



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.

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The Academic Senate of the California State University

Approved by the Academic Senate: October 23, 2025

Sent to the President:

President Approved: