Academic Senate Meeting – Fall 2024

Thursday, November 7, 2024
Agenda
10:00 AM – 11:30 AM

Location: Dezember Leadership and Development Center, Room 409-411
Zoom Link: https://csub.zoom.us/j/84996177015?pwd=NTRyNlJDNk4xUVY3VmhCNkpieTRiUT09

Senate Members: Chair M. Danforth, Vice-Chair D. Solano, Senator A. Hegde, Senator C. Lam, Senator N. Michieka, Senator T. Tsantsoulas, Senator M. Naser, Senator D. Wu, Senator S. Sarma, Senator L. Kirstein, Senator A. Stokes, Senator Z. Zenko, Senator S. Roberts, Senator K. Holloway (virtual), Senator H. He, Senator A. Grombly (Sabb. F2024; alt. Jing Wang), Senator E. Correa, Senator J. Deal, Senator R. Dugan, Senator T. Salisbury, Senator J. Cornelison, Senator E. Pruitt, Interim Provost J. Rodriguez, Senator J. Dong and Senate Analyst K. Van Grinsven.

Guests: President V. Harper and Dr. Isabel Sumaya

I. Call to Order

II. Approval of Minutes
    a. October 10, 2024 (handout)
    b. October 24, 2024 (tabled)

III. Announcements and Information
    a. President's Report – V. Harper **(Time Certain: 10:10 AM)**
    b. GRaSP – I. Sumaya **(Time Certain: 10:20 AM)** (handouts)
    c. Elections and Appointments – D. Solano (handout)

IV. Approval of Agenda **(Time Certain: 10:05 AM)**

V. Reports
    a. Interim Provost's Report – J. Rodriguez
    b. ASCSU Report – Senators Lam and Michieka (tabled)

    c. ASI Report – Senator Pruitt
    d. Staff Report – Senator Cornelison
    e. Committee Reports:
        i. Executive Committee – Vice-Chair Solano (handout)
       ii. Standing Committees:
           1. Academic Affairs Committee (AAC)– Senator Deal (handout)
           2. Academic Support and Student Services Committee (AS&SS)– Senator Tsantsoulas (handout)
              a. Memo: ITS Surveys on Generative AI – Faculty Survey, 2024-2025 Referral #16 (handout)
           3. Budget and Planning Committee (BPC) – Senator Wu (handout)
           4. Faculty Affairs Committee (FAC) – Senator Zenko (handout)

VI.   Resolutions **(Time Certain: 10:35 AM)**
    a. Consent Agenda
    b. New Business
        i. RES 242508 ITS Generative AI Governance Structure – AS&SS (handout)
    c. Old Business
        i. RES 242501 Evaluation of Academic Administrators – FAC (handout)
       ii. RES 242507 Ethnic Studies, Feminist Ethnic Studies, and Queer Ethnic Studies Minors – AAC and BPC (handout)

VII.   Open Forum (**Time Certain: 11:15 AM)**

VIII.   Recognition **(Time Certain: 11:25 AM)** (handout)
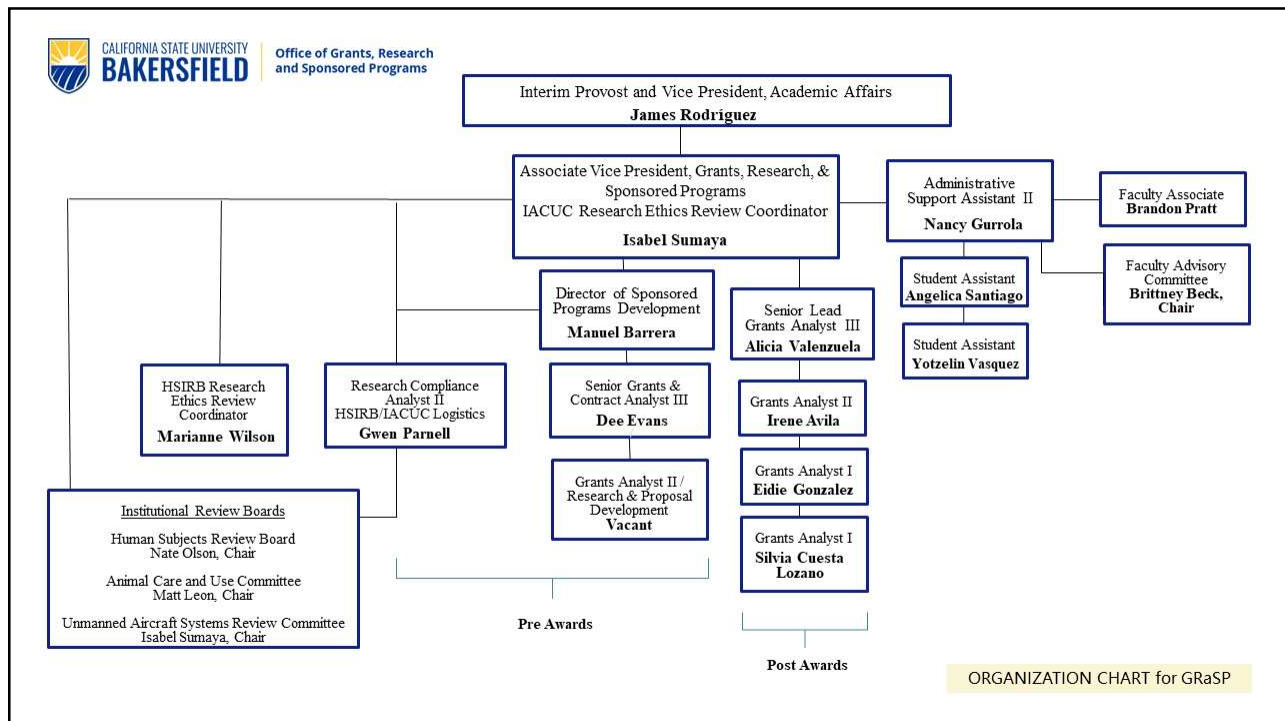
IX.   Adjournment

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CALIFORNIA STATE UNIVERSITY **BAKERSFIELD** | Office of Grants, Research and Sponsored Programs

Some Priorities for GRaSP

Priority - Increase Efficiency
Automated Proposal Intake System – Expectations, Timelines, Procedures
- Has changed the culture – fewer last minute submissions (Began Early 2023)
- Routing first then submission – Using CAYUSE as intended

Processes to streamline and remove roadblocks (On going)
- Reviewing & Revising Desk Book for Post Awards (2023)
- Working Committee with HR (Began Summer 2024)
- Working Committee with BAS (Began 2023)
- Working with Procurement on P2P issues for Reqs and Pos, Subawards (2024)
- Assessment for Pre, Post Awards & HSIRB (Spring 2025)
- Pre & Post Awards now working in tandem – Wholistic View ….no more silos (2023)

Priority – Faculty Focused - Collaboration with Faculty
GRASP is Faculty Driven
- FAC for RSCA – AVP Advisory Committee (Began 2022)
- Faculty Associate for GRaSP (Began 2022)

Priority – Increase Revenue
- Deliberate submissions
- Expand and redefine sponsored program portfolio

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CALIFORNIA STATE UNIVERSITY **BAKERSFIELD** | Office of Grants, Research and Sponsored Programs

Pre Award

- Proposal Development
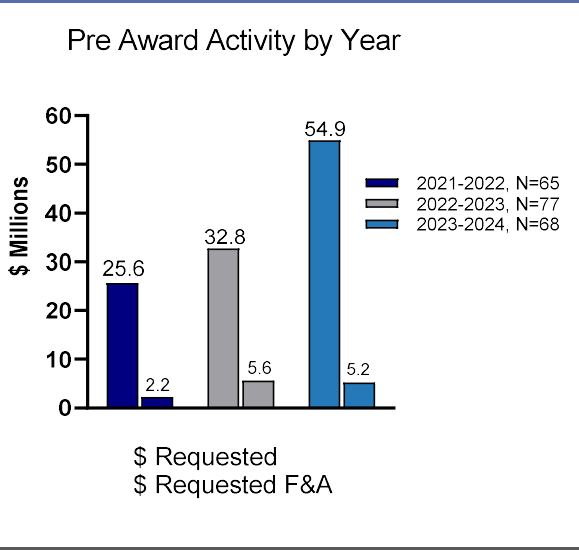- Budget Preparation
- Proposal Submission
- Award Negotiation

Increase $ submissions
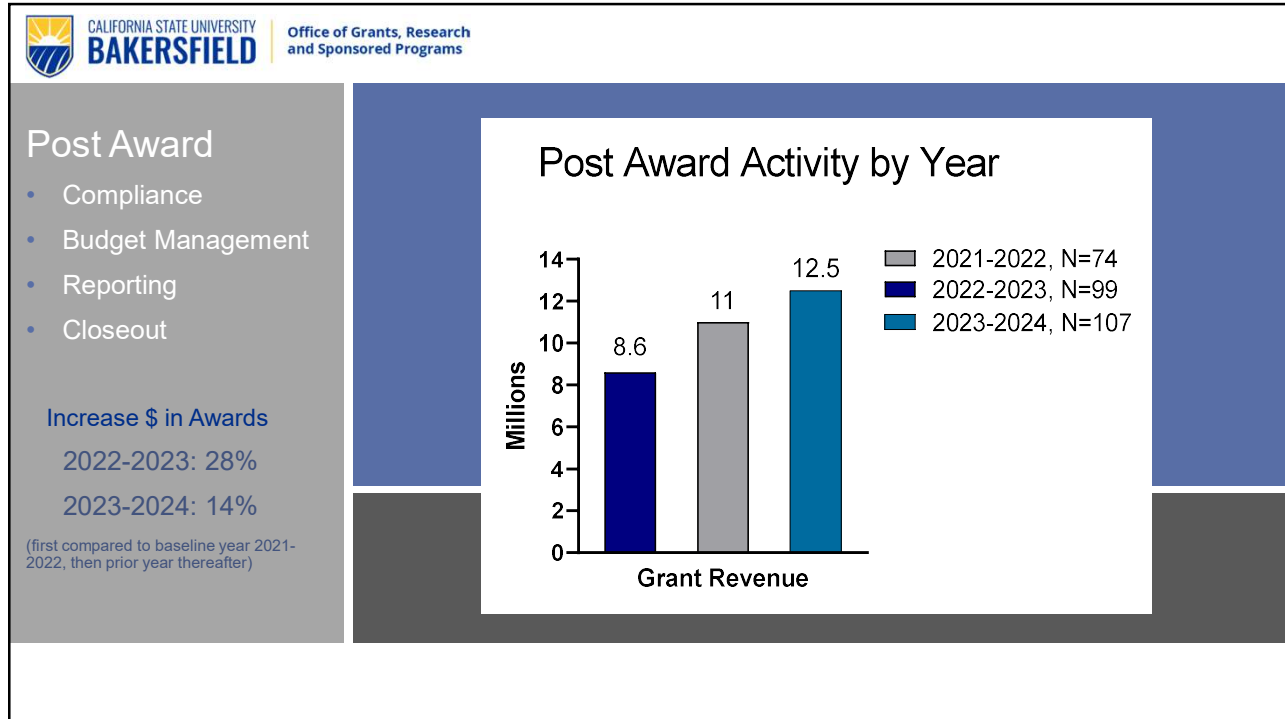2022-2023: 28%
2023-2024: 67%
(first compared to baseline year 2021-2022, then prior year thereafter)
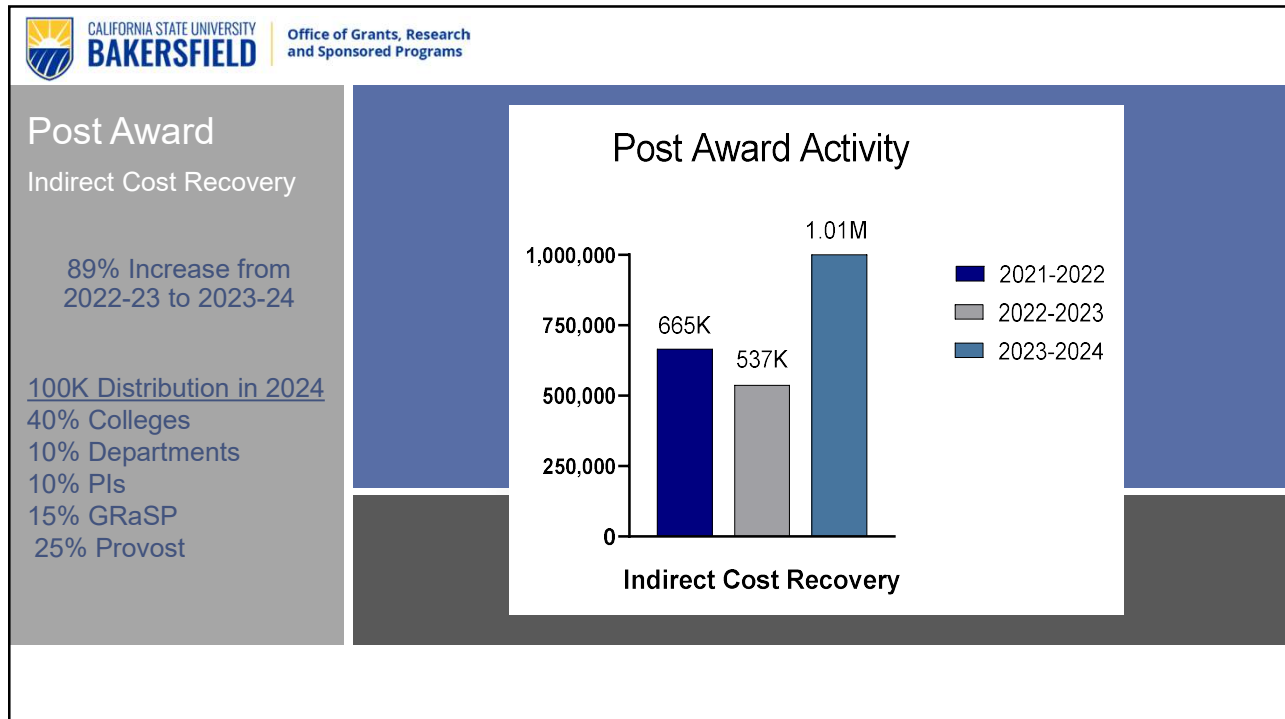

Pre Award Activity by Year

2021-2022, N=65
2022-2023, N=77
2023-2024, N=68

$ Requested: 25.6, 32.8, 54.9
$ Requested F&A: 2.2, 5.6, 5.2

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Post Award

- Compliance
- Budget Management
- Reporting
- Closeout

Increase $ in Awards

2022-2023: 28%

2023-2024: 14%

(first compared to baseline year 2021-2022, then prior year thereafter)

Post Award Activity by Year

- 2021-2022, N=74
- 2022-2023, N=99
- 2023-2024, N=107

Millions (y-axis 0–14)

8.6, 11, 12.5

Grant Revenue

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Post Award

Indirect Cost Recovery

89% Increase from 2022-23 to 2023-24

100K Distribution in 2024
40% Colleges
10% Departments
10% PIs
15% GRaSP
25% Provost

Post Award Activity

- 2021-2022
- 2022-2023
- 2023-2024

665K, 537K, 1.01M

Indirect Cost Recovery

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GRASP & Provost - Internal Support

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Program	2022-2023		2023-2024		2024-2025		
Provost's Development Award	n=5	$55,000	n=3	$31,829	n=3	$ 39,239	Spring 2025
Provost's Scholar Award	n=3	$25,851	n=4	$57,501	n=5	$ 57,158	Spring 2025
GRaSP RCU	n=9	$56,320	n=9	$43,720	n=10	$ 50,000	Fall 2024
GRaSP SONG Program	n=11	$22,000	n=10	$20,000	n=10	$ 20,000	Summer 2025
GRaSP - FAC for RSCA Mini Grants					n=12	$ 98,491	Fall 2024
TOTAL	N=28	$159,171	N=26	$153,50	N=40	$264,888	

New Program: $ Support for Publication Fees, N=7, $10,000

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Some Student Impacts

148
Students Employed on Grant Funded Projects 2023-24

$666,381
Salaries/Benefits Paid to Students on Grant Funded Projects 2023-24

~70K
- Travel Support for Student Research (TSSR Program)
- Student Research Competition
  - Now $800/student

19 grants provided $1,673,925
Stipends Provided to Students From Grants 2023-2024

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CALIFORNIA STATE UNIVERSITY **BAKERSFIELD** | Office of Grants, Research and Sponsored Programs

Human Subjects Institutional Review Board

Data on Types of Reviews	2022-2023	2023-2024
Exempted from Full Board Review	80	79
Expedited Review	4	2
Standard Review (Full Board)	9	15
Waiver of Authorization (3PA)	2	3
External Investigator & Cooperatives	3	1
Section 118 Designation	1	1
NRRS	3	15
Closures	18	53
Total Activity for New Submission	**120**	**169**

RERC — Exempted from Full Board Review, Expedited Review
Full Board — Standard Review (Full Board)
RERC — Waiver of Authorization (3PA), External Investigator & Cooperatives, Section 118 Designation, NRRS
Admin — Closures

• Now hold monthly board meetings to meet the needs of research community

Board Members
• Nate Olson (PHIL): Non-Scientific Concerns, Chair
• Chris Livingston (WSL): Non-Scientific Concerns
• John Stark (MGMT): Non-Scientific Concerns
• Richard Wisman (DPEL): Non-Scientific Concerns
• Jessica Williamson (PSYC): Scientific Concerns, Vice Chair
• Chandra Commuri, (PPA): Scientific Concerns
• Brittany Sanchez (KINE): Scientific Concerns
• Grant Herndon (KCSS, Legal Counsel): Community Concerns
• Raj Cheshire (VP of Advancement, Bakersfield Christian High School): Community Concerns

Marianne Wilson, Research Ethics Review Coordinator (RERC)

Alternates
Isabel Sumaya, Scientific Concerns
Zachary Zenko, Scientific Concerns
Marianne Wilson, Scientific Concerns

• Have RERC that provides 20hrs/week + to review exempt from full board
• 7-10 day turn around time for first response

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Questions ?

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SPA List of Grants September 2024, N=75

Fund #	Grant Title	Primary Investigator	College or Division	Sponsor	Project Start Date	Project End Date	Total Award Amount
SP054	SBDC Program Income	D. Cours/ K. Bearden	BPA	SBDC	1/1/2013	12/31/2024	additive
SP206	CSU-LSAMP (2018-2024) Main	K. Szick	NSME	University Enterprise, Inc. Sacramento State	9/1/18	8/31/2024	$ 180,000.00
SP207	CSU-LSAMP (2018-2024) Participants	K. Szick	NSME	CSU Sacramento/CSU CO/Prime:NSF	9/1/18	8/31/2024	$ 60,000.00
SP238	Catalyzing IDEA's for San Joaquin Valley	L.Talbert-PI, T. McBride-Co-PI	NSME	National Science Foundation	10/1/2019	9/30/2024	$ 790,478.00
SP239	Collab Research: Correlating Optoelectric Properties	Y. Li	NSME	National Science Foundation	9/1/2019	8/31/2024	$ 186,996.00
SP241	CERC Student Research Opportunity	A. Rathbun	NSME	California BioEnergy LLC	8/19/2019	8/18/2024	$ 21,600.00
SP251	Increasing Hispanic STEM Related Degree Completion	A. Jacobsen	NSME	Department of Education	10/1/2019	9/30/2025	$ 2,999,230.00
SP254	Save the Redwoods 147	K. Keller	NSME	Save the Redwoods League	4/1/2020	12/31/2025	$ 21,000.00
SP270	HEP-High School Equivalency Program	L. Montano	EM	US Department of Education	7/1/2020	6/30/2025	$ 2,195,730.00
SP272	College Assistance Migrant Program (CAMP)	O. Correa	EM	U.S. Department of Education	7/1/2020	6/30/2025	$ 1,969,585.00
SP275	BRIXCAL: Building Research and Internship Experiences for Hispanics in CA's Central Valley	N. Michieka	BPA	NIFA and USDA	8/15/2020	8/14/2024	$ 250,000.00
SP278	Pathway Adelante: A Model HIS Career Pathway to Health Sciences	T. McBride	NSME	US Department of Education	10/1/2020	9/30/2025	$ 3,000,000.00
SP293	Capacity Building Agriculture Wastes	L. Zhongzhe L. Cabrales Co-P.I./J. Woods Co-P.I.	NSME	USDA	7/1/2021	6/30/2025	$ 299,988.00
SP298	CSUB TRIO Talent Search Program	J. Quintanilla	EM	U.S. Department of Education	9/1/2021	8/31/2026	$ 2,714,867.00
SP301	HSI Project: The MAESTRO Program	A. Cruz/A. Malekmohammadi-Co-P.I.	NSME	National Science Foundation	9/1/2021	8/31/2024	$ 199,993.00
SP302	UP-LIFT California	E. Correa	SSE	University Enterprises, Inc. Prime: Third Sector New England, INC. (TSNE)	1/20/2021	6/30/2025	$ 538,035.00
SP304	California Dreamin': Migration, Work, and Settlement in the "Other" California	A. Sawyer	SSE	National Endowment for the Humanities (NEH)	10/1/2021	9/30/2024	$ 187,300.00
SP306	An Equitable Pathway to In-Demand STEM Careers	C. Lam	NSME	US Department of Education	10/1/2021	9/30/2026	$ 4,999,578.00

SP316	SUPERSTAR: Sustainability Undergraduate Program for Extension and Research of Science and Technology in Agriculture Region	Z. Liu	NSME	USDA	1/1/2022	12/31/2025	$ 599,999.00
SP319	Californians For All College Fellowship	K. Gilmore	CECE	OPR/California Volunteers (Prime: US Dept of the Treasury - SFRF)	2/1/2022	9/30/2024	$ 1,821,041.00
SP328	Californians for All College Fellowship - State	K. Gilmore	CECE	OPR/California Volunteers	4/11/2022	9/30/2024	$ 1,380,000.00
SP329	Public Health Pipeline Internship Project	T. McBride	NSME	Kern County Public Health	4/5/2022	6/30/2025	$ 23,224.00
SP332	CA Dept of Water Resources	C. Thomson	SSE	California Department of Water Resources	7/1/2022	6/30/2027	$ 15,000.00
SP335	Collaborative Research: A porewater perspective on benthic sources of neodymium to the North Atlantic	A. Rathburn	NSME	National Science Foundation	3/1/2023	2/28/2027	$ 349,905.00
SP336	Uundergraduate Research Iniative for Student Enhancement at CSUB	I. Sumaya	SSE	National Institutes of Health (NIH)	5/9/2022	3/31/2027	$ 1,330,265.00
SP338	Cyber Resilient 5G Enable Virtual Power System	K. Kaur	NSME	National Science Foundation	10/1/2022	9/30/2025	$ 144,994.00
SP339	CISE-MSI: SaTC: Ensemble of Countermeasures for Malicious Thermal Senors Attacks	A. Malekmohammadi	NSME	National Science Foundation	8/1/2022	7/31/2025	$ 139,946.00
SP340	MRI: Acquisition of a Field Scanning Electron Microscope for Interdisciplinary Research and Teaching at CSUB	L. Song	NSME	National Science Foundation	9/15/2022	8/31/2025	$ 520,050.00
SP341	ADVANCE Catalyst: Organizational Change for Gender Equity in STEM Academic Professions	J. Rodriguez - PI; Co-PI's: M. Danforth, A. Medina, A. Kemp	Acadmeic Affairs	National Science Foundation	8/15/2022	7/31/2025	$ 299,950.00
SP345	Kern Regional K-16 Education Collaborative	K. Waston - L. Vega - Co-PI, J. Dong - Co-PI	President's Office	Kern County Superintended of Schools/ Foundation for California Community Colleges	7/1/2022	6/30/2026	$ 3,387,989.00
SP350	Faculty-Led Study Abroad Nursing Program to Developikng Nations	K. Watson	EEGO	U.S Department of State Bureau of Educational & Cultual Affairs (ECA)	9/1/2022	8/31/2024	$ 35,000.00
SP355	EDA University Center 2022-27	J. Woods	BPA	Department of Commerce	7/1/2022	6/30/2027	$ 709,000.00
SP356	Puedes! Caminos, Carino Y Carreras in a Post-Pandemic Era	J. Florez	Academic Affairs	Department of Education	10/1/2022	9/30/2027	$ 2,999,208.00
SP357	Allensworth-CSUB Relevancy and History Pilot	D. Dodd	A&H	State of California-Department of Parks and Recreation	10/20/2022	4/30/2025	$ 123,499.00
SP358	CERC Student Research Opportunity 2022	A. Rathburn	NSME	California BioEnergy LLC (CalBio)	8/1/2022	7/31/2025	$ 50,400.00
SP362	CSMP-CMP Bakersfield	J.Troup	NSME	UCOP	7/1/2022	6/30/2025	$ 32,000.00
SP366	SBDC CEC BlueTechValley Energy Inovation Cluster	K. Bearden	BPA	CSU, Fresno Foundation/ Prime- CA Energy Commission	4/1/2022	3/31/2026	$ 99,900.00

SP367	KCSOS - CTC Computer Science Supplementary Authorization Incentive Grant	B. Beck	SSE	KCSOS / Prime - CA Commission on Teacher Credentialing (CTC)	7/1/2022	6/30/2026	$ 350,000.00
SP370	Assessing the Influence of Space Launch and Landing Noise om Species of Concern at Vandenberg Space Force Base	L. Hall	NSME	Brigham Young University; Prime: US Army Corp of Engineers	2/13/2023	2/12/2026	$ 530,095.00
SP371	USGS 2023	M. Herman	NSME	US Geological Survey (USGS)	3/1/2023	9/30/2024	$ 23,300.00
SP374	City of Bakersfield Entrepreneurship Ecosystem Technical Assistance and Grant Program - COVID	K. Watson	EEGO	City of Bakersfield	3/22/2023	10/31/2026	$ 94,411.00
SP375	Nanopore Characterization for Geologic Storage of H2 and CO2	L. Song	NSME	U.S. Department of Energy	2/1/2023	1/31/2026	$ 1,035,000.00
SP376	HCAI - SBRNC 23-24	D. Wilson	NSME	State of California, Department of Health Care Access and Information (HCAI)	6/30/2023	6/30/2025	$ 810,000.00
SP377	Collab Researh: HSI Pilot Project SPACE	S. Hong	NSME	National Science Foundation	7/1/2023	6/30/2025	$ 89,994.00
SP378	Global Citizen Science (Co) Design Toolkit: For the San Joaquin Valley & Beyond	B. Beck	SSE	National Geographic Society	4/5/2023	8/31/2024	$ 20,000.00
SP379	CSU Transfer Success Pathways Program and Collective Planning Grant	K. Grappendorf	Acadmeic Affairs	CSU San Marcos, Corporation; Prime: College Futures FDN	1/1/2023	12/31/2024	$ 15,000.00
SP382	POP THE CAP (Pathways of Possibilities for Transforming Higher Education Curriculum Alignment Program	E. Correa	SSE	U.S. Department of Education	9/1/2023	8/31/2026	$ 1,253,296.00
SP385	Understanding the Value Proposition for Thermal Processes to Mitigate PFAS in Biosolids	Z. Liu	NSME	Black & Veatch Corp; Prime: Water Research Foundation	1/15/2023	12/14/2024	$ 19,000.00
SP386	HRSA ANEW IHOS3	H. He	NSME	DHHS - HRSA	7/1/2023	6/30/2027	$ 2,571,439.00
SP388	Orchestration of Network Slicing for 5G-Enabled IoT Devices Using Reinforcement Learning	K. Kaur	NSME	National Science Foundation	10/1/2023	9/30/2025	$ 157,299.00
SP389	NCTR - Black Educators Initiative FY23-24	B. Maddern	SSE	National Center for Teacher Residencies	7/1/2023	12/1/2024	$ 152,300.00
SP391	Jumpstart:Children First 2023-2024	E. Correa	SSE	JumpStart for Young Chiildren, Inc., and AmeriCorps (Corporation for National and Community Services)	9/1/2023	8/31/2024	$ 127,428.00
SP392	2023 GenCyber - CSUB	K. Kaur	NSME	Department of Defense (DOD) - National Security Agency (NSA)	7/31/2023	7/31/2025	$ 69,928.00
SP393	America's Newest Cities: Housing and "red Lining" in California's Central Valley	C. Livingston	Univ Libraries	California Humanities; National Endowment for the Humanities (NEH)	9/1/2023	8/31/2024	$ 5,000.00

SP#	Title	PI	Dept	Sponsor	Start	End	Amount
SP395	Collaborative Capacity Building on Biodegradable Soil Sensors for Sustainable Agriculture	Y. Li; N. Michieka - Co-PI	NSME	USDA/NIFA	9/1/2023	8/31/2026	$ 299,997.00
SP396	HRSA NEPQR-SET Workforce for the Future	H. He	NSME	DHHS - HRSA	9/30/2023	9/29/2026	$ 1,499,976.00
SP397	Runner PRIDE: Prevention, Inclusion, Diversity, Excellence Program	C. Catota	President's Office	US Department of Justice (DOJ) - Office on Voilence Against Women (OVW)	10/1/2023	9/30/2026	$ 399,323.00
SP398	The 3E Study: Economic and Educational Contributions to Emerging Adult Cardiometabolic Health	A. Lopez	NSME	Fordham Univerity; Prime - National Institutes of Health (NIH)	9/1/2023	12/31/2025	$ 272,482.00
SP399	The Lonesome Trail: Arborglyphs and Basque Sheepherders im the Far West	C. Livingston	Univ Libraries	Institute of Museum and Library Services (IMLS)	9/1/2023	8/31/2025	$ 45,988.00
SP401	Detection of Coccidioides Immitis in Soil Samples - Educating K-12 Students and CSUB Undergraduates on the Topic of Valley Fever	A. Lauer	NSME	Valley Fever Americas Foundation Board	10/1/2023	9/30/2024	$ 5,000.00
SP402	CA International Trade Center Digital Marketing Project	D. Cours	BPA	UC Merced	6/1/2023	6/30/2027	$ 40,000.00
SP403	Slingshot 2023-2024 Expansion of 2892 Azimuth	B. Beck	SSE	National Geographic Society	9/1/2023	12/312024	$ 128,000.00
SP404	e-FARMS: Education Reform in Food and Agriculture using Reactive Molecular Dynamic Simulations and Science Pedagogy	S. Hong	NSME	Cal State LA UAS; Prime: NIFA/USDA	9/15/2023	9/14/2024	$ 49,992.00
SP405	MSW Field Placement	A. Leon	SSE	Penny Lane Centers; CA Dept of Health Care Services (DHCS)	10/1/2003	12/31/2024	$ 12,500.00
SP406	SBDC Capital Infusion Program 2023	D. Cours	BPA	The Regents of the UC, Merced/Prime-Governor's Office of Business and Economic Development	10/1/2023	9/30/2024	$ 65,000.00
SP407	SBDC TAP 2023-24	D. Cours	BPA	The Regents of the UC, Merced/Prime-Governor's Office of Business and Economic Development	10/1/2023	9/30/2024	$ 155,000.00
SP408	SSJVIC - Historic Preservation Fund 23-24	C. Thomson	SSE	The CA State Historic Preservation Officer (SHPO)-CA Department of Parks & Recreation; Prime: National Parks Service (NPS)	10/1/2023	9/30/2024	$ 1,000.00
SP411	MSW Field Education 2023-24	A. Leon	SSE	Center for Sexuality & Gender Diversity/ Prime: CDHCS	10/1/2023	12/31/2024	$ 62,300.00
SP412	The Next Step: Building Career Readiness Among Graduate Students across the CSU	E. Adams	Academic Programs - AV	Council of Graduate Schools (CGS) and Educational Testing Service (ETS)	1/1/2024	12/31/2025	$ 20,000.00

SP413	**EA: Acquisition of an X-ray Fluorescence Spectrometer for Research, Undergraduate Education, and STEM Outreach**	J. Guo	NSME	**National Science Foundation**	3/15/2024	2/28/2026	$	237,772.00
SP415	**Providing Aid for STEM Success (PASS)**	M. Danforth	NSME	**National Science Foundation**	4/1/2024	3/31/2030	$	2,472,238.00
SP418	**SBDC Core Funding 2024**	D. Cours	BPA	**UC Merced / U.S. Small Business Administration (SBA)**	1/1/2024	3/31/2025	$	240,000.00
SP419	**SSBCI Technical Assistance for Capital Readiness 2023: Capital Readiness Coaches**	D. Cours	BPA	**UC Merced; Prime: California Governor's Office of Business and Economic Development; US Department of Treasury - American Rescue Plan**	3/1/2024	2/28/2027	$	119,587.00
SP420	**MEAP-4-0095 Guinea-Bissau's Sound Archiv**	M. Dhada	A&H	**The Regents of UCLA; Prime: Arcadia Charitable Trust**	1/1/2024	12/31/2025	$	50,000.00
SP421	**Culturally and Linguistically Appropriate Educational Materials on Pesticide Illness**	C. Thao	NSME	**California Office of Environmental Health Hazard Assessment (OEHHA)**	6/17/2024	4/15/2026	$	49,990.00

Academic Senate: Elections & Appointments

November 7, 2024

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Updates to Appointed Positions

- **Office of Equity, Inclusion, and Compliance (EIC) Survey Committee**
  Marco Huerta Alardín – Modern Languages & Literatures – Congratulations!

- **Transportation Committee**
  Nominations Received - Appointment Pending

- **Taskforce for Periodic Evaluation**
  Nominations Received - Appointment Pending

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Updates to Elected Positions – Congratulations!!!

- **Dean for the College of Arts & Humanities Search Committee**
  - *Rebecca Weller – Art & Art History*
  - *Ángel Vázquez-Ramos – Music and Theatre*
  - *Leo Sakomoto – Music and Theatre*
  - *Md Naser – Communications*
- **Provost and Vice-President for Academic Affairs Search Committee**
  - *AH: Nate Olson – Philosophy & Religious Studies*
  - *BPA: Aaron Hegde – Economics*
  - *NSME: Javier Trigos – Mathematics*
  - *SSE: Zachary Zenko – Kinesiology*

CSUB   3   California State University, Bakersfield

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Elections Currently in Progress

- **Provost and Vice-President for Academic Affairs Search Committee**
  - *One Tenured At-Large Faculty Member*
  - *Election in progress – Closes TOMORROW (Friday, Nov. 8th) @ 5 PM*

- **Vice-President for University Advancement**
  - *Two Tenured At-Large Faculty Members (One must be Full-Time)*
  - *Election in progress – Closes TOMORROW (Friday, Nov. 8th) @ 5 PM*

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Pending Calls for Elected Positions

❖ **Academic Administrator Review Committees (AARC)**
  - Dean for the College of Natural Sciences, Mathematics and Engineering
  - Dean for CSUB Antelope Valley Campus
  - Dean for the CSUB Library
  - AVP for IRPA
  - AVP for Enrollment Management
  - AVP for GRaSP

CSUB   5   California State University, Bakersfield

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2024-25 College Election Committees

Arts and Humanities
- **Douglas Dodd (Chair)**
- Joel Haney
- Lena Taub

Business and Public Administration
- **Richard Gearhart (Chair)**
- Di Wu
- Atieh Poushneh
- Jinping Sun

Natural Sciences, Mathematics, and Engineering
- **Prosper Torsu (Chair)**
- Alberto Cruz
- Sophia Raczkowski

Social Science and Education
- **Dirk Horn (Chair)**
- Patrick O'Neill
- Dahna Stowe

CSUB   6   California State University, Bakersfield

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Report to the Academic Senate

Senate Executive Meetings October 29 and November 5, 2024

In addition to the regular business of setting the agenda for the Senate meeting and standing committee reports, the following items were discussed:

- **Items to discuss with President Harper:** At the 10/29 meeting, we developed a list of items to discuss with President Harper when he visits EC again on November 5th. Concerns were expressed with the President's plans to restructure as he proposed during that last visit to EC, especially if there are any associated costs. Additionally, the President's proposal of adding additional members to the provost search committee was discussed; there were worries that this will make the committee too large.

- **Honors & Awards:** We approved the FHAC's recommendation for the Wang Award.

- **Elections & Appointments:** Marco Huerta Alardín was appointed to the Office of Equity, Inclusion, and Compliance (EIC) Survey Committee taskforce. We discussed the composition of the Arts and Humanities Dean Search Committee, and it came up that one of the elected members, Amy Ressler, is on sabbatical so is not eligible to serve; we decided that the runner up candidate, Leo Sakomoto, should fill the spot. EC approved the staff member recommended by the Provost for the search committee (Andrea Weikel). EC also approved the staff member recommended by the Provost for the Criteria for Proposing New Schools Taskforce (Laura Ann Bishop).

- **CFA Report:** We discussed the possibility of adding a CFA report to the Senate agenda. Decided to hold off on a decision until a future meeting.

- **Time, Place, and Manner Policy:** Several campuses have drafted resolutions in response to this policy. EC agreed that we should also develop a response. After discussion, it was decided that the resolution should come from EC. Senator Zenko offered to develop a draft.

- **Meeting with President Harper:** EC met with President Harper again on November 5th. We extensively discussed the composition of the provost search committee, including approving the president's recommendation for the staff position (Dee Dee Price); the final decisions regarding committee composition will be made after additional reflection. We also discussed the President's proposed organizational changes and items to be addressed at the upcoming Budget Forum.

- **Academic Calendar:** No response has been received from the calendar committee regarding the calendar. Concerns were expressed about the calendar committee, and we discussed ideas on how to ensure the calendar is submitted to the Senate in a timely manner in the future.

Academic Affairs Committee (AAC)
Report to the Academic Senate
Thursday, October 31, 2024

The new member of the Committee – Dr. Matthew Herman of the Department of Geology – was welcomed to AAC. The meeting was spent discussing Referral 2024-2025 14 - SOCI Process (with FAC). The Committee discussed the recommendations put forth in a memo from AAC to the Senate Chair in the previous year (the proposals were discussed last year by AAC). The members of AAC discussed the issue of bias in the SOCIs addressed in the Dyer report (2024) on *The State of Student Ratings of Instruction University System*. Finally, AAC reviewed the draft resolution composed by FAC. The Committee tasked the Chair with contacting the FAC Chair to arrange a joint meeting of AAC and FAC to discuss the development of a joint resolution on handbook changes.

Academic Support & Student Services Committee (AS&SS) Report to the Academic Senate

Thursday, October 31, 2024

The AS&SS committee provided a second round of feedback on an ITS designed survey on student AI use (referral 2024-2025 #16: ITS Surveys on Generative AI). We also discussed referral 2024-2025 #17 ITS Generative AI Governance Structure. We drafted a resolution asking that ITS create a new Artificial Intelligence Committee (AIC) within the existing governance structure (ITAC and ITC). Our plans to meet jointly with the Budget and Planning Committee to discuss the need for a new academic testing center were deferred due to a facility issue.

2024-2025 Referral #16

ITS Surveys on Generative AI – Faculty Survey

FROM Kristine Holloway
Academic Support and Student Services Vice-Chair

TO Dr. Melissa Danforth
Academic Senate Chair

cc: Katie Van Grinsven, ASC

DATE October 31, 2024

At its October 17, 2024 meeting, AS&SS committee members discussed referral #16 in relation to the survey of California State University, Bakersfield (CSUB) faculty's use of generative Artificial Intelligence (AI). The committee reviewed a survey crafted with Information Technology Services (ITS), the Academic Senate, and with the assistance of Microsoft 365 CoPilot, a generative AI tool. The survey was intended to encourage faculty to share their experiences with, pedagogical use of, and concerns related to generative AI.

After some discussion, the committee concluded that the information being sought was not effectively communicated by the draft survey. While many of the questions were relevant to generative AI, it was felt that the questions could have been organized in a manner that would make it more clear why the question was being asked and how the question fit with the knowledge being sought as was done with the earlier student survey. Additionally, the answers provided did not always capture what members of the committee had themselves experienced when using generative AI which made it seem likely that other survey participants would have a similar issue with the survey as written.

Recommendations:
Based on this discussion, the committee recommends that the survey be restructured. It would be advisable to divide the survey into specific topic headings with some explanation as to why the information is being collected. It would also be worthwhile to edit the survey so that there is greater clarity in the questions themselves and so that

there are more answers given to specific questions that allow for both positive and negative experiences. Below are more specific recommendations:

- Include a preamble that indicates the purpose of the survey, where and how data will be used, and how data will be shared with faculty. We suggest using the recent staff survey preamble as a model for this.

- Divide survey into sections. Perhaps: Demographics, AI for classroom instruction and course design, AI for grading and assessment, AI ethics, AI supports

- Capture more detailed demographics information. Allow faculty to specify course modalities taught. AI use and concerns may differ drastically for online courses vs. in person courses.

- Provide links to CSUB's current AI policies

- Edits to specific questions:

  o #3: Add response – "Using AI tools for grading"

  o #4: Add response – "There is an increase in workload due to academic integrity issues"

  o #5: Edit question – "… that you teach"

  o #8: Make question open ended

  o #9: Add response – "No, I discourage students from using AI as part of their coursework"

  o #11: Specify authorized vs. unauthorized student use of AI

  o #12-14: The aim of these questions is unclear. Perhaps specify AI-generated content incorporated in lesson plans or classroom instruction (if that is the intention)

  o #13: If only asking about the faculty's use of AI, then add in a separate question asking about the impact on student's use of AI on SLO's.

  o #14: Specify some ethical and privacy concerns. Allow for "Other" open-ended response. Ex. English-language learners are more often falsely flagged for using AI writing tools.

  o #17: Add in sub-question – "If yes, how do you communicate best practices to students?"

- Remove question #19

- Add in questions about supports faculty need from CSUB, gauge usefulness of existing supports, knowledge about current CSUB AI policies, concerns with current CSUB AI policies.

AY2024-2025 Budget and Planning Committee Report

Thursday, October 31st, 2024
10:00-11:00 AM
BDC 134A-Conference Room

BPC met on October 31st and discussed a few issues:

1. The BPC discussed issues and concerns regarding the AY 2025-26 calendar and requested that the Calendar Committee revise the AY 2025-26 calendar accordingly and promptly, with the goal of having the calendar approved by the Senate before the end of the semester.

2. The BPC reviewed the draft of the joint resolution for 2024-2025 18_Revision of RES 232431_FAC. Several changes were made, and a future joint meeting between the FAC and BPC may be scheduled to finalize the draft.

3. The joint meeting with AS&SSC did not take place, as the meeting room was locked.

Report from the Faculty Affairs Committee of the Academic Senate

In their October 31ˢᵗ meeting, the FAC approved revision of the resolution on Search and Screening Procedures and sent it back to Chair Wu for further discussion by BPC.

The FAC also discussed and revised the resolution on Evaluation of Academic Administrators based on feedback from prior meetings and additional feedback sought from people with prior experience with Academic Administrator Review. Part of this included proposed revisions on the areas under review, and how these proposed revisions are designed to enhance clarity in the process both for the committee and the administrator under review. The FAC approved this and forwarded to the Academic Senate for a second reading.

Finally, the FAC discussed the referral on reconsideration of the role and structure for the Committee on Professional Responsibility. Discussion to continue.

ITS Generative AI Governance Structure

RES 232408

AS&SS

RESOLVED: That Information Technology Services (ITS) establish an Artificial Intelligence Committee (AIC) to identify and prioritize key artificial intelligence (AI) initiatives and to ensure that these efforts align with California State University, Bakersfield's core mission and strategic goals.

RESOLVED: That the AIC be tasked with assessing how AI technologies may impact pedagogy, research, student learning outcomes, and the student learning experience.

RESOLVED: That the AIC establish ethical guidelines for AI usage, development, and deployment.

RESOLVED: That the AIC produce recommendations regarding AI technology implementation, training, policies, and procedures.

RESOLVED: That the AIC report its recommendations to the Information Technology Committee (ITC) for prioritization and implementation. Central campus expenditures for AI must be submitted to the Information Technology Advisory Council (ITAC) for review and funding.

RESOLVED: That the membership of the AIC shall include: a full-time faculty member from each College, an ASI representative, AVP and Dean of Student Affairs, and the Director of Instructional Development. Other AIC appointments may be made at the discretion of the ITC.

RATIONALE: Artificial Intelligence technology is rapidly changing and may impact all areas of the University's core mission. It is imperative that we establish a dedicated committee within ITS that can focus on producing AI technology recommendations that align with, and safeguard, our strategic goals and mission.

Distribution List:
President

Provost and VP for Academic Affairs
VP Student Affairs
AVP & CIO Information Technology Services
AVP Faculty Affairs
AVP Academic Affairs and Dean of Academic Programs
School Deans
Dean of Libraries
Dean of Antelope Valley
Dean of Extended University and Global Outreach
Department Chairs
General Faculty

Approved by the Academic Senate:
Sent to the President:
President Approved:

Evaluation of Academic Administrators

RES 242501

<div align="right">FAC</div>

RESOLVED: That the Academic Senate recommend revisions to the University Handbook language regarding the evaluation of academic and university-wide administrators. (Deletions in ~~strikethrough~~, additions in **bold underline**.)

RATIONALE: The University recently elevated schools to Colleges and school-formation criteria are not yet developed. This resolution changes "Schools" to "Colleges" to be up-to-date with current titles. These changes also address practices related to soliciting feedback from constituents, including using modern technology such as survey software to collect data. This resolution also adds clarity to the process of identifying constituencies and the evaluation process.

This resolution also outlines broad areas under review that are anticipated to be relevant to different administrators in unique ways, but aligned with the University's Strategic Plan. The administrator is expected to discuss their contributions to advancing these areas as appropriate for their role. These changes are intended to enhance efficiency and effectiveness for both the administrator under review and the academic administrator review committee.

311.1 General Guidelines

Each academic administrator shall be evaluated according to these procedures at three-year intervals. The President will initiate the review process for the Provost **in writing**, and the Provost's office**, in writing,** will initiate the review process for all academic administrators. In August of each academic year, the Provost's office will send to the Executive Committee of the Senate a schedule of which administrators will undergo review in the current academic year and the next academic year. The President or Provost may, if they believe it is appropriate, call for an evaluation of an individual before a scheduled evaluation. **Academic administrators who are retiring or who have left the administrative role shall be reviewed upon exiting the respective role; this review shall also apply to academic administrators who are promoted or temporarily move into interim roles.**

311.2 Academic Administrators

The following positions shall be subject to this policy:
- Provost and Vice President for Academic Affairs (P&VPAA)
- AVP Academic Affairs/Dean of Academic Programs
- AVP Enrollment Management
- AVP Faculty Affairs
- AVP Grants, Research, and Sponsored Programs (GRaSP)
- AVP Institutional Research, Planning, and Assessment (IRPA)
- Dean, ~~School~~ **College** of Arts and Humanities
- Dean, ~~School~~ **College** of Business and Public Administration
- Dean, ~~School~~ **College** of Natural Sciences, Mathematics & Engineering
- Dean, ~~School~~ **College** of Social Sciences and Education
- Dean, University Library
- Dean, Division of Extended Education and Global Outreach (EEGO) *(revised 07-10-17)*
- Dean, California State University, Bakersfield Antelope Valley **Campus** *(Revised Name Change 6-28-18)*
  (Section Revised 12-01-16, XX-XX-23)

The Academic Administrator Review Committee (AARC) is formed in the Spring of the administrator's second year, and the review process begins in the Fall of the third year. The supervisor for each administrator undergoing **review** is responsible for providing the criteria for evaluation to the administrator and to the AARC.

311.3 Review Committee Membership

For review of the P&VPAA, Academic Affairs/Dean of Academic Programs, AVP Enrollment Management, AVP Faculty Affairs, AVP GRaSP, AVP IRPA, and Dean of EEGO, the review committee shall be as follows:
A. The faculty of each ~~school~~ **college** shall elect one tenured faculty;
B. The President or Provost shall select a member of the Provost Council; and *(Revised 12-01-16)*
C. The President **or** Provost shall choose a sixth member of the committee.

For review of the Dean of Arts and Humanities, Dean of Business and Public Administration, Dean of Natural Sciences, Mathematics & Engineering, Dean of Social Sciences and Education, Dean of University Library, and Dean of the CSU Bakersfield Antelope Valley **Campus**, *(Revised Name Change 06-28-18)* the review committee shall consist of five members. *(Revised 12-01-16)*
A. The faculty of the **college** ~~school~~ dean being reviewed**,** or the librarians in the case of the Dean of University Library**,** shall elect three (3) tenured faculty members or librarians. In the case of the Antelope Valley Campus Dean, an election shall be held to select three (3) representatives from the faculty, staff, and librarians who are at the ~~Dean of the~~ Antelope Valley Campus. *(Revised 12-01-16)*
B. The P&VPAA shall select a **college** ~~school~~ dean; and

C. The P&VPAA shall choose the fifth member of the committee.

Any prospective committee member with an active grievance (or other legal proceeding) against the specific Administrator under review at the time of review is not eligible for election or selection and cannot serve on the review committee.

The administrator under review may request that the supervisor of the review dissolve the review committee if one of its members is ineligible due to an active grievance (or other legal proceeding) against them, and the Senate will initiate a new election. *(Added June 28, 2018)*

311.4 Review Procedures and Constituencies
The procedures for review committees of academic officers are as follows:
A. The President and P&VPAA shall maintain a schedule showing the year in which the regular review of each administrative officer is due, and shall complete the committee selection and initiate the review process prior to the end of the academic year preceding the actual academic year **in which** the review takes place. A schedule for an evaluation should then be constructed with April 1 as the target date for completion of the process. **A list of academic officers to be reviewed with review timelines shall be made available on the Provost's website**. **The Provost and Vice President for Academic Affairs is charged with maintaining and updating this list.** (*Revised 12-01-16*)
B. At the time of initial appointment and immediately following each review, the supervisor will review with the administrator being evaluated the areas (i.e., academic leadership, program development, management, diversity initiatives, etc.) in which ~~his or her~~ **their** performance will be assessed. In all cases, the areas to be evaluated will include **aspects of the position outlined in the job description and the following, as relevant:**
1) The individual's effectiveness in commanding respect as an academic administrator and, if appropriate, as a scholar;
2) The individual's effectiveness in creating an educational environment conducive to excellence in teaching, scholarship, and mutual respect;
3) The individual's effectiveness in fulfilling their assigned role in achieving the mission and goals of CSUB.

1. **Leadership and Strategic Vision (e.g., ability to set clear goals, make informed decisions, and inspire faculty, staff, and students toward achieving institutional objectives)**
2. **Resource and Financial Management (e.g., effective oversight of budgets, personnel, and operational resources, ensuring sustainability and efficiency in daily operations)**
3. **Academic Program Development and Quality Assurance (e.g., support for curriculum innovation, academic standards, and research initiatives while ensuring compliance with accreditation and quality benchmarks)**

4. **Student Success and Support Services (e.g., implementation of policies that enhance student retention, graduation rates, and equitable access to academic and support services)**
5. **Faculty and Staff Development and Support (e.g., promoting professional development, fostering an environment of excellence, and ensuring that faculty and staff are well-supported in fulfilling their roles and achieving success)**
6. **External Relations and Fundraising (e.g., building partnerships with external stakeholders, enhancing the institution's reputation, and securing external funding for institutional growth)**
7. **Diversity, Equity, and Inclusion (e.g., contributing to the creation of an inclusive campus environment that values diversity, promotes equity, and ensures all members of the community feel respected and supported)**

In setting up the review process, the supervisor will solicit advice from the administrator under review as to any additional areas that should be included in the evaluation ~~and what constituencies should be sampled~~. In all cases, the appropriate faculty, librarians and staff shall be given the opportunity to participate in the evaluation.

The supervisor will complete the process of academic administrator review committee formation by October 1ˢᵗ of the academic year in which the review takes place. The supervisor will provide the review committee information regarding the additional areas where the administrator's performance is to be assessed ~~and recommend constituencies to be sampled~~. **The academic administrator review committee shall elect its own chair.**

In the case of University-level administrators, including the Provost and Vice President for Academic Affairs, Associate Vice Presidents, Dean of the University Library, Dean of the Division of Extended Education and Global Outreach, and Dean of the California State University, Bakersfield Antelope Valley Campus, the constituents shall include faculty, staff, and students from the entire University community. Constituents participating in the review process shall be connected to the work of the administrator who is actively under review. These constituents shall be given an opportunity to participate in the evaluation. The administrator's supervisor may recommend additional constituencies to be sampled.

In the case of College-level administrators, including the College Deans, School Deans, and Associate Deans, constituents shall include faculty, staff, and students from the respective College, or School (if applicable). Constituents participating in the review process shall be connected to the work of the administrator who is actively under review. These constituents shall be given an opportunity to participate in the evaluation. The administrator's supervisor may recommend additional constituencies to be sampled.

The areas of assessment should not be changed once the supervisor has reviewed them with the administrator being evaluated unless the administrator and supervisor agree and **provide written justification for the changes in assessment to the academic administrator review committee**. Throughout the review process, all parties shall bear in mind that the purpose of the administrator review is developmental as well as evaluative, in keeping with the essential mission of the University.

C. The review committee shall request from the administrator under review a ~~concise~~ **thorough and detailed self**-study. The self-study will focus on areas to be evaluated, major accomplishments, problems and issues related to the responsibilities of the position (e.g. job description), future goals and plans, and personal professional development and accomplishments. **The self-study shall include evidence and documentation to support evidence of major accomplishments, and evidence of the administrator's roles, contributions, and support of faculty and staff under their supervision. The review committee shall review evidence of accomplishments provided by the administrator. The administrator under review should provide evidence of their own contributions. Administrators with oversight of faculty and staff projects or activities should acknowledge the contributions of other administrators, faculty or staff responsible for the project/activities. A clear distinction should be identified between administrator accomplishments and those of the faculty/staff under their supervision.** This self-study shall be completed and submitted to the review committee and the supervisor.

D. The review committee shall survey various performance appraisal systems to determine the appropriate guidelines and instruments for the evaluation process. The evaluation shall cover a three-year period; therefore, the guidelines and process should be constructed to reflect this time frame. The committee, in consultation with the supervisor and the person being reviewed, shall develop the specific format for the appraisal. ~~(Revised 12-01-16)~~

E. In the case of evaluation of ~~School~~ **College** Associate Deans**,** during the third year, all ~~School~~ **College** Deans, including those in their final year of service as ~~School~~ **College** Associate Dean and those who are retiring, shall be reviewed by the ~~School~~ **College** faculty. The Dean shall meet with the faculty to discuss how they wish to proceed with the review. In preparation for the review, ~~School~~ **College** Associate Deans, may, at their own initiative, submit to the ~~School~~ **College** faculty and the Dean a brief self-evaluation of their performance for the period under review. In addition, the appropriate Dean shall offer the opportunity to all faculty of the ~~School~~ **College** to give individual, confidential advice, orally, or in writing. This review shall assess the ~~School~~ **College** Associate Dean's effectiveness based on the criteria established at the time of appointment. The review must occur during the fall semester of the third year. The written review of the ~~School~~ **College** Associate Dean should be submitted to the ~~School~~ **College** Dean by April first (1st) of that year. The Dean and the ~~School~~ **College** Associate Dean shall then meet to discuss the report by April 15th.

~~(Added 06-06-17)~~

F. ~~The P&VPAA in consultation with the review committee and administrator to be evaluated, shall determine the individuals and/or groups to be consulted. In all cases, the faculty concerned shall be given~~

the opportunity to participate in the evaluation. **The review committee shall issue calls for feedback and comments at multiple times in the review process and shall remind constituents that the process is confidential.** Individuals participating in the evaluation of administrators shall ~~enclose~~ **submit** their written comments ~~on~~ **in** a **confidential survey that does not collect identifiable information (e.g., names, email addresses). This survey shall include quantitative and qualitative (i.e., open-ended) assessments, including questions about constituency type so that data can be disaggregated and reviewed by the committee. The review committee may work with Information Technology Services to develop the survey and build processes for ensuring confidentiality, fairness, and validity.** ~~in a sealed envelope, signed across the seal.~~ The ~~enclosed~~ comments will then be coded**, deidentified, and aggregated by the review committee** to ensure the person's confidentiality in the review process. Examination of the **deidentified and aggregated** documents by the administrator under review may occur in the event of a protested personnel action. Comments will be collected**,** and the confidential coding maintained in the office of the ~~P&VPAA~~ **administrator's supervisor**.

G. **While conducting their review, the review committee may request a meeting with the administrator under review to request additional evidence, context, and documentation related to the self-study and the areas under review to be used in finalizing their final report.** The review committee shall consolidate all evaluations and forward the final report, which will include the administrator's self-study, to the appropriate supervisor**.** ~~and the administrator being evaluated. In most cases, this shall be the P&VPAA who~~ **The administrator's supervisor** will review the evaluation, self-study, and any written response, discuss these with the administrator under review, and forward the package with appropriate comments/recommendations to the President with a copy to the administrator under review by April 15th **of that year.** In cases where there is a supervisory level between the administrator under review and the P&VPAA, the evaluation shall pass through that level for comments and go forward to the P&VPAA. The supervisor's written comments and recommendations should include components related to future goals and plans in addition to the expected review and comments on the evaluation.

In the case of the P&VPAA, the same process as outlined above will be followed except that the review committee's report shall be forwarded directly to the President.

H. In all cases the final review level will be the President.

I. In the case of the review of the P&VPAA, the President and P&VPAA shall meet to discuss the report before acknowledging to the campus that the review process has been completed by May 1st of that year. In the case of the review of the AVPs and Deans, the P&VPAA and administrator under review shall meet to discuss the report before acknowledging to the campus that the review process has been completed by May 1st of that year.

~~The President or the administrator under review may elect to have a meeting about the report. In this case, The President, P&VPAA, and the administrator under review will meet before releasing a comprehensive, explanatory report to the campus by May 1st,~~

J. In the event the administrator under review **does** not agree with any aspect of the evaluation, a written commentary may be submitted, and it shall accompany the report. The administrator under review shall have ten working days after receiving a copy of the final evaluation to prepare ~~his/her~~ **their** reaction and commentary. ~~The administrator under review shall have complete access to all evaluation materials, with confidentiality of all reviewers being preserved. In the event of a protested personnel action, the coded comments may be assessed as required by current state law. In this event, persons who had submitted written comments will be notified of the action. Such individuals~~ **The Academic Administrator Review Committee and all respondents** are protected from any form of reprisal, not only by the expectation of high ethical behavior from all University personnel, but by Executive Order No. 929 and California Government Code Section 8547.12.

~~H~~**K.** Provisions governing campus personnel files such as confidentiality, disclosure, and rebuttal shall apply to the evaluation process. The consolidated report and all data collected for this report will become a part of the personnel file and will reside in the office of the ~~P&VPAA~~ **administrator's supervisor.**

Distribution List: (update as needed)
      President
      Provost and VP for Academic Affairs
      AVP Academic Affairs and Dean of Academic Programs
      AVP Enrollment Management
      AVP Faculty Affairs
      AVP GRaSP
      AVP IRPA
      College Deans
      Dean of Libraries
      Dean of Antelope Valley Campus
      Dean of EEGO
      Department Chairs
      General Faculty

Approved by the Academic Senate:
Sent to the President:
President Approved:

Ethnic Studies, Feminist Ethnic Studies, and Queer Ethnic Studies Minors

Resolution 242507

AAC and BPC

RESOLVED: That the Academic Senate approve the proposed three new minors: Ethnic Studies, Feminist Ethnic Studies, and Queer Ethnic Studies.

RATIONALE: The Ethnic Studies Department currently offers upper-division courses which students take to satisfy their interest in the topics. The Department of Ethnic Studies is proposing the three minors to cultivate student interest in ethnic studies and to allow students the opportunity to fulfill a specialized academic plan that can be acknowledged in their academic records**.** The proposed minors will be supported by sufficient and dedicated resources to ensure its successful future operations.

Attachments:
(1) 2023-2024 29 Proposal for New Minors in Ethnic Studies, Feminist Ethnic Studies, and Queer Ethnic Studies
(2) RE_New Minors Proposals_Ethnic Studies_2024-02-06

Distribution List:
President
Provost and VP for Academic Affairs
VP Student Affairs
AVP Faculty Affairs
AVP Academic Affairs and Dean of Academic Programs
College Deans
College Associate Deans
College Advising Centers
Dean of Libraries
Department Chairs

Rationale For Minor Proposals – Ethnic Studies, Feminist Ethnic Studies, and Queer Ethnic Studies

The Department of Ethnic Studies will be offering undergraduate degrees in Ethnic Studies and Latina/o/x & Chicana/o/x Studies beginning in the fall semester of 2025. In future, we plan to develop a undergraduate degree in Black Studies (est. fall 2026) and a post-graduate teaching certificate in Ethnic Studies (est. fall 2025).

In further development of our department and in response to CSUB students, we wish to offer three minors, Ethnic Studies, Feminist Ethnic Studies, and Queer Ethnic Studies in the fall semester of 2024. These minors will give the department a head start in introducing our discipline to the overall campus and the community. Additionally, these minors will also give a golden opportunity to students who are interested in becoming majors but don't wish to wait until the undergraduate degree offerings being in fall 2025.

Further, offering these minors will make our department unique among other CSU ethnic studies departments and also reflects the broad and diverse training as well as the academic research interests of our current faculty. Ethnic Studies minors are pretty standard in most CSU ethnic studies departments, but our inclusion of a Feminist Ethnic Studies minor and a Queer Ethnic Studies minor will be extremely important additions to our department in terms of academic offerings and research.

While minors are no longer required for CSUB students, a minor in Ethnic Studies, Feminist Ethnic Studies or Queer Ethnic Studies can provide an important intellectual support, intersectional knowledge, and social compliment to any major CSUB offers. The world is becoming more diverse and our students must learn to work and co-exist with diverse populations and consider intersectional demands to our growing and changing societies.

Educational training in ethnic studies, feminism or queer studies will give our students an extra advantage in the pursuit of post-graduation employment, graduate school, and other academic opportunities that require students to be knowledgeable in the histories and cultures of diverse peoples and communities as well as being strongly well-versed in broad issues of diversity, equity, and inclusion.

https://ethnicstudies.org/2021/09/26/why-ethnic-studies-matters/

California State University, Bakersfield
Academic Operations in Enrollment Systems
Mail Stop: EDUC 22, 9001 Stockdale Highway
Bakersfield, California 93311-1022
Email: curriculum@csub.edu
Tel. (661) 654-2285

CALIFORNIA STATE UNIVERSITY BAKERSFIELD

CHANGES TO PROGRAM FORM

Form Number

Reset Form

PROPOSAL ACTION (Select One)

EFFECTIVE CATALOG YEAR: FALL

○ PROGRAM REVISION   ○ PROGRAM CANCELLATION

○ PROGRAM PLACED IN MORATORIUM   ○ ADD CONCENTRATION   ○ ADD EMPHASIS

○ ADD OPTION   ● ADD MINOR

PROGRAM OR SCHOOL & DEPARTMENT *(Required)*

School/Program: Social Sciences and Education

Department: Ethnic Studies

Proposed by: Tracey Salisbury, Chair

RATIONALE FOR DEGREE PROPOSAL *(Required)*:

Provide Rationale for Degree Proposal:
See attached.

DEGREE INFORMATION (MAJOR, CONCENTRATION/EMPHASIS/OPTION/MINOR)

Degree Title:
Minor in Ethnic Studies

REVISIONS TO CURRENT DEGREE DESCRIPTION AND REQUIREMENTS

Degree Description *(Attach catalog copy; Use Strikethrough and Underline MS Word Actions To Delete Text Or Add/Revise Details OR attach catalog copy with revisions)*:
New minor. (see attached catalog copy revised to include new minor)

ADDING AN OPTION, CONCENTRATION OR SPECIAL EMPHASIS (ATTACH APPROPRIATE DOCUMENTS):

Per EO 1071, before any option, concentration, or special emphasis (or similar subprogram) approved under this delegation, can be implemented, the campus shall obtain a Chancellor's Office confirmation of compliance with CSU policy and applicable law. Campus notifications shall be submitted to the Department of Academic Programs and Faculty Development (degrees@calstate.edu). The following information must be submitted:

- The exact title of the new subprogram and the complete degree designation and title of the major degree program housing the new subprogram (e.g., Bachelor of Science in Biology with a Concentration in Biochemistry);

- A list of courses and required units constituting that new subprogram;

- Total units required to complete the entire degree, including the combination of subprogram and major program;

- The complete list of courses and required units constituting the major degree program as approved by the Chancellor's Office;

- A 4-year major-and-subprogram roadmap for freshmen and a 2-year major-and-subprogram roadmap for transfer students;

- The CSU degree program code (formerly called "HEGIS") that students use to apply to the major degree program;

- The campus-proposed CSU degree program code to be used to report enrollments in the concentration (may be the same as the degree code);

- A detailed cost-recovery budget for self-support subprograms to be offered within state-support major degree programs; and

- Documentation of all campus-required curricular approvals.

ADDING A MINOR

Provide the Program Description and Minor Requirements:

See attached.

IMPACT OF DEGREE PROPOSAL ON OTHER PROGRAMS OR DEPARTMENTS

What Is the Impact of This Degree Proposal on Course Offerings from Other Department(S) Or Programs?

Please Include Supporting Emails with This Proposal:

No impact on other course offerings, departments or programs.

IMPACT OF DEGREE PROPOSAL ON COURSE(S)

List All the New and Revised Courses Required for This Degree Proposal (If Applicable):

Attach/Submit All the Course Proposal Forms and Catalog Copy Together with This Form for Curricular Review and Approval

See attached.

NEXT STEPS

- Attach Course Proposal Form(s) to This Proposal (If Applicable)

- Attach Catalog Copy w/ revisions (using track changes) to This Proposal

- Attach Appropriate Documents if Adding an Option, Concentration or Special Emphasis

- Attach Revised Academic Roadmap

- Submit to Department/Program Curriculum Committee for Review & Approval

- Department Submits to School/Program Curriculum Committee for Review & Approval

- School/Program Curriculum Committee Submits Related Forms to GECCo (If Applicable)

- Chancellor's Office (CO) Notification for Implementation of Option, Concentration or Special Emphasis

- If No Additional Approvals Are Required, School/Program Curriculum Committee Submits to Academic Operations After Final Approvals Have Been Recorded. *See Annual Catalog & Curriculum Deadlines Dates*

SCHOOL/PROGRAM COMMITTEE & OTHER APPROVALS:

Department Chair/Program Director: *Tracey M Salisbury*	Date: 10/30/23
School/Program Curriculum Committee Chair: *Rhonda E. Dug*	Date: 11-20-2023
Dean of School: *James L. Rodriguez*	Date: Nov 29, 2023
Director of GE:	Date:
CO Notification for Implementation of Option, Concentration or Special Emphasis:	Date:
CO Confirmation of Compliance for Options, Concentration or Special Emphasis:	Date:
President's Approval for Minor:	Date:
WSCUC Approval:	Date:
Director of Academic Operations:	Date:

ACADEMIC OPERATIONS USE ONLY:

Effective Term:	Catalog Year:
CIP Code:	HEGIS Code:
Program Code:	Plan Code:
SubPlan Code:	

California State University, Bakersfield
Academic Operations in Enrollment Systems
Mail Stop: EDUC 22, 9001 Stockdale Highway
Bakersfield, California 93311-1022
Email: curriculum@csub.edu
Tel. (661) 654-2285

CHANGES TO PROGRAM FORM

Form Number

Reset Form

PROPOSAL ACTION (Select One)

EFFECTIVE CATALOG YEAR: FALL

◯ PROGRAM REVISION   ◯ PROGRAM CANCELLATION

◯ PROGRAM PLACED IN MORATORIUM   ◯ ADD CONCENTRATION   ◯ ADD EMPHASIS

◯ ADD OPTION   ⦿ ADD MINOR

PROGRAM OR SCHOOL & DEPARTMENT *(Required)*

School/Program: Social Sciences and Education

Department: Ethnic Studies

Proposed by: Tracey Salisbury, Chair

RATIONALE FOR DEGREE PROPOSAL *(Required)*:

Provide Rationale for Degree Proposal:
See attached.

DEGREE INFORMATION (MAJOR, CONCENTRATION/EMPHASIS/OPTION/MINOR)

Degree Title:
Minor in Feminist Ethnic Studies

REVISIONS TO CURRENT DEGREE DESCRIPTION AND REQUIREMENTS

Degree Description *(Attach catalog copy; Use Strikethrough and Underline MS Word Actions To Delete Text Or Add/Revise Details OR attach catalog copy with revisions):*
New minor. (see attached catalog copy revised to include new minor)

ADDING AN OPTION, CONCENTRATION OR SPECIAL EMPHASIS (ATTACH APPROPRIATE DOCUMENTS):

Per EO 1071, before any option, concentration, or special emphasis (or similar subprogram) approved under this delegation, can be implemented, the campus shall obtain a Chancellor's Office confirmation of compliance with CSU policy and applicable law. Campus notifications shall be submitted to the Department of Academic Programs and Faculty Development (degrees@calstate.edu). The following information must be submitted:

- The exact title of the new subprogram and the complete degree designation and title of the major degree program housing the new subprogram (e.g., Bachelor of Science in Biology with a Concentration in Biochemistry);

- A list of courses and required units constituting that new subprogram;

- Total units required to complete the entire degree, including the combination of subprogram and major program;

- The complete list of courses and required units constituting the major degree program as approved by the Chancellor's Office;

- A 4-year major-and-subprogram roadmap for freshmen and a 2-year major-and-subprogram roadmap for transfer students;

- The CSU degree program code (formerly called "HEGIS") that students use to apply to the major degree program;

- The campus-proposed CSU degree program code to be used to report enrollments in the concentration (may be the same as the degree code);

- A detailed cost-recovery budget for self-support subprograms to be offered within state-support major degree programs; and

- Documentation of all campus-required curricular approvals.

ADDING A MINOR

Provide the Program Description and Minor Requirements:

See attached.

IMPACT OF DEGREE PROPOSAL ON OTHER PROGRAMS OR DEPARTMENTS

What Is the Impact of This Degree Proposal on Course Offerings from Other Department(S) Or Programs?

Please Include Supporting Emails with This Proposal:

No impact on other course offerings, departments or programs.

IMPACT OF DEGREE PROPOSAL ON COURSE(S)

List All the New and Revised Courses Required for This Degree Proposal (If Applicable):

Attach/Submit All the Course Proposal Forms and Catalog Copy Together with This Form for Curricular Review and Approval

See attached.

- Attach Course Proposal Form(s) to This Proposal (If Applicable)

- Attach Catalog Copy w/ revisions (using track changes) to This Proposal

- Attach Appropriate Documents if Adding an Option, Concentration or Special Emphasis

- Attach Revised Academic Roadmap

- Submit to Department/Program Curriculum Committee for Review & Approval

- Department Submits to School/Program Curriculum Committee for Review & Approval

- School/Program Curriculum Committee Submits Related Forms to GECCo (If Applicable)

- Chancellor's Office (CO) Notification for Implementation of Option, Concentration or Special Emphasis

- If No Additional Approvals Are Required, School/Program Curriculum Committee Submits to Academic Operations After Final Approvals Have Been Recorded. *See Annual Catalog & Curriculum Deadlines Dates*

SCHOOL/PROGRAM COMMITTEE & OTHER APPROVALS:

Department Chair/Program Director: *Tracey M Salisbury*	Date: 10/30/23
School/Program Curriculum Committee Chair: *Rhonda E. Dug*	Date: 11-20-2023
Dean of School: *James L. Rodríguez*	Date: Nov 29, 2023
Director of GE:	Date:
CO Notification for Implementation of Option, Concentration or Special Emphasis:	Date:
CO Confirmation of Compliance for Options, Concentration or Special Emphasis:	Date:
President's Approval for Minor:	Date:
WSCUC Approval:	Date:
Director of Academic Operations:	Date:

ACADEMIC OPERATIONS USE ONLY:

Effective Term:	Catalog Year:
CIP Code:	HEGIS Code:
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CHANGES TO PROGRAM FORM

Form Number

Reset Form

PROPOSAL ACTION (Select One)

EFFECTIVE CATALOG YEAR: FALL

◯ PROGRAM REVISION   ◯ PROGRAM CANCELLATION

◯ PROGRAM PLACED IN MORATORIUM   ◯ ADD CONCENTRATION   ◯ ADD EMPHASIS

◯ ADD OPTION   ◉ ADD MINOR

PROGRAM OR SCHOOL & DEPARTMENT *(Required)*

School/Program: Social Sciences and Education

Department: Ethnic Studies

Proposed by: Tracey Salisbury, Chair

RATIONALE FOR DEGREE PROPOSAL *(Required)*:

Provide Rationale for Degree Proposal:
See attached.

DEGREE INFORMATION (MAJOR, CONCENTRATION/EMPHASIS/OPTION/MINOR)

Degree Title:
Minor in Queer Ethnic Studies

REVISIONS TO CURRENT DEGREE DESCRIPTION AND REQUIREMENTS

Degree Description *(Attach catalog copy; Use Strikethrough and Underline MS Word Actions To Delete Text Or Add/Revise Details OR attach catalog copy with revisions)*:
New minor. (see attached catalog copy revised to include new minor)

ADDING AN OPTION, CONCENTRATION OR SPECIAL EMPHASIS (ATTACH APPROPRIATE DOCUMENTS):

Per EO 1071, before any option, concentration, or special emphasis (or similar subprogram) approved under this delegation, can be implemented, the campus shall obtain a Chancellor's Office confirmation of compliance with CSU policy and applicable law. Campus notifications shall be submitted to the Department of Academic Programs and Faculty Development (degrees@calstate.edu). The following information must be submitted:

- The exact title of the new subprogram and the complete degree designation and title of the major degree program housing the new subprogram (e.g., Bachelor of Science in Biology with a Concentration in Biochemistry);

- A list of courses and required units constituting that new subprogram;

- Total units required to complete the entire degree, including the combination of subprogram and major program;

- The complete list of courses and required units constituting the major degree program as approved by the Chancellor's Office;

- A 4-year major-and-subprogram roadmap for freshmen and a 2-year major-and-subprogram roadmap for transfer students;

- The CSU degree program code (formerly called "HEGIS") that students use to apply to the major degree program;

- The campus-proposed CSU degree program code to be used to report enrollments in the concentration (may be the same as the degree code);

- A detailed cost-recovery budget for self-support subprograms to be offered within state-support major degree programs; and

- Documentation of all campus-required curricular approvals.

ADDING A MINOR

Provide the Program Description and Minor Requirements:

See attached.

IMPACT OF DEGREE PROPOSAL ON OTHER PROGRAMS OR DEPARTMENTS

What Is the Impact of This Degree Proposal on Course Offerings from Other Department(S) Or Programs?

Please Include Supporting Emails with This Proposal:

No impact on other course offerings, departments or programs.

IMPACT OF DEGREE PROPOSAL ON COURSE(S)

List All the New and Revised Courses Required for This Degree Proposal (If Applicable):

Attach/Submit All the Course Proposal Forms and Catalog Copy Together with This Form for Curricular Review and Approval

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Director of Academic Operations:		Date:

ACADEMIC OPERATIONS USE ONLY:

Effective Term:	Catalog Year:
CIP Code:	HEGIS Code:
Program Code:	Plan Code:
SubPlan Code:	

I approved the catalog copy.

JAMES L. RODRIGUEZ, Ph.D.
he/him/his
Dean**,** School of Social Sciences and Education
CSU Bakersfield

On Dec 12, 2023, at 8:43 AM, Rhonda Dugan <rdugan2@csub.edu> wrote:

Hi Debra,

The catalog copy for Ethnic Studies has been approved by the SSE
Curriculum Committee.

Best,

Rhonda

Rhonda E. Dugan, Ph.D.

Associate Professor of Sociology

Department of Sociology

California State University, Bakersfield

Bakersfield, CA 93311

Office Phone: 661.654.6613

Follow the CSUB Sociology Department: @CsubSociology

<Outlook-wjii4do3.png>

"All you gotta do is throw strikes. Home plate don't move." --Satchel Paige

---

From: Debra Jackson <djackson9@csub.edu>
Sent: Tuesday, December 12, 2023 7:32 AM
To: Tracey Salisbury <tsalisbury1@csub.edu>; Danielle Solano <dsolano@csub.edu>;
Aaron Hegde <shegde@csub.edu>
Cc: Donna Jimenez <djimenez-arredondo@csub.edu>; Rhonda Dugan
<rdugan2@csub.edu>; Patricia Padilla <ppadilla2@csub.edu>; James Rodriguez
<jlrodriguez@csub.edu>; Terry Hickey <thickey@csub.edu>

Subject: RE: Ethnics Studies Minors - SECOND REQUEST!

Dear Dr. Salisbury,

Thank you for resending your email. I was away from campus last week at a conference.

Before I can forward your proposals, I need to verify that the proposed catalog copy has been reviewed and approved by the SSE Curriculum Committee and Dean of SSE, since it was not included with the new minor proposal form. Since you already cc'ed them on this email, perhaps they could reply directly.

Once I have verification, I will then send your proposal to the Provost and, upon his consent, route the proposal to the Senate chair.

Best to you,
Debra

____

DEBRA L. JACKSON, Ph.D.
She/her/hers
Associate Vice President for Academic Affairs
Dean of Academic Programs
Accreditation Liaison Officer
(661) 654-3420

California State University, Bakersfield
9001 Stockdale Hwy, Mail Stop: 22 EDUC
Bakersfield, CA 93311

http://www.csub.edu/academicprograms

<image001.jpg>

From: Tracey Salisbury <tsalisbury1@csub.edu>
Sent: Tuesday, December 12, 2023 3:19 AM
To: Debra Jackson <djackson9@csub.edu>; Danielle Solano <dsolano@csub.edu>; Aaron Hegde <shegde@csub.edu>
Cc: Donna Jimenez <djimenez-arredondo@csub.edu>; Rhonda Dugan <rdugan2@csub.edu>; Patricia Padilla <ppadilla2@csub.edu>; James Rodriguez <jlrodriguez@csub.edu>; Terry Hickey <thickey@csub.edu>
Subject: Fw: Ethnics Studies Minors - SECOND REQUEST!
Importance: High

I am still waiting for any response to this email sent on 12/4.

Thank you,

Tracey

Tracey M. Salisbury, PhD

Associate Professor, Department Chair - Ethnic Studies

Academic Senator - At Large

BPC - Committee Member

President, CFA Bakersfield Chapter

Co-Chair Black Caucus, CFA Statewide

California State University Bakersfield

tsalisbury1@csub.edu

From: Tracey Salisbury
Sent: Monday, December 4, 2023 12:04 PM
To: Debra Jackson <djackson9@csub.edu>; Danielle Solano <dsolano@csub.edu>; Aaron Hegde <shegde@csub.edu>
Cc: James Rodriguez <jlrodriguez@csub.edu>; Terry Hickey <thickey@csub.edu>; Rhonda Dugan <rdugan2@csub.edu>; Patricia Padilla <ppadilla2@csub.edu>; Donna Jimenez <djimenez-arredondo@csub.edu>
Subject: Ethnics Studies Minors

Everyone,

In order to get the approval process moving forward for the Ethnic Studies minors, I wanted to provide you with the following information.

- Ethnic Studies doesn't have catalog copy in the current catalog because we were never asked or informed to provide any. The attachment contains that information. I have already spoken with Cindy Zuniga- Prado and we will be working together to get that information posted for Ethnic Studies for the 2024-2025 catalog.

- The Ethnic Studies minors are completely in-house. The minors do not depend on courses outside of our department and all the basic curriculum and the minors as detailed in the attachment have been approved by SSE curriculum committee and Dean Rodriguez.

- The department of Ethnic Studies will have 25 new courses added to the 2024-2025 catalog including the course required for the minors.

- Additional courses for the minors could and will be added in future, but once again, we expect this curriculum to come from the Ethnic Studies department.

Please let me know if you have any questions. It is unfortunate that the instructions for creating minors are not particularly clear, but I am sure we can get these minors approved in a timely manner.   Thank you for your assistance on this matter.

Tracey

Tracey M. Salisbury, PhD

Associate Professor, Department Chair - Ethnic Studies

Academic Senator - At Large

BPC - Committee Member

President, CFA Bakersfield Chapter

Co-Chair Black Caucus, CFA Statewide

California State University Bakersfield

tsalisbury1@csub.edu

2024-2025 | ETHNIC STUDIES

Department of Ethnic Studies
School of Social Sciences and Education
Department Chair: Dr. Tracey Salisbury
Administrative Coordinator: Donna Jimenez-Arredondo
Department Office: Education Building, 2nd Floor - Room 215 (EDUC 215)
Telephone: (661) 654-2208
Email: djimenez-arredondo@csub.edu
Website: http://www.csub.edu/ethnicstudies
Faculty: Nora Cisneros, Jeremiah Sataraka, Jose Villagran, Maria Gutierrez de Jesus

The Department of Ethnic Studies will be offering B.A. Degrees in Ethnic Studies and in Latina/o/x & Chicana/o/x Studies starting the fall semester of 2025. Minors is Ethnic Studies, Feminist Ethnic Studies, and Queer Ethnic Studies will be offered starting the fall semester of 2024.

Future Ethnic Studies majors and minors should check the Ethnic Studies Department's webpage for any department and program changers, current and future class schedules, course syllabi, department updates and news, important deadlines, and internship/career opportunities at CSUB.

<u>Department Mission and Description</u>

Ethnic Studies is the study of the histories, experiences, cultures, and issues of racial ethnic groups in the United States. The Ethnic Studies discipline emphasizes the social and historical study of race and racism in the United States, and it is defined by its attention to the systemic power relations that arise from institutional, cultural, and societal, contextually imposed or chosen meanings and interpretations of "race." While the focus is on the experiences of racialized peoples in the United States, the department also understands that race and racism are not unique or exclusive to the United States and can be juxtaposed with academic parallels made beyond geopolitical borders.

The department faculty are committed to intellectually rigorous teaching, scholarly activity that is programmatic and consequential to the field, and inclusive and supportive activism and service. From an intersectional and interdisciplinary approach, Ethnic Studies advances, challenges, and examines the social dynamics of race, racism, structural violence, settler colonialism, legalized discrimination, gendered violence, assimilation, and the resulting influences and impacts of such processes in the pursuit of human freedom and social justice.

Moreover, Ethnic Studies provides an in-depth understanding of racial-ethnic diversity, Indigenous and liberationist epistemologies, community and identity formation, education, artistic productions, and activism on the social, legal, cultural, and/or public policy front(s). Ultimately, Ethnic Studies seeks to generate thriving communities grounded in radical love, coalitional solidarities, and co-created knowledge.

Curriculum Courses

Area F Ethnic Studies (2)

- **ETHS 1008 Introduction to Latina/o Studies (3)**
- **ETHS 1108 Introduction to Comparative Ethnic Studies (3)**
- **ETHS 1208 Introduction to Ethnic Studies (3)**
- **ETHS 1308 Introduction to Asian American and Pacific Islander Studies (3)**
- **ETHS 1408 Introduction to Black Studies (3)**
- **ETHS 1508 Introduction to Chicana/o/x Studies (3)**
- **ETHS 1608 Introduction to Native American and Indigenous Studies (3)**

General Ethnic Studies LD (1)

- **ETHS 2200 Critical Race, Gender, and Sexuality Studies (3)**

General Ethnic Studies UD (3)

- **ETHS 3200 Research Methods in Ethnic Studies (3)**
- **ETHS 3210 Race & Resistance in The Digital World (3)**
- **ETHS 3220 Introduction to Queer and Trans Ethnic Studies (3)**
- **ETHS 3230 Race, Gender, and Sexuality in Horror (3)**
- **ETHS 3240 Neoliberalism (3)**
- **ETHS 4700 Special Topics in Ethnic Studies (3)**
- **ETHS 4800 Internship/Fieldwork in Ethnic Studies (3)**
- **ETHS 4908 Senior Seminar (3)**

AAS/API Studies UD

- **ETHS 3310 Climate Justice & Environmental Racism (3)**
- **ETHS 3320 NH/PI Youth & Community Activism (3)**
- **ETHS 3330 NH/PI & AA Representations in Media (3)**
- **ETHS 3340 Filipinos and the Farmworkers Movement (3)**
- **ETHS 3350 Asian American Cultural Histories in the U.S.**

Black Studies UD

- **ETHS 3410 The Black Sport Experience (3)**
- **ETHS 3420 Afrofuturism: In Search of the Black Fantastic (3)**
- **ETHS 3430 The History and Influence of Rap Music and Hip Hop Culture (3)**
- **ETHS 3440 Blacks in American Society (3)**
- **ETHS 3450 Black Popular Culture (3)**
- **ETHS 3460 Black Queer Culture and History (3)**
- **ETHS 3480 Religion and African American Communities and Traditions (3)**
- **ETHS 3490 Black Power and Politics: From Civil Rights to Black Lives Matter (3)**
- **ETHS 4410 Black Feminist and Womanist Perspectives (3)**

- **ETHS 3510 Chicana/os Latina/os in Higher Education (3)**
- **ETHS 3520 Racialized Labor (3)**
- **ETHS 3530 Migrations and Diasporas (3)**
- **ETHS 4510 Chicana/xs Latina/xs Feminisms (3)**
- **ETHS 4520 Bodies, Borders, and Genders (3)**

NAS/IS UD

- **ETHS 3610 Native American and Indigenous Peoples of the Americas (3)**
- **ETHS 3620 Indigenous Language Revitalization (3)**
- **ETHS 3630 Native American and Indigenous Cultural and Literary Production (3)**
- **ETHS 4610 Indigenous Feminisms (3)**

Minor in Ethnic Studies

A minimum of 12 units of coursework are required for an Ethnic Studies minor, 6 units of which must be at the 3000 level or above. Students self-design the minor in consultation with Ethnic Studies faculty. Please consult with an Ethnic Studies faculty member or SSE advisor for specific programmatic details or to craft a plan of study.

Required Course: (3 units)

- ETHS 1208 Introduction To Ethnic Studies (3)

Required Courses: Select 3 units from the following approved courses:

- ETHS 1008 Introduction to Latina/o Studies (3)
- ETHS 1308 Introduction to Asian American and Pacific Islander Studies (3)
- ETHS 1408 Introduction to Black Studies (3)
- ETHS 1508 Introduction to Chicana/o/x Studies (3)
- ETHS 1608 Introduction to Native American and Indigenous Studies (3)

Electives: Select 6 units from the approved courses listed below, or courses approved by request from the department chair of Ethnic Studies:

Black Studies Upper Division Courses

- ETHS 3410 The Black Sport Experience (3)
- ETHS 3420 Afrofuturism: In Search of the Black Fantastic (3)
- ETHS 3430 The History and Influence of Rap Music and Hip Hop Culture (3)
- ETHS 3440 Blacks in American Society (3)
- ETHS 3450 Black Popular Culture (3)
- ETHS 3480 Religion and African American Communities and Traditions (3)
- ETHS 3490 Black Power and Politics: From Civil Rights to Black Lives Matter (3)
- ETHS 4410 Black Feminist and Womanist Perspectives (3)

Critical Pacific Islands & Oceania Studies and Asian American Studies Upper Division Courses

- ETHS 3320 NH/PI Youth & Community Activism (3)
- ETHS 3310 Climate Justice & Environmental Racism (3)

Latina/o/x and Chicana/o/x Studies Upper Division Courses

- ETHS 3520 Racialized Labor (3)
- ETHS 3530 Migrations and Diasporas (3)
- ETHS 4510 Chicana/xs Latina/xs Feminisms (3)
- ETHS 4520 Bodies, Borders, and Genders (3)

Native American and Indigenous Studies Upper Division Courses

- ETHS 3610 Native American and Indigenous Peoples of the Americas (3)
- ETHS 4610 Indigenous Feminisms (3)

General Ethnic Studies Upper Division Courses

- ETHS 3210 Race & Resistance in The Digital World (3)
- ETHS 3220 Introduction to Queer and Trans Ethnic Studies (3)
- ETHS 3230 Race, Gender, and Sexuality in Horror (3)
- ETHS 3240 Neoliberalism (3)

Minor in Feminist Ethnic Studies

A minimum of 12 units of coursework are required for a Feminist Ethnic Studies minor, 6 units of which must be at the 3000 level or above. Students self-design the minor in consultation with Ethnic Studies faculty. Please consult with an Ethnic Studies faculty member or SSE advisor for specific programmatic details or to craft a plan of study.

Required Course: Select 3 units from the following approved courses:

- ETHS 1208 Introduction To Ethnic Studies (3)
- ETHS 1008 Introduction to Latina/o Studies (3)
- ETHS 1308 Introduction to Asian American and Pacific Islander Studies (3)
- ETHS 1408 Introduction to Black Studies (3)
- ETHS 1508 Introduction to Chicana/o/x Studies (3)
- ETHS 1608 Introduction to Native American and Indigenous Studies (3)

Required Course: (3 units)

- ETHS 2200 Critical Race, Gender, and Sexuality Studies (3)

Electives: Select 6 units from the approved courses listed below, or courses approved by request from the department chair of Ethnic Studies:

Black Studies Upper Division Courses

- ETHS 4410 Black Feminist and Womanist Perspectives (3)

Latina/o/x and Chicana/o/x Studies Upper Division Courses

- ETHS 4510 Chicana/xs Latina/xs Feminisms (3)
- ETHS 4520 Bodies, Borders, and Genders (3)

Native American and Indigenous Studies Upper Division Courses

- ETHS 4610 Indigenous Feminisms (3)

General Ethnic Studies Upper Division Courses

- ETHS 3220 Introduction to Queer and Trans Ethnic Studies (3)
- ETHS 3230 Race, Gender, and Sexuality in Horror (3)

Minor in Queer Ethnic Studies

A minimum of 12 units of coursework are required for a Queer Ethnic Studies minor, 6 units of which must be at the 3000 level or above. Students self-design the minor in consultation with Ethnic Studies faculty. Please consult with an Ethnic Studies faculty member or SSE advisor for specific programmatic details or to craft a plan of study.

Required Course: (3 units)

- ETHS 2200 Critical Race, Gender, and Sexuality Studies (3)

Required Course: (3 units)

- ETHS 3220 Introduction to Queer and Trans Ethnic Studies (3)

Electives: Select 6 units from the approved courses listed below, or courses approved by request from the department chair of Ethnic Studies:

Black Studies Upper Division Courses

- ETHS 3460 Black Queer Culture and History (3)

Latina/o/x and Chicana/o/x Studies Upper Division Courses

- ETHS 4520 Bodies, Borders, and Genders (3)

General Ethnic Studies Upper Division Courses

- ETHS 3230 Race, Gender, and Sexuality in Horror (3)

The Department of Kinesiology - Lecturers

Mr. Craig Harnetiaux

Mr. Tyler Moffit

Mr. Josh Gordon

Mr. Craig Harnetiaux, Mr. Tyler Moffit, and Mr. Josh Gordon, consistently go above and beyond their teaching duties. In addition to delivering high quality instruction, they provide invaluable support through student advising, mentorship, and advising/support of student clubs and research projects. They've also contributed to community initiatives like dual-enrollment programming and partnerships with the Bakersfield Police Department. These efforts greatly enhance the student experience, offering practical opportunities and fostering academic and professional growth. Their hard work is crucial to our students' success and deserves acknowledgment. Thank you for your service to CSUB and the community!