**General Faculty Meeting**

**September 10, 2014**

**2:30 PM – 5:00 PM**

**Academic Senate Chair Jerry Moore presiding**

2:30 PM Meeting called to order

Chair’s Opening Remarks:

Senate Chair Dr. Jerry Moore called the General Faculty meeting of the 2014-2015 academic year to order. He explained the purpose of conducting the General Faculty meeting by reading from the Constitution of the CSU Academic Senate which states “The General Faculty shall convene in an annual meeting and may hold additional special meetings pursuant to procedures in the By-laws.” He explained that while in previous years this meeting was held in coordination with a convocation held in the week before classes, this year it had been changed with the rescheduling of the University Convocation to September. Moore reminded everyone to attend this year’s convocation on Tuesday, September 16. Moore said it was necessary to call this meeting earlier so the scheduled meetings of the CSUDH Academic Senate could proceed and that the first Academic Senate meeting of the academic year would be held in two weeks on September 24.

Moore offered that this year was the beginning of a new tradition, whereby those in attendance at the General Faculty meeting would hear reports from different campus leaders about recent accomplishments and future directions of our university.

Moore introduced the members of the Executive Committee: Vice-Chair Caroline Coward, Parliamentarian Katy Pinto, Chair of the Faculty Policy Committee Pat Kalayjian, State-wide Senator Tom Norman, and the recently appointed Chair of the Educational Policies Committee, Jamie Dote-Kwan. Moore informed everyone that they would be holding an election for the second state-wide senator in the near future and asked that everyone participate. Moore introduced Susanne Walker, Administrative Assistant for the Academic Senate and acknowledged her contributions since joining the Senate department in March 2014.

Moore pointed out two changes to the agenda, ASI said they would not be giving a report and Vivian Price would be giving the CFA report instead of Jose Prado

Amended agenda approved M/S/P

Moore let the body know that complete minutes and agendas from past Senate meetings are posted on the Senate web site. Moore said that last year was a time for innovations, and this year is a time for implementation. Moore highlighted the accomplishments of the prior years’ senate activities

* increased the number of senators representing part-time faculty and lecturers
* laid the groundwork for increasing the number of staff representatives, a proposed change to the constitution on which was voted on later in this meeting
* passed resolutions that recommended policies to President Hagan and his administration regarding the employment classification of adjunct faculty, the student grade appeals policy, the selection of department chairs
* set in motion a procedure to modify the way upper division General Education courses are offered at CSUDH, among other matters.
* voted to establish an ad hoc committee to look at lower division GE offerings, a committee whose membership is being finalized and who will present a report to the Senate at the end of this semester.

Moore said that as Senate Chair, he was one of the members of the University Planning Committee and which revised the University Strategic Plan. He noted that there are some very important positive elements in this plan that effect faculty and teaching, including increasing our freshman graduate rate to 60%, implementing a series of high impact educational practices into the curriculum, and embracing a greater role for international studies and student experiences.

Moore spoke to the cordial and cooperative relationship Senate Exec has with President Hagan and Provost Ellen Junn, and the other members of President Hagan’s team. Moore said, “Although we bring different perspectives to some matters, I sincerely believe that we are motivated by a fundamental shared goal—our understanding of the transformational role of university education in our students’ lives and our bedrock commitment to student success.” Moore said he sees the upcoming academic year as one where we work together to implement our vision of this university and highlighted the first Freshman Convocation ceremony as an example of how shared aspirations for students are being demonstrated, stating that the purpose of the convocation was to show new CSUDH students where they would graduate, helping them to visualize their future commencement day. Moore wrapped up his opening remarks by saying he looks forward to working with everyone to make the University into the place that we deserve.

**President Hagan Report**

Hagan began with a quote – “If you want to know about your future, look at your current actions.”

Hagan introduced Robert Fining (VP Adm & Finance).

Hagan then spoke about some of the questions that were raised for him as he put together the list of what has been accomplished since the time he’s taken the office as President. Questions like: Did I listen to the issues that were being raised? Did I listen to the need for increased collaboration? He said perhaps this list can help you decide if he did.

* List of some of the things that we accomplished (in no particular order and not complete).

1. Launched a competency study in the College of Professional Studies and adopted recommendations which reestablished the Faculty Development Center, Women’s Resource Center, COE, and CHHN
2. Added 5 faculty to UBC and will be adding two additional students when we established the student success fee; transparency to the university budget and budget process by having annual budget town halls, President adopted every resource recommendation that was made by UBC
3. Established a multi-year plan to hire and increase the number of tenured and tenured track faculty. The plan is to continue, we did three years, but we’re a position now where every year the goal is to add more faculty.
4. Upgraded equipment purchases including new pianos in the music, making us the only Steinway campus in California and one of only 168 worldwide.
5. Increase the faculty new hire rate from $44,000 to a number that is comparable with the going market rate
6. Research and funded project – re-established
7. Establishing a pilot interdisciplinary research program
8. Established the STEM, Undergraduate Research Program
9. Doubled the funding for the Bridge Program, going from 212 to 800 students  
   (*Hagan took a moment to suggest that the Senate invite Dr. William Franklin to present statistics on this program*).
10. Allocated funding for the Foster Youth program, veteran’s center, center for disabled student services
11. Reestablished a meaningful Staff Recognition Day
12. Establish ongoing campus facilities fund to complete; Junn plan to create SMART room plus – starting with renovation first floor of the Library
13. Almost completed a feasibility study on student housing and dining
14. Established a 158 station student computer learning center in the library and renovated classrooms, and we’re looking at ongoing classroom renovation fund
15. Internationalization Task Force
16. Raised $470,000 when combining the President’s Scholarship dinner with the President’s Convocation
17. Establish new student success fees (implemented over 5-years)
18. Added more staff rep to Senate
19. Freshmen Convocation
20. College promise program – working with community colleges and high schools
21. Student Art to be judged, purchased and displayed
22. Expanded the use of procurement cards to improve purchasing
23. Establishment of a strong senior management team, VP Stewart has reestablished an annual fund program and has built a strong corporate and foundation relations program. VP Manriquez done a lot of work rolling out computers, upgrading internet, and now will be upgrading new telephone program. A Provost who has squeezed 7 years’ worth of work into 7 months! VP William Franklin did a tremendous job helping to manage our enrollment numbers with budget limiting but demand high. VP Robert Fenning has an understanding of creating public private partnerships, giving us an opportunity to work with local businesses to build and spin off revenue that can help debt
24. Listening more – have had small group lunches to date 340 staff, faculty and students and that will continue until I’m gone. They’re very helpful and have gotten ideas that I’ve brought back to the cabinet and I encourage cabinet members to do the same thing.

Hagan said – did I get everything right? No. Was everyone happy? No.

That will never be the case – we’re always trying to accomplish the same things – how do we advance our students and how to we advance the university.

Goals for the Future

1. Finalize the Strategic Plan
2. Increase faculty and staff
3. Increase resources
4. Increase student success through student success initiatives i.e., UNV 101
5. Increase internationalization
6. Enhance advising
7. Enhance revenues
8. Continue to tell our story
9. Continue to improve classrooms and laboratories
10. Share best practices of faculty with each other
11. Reestablishing University 101
12. Promote student success

There have been a lot of talk about graduation rates. Some have perceived this as get the students through as quickly as possible. That is not what we’re talking about. What we are talking about is providing the resources and structures for our students and faculty to be successful. We want to retain students so they can gradate, we’re not looking to lower standards, we are not looking to declare impaction. We don’t have all of the tools needed to allow our students to succeed. The goal is a quality education.

Challenges

1. Compensation issues - salary compression, mis-qualification of staff and faculty –Hagan said he is aware and understands the depth and the scope of the problem, but he is part of a system and works for a chancellor and he needs to wait for the CBA finalization. The President assured everyone is deeply committed to addressing these issues as soon as he is able.
2. Resource issues – classrooms upgrades, facilities, program funding

**Q&A**

Vivian Price – Understand that lecturers will no longer be mis-classified however that has occurred this semester; **Hagan** said he has been giving instruction that all new hires will be properly qualified. **Junn** reaffirmed the President’s statement and said there should not have been any hiring at the wrong classifications. Hagan said if it is not being done, please get that message to the Provost.

Edd Whetmore – All transfer CSU discussion at the Board of Trustees meeting. Community Colleges are receiving additional funding to increase their enrollments (K-12 entitlement funding); Question how will the CSU respond when these newly recruited students transfer. Hagan said he did not believe that anyone was saying that that is what people are looking at. The CSU have been asking the Governor for additional resources, the CSU budget was reduced by almost $1 billion. They’re getting significant dollars to expand facilities and enrollment. What is going to happen when the influx of community college students show up to transfer in. What does that impact have on freshman students? So it’s more about the differential levels of funding, not as a direction that they’re heading.

Jay Kaplan – How will current CSU enrollment caps prevent the system from growing to accommodate these additional students. Hagan said our top priority within the strategic plan is to hire additional faculty and we will do that even if we have to reallocate.

**Provost’s Report – Junn**

1. Build a Top AA Team – 8 searches and 7 were successful (Dean, College of Health, Human Services and Nursing, Dr. Gary Sayed, Dean, College of Extended and International Education, Mr. Kim McNutt, Dean, Undergraduate Studies, Dr. Kaye Bragg, Dean, Graduate Studies and Research, Dr. Dorota Huizinga, Associate Vice President, Faculty Affairs, Dr. Clare Weber, Associate Vice President, Institutional Research and Assessment, Dr. Gitanjali Kaul) and 20 new faculty were hired
2. Renovation and Innovation of Classrooms (10 classrooms). Chairs have wheels which creates flexibility for faculty and students. Can easily be moved into groups for class pedagogy. Also, in the COE (7 classrooms). Moving to “Brilliant Classrooms”, a more active learning technology enhanced – will try to build at least two in the 1st floor of Welch Hall. Students find them to be much more engaging, “a learning by doing”.
3. Completed a draft of the new University Strategic Plan document. We have two consultants, past CSU presidents worked on it with us. (6 goals, 16 objectives, 43 strategies) – one Town Hall completed; 2nd Town Hall September 22nd @ 8:30 to noon, LSU; University Planning Committee – revitalized. The Plan is on the President’s webpage right now and it gives you a link to where you can provide feedback, either anonymous or known. All faculty, staff, students and administrators are highly encouraged to offer your feedback.

* Improving CSUDH Graduation Rate (2013 – 27.6% 6-year FTF; 2014 – 31.2% 6-year FTF) – President Hagan spoke about the significance of having an above 30% graduation rate. Under 30% graduation rate; 10% default rate for funding makes you ineligible for a CAL-Grant, which would cost our students over $12 million. Hagan had to get special legislation passed to get us exempt. That legislation on the 30% grad rate and the 10% student default rate is something that California enacted and is not happening around the country. We have more stringent standards because they don’t want to give state tax payer financial aid to the for profits who have not been held accountable.  
  New Goal 60% by 2020.

5. Implementing new, collaborative, national model of student success with EMSA and others across campus.

* Developmentally focused and appropriate.
* Implement Advising Task Force approved recommendations.
* Implement tracking, support programs

6. Will Implement – Advising Task Force Report; Internationalization Task Force Report; Encounter with Student Success Report. They will be released in the next few weeks and you’ll be able to access them on the Provost’s website to see the specific actions being taken.

7. New interventions, traditions, milestones and so on. Different activities for students (e.g., Freshmen Convocation) to remind them of the things they can do to improve their success, i.e. Ten Tips

8. Appointed 2 new AA Administrative Fellows: Helen Oesterheld – Coordinator Improving Student Writing Campaign and Initiative and Dr. Maricela Chavez – Coordinator High Impacts Practices (HIP). Friday, September 24th, a day long symposium called, “GET HIP (High Impact Practices) on Teaching. Universities are showing that students who do more of these high impact practices are shown to have a higher success rate

9. Junn recognized Cathy Jacobs for the tremendous job in helping to advance assessment and working with some of the key curriculum committees on the campus. Junn said that we did advertise for a full time Faculty Director of Assessment – Dr. Mark Carrier; Faculty Center for Teaching and Learning – Dr. Keisha Paxton

10. Knowing oneself guiding for the future. What if we could think about Dominguez Hills in a different way, a “High quality and high touch university” – 92% of people asked said they would be interested and consider this: we thought let’s set up a NEW Task Force comprised of faculty, staff and administrators, with co-chairs Jerry Moore and Mitch Maki.

11. We will continue to partner with EMSA on all kinds of things to improve student success, creating new cohort based programs, not just freshman, transfers, sophomores, juniors and seniors. Expanding advising and mentoring, learning communities, etc.

12. Improve student success by supporting our faculty. How do we help you with high impact practices and applying them in your classes?

**General Education Report – Dr. Lorna Fitzsimmons presented (see attached)**

**University Curriculum Report – Dr. Cathy Jacobs presented (see attached)**

Jacobs highlighted a correction she had been given on the report – page 2 towards the bottom, the last BSN 405, 2ND to last bullet point, 2nd to last sentences, it should read statistics not chemistry. Jacobs also acknowledged the hardworking efforts of her committee, especially Maya Medina of whom she said this work could not be done without her.

**EXEC 14-02: Resolution to Amend the Constitution of the General Faculty and Academic Senate of CSUDH.** FPC Chair Kalayjian presented the resolution for a written vote highlighting the specific changes; “two staff representatives elected by the staff” and “the General Staff election unit for purposes of representation on the Academic Senate shall be one (1) representative from the division of Academic Affairs and one (1) representative from a division other than Academic Affairs.”

**Paper ballot –** **57 Yes to 5 No**

**Parliamentarian Report – Pinto**

* Statewide Senate election is being held now
* Finalizing elections for the GE Ad Hoc Committee
* Colleges Student Grade Appeal, Facilities and Space Committee
* 6 ongoing search committees - Pinto said she believed that all of these should be seated by the September 24th Senate meeting
* Pending current paper ballot with regard to adding 1 additional staff to the Senate - that call will be going out as well.

**CFA Report – Dr. Vivian Price**

1. Thursday, September 11th – Steering Committee meeting @ noon – open meeting in SAC 2112 – everyone is welcome.
2. Wednesday, September 17th – Discussion on the CBA; RVSP at ext. 2168
3. CFA is positive with Chancellor’s Office related on extended education, but compensation is still an issue which needs more input
4. CalPERS election upcoming - should receive ballot in the mail
5. Watching AB 46 – Requiring more information on online classes
6. Finalizing their Chapter by-laws – bylaw change being put forth for CFA statewide - looking to democratize and get more involvement in CFA
7. Campus wide event in October 8th regarding campus climate – student debt

**Q&A:**

**Senator Thomas** asked, from what he understands, there was a point where there was no contract. How long a period did that go on for? Price responded as far as she knows there was never a point in which we went without a contract. The most current contract was extended until September 30th. **Kara Dellacioppa** stated that when we did get a contract in 07 – 08, half of which was supposed to be fulfilled in that contract never came to pass. **Price** responded she would be happy to find out more information, however what she did say she could confirm was that the contract never suspended, but there were a number of things that did not get fulfilled and that in the current negotiations they wanted to make sure nothing was left to the discretion of the presidents in terms of the salaries. Another question was asked of Price – “will faculty members of the union be able to vote on the activities of the union?” Price’s encouraged all to come to the upcoming meetings and if there was a particular questions and something particular you would like to raise as a point of information – Price invited everyone to do that. Monty asked if there was any place to find the current and proposed changes to the by-laws before coming to Wednesday’s meeting. Price said that if you want to see the by-laws in progress, come to the steering committee and that they were not at the point of voting on the by-laws and wouldn’t be until the spring.

**Open Discussion**

Jay Kaplan – relationship between # of tenure-track faculty and graduation rate; Junn admitted the lack of tenure-track faculty to do advisement, curriculum development, access to students, etc.; Moore the lack of full-time faculty does not discount the contribution that part-time faculty make to programs; synergy through permanent full-time faculty conversations

Dana Belu – Compensation – how to address morale issues suffering from compression and inversion; Hagan said he wouldn’t ask anyone to not be mad, it makes perfect sense, trust that these issues are receiving the attention it deserves; Junn – take faith that the President/Provost are aware and trying to address the issue; patience and take heart.

Undergraduate student – Lopez – There are three clubs that need space - Volunteer Income Tax Program; seeking advice where to go to move this issue forward; Hagan suggested student talk to AVP William Franklin

Edd Whetmore – Initiative for student success were undertaken in 2006; data shows that students’ income situation prevents students from taking more courses and doing well; **Hagan** - echoed the issue through his own experiences when teaching a course; Columbia University is trying to developed a new metric for determine graduation rates unfortunate policy-makers use the 6-year graduation rate

**Junn** - it is true that system-wide students work while going to school; but what is different our students are more underprepared; currently telephone surveying the 6,000 students who did not return this past year to query why they did not return; DOE is exploring other ways to look at graduation rates, especially for students who spiral out. Junn said she put together a list of 13 points needed to do this next year, one of them was to get more data, making sure there is a strong basis of research to understand who are these students, what are their challenges and their needs, are they full-time, part-time, transfer and then and analyze it a way that informs us as to what are our next action steps are. **Whetmore** expressed gratitude for an administration who finally gets it. Senator Erbe offered that faculty can assist the administration in figuring out what are the challenges that students face. **Hagan** said there are individuals who understand our story, and we need to keep telling our story; the Governor does not understand the CSU let alone Dominguez Hills

Oliver Baquiax, ASI Rep for Academic Affairs – thanked all in attendance for helping to make a huge difference in his life and said he was certain in the lives of many other students at CSUDH

Vivian Price – Is it true that CSU Online is no longer? – **Junn** – there are restructuring their model and conducting a “listening tour”.

**Adjourned at 4:41 pm.**