

**FACULTY COUNCIL MEETING MINUTES**  
**Wednesday, Dec. 11, 2019**  
**3:30 - 5:00 pm**  
**AS-384**

**Number of members present: 23**

- 1) Call to Order: 3:40PM
- 2) Approval of Agenda: Approved unanimously
- 3) Approval of Minutes from Nov. 13, 2019, meeting: Approved unanimously
- 4) Reports

**a) Dean's report**

*Dean Wallace:* Thank you for showing up so we have quorum. All are invited tomorrow to Dean's office for our Holiday Open House. Come over when you can, it will be from 1:30PM to 3:30PM.

Budget: Terie Bostic and I had a fall assessment meeting at Brotman Hall. We are cautiously optimistic and pretty sure we will not have a deficit. I am going to go back and meet with the Vice Provost. We may be in a position to do a few facilities projects. This will benefit those of you in Psychology.

CARES: The CARES team came to the chairs' meeting to update us about what happens when you file a report. I will talk with Exec about having them over at a meeting next semester. They are working hard; theirs is a proactive system. The President wants to move towards a more proactive stand. If you fill out a CARES report sometimes you cannot get a lot of information because of FERPA stipulations.

Diversity in leadership positions: Deb Thien is coming at 4:30PM to talk about follow up about leadership. I am thankful to the Exec for following up on this project.

Transgender Services:

*Shae Miller:* I have been working with other faculty members on the creation of a program of Transgender Services. We presented this to the President and got support for the program. There will be resources for 3 years for transgender students, faculty, and staff.

Tenure lines: There are nineteen tenure lines in the College, which will be essential to continue diversifying faculty. We are thrilled with the quality of the folks who are coming in.

Senate: There have been several meetings about GR. We can no longer have Global Competency and Human Diversity. Those requirements are not going to be part of the GR policy. The third option will mean that a college can come forward with a plan to cover an area in certain courses. There is a debate regarding who gets to approve those courses. It is unclear what the assessment mechanism will be in those courses. I would have voted against the option of having colleges do this. That said, I think there is a fair amount of good will in other colleges to try to do this in a reasonable way. Maybe we can have a workable policy that will work well with students. We are likely to lose FTES in this College. However, it may not be quite as bad as it seems, we may have folks who will continue to come back to us. We started conversations with chairs about potential loss of FTES and the need to build enrollment. There is an assumption that if we build something really good students will come back to us. It may not be as bad news as it seems. We are not going to be stagnant in terms of our own plans in the college.

The last major transformation to GE took place in 2012. Back then, we had to do major changes, and we did them. In 2013-14 we had chairs fighting against each other in the college, now we have more collaborative chairs in the college.

*Lily House-Peters*: [Question about changes in the documentation needed for speakers, specifically regarding their contract and the employment issue.]

In the case of Scholarly Intersections speakers, is the Dean's office going to help with the process?

*DW*: There is no way around paperwork, but the Dean's office can help with the documentation.

*Barbara LeMaster*: Now it is going to cost us about 30% more to bring Scholarly Intersections speakers because of tax and other required employee deductions. Will the Dean's office cover these additional speaker costs?

*DW*: Yes, it will. We want to try to do right by them. If you are in a situation where you have to raise the cost of a speaker to be able to offer them a good stipend after taxes, let us know, let Terie [Bostic] know.

*Kevin Johnson*: Can an honorarium not be a gift?

*DW*: No, the state of California does not allow that.

*Cory Wright*: Terie will have a sheet with instructions on how to deal with particular cases of Scholarly Intersections guests.

*Chris Karadjov*: We got the Budget Committee minutes yesterday, we can post them on the Faculty Council website. This is something that should be done with all standing committees of the Faculty Council.

### **5) a) Chair & Vice Chair/Board Member-at-large Election for Spring 2020**

*CK:* We need to have an election for Faculty Council Chair and Vice Chair/Board Member-at-Large for Spring 2020. We did not receive any nominations by email. As of now, we only have one nomination for chair: Barbara LeMaster. Are there any nominations from the floor?

**No nominations from the floor. Vote by acclamation. Barbara elected chair.**

*CK:* Since Barbara will become FC Chair, we will need a new FC Vice Chair.

*Brett Mizelle:* What are the responsibilities of the position?

*BLM:* It is not a lot of work.

*Jeannette Acevedo Rivera:* Members of the Exec Committee have to attend monthly meetings on top of the regular FC meetings.

*CK:* I would like to nominate Rene Treviño as FC Vice Chair.

*Rene Treviño:* I respectfully decline the nomination, but I would like to put my name forward for the Tech Committee and serve the FC in that capacity.

*CK:* Since we have no other nominations, we will have to select vice chair in the first meeting of Spring semester.

### **5) d) CLA Constitution Revision(s) – two-year term for FC?**

*CK:* We need to discuss the proposed constitutional revision of making FC terms of two years. Something that does not make sense is that we are limited to three consecutive years. This brings up another issue: departments are having to elect new representatives every year. Each department gets a representative for every 10 faculty members. It has been very frustrating to try to get the roster right and figure out who's on the FC and who's not, etc. Constitutional revisions have to be voted by the entire faculty, not only by the FC. We can still vote every year for the Exec positions: Chair, Vice Chair, etc.

*RT:* In English we have two-year terms. FC is the only one in which the department decides to appoint.

*KJ:* If you got a two-year term you may never be on a leadership position on FC. That is not a good thing. You want to have people with historical memory in those positions.

*CK:* We are not talking about the Exec, we are talking about the general council.

*BM:* We would be switching from annual terms to two-year terms, right?

*RT*: Yes.

*CW*: There is the issue of departments' size and personnel resources.

*Nancy Martin*: I pulled up the constitution and it says: "staggered two-year terms and may be reelected," 3.1, line 105. Constitution from 2019.

*[Discussion about this, members go to the conclusion that the constitution does say two-years term; there is no need to revise it.]*

*BM*: The constitution differentiates part-time and full-time faculty; they should be equal.

*CK*: For part-time terms it may be one year.

## **6) b) CFA Report – Priorities for Collective Bargaining (Gary Hytrek/Deb Hamm)**

*Gary Hytrek*: Thanks, Chris, for inviting me today. I am faculty in the Geography department. At CFA, we do our best to maintain CFA presence across campus. I want to start by thanking you all for your work, what you do is important, and it has not always been valued. The work you do is important for CFA. We take Faculty governance seriously. We encourage you to join CFA.

Chris invited me to talk about the bargaining process. I hope you heard about it and were able to fill out a bargaining survey. We use that to identify the priorities of our membership. The surveys are being analyzed, data is being compiled and will be put in that proposal. In around March we will start negotiations. We are cautiously optimistic, but we go into bargaining and who knows what will happen. Our contract expires on June 30<sup>th</sup>. We will have a new chancellor. Last time around we had the strike, we elected folks. The work we do in Sacramento is very important, if we do not have allies in Sacramento, we will not be successful.

This year we got many more millions of dollars than the chancellor asked for. We are long at over 60 new faculty tenure lines this year; new, not replacements. Part of the conversation will be how to convert lecturers into tenure-line faculty.

On the agenda for next year we have the following issues: pay, salary structure, health care, and retirement. We know our salaries are not where they should be. Another recent priority is safety issues. Years ago, we had a safety commission. CFA pushed the administration and addressed safety. We need to address issues beyond the typical stuff, like an earthquake, and think about mental health issues and active shooter situations.

It is important that we work on how to make a better balance between what we do here and our lives outside. We should be able to make our lives more manageable so that we are not grading while we are eating.

The union also works on acknowledging that there are serious issues of race and gender at the institution.

Question to you all: How do we achieve these priorities?

-The answer is memberships. The first thing the chancellor looks at is the number of CFA members. If the numbers are low, he looks at our requests with suspicion.

*Stacy Macias:* What is the percentage of membership now?

*GH:* 50% statewide. We have challenges in terms of lecturers. That is where folks can play an important role, we can make them feel welcome.

*KJ:* Is there a possibility to offer that demographic a discounted rate?

*GH:* That idea has been floating around. I do not know how it would be done. The dues are a percentage anyway; if your salary is low, the dues are low.

Kevin: Your membership would probably increase. Adjunct faculty are probably not thinking about the forefront battle of the union. It would be good to incentivize “free initiation.”

*BLM:* You said that one of the bargaining issues is to convert lecturers into TT faculty. How will that be done?

*GH:* The proposal is to identify lecturer faculty with a terminal degree in their area and who are interested in converting their position. We need to make a case to the Provost and explain the reasons why we need to do this. We do not have very many 3-year faculty with service release time. That will be coming out early Spring and we will share it with the bargaining team. It may be a state-wide initiative, but we will work on it on campus.

*SM:* With the chancellor leaving, how will that impact the negotiation?

*GH:* That is still unclear, we hope he will want to leave a good mark. We will know more in the Spring.

## **7) c) CLA Leadership Development (Deb Thien)**

*Dean Thien:* Thank you for being here doing your service this late in the semester, and thank you for having me back. I am here to propose a leadership initiative for Spring 2020. We will be following the book club model, and our Spring reading group will take place at the Faculty Center. We have the support of Faculty Center director, Malcolm Finney. CLA will provide refreshments, and potentially facilitators. There are 4 books that have already been used in workshops in the college and that could be read in this book club.

Some questions that we would need to answer are: What would we call this? Perhaps 'Leadership Pathways'? How would you like to go about choosing the books?

*Clorinda Donato:* This is a fantastic idea; a book club allows productive discussions to take place.

*Araceli Gonzalez:* Who would be eligible to participate in this program? Would there be a continuing cohort?

*DT:* All CLA early-career and underrepresented faculty are encouraged to participate. All faculty are welcome, but we want specially to have the participation of those two groups.

*CK:* The goal is to demystify the process so that early-career faculty can see themselves as future leaders.

*CJ Murphy:* You mentioned Malcolm is on board with this project, and the Faculty Center does projects with stipends. Has there been a discussion about the possibility of offering a stipend for participation on this project?

*DT:* So far, the Dean has not authorized a stipend for attendance. I can go back and discuss this with him.

*AG:* Would this program be only a semester, or would it be continuing? I understand is a long-term investment.

*DT:* The initial idea is that it is a semester-long meeting. But at the third meeting of the semester we can have a discussion about how or if faculty wants to commit beyond that semester.

*CK:* Are there suggestions about how this program might be named?

*CD:* Perhaps: 'Early Career Leaders: Perspectives and Pathways.' With that name we would be maintaining the idea of the young/early-career faculty.

*BLM:* The Dean had said that we could think about stipends. They may be for some of the young, underrepresented faculty members participating in the program.

*DT:* How do people feel about including in the title the idea of "early-career"?

*BLM:* Sometimes people who have recently tenured may identify as early career as well. They may feel left out.

*BM:* It is about the modifier; maybe we can use "new leaders." Stress on "leadership" and not on "career."

*CK:* How about: "Misty Jaffe Emerging Leadership Program"?

*DT*: Perhaps: “Misty Jaffe Emerging Leaders Program.”

**Vote to approve name: Approved unanimously**

*Jeannette Acevedo Rivera*: What would be the process to apply for this program?

*DT*: There will be a call for participants, and we need an ad hoc committee to decide about a book.

*KJ*: Maybe we can leave it up to the leaders participating to decide about the book. If you are an underrepresented leader, you may want to want to change the idea of leadership, the way it is represented. Choosing what books to read may be a part of that process.

*SM*: What kind of books are you considering?

*DT*: We would be focusing on leadership books.

*CJ*: What are the demographics of the authors of the books you mentioned before?

*DT*: I can do research and give details to the group about the authors of those books. One of the suggested books is *Reframing Academic Leadership*, by Bolman and Gallos. This book has been used by multiple cohorts of the Leadership Fellows Program on campus.

We would have four meetings in the Spring semester. This is intentional because we know that junior and early-career faculty are very busy.

*CK*: At the first meeting in January we get feedback from the emerging leaders about the books and get copies.

**6) Meeting adjourned: 5PM**

**Minutes taken and respectfully submitted by  
Jeannette Acevedo Rivera, Faculty Council secretary.**

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