



ACADEMIC SENATE

CSU BAKERSFIELD

Academic Senate Meeting – Fall 2025

Thursday, October 9, 2025

Agenda

10:00 AM – 11:30 AM

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

Zoom Link: <https://csub.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, D. Cantrell, VP for SASEM and A. Hegde, Senate Parliamentarian.

- I. Call to Order and Tejon Tribal Land Acknowledgement
- II. Approval of Minutes
 - a. September 11, 2025 (handout)
 - b. September 25, 2025 (HOLD)
- III. Announcements and Information
 - a. President's Report – V. Harper (**Time Certain: 10:10 AM**)
 - b. VP for Student Affairs and Strategic Enrollment Management (SASEM) - D. Cantrell (**Time Certain: 10:30 AM**)
 - c. Elections and Appointments – D. Solano (handout)
 - d. Upcoming Events:
 - i. October 10- Faculty Town Hall; HOB 1107 and virtual
 1. Zoom Link:
<https://csub.zoom.us/j/88287854575?pwd=MFeUUJLQtvPW9LwUZgiRqM4LU4RJl5.1>

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

V. Reports

- a. Provost's Report – D. Thien
- b. ASCSU Report – Senators Lam and Michieka (handout)
- 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 252603 – Double Major Policy Changes – AAC (Hold; in subcommittee)
 - ii. RES 252604 – Minor Policy Changes – AAC (Hold; in subcommittee)
- c. New Business:
 - i. RES 252605 - Reaffirming Shared Governance and the University Handbook as Policy – EC (handout)
 - ii. RES 252606 - Call for a CSU Chancellor's Office Investigation Regarding Recent Incidents in Athletics – EC (handout)

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

VIII. Adjournment



CALIFORNIA STATE UNIVERSITY BAKERSFIELD

Report from ASCSU to CSUB Actions (9/25/2025-10/9/2025)

I. Actions Taken by ASCSU

1. On October 3, 2025, ASCSU Chair sent a letter to the Governor of California requesting the veto of Assembly Bill 715 (Zbur and Addis) Educational equity: discrimination: antisemitism prevention. The ASCSU joins the opposition voiced by our colleagues in the CSU Council of Ethnic Studies, California Teachers' Association (CTA), the California Faculty Association (CFA), the California Nurses Association, and the American Civil Liberties Union (ACLU). The opposition is based on that AB 715 violates academic freedom in the classroom, prioritizes one community above all others, and mirrors a troubling nationwide trend of political repression within public education.
2. On October 6, 2025, ASCSU Chair sent a letter to the Governor of California requesting immediate action on the appointment of an ASCSU-endorsed faculty trustee to the CSU Board of Trustees. The recommendation was presented in March 2025. This appointment is currently overdue.

II. Upcoming ASCSU Meetings

1. Next ASCSU Committee meeting in October and Plenary meeting November 2025

III. Prepared by CSUB Representatives to the ASCSU

1. Charles Lam, Professor of Mathematics and ASCSU Legislative Specialist
2. Nyakundi Michieka, Associate Professor of Economics and Chair, Faculty Affairs Committee of the ASCSU

Vice-Chair Report to the Academic Senate

Informal Meeting with Constituents – October 2, 2025

An informal meeting of available EC faculty was held with faculty constituents to hear their concerns. Chair Danforth asked standing committee chairs to take a straw poll within their committees (without revealing confidential information) to gauge the level of support for the concerns raised.

Senate Executive Committee Meeting – October 2, 2025

Standing committee meetings were shortened to accommodate an emergency EC meeting prompted by issues raised during the 8:00 am discussion. Several EC faculty expressed concern about the confidentiality of the information shared earlier that morning. The committee also reviewed the results of the standing committee straw poll and did not find broad support for the resolution brought forward by the constituents. Many EC members wanted additional information before taking a position. After extensive discussion, the EC decided to host a townhall on Friday, October 10, from 11:00 am to 1:00 pm to address faculty concerns. The committee also discussed strategies for conducting the next Senate meeting given the possibility of disruption.

Senate Executive Committee Meeting – October 7, 2025

In addition to the regular business of setting the agenda for the Senate meeting, EC met with President Harper who brought several guests, including D. Boschini, L. Blodorn, E. Poole Callahan, K. Watson, and Chief of Police M. Gonzalez.

- President Harper stated that the allegations in the Sport Illustrated (SI) article came from individuals who had an agenda and presented a biased view to SI.
- The Chief of Police stated that UPD had no knowledge of human trafficking until August 29. She also stated that the person being trafficked had no ties to campus. Upon receiving the anonymous tip on August 29, UPD contacted BPD, and K. Mays was taken into custody within five days. Subsequently, BPD's investigation resulted in additional charges related to Child Sexual Abuse Materials (CSAM) and CSUB learned of those charges when they were made public by BPD. In spring 2025, in connection with the larger softball investigations, UPD was notified of a rumor that Mays and the student were involved in a relationship and a rumor that K. Mays and the student were selling guns and drugs. UPD conducted several interviews, and this information was shared with both BPD and the FBI. Multiple police reports were generated by UPD and other agencies regarding various aspects of the softball investigation. No evidence was found during interviews in spring 2025 to substantiate any relationship between K. Mays and the student-athlete or to indicate that they were involved in any criminal conduct together. None of the reports generated in spring 2025 related to alleged criminal conduct by K. Mays.
- L. Blodorn presented confidential information regarding the HR investigation. L. Blodorn also stated that E. Poole Callahan's role was related to the student conduct investigation.
- D. Boschini stated that when the request was made in spring 2025 to move K. Mays from a staff to faculty position, typical hiring procedures, including a background check, were

conducted. Boschini also shared that it was athletics that put forward the request to hire Mays into a faculty position, which was approved by K. Conder.

Extensive discussion followed, and EC decided to put forward two resolutions: one focusing on a call for a Chancellor's Office investigation, and another reaffirming shared governance. Several edits were made to the current drafts. EC also discussed a referral to FAC regarding updates to the university handbook to reflect the cabinet changes.

Date	Referral	Status	Committee/s Charged	Action	Resolution	Handbook/Bylaws Change	Approved by Senate	Sent to President	Approved by President
9/2/2025	2025-2026 02 Academic Degree Policies	In progress; RES 252603 and RES 252604	AAC	Review the academic policies about double majors and double counting courses. Consider: Timeline for declaring a double major; double counting courses between the major and the minor, and double counting courses between both majors for a double major. Carry-over referral: 2024-2025 #37 Academic Degree Policies	RES 252603 Double Major Policy Changes <i>1st reading: 09/25/2025</i> RES 252604 Minor Policy Changes	-			
9/2/2025	2025-2026 01 Clarify ASCSU Lecturer Electorate Procedures	Sent to subcommittee/s	FAC	Clarify ASCSU Lecturer Electorate Procedures. During your discussion, please consider the following: whether non-tenure track, non-teaching faculty can be eligible; what term the elected representative serves on CSUB Academic Senate; encoding the nomination and election procedures in CSUB Senate Bylaws or University Handbook. Carry-over referral: 2024-2025 #36 Clarify ASCSU Lecturer Electorate Procedures		Handbook and Bylaws			
9/2/2025	2025-2026 03 Academic Policies and Academic Advising in SASEM	Sent to subcommittee/s	AAC and AS&SS	To discuss shared governance with respect to the academic policies and advising housed in the Division of Strategic Enrollment Management Expanded Carry-over of: 2024-2025 #31 Academic Policies House in the Registrar's Office and 2024-2025 #25 Academic Advising Structure and Report; RES 242518 Academic Advising Structure as an		-			
9/2/2025	2025-2026 04 Time Blocks	Sent to subcommittee/s	BPC	The need to reconsider Time Blocks for classes. During discussion, consider how to address meeting patterns that are not visualized in RES 1314059, whether the 50 minutes M/W/F time blocks are sufficient for pedagogical reasons, overlap between current time blocks of different types, effects of time blocks on space utilization. Carry over referral: 2023-2024 #04 and 2024-2025#10 Time Blocks		-			
9/2/2025	2025-2026 05 Unit RTP Committees	Sent to subcommittee/s	FAC	For FAC to review the University Handbook sections related to Unit RTP Committees. Handbook 305.6.1, 301.6.4 Revised Referral 2024-2025 #34 Unit RTP Committees and PAF Content; drafted RES 242557 (not approved by Senate)		Handbook 305.6.1, 301.6.4			
9/4/2025	2025-2026 06 Proposal to Elevate the Concentration of Computer Information Systems (CIS) to a Degree Program.	Sent to subcommittee/s	AAC and BPC	Review the proposal to elevate the Computer Science Computer Information Systems (CIS) Concentration to a new Degree Program.		-			
9/4/2025	2025-2026 07 Proposal to Rename the Computer Science Information Security Concentration	Sent to subcommittee/s	AAC and BPC	Review the proposal to rename the Computer Science Information Security Concentration to Computer Science Cybersecurity Concentration.		-			
9/4/2025	2025-2026 08 Proposal to Change the MS in Computer Science from Self-support to Stateside Support	Sent to subcommittee/s	AAC and BPC	Review the proposal to Change the MS in Computer Science from Self-support to Stateside Support.		-			
9/4/2025	2025-2026 09 Proposal for New Minor in Applied Mathematics	Sent to subcommittee/s	AAC and BPC	Review the proposal for New Minor in Applied Mathematics.		-			
9/11/2025	-	Complete	EC	Rename the Faculty Leadership and Service Award to "Jacquelyn Kegley Faculty Leadership and Service Award" in recognition of Dr. Kegley's decades of service to and leadership at CSUB, including her role in the creation of CSUB's Academic Senate and service as CSUB Senate Chair.	RES 252601 Renaming of the Leadership and Service Award	Handbook 308.3.2	9/25/2025	10/7/2025	
9/15/2025	2025-2026 10 Proposal for New Minor in Medical Spanish	Sent to subcommittee/s	AAC and BPC	Review and approve the proposal for a New Minor in Medical Spanish; Department of Modern Languages and Literatures.		-			
9/15/2025	2025-2026 11 Proposal for New Minor in Creative Writing	Sent to subcommittee/s	AAC and BPC	Review and approve the proposal for a New Minor in Creative Writing; Department of English.		-			
9/15/2025	2025-2026 12 Proposal for New Concentration HCM_Healthcare Administration	Sent to subcommittee/s	AAC and BPC	Review and approve the proposal for a New Concentration in Healthcare Administration (HCM) in the Master of Public Administration (MPA) degree.		-			
9/15/2025	2025-2026 13 Proposal for New Concentration NPM_Nonprofit Management	Sent to subcommittee/s	AAC and BPC	Review and approve the proposal for a New Concentration in Nonprofit Management (NPM) in the Master of Public Administration (MPA) degree.		-			
9/15/2025	2025-2026 14 Proposal for Public Personnel Services Credential	Sent to subcommittee/s	AAC and BPC	Review and approve the proposal for a Pupil Personnel Services Credential in Advanced Educational Studies.		-			
9/15/2025	2025-2026 15 Proposal for New Minor_HD-CAFS_Early Childhood Development (ECD)	Sent to subcommittee/s	AAC and BPC	Review and approve the proposal for 2025-2026 15, Proposal for New Minor in Early Childhood Development; Department of Human Development and Child, Adolescent and Family Studies (HD-CAFS).		-			
9/16/2025	2025-2026 16 Catalog Language Inconsistency with Title V	Sent to subcommittee/s	AAC	Review the inconsistencies between CSUB Academic Catalog language and Title V requirements with respect to upper-division units required for BS degree completion.		-			
9/16/2025	2025-2026 17 Sabbatical Application Process	Sent to subcommittee/s	FAC	Review the handbook guidelines on sabbatical applications. During your discussion, please consider: potential revisions to Sections 307.2 and 307.3 of the University Handbook; consistency with the Collective Bargaining Agreement for Unit 3; whether an application rubric should be developed.		Handbook 307.2, 307.3			
9/17/2025	2025-2026 18 Special Review Committee for Anthropology	Sent to subcommittee/s	AAC and BPC	Review and address the recommendations provided by the Special Review Committee for Anthropology with respect to the proposed discontinuation of the Anthropology MA and BA programs.		-			
9/23/2025	-	Complete	EC	AB 1400 of 2025 Opposition; Academic Senate of CSUB requests that the Governor of California veto Assembly Bill 1400 of 2025 Community colleges; Baccalaureate Degree in Nursing Pilot Program.	RES 252602 Assembly Bill 1400 of 2025 Opposition	-	9/25/2025	10/7/2025	
10/7/2025	2025-2026 18 President's Cabinet Structure-Handbook Change	DRAFT; Referral in progress	FAC	Update section 103.2.3 of the University Handbook to be consistent with the current structure of the President's Cabinet.		Handbook 103.2.3			
	2025-2026 XX	HOLD; waiting for Taskforce report	FAC	Purpose and outcome(s) of the Sixth-year Lecturer Review, etc. Carry over referral 2021-2022 #41, 2023-2024 #03 and 2024-2025 #06 Update: Task Force for Periodic Evaluation created; report submitted. Waiting for EC action 2025/08/25					
	2025-2026 XX	HOLD; waiting for Taskforce report		Criteria for the creation of schools; waiting for task force report (end of Fall 2025).					

Academic Affairs Committee (AAC)

Report to the Academic Senate

Thursday, October 2, 2025

The normal business of the Academic Affairs Committee was temporarily placed on hold due to time-sensitive and emergent matters. Our meeting was shortened to approximately 30 minutes to allow for an emergency meeting of the Executive Committee to start at 10:30 am.

During the shortened meeting, AAC discussed and reviewed a resolution submitted to the Executive Committee by concerned constituents. We conducted a secret vote to determine whether there was broad support for the resolution as is. The outcome of that vote was mixed and the discussion indicated that additional information was urgently required.

Immediately following the meeting, the AAC Chair convened with the rest of the Academic Senate Executive Committee to share the vote results and discussion and to plan next steps. These efforts were made to ensure that future Senate deliberations and decisions are based on a full and accurate understanding of the circumstances, consistent with the principles of shared governance, due process, and informed decision-making.

The AAC looks forward to returning to normal senate business and existing referrals.

Academic Support & Student Services Committee (AS&SS)
Report to the Academic Senate
Thursday, October 2, 2025

The AS&SS Committee met to begin work on two new referrals; however, regular business was placed on hold in response to new allegations deemed emergency priorities by the Executive Committee.

The committee reviewed a resolution submitted to the Executive Committee by concerned constituents and participated in a confidential discussion and anonymous vote to determine whether there was broad support for the resolution. The outcome of that discussion indicated that additional information was required before the committee could provide formal support or recommendations. Members agreed that greater context and clarity were necessary to proceed responsibly.

The meeting was condensed to approximately 25 minutes to allow the emergency meeting of the Executive Committee to continue at 10:30 a.m.

Following that determination, further information was sought by the Executive Committee to ensure that any future deliberations and decisions are based on a complete and accurate understanding of the circumstances, consistent with the principles of shared governance, due process, and informed decision-making.

The AS&SS Committee looks forward to returning to its regular agenda and ongoing referrals.

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

Report from the Budget and Planning Committee of the Academic Senate

The Budget and Planning Committee (BPC) met for a brief meeting on October 2, 2025 to address allegations brought to Executive Committee which were deemed emergency priorities.

As a result, the slate of issues before the committee was placed on hold to allow deliberation of the issues brought forth. BPC reviewed a resolution submitted to the Executive Committee by concerned constituents.

As a result of the discussion, it was determined there was not broad support for the resolution. The outcome of that discussion indicated additional information was required before the committee could make a decision on the resolution.

The meeting was limited to 30 minutes to accommodate an emergency meeting of the Executive Committee to continue at 10:30 am. These efforts were made to ensure that future deliberations and decisions are based on a full and accurate understanding of the circumstances, consistent with the principles of shared governance, due process, and informed decision-making.

BPC will continue work on our current referrals at our next meeting.

Report from the Faculty Affairs Committee of the Academic Senate

The Faculty Affairs Committee convened in response to new allegations that were deemed emergency priorities. As a result, the normal business of the Academic Senate was temporarily placed on hold to ensure appropriate attention and deliberation could be dedicated to these matters.

The FAC reviewed a resolution submitted to the Executive Committee by concerned constituents and conducted a secret vote to determine next steps and whether there was broad support for the resolution. The outcome of that discussion and vote indicated that additional information was required before the committee could provide firm support for the resolution. Overall, the committee felt that there was not enough information available to move forward. Our meeting was shortened to approximately 25 minutes to allow the emergency meeting of the Executive Committee to continue at 10:30 am.

Following that determination, further information was sought by the FAC Chair and the Academic Senate Executive Committee. These efforts were made to ensure that future deliberations and decisions are based on a full and accurate understanding of the circumstances, consistent with the principles of shared governance, due process, and informed decision-making.

The FAC looks forward to returning to normal senate business and existing referrals.



Reaffirming Shared Governance and the University Handbook as Policy

RES 252605

EC

- RESOLVED:** The President and the Academic Senate of California State University, Bakersfield reaffirm and recommit to the principles and practice of shared governance, as articulated in Section 102 of the *University Handbook*, recognizing that genuine shared governance is essential to institutional trust, transparency, and academic excellence; and
- RESOLVED:** that the President shall approach consultation not as a courtesy or informational step, but as a substantive process of dialogue in which faculty and administrative perspectives are considered collaboratively, including the possibility of binding rejection or revision of presidential recommendations when inconsistent with the *University Handbook* or faculty governance principles; and
- RESOLVED:** that the President recommits to adhering to the *University Handbook* as the operating manual and policy authority for the University, ensuring that all administrative actions, appointments, and reorganizations are consistent with the procedures and policies therein; and
- RESOLVED:** that any presidential actions which could conflict with the provisions of the *University Handbook*—including, but not limited to, direct appointments of Cabinet members, reorganizations of the Cabinet, or appointments of Academic Administrators without a search or full consultation—shall first be formally reviewed and voted upon by either the Academic Senate Executive Committee or the full Academic Senate; and
- RESOLVED:** that the Academic Senate formally expresses its disapproval of the direct appointments of academic administrators made without adequate and full consultation of the Academic Senate, as these actions contravene the spirit and procedures of shared governance set forth in the *University Handbook*; and
- RESOLVED:** that a copy of this resolution be forwarded to the President, the Provost, the CSU Academic Senate, and the Chancellor of the California State University.

RATIONALE: Shared governance is the foundation of collegial administration and academic integrity at California State University, Bakersfield. Section 102 of the University Handbook explicitly affirms that joint decision-making and consultation between administration and faculty is the “long accepted manner of governing institutions of higher learning” and that this process is essential to the University’s educational mission. The CSU Board of Trustees Statement on Collegiality further establishes that collegial governance is characterized by shared decision-making, assigns primary responsibility to the faculty for the educational functions of the University, and affirms that faculty recommendations are normally accepted except in rare and compelling circumstances.

Section 102.1 of the University Handbook establishes that the Handbook itself is the “operating manual for the University”. It embodies the procedures and policies that reflect CSUB’s commitment to the principles of shared governance and defines how decisions are to be made and enacted. The Handbook provides the structure through which all University constituencies —faculty, staff, students, and administration— participate in meaningful consultation to guide institutional policy and practice.

Section 103.2.2 designates the Academic Senate as the primary body through which the faculty exercise their collective expertise to develop and recommend policy to ensure the realization of the University’s mission. Section 103.2.3 establishes that the President’s Cabinet consists of the Provost and Vice President for Academic Affairs, the Vice President for Student Affairs, the Vice President for Business and Administrative Services, and the Vice President for University Advancement, each of whom is appointed through the consultative procedures outlined in the University Handbook.

Section 309.5 further specifies that search and screening committees for Academic Administrators shall include faculty majorities in their membership. This provision ensures that academic leadership appointments are transparent, participatory, and aligned with the shared governance values that protect the University’s academic integrity and collegial culture. The existence of a search, rather than direct appointment, is essential to ensure the opportunity for interested parties to apply for these positions. Direct appointments of academic administrators is in direct conflict with commitments to equity and equal opportunity.

In the past academic year, several direct appointments of administrators occurred without full consultation of the Academic Senate and without the opportunity for the Senate or its Executive Committee to review or reject such actions in a binding manner.

While most of these appointments were made after robust discussions with the Academic Senate Executive Committee, and the Executive Committee's resistance and concerns resulted in the delay of one appointment until after the General Faculty Meeting, other appointments were made without any consultation or opportunity for discussion. Specifically, the Academic Senate Executive Committee learned about the direct appointment of the Dean of Extended Education and Global Outreach via announcement from President Harper to the campus community on May 16th, 2025. This appointment of an Academic Administrator occurred with zero consultation, input, or shared governance procedures.

These appointments—and broader administrative reorganizations—have altered the structure of the President's Cabinet in ways that are no longer consistent with the composition outlined in Section 103.2.3 of the University Handbook. Such deviations erode confidence in the shared governance process, diminish the faculty's consultative role, and weaken transparency and accountability in university leadership.

This resolution seeks to reaffirm CSUB's institutional commitment to shared governance by ensuring that the President and Academic Senate jointly uphold the University Handbook as the governing framework for all administrative and academic actions. It calls for consultation to be conducted as a meaningful and deliberative process—one that reflects the collaborative spirit of higher education and the shared mission of the University to advance teaching, scholarship, and service in a climate of trust, respect, and accountability.

Distribution List:

CSUB President

Provost and VP Academic Affairs

Campus Faculty

Campus Staff

Campus Students

CSU Board of Trustees

Chancellor Garcia

The Academic Senate of the California State University

Approved by the Academic Senate:

Sent to the President:

President Approved:



Call for a CSU Chancellor's Office Investigation Regarding Recent Incidents in Athletics

RES 252606

EC

- RESOLVED:** That the Academic Senate of California State University, Bakersfield calls for a CSU Chancellor's Office Investigation into the sequence of events surrounding recent incidents within the Department of Athletics;
- RESOLVED:** that the investigation shall focus on due process and fact-finding and the verification of a complete and accurate timeline of events, including administrative response, related to the recent incidents in Athletics and associated personnel within the past twelve months;
- RESOLVED:** that the investigation shall include, but not be limited to, determining when the University President and other administrators became aware of potential criminal activity, whether University policies were followed, and whether adequate and timely reporting of incidents occurred;
- RESOLVED:** that, to the extent legally and ethically possible and permissible, findings of the investigation shall be transparent and publicly reported to ensure institutional accountability and restore trust in the integrity of University governance and Athletics oversight.
- RATIONALE:** Accurate, verifiable information is essential for the Academic Senate and the University community to make fully informed decisions regarding accountability and institutional integrity. Incomplete or inaccurate information undermines confidence in leadership and the shared governance process. Incomplete or inaccurate information creates an environment where rumors and speculation can flourish.

A Chancellor's Office investigation—free from internal influence—is necessary to establish a clear, factual record of what occurred, when it occurred, and who was informed. Administrators and personnel who failed to fulfill their duties must be held accountable; however, such actions must not be rushed or driven by speculation, rumor, or bias. Only a thorough, impartial investigation can ensure fairness, transparency, and the restoration of trust in University processes.

Distribution List:

CSUB President
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Campus Faculty
Campus Staff
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CSU Board of Trustees
Chancellor Garcia
The Academic Senate of the California State University

Approved by the Academic Senate:

Sent to the President:

President Approved: