CALIFORNIA STATE UNIVERSITY, LOS ANGELES
ACADEMIC SENATE MINUTES
August 29, 2017

ASM 17-2
APPROVED SEPTEMBER 12, 2017

E. Allen, E. Drost, J. Garrison, G. Fried Amilivia, M. Germano, Y. Liu, J. Ramirez, A. Sharif — ABSENT

J. Cleman, C. Rodriguez — EXCUSED ABSENCE

Chair Prabhu convened the meeting at 1:47 p.m.

1. 1.1 Chair's Announcements: — ANNOUNCEMENTS

1.1.1 Welcome back everyone. I hope you had an enjoyable and restful summer. At this time, I'm going to yield the floor to Nancy Hunt.

1.1.2 Nancy Hunt announced: I am saddened to announce the death of Leonard Mathy on Sunday, August 6 at the age of 99 plus. Len received his doctorate in Economics from the University of Illinois, Urbana, and in 1950 joined the faculty at what was then the Los Angeles State College of Applied Arts and Sciences. He became the first Chair of the Department of Economics and was later appointed the first Dean of the School of Letters and Science when the college was reorganized in the mid-60s. More important for this body, perhaps, Len was instrumental in the creation of the Academic Senate, replacing what had been a Faculty Council to the President, and he was elected the first Senate Chair. Then, based on his role in creating our campus Senate, he was chosen to be a member of the committee to form the first CSC Academic Senate and then elected as its first Statewide Chair. As all who knew him would agree, this remarkable collection of "firsts" was a testament to his obvious intelligence; his habits of careful, thoughtful decision making; his sound judgment; his calm reassuring manner; and the paradoxical mix of his cool sobriety and his warm Midwestern sense of humor. In this year of our 70th Anniversary it is well that we remember and take pride in such colleagues as Len Mathy who have played such an important role in establishing and leading shared academic governance here and in the CSU.

1.1.2 The President presented a wonderful message at Convocation and I just want to highlight one part of his speech in light of what's going on in the world and to reiterate our stance as a University:
"Let me be clear about current events. There is no moral equivalency between those who embrace social justice rooted in inclusion, free speech, and equity, and those who perpetuate a legacy of hate, violence, misogyny, bigotry, anti-semitism, hostility toward the LGBTQ Plus community, and white supremacy."

1.1.3 Since our last meeting on May 9, President Covino has approved the following policies:
Modification: Written English Competency Requirement – effective summer '17
Deletion: Expectations Regarding English Proficiency of Faculty – effective fall '17
Modification: Faculty Archives – effective fall '17
Modification: Policy on Changing a Major or Declaring a Dual Major or a Minor – effective fall '17
Modification: Personnel Committees – effective fall '17
Modification: Personnel Accomplishments and Report (PAR) – effective fall '17
Modification: Faculty Perceptions of Performance of Administrators – effective fall '17
Temporary Modification: Program Review Committee – effective fall '17

ANNOUNCEMENTS (Continued)

1.1.4 At our Senate last meeting we elected the Executive Committee and I would like to introduce them: Cari Flint – Vice Chair; Kevin Baaske – Secretary; Emily Acevedo, Jim Hatfield, Tony Hernandez, and Heidi Riggio – At Large members.

1.1.5 We also sent out a call to faculty to serve on the Fall Faculty Retreat Planning Committee who worked over the summer. We accepted all of the nominations and the committee members are: Rhonda Albey – Chair; Kathleen Hinoki – Vice Chair; Mario Castaneda, T. Fox, Rebecca Joseph, Sachiko Matsunaga, Mehran Mazari, Heidi Riggio and Nancy Warter-Perez. The Fall Retreat is scheduled for Friday, November 17! Please mark your calendars!

1.1.6 Cari Flint will also serve as the Parliamentarian. The Academic Senate meeting schedule is posted on the website. Senate will meet alternate Tuesdays from 1:45 – 3:45 p.m. Please arrive early to sign in and pick up your clickers.

1.1.7 Lastly, I'd like to introduce two new members to Cal State LA: Dr. Jeffrey Underwood, AVP for Research and Dr. Ramin Maysami, Dean of the College of Business and Economics. Welcome to the Cal State LA Family.

CONCERNS FROM THE FLOOR

2. 2.1 Senator Heubach raised the following concern: Given that we will debate a "preferred name policy" and the campus community's general desire to be inclusive, why do we have single stall bathrooms that are indistinguishable in their furnishings (no urinal) , but have signs indicating either women/handicapped or men/handicapped? Why do we not just have a sign that states that this is a handicap bathroom accessible to all? Such signs must exist. In addition to accommodating transgender students/faculty, it would also help in any building where there is an imbalance between the number of men and women using these bathrooms.

2.2 Senator Heubach raised the following concern: Given that additional states have been added to the travel ban list, I am concerned that junior faculty will be hampered by this ban in terms of their research. We had a similar issue with the travel ban to countries that are on the state department list for being dangerous, which is somewhat understandable. However, this travel ban is an instance of states boycotting other states. I think this is a dangerous road to go down. Even though we cannot undo this travel ban, I think the Statewide Academic Senate should have a resolution on this issue. I also wonder whether our campus can provide alternative funding for junior faculty. (Senator Baaske responded that he will take this to the ASCSU.)

2.3 Chair Prabhu acknowledged visitor Beville Constantine who raised the following concerns:

2.3.1 The need for Adjunct Senator representation needs to be prioritized so that senators are appointed as soon as possible. Starting back in 2012 when I began as an Adjunct Faculty member in the College of Arts & Letters, I advocated for Adjunct Senator representation and now many years later we are still not represented in the Academic Senate . I asked the current Academic Senate to prioritize this policy so that Adjunct Senators could be appointed as soon as this semester or by Spring 2018.

2.3.2 Diversity amongst our faculty needs to reflect the diversity of our student population. This is a major issue and demands our attention. I would like the related committee to analyze the diversity of our faculty as well as hiring practices to ensure that the diversity among faculty is reflective of the diversity within our student population. At the moment there seems to be a major problem as it pertains to hiring diverse faculty members.

3. 3.1 Chair Prabhu reported a response to a question raised by Senator Riggio on May 9, 2017:

INTENT TO RAISE QUESTIONS

Question: Following on the heels of the audit, titled "California State University: Stronger Oversight is Needed for Hiring and Compensating Management Personnel and for Monitoring Campus Budgets," initiated by CFA and Assemblywoman Shirley N. Weber (D-San Diego), we would like to know how many MPP positions, especially AVPs, have been hired since President Covino became President of Cal State LA, at what salaries, and, more importantly, why, when faculty salaries are so depressed and student tuitions are increasing, CSULA is spending so much money on upper level administrators?

Response: Since 2013 Cal State LA has worked hard to strengthen its reputation and contribution to its local communities and the larger LA area. We have redoubled our efforts to provide educational equity by graduating more students in a timely fashion. We are also working hard to meet the needs of a growing student body. Additional personnel are required to bring more expertise to ensure that our university's resources are effectively marshalled to provide curricular and extracurricular support for our larger student body. To meet these needs and goals, we have invested in staff, faculty, and administrators.

Between 2013-2016, the university hired 131 new tenure-track faculty and we welcome 40 additional new faculty members in Fall 2017. New hires are finally exceeding retirements and resignations. In 2016, the university has 32 more tenure track faculty members than it had in 2013 (494 up from 462), and our newest faculty should increase those numbers. Since 2013, 48 additional staff members have been added. From a pre-recession head count of 141, 34 MPP positions have been added across the university, with salaries comparable to other CSUs.

In 2012-13, Cal State LA had 129 MPPs, down from 141 in 2008-09 at the start of the recession. Since 2013, Cal State LA has filled the 12 MPP positions held vacant during the recession and added an additional 34 MPPs. Academic Affairs accounts for 26 of these. Other MPP hires include positions in University Advancement. The success of this investment has been clear in the University's philanthropic gains over the last two years which are in turn fueling projects that promote the success of our students and our region.

The majority of new MPPs are in Academic Affairs and are positions directly connected to strategic planning priorities of student success. The greatest area of growth has been in Enrollment Services, which had been understaffed for decades and was moved to Academic Affairs in 2015. All but one of these positions is at or below the director level. Critical to improving services was the creation of one senior administrative position, Vice Provost for Enrollment Services. Evidence of the weaknesses in this area abounded, and President Covino and Provost Mahoney have made strengthening the unit a top priority. New positions and improved processes in the Registrar's Office, Financial Aid, and Enrollment Technology have resulted in dramatic improvements in transfer credit evaluation, financial aid processing, the GET system, communications with students, and eAdvising tools, among other things.

Additional MPPs were added to meet strategic planning initiatives directly related to Graduation 2025 and Student Success, including one senior administrator, the Vice Provost for Budget & Planning. Additional MPP positions were added to the colleges, including college directors of Student Success & Academic Advising and college associate deans. (We also converted all department chairs to calendar-year to ensure that they have the planning time to meet student needs.) Evidence abounds that these investments in planning and

INTENT TO RAISE QUESTIONS (Continued)

in advising are paying dividends. Our graduation rates continue to improve, and our most recent evidence suggests that new students are getting stronger starts. A key metric for assessing this is average unit load which, in part, measures students' access to classes—as of the middle of August, it appears that we are on track for all-time highs in this metric, as well.

The opening of our site in DTLA also required additional management personnel. The rapid success of our DTLA site is evident—we have more than ten thriving programs there with others set to launch in the next year or two. In particular, our MSW program and our degree completion programs are thriving and providing access to a new sector of students.

In 2017, Academic Affairs added two senior administrative positions in response to university needs. These were not implemented at the time of the audit so are not included in the figures above. The Provost eliminated the former associate provost position and created the position of Vice Provost of Diversity & Engaged Learning. Achieving educational equity, eliminating the equity gap, and modeling best practices as a welcoming and inclusive campus requires facilitation by an experienced administrator. Cal State LA was lucky to conclude this search successfully. This spring, we also created the position of AVP for Research to facilitate the success of our faculty. Helping new and continuing faculty become successful teacher-scholars requires that we provide support for both of those endeavors.

Improving our outcomes for students and better serving our region requires building the human infrastructure to support our work. We will continue our investment in our people, particularly tenure-track faculty. President Covino and Provost Mahoney have made increasing the number of tenure-track faculty a key priority. The university has committed $3,300,000 of recently received Graduation 2025 funds to the continued growth of our tenure-track faculty. Since Fall 2013, 171 new TT faculty have been hired and searches for at least 50 more have been approved for this year. Current plans include authorizing an additional 50 TT searches for AY 2018-19, as well.

3.2 There were no Intent to Raise Questions.

APPROVAL OF THE MINUTES

4. It was m/s/p (Baaske) to approve the minutes of the meeting of May 9, 2017 (ASM 16-23; 17-1).

APPROVAL OF THE AGENDA

5. It was m/s/p (Heubach) to approve the agenda.

SENATE CHAIR'S REPORT

6. Chair Prabhu presented her report.

PROVOST'S REPORT

7. Provost Mahoney presented her report.

UPDATE ON STUDENT LIFE

8. Nancy Wada-McKee, Vice President for Student Life, presented updates. A question and answer period followed.

PROPOSED POLICY MODIFICATION: ELECTRONIC RECORDING OF CLASSROOM LECTURES, FACULTY HANDBOOK, CHAPTER V (17-1)
First-Reading Item

9. 9.1 It was m/s/ (Aniol) to approve the recommendation.

9.2 A five minute question and discussion period took place.

9.3 It was m/s/p (Riggio) to extend the question and discussion period for an additional five minutes.

10. 10.1 It was m/s/ (Dang) to approve the recommendation.

10.2 A five minute question and discussion period took place.

PROPOSED NEW POLICY: PREFERRED NAME POLICY, FACULTY HANDBOOK, CHAPTER _ (17-2)
First-Reading Item

11. It was m/s/p (Riggio) to adjourn at 3:09 p.m.

ADJOURNMENT