**\*\*Approved\*\***

**FACULTY COUNCIL MEETING**

**Wednesday, Oct. 9, 2019**

**3:30 - 5:00 pm**

**AS-384**

**Number of members present: 24**

1) Call to Order: 3:39PM

2) Approval of Agenda: Approved unanimously

3) Approval of Minutes from September 11, 2019 meeting: Approved unanimously

4) Reports:

**a) Dean’s report:**

Associate Dean Dan O’Connor standing in for Dean David Wallace.

*Dan O’Connor*: Dean Wallace is out this week with an illness. There is no report from him. I am available to answer questions about the event that took place on Monday [*threat of possible attack on campus, lockdown*].

*Kevin Johnson*: There had been a conversation about the possibility of changing doors. Would it be possible to try to figure out the projected date of completion of this project? Also, it would be important to know how many doors are left on campus that don’t lock from the inside? That way we can figure out how many need to be changed.

*DOC*: I know nothing about that. Chris Burnett, from facilities, may know something. The issue is that that may be a violation of safety, as someone can lock [the doors] from the inside. In that case, the faculty member in the classroom should be the only person able to lock the room.

*Jolene McCall*: We also need to talk about the way in which people are contacted and to think about the broader campus community, including parents. Some faculty and staff did not get notifications.

*DOC*: The mobilization and response of people was staggering and amazing. Within 3 minutes you could not see anyone on campus. Some people had carrier problems and that is why they were not getting the messages. My carrier is Verizon and I got the last message (the one that announced that the warning had been lifted) late. But it was impressive that students who had been trained in high school were able to react promptly. Some of them were willing to take charge.

*Alicia del Campo*: Some students expressed anxiety because of the lack of specificity of the messages. They did not know exactly what was going on. Could warning messages be more specific?

*DOC*: Probably not. I’m familiar with crisis protocols and know that the amount of information given in those messages is always going to be as limited as possible. There is no way to handle a crisis like that without causing anxiety.

*Cory Wright*: I am wondering if it would be possible to get the “GoBEACH” branding out of the alert.

*DOC*: I am not sure that we can request that.

*Stacy* *Macías*: I was not on campus on Monday, but faculty in my department had a concern about the protocol of the library. It seemed like people were in there as if nothing had happened, close to windows.

*DOC*: The library is supposed to be locked. From a crisis management perspective that is what is required. They can continue functions inside.

*Ulices Piña*: Some news outlets were tweeting information. NBC LA tweeted that there was an active shooter on campus.

*DOC*: It would be difficult to control what news outlets publish.

[*Questions about what exactly prompted the alert*.]

*DOC*: A student took another student’s email address and sent messages from that account, making threats of a possible attack. The student whose email was used was originally arrested, and police determined she was not responsible for them. Then the student who sent the emails was apprehended.

*Jeannette Acevedo Rivera*: I learned about this through a colleague who had the student whose email was used in class. I was wondering what was the process that led police to decide they had to arrest that student. She was arrested in front of everyone and has not attended classes since then. She is probably traumatized.

*DOC*: Police acted according to the information they had, that is what they were supposed to do at the moment.

*Dmitrii Sidorov*: Is there a protocol about the information we should send to students?

*DOC*: You shouldn’t be sending any additional information to students. I thought about sending an email informing faculty that campus was back to normal but did not do it because it is up to faculty to decide what to do regarding their classes.

[*Several faculty commented about attendance to their classes after the alert*.]

**5) a) Thematic Initiative**

*DOC*: Let us discuss the proposed ideas for the CLA Thematic Initiative, for the 2019-2021 period. We have received five proposals. There are two contextual aspects to consider:

1) the CLA 2030 initiative, which includes the importance of identity in our curriculum

2) the election that will take place in a year from now, represented in the political approach of some of the themes

I invited the proposers to join us at this meeting, two of them were supposed to come, but they are not here. The themes revolve around the ideas of identity awareness and advocacy and politics (civil discourse).

*Barbara LeMaster*: It is important to mention that one of the topics is linked to a series of discussions that took place before the 2016 election.

*DOC*: Yes, we had those discussions. We had different sessions, at one we had almost 250 people in attendance.

*Chris Karadjov*: They were packed and spirited. How soon you expect the council to give an opinion about the Thematic Initiative?

*DOC*: Ideally, within the next two weeks. We have to send an invitation to students, faculty, and staff who are on the steering committee. No later than October 30th, preferably before.

*Cory Wright*: What is the role of Faculty Council in determining the theme?

*DOC*: The Faculty Council makes a recommendation to the dean.

*CW*: So, if we select a topic, it would be seriously considered. I just want to know we are discussing in good faith and that it has not already been selected.

*DOC*: No, the topic has not been selected.

*CK*: All these themes are intersected. It is better to see it like that than to vote ranking from 1 to 5.

*DOC*: We always want to have a multidisciplinary approach. For example, there was already an event linked to Topic 3, in which there was a discussion about how the Latinx community was impacted by the killings in El Paso. Some of the topics refer to the current climate of politics. The climate change topic may seem like an outlier, but it is not. Climate change impacts communities in different ways, women in different ways from men, and it can be seen from the local to the global. These topics allow for different conversations, to reflect on what it means to talk across intersectional boundaries. I would love for us to be the intellectual carriers of that conversation.

*CK*: I propose that we elect a steering committee. This committee would have a conversation and upload a proposal on BeachBoard. Then we could have a discussion (on the discussion board) and vote online.

*DOC*: Again, the ideal date for me to get the topic would be October 30th.

**Motion:** **We propose to create a steering committee that will work on the selection of the Thematic Initiative**.

*CK*: Do you want to follow up on the conversation about the leadership initiative?

*DOC*: I haven’t really been part of this conversation, but I know Deborah Thien has been in conversations with you all about this. She told me that one idea would be to have these fellows who would shadow and attend meetings. I’m deeply invested in leadership development and think this is a great idea. However, the pre-tenure component gives me pause because of the intense stress that faculty is under during that period.

*Clorinda Donato*: This program may help some people with their service; it may be part of the service component of their tenure process.

[*Associate Dean Dan O’Connor left the meeting*.]

*CK*: We need nominations to be part of the Thematic Initiative steering committee.

From the floor:

Self-nominated: Alicia del Campo (RGRLL)

Nominated by Kevin Johnson: Stephanie Hartzell (COMM)

Nominated by several colleagues: Sandra Arévalo (HMDV)

Nominated by Barbara LeMaster: Chris Karadjov (JOUR)

*ADC*: What about lecturers? How many lecturers do we have on the FC?

*JAR*: Currently we have only one. The second lecturer we had just informed us that they are not going to be able to be on the FC this year, so we need to find a second lecturer representative.

*CK*: The Thematic Initiative is an important pool of resources for our college coming from our previous dean.

*CD*: If anyone has an idea of a speaker they would like to bring to campus or an event they would like to have, they should get involved in the committee.

*CK*: The committee will be five people, including the four above and potentially one lecturer.

**Vote: All the nominated faculty approved with no abstentions, no opposed**

*CK*: I will post a discussion topic on the FC BeachBoard page for committee members. The vote will take place before the end of the month.

**5) b) CLA Leadership Development Committee/Diversity in Leadership**

*CK*: We have been discussing the issue of diversity in leadership positions. We started a conversation with the dean’s office, and Interim Associate Dean Deborah Thien has been very open to this project. What pathways we can create to develop diverse leaders of the college?

-Some important issues to consider would be defining diversity and the goal of demystifying the access to those positions. Faculty should not be afraid of attending meetings of various committees. Not allowing people to attend certain committee meetings is illegal, besides being bad practice.

-We have the support of the Dean’s office, and I think Deb is honest when she says she wants to contribute to this project.

-I invited Malcolm Finney, director of Faculty Development Center to this meeting, but he could not attend. We believe that the Faculty Development Center should be part of this.

*Discussion*:

*CD*: When I got here, someone told me to get on this University Resources committee. I wasn’t sure about doing it, but then realized how important it was, especially for that process of demystification. For example, being a department chair is not rocket science. This initiative would give junior faculty the opportunity to decide if this is what they want to do.

*BLM*: This project would be different from the idea that chairs should be already mentoring junior faculty. The Dean is willing to give some sort of stipend so we can attract junior faculty. It would be great for them to realize if this is something they want to do. It should move away from the college level to the Faculty Development Center.

*Craig Stone*: We need to think about the importance of rewarding good behavior. It would be ideal that the program is linked to the Faculty Development Center.

*DS*: It would be better to say “re-mystification,” so we are evoking Misty in this project.

[*Everyone agrees that this is an excellent idea*.]

*BLM*: The particularities of the program still need to be fleshed out. Do we want to create a steering committee or an ad hoc committee to work on this?

*CS*: Can we have a general motion?

**MOTION [*after edits related to the discussion below*]**: We move that there is a Leadership Pathways Program with a focus on early-career faculty and leadership diversity development named after Dr. Alexandra Jaffee. This program would have financial support from the CLA Deans office.

*ADC*: Would this exclusively for junior faculty?

*BLM*: Yes, because there is already a Leadership Fellows Program targeted to mid-career faculty.

*CS*: Yes, but in that program the notion of diversity was absent. Maybe we should drop the junior faculty part of the motion.

*CD*: I feel strongly that it should be for untenured faculty. Through the Faculty Development Center and Malcolm, we could have a program for senior faculty. The engagement with junior faculty from the get-go is very important.

*CS*: Yes, but we need also to keep in mind that some people are tapped for these positions. People from certain groups are tapped, even at the senior level. If you think about senior faculty, there is no diverse representation in positions from the deans up to the presidency.

*BLM*: We can leave out the junior faculty aspect of it for now.

*Yuping Mao*: The motion should specify that a specific number of participants should be junior, otherwise it will be mainly senior faculty.

*Gabriel Estrada*: Maybe we can specify that at least one third or a half of the group should be junior faculty.

*CK*: We can say that the group should have a primary focus on junior faculty.

*Araceli Gonzalez*: Maybe Associate professors who still feel like junior faculty should also be included in that categorization, faculty who were recently awarded tenure and have not had extensive experience.

*CK*: We can say the group should have a focus on junior faculty, without specifying if tenured or untenured.

*ADC*: Mentoring junior faculty is the role of the chair. It wouldn’t be good to create this program without chairs’ participation.

*JAR*: I disagree, many junior faculty are not mentored at all by chairs.

*AG*: Another way to think about it could be “early career” faculty, including those in their first 10 years at the institution.

**VOTE [*for motion stated above*]: All in favor, motion carries**

**4) c) Elections Committee report**

*CK*: The Elections Committee did an excellent job with the election for the Academic Senate. We need to hold elections again, this time to fill a spot on the Dean’s Evaluation Committee. It has to be one tenured faculty member.

*CS*: What is the commitment of time?

*CK*: That depends on the AVP.

*DS*: How often would that committee meet?

*CK*: Probably a few times before the end of the semester.

Nominated by Chris Karadjov: Dmitrii Sidorov. He accepted the nomination and is now on the committee.

*CK*: We had a vigorous election for the Academic Senate. The Elections Committee worked hard to make that election happen in a short period of time. Currently, we have only two members on that committee, and we need to elect at least one more person. When there is more than one election, the amount of work is too much for two people.

*Yuping Mao* [*member of the Elections Committee*]: One of the issues we have is that the system we use to have the elections, Big Pulse, isn’t friendly. As a social scientist, I think Qualtrics could serve the same function, and it would not require so much time to set up each election. Qualtrics would be free, it is bought by the university

*CK*: We use Big Pulse for our elections because we rank order. Does Qualtrics rank order?

*YM*: I don’t know how Qualtrics does the selection process. You get a report with results after the election.

*CK*: We can have a discussion about this and probably work on specifying a constitutional change. This process is too clunky and requires too much of an effort.

*BLM*: It’s a weird voting system.

*YM*: With three people on the committee we could make it work. That would give people currently on the committee some flexibility.

Nominated by Kevin Johnson: Michael Eisenstadt. All in favor.

**6) Adjournment: 5:05PM**

**Minutes taken and respectfully submitted by**

**Jeannette Acevedo Rivera, Faculty Council secretary.**

**These minutes are not official until approved.**