

FACULTY SENATE MEETING – Pending Approval
Minutes of Meeting of September 23, 2021
Via Zoom

Faculty President Neubauer called the meeting to order at 2:00 p.m.

The Secretary called the roll. Senators not present were: Kristine Beck, Jeff Campbell, Abel Franco, Victor Shaw, Mary-Pat Stein (excused), Francisco Tamayo, Holli Tonyan (excused), and Jun Zhan

Senator Jose Paez read the Land Acknowledgement.

The Faculty Senate Minutes for May 6, 2021 were approved with a minor revision.

1. Announcements

- a. Faculty President Neubauer announced the search for Office Manager position is in progress.
- b. Faculty President Neubauer announced the Honorary Doctorate Committee is looking for nominations.

2. President's Report – President Erika Beck

President Beck provided greetings to the Senators at their first meeting of the academic year and thanks for the continued opportunity to advance CSUN's educational mission in service of a brighter future for our students. She shared gratitude for ongoing commitment.

She acknowledged that the pandemic path has been far more protracted than anticipated and necessitates that we continue to problem solve and respond in real time to the novel coronavirus with *novel* processes and procedures and CSU policies - the vaccination certification process, the weekly testing regimens, screening surveys, evolving public health requirements and so much more.

Our guiding principle has remained the health and safety of our campus community and President Beck has appreciated their partnership in ensuring that we maintain fidelity to this principle, recognizing that it is *onerous* and *complex* and that many are teaching in multiple modalities at once. She is grateful for our faculty's creativity, grace and partnership. Their planning and flexibility have been pivotal in ensuring the safety of our campus contributing to more students, faculty and staff on campus and that we have not experienced expansive COVID outbreaks similar to many other universities across the country. Currently, community transmission of COVID in LA remains significant, but we are seeing the current surge stabilize. As always, we will continue to plan with multiple, intersecting contingencies, staying close to the science, directed by evolving public health guidance and providing regular updates to the campus community. Please be sure to continue to carefully review your email for ongoing updates.

President Beck expressed her hopes that the faculty Senators had a restorative break upon which to build, understanding that a life of the mind never actually pauses and that most spent summer days in academic and scholarly pursuits. In addition to some quality time with family, she spent a great deal of time engaging with our community in both virtual and in-person activities, including participation in the

AS Inauguration and the Staff Service Awards; the Juneteenth event, a Hillel 818 Board of Directors meeting; a Cabinet Implicit Bias training; meetings with The American University of Bahrain and the Consul General of Armenia; a broad expanse of community events and dozens of gatherings with alumni, including a New York and Washington DC event, our CSUN Alumni Board Summer Social; small gatherings with donors and many more. She continues to be inspired by our alumni as leaders, innovators and creators as they express gratitude for the faculty and staff that made all the difference in the trajectory of their lives. She enjoys hearing about the transformational impact of those connections and in real life in our alumni.

President Beck was delighted to provide the Welcome Back Address earlier this month to our campus community wanted to punctuate a couple of points.

First, it has been such an honor to help cultivate historic investment in CSUN over the past few months. The appropriation from the State, the first and second largest gifts in the history of our institution from Mackenzie Scott and Apple all very clearly indicate that our Senators and colleagues around campus are leading the future of public higher education. It is patently clear that they have placed their confidence in us. CSUN is not just any university, we are an exceptional institution of higher learning that transforms lives for the better. These new one-time dollars allow a rare opportunity to invest in our future, over multiple years and multiple projects aimed at addressing some of our highest priorities.

The \$25 million *capital* allocation from the State of California allows us to advance a project that the College of Engineering and Computer Science had been envisioning for several years with the initial investment of our Engineering alum and CEO of Autodesk, Dr. Andrew Anagnost who funded all of the initial design concepts that include laboratory and classroom spaces that will allow our Engineering and Computer Science students to engage in state of the art, interdisciplinary research with cutting edge technology that they need to be competitive in the future of these industries.

With the investment from the State, we were able to expand the original concept and the physical footprint to include innovative, state-of-the-art space empowered by technology to support on-site and virtual outreach, student success spaces and networking spaces for recruitment opportunities with business and industry leaders and collaboration spaces to serve P-14 partners with the specific aim of facilitating new equitable educational pathways that inspire diverse and historically underrepresented students.

Building upon the Anagnost gift and State investment, equity-centered programming will be seeded by the \$25 million gift from Apple aimed at transforming HSIs throughout the CSU and around the country to expand access and equip learners with skills for high-demand careers in STEM. The possibilities for this portion of the project are limited only by our imagination – they transcend the physical spaces into virtual ones and invite allies around the country to engage with us in these critical efforts.

The physical HSI Equity Innovation Hub will open its doors in Fall 2024. The virtual equity-centered programming will launch later this academic year and expect it to build into something truly transformational in the years ahead as we engage our regional, state and national partners committed to activating institutional transformation and accelerating educational equity.

In October, Chancellor Castro, an Apple executive and President Beck will be speaking at the Hispanic Association of Colleges and Universities. She will also be in Washington DC at the national convening of *Excelencia* in Education speaking with leaders across the country about how they can engage with the Equity Innovation Hub.

There will be many opportunities to contribute to this project and a whole host of additional topics as we build on the feedback and themes that emerged during the Listening Tour and work together to create a Road Map for our future. This fall, Provost Walker, assisted by many leaders across campus, will be engaging with a broad array of campus constituencies to further define our collective priorities and craft a roadmap for the journey ahead. A Steering Committee, comprised of students, faculty and staff is currently being formed, and Provost Walker has reached out to Senate leadership to gather faculty names to be involved.

Building on the priorities identified in the Listening Tour, funds from the Scott gift are being utilized to advance three projects directed at enacting equity. First, we have retained the services of outside consultants with a demonstrated track record of critically examining university policing practices with an equity lens and Drs. Prieto and Johnson are joining later for Senators to hear from them directly about how we will work together to think about how we care for our community while ensuring a safe learning and working environment for all.

Secondly, we will continue to invest in our shared goals of diversifying our faculty and staff as we work together to create holistic, inclusive recruitment, hiring and retention practices that will allow us to continue to benefit from the cultural wealth of a richly diverse faculty, staff and leadership team.

And lastly, this year we will be engaging in a wide-ranging discussion about developing a broad complement of identity-based resource centers on campus. Led by Drs. Freddie Sanchez, Marquita Gammage and Melanie Bocanegra this work will take a comprehensive approach to identifying ways we might create physical and aspirational centers of educational equity that integrate proven strategies in the elimination of equity gaps. I invite all of you to imagine new ways of supporting our students that infuse best-practices and lean into these discussions.

These discussions will all become intertwined with the larger campus conversations surrounding the development of the Road Map for our Future.

We have a lot going on, both in the way of challenges and opportunities. President Beck thanked the Senators for their good work and partnership today and in the journey ahead.

After her report, President Beck responded to questions.

3. Policy Items – Personnel, Planning and Review Committee

– Lindsay Hansen Brown, Chair of PP&R

The Faculty Senate briefly discussed the following policies:

- a. **First Reading** - [Written Comments about Lecturers – 707](#)
- b. **First Reading** - [Lecturer Evaluations - 621.4.2b](#)
PP&R will check for consistency in the policy referring to the Chair vs. Dean and their roles.
- c. **First Reading** - [Three-year faculty and annual application to pools – 709.1.2a-b](#)

8. Resolution of Appreciation for Nicole Wilson

Faculty President Neubauer read the Resolution of Appreciation for Nicole Wilson, Faculty Senate Office Manager through August 202.

MSP: to adopt and support the resolution of appreciation for Nicole Wilson.

9. Faculty Senate Orientation Survey – Theresa White

Faculty Vice President Theresa White thanked Faculty Senate Orientation Participants and asked them to fill out the survey.

10. Statewide Academic Senate CSU Report - Statewide Senator Boris Ricks

Senator Ricks reported on the following:

Topics presented at the first plenary of the fall included class modality, current year priorities, presentations, an opening on the Board, training, a number of resolutions.

A senator asked about the standardized evaluation of Ethnic Studies courses offered at community colleges in relation to AB 1460.

11. Reimagining the policing experience on campus – Vice President William Watkins, Dr. Joshua Moon-Johnson, Dr. Emily Prieto

Vice President William Watkins shared a team is talking to many campus constituencies on how policing is done on campus. Dr. Joshua Moon-Johnson and Dr. Emily Prieto from PMJ Consulting, LLC, a higher education social justice consulting team, is looking into the equity issues. The team is contacting individuals from 20 targeted groups for listening sessions. The goal is to facilitate conversations by looking into area of growth, address community and social justice issues, and different needs that is not traditional policing.

12. Provost's Report – Provost Mary Beth Walker

Provost Mary Beth Walker reported:

1. Anticipated and flexible back-to-campus approach for Spring 2021.
2. Although the retention from last to this fall was comparable to the year before, equity gap is a continuing concern.
3. Hiring 45 tenure-track faculty positions; the current tenure density is 54%.
4. The *Roadmap* is the university wide roadmap for the future to ensure mission, priorities, representing our values, and reflecting resource allocation.

13. CFA Report – CFA President Nate Thomas

Nate Thomas reported the following:

1. We are continuing to bargain in good faith for a successor contract, but both sides are extremely far a part at the bargaining table.
2. The CSU have rejected or fails to respond to key CFA proposals
3. Far apart on salary. CFA has proposed a 4% increase retro to July, 2020, a 4% increase for AY 2021-2022, and a 4% increase for AY 2022-2023. They have rejected this and offers a one-time 2% increase.
4. They have proposed an increase to Faculty parking.
5. They have proposed many take ways like FERP tp be decreased from 5 years to 3 years
6. They reject CFA proposals to address racial and gender biases in teaching evaluations.
7. Looks a lot like we are headed for an impasse. If that happens, we'll be back to where we were in 2016 having to go through the statutory process which could lead to a strike authorization vote.

14. Faculty Snate Voting App – Senator Adam Swenson

Senator Adam Swenson asked the senators to test the voting app available from a special site Faculty Senate Canvas course. Faculty President Neubauer said Faculty Senate will use this app for appropriate voting through Zoom.

15. New Business

There was no new business.

The meeting was adjourned at 4:35 pm
Submitted by: Yoko Mimura, Secretary of the Faculty