATC “\_\_\_\_\_\_\_\_\_ for all IT needs in All Rooms, whomever wrote this at the retreat, if you could let us know what it was you were requesting. We could not read that first word.

Fall Town Halls – It’s been reported by VP Goodwin that there are two Town Halls being scheduled for this fall, one is a Budget Town Hall tentatively scheduled for 10/22 and a Space Mitigation Town Hall, tentatively scheduled for 11/6. Talamante asked the Senate if they would still want to have an update about budget at the Senate meeting, given there is a Budget Town Hall planned as well.

**President Parham Update**

President Parham thanked the Senate for their engagement. He said it was important for him to meet with faculty to make sure that they would hear directly from him in an unequivocal way as possible. What is challenging is to try to separate out what he believes is fact from something less than that. He said when he accepted the post and came into this role, he did so with a very strong sense of commitment and determination to do the best he could to lead this institution into the future and to carry on the mantle left by his predecessors. His plan is to continue to do that and to do so with an uncompromising clarity about the work we have before us, both the opportunities as well as the challenges. In anticipation that there might be some news, because we weren’t sure if the news was available, Parham said he met with the Senate Executive Committee the week prior, to share some detail about the report that was to be published in the *Los Angeles Times*. For those who have not seen it, he is the subject of a report that has to do with pay equity issues that was referenced in the *LA Times* on Friday, September 7th. Despite one side of the report being leaked, it is still under review. He added that there’s not a lot he can say about specific details of the report because it is still under review. He said what he can say is that he has a very long and consistent track record in support for gender equity. He added that unequivocally, the highest paid people in his prior organization are, in fact, women which to him is the irony of the story. He commented that it would be interesting if the story were really about base salaries and pay equity associated with those things. Parham said there are elements that he believes that get hidden in the sensational headlines that he saw. The equity and discrimination issues that have been presented provide a portrait of an individual being accused of gender discrimination, not sexual harassment as he has heard it reported to him by some folks who have come to him. He wished to distinguish between what is discrimination and what is harassment. He declared that there is zero track record at any time, for as long as he has been on this planet, has he ever been involved in anything that looks like sexual harassment. The discrimination piece has to do with pay equity associated with work on committees. Complainant #1, because they managed to share their version of the facts out in the media, allows a little bit of commentary. We are reminded that the other complainants have refused any comment. Because it is still being adjudicated by the prior institution, there is a fair amount of what he is unable to comment on. What he said he can say is that in the context of any of those claims, what he would invite everyone to do is to look at his long and consistent track record for having not only developed women’s centers, women’s empowerment programming, support and supervision for victims of sexual assault and harassment, but also advocating for the creation of the Women’s Center that Complainant #1 works in, and hiring and promoting women at the highest level of pay equity throughout that community. That commitment, while he is prevented from speaking about any of the specifics of the issue at UC Irvine, does not force him to be any less than clear here about what his role, commitment and responsibility will be to try to make sure we continue to support equity and diversity issues at the highest level. When it comes to issues of pay equity, salaries, etc., those are not arbitrary and capricious decisions that get made in a vacuum but rather always in consultation with people in Human Resources, both within divisions as well as across the campus. Parham commented that what he can say is he was surprised about the claims. The way in which the newspaper framed it, made it seem as if the story was very different from what the facts are. He said he cannot control what the media reports. What he can do is stand on his track record. We are absolutely committed to moving forward and making sure we are embracing issues of equity and gender diversity on the campus and making sure we are doing the best we can to uphold the standards and practices that you have come to expect out of the administration and you have a right to expect out of your new president.

**Q&A**

**Senator Monty** asked if there is a timeline for when this inquiry will be completed. **Parham** responded that the short answer is no. He added that he can say that he was given the finding June 21st, shortly before he was walking out the door of UC Irvine. He had announced that he was retiring from the university months before. He added that he had written a critique of the investigation and that was provided a few days before he left the campus on June 28th, where he had a chance to meet with senior leadership and share a version of what it was he thought that the claims were and what he thought about them. What he was informed about as recently as last week, is that our attorneys have talked to their attorneys and their senior leadership is still in the process of adjudication. What that usually means, Parham said, is a campus will either decide to accept the findings or do something different then the findings call for, or call to redo some aspect of the investigation. **Senator Bono** asked what President Parham believed was the motive of the *LA Times* reporting on this piece. **Parham** said it’s hard for him to speculate about the *LA Times* motive and the short answer he would give is he does not know. Parham rhetorically asked why does press create sexy titles, why does press even frame it to be that our Office of Equal and Opportunity and Diversity makes a finding, and yet how the title reads in the press is “Former Vice Chancellor and current President is charged with discrimination.” He said I don’t know what their intention is. What is accurate is that there was a finding that was made on three counts to say that they find that the preponderance of evidence is more likely than not that some discrimination occurred. He said what he has reacted to are those things. Fundamentally, what he can say, at least in the case of Complainant #1, is about an individual who is chair of an affiliate group, black faculty staff association, that doesn’t report to the university, doesn’t report to Parham in that capacity. That affiliate group supports a student community on campus which is absolutely essential and important and is part of the culture of the institution. He said he was not aware that an individual was looking for a stipend to run what was essentially a Black Gala at the end of the year. Parham then offered the following hypothetical scenario. He said Dominguez Hills decides they wish to support a student group. There’s a gala that happens at the end of the year. An affiliate group decides it wants to provide a dinner/banquet, or something to support them, something they have been doing for years. The role the individual plays in the capacity of chair of the affiliate group is not hired or fired by someone in Parham’s role, Vice Chancellor of Student Affairs. However, that same person also happens to be the Director of the Women’s Center. What the intention is, Parham said he has no idea. The question on the table was about that role of the chair of an affiliate group and whether or not that person should have received a stipend, where no one in the history of the University has ever received a stipend for that role. Parham said he found out by virtue of the complaint, not by having that someone come to him saying I would like to see if you could seek a stipend for doing this work. **Senator Pawar** said the practice of increasing someone’s job duties without pay, and then hiring somebody else whose paid relatively well to do the same duties is something that is common on our campus and possibly throughout the CSU. Pawar said she believed it was likely more common with staff than with faculty. She said she was wondering if we can address that issue as a campus to see how widespread that might be and when it’s not appropriate to give someone additional job duties. **Parham** responded he thought it was a great question to ask and is something we ought to commit as a campus as something to take a look at. Parham said he wished to present a hypothetical situation. If when you start out at a base level, where one person makes more by virtue of their personal job responsibilities related to the campus, part of what we have to interrogate is should people get paid differently for different work that’s based upon the scope of their job responsibilities, the budget, the people they supervise, etc. In this particular case, it’s whether these individuals choose to volunteer with an affiliate group outside of the scope and practice of their job. So to imply that a president or any of the vice presidents that work with him could assign somebody to go do committee work is interesting or that there would be compensation associated with that piece, that’s the leap we have to make. Having said that, what he will say and absolutely agree is that if in fact there is a practice and a standard where people are doing official campus duties that are over and above the scope of their work that there job description is there, should we find a way to acknowledge and compensate people for that? That’s a possibility worth exploring. That’s fair. Parham then polled the Senate of those who had ever done volunteer committee work because they were asked to. He then asked if they looked at their job descriptions, would it be over and above what they were paid to do? A majority of hands went up on both questions. **Chair Talamante** said one of the things we are looking to address on our campus is that if you volunteer as tenure-track faculty, because service is actually part of the job expectation, there are non-tenure track faculty who are called upon or given the opportunity to do service above and beyond what they’re being paid for. That is something that we’re looking to address, however Talamante said, the question may have been at other levels, and she said she thinks that is a good idea for us to explore as well. **Parham** said following up on the last question, there should be no surprise, that a person who volunteers at an MPP III or IV level, has a higher salary than a person who volunteers who is an MPP I. The volunteer space is not related to their particular scope of practice in terms of their job responsibilities. That’s the piece I think I need you to hear that is very critical. What they get paid for is the scope of their work. There is no one who is receiving stipends for doing that kind of volunteer committee work. **Senator Gray-Shellberg** said she was very excited that President Parham was coming to Cal State Dominguez Hills. She said she has followed his career from afar. She said she knows his work and what he’s done within psychology. She said he has her personal vote of confidence and wondered if there wasn’t something the Senate could do? It seems like a terrible burden to have the first thing that he says to the Senate has to be about this. She said she’s pretty sure she’s not the only one that admires and respects him. She said whatever happened at Irvine is going to play out the way it does. But she is really happy that he is here to lead Dominguez Hills. **Parham** thanked Gray-Shellberg and said he is excited to be at Dominguez Hills and looking forward to it. He said he has prided himself on a long career and has been uncompromising in his clarity in advocacy for social justice and racial and gender equity across a whole range of things. He said he invites people not to not take his word for it but look at his track record. He noted that his wife, who is now the new first lady, was an affirmative action officer, when she was here and at the University of Pennsylvania where they met. He mentioned his two daughters, who he said are bold, brash, feminist, and brave, and of whom he is very proud. He asked the group that were there to look in his eyes and see that he is absolutely intent and committed to sustaining and expanding an environment where we have maximum levels of equity, diversity and inclusion. **Senator Sanford** noted that when framing the *LA Times* article, it is something he teaches, it was part of his dissertation work. He said he appreciates the President taking time to explain some of the pieces that the article left out. He said he was willing give Parham the benefit of the doubt and see where it goes from there. **Senator Villanueva**, speaking on behalf of the CFA, said they were shocked especially after having received wonderful emails about him coming to campus. She said that the emails that praise him are not forgotten, and that they hope that is the case. She noted that what CFA said in the email, was said with respect to the process. She said you stated that the process is still under review, and in respecting the process, to not come to any conclusions too fast too soon. On the other hand, Villanueva noted that the email was to assure the CFA members that they want to remain vigilant so that there is not discrimination in policies and in actions against anyone. Villaneuva commented that from the way Parham is speaking it would seem that that is his goal as well. Nonetheless, she reaffirmed that as a union that they’re here to represent faculty fairly all across the board and hold all administration accountable to the fullest extent. Villaneuva mentioned they look forward to meeting with him on September 20th. She concluded by saying “We understand both sides and will remain vigilant and cautious.” **Parham** responded that no administration is above critique, especially the president, and he welcomes critique. In his world there is always a gap between aspiration and actualization. The highest ideals that we aspire to, there’s but one perfect being in the Universe, whatever you call him or her. Short of that, we’re all fallible; we’re always trying to close the gap. He added if there’s feedback that allows him to be a better servant for this campus or for his family or whatever endeavor he’s involved in, he welcomes it, because it helps him to grow. He said there’s something at the core of who he is that recoils at a sense of unfairness. He said he hesitated to even stand up and raise his voice against the claim smacks of a fundamental disrespect for a movement about which he is unequivocally clear is important. The fact that there is sexism, pay inequity, and gaps is historical and documented. People in his own family. He gets it. He said he was hesitant to even raise a voice because at some point you need to be vulnerable to the feedback. But the vulnerability is also not unequivocal because at some point you expect things will be fair. If there’s any level of unfairness, that’s something he recoils from, even though he’s a little bit handcuffed as to what he can say. He said he appreciates the benefit of the doubt. He said he looks forward to working with folks, and he thanked the CFA for promising to hold him and the entire administration accountable. The same way he will look to hold them the same way. We all rise or fall together on this campus. **Talamante** said on behalf of the Senate Executive Committee and that while it is an unfortunate way to begin the year, it is also an opportunity for us on campus. She said they had a meeting on Monday of Senate Exec, and basically, we were asked to make sure we stay on top of this on our own campus. We decided that we need to educate ourselves about our own policies and practices. Where are we? Where might we have work to do? She noted that those attending the meeting were from VP Goodwin’s group in HR, the AVP Faculty Affairs Development Jim Hill, and Provost Michael Spagna, and VP Goodwin. Talamante said she believed that everyone found it really helpful and walked away seeing that they had learned some things, that there were things they didn’t know about processes, that there were areas where they could strengthen our practices, and it was decided that a working group would be formed to move forward and then hold forums on campus. This would help to make every campus member better aware, certainly in terms of processes regarding discrimination or harassment or suspected retaliation. On a more positive note, in terms of equity and people always knowing the pathways to achieving pay equity, when there are gaps, and how to make all campus more aware of that process. She said, like Parham, fairness is part of her core.

**EXEC 18-09 Resolution in Support of a Chief Officer of Diversity, Equity & Inclusion: Sense of the Senate, Vice Chair Kate Esposito** noted that in the minutes from the last meeting of Senate in spring 2018, Dr. Franklin had spoken about this role as part of his report from the President’s Council of Diversity and Inclusion. This resolution is in response to that report. Esposito said they would like to bring it to the floor as a \*W resolution. A **motion was passed and seconded**. She mentioned that the resolution was taken from the position description that was developed by the Council as what was needed. Esposito then summarized the resolution by going through each of the resolves. **Senator Monty** said he supports the resolution and he won’t make any motions to amend it in the interest of time, but as a sense of the senate resolution and not a policy document, he wasn’t sure why it was we needed all of the resolves. He said all that would be needed would be a sense of the senate, or a statement that says that the Academic Senate supports the hiring of such an officer to advance these goals. He said having the entire job description did not seem necessary**. Gray-Shellberg** said she did not understand the last six words in the rationale, “is too vast for the President's Council on Diversity & Inclusion.” What’s too vast? **Talamante** explained the PDCI did their study but it was more work than that Council could do, therefore they made a recommendation for the office and the Chief Officer of Diversity, Equity and Inclusion. **Gray-Shellberg** said that could have been clearer. She continued that this is an area which we already know is apt to have quite a bit of conflict. She said she’s wondered why we don’t have an ombudsmen of some kind on the campus. Gray-Shellberg said it seems to her that part of the process, as people are bringing issues, if we had an ombudsman who is trained in conflict resolution, could help the parties decide if there really is a conflict or if it is something that could be settled. Esposito said it’s something that we’ve discussed in Senate Exec, and we can bring back. **Talamante** said that we’re currently in discussions with VP Franklin and the Provost on that very issue, of whether or not we need an on-campus ombudsman. **Senator Sanford** said he understands that there is a general understanding of what the word diversity means. But he has only seen it applied to only specific groups of people. He said as a disabled person, he would really like to have some assurance that diversity also includes people with disabilities. What do we mean when we say diversity, Sanford asked? He suggested perhaps it should be spelled out so that we know that if a person with disabilities who feels discriminated against could come to this office and know they could get support. He said he would really like to have diversity defined so that we know what we’re voting on. **Senator Nicol** said she wished to echo what Senator Sanford voiced by spelling out what diversity means because based on the minutes, while we went over the core campus infrastructure surveys, there is nothing about gender listed. She said she would like to see more forcefully in this resolution what do we mean by diversity and what do we mean by equity. Are we talking about equity in terms of bringing people in, with regards to pay, or are we talking about equity in terms of promotion and access and all of those things. She said she would like to see it spelled out much more clearly. **Esposito** asked if it would work to have a footnote defining diversity. Does anyone have a recommendation that they like from the current literature that really is inclusive of the variety of categories? Esposito said that’s where we went back and forth where we didn’t want to categorize, as we sought more of an emergent definition. **Pawar** said it was her understanding that what we’re talking about is whether or not we approve of the findings of the President's Council on Diversity & Inclusion, and we should refer to those to see if they have a definition of diversity. **VP Franklin** said that this was one of the most august bodies in his decade on campus that he has led and followed. He said when he gave his report from the President's Council on Diversity & Inclusion at Senate, he spoke about who was part of that body and who was on that Council. He said there is a very comprehensive definition of diversity, and we’re talking about equity in all of its forms and not just inclusion but inclusive excellence. Those things were part of the work they did for a year and a half and they’re all doing other things. They felt that to do this well it really needed someone who did this 100% of their role and responsibility to be able to lead the university’s effort. The Diversity Council will not go away, it will continue to change but they did explore those things in great detail. Franklin said if you want that to be part of the resolution, he could work with the team to go back over some of the Council’s definitions with the literature they used and relied on because they are experts in the field who have been at this quite longer than we had, and we can include those to be part of the resolution. Do know that you’re supporting an individual who will come here, who by the time the campus vets and interviews we will have a champion to help us move this needle forward? **Statewide Senator Celly** said while we’re speaking about definitional issues, should we be looking at diversity, equity, & inclusion as three different but related ideas? Additionally, she’s said she’s had conversations with colleagues across the system through her participation in the Statewide Senate meeting. She said one thing the resolution doesn’t deal with, but she would like on record is, there needs to be some thought as to what the relationships will be in terms of reporting and also in terms of mandated reporting, between this person, our Title IX officer and Human Resources both and the faculty and Faculty Affairs & Development. **Esposito** responded that in the Resolve on line 60 that does speak to that. **Secretary Thomas** brought everyone’s attention to the resolve on line 50, which speaks to the compliance with applicable federal and state law. He noted that some of the discriminations we’re talking about are the function of federal and state law. There are 12 recognizable groups that are protected under state law. If you were to say that this officer were to insure compliance with those laws then you would get the definition at least as defined by state and federal law. If we want to go beyond that, we would need some suggested law. **Sanford** said referring to such and such law does not help him. He would like to at the very least include a consolidated summary definition included in the resolution. He said it makes him uncomfortable without knowing any of those laws. **Talamante** asked if Senator Sanford was then making a motion to table the resolution? **Sanford** said he wasn’t sure he wanted to go that far, but if we did not table the resolution so we can at least have another reading of it with some of the modifications made, then he would like to at least ask for a second reading. **Talamante** clarified, then you’re **making a motion for a second reading** to which **Sanford** replied, “yes”. The **motion was seconded**. The **Parliamentarian** asked the Senate body by a show of hands, all those in favor of calling for a 2nd reading was 14, all those against were 7 and all those abstaining were 16. He reminded the Senate body that when abstaining it means that you’ve decided not to vote, which means you’re not issued a vote. Therefore, those who voted in favor and those who voted against are the only votes that are actionable. For this, it’s the majority who actually cast a vote. Therefore, the count is 21, **14 of whom were in favor of bringing the resolution back for a 2nd Reading**. **Talamante** explained that the Parliamentarian provided that level of detail on voting practices because it had come up at the August 29th Senate retreat. She said that we had been operating on a two-thirds majority and that is only specified in our Constitution for specific cases. Therefore, we follow Roberts Rules of Order, unless our constitution specifies otherwise; on regular votes, motions and resolutions, we go with the majority.

**Parliamentarian Justin Gammage – Calls for Service**

Confirmed the following and sent out ballots for committees where an election was needed. Results to be stated later in the meeting.

✓FPC – Terri Ares from CHHSN confirmed

✓Student Grade Appeals –Irene Osisioma of COE elected/confirmed

✓EPC – Gurpreet Singh of CEIE and Chi-Wen Chen of CBAPP confirmed

✓University Curriculum Committee – Brian Gregor confirmed

**Provost Spagna’s Report**

The Provost shared that at the CSU Provost meeting, which occurred a few days after the celebration of the

10 year WSCUC accreditation, that he found that other CSUs only got 8 years. This is a huge accomplishment for this campus. While he may have kept his delight to himself at that meeting, he was able to share the news that three winners of the Faculty Leadership and Innovation awards, Mark Carrier, Nancy Cheever and Larry Rosen, won this award. Spagna said he argued at the Chancellor’s office that they should each get individual awards, rather than have to share the $30,000 for their collective departments. They will be honored October 17th and 18th by the entire CSU system. We had three award winners out of 300+ applicants. Spagna said he was visiting LAUSD when someone noticed his lapel pin and asked him if he was from Dominguez Hills. That person commented that Dominguez Hills had the best Masters of Social Work program in the entire LA basin and that we hire your interns. They asked how they can get more of them? All affirmations for our campus.

Topics that were discussed at the Provost meeting that affect our campus were:

* EVC Blanchard discussed that there’s a big push in how we do intersegmental work. How we work with community colleges, how we work with K12, how we work with the CSU. That’s something that will hold a lot of opportunity for us going forward.
* Second, there’s a big push in the CSU to work with local schools to do 4th year mathematics. There are students still who aren’t taking a 4th year of mathematics, and it winds up setting them up for failure coming into the CSU and community college.
* There was also a clarification to the Travel Ban, as we keep adding states to the list. What do we want to do with this in terms of not only being in compliance with the law, but also make sure we’re talking about making sure there are opportunities for faculty to participate?
* Another element about Research and Scholarly Activities that’s being discussed throughout all of the CSUs is our whole review of indirect cost policy. The indirect cost policy sets an opportunity for really supporting your faculty creative and research. All of the campuses are taking a closer look at how to manage indirect costs, what comes back to colleges, what comes back to principal investigators.
* There was a discussion about how we improve CalState Apply.
* We have a deadline of November 15 to report on our GI 2025 results. We have a report we’re putting together in terms of grad rates, success, etc. The Provost said he expects to have that report ready by the end of October and it can be presented to the Executive Committee and the larger Senate.
* Admission Advisory Council – the Provost said it’s a committee that he sits on and a big one for Cal State Dominguez Hills to participate in. We have had a 70% increase in our first time freshmen and the expectation is next year for the first time we become a redirection campus. By saying we’re a redirection campus it means that in the LA basin all of those CSUs who are impacted will be sending their students to us. We’ve already done some modeling for this. With our own space and hiring issues Dominguez Hills is experiencing, the timing is challenging. It looks like we might even have a 20% more jump in terms of first time freshmen. This is something we’ll have to navigate and there’s discussion on the admissions advisory council about do we change the eligibility criteria for students coming in. We’re also walking a very fine line, because the expectation is that if we have a new governor who is more prime to support higher education, do we want to be the campus that’s turning students away? 30,000 students were turned away from the CSU last year who were eligible. When you combine that with the number of Bachelor’s degrees that we need in this state to drive the economy, it’s not in a good place to be in. Spagna said that he’s communicated to his provost colleagues and to the Chancellor’s office the pain we’re undergoing. As an Executive Team, with the Cabinet, we’re pushing hard with the Chancellor’s office to make sure that Dominguez Hills is getting a bigger slice of enrollment funding that’s right now being held back.
* We’re in a conversation and planning with VP Goodwin and others as a follow-up Town Hall to update everyone about the space on campus and how we’re going to manage when the small college comes down. There is the realization that there is going to be a need for surge assurance space so that we’re not just sticking with existing space that might not be enough, but we don’t know yet. There is an open mindedness to look at how we’re going to absorb this going forward without sacrificing anything in terms of instruction.

**Q&A**

**Senator Villanueva** asked with regard to the 70% increase, how the university is assuring that we’re not pushing students out, especially students in our community that we continue to maintain the legacy that this university was built to serve? How are we addressing the decrease of percentage of black students in our university and making sure that we’re not displacing them simply because we want to increase the percentage of incoming freshmen or that we take from other areas rather than our own communities? Are we being careful not to shift away from our mission? **Spagna** responded that it was a very good question and one that we have to be vigilant about. We’re about to relaunch the process this fall that’s called the Strategic Enrollment Management Planning Group, which is made up of six workgroups. One of the groups is what we’re calling Student Shape and it has to do with who are we having come in and it will address that question. We’ve started with the notion of what data do we have, how are we tracking it, and then coming before all of us in a transparent way about what we need to do going forward as well as what are the implications and what are the tools we’re going to have to use? We want to make sure that we’re not making poor decisions that are not data informed. **Senator McGlynn** asked since we’ve had staffing changes for who’s in charge of enrollment management on campus, how does that affect the strategic enrollment planning process. **Spagna** said that he and Dr. Franklin are working closely to navigate this, and he does not think it will be a problem. We had shared leadership and this was bigger than one person, it had to involve all stakeholders. We cannot afford to have one person transition somewhere and have the whole process come to a halt. Spagna said he’s fairly confident that with the workgroups in place and the co-chairs of the workgroups in place that this will all go forward and our timeline will stay intact. **Senator Radmacher** said she is looking forward to the Provost’s report in November about the 2025 result. She asked would these results be on campus-wide or departmental-wide. If it is departmental wide, she said she would like to have an open discussion in Senate. She said it’s been one of her concerns for a while is how do we measure the departments graduation rates because the current method is we do it by what major you are when you entered the university. As Freshmen, in the first two years majors often change. She gave the example of how her students will take one course in their major and then mostly GE classes and then after the first year they may change to a different major. She noted that she no longer has control over that student, she can’t help them graduate any faster, she’s not doing their advising any longer. Conversely, she may have a student who started in Psychology and is now a child development major and she’s mentoring them and she’s graduating them. Radmacher said she would really like to get clear about at what numbers they’re looking, at what major when they first came, or what major they’re in when they graduate and/or leave the program? Additionally, she would like to make sure the numbers that are being looked at are accurate. She said as she’s been on the Enrollment Management Planning Committee for Academic Program, and she noticed there were discrepancies. She said some of the discrepancies are quite significant, i.e. her department’s FTEs on dashboard were about 40 points lower than the actual number is. Radmacher continued that her other concern is with the influx of freshmen that is coming in. She doesn’t believe there’s been a serious discussion about where those students are going and what majors are they going to. We need to take a significant look about where those students are going and make sure we’re having a plan for funding those departments that may be taking on a larger number of those students than others. The **Provost** said he agrees with her wholeheartedly and that everything has to be data informed. As a participant in one of the six workgroups, the question has been, do we have the data and do we have access to it in the first place? Spagna said he also wanted to connect to Academic Affairs 2017-03, which has to do with the hiring plan. One of the elements of this, 7.0, “Deans in conjunction with department chairs and program coordinators are going to provide the following information for the multi-year plan: The Deans, in conjunction with the Department Chairs and Program Coordinators, will provide

the following information for the multi-year plan:

7.1 Department Background

7.2 Current Curricular Responsibilities

7.3 Faculty Competencies

7.4 Anticipated Needs

7.5 Program Review Data

7.6 Diversity Efforts

7.7 Graduation Rates

7.8 Retention Rates

Spagna continued that they’ll be using it at the department level not just to look at hiring plans but to look at managing what we’re doing with enrollment. He said it’s moving from Radmacher’s lived experience as a chair, to what can we do in terms of getting the data, “truing it up to make sure there aren’t gaps”, and making sure we’re sensitive to resources that need to be allocated based on that information. **Senator Monty** said to follow-up on what Senator Radmacher addressed is that one thing that is very frustrating when looking at the reports is that often people don’t understand what they’re looking at because the formulas used to arrive at that data is not included. Monty said it would be a great recommended best practice for us to use the formulas used to generate data on all of the reports. Regarding space, Monty said he understands that President Parham is not opposed, as was President Hagan, to bringing temporary structures on campus, to help ameliorate the problems we’re going to face with space as our numbers continue to grow in the years before the new buildings come one line. Is there a timeline for that? Monty pointed out that he will be asked to submit a draft of a fall schedule soon and its going to be difficult for him. But he can’t imagine what the scheduler is going to do if asked to schedule a class for which there are no spaces. If would be nice if in January or February, we can get an idea of the number of rooms and the number of desks that will be available in those rooms that we can use to schedule our fall classes, that would be great. Monty asked what other MPP searches are planned for this year so we can anticipate the additional calls for service that will be forthcoming. “Finally,” Monty said, something he believed should be “a high priority for the Senate this year is regarding the MPP evaluations.” He continued that he recalls a discussion about this at the end of last spring, but since then it seems that we have not been implementing our campus policy, but it also seems that the campus policy is not in compliance with the Title V. Title V requires that new administrators be reviewed after six months and annually thereafter, which is not what’s in our campus policy. Monty said we should look to revise it and then to implement it. **Spagna** responded regarding data, is that we support a culture of evidence on this campus. We’re not building the infrastructure to support this between IT and Academic Affairs. We have Alana Olschwang who has joined us, who is a great addition. Spagna continued that its not enough to look at data, to look at charts, we need to be able to make sense of it and how do we do that. Spagna said he would recommend working with Senate, Academic Affairs and across divisions, and we make that not only a priority, but we put together workshops, presentations, do things that both at a large level as well as a granular level helps people navigate data. With regard to space, Spagna asked that VP Goodwin address this question as well; however, although there can be reason to hesitate putting in temporary structures, when some of those same temporary structures are still there 10 – 15 years later. However, he, President Parham and the Cabinet are looking at the possibility of surge space and what that might look like. He added they are having consultants come in to discuss this. Assumptions were made in terms of density of classrooms, and now they need to revisit those in terms of what we’re scheduling for the spring. **VP Goodwin** said that the consultants are actively working on the increased enrollment that we’re projecting now that was not part of their original calculations and they should be finished by Friday, September 14th or early the following week so that we will have that data available for the town hall and available for the fall scheduling. If there’s not enough classrooms, we’re still actively looking to identify the kind of surge space that we would bring in on campus, but we want to make sure we’re driven by the data. Not just for next fall, but to carry that over for a multi-year period. **Spagna** said with regard to open searches and the two they have which are active, if they completely navigate them, they should be complete in Academic Affairs. He said they’ll be launching another search for the AVP of Faculty Affairs and Development, and we’re looking to launch that immediately, as well as the Dean of Graduate Studies. Spagna asked with regard to the MPP reviews that VP Goodwin or AVP Roberson Simms speak to that. Talamante asked that we hold off on the one, as there will be an update coming up.

**ASI VP of Academic Affairs, Daylin Joseph** introduced herself. She said some of their goals for ASI are increasing ASI’s visibility and approach. They’ve found that some of their students are intimidated to approach them and so they’re looking to work at debunking that and getting closer to students, making sure they know who they are and that they know they can come to them. She continued that they are still in talks about the ASI/LSU merger throughout the year. ASI is looking forward to continuing to work with the Academic Senate on shared governance. She said they’ve already discussed with Dr. Talamante a free speech forum and a canned food drive. Lastly, ASI is also looking for faculty support on the Toro Tuesday program. She said that every Tuesday they encourage students to come to campus in full Toro gear and enter a raffle to enter a $4,000 scholarship and also a $2,000 scholarship. She invited faculty to also come in their Toro gear to show support.

**CFA Report, Daniel Cutrone** said he is honored and pleased to have the opportunity to be the voice of our CFA and that he is there voluntarily. He said they appreciate the voice that the Senate has provided for them. More importantly, he added, the support for faculty concerns has not gone unnoticed. He also extended an open hand to our new university president Dr. Parham and said CFA enthusiastically looks forward to sharing CFA’s vision and to continue the close relationship that they had with Dr. Hagan. Cutrone commented that CFA believes that their participation in the Presidential search was truly to our benefit and that Dr. Parham was destined for the position. A few points:

* Our CFA membership here at our University is one among the top in the CSU System and continues to grow. Our members have continued to bring a “civil” and “transparent” approach and promise to work closely with all involved to strengthen our university future. We will continue to provide faculty support on many levels. Our main goal is to communicate a message that our voice is a prime motivation in shaping the direction of our University.
* Theme for the semester, “Making a difference through Gratitude, Commitment, and Reflection." These words capture the essence of the Spirit we hope to follow as we go about our work this semester.

The Steering committee for this year consists of:

* Cyndi Villanueva is Co-Pres and Chair of Council for Affirmative Action
* Dr. Vivian Price is Co-Pres of Labor Solidarity
* Claudia Mendoza Diaz is our Lecturer Rep.
* Dr. Kirti Celly is Communications Chair.
* Dr. Gurmonhan Bevli is our Financial Secretary
* Daniel Cutrone is Membership Chair.
* Samila A is Legislative Chair
* Dr. LaTanya Skiffer is our new Faculty Rights Chair

Cutrone asked that each department select a representative to communicate with CFA. A rep would gather questions and concerns from department faculty and convey them to the steering committee and inform people about CFA and encourage faculty to know their rights. Our CFA along with chapters throughout the state are kicking off the 2018 academic term with a week of activities to encourage faculty participation in helping elect pro-union, pro-public higher education candidates.

**Upcoming Events:**

Welcome back lunch – Thursday September 13, 2018, 11:30-1pm, LSU Ballroom “A”

Lecturers New Faculty Orientation – Monday September 17, 2018, 1:30-3pm, FDC

CFA Lecturers Nuts and Bolts - Monday October 8, 2018, 1:30-3:00pm, WH C-303

Unemployment workshop - December 3, 2018, 1:30-3:00pm, WH C-303

**CFA Faculty Right Chair Dr. LaTanya Skiffer** said that they are really pushing forward with their commitment to social justice. At the Board of Trustees meeting in Long Beach, CFA spoke on behalf and support for the mother of Josiah Lawson, a Humboldt State student who was murdered allegedly by a group of white supremacists in the HSU community. Skiffer reported that CFA showed up to support Charmaine Lawson who had been “menaced” at the Board of Trustees meeting on her last visit where she got up to speak and campus police were filmed behind her with their hands on their weapons. This is a woman whose child was murdered, and neither the Humboldt State campus nor the community responded effectively. No one has been brought up on charges; one person was released. A lot of evidence has been mishandled. Skiffer said we’re calling upon the CSU system to step forward and put the weight of this institution behind this investigation. We have a problem around the communities around our campuses where students of color, particularly black students, are not always safe. The CSU system is aggressively recruiting additional students. We must have some sort of plan that not only they come to this institution and give us the benefit of their attendance, but that we reciprocate by making sure that they have the opportunity to be safe, have an inclusive environment and be supported. Skiffer called on her fellow senators and other members to join this campaign. You can log on to <http://justiceforjosiahlawson.com>. She said she felt that after reading the story they too will feel comfortable in putting their weight behind the pressure on this system to do something about safety in our communities.

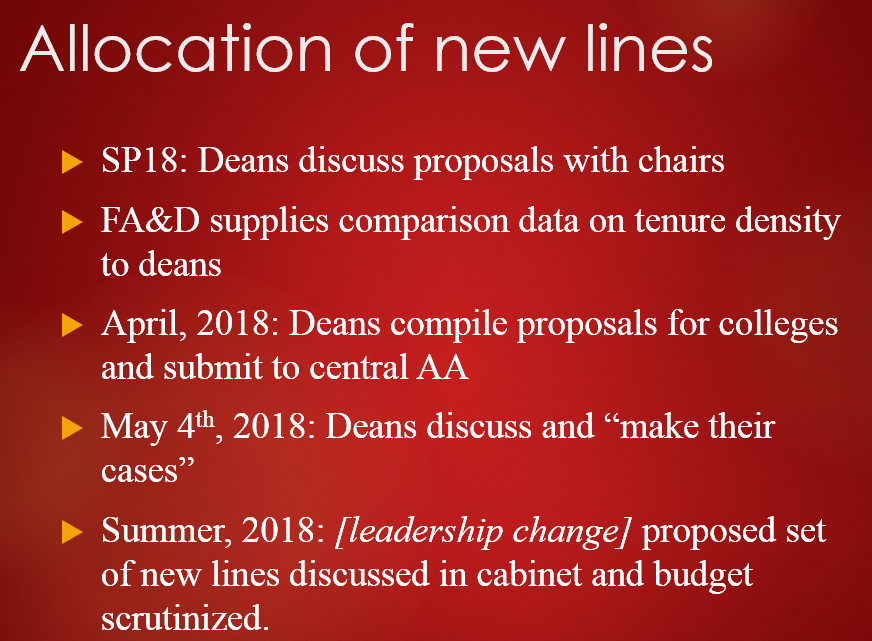
**Tenure/Tenure Track Hiring and Retention, Provost Michael Spagna**

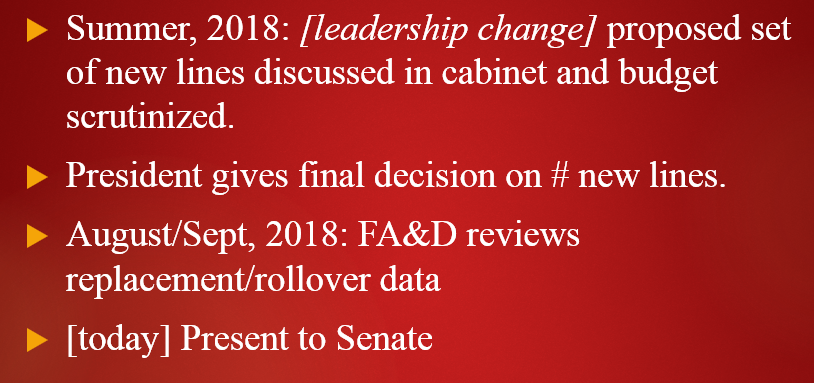
According to AA policy 2017-03 Guidelines and Rationale for Campus Tenure Track Lines, this is to meet our goal #1, “Conduct a comprehensive faculty flow data analysis of tenured and tenure-track faculty in order to develop a campus multi-year plan of faculty hiring”.

[Scorecard:](https://www.csudh.edu/Assets/csudh-sites/academic-senate/docs/insidethesenate/academic-senate/presentations/FAD%20presentation%20for%20Senate.pptx) how did we do? **Interim VP Hill** shared a [presentation](https://www.csudh.edu/Assets/csudh-sites/academic-senate/docs/insidethesenate/academic-senate/presentations/FAD%20presentation%20for%20Senate.pptx) reviewing the hires to date.



Hill said of this 31, within the colleges, in CAH there were 9 TT and 1 FT Lecturer hired; CBAPP there were 3 TT faculty; in CHHSN – 9 TT and 2 T hired. Hill commented that in CHHSN this was needed to get anywhere vaguely close to what the rest of the colleges have. He continued: in CNBS – 8 TT and 1 FT Lecturer; COE has 4 new TT faculty and 1 FT Lecturer hired; 1 librarian and 6 psychological counselors hired. [Note that while these are new tenure track lines, the net number of counselors is only rising by one, bringing it back to a level it was at a few years ago.] He added that these numbers will be posted imminently on the Faculty Affairs & Development website. Hill reviewed the guiding principles for hiring laid out in the presentation. He talked about the allocation of new lines.





Hill then explained the formula for the data provided in the handout on approved searches for hiring in 2019-20. He said that TT Workload was taking a list of all of the faculty in the college and adding up 1 for all of the T/TT people who are not ferped and a ½ for the ferps. The Total Workload was adding the given workload that the other faculty (some full time/some part-time – that the non-tenure track faculty had) adding that all up to the TT workload. That counts the indirect instruction that the TT people do. It’s a comparable number that we could get the same way, and it’s very easy to understand what went into it. Therefore, because you can understand what went into it, you can readily make the arguments for why specific things need to be tweaked for different arguments. **Senator Celly** asked if they were actually faculty counts? Is it WTU? **Hill** said it is the workload that would be represented for payroll purposes. In the case of the full-time faculty member, a full-time faculty members, that generally what? A part-time faculty member, if they’re teaching three courses that’s .06. It’s a snapshot at some time. **Celly** asked does this particular data and moving forward as you put together this kind of data, are you going to count 1.25 or 1.2 if faculty are routinely teaching overload classes while also being bought out of their basic load for service. **Hill** said he agrees with the underlying statement, which is that this needs work, and it needs more than one set of eyes. One set definition is challenging to agree to across colleges but Hill said it was something that was easy to calculate, easy to see where the variances would be, and could be comparative across colleges. **Statewide Senator Norman** asked how are chairs calculated. Is it .5? **Hill** said a chair is 1 because their chair workload and their teaching workload adds up to 1. The chair workload is not teaching workload, but it’s always there. Unlike when someone is assigned time for some specific task, next year it won’t be there. When we’re talking about hiring TT faculty, the chair work is work that needs to be done, and it will need to be done by a T/TT faculty. **Senator Kulikov** said in their case, the MP program, every year they have to submit documents that we have a certain ratio of full-time faculty to part-time faculty, so we have no other option but to teach overloads. We do not have enough faculty to teach in our programs. **Hill** said that had also come up among deans as to whether this was the same definition that is used in reporting in various things, and reporting in various things, turned out to be various. The way the Chancellor’s Officer takes tenure density is pretty close to this formula. He said the way Kulikov’s program needs it, is a little bit different, it would count the overload, but might not count the service load. How its reported elsewhere is sort of separate from this discussion of what we can compare between colleges when we’re trying to decide where our resources go from new hiring.

**Spagna** continued and [referred back to the slide](https://www.csudh.edu/Assets/csudh-sites/academic-senate/docs/insidethesenate/academic-senate/presentations/091218%20Approved%20Searches%20in%202018-19%20for%20Hiring%202019-20%20(rev%209.11.18).pdf) on approved searches for hiring in 2019-20. He said the aim here is to try to make sure that we’re gathering the data, we’re trueing it up, and then we’re having conversations at the department level about how these things are coming forward. Until we have data that we have confidence in, that we’re truly driving down to the department level, it’s harder to have a conversation about multi-year planning, but that’s where we need to go. Originally, based on the deans consulting with their colleges, which [was presented last spring](https://www.csudh.edu/Assets/csudh-sites/academic-senate/docs/insidethesenate/academic-senate/presentations/Proposed%20Searches%20in%202018-19%20for%20Hiring%202019-20%20v5.pdf), there were 29 new lines going forward. President Hagan had set out a 5-year plan of 20 new positions per year. There was one year, 2016 where we didn’t hire that and put it on hiatus. On August 16, 2018, we had a meeting based on budget to be able to allocate these lines. Spagna thanked VP Goodwin and President Parham for putting this forward. He said ten new tenure track lines are about the equivalent of $1.5 million. Spagna said across the colleges you can see how those are allocated and also see the replacement lines reflected as well: 44 total lines that we’ll be going forward with. There are things we need to decide as a larger group in collaboration. Spagna said last spring it was his assumption that there was a process in place where we had five-year plans. He said a couple of the deans had a few documents; but they weren’t complete, and they weren’t thorough in their process. Spagna said his goal this year is to have all the deans engaged with department chairs, with program coordinators, using data to be able to come up with five-year plans as to what’s our projection at the department level rolling up into the colleges. The deans are signed on with this, and this has to be a transparent process. It allows us to extrapolate and look over five years, if I got X amount of faculty in my department, what happens year 2, year 3, etc. Last spring the question of the timeline had come up, this year we’ve moved back the timeline so that the expectation in April he will be coming before the Senate to have a tentative agreement with this going forward. It will have to be finalized after the May revised and after the budget, but that means between January and March and even before that, it is going to have departments working with chairs, working with deans to put together these plans. We’re working on a template and we’re working on priorities. The other element that we’ll be including is variables like what happens if we keeping having an influx in majors, which goes back to an earlier comment that was made, where you have departments that are flexing and influxing in terms of whose coming in, how does that affect the overall numbers?

**Election Results, Senate Parliamentarian Gammage:**

Instructionally Related Activities – Maria Avila from CHHSN and Michael Fraga from CAH elected

Search Committee: VP of Admin & Fin. – Gus Martin of CBAPP and Kamal Hamdan of COE elected.

Student Grade Appeals: Jennifer Sumner of CBAPP elected

**Faculty Policy Committee Report, FPC Chair Pinto** – The Faculty Policy Committee will be meeting the 1st and 3rd Mondays of the month at 10:00 am. We now have a complete committee with the addition of Terri Ares from CHHSN. The Faculty Policy Committee met last week to discuss some of the events that happened at the retreat. Our table really looked at the duties of the chair and spoke about definitions of chair duties, summer stipends’ issues, equity and release time, and election. Pinto said she presented some of those notes with the committee and looks forward to presenting the executive summary at the next Senate meeting. Pinto said given that one of the big things they will be working on is chair duties; she extended an invitation to chairs who would like to provide some input to the Faculty Policy Committee, knowing when the committee meets. She asked to let her know when they would like to join. There is also the option of Zooming in for the meeting to department chairs and program coordinators. She said some of the points that did come up at the retreat are issues of definition of chair duties, the chairs know exactly what they’re doing, but it seems that other folks are not always clear, which can result in uneven compensation over the summer and release time.

**Educational Policy Committee, EPC Chair Ortega** – Ortega noted that the EPC Committee is still in need of faculty from CAH. EPC is currently reviewing a draft of an administrative graduation policy, which was initially prepared by the Advising Policy Committee. On that committee there are representatives of the Office of the Registrar and the Office of Admissions and Records. EPC gave their notes to the Advising Policy Committee and hopefully they’ll be bringing a first reading in two Senate meetings. This is one of the areas in which we are out of compliance with the Chancellor’s Office. Next, the Chair of the Academic Senate asked EPC to look at the possible effects of the Executive Orders1100 on the Double Counting Policy, AA2016-02. The committee and the Dean of U/G Studies have identified possible issues; we have recommended that the General Education Committee take this up for further review.

**Statewide Senate Report**

**Statewide Senator Thomas Norman** - Last Wednesday, September 5th, Norman said he was working with the Statewide Faculty Affairs Committee. One item that he believes we’ll be excited about is $1 million + was allocated to our system and the UC system for unconscious bias training. The other watch list item is the community online college is something we’re going to want to pay careful attention to. Given the likelihood of a new governor, this is a strong area of interest. Some of the language, we’re really trying to get clear in our advocacy with elected officials, is the difference between the large number of graduates, and we need graduation rates. SLICE was recognized. Norman said that it’s also something our campus can be proud of. It’s 20 years old in the CSU, so those of you who have worked on it, like Cheryl McKnight have a lot to be proud of. Our deferred maintenance cost is $4 billion for the system. Construction costs have gone up 18%. As we have a lot of buildings going up, we may hear the argument, we know you have the money, but everything costs a lot. We will not have a member on the CSU Faculty Trustee Committee. Norman said he did everything he could to try to make sure we had a voice on it. The Common HR system will likely be affecting us. If any of those issues are important to you, please contact Senator Celly or Senator Norman with your concerns.

**Statewide Senator Celly** said she enjoyed her first Senate meeting in fall. At the May meeting, they had spent a lot of time on a document called the Tenets of Shared Governance. She said she brings it up because she believes it is something that all of us should have on their radar. She said she firmly believes in shared governance but she questions if that’s the same thing as shared leadership. The [Tenets document](https://www.csudh.edu/Assets/csudh-sites/academic-senate/docs/current-issues/Tenets%20of%20System%20Level%20Share%20Governance.pdf) was created by the Statewide Academic Senate Exec in discussions with the Chancellor’s managerial team. At last week’s meeting, we decided to hold off voting on it as there was no agreement at what we should do with it. Questions had been raised on what is shared governance and what it should look like. If you’re interested, it can be found on our website and it’s something we will be looking at very carefully.

Non-tenure track task force – related to work Celly had been doing with Keith Boyum and the Task Force here at Dominguez Hills. Non tenure track faculty, and the term lecturers, came up multiple times during the ASCSU meeting from multiple senators from multiple universities asking for careful attention to the role that we might play in elevating the role of and including thoughtfully our non-tenure track faculty in shared governance but also in the institution both culturally and by the policies and procedures that we create.

CHRS – Common Human Resource System has come down from the Chancellor’s office is being tested at four or five CSUs starting soon. It’s a recruiting system. At the moment its going to be paid for by the Chancellor’s office, there’s a budget not only for launching and testing, but also for training. A point Celly brought up at ASCSU is that these new systems come with huge staff workload, and we’ve got to be cognizant of that.

Celly concluded that some of the issues that we’re confronting as a university system is exactly that. We are a system of 23 universities with faculty at the 23 universities. She said when she came to CSU Long Beach, she later applied for a job at Cal State Dominguez Hills. It wasn’t until she started paying attention to communication from the Chancellor’s office, and it was driven home in this last week, for the Chancellor and for the Chancellor’s office staff, we are campuses. We are not 23 universities; we are the 23 campuses in the California University, which is them. She asked for us to think about how we feel about this. What does that rhetoric mean, is it valuable to shift the frame to us being 23 universities and the Chancellor’s office administering certain elements that benefit each of the 23 universities and the university system as a whole? She said she would like folks to think about that and bring it back to their departments. She said she believes that is what happened with the Executive Orders and the [Tenets](https://www.csudh.edu/Assets/csudh-sites/academic-senate/docs/current-issues/Tenets%20of%20System%20Level%20Share%20Governance.pdf) document, which came as a direct response to what happened with the Executive Orders.

**Statewide Senator Norman** added there are non-tenure track faculty issues that did come up, which affects a campus close to us. It affects Fullerton and their History department. Senator John Brushky, who also serves on the Statewide Faculty Affairs Committee, alerted us that in spite of creating the Tenants document, which was done secretively, allegations are that their History Department is being strong-armed to change GE so dramatically they may have five full-time lecturers left or zero. This is the human cost. Norman said he encourages folks to read the [Tenets document](https://www.csudh.edu/Assets/csudh-sites/academic-senate/docs/current-issues/Tenets%20of%20System%20Level%20Share%20Governance.pdf). Norman said the vote on this was tabled so that new senators could familiarize themselves with it and allow the campuses to weigh in on how it will affect how you do your job. Please read it and email us with your thoughts. More time will be allotted at future Senate meetings for further discussion as the vote at Statewide won’t take place for two months.

**OPEN MIC** – **Senator Gray-Shellberg** in looking at classroom space wants us to know what it looks like now and maybe what it should look like. Currently, what it looks like now, at least in the SBS building, is getting as many chairs as you can that the fire department says is alright and having them face forward, and there’s a table for the instructor. In the Smart Classrooms, we have some disabled faculty members who have to stand. We have gone in Higher Education from a teacher-centered model to a learner-centered model. She said she teaches a senior seminar. She said she is put in a room that is crammed with chairs, that have desks that do not have wheels, and there is not enough room in the classroom to get the chairs in a circle if she is teaching a seminar. If she is not teaching a seminar and she is teaching a lecture, and she does not teach it just as a lecture, she wants to have cooperative learning groups and all of that. Pedagogy right now at Dominguez Hills - it does not seem to her that it does count in the actual assignment of the classrooms that you do your teaching. Further, it used to be that the departments, the Chair of the Departments for the classes, could have some more say into what is going on in terms of the assignment. Now, in the Dean’s office, we have a staff scheduler. Gray-Shellberg said she did not think that that staff scheduler, as good as they are, has ever taught a seminar vs. a lecture, vs. cooperative learning. Given we have new buildings, and there will be a classroom crunch, she believes that the faculty should have a say in how the classrooms are equipped. If you have a seminar, you may have to be in a classroom that is bigger than the number of students so that you can do what you do best. She said if you want to change a classroom, you might as well forget that. **Spagna** responded that he hears her, he’s taking it forward to the Academic Affairs Facilities & Space Committee and that he’s hearing among faculty that we’re not considering these items. You can do the numbers in terms of classrooms, but as a Professor of Education and someone who believes in adaptable environments, we’ve got to do better at including faculty voice as the instructors of record in terms of designing learning environments. It’s not enough to say we’re going to have pain for two years so just struggle through it. We can’t highjack the quality of the instruction we’re trying to present students who need a quality educational experience.

**Senator Radmacher** with regard to the presentation of tenure track lines. She said she’s very excited that there will be standard formulas for a lot of these measures. It’s very hard to compare departments when different formulas are being used. She’s also glad that we’re going to be having five-year plans and that we’re going to be able provide data for those five-year plans. Radmacher said her request is that the data be made available to us and that data be accurate. She said last year when she tried to put together a plan for her dean, she had data that was two years out of date, and she had to go into PeopleSoft herself to get reports on the majors and graduates, and she couldn’t get anything near close to good retention rates because the last time that was reported was two years earlier. The next point has to do with the formula for the workload that’s being used. She said she knows historically we’ve usually used workload and tenure density as it exists in the fall semester. She asked that it be considered to actually use an academic year one. In her department, her fall workload is a lot lower than her spring workload to the effect of it being equivalent of one tenure-track faculty member. Using the fall numbers is going to significantly impair her department over others who are sometimes lower in the spring. Finally, is that she is very excited to hear that the increases in enrollment will be included in the production and planning as part of the enrollment planning workgroup that she’s on. She said something she had brought to the table there is that with these increases in numbers we need to look at both our increase in freshmen as well as our increase in transfer students because it impacts departments differentially. Increases in freshmen are going to impact those departments that have lower-division courses in those first two years. However, for herself, the increase in freshmen she received this year, which is quite substantial, is going to impact her two years from now. In two years from now, she’ll need one more tenure-track faculty to handle those students that she got this year. In three years, she’ll need two more to handle that same group. That’s just a one years’ enrollment as freshmen students that’s going to affect us. Those are the types of predictions that we need to start looking at. **Spagna** said he wrote all three down, and these are the kinds of things that they’re going to be looking at using pivot tables, which will help us do that modeling. In the expectation, the five-year plans are going to be stuff where we’re going to look at trends, and to understand our trends in terms of enrollment change from year-to-year over the last couple of years, extending that, and extrapolating that forward. He concluded by saying he hears Radmacher. We need to have confidence in the data. Also, taking academic year vs. a semester snapshot is a very on target suggestion.

**Senator Monty** said with regard to the allocation of tenure-track lines is that he would like to see us track our progress towards the goals in the strategic plan regarding tenure density. It’s important that we know that we’re making progress. It’s also important that we know when we’re not making progress. More concretely, Monty said he would like to make sure that we’re getting the timelines right and having these decisions made and announced before the end of the spring semester. Programs in his college are just being informed now that they’re going to be authorized a search. He said that means in his college they would not be able to get their ads posted into the middle of October. He said with ads posting in October, they would not could begin a review of applications until the end of the fall semester, which would significantly impede their ability to recruit a good pool of candidates. Regarding Tenets of Shared Governance, it is a persistent problem and recommends that there be discussion of that document on the floor of the senate and that the campus senate decide whether to endorse or not to endorse it. If we do not agree with the conception of shared governance that we find there, then we should say so very loudly. **Talamante** said it’s been underscored to discuss at Senate Exe next week and will put it on the agenda for the next Academic Senate Meeting.

**Secretary Thomas** said as it relates to our Sense of the Senate for the Chief Officer of Diversity, Equity and Inclusion, we are going to address some of the concerns. There is a place for protected classes, and we’re going to define what those protected classes are under current law. We have a tremendous need for data, as we introduce this office, this endeavor, to create equity and inclusion, we need to be looking at how our student, faculty, staff and are faring currently as it relates to these protected classes. It’s important for having a baseline so that we know what the target is in terms of measuring progress. For example, the Chancellor’s Office as it relates to graduation rates for men and for women, and then they also have it for racial groups, however we don’t have the intersectionality of what are the graduation rates for black males are compared to Latina females. Why do we need this data? We need this data, so we can at least establish a baseline of what we think equity and inclusion is, because it’s actually dictated to us by the Chancellor’s office in the Graduation Initiative 2025. One of the things it says is that we’re supposed to eliminate the achievement gap. If we don’t know what our achievement gaps are, it’s difficult for us to direct our efforts. And we’re bringing in someone for the purposes for creating some intentionality here, but without the data of where are we today, then we can’t have a conversation about where we need to go. With those two points we can then measure how we’re doing over time as opposed to bringing in someone for the purposes of just bringing in someone.

**Meeting Adjourned**