



CALIFORNIA
STATE UNIVERSITY
NORTHRIDGE

Faculty Senate Office

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**FACULTY SENATE MEETING –
Minutes of the Meeting of October 20, 2022**

Via Zoom

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

President Neubauer read the Land Acknowledgement.

Secretary of the Senate Yoko Mimura called the roll. Senators not present were Davila, Domagni, Duran (excused), Franco, Greathouse (excused), Jarvis (excused), Knotts, LaMonica (excused), Liu (excused), C.H., Mendoza (excused), Moreno, Saetermoe (excused), Stein (excused), Stone (excused), Tripp (excused), and Villela.

The Faculty Senate Minutes for September 22, 2022 were approved.

1. Announcements

President Neubauer invited the lecturers to volunteer to assist with crafting a statement in Section 700 that would include Professional Responsibilities for Lecturers, analogous to Professional Responsibility under 604 for tenure-track faculty. Anyone who is interested should contact both Lindsey Hansen Brown, Chair of the Personnel Planning and Review Committee, and President Neubauer.

2. Senator Introductions – Theresa White, Faculty Vice President

Vice President White introduced a new Senator.

Vice President White announced the Senator Orientation for 35 elected and reelected Senators will take place 11:00 am – 1:00 pm, Thursday, November 10, 2022, virtually and asked seasoned and interested faculty to help prepare for the event.

3. President's Report – Erika D. Beck

President Beck greeted the senators and expressed hope that the Fall semester is going well as we are already more than halfway through the semester. She noted that her remarks would be brief in deference to the substantive policy discussions on the agenda, most notably around AB 928. Faculty leadership and engagement in this matter is incredibly important.

President Beck remarked on the growing international crisis in the aftermath of the horrific death of Mahsa Amini in Iranian police custody and affirmed her own and CSUN's solidarity with the women of Iran and all those who seek to defend their human rights and pursue basic freedoms. She thanked our faculty and staff who are deeply engaged in advancing justice not only for our students, but for the world in which they will soon lead. She expressed gratitude for the care shown to students, faculty and staff who have experienced trauma or have been impacted by this violence.

President Beck expressed her appreciation for faculty engagement in the provost search process and shared that a campus announcement will be made shortly regarding a January appointment. She also shared her gratitude for Provost Walker for her enduring and exemplary leadership and we will continue to celebrate her work and the legacy she leaves behind in the months ahead.

President Beck remarked on the news that the CSU has engaged Mercer Consulting, a leading global human resources and data analytics firm, to evaluate existing faculty compensation practices and salary structures across all 23 CSU campuses. This is a positive step that will provide much-needed data to help inform decision-making to ensure that our faculty are compensated appropriately, and that we are able to continue offering the highest quality educational experiences for our students.

President Beck provided an update on declining enrollment at CSUN and universities across the nation. Although the decline is more recent and less precipitous for CSUN, this is the third year in a row in which we have seen a decline in college enrollment across the country and enrollment is down at 21 of the 23 CSU campuses.

The reasons underlying decreased enrollment are complex and intersecting, including the impact of the pandemic; demographic changes; double-digit declines in community college enrollment, which impacts transfer rates; substantial expansion of undergraduate enrollment at the University of California; the opening of Arizona State University in LA; and shifting student preferences regarding course modality, among a number of others.

The decline is not exclusively an enrollment issue, it is also a retention issue. Continuation of our first-time freshmen dropped by almost 8% when comparing the Fall 20 and Fall 21 cohorts.

This is a statewide and national trend and there are many initiatives underway to redouble our efforts on our campus to re-enroll students we have lost, to ensure they have the opportunity to earn a degree and realize all the benefits that entails. Our enrollment management council has been hard at work advancing a whole host of recommendations regarding new student enrollment. President Beck appreciates all of those who have participated in these conversations and offered insights and solutions in these spaces.

Campus leadership has been actively engaged in this work for more than a year and there is a unit dedicated to facilitating this work. President Beck expressed the need for faculty participation and partnership in reversing this extremely troubling trend. Together we can strengthen for our students their sense of belonging and inclusion, their curiosity and delight in discovery, and their confidence in the value of higher education.

As we deploy our Road Map, please consider strategies in and out of the classroom to further support our students' persistence, academic achievement, and dreams of a college degree. The future economic, civic and cultural vitality of our community depends upon all of us working together to promote access, persistence, and graduation for our students, their families and a brighter post-pandemic future.

October is national Cybersecurity Awareness month and this year's theme is "See Yourself in Cyber." Aligned with this theme, our Information Security team is providing information and resources to help faculty, staff, and students protect their own data and that of CSUN.

Given ongoing geopolitical strife and the dramatic increase in cyberattacks and ransomware incidents across the education sector, including the CSU and most recently LAUSD, President Beck encourages everyone to learn more on how we can secure our data and that of our students to mitigate these attacks and their impact on our communities.

In addition to the regular course of work and a busy schedule related to the provost search this past month, President Beck had the opportunity to connect with our campus administrators at the Manager Exchange Leadership Development Series.

She was very pleased to introduce CSUN to business and philanthropic leaders at the Hispanic Association for Corporate Responsibility conference in LA and to engage with national leaders and philanthropic partners advancing student success, including Miguel Cardona, US Secretary of Education, and dozens of university presidents in Washington DC in alignment with our commitment to Latinx student success and our pursuit of the Seal of *Excelencia*.

President Beck enjoyed viewing "What Would You Say?" at the CSUN art gallery, an exhibit in collaboration with LACMA that highlights the ways in which artists have championed social justice and civil rights, promoted peace and pressed for change. She thanked Erika Ostrander and Sam Fields for the opportunity.

President Beck thanked our donors at an appreciation dinner event. It was an inspiring evening for all, with testimonials by one of our Project Rebound students, Stanley Thermidor, of the impact of education in his life; and from our Associated Students President Shayan Moshtael, on the value of investment in our students. Dr. Taeyou Jung, Kinesiology professor and Director of the Center of Achievement through Adapted Physical Activity, shared about the critical role of philanthropy in supporting the Center's work, not only in teaching kinesiology students but in fulfilling a vital healthcare need for our region.

President Beck was overjoyed at our New Student Convocation. It is an incredibly meaningful event to formally welcome our freshman and new transfer students in the very place where we will congratulate them at their graduation in just a few short years.

President Beck concluded with gratitude for faculty' dedicated service to our students and to one another, as colleagues in common cause.

4. **Provost's Report** – Mary-Beth Walker

Provost Walker updated the following:

- a. Enrollment issue: The current lower enrollment issue is different for our campus as we have not experienced a decline since the Northridge earthquake.
- b. The dollar amount received through external grants and other sponsored programs was around \$9 million in the first quarter of this year. This may change our campus's Carnegie Classification.
- c. Lab safety audit: We are undergoing changes in lab procedures. More information will come from the Research and Sponsored Programs Office.
- d. Associate Vice President of Institution Effectiveness and Analytics: A new MPP position will move us through the Road Map through effective data use for strategic decision making (i.e., enrollment, student success). We will be the campus collecting and analyzing various data on an ongoing basis. Three categories of the Office of Institutional Effectiveness and Analytics are 1) institutional research, 2) accreditation and program review, and 3) analytics (new).
- e. Administrator evaluations: Three Deans' evaluations are in progress. Faculty will receive a survey during the first week of November. There will be six reviews in the Spring.
- f. Student retention review process: Different ways of tackling student retention include examining the high failure rate gateway courses, as students who are unsuccessful in these courses are five times less likely to stay; and utilizing identify resource centers to enhance a sense of belonging. Provost Walker reminded the Senators that faculty are the key to student success.
- g. A faculty compensation study is forthcoming.

5. **Associated Students President Report** – Shayan Moshtael

- a. The F10 parking lot has a lower fee.
- b. Financing for the upcoming University Student Union renovation could increase students' fees.

Senators brought up their concerns about food security, quality, and accessibility on campus for the students.

6. AB 928 Resolution – Adam Swenson, Senior Statewide Academic Senator; Dan Weingarten, Chair, Educational Policies Committee and Graduate Studies Committee

Senator Swenson gave an overview of the Assembly Bill and three issues the resolution addresses.

- a. AB 928 requires a singular General Education path, resulting in transfer students coming to CSUN with five less General Education units;
- b. While the law is only about transfer students, it may influence the number of General Education units overall;
- c. The law may be ambiguous, although the purpose is to simplify General Education.

Senators' questions and comments included the timeline, the University of California Board of Regents' decision, clarification that the Bill only affects the Associate Degree for Transfer students, whether having two sets of Lower Division General Education requirements is equitable, and the Chancellor's Office's argument.

MSP: Waive the first reading

MSP: To support the resolution

8. Discussion Item – Faculty and Student Comments in the Retention, Tenure, and Promotion process

A Senator summarized the faculty concerns regarding:

- a. This being a prescriptive process and the concern about gender and racial equity;
- b. Involvement of the College Personnel Committee;
- c. Although it passed the Faculty Senate, the larger Faculty body was unaware of the change.

A Senator clarified the revised process was introduced because some practices were in violation of the Collective Bargaining Agreement; because documents with the authors' names prevent possible problems; and because of the absence of the College Personnel Committee's role in what goes in Personnel Action Files.

9. CFA Report – Nate Thomas, CFA CSUN Chapter President

- a. There is a retention concern about faculty from BIPOC (Black, Indigenous, and people of color) backgrounds; why are quite a few diverse faculty leaving?
- b. COVID-19 stipend (\$3,500) is pending for FERP faculty.

10. New Business

There was no new business.

The meeting was adjourned at 4:26 pm.

Submitted by: Yoko Mimura, Secretary of the Faculty