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

**Faculty Council Meeting**

**Wednesday, September 11, 2019**

**3:30PM to 5:00PM**

**AS-384**

**I. Call to order: 3:34PM**

**II. FC members introduced themselves**

**V. Reports**

**A. Dean Wallace’s report:**

\*I am happy to see so many people here. Shared governance only works if people show up.

\*Meeting with Deborah Thien: You will be meeting today with Deborah Thien, who was appointed over the summer as Acting Interim Dean. There is no difference in functions of the job whether someone is acting or interim. Deb is filling the position of Beth Manke, who is now at the Office of the Provost. Beth has retreat rights, because the Provost has not decided if her position will be permanent. Should Beth decide not to continue in her position, or should the Provost decide not to make her position permanent, we would be happy to have her back. Either Beth will be back, or we will launch a search for this position in the Spring semester. I am asking the Faculty Council to confirm Deb.

\*Budget: This year, our budget is a little bit better. Gavin Newsom wants to make unions happy. We got more money for tenure lines: 60 in total at the university, 18 in our college. Something important are the diversity hires. In our college, we have been hiring diverse faculty. The Provost noticed this and rewarded us. Another positive thing about budget is that we were able to award all RSCAs or Mini-Grants/Summer Stipends that were approved. We will probably be stable and not have a deficit this year. We will need to plan well for start-up funds for new faculty next year.

\*Diversity in leadership positions: There is a growing concern about the need to develop diverse leaders in the college. Because of the new hires, we are becoming even more diverse and there will be a generational change. Automatically, there will be more diverse people in those positions. I am proposing to develop a project of leadership development through which we will offer opportunities for people who identify in some way as diverse. They would be part of a small group and participate in trainings or workshops. The group would perhaps be led by chairs. We will provide money for lunch. This is an important investment in the future of the college.

\*Thematic Initiative: This is the third time we will have our thematic initiative, and we are looking for suggestions of topics. The thematic initiative runs for a two-year cycle. Please submit your ideas soon, the deadline is September 16. The decision will be made this semester.

\*Meeting with Deborah Thien: Deb has hit the ground running and is already advocating for initiatives she considers important for our college, such as graduate education. We need more bandwidth to support graduate education in the summer. Deb asked if we can put together a small pot of money for the Graduate Council, and we were able to identify $5,000. This is one of the things she is invested in. Regarding graduate education, this semester we are able to offer Cory Wright, CLA Director of Graduate Studies, 3 more WTUs. Now he will have 6 WTUs to do this job that is so important in the college.

*Chris Karadjov*: We will have to decide as a body whether to advise the dean on Deb Thien’s appointment. She is currently acting; we are trying to make her interim. [*Presented the current corresponding policy AS 17-08, Section 6, on projector for faculty*.]

*Eileen Klink*: The Academic Senate voted on this and changed the policy because there was a feeling that a person should not be for too long in an interim position. Some people were interim for up to three years. There is a downside to this.

**III. Approval of agenda:** One abstention.Approved.

**V. B. Chair’s report**

\*Our main project for these first weeks has been the elections. For the AS we have seven candidates and the vote ends tonight. We will have our senators in place tomorrow for the first meeting.

\*Other elections: Dean’s Review Committee, EPCC, and Elections Committee (because it currently has only two people).

**VI. Deborah Thien (consultation regarding appointment as Interim Dean pursuant to AS 17-08) – Time certain: 4:05 pm**

Link to the Academic Policy relevant to this discussion:

<http://web.csulb.edu/divisions/aa/grad_undergrad/senate/policy/academic/numerical/AcademicAdministratorsPoliciesandProceduresfortheSelectionAppointmentandReviewofSupers.html>

*Deborah Thien*: I am grateful for the opportunity that the Faculty Council has offered me to introduce myself. I would like to share some personal background that I believe is relevant for the position. I grew up in Canada, and I am a first-generation scholar from a small working-class town, just like our students. I had little knowledge about academia when I decided to go to graduate school. I have a strong work ethic and sense of social justice. My father was a union leader, so I had a childhood of negotiations and picket lines. I grew up knowing that you have to fight for what you think is right. Also, I had an awareness of the effects of racism since early on.

My scholarship focuses on Feminist geography. I am an ongoing learner and believe in the importance of having a beginner’s mind. I am a collaborator, a builder, and have great stamina (maybe because of my 7-year old son). I value humility, integrity, and professionalism, and believe in the importance of being transparent without holding anything back and of modeling respect. I believe in doing something right instead of being right and I am oriented toward what can we do and accomplish. I focus my attention on what is possible and in this new position I want to work to cover students’ needs.

Some of my relevant experience for the position of Interim Dean is my time directing the University Honors Program and chairing Human Development and EPCC. In managing scheduling for Honors, I did many of the things I will do in this new role. One of the big moments in Honors was the merging of that program with the President’s Scholars. I led Honors through reinvention and worked on reshaping the mission of the program. When I started directing Honors there was only one transfer student, now there are 60. As the chair of Human Development, I advocated for an instructional body of 30 people. I was initially appointed as interim, then faculty voted to make me permanent. I managed course scheduling, budget administration, etc. Those appointments led me to demonstrate my integrity and many of the skills I developed there will be useful in my position as Associate Dean.

**Questions:**

*Dmitrii Sidorov*: You did not mention Geography in your introduction. At some point you were in two departments.

*DT*: Yes, Geography was my home department.

*Brett Mizelle*: What sort of initiatives do you see yourself involved with in this position?

*DT*: We have an interesting year ahead with GR being discussed in the Senate. Beth had done innovative work with internships during summer. I will assume responsibility for many of these projects. Right now, I see an opportunity to grow the graduate side and strengthen graduate programs, and I have various plans to increase attention to them. I have also thought about the possibility of developing a campus ‘Common Read’ project. Some of you may remember ‘Double Sideways,’ which took place 10 years ago. It was a successful event and students took advantage of it. I have already received suggestions of books for a similar project. The goal would be to build campus culture and a sense of community. I have also thought about creating short videos that we can post on the CLA site to present reasons to have a degree in Liberal Arts.

*Jeannette Acevedo Rivera*: One of the things that the Faculty Council will be discussing this semester is the issue of the lack of diversity in leadership positions. I would like to know what your position about this is, why do you think this keeps happening, and what you plan to do to improve this situation.

*DT*: Regarding why this happens, it is undeniable that there is institutional racism that affects diverse faculty and their ability to access leadership positions. One of the initiatives I would support is mentoring for diverse faculty.

*CK*: Last semester faculty organized the Shared Identity groups. It is important that people do not forget about that effort.

*DT*: The California Conference for Equality and Injustice offers training. If there is interest, we could organize some training for faculty.

*Craig Stone*: The data supports that these workshops should meet several times.

*DS*: My suggestion is to make sure students who are taking classes online are part of any initiative you organize. Teaching evaluations data, for example, exclude online classes and include only conventional classes.

*DT*: That is a good point, it is an important population.

**Discussion after Deborah Thien’s time certain**

*CK*: Now we have to make a decision. From my reading of the policy, we have to recommend to the dean, in the form of a brief resolution, that he appoint her or not, or recommend a full-blown campus search. The policy is general, we have to interpret it.

*BM*: **Motion that the dean appoint her to the position of Interim Associate Dean.**

*Barbara LeMaster*: I would like to comment about her work. She is on it, from the second day on the job. She remembers previous discussions about different issues, and I feel like we are on the same page, it is refreshing. She is great for the job.

*DS*: She is a very good candidate.

*Alicia Del Campo*: I have a question: If instead of approving the appointment we vote for the search, would that make the position more stable and would she be able to stay for longer in it?

*BLM*: The position is dependent upon the Provost deciding about Beth Manke’s position, so no.

*CK*: If we vote to recommend her for the interim position, there would be a search later on, on campus or off campus. So, we vote her now for one year in the position.

*EK*: This policy came from the concern that people were in interim positions for two or three years. It became clear that it was important to recognize that these positions were interim. We even questioned the need for this position. At the end of the year, Beth could come back if she wants to. Talking about leadership in upper-level positions, deans, etc., this would be a position in which to start this conversation.

*BLM*: It is important to consider the diversity issue. Some people get tapped for these positions. Now Deb was tapped, and she is great for the position, but that means it is not open to anyone else.

*Rene Treviño*: The motion needs to accept 6.3.1 and forego 6.3.2 (in AS 17-08). Also, the position could be extended to 18 months.

*EK*: It would be problematic to demand an extension. The time in the position should not go over the academic year.

**Vote: Motion passes with two abstentions, no opposed.**

**VII.** **New Business**

**B. CLA Leadership Development Committee/Diversity in leadership**

*CK*: We will need to continue this conversation on a larger scale. We need to talk more about shared identities and maybe merge the two [*any leadership program for diverse faculty the college develops and the Shared Identities meetings of last semester*].

**C. CLA RTP Revisions**

*CK*: In the context of possible revisions to the CLA RTP policy, we need to discuss the issue of RSCA in languages other than English.

*JAR*: Last semester the Faculty Council wrote a memo in response to the concerns that some members of the CLA RTP committee raised about how materials in languages other than English materials should be dealt with. Among the conclusions of the memo was the acknowledgement that the “CLA RTP policy does not offer guidance, either for candidates or evaluators, on how

RSCA materials written in languages other than English shall be evaluated,” and that the only thing that is required to be in English is the “proof of peer review.” In the memo, we also highlighted that the CLA RTP committee “has a long-standing history of not only evaluating RSCA written in languages other than English but of using positive evaluations of such RSCA in

support of recommendations for retention, promotion, and tenure.” Yesterday, we learned that a faculty member who attended the CLA RTP workshop and whose publications are in another language was told by the leaders of the workshop (Dean Dan O’Connor and Mrs. Kimberly Davis) that they need to translate their publications into English.

*Clorinda Donato*: This is highly problematic. Candidates cannot be asked to do something that is not policy. Apparently, there was a suggestion to use Google translate to make those translation, which does not make sense, as we have a Translation Studies center in our department. No one can request candidates to do extra work that is not specified in the policy.

*George Hardt*: This situation resulted from the case of a promotion that the Dean and the Provost turned down because they read the candidate’s RSCA materials and decided they did not have the quality expected. This caused a complaint from a CLA RTP committee member who brought up the issue that those administrators can only evaluate publications in English, but not in other languages.

*Jeffrey Zeiser*: Why can’t they hire specialists in those languages to evaluate the materials?

*Lauren Heidbrink*: In that case, you would be holding candidates who publish in other languages to a higher standard.

*ADC*: Publications in academia are determined by the standards of the peer-review process. That, and the department RTP committee evaluation, should suffice to prove the quality of the publications.

*BLM*: The person who had this issue [*whose promotion was denied because their materials were evaluated by the Dean and Provost*] had a good grievance. We would need to get the union involved. The issue is that right now we have real human beings impacted by this. We should reach out to them before the September 30 deadline to submit their files, to show the support of the Faculty Council.

*CK*: We could send the memo created last Spring to the entire faculty with a note clarifying that the CLA policy does not require candidates to provide a translation of their articles, and saying that for the time being they do not have to do this.

*GH*: We recognize that the only thing in the policy is that proof of peer-review needs to be translated into English. The policy does not state that publications themselves have to be translated.

*Adam Kahn*: We could include in the note a reminder about the accepted evidence to show peer-review: letter from the journal editor or reader reports.

[*From the CLA policy document: Proof of peer review can include, but is not limited to:*

*a. A printout of the venue’s editorial policy.*

*b. Copies of reader reports.*

*c. Letters from editors or readers in which editorial policy is stated*.]

**Motion: We vote to send out the memo that we adopted in the Spring and add/reiterate that there is no policy that requires to publish exclusively in English or to translate materials written in languages other than English.**

*Cory Wright*: Also, in the note we would need to remind the administration that they cannot trespass faculty governance.

**Vote: Motion carries, with one opposed, no abstentions.**

**VIII. Adjournment: 5:03PM**

**Minutes taken and respectfully submitted by**

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

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