



**ACADEMIC SENATE  
EXECUTIVE COMMITTEE  
MINUTES  
AUGUST 25, 2020**

*Approved 9-8-20*

**11:30 AM - 12:50 PM**

**ZOOM Meeting**

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Present: Dabirian, Gradilla, Kanel, Matz, Stambough, Stohs, Walker, Walsh, Wood

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## **I. CALL TO ORDER**

Chair Stambough called the meeting to order at 11:30 AM.

## **II. URGENT BUSINESS**

### 2.1 Proposal - Suspend Annual Lecturer Evaluations

#### 1. CSUF Resolution on Lecturer Evaluations During COVID-19

Q: What do we want to do with this? Do we know if people are planning on bring this up as an actual resolution and urgent business at the Senate?

A: It seems like the only course of action, since they have already sent a letter, is for us to endorse or not endorse. It has been sent to the right people (CFA and admin). There are many things that they just cannot do. The resolution is ok.

- Maybe our response is the resolution?
- It could be, but a lot of that has to be negotiated. Maybe we can see what CFA is planning before we do something, then we can say CFA is already working on this and we can be supportive on what CFA does.
- I think we just need to show we are supportive of the lecturers and we support coming up with a fair evaluation process, but we are going to leave it up to CFA and CSU to negotiate.

The Executive Committee reviewed and edited the resolution, it will be ready for the August 27<sup>th</sup> AS meeting as an urgent business item.

#### Additional urgent business:

Kimberly Ball will be sending a message to Steve that will be going out to faculty explaining the Titan Direct Access Program and how to change from opt-in to opt-out as well as the process. The email will go to every faculty member to announce and explain it to their students that inaction doesn't charge them. Once Exec receives the message we can forward all questions to Kim and have her explain before the message goes out to faculty.

I have students that still have not shown up in my class. Does anyone tell them what they are supposed to do? I have sent four or five emails over the past three weeks to my students and I still have students that have not done a thing. If they are new to campus they may not have a clue what to do, they may not even open up their CSUF email.

- We have forced every single student that has registered to open their CSUF email. Even if a student opens their email, it doesn't mean they will respond. What I did for my Monday night class, I used the Titan online list that you can generate, and emailed all my students and those on the waiting list and explained what the first day means. I informed them if they did not show up on the first day I would administratively drop them. I also instructed the wait list students on what they needed to do to get into the class.
- I am given students until Thursday before I drop them. If they don't respond to anything, what are we supposed to do other than administratively drop them?
- Once you have tried every avenue to reach them, it is the same as when we had classes in person. They are adults and we cannot force them to act.

### III. ANNOUNCEMENTS

- (Dabirian) Canvas courses is working out, there are a lot of happy customers. The Canvas support lines have been hammered with everything else, so we have taken over and making sure we can support everybody. So, whoever cannot get through to Canvas, we (IT CSUF staff) are supporting them.
- (Dabirian) The faculty, staff, and student helpdesk are now operating 24/7. We have had approximately 600 calls yesterday and approximately 100 calls this morning and the average wait time was 30 seconds. We are the only CSU campus and probably one of the only campus in the nation that has 24/7 faculty, staff, and student helpdesk and I am glad we could offer that.

### IV. APPROVAL OF MINUTES

M/S/P (Walsh/Stohs) Motion to approve both sets of minutes. Motion approved.

4.1 EC Minutes 7-28-20 (Draft)

4.2 EC Minutes 8-11-20 (Draft)

### V. CHAIR'S REPORT

Progress is starting to happen on changing the culture of Strategic Enrollment. I sat in on one of the meetings with the task force dealing with it and I am confident things are going to be better than they have been in the past few years.

### VI. PROVOST REPORT – 12:30 PM

The Provost gave Exec an overview of her principles and things that are appearing as priorities.

#### **Principles:**

At the top of my principles is that higher education provides social mobility and does it in a way that is foundational to democracy. It's an incredible lever that allows us to achieve greater social justice from one generation to the next.

The word "transformational" for me means what we are doing ultimately in the classroom is bridging the known and unknown world. It has to be that faculty can model what it means to explore the unknown, what it means to pose one's own questions and it has to be modeled by the person who is leading the learning. I believe the ability of any university to positively impact society depends on them putting faculty at the center.

How I like to work generally, I really value mentoring and supporting people. For those that report to me, my attitude is assume generously that everyone is doing the very best they can and I am here to help people think in ways that can be helpful. I am working with the team that I have, that is how you take care of an institution. It doesn't mean that new people don't come in. Change is really important, but you do that the right way when you spend time getting to know people and drawing on their talents before you start thinking that something you think or someone you might replace them with would be better. I try to host interesting and efficient meetings and I try to make decisions. I also support other people to make decisions.

#### **Priorities:**

The first of my priorities is budget. There are a lot of things that are fixed cost for us in Academic Affairs and they are not in our base budget. We are in a situation where we come forward every year and ask for things like negotiated salary increases, the second-year cost of onboarding faculty, and there are also issues with sabbaticals. We have money that is supposed to be set aside for those kinds of things, but then ends up paying for other things. I would describe it at this point, as both on the side of Academic Affairs, we do not have a carry forward policy.

The other piece of that is centrally we don't build the Fullerton budget around the cost of the instructional academic endeavor, so because of that we have all kinds of downstream challenges. I would like to have a conversation about bringing in a consultant who might be able to do some deep dives and help us to see what we have not been able to see.

#### **Recruitment and Retention:**

Recruitment and retention of faculty of color, diversity statements, having a baseline we all agree on across the colleges, and knowing where there are particular issues that can be improved. I think the support of research, not just pre-award, but post-award as well. "Right-sizing" graduate education, we are already putting a position in play to make sure we can at least screen all of our applicants.

**Alumni:**

We don't seem to know where they all are, which is difficult to do the work we need to do to support our students, let alone to raise money for the great stuff if we lose them when they leave.

**Climate in the classroom for students:**

There is a disconnect, everything about the message I got when I was a candidate and so many conversations with the faculty and deans has been about this commitment to create a more just and equitable institution and society. We know there are students who are walking into classrooms where because they are students of color they are not experiencing what we call hospitality, the baseline expectation. The greater expectation is we all know there are ways we need to teach so we can be effective with all our students, and because our students have changed, the way we teach has to change.

**AB 1460:**

We are system one on the right side of history, so as we go in the CSU, so will everyone else. This is an opportunity to get very excited about every one of our students, understanding what actual history looks like. My role as provost is to be in spaces where I am optimistic and excited. Occasionally I will show up as the realist, where I will point out that we are going to get this done in a way that will inspire generations.

It is all about relationships and trust and I look forward to being a positive factor in both of those with you.

**Q&A:**

Q: (Matz) In the budget area, you talked about a consultant, are you talking about outside a consultant coming in?

A: (Provost) I am just shopping this idea and the only people I have talked with about this idea have been Alyssa Adamson, Erinn Banks, and VP Kim. The last institution I was at brought in an outside consultant when they had a question about budget and that was my thinking. It is about budget, the money that Academic Affairs needs to function is not in our baseline budget. There is extension dollars and the way those flow, there is carry forward that does not come to the censure. I am starting out with the premise that the university needs to understand the cost of Academic Affairs baseline instruction. Separate from that, I also have questions about space. What I want is something to show what it will look like in five years from now.

**VII. STAFF REPORT**

- Reminder to submit your liaison reports after your committee meetings. You can either send it to me and I will forward it or you can send it to the entire Exec Committee.
- We will be starting the semester with a special election to fill the vacancies on the Faculty Personnel and Professional Leaves Committees.

**VIII. UNFINISHED BUSINESS**

8.1 AS Committee Charges/UPS Documents for Review - Discussion Item

(Stambough) I have sent most of these out. Is there anything else that we need to add on the charges beyond what we have discussed this summer?

8.2 Setting Goals and Priorities for Academic Senate 2020-21

(Stambough) A lot of the goals and priorities for the Academic Senate were set in the committee charges. One thing I want people to think about, we will bring it up as a future agenda item, is what to do for the Academic Affairs/Academic Senate Spring Retreat. We will not be having a fall retreat, but we will likely have a spring retreat. What topic(s) and structure should we have for the retreat?

- (Dabirian) I think Diversity & Inclusion is a good topic for the retreat. What are we doing with faculty training?

**IX. NEW BUSINESS**

9.1 Revision to UPS 100.015 - Review and Revision of University Policy Statements

(Stambough) This document is ready to go and will be added the Academic Senate agenda.

## 9.2 Resolution Condemning Racism in Society

- (Walsh) Line 18: add the wording “and micro aggressions”
  - (Wood) “all forms of aggression”
- (Stohs) Line 18: “condemn” should be “condemns” and “all acts of aggression”
- (Stambough) Lines 17-18 and 21: remove the wording “Executive Committee acting on behalf of the CSUF Academic Senate”.

(Stambough) This document is on Thursday’s AS agenda, we will make the changes and upload the revised document into the AS DropBox meeting folder.

## 9.3 Resolution in Support of Addressing Structural Racism in Our Policies

(Stambough) This document is on Thursday’s AS agenda.

## 9.4 UPS 411.100 - Curriculum Guidelines and Procedures: Courses

(Stambough) This was on the agenda because of course retirement and our resolution covered this, so there is nothing we need to do with this document.

## 9.5 Ethnic Studies Preparation

(Stambough) We talked about putting together a subcommittee with people from GE, UCC, and Ethnic Studies faculty. We can probably get the GE committee to take a look at Area Z to start with because regardless of what the Chancellor’s office sends down, our Area Z is going to look very different.

Area Z is our current cultural diversity requirement and when we create a new Area F, the Ethnic Studies courses will move out of Area Z, leaving Area Z with a totally different feel. Is this something that we desire? Is it something that we want to initiate?

- (Walsh) I like the idea where Area Z focuses on global diversity to align better with our Strategic Plan.
- (Dabirian) Our learning goals talk about globalization and we need to make sure Area Z satisfies that.
- (Gradilla) It would be nice if we did the global in Area Z and put in Social Justice. This will help faculty, departments, and curriculum committees figure out what type of classes should be going in there as opposed to just globalization.

Q: (Kanel) Is Social Justice going to be part of the new Ethnic Studies requirement? Adding Social Justice to the global cultural awareness, I’m not sure that every department on campus is prepared to teach Social Justice in the way the Ethnic Studies people would want that taught. I would be cautious of throwing that out there and letting people teach it who might not have background and understanding.

A: (Walsh) Any new syllabus for Area Z would have to go through the Curriculum Committee and would have to demonstrate a Social Justice global emphasis to get approved.

## 9.6 CSUF Resolution on Course Retirements

(Stambough) This will come up under urgent business at Thursday’s AS meeting.

The Executive Committee reviewed and edited the resolution, the changes will be made and the revised document will be uploaded into the AS DropBox meeting folder.

## 9.7 Academic Senate Annual Report 2019-2020

# X. ADJOURNMENT

M/S/P (Dabirian/Walker) Meeting ended at 12:55 pm.