



ACADEMIC SENATE EXECUTIVE COMMITTEE MINUTES OCTOBER 3, 2023

Approved 10-17-23

11:30 AM - 1:00 PM

MH-141

Present: Bruschke, Kanel, Milligan, Self, Shepard, Swarat, Valdez, Walsh

Absent: Garcia Jarvis

I. CALL TO ORDER

Chair Walsh called the meeting to order at 11:30 am.

II. URGENT BUSINESS

Q: Could Exec openly request the data on retention of faculty of color?

A: Yes, I think we should. Maybe go back five years or so.

- It has been difficult to provide that data because the retention by the definition in the annual cohort based calculation. Faculty who come in on tenured-track it is fairly straight forward. For part-time faculty who come on and off and their start date is not exactly the same or they are needed some semesters, but not needed other semesters, calculating retention is not a true reflection of whether they are retained or not. On the staff side, there is not clean cut as a cohort starting date, so tracking retention would be even more difficult.

One thing we did do is come up with a good way to show success of tenure/tenured-track faculty success is to locate the success at the end of a six-year period. They come in and by the end of a six-year period they should have either gotten tenured or left.

The information on faculty employment status on tenure/tenured-track at the end of six years is provided every year to the Chief of Staff and posted on the [Titans Together Website](#).

- The problem is the measures we are capturing don't really capture the lecturer experience.

III. ANNOUNCEMENTS

- (Milligan) I'm on a doctoral program for the Cal State system and when I joined, I mentioned to them my biggest complaint about the program they have in place is that over half our faculty are adjuncts who would actually want to get a degree, but the program is set up where they would have to go to school full-time. All the things are set up that the people who need it the most can't do it. The only way they will loan you the money or put you in the program is if you are a full-time PAG student PAG.

Q: (Walsh) Could Statewide bring that up?

A: (Milligan) I am on that committee and will bring it up at Statewide.

IV. TIME APPROXIMATE

12:10 PM - 12:30 PM

Topic: Provost issues

Presenter: Steve Stambough

- Steve Stambough came and discussed the next steps from the COACHE Survey.

The survey was done and had a working group to put together a report about what some of the recommendations are and what the issues are. This is the year to put a few of those things into action.

I met with Senator Valdez and went through it and put into context what some of the big talking points and issues were. I wanted to run by some of the potential next steps with the Provost office working in concert with the Senate Executive Committee. Some of it is simple, but part of it is about recognition at the college level, things the faculty do, so it would be a conversation with the deans.

There is a lot in there about research and barriers to interdisciplinary work. One of the thoughts was to have the Research Policy Committee, maybe Binod and Nicholas share a task force and take a look at are there areas we can support it, what's actually going on and put a presentation together for the campus through the Senate.

Then there are two other issues that are a little bigger, one issue is about workload. We had the beginning of the working on that about two years ago, but at that time didn't have access to some of the information we needed. The Provost is talking about working between his office and Exec and putting together a Senate task force to look at workload issues in terms of what is being done at different college levels.

The other issue is about faculty and staff input on administrative reviews. This was mostly college level, deans and associate deans, but it could be other groups as well. I talked with VP Forgues about this, this is something that came up about five years ago in the Senate. We had a UPS that was never implemented about administrative reviews. The Senate rescinded the UPS document and passes a resolution stating we would work with HRDI about implementing something, then Covid hit, and everything was pushed to the back burner.

- Chair Walsh recused herself for discussion of Dean positions and left the room. The Executive Committee went into Executive Session.

12:30 PM

Topic: Commission on Equity, Inclusion and Social Justice (CEISJ)

Presenter: Cecil Chik

Cecil Chik provided the Executive Committee with a PowerPoint presentation that included the slides below.

Since time was limited, Cecil only reviewed the slides on Commission on Equity, Inclusion, and Social Justice. Exec will review the entire PowerPoint and if there are questions, invite Cecil back at a later time.

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| ➤ Agenda | ➤ Campus Climate Survey-
UCLA HERI Research
Institute | ➤ Faculty Demographics vs Survey
Participants |
| ➤ Stress Due to Discrimination,
by Race/Ethnicity | ➤ Perspectives on Campus and
Departmental Climate | ➤ Staff Demographics vs Survey
Participants |
| ➤ Staff Discrimination or
Exclusion (% Indicating
Experience with Discrimination
or Exclusion from Activities at
This Institution | ➤ Discrimination & Harassment
(% Indicating Ever
Experienced at This
Institution) | ➤ Student Demographics vs Survey
Participants |
| ➤ Demographics | ➤ Racial Tension and Free
Speech | ➤ Discrimination and Bias |
| ➤ Commission on Equity,
Inclusion, and Social Justice
(CEISJ) | ➤ CEISJ Membership: Campus
Affiliation | ➤ CEISJ Membership - Division |
| ➤ Creating Alignment | ➤ Next Steps | |

V. APPROVAL OF MINUTES

5.1 EC Minutes 9-19-23 (draft)

- M/S/P (Valdez/Self) Motion to approve the September 19th minutes. Minutes approved.

5.2 EC Minutes 9-26-23 (draft) – *forthcoming*

VI. CHAIR'S REPORT

- I would like to start doing the land acknowledgement as an opening the Senate meetings. I am wondering what would be the process to do that? Would we do a resolution and bring it to the Senate floor for a vote?
Q: (Kanel) Do you mean at the beginning of each Senate meeting or the first meeting of the semester?
A: (Walsh) At the beginning of each meeting.
Q: (Kanel) What are the pros and cons of doing this?
A: (Walsh) one of the arguments against it four years ago when the topic came up was that not all the tribal elders had agreed to the language the campus wanted to use. My understanding is they have agreed and what we have as the University Land Acknowledgement is not raising any red flags for anyone.
Q: (Milligan) What's the downside?
A: (Walsh) I don't know what the downside is. Other campuses do it. We have been doing it for the last couple years in my department, we start faculty meetings with it.
 - (Kanel) We got permission from an elder to do it at our training retreats for our group leaders.
Q: (Kanel) Why do you want to do it?
A: (Walsh) It was a Mike Perez issue that came up and Mike and Alexandro Gradilla worked with Fram on it. I don't know the behind the scenes conversation on it, but Mike was upset that it was never implemented after doing a lot of work on it.

Q: (Kanel) What is the purpose of doing it? If the purpose is good, then you just do it.
A: (Walsh) The purpose of it is to acknowledge we have a history here and we are on borrowed land, seized land, confiscated land.
 - (Bruschke) I think procedurally the right thing to do is do a resolution at the Senate. If the Senate gives its support, it becomes part of the practice. If not, the Senate can rescind the resolution.
 - (Walsh) I will draft a resolution.

VII. STAFF REPORT

- Last week I brought up the issue of the part-time Senator, David Plouffe. I contacted David and he said he only took on the extra class due to the push the Provost did adding extra classes to accommodate our students. David has it in writing that he is still part-time and only teaching the extra class this semester and he has his spring schedule which also reflects that. David said he is willing to forgo the stipend for servicing as a part-time Senator this semester and would like to remain on the Senate.
- We are working on the timeline for the second special election to fill the Social Sciences vacancy on the Professional Leaves Committee and the Humanities Senate seat.

VIII. COMMITTEE LIAISON REPORTS

8.1 Honors Programs Advisory Board [Shepard] F, 9-29-23, 10:00 AM - 12:00 PM, Zoom

- The group met on Zoom, and a quorum was made.
- Individuals introduced themselves. Honors Program Director Stacy Mallicoat provided an overview on how the board fits into the larger honors programs. Question: Is this committee too duplicative of the advisory board? Background: The advisory board was broken into two after business program created its own program – people believed decisions that should have representation for all constituencies. Senate had wanted distribution of authority. Some group needs to oversee bylaws and policies, but perhaps that group could be folded into the program committee or advisory board. This should be considered by the Senate's Committees on Committees.
- Board discussed proposed bylaws revisions: changes include updates to program mission and program goals; changing title to assistant director instead of co-curricular coordinator; changes to graduation requirements re: GPA, etc. Committee responded positively and voted to approve.
- Board also reviewed proposed changes to UPS 412.010: Honors Programs to address Academic Affairs organizational changes of who the Honors Program director reports to (Provost or designee). Proposed changes approved unanimously and will be sent to Senate Exec and then Senate for approval.

8.2 Campus Facilities & Beautification Committee [Swarat], F, 9-29-23, 11:00 AM - 12:00 PM, Zoom

- Quorum met; Members introduced themselves.
- Meeting minutes approved.
- Announcement:
 - Mojgan (Mo): HSS leadership change; Provost did listening sessions.
- Micromobility & transportation on campus:
 - Mo's recap:
 - Committee last year wanted to understand how policy/code is (and is not) addressing the micromobility devices and how such devices impact safety.
 - A subcommittee examined this issue and is learning what other nearby communities are doing. Mughda reported that they want to design a Qualtrics survey, and create focus groups to shift narrative towards safety (including the police department and parking).
 - Sarab: Would like to start the awareness campaign asap – hope to start by end of fall. Need to involve SA. Possibly have the Chief of Police, AA, and SA representative to form a committee to address this.
 - Jasmine: Communication students can be involved to develop awareness campaign for fellow students.
 - Mo: will invite Su to join the micromobility subcommittee; Su shared campus survey approval policy and expressed willingness to support and help.
- Diversity subcommittee:
 - Mural artwork for the HSS building (presentation made to the committee in the spring) is in the works, but no one has more updates. Chair will reach out for updates.
- Study booths in Pollak library:
 - Sarab: Library is hoping someone can take them to incorporate into their buildings, but no updates right now.
- Promoting campus performance outside of the Performing Arts building (Josh)
 - Josh: Provost is supporting one ticket per student, which is very exciting, but it is challenging to promote to students. Would like to seek more exposure:
 - Members recommended digital signage, social media in addition to physical posters in high traffic areas. Lots of ideas were shared.
- Review of a large mark-up invoice for basic maintenance in CPAC (Josh)
 - Josh: Asked how the cost of the maintenance items is determined because the cost is so high that prohibits the college from even requesting.
 - Sarab/John offered to check out the invoice to ensure accuracy and reported that Admin/Finance is working to reduce the cost.

8.3 Curriculum Committee [Jarvis], F, 9-29-23, 12:00 - 2:00 PM, Zoom

- UCC spent the entire meeting discussing UPS 300.024.
- The Provost and President really think that lowering the units by which students “shall” declare a major will help retain undeclared students, who are less likely to persist than declared students. Since the committee balked at 30 units at our last meeting, they came back (through Merri Lynn) with 45 as a compromise (current policy is 60). Much of the conversation was over the use of carrots vs. sticks to encourage students to declare majors. The committee shared the concern over persistence, but was concerned that holds would do more harm than good. The committee will draft a cover memo for the UPS, explaining that 45 is in there, but that the committee really doesn't know what the right number is.
- Su, I think that everyone has good will on this one, but nobody seems to know what the best tool to get there is. If there is data from other universities (say, the persistence rates of undeclared at CSUs sorted by unit thresholds?), or data from CSUF that can help folks parse this (the migration pattern data is nice, but it's a lot to digest), I think that would really help a discussion.

8.4 Planning, Resource & Budget Committee [Bruschke], F, 9-29-23, 1:00 - 2:30 PM, PLS-299

- Discussion of how Deans should report (as required by UPS) and whether the Provost's report should supplant it. Decided Provost would report, wanted UPS required joint Dean presentation, committee wanted written input. Discussed format of divisional presentations; last year's structure was generally supported. Spoke about travel extensively. Set up the meeting times.
- A question asked was whether the Senate/Exec should present to the PRBC.

8.5 Graduate Education Committee [Valdez], F, 9-29-23, 2:00 - 4:00 PM, MH-141

- Graduate Ed mostly discussed the new draft of UPS for the blended bachelor's/master's pathway. Some of the questions included:
 - Who handles advising? It's up to each program on how to handle.
 - Min 2.5 GPA to apply but programs can raise it. Once they shift to grad status must maintain 3.0. It gets tricky when distinguishing the status of a student. When they hit 120 units, they apply to transition to grad status. What if they haven't fulfilled all the degree requirements? They will still be moved to grad status. If they don't apply for graduation or to transition to grad status they get bumped back into regular major.
 - 12 units of overlap allowed but must be identified in the same 4 classes for all students.
 - Needs to be run by undergrad committee before sent to senate.

8.6 Student Academic Life Committee [Milligan], T, 10-3-23, 9:00 - 10:00 AM, Zoom

- Met with quorum
- SALC elected a new chair. William Toledo, College of Education, is the new chair. He is new to campus also.
- SALC reviewed UPS 370.200. They approved, but pending verification of section 11123 and CSU Executive Order 1068.
- SALC brainstormed on what they want to work on this year.
- Going to ask ASI to come in and give a presentation.

Additional liaison report:

The Executive Committee went into Executive Session.

IX. UNFINISHED BUSINESS

- 9.1 Academic Budgeting - (Discussion item)
(tabled until next meeting with Provost)

X. NEW BUSINESS

- 10.1 D&I Committee - (Discussion Item)

- President's Commission on DEI and the Titans Transparent (Cozen Implementation) DHR Committee

The Executive Committee went into Executive Session.

- 10.2 Revisions to UPS 412.010 - Honors Programs

- 10.3 Consideration of Land Acknowledgement at Senate meetings - (Discussion item)

This was discussed under the Chair's report.

XI. ADJOURNMENT

M/S/P (Shepard/Self) Meeting adjourned at 12:50 pm.