



CALIFORNIA STATE UNIVERSITY, DOMINGUEZ HILLS

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

Academic Senate Meeting Minutes

November 20, 2019/Loker Student Union/2:30 – 5:00 PM

Voting Members Present: Allen, Asatoorian, Bono, Brandt, Chhetri, Deng, Dixon, Eames, Gardner, Gasco, Griffey, Hill, Jarrett, Johnson, Kalayjian, Kitching, Kulikov, Kuwabara, Malladi, McGlynn, Mendoza Diaz, Monty, Naynaha, Nguyen, Nicol, Park, Pawar, Pederson, Price, Raianu, Silvano, Skiffer, Stang, Supernaw, Tang, Willis

Voting Members Not Present: Andrade, Benavides Lopez, Chaparro, Fortner, Furtado, Heinze-Balcazar, Macias, Morris, Roback

Voting Ex-Officio Members Present: Anderson, Celly, Giron, Norman, Ortega, Pinto, Russo, Talamante, Thomas

Voting Ex-Officio Members Not Present: Ospina, Parham

Non-Voting Ex-Officio Members Present: Brasley, Caron, Franklin, Koos, LaPolt, Manriquez, O'Donnell, Peyton, J. Price, Roberson, Stewart, Wen

Non-Voting Ex-Officio Members Not Present: Avila, Costino, Davis, Figueroa, McNutt, Poltorak, Spagna

Guests: A. Kawakami, D. Roberson, N. Rodriguez, A. Sanford

2019-2020 Academic Senate Executive Committee:

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

Recorded and Edited by SEW and the Executive Committee

Meeting Called to Order: 2:30 PM

Approval of Revised Agenda M/S/P 11/06/19 [Senator Griffey was incorrectly listed as having attended the 11/6 Senate meeting in the minutes as well as comments incorrectly attributed to him. Those comments were actually stated by Dean Davis. Additionally, under the First Reading of EPC 19-16, the minutes had it listed as an FPC resolution.]

Approval of Minutes 11/06/19: M/S/P

Academic Senate Chair Report:

- Upcoming events
 - o Senate Chair Thomas reported Senator Dixon asked that it be mentioned that pottery is currently being sold in LSU 328 for another half hour as well as on Thursday, 11/21.
 - o Title IX Office is working with the UC and CSU in a Move Beyond Bias program. It is a collective program that is being funded by the California State Budget Act. They're looking for 10 individuals by the 11/22 that will be a part of the half day conference that will be occurring on March 9, 2020. For more information, reach out to our Title IX office.
 - o The GE Assessment Town Hall is set for December 6 in EE Rm 1213 at 10 am.
 - o Giving Campaign on campaigns
 - Toro Guardian Scholars and the Basic Needs Program – Holiday Shoe Box Hygiene Kit Campaign
 - [Basic Needs Campaign](#) - if you make a contribution of \$60.00 or more you will get a pin.
- Final call to have students fill out surveys that take about 10-15 minutes which help to provide a baseline of understanding where Basic Needs are on our campus.
- EXEC 19 – 15, the Distance and Hybrid Policy Implementation Team resolution will be coming back in Second Reading in spring of 2020. The Senate Executive Committee needs additional time to gain clarity around the charge of that implementation team.
- Faculty Development Center (FDC) will be doing trainings on both online pedagogy and practice. There are a series of courses, with a deadline of December 6, for the next semester of online trainings which will be handled

through the FDC. Thomas noted that Senate has asked the FDC to present in the spring on the subject matter, roughly entitled, what can the FDC do for you, and student success?

Senate Parliamentarian, Enrique Ortega

Ballots were handed out to elect faculty to serve on the Academic Affairs Projection Working Group. The two candidates: Wendolyn Vermeer and Hugo Asencio.

Ortega highlighted two Senate departures:

- Non-Tenure track faculty representative, Trevor Griffey will be unavailable next semester given opportunities at another university. Ortega noted there's a call for nominations out for a non-tenure track faculty representative to replace Griffey. Ortega expressed, on behalf of the Academic Senate, appreciation for Griffey's voice on the Senate. Ortega noted nominations will be taken from November 18 to November 29. The election will be held through Survey Gizmo from December 2 to December 6. He explained that the position will come with one WTU of release time. If a faculty member is already at the maximum workload allowed by the state (125%), then this additional WTU won't be paid.
- Ortega announced that he would be stepping down as Parliamentarian as he has agreed to step in to the role of Interim Associate Dean for the College of Health Human Services and Nursing. He announced that Chair Thomas is recommending Dr. Archana Sharma who's an Assistant Professor in Health Sciences to serve as the next Academic Senate Parliamentarian. Dr. Sharma has been a member of the CSUDH community since 2011. She was a highly engaged non-tenure track faculty member in the Division of Cal Science for six years, after which she has successfully transitioned into a tenure track position within the Division. Ortega asked the Senate to affirm the recommendation.

Chair Thomas thanked Dr. Ortega for service and congratulated Dr. Archana Sharma in her new role. Thomas noted that her role will be effective as of Spring 2020 and that she would be attending the last Senate Executive Committee meeting of the fall semester.

Second Reading Items:

FPC 19-16 Grad Council Charge Update, FPC Chair Dr. Katy Pinto

FPC Chair Pinto asked for a motion to bring the resolution to the floor which was seconded. Pinto reviewed the changes that were made based on feedback from the November 6 Academic Senate Meeting. She explained that some of the changes included suggestions from the Provost on how to include student success, issues around workforce and evaluation/assessment. She commented that Senator Hill had raised at the prior Senate meeting regarding having a Graduate Council representative on the Senate Executive Committee and explained we're not dealing with that in the scope of this resolution as it would require a constitutional change.

The Senate Chair provided a point of clarification with regard to Senator Hill's comment in that existing standing committees do not currently have a spot on the Senate Executive Committee and so it is not something that would be included in this resolution. Thomas said if we did wish to consider this as a change in the future, it would first require a constitutional change. There were no other questions or comments and the question was called.

Resolution passes by a vote of 44 in favor, 1 against and 1 abstention

EXEC 19-14 Joint Statement on Shared Governance, Vice Chair Talamante

Chair Thomas noted that the current document (included in the packet) had been through several iterations as recently as this week, with line items from the President. He said that President Parham had seen the current version and the ASI President Jackson had also seen the current version and both parties are in agreeance.

Vice Chair Talamante reviewed the changes.

- Condensing of the introduction to the resolution, recognizing that we are an academic institution, that we're fulfilling students and intellectual as well as personal and professional goals
- There are goals to create a document that represents the entire campus and our vision of shared governance and our commitment aspirations.

- And that while the president ultimately has the authority and responsibility for decision making, all stakeholders in this academic enterprise should have an opportunity to express their views and perspectives on how diverse the institution are managed.
- Additionally, you'll see some minor tweaks to the previous version that we discussed. Between the first and the second reading such as to include ASI throughout to make sure we're being balanced throughout terms of student inclusion.
- Laying out what handbooks this would be included in beyond the Faculty Handbook and the Senate Handbook.
- A recommendation by the ASI Board of Directors is that this be a statement that also made into a Presidential Memorandum to give it that extra weight.

She noted that in the Rationale we made sure to include students, staff, faculty and administration in looking at shared governance and our rationale for it. She noted that we wanted to ensure that this meaningful inclusion of students and staff is in the governance structure of our institution. Talamante then reviewed the actual statement itself, she noted that there was a slightly longer version of an introduction to our statement on shared governance. She pointed to some of the highlighted language regarding “an effective system of shared governance” that talks about joint decision making, meaningful consultation in with the spirit of collegiality where trust, collaboration, transparency, inclusiveness, honesty, integrity, and broad communication are essential.

Questions/Comments

Senator Monty:

1. Last resolve adding **ASCSU Academic Senate to distribution** to the as well (line 36)
2. Can the preamble to resolution be eliminated? This proposal was voted on and **rejected**.
3. Lines 89 and 90: regarding “creation and implementation of institutional policies and the management of practices” striking “and the management of practices” so it reads “will guide the creation and implementation of institutional policies”
4. Instead of this academic enterprises, could it read our common academic enterprises?

Senator Hill:

1. Line 98 ellipses, Hill said he did not quite get it. Vice Chair Talamante said the ellipses need to stay, however **it was agreed that the comma would be eliminated** and that ellipses is three dots.

Senator Kalayjian:

1. Committed to educating and preparing the next generation of students (why not just say “**educating students**” and both in line two of the preamble and line 86

Senator Raianu:

1. Line 112: comma missing after Dominguez Hills

Academic Senate Chair:

1. Re. Line 45 add “**and staff**” after the word student

Senator Celly

1. The California State University Dominguez Hills, add a comma” after University throughout the document
2. Should be California State University, Dominguez Hills not CSU Dominguez Hills.
3. ASI should read Associated Students, Inc. throughout the document
4. Quotation marks should come after the word challenges, not after the word essential on line 98-101. Suggested change was approved but will be verified. Senator agreed to accept this change after it was verified.

Monty said he would forgo his suggestion to do anything with his third comment. The question was called.

Resolution passes by a vote of 43 in favor, 0 against and 2 abstentions.

Discussion/Feedback on Level III and IV Administrator 360 Instrument and Process

Thomas explained that while we know that there's going to be a group of administrators that will be chosen by the Cabinet for this year's evaluation, before that process was started we wanted to provide an opportunity to give feedback as it relates to the instrument. He noted that the only information he's received from the Cabinet thus far is an indication to potentially move this to Survey Monkey or some other online tool to avoid printing these out and having one person with a tome of printed materials.

Monty asked how this would work on Survey Monkey. He noted that previously he spent a lot of time and wrote a very extensive commentary on the reviews he completed. He was able to save the material and come back to it later on. Monty said he was able to work on them over the course of three or four days. Monty wanted to know if we would be able to have this flexibility with an online instrument or would there be a forced completion, if so he would be adamantly opposed to it. Monty added that if it were to remain in its current form, he asked if the formatting of the document be such that when you type a lot in the box that the box would expand, rather than the text shrinking. Monty said that some other comments he had were there's a good deal of redundancy on one hand, but at the same time, he said he feels the language is still much too human resourcy and corporate and in his opinion, does not fit our academic enterprise.

EPC Chair Russo added to build off of what Senator Monty said, particularly item 14 of the instrument. Every other item has a heading and the question and then essentially defines how you evaluate that such as teamwork and that it says what teamwork is: cultural, collaboration, etc. It is a little heavy on the HR language, but nonetheless it says what's expected by that. However, when you get to student success it reads, contributes to student success. Russo noted you can't find the term with itself. So either it says how and what is meant by student success or otherwise it seems like a fairly tautological statement. **Senator Gardener** offered given the lengthy discussion on the importance of shared governance, she thought it would make sense to add shared governance to the document, rather than stakeholder focus or teamwork. **Senator Asatoorian** said he thought that moving into campus labs baseline, would probably make the most sense. It has a single sign so it is secure and can be limited to one user. As far as the timeout feature goes, he believes that can be disabled so you don't have to worry about going back in and having information lost. **Thomas** pointed out that there was some concerns about anonymity. And so we are gone past anonymity and we're comfortable campus labs, that's fantastic and a huge evolution for us, in terms of being able to keep that information. **Professor Sanford** asked if where it reads "Role on Campus" is that referring to the person filling it out or the person being reviewed? He suggested adding "this administrator's role on campus" or "role of administrator being reviewed or something to that effect to make it very clear what we're talking about. Where it says direct report, direct report to whom? Sanford asked is this the direct report to the administrator or is the administrator a direct report of mine? **Senator Nicol** said if you are a direct report and faculty, how do you protect your anonymity? **Senator Bono** said while it's a small issue, it might be helpful to have an N/A option after each category. **Sanford** said in looking at the rating, one way to make it less "HRie", is that what his 1-5 may not be what someone else's interpretation of a 1-5 scale. What might help is to have the opportunity to provide qualitative data, as a rating on the question of inclusiveness might say no contributions or a few contributions, average contributions would be more meaningful than on a scale of 1-5. **Thomas** thanked Sanford for his comments saying an example he's aware of goes back to paper PTEs where folks on a one to five scale said dislike to all five, but then in the comments say this is the best class I've ever taken. He said you can quickly see that they don't understand the scale. He noted that there's something to be said for making sure that we're clear with what that skill is for each and every one of those items. Thomas encouraged folks to, as representatives, go back to their departments with this so that departments can provide feedback as it relates to this instrument. Thomas said that as the new instrument and new procedures are rolled out, and the new list of all parties are reviewed in the spring semester, we at least utilize your comments in updating this particular instrument.

Ex Officio Reports

Vice Provost O'Donnell (proxy for President/Provost) began with remarks that were forwarded to him to share with the Senate on the President's behalf.

- President Parham met with Foundation members to understand the implications of the transition going on in external relations and Vice President Stewart's retirement.
- President Parham participated in Pizza with the President and spoke with students about different issues that were on their minds, especially regarding the 3rd and 4th floors of the Library and enrollment issues, numbers and future housing, etc.
- President Parham co-hosted with the Academic Senate New Faculty Reception on November 13th and the President reports they found the event to be a smash. Dr. Cheryl Koos attended the New Faculty Reception on behalf of the Provost. The President asked O'Donnell to thank her for that in particular.
- President Parham participated in the Final Beam signing ceremony which included many officials from the city of Carson which is very important for us as we try to improve those relationships.
- President Parham attended a basketball game and watched the CSUDH Men's Basketball Team achieve a victory. He said he's looking forward to more and he encourages all of us to support our athletes.

- He provided input to our Statement of Shared Governance that was just reviewed through his work with Chair Thomas.
- Some of the topics that would be addressed at the Board of Trustees meeting was
 - o The system wide operating budget, a very important discussion for us in particular.
 - o New projects at San Diego State and Mission Valley campus expansion and Sacramento State off Campus expansion.
 - o There was also an informational item on the Quantitative Reasoning Task Force, which also has particular resonance with our campus, since it has to do with the ways that students come up to college readiness in quantitative reasoning.
- President Parham said he's looking forward to the holiday gathering where he'll be joining us with other faculty and staff in early December, and in the meantime he wishes us a Happy Thanksgiving.

Vice Provost O'Donnell then provided a report from Provost Spagna who O'Donnell noted was representing Dominguez Hills and all the Provosts with his membership on the System Wide Admission Advisory Committee. O'Donnell noted that the group meets quarterly and therefore not one he can miss especially given our current enrollment issues. In fact, O'Donnell said, we were one of the very few non-impacted campuses in the system, which has a lot of implications for admissions.

- O'Donnell reported that Provost Spagna wanted everyone to know that they're talking earnestly about space, especially the 3rd and 4th floor space of the Library which is the older wing of the library. O'Donnell noted it was recently renovated as a "one stop Student Success hub" and it has not been working by all accounts, especially those units in the Division of Student Affairs are very dissatisfied with the way that space works. The Cabinet has been meeting almost daily on this subject for the last couple of weeks, trying to find solutions on two horizons. Short term, something that we can implement, literally over the Christmas break so that when those offices get back into operation on January 2, they have something better to return to, and then a slightly longer term horizon, which would be either the end of the spring semester or the beginning of the following fall semester. Those discussions are still in play. O'Donnell said that he and Vice President Franklin were just talking about it literally before this meeting. He said he believes we'll see movement on this issue very soon. And it's certainly an ongoing concern of the Provost directly.
- O'Donnell noted that there are ballots in front of everyone for the Working Group that Academic Affairs is putting together to project costs in the Academic Affairs Division. Costs right now has been largely unpredictable given the tools that have been developed so far. And partially as a result, the Division is in a serious fiscal deficit right now. We are admitting more students and not getting fully funded for the traditional students. As the Division that bears the brunt of offering that instruction, Academic Affairs are going underwater until it is determined how to correlate funding to the Division and to its component colleges in a way that's commensurate with the number of students going into those colleges. Over December and four times during the spring semester, a Working Group will be meeting, looking at different ways that institutions approach that problem using spreadsheets developed by our own former AVP of Administration and Finance, Stephen Maestro under the leadership of Professor Mark Carrier. Some other tools available at our disposal we'll probably also bring in some guest speakers. The University suffers in a number of ways when Academic Affairs can't balance its books. One of them is that we end up soaking up whatever discretionary money may have been left at the end of the year, that all the Divisions should have access to. All of us are in this together, we all count on those Divisions and we want to do better than we've been doing about controlling and anticipating our costs.
- O'Donnell noted that Provost Spagna asked that he mention the new app, CSUDH Eats, you got this email today that the Provost asked me to call out to you in particular, This CSUDH Eats app is available on your phone and is a great way to reach our students. Noteworthy about this particular interface is that it's joining different ideas in a student facing format that blurs the Division lines behind the scenes. He noted it involves the food court, the Foundation and basically different offices, with different vice presidents. It's a very user friendly and something that many of us could learn from this when we're trying to figure out how to streamline the student experience and collaborate better across Divisions for the sake of student success.

Vice Provost O'Donnell thanked those participating in the question of how to most fairly compensate Non-Tenure Track Faculty. He noted it's a very big deal. He said he was invited by Senator Mendoza Diaz to a meeting last Saturday hosted

by the CFA where multiple campuses were getting together to talk about this. He noted that Senator Celly was there as well. O'Donnell explained that a lot of us are wrestling with this one. There seems to be an optimal fair way to go about this, but we haven't yet found it. He said he appreciates the fact that we're looking forward together and in particular, Senator Mendoza Diaz, Senator Griffey and from Senate Executive, Senators' Anderson and Thomas are taking such interest in this and really contributing meaningfully. O'Donnell said he thinks what we work out as a campus will be a great interest, really not only inside the CSU but nationally.

Q&A/Comments

Senator Griffey noted that while he was unable to attend the budget meeting the other day and he realizes it is an issue that probably is far bigger than we had planned to discuss here. He explained that in the beginning of this semester, the President stated pretty clearly that he was fully invested in attaining open enrollment here. And it seemed that the strategy was to increase enrollment and then ask the CSU for extra money, because we knew that the funding strategy that the state relies on is one that underserved our campus. Griffey asked, if that's the strategy, it sounds like the data that's been revealed is that we are increasing enrollment, but we don't have the resources to properly serve all the students that we're bringing in. He said he's wondering if that's causing any revisions of thinking about how to properly serve the students? **O'Donnell** thanked Griffey for bringing it up, he said that it is one of the topics that this Working Group will be taking up. He explained that there are some very large campuses in the CSU who have made it, they have come up with such economies of scale, that on the margins, you can bring in a new student, understanding that the state will not be pitching in for that. But that the student is bringing in a certain amount of fees, tuition, financial aid, and just on those margins, they can make it break even. That is not so far been working for us but there may be cost formulas that make that work for us. At the moment as we admit additional students, Academic Affairs can't make those extra students without the state contribution. And so it may be that that the tension you just described is one we have to resolve but there may also be a way around it. **Griffey** responded he wanted to express the reason for his question saying that he felt obliged to mention as a Non-Tenure Track Faculty Representative, he was part of a group of Non-Tenure Track Faculty that met at the FDC, a summer and a half ago. And they realized that their shared concerns that they saw as frontline faculty teaching the majority of GE and intro classes was the growth strategy of the CSU is dependent on putting a lot of first year students in 60 person classes taught by adjuncts and then skimming the revenue brought in by those students into the rest of the operations of the system. Griffey said we really need to talk about how that serves or disserves our students as well as creates problems for our workforce when we think about these issues. He said he knows that we won't necessarily come to easy solutions, but it's one that he thinks matters a lot to our students. We are benefiting right now a little bit from the demolition of a small college complex because a lot of our classes are now 45 instead of 60, but at the same time students who maybe are under prepared for school are being pushed into hybrid and online classes, where there may still be class size issues and compensation issues and it's really concerning. **Statewide Senator Celly** thanked the Vice Provost for all three reports. She also thanked him for mentioning the Lecturer Shared Governance Conference, and also Senator Griffey for mentioning the issue of how Non Tenure Track Faculty often teach large class. Lecturers aren't even compensated proportionately for the number of sections that they should be which we should definitely put an end to. But we really do need to make sure that each lecture is compensated in your proportion to the rules that we abide by. Every dean, associate dean and chair should be looking at those types of things. Secondly, Celly said it was her understanding is it's not just what the state gives the CSU but it's also the Chancellor's Office funding allocations across each of the CSUs which disfavors us because of the larger proportion based on the FTE's. Celly asked if we can also look at how we influence that decision at the Chancellor's Office's office as a campus. **Senator Gardener** said she is heartened to hear that the 3rd and 4th floor student success hubs are having some changes made. She wondered if it has come up in that conversation about not calling those parts of the library building, "the library" that aren't the library. Students are frustrated when they have concerns about that area for building and we can't do anything. **Talamante** said she's glad to know that the President is at the Chancellor's Office and funding is one of the topics but we would really like to know more about what's going on with that money. She asked what ideas or strategies is he taking from our campus? Are we doing white papers, is there a new strategy, is there a way to make this clear. And for us to be able to join in that work and be entrepreneurial, as a campus in how we address this ongoing formula that discriminates against our students. **O'Donnell** responded, "Here, here and I think the President would agree with every word you just said." O'Donnell explained that when he said that he was at the Chancellor's Office for a discussion on budget, he may have collapsed a few different ideas. The President is at the Chancellor's Office for a meeting of the Board of Trustees, and the budget is on their agenda. It's not that he went down to make a particular case just for our campus. But when those days come, when either this president or a president before

goes to advocate on our behalf, you're absolutely right. He needs the full weight of the institution behind him including the voice of the faculty. And I know he feels that way too. **Chair Thomas** asked that he be allowed to echo those comments. Thomas continued that we are telling our own story as it relates to funding models, because he's aware that the funding model for a 23 campus system, if you look at San Luis Obispo and ourselves, we have very different student populations. In particular, look at the part time students FTE model has for decades, disadvantaged this campus and so we want to be very clear that they are aware of that and they include that in their reformulations and modifications moving forward. **Senator Price** said her comments are in relation to the discussions of making sure that our students get a good education and have a chance to really interact with instructors. Price said, "It's also up to the chairs and I think chairs need to know that they have the power to cap their classes at a lower level. And that's a really important point for senators take back to their departments. She added you move from the bottom up. If you have a lot students, you can ask for more sections and, then that helps the deans and even administration see what the demand is for sections. But if you capitulate trying to cram more students into a large class, then you're not really giving anybody a chance to try to accommodate the students and the faculty to do a better job. **Senator Pederson** said this semester they ran into the problem that they have the correct number of sections but they are all different sizes with two very large and two very small because of the space crunch that we're in. The rooms were not available to have those sizes, sections which is the issue that they are coming across. Right now they're also dealing with that and that is affecting the sizes of their sections as well.

ASI Report: ASI VP Victor Giron

Giron began his report with a moment of silence in honor of Transgender Day of Remembrance. He noted that ASI is currently taking donations for the ASI Clothes Closet. The purpose of the Clothes Closet is to provide students, faculty and staff a place to be able to go on campus to get clothes for free. It's there for people who might be clothing insecure. Giron noted that recently there was a gender free clothing swap and students felt it was different to be invited to a resource and look for clothes without gender which was very affirming. If you have any clothing on it can be time to work with it. That you just have your coffee or house that you want to get rid of, bring it to the ASI office. **Senator Kulikov** asked if accept children's clothes. **Giron** said yes.

CFA Report, Dr. La Tanya Skiffer

- Bargaining survey is going to close November 25 so we will be reaching out to you again.
- Students for Quality Education (SQE) attended the Board of Trustees meeting and spoke to President Parham, so President Parham may report back on that later. Skiffer noted that we're very proud of their actions there. They were concerned about the quantitative reasoning requirement, and fee increases as well. It looks like it is going to be tabled for a year so that they can collect more data. There's a big question about whether they have done their due diligence to determine if this really will have the impact on our students and their success. SQE appreciate your support.
- Unemployment Workshop is December 3 in the FDC at 11:30 a.m. If you need assistance, we have people here to support you.
- We're also going to be having the Equity Conference on February 29. CFA will be taking 12 of our members. If you're interested, reach out so that we can get you on the list. It will be at the LAX hotel, so pretty local for those of us here.
- We still haven't got our range elevation list and know many faculty are very frustrated about that. Once we get it, we're going to do our best to help expedite your application process with that.
- We are looking for recommendations for workshops and next semester that we might put on for the success of faculty. For instance, we know we need to add back Know Your Rights Workshop and maybe something about understanding the Collective Bargaining Agreement.
- And we will be having our happy hour, December 3 at Club 1910. And we have it will be from 4 pm to 7pm. And we will have alcohol and non-alcoholic drinks. Enjoy your Thanksgiving holiday.

Senator Celly said that she arrived at the Chancellor's Office today, just as our students collectively shut down the Board of Trustees meeting, and it was a feel good moment.

Enrollment Management Report, Vice President William Franklin

Franklin first discussed the enrollment trends. He stated he would be back to Senate a lot as even though the increase in enrollment is a problem of success, they are problems. He said they are problems that warrant more conversations, discussions and debate about where we're going,

Where we ended up at census with enrollment:

Fall 2019 - Enrollment Trends

Applicants		Fall 2017	Fall 2018	Fall 2019
+3,479	First Time Students	17,385	20,235	20,864
	Undergraduate Transfers	10,751	12,287	13,088
	Graduate/Credential/PostBacc	2527	2663	2733
+6022	TOTAL	30,663	35,185	36,685
Admitted		Fall 2017	Fall 2018	Fall 2019
+6733	First Time Freshmen	9,333	12,939	16,066
	Undergraduate Transfers	9,059	10,048	11,266
	Graduate/Credential/PostBacc	1,288	1,322	1,205
+8857	TOTAL	19,680	24,309	28,537

Franklin explained that for the first time in this campus history, we passed 35,000 applications. That's freshmen, transfers and graduate students. He noted that's a good thing, but it's also a concerning thing that we should certainly talk about. Franklin noted the admitted pool, every student who applied to CSU Dominguez Hills, if you're a transfer, you must have all the Golden Four, and you must be an upper division transfer in order to come in. And your grade point average has to be at least above a 2.0, which is standard across the system. We no longer admit lower division transfers. Franklin noted, most have been here long enough to know that that was not the case at CSU Dominguez Hills. There were a significant number of lower division transfers that were admitted and we can debate whether or not that's true access, but we weren't being successful with those students for a lot of different reasons. But we were meeting our enrollment targets. While our doors are open and access is important, there are still some CSU guidelines in terms of admissions. All of our freshmen. A through G complete, all of our freshmen go through the eligibility index having the requisite grade point average, SAT scores, and then they go into the eligibility index. All of our freshmen come in are ready to be here and are CSU eligible. That means that this year, of the 20,000 plus freshmen who apply, 16,000 were eligible via their self-reported grades. He noted that in 2017, with 17,000 applicants, only 9300 of them met the A through G, as well as the SAT eligibility index.

Fall 2019 - Enrollment Trends

Intent to Enroll		Fall 2017	Fall 2018	Fall 2019
+638	First Time Students	2,639	3,489	3,277
	Undergraduate Transfers	4,486	4,492	4,763
+915	TOTAL	7,125	7,981	8,040
Enrolled		Fall 2017	Fall 2018	Fall 2019
+885	First Time Students	1,678	2,047	2,533
	Undergraduate Transfers	2,826	2,932	3,480
	Graduate/Credential	847	818	711
+1373	TOTAL	5,351	5,797	6,724

Intent to Enroll: This was our first year of instituting and intent to enroll deposit. If students were Pell eligible and had a certain expected family contribution, their intent to enroll deposit was waived, and all other students, though, needed to pay the \$125 in terms of an intent to enroll. That was one of our last enrollment control levers that we could pull to try to see if we could stem the wave of students coming in. And that last intent to enroll lever failed miserably. Of the 3,277 freshmen submitted and intent to enroll and that's a little bit down from last year where there was no fee to have an intent to enroll. And that was about 3500 students last year. What we made up in freshmen, the transfers numbers escalated. Our intent to enrolls were at 8000. We're slightly over where we were last year. The intent to enroll is a deposit that goes towards their tuition, and those deposits did not do anything to stem the tide of enrollment. Our freshmen enrollment ended up being about 77% of those who submitted their intent to enroll at 2533, one of our largest classes. Our transfer ended up at 3480 and the graduate students are factored in, giving us a total this year of 6724 new freshmen and transfers who joined us at the university.

Fall 2019 - Enrollment Trends

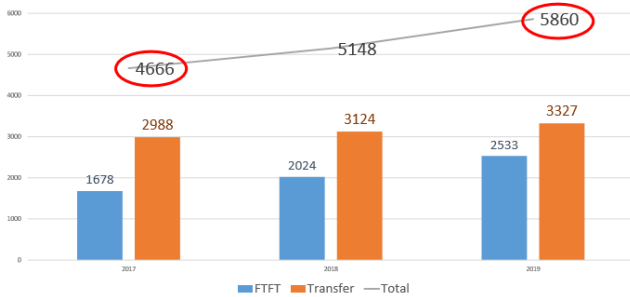
	Fall 2017	Fall 2018	Fall 2019
Headcount (+1,848)	15,179	15,741	17,027
FTE	12,168	12,711	13,948

We currently are at 17,000, we've crossed the 17,000 mark, as a campus.

Franklin said that this conversation is not going to be about throughput because everyone should be very much focused on throughput; where do they end up in your colleges and in your departments and in your classrooms is a really important conversation to have. And he said, he's hopeful that that conversation will yield some real action soon.

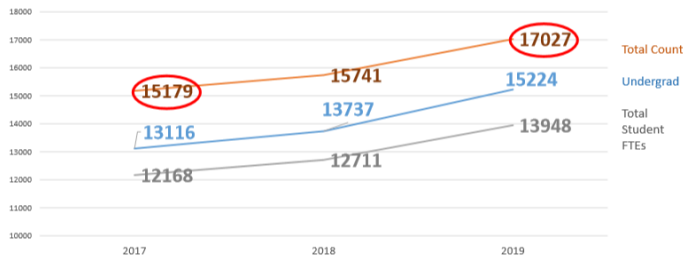
Enrollment Trends

New Student Enrollment is increasing



For those who are more visual, this is where our new student enrollment has gone. This slide represents freshmen and transfers who are coming in.

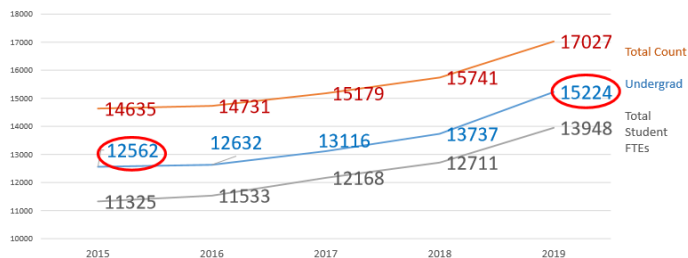
Enrollment Trends



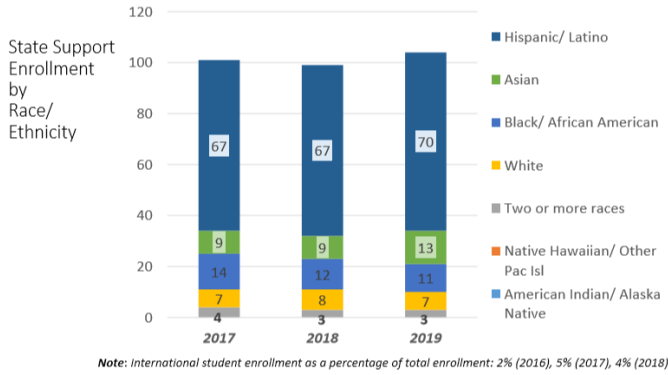
Franklin offered another way of looking at our total enrollment and the trend since 2017. He noted those lines are going up and to the right, which is what most campuses would like to see. But there's got to be some conversations around what that means in terms of how we were able to accommodate them and how we're able to educate them, and how we're able to bring services to them. All those things have to be considered.

+ 2662 New Students
Across this timeframe

Enrollment Trends



Going back to 2015, just to show you basically the slope of the line, which I think is really important to sort of look at and see.



Franklin noted that this is where the campus breaks down ethnically. In 2019, we are proudly a Hispanic serving institution, at 70%. Enrollment in terms of our international students, we're now at about 4% of international students in 2018 and we'll get those final numbers for 2019. We're certainly diverse and certainly some of the numbers of moving in directions that folks have some concerns about, and it can be maybe some conversation during our discussion.

Franklin then gave a breakdown of the makeup of our students.

2019 CSUDH Freshman 2533

Average High School GPA 3.17 (among the highest of Freshmen GPAs)

Average SAT Score 479 Verbal / 465 Math = 944

2019 CSUDH Transfer 3,480

Average Transfer GPA 2.88

First Generation 56%

Underrepresented Minority 77%

Gender 64% Female - 36% Male

5 students identified as non-binary - we're going to start making sure that that is a part of the data we report

We wanted to then last year I reported on the 2017 graduate, I mean undergraduates in terms of their financial need, because I want to give you a profile of who our students are, and why something that happened to see around basic needs and some of the things we have to do to continue to look critically at fees are pretty important,

2018 Undergraduates 13,737

2018 Undergraduate FAFSA Applicants 11,766 (86%), it does not mean that the remaining percentage of students didn't need to do FAFSA. There were reasons that they chose not to. But of that 11,766, 82% of our students, that 9628 were Pell eligible, meaning their families did not have the requisite income to be able to afford college and so Pell Grant became an option for them. Of that 9,628, 60% of those students were zero expected family contribution. And that's an important understanding and 68% that's the 0 EFC. Zero to 500 is not a large jump. And so I think it was important to look at that at least 68% of our students were between 0 and 500 and the other proportions are there too.

2018 Undergraduates with a \$501 to \$2,000 EFC 1,277 (13%)

2018 Undergraduates with a \$2,001 to \$5,548 1,819 (19%)

Franklin commented, "It's a diverse body, it is a more prepared body, and it's a largely first generation body of students. We are really moving our access mission forward in a great way, which means that we have to pay particular attention to what we do, how we do, and then assess, rinse and repeat and do it again so we can do it better and do it differently so that we're serving our students."

Franklin asserted again that we will be back [at Senate]. He noted that until November 30 hits, they have no idea how many applicants are going to jump into the pool of saying we want to come to Dominguez Hills. After that point we will see our total number of applications and can begin making having some nuanced conversations around enrollment for fall 2020.

Questions/Comments

Talamante thanked Dr. Franklin for bringing us up to date my class this year. She said her question isn't specifically a question for Dr. Franklin but a question for all of us. She noted that a few years ago, we started having conversations around what does it mean to be a Hispanic Serving Institution (HSI)? She said we know that we serve a lot of students by admittance, but then what happens afterwards? **Chair Thomas** said he would also echo those same comments and noted that it was his understanding of an HSI is when your student composition is 25% or greater. But we're going to be a little bit more intentional as it relates to beyond that definition, in particular, as we're approaching 70%. So we are not just 25% we're doubling that number. Thomas suggested that on the year to year basis, it might be helpful to include percentages or completion application percentages to show the difference from previous year as well as your yield percentages. Because, part of what you were trying to show in that last bit was that by utilizing a monetary \$125 deposit that upped our yield numbers. Even though you didn't have as many people fill out the intent to enroll, we actually got a higher number to actually did come. **Franklin** responded that was a good point. **Thomas** then said the last comment is, we often get into the groups of either lumpers or splitters as it relates to statistics. And we have often talked about economics on the terms of Pell eligibility and left it at that. Thomas said he believed it is critical for us to start talking about P1 through P4 referring to the four different outlines that Dr. Franklin spoke about. Thomas continued we can all presume that all Pell eligible folks get the same definition, but the P1 and the P4 can be very different in terms of what their needs are, and what their student profile is. To the extent that you can utilize further splitting that occurs within our institutional research for economics, Thomas said he thinks it's critical for us to start engaging in that conversation. **Franklin** responded that he would love that in fact, it would be phenomenal. That's how before we could really drill down, maybe at your retreat or maybe at an enrollment management Town Hall, those numbers carry a lot of weight and some good conversation and strategy around true equity can happen when you go a little deeper. **Franklin** said in response to both Chair Thomas and Vice Chair Talamante, there are two organizations that we are affiliated with, HACU and Excelencia. These are two organizations that we're very connected to. They make a fundamental difference between being a Hispanic admitting university and a Hispanic serving university. There are metrics around whether or not you're serving or admitting. In some cases we're a Hispanic serving institution, and some indicators we're just a Hispanic admitting institution. Franklin said we need to grab a hold of what they're trying to do, and hold ourselves accountable to move from being and admitting in on some of those indicators to a Hispanic serving institution. Franklin said there are a couple of things that he would send Chair Thomas you about Excelencia as well as HACU and some of the standards and metrics that they're using in order to ensure that campuses are holding themselves accountable. **Celly** asked if we track success student success, as measured by graduation rate or any other measures by those different categories that Chair Thomas stated. **Franklin** responded absolutely, but that's different than having what he would call a detailed conversations about what those data show. Franklin added, but yes, it's a real concern. He said if we're truly about access and equity, then we've got to begin to disaggregate the data in those fundamental ways. Data are about having some critical conversations by college, by major by discipline, by a real conversation around what that means once we discover it and a plan of action for celebrating or mitigating some of the areas that might need some support and some help. In some ways, you'll probably find that things are going a lot better than we know. But if you don't know, we can't have a conversation. **Senator Skiffer** asked what is the plan for outreach towards Black and African American students. Skiffer noted that as she looks at the data and having been here since 2005, when she got to Dominguez Hills it was 35% and now we're down to 11%. It looks like that's the only group that's declining in that way. **Franklin** said it is a growing conversation nationally, regionally, SoCal and most certainly at Cal State Dominguez Hills. These types of conversations take time talent and attention to really do justice around them. Franklin said he doesn't think it's a fair argument to say demographics have shifted in the area therefore, look at those numbers. He said it's more than just out reaching. Franklin said Interim AVP Rios can send folks to Locke High School and Fremont High School and some of the local areas because we still have a critical mass of African Americans in this area. But the critical mass of African Americans in this area, want to leave the area. Franklin asked how do we have those kinds of conversations which are really key. He said most notably is that this current pool of African American students came from over 75 school districts and most of them are outside of our service area. When we began talking about impaction, impaction will impact African American students on this campus where a lot of different reasons. There's a concerted effort among folks in Africana Studies, the Black Student Union, folks in my area in terms of the Multicultural Resource Center, the Black Resource Center, they're going to be meeting soon to have conversations around how does the community of CSU Dominguez Hills begin to have that conversation on African American students. Asian student numbers are also down considerably. There are a lot of things that we're going to need to do, and then be strategic about it. Franklin said it's just not a Student Affairs enrollment management, "Christina Rios outreach and recruitment"

conversation, it needs to be much more nuanced and we need to also hold ourselves accountable for trying to move that needle. It is a pernicious needle right now for most. He noted that one of the issues is at CSU Fullerton some of the concerns over there was because they've been stuck in 2% for a while. And that's not like patting ourselves on the back because we're going down. We could be at 2% without some strategic conversation and plans of action. Franklin said it's one of the President's considerations as well at this point. **Talamante** said she recalled that the President said he had switched Super Sunday to the fall so that it would help students before they had to do the applications to the CSU system? Is that happening? **Franklin** responded what we have now in place, as opposed to doing a drive by on a Sunday, and we're still going to do Super Sunday, we have formed relationships with local churches. We're connected to them and we're connected to their youth groups. We have relationships with them that go beyond stopping by on a Sunday when all of the CSU are doing their drive by the African American churches. He said he's not disparaging that, it's a great recruitment tool but it's not moving the needle. We think to move the needle in this area, we need to form relationships. Franklin said what he may have meant by Super Sunday is that we're always going to be connected to some of the pastors and the folks who are in this area. The challenge and the opportunity, though, and we'll talk about this a little bit more, when African Americans apply to CSU Dominguez Hills, they have the highest funnel yield rate than any other population. The challenge is now working with our high schools, because if they're not A through G eligible, and if they don't have the requisite GPA and SAT score, the application never makes it to from the CSU apply because it's sort of funneled out and then they're denied. Franklin said we're seeing that millennials and the younger generation are not in the pews and in the church the way it used to be back in the day.

Franklin invited and introduced the interim AVP of Enrollment Management Rios to the front of the room to address any potential questions.

Senator Price said she wished to call attention to the [resolution](#) for black student success that ASI voted on 2017/2018. She added there's a history of ASI being involved on this question. **AVP Rios** said that they're taking a look at our numbers. And when they say we're talking about census and the final numbers, it's also important to look at external factors that are impacting in particular as it relates to African American students and other populations. But in particular as it relates to African American students, one of the things that they just found out last week is that Cal State Long Beach was in a whole lot of trouble in terms meeting their enrollment target. She said as per their admissions director was to go 7,000 deep into the waitlist, to be able to meet their enrollment target. And a lot of those students were going to come here. And so when they received that offer, though, it's not unusual for the students then to decide to go to another campus in particular as it relates to Long Beach. Rios noted that her team is constantly aware, and working diligently, this year in particular, as we have ramped up over the past couple of years, we'll work more closely with Africana Studies. We're also going to work of course, much closer with PSA and other organizations. She said her staff are very dedicated, and are committed to making sure that we continue to be at the forefront. She said the other thing that we are going to be doing that she's hoping will become an annual commitment on the part of this campus, is we're going to be hosting the Black Student Union of Southern California on this campus for the first time in the spring. We are hoping to be able to establish a relationship and always looking for those opportunities to continue to partner so that we can begin to work with students much earlier on in terms of preparation and eligibility. **Chair Thomas** asked if the PSAs are high school. VP Franklin said yes. **Senator Norman** said that this is a smaller segment but it might help us on the inclusivity, he said he had heard on the news about Cal Poly Pomona having an evening childcare program for which they received a \$1.3 million grant. It's a way of enhancing access and increasing accessibility. Though it's a small number for the overall enrollment, it kind of fits with inclusivity. Fullerton has a program and another Cal State did, are we looking at those grants? **Franklin** responded that not only looking at those grants, we have set aside \$200,000 for a child care feasibility study. The President believes that our childcare footprint is too small. And even if we look at those grants, it's about access and facilities. This \$200,000 feasibility studies and give us an opportunity to expand that footprint and understand what the demand is here for childcare, and then begin to make it a priority. Franklin said he was happy to see both the VP of Finance as well as the President, set aside that funding in order to do this childcare feasibility study. Franklin suggested many across campus will be involved because it's not just child care for students, while that's a priority but also the faculty and staff. He said he wasn't sure they've already contracted a vendor, but they'll be a conversation with ASI, who is our current childcare vendor, and some other folks to ensure that we can begin to expand that footprint. Because in the Master Plan, there is a child care facility. We've got to have a plan for how we're going to begin to move forward. But in the short term, the President believes that we can begin to expand childcare opportunities, when we begin to diagnose

what they are. Franklin noted that one of our students did a parent survey of students. He explained that they couldn't drill into the data as we don't keep those categories. He noted we're going to disaggregate that even more and hopefully those parents will help us understand what some of the critical needs are. We look forward to that data returning. **Professor Sanford** said with regard to the childcare issue, we need to provide some kind of childcare for preteens and teens younger teens as well, for those parents who may not feel comfortable leaving them home while they're in school all day. Some students can't come to class because they have to be home with the kids. Do we also have some kind of provision or plan for people who may need drop in childcare, for those extenuating circumstances. Franklin responded, we're also going to look at what our sister campuses are doing. He said he could not in good faith say that pre-teens will be a focus when there is such a need for those who are ages zero to five. Franklin said he will note it and as they begin looking at vendors to do the visibility study, we can make that consideration. **Celly** said that with African American students are coming from 75 different school districts, what is the average commute and how many of these students will be bearing additional costs beyond that Pell grant, P1-P4 of living? She continued, as it relates to childcare, she wondered if it might be more attractive if we could, if we begin to start seriously exploring a residential college to attract certain segments? VP Franklin responded, "Yes".

Fall Senate Retreat Report Backs

Establishing Transparency and Standardizing College Policies and Procedures

Facilitator: Statewide Senator Celly

Guest: VP Admin & Finance Ron Coley

Celly described the table she co-led with the Interim VP of Admin & Finance, Ron Coley. She noted this topic came on the heels of Exec 19-08, which was regarding college councils. She explained that the purpose of the table was to get an understanding of the state of knowledge about what effect 19-08 had and what senators knew about councils, college councils, and about college budgets and department budgets. A very strong statement from VP Coley that for any change towards an excellent organization there were three steps, awareness, information sharing, and then expectations for action in those actions themselves. And he made it clear as sort of as a challenge to us but also as a reality check that, given his experience, he thought that we were at the very beginning step which was creating awareness. One thing we did learn is that there is a great deal of variation across colleges and across departments within colleges on the awareness of these core college councils. And so there was a suggestion from the floor that in fact Dean's offices take the lead by moving systematically and consistently to calling these college councils and not chairs councils. The reason that the resolution proposed College Councils was because these councils are inclusive of Deans, Associate Deans, and Academic Resource Managers; and in some cases, Assistance Deans and Graduate Program Directors as well. They're not just Chair's Councils. There also seems to be quite a bit of concern about the opacity in the budget process and budgeting and it came across in a variety of ways. First and foremost, Senators who have working experience at other universities, including private universities thought it was a bit of contradiction that we as a public university were more opaque than private universities. We have work to do in that area. Associate Dean Caron was present at the table and there seemed to be a positive picture of transparency and college budget process based on the CAH May 2019 budget meeting. The Dean ran the May meeting which included "what, how, why" projections related WTU and FTE targets (HC of majors, HC of faculty, FTEs). There was no information on revenues and expenses, no itemized statements of even the major operating expenses (dollars and cents). Some senators from CAH, surprised by the overall positive picture painted at the table, checked back in with their chairs/program coordinators and confirmed with the table lead that, from the perspective of the department heads, there has been no real change or increase in budget transparency. There didn't seem to be budget committees at most of the colleges. Finally, there was a variation from senators in CBAPP saying they would like to be involved and learn more and participate more in budgeting. Senators in CNBS spoke about the technical nature of budgeting, and how collectively we might benefit from budget school training on the technical language and not just posting, budget information on Opengov, but actually training faculty and staff.

Cultural Pluralism; SB 1460 Ethnic Studies and GE areas F and G

Facilitator: Education Policy Committee Chair Russo

Guests: Kim Costino, Dean of Undergraduate studies; Patricia Kalayjian, General Education Committee Chair

EPC Chair Russo spoke to the topic of his table. One of the main things that should be noted as kind of a backdrop is the California State Legislature was proposing AB 1460. The bill which was signed to law which was completion of ethnic studies required for graduating from the CSU and on top of assessing the general education program at Cal State

Dominguez Hills, and leading to the creation of general education learning outcomes. And we've also had to see how to incorporate this potential fallout of AB 1460. Much of what was discussed at the retreat table is relatively moot now because the GE working group, led by Dean Costino have made some changes that were recommended at the retreat. Equity and social justice potential GE learning outcome, the global awareness and diversity GE learning outcomes. The concerns that were reflected at the retreat have been heard and changes have been made. And we'll be discussing them, we'll be discussing generally the ethnic studies resolution and what our reaction will be as a campus at the Town Hall on December 6, Friday, 10am to 1pm. A lot of the pressing matters coming out of that retreat coming out of the working group are going to be covered in that town hall.

Comments/Questions

Chair Thomas said that the December 6 Town Hall meeting is critically important for us to have that conversation. We don't have solutions to this just yet, we're engaged in conversation. Thomas noted that Statewide has attempted to put together a resolution. We had been asked by Statewide to provide some input to it and declined because we haven't figured it out for our own campus just yet. Statewide will be considering a Second Reading in January. **Senator Price** said she believes it is important for us to understand what the ethnic studies in GE areas F and G are looking at as what counts for a GE cultural pluralism. Most departments especially in the social sciences, do deal with intersectionality of race, gender, etc. So that's not a dispute, it's really a question of who gets to teach the GE. Price said she believes that's really an important distinction that we need to understand. Thomas said he believes that the working group is working through it and he doesn't want to usurp their conversation, but just know that we want people involved in that conversation. **Senator Celly** said this actually does relate to the ethnic studies resolution that ASCSU is working on, and the data collection effort being made. Fifteen of the twenty-three universities responded, CSUDH is one of those that did not respond to the ASCSU request for information. We did, however, from the President's Office respond to what we're doing on campus. Celly said what she's learning about shared governance is sometimes it's parallel governance. We haven't yet got access to the data that's been submitted by our campus to the Chancellor's Office. Why this is important is it's a very fine line that ASCSU is walking in attempting to try and manage what seems like looming legislation AB1460. Celly said she does request that we, regardless of where we are internally, share information with statewide so we can move forward with input or at least opinions on where they're leaning from this campus.

Senate Parliamentarian, Enrique Ortega shared the results of the elections and confirmations. He noted that:

Election: Academic Affairs Cost Projection Working Group – Wendolyn Vermeer from the library.

Confirmations:

- Search Committee for Data Architect – Nee Wen, from the mathematics department.
- Search committee for data scientist (visualization and design) – Alexander Chen from the Mathematics department
- Search committee for graduate writing assessment requirement coordinator - Kim Costino, Siskanna Naynaha, Jennifer Stacey, Anne Garrett

Statewide Senators' Report, Senators' Celly and Norman

Statewide Senator Norman said he did not make the Board of Trustees meeting held on that day, but he understands that the student voice was loud and strong regarding quantitative reasoning. It was reported that Vice Chancellor Blanchard said that lots of changes have been made to try to win over more stakeholders. Norman said this quantitative reasoning could be taken any time not only the senior year, that they're augmenting funding of \$2.5 million to \$10 million to help teachers in those rural or areas in LA who were having a hard time providing those classes. Similar things out there, they're creating a steering committee, which is promising to come out of this. Norman said he recommended that they actually include teachers in that group. They want students teachers in a committee to look at things like the valid student concern such as how convincing is the data, that these programs are really going to lead to the effects that are being reported by the Chancellor's Office. Norman said he had a request of the Senate, as well as a request for the chair of EPC, as a member of ASCSU Senate Executive Committee, we took the really fine work that Senator Celly and the Statewide Academic Affairs committee did in working on a first reading resolution on the ethnic studies resolution. It's AS 3403-19. Norman encouraged everyone to go on to the [Cal State ASCSU website](#) and look at this resolution, because we are being asked as a senate to provide feedback. Norman said he wouldn't want our campus to have no voice. He noted that Chair Thomas will be getting more information. We're just finalizing how that will work. The transparencies is only Campus Senate to be able to post but everybody will be able to view. Norman said he encouraged everyone to check in, probably

closer to January 15, the due date. Norman highlighted the land recognition resolution, he said he would like to see our campus actually have a ceremony and we have an elder who he believes would hopefully be available to do that.

[AS-3402-19](#): The ASCSU did strongly support the request from the Board of Trustees who asked for more money. Our request was perhaps a little more ambitious but we passed the resolution saying that we should continue to be very hopeful during this great economy.

[AS-3393-19/FA](#): The ASCSU has a resolution on notification of tenure track openings to incumbent contingent faculty, librarians, coaches and counselors. It was referred back to committee. Norman said he thinks it fits with our interest in helping colleagues. It could be one more thing we do to try to make it easier for our colleagues to know that there are openings within the CSU. Norman noted there are some legal issues and maybe some contractual issues.

Norman said that another things to watch for is a resolution creating a holistic and humane educational environment at Cal State University, which is kind of a response to an unfortunate situation.

OPEN MIC

Senator McGlynn said folks might have noticed that an email went out for a call for judges for Student Research Day. He described it as a great opportunity to support students. The dates are Thursday and February 13 and 14. Please fill out the form and sign up and also advise your departments as they're preparing the syllabus for next year to know when to do the research days so you can incorporate that into your class. **Senator Kulikov** asked if a session in the evening be included for graduate students because they don't have an opportunity to participate during the day. McGlynn said that graduate programs that primarily have courses in the evenings such as education and business, clearly we'll offer sessions in the evening. **FPC Chair Pinto** asked if any efforts have been made to have our online students participate. Dr. McGlynn responded, actually zero and that's something that he believes we really need to anticipate.

Academic Senate Chair Thomas said that San Francisco State passed a resolution for the supportive of development of faculty and staff first time homebuyer assistance program. They are speaking to the fact that certain faculty and staff cannot afford to take on these jobs. Thomas said that mirrors many of the things that we're talking about in terms of what we are utilizing our additional land in the Master Plan. Thomas noted that we will be returning on January 22, 2020 in LSU for the Spring Senate Retreat.

Senator Celly said there has been suggestion that the ethnic studies requirement to be an online course. And I'm just raising the bar here that we provide input. We don't want matters of importance relegated to online classes. The second point that Celly wished to bring up is that as she serves on the committee for Academic Technology and Online Education. One of their charges is to start systematically examining the efficacy of the effectiveness of online classes, particularly as it relates to our underrepresented minorities students, there isn't much work out there on that.

Dean John Price said that we did try to include online participation in Student Research Day years back, and we had exceedingly poor participation. And there's been very little effort on our part to make any changes there and there really hasn't been a great demand to do so.

Meeting adjourned.