

PAC Meeting Notes December 10, 2019

IRES UPDATE

- Schilling announced he will be retiring December 2020.
- President has decided to elevate the CIO/VP of IRES to a Vice President position.
- Increased focus on data use, storage, and reporting to help our campus move forward.
- Academic Senate requested a review of how the change will affect university budget allocations.

STRATEGIC PLANNING

- Next semester everyone will be asked to briefly present on their unit's strategic plan at PAC.
- Focusing on Specific, Measurable, Achievable, Relevant, Time-bound (SMART) goals for the coming year.

DIVERSITY DISCUSSION

- Need to move forward....put the "talk" into action.
- Paths for Purpose proposal (created by GRAD, UED, IEGE, and RCE) template will be used to build diversity strategic priorities. Barrios and Morris will create an initial draft by January 7.
- Include outreach to our graduate students as a way to improve the diversity of our faculty.

SUPPLEMENTAL INSTRUCTION

- Spending \$450,000+ a year. Mays will share data for future discussion on whether there are ways to be more "efficient" or utilize best practices (sent).

TRAVEL

- Dept chairs have created a list of concerns related to Concur.
- Personal car may be used to/from airport, but a cost analysis should be done (take into account parking, etc.)
- Share IRES Travel summary group (Lori/done)
- Can we incorporate an itinerary into the travel request? (Per M Taylor—already does)
- Deans must be reviewing and aware of what they are signing.
- Concur bookings seem to cost more and takes longer than manual processes.

IRES 2019-20 SHORT-TERM OBJECTIVES

- Objectives will apply until the new IRES VP is in place.
- Send Schilling any additional items to include.

FACULTY DEVELOPMENT

- How can we make Faculty Development more valuable to faculty?
- Grassian shared FDEV's current mission. Should the mission have more focus on student success?
- Need more focus on research and career advancement. Not supported at this time.
- Lack of resources associated with RTP. FDEV could be a resource. We would need to reprioritize funding.
- More centers for teaching and learning?
- Cal State LA has a nationally recognized center that was closer to our CELT model.
- Faculty need assistance with their dossiers.

- Three-prong approach: leadership, development, and research.
- Is the mentorship program doing enough? Mentors should meet with deans to determine best methods to use in their colleges.
- Help faculty think about their development throughout the RTP process.
- Integrate the teacher-scholar model into FDEV, but also elevate scholarship.
- Align our RTP/FPPP to the teacher-scholar model.
- Have FASP articulate teacher-scholar values to include in our FPPP for RTP.
- LEAD6 is to be extended to department chairs.
- More ideas, comments, etc. to Grassian.

FREE SPEECH AND CAMPUS CONVERSATIONS

- Is there a problem publicly denouncing white supremacy? Does there need to be specific incidents before we denounce? Do we really want to wait until there is an incident? All Lives Matter signs and Affirmative bake sales are incidents to be concerned about.
- Show support for SOC vs. denouncing conservatives.
- How can we publicly model the behaviors we want our students to demonstrate?
- Our campus responses have been generic and some under-represented students feel unseen and vulnerable. We should be communicating love and care for all SOC and diverse populations.
- Let's help our President by supporting her any way we can. She is not alone in this—we all need to step up and be seen leading in a positive, constructive manner.
- It is hard when there are different perceptions of events by students, faculty, etc.
- We need to model engaged discourse vs. the two extremes in a more meaningful and public way.
- Need ongoing educational opportunities because this is not going away and it is definitely a regional issue.
- Free Speech is not what we should highlight in ongoing conversations. Frame our response in terms of anti-racism, anti-transphobia, anti-sexism, etc.
- MPPs need to support the resolutions as a citizen not as a state employee.
- What would a win look like? Can we create sample responses that help students feel “heard?”
- Students should be asked to notify the campus when they are harassed, spit on, etc. It is not “business as usual” or acceptable behavior.
- Acknowledge that our URM students, faculty, and staff deal with confrontations that make them uncomfortable all the time---it isn't only about these recent events. It is definitely an ongoing issue that we need to address in new ways....how can we do so positively? Ask students? We are unprepared—how can we be better prepared and make meaningful changes that make it better for all?
- Small URM group meetings with Deb, the President, others? Find out how deep the problem goes.
- We do not want to be as unprepared when the next incident occurs. As leaders, it is our responsibility to figure out a positive way forward. What would a dean/unit response be to certain incidents? Future PAC meeting topic.
- Could PAC meet with the President to continue this discussion?