



ACADEMIC SENATE: EXECUTIVE COMMITTEE

Agenda

TUESDAY, OCTOBER 24, 2023

10:00 A.M. – 11:30 A.M.

Zoom Link: <https://csub.zoom.us/j/81291128392?pwd=MzhRMW50UUJJNIRaMWttMUVESTRSQT09>

Members: A. Hegde (Chair), M. Danforth (Vice-Chair), V. Harper, D. Solano, E. Correa, D. Wu, M. Rush and K. Van-Grinsven (Senate Analyst)

Guest: none

1. CALL TO ORDER
2. ANNOUNCEMENTS AND INFORMATION
 - a. Different meeting location for 11/7/2023 – Education 123
 - b. FHAC Recommendations for the Wang Awards (M. Danforth)
3. APPROVAL OF AGENDA (Time Certain: 10:05 AM)
4. APPROVAL OF EC MINUTES
 - a. September 12, 2023 (**handout**)
 - b. September 26, 2023 (**handout**)
 - c. October 10, 2023 (**handout**)
5. CONTINUED ITEMS
 - a. AS Log (**handout – EXCEL document**)
 - i. AAC (D. Solano)
 - ii. AS&SS (E. Correa)
 - iii. BPC (D. Wu)
 - iv. FAC (M. Rush)
 - b. Provost Update (V. Harper)
 - i. Interim Appointments- Handbook 309.9 and 309.10 (**handout**)
 - ii. Kegley Director Search
 - iii. Advising Survey
 - iv. CO Update
 - v. Reference Letters Policy- Link: Employment Policy Governing the Provision of Employee References <https://calstate.policystat.com/policy/12142918/latest/>

- vi. Policies: Reimbursement Rate, and Professional Development Funding (HOLD- check with Provost)

6. NEW DISCUSSION ITEMS (Time Certain: 10:45 AM)

- a. New degree program proposal – Bachelor of Music in Music Education – AAC (**handout**)
- b. New degree program proposal – Doctor of Nursing Practice – AAC (**handout**)
- c. Academic Master Plan 2024-25 through 2033-34 – AAC (**handout**)
- d. Elections and Appointments – M. Danforth
 - i. Updates:
 - 1. Simply Voting test election
 - 2. ASCSU Election to be sent out Wednesday (10/25)
 - ii. Distributed Learning Committee (DLC)
 - iii. U-wide RTP criteria taskforce (equity) (HOLD)
- e. GE Breadth and taskforce composition (**handout**) HOLD waiting for CSU Academic Senate Chair to come to EC – see minutes 10/1/2023.
- f. Carry-over from 2021-2022 Annual Report (Possible New Referrals)
 - i. Committee on Professional Responsibility (CPR) Constitution; academic integrity for faculty –FAC
 - ii. RES 212234 CSUB Faculty Retention and Tenure Density Priority – (HOLD- pending action from President)
- g. Resolution on CCC baccalaureate degrees [AB 927] – EC
- h. Cultural Taxation Award Criteria and Review Committee Structure – BPC and FAC (HOLD- check with Provost on if award still exists)
- i. Strategic Plan Group data gathering instrument(s) - BPC
- j. Investment Divestiture – BPC

7. AGENDA ITEMS FOR SENATE MEETING

THURSDAY, OCTOBER 26, 2023

10:00 A.M. – 11:30 A.M.

LOCATION: DEZEMBER LEADERSHIP AND DEVELOPMENT CENTER, ROOM 409-411

- A. Call to Order
- B. Approval of Minutes
 - a. September 28, 2023 (**handout**)
 - b. October 12, 2023 (**handout**)
- C. Announcements and Information
 - a. President’s Report – L. Zelezny (**Time Certain: 10:10 AM**).

- b. AVP for Academic Affairs and Dean of Academic Programs- Debra Jackson **(Time Certain: 10:20 AM)**
- c. Elections and Appointments- M. Danforth
- D. Approval of Agenda **(Time Certain: 10:05 AM)**.
- E. Reports
 - a. Provost's Report – V. Harper
 - b. ASCSU Report (tabled)
 - c. Committee Reports: *(Minutes from AAC, AS&SS, BPC and FAC posted on the Academic Senate webpage; Senate Log attached)*
 - i. ASI Report- D. Alamillo
 - ii. Executive Committee- M. Danforth
 - iii. Academic Affairs Committee (AAC) - D. Solano **(handout)**
 - iv. Academic Support & Student Services Committee (AS&SS) - E. Correa **(handout)**
 - v. Budget and Planning Committee (BPC) - D. Wu **(handout)**
 - vi. Faculty Affairs Committee (FAC) - M. Rush **(handout)**
 - vii. Staff Report- J. Cornelison
- F. Resolutions **(Time Certain: 10:45 AM)**
 - a. Consent Agenda
 - b. New Business
 - i. RES 232408 ATI Instructional Materials- Handbook Change-AS&SS **(handout)**
 - ii. RES 232409 Option to Retreat Policy – Handbook Change- FAC **(handout)**
 - c. Old Business
 - i. RES 232404 Posthumous Degree Policy – AAC **(handout)**
 - ii. RES 232405 Standing Committee- Bylaws Change – FAC **(handout)**
 - iii. RES 232406 RTP and PTR Committees- Handbook Change – FAC **(handout)**
 - iv. RES 232407 Pilot of Interfolio – FAC and EC **(handout)**
 - v. RES 232401 Statement on Campus Modality – EC **(handout)**
 - vi. RES 232402 Statement on Reducing Educational Material Cost at CSUB – AS&SS **(handout)**
- G. Open Forum **(Time Certain: 11:15 AM)**
- H. Faculty Recognition **(Time Certain: 11:25 AM)**
- I. Adjournment

8. ADJOURNMENT

2023-2024 Academic Senate Log

Date	Referral	Status	Committee/s Charged	Action	Resolution	Handbook/Bylaws	Approved by S	Sent to Presi	Approved by P
9/6/2023	-	RES 232401 IP	EC	Carry over from 2022-2023	RES 232401 Statement on Campus Modality <i>(1st Reading 9/6/2023)</i>				
10/19/2021 09/6/2023	2023-2024 #01 Academic Testing Center Exploratory Sub-Committee		AS&SS	Reference RES 202123. Form sub-committee & include AVP EM, Director Testing Center, ASI & provide path; <i>Carry over referral 2021-2022 #28 Academic Testing Center Exploratory Sub-Committee</i>					
3/1/2022 9/6/2023	2023-2024 #02 Digitizing the Performance Review Process	RES 232407 IP	FAC	Access, process, CFA & HR perspective, training of chairs & deans. FAC recommends that discussion be postponed until new software is selected. <i>Carry over referral 2021-2022 #40 Digitizing the Performance Review Process</i>	RES 232407 Pilot of Interfolio <i>(1st reading 10/12/2023)</i>				
3/1/2022 9/6/2023	2023-2024 #03 Sixth-year Lecturer Review - Handbook Change		FAC	Purpose and outcome(s) of the Sixth-year Lecturer Review, etc. Work has begun on major topic. <i>Notes drafted; Carry over referral 2021-2022 #41 Sixth-year Lecturer Review - Handbook Change</i>					
6/1/2022 9/6/2023	2023-2024 #04 Time Blocks and Space Utilization		BPC	The need to reconsider Time Blocks for classes. <i>Memo received 05/03/2023; carry over referral 2022-2023 #01 Time Blocks and Space Utilization</i>					
6/1/2022 9/6/2023	2023-2024 #05 Academic Integrity Campaign- Ombudsperson and Committee on Professional Responsibility	Withdrawn	AAC, AS&SS, BPC, FAC	Whether one person serving as Faculty Ombudsperson is enough; funding to support position; ways the committee Professional Responsibility works with the Faculty Ombudsperson; <i>carry over referral 2022-2023 #02 Academic Integrity Campaign-Ombudsperson and Committee on Professional Responsibility</i> <i>WITHDRAWN at Summer Senate 05/25/2023.</i>					
1/9/2023 9/6/2023	2023-2024 #06 ATI Instructional Materials - Handbook Change Appendix K	RES 232408 IP	AS&SS	New goals and metrics from the CO <i>Carry over referral 2022-2023 #19 ATI Instructional Materials - Handbook Appendix K</i>	RES 232408 ATI Instructional Materials- Handbook Change <i>(1st reading 10/26/2023)</i>	Handbook; Appendix K			
2/21/2023 9/6/2023	2023-2024 #07 Concentration vs. Emphasis to Describe Size of Program	Complete	AAC	Use of the terms "Concentration" and "Emphasis" and whether CSUB is using appropriate term(s) in reporting. <i>Carry over referral 2022-2023 #21 Concentration vs. Emphasis to Describe Size of Program</i>	RES 232403 Definitions of Undergraduate Concentrations and Emphases	No	9/28/2023	10/6/2023	10/9/2023
2/21/2023 9/6/2023	2023-2024 #08 GECCo Review and Appointment		FAC	Whether GECCo draws the review of Faculty Director etc. and whether the position is open for another three-year appointment. <i>Carry over referral 2022-2023 #22 GECCo Review and Appointment</i>					
3/1/2023 9/6/2023	2023-2024 #09 Effect of Sabbatical on Assigned Time and Release Time		FAC	Where a person serving on a committee should step down. What is effect on assigned time & release time. FAC recommends consulting with URC and UPRC to see if a policy is preferred. <i>Carry over referral 2022-2023 #23 Effect of Sabbatical on Assigned Time and Release Time</i>					
3/7/2023 9/6/2023	2023-2024 #10 Standing Committee- Bylaws Change Section IV	RES 232405 IP	AAC, AS&SS, BPC, FAC	Whether statements of interest in Chair required, two-year experience required, term limits, and qualifications. <i>Recommendations drafted; carry over referral 2022-2023 #27 Standing Committee Bylaws Change Section IV</i>	RES 232405 Standing Committee <i>(1st reading 10/12/2023)</i>	Bylaws change- Section IV			
3/7/2023 9/6/2023	2023-2024 #11 Academic Administrators Search & Screening - Handbook Change		FAC	Whether to add use of search firms, add language regarding exceptions, and add an option for university to retreat. <i>Carry over referral 2022-2023 #31 Academic Administrators Search & Screening -Handbook Change</i>		Handbook; 311.1, 311.2, 311.3			
3/7/2023 9/6/2023	2023-2024 #12 Three-Year Lecturers and PTR Committee - Handbook Change	RES 232406 IP	FAC	Language regarding 3rd-Yr Lecturers and post-tenure faculty, PTR Committee Structure, and outside department procedures. <i>Carry over referral 2022-2023 #32 Three-Year Lecturers and PTR Committee - Handbook Change</i> <i>RES 232406 - Addresses part 1 of the referral</i>	RES 232406 RTP and PTR Committees <i>(1st reading 10/10/2023)</i>	Handbook; 305.6.1, 305.6.3			
3/14/2023 9/6/2023	2023-2024 #13 Advisor and Student Initiated Course Add/Drops in Adobe Sign		AS&SS	Whether there is a need for guidance or policy when student initiates form, when there is compound input from faculty, etc. <i>Recommendations drafted; carry over referral 2022-2023 #34 Advisor and Student Initiated Course Add/Drops in Adobe Sign</i>					
3/14/2023 9/6/2023	2023-2024 #14 Skipping Course Waitlist		AS&SS	Whether it's possible to skip queue, roll students off waitlist, policy change, etc. <i>Carry over referral 2022-2023 #35 Skipping Course Waitlist</i>					
3/14/2023 9/6/2023	2023-2024 #15 Academic Integrity Pledge		AS&SS	Creating an Academic Integrity Pledge to be included in matriculation, place in student file, etc. <i>Recommendations drafted; carry over referral 2022-2023 #37 Academic Integrity Pledge</i>					
3/21/2023 9/6/2023	2023-2024 #16 Statement on Open Educational Resources (OER)	RES 232402 IP	AS&SS	Support and obligation to reduce costs for students, ways to incorporate OER, Bookstore terminology change. <i>Carry over referral 2022-2023 #41 Statement on Open Educational Resources (OER).</i>	RES 232402 Statement on Reducing Educational Material Costs at CSUB <i>(1st Reading 9/6/2023)</i>				

9/6/2023	2023-2024 #17 Option to Retreat Policy	FAC	Review the proposed CSUB policy regarding administrator's options to retreat.	
9/6/2023	2023-2024 #18 Posthumous Degree Policy	RES 232404 IP AAC	Review the proposed policy regarding the considering and granting an Posthumous Degree.	RES 232404 Posthumous Degree Policy (1st Reading 10/12/23)
10/3/2023	2023-2024 #19 HSIRB and IACUC Policy Updates- Handbook Change	FAC	Review the proposed policy and procedure updates for HSIRB and IACUC for proposed handbook changes.	Handbook; 303.9.2
10/2/2023	2023-2024 #20 Proposal for emphasis in Biochemistry B.S.	AAC	Whether to approve the proposal for an emphasis in Biochemistry B.S. Update: Per D. Solano, department will be sending revised proposal reflecting RES232403 pending review and approval from NSME curriculum committee- 10/03/2023.	
10/17/2023	2023-2024 #21 Graduate Policies and Curriculum Committee- Handbook Change	FAC	Proposed changes to the handbook regarding Graduate Policies and Curriculum and requests for description of graduate faculty criteria to be added with language for an appeal process.	Handbook; 308
10/17/2023	2023-2024 #22 Evaluation of Academic Administrators- Handbook Change	FAC	Review of 311 Evaluation of Academic Administrators; consideration of proposed edits to 311.1, inclusion of AVP IRPA and AVP EM to 311.2 and review of 311.3 committee membership. Update of AVP of GRASP.	Handbook; 311
	2023-2024 XX New Degree Program Proposal- Bachelor of Music in Music Education	HOLD- waiting for EC charge AAC	Review the new degree program proposal – Bachelor of Music in Music Education	
	2032-20224 XX New Degree Program Proposal- Doctor of Nursing Practice	HOLD- waiting for EC charge AAC	Review the new degree program proposal – Doctor of Nursing Practice	
	2023-2024 #XX BPA Advising Center Name Change	HOLD BPC and AAC	Review the request for the BPA Advising Center Name Change Update: Awaiting memo from BPA Dean with official request- 10/2/2023.	
	2023-2024 #XX Summer SOCI Issues	HOLD BPC	SOCI Summer Issue Update: Addressed in Calendar Committee (per D. Wu- EC 9/26/2023). Awaiting memo from Calendar Committee.	

and President, determine there are no further acceptable candidates, the search process shall begin anew.

- o. All records, deliberations, and consultations throughout the search and screening process shall remain strictly confidential.

309.7 Appointment of Interim Non-Academic University-Wide Officers

- a. This policy shall apply to the interim appointments of the VPBAS, VPSA, and VPUA. New positions that are similar in nature shall also be subject to this policy.
- b. When a vacancy in one of these positions occurs, the President shall confer with the Executive Committee of the Academic Senate, to determine if there is sufficient time for recruitment, the appointment of a replacement. If there is insufficient time to find a replacement before the office is vacated, an interim appointment shall be made. Such appointments will be made after consultation with the Executive Committee of the Senate and members of the representative units affected by the appointments.
- c. Interim appointments are intended to be temporary, and should not exceed 18 months. These appointments may be renewed after following the above procedures.

309.8 Appointment of Interim Provost and Vice-President for Academic Affairs

- a. When a vacancy occurs, the President shall confer with the Executive Committee of the Academic Senate to determine if there is sufficient time for recruitment and appointment of a replacement. If there is insufficient time to find a replacement before the office is vacated, an interim appointment shall be made. Such appointments will be made after consultation with the Executive Committee of the Senate and members of the representative units affected by the appointments.
- b. Interim appointments are intended to be temporary, and should not exceed 18 months. These appointments may be renewed after following the above procedures.

309.9 Appointment of other Interim University-Wide Academic Administrators

- A. This policy shall apply to the interim appointments of other academic administrators whose responsibilities include making academic policy decisions that affect the entire university which includes the Assistant Vice President for GRASP, the Associate Vice President for Academic Programs, the Associate Vice President for CSU Bakersfield Antelope Valley (*Revised 06-28-18 Name Change*), the Associate Vice President for Faculty Affairs, the Dean of

Academic Programs, and the Dean of the Division of Extended Education and Global Outreach (Revised 07-10-17 Name Change). New positions that are similar in nature shall also be subject to this policy.

- B. When a vacancy occurs, the P&VPAA shall confer with the Executive Committee of the Academic Senate to determine if there is sufficient time for recruitment and appointment of a replacement. If there is insufficient time to find a replacement before the office is vacated, an interim appointment shall be made. Such appointments will be made after consultation with the Executive Committee of the Senate and members of the representative units affected by the appointments.
- C. Interim appointments are intended to be temporary, and should not exceed 18 months. These appointments may be renewed after following the above procedures.

309.10 Appointment of Interim School Deans

- a. When a vacancy occurs in a school dean's position, the Provost and Vice President for Academic Affairs shall confer with the Executive Committee of the Academic Senate to determine if there is sufficient time for recruitment and appointment of a replacement. If there is insufficient time to find a replacement before the office is vacated, the appointment of an interim dean will be made by the Provost & Vice President for Academic Affairs. Such appointments will be made after consultation with the Executive Committee of the Senate, Department Chairs, members of the school, and appropriate advising committees.
- b. Interim appointments are intended to be temporary, and should not exceed 18 months. These appointments may be renewed after following the above procedures.

309.11 Appointment of Interim School Associate Deans

- a. When a vacancy occurs in an associate school dean's position, the Dean shall confer with Department Chair to determine if there is sufficient time for recruitment and appointment of a replacement. If there is insufficient time to find a replacement before the office is vacated, the appointment of an interim Associate Dean will be made by the Provost upon recommendation of the Dean. Such appointments will be made only after the Dean has consulted with the Department Chairs, members of the school, and appropriate advising committees.
- b. Interim appointments are intended to be temporary, and should not exceed 18 months. These appointments may be renewed after following the above procedures.

Topic: New degree program proposal - Doctor of Nursing Practice

From: [Debra Jackson](#)
To: [Aaron Hegde](#)
Cc: [Katherine Van Grinsven](#); [Vernon Harper](#); [Jane Dong](#); [Debbie Wilson](#); [Heidi He](#); [Deisy Mascarinas](#)
Subject: New degree program proposal - Doctor of Nursing Practice
Date: Monday, October 16, 2023 3:58:08 PM

Dear Dr. Hegde,

The Department of Nursing has proposed a new degree program, the Doctor of Nursing Practice. This proposal was approved by the NSME Curriculum Committee on October 4, 2023 and by Dr. Jane Dong, Dean of NSME, on October 5, 2023.

With Provost Harper's consent on October 16, 2023, I forwarding the proposal for review and approval by the Academic Senate. Please see documents at <https://csub.box.com/s/ingu47wfahx5vyxp3kifvolncq30h4q2>.

Thank 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>



CALIFORNIA STATE UNIVERSITY
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Topic: New degree program proposal - Bachelor of Music in Music Education

From: [Debra Jackson](#)
To: [Aaron Hegde](#)
Cc: [Katherine Van Grinsven](#); [Vernon Harper](#); [Bob Frakes](#); [Joel Haney](#); [Deisy Mascarinas](#)
Subject: New degree program proposal - Bachelor of Music in Music Education
Date: Monday, October 16, 2023 4:01:27 PM

Dear Dr. Hegde,

The Department of Music and Theatre has proposed a new degree program within the B.M. in Music Education. This proposal was approved by the A&H Curriculum Committee on October 9, 2023 and by Dr. Bob Frakes, Dean of A&H, on October 10, 2023.

With Provost Harper's consent on October 16, 2023, I forwarding the proposal for review and approval by the Academic Senate. Please see documents at <https://csub.box.com/s/wrn4llaegopf95rb0h9dnueut1ujo9mb>.

Thank you,
Debra

DEBRA L. JACKSON, Ph.D.

She/her/hers
Associate Vice President for Academic Affairs
Dean of Academic Programs
Accreditation Liaison Officer
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CALIFORNIA STATE UNIVERSITY
BAKERSFIELD

From: [Debra Jackson](#)
To: [Aaron Hegde](#)
Cc: [Katherine Van Grinsven](#); [Vernon Harper](#)
Subject: Campus Academic Plan
Date: Monday, October 23, 2023 1:25:07 PM
Attachments: [MS Analytics Extension Request complete.pdf](#)
[CSU Bakersfield AMP 2024-25 through 2033-34.pdf](#)
[Ethnic Studies LS-CS Degree Proposal Extension Request.pdf](#)

Dear Dr. Hegde,

In preparation of the January 4, 2024 due date, please find the Campus Academic Plan attached to this email for Senate review and approval. This document reflects the following updates and requests:

- One-year extension request for a projected BA in Latina/o/x and Chicana/o/x Studies
- One-year extension request for a projected MS in Applied Analytics
- Expiration of the projected MS in Finance, MS in Technology Management, and MS in Logistics and Supply Chain Management
- Discontinuation of the MS in Administration per RES 212219
- Updated notation for newly accredited programs
- **NEW!** Academic Year of Most Recently Completed Program Review
- Updated dates for scheduled program reviews

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

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CALIFORNIA STATE UNIVERSITY
BAKERSFIELD

CAMPUS ACADEMIC PLAN
Existing and Projected Degree Programs
~~2023-24~~ **2024-25** through ~~2032-33~~ **2033-34**
California State University, Bakersfield

School or Division and Degree Program Title	Existing Degree Type				Projected Program and Originally Approved Implementation Year	Academic Year of Most Recently Completed Program Review	Academic Year of Scheduled Program Review
	Bachelor's	Master's	Doctoral	Other			
School of Arts and Humanities							
Art	BA					<u>2017-18</u>	2023-24
Communications	BA^^@					<u>2022-23</u>	2022-23 <u>2027-28</u>
English	BA	MA				<u>2017-18</u>	2022-23
History	BA	MA				<u>2015-16</u>	2022-23 <u>2021-22</u>
Latina/o/x and Chicana/o/x and Latin American Studies					BA 2019		
<u>Music</u>	<u>BA</u>				BM 2022	<u>2019-20</u>	2026-27
Philosophy	BA					<u>2022-23</u>	2027-28
Religious Studies	BA					<u>2021-22</u>	2026-27
Spanish	BA	MA				<u>2011-12</u>	2022-23 <u>2018-19</u>
Theatre	BA					<u>2018-19</u>	2022-23
School of Business and Public Administration							
<u>Business Administration</u>	<u>BS</u>	<u>MBA</u>				<u>2014-15</u>	2022-23 <u>2021-22</u>
<u>Economics</u>	<u>BS</u>					<u>2019-20</u>	2026-27
Environmental Resource Management	BS					<u>2021-22</u>	2026-27

CAMPUS ACADEMIC PLAN
Existing and Projected Degree Programs
~~2023-24~~2024-25 through ~~2032-33~~2033-34
California State University, Bakersfield
(continued)

School or Division and Degree Program Title	Existing Degree Type				Projected Program and Originally Approved Implementation Year	Academic Year of Most Recently Completed Program Review	Academic Year of Scheduled Program Review
	Bachelor's	Master's	Doctoral	Other			
Health Care Administration		MS				<u>2011-12</u>	2022-23 <u>2018-19</u>
<u>Public Administration</u>	BA	<u>MPA</u>				<u>2017-18</u>	2023-24
Agricultural Business	BS					<u>2018-19</u>	2025-26
Accounting					MS 2020		
Finance					MS 2020		
Technology Management					MS 2021		
Applied Economics and Analytics					MS 2019		
Logistics and Supply Chain Management					MS 2022		
School of Natural Sciences, Mathematics, and Engineering							
Biochemistry	BS					<u>2020-21</u>	2027-28
Biology	BS	MS				<u>2020-21</u>	2026-27
Chemistry	BS					<u>2020-21</u>	2027-28
<u>Computer Engineering</u>	<u>BS</u>					<u>2018-19</u>	2024-25
Computer Science	BS	MS				<u>2019-20</u>	2023-24 <u>2025-26</u>
<u>Electrical Engineering</u>	<u>BS</u>					<u>2018-19</u>	2024-25
<u>Engineering</u>	<u>BS</u>					<u>2018-19</u>	2024-25

* Suspended program

^ Offered only through self-support

^^ Offered through both state-support and self-support

@ Online program

Note: Underlined programs are nationally accredited subject areas

CAMPUS ACADEMIC PLAN
Existing and Projected Degree Programs
~~2023-24~~2024-25 through ~~2032-33~~2033-34
California State University, Bakersfield
(continued)

School or Division and Degree Program Title	Existing Degree Type				Projected Program and Originally Approved Implementation Year	Academic Year of Most Recently Completed Program Review	Academic Year of Scheduled Program Review
	Bachelor's	Master's	Doctoral	Other			
Environmental Sciences					BS 2021		
Geology	BA, BS	MS				<u>2021-22</u>	2026-27
Human Biological Sciences	BA					<u>2020-21</u>	2026-27
Mathematics	BS	MAT*				<u>2021-22</u>	2026-27
Natural Sciences	BA*, BS					<u>2023-24</u>	2023-24 <u>2030-31</u>
<u>Nursing</u>	<u>BS</u>	<u>MS</u>			DNP 2023	<u>2022-23</u>	2028-29
Physics	BS					<u>2022-23</u>	2027-28
Public Health	BS						2027-28
School of Social Sciences and Education							
Anthropology	BA	MA*				<u>2022-23</u>	2025-26 <u>2027-28</u>
Behavioral Neuroscience					MS^ 2024		
Child Adolescent and Family Studies	BA					<u>2018-19</u>	2023-24
Counseling		MS				<u>2015-16</u>	2022-23
Counseling Psychology		MS				<u>2019-20</u>	2025-26
Criminal Justice	BA					<u>2016-17</u>	2022-23
<u>Education</u>		<u>MA^{ΔΔ}@</u>				<u>2018-19</u>	2022-23
<u>Educational Administration</u>		<u>MA</u>				<u>2016-17</u>	2022-23
<u>Educational Leadership</u>			<u>EdD</u>				2022-23

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* Suspended program
^ Offered only through self-support
^^ Offered through both state-support and self-support
@ Online program
Note: Underlined programs are nationally accredited subject areas

CAMPUS ACADEMIC PLAN
Existing and Projected Degree Programs
~~2023-24~~2024-25 through ~~2032-33~~2033-34
California State University, Bakersfield
(continued)

School or Division and Degree Program Title	Existing Degree Type				Projected Program and Originally Approved Implementation Year	Academic Year of Most Recently Completed Program Review	Academic Year of Scheduled Program Review
	Bachelor's	Master's	Doctoral	Other			
Kinesiology	BS	MS [^] @				<u>2018-19</u>	2023-24
Liberal Studies	BA					<u>2022-23</u>	2027-28
Political Science	BA					<u>2013-14</u>	2022-23 <u>2018-19</u>
Psychology	BA					<u>2019-20</u>	2025-26
<u>Social Work</u>		<u>MSW</u> ^{^^}				<u>2015-16</u>	2022-23
Sociology	BA ^{^^} @	MA*				<u>2021-22</u>	2027-28
<u>Special Education</u>		<u>MA</u>				<u>2015-16</u>	2022-23
Interdisciplinary and Other							
Administration		MSA [@]					<u>2022-23</u>
General Education						<u>2020-21</u>	2027-28
Honors						<u>2017-18</u>	2023-24
Interdisciplinary <u>Studies</u>	BA	MA*				<u>2023-24</u>	2022-23 <u>2027-28</u>

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* Suspended program

^ Offered only through self-support

^^ Offered through both state-support and self-support

@ Online program

Note: Underlined programs are nationally accredited subject areas



Requestion for One-Year Extension of Expired Degree Program Projection – October 23, 2023

Department of Ethnic Studies – BA Degree in Latina/o/x and Chicana/o/x Studies.

Requested by Dr. Tracey Salisbury, Department Chair of Ethnic Studies

Reasons for Extension Request

When this proposed degree was requested and added to the Master Plan in academic year 2017-2018, the belief was the Interdisciplinary Studies program would become a department. The proposal for the Interdisciplinary Studies proposal to become a department stalled within academic senate and was eventually shelved due to the passing of the Ethnic Studies legislation, AB1460. Instead, the focus moved to the creation of an Ethnic Studies department. CSUB successfully established a Department of Ethnic Studies in December 2020 and was officially chartered in January 2021.

At that time, the Ethnic Studies department only had one assistant professor, who was serving as department chair and specialized in Black Studies and one lecturer, who specialized in Asian American Studies. In the 2021-2022, the department hired four full-time faculty, one in Asian American/API Studies, one in Native American Indigenous Studies, and two in Latina/o/x and Chicana/o/x studies. Three out of the four new faculty started at the college in fall semester of 2023, the fourth will join in the spring semester of 2024.

As a brand new department, with one tenured faculty member, four first year assistant professors, and three part-time lecturers, the primary focus has been meeting the extremely high demand for Introduction to Ethnic Studies courses. The department has successfully developed 25 new courses that have been submitted and approved by the required curriculum committees of the university. The establishment of an approved core curriculum was necessary to have the required courses to develop not only the bachelor's degree in Latina/o/x and Chicana/o/x studies, but Ethnic Studies as well.

The timeline to create and develop the degree proposal for bachelor's degree in Latina/o/x and Chicana/o/x studies was simply not possible to meet this semester by the established deadlines and guidelines. This was also a workload issue for brand new faculty developing and teaching a full slate of classes and other job requirements. The department faculty has been steadily working on the degree proposal and will complete the degree proposal by the end of the fall 2023 semester and plan to make all the required submissions to the different academic committees and the academic senate at the beginning of the spring 2024 semester.

We have the expectation that the degree proposal for the BA degree in Latina/o/x and Chicana/o/x studies will be approved at the end of the spring 2024 semester with an anticipated expectation of being fully included in the fall 2025 university catalog as a degree program. The department will take its first majors in the fall semester of 2025.

Purpose and Characteristics of Proposed Degree Program

The proposed BA degree is an evolution of the current concentration in Chicano Studies. Students will critically investigate the cultural, historical, and social understanding of Latina/o/x and Chicana/o/x diasporic communities, with particular interest in the transnational and international arrangement of U.S. Latina/o/x and Chicana/o/x life. In addition to university general education requirements, students will complete a minimum of 33 units of selected coursework that allows them to delve into topics impacting the Latina/o/x and Chicana/o/x presence in the United States.

Students will develop broad, integrative knowledge, cross-disciplinary skills, and become skilled in applying an interdisciplinary approach in the analysis of the ways that cultural artifacts and practices represent and transform individual experience, everyday life, social relations, and power. Degree coursework will provide students with a better understanding into how systems of privilege, power, inequality, and difference, as well as how agency and social movements operate in contemporary U.S. society.

We have developed broad collective of core classes for the major and will capitalize on the relevant, currently-offered courses in an array of disciplines across our campus. Students will also complete Ethnic Studies Internship (or other approved similar course) to gain hands-on experience, and complete ETHS 4908: Senior Seminar (or other approved similar course) at the culmination of study. A minimum of 120 units, satisfying general education and major requirements, are requisite for degree conferral.

Delivery Mode

The delivery mode for the Latina/o/x and Chicana/o/x Studies degree courses will be a mixture of fully face-to-face, hybrid, and fully online. The Ethnic Studies department is currently offering introductory courses in all three delivery modes to high demand.

Support Mode

The support mode remains the same, state support.

Anticipated Student Demand

As a Hispanic Serving Institution that is centered in the geographic locales of both the Latina/o/x and Chicana/o/x movement's histories, we believe there will be considerable interest in a degree/major that focuses on Latina/o/x and Chicana/o/x Studies. It is also worth noting that other CSUs in neighboring regions have successful departments and degree programs with sustained enrollments. There is no reason to think that demand for a degree that focuses on Latina/o/x and Chicana/o/x would be any less at CSUB than at these neighboring institutions. CSUB would be offering the only BA degree Latina/o/x and Chicana/o/x Studies in the Central Valley area.

Workforce Demands

The growth of Latina/o/x populations in the U.S. continues to be significant. The BA in Latina/o/x and Chicana/o/x Studies would provide undergraduates with a critical understanding into the ways Latina/o/x and Chicana/o/x (s) have historically contributed to and transformed American society, politics, economics, and culture. It would bridge student learning with direct connections to local communities and organizations, cultivating students' critical thinking and reading skills, nurturing their public speaking abilities, and emboldening politically and socially conscious citizens. Graduates of the proposed degree will be able to understand the complexities of how Latinx and Chicanx populations impact historic and contemporary society, to connect scholarly inquiry to practical applications, and to productively contribute to society as responsible citizens in a diverse democracy and interconnected world.

Employment Opportunities for Graduates

The interdisciplinary nature of the proposed degree allows students to target their goals for specific job markets. Many professional and social realms demand a critical understanding of diversity in its many forms. Graduates with a degree in Latina/o/x and Chicana/o/x Studies will be able to successfully apply learned skills in a variety of settings. Possible career paths include education and research, government policy and politics, the media, advertising, marketing, journalism, human resources, health care, non-profit administration, social work, criminology, law, correctional services, and other professional arenas.

Other Relevant Societal Needs

Particularly in contemporary society, it is beneficial to have an understanding of the complexities and diversities of Latina/o/x and Chicana/o/x populations, and to understand how ethnicity and cultural diversity influence social institutions and practices. Graduates with a degree in Latina/o/x and Chicana/o/x Studies will learn foundational skills of what it means to be socially responsible citizens in a diverse democracy and interconnected world.

Additional Requirements

We now have the required faculty to develop and lead the proposed BA degree in Latina/o/x and Chicana/o/x Studies as well as an established department home with a senior faculty department chair for the degree. All current full-time faculty have offices and the department does have an operating budget.



MEMORANDUM

Date: October 10, 2023

RE: Extension and name change for the MS in Applied Economics and Analytics program development

TO: Dr. Debra Jackson, AVP Academic Programs

CC: Dr. Mark Novak, Dean, EEGO

Dr. Deborah Cours, Dean, BPA

FROM: Dr. S. Aaron Hegde, Professor, Economics

The MS in Applied Economics and Analytics program was added to the Academic Master Plan during the 2018-19 academic year. On behalf of the Department of Economics, I would like to request an extension to develop this MS program.

1a. Reason that the projection was not developed into a full degree proposal

As it has impacted so many other things, the pandemic had an adverse effect on the department's development of this program. We are optimistic that with this extension, we will be able to develop, and eventually offer, the MS degree through Extended Education and Global Outreach (EEGO).

1b. Concrete Changes to ensure launch and program sustainability

During Fall 2023 and Spring 2024, department and school curriculum committee approvals will be sought. It is anticipated that approval from the Academic Senate will occur during Spring and Fall 2024 and the program will have its first cohort in Fall 2025. The curriculum development to take place during Fall 2023 will also include relevant disciplines in the School of Business and Public Administration (BPA), thus making this degree a multi-disciplinary offering. As the curriculum will be more interdisciplinary than previously anticipated, we would also like to request the degree name be changed to "Applied Analytics". The essence of the program is still the same, however, instead of only Economics faculty teaching in the program, we will now include faculty from other disciplines in the School of Business and Public Administration, including, but not limited to the departments of Management and Marketing, and Accounting and Finance. This interdisciplinary nature will also allow the program to draw from a larger pool of undergraduate majors, while still providing the skills and knowledge necessary to be employable in the analytics and applied economics fields. It will also ensure sustainability of the program going forward. Please see included letters of support from Deans Cours (BPA) and Novak (EEGO).

2. Delivery mode – Online program

3. Purpose and proposed degree program

The MS in Applied Analytics is proposed to be a 10-course graduate program focusing on mastering data analysis. The curriculum will include courses introducing students to advanced data analysis as well as courses focusing on various industry sectors such as agriculture, healthcare, energy to name a few. Datasets and their analyses vary by these industries, hence the need for specific skills and knowledge, relevant to the same.

4. Program's fit with the campus mission and strategic plan

Both the university and BPA mission statements indicate developing the regional economy through education. Goal 3, strategies 4 and 5¹ of the CSUB 2019-24 Strategic plan speak to the program's fit as this program will enhance student employability. It is also something that has been demanded of by the business community. Details later in this request.

5. Support mode: Self support

6. Anticipated Student Demand:

Over the last few years, at least a dozen students from both the Economics program and the Agricultural Business program have pursued graduate work in data analytics. They have had to enroll in various other institutions, such as Georgia Tech University, since a similar program does not exist at CSUB. Each of these graduates indicated that they would have preferred to enroll such a program at CSUB. Following informal conversations with students, should this program be offered, we can easily anticipate at least 10 students in a cohort to start the program.

7. Workforce demands and employment opportunities for graduates:

Over the last few years, many of the graduates of both the Economics and Agricultural Business degrees have found gainful employment in many of the large agricultural production companies here in Kern County. As the agriculture sector gets more competitive it becomes imperative that each firm try to make data driven decisions to minimize costs and maximize revenue. Our recent graduates have been doing just that. The same employers have also indicated that they would support further training of their employees. This proposed program meets their needs.

¹ Strategy 4: Use community feedback to develop and enhance academic programs that are anchored in the community.
Strategy 5: Encourage and support the development of academic programs that enhance student employability

8. Other relevant societal needs

Only 18% of Kern County residents have a bachelor's degree or higher (Census Bureau). This is compared to 34% nationwide. The percentage of the population with a master's degree is even lower. This program will help further CSUB's mission and increase the educational attainment of the region.

9. Assessment of required resources and a campus commitment to allocating those resources:

Given that the program will be offered through EEGO, there is a limited demand on campus resources. Since the program will cover disciplines within BPA, there are enough faculty available to support course offerings. EEGO will market the program throughout the region to ensure adequate cohorts of students. Please refer to letters from Dean Cours (BPA) and Dean Novak (EEGO) indicating their support for this program.



**SCHOOL OF BUSINESS AND
PUBLIC ADMINISTRATION**
CSU BAKERSFIELD

MEMORANDUM

Date: July 6, 2023

TO: Dr. Debra Jackson, AVP Academic Programs

FROM: Dr. Deborah Cours, Dean, BPA

CC: Dr. S. Aaron Hegde, Professor and Chair, Economics

RE: Extension for the MS in Applied Economics and Analytics program development

I am writing to support Dr Aaron Hegde's request for an extension and name change on the CSU Academic Master Plan to develop and secure campus curriculum approvals for the MS in Applied Economics, now named MS in Applied Analytics.

Delays were caused by the COVID pandemic and administrative changes in BPA. Dr. Hegde discussed the curriculum draft with me. He plans to move to an interdisciplinary approach, focusing on analytics and local industries. They also plan now to involve the other departments in BPA. I will help the faculty stay on track for curriculum processes in the school to meet the proposed timelines.

Analytics is a high demand field with many job opportunities and this master's degree will well serve our students and region.

Thank you for your consideration of our request.



July 11, 2023

To: Dr. Debra Jackson, Associate Vice President for Academic Affairs and Dean of Academic Programs

From: Dr. Mark Novak, Dean, EEEO

A handwritten signature in blue ink, appearing to read "M. Novak".

RE: CSU Master Plan Extension for the MS in Applied Economics and Analytics

I am writing to support Dr. Aaron Hegde's request (July 10, 2023) for an extension on the CSU Master Plan for the MS in Applied Economics and Analytics. We also support the request for a program name change to "Applied Analytics." This name will better suit an interdisciplinary degree. In addition, we feel this name will appeal to a larger audience of students.

Dr. Hegde's plan will bring new strength to the original concept of the program. Dr. Hegde and a curriculum development team will need some time to accomplish this goal.

We in Extended Education and Global Outreach feel that this interdisciplinary approach and the core concept of an analytics degree will add an important new program to meet our region's needs.

Handout: GE Breadth and Task force Composition

From: [Beth Bywaters](#)
To: [Katherine Van Grinsven](#)
Subject: FW: Request to prepare for GE changes
Date: Tuesday, April 18, 2023 10:39:32 AM

From: Debra Jackson <djackson9@csub.edu>
Sent: Tuesday, April 18, 2023 9:39 AM
To: Aaron Hegde <shegde@csub.edu>
Cc: Vernon Harper <vharper@csub.edu>; Beth Bywaters <ebywaters@csub.edu>
Subject: Request to prepare for GE changes

Dear Aaron,

I would like to request that the Academic Senate form a work group to plan for expected changes to our GE Breadth.

State Assembly Bill 928 (AB 928) calls for the establishment of a “singular lower-division general education pathway” that meets the academic requirements necessary for transfer admission from the California Community Colleges (CCC) to both UC and the California State University (CSU). AB 928 also limits the number of units in the pathway to a 34-unit ceiling. This new lower-division general education pathway goes into effect fall 2025.

While we do not yet have details about how the CSU will adjust our GE Breadth requirements in response to Cal-GETC, I do expect that there will be changes. If not, the lower division requirements for native CSU students will be different from those for transfer students, which creates a troubling inconsistency. Currently, CSU’s Breadth is 39 units, whereas Cal-GETC is 34 units. Cal-GETC has 3 units fewer in lower-division Area C, does not have the 3-unit Area E, and has one unit for B3.

Given that Cal-GETC goes into effect in fall 2025, I believe it behooves us to develop a plan to adopt these changes to the GE curriculum in the likely event that they are adopted across the CSU. Any changes to our GE curriculum would require full senate approval. To prepare for a fall 2025 implementation, we would need to have this in place by early fall 2024 for catalog deadlines.

Thank you for your consideration,
Debra

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

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



Posthumous Degree Policy
RES 232404

AAC

RESOLVED: That the Academic Senate adopt the “Posthumous Degrees” policy.

RATIONALE: Currently there is no policy for the granting of posthumous degrees, resulting in varying standards across schools, departments, and programs. The “Posthumous Degrees” policy provides clear and consistent standards for granting such honors.

Attachment:
“Posthumous Degrees” policy_updated.docx

Distribution List:
President
Provost and VP for Academic Affairs
VP Student Affairs
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:



California State University, Bakersfield
Division of Academic Affairs

Policy Title: Posthumous Degrees

Policy Number: TBD

Policy Status: [Draft]

Affected Units

Cabinet

Deans

Academic Departments and Programs

Policy Statement Text

Students who, at the time of their death, had completed a "substantial portion" of the requirements for graduation may be awarded a posthumous degree by the President upon recommendation of the faculty.

Procedures for Considering and Granting the Posthumous Degree

Baccalaureate Degrees:

The President may, upon recommendation of the faculty, confer a posthumous bachelor's degree to a student who, at the time of death, had completed a "substantial portion" of the requirements for graduation. The request for consideration must come from the dean or associate dean of the student's major school upon the recommendation of the faculty of the student's major program. A "substantial portion" means that at the time of death, the student:

1. was actively matriculated or eligible to be matriculated at the California State University, Bakersfield;
2. was within 30 units of completing their degree;
3. had satisfactorily completed at least 20 semester units of coursework at the University;

4. had a grade-point average of 2.0 or higher for all units used in calculating the student's grade-point average, including those grades received at the University and grades accepted by California State University from other institutions.

Master's and Doctoral Degrees

The President may, upon recommendation of the faculty, confer a posthumous master's or doctoral degree to a student who, at the time of death, had completed a "substantial portion" of the requirements for graduation. The request for consideration must come from the dean or associate dean of the student's major school upon the recommendation of the faculty of the student's graduate program ~~coordinator~~director and department chair. A "substantial portion" means that at the time of death, the student:

1. was actively matriculated or eligible to be matriculated at the California State University, Bakersfield;
2. had completed at least 75% of the required units for the formal program;
3. had a grade-point average of 3.0 or higher in all courses attempted to satisfy requirements for the degree.

Normal processing of requests:

In the case of a student's death, the request for consideration of the posthumous degree can be made by the faculty of the student's program or the family of the student.

Requests are routed through the Office of Academic Programs to the Associate Dean, Department Chair, and, if applicable, Graduate Program Coordinator of the student's program.

Once approved by the School and Department faculty and administration, the Office of Academic Programs notifies the President's Office of the approval. If the President also approves the awarding of the degree, the Office of Academic Programs notifies Enrollment Management and requests the awarding of the degree.

Exceptional Circumstances

~~In exceptional circumstances, the President may, upon consideration of the recommendation of the school and departmental leadership, and the Provost, confer a posthumous degree regardless of completion of the above requirements.~~

Presentation of the Degree

At the President's discretion, the posthumous bachelor's, master's or doctoral degree will be awarded either at a private ceremony or at the appropriate commencement exercise. ~~If the student was eligible to graduate with honors (e.g., Helen Louise Hawk Honors program, cum laude, etc.), such honors may also be recognized.~~

Honors at Graduation

~~Students receiving a posthumous bachelor's degree under this policy will be awarded honors at graduation for which their academic performance qualifies.~~

Consultations

Cabinet

Academic Senate

Provost's Council

Policy Foundations and References

Title 5

Approved Date: TBD

Effective Date: TBD

Date Submitted to Policy Portal: TBD



Option to Retreat Policy- Handbook Change

RES 232409

FAC

RESOLVED: That the Academic Senate recommend revisions to the University Handbook language regarding the option to retreat and awarding of tenure when hiring an Academic Administrator (deletions in ~~striketrough~~, additions in **bold underline**) as specified below.

305.2.5 Award of Tenure to Academic Administrators

Academic administrators who have been awarded tenure as faculty in a previous position may be awarded tenure by the President upon hiring if the academic unit granting the **option to retreat** ~~rights~~ considers the academic record to warrant it.

309.6 Roles and Procedures of the Search and Screening Committees

i. For ~~retreat rights~~ **an option to retreat** and potential tenure purposes, candidates shall be interviewed by the **academic department** in which they are seeking **the option to retreat, rights**, at which time **the tenured faculty members of the department in consultation with the probationary faculty members of the department** will forward to the Search and Screening Committee a recommendation assessing the candidate's potential for the reward of tenure **and at what rank. Such a recommendation should follow the procedures outlined in the Option to Retreat Policy.** A negative recommendation from the department regarding a particular applicant is to be considered a right of refusal to accept the candidate in that department.

j. Any recommendation for tenure upon appointment would normally be restricted to those applicants who have been, or are currently, tenured by an accredited academic institution of higher education. Applicants without such a record shall be evaluated for tenure according to criteria jointly established by the appropriate department, the dean, and the P&VPAA.

RATIONALE: The issue of retreat rights needed clarification regarding the hiring procedures during which a candidate can request the option to retreat to a certain department and to the processes by which departments consider granting the option to retreat. The language provided refers to the

attached *Option to Retreat Policy* (new) for CSU Bakersfield that aligns with the CSU Employment Policy Governing Administrator Employees' Option to Retreat. The new policy acknowledges that 'retreating' to a department is not necessarily a 'right' but an option and includes a notice of potential ineligibility to retreat in the event of a 'finding.'

Distribution List:

President
Provost and VP for Academic Affairs
VP Student Affairs
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:



California State University, Bakersfield
Division of Academic Affairs

Policy Title: Option to Retreat Policy (Application of the CSU *Employment Policy Governing Administrator Employees' Option to Retreat*)

Policy Number: TBD

Policy Status: [Draft]

Affected Units

Administrators

Academic Departments and Programs

Policy Statement Text

The CSU [*Employment Policy Governing Administrator Employees' Option to Retreat*](#) delineates systemwide protocols governing the option for Administrators to Retreat to a faculty position at the end of their administrative appointment and provides conditions under which Administrators are eligible and ineligible to Retreat. The CSU policy, which is intended to provide systemwide consistency in granting options to Retreat, also requires each campus to adopt procedures to guide the process.

Procedures for Considering and Granting the Option to Retreat

1. Prior to campus visits, the search committee will ascertain which candidates want to be considered for the option to retreat, and then notify the relevant Academic Department(s) of the candidate's request for consideration.
2. The candidate will meet with the (tenured) faculty of the Department during the interview process.
3. The (tenured) faculty of the Department will evaluate the candidate's qualifications, including but not limited to:
 - a. Education
 - b. Background
 - c. Excellence in teaching, scholarship, and/or research and creative activities
 - d. Professionalism
 - e. Previous history of tenure

4. The Department will provide a written recommendation to the search committee and appropriate administrator. If the option to Retreat is supported, the Department will also recommend rank and tenure status (with or without).
5. Final approval is determined by the President or designee.

If appointed to an Administrator position, individuals already holding a tenured faculty appointment in an Academic Department at CSU Bakersfield shall be granted an option to Retreat to their tenured faculty position.

In accordance with the CSU policy, academic candidates who have earned and held a tenured Professor position at another campus within the CSU will ordinarily be granted the option to Retreat to a tenured faculty position.

Non-academic candidates who have never earned or held a tenured position may be granted the option to Retreat, with or without tenure, on a case-by-case basis, provided they:

1. Demonstrate a substantial record meriting such rank
2. Receive the recommendation of the faculty committee
3. Are approved by the campus president or chancellor

Options to Retreat should always be granted at the time of appointment and memorialized in an Administrator's appointment letter. The appointment letter must include the terms outlined in the CSU *Employment Policy Governing Administrator Employees' Option to Retreat*, including:

1. Option to Retreat, with or without tenure
2. Rank (Professor or Associate Professor)
3. Department and School
4. Salary placement details upon Retreat
5. Terms of administrative sabbatical or paid time upon Retreat (if applicable)
6. Amount of time required to provide notice of intent to Retreat
7. Any additional terms
8. Notice of potential ineligibility to Retreat in the event of a Finding

Eligibility to exercise the option to Retreat will be handled at the time the Administrator gives notice of intent to Retreat and must be determined according to the CSU *Employment Policy Governing Administrator Employees' Option to Retreat*.

The Office of Faculty Affairs will maintain documentation of current Administrators who have been granted options to Retreat upon appointment and a list of Administrator positions within Academic Affairs for which an option to Retreat would generally be considered.

Consultations

Academic Senate
Provost's Council

Policy Foundations and References

CSU: *Employment Policy Governing Administrator Employees' Option to Retreat* (revised November 16, 2022)

Approved Date: TBD

Effective Date: TBD

Date Submitted to Policy Portal: TBD