

CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO
FACULTY SENATE MEETING, 53rd SENATE

M I N U T E S

SESSION 07 - Tuesday- March 5, 2019, 2:00PM – 3:50PM, Pine Room

Members Present: All members were present with the exception of: E. Fangonil-Gagalang, J. Gilbert, Y. Hwang, A. Johnson, A. Louque, O. Mango, M. Marx, A. Menton, P. Ogidikpe, A. Roman, L. Scow, H. So, D. Sweeney, R. Trapp

Guests Present: D. Freer, M. Popescu, S. Sudhakar, C. Seal, R. Chuang, G. Georgiou, S. Yildirim, T. Provenzano, J. Grant, C. Weber, R. Nava, P. Schram, H. Le Grande, J. Zhu, S. Peresuh, J. Lappin, A. Felix, T. Sells, T. Karmanova, L. Caruthers-Collins, S. Bennett

1. APPROVAL OF THE MINUTES

Senator Rizzo moved and Senator Ajayi seconded the motion to approve the Faculty Senate minutes for February 19, 2019 (FSM 2019.02.19) as presented. **PASSED, 1 Abstention**

2. APPROVAL OF THE AGENDA

Senator Rizzo moved and Senator Ullman seconded the motion to approve the agenda. Senator Chen moved and Senator Garcia seconded the motion to amend the agenda. The Faculty Senate Agenda for March 5, 2019 was approved as amended. **PASSED Unanimously**

3. CHAIR'S REPORT

Chair Kolehmainen reminded the senate about the Coyote's Champ Packs that are given to students during finals week and we have envelopes for those who would like to donate.

Please hold March 19, 2019 as a definite Faculty Senate Meeting date.

4. PRESIDENT'S REPORT (attached)

- See attached report

5. PROVOST'S REPORT (attached)

- See attached report

6. Tenure Track Faculty Hiring Task Force Presentation – George Georgiou (attachment)

- See attached report

Comment:

- Associate Provost Yildirim stated that we are aggressively trying to hire tenure line faculty and we have some departments refusing tenure lines.

In a follow-up email a Senator requested the following:

- How many searches/department are we talking about?
- Have the departments provided explanations as to why they've chosen to turn down A tenure line? If so, what are those reasons?
- Do you know if this is a new development? Or an increasingly prevalent one?
- And what, if anything happens when a department turns down a tenure line?

7. INFORMATION ITEMS

7.1 Online Teaching at CSUSB – Mihaela Popescu & Jo Anna Grant

- See attached report

Senator Recommendations/Comments:

- Some Senate considerations should be handled by Departments. Departments should add to their RPT guidelines whatever language they think is appropriate for online instruction in that department.
- Concerned about considerable emphasis being placed on online teaching especially when some teachers and students come to CSUSB because they want the human interaction.
- Be careful about which classes we assign as online courses

7.2 GI 2025 Policies – Course Repeat – Craig Seal

- We are looking at making **three** changes to our course repeat policy:
 1. Currently students can repeat up to 24 units for grade forgiveness. We want to Change to 18 quarter units.
 2. Can take course 3 times. We want to change to 2, and after two they must talk with someone.
 3. Include Q2S language to convert from 18 to 12

7.3 Resolution in Support of Electronic Core Collection (single reading)

Senator Vassilakos-Long moved and Senator Fischman seconded the motion to pass the above-referenced Resolution. **Passed Unanimously**

8. DISCUSSION ITEMS

9. OLD BUSINESS

10. NEW BUSINESS

11. COMMITTEE REPORTS

11.1 EPRC

11.2 FAC

11.3 Q2S

- 12. STATEWIDE ACADEMIC SENATOR'S REPORT**
- 13. SENATOR'S REPORTS/INCLUDING ASI PRESIDENT'S REPORT**
- 14. DIVISION REPORTS**
 - 14.1** Vice President for Information Technology Services
 - 14.2** Vice President for University Advancement
 - 14.3** Academic Affairs/Deans' Reports
 - 14.4** Vice President for Administration and Finance
 - 14.5** Vice President for Student Affairs

Meeting Adjourned at 3:54PM



CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO
Office of the President

PRESIDENT'S REPORT
FACULTY SENATE
TUESDAY – FEBRUARY 5, 2019

Colleagues, I will not be able to join you today as I am traveling on University business.

- **Early Promise:** Governor Gavin Newsom's initial 2019-20 state budget proposal is a source of optimism for the CSU and higher education in California. It calls for increases to the ongoing General Fund for operational costs, expanded enrollment and continued progress toward the Graduation Initiative 2025. His budget also includes one-time funding for the expansion of on-campus childcare facilities serving students, for deferred maintenance and for student hunger and housing initiatives. It will help us to improve our aging infrastructure, providing a modern, enriched learning environment for our students. As the budget process moves forward, the CSU will seek additional funding to increase students' access, financial assistance, personal guidance while also advancing facilities and technology. I will continue to provide updates as they develop.
- **Showcasing Student Work:** Undergraduate and graduate students displayed their scholarly achievements and developed presentation and communication skills last Friday at the 33rd annual CSUSB Research Competition. Thirty-one students took part in the event sponsored by the Office of Student Research (OSR). The winners advance to the statewide CSU Research Competition at Cal State Fullerton on April 26-27. My sincere thanks goes to our numerous faculty mentors and faculty judges who worked tirelessly with the students. I'd also like to recognize associate professor Christina Hassija, OSR staff member Danielle White and our Associate Provost of Academic Research and Dean of Graduate Studies Dorota Huizinga for providing our students this tremendous opportunity.
- **Talking Experience:** College of Natural Sciences Dean Sastry Pantula was a featured speaker recently during the launching webcast of the CSU's STEM NET, an affinity group dedicated to creating high quality STEM research programs for CSU students and faculty. A former director at the National Science Foundation, Dean Pantula discussed his

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experience leading the NSF Division of Mathematical Sciences, its policies and procedures.

- **Healthy Agreement:** Our University is part of a collaborative agreement involving Cal State Fullerton and Riverside City College to increase diversity within each school's nursing program and expand the overall number of graduates entering the workforce. Spearheaded by chair Terese Burch and lecturer Evangeline Fangonil-Gagalang, the Memorandums of Understanding are part of the California Tri-County Concurrent Enrollment Program (CTCE), designed to create an efficient path for RCC students with associate degrees in nursing to obtain bachelor's degrees from either CSU institution. This agreement will help nursing students make a smooth transition to earning a bachelor's degree and, ultimately, bring more qualified, highly trained nurses to meet the growing health care needs of our local communities.
- **Engaged & Evocative Evening:** More than 1,200 campus and community members visited Coussoulis Arena late last month as ASI hosted "An Evening with Dr. Cornel West." A professor of the Practice of Public Philosophy at Harvard University, the prominent social critic, author, actor and political activist offered insight on topics ranging from racism, education, advocacy, social justice and American society. ASI is to be commended for providing our students and the local public a chance to hear Dr. West and, considering the nation's current political environment, to have him address questions of personal and societal interest.
- **Golden State Recognition:** State Senator Jim Beall recently recognized the Prison Arts Collective (PAC) at CSUSB and founder Professor of Visual Studies Annie Buckley for an exhibition on display in Sacramento. "Beyond the Blue," featuring 15 diverse artworks by California inmates who are participating in PAC classes taught inside state prisons, was displayed outside the governor's office. PAC is made possible by a contract through California Arts in Corrections, a partnership between the California Department of Corrections and Rehabilitation, and the California Arts Council.
- **Symposium Speaker Inspires:** January's inaugural CSUSB Career Symposium, sponsored by the university's Career Center, offered attendees breakout sessions, networking opportunities and a fashion show. It also included a motivational talk from keynote speaker Richard Montañez, executive vice president of multicultural sales and community activation for PepsiCo's North American divisions, and the inventor of Flamin' Hot Cheetos. Montañez, who dropped out of school at an early age, spoke of how he went from being a janitor to a corporate executive, and told our students, "Look how far I got without an education – just imagine how far you can get with one!"
- **Georgia Tech Summit:** The university hosted a meeting of Inland Empire educational institutions and business and community leaders interested in developing a partnership with Georgia Tech University's Supply Chain and Logistics Institute

(SCL). The partnership would help to advance a key objective of the work of the Inland Economic Growth and Opportunity (IEGO) two-county collaborative, which aims to create greater economic opportunity for more people in the region. One of IEGO's strategic recommendations is to increase the number of quality jobs in the Inland Empire by making the region a global hub for innovation in logistics. Georgia Tech's SCL, considered one of the best centers of its kind, is engaged in similar partnerships in other regions of the country and throughout the world.



Provost's Faculty Senate Report February 5, 2019

General Announcements / Updates

1. Pre-Medical and Pre-Health Conference

Congratulations to the College of Natural Sciences for organizing and hosting a very successful MAPSS Pre-Medical and Pre-Health Conference. More than 300 students attended the Jan. 26 event, which featured more than 100 pre-med and pre-health professional workshops. Additionally, approximately 80 schools representing an array of related programs participated.

2. Friend of the Children Award / International Conference

Congratulations are also in order for faculty senate member Enrique Murillo Jr., who was honored on Saturday, Feb. 2, with the Friend of the Children Award from of Diocese of San Bernardino Office of Catholic Schools. The award recognizes an individual who has touched the lives of children in schools and parishes beyond the realm of ministry.

3. College Open Forum

President Morales and I kicked-off the College Open Forums last week with a discussion with faculty in the Jack H. Brown College of Business and Public Administration on Jan. 30 and the College of Social and Behavioral Sciences on Feb. 1. The College of Arts and Letters Open Forum will be held Feb. 14 from 10-11 a.m. in UH-053; the College of Education, on Feb. 27 from 11 a.m.-noon; and the College of Natural Sciences, also on Feb. 27 from 2-3 p.m. (Locations for the last two to be announced.)

4. Pastries with the Provost

Pastries with the Provost, which provides another opportunity for faculty to participate in open discussions, will be held this week. The quarterly event will take place Wednesday, Feb. 6, from 9-10 a.m. in the FCE.

5. Academic Affairs/Faculty Senate Retreat

Thank you to faculty senate members Dorothy Chen, Donna Garcia, Enrique Murillo, Jr. and Lasisi Ajayi, academic affairs members Craig Seal, Seval Yildirim and Clare Weber, and Tanner Carollo from Institutional Research for volunteering to serve on the planning committee for our upcoming Academic Affairs/Faculty Senate Retreat on Closing the Equity Gaps/Faculty Diversity on Thursday, April 25. Planning committee members had their first meeting yesterday.

6. Women of Color in Academia – Publication Celebration

The Women of Color in Academia and the Pfau Library will be hosting a Faculty Publication Celebration tomorrow – Wednesday, Feb. 6 from 2-3:30 p.m. in PL-5005. The program will feature five panelists who will highlight their recent works. Please join us for this insightful event.

Tenure Track Faculty Hiring

George M. Georgiou

Tenure Track Faculty Hiring Task Force, Chair
Professor of Computer Science and Engineering
California State University, San Bernardino

georgiou@csusb.edu

March 5, 2019

The Tenure Track Faculty Hiring Task Force

- ▶ Lasisi Ajayi - COE
- ▶ Dionisio Amodeo - CBS
- ▶ Nicholas Bracher - CAL
- ▶ Haakon Brown - JHBC
- ▶ George Georgiou - Chair
- ▶ Yasha Karant - CNS
- ▶ Seval Yildirim - FA&D

Tasks of the Task Force

- ▶ Based on data, make a 3-year projection plan for faculty hiring
- ▶ Identify infrastructure constraints such as the impact of limited available space
- ▶ Make recommendation regarding optimal timeline/efficiency of searches to capture best qualified candidates.
- ▶ May make other faculty hiring recommendations, such as how the new hires can be best supported and if any hiring can be done at Palm Desert.
- ▶ Deadline for report to Provost McMahan: **May 31, 2019**

Current status (March 2019)

- ▶ The Task Force has been gathering and analyzing data.
- ▶ Data related to
 - Tenure Track Faculty
 - Student enrollment
 - Q2S campuses (Tenure Density, Student, Faculty, Separations)
 - Separations
 - FERP faculty
 - Diversity (Gender and Ethnicity); Local Area population, CSUSB/Colleges: Faculty, Students
 - Tenure Density by College
 - SFR (Student-to-Faculty Ratio) by College (2 versions)
- ▶ The Task Force has **not** made any recommendations yet.
- ▶ This presentation will be about gathered data.

Acknowledgment

Data/Tables/Figures come from the following sources:

- ▶ Office of Institutional Research, CSUSB
- ▶ Office of Faculty Affairs and Development, CSUSB
- ▶ Academic Human Resources, CSU CO
- ▶ Institutional Research and Analyses, CSU CO
- ▶ CIRS (Campus Information Retrieval System) Database

Outline

Tenure Track Faculty Hiring Task Force

Outline

CSU CO Density report

Tenure/Tenure-Track Faculty at CSUSB

Student Enrollment by College

Q2S Campuses

Separations Data

Active T/TT and FERP Faculty

More Recent Data: Diversity, Tenure Density, SFR

Conclusion

CSU CO Report on Tenure Density

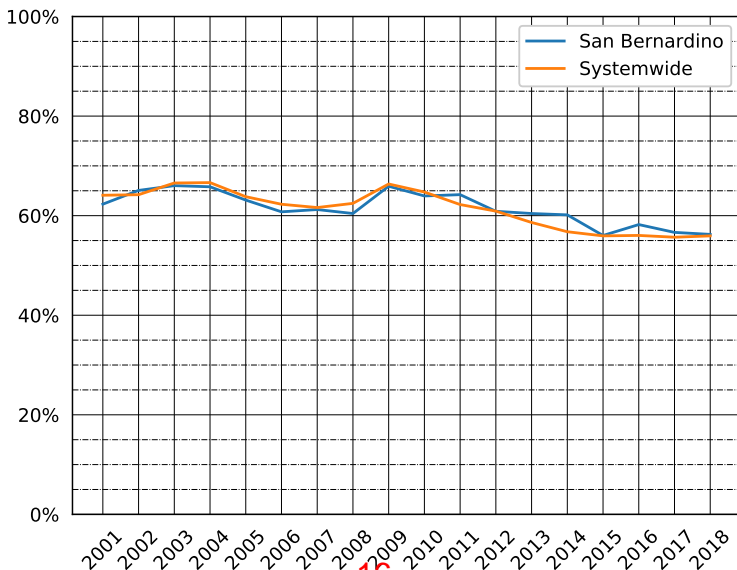
REPORT OF THE TASK FORCE
ON TENURE DENSITY IN THE
CALIFORNIA STATE UNIVERSITY

JANUARY 19, 2018
CSU OFFICE OF THE CHANCELLOR

Definitions

- ▶ **Tenure Density:** The ratio of tenure/tenure-track faculty (FTEF) divided by total instructional FTEF (tenure/tenure-track plus lecturer FTEF).
- ▶ **Faculty Early Retirement Program (FERP):** Tenured faculty who are in this program begin receiving pension while continuing working half-time.

Figure 1: Tenure Density at CSUSB and CSUwide



Data source: Academic Human Resources, CSU CO

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Tenure/Tenure-Track Faculty at CSUSB

Tenure/Tenure-Track Faculty at CSUSB

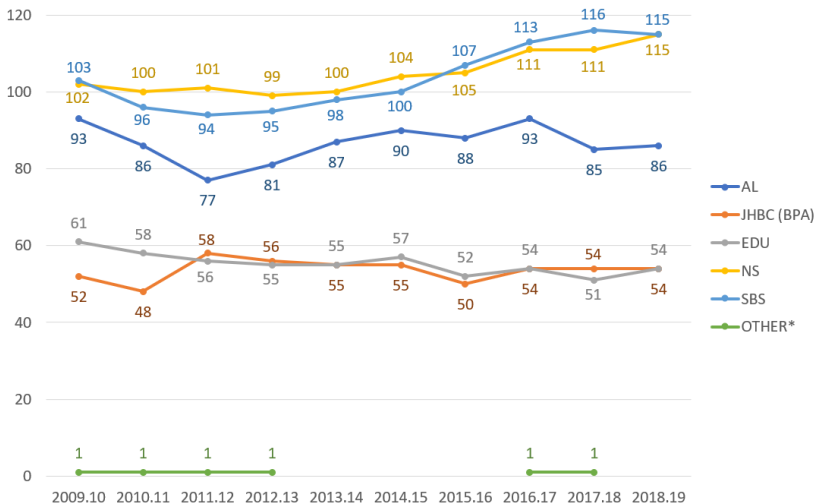
Table 1: Tenure/Tenure-Track Faculty Counts in Fall*

	2009.10	2010.11	2011.12	2012.13	2013.14	2014.15	2015.16	2016.17	2017.18	2018.19
AL	93	86	77	81	87	90	88	93	85	86
JHBC (BPA	52	48	58	56	55	55	50	54	54	54
EDU	61	58	56	55	55	57	52	54	51	54
NS	102	100	101	99	100	104	105	111	111	115
SBS	103	96	94	95	98	100	107	113	116	115
OTHER*	1	1	1	1				1	1	
Total	412	389	387	387	395	406	402	426	418	424
*Other includes Grant Related Instructional Faculty (GRIF) and 12 Month Faculty for Academic Resources										

Source: Institutional Research

Data source: Faculty Affairs and Development/ Tenure/Tenure-Track Faculty Data from CIRS

Figure 2: Tenure/Tenure-Track Faculty in Fall



Source: Institutional Research

Data source: Faculty Affairs and Development/ Tenure/Tenure-Track Faculty Data from CIRS

Table 2: New Tenure-Track Faculty in Fall*

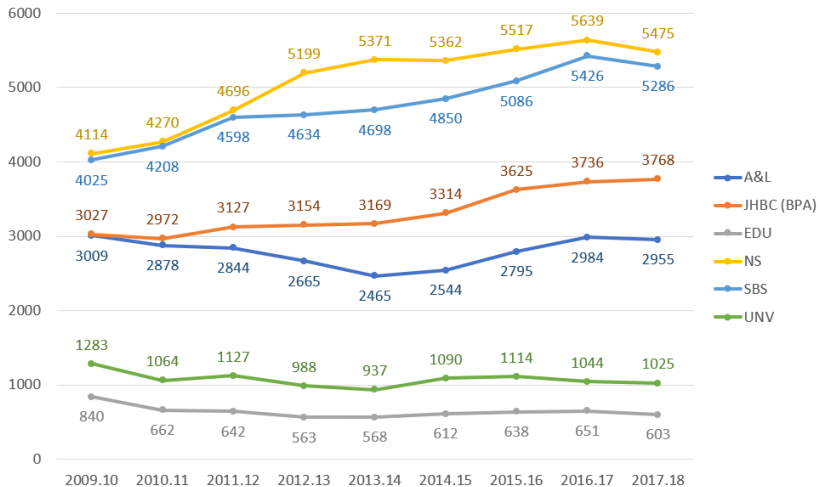
	2009.10	2010.11	2011.12	2012.13	2013.14	2014.15	2015.16	2016.17	2017.18	2018.19
AL	1	1	3	4	7	4	4	5	1	4
JHBC (BPA	6	1	9	1	3	4	4	5	3	5
EDU	2	0	0	2	2	5	3	7	0	4
NS	0	3	3	1	6	13	9	10	3	5
SBS	1	0	4	3	8	9	10	11	5	7
Total	10	5	19	11	26	35	30	38	12	25
*New tenure/tenure-track faculty who started in Winter or Spring are counted in the following academic year.										

Source: Institutional Research

Data source: Faculty Affairs and Development/ Tenure/Tenure-Track Faculty Data from CIRS

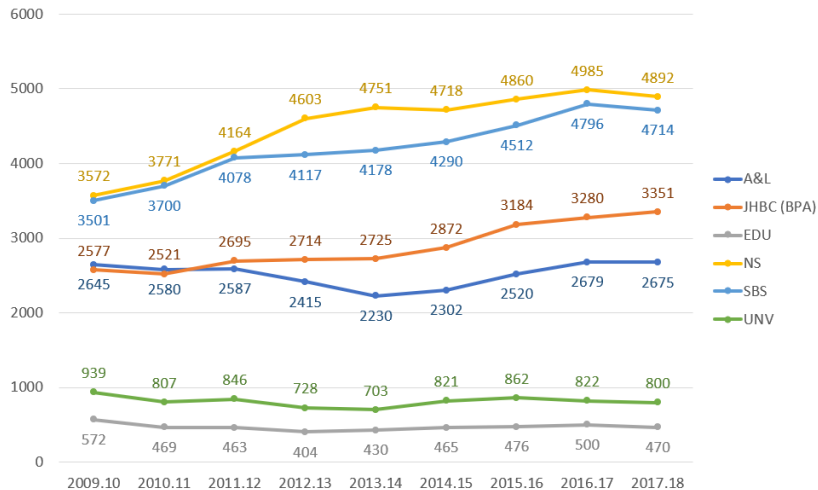
CSUSB Student Enrollment by College

Figure 3: Average Student Headcount by College



Source: Institutional Research

Figure 4: Average FTES by College

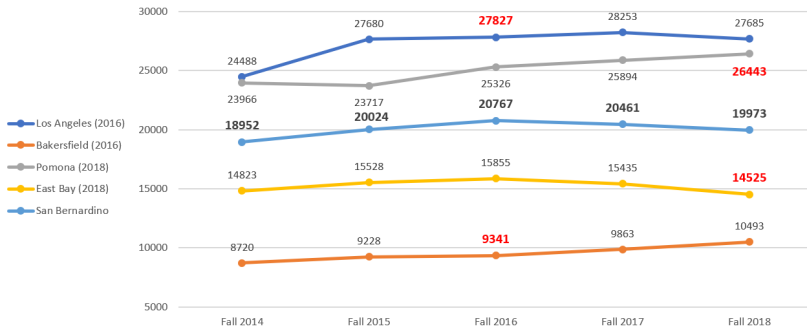


Source: Institutional Research

Comparing Q2S Campuses

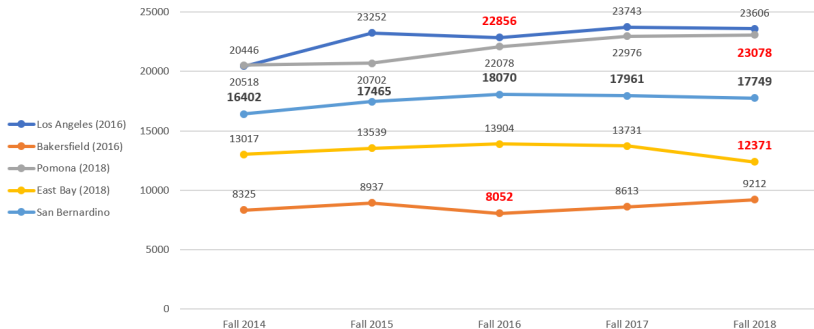
Comparing Q2S Campuses

Figure 5: Student Fall Headcounts



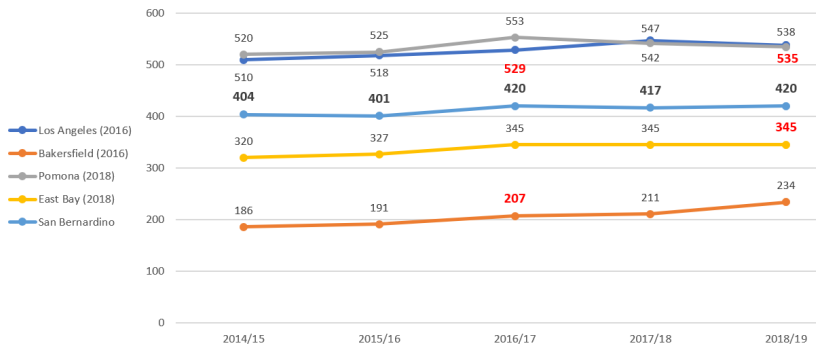
Source: Institutional Research; Data: Institutional Research and Analyses, CSU CO

Figure 6: Student Fall FTES



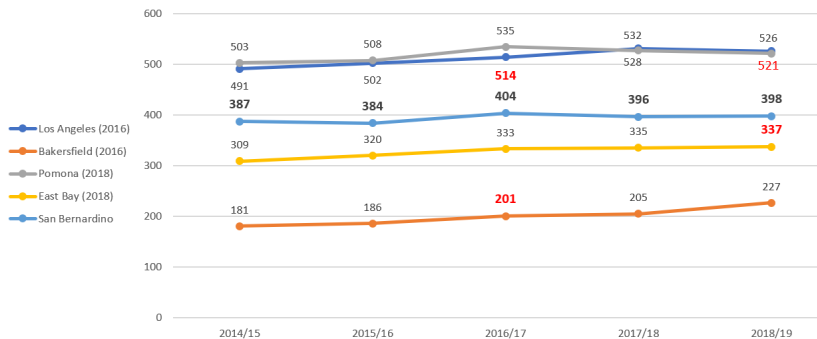
Source: Institutional Research; Data: Institutional Research and Analyses, CSU CO

Figure 7: Tenure/Tenure-Track Faculty Headcounts



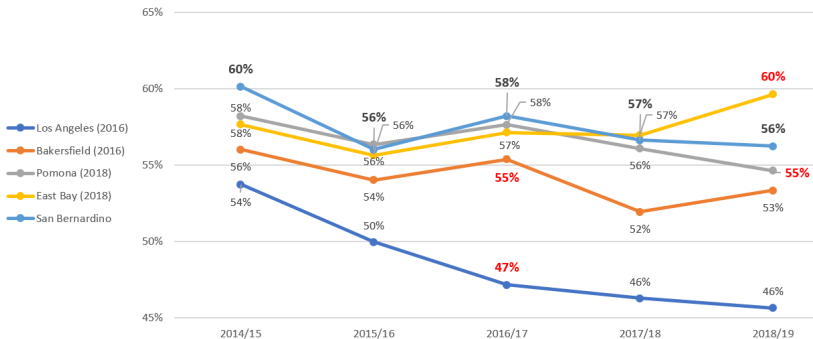
Source: Institutional Research; Academic Human Resources, CSU CO

Figure 8: Tenure/Tenure-Track Faculty FTE



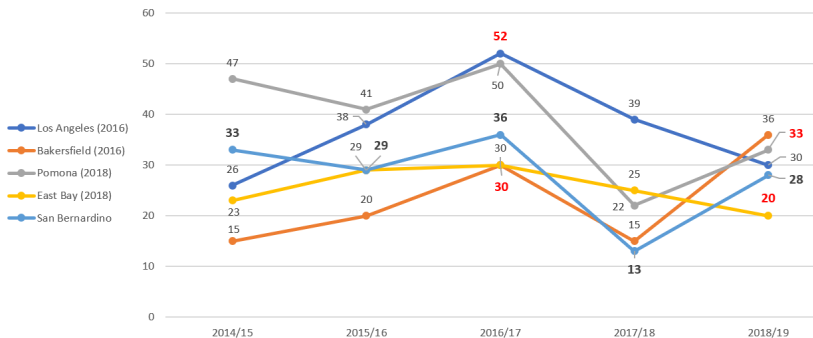
Source: Institutional Research, Academic Human Resources, CSU CO

Figure 9: Tenure Density



Source: Institutional Research; Academic Human Resources, CSU CO

Figure 10: New Tenure-Track Faculty Appointments



Source: Institutional Research; Academic Human Resources, CSU CO

Separations Data

Separations Data

Table 3: Separations per College

COLLEGE	08/09	09/10	10/11	11/12	12/13	13/14	14/15	15/16	16/17	17/18	18/19	Grand Total
CAL	2	2	10	3	4	2	6	2	6	6	1	44
CNS	4	4	3	3	5	6	7	4	4	3	1	44
COE	3	1	2	2	3	1	8	7	6	6	0	39
JHBC	4	5	3	3	3	3	4	2	3	3	0	33
SBS	3	6	5	5	5	5	7	2	2	10	0	50
Grand Total	16	18	23	16	20	17	32	17	21	29	2	210

Source: Faculty Affairs and Development

Separations (cont.)

Table 4: Faculty Ended FERP Participation

COLLEGE	08/09	09/10	10/11	11/12	12/13	13/14	14/15	15/16	16/17	17/18	18/19	Grand Total
CAL	1	0	6	0	1	1	1	1	1	2	0	14
CNS	1	2	0	1	2	1	3	2	0	1	1	14
COE	0	0	0	0	1	0	2	4	2	4	0	13
JHBC	2	2	2	0	1	2	2	1	2	3	0	17
SBS	2	2	2	3	3	3	5	1	2	5	0	28
Grand Total	6	6	10	4	8	7	13	9	7	15	1	86

Source: Faculty Affairs and Development

Separations (cont.)

Table 5: Age Range of Separations

Type of Separation	30 to 39	40 to 49	50 to 59	60 to 69	70 to 79	80 to 86	Grand Total
DEATH				3	4		7
END VISITING FAC APPT	1	2		1			4
FERP				27	53	3	83
RESIGNATION	10	36	19	3	2		70
RETIREMENT			7	14	17	1	39
TERMINAL YEAR		1	1	1			3
TERMINATION	1				2	1	4
TRANSFER MPP			1				1
Grand Total	12	39	28	49	78	5	211

Source: Faculty Affairs and Development

Separations (cont.)

Table 6: Resignations by College

COLLEGE	08/09	09/10	10/11	11/12	12/13	13/14	14/15	15/16	16/17	17/18	Grand Total
CAL		1	4	3	3	1	2		3	1	18
CNS	3		2	1	2	2	3	2	2	2	19
COE	1		1			1	3	1	2	1	10
JHBC	1			2		1	2		1		7
SBS	1	2	2	1	2	2	2	1		2	15
Grand Total	6	3	9	7	7	7	12	4	8	6	69

Source: Faculty Affairs and Development

Separations (cont.)

Table 7: End FERP by College and Age Range

COLLEGE	08/09	09/10	10/11	11/12	12/13	13/14	14/15	15/16	16/17	17/18	18/19	Grand Total
CAL	1		6		1	1	1	1	1	2		14
60 to 69			1			1		1		1		4
70 to 79			4		1		1		1	1		8
80 to 86	1		1									2
CNS	1	2		1	2	1	3	2		1	1	14
60 to 69				1	1		2	1		1	1	7
70 to 79	1	2			1	1	1	1				7
COE					1		2	4	2	4		13
60 to 69								2	1	1		4
70 to 79					1		2	2	1	3		9
JHBC	2	2	2		1	1	2	1	1	3		15
60 to 69								1		3		4
70 to 79	2	1	2		1	1	2		1			10
80 to 86		1										1
SBS	2	2	2	2	3	3	5	1	2	5		27
60 to 69					1	2	3			2		8
70 to 79	2	2	2	2	2	1	2	1	2	3		19
Grand Total	6	6	10	3	8	6	13	9	6	15	1	83

Source: Faculty Affairs and Development

Separations (cont.)

Table 8: Retirements by College and Age

COLLEGE	08/09	09/10	10/11	11/12	12/13	13/14	14/15	15/16	16/17	17/18	18/19	Grand Total
CAL		1					2		1	3	1	8
50 to 59							1		1	2	1	5
60 to 69										1		1
70 to 79		1					1					2
CNS		2	1	1	1	2	1					8
60 to 69		2				2	1					5
70 to 79			1	1	1							3
COE	1	1	1	2	2		1	2	2	1		13
50 to 59					1			1				2
60 to 69		1			1		1	1	1	1		6
70 to 79	1		1	2					1			5
JHBC		3	1	1	2							7
60 to 69					1							1
70 to 79		3	1	1								5
80 to 86					1							1
SBS		1	1							1		3
60 to 69			1									1
70 to 79		1								1		2
Grand Total	1	8	4	4	5	2	4	2	3	5	1	39

Source: Faculty Affairs and Development

Separations (cont.)

Table 9: Resignations by Tenure Status

COLLEGE	08/09	09/10	10/11	11/12	12/13	13/14	14/15	15/16	16/17	17/18	Grand Total
CAL		1	4	3	3	1	2		3	1	18
PERMANENT			2	1					2		5
PROBATIONARY		1	2	2	3	1	2		1	1	13
CNS	3		2	1	2	2	3	2	2	2	19
PERMANENT	1		2		2	2	1	2		2	12
PROBATIONARY	2			1			2		2		7
COE	1		1			1	3	1	2	1	10
PERMANENT			1			1	2	1			5
PROBATIONARY	1						1		2	1	5
JHBC	1			2		1	2		1		7
PERMANENT	1					1	1				3
PROBATIONARY				2			1		1		4
SBS	1	2	2	1	2	2	2	1		2	15
PERMANENT				1	1	1	1			1	5
PROBATIONARY	1	2	2		1	1	1	1		1	10
Grand Total	6	3	9	7	7	7	12	4	8	6	69

Source: Faculty Affairs and Development

CSU Tenured/Tenure-Track Faculty Separations, Select Campuses

Campus	Status		2013/14	2014/15	2015/16	2016/17	2017/18
Bakersfield	Total in Academic Year		194	196	200	210	217
	Status in Next Academic Year	Returned as Faculty	179	176	178	194	194
		Returned in Non-Faculty Position	1	2	4	0	1
		Retired and Returned as FERP	2	5	3	8	4
		Retired - Did Not Return	6	9	10	3	8
		Resigned - Did Not Return	4	4	4	4	8
		Other Separation Reason - Did Not Return	2	0	1	1	2
East Bay	Total in Academic Year		325	329	336	352	354
	Status in Next Academic Year	Returned as Faculty	297	299	312	320	319
		Returned in Non-Faculty Position	1	3	3	3	1
		Retired and Returned as FERP	7	5	6	7	7
		Retired - Did Not Return	14	19	6	16	19
		Resigned - Did Not Return	3	1	6	5	6
		Other Separation Reason - Did Not Return	3	2	3	1	2
Los Angeles	Total in Academic Year		516	515	539	557	567
	Status in Next Academic Year	Returned as Faculty	476	481	493	517	502
		Returned in Non-Faculty Position	2	4	5	2	5
		Retired and Returned as FERP	11	10	7	10	10
		Retired - Did Not Return	19	15	23	15	36
		Resigned - Did Not Return	6	5	8	12	10
		Other Separation Reason - Did Not Return	2	0	3	1	4
Pomona	Total in Academic Year		523	547	546	575	568
	Status in Next Academic Year	Returned as Faculty	485	493	509	531	495
		Returned in Non-Faculty Position	0	4	7	3	4
		Retired and Returned as FERP	15	13	10	13	13
		Retired - Did Not Return	15	25	13	18	38
		Resigned - Did Not Return	6	7	6	7	17
		Other Separation Reason - Did Not Return	2	5	1	3	1
San Bernardino	Total in Academic Year		400	410	406	432	428
	Status in Next Academic Year	Returned as Faculty	360	366	383	394	383
		Returned in Non-Faculty Position	4	4	4	5	1
		Retired and Returned as FERP	15	9	5	13	12
		Retired - Did Not Return	9	20	8	10	24
		Resigned - Did Not Return	8	9	4	8	7
		Other Separation Reason - Did Not Return	4	2	2	2	1

Data sources: CIRS AN file snapshots of active and on leave employees as of 10/31 and 3/31 in each academic year; CIRS EH employment history files.
Information for 2017/18 faculty is unofficial.

Note: Total rows reflect the unduplicated headcount of tenured/tenure-track faculty in the respective academic year. Other separation reasons include non-reappointment, denial of tenure, death, etc.

Active T/TT and FERP Faculty

Table 10: Non-FERP Faculty

	CAL	CNS	COE	JHBC	PDC	SBS	Grand Total
FERP FACULTY	15	12	11	4	1	12	55
NON-FERP	72	104	42	55		106	379
CAL - Art Dept	10						10
CAL - Communication Studies	15						15
CAL - English	20						20
CAL - Music	6						6
CAL - Philosophy	4						4
CAL - Theatre Arts	5						5
CAL - World Lang & Lit	12						12
CNS - Biological Sciences		15					15
CNS - Chemistry & Biochemistry		14					14
CNS - Geological Sciences		5					5
CNS - Kinesiology		12					12
CNS - Mathematics		23					23
CNS - Nursing		8					8
CNS - Physics		7					7
CNS-Computer Sci & Engineering		11					11
CNS-Health Sci & Human Ecology		9					9
COE - Doctoral Studies			2				2
COE - Educ Leadership&Tech ELT			9				9
COE - SpecEd Rehab&CounsIg SRC			16				16
COE - TeacherEduc&Foundtn TEF			15				15
CSBS - Anthropology						7	7
CSBS - Criminal Justice						15	15
CSBS - Economics						4	4
CSBS - Geography						7	7
CSBS - History						14	14
CSBS - Political Science						7	7
CSBS - Psychology						31	31
CSBS - Social Work						10	10
CSBS - Sociology						11	11
JHBC - Acctg & Fin				17			17
JHBC - Info & Decision Sci				12			12
JHBC - Management				14			14
JHBC - Marketing				6			6
JHBC - Pub Admin				6			6
Grand Total	87	116	53	59	1	118	434

41

Source: Faculty Affairs and Development

Data source: PeopleSoft as of January 28, 2019; includes faculty on unpaid leaves and FERP faculty on Short Work Breaks

Table 11: FERP Faculty

	CAL	CNS	COE	JHBC	PDC	SBS	Grand Total
FERP FACULTY	15	12	11	4	1	12	55
CAL - Communication Studies	1						1
CAL - English	7						7
CAL - Music	1						1
CAL - Philosophy	3						3
CAL - Theatre Arts	2						2
CAL - World Lang & Lit	1						1
CNS - Biological Sciences		1					1
CNS - Geological Sciences		1					1
CNS - Mathematics		4					4
CNS - Nursing		2					2
CNS-Computer Sci & Engineering		3					3
CNS-Health Sci & Human Ecology		1					1
COE - Educ Leadership&Tech ELT			2				2
COE - SpecEd Rehab&CounsIg SRC			4				4
COE - TeacherEduc&Foundtn TEF			5				5
CSBS - Economics						3	3
CSBS - Political Science						3	3
CSBS - Psychology						3	3
CSBS - Sociology						3	3
JHBC - Acctg & Fin				1			1
JHBC - Info & Decision Sci				1			1
JHBC - Management				2			2
Palm Desert Campus					1		1
NON-FERP	42	104	42	55		106	379
Grand Total	87	116	53	59	1	118	434

Table 12: Active FERP and FERP End Date

AGE RANGE	18/19	19/20	20/21	21/22	22/23	Grand Total
50-59				2	3	5
CAL				1	1	2
CNS				1		1
COE					2	2
60-69	4	6	4	10	9	33
CAL	1	1	1	3	2	8
CNS	1	1	2	1	3	8
COE	1	2		1	1	5
JHBC		1		1		2
SBS	1	1	1	4	3	10
70-79	6	5	1	3	2	17
CAL	3	1			1	5
CNS		2		1		3
COE	3		1			4
JHBC				1	1	2
PDC		1				1
SBS		1		1		2
Grand Total	10	11	43	5	15	55

Other Data

More Recent Data: Diversity, Tenure Density, SFR

Diversity Data

- ▶ Local Area population: San Bernardino and Riverside counties
- ▶ Faculty and Students: CSUSB, Colleges

Tenure Density

- ▶ Tenure Density by College

SFR (Student-to-Faculty Ratio): FTES/FTEF

- ▶ Version 1: FTES counted by major
- ▶ Version 2: FTES counted by course enrollment

Conclusion

- ▶ The Tenure Track Faculty Hiring Task Force is examining relevant data from various angles so that it may make sound projections and recommendations on tenure track faculty hiring.
- ▶ The Task Force invites and welcomes **feedback**.

You may contact me (georgiou@csusb.edu) or any of the members.

Thank you!



ITS Faculty Senate Report – March 5, 2019

I am pleased to report that the Affordable Learning Solutions (AL\$) continues to enjoy success on our Campus, thanks to the support of the Faculty Senate, the faculty community and the leadership of Dr. Bibiana Diaz and Dr. Mihaela Popescu. This program has saved our students \$944,822 this year alone! Please see attached full report. Dr. Diaz will be organizing a faculty showcase on Campus on May 2nd. More details to follow.

Your ITS Team as a part of its continuous improvement process is sending out surveys to students, faculty and staff to gauge its effectiveness and to improve services it provides to the Campus Community. I would request that you provide us forthright feedback about how we could better serve and support you and the Campus Community

On April 16th, ITS will be hosting its annual TechTalks event. This faculty facing event will feature cutting edge and effective teaching/learning technologies, and faculty showcases of faculty led innovations on our campus.

The ITS Team is working with Faculty Affairs and Development on the implementation of Faculty 180, a faculty activity reporting tool for accreditation and self-service analytics.

The ITS Team is working with the Office of Academic Research on the implementation of Cayuse SP, a system of record for their entire research portfolio and sponsored program lifecycle management.

The deadline for submitting VETI proposals is Friday, March 15th. Vital/Expanded Technologies funds allocated to the Division of Information Technology Services (ITS) from the Student Success Initiative (SSI) Fees will be distributed in the form of grants to proposals that match the VETI criteria found in the link below:

<http://sgiz.mobi/s3/VITAL-EXPANDING-TECHNOLOGIES-INITIATIVE-2019-2020>

Administrative Computing & Business Intelligence

ACBI is currently working on many Q2S projects. We started the PeopleSoft System Integration Testing (SIT) in January 2019 and this will run through June. We are working on the Q2S Degree Audit System project. The workflow system for processing the Q2S exceptions is almost complete. We are also in the process of SIT testing the CSUSB modifications. Last week we concentrated on the degree audit and planner Q2S modifications.

ACBI is working with HR and Academic Personnel on the CO CHRS PageUp project which will provide a system wide recruiting solution. Working with a pilot group in April.

ACBI is preparing for Summer and Fall 2019. We are working on the SOAR and Coyote First Step/Early Start modifications. Setting up for the 2019-20 Financial Aid processes.

Teaming up with the Office of the Registrar, ACBI is implementing Optical Character Recognition (OCR) project to speed up the process of processing transcripts. We are also creating a process for loading the transfer data into the degree audit system and PeopleSoft. The vendor Hyland will be onsite March 14 and 15th.

Using VETI Funds, we are working on replacing the Change of Major Form with an automated workflow process.

Another paper form we are working on replacing is the Veteran Status Form.

With the College of Education, we continue to enhance the Credentialing Module in PeopleSoft by adding a Student Self-service Module allowing student an easy way to track their status in their credential program. We are also working with the School of Computer Science and Engineering to replace and enhance their processes for tracking their students.

With Institutional Research (IR), ACBI continues to enhance the IR Dashboards. Currently working with the degree audit data.

Continue working on the iModules Project with the Advancement Office.

Academic Technologies & Innovation

The Office of Academic Technologies and Innovation continues to work with the faculty community on several initiatives including Immersive and Adaptive Learning, E-Learning Academy, Bright Minds Internship Program and creation of a regional conference for AR/VR in Teaching and Learning.

On March 13, ATI will present to the campus work with immersive technologies to a group of over 50 faculty from the CSU system at the monthly AR/VR/Immersive Technologies Common Interest Group.

Program Performance Overview						
Year	Total # of faculty adopters	Total # of courses impacted	Total # of students	Total \$ saved	Average \$ saved/student	Average # saved/course
2013-14	5	5	198	28109	142	5621.8
2014-15	6	6	379	33801	89	5633.5
2015-16	0	0	0	\$0	\$0	0
2016-17	20	20	807	107310	133	5365.5
2017-18	45	72	3576	432,755.42	121	6,010.50
2018-19	62	220	7387	944,678.83	127	4,274.56

REPORT TO THE CSUSB FACULTY SENATE**March 5, 2019****Robert J. Nava, Vice President, University Advancement
Executive Director, CSUSB Philanthropic Foundation****Senators:**

Attached for your review is the report for University Advancement. If you have any questions or would like more information, please let me know.

-Robert J. Nava

OFFICE OF TRIBAL RELATIONS:

Please hold your calendars for April 18 (CSUSB) and April 19 (PDC) for the Inaugural Native American Speaker Series. Details will be shared at a later point in time, but the CSUSB community is welcome to attend.

GOVERNMENT RELATIONS:CSU Legislative Advocacy Day – March 6

President Morales will join a CSUSB delegation of student and volunteer leaders, along with representatives from throughout the CSU system, in Sacramento on March 6 for CSU Legislative Advocacy Day.

Representatives will meet with legislators to urge their support of the Governor's funding proposal for CSU and the Higher Education Facilities Bond Act of 2020, sponsored by Senator Steve Glazer (a former CSU trustee) and Assemblymember Jose Medina (a CSUSB alumnus).

If the Governor's proposed \$562 million budget augmentation to CSU is funded, it would allow the system to meet its employee compensation obligations, address mandatory cost increases, grow enrollment by two percent, continue to improve graduation rates, and address the deferred maintenance backlog. If the Legislature approves a Higher Education Facilities Bond Act to go before voters, and if Californians support the measure, CSUSB's performing arts building expansion/renovation would be among the first CSU capital projects to benefit from the new funding.

ALUMNI:

- The Latino Alumni Chapter hosted a welcome event for Vice President Robert Nava on February 13. Over 50 Latino alumni leaders gathered to meet the new campus leadership and celebrate the accomplishments of the chapter over the last year. The Latino Alumni Chapter is now planning an "I graduated, now what?" event to help graduates prepare to transition to the workforce.
- The Pan African Alumni Chapter, under Chair Malik Mallory '13, is working with the Admissions and Student Recruitment team to host a Decision Day event on April 6, to encourage admitted African American students to accept their admission to CSUSB.

- On Thursday, February 21, ten interested alumni met to form the **first** Undocumented Alumni Chapter in the CSU System. Maria Maldonado '12 will serve as chair.
- The Alumni Professor for a Day program is in its fourth year since being relaunched. Following last year's massive success of over 40 alumni professor placements, Alumni Relations is working with deans and department chairs to schedule alumni visits during the Spring quarter. A luncheon to recognize all alumni and faculty participants is on May 8. Over the coming weeks, Alumni Relations staff will be attending department chairs meetings to discuss sign-ups.
- As a complement to the Alumni Professor for a Day program, Alumni Relations is developing "Welcome Home" cards to give to alumni that come back to campus. Any faculty that would like cards with CSUSB Alumni lapel pins should contact the Alumni Relations Office at alumni@csusb.edu.

STRATEGIC COMMUNICATIONS:

Edition #8 of Inside CSUSB – released on February 28:

<https://www.youtube.com/watch?v=IHeXfoL6HQA&feature=youtu.be>

2. Finalized the Model UN video for release to prospective students, donors, friends, alums, colleagues, website and the general public: <https://www.youtube.com/watch?v=5BUKUejcP3I&feature=youtu.be>
3. Finalized the following releases and news highlights for CSUSB:
 - a. Social Justice Summit - <https://inside.csusb.edu/node/20931>
 - b. Hackathon - <https://inside.csusb.edu/node/20916>
 - c. Egyptian Scholar in Residence lecture - <https://inside.csusb.edu/node/20956>
 - d. Phi Beta Delta Banquet - <https://inside.csusb.edu/node/20961>
 - e. Comparisons of Canadian and U.S. Immigration Policies talk - <https://inside.csusb.edu/node/20701>
 - f. CSUSB Students Egyptian archeological field trip - <https://inside.csusb.edu/node/20891>
4. Finalized a 3-day Branding Photo Shoot in which we secured more than 2,000 new images of students, graduate students, faculty, academic photos, campus life photos and much more. It was a high successful three-day project.
5. Finalized the following publications/graphic materials:
 - Working to finalize the Center for Study Hate & Extremism Sub-Identity logo
 - Alumni Travel Flags
 - UAD 2018 Endowment Reports
 - COE LEAD Summit X 2019 (Back Drop, Display Monitors)
 - Staff Council Cody's Champ Pack
 - Alumni Ambassador Kit
 - PDC 20th Annual Golf Tournament (Save the Date Update)
 - Office of First Year Experience SOAR 2019 (CSUSB Student Handbook)

- COE Ability Sports & Education Festival Sub-Identity Logo Redesign
- Black Voice News Ad Campaign 2019
- CSBS Hall of Fame 2019 (Save the Date Invite, Remit envelope)
- Alumni Grad Days April 2019 (Print & Digital Collateral)
- Alumni Professor For A Day 2019
- Alumni Golden Grads 2019 (Collateral material)
- All Colleges Pull Up Banner
- Alumni Hallway Poster and Pin Card
- Design and Photography for Upcoming JHBC Business Impact Magazine – Spring '19
- COE ED.d. Recruitment Inserts
- Native American Marketing Piece (Leave Behind)
- Annual Giving Spring Appeal 2019
- 52nd Annual Beautillion Scholarship Program Ad
- COE California Teacher Credential Recruitment Flyer
- COE Prospective Student eMail Marketing – Header and Footer
- CSBS Department Pull Up Banners
- Alumni Lifetime Member Logo
- Advocacy Days 2019 Cover Designs

Administration and Finance
Office of the Vice President

**Faculty Senate Update
Administration and Finance
March 5, 2019**

Upcoming Faculty Retirement/ FERP Information Sessions:

For any faculty that may be considering retirement or plan to participate in the Faculty Early Retirement Program (FERP) starting with the 2019/2020 Academic Year, the deadline to notify the University is March 12, 2019.

Human Resources will be hosting one final FERP Information Session.

Monday, March 11
10:30 – 11:30 am CE-103

Campus Construction/ Capital Projects Update:

Yotie Drinkz:

University Enterprises Corporation continues construction on a new mixed beverage venue to replace the old Starbucks in the SMSU. The new venue, Yotie Drinkz, will offer smoothies, boba tea, milk shakes, and Starbucks coffee. Yotie Drinkz is expected to open by mid-March and will be open Monday through Sunday.

The Grand Opening Event for Yotie Drinkz is scheduled for Friday, April 26th at 9:00 am.

Save The Date:

- President's Retirement Luncheon:
The annual President's Retirement Luncheon is confirmed for Wednesday, June 5th from 11:30 am to 2:00 pm in the Santos Manuel Student Union. Please join us in celebrating the tenure of our staff and faculty.
- Annual Service Awards Luncheon:
Please join us in recognizing employees for their dedicated service to CSUSB. The annual Employee Service Award celebration is confirmed for Tuesday, April 30 from 11:30 am to 1:30 pm in the Santos Manuel Student Union Events Center.
- 2019 Employee Development Day:
The fourth annual Employee Development Day has been confirmed for Thursday, June 20, 2019. Details and scheduling updates about this exciting tradition may be found on the Employee

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Development Day website: <https://www.csusb.edu/employee-development-day>

- All University Picnic:
The fourth annual All University Picnic will take place on Friday, September 13, 2019 to kick off the start of Fall quarter.

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REPORT TO THE CSUSB FACULTY SENATE

March 5, 2019

Harry Le Grande, Vice President for Student Affairs (Interim)

STUDENT SERVICES

The **Career Center** hosted the 2019 STEM and Social & Behavioral Sciences Career Fair and followed by the Social and Behavioral Science Panel held on February 19, 2019. Participating panelists included Behavioral Autism Therapies, California PsychCare, CSUSB CARE Team, County of San Bernardino – Children and Family Services, Inland Empire Resources Conservation District, and the San Bernardino County Sheriff's Department. Twenty students checked-in to the event, and nineteen students provided feedback via a survey resulting in a 95% response rate. Ten students reported that they planned to apply to one or more of the organizations they met with, and 95% of respondents reported that they better understand the hiring requirements and processes after attending the event. Juniors made up 40% of the attendee population, and seniors made up 30% of the population. In addition, 85% of the student attendees were from the College of Social and Behavioral Sciences, and 15% of the attendees were from the College of Arts and Letters.

On February 21, 2019, the Office of **Services to Students with Disabilities (SSD)** hosted 31 special education students and 7 staff members from Riverside Unified School District (RUSD) to participate in SSD's outreach program. The goal of the outreach program is to raise awareness of the services at California State University, San Bernardino (CSUSB) that are available for students with disabilities. The program incorporated an SSD/WorkAbility IV (WA-IV) presentation, a student panel, and a campus tour. Daniel Carr, SSD Advisory Board member, emceed the event to include leading the student panel discussion. The student panel consisted of four CSUSB SSD students (Diego Garibay, Tommy Madrigal, Mirna Campos-Perez, and Joshua Bryant). Panelists talked about their experiences with the SSD office, how it has helped them achieve success in college, and why it is important to utilize the resources available to them as early as possible. The purpose of the panel discussion was to allow high school students the opportunity to interact with CSUSB students and hear first-hand about what to expect in college. The panel consisted of first time freshmen and community college transfer students who informed our participants that there is more than one-way to pursue higher education. SSD's Physical and Visual Disabilities Specialist, Karmela Yahyakashani, attended the student panel portion and was able to help answer participant questions regarding required documentation and confidentiality.

Part of the mission of CSUSB's **WorkAbility IV (WA-IV)** is to assist CSUSB students who are also clients of the California Department of Rehabilitation to find gainful employment, matching students' qualifications and interests to positions that are consistent with their abilities. On February 7, 2019, WA-

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Student Affairs
Office of the Vice President

IV hosted one of their signature Job Placement Circles. The 4-hour event, which took place from 10 a.m. to 2 p.m., brought hopeful, employment-ready students together with forward-thinking employers for whom diversity is paramount. Participating employers included Amazon, SoCal Edison, County of San Bernardino, County of Riverside, State of California, Department of Rehabilitation, CSUSB Human Resources Department, and the San Manuel Band of Mission Indians. Dressed in workplace-ready attire and with mock interviews completed, 26 future jobseekers put their best foot forward to participate in 30-minute interviews with HR recruiters. Many students participated in as many as four interviews. Armed with the information and feedback provided by employers, students left the event better equipped to submit an application for employment and interview in the near future. Roger Diersen, a WA-IV alumni, reported, “This opportunity introduced me to two organizations that are inclusive in their hiring practices and work culture and see the value in hiring a person living with a disability.” The event was a tremendous success for both students and employers.

STUDENT LIFE

Inaugural Engagement Expo held February 6 on Coyote Walk in front of College of Education. Campus partners and student organizations were invited to come out and share leadership opportunities available for students to participate in during their time at CSUSB. Opportunities shared with student participants including Resident Advising, Orientation Leader positions, Student Research opportunities, and Peer Tutoring. Student organizations were given the opportunity to share about their organization mission and recruit potential members. Coyote Radio came out to entertain the participants and students able to enjoy a complimentary meal from food truck vendors.

PRE COLLEGE PROGRAMS

A group of upperclassman students from **Educational Talent Search (ETS)** were taken to the Black College Expo in Los Angeles. Students attended workshop style sessions on topics ranging from how to find money for college, how to successfully start a business, how to get A’s in English/Writing etc. At the event, ETS participants were exposed to different career options, professionals from a vast array of careers, personal and educational development opportunities and more. One of our students auditioned for a band scholarship and was awarded a \$40,000 scholarship to University of Arkansas!

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