

D. Peterson, Z. Ye

ABSENT

B. Hoffman, C. Rodriguez, N. Warter-Perez

EXCUSED ABSENCE

Chair Bettcher convened the (Zoom) meeting at 1:47 p.m.

Chair Bettcher began with a Tongva land acknowledgement and reviewed the protocols for participating in Senate meetings and iCloud clicker use.

1. Chair Bettcher advised the body that President Covino would be joining the meeting for a 2:00 p.m. time certain.

ANNOUNCEMENTS

2. 2.1 Senator Porter raised the following concern: The Office for Research, Scholarship, and Creative Activities has released the planned date for the Annual Student Symposium for Friday, March 12, 2021. Speaking on behalf of many faculty, I and several other Senators would like to express our concerns regarding the disconnect between the University's announcement to hold a symposium for Student Research, Scholarship, and Creative Activities and

- the closure of our campus, library, and most laboratories;
- the fact that undergraduate research has been largely shut down by deans by not offering 4990 courses;
- and in-person research has been restricted to a handful of second-year graduate students.

CONCERNS FROM THE FLOOR

The Student Research Symposium largely depends on providing students with access to mentoring opportunities and campus resources. Announcing the symposium at this time seems tone-deaf to our frustrations after a year with no meaningful opportunities for research and creative activity, and when the future of mentored undergraduate research on our campus is in doubt.

There was no response from the floor.

2.2 Senator Hanan raised the following concern: I know we're voting on Executive Order 13950 today, the resolution, but I also wanted to inquire whether or not we, as a campus, will be sending something directly to President Biden?

Chair Bettcher replied from the floor that she will take it to the Executive Committee this Thursday to discuss.

2.3 Senator Ramos raised the following concern: I would like to express a concern that lecturers have that started probably a few weeks ago when we started to get our classes. Between now and the beginning of the school year in the spring, lecturers will experience anxiety and stress on an almost daily level because we will not know until the first day of class if we will be employed and have income. Last year during finals week we were told in NSS, and I believe this happened in many other colleges, that classes would be closed early for enrollment. So my question is will the school, between now and January, going to cut courses for lecturers?

There was no response from the floor and Chair Bettcher advised that she would follow up.

2.4 Senator Riggio raised the following concern: My concern relates to units faculty receive for supervising student research, called s-factor and outlined in the Contract in Appendix H in an MOU titled "Article 20 Changes." In my communications with many Cal State LA faculty and statewide CSU faculty about this issue, I have heard from numerous faculty colleagues that they have been supervising 4990 students and Master's thesis research voluntarily, for years, receiving no compensation at all, although the students are registered for 4990, 5990, or some other course involving faculty supervision. Based on emails from faculty that I have received, this is happening right now at Cal State LA

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and several other CSUs, including Long Beach, Fullerton, and San Jose State. As I indicated last week, requiring faculty to volunteer for their own jobs is a violation of the Fair Labor Standards Act, the Contract, and faculty rights. Students also deserve to be properly supervised, which someone long ago decided that that meant that faculty are compensated for that work.

I am asking Provost Alvarado to please instruct the Cal State LA Deans to stop requiring and/or allowing faculty to voluntarily supervise student research, scholarly, and creative activities when students are registered for supervision courses. I am asking President Covino to communicate to the statewide CSU Presidents and Chancellor's Office that faculty may not voluntarily supervise student scholarly activities when students are registered for those courses. Faculty must be compensated according to the Contract.

There was no response from the floor.

- 2.5 Senator Krug raised the following concern: I just wanted to clarify something I said in Senate last week because of a couple of deans had questions. This is in respect to a comment that I made about rates of COVID-19 in the neighborhood surrounding our campus. I just want to say I think that our faculty include a lot of diverse expertise that could be really useful to our campus community. I think that our faculty are deeply collaborative and we would really like to help steer our institution through this crisis. So I hope that we can be helpful and we can engage productively. I think it's really important that although we might disagree about policy decisions, we should at least agree on what the data say and that's what I was hoping to get across. I was responding specifically to something that's in the Senate minutes from October 6 where the Provost said it's important to note that our campus is among neighborhoods reporting some of the highest COVID-19 case numbers in LA County and that was said with respect as to why we couldn't resume campus activities. Just to clarify, our campus is surrounded by University Hills to the west, Alhambra to the north and east, Monterey Park to the south and east, and a tiny sliver of unincorporated East LA to the south. If you look at the dashboard data for the three neighborhoods that I mentioned last week have the lowest case rates for COVID-19 that you'll find in LA County. It is true that other neighborhoods that are close, like Boyle Heights and unincorporated East LA have a lot of counts of COVID-19; but I would say as a data scientist that counts are not an appropriate way to compare neighborhoods because counts don't reflect the number of people in an area. Case rates are normalized per 100,000 people and adjusted rates are further normalized for the age stratification in the area. If you look that way, El Sereno, Boyle Heights, unincorporated East LA do not have among the highest case rates in LA County. The neighborhoods immediately surrounding our campus are about as low as you will find anywhere in LA County. I would welcome any engagement with administrators who want to talk to faculty about what the data actually say.

There was no response from the floor.

PRESIDENT'S REPORT

3. President Covino provided campus updates.

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4. 4.1 Chair Bettcher provided the following response from VP Chavez to Senator Krug's intent to raise question from the meeting of October 20, 2020 (ASM 20-7): Cal State LA received an allocation of \$18,957,083 earmarked for students from the Higher Education Emergency Relief Fund (authorized by the Coronavirus Aid, Relief, and Economic Security (Act. The University dispersed the entire allocation a s emergency financial aid grants to 27,578 students. These students included those who were enrolled in spring 2020 as well as new, first year students and transfer students who enrolled in fall 2020. An accounting of the distribution of these funds is det ailed on the Cal State LA CARES Program website To ensure that all our students in need received emergency assistance, Cal State LA used other funding sources for students who were not eligible to receive federal funding under the CARES Act. In addition, we provided more than \$1.3 million to 1,395

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undocumented students and international students. We also supported 739 students with \$340,777 in emergency grants through a program administered by the Office of the Dean of Students.

Cal State LA has purchased more than 5,000 wifi hotspots and laptop computers to assist with virtual learning and internet connectivity issues. More than 2,000 laptops and hotspots have been distributed to students and faculty who needed the technology. The University plans to distribute laptops and hotspots to additional students and faculty members who have a need for these devices prior to the start of the spring semester.

To date, Cal State LA has not drawn down any of the 21,769,996 HEERF Institutional Portion allocated to the campus. The University is still accumulating and reviewing costs incurred due to COVID 19 to determine which amounts to reimburse with the remaining funding from the HEERF Institutional Portion. There may be modifications to campus disbursements, depending on reimbursements from FEMA and other government and/or foundation sources. Pursuant to H.R. 748 (CARES Act), section 18004(c), CSU campuses may use monies to cover costs incurred associated with significant changes to the delivery of instruction due to the coronavirus. Costs must be incurred on or after March 13, 2020 to be eligible. Examples of allowable uses permitted under the broad institutional authority granted by the CARES Act include lost revenue, reimbursement for expenses already incurred, technology costs associated with a transition to virtual instruction, faculty and staff trainings, payroll costs, and emergency financial aid grants to students for their expenses.

Cal State LA will be submitting a request for reimbursement of the Institutional Portion for the following costs associated with the pandemic:

- Faculty professional development related to virtual instruction
- Purchasing faculty and staff training in online instruction, or paying additional funds to staff who are providing training in addition to their regular job responsibilities
- Campus COVID 19 expenses, such as sanitizing equipment and supplies and personal protective equipment
- Student refunds related to housing and parking
- Subsidizing food service to reduce density in eating facilities, to provide pre-packaged meals, or to add hours to food service operations to accommodate physical distancing
- Costs associated with providing additional technology hardware to students and faculty, such as laptops or hotspots

Information regarding the HEERF Institutional Portion and the Quarterly Budget and Expenditure Reporting will be posted on the Cal State LA Cares Program website as soon as the funds are drawn down, which is expected in the next two weeks.

4.2 Chair Bettcher provided the following response from Provost Alvarado to Senator Abdullah's intent to raise questions from the meeting of November 17, 2020 (ASM 20-11):

Cal State LA is deeply committed to increasing Black student enrollment, retention, and success. During the summer of 2019, we launched a collaborative approach to address declining Black student enrollment. This initiative, which involved colleges, divisions, and offices across the University, has yielded successful results. We admitted 93% more first-time, first-year students who are Black for fall 2020 than the previous year. In the same period, we admitted 22% more Black transfer students.

The fall 2020 class of Black students is the largest we have seen in recent years. We Recorded an increase of 43% over fall 2019. Our enrollment of first-time, first-year students who are Black has increased by 101% since 2019. Enrollment of transfer students who are Black increased by 32% in the same period.

We are working to build on this success and to better understand and meet the needs of Black students. Programs like Remote Summer Bridge, the Black Student Fall Welcome, the Black Alumni Network, the RISE Peer Mentoring Program, and the Men of Color Success Network are some of the many programs that help support Black students and create a sense of belonging.

The Vice President for Equity, Diversity, and Inclusion is working with Academic Affairs and Student Life on the development of a new First-year Retention Program for

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Black first-year students. This University-wide effort will support the success of all first-year Black students through mentoring, academic support, student engagement, and other initiatives designed to enhance their educational experiences at Cal State LA.

The Cal State LA Halisi Scholars Living Learning Community enhances the Residential experience for students interested in the history, culture, and perspectives of the Black community. The community offers connections with faculty and peers as well as engagement opportunities that focus on academic success, cultural awareness, and civic engagement. We look forward to expanding this successful program when we open our new 1,500-bed student housing complex in fall 2021.

For Counseling and Psychological Services, we have extended offers to two additional counselors with expertise in dealing with multi-cultural and multi-ethnic communities. We have a job posting for another counselor and are working to fill that position as soon as possible.

The Department of Pan-African Studies and the Black Faculty and Staff Caucus have played a vital role in supporting Black students. We thank those in the department and the caucus for their dedication to the success of our students. We also acknowledge and thank Black faculty and staff and all faculty and staff who advocate for Black students.

We look forward to continuing our efforts in a collaborative manner to ensure that Black students feel welcomed and supported at Cal State LA and achieve their higher education goals.

- 4.3 Chair Bettcher provided the following response from the college deans and associate deans to Senator Riggio's intent to raise questions from the meeting of November 10, 2020 (ASM 20-9):

Deans and Associate Deans are committed to following the contract and EP&R 76-36. EP&R 76-36 specifically states that each campus shall meet its budgeted FTES (full time equivalent students) with its budgeted faculty allocation. Thus, to meet its FTES target with its budgeted allocation, the Dean's Office must carefully evaluate new/modified curriculum proposals to determine student and programmatic impact and if the increased costs of those curricular changes or new program proposals can be delivered within the college's available resources. If curricular changes or new program proposals place increased financial costs on the college to the extent that the Dean's office determines that the college does not have the resources to cover the increased costs, the curricular changes may not be approved. In some instances, the proposal may need to be modified so that the program can be delivered within the College's available resources before it can be approved.

EP&R 76-36 also states that assignment of individual faculty to direct instructional Activities should be made in accordance with the Faculty Workload Formula in Appendix A. Appendix A details the course classification system developed for weighting courses taught in different modes. It establishes the typical class size based on the mode of teaching. EP&R 76-36 states that it is intended that the workload formula should not, in and of itself, serve as a basis for significant deviations from historic campus class size experience; and it further states that "a flexible approach to class size by the campus is encouraged where it is consistent with the optimal use of faculty skills and is not detrimental to the quality of instructional programs."

- 4.4 Chair Bettcher provided the following response from the University Counsel (Victor King), Associate Vice President for HRM (Susie Varela), AVP for Faculty Affairs (Nancy McQueen), and Provost Alvarado to Senator Riggio's intent to raise questions from the meeting of December 1, 2020 (ASM 20-11):

The document in question is in draft form and the NSS Dean's Office has not put such proposed policy into practice. Therefore, there is no violation of the Fair Labor Standards Act.

The campus has been fully compliant with, and is committed to ensuring that all proposed policy changes abide by, the Fair Labor Standards Act. A revised draft of the NSS policy is being prepared.

- 4.5 Senator Hunt announced her intent to raise the following questions: The recent resolution from Associated Students on CAPS transparency and access to mental health services was a reminder for Senators of the counselling and support needs of our students now, during the pandemic, but also before that. Faculty members and the Senate Executive Committee have raised concerns to University administration about these issues for many years, and I know that availability of mental health services and professionals is a pressing concern on campuses across the country. My questions:
1. In the interest of transparency, could the Senate receive a report each semester on the number of students seeking counselling services and the number who actually receive services, along with information on the number of counsellors available and campus progress toward the “ideal” ratio of one counsellor to 1300 students?
 2. Has any consideration been given to using trained volunteers (e.g. counseling/MSW students or faculty members) as a “first tier” response to student requests for counseling? Or, are there any people on the CAPS staff who can do personal, short-term counseling and not necessarily therapy? Some students may simply want to talk to someone and have someone listen to them.
 3. Could a student advisory board be a useful addition to the current organization of CAPS? This would allow student input and education about CAPS realities, as well as the possibility of brainstorming solutions to some of these tough problems.
- Finally, there are members of the Emeriti Association (some of whom are counsellors) and emeriti lecturers in Counseling who would be pleased to volunteer their services to support students and formulate solutions if that would be helpful.
We appreciate the work that is being done at the Health Center in support of our students. Thank you all.
5. It was m/s/p (Fernando) to approve the minutes of the meeting of December 1, 2020 (ASM 20-11).
6. It was m/s/p (Baaske) to approve the agenda.
7. Chair Bettcher presented her report.
8. Provost Alvarado waived his time to report.
9. 9.1 It was m/s/ (Wells) to approve the recommendation.
- 9.2 Chair Bettcher requested that the body waive the first-reading item rules due to the urgency of the request.
- 9.3 It was m/s/p (Flint) to waive the first-reading item rules. (V: 49/1/1).
- 9.4 The recommendation was APPROVED (V: 48/1).
- 9.5 It was m/s/p (Flint) to forward the recommendation ahead of the minutes.
10. 10.1 Debate ensued.
- 10.2 The recommendation was APPROVED (V: 30/10/10).

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APPROVAL OF THE
MINUTES

APPROVAL OF THE
AGENDA

SENATE CHAIR’S REPORT

PROVOST’S REPORT

EXTENSION OF TENURE
TIMELINE (20-17)

PROPOSED POLICY MODI-
FICATION: EVALUATION
OF PERMANENT
INSTRUCTIONAL
FACULTY, FACULTY
HANDBOOK, CHAPTER VI
(20-10)
Second Reading Item
Forwarded to the President

SENATE RESOLUTION
IN RESPONSE TO
EXECUTIVE ORDER 13950
(20-15)
Second Reading Item

11. 11.1 It was m/s/p (Bezdecny) to add in line 69: **BE IT FURTHER RESOLVED** THAT COPIES OF THIS RESOLUTION AND SUPPORTING DOCUMENTATION BE DISTRIBUTED WIDELY, INCLUDING, BUT NOT LIMITED TO, THE CAL STATE LA CAMPUS PRESIDENT WILLIAM A. COVINO, PROVOST DR. JOSE LUIS ALVARADO, INCOMING CSU CANCELLOR JOSEPH CASTRO, CALIFORNIA GOVERNOR GAVIN NEWSOM, AND U.S. PRESIDENT-ELECT JOSEPH BIDEN. (V: 46/2/1)
 - 11.2 The Resolution was APPROVED (V: 50/0/2).
 - 11.3 It was m/s/p (Bezdecny) to forward the Resolution ahead of the minutes.
12. It was m/s/p (Taing) to adjourn at 3:45 p.m.

ADJOURNMENT