

**FACULTY SENATE MEETING – Pending Approval**

**Minutes of Meeting of October 21, 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, Jeff Campbell, Yi Ding, Brittany Huerta (excused), Danielle Jarvis (excused), Daniel Olmos, Rachel Pearl, Mary-Pat Stein (excused), Francisco Tamayo.

The Faculty Senate [Minutes for September 23, 2021](#) were approved.

**1. Announcements**

- a. Senator and Faculty Retreat Committee Chair Judith Anne DeBonis announced the 2022 Faculty Retreat will take place on Monday, January 10, 2021, at Orchard, the new conference center on campus.
- b. Faculty Vice President Theresa White and Senator Kate Stevenson introduced several Senators.
- c. Dr. Chris Sanford, Associate Vice President, Research and Sponsored Program greeted the Senators.

**2. President's Report – President Erika Beck**

Senators received a written report prior to the meeting in lieu of President's Beck's oral report.

**3. Provost's Report – Provost Mary Beth Walker**

Provost Mary Beth Walker reported:

1. The updated status of Management Personnel Plan administrator searches, including Dean of College of Humanities and Interim Dean of College of Health and Human Development, with the permanent search for the latter to begin in the spring semester.
2. Spring 2022 outlook. Spring classes are currently 25% either fully online or hybrid (half online, half on campus), with variations across colleges. Classroom protocol (i.e., mask wearing) are still in effect. There is still a big 'if' and aiming to examine the changing conditions around December 1 and communicate that information.
3. A group led by Dean Shari Tarver Behring, Michael D. Eisner College of Education, and David Boyns, Director of Institute for Community Health and Well-being, are developing a "Campus care recovery plan" for the campus.
4. This is National Transfer Student Week.
5. Update on Student Success initiative, referencing slides by Melanie Bocanegra, Associate Vice President, Student Success, and Janet Oh, Senior Director of Institutional Research. The

report showed where we started (Fall 2016) and how far we came (Spring & Fall 2021), with much higher two-year and four-year graduation rates (47% and 81%) among first time transfer students. Although our graduation equity gaps for the cohort who started as freshmen in 2014 decreased relative to the prior year, we saw an increase this past year no doubt due to the disparate impact of the pandemic, both for traditionally underrepresented student groups and Pell grant recipients. Fall-to-fall retention is a critical indicator; we saw a moderate improvement (81% in Fall 2016 to 83% in Fall 2019) in first year retention for freshmen. Because we lose a chance to graduate about 25% of first-time freshman students after one year, the first-year retention is significant. It is critically important to disaggregate the overall equity gap numbers to see the disparate impacts on students. Retention gaps between White vs. Latina/o and White vs. African American students have fallen over the period, but they are still much too high.

#### **4. Policy Items – Personnel, Planning and Review Committee**

Lindsay Hansen Brown, Chair of PP&R

The Faculty Senate discussed the following policies:

**Action Item** – Section 709.1.2a-b Three-year faculty and annual application to pools

**MSP:** to approve this policy item with no changes

**First Reading** – Evaluation of Vice Presidents 622.2.2.a, Evaluation of Academic-Administrative Employees 622.3.5.a, Evaluation of Deans 622.4.3.a, Evaluation of Associate Deans 622.5.2.a  
Senators asked the reason for three years and for additional information about the standard at other CSU campuses. PP&R will gather more information.

**First Reading** – Authorized Personnel Files 703.1.2.c

The Chair of PP&R Lindsay Hansen Brown explained the proposed change is to follow the Collective Bargaining Agreement. A Senator questioned the rationale to assume a hypothetical future when everything is digitalized. PP&R will further work on this proposal.

#### **5. Faculty Senate Orientation Survey – Faculty Vice President Theresa White**

Faculty Vice President White reported out of 58 Faculty Senate Orientation participants, 41 Senators completed the survey. The majority served on the Faculty Senate for less than two years. Most increased their understanding of Robert's Rule of Order. Most improved understanding of the process. The respondents rated breakout sessions positively. Overall, the Orientation met the Senators' expectations.

#### **6. Tataviam Land Acknowledgment Recommendations - Jose Paez, American Indian Program**

Senator and American Indian Program faculty member Jose Paez reported what Tataviam people request the university beyond land acknowledgement, including offering scholarships and disaggregation of student demographic data.

#### **7. Discussion item: Designated seat on Senate Executive Committee for Lecturers - Cecile Bendavid**

Senator Bendavid shared the significance of lecturer perspective and representation in the Senate Executive Committee. Faculty President Neubauer explained the process to change the bylaw.

Comments from Senators included general agreement that having a lecturer on Senate Exec would benefit the university and senate as well as serious concern about this change being harmful to lecturers themselves. Some Senators opposed any change which obligates lecturers to do uncompensated work, especially given the history of lecturers feeling pressured to join Senate and the heavy workload of Senate Exec. There is a need for larger discussion about role of lecturers relative to tenure-line faculty given lecturer's majority on CSUN's teaching faculty and policies dictating performance of service roles and responsibilities.

#### **8. Statewide Academic Senate CSU Report - Statewide Senator Boris Ricks**

Senator Ricks shared there is no plenary report. Statewide Academic Senator Adam Swenson shared Senator Ricks was elected as the co-chair of Ad hoc Committee on Equity, Diversity, and Inclusion.

#### **9. CFA Report - CFA President Nate Thomas**

Written report to follow. A senator asked the status of gender and ethnicity equity issues. CFA President Thomas will update.

#### **10. New Business**

There was no new business.

The meeting was adjourned at 4:08 pm  
Submitted by: Yoko Mimura, Secretary of the Faculty