

EXECUTIVE COMMITTEE MEETING
Minutes

Tuesday, September 26, 2023, 2:00 – 4:00 pm
Academic Senate Conference Room (AS 125)

Or on Zoom: <https://csulb.zoom.us/j/8799722094> (Meeting ID: 879 9722 2094)

P. Hung, N. Hultgren, R. Fischer, A. Nayak, C. Warren, B. Katz, M. Dyo, S. Kasem, N. Schürer, E. Klink, P. Soni, A. Russo, J. Klaus, J. Cormack, A. Kinsey

Additional Guests: D. Hamm, L. Anderson, C. Ward, K. Claybrook

Absent: S. Collins, S. Apel, K. Scissum Gunn

1. Call to Order – 2:00pm
2. Approval of Agenda – Moved by NH, seconded and approved.
3. Approval of Minutes: Meetings of September 19, 2023 – Moved by BK, seconded and approved as amended.
 - Deborah Hamm is filling in for S. Collins this week as CFA rep.
 - PFH clarifies the move re: Enrollment Services (ES). The entire unit of ES is moving into the Division of Student Affairs (SA).
4. Special Orders
 - 4.1. Report: Provost Karyn Scissum Gunn
 - No report from KSG, due to her absence.
 - 4.2. Report: AVP, Student Affairs Jeff Klaus
 - JK provides update on scheduling plans for cultural graduation celebrations: 204 students last year had Friday labs, on Saturday there were 1,100 students, mostly from Social Work, so will reach out to SW on availability. Believes there is still some flexibility to offer cultural graduation celebrations at the end of Finals week. Other option would be to hold ceremonies Memorial Day weekend, but realizes these would not be popular dates. Also looking at times of ceremonies at Angel Stadium to see if celebrations could be held there.
 - NS asks about financing the celebrations. JK notes that the University subsidizes a portion of the cost, but with prices going up, they will be exploring other funding opportunities.
 - 4.3. Report: VP Administration and Finance Scott Apel
 - No report from SA, due to his absence.

5. New Business

5.1. [Time Certain 2:40-3:00 pm] Questions from FPPC re: Faculty Hiring Policy and SPOT. Guest: Leslie Anderson, FPPC Chair

- LA shares the two main tasks of FPPC at the current moment: 1) Five year review of SPOT questions; and 2) to go over the faculty hiring equity guidelines.
- Questions have come up about both of these things
 - Should we just be reviewing the question bank, or also looking at the policy?
 - There is a great deal of concern that we have no academic senate hiring policy. Our new AVP for Faculty Affairs (Patricia Perez) is concerned that we don't have a policy (she does not feel comfortable) – fears that FA is running hiring without any shared governance, because there is no policy. She has shared the policy that was in place at CSUF. FPPC feels that the equity guidelines could be incorporated **or** morphed into some sort of policy.
- DISCUSSION: LA notes that she hasn't done a census to know how many other CSUs have hiring policies, but that could be done. The CSUF policy is shared on SharePoint. EK reiterates the need to see how common these policies are. Suggests a charge to FPPC to see how many CSUs have such policies. She and NS can check with statewide senate as well. PFH notes the '120 steps' for faculty hiring and explains what needs to be taken into consideration when drafting position descriptions, etc. A key point is that we need to consider what we would want to include in this policy.
- SPOT: The pool of questions (ACE) does not exist anymore. Looking for another testing bank. LA says they are going to get some statistics from ATS about completion rates, completion rates by question, and other data about what has been happening with SPOT over the past five years. Also looking into what is technologically possible.
- DISCUSSION: BK suggests having FPPC looking into the "Idea Center" for validated questions. LA says multiple FPPC members are interested in sending Faculty Councils a short survey about the SPOT questions and process, as well as their suggestions and input.
- EC asks FPPC to: 1) look for examples of hiring policies from other CSUs or universities; and 2) look for other question banks and/or examples of what highly respected universities are doing for their student evaluations of teaching.

Commented [NH1]: or?

5.2. [Time Certain 3:00-3:30 pm] Black Student Success Inventory and [Black Student Success Report](#)

Guests: Catherine Ward, Chief of Operations in Academic Affairs and M. Keith Claybrook, Associate Professor in Africana Studies.

- CW and KC present a PowerPoint focused on "Suggested Approaches to the CSU Black Student Success (BSS) Campus Inventory and Action Plan."

- CW notes that work is under way on this, but they are looking to hear from more voices. Reiterates some of the key points from the CO report, including 13 recommendations, with nine being campus level. Each campus is to complete a self-assessment inventory and action plan by Nov. 1st. Although this is a quick deadline, it also creates urgency for something that hasn't be adequately addressed to date.
 - PART 1 – BSS Inventory: Campus self-assessment with detailed information and rating system. PART 2 – Action Plan: Identify up to three campus-specific recommendations to implement within the next 18 months.
 - The Black Excellence Collegium (BEC) steering core group has met weekly to organize and plan. KC shares a slide with the current group of individuals working on this from across campus. Also shares the timeline for a Nov. 1st submission. Describes the BSS Inventory dissemination plan.
 - Common themes that have emerged from initial BFAS polling on strategies to increase Black student success at CSULB: 1) Bridge programs; 2) learning communities; and 3) mentoring programs.
 - Also shares examples of what SDSU and Loyola Marymount have done. We can use some of their information as models.
 - Oversight and assistance from Africana Studies, the Black Resource Center, and the Black Student Pan African House.
 - Other recommendations: outreach initiatives with elementary and high schools; community building with Black students/administrators at LBCC and Compton College.
 - Discussion and questions ensue with a focus on: 1) CSU campuses that have shown successful progress in this area (answer, SDSU); 2) Potential for partnering with other CSU campuses to share concepts & plans; 3) and 'Broadening the bridge' to think of success from HS → college, lower division → upper division, undergraduate → graduate.
 - NS – 1) Inquires about the Nov. 1st deadline, who within the CO is spearheading this, and if the deadline might be pushed back; 2) Suggests looking for examples from the GI 2025 initiative to see what worked or didn't work; and 3) Notes the inappropriateness of the inventory questions that went out to department chairs, due to their focus on items that are above the department level.
 - MD asks if there will be a follow-up inventory to see if progress is being made. KC notes that we will conduct a follow-up in 18 months, and hopefully monitor changes before, as well as after that time.
 - DH asks about the potential of cultural taxation for working group members. CW says they are looking into compensation mechanisms. KC notes the importance of both "compensation" and "recognition" for the work.
- 5.3. Position description for Assistant Vice President for Integrative Academic and Student Success

- PD draft is shown to EC. According to Policy 22-13, EC can provide feedback and then the PD goes to two faculty equity advocates for review. PFH and AK mention that thus far only one person has come forward to be on this search committee. PFH states that several faculty members have contacted her concerned about the number of MPP positions created recently. NH states that he also is concerned that MPP positions continue to be created when additional TT faculty are needed; NS concurs.
- NH asks about the title of this position. Discussion ensues about student success and academic success being separate. NH also notes that a good amount of the PD focuses on HIPS (High Impact Practices), but that is not in the title. JC says the idea was to broaden the position.
- Suggestion for change of position title offered by JC --- Assistant Vice President for Academic Student Success.
- Discussion ensues about duties of the position. Student success? HIPS? Combined?
- One reason for focusing more and more on student success – we are getting hit by more and more initiatives from the CO, and we need someone to handle those.
- PFH asks about getting away from using the term GI 2025. JC suggests changing that to “CO student success initiatives.”
- DH notes the lack of mentions about the faculty center and faculty development. JC says we can suggest language.
- NS believes this is an unnecessary position. Notes that what is trying to be achieved with this position could be achieved more affordably by offering targeted faculty release time.
- Discussion ensues about appropriate language and examples of HIPS to be included in the PD.
- NS suggests changing “Work to ensure that all student... engage in multiple HIPS,” be changed to “working to ensure that all faculty can implement HIPS without increasing workload.”
- PFH suggests moving some minimum qualifications to desired/preferred.
- NS suggests substituting “shared” for “faculty” governance.
- NH suggests changing “expertise on” with “expertise in.”
- Suggestions made to change “interact effectively in” with “interact effectively within”
- BK asks if Asst. Professors are eligible. Answer – ‘yes.’
- Revised PD will now be forwarded to the Faculty Equity Advocates.

Commented [BK2]: Sadly, nope.

6. Old Business

6.1. [Time Certain 3:30 pm] Planning for AY 23-24 Academic Senate Retreat (October 26, 2023, 2-5 pm)

- EC discusses possible topics. We would like to promote the retreat at the Senate meeting this Thursday.

- EC agrees on topic --- “Elevating Black Excellence at CSULB”

6.2. Interpretation of [PS 14-15 Faculty Office Hours Policy](#)

7. Announcements and Information

7.1. Potential Federal Government Partial Shut Down

8. Reminders

8.1. Next Academic Senate Meeting: 9/28/2023, 2-4 pm

9. Adjournment – 4:00pm