

**CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE**

Minutes

Thursday, April 7, 2022

Zoom Video Conference

10:00 a.m. – 11:35 a.m.

Members: A. Hegde (Chair), M. Danforth (Vice-Chair), B. Frakes, R. Gearhart (Alt.), A. Grombly, V. Harper, H. He, J. Kraybill, C. Lam, A. Lauer, J. Li, S. Magaña, M. Martinez, J. Millar, S. Miller, J. Moraga, M. Rees, A. Rodriguez, A. Sanchez, D. Solano, B. Street, J. Tarjan

Visitors: D. Boschini, S. Bozarth, E. Callahan, D. Cantrell, J. Deal, R. Dugan, F. Gorham, D. Jackson, M. Novak, D. Perez-Granados, M. Rush, T. Salisbury, L. Vega, K. Watson, D. Wilson, L. Zelezny, L. Zuzarte

1. Call to Order
2. Approval of Minutes
Tabled until next meeting.
3. Approval of Agenda
4. E. Correa moved to approve the agenda. B. Street seconded. Approved.
5. Announcements and Information
 - President's Report – L. Zelezny
 - Trustee Fong visited CSUB this week. It's important to have a good relationship with her as she is the incoming chair of the Board of Trustees.
 - The Interim Chancellor and the President talked on the phone.
 - Young Men of Color Conference – CSUB was well represented.
 - New Advisory Councils – Tribal Advisory Council, and an Asian American Pacific Islander Council
 - Excelencia – CSUB is partnering with them to bring expertise on Hispanic Service Institution (HSI). C. Catota is leading the effort.
 - We Stand Together speaker series – Dr. Mary Frances Barry will be the keynote speaker.
 - Elections and Appointments – M. Danforth

- Senators At-Large elected: H. He, Nursing; A. Lauer, Biology; T. Salisbury, Ethnic Studies
- Committee on Professional Responsibility elected: A. Rodriguez, History; J. Wang, Advanced Education
- Distributed Learning Committee: C. MacQuarrie, A&H; J. Li, BPA; D. Solano, NSME, A. Evans, SS&E
- Faculty Honors and Award Committee elected: J. Trigos NSME Standard; S. Dzyubenko NSME Alternate; M. Sanchez SS&E Standard, SS&E Alternate second call ends today.
- Faculty Teaching and Learning Center elected: A. Ressler, A&H; J. Li, BPA; P. Torsu, NSME
- General Education Curriculum Committee elected: K. O'Bannon, A&H; no nominations BPA; A. Huynh, NSME; R. Zamora, SS&E
- Research Council of the University elected: K. Gallant, Library; election ends at noon A&H; S. Sarma, BPA
- University Program Review Committee: no nominations from A&H; J. Sun, BPA elected.
- University Review Committee elected: M. Elhusseiny, BPA; SS&E election ends today.

6. ASCSU Report (M. Martinez, J. Millar)

The plenary was mid-March. Thank you to the Emergency Operations Management team and President Zelezny for having conversations about the repopulation of CSUB in a fine way. There are many ASCSU resolutions in First Reading. There was a call for an independent investigation of former CSU Chancellor Castro while he was president of CSU Fresno. There were many conversations about whether there is value in the continuing closed searches for Presidents and other Administrators. Thank you for providing feedback on AB 927 and AB 928. It was shared with the CO. Watch for news within your discipline. (J. Millar) There is a webinar on AB 928 – M. Martinez will inform Senators of the next CO presentation. (M. Martinez)

7. Provost Report

- President's Students' Research – Appreciation extended to faculty interested in student research and mentorship

- Retention, Tenure and Promotion (RTP) process is near closure. There is a remarkable amount of service, scholarship and outstanding teaching by CSUB faculty. Thank you for your scholarship, grants, and service to the community.
- Searches: AVP IRPA and AVP GRaSP announcements coming very soon
- Dean searches of BPA and Library in process
- Cluster Hire Draft – Feedback being gathered from various affinity groups
- Strategic Planning Open Forum – Thank you to A. Hegde for his great idea on how the Strategic Planning Group can achieve Goal Three. He suggested a symposium on sabbatical and mini grants to allow faculty to discuss their work. It's on the docket for next year. It was a very important opportunity to address one of the most important topics to faculty and make recommendations to the President.
- Campus Climate Survey – Academic Affairs will have a response upon vetting the data with the Executive Committee (EC).
- Campus Carbon Capture Symposium – Watch for details. (V. Harper)
- Earth Day Sustainability Conference - April 22, 9:00 a.m. -2:00 p.m. Speakers from campus and community to discuss issues, research, etc. The theme is Kern County, with various community partners making presentations. There will be a follow-up event on April 27 at the Edible Garden with tables set-up for the local Sierra Club, Gardening Club, and more. J. Sanchez recognized for her coordination. Visit www.csub.edu/sustainability for event information details. (A. Lauer)
- Grant Preparation Writing – The Provost released \$12,000 to the grants committee. Look for a call for release time dollars.
- Start-up Funds - If there are start-up funds in an account, the expiration will be extended by one year. Q: Do they include moving expenses for new faculty coming to campus? A: There are IRS regulations having to do with deductions in the individual's tax year. We're trying to find a solution to the challenge. Thank you to E. Correa for bringing this issue to light. (V. Harper)

8. Committee Reports and Requests

(Minutes from AAC, AS&SS, BPC and FAC are posted on the Academic Senate Standing Committee webpage, [here](#).)

- a. Executive Committee (M. Danforth) (deferred)
- b. ASI Report (S. Magaña) – Students are excited to be back on campus. They are participating in large numbers. ASI attempts to get faculty involved. ASI met with the new Dean NSME and brainstormed ideas with her. High Commencement participation anticipated. Apple conducted an iPad workshop open to students to received tips and tricks and how to improve study habits. Other ASI presidents from CSUs invited. Apple is choosing a CSUB student as their campus leader. ASI Board elections started yesterday. Incoming ASI President 2022-2023 will attend the next Senate meeting for an introduction.
- c. Academic Affairs Committee (J. Tarjan) (handout)
- d. Academic Support & Student Services Committee (E. Correa) (deferred)
- e. Faculty Affairs Committee (M. Rees) (deferred)
- f. Budget & Planning Committee (C. Lam) (deferred)
- g. Staff Report (S. Miller) Nothing to report.

9. Resolutions

New Business

RES 212226 General Studies Review Committee Implementation – J.

Tarjan introduced on behalf of AAC. Resolution is meant for those who don't have a regular academic department. We have administrators, staff, and others who teach First Year Seminar (FYS) and General Studies courses, who may not be reviewed and/or have an academic department. RES 212220 addressed formation of the committee. RES 212226 is for the implementation. (J. Tarjan)

RES 212227 Levels in the Performance Review Process – M. Rees

presented on behalf of FAC. The resolution focuses on the issue of the chair's review of RTP files, or, more generically, the performance review process. A chair may review a faculty member separately from the unit committee. The resolution provides that the chair has the same timeline as the unit committee. If a chair has opted to not serve on the unit committee in order to write their own review, it would not delay the process. (M. Rees) The first Chair Review allowed J. Tarjan to review Unit Committee Review and gain perspective. It was worthwhile to give the chair the ability to have a

separate review, if useful to the candidate. While the timeline is a challenge, he supports the option. (J. Tarjan)

RES 212228 Re-Entry Students Policy – J. Tarjan asked D. Jackson to introduce the resolution on behalf of AAC. The Re-Entry Policy was temporarily suspended Fall 2022 to reduce barriers to re-entry, especially for students impacted by the pandemic. This resolution proposes to permanently change CSUB's re-entry policy. CSU Stanislaus has a policy which helped create this proposal. The process allows students to return to the campus after three years of being separated without having to reapply to the institution, if they are in good standing, academically. The resolution resolves to provide wrap-around services to help the students get to the finish line and eliminate some equity gaps that have persisted for several years. (D. Jackson) The only change is the necessity of more paperwork for the university and avoiding extra fees for the student to re-enroll. Course currency within a three-year window doesn't come to play. (J. Tarjan) The new policy will help many students and lessen their worry. (S. Magana) Students who are academically disqualified have a two-step process to re-enroll: 1) Apply to the Academic Petition Committee (APC). 2) Re-enroll if approved by APC. (K. Ziegler-Lopez) D. Jackson will work with K. Ziegler-Lopez. It will require more thinking about a wrap-around process to tackle those administrative barriers of those students. (D. Jackson)

RES 212229 Change of Department Name from Child, Adolescent, and Family Studies (CAFS) to Human Development and Child, Adolescent, and Family Studies (HDCAFS) J. Tarjan requested that E. Correa introduce the resolution which addresses her department's proposal. (J. Tarjan) The description of the department's programs includes Human Development and department faculty have qualifications in Human Development and are teaching in that area. The department offers students a degree that covers positions in Human Development. By putting "Human Development" in the department title, it makes it easier for students to apply for positions. Further, the proposed change clarifies what is offered and what we do. (E. Correa)

RES 212230 University Program Review Committee (UPRC) Changes - C. Lam presented on behalf of AAC and BPC. It's based on the feedback from

the last accreditation review. There were some gaps in the UPRC and the processes. We were required to fix it. Last year, under the leadership of J. Sun and UPRC, they started working on it. The Executive Committee (EC) received a referral. The EC decided to create a Task Force. It met in Fall semester and revised the documents. AVP Jackson gave her opinions. AAC and BPC looked at it. The changes are in three parts. See the handout in the agenda which address them. (C. Lam) M. Rees suggested that the writer of program review self-study receive compensation. FAC recommended a course release for the writers. Can we add specifics? (M. Rees) BPC felt the course release may be too restrictive since each department has different cultures. (C. Lam) J. Tarjan encourages people to read this. See how the current policy works and then give feedback. The committees will be happy to hear feedback, albeit the committees have considered multiple issues in this resolution. (J. Tarjan) Equity and compensation is an issue and we need to be mindful of base-line compensation for the work faculty does. (E. Correa) A. Hegde handed the virtual gavel to Vice-Chair M. Danforth. Speaking in capacity as Senator, regarding Procedures for Program Review Extensions, it's a tall task. Appreciation extended to J. Sun, who spent much time on this excellent report, and the Task Force that met regularly. There is also an appreciation that there is a culture we need to change on our campus. There are several departments and programs that haven't done program review for a long time. A. Hegde has talked to individuals who haven't done program reviews about being more responsive to students. There are many good reasons to have the review. There is an issue with the last sentence as proposed. *"Without a self-study prepared by the program, the URPC in consultation with the program faculty and/or School Dean, may elect to proceed with external review and/or Dean's Review, which will inform the review by the URPC."* Sometimes we need an extension and there is a process to do it. The question is what happens if a program does not complete the program review in one year. If you look at the Handbook, one of the things the UPRC can suggest is the termination of a program or a degree based on evidence. A. Hegde is concerned about what happens when a department or program hasn't completed a program review, based on whatever information that is not a self-study, (because only the program faculty can do a self-

study). Later in the document, if a program requests an extension which does not exceed one year, there'll be a meeting with the Dean, Provost, and the Chair of that program. It's fair to hold the chair responsible rather than doing a review without the program's input. We don't know the reasons why programs don't do it. But sometimes there is a Chair who doesn't want to do it, and the faculty feel compelled not to say anything. In some cases, there is no participation from program faculty. That's the cultural aspect. Lots of sticks. A. Hegde is concerned there is no incentive to participate, based on that last sentence. (A. Hegde) BPC discussed those issues extensively. The paragraph cited was changed many, many times. In its present stage, we want to address the ones who chronically aren't doing what they should. The language is flexible for all parties involved to find a solution when a program is not doing the program self-study. Not doing the program self-study is not just a one-year problem; It's a multi-year problem. The Task Force discussed sticks and carrots extensively. Carrots are not written clearly here. If we write in carrots, it depends on resources from administration. (C. Lam) The current reading is that the UPRC potentially, after one year, if a program doesn't do their self-study, then it could be that the UPRC could proceed with external program review and a review of the Program. (A. Hegde) The feedback will be taken to the Task Force. And "may" gives flexibility to the parties involved. (C. Lam) Q: How many departments are late in submitting program reviews? (M. Martinez) Normally UPRC has 12-15 programs to review every year. This year, due to all the delays, it's 29. (C. Lam) The gavel was returned to A. Hegde, Academic Senate Chair. It's been A. Lauer's UPRC's experience that those departments that are not turning in their reports are chronically late with other things, too. It is a problem of work attitude and people not feeling responsible. A reprimand from higher administrators can help solve the problem. The behavior shouldn't be tolerated. (A. Lauer) Not only do we need to look at the consequences for faculty, we need to look at consequences for the administration. Feedback and responses have to come in a timely manner. It doesn't seem fair to put a lot of work into these reports and have them sit on the shelf and not be addressed until next review period. (E. Correa) The Task Force leans on the side of the administration. After the program review is completed and

reviewed by the UPRC, if one looks at the timeline and responsibilities of the administration after review, there is detailed language on when administration should complete that Memo of Understanding Academic Program (MOUAP) and also who are responsible to conduct the processes after UPRC completes the review. (C. Lam) There is a penalty for faculty not doing program review within the timeline, but there is no penalty for administration not following the timeline. If administration doesn't complete the MOUAP, then as a program, faculty should be able to make its own MOUAP, and it becomes *the* MOUAP. It goes both ways. To change the culture, everybody has to change. (A. Hegde) Feedback and support are very important. Having the stick approach will make it worse than what we had. (M. Martinez) The reason this gets so much discussion is that it's important work. We want to improve. Thank you to the Task Force, especially J. Sun, D. Jackson, and Senator Lam for introducing the resolution. (A. Hegde)

Old Business

RES 212221 Academic Calendar – Fall Recess Schedule – This issue was raised by A. Rodriguez. C. Lam gave summary of the resolution. No feedback. (C. Lam) J. Tarjan strongly supports the resolution, having come upon a horrific accident the night before Thanksgiving where the only survivor was a CSU Northridge student. He vowed never to hold class on that Wednesday. (J. Tarjan) A. Rodriguez thanked the Senate and requested that the campus revisit the idea of a full fall break by looking at the CSU East Bay as a model. They have reduced University Week to a University Day. (A. Rodriguez) The vote resulted in approval.

RES 212223 Approval of a BA in History with a Social Science Teaching Concentration – J. Tarjan reported that there was no feedback. (J. Tarjan) It will be good for students, and it will address legislation and this program concentration will benefit the community to meet requirements in one package. (A. Rodriguez) The vote resulted in unanimous approval.

RES 212224 Completeness of Periodic and Performance Review Files – M. Rees reported there was only one comment. The committee can request missing required materials to be added to the file. FAC addressed the question about whether there is a timeline. Several variables were discussed. In the end, FAC decided to leave the timeline open so colleagues

could work through it. There is an adjustment to the language, from the committee chair “shall” to “may” inform the faculty of any missing required documents, such that the burden would not be on the committee. The faculty under review may submit missing requested materials. (M. Rees) The vote resulted in approval.

Motion to extend the meeting by four minutes. (J. Tarjan) Second (E. Correa)

RES 212225 Task Stream Usage and Access Policies – C. Lam gave summary on behalf of the AAC, AS&SS, and BPC. Assessment materials are supposed to be anonymous. However, there is a template question that there is a responsible party named. The person could be the instructor, the person overseeing the assessments, or the person evaluating the artifact. It raised the issue that the teacher of the course could be identified. After discussion, nothing was changed from First Reading. (C. Lam) The vote resulted in approval.

10. Open Forum Items (Time Certain 11:15)

- Faculty Leadership- the call went out. Please share with colleagues. See <https://news.csub.edu/faculty-leadership-academy-now-accepting-applications-for-202223-cohort> (B. Street)
- Pandemic Research Group Symposium – April 20th, 9am – 11:30 in the Dezember Reading Room and Zoom option. (M. Danforth)
- Asian American and Pacific Islander (AAPI) Heritage Month - Thank you to those who attended the kick-off event. See <http://www.csub.edu/afsn> for more events. (C. Lam)
- Kegley Institute on Ethics – Lecture, Ear Hustle: Stories of Life in and Beyond Prison, at 6:00 p.m. tonight at the Dore Theatre.

10. Adjournment

A. Hegde adjourned the meeting at 11:35.