

## **PAC Meeting Notes December 3, 2019**

### **ANNOUNCEMENTS:**

- Equity-Minded Programs Initiative funded 6 programs: Math, English, CSCI, KINE, Criminal Justice and Business
- Drop One Course Pilot—students dropping a class (15 units to 12) would not be required to provide a compelling reason and obtain signatures. Must update the EM to pursue this possibility.
- The History Department nominated Jeanette Adame for the Western Association Distinguished Masters Thesis Award, which she won the outstanding thesis award for her "Citing Divine and Human Laws: Women of African Descent and the New Orleans Cabildo, 1769-1800" work.

### **FACULTY SEARCHES – ROLES WITH RECRUITMENT POOLS**

- Diversity in the searches starts with the faculty search committee doing things differently. Otherwise, we get the same results as we have in the past. A group will meet to discuss ways to improve our efforts.

### **ACADEMIC AFFAIRS STRATEGIC PLANNING TASK FORCE**

- Will use the University Strategic Plan to guide the creation of the Academic Affairs' strategic plan.
- Deadline for faculty participation was yesterday—no responses. Will extend deadline 10 days.
- Will announce extended deadline and opportunity to participate at Academic Senate this week.
- Any ideas regarding task force or themes/focus should be shared with Grassian.
- Could use this as a professional development opportunity for co-leads.
- Stay connected to the University's Strategic Plan. Build our goals based on the University's Strategic Plan and mindful of linking with other divisions' strategic plans. The University's Strategic Plan informs our college plans.
- Strategic Plans should be able to be displayed on a poster.
- College charges should include aspects of the University's Strategic Plan (terminology, innovation, transformative student experience, experiential learning, preeminent university, etc.)
- Daniel will follow up on college strategic plan leads, etc.
- An opportunity to do things differently -- opportunity for change.

### **EMSI**

- Labor market data analytics firm the CSU is negotiating with on a contract. Provides dashboards from Indeed etc. to help find candidates for jobs, etc. \$15k per user. Deb recommends dropping AEB and going with EMSI while CSU is looking into system contract.

### **CHICO STATE ENTERPRISES BOARD MEETING**

- December 9, 2019 from 1:30-4pm in BMU 210. These are open meetings.

### **PILOT PROJECT GRANT**

- Campus awarded a campus/community resilience grant for developing resources that are available when needed...rather than looking for resources during a critical time.

### **MBA PROGRAM**

- Launching online MBA program next fall. Bringing in outside source to help. RF presentations next week. Contact Lau for additional details if interested in attending.

These PAC meeting notes are posted online

### **FACULTY DEVELOPMENT**

- Grassian would like feedback on how Faculty Development benefits your college. Looking at opportunities—will discuss further next week.

### **LIVESTOCK TEAM**

- Placed 3<sup>rd</sup> at the national competition!

### **GLORIOUS SOUNDS OF THE SEASON**

- Last opportunity to hear the centennial organ. Buy tickets today at the Box Office for Dec. 6 and 7.

### **AA/S GROUP**

- Please copy on emails when there is information they need related to budget transfers, etc.

### **MID-YEAR HIRE PLAN RECOMMENDATIONS**

- Group agrees with Provost's allocations and satisfied with holding positions back for "emergency" situations or opportunities.

### **INCREASING FACULTY DIVERSITY**

- Academic Personnel provides a 3-page checklist of steps to follow, including a rubric for candidates, that was created because the government requires certain information related to international hires. The document could be updated to include more points focused on diversity efforts.
- Hiring can also be successful in the spring semester—late starts do not equate to failed searches.
- Homegrown diverse candidates?
- Must convince diverse candidates they want to be here—involves personal conversations.
- We all must demonstrate we are truly committed to embracing diversity.
- Consider developing a more diverse curriculum to help attract diverse faculty. (Cluster hiring—Butts has a report that indicates this may not be as successful as initially believed, she will share)
- Academic Affairs' Diversity Committee has a document to share on ideas on improving diversity of pools that Barrios will email to PAC. (Barrios)

### **FIRSTHAND MENTORING PROGRAM APPLICATIONS**

- Boura would like feedback on when deans should be involved in development efforts.
- Firsthand platform will improve our fundraising contact with alums around the world.
- Mentors are assigned through the platform who can then assist mentees with tips and techniques on a variety of things—resumes, first-gen, etc.
- Library of what alums are doing with their various degrees is an example of what the platform could provide us.
- Academic Advisors are a great first start for students.

### **IRES 2019-20 SHORT-TERM OBJECTIVES**

- Please come to PAC next week with any items that need to be added to the list Schilling shared.