

**Minutes  
Faculty Council  
May 6, 2019  
Fleming Conference Room  
1-3pm**

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Attendees: Ivor Weiner; David Kretschmer; Kathy Rowlands; Jack Bagwell; Sandra Chong; Jordan Eickman; Rachel Friedman-Narr (Zoom); Virginia Kennedy; Joannie Busillo-Aguayo; Shari Tarver-Behring(Ex-Officio, Interim Dean); Interpreters  
Minutes respectfully submitted by Joannie Busillo-Aguayo

**1. Meeting Etiquette**

- Raise your hand to speak
- State your name before you start talking (especially important for Zoomers)
- One conversation at a time
- Be mindful of the interpreters and their cognitive load
- Look and talk to Jordan not the interpreters. Be mindful that Jordan has to attend to the interpreters and the projector screen. Be aware of his cognitive load

**2. Approval of Minutes**

- The minutes for April 15, 2019 were reviewed and approved

**3. Dean's Report**

- Search for full time dean
- Provost asked Chris to develop search committee now – open up applications for summer – interview during fall – decision about start date TBD (e.g., spring 2020 or fall 2020)
- CSUN film department- Shari attended and Ivor's band played
- Shari attended the CSU Dean's retreat
- CTC Sacramento – chair of accreditation committee spoke positively about our program - Jose Luis Alvarez (board member) thought report was positive; there were no questions or concerns.
- LAUSD Superintendent will be visiting CSUN Wed May 8 at 2:30-400 /ED 1214-16. The primary purpose of visit is "PR" and will discuss parcel tax proposal – the meeting will be filmed – everyone in attendance will need to sign release. Superintendent will talk about what he has learned during his first year- Question and Answers. Shari requested that they talk about the program for new teachers- residency grant (25 selected). (e.g., \$20K)
- CSUN provides more credential teachers, school psychologists, counselors, etc. to LAUSD than any other programs- Shari wants to capitalize on this
- We had another threat on CSUN – about some action during week of finals- right now no updates or news. Plan B – what are options for handling finals if something comes up – Shari will send to Ivor (off campus public spaces, zooming, etc.) The situation is being heavily investigated.
- Sending in justifications and timelines for approval for 4 positions (DFS, ED Psych, School Counseling, Early Childhood Special Ed, roll-over EED search- multi cultural multi lingual

- Graduation events
- Summer retreat – Adm council – how can we assess in meaningful ways to use data to make decisions
- Shari, Fred, Anthony will meet with Apple to discuss leasing vs purchasing – how do we want to use technology in college as we go forward?
- Shari met with every chair about budget and funding lines; and what is available in each of these areas. Discussed what depts can cover vs going to the Dean’s office to cover; (e.g., enrollment; release time)
- Sandra raised question about possible plans to alleviate financial issues for college-- what is planned for next year – for example, office supplies?
  - Shari commented that each dept looked at how they are spending their funds – each dept is different and has different priorities
  - Reorganize how we spend money
- David – met Steve Bulmer (spelling?) (owned clippers?) and approached Thurman’s office to support educational initiatives – recruiting and retaining teachers of color in the classroom; CSUN has larger population of Latinx students and need to be sure that we recruit variety of men of color. \$35K per student – used in 2 semesters when they are student teaching
- Shari – residency grants is a key method for recruiting new teachers and peer mentors
- CSUN today – published story about 400K from Disney to support ACT
- External grants – paying 10% to Dean’s office for overhead- this can help offset deficit by about \$100K.
- Have not replaced staff as they have left to offset expenses. Staff and faculty salaries are huge impact on budget
- In search for new recruitment coordinator
- Teaching inspires campaign – increase applications for spring
- Sandra – Julie Gainsburg contacted faculty in different departments about programs in COE
- Shari contacted Elizabeth Adams – Navigator advisement-

#### **4. President’s Report**

- Ivor has checked and there are no nominations for FC Pres.
  - Kathy- is the budget crisis university wide? Ivor stated that most colleges have decreased budgets by 2%-3%
  - Shari – Provost is using the hiring of 100 faculty as the cause for potential shortfalls.
  - Shari reported that there was overspending that needed to happen because of lower enrollment
  - How does the university help us at these times when enrollment is down? Provost should help college make up differences when enrollment lowers.
  - Shari – we can be efficient with our money – but there is only so far we can go. She is hoping that Provost will come in and want to help
  - Shari feels that she is not being told with transparency from administration about budget
  - The university subsidizes programs as a matter of good will for the public – teacher ed/grad ed is costlier and should be subsidized

- What CSUN is doing is unreasonable or unethical/ not fair- we should push back. New faculty will be hit by larger class sizes, having to do more with less, responsibility of senior faculty to support this
- Sandra – ERC (Educational Resources Committee) – reports of entire university budget- what we need to communicate, when we were bursting at the seams, K-12 lowered teacher-child ratio and were turning out higher number of students. Nothing has been done to support the college in leaner times.
- Shari – if we under enroll, money is taken away, our target was adjusted to 1575 – but if it goes up it will increase
- Ivor – in 2000’s, we were willingly taking more students in class; Harry hired more faculty, we have a slim and lean college that cannot reduce
- Fewer resources mean that everyone has to do more with less
- Today’s FC meeting goal is to review what is left to do for this council session and what are recommendations for next
- Ivor discussed that FC by-laws are still under review and should be the priority for the incoming council president
- Kathy and David have drafted the letter to the Provost and it is ready to go
- Public Safety report is ready to go
- Invite Police Chief Murphy to meeting in Fall
- Fall 2020 will be hiring of Dean

#### **5. Discussion of Four Initiatives**

- David - Letter to new provost
  - Reviewed newest draft of letter
  - Points of Pride- Highlights accomplishments of COE faculty, community partnerships, grant activity, student retention, accreditation visits
  - Bigger picture that all education programs are decreasing enrollment among CSU’s, economy and teacher salaries, teacher shortages
  - If cuts continue, we will not be in a place to rebound when needed
  - LAUSD residency programs -and students will go elsewhere
  - COE has responded to need to develop programs in response to needs of educational system –
  - Faculty workload – and how this affects faculty and student learning
  - Community outreach initiatives – TLCC, Strength United, FFRC, Etc.)
  - Rachael – would like to see DFS represented specifically in the letter – nationally recognized, largest west of MS, inclusivity and welcoming; DFS credential program is only 1 of 3 in state - also special education – impact of district preparation programs and how this affects our enrollment
  - Virginia- LAUSD is increasing their reading program and induction program –
  - Jordan – we are doing so much – we have strengths and make a large contribution to students, university, we should be supported as an investment, emphasize efforts of Shari, Fred, chairs, to reduce and close the deficits
  - Sandra – COE one of 11 programs selected for Carnegie Foundation Teachers for a New Era initiative; remind provost the history of the college is that we have been bursting at the seams in the past – we cannot have a college

where we function at the leanest with faculty – if we had mass in flux of students then we would not be able to meet this need

- Ivor- how will we use this letter? Shari take it forward to provost as basis for discussion about these issues. What we should be saying is that we have already been cut, but we cannot go more – influence administration from strengths-based vs deficit approach
- Shari approves of this letter as a positive way to send our message to the provost
- **Next steps**
  - Ivor discussed our efforts for these past 2 years
  - What should we take forward to the next FC?
    - David- Reorganizing committees and number of meetings faculty go to; Coordination of department meetings – Long Beach – all were at the same time
    - Jordan – share the work that Jordan, Jack and Joannie put together about master calendar
    - Sandra – ESAC as a subcommittee to EFAC or FC –
    - Bylaws – bring questions forward; complete it with a faculty vote
    - Have a retreat for bylaws
    - Make sure consistency between bylaws and other entities that are affected by bylaws
    - What will we do if there are no FC president nominations?
    - Shari – should we put out another call for nominations? Send one more time with a specific date (Friday May 10 by 5). If there is no response, then send out message to faculty to extend Ivor for a 3<sup>rd</sup> year in lieu of no other nominations. Can the current president serve a third year if no one else steps forward? Ivor will serve a third year if no one else comes forward
    - Does FC carry 3 units of release time? This should be explained in the message that is sent out to faculty
    - Sandra – faculty serving on Standing Committees should include key points from meetings to FC and faculty

**6. Development of plan for Faculty Council 2019-2021**

**7. Announcements**

**8. Adjourn – 2:46 pm**