

Arts & Sciences Chairs Meeting
Tuesday, March 30, 2021
9:00-10:30 am, via Zoom
Meeting Minutes

In attendance: Jose Alamillo, Sean Anderson, Dana Baker, Frank Barajas, Geoff Buhl, Stephen Clark, Sonsoles de Lacalle, Colleen Delaney, Erich Fleming, Blake Gillespie, Andrea Grove, Kimmy Kee-Rose, Liz King, Lynette Landry, Brad Monsma, Christina Smith, Michael Soltys, Vandana Kohli, Phil Hampton, Chanda Cunningham-Spence, Stephanie Guerrero

I. Information Items

CSU Program for Education and Research in Biotechnology (CSUPERB)

Dean Kohli announced that two science faculty representatives, primarily in Biology or Chemistry, are needed to serve on the CSUPERB Faculty Consensus Group. She asked Chairs to send her an email with up to four recommendations so that new appointments can be made.

Faculty Award Notifications

Manager of Academic Resources (MAR) Cunningham-Spence asked Chairs to ensure that staff are notified as soon as possible when faculty receive any kind of the following monetary awards: IRA, MSFT, mini-grants, or grants. Because staff provide faculty support with these funds, it is effective in allowing a smoother process for both parties when staff are notified once the award has been confirmed.

A&S Website Updates

Dean's Administrative Analyst (DAA) Guerrero briefly informed Chairs about recent updates made to the Arts and Sciences Webpage, including newly developed pages for both the Faculty Awards Program and the Spotlight on Research/Seed Grant. Additionally, a solidarity statement for the AAPI community drafted by the Chicana/o Studies program has been added to the A&S homepage as well as the announcement of the Africana Studies minor that will be offering its first class in the fall 2021 semester. DAA Guerrero mentioned that she will also be reaching out to Chairs of Nursing and ESRM to gather information about their recently implemented certificate program and RN to MSN, so that these new academic opportunities may also be highlighted on the website.

Summer Equity Plans/Return to Research

AD Hampton announced to Chairs that he will soon be sending out information about the summer 2021 faculty Return to Research process. He also spoke to the need for summer equity plans to be developed as soon as possible for any Chairs who anticipate more than one faculty wishing to choose the same course. Having a plan in place will avoid any potential grievances and Chairs were encouraged to fold in language referring to alternate teaching opportunities. The Political Science equity plan will be distributed to Chairs for their reference.

III. Discussion Items

Dean's Data Brief

Dean Kohli reviewed enrollment, ethnicity, student level, and graduation rates (refer to the attached slides). She spoke to the importance of sharing this information on a regular basis moving forward as tied to the A&S Collective Vision 2025, Goal 1 Commitment 3. Chairs who may be interested in diving deeper should look at this information via the CSU Dashboards; the data presented at today's meeting is static versus the interactive modules online that Chairs may manipulate to narrow down information further. Kohli reiterated the significance of using data to make informed programmatic decisions to ensure student success and timely degree completion. There will be an additional three to four presentations in this series, which is intended to whet the appetite for creating a culture of evidence-based decision making.

Chairs expressed that the data does not fully capture students who graduate with a degree in more than one discipline. To this point, Dean Kohli reminded Chairs that this data may be available on the CSU-wide dashboard, and the school can push for more local data needs within campus. A question was also raised about why Pre-Nursing is counted as a category due to the fact that it is not technically a major. It was stated that Institutional Research is working on resolving the issue.

Chairs spoke specifically to slide six (student demographics), noting that there is a disconnect between increasing number of underrepresented students and the faculty composition, which has implications for student success. CI has exceeded a student population of sixty percent Hispanics, but the faculty composition does not reflect this demographic reality. Emphasis was made on the need to diversify faculty. Also noted was the importance of Ethnic Studies' appeal to the majority of CI's student population. Dean Kohli also stated that there will be a future data brief focusing specifically on issues of equity gap among CI students.

Coordinator Wood spoke to the President and Provost's support of more inclusive hiring and current policy being developed for this, with the creation of an Inclusive Hiring Handbook to follow. Some Chairs spoke to how there isn't an AAPI scholar which should be an area of concern, with Filipino students specifically making up a majority of the AAPI community on campus.

Annual Report

AD Hampton introduced the major content areas that have been developed for the A&S academic programs' annual report. Once finalized, this template will be presented in a fillable format to make report completion as straightforward as possible for Chairs/their faculty. Dean Kohli spoke to the need for annual reports to be reintroduced as an important way to communicate campus-wide information about program, faculty, student and alumni accomplishments. The Chairs of Mathematics, ESRM, and Chemistry volunteered to pilot the Annual Report.