



Academic Senate Meeting – Fall 2025

Thursday, September 25, 2025

Agenda

10:00 AM – 11:30 AM

Location: Dezember Leadership and Development Center, Room 409-411

Zoom Link: <https://csu.zoom.us/j/84669370314?pwd=gmLoywwMxQR4k7G0hUhv25vs0N8xr8.1>

Senate Members: Chair M. Danforth, Vice-Chair D. Solano, CSU Senator C. Lam, CSU Senator N. Michieka, AH Senator T. Tsantsoulas, AH Senator M. Naser, BPA Senator D. Wu, BPA Senator S. Sarma, NSME Senator L. Kirstein, NSME Senator A. Stokes, SSE Senator Z. Zenko, SSE Senator S. Roberts, AV Senator K. Holloway, At-Large Senator H. He, At-Large Senator A. Grombly, At-Large Senator A. Hays, At-Large Senator A. Lauer, At-Large Senator T. Salisbury, At-Large Senator R. Dugan, Lecturer Electorate Senator D. Horn, Senator H. Gonzalez – Staff Representative, Senator A. Reyes – ASI President, VP AA & Provost D. Thien, Senator J. Dong – Dean Representative, and Senate Analyst K. Van Grinsven.

Guests: President Harper, K. Susa and M. Malhotra.

- I. Call to Order and Tejon Tribal Land Acknowledgement
- II. Approval of Minutes
 - a. August 28, 2025 (handout)
 - b. September 11, 2025 (deferred)
- III. Announcements and Information
 - a. President's Report – V. Harper **(Time Certain: 10:10 AM)**
 - i. The President's Commission on Intercollegiate Athletics (handout)
 - b. FAR Report 2024-2025 – K. Susa **(Time Certain: 10:20 AM)** (handout)
 - c. IRPA Updates and Data Literacy Campaign – M. Malhotra **(Time Certain: 10:30 AM)**
 - i. Data Literacy Campaign 2025-2026 (handout)
 - d. Elections and Appointments – D. Solano (handout)
- IV. Approval of Agenda **(Time Certain: 10:05 AM)**
- V. Reports
 - a. Provost's Report – D. Thien
 - b. ASCSU Report – Senators Lam and Michieka (deferred)

- c. ASI Report – Senator Reyes
- d. Staff Report – Senator Gonzalez
- e. Committee Reports:
 - i. Executive Committee – Vice-Chair Solano (handout)
 - ii. Standing Committees:
 - 1. Academic Affairs Committee (AAC) – Senator Tsantsoulas (handout)
 - 2. Academic Support and Student Services Committee (AS&SS) – Senator Kirstein (handout)
 - 3. Budget and Planning Committee (BPC) – Senator Grombly (handout)
 - 4. Faculty Affairs Committee (FAC) – Senator Zenko (handout)
- f. CFA Report – Senator Salisbury

VI. Resolutions **(Time Certain: 10:45 AM)**

- a. Consent Agenda: no items.
- b. Old Business:
 - i. RES 252601 – Renaming of the Faculty Leadership and Service Award – EC (handout)
- c. New Business:
 - i. RES 252602 – Assembly Bill 1400 of 2025 Opposition – EC (handout)
 - ii. RES 252603 – Double Major Policy Changes – AAC (handout)
 - iii. RES 252604 – Minor Policy Changes – AAC (handout)

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

VIII. Adjournment



The President's Commission on Intercollegiate Athletics [DRAFT]

(Rv. 9-19-2025)

Charge

The President's Commission on Intercollegiate Athletics (The Commission) is formed to review the current direction of CSU Bakersfield's Division I athletics program and advise both the President and the AVP and Director of Athletics in response to concerns about department culture and the changing landscape of intercollegiate athletics. The Commission will conduct its work by requesting information, reviewing appropriate documentation and conducting voluntary interviews in accordance with relevant privacy, employment and confidentiality laws. External expertise may be requested throughout the Commission's work. The Commission will be led by a tenured faculty member recommended by the Academic Senate and a member of the CSUB Community appointed by the President.

Specifically, the Commission will address the following issues:

- Recommend administrative and structural changes to improve athletics department culture and align the department with mission values and goals of the entire university
- Recommend oversight structures to promote the success of CSUB's student-athletes
- Recommend adjustments for the athletics department given the recent changes to the legal framework around athletics (i.e. NIL, Title IV etc.)
- Recommend strategic initiatives to promote enhanced competitive success on the field, on the mat, on the court, and in the classroom

Co-Chairs

Tenured Faculty Member	
Appointed Community Member	

Members

Staff to the Commission

Duration

The Commission will begin its work once formed and meeting will take place on the CSUB campus. The committee will cease one year from the date of the first meeting.

Outcomes

The Commission will provide a summary only recommendations as a result of its deliberations and hold an open forum with the campus community near the conclusion of its work.

Office of the President

California State University, Bakersfield
9001 Stockdale Hwy. • Bakersfield, CA 93311

Faculty Athletics Representative Annual Report 2024–2025

California State University, Bakersfield

Kyle J. Susa, Ph.D.

Student-Athlete Academic Success 2024 - 2025

In accordance with the NCAA Constitution (Bylaw, Article 14), for student-athletes to be eligible to compete, they must be enrolled in a full-time academic program, be in “good academic standing,” and maintain “progress toward degree”. Before each semester begins at CSUB, a team of evaluators from both Academic Affairs and Athletics spends numerous days verifying the accuracy of student grades and records, ensuring that each student-athlete meets all standards for eligibility.

At the team and institutional levels, several metrics of academic performance are tracked by the NCAA; most of these metrics mirror academic metrics evaluated at our institution by academic departments and schools (e.g., graduation rates). Other metrics such as term, cumulative grade point averages, and the number of units taken are tracked internally by Athletics administrators.

In the 2024–2025 academic year, CSUB had 311 student-athletes compete across 15 sports. The following provides a summary of GPA and NCAA metrics (APR, GSR, FGR) for our student-athletes during the 2024–2025 academic year:

Grade Point Average (GPA): A breakdown of the GPAs by team for the 2024–2025 academic year can be found in Appendix A. When weighted by the number of academic units taken, our student-athletes had a Fall 2024 term GPA of 3.22 and a cumulative GPA (at the end of the Fall 2024 term) of 3.23. Women’s sports specifically had a Fall 2024 term GPA of 3.22, with a range of 2.82 (Softball) to 3.57 (Golf). Men’s sports had a Fall 2024 GPA of 3.21, with a range of 2.86 (Basketball) to 3.34 (Baseball & Soccer). Overall, for the Fall 2024 term, 161 (52%) student-athletes made the Dean’s List with a 3.25 or above term GPA. Moreover, 211 student-athletes (68%) made the Athletic Director’s Honor Roll with a 3.0 or above cumulative GPA.

For Spring 2025, our student-athletes had a term GPA of 3.19 and a cumulative GPA of 3.21. Women’s sports specifically had a term GPA of 3.23, with a range of 2.80 (Softball) to 3.67 (Golf). For Men’s sports, the Spring 2025 term GPA was 3.14. Men’s sports ranged from 2.95 (Basketball) to 3.35 (Soccer). In total, 47% of student-athletes finished the term on the Dean’s List with a 3.25 GPA or above, and 70% made the Athletic Director’s Honor Roll with a cumulative GPA of 3.0 or above.

Academic Progress Rate (APR): Academic Progress Rate is a metric developed by the NCAA to measure the extent to which institutions are able to retain and graduate student-athletes during each academic year. Essentially, the APR calculation is an NCAA approach, approved by university presidents for maintaining academic priorities within intercollegiate athletics. The NCAA defines the calculation of the APR in the following manner (NCAA, 2015):

- Each student-athlete receiving athletically-related financial aid earns one point for staying in school and one point for being academically eligible.
- A team’s total points are divided by points possible and then multiplied by 1,000 to equal the team’s Academic Progress Rate.

In order to compete for post-season championships, a team must maintain a four-year average APR score of 930 or better. For teams that consistently underperform on the APR, the NCAA issues penalties that limit the number of athletic activities per week that can be spent. APR

scores are also assigned specifically to coaches and can be used to evaluate the academic retention and graduation rates of coaches, even when coaches change institutions.

APR scores are publicly reported and accessible. The latest CSUB APR report (2023–2024; found in Appendix B) shows the single and multiyear APR scores for each of our sports. As a whole, our 2023–2024 APR score was a 984, with a multiyear (four-year rolling average) score of 980. In the single year APR score, six sports (Men’s Swim and Dive, Women’s Swim and Dive, Women’s Basketball, Women’s Golf, Women’s Beach Volleyball, and Women’s Volleyball) received a perfect score of 1,000, while Women’s Basketball and Women’s Beach Volleyball have also maintained a multiyear perfect score of 1,000. All of our sports have a multiyear APR of 946 or higher.

Federal Graduation Rate (FGR) & Graduation Success Rate (GSR): As graduation is the ultimate goal for student-athletes, the NCAA requires and reports each institution’s Federal Graduation Rate (FGR) and Graduation Success Rate (GSR). The latest CSUB FGR and GSR report can be found in Appendix C. The FGR is calculated as the proportion of “first-year, full-time student athletes who entered a school on athletics aid and graduated from that institution within six years” (NCAA, 2013). In the FGR, students who transfer institutions and graduate elsewhere are considered nongraduates at both their original and transfer institutions. In contrast, the GSR holds institutions accountable for graduating students who transfer into their institution, while also not holding institutions responsible for those students who transfer out in good academic standing. In this respect, the GSR is calculated as the six-year graduation rate, while accounting for student-athlete transfers in and out of the institution.

In the latest FGR and GSR reports, the 2017–2018 Freshman Cohort at CSUB have a student-athlete FGR score of 60%, relative to the general student-body score of 49%. The latest four-class average includes an FGR score of 61% for student-athletes and 48% for general population of students. The latest GSR score for student-athletes is 90%.

Student-Athletes & Academic Majors 2024 -2025

In the Fall of 2024, the student-athletes predominately majored in one of three degree programs: Business Administration (69), and Kinesiology (50), and Liberal Studies (25); with Psychology, Communications, Biology, and Criminal Justice, Computer Science, and Interdisciplinary Studies also having 12 or more student-athlete majors. A graph showing the top academic majors of student-athletes can be found in Appendix D.

One of my top priorities as FAR is to emphasize that need for student-athletes to major in what they want to major in. I think this is central to the mission of the university – a place where students get to decide their life path. Further, many of our student-athletes are dedicated students, with ambitious career aspirations, who intentionally decide to come here, not just for athletics, but because of the academic experience that they can receive. We owe it to them to fulfill those academic expectations, and to provide for them a platform where they can be successful both academically and athletically.

When I started as FAR a common complaint that I heard from faculty and staff was too many student-athletes are being “placed” in Liberal Studies. I have made a concerted effort to rectify that, which has in large part been successful, resulting in a 58 percent decrease in Liberal Studies majors from 2022 – 2025. Nonetheless, I also realized that there is much complexity to this

situation, based on systematic factors of transfer student-athletes getting timely course articulations, and advising appointments to meet NCAA standards of “Progress Toward Degree” (PTD). Adding to the complexity, the number of transfer student-athletes has increased substantially in the last five years. NCAA legislation in recent years, including the advent of the “transfer portal” has resulted in the ability of student-athletes to now transfer to another university and be immediately eligible to participate at that university (whereas previously they had to sit-out a year). Combined with the ability of student-athletes to be recruited with the promise of Name, Image, and Likeness (NIL) compensation (or now revenue sharing directly from the university), approximately 15,000 student-athletes nation-wide entered the transfer portal in 2024 (www.ncaa.org).

While there are many reasonable philosophical, legal, and pragmatic, arguments about the influence of the transfer portal on the academic mission of the NCAA, the reality is that student-athletes are often transferring (nation-wide) without a full understanding of their likelihood of being recruited and gaining a scholarship at a new school, nor how the transfer will affect their time-to-degree, or academic standing at their new institution. That is, for student-athletes to be eligible to compete they must, in part, meet NCAA standards toward PTD at the start of the academic year, with no grace given for transferring or the requirements needed to graduate at their new institution. An unfortunate byproduct of the PTD standard is that course substitution and articulation decisions and subsequent advising, can take considerable time, and result in a student-athlete having to make the decision of being ineligible to compete or temporarily majoring in a non-preferable major that allows them to meet the PTD standard at the start of the semester. It continues to be one of top priorities to inform coaches and faculty on these issues and find a way to reduce barriers as best possible so we can fulfill the academic and athletic expectations for what our student-athletes hope to achieve during their time at CSUB.

Major Changes in the National Landscape of College Athletics

House vs. NCAA Legal Settlement: The major news coming out of the college athletics this year was the antitrust lawsuit settlement, originally filed by former student-athletes (in 2020), seeking compensation for past restraints placed on student-athletes from garnering wages for their Name, Image, and Likeness. Approval of the settlement occurred by a Federal District Judge Claudia Wilken in June 2025, and the settlement represents one of the most consequential shifts in college athletics in the last few decades. Most notably the settlement included a \$2.8 billion back pay to current and former students-athletes for use of their NIL, with 90% of the pay going to football and men’s basketball players who competed from 2016 – 2024 in the Power Five conferences (www.honestgame.com). The pay-out will occur over the next ten years. A university’s “Opting in” to the settlement comes with major changes to the amateurism model of intercollegiate athletics. Three major changes include the following:

- **Direct Revenue Sharing:** Previously (within the last few years) student-athletes were allowed to be compensated in NIL deals through collectives and third-parties. This settlement now allows universities, if they wish, to directly pay student-athletes a portion of their revenue, up to a total of 20 million dollars per year (for the 2025 – 2026 academic year). These payments are over and above what student-athletes might receive through scholarships and benefits.

- ***National Oversight of Student-Athlete Compensation Deals:*** Even with permissible revenue sharing, third-party NIL deals are still allowed. However, now all direct revenue and NIL payments must be reported, are monitored for compliance by a College Sports Commission (not by the NCAA). This organization investigates any potential violation of rules and sets penalties.
- ***Roster Size Limits and Unlimited Scholarships:*** The settlement removes traditional limits to the number of scholarships that each sport can give, and now instead limits the number of student-athletes on each roster. This adds flexibility to distribute scholarships across the roster. It also makes it more difficult for student-athletes in high school to get recruited and receive a Division I roster spot.

NCAA Governance Restructure: In August 2025, the NCAA Division I Board of Directors approved a proposal to change the decision-making structure of governance. The change simplifies the structure of decision-making, by eliminating several committees (i.e., 32%), and it enhances the student-athlete level of representation on the remaining committees (doubles student-athlete representation). In theory this will allow the NCAA to govern in a manner that is nimbler and flexible, and respond to legislative initiatives with a stronger student voice. Notably, the Big West Conference also voted on proposal to add student-athletes as voting members to the Big West Council (a governance committee that also consists of Athletic Directors, Senior Women Administrators, and Faculty Athletic Representatives). As of Fall 2025, a CSUB student-athlete, Vivi Kaelin, was elected by the Big West Student Athlete Advisor Committee, as one of two student-athletes in the Big West to represent student-athletes on the Big West Council.

Summary

While this report highlights a few of major elements of my role in representation of the faculty and staff to our student-athletes and the administration, a more comprehensive list of my roles and responsibilities can be found in Appendix E. In the Summer of 2025, I was elected by other Big West FARs to be the Chair of the Big West FARs on the Big West Council. This role also means that I will represent the FARs on the Big West Board of Directors meetings (consisting of University Presidents and Athletic Directors). I accept these roles with great humility and responsibility to keep the academic mission of our university central to the student-athlete experience.

As a whole, I believe our faculty, staff, and athletic administration have a solid working relationship with the academic success of our student-athletes. We have an obligation to our student-athletes to provide an environment where they can achieve their academic and athletic goals, ultimately it is up to them to use that platform to maximize their success. While the circumstances are not always perfect, I have found faculty as a whole to be very supportive of the academic success of student-athletes with many of them making extra effort to accommodate the needs, schedules and commitments of our students. Conversely, I hear from many professors every semester how much they enjoy having student-athletes in their courses, with the leadership and responsibility that they show.

I realize there is much work ahead on continuing to our academic mission and standards within athletics and building a culture that includes the highest standards of character, responsibility,

and ethics from our coaches, administrators, and students. I truly believe in the mission of this university, the President's vision for the value of athletics within that mission, and the responsibility that I have in representation of faculty and staff within and across our institution, for our student-athletes to maximize their academic and athletic success.

Appendix A

FALL 2024							SPRING 2025					
Men's Teams	GPA Units	Grd Points	Term GPA	GPA Units	Grd Points	Cumul GPA	GPA Units	Grd Points	Term GPA	GPA Units	Grd Points	Cumul GPA
Baseball	567	1896.12	3.34	3370.22	10775.19	3.20	563	1777.8	3.16	3432.28	10950.49	3.19
Basketball	189	539.90	2.86	1210	3667.40	3.03	181	533.1	2.95	1314.5	3879.9	2.95
Soccer	321	1072.80	3.34	1374.83	4593.73	3.34	335	1122.5	3.35	1753.99	6013.09	3.43
Swimming & Diving	360	1157.10	3.21	1573.88	4902.35	3.11	362	1141.9	3.15	1928.88	6048.44	3.14
Track	274	881.90	3.22	1479.50	4866.9	3.29	244	753.6	3.09	1600.5	5234.5	3.27
Wrestling	344	1046.80	3.04	1782.5	5524	3.10	341	1037.6	3.04	1953	5904.3	3.02
TOTALS	2055	6594.62	3.21	10790.93	34329.57	3.18	2026.00	6366.50	3.14	11983.15	38030.72	3.17
Women's Teams												
Basketball	182	643.7	3.54	843.28	2716.48	3.22	198	631.2	3.19	1029.28	3300.48	3.21
Golf	111	395.8	3.57	406	1423.4	3.51	132	484.5	3.67	550	1943	3.53
Soccer	521	1777.7	3.41	2346.75	8403.88	3.58	421	1511.9	3.59	1914.55	6977.57	3.64
Softball	347	979.2	2.82	1417.5	4244.7	2.99	294	823.1	2.8	1653.5	4737.84	2.87
Swimming & Diving	294	912.6	3.10	1022.41	3256.22	3.18	261	838.6	3.21	1074.91	3374.72	3.14
Track	341	1100.9	3.23	1690	5528.8	3.27	346	1049.7	3.03	1844	5916.4	3.21
Volleyball (Court)	216	670.5	3.10	1009.5	3247.5	3.22	193	583.9	3.03	1062	3481.4	3.28
Volleyball (Sand)	189	614.4	3.25	804.84	2569.06	3.19	205	702.9	3.43	1051.84	3438.16	3.27
TOTALS:	2201	7094.8	3.22	9540.28	31390.04	3.29	2050.00	6625.80	3.23	10180.08	33169.57	3.26
CSUB TOTALS:	4256	13689.42	3.22	20331.21	65719.61	3.23	4076	12992.3	3.19	22163.23	71200.29	3.21

Appendix B

NCAA Division I 2023 - 2024 Academic Progress Rate Institutional Report

Institution: California State University, Bakersfield

Date of Report: 06/16/2025

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2020-21, 2021 -22, 2022-23 and 2023-24 academic years.

*[Note: All information contained in this report is for four academic years. Some squads may still have small sample sizes within certain sport groups. In accordance with the Family Educational Rights and Privacy Act's (FERPA's) interpretation of federal privacy regulations, data cells containing three or fewer student-athletes have been suppressed and are indicated by an * symbol. The information in this report does not reflect any changes to data made after this date.]*

The following chart represents by-sport APR averages for noted subgroups. National aggregates are based on all squads that have certified their academic data as final.

Sport (N)	Multiyear APR	2023-2024 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
By Sport - Men's										
Baseball (305)	950	933	1st-10th	1st-10th	979	977	982	981	977	978
Men's Basketball (362)	975	979	50th-60th	20th-30th	968	966	972	973	966	965
Men's Soccer (211)	968	987	10th-20th	10th-20th	981	979	982	984	982	979
Men's Swimming and Diving (135)	991	1,000	60th-70th	50th-60th	985	983	987	985	985	985
Men's Track (300)	959	959	10th-20th	10th-20th	975	971	982	978	970	977
Men's Wrestling (78)	946	970	1st-10th	1st-10th	978	976	981	979	979	975
By Sport - Women's										
Women's Basketball (360)	1,000	1,000	90th-100th	70th-80th	982	979	987	984	979	982
Women's Cross Country (359)	978	958	10th-20th	20th-30th	989	988	991	992	986	989

¹ Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.

² The team is also subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

³ Denotes that team is not subject to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

⁴ Denotes that team is not subject to ineligibility for postseason competition due to the team's demonstrated academic improvement.

⁵ The team's Level One penalty has been waived.

⁶ The team's Level Two penalty has been waived.

⁸ The team is subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

⁹ The team's Postseason ineligibility has been waived.

¹⁰ The institution's penalty waiver request is pending.

¹¹ Denotes that team's APR data is under review.

NCAA Division I 2023 - 2024 Academic Progress Rate Institutional Report

Institution: California State University, Bakersfield

Date of Report: 06/16/2025

Sport (N)	Multiyear APR	2023-2024 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
Women's Golf (276)	991	1,000	20th-30th	50th-60th	993	993	993	995	992	991
Softball (306)	971	942	1st-10th	10th-20th	988	987	990	992	986	987
Women's Soccer (347)	991	988	40th-50th	50th-60th	989	988	992	991	988	989
Women's Beach Volleyball (63)	1,000	1,000	90th-100th	70th-80th	994	996	987	994	996	993
Women's Swimming and Diving (197)	978	1,000	1st-10th	20th-30th	992	992	994	992	995	991
Women's Track (351)	984	932	40th-50th	30th-40th	984	982	987	986	981	984
Women's Volleyball (344)	994	1,000	40th-50th	60th-70th	990	989	992	993	986	990
By Sport - Co-Ed										

¹ Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.

² The team is also subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

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Appendix C

California State University, Bakersfield

FRESHMAN-COHORT GRADUATION RATES

	All Students	Student-Athletes #
2017-18 Graduation Rate	49%	60%
Four-Class Average	48%	61%
Student-Athlete Graduation Success Rate		90%

1. Graduation-Rates Data

a. All Students

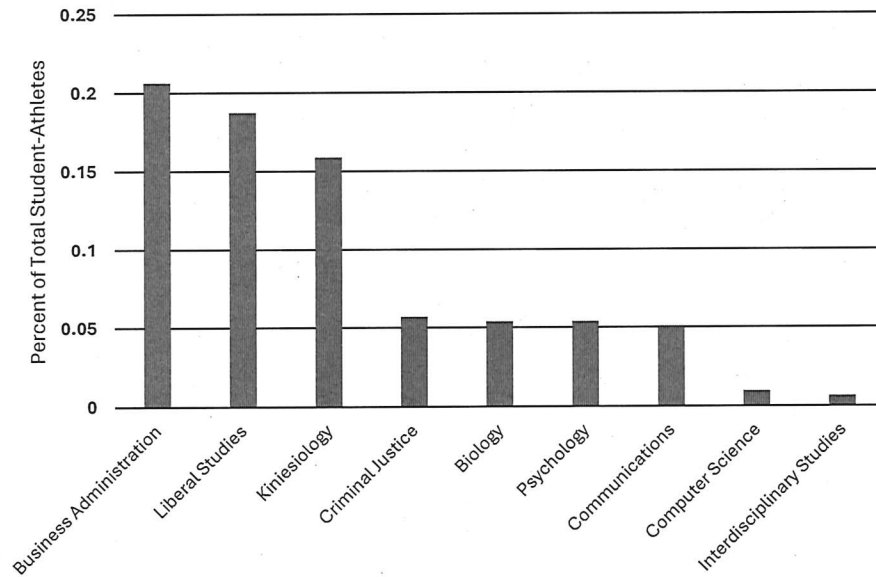
	Men				Women				Total			
	2017-18		4-Class		2017-18		4-Class		2017-18		4-Class	
	N	%	N	%	N	%	N	%	N	%	N	%
Am. Ind./AN	***	***	7	43	***	***	16	44	***	***	23	43
Asian	38	55	171	55	51	67	185	62	89	62	356	58
Black	23	39	128	38	42	40	211	40	65	40	339	39
Hispanic	342	38	1286	39	563	55	2220	53	905	49	3506	48
Nat. Haw./PI	***	***	3	33	***	***	3	33	***	***	6	33
US N-R	38	45	116	43	54	65	161	60	92	57	277	53
Two or More	14	29	56	36	21	52	104	47	35	43	160	43
Unknown	8	25	77	49	10	80	88	57	18	56	165	53
White	73	40	288	42	100	53	408	54	173	47	696	49
Total	540	39	2132	41	843	56	3396	53	1383	49	5528	48

b. Student-Athletes

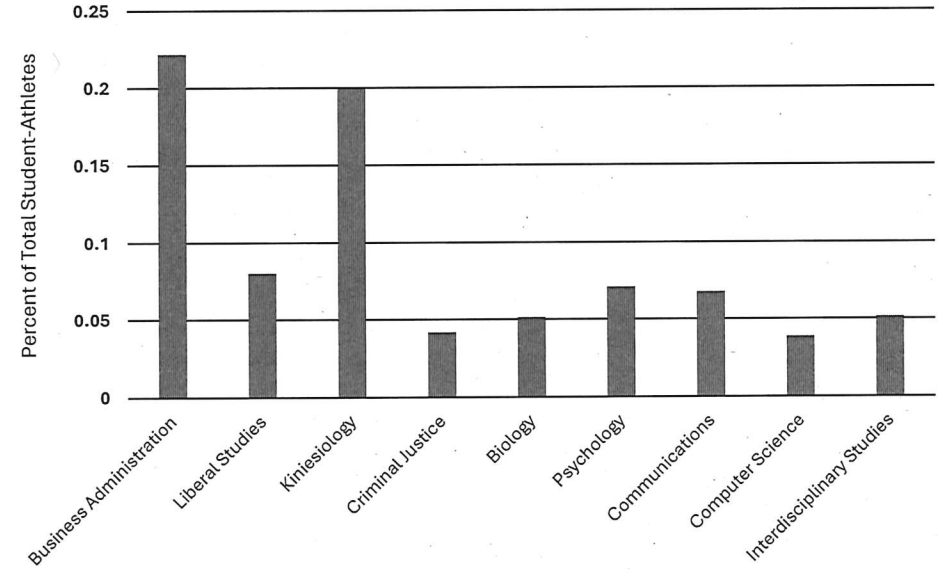
	Men						Women						Total					
	2017-18		4-Class		GSR		2017-18		4-Class		GSR		2017-18		4-Class		GSR	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Am. Ind./AN	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Asian	***	***	6	50	3	100	***	***	3	100	5	100	***	***	9	67	8	100
Black	4	25	13	54	19	84	4	75	14	79	19	100	8	50	27	67	38	92
Hispanic	7	57	21	43	18	72	4	75	19	79	22	95	11	64	40	60	40	85
Nat. Haw./PI	***	***	***	***	0	-	***	***	***	***	4	100	***	***	***	***	4	100
US N-R	0	-	0	-	***	***	0	-	3	0	***	***	0	-	3	0	***	***
Two or More	3	67	9	67	9	89	4	50	13	62	10	90	7	57	22	64	19	89
Unknown	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
White	15	60	50	56	45	87	13	77	58	69	51	94	28	68	108	63	96	91
Total	34	50	106	51	98	83	29	72	113	70	113	96	63	60	219	61	211	90

Appendix D

Fall 2022 Top Student Athlete Majors



Fall 2024 Top Student Athlete Majors



Appendix E

Appendix E contains a list of many of the roles and responsibilities of the FAR. The intention is to provide a summary of the primary responsibilities, not an exhaustive list. Roles and responsibilities listed include those that are considered acute and operational, as well as those that are broader, grander, and of long-term nature. These come from the perspective National (NCAA), Conference (Big West), and Institutional (CSUB) levels.

- Chair the Intercollegiate Athletics Advisory Committee (IAAC) to advise the President on intercollegiate athletic matters at the campus, conference, and national levels
- Chair of the Big West Conference FARs
- FARA Liaison to the Big West Conference FARs
- Meet with President Harper on a quarterly-basis and provide him monthly email updates over work that I have been completing. Also, we talk regularly via text and phone conversations and on campus.
- Meet with Athletics Director Conder on a monthly basis (and informally at least once a week) to discuss athletic/academic matters and to coordinate progressive efforts
- Meet with the Academic Senate at least once a year to discuss intercollegiate athletic matters as they relate to faculty
- Work with students to ensure class accommodations are made for school sponsored/athletics travel
- Mediate logistical, interpersonal, systematic, and acute conflicts and/or needs of both student-athletes and faculty (e.g., when courses that are needed by students to maintain eligibility are dropped by departments before the semester)
- Work as one of five recognized individuals authorized to make contact with the NCAA membership services staff
- Represent CSUB as the primary individual responsible for requesting waivers or appeals from NCAA legislation
- Represent CSUB as one of two individuals who are officially notified if an official inquiry is being initiated to determine if rules violations have occurred
- Provide an orientation to student-athletes on university academic expectations, as well as resources available to them to be successful

- Work with department chairs, advisors, and staff to facilitate the timeliness of transfer course articulations to ensure athlete eligibility
- Work with Athletics and Academic Staff to oversee student-athlete Progress Toward Degree and to maintain that all student-athletes who are practicing and competing are meeting the academic requirements needed to be eligible
- Attend practices, events, and competitions with teams of all sports to build rapport with coaches and athletes so that the athletes know they have an advocate and support network from the faculty that reaches beyond the Athletics Department
- Participate in NCAA, Big West, FARA, and CSUB committees and subcommittees of intercollegiate athletics-related matters
- Participate and represent CSUB on the Big West Council to discuss and vote on important issues regarding academics, eligibility, rules compliance, student-athlete well-being, gender and minority equity, health and safety, treatment of game officials, NCAA legislation, etc.
- Work with Athletics Academic Staff in the Kegley Center to oversee the support system in place for student-athletes
- Provide trainings and meetings with students on academic issues such as the importance of academic integrity and the consequences of violations of academic integrity
- Work with Student Affairs and the Dean of Students to maintain an awareness of broader-level issues of academic integrity (systematic or team level) and to provide trainings to students on their rights and responsibilities to grieve or appeal perceived injustices
- Maintain data on the number of student-athletes, their majors, grade point averages, and progress toward degree and create graphs and charts to track the data over time.
- Advocate for student-athletes at the conference level to be recognized for conference and national awards (e.g., woman of the year award)
- Attend Conference meetings twice a year and FARA association meetings annually to maintain a broad perspective on FAR issues and build a collaborative network of colleagues across Divisions and universities across the United States
- Work with teams that are hosting recruits and visiting campus so that recruits are able to talk to a faculty member and get a faculty perspective on what it means to be a CSUB student-athlete

- Work with Athletics as part of their search committee and/or interviewing teams when hiring head coaches and athletic administrators.
- Promote a culture of academic excellence and monitor NCAA institutional metrics for APR (academic progress rate), GSR (graduation success rate) and FGR (federal graduation rate)
- Assist in the integrity of make-up exams, such facilitating accommodations with the testing center to proctor exams for student-athletes
- Monitor the student-athlete experience and coordinate surveys administered to students at the end of their seasons to objectively understand their holistic experience (academic, athletic, and otherwise).
- Meet with the Student-Athlete Advisory Committee so that student-athletes understand faculty are here to support them first and foremost as students
- Monitor institutional control and compliance of intercollegiate athletics in accordance with NCAA rules and regulations
- Ensure that student-athletes are provided opportunities to develop career and life skills
- Provide an annual report to the President and Academic Senate
- Oversee the personal welfare and mental well-being of student-athletes by being visible to them, showing interest in their academic and athletic pursuits, establishing a rapport with them, and taking a general interest in their future and who they are and want to become as growing adults
- Develop programs to build campus culture between academics and athletics such as our Faculty and Staff MVP program.



Hosted by: Institutional Research, Planning, and Assessment (IRPA)

For Department Chairs and Program Coordinators

Turn data into decisions:

- Make evidence-backed requests
- Spot over - and under - filled sections using FTES ↔ FTEF
- Identify equity gaps by subgroup and modality-pick one to tackle

*****Limited to 30 seats for a truly hands-on experience***

Fall 2025 | In-Person Data Literacy Workshops

OCT 7

**Using Campus
Dashboard**

NOV 4

**Hands-on Schedule
& Waitlist**

DEC 2

**Program Review
Essentials**

Where: Walter Stiern Library **WSL_014 Computer Lab**

Time: 11am - 12pm



**Scan the QR code
to Register**

- Enjoy a free lunch
- Win Prizes



**INSTITUTIONAL RESEARCH,
PLANNING AND ASSESSMENT**
CSU BAKERSFIELD

Email: irpa@csub.edu | Phone: 661-654-3145



CALIFORNIA STATE UNIVERSITY
BAKERSFIELD

Academic Senate: Elections & Appointments

September 25, 2025

Important Information & Reminders

- ❖ View the Senate Website for up-to-date information
- ❖ Let the Senate Office know if there are:
 - Vacancies that need to be filled
 - Errors with committee rosters
- ❖ If you do not receive emails regarding calls:
 - College Calls → Contact your College Election Chair & Admin Support
 - University-wide Calls → Contact the Senate Office (academicsenateoffice@csub.edu)



Elections In Progress

Faculty Ombudsperson

- 2nd call in progress – *Due Monday, October 6th by 5pm*

Urgent Calls

- SSE Dean Search Committee
- NSME College Election Committee
- General Education Curriculum Committee (GECCo) – *NSME Representative*
- Faculty Honors & Awards Committee – *NSME Representative*
- All-University Teacher Education Advisory Committee (TEAC) – *NSME Representative*
- Institutional Research & Planning Assessment (IRPA) Advisory Committee – *SSE Representative*

Fall 2025 Pending Calls

1. College Elected Positions

- Academic Administrator Reviews (AARC) for Associate Dean, EEGO
- Search Committee for the AVP of Academic Programs
- Taskforce to Develop Guidelines for Faculty Use of Artificial Intelligence

2. At-Large Elected Positions

- Academic Administrator Reviews (AARC) for Associate Dean, EEGO
- Search Committee for the AVP of Academic Programs

3. At-Large Appointed Positions

- All-University Teacher Education Advisory Committee (TEAC) – Academic Senate Representative
- WSCUC Working Group Faculty Co-Chairs
- Exceptional Service Award Committee

2025-26 College Election Committees

Arts and Humanities

- **Joel Haney (Chair)**
- Lena Taub
- Sean Wempe
- *Admin Support: Adrianna Hook*

Business and Public Administration

- **Richard Gearhart (Chair)**
- Mansik Hur
- Jinping Sun
- Dan Zhou
- *Admin Support: Maria Diaz*

Natural Sciences, Mathematics, and Engineering

- **Prosper Torsu (Chair)**
- Alberto Cruz
- ~~Sophia Raczkowski~~ *(retired; call scheduled)*
- *Admin Support: Maria Chavez*

Social Science and Education

- **Dirk Horn (Chair)**
- Yeunjoo Lee
- Dahna Stowe
- *Admin Support: Vanessa Mayorga*



Vice-Chair Report to the Academic Senate

Senate Executive Committee Meeting – September 23, 2025

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

- **Canvas Survey:** Currently there is a banner on the landing page of Canvas with a link to an AI survey pushed out by ITS. A few years ago, there were faculty complaints about an advising survey that was pushed out to Canvas, and EC expressed concerns with using Canvas for surveys at that time. Concerns remain about placing surveys in an instructional space, as well as about the legality of the raffle and whether the survey has gone through IRB review. Referral to AS&SS.
- **H-1B Visas:** There were concerns about faculty being on 1-year H-1B visas, but the provost confirmed that all current faculty are on 3-year H-1B visas. AVP Boschini sent out a memo to all faculty currently on H1B visas. EC stressed that clear and consistent communication with international faculty is important.
- **Meeting with Interim AVPAA E. Adams:** Currently students can be disqualified at the end of the summer term, but not winter term. E. Adams asked us to consider not disqualifying students at the end of summer and also requested a review of the readmission policy. Currently, disqualified lower-division students must complete an AA degree for readmission. Referral to AAC and AS&SS. We also discussed the WASC steering committee. E. Adams recommended that it be co-chaired by an administrator and a faculty leader (likely the Academic Senate Chair). We will also need a call for five faculty co-chairs of working groups with interest statements. Lastly, we discussed the Course Classification Numbers (i.e., PeopleSoft CS#). E. Adams stated that since the budget model is now based on FTES, these numbers have budget implications, and some departments want to change them. It was suggested that an audit of these numbers is needed and, after extensive discussion, it was decided that the provost will discuss with the Dean's Council. We also discussed the HIPs Taskforce, which hasn't met recently, and agreed to reconstitute only if needed.

Academic Affairs Committee (AAC)

Report to the Academic Senate

Thursday, September 18, 2025

The Academic Affairs Committee met and concluded our discussions on REF 2025-2026 #02 – Academic Degree Policies. We drafted revised language for current academic policies on minors and double majors as published in the academic catalog. The revisions to the policy on minors address concerns about inequities for students in a major with many lower division cognate courses. The revisions to the policy on double majors expand the policy to include a clear procedure and timeline for declaring a double major. These revisions are presented as resolutions to the Academic Senate. We also began discussion on REF 2025-2026 #06 – Proposal to Elevate the Concentration of CIS to a Degree Program. Before proceeding to a decision on the elevation proposal, we have requested changes to the 4-year Roadmap (First-time Freshman) and to the catalog copy program description.

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

Thursday, September 18, 2025

The AS&SS Committee met and continued its work on academic advising and student support initiatives.

Old Business

The committee reviewed and approved revised language for RES 242518. The updated wording affirms academic advising as an academic endeavor and asserts the Senate's role in shared governance of advising policies and practices. The revision emphasizes a student-focused collaborative process with Academic Affairs, the Division of Student Affairs and Strategic Enrollment Management, and students, in alignment with accreditor expectations where applicable. The committee approved forwarding the resolution to the Academic Senate for review. [Edit: Joint referral, will forward to the Academic Affairs Committee first]

New Business

The committee also held a brainstorming session using the guiding question: *"In what proactive ways can the Academic Senate support and protect our students by helping expand access to student services, ensuring that barriers are anticipated and addressed before they limit student success?"*

Key points of discussion included:

- Centralizing campus resource information (e.g., enhancing the CSUB mobile app, integrating services into the portal and Canvas, and adding electronic displays in high-traffic areas).
- Supporting equity-focused access for students with unique barriers, including undocumented students and student-parents.
- Standardizing proactive communication strategies to ensure students are aware of their rights and available resources.
- Recognizing accreditation requirements that reinforce Senate involvement in advising and student services policies.
- Expanding faculty and staff training opportunities, such as Undocu Ally, to improve inclusivity and student well-being.

Committee Business

- Craig Harnetiaux (SS&E) volunteered to serve as Vice-Chair of the committee.
- Jing Wang (BPA) volunteered to serve on the Criteria for Proposing New Schools Task Force on behalf of the committee.

Next Steps

- Forward the revised resolution to the Academic Senate for consideration.
- Explore models for centralizing student services information and develop draft recommendations.
- Consider draft language for inclusion of student rights and resources in syllabi and Canvas.
- Identify Senate-supported opportunities for faculty and staff training to expand awareness and access.

Respectfully submitted,
Leslie Kirstein, Chair
Academic Support & Student Services Committee

Report from the Budget and Planning Committee of the Academic Senate

At the September 18, 2025 meeting of the Budget and Planning Committee (BPC), elected A. Lauer as vice chair of the committee. The committee debriefed on the Budget Forum from earlier that morning.

Members reviewed Referral 2025-2026 18 Special Review Committee for Anthropology. The committee discussed the reasons listed in the report to support discontinuation and took a vote on the committee's recommendation. They will move forward by consulting with AAC and drafting a joint resolution.

Report from the Faculty Affairs Committee of the Academic Senate

The Faculty Affairs Committee met on September 18th, 2025. We briefly discussed referral 2025-2026 01 and the need to clarify ASCSU Lecturer Electorate Procedures. We also briefly discussed 2025-2026 17, a new referral which focuses on the sabbatical application process.

We continued discussing 2025-2026 05: Unit RTP Committees. We discussed various scenarios and considerations regarding eligibility, election procedures, candidate-appointed membership, RTP vs. PTR, appeals processes, etc.

We also noted some confusion regarding timelines regarding the periods under review after promotion to Associate Professor, due to the timeline of WPAF submission. Further, we discussed some outdated Handbook language. These issues have been passed on to Executive Committee for a future referral.

Together we reviewed a draft of revised Handbook sections for the formation of Unit RTP and PTR Committees, because similar considerations need to be made. The FAC approved DRAFT language to clarify these procedures, but seeks further feedback before bringing forward to Academic Senate.

FAC Chair Zenko has sought feedback from the University Review Committee. He has also reached out to schedule a meeting with DCLC to obtain feedback from Department Chairs. The next meeting of DCLC is in late October. The FAC anticipates discussing and considering these feedback when revising our draft materials.

The FAC anticipates dedicating more time to referrals 2025-2026 01 and 17 in our next meeting.



Renaming of the Faculty Leadership and Service Award – *Handbook Change*

RES 252601

EC

- RESOLVED:** That the Faculty Leadership and Service Award be renamed the Jacquelyn Kegley Faculty Leadership and Service Award; and, be it further,
- RESOLVED:** The following changes be made to the University Handbook (additions in **bold underline**, deletions in ~~striketrough~~).
-

308.3.2 Jacquelyn Kegley Faculty Leadership and Service Award

The **Jacquelyn Kegley** Faculty Leadership and Service Award has been established by the Academic Senate of CSUB in order to recognize and encourage outstanding contributions by faculty to the principle and practice of shared governance on this campus as well as service to the community and the University service region.

308.3.2.1 Selection

The **Jacquelyn Kegley** Faculty Leadership and Service Award nominee may be chosen annually by the Academic Senate on recommendation of the Faculty Honors and Awards Committee.

308.3.2.2 Procedures

- a. In the third week of Spring semester each year the P&VPAA shall notify the Faculty Honors and Awards Committee of the timeline for proceeding. The P&VPAA and the Chair of the Academic Senate shall send out a call for nominations. This announcement shall include a deadline for submission and a description of the requirements for nomination.
- b. Any full-time faculty member of the CSUB faculty is eligible for nomination by administrators, faculty, students, or alumni. No self-nominations shall be accepted. A completed nomination form, the nominee's current abbreviated vita, and a signed, written statement not exceeding 600 words, summarizing the nominator's reasons for supporting the nominee shall be submitted. The statement should be concise and factual and confined to issues related directly to matters of shared governance and community service. The criteria for the award, as set forth by the Academic Senate of the California State University, Bakersfield, call for outstanding efforts and service toward collegial governance and service to the community and the university service region. Scholarship, creative

activity, and teaching are important but may not substitute for a candidate's service and leadership.

- c. The Faculty Honors and Awards Committee may, in seeking to make a selection, solicit additional information about the candidate that it deems relevant and necessary to make an informed judgment on a worthy nominee for the award. Materials submitted for consideration and those solicited, as well as all committee deliberations concerning them, shall be held in strict confidence.
- d. In all instances, before making a decision regarding a nomination, the FHAC shall obtain documentation that the nominee's department or equivalent unit consider the nomination and made a collective decision whether to support, oppose, or take no position regarding the nomination.
- e. The Faculty Honors and Awards Committee may submit the name of its nominee for the Jacquelyn Kegley Faculty Leadership and Service Award to the Academic Senate for approval. The Faculty Honors and Awards Committee is not obligated to forward a nomination if a worthy candidate is not identified.

Rationale:

In recognition of Dr. Jacquelyn Kegley's decades of exemplary service to and leadership at CSUB, including her instrumental role in the creation of CSUB's Academic Senate, service as CSUB Academic Senate Chair for many terms and subsequent designation of the title of "Senate Chair Emerita", leadership of her department, directorship of the Helen Hawks Honors Program, service on innumerable committees and taskforces, and receipt of multiple CSUB Academic Senate commendations and numerous CSUB and CSU awards, along with countless other contributions to CSUB, the CSUB Academic Senate proposes that the Faculty Leadership and Service Award be renamed the Jacquelyn Kegley Faculty Leadership and Service Award.

Distribution List:

President
Provost and VP for Academic Affairs
AVP for Faculty Affairs
AVP for Academic Programs
College Deans
Associate Deans
Dean of Libraries
Dean of Antelope Valley

Department Chairs
General Faculty
CSUB Students

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



Assembly Bill 1400 of 2025 Opposition

RES 252602

EC

- RESOLVED:** That the Academic Senate of California State University, Bakersfield (CSUB) opposes California Assembly Bill 1400 (Soria) of 2025 Community colleges: Baccalaureate Degree in Nursing Pilot Program; and be it further
- RESOLVED:** That the Academic Senate of CSUB endorses the Veto Request letter dated September 15, 2025, issued by the Executive Committee of the Academic Senate of the California State University (ASCSU); and be it further
- RESOLVED:** That the Academic Senate of CSUB requests that the Governor of California veto Assembly Bill 1400.
- RATIONALE:** California Assembly Bill 1400 by Assemblymember Esmeralda Soria would authorize ten community college districts to offer and thereby duplicate Bachelor of Science in Nursing (BSN) degrees currently offered at CSU universities.

As noted in the Veto Request letter by the Executive Committee of the Academic Senate of the California State University, the bill is inconsistent with the CSU Multiyear Compact and the Community College Roadmap, it interferes with the goals of California's Master Plan for Career Education, and it conflicts with the Rebuilding Nursing Infrastructure Grant Program. Furthermore, since the created programs would replace existing ADN programs at community colleges, it will not create more registered nurses. Instead, the competition for limited clinical placements will create new barriers to all existing programs.

CSU campuses already have concurrent enrollment partnership programs, as well as abundant capacity of high-quality ADN to BSN programs. The CSU existing programs provide an efficient and effective pathway that meets the needs of the State.

Two similar bills, SB 895 and AB 2104 (of 2024) were vetoed by the Governor of California based on similar rationale. As the conditions of the State remain similar, AB 1400 should be vetoed.

Distribution List:

Governor of California

Assemblymember Stan Ellis

Senator Shannon Grove

California State Assembly Committee on Higher Education

Nichole Muñoz-Murillo, Governor's Office

Livia Shmavonian, Governor's Office

Roy Sianez, Chief of Staff to Assemblymember Esmeralda Soria

Arturo Salaces, Legislative Director to Assemblymember Esmeralda Soria

Andrew Medina, Senate pro Tem's Office

Mónica Henestroza, Assembly Speaker's Office

CSUB President

Provost and VP Academic Affairs

VP University Advancement

VP and Chief Financial Officer, Business and Administrative Services

CSUB Associated Students, Inc.

Dean for the College of Natural Sciences, Mathematics, and Engineering

Department of Nursing

Approved by the Academic Senate:

Sent to the President:

President Approved:



Double Major Policy Changes

RES 252603

AAC

RESOLVED: That the following changes be made to the Academic Policies published in the Academic Catalog (additions in **bold underline**, deletions in ~~striketrough~~).

Academic Catalog / Policies & Procedures / Academic Policies / Undergraduate / Academic Affairs and Academic Programs / Undergraduate Majors and Minors

Double Majors

Students may add a second major (double major) only if they can complete both majors within 140 units. Student requests to add a second major must be approved by the department chairs of the existing major and the second major. If the student seeking to add a major has 90 or more earned units, the request also must be approved by the associate dean (or college designee) of the new major. All requests to add a second major must be accompanied by a plan demonstrating that the additional major can be completed within 140 units. Double majors in the same department are permitted unless specifically excluded in the University Catalog.

Students graduating with a double major are required to complete all components of each major, including the Senior Seminars. **When a student completes two majors, both majors will be recorded on the diploma. Courses taken to satisfy the requirements for one major may be double counted if they satisfy requirements in the second major.** Although double-counting of courses from one major to the other is possible, ~~the student must accumulate a minimum number of unduplicated units in each major. For the BA major, the minimum is 24 semester units; for the BS major, the minimum is 36 semester units.~~

RATIONALE: The requested changes address concerns about the timeline to declare a double major and its impact on student success and graduation rates. These changes clarify the procedures and requirements for declaring a second major.

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
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:



Minors Policy Changes

RES 252604

AAC

RESOLVED: That the following changes be made to the Minors section of the Academic Policies published in the Academic Catalog (additions in **bold underline**, deletions in ~~strikethrough~~).

Academic Catalog / Policies & Procedures / Academic Policies / Undergraduate / Academic Affairs and Academic Programs / Undergraduate Majors and Minors

Minors

CSUB offers four different types of minors: a traditional minor from a single discipline, a thematic minor, an interdisciplinary minor, and a special minor. Regardless of type, minors require a minimum of 12 semester units, at least 6 of which must be upper division units. The 12 units (normally four 3-unit courses) used in a minor cannot be drawn from those used to satisfy the major requirements. However, in the case of majors requiring extensive lower division cognates (e.g., Business Administration), ~~students may count one of the~~ **lower division** cognate courses **may be applied toward the minor.** ~~as one of the four required in the minor.~~

Students, whether pursuing either a Bachelor of Arts or Bachelor of Science degree, are able to complete one or more minors and have them displayed on their diploma and transcript. Students should contact the academic department or faculty coordinator responsible for the minor. The department or faculty coordinator must approve the minor and, at the time of graduation, certify completion of the minor to the Office of the Registrar.

RATIONALE:

The requested changes address concerns about inequities for students in a major with a large number of lower division cognate courses. The changes recognize that student learning of the required material has occurred within these lower division cognates.

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
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: