ACADI		NATE M	'NIVERSITY, LOS ANGELES IINUTES	ASM 24-11 DRAFT
A. Sarir S. Kesla	ABSENT			
A. Bala	EXCUSED ABSENCE			
Chair A	vramchul	c conven	ted the meeting at 1:51 p.m.	
Senator	Harris re	ad the T	ongva land acknowledgement.	
1.	1.1	Chair's 1.1.1	announcements: The Executive Committee (EC) encouraged all Senate committees to review policies under their purview in the Faculty Handbook and try to embed our DEIB principles as much as possible.	ANNOUNCEMENTS
		1.1.2	The EC discussed the question from the floor regarding opening the chat during the meeting and found that it is not allowed per Robert's Rules of Order.	
		1.1.3	The EC discussed and confirmed that the Academic Senate meetings will remain on Zoom for the remainder of the spring semester and will reevaluate the meeting modality for fall 2025.	
		1.1.4	The EC will meet in person twice this term. Please read the EC minutes that are attached to the Senate meeting packages for more information and reach out to any member.	
		1.1.5	I would like to welcome Interim VP of Advancement, Jeff Poltorak.	
	1.2	Senator You can very im Chance employ		
	1.3	Presiden 1. 2. 3.	nt Eanes announced: Budget Update: So far campus has sent out 6 budget communications Recap some of the items in the communications: CSU budget reduction & enrollment target decrease; 32.4 million budget deficit for FY 2024-25; Cal State LA loss over \$24 million (FY) 2025-26; Decline in student enrollment is trend at Cal State LA; Drop in enrollment directly impacts revenue; We are state located not state funded; Largest expenses are employee salaries and total compensation; Fewer students means less tuition income and resources to cover costs Governor announced "Compact" has been put off, in budget language "deferred," for two years meaning \$10 million in anticipated funding that will not be added to our budget for 2025-26 Fire Update: 90 community members (faculty/staff/students/alumni/donor/ emeriti) reached out to report information to Cal State LA Total - 67, Reported lost/impacted by fires Students - 40, Reported lost/impacted by fires Faculty/Staff - 27, Reported lost/impacted by fires Paculty/Staff - 27, Reported lost/impacted by fires (20, Lost home; 7, Impacted by fires) Numbers represent faculty and staff who applied for the Recovery Fund. Faculty 15 and Staff 10 In total, they have awarded \$241,000 to support students affected by the wildfire Recovery Fund - The fund has raised \$57,395 so far. Other CSU regarding Budget: Other campuses have sent out communications regarding their budget cuts including Sonoma, Dominguez Hills, and CSUMB	

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ANNOUNCEMENTS (continued)	1.4 1.5 1.6	 4. Searches for Spring/Fall: Launching search for VP for Finance and Administration/CFO Spring 2025 with anticipated start date of June 1. Working on continuing to build President's Cabinet. 5. Strategic Plan: Launching of new strategic plan in Fall 2025 Received lots of great feedback from the previous SP process and looking at options. Asking for campus involvement in this process AVP Heise announced: During the fires, it came to my attention that a number of Faculty do not have direct deposit set up for reimbursement from the University. I would like to advise faculty that they can email OneStop Financial to set up direct deposits for any reimbursements. Visitor Gustavo Menezes announced: The Eco-STEM project in ECST (along with NSS) has developed a <u>new peer observation tool</u> that is more aligned with DEIB. It can be used as an option to the current tool that is made available by Faculty Affairs (and it is linked on the Academic Affairs page). There will be a few 30-minute workshops (Feb. 18, 3:00pm and Feb. 19, 11am) on campus and 4-hour paid training sessions (March 14 and 21, 10:00am-12:00pm) about the process. You can register at bit.ly/pot25 and more information can be found here: <u>Eco-STEM Wiki</u>
QUESTIONS FROM THE	2. The foll	campus. We have 33 existing All Gender restrooms and we added 4 at Engineering & Technology. As of today, campus has 37 gender neutral bathrooms. owing questions/concerns were raised from the floor:
FLOOR	• • • • •	Do you anticipate in the coming academic year the necessity of the elimination of departments or programs? Hypothetically, if so, what would your approach be? Why aren't union representatives included in your budget meetings? Does public safety, in concert with the dean of students, have documented policy or procedure that identifies when it's appropriate to send our campus public safety officers into a classroom to speak to or collect students? Lecturers are being told with the new system, PageUp, that they will need to be rehired (not reappointed) every year. Can language be aligned in communication: rehired vs. reappointed? Is there any commitment being made around colleges, specifically the College of Ethnic Studies? What is the commitment to both maintaining and growing the College of Ethnic Studies at Cal State LA? Can an update be provided on accessibility of toilets to be brought up to code? Are there plans to replace the chairs at the tables with umbrellas that are located between the library and the bookstore? Can a commitment be made to preserve the Department of Women, Gender, and Sexuality Studies?
INTENT TO RAISE QUESTIONS	3. 3.1	 Chair Avramchuk provided the following response from the President's cabinet to Senator Oropeza Fujimoto's intent to raise questions from the meeting of November 19, 2024 (ASM 24-8): 1. 1a. The University manages funds designated for various purposes, including Reserves for Economic Uncertainty. As of June 30, 2024, the end of our fiscal year, the Reserves for Economic Uncertainty within our main operating fund totaled \$21.3 million. This amount represents less than 30 days of operational expenses for the University and is considered a one-time resource. Facing a \$32 million structural budget challenge, this reserve would be entirely depleted if we do not take deliberate steps to manage costs effectively. 1b. The Liquidity Portfolio is managed as part of the systemwide CSU Investment Pool, which consists of various levels of liquid investments. The CSU publishes

annual reports detailing the composition of these investments, available at the Cal State University Legislative Reports website.

1c. Like any large institution, the day we receive funds and the day we expend funds does not perfectly align. Between the fund receipt and fund expenditure, we invest those liquid assets safely for a small return. Our University holds approximately \$267 million, representing 3.8% of the total funds in the systemwide CSU Investment Pool. These funds are allocated to meet the University's daily cash flow needs, support restricted or designated purposes, and address other specified/committed uses. These funds are not available to address structural budget deficits. Only a small portion, the \$21.3 million previously referenced, is held as a Reserve for Economic Uncertainty.

Reserves for Economic Uncertainty, the \$21.3 million previously referenced, play a vital role in supporting the University's operations and ensuring the fulfillment of its core mission to provide quality education and services to the Cal State LA community. These funds, which are one-time in nature, are designated to address unexpected or short-term financial needs.

For example, during the Fiscal Year 2023-24, the University utilized approximately \$6 million from these reserves to cover the state's unfunded portion of compensation increases, which were negotiated at the system level and finalized in Spring 2024. Such reserves are essential in situations that impact all areas of university operations, enabling the institution to manage immediate financial challenges. However, it is crucial to maintain these reserves for future unforeseen circumstances, ensuring the University's ability to respond effectively to emergent needs while continuing to serve the Cal State LA community.

2. The \$49 million was a carry-forward number, not an operating budget surplus. Onetime funding from the state and federal government held off many tough choices through the pandemic and recovery, yet Cal State LA operating deficits have eroded one-time contingency funds down to the \$21.3 million in the Reserve for Economic Uncertainty as previously referced.

It is crucial to distinguish between one-time resources and a recurring structural budget deficit. One-time resources, such as prior budget surpluses or carry-forward funds, result from savings accumulated over one or more years. These funds are temporary and can be used to address short-term financial needs or unexpected costs. However, they are not a sustainable solution for addressing ongoing financial challenges. The \$32 million structural budget deficit represents a situation where recurring revenues and state funding are insufficient to cover ongoing expenses, resulting in a persistent financial gap that will continue unless corrective measures are implemented. In response to your question, carry-forward surpluses have not been spent or depleted; rather, the focus must be on addressing the ongoing deficit. Carry-forward surpluses are just one of several tools that can help navigate expense reductions and work toward resolving the structural deficit.

3. Lecturer entitlement data is for an entire academic year, not one semester. However, central data confirms there were 1007 lecturers in Fall 2023 and 921 lecturers in Fall 2024. During the period between Fall 2023 and Fall 2024 some lecturers retired or resigned and some new lecturers were hired or rehired, so the difference does not necessarily represent the number of individuals who lost their position.

In Fall 2023 there were 511 lecturers whose assignments were below the 6-unit threshold for benefits eligibility. In Fall 2024 there were 442 lecturers whose assignments were below the 6-unit threshold for benefits eligibility.

4. Deans have not been given any specific directives about S-factor course offerings from the Provost's office. Each Dean is charged with authorizing a schedule of courses that meets students' needs within the college's financial resources.

5. In October 2023, the CO provided each campus with a list of degree programs with

INTENT TO RAISE QUESTIONS (continued)

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INTENT TO RAISE QUESTIONS (continued) small numbers of graduates and asked for us to review the list for accuracy. In Spring 2024, we were required to submit plans for actions we will take on low degree-confirming programs. Deans worked with their faculty in these programs to prepare the plan, and we will be reviewing the plans this spring to assess progress and need for further action.

Facing a significant budgetary challenge, the merging of units and the elimination of non-core services or programs must be approached thoughtfully and strategically. These changes are evaluated at multiple levels, including the University-wide level, Divisional level, and departmental level, to ensure a comprehensive and aligned approach.

Discussions around such decisions involve collaboration with various stakeholders who are directly or indirectly impacted, recognizing that these stakeholders may represent different areas within the University.

Currently, we are engaged in discussions focusing on balancing financial sustainability with the continued delivery of high-quality education and services. These conversations aim to identify opportunities for cost savings while preserving the core mission and priorities of the University. By working collaboratively and transparently, we strive to make informed decisions that reflect the needs of the entire Cal State LA community.

3.2 Chair Avramchuk provided the following response from the President's cabinet to Senator Ramos' intent to raise questions from the meeting of November 19, 2024 (ASM 24-8):

1. The following messages have been sent to the campus community:

- Message *Caring for Ourselves and our Community* on November 8, 2024, stated: "We are a community that must care for those who are still struggling with the emotions leading up to the election or who look to the future with fear. My appreciation to all those who made space this week for dialogue and processing. That alone may not be enough." Resources for wellness were provided.
- Message Welcome to Spring Semester on January 21, 2025, stated: "We begin this spring semester in a climate of uncertainty... Let us also acknowledge the time of transition we are in as a country. The future may feel less certain, may in fact be less certain. Our commitment to serve every student to the best of our ability does not diminish. Rather, it is now that our responsibility to provide care is highest. I'm reminded of three values, advanced by our Cal State LA community: Engagement, Service, and the Public Good — We foster meaningful, collaborative relationships that contribute to the public good among the University community, alumni, and local, regional, and global communities. Diversity, Equity, and Inclusion — We cultivate diversity, expect cultural competence, and actively seek perspectives and engagement from all constituents in our community, to develop just and equitable expectations. Mutual Respect — We are committed to cultivating a supportive and accepting environment where each of us commits to fostering a culture of respect for all. A great work of care is before us. We will need to meet our students and our community in grief, fear, and uncertainty - not with an offer of false hope or assurances that are not in our power, but rather with the offer to do our best as a University determined to face the future alongside our LA community. We are in LA; We are of LA. What harms our community harms all of us. Whatever healing we can provide heals all of us."
- Message *Supporting Our Undocumented Community* on January 22, 2025, stated (provided in full):

Cal State LA stands in solidarity with all members of our University, including undocumented community members. In times of uncertainty, we must embrace resilience, community, and an unwavering commitment to providing a safe and supportive environment for everyone, regardless of their immigration status. Please be assured that we will continue to provide you with information and support services as we navigate the days and months ahead. Cal State LA has been, is, and will remain an inclusive space in which all students are welcomed and invited to engage in learning. I would like to share the following list of resources: Cal State LA Free Legal Consultations The Glazer Family Dreamers Resource Center (DRC) offers free legal support with immigration-related needs to Cal State LA students, staff, faculty and their immediate relatives (spouses, parents, siblings, and children). The services are provided in partnership with the Central American Resource Center (CARECEN) LA College Legal Services. Learn more at Immigration Legal Support Know Your Rights Workshops & Information The Dreamers Resource Center (DRC) and CARECEN invite all to attend Know Your

The Dreamers Resource Center (DRC) and CARECEN invite all to attend Know Your Rights workshops to learn about immigrant rights, tips for emergency planning, and ways to project against fraud.

English: Thursday, February 20, 2025 from 12 - 1 p.m., Sign up: KYR Spanish: Thursday, February 20, 2025 from 4 - 5 p.m., Sign up: Derechos Materials alerting individuals to their immigration rights and protections under the law are available at the DRC, located in the Student Services Building #4310. Dreamers Healing Circles

The DRC is hosting monthly healing circles for students, led by counselors from Counseling and Psychological Services. The next one is scheduled on February 4, 2025, from 2-3 p.m. on Zoom. Please contact dreamers@calstatela.edu for more information.

Webinars and Educational Opportunities

Several informative immigration webinars are scheduled for the CSU and California Community College community members. The webinars are hosted by Immigrant Legal Defense through the CDSS Immigration Legal Services Project. See Immigrant Legal Defense Webinars

Financial Aid Applications

The 2025-26 financial aid application cycle officially began on December 2, 2024. For students and their families who have concerns about privacy when completing financial aid applications, the California Student Aid Commission has published a website with information for 2025-26 financial aid for mixed status families. Please visit CADAA for Mixed-Status Families

Additional Resources:

- Counseling and Psychological Services
- Glazer Family Dreamers Resource Center
- Employee Assistance Program
- CSU Resources for Undocumented Students
- CSU Resources, Guides, and FAQs

Our mission remains as essential for society as ever: "...cultivate and amplify our students' unique talents, diverse life experiences, and intellect through engaged teaching, learning, scholarship, research, and public service that support their overall success, well-being, and the greater good."

While the days ahead may be complex and there are many things that we still do not know, I remain committed to ensuring our university continues to be a welcoming and supportive place for all students, and I look forward to working together to identify multiple pathways forward.

 Message *Immigration Guidance* – Designated Contact Information on January 31, 2025, stated (provided in full):

Recent changes to immigration policies are raising concerns among members of our Cal State LA community. These concerns are naturally accompanied by questions about what we can do.

Please know that Cal State LA remains committed to providing a safe and inclusive environment for all students, faculty, and staff, regardless of their immigration status. We will take every measure possible to protect our community.

Consistent with CSU guidance, Cal State LA faculty and staff are not required to assist federal immigration authorities or grant permission to enter nonpublic areas of the university when officers do not have a judicial warrant or exigent circumstances which excuse that requirement. The University has designated staff members who will serve as a point of contact for any student, faculty, or staff member who might be subject to an immigration order or inquiry on campus. These designated staff members will maintain personal privacy to the extent permissible by law.

Please use the guidance listed here in the event that immigration officials come to our campus.

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INTENT TO RAISE QUESTIONS (continued) ASM 24-11 February 11, 2025 Page 6

INTENT TO RAISE QUESTIONS (continued)

Immediate Response to Immigration Officers on Campus If you are approached by an immigration officer, or you become aware that immigration enforcement activity is occurring or about to occur on campus, please notify the Cal State LA designees immediately. Please refer any student or employee with concerns about immigration orders or inquiries to the designated contacts listed below. In case of an emergency call the Cal State LA Department of Public Safety by dialing 9-1-1. Cal State LA Designees The Cal State LA Designees listed here are responsible for meeting with the federal immigration officers as well as reviewing and verifying any order/subpoena/warrant presented. Blanca Martinez- Navarro, AVP Student Affairs & Enrollment Management and Dean of Students, bmarti233@calstatela.edu or 323-343-3103. Victor M. Rojas, Jr., Chief of Staff, Office of the President, vmrojas@calstatela.edu or 323-343-3030. Know Your Rights If you are approached, you are not required to answer questions and have the right to remain silent. Know Your Immigration Rights-California Attorney General Know Your Rights—ILRC Know Your Rights Card Family Preparedness Plan Immigration Preparedness Toolkit Prepare for encounters with Immigration & Customs Enforcement (ICE) Stay Informed Please consider the following on and off-campus resources: Cal State LA Dreamers Resource Center 0 • UndocuAlly Training for Faculty and Staff • Immigrant Legal Defense Webinars o FAQ - For CSU Employees About Federal Immigration Enforcement Actions on University Property CSU - Resources, Guides, and FAQs 0 CSU Learn -Becoming an Ally to the Undocumented Community 0 Our mission to serve our students of Cal State LA remains unwavering. We also have a fundamental responsibility to support our faculty and staff who commit themselves to this University. We will continue to do all that we can to fulfill these responsibilities and keep you informed in the coming days. We understand that many communities are concerned about changes to federal policies and the effects of those changes here at Cal State LA. Please know that we are working on additional communication and monitoring federal actions on an ongoing basis. Message A Message from the Chancellor: Moving Forward Together on February 7, 2025, stated (provided in full): As you know, the recent administration change in Washington D.C. has brought with it an unprecedented number of executive orders and other actions - some announced and currently being implemented, others signaled. These policies and positions may have members of the CSU community feeling gravely concerned, disheartened or even threatened. Others may welcome them. Still others may feel entirely disillusioned, unseen, unheard and disconnected by our nation's divided and acrimonious political landscape. The CSU welcomes and celebrates freedom of expression and diversity of thought among all of our community members. Regardless of your viewpoint regarding these recent events, you continue to be a valued and respected member of the CSU family - and your work is appreciated and essential to our mission. In the wake of these unparalleled policy shifts, the CSU finds itself in a moment of uncertainty and change never before seen in our 64-year history. This is understandably unsettling and unnerving for all of us.

I write to assure you that, in this moment, the CSU will do what all great institutions – and great people – do in times of uncertainty and change. We will turn to and uphold our core values. We will honor our purpose. We will fulfill our mission. As the CSU's chancellor, this is my responsibility – my obligation – to you, to our

mission and, most importantly, to our current and future students. I will meet that obligation. Indeed, we will meet that obligation together.

We will continue to remove barriers to opportunity and success and bring the lifechanging benefits of a Cal State degree to students from all backgrounds and walks of life. We will do everything we can, and we will work tirelessly and strategically to ensure the safety and well-being of all our students and employees. And we will fight to secure and protect the resources we need to fulfill our mission for our students, communities and our great state.

Please know that as this national situation continues to unfold, we are working diligently to assess the impacts to the CSU, our students and our employees, and we will be prepared to address these impacts and respond appropriately.

To this end, I have personally held more than a dozen meetings with the governor's administration and state and federal legislative leaders, often accompanied by the chair of the CSU Board of Trustees. I continue to meet almost daily with leaders from university systems and individual institutions across the country, as well as national associations and advocacy groups, to share information, strategies and data. Members of the Chancellor's Office leadership team are marshalling resources, assessing impacts and conducting trainings with colleagues across the system in the areas of academic affairs, student affairs, human resources, business and finance, advancement, communications and legal services. Our state and federal relations teams are advocating tirelessly for the CSU and the interests of our students and employees. More specifically, the CSU's Office of General Counsel (OGC) has updated and distributed guidance and resources to each of our universities to ensure that our international students, scholars and employees, as well as our undocumented students and employees, have the necessary support and information to help them meet their academic and professional goals - and to ensure that those who are a part of our campus communities are prepared to protect their rights in the event of federal immigration enforcement action.

OGC is also working closely with the California Attorney General both in support of the CSU's undocumented students and employees and in efforts to safeguard federal financial support in all its forms. And to this end, system leaders are also actively monitoring potential actions that would impact the CSU's research enterprise and will offer regular guidance and support to help faculty and student researchers navigate this evolving landscape.

The landscape is indeed evolving – and it is vast. But please be assured that if federal action is taken that negatively impacts the CSU community, we will be prepared, and we will respond quickly and appropriately.

The CSU will never abandon its mission. Our students deserve it. Our core values demand it.

We will meet this moment – together.

2. Answer combined for 2, 3, 4, 5, and 6.

California law, California State University policy, and Cal State LA policy regarding the rights of students, faculty, and staff remain in place. Efforts are continually made to ensure our University practices uphold the values expressed in law and policy. The Office of Civil Rights and Title IX stands ready to review and investigate complaints of Discrimination, Harassment, Retaliation, Sexual Misconduct, Dating and Domestic Violence, Stalking and Prohibited Consensual Relationships between Employees and Students. The Office of Civil Rights and Title IX handles all complaints involving such allegations pursuant to the existent policies and procedures. Communication related to the rights and resources available to undocumented students, faculty, and staff are addressed in emails provided above. Additionally, one-on-one support is being provided to those who seek it out. The 2028 Olympic Games have no bearing on these University policies or practices. Communication is being developed for addressing LGBTQ+ students, faculty, and staff concerns. The University's goal is to ensure this communication has actionable information, based on legal guidance. That

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INTENT TO RAISE QUESTIONS (continued)

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INTENT TO RAISE QUESTIONS (continued)		actionable legal guidance is in the process of development. Care is something that is shared between all members of the community – whether the care occurs in resource centers, offices, or labs and classrooms. Care which promotes wellness involves basic needs, mental health, community spaces, mentors, advisors, peer groups, etc. The University is grateful for the work being led by the Office of Diversity, Equity, Inclusion, and Belonging, Office of Civil Rights and Title IX, Office of the Dean of Students, Counseling and Psychological Services, Cross Cultural Centers, staff working groups, and academic departments. This is a beginning of our shared work, not the conclusion.
		7. Uncare" and "unbelonging" are not terms defined in University policy. I would refer you back to Academic Senate discussions regarding protected speech. As we know, free speech is the cornerstone of our democracy and a core tenet that all universities and colleges must uphold, as we do here at Cal State LA. We do this by supporting the rights of students and others to assemble peacefully, protest, and have their voices heard. Meanwhile, we are committed to creating space for safety and a sense of belonging for all. We will continue to reiterate the values that the University stands for and offer students and the campus community supportive resources.
		8. By upholding our policies and living up to our stated and reaffirmed values, as stated: Engagement, Service, and the Public Good — We foster meaningful, collaborative relationships that contribute to the public good among the University community, alumni, and local, regional, and global communities. Diversity, Equity, and Inclusion — We cultivate diversity, expect cultural competence, and actively seek perspectives and engagement from all constituents in our community, to develop just and equitable expectations. Mutual Respect — We are committed to cultivating a supportive and accepting environment where each of us commits to fostering a culture of respect for all.
		 3.3 The Faculty Policy Committee announced their intent to raise the following questions: Re: The CSU AI-Powered University System announcement sent by Chancellor's Office on February 2, 2025 What will be the financial impact of the CSU AI-Powered University System on Cal State LA's budget? How will faculty intellectual property be protected in the context of the CSU AI-Powered University System? Last, who was consulted in the decision the approval of the CSU AI-Powered University System initiative? 2. Re: Hiring into administrative positions What administrator positions are currently actively being hired into at Cal State LA and what is the prioritization of administrator positions over faculty and staff positions with negative impact on day- to -day business?
APPROVAL OF THE MINUTES	4.	It was m/s/p (Meyerott) to approve the minutes of the meeting of January 28, 2025 (ASM 24-10).
APPROVAL OF THE AGENDA	5.	It was m/s/p (Meyerott) to approve the agenda.
SENATE CHAIR'S REPORT	6.	Chair Avramchuk presented his report.
APPORTIONMENT 2025- 26AY (24-9)	7.	There were no objections to the approval of the Apportionment 2025-26.
	1	

8. Devika Hazra and Deborah Won were nominated and elected by acclamation.

9. The resolution was APPROVED. (V: 29/4/7)

- 10. 10.1 It was m/s/ (DeShazo) to approve the recommendation.
 - 10.2 A five minute question and discussion period took place.
- 11. 11.1 It was m/s/ (Meyerott) to approve the recommendation.
 - 11.2 It was m/s/ (Hayes) to continue this as a First Reading Item at the next meeting. No objections were raised.
- 12. It was m/s/p (Hayes) to adjourn the meeting at 3:51 p.m.

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NOMINATIONS FOR AD HOC ADVISORY COMMITTEE FOR VICE PRESIDENT OF ADMINISTRATION AND FINANCE/CFO POSITION

ACADEMIC SENATE RESOLUTION CONDEMN-ING THE EXPANSION OF ADMINISTRATIVE POLICIES UNDERMINING THE RIGHT TO PEACEFUL CAMPUS PROTEST (24-7) Second Reading Item

PROPOSED POLICY MOD-IFICATION: POLICY ON ELECTRONIC MAIL PRIVACY, <u>FACULTY</u> <u>HANDBOOK</u>, CHAPTER III (24-8) *First Reading Item*

RESOLUTION OF THE CAL STATE LA ACADEMIC SENATE: REAFFIRMATION OF VALUES (24-10) *First Reading Item*

ADJOURNMENT