



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

**Academic Senate Meeting Minutes  
October 28, 2020**

Voting Members Present: Allen, Brandt, Chaparro, Chhetri, Chiappe, Deng, Dixon, Eames, Fortner, Gasco, Glenn, Gray-Shellberg, Hernandez, Hill, Jarrett, A. Johnson, Kalayjian, Kitching, , Kuwabara, Laurent, Ledesma, Ma, Macias, Malladi, McGlynn, Morris, Naynaha-Gill, Nguyen, Nicol, Park, Pawar, Pederson, V. Price, Raianu, Roback, Salehin, Sanford, Skiffer, Spruill, Stang, Turner, Vieira

Voting Members Not Present: Kulikov

Voting Ex-Officio Members Present: Anderson, Anger, Ares, Norman, Ospina, Russo, Talamante, Weary

Voting Ex-Officio Members Not Present: Celly (sabbatical) , Heinze Balcazar, Parham

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

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

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

Non-Voting Ex-Officio Members Not Present: Avila, Manriquez, McNutt, Poltorak, Roberson, Wen

Guests: M. Britto, M. Fraga, S. Gonsalves, M. Grandone, A. Haas, R. Heckenberg, H. Lee, H. Nguyen, C. Oh-Young, R. Rios, N. Rodriguez, R. Shakoor, S. Valdez, B. Verano, G. Vinovich

2020-2021 Academic Senate Executive Committee:

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

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

Chair Talamante called the meeting to order. She began by reading the Land Acknowledgement Statement of the Tongva people.

Agenda was approved

October 14<sup>th</sup> minutes approved

**Senate Chair Report:**

It Takes a Village – Continuing the Conversation. Talamante described the October 27<sup>th</sup> event explaining that the time was moved for this event to begin at 4 pm to allow for others who were not able to join the 9/3 event. She noted it was a really gratifying event and also continues to show the work that we have ahead of us. She said we are having that conversation more broadly and it is deepening each time. She stated that we always are including how can we take action because conversation, dialogue is not enough without action. We expect to have another event in early December.

Chair Talamante reported that we have a notification from Executive Vice Chancellor Blanchard regarding an option for campuses to suspend GRE requirements for admission to CSU doctoral programs. We're in a new phase of starting our own doctoral program. Talamante read directly what the memo says regarding that choice. "Ongoing COVID-19 pandemic has led to the cancellation of numerous in-person standardized testing opportunities. In recognition of the potential for limited access to the graduate record examination, GRE, or in-person testing, the Chancellor's Office will provide campuses with the option to temporarily suspend the requirement for GRE test scores for admission to CSU EBD, DPT, and a EUD programs. Talamante said she would forward that announcement to the rest of the campus.

Talamante informed the Senate that they had guests at the meeting today. Associate Vice Chancellor Wrynn and Assistant Vice Chancellor Leo Van Cleve who will join for hearing the Senate's feedback to the proposed implementation plan, or the ethnic studies requirement as required by AB1460. She noted that Senate Exec and Chairs of the Ethnic Studies departments as well as the GE chair met with Wrynn and Van Cleve on Monday, October 26<sup>th</sup>. She said they asked that Wrynn and Van Cleve first listen to the concerns that have come up in Senate, the concerns of Ethnic Studies faculty, and the concerns of the GE faculty. Then we'll have an opportunity for them to also share their perspectives in terms of how the Chancellor's Office is interpreting the law and related and statute and policy.

Student Advisory Committee – Talamante thanked Dr. Vivian Price for her service on that committee. She noted that Price stepped down this year and Dr. Jennifer Brodmann has been appointed by Senate Exec for a first year of a two-year term. And she's serving alongside Dr. Hugo Asencio, who is in the second year of his two-year term.

Senate Parliamentarian Report, Dr. Hal Weary reported the following:

#### **Chief Diversity, Equity and Inclusion Officer Search Committee**

- Elected were:
  - o Dr. Sergio Mancilla
  - o Dr. Margarita Villagrana

#### **Instructionally Related Activities (IRA)**

- Elected were:
  - o Dr. Joshua Jeffers (CAH)
  - o Ms. Hannah Lee (Library)

#### **Faculty Policy Committee (FPC)**

- Dr. Susan Porter was confirmed by the Senate as the faculty representative from the College of Education to serve on the FPC.

**Chair Talamante** stated that there is some forward momentum on having representatives from the colleges for the Council of Department Chairs and Program Coordinators. She added there may need to be another call so that committee can get functioning. Talamante thanked the Deans who have held those elections and nominated and elected representatives for that Council.

Talamante said there was one additional item she meant to include in her report. When Senate Exec visited with Associate Vice Chancellor Wrynn and Assistant Vice Chancellor Van Cleeve on Monday, October 26th the takeaway for them was that these were sort of very unique problems to our campus and all of the campuses can't necessarily be accommodated in the ways that would best fit them. However, Talamante noted that 11 of the sister CSUs have passed resolutions in opposition to the current implementation plan proposed by the Chancellor's Office. And they echo many of our concerns. Talamante referenced a blog article by the CSUN Senate chair, and Talamante said there were nine sister CSUs that are confirmed in opposition, two that are

going to their Senate floor, and two campuses that Dr. Talamante is confirming the outcome of those votes. Talamante stated we are not in isolation in our opposition. She pointed out that CFA is also in opposition to the proposed implementation plan.

### **W\* EXEC 20-19 Amending Non-Tenure Track Faculty Advisory Board Policy, NTTF Exec Representative Rita Anderson**

Anderson asked for a motion to bring this to the floor which was moved and accepted.

Anderson explained that the non-tenured faculty Senators Adam Sanford and Monique Turner, and the former senators, Linda Goldman and Claudio Mendoza, had been meeting informally over the summer and realized there were some critical pieces missing from the original policy, AA 2020-01. Another motion was then put to the Senate floor to waive a 2<sup>nd</sup> Reading on EXEC 20-19 and the Senate would vote on it at the current [10/28] meeting. Senate voted to waive 2<sup>nd</sup> Reading. Anderson explained the changes being proposed. 1. adding non-tenured faculty senators and voting procedures.

3.1.10 All NTTF Senators currently serving in the Academic Senate as voting, ex-officio members.  
as well as:

4.0 Election and Voting Procedures

4.1 Calls for Service will come from the Senate Parliamentarian;

4.2 The non-tenure-track faculty in all colleges, coaching, counseling, and the library shall nominate representatives, and all NTT faculty shall vote on the NTTF nominees;

4.3 Faculty shall nominate themselves or others for the tenured/tenure-track faculty representative, and the NTT faculty shall elect the tenured/tenure-track representative;

4.4 All staff shall nominate and elect their representative

### **Q&A/Comments**

**Senator Vivian Price** asked why they think the changes should be made? **Anderson** replied, they realized that the non-tenured senators that are on the senate were not a part of the original resolution to be participants of the advisory board. In practice, both non-tenure track senators are attending the advisory meetings but were not included. **Senator Sanford** explained that given it is a non-tenure track faculty advisory board, it would make sense that non-tenure track senators would be part of the board, but it was never made an explicit part of the charge. The Advisory Board and current non-tenure track senators determined it would be a good idea to explicitly state non-tenure track faculty senators are going to be part of this board. Regarding the election and voting procedures, this particular committee is being elected only by non-tenure track faculty. He noted that initially, there was some pushback with trying to put it to the Senate, but then the understanding that if this is a representative board of the non-tenure track faculty, then non-tenure track faculty should be the ones who are actually doing the voting, not the Senate. **Senator Thomas** said he supports the resolution and called the question which was then seconded. **Talamante** led the Senate through the virtual voting process.

**Resolution passes, 52 in favor/0 opposed/3 abstentions**

### **Senators' feedback on CSU GE Breadth Draft EO Revised 10-08-20**

**Chair Talamante** asked if anyone had questions about sending feedback in by Friday in terms of where your department or program or division want to weigh in for the proposed plan on the implementation of AB1460. **Senator Thomas** wished to offer a comment in terms of how it's going to be used. He noted we saw a request for feedback from the campuses with regard to AB1460. He said he was dismayed by what it was actually used

as, and so on. On that basis, he said he was really not interested in participating in a tool of the Chancellor's Office because of what he experienced with the first set of feedback given on AB1460. Talamante noted she thought that would be a good comment to raise when we also have Associate Vice Chancellor Wrynn in the room.

Associate Vice Chancellor Wrynn and Assistant Vice Chancellor Van Cleve joined the meeting.

**Talamante** asked if Wrynn had heard Senator Thomas' feedback in terms of how the previous request from the Chancellor's Office for feedback on AB1460 was used? **Wrynn** responded she had not. **Talamante** explained that during the process, before it was voted on as a law by our Legislature and then signed by the Governor. **Thomas** noted it was in response not to AB1460, but rather the Chancellor's Office version. He elaborated that it was a rush job to find out and get broad feedback across the campuses. He noted we provided that and we did a lot of work to provide that and then what it was turned into was something less than what we actually submitted. **Talamante** said we do want to open it up so that we can have a discussion over what the Senators had been hearing as feedback from their department's programs and divisions. **Senator Raianu** asked for clarification on the feedback tool. **Senator Sexton** asked if the feedback that was being sought was in regard to the CSU general education practice requirements. **Talamante** said yes, the proposed changes to the CSU general education breadth requirement, more specifically, feedback on the implementation plan for the ethnic studies requirement as it is presented in that and proposed changes to the CSU GE breadth requirements. **Senator Price** noted their department did not have much time to discuss all the materials in Labor Studies. They discussed the Academic Senate resolution and found that it contained sufficient evidence to say that we are in opposition to the Chancellor's memo and back the Academic Senate resolution and its suggestions. **Senator Skiffer** noted that CFA still stands by the position of in opposition to the Chancellor's plan. And CFA is about to email the resolution that was just passed at the statewide assembly for CFA this past week which lays out the arguments that they've made beforehand. She continued it brings to light the fact that this is a very rushed process, there hasn't been enough time for appropriate consultation and the Chancellor's office was opposed to this very law from the beginning. Now taking the power and the purview away from faculty, especially Ethnic Studies faculty, speaks to a lack of shared governance. **Senator Celly** explained that she sits on the Academic Affairs Committee of the Academic Senate of the California State University, and she sent an email to AVC Wrynn and Senate Exec. after their meeting on Monday, October 26<sup>th</sup>. She said in addition to all the issues raised at that meeting, and in other forums, she is concerned that with the requirement of this being a lower division, GE Area F requirement that there may be an attempt to push some of the ethnic studies requirement work back to the 116 community colleges, and she is not sure if that serves the original intention of the legislation, or the intentions of the Ethnic Studies Council. She said it could just then become a checkbox, "you had this done last year" And she said she understands that's very important from the point of view of curriculum, but it doesn't really serve our students or Dominguez Hills well if it's just a checkbox in education. She shared that this is an especially hard time in her life and in the recent history of the United States, in terms of racial discord. In its current form, Celly said she is opposed to and she stands with ASCSUDH according to the Chancellor's Office proposed effort.

**Talamante** thanked AVC Wrynn and AVC Van Cleve for joining the ASCSUDH and for attending the CSUDH Academic Senate Executive Committee meeting earlier in the week. . Talamante noted that there are nine other CSU campuses who have submitted resolutions in opposition to the proposed implementation and the others who are going to a vote in the next few weeks. Over half of our CSU sisters have opposition resolutions. Talamante noted that the concerns of Dominguez Hills, as we've expressed them, overlap with the concerns of other CSUs. **Senator Price** asked if they [Wrynn and Van Cleve] understand why we are in opposition to the Chancellor's memo and if they do understand our Senate resolution. **AVC Wrynn** said she certainly understands everybody's frustration with the timeline. Wrynn continued, in terms of concerns that there's been

no consultation, there has been although consultation has been compressed. Wrynn reported that the Chancellor's Office and the Academic Senate have met three times with the Ethics Studies Council leadership. And in those three meetings, the first one in September, we've received approved core competencies from them. At the second one, October 14, we received a set of revised core competencies. The first set of core competencies in September were taken by the Academic Senate of the CSU and passed in plenary resolution and then accepted by the CSU Chancellor's Office. Wrynn noted that the revised set has been discussed and the Academic Senate will consider it at their November meeting. And so, whether the meeting was construed as a meet and greet or a meeting, they received a document that said approved core competencies. If the core competencies are revised and **is so** something that is acceptable to the Academic Senate, we of course will consider that as required by law, in AB1460. Wrynn said one of the important things to understand is that the process by which we take a bill, like AB1460, or any bill that impacts the CSU, is very structured. **Senator Nicol** said her concern is particularly when you talk about the September plenary in 2019. This was before AB1460 was even passed. **Wrynn** said no, this was this September. **Nicol** asked, "this September?" **Wrynn** responded, "yes". AB1460 was signed in August. **Van Cleve** noted that the CSU Academic Senate meeting, which would have been September 16. The Academic Senate met on September 17 and 18th. On September 15, **there was a that** was the document that AVC Wrynn is referring to, that document of core competencies was sent to Chair Collins of the Academic Senate and to Chancellor White. Van Cleve said no one in the Chancellor's Office has written any core competencies. **Nicol** responded, at least from the Council's perspective, which is that this was a meet and greet, but she would rather not argue whether who's right or who's wrong with regard to that. Nicol continued that she does think because there is some question about that, there should be some degree of grace that is given, given how fast all of this has been pushed, and moved, such that if there is a second vote on the second set of core competencies, then we should act from that point forward, as opposed to anything that occurred before that. She said it is not, in her estimation, shared governance, if what we're working from are two very different perspectives, and it could very well be language perspectives, cultural perspectives, that are different. But, Nicol said, she does think that, in the interest of doing this correctly, we should at least give the Ethnic Studies Council the opportunity to have the second set of core competencies reviewed by the Academic Senate, and then taken in or deliberated by the Chancellor's Office, and then move forward from there. Because everything up until that, up to that point, is in dispute, and it is going to tarnish this process, it is going to give the appearance that it is a rush job. Nicol said, quite frankly, it certainly doesn't look as if that the expertise of the Ethnic Studies Council is even being respected. Nicol said to Wrynn and Van Cleve, "I would encourage you to at least let those core competencies be the start point **from** the discussion, since everything else there's a question as to was it a meet and greet? Was it a full meeting or what have you?" **Wrynn** responded we do respect the expertise of the Ethics Studies Council; we are waiting for the Academic Senate to fully consider the revised core competencies. And we are going to wait until the Senate does something before we do anything next. The timeline is the issue here, and the timeline is established in the bill. The timeline requires that by fall of 2021 every campus in the CSU offer ethnic studies courses. The timeline also talks about the fact that students who graduate in the 2024-25 academic year need to have completed this requirement. Wrynn continued, when we spoke with the Legislature about that date, we expressed to them that we don't really talk about when students graduate with requirements, we talked about catalog years. And so the catalog year reflected by the notion of a 2024-25 graduation date is fall of 2021. Therefore, our incoming freshmen class have to be able to take this requirement, and because of that curricular matters have to be discussed and deliberated on in the fall. Wrynn said it's not an ideal timeline, we know that and that's a polite way of saying how bad this timeline is. **Talamante** responded that freshmen don't have to take it in their first year, we have many GE requirements, and they are taken over several years. We have that requirement in place and in the catalog, but that doesn't mean that freshmen have to have a class available to them that first semester. **Van Cleve** responded he believed the law says that there have to be courses available, you certainly don't have to have all of the courses. But at least some representative sample should be available, because that is clearly

spelled out in the law that courses must be available fall 2021. **Senator Nicol** noted that gets back to an essential point that we discussed at the earlier meeting with Senate Exec on Monday 10/26, which is that we already have courses that are available for students to take. Nicol continued, in terms of implementation, we could implement this in the spring on our campus and many other campuses, probably most of the CSU, except for Maritime. She asked why can't they have an exception, and the rest of us go on and get on about our business with the courses we already have that exist? **Wrynn** responded we have to wait for there to be official core competencies before classes can be approved as meeting this requirement. That's what the law states, and so might there be classes that exist on your campus right now that meet core competencies that are out there in draft form, probably, but again, we still have to wait for that process to play out. And again, we have to get it in the catalog whether you offer one course or 100 courses in the fall, the requirement itself must be published in the catalog as a requirement for students. **Senator Thomas** reiterated his earlier question which was that he was concerned with the nature of how 23 campuses feedback will actually be used versus how we actually present it. **Talamante** asked can you tell us how our feedback will be used. **Wrynn** responded that when they collected feedback the last time, one of the substantive changes we did make was we had initially said that we would call it a requirement in ethics studies, diversity, and social justice. And we've received substantive feedback from throughout the system that disagreed with the use of the word diversity. And so that was removed at that point. There are things that can change. Wrynn apologized that they didn't have time for an official presentation, but certainly on the FAQs online, you can see it. She said they have to consider other laws when they implement AB1460, and one of the most important is the associate degree for transfer law. When they receive feedback from a campus, that campus' feedback must also consider other laws such as the associate degree for transfer law, and it also has to take into consideration 23 CSU campuses and 116 community college campuses from which our students transfer and have the right, at the community colleges, to be able to expect to take a requirement there as opposed to having to wait until they arrive at the CSU. Wrynn said I can't give you details on how the feedback will be used, as she hadn't reviewed the feedback yet, because it's not due yet. **Talamante** said they would like to invite them back for that presentation, as Senate Exec had already scheduled this as a discussion of what our feedback was, and we just invited them to be a part of that. Talamante said we're certainly open to bringing you back and appreciate your time. **Senator Park** said it seems like there's a lot of confusion and much room for debate. Considering the long-term impact, to have additional time to discuss these things more fully, and then consider all the input from different campuses. With regard to the requirement to offer those Ethnic Studies courses beginning next fall, whether we can temporarily offer those existing Ethnic Studies courses, as the courses that satisfy the Ethnic Studies requirement and then, after full discussions, we can make some kind of retroactive applications of the of the rules as one option. **Wrynn** said any course that meets this law has to meet the core competencies. So we really have to wait for the core competencies to exist legally. Before we can say this course **needs to**, you have until the early spring to revise your catalog, I'm not sure exactly how you do your catalog. And I'm sure there's a hard deadline someone gives you in January or something like that. But they might have to wiggle a little bit on this to help you with this curriculum. I know that's happening on other campuses. We legally have to wait for core competencies created by the Ethnic Studies Council, the Academic Senate and the Chancellor's Office before we can allow campuses to start approving courses. **Talamante** thanked Van Cleve and Wrynn for joining the meeting. **Wrynn** replied they appreciate it, thanked the body and stated they looked forward to seeing the feedback.

**Chair Talamante** thanked the Senate body and said we will try to circle back and continue with our own campus discussions. She said that she would share the way that she has put their feedback together when she sends it forward to the Chancellor's Office and can continue to follow up.

## Provost's Report

Provost Spagna provided updates on the following:

- Elements of spring class schedule, most of our classes will be offered virtually, as they were in the fall. There is a subset of those classes that will be provided with limited face-to-face instruction. They fall into two categories. Category I is the courses that are on campus, and they're primarily in the area of the arts. Category II - we have a lot of programming that's happening out in clinics and in the schools. That's based on how those reopen and opportunities as they open up in the spring. The President is approving these and putting these forward to the Chancellor's Office over the next week or so. We are going to be reaching out to the faculty that are teaching those limited courses on campus to make sure that we meet with risk management and environmental health and safety to make sure we've taken all the precautions necessary to ensure that we can have those classes safe and sound on campus. There has been some discussion, which is still in the works, about entrance and exit from the campus is their way of making sure we're checking so that as students are self reporting, that they're indicating that they are clear of symptoms and so forth.
- Next topic is a larger conversation that's been ongoing, both in the Senate and with ASI. Spagna said he wished to thank ASI President Shuaib, along with ASI VP Anger and for this constant conversation about how we bring teaching and learning together. Spagna said Chair Talamante brought this forward with Toro Team Learning & Instruction and there are going to be some opportunities for how do we bring students and faculty together to talk about needs - teaching needs and learning needs. Spagna noted it's a conversation that was brought up in the last senate meeting, and that VP Anger went ahead with a bigger conversation in the College of Business Administration and Public Policy. The Provost said he wants to "forge these not on episodic one-shot deals, we want to do an ongoing conversation." He said he appreciates the help of Chair Talamante and the Senate in helping with this. He also expressed appreciation for Sean James, the Director of EOP, who has wholeheartedly embraced this, how can he help, and Anne Choi with her contributions about the fact that the more we bring this down to a granular level, at departments and programs, bringing faculty and students together will even be more beneficial as we talk about disciplinary needs for both learning and teaching.
- A third item came up in our Team Toro lunch, and this was brought up by ASI leadership, about is there an opportunity or is there some room for reconsidering or thinking more about grading options, similar what we did in the spring. The Provost noted there were two promises he made in that meeting. One was to find out exactly how many students took advantage of the grading option that we worked on together through governance to forge in the spring. And so that data is still being collected by Dr. Deborah Brandon. He said as soon as he gets that, he'll get it to Chair Talamante and we can share it with ASI leadership. The Provost said he had a conversation with colleagues across the system as well as the Chancellor's Office. As of right now, there isn't a larger appetite to waive some of the requirements under EO1037, which is what we did in the spring. But there are some local things for which we still have a degree of freedom, extending deadlines, looking at credit/no credit options that are already on the books. The Provost said he'll be exploring that both with Senate leadership and ASI to try and make sure that we're able to be accommodating as much as we can, given the sensitivity about grading. And also, the Provost noted, he did bring this up with the Team Toro lunch, that there are a lot of unintended consequences of tinkering with grading options which we went through in the spring. For students, there are kind of four areas that we want to be conscious of. One is we don't want to have unintended consequences that affect financial aid, student athletes, veterans, and the one that the Provost said he is most concerned about, which he heard a lot from graduate program coordinators, is what does this mean if students then two, three years down the road want to apply to graduate programs, and they have a grade that can't be translated for admissions into that program? The Provost said he is looking forward to

working with Senate and ASI leadership on how do we provide support for our students and our faculty who are under all these challenges we are experiencing as part of the pandemic?

- The Provost described an idea that Senator Jan Gasco brought forth, which he said he wants to really champion. During the travel bans with the pandemic, why can't we do something to provide a virtual study abroad program for our students. Gasco is working on that along with Hamoud Salhi, who is the Associate Dean in International Education. We are going to be exploring the ideas of virtual international study abroad. The Provost asked the Senate to, if they're interested, contact Salhi. The Provost noted that he did forward to Chair Talamante all of the contact information. The Provost said he would like to get your ideas of experimenting outside of the box. There is no reason why we couldn't provide some virtual study abroad options. We've had a long-term partnership with Stone & Compass, with programs in Bulgaria and in Sicily. And I also want to give a shout out to Dr. Needham, who has a program that she's currently doing on ethnographic methods in partnership with the University in Cambodia. There are a lot of opportunities and he would ask the Senate to "dream with me as a community because even on the other side of this pandemic, why shouldn't we be providing virtual study abroad opportunities." He said, "There's no reason why we shouldn't be doing that for students who either can't afford it, or want the ability to dip their toes in the water for virtual study abroad."
- Next Tuesday, November 4<sup>th</sup>, is the Staff Service Awards, where we recognize our staff, and people across each of the divisions. He encouraged Senate to join in and appreciate all the work of staff.
- The Provost noted an area we would all agree on is we have to do a better job of onboarding, onboarding our staff, onboarding our faculty. He noted it really resonated with him in a meeting he had with the Untenured Faculty Organization (UFO) a couple of years ago, where there was a big discussion of there's all this hidden information of what we do to onboard, particularly new faculty. We don't share with people when can they expect their first paycheck? When will health care coverage start? Spagna said he and Chair Talamante have discussed joint efforts along with CFA and others, how do we do this in such a way that we really bring our community along in ongoing onboarding, not just something where we do a one-day this is what you need to know to come to Dominguez Hills. It's yearlong and not episodic. He said we'll be working with HR and he hopes everyone joins him in ways of doing this.
- Connected to onboarding, in addition to being student ready, we need to be faculty ready. He noted there's long way to go on being student ready. Questions such as how do we receive students; how do we make it so that, institutionally, we're removing barriers and supporting them? The Provost asked Senate to dream again with him as we aspire to making this campus more faculty ready. He said what he means by making it more faculty ready has to do with what do we do to jumpstart research and creative activity among our faculty? How do we support our non-tenure track colleagues in progressing towards their dreams, in being able to do presentations and conferences and so forth? He noted he's asked the Interim Dean of Graduate Studies, John Price, and he said he's asking all of Senate, what can we do now to turn our attention to jumpstarting the creative activity and the research on campus to get us back on track? The Provost noted he knows it will require resources and it will require energy. This is another thing that he wants us to work jointly on, in addition to the onboarding, and making that part of our aspiration and be more faculty ready at Dominguez Hills.

### **Q&A/Comments:**

**Senator Nicol** asked regarding the memo about Dean Avila moving to Channel Islands and wanted to find out if we would get any information about any kind of transition? **Spagna** responded he appreciates the question. He explained that what they'll be doing is reaching out as part of our process internal to the College of Arts and Humanities. He said he'll be meeting with the Chairs and asking them to enjoin the faculty in the College about the transition process and to talk about offering some ideas as we get ready to launch a national search about what attributes they're looking for in a future Dean of Arts and Humanities, and he'll be talking about



candidates potentially for a transition leadership within the College. He noted that ultimately that decision is made by President Parham after we gather input by faculty and chairs and get that to him. The Provost explained the President interviews candidates, and we go to an interim process for the Dean of the College of Arts and Humanities.

### **ASI Report, ASI VP Blake Anger**

- Anger first spoke to what the Provost spoke about with regard to alternative grading options that ASI leadership brought up at Team Toro hour, and the degrees of freedom that are in the classroom with faculty. She asked the Senators as faculty is there anything that can be done within the classroom such as the curve or the other options that Provost Spagna mentioned to alleviate the stress and technical issues experienced from the students and the faculty?
- Student concern: Why our staff is listed as teaching rather than instructor names on the spring 2021 schedule? She said she would like almost an immediate answer for that question, just so I can report back to the students.

**Chair Talamante** said she wanted to respond to the first part that is an overlap with discussions between Talamante, Anger and Shuaib about conversations on campus and setting these up so that we can bring students and faculty together. She said she also brought it to one of the Toro Team for Instruction and Learning meeting and there's been some email discussion about whether it's appropriate as a large forum, or if students might be better served if we could work with the Deans and Associate Deans to create these forums. And then that would allow students within colleges to get more opportunity to speak, because the meetings would be smaller. And that would also allow them to be addressed at disciplinary levels, for what's needed in major programs. Talamante said she agrees and is with VP Anger on that question. Talamante noted it's one that's been posed in our college. She's requested, as a new chair, that all of our faculty can be listed at the same time, regardless of if there's not sufficient enrollment for a class that's been assigned to a non-tenure track faculty member, part of the contract is that's not a guaranteed class until we have sufficient enrollment. She added at the college level of Arts and Humanities, they began that discussion, and she believes there's a lot of support for that. **Provost Spagna** said it was something that was brought up in the CFA meeting this week also, and he didn't have an answer. He is looking into that as to why the names get scrubbed between getting them submitted to having them published in the schedule. He believes it wouldn't be intentional, there must be some merge, in terms of when you merge from one list to the other, why it gets scrubbed out, but he's going to find out why and get it to the Senate and ASI.

### **CFA Report, Dr. La Tanya Skiffer**

Regarding the most recent CFA Assembly, Dr. Skiffer reported on the resolutions that passed because they are important and germane to work life as faculty on campus.

Passed was a resolution regarding fully including the interests of coaches in negotiations with the CSU, similar to the way there's been a lack of presence for our librarians and counselors as well. Coaches are also in that category. CFA is affirming that in all negotiations, they will be prioritizing all faculty, and that includes coaches. The promotion of the interests of coaches will be at the center of any negotiations along with librarians, lecturers, counselors, and other faculty members. Skiffer noted that these resolutions will be sent out to the campus as well and they are being formalized.

The second resolution is a resolution that came from Dr. Anthony Radcliffe at Cal State LA and he proposed it to the CFA Exec Council. It's about strategic planning for post-election issues. Many faculty have reached out to CFA to ask if we have any plans for how we will support the community if there are any issues around the election that lead to some level of discontent and maybe even unrest. This resolution will be sent out,

too. And it essentially affirms the union's commitment to anti-racism and social justice and to stand firmly in support of the Constitution and making sure that we are available as a resource for the community. Skiffer said they will send this out so that faculty have a record of it and they'll also be sharing some of the ideas that we have, including having a hustle for the post-election communication, where we can share resources if need be, and any information that might be helpful to our communities.

The other resolution is the AB1460 implementation. They will send this one out as well. CFA is concerned about the rushed pace. She noted they understand that there is this notion of a timeline, but everything can be mitigated, particularly in a pandemic. CFA is pushing for Ethnic Studies faculty to be consulted, and to be at the center of this discussion. And it really does speak to issues of anti-racism and social justice as to how this law will move forward. Its intent needs to be maintained in its implementation. CFA will continue to push and continue to fight and look forward to faculty support on that level as well.

The last resolution is one that also concerns issues around racism. CFA has a resolution that was presented educating against white supremacy and affirming academic freedom. And CFA has a statement by US educators and educational scholars that was entitled It's Educating For Democracy Demands - Educating Against White Supremacy. Skiffer said CFA is here to affirm and defend our commitment to academic freedom. And CFA has been very successful since the legislation, co-sponsored by Assemblymember, Dr. Shirley Weber, was won, committing the CSU to the ethnic studies course requirement. CFA will send out the resolution and they are happy with the work that our social justice committee and CFA has done for years long before this became a conversation that was more tolerated in mainstream.

### **CFA Workshops:**

Range elevation workshop, a bargained for right that we have, and it was a hard fought right, it provides an opportunity for lecturer faculty to get a pay bump. And that range elevation process requires lecturer faculty to put together a very strong file, and it goes through the department process through the university. CFA is providing a workshop to help lecturers prepare that file. CFA wants to make sure that you consult with your department and your chair right away to determine how your department will proceed with the evaluations. Skiffer noted there is likely going to be a system in place, maybe uploading through Dropbox, so be prepared so that you can identify what information you'd like to include so that it's ready and accessible to upload. Professor Claudia Mendoza Diaz is going to be holding a workshop on Tuesday 11/3 from 2pm to 4pm.

Level One - Course Cap Grievance: Skiffer noted that CFA is going to be having a level one for the course cap grievance, where we are fighting against the imposition of new students into courses above the caps that have been agreed upon. The course cap grievance is going to be held at level one Thursday, November 5 at 8am. Jackie Teepan will also hold a prep meeting on November 3 at 8am for faculty that are willing to stand before our community and discuss the consequences of that.

We will also be continuing the discussion about the names in the schedule for all faculty. Students have been vocal about this, and it makes a difference when you're trying to understand what course you might want to take and how you could select that from a group of faculty, that you have an idea of who those people might be.

Skiffer noted it has come to her attention that one faculty member expressed concern around IDs for some lecturer faculty that says part-time faculty. They believe that they are treated differently when they present that ID on campus and that they are not accorded the same sort of respect. CFA would like to revisit and have a discussion about it.

Skiffer reminded the Senate, if you're not a member join, we're only as strong as our membership. And we will be having a contract battle; we need all hands on deck. We have won wonderful contracts in the past, whatever

this pandemic involves, we still must negotiate a contract. And there are some wonderful non-economic benefits as well as economic benefits, that can be put on the table, and faculty should be at the forefront of that.

**Educational Policy Committee (EPC) Update - EPC Chair Salvatore Russo** provided an overview on what EPC has been working on over the past few weeks. He noted they've been looking at, in close consultation with Dean Costino, a sitting member of the committee, work that involves the GELO's or general education learning outcomes, and the possible re-sorting of general education that this is going to have to be coordinated with and be cognizant of the changes that are going on with the ethnic studies and the AB1460 matter. EPC is also working on the delayed, but still nonetheless being worked on, contested program discontinuance policy, which they're hoping is only a couple sessions of Senate away. Essentially, what EPC is looking at there is the UCC has set up a policy and a form where, if it's agreed that a program should be discontinued by the members of that program, here's a form you fill out and it's nice, streamlined, smooth and goes right through. But there may be those situations where the move to discontinue a program comes from an actor outside the program itself. What if the members of that program don't want to see their program get discontinued? They're working on a policy to address that issue, because certainly if everyone's in agreement the program should be discontinued. UCC's standard policy right now will cover that as well. But we need some sort of basis for if some outside actor or entity decides to discontinue a program. What can that program do to contest this decision? EPC is also looking at an administrative regulation policy which deals with students who are here at Dominguez Hills, perhaps collecting enough credits that they can graduate by now, but they're still sort of here. He noted that would not be an insignificant number who could possibly go towards helping us satisfy those graduation initiatives, if we have students here who are eligible to be granted a degree, but simply haven't for whatever reason done so.

**Faculty Policy Committee Update, FPC Chair Terri Ares** reported the Faculty Policy Committee is currently working on revisions of a resolution that was presented on the floor of the senate last year regarding sabbatical. In progress also is work on various pieces of what will be an umbrella policy related to the work of chairs. They're bringing forward chairs' responsibilities, appointment processes, and compensation, evaluation, training, all of these elements into one policy. They're also resurrecting work on the RTP policy. She noted it's moved up in the priority list. Additionally, Ares reported, they have a couple of new issues that have been brought forward. One from the Non-Tenure Track Faculty Advisory Board, who brought forward a proposal relative to how they are assigned to work. And FPC has a couple of other issues that are brewing.

**Statewide Senate Report, Statewide Senator Thomas Norman** reported that the CSU Senate will be meeting next week. The statewide Faculty Affairs Committee that he's chairing is meeting on Wednesday, 11/4. He noted that one of the areas in which he has received some feedback on our Second Reading is how non-tenure track faculty might be represented in that body. There was a recommendation Norman had made to the author where part-time and full-time lecturers, we find a way to involve them. He said he received a letter from CFA expressing a similar idea as a result of their last meeting. Norman wanted the Senate to know that campus feedback and other feedback does make it into the process. A new thing brought to his attention that he would invite people's feedback on, is we understand that Zooms and courses are being recorded fall semester. The reason as he understands it, is because of the lawsuits that that the Cal State system is involved in. But some faculty have been nervous about that. He invited the folks in it to confirm that this is for legal purposes, but if anyone knows anything more about that, it was just brought to his attention this morning.

#### **Campus Budget Update: 1<sup>st</sup> Qtr. Review, VP Administration and Finance, Deb Wallace**

Wallace said in the interest of time she would move relatively quickly through the data. She explained that the material she was sharing was the first quarter budget update that was given the prior week. Wallace noted Katie Robinson, Budget Director, was also on the call. Wallace said that Robinson basically presented the information

to the campus at the prior week's meeting. Wallace said what they've decided to do is, at the end of each quarter, within the next month following the end of each quarter, they are going to present this information to the campus, so the campus knows that they are being consistent and sharing information. And it also is going to give the campus an idea to see where we are as far as our spending and things like that on a on a quarterly basis. She noted the information that was presented last week is based on that first quarter information of actuals that we had. This information would have been from July 1 to the end of September. One of the things that we know and that is not going to change basically is the base budget. Wallace said as folks know, Dominguez Hills received a significant reduction in our base budget. And this was due to the almost \$55 billion statewide reduction. And the CSUs took a huge chunk of that and CSUDH's chunk was a little over \$7 million. We know our base budget isn't anticipated to change throughout the fiscal year.

## Base Budget

- The Base Budget is the budget allocated for permanent expenses

Division	Base Budget	Revised Budget	Actuals (July-Sept)	Projected Actuals (Oct-June)	Encumbrances	Projected YE Actuals	Projected YE Balance
ACADEMIC AFFAIRS	\$ 61,194,635	\$ 62,078,526	\$ 16,730,244	\$ 50,190,733	\$ 191,920	\$ 67,112,897	\$ (5,034,372)
ADMIN AND FINANCE	\$ 14,541,814	\$ 16,075,281	\$ 3,811,148	\$ 11,433,443	\$ 1,354,813	\$ 16,599,405	\$ (524,124)
ADVANCEMENT	\$ 2,953,660	\$ 4,300,070	\$ 659,022	\$ 1,977,065	\$ 107,603	\$ 2,743,691	\$ 1,556,379
INFO TECHNOLOGY	\$ 9,286,481	\$ 11,378,765	\$ 3,620,421	\$ 10,861,264	\$ 3,737,539	\$ 18,219,224	\$ (6,840,460)
PRESIDENT	\$ 3,015,873	\$ 3,710,850	\$ 599,340	\$ 1,798,020	\$ 146,078	\$ 2,543,437	\$ 1,167,413
STUDENT AFFAIRS	\$ 10,723,913	\$ 10,624,974	\$ 2,474,254	\$ 7,422,761	\$ 129,079	\$ 10,026,093	\$ 598,881
CENTRALLY MONITORED	\$ 91,461,042	\$ 106,175,614	\$ 31,323,019	\$ 75,525,350	\$ 172,879	\$ 107,021,248	\$ (845,634)
Benefits	\$ 45,219,715	\$ 45,219,715	\$ 11,707,733	\$ 35,123,200	\$ -	\$ 46,830,934	\$ (1,611,218)
Utilities	\$ 3,413,078	\$ 3,479,527	\$ 574,633	\$ 2,864,228	\$ 40,666	\$ 3,479,527	\$ 0
Financial Aid	\$ 32,299,701	\$ 32,299,701	\$ 14,132,207	\$ 18,167,494	\$ -	\$ 32,299,701	\$ -
Other CM	\$ 10,528,548	\$ 25,176,670	\$ 4,908,446	\$ 19,370,427	\$ 132,213	\$ 24,411,086	\$ 765,584
<b>TOTAL</b>	<b>\$ 193,177,417</b>	<b>\$ 214,344,079</b>	<b>\$ 59,217,448</b>	<b>\$ 159,208,635</b>	<b>\$ 5,839,912</b>	<b>\$ 224,265,995</b>	<b>\$ (9,921,916)</b>



Under year end actuals that we're predicting, this number is a projected actual, we don't know exactly if all of the spending is going to happen like this throughout the year. What we do know is based on our first quarter, we use that as kind of a baseline and a trend throughout the rest of the fiscal year. We do know it is trending slightly lower this time, than the same time last year. A big reason for that is some of the expenditures are not happening on campus. For example, travel is not happening like it was this time last year. That is probably the reason for some of those expenditures being less the exact same time this year. Based on that, on our base budget and what we see based on our actuals for the whole 2021 fiscal year, we're looking at a projected year end base balance of negative 31 million. Wallace explained that then we add in our carry forward balance. She noted these are balances that basically in each one of our divisions, these are unspent dollars from the from the prior year's budgets. She said we know we have about \$21 million worth of carry forward balance. And then we also are going to leverage our CARES reimbursement dollars. We have about \$3.4 million that we're going to be able to reimburse ourselves. This is based on some equipment and software that we are purchasing on the information technology side, as well as the calculation of some transition to the virtual work. We're hoping to leverage of the about \$10.5 million that we received, about 3.4 million of that to offset some of this deficit. After we take those positive numbers in, it still leaves us a projected year-end balance of about \$6.5 million in the negative.

Wallace said that will carry over into a base shortfall. We also have some one-time shortfall that we need to deal with. Wallace said one of the things that she's been speaking to her team about recently is helping us identify as a campus the attributes to why our campus has been spending in deficit in some areas. And what one of the things that they've found out is, based on some history that we've been looking through, is the fact that some of our one-time expenditures, we have been rolling those over annually. And we're really counting those as base, and they shouldn't be. Wallace said in essence, they become permanent funding, and it begins to chip away at those base dollars. Back to that one-time shortfall, we do recognize that we do have some one-time expenses that we are going to have, and we do have a shortfall there of about \$4 million. Based on our base shortfall, plus our one-time shortfall, we're looking at a campus overall shortfall of about \$10.5 million. Wallace said the positive dollar is a guesstimate of the tuition dollars and fees that we collect from students. She noted it is an estimate and we're using a very conservative approach to this number. And the reason being is because we are not sure exactly how much of those dollars we're going to officially collect, we're basing this on trends from spring to spring. Based on the trend from spring to spring, we're guesstimating that one-time tuition that we're going to collect for 2021 is going to be about \$10.9 million. She said if you're looking at that it looks like we're on the right track here. We're in the positive, and we are for the most part, based on the fact that we're also going to be able to collect some student success fees of about \$675,000. We look at that number and say the campus projected net balance looks really good. We're in the positive for that number. The major challenge is that we would really need to significantly increase that projected net in order to stave off any additional layoffs or anything to base.

Wallace continued that's one of the major questions that they're getting asked time and time again, and they saw a lot of that from the quarterly campus report meeting last week, where that question came up. So then, if we're going to end in a positive net balance, what, you know, what does that mean? Why are we still talking about some layoffs here? Wallace explained the reason for that is that we have a starting deficit. And we've been able to mitigate some of that. We've been looking at all of our vacancies on campus and basically frozen these positions, and we have basically swept those funds back into base. Based on that stoplight chart exercise that we did, we were able to capture about \$5.3 million in base to help offset that starting deficit of about \$9.8 million. She said with that positive, and that negative starting deficit, we're still looking at a 2021 base deficit of about \$4.5 million.

In order to mitigate our base issues, some of the areas we really have to start looking at are salaries and benefits, because salaries and benefits make up what 75 to 80%, of our base budget. Wallace said this is a reason why we have to look at salaries and benefits within that stoplight chart, that is the reason why we were able to provide some support for this deficit, because those are salaries that we have not hired, that are included in our base. We began to look at other mitigating items that we could review in order to make sure that we try to tamp down on some of this deficit spending. She noted with that the early exit program came into play. Based on the payouts that we're anticipating for the early exit program and the participation in that program, we had to pay those individuals out for their vacation time. We also had to do the one-time payout of the three months. Based on the payouts and what we're anticipating having to rehire potentially in those positions, we're looking at probably a net savings to offset some of that deficit of close to \$705,000. So that still leaves our ending position and this is after we get to the end of the fiscal year 2021. There's going to be some moving parts here. That anticipated number that she just spoke about could change. Some of the encumbrances could change within that number, some of the expenditures could change within that number. And again, we're trending that off of the first quarter. We might spend less which would give us additional dollars as a carry forward to help kind of cushion this at least for the ending of the fiscal year. Wallace said the bottom line is our ending position is still going to be in the negative of about \$3.8 million. How do we mitigate that? What are we talking about? We have to continue to look at some of the base dollars. And we've looked at things like travel, we've tried to mitigate travel, every single division has looked at their base spending across the board. As far as memberships are

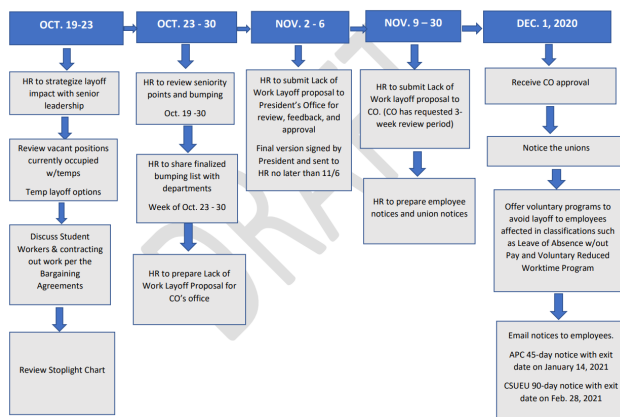
concerned, we reduced memberships significantly across the campus. And we're at a space where we're trying to mitigate as much of this base deficit as we can. And unfortunately, some of the only strategy that we have left is to look at some personnel reductions for base.

### Questions/Comment

**Senator Vivian Price** said it's a lot to take in, and Price asked what kind of process we're looking at--what kind of timeline we're looking at? What are their thoughts about layoffs, where those would happen? Are there any plans to try to apply for grants or appeal to Congresspeople for supplementary help? **Wallace** responded a lot of this is moving parts for us. As we get to the January budget, the Governor's budget, we don't know what this is going to look like. At the Chancellor's Office, Assistant Vice Chancellor of Budget Ryan Storm advocates for the CSU system. He is the one that is constantly talking to state legislators about the CSU budget, the impact to the cuts across the board. He is always keeping us up to date on what is happening in those spaces. But one of the things that we're looking at is if there's any federal aid or anything that might come through, we don't know. One of the things that is significant to CARES Act Reimbursement, while we certainly appreciate what we received from the feds, and again we're thankful for what we have received, but one of the issues around receiving those dollars like that is that they're very restrictive. We received about \$10.5 million of those dollars. Systemwide, there was about maybe close to \$300 million that was spread out between the CSUs. We could only use those dollars for things like converting to virtual instruction, but it doesn't change our base numbers. The feds basically said we will help cushion some of that blow that you are receiving for having to move to online instruction, as well as, you know, if there's any equipment or PPE that you're going to need if you're doing hybrid online instruction. They gave us some money for that. That's one of the areas that we're trying to provide some advocacy for. We need the ability to be a little bit more flexible in some of those dollars that we receive in order to mitigate some of these base budget cuts that we're having. We are looking through every single dollar on this campus across our auxiliaries, wherein we could leverage some of those dollars, we're looking at some of the dollars that we may be able to share that are raised in the Foundation. Some of these are just moving targets. But we are looking through every single penny in order to try to offset as much as we can. Part of the reason why we are in the space right now is it's a timing issue. If we don't plan and make some of these cuts moving forward into next fiscal year, and we end with a deficit, our challenge is going to be that we're going to continue to deficit spend across fiscal years and we can't do that. If we spend all of that carry forward at \$21 million this year to cover some of this deficit spending that we're doing, we're not going to have anything to carry forward, and the campus will begin to deficit spend. The other reason is that the Chancellor's Office won't even allow us to close if we really start deficit spending in our operating fund. We're trying to pull out all stops, there is advocacy going on a statewide basis, there is also talk about what we're going to do if some of these numbers come back a little bit better. Wallace said the Chancellor's Office is really advocating for some of those dollars to be restored. They're advocating for that with this next budget cycle. If this campus does not plan to be able to handle some of the potential base deficit spending that we're doing, we could potentially end in a bad position. **Senator Heinz Balcazar** asked about one-time funds and also wondering about the lottery. And also, the last question: but also the monies that our campus received from renting the land where the stadium is. Has it been considered as part of our wider budget? **Wallace** responded said lottery funding is a part of, although it's a separate pot of money, and again is somewhat restrictive. There are very strict guidelines around how we spend that lottery money. We are using those dollars that we received to offset expenditures on the operating side of the house because all of those funds roll up into the lottery dollars. Some other dollars that we received from the Chancellor's Office still roll up into what we call our base operating budget. So, we are using those dollars. We rarely have carry forward dollars in those lottery funds. The Deans and Chairs do a really good job in making sure those monies are spent properly and we are utilizing those monies for the original intent, for the reason why we were given those dollars. Regarding the dollars from stadium revenue, those dollars are collected by our Foundation. The reason for that collection by our Foundation is there are a lot

of activities, technically that campuses really should not be doing. We're in the business of educating students and getting them to graduation. These auxiliary corporations like our Foundation were started and they are the foundation for us be able to operate and do some of those activities that we cannot do on the campus such as collection of licensing revenues and also things like our filming. The Foundation collects those revenues on our behalf. We are currently talking with them about that revenue and making sure that that revenue is shared with the campus. They can charge fees for administering those funds because we can't collect those funds. We're not in the business of collecting those funds. But we do want to make sure all of those funds are spent wisely and spent in accordance with the activities that are going on on campus. Some of the conversations that we're having with the Foundation to make sure that those dollars are rolling over on the state side so we can mitigate some of those efforts, but we're not completely there yet. We are still in talks with the Foundation. Some of the policies and the procedures that we've created over the years need to be looked at. As we look at this all funds budget approach, we're definitely going to be talking about how the campus can use those dollars. But again, Wallace reiterated these are one-time dollars, but they will not help us on the base side. **Senator Thomas** asked if as a part of the exhaustive search for dollars, as it relates specifically to the revenue sharing associated with the Dignity Health Sports Center. Thomas specified that during the month of March through at least late May, there was full parking of rental cars. Thomas asked about that parking revenue. He said he is also interested in the parking revenue that was \$100 a car for the Chargers games. He noted he's interested in the \$40 a car for all the other lots. He said the last time he heard was that was scheduled at \$650,000 a year and that did not include the three months of full parking of those spaces with rental cars. He said he is very interested in seeing those items included in the budget. **Wallace** responded that she would not dispute anything he just said. She said she cannot confirm the numbers that he said because she hasn't really parsed through all of those numbers, but he can be assured that they are definitely looking at every single penny. Wallace noted that it is important contextually the fact that they have a lot of lost revenue over there as well. **Talamante** suggested it would be a good idea to schedule time to be able to talk about those kinds of funds that come through parking and the Foundation and where we are with that and how that they're being used as well. Thomas said while he has lots of sympathy for Dignity Health and AEG, they're a billionaire organization, and we don't share in their losses, we only collect in the revenues.

**Road Map/Timeline for Personnel Actions, VP Administration & Finance, Deb Wallace**



VP Wallace noted this is kind of our roadmap. This is a plan that we put together, as we began to have discussions about “lack of work layoffs”. We're working across divisions in order to process this information. We're looking at the impact of “lack of work layoffs”, there are seniority calculations that need to be done and there is also bumping that needs to be done. We have incorporated some of the savings from the lack of work layoffs into this fiscal year, we're looking at four months into this fiscal year for that. This just gives us a schematic of some of the things that we need to do in order to make sure that we're following the correct process based on the guidance and the respective collective bargaining agreements, as well as making

sure that all of the notices are timely and we are following those processes. We're in the second quadrant of this because December 1 is implementation, October 23 through 30th. HR is doing complex and complicated exercises of looking at the "lack of work layoffs", and looking at those individuals that may have seniority. We're also looking at our vacancy list and comparing those potential layoffs with our vacancy list and seeing where we can mitigate that as much as possible. We're also looking through our temporal workforce. We're looking through every single salary and benefit and list to make sure we're mitigating as many of these layoffs as we can. They're also looking at those lists with the respective VPs and they're preparing the proposal. This has to be in sync, we have to make sure we're doing this in sync. They're doing that, they're also preparing the proposal for the Chancellor's Office, because we receive specific guidance from our Chancellor's Office about how to do this in compliance with the respective collective bargaining agreements. Wallace said this is in draft form. As we learn additional information from the Chancellor's Office, we're trying to depend on them to help us. And all of our campuses are struggling through this same exercise as far as making sure we do everything we can to mitigate layoffs, and then second of all to make sure we're following all of the plans.

### Questions/Comments

**Senator Nicol** asked where on the chart that was presented would the supervisor be notified before this all took place. If there were to be a layoff, as someone who is supervising staff, where would she get the notification before it happened? **Wallace** responded you make a good point. She said the reason why they didn't put that note there specifically is that they're working through a communication plan through the VPs. That information will be communicated down right throughout. And then ultimately, the supervisors will be contacted, because there is an impact across the board. We're depending on the VPs in the respective Divisions, after all the major part of the exercise is done, we'll begin to talk about how we communicate that down. She said she does not anticipate that happening without the notification to those supervisors. **Nicol** said since this is going to be communicated through the VPs, at what point will the VPs be obligated to come and talk to the supervisors? **Wallace** said we're going to leave that to them. We've been talking through this process; we know the importance of that communication. Everybody will understand the impact of that. She said she cannot give a date for that. But what she can say that is they're aware of that, and we are, you know, going to try to make sure as much as we can to get that information across to each supervisor, because it's an impact across the board. She said the way the bumping and the calculation will work, depending on some of those individuals, may have to be scaled up into that area, it also impacts the work and thing in specific areas. She said they recognize that, there's definitely a strong acknowledgment for that. Again, she can't give a date for that, but the VPs are aware that's how this communication needs to go. **Talamante** asked if she would take it back to Cabinet so that Wallace can have it on the timeline? Talamante shared that the experience of some folks is that if it's not scheduled at a particular time, there'll be great variation and when that notification comes down to the supervisors, that really just creates a lot of extra stress. She also said that what she believes she's hearing is they would like to know before the notifications go out to those they supervise so that you know they can play the role in this process. **Wallace** agreed that she would take that to the group tomorrow at the Executive Policy Group meeting. **Senator Skiffer** said as a reminder to the faculty and also all of the participants here that layoffs are covered in our Collective Bargaining Agreement under Article 38. She advised all faculty to read that. She noted it is up to us to ensure that the contract is enforced. She said we've been having conversations about the beginning of spring and lecturer faculty has until the end of the first week to ensure that entitlement is met. If not, that opens up an opportunity for grievances so that we may investigate whether that work or lack there of exists. Unfortunately, we cannot take people's word for that, we have to do our due diligence and confirm that. Skiffer said she wanted to remind the faculty that we did have scheduled, and it's still on the books, an audit for our CSU campuses. Several CSU campuses are actually ordering their own campus level audits. Skiffer commented that "this stems from the fact that our Chancellor's Office has essentially abdicated responsibility and required each campus to basically fend for themselves." She expressed at this point, it's in our



vested interest as faculty to use our resources to call for a budget audit so that we can ensure that all funds that are available to preserve faculty jobs are taken into consideration and used in that way. She said she understands that the conversation is very difficult and challenging. But we make sure that we confirm check and verify, not just accept, and we appreciate the information. **Senator Park** asked what does “lack of work” constitute? What kind of criteria is being used to select those people to be subject to the layoffs. Especially for staff members, what qualifies to be lack of work for the position. **Talamante** said she wished to include her question with Senator Park’s which is, what consideration is being taken about the return to campus because lack of work right now, may be very much a result of the pandemic, but we’re going to, we want to know what’s going to happen when we need those people. **Park** stated her second question is instead of just being notified, whether there’s any consideration for consulting with the supervisors before the decision is made? **Wallace** said that she would take that to the Policy Group acknowledging that that is a concern with respect to, noticing supervisors and we can move forward from there. Regarding lack of work, some of the positions that have been identified on that list are because we are in a space right now, where we’re not having some activities on campus. Some of those are going to fall, for example, within auxiliary organizations because right now, they’re not providing a lot of the operational services that we were doing, pre-pandemic. Wallace said that is one criterion. Some of the other criteria is the evolution of work across the board. Wallace noted that some of the lack of work that they are reviewing as they go through this information has been the fact that the work has evolved. Some of it is due to the pandemic, but some of the work because of the change in technology, a change in processes and all of that the work is not done the same anymore. **Senator Pederson** asked for a copy of the flow chart. Additionally, Pederson said with the previous question regarding lack of work, who’s making the decision about whether or not that work is needed. Pederson gave the example right now in their department, they have lab techs, but we aren’t having any in-person labs, however they have other things that they are having the lab techs work on that are still supporting instruction. **Wallace** responded she can only speak from Administration and Finance. She noted the positions that they are including for consideration on their list were made via the supervisors via the Directors and the AVPs in the Division and looking at the work, understanding the evolution of some of what we have been doing over the past few years. She noted some of these probably needed an evaluation pre-pandemic as well. She noted a lot of the Divisions are much larger than theirs. **Chair Talamante** asked if Provost Spagna could speak to the process in Academic Affairs. **Provost Spagna** responded they’re working in Academic Affairs through the Deans and through Department Chairs to be able to do those conversations. He said all of these conversations have been ongoing at the level of the Dean and Department Chairs. To specifically address Senator Pederson’s question, the larger conversation is if the lab techs were part of that consultation process, there would be an understanding that the people are doing things even though people are not physically in the labs. Spagna said he wished to reiterate that our effort all along during this is to mitigate layoffs. So it’s his expectation that if there’s any way we can wind up moving things around, filling positions that are vacant, the last thing we want to do is take somebody who’s committed a career to being a Toro and moving them outside of that. **Talamante** asked if we can assume then if, as Department Chairs we have not been consulted about staff under our supervision, that that means they have already been considered essential in some manner. She said, “I think what you might be hearing is that people haven’t necessarily been consulted yet, so they’re concerned.” **Spagna** responded he thinks that you have Councils of Chairs and you have individual departments, these are conversations that you’re having with your Deans. In specific cases if you have questions about that, the person that’s the manager at that level is the Dean, so you’re having those conversations with your respective Deans. It’s not being made centrally from the Provost’s office.

### OPEN MIC

**Senator Price** said she wanted to reiterate the concern about who’s consulted, when and at what time in the process, about lack of work, and would like also to see it in the flowchart. She asked if CSUEU is involved in

this. She said she supposes there might be somebody here from the union who might be able to speak to that as well.

**Senator Caffrey Gardner** said her question is very similar to Senator Price's concern. For Divisions without a Department Chair. To their knowledge, the Library Faculty Council, and the faculty supervisors of staff have not been consulted about lack of work. Are they also to assume then that they aren't on the potential chopping block? Or should they be actively trying to engage their Dean in further conversations on this? **VP Wallace** said she would recommend the latter as the Provost alluded. Wallace said they didn't invent a list. What they did is consult broadly across their respective areas. We are using every tool in our toolbox to try to make sure we mitigate.

**Chair Talamante** noted that the next meeting of Senate will be on Wednesday, November 18. We will be meeting in three weeks instead of two as a result of Veterans Day on November 11, when the campus will be closed.

**Senator Park** asked whether there's any kind of relative weight given to seniority versus the amount of work a staff member is dealing with. If a junior staff member has a lot more work than a senior staff member, how would that work in terms of the order of layoffs. **Provost Spagna** said it might be very useful to have, like we've been doing the budget 101 sessions. He thought it would be useful to have a series of HR 101 sessions, because without providing this kind of background, it's hard to determine what's confidential, what's not, what could happen with bumping rights? Where does seniority play with probation and so forth? These are things that would be beneficial as a community for us to discuss, and to be able to get that information will guide everyone in terms of their understanding of how the whole thing works. **VP Wallace** said we can certainly do that and suggested that she and Chair Talamante have a conversation about how that can be done. She said they may even consider putting some slides together that can walk the team through.

**Chair Talamante** said before they close the meeting, she wished to clarify that there had been a question about our standing committee chairs and ex officio members of Senate and whether they do have voting rights or not. After further consultation and in our Constitution and Bylaws, it was determined that yes, they are ex officio voting members of Senate. Talamante said they will send out a formal announcement to each of the standing committee chairs. But just so the full Senate knows that standing committee chair is a position that is an ex officio voting member of the Senate.

**Meeting adjourned.**