

A. Sarin, A. Carnevali, A. Jamehbozorg, C. Harris, C. Wang, D. Krum, D. Beamer, D. Stenstrom, E. Winokur, J. Garrison, K. Yang, M. Abdullah, M. He, R. Vogel, S. Keslacy, T. Jackson, C. Sun

ABSENT

Chair Avramchuk convened the meeting at 1:49 p.m.

Senator Ramos read the Tongva land acknowledgement.

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| 1. | 1.1 | <p>Chair's announcements:</p> <p>1.1.1 Updates from the Executive Committee (EC):</p> <ul style="list-style-type: none"> • Discussed with Provost Lattimer her active engagement with the community and listening sessions • Issued a formal note (*included as an addendum to the minutes) to the Provost regarding shared governance in budget-related/curriculum changes • Discussed with CETL and CIO leadership our campus involvement in CSU and other AI initiatives • Decided to add a quasi meeting of the whole on budget cuts and shared governance to today's Senate agenda <p>Please read the Executive Committee meeting minutes for more information and reach out to any of the Exec members with any questions at any time.</p> <p>1.1.2 The following petitions for additional nominees are due today at 5pm to the Senate office, as previously announced:
Senator-at-Large position*</p> <ul style="list-style-type: none"> • Election will be conducted electronically starting tomorrow, April 9 and closing April 15. <p>Nominations Committee</p> | ANNOUNCEMENTS |
| | 1.2 | <p>Senator Ramos announced: The College of Ethnic Studies is having a spring 2025 Student Mixer. We welcome everyone to join us to meet New Zealand artists, enjoy kava, and savor light snacks – and connect with fellow students, Ethnic Studies faculty, and artists. The event will take place on Tuesday, April 15.</p> | |
| | 1.3 | <p>VP Day thanked everyone who participated in Preview Day and deep commitment to the University.</p> | |
| | 1.4 | <p>Visitor A. Marchevsky announced: I am pleased to announce two upcoming events sponsored by the Center for the Study of Genders and Sexualities. The first is a book launch event in celebration of our very own Dr. Talia Bettcher. We will celebrate the publication of her new book, which is titled "Beyond Personhood: An Essay in Trans Philosophy." There will be introductory remarks by Dr. Tamsin Kimoto at the event and there will also be raffles of copies of the book. This event will be held Wednesday, April 23, 3:00-5:00pm in the Montebello Room in the U-SU. It is the inaugural event for the Trans Studies Consortium of Los Angeles and it will also kick off the 21st annual CSGS Student Research Conference titled "Gender Sexuality and Power" which will run April 23-25 in the Student Union. We hope that you will be there to support!</p> | |
| | 1.5 | <p>Visitor M. Talcott announced: CFA members met again in Sacramento to continue trying to bargain with CSU management. However, they yet again refused to actually meet with us.</p> <p>Because of our members' presence over Zoom, management refused to enter the room with the bargaining team. This is no different from the tactics used when we bargained just a little more than a year ago, with CFA members being present and observing bargaining. Management instead chose to share their counterproposal by email even though we were in the same building.</p> <p>We would like to get to bargaining over issues impacting faculty and so the bargaining team worked to provide a counterproposal that maintains our commitment to racial and social justice, transparency, and inclusion.</p> | |

ANNOUNCEMENTS
(continued)

CSU management is both embracing and exploiting the anti-union national agenda, as well as capitulating to it. We know that management's bargaining team is taking direction from Chancellor Mildred Garcia. She is using this moment to do one thing: continue to wage a war on workers—one started on campuses across the state under the guise of austerity and consolidation. She is not being subtle about this either. Management does not want to bargain over improved working conditions for faculty. They do not want us to bargain on salary, or workload, or academic freedom, or artificial intelligence, or the many issues impacting us on our campuses. Instead, they are digging their heels in over CFA members simply being able to watch bargaining over Zoom and have access to the process. Also this week, Sonoma State voted no confidence in their president and Chancellor Garcia.

QUESTIONS FROM THE
FLOOR

2. The following questions and concerns were raised from the floor:

- A lot of programs in the Bridges to Doctorate are supported by NIH training grants that are oriented towards diversity and some of them have had to terminate early. Does the University have anything they want to share or any ideas on how to protect the students, faculty, or programs that might be impacted by some of the executive orders that have come down?
- Students are concerned that they will not be able to graduate on time because classes that they were counting on to take in the summer or fall are not being offered. It would be great if someone from the administration was monitoring social media and responding to students and showing them that they are being heard.
- Can we get information about department/program mergers that have already happened on campus and advised on the timeline given to students that their major or minor is discontinued?
- Have any Cal State LA students had their visas revoked?

Responses were provided by H. Ye, VP Lindow, M. Garcia, K. Elliott Brown, and A. Villegas

INTENT TO RAISE
QUESTIONS

3. 3.1 Chair Avramchuk provided the following response from the Provost and Vice President of Academic Affairs to Senator Porter's intent to raise the following questions from the meeting of March 11, 2025 (ASM 24-13):
The norm guidelines make a distinction between upper division and lower division major courses.

As stated in the February 28th message, Deans can request exceptions where warranted based on pedagogical considerations and facilities limitations.

Subject: Academic Affairs Budget Strategies

Date: Friday, February 28, 2025, at 2:00:07PM Pacific Standard Time

From: Academic Affairs

Dear Academic Affairs faculty and staff colleagues –

In the summer of 2024, the President first shared news with the campus community about the budget shortfall of over \$32 million the University was facing, due to falling enrollment, rising mandatory (but unfunded) expenses, and state budget cuts and deferment. Over the past six months, administrators, faculty, and staff in Academic Affairs have worked to make significant progress toward closing our division's \$15.9 million share of the cuts. Some colleges have deferred a portion of their cut until next year by using one-time dollars this year and now must make decisions about how to make the remaining cut to base funding in 2025-26.

Unfortunately, with an additional 10% (\$24.6 million) reduction projected for the campus in 2025-26, equating to \$12.3 million for Academic Affairs, this difficult work is not done. Leaders within Academic Affairs have been charged with working with their faculty and staff, to pursue multiple budget reduction mitigation strategies. Some of these strategies are particularly time-sensitive as we plan the Fall 2025 admissions and course schedule. Others, such as program or other mergers or discontinuations that may affect unconditional lecturers and tenure-track faculty positions, will require more consideration and consultation with faculty,

INTENT TO RAISE
QUESTIONS (continued)

staff, students, and other stakeholders into Fall 2025. The Interim Provost and Incoming Provost, along with the President, have delegated authority to the Deans to make the following immediate strategic decisions:

Course sizes: While there is variation among courses and the practical limits of their enrollment, the following guidelines should be used to create consistency and promote fiscal responsibility. Where course enrollment norms are currently higher, the expectation is that those would continue. Deans can request exceptions where warranted based on pedagogical considerations and facilities limitations.

Minimum Caps:

GE Area 1 and Area 2: 25

All Other GE: 40

Lower Division Major Courses: 40

Upper Division Major Courses: 30

Lab and Activities Courses (inc. GE 5C): 25

Graduate Courses: 25

Minimum Enrollments to Run Course:

GE Area 1 and Area 2: 20

All Other GE: 30

Lower Division Major Courses: 25

Upper Division Major Courses: 20

Lab and Activities Courses (inc. GE 5C): 15

Graduate Courses: 10 (for 2025-26)

Graduate Admissions: Graduate programs that have more than 50% of their courses not shared with other programs and are enrolling fewer than 15 new students per year are being reviewed for temporary suspension for admissions for AY 2025-26. Deans will work with the faculty in these programs to follow the consultation process as described in the Faculty Handbook in March and April, with decisions made by May. Programs may be approved for admissions below that threshold if they provide a plan to the Dean to minimize low-enrolled graduate courses for the program (e.g., course substitutions, requirement waivers, enrolling graduate students from outside of the program) while maintaining a robust student experience, and address how the department will work to revise the program in the coming 6 months to ensure future program growth. College Deans and the Dean of Graduate Studies will provide support and guidance in this process.

Low enrolled degree programs: Deans will review progress on proposals by departments with low conferring degrees and plan for next steps, which may include temporary suspension for admissions for AY 2025-26. Deans will also identify other low-enrolled programs that require an action plan for 2025-26.

Assigned Time and Additional Employment: Assigned time supported by internal university funds will be limited to only critical functions. Additional employment will be allowed only in exceptional cases. The Provost's Office must approve all assigned time across the division.

In addition to these strategies, the University is pursuing a range of budget reduction mitigation strategies. The President has implemented hiring, overtime, and travel freezes (with the exception of faculty members' travel necessary for their research, scholarly, and creative activities), and within central Academic Affairs, we are implementing workforce reduction strategies, including MPPs. Given the size of this budget reduction, on the heels of this year's cut, we need to keep all options on the table to ensure we can meet our students' needs within our financial constraints. We will work closely with our colleagues in each of the labor unions on all personnel matters as they arise.

We cannot rely on cuts alone to navigate this situation – we must make strategic decisions now to position Cal State LA to emerge from this juncture stronger. For example, the campus must look for avenues for revenue generation, including enrollment growth, extramural funding, self-support programs, public-private partnerships, and auxiliaries. We will look to innovate our curricular offerings to appeal to the students of today and tomorrow, offering flexible modalities, accelerated degree options.

INTENT TO RAISE
QUESTIONS (continued)

and career-engaged programs that make us uniquely appealing to prospective students in a highly competitive higher education market. We must reallocate resources to align with our mission and strategic priorities. Ongoing efforts are underway by Cal State LA and all CSU campuses to demonstrate to the Governor and legislature the devastating impacts of multiple years of cuts. We encourage all of you to join us in advocating to Sacramento leadership to reverse these cuts. Our united voices are needed to make our case. Thank you all for your important work, courageously leading from wherever you are positioned within Academic Affairs.

- 3.2 Senator Joseph announced her intent to raise the following questions: To Senate Executive : Who did you consult about deciding to return in person next year? I thought that Senate members would vote on our meeting methods as we have for the past few years. We are a shared governance group, and you did not consult us. I have two questions. Could you have a general senate vote about how we will meet next year? Could you consider for the vote a compromise to in person or online: once a month in person and once a month online?

APPROVAL OF THE
MINUTES

4. It was m/s/p (Oropeza Fujimoto) to approve the minutes of the meeting of March 25, 2025 (ASM 24-14).

APPROVAL OF AGENDA

5. It was m/s/p (Phun) to approve the agenda.

SENATE CHAIR'S REPORT

6. Chair Avramchuk presented his report.

STATE OF THE
UNIVERSITY LIBRARY
ADDRESS

Presented by Dean Carlos
Rodriguez, Library

7. Dean Carlos Rodriguez, Library, presented the State of the University Library Address.

PRISON GRADUATION
INITIATIVE

Presented by Bidhan Roy,
Director, Prison Graduation
Initiative

8. Bidhan Roy, Director, Prison Graduation Initiative, presented updates on the program.

QUASI MEETING OF THE
WHOLE

9. Chair Avramchuk requested to move this item to the next meeting due to lack of time. No objections were raised.

PROPOSED POLICY MOD-
IFICATION: EXCLUSION
FROM CLASS, FACULTY
HANDBOOK, CHAPTER V
(24-13)

First-Reading Item

10. It was m/s/ (Cwir) to approve the recommendation.

ADJOURNMENT

11. It was m/s/p (Baaske) to adjourn at 3:45p.m.



DATE: 03/27/25

TO: Heather Lattimer, Provost

FROM: Andre Avramchuk, Chair, Academic Senate

COPIES: Rhonda Roquemore

SUBJECT: 2/28/25 campus memo re: Budget Strategies

The subject campus memo has delegated to the Deans the decisions regarding course sizes, program review processes, pedagogical considerations around course enrollments, admissions and/or other decisions normally made by faculty or in robust consultation or deference to expert faculty.

Upon careful consideration of the memo's implications, discussions in the Academic Senate and its Executive Committee, and faculty input, the Executive Committee of Cal State LA's Academic Senate provides this written note of determination that the subject memo has violated the spirit of shared governance, its tenets found in the Faculty Handbook, and/or the letter of current policy.

Specifically, by delegating these important decisions under faculty purview to the Deans, the memo circumvents the university-level shared governance through the Senate committees. It disempowers the faculty by doubting their expertise, disregarding their elected representatives, and placing most of the burden on the faculty in laboring to research and advocate for educational programs and individual courses. It gives a false impression that the responsibility for current budget troubles or low-enrolled programs or courses resides with the faculty.

Incidentally, the memo unfairly places these momentous decisions entirely on the Deans and makes them the targets of complaints and grievances without any backing of shared governance. It makes it difficult for the Deans to be the authentically collaborative leaders they should be at a university. Shared governance has been in place for a long time for a set of good reasons. One being that no single administrator or faculty member is involved in the entirety of a decision related to educational processes or outcomes. Decisions made within a system of shared governance are, indeed, shared. Decisions made outside that system are not shared.

To restore the spirit of shared governance on our campus, follow the policy, and cure to the extent currently possible the consequences on the subject memo, the Executive Committee requests your Office to lead an immediate and robust engagement of Academic Affairs administrators with all appropriate university-level committees regarding all the decisions mentioned in the memo.