

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE
Minutes
Thursday, August 25, 2022
Health Center Conference Room and Zoom Video Conference
10:00 a.m. – 11:30 a.m.

Members: A. Hegde, M. Danforth, M. Ayuso, E. Correa (virtual), J. Gillard, V. Harper, H. He, C. Lam, M. Martinez, S. Miller, M. Rees (virtual), M. Rush, J. Rodriguez, A. Rodriguez, T. Salisbury (virtual), A. Sawyer (virtual), D. Solano, B. Street, J. Tarjan, M. Taylor (virtual), C. Vollmer (virtual), and D. Wu.

Visitors: D. Jackson, L. Zelezny, D. Boschini (virtual), D. Fowler (virtual), and Z. Zenko.

1. Call to Order (A. Hegde)
2. Approval of Minutes
 - a. D. Solano motioned to approve the May 12, 2022, minutes and B. Street seconded. Approved.
3. Announcements and Information
 - a. Announcements
 - i. (A. Hedge) Draw attention to Standing Committee membership on Consent Agenda
 1. (D. Solano) GE Faculty Director needs to be added to Academic Affairs Committee (AAC) roster. (A. Hedge) Yes, he should be. Will add to committee roster and send meeting invitation.
 2. Senator Martinez and Senator Millar (ASCSU members) are not on Standing Committees.
 3. Standing Committees meet every other Thursday. Meeting invitations have been sent out.
 - b. President Zelezny (L. Zelezny)
 - i. Welcome and thank you to academic senate senators.
 - ii. Federal updates: update on Biden's student loan forgiveness program providing student debt relief. \$10,000 to be granted for those students that are eligible and another \$10,000 for those that are Pell eligible.
 - iii. Update on State governor's 5-year budget compact, with a 5% increase in budget every year but with expectations. Discussions on the graduation gap between non-URM and URM students. Non-URM used relief funds to accelerate graduation.
 - iv. State budget increase not enough to cover increase in compensation and increased cost in facilities. We will likely have to tap into reserve funds.
 - v. There is again a backlog to deferred maintenance as a result of insufficient budget increase.
 - vi. Enrollment management worked hard to get the money in

- enrollment growth funding.
- vii. Will work with Senate on tenure track density improvements.
 - viii. Diversity Strategic plan: Call for increase in diversity, equity and inclusion training across campus constituencies. Marcus Brown and Claudia Catota working to provide those trainings to the departments and search committees.
 - ix. Awaiting proposal from a campus-wide committee for black cultural center which will be vetted by Cabinet. Want to establish a committee to plan for Juneteenth in 2023.
 - x. Campus communication
 - 1. Presidents Open Forum: September 21 at 9:00 a.m.
 - 2. Question and Answer:
 - a. (B. Street) Excited to hear about the 5-year budget plan. Important to start thinking about faculty hires strategically and about contingency plans for building and construction needs on campus.
 - b. (L. Zelezny) Tenure Density and expanding faculty lines need offices and we are at capacity. In the space master planning committee; Faust Gorham is to be assigned to look at space management.
 - c. (J. Tarjan) Assume the 5% potential funding increase is contingent on the CSU system meeting goals, not individual campuses; (L. Zelezny) Yes, correct. We don't get the money unless the system makes those marks.
 - d. (J. Tarjan) Is it possible to post or mark when parking lots are full to prevent cars idly running while waiting for spots to open up? Would be in line with the campus commitment to sustainability.
- c. Orientation documents (A. Hedge)
 - i. See orientation slides attached.
 - ii. Robert's Rules of Order
 - 1. If want to speak, need to be recognized by the Senate Chair; senators get priority.
 - 2. (J. Tarjan) Comment: Committee chairs can move the business without a second.
 - iii. Guiding Principles
 - 1. Mutual respect, trust, responsibility, contribution, and listening.
 - 2. (J. Rodriguez) Question: Is there a mechanism to share these guiding principles across campus?
 - a. (L. Zelezny) going to Excellencia next month with Dr. Alicia Rodriguez; Claudia Catota ready to move forward with new seal and will bring back best practices.

- b. (J. Tarjan) Question: asked for clarification on the new seal she is referring to.
 - c. L. Zelezny directs A. Rodriguez to elaborate. (A. Rodriguez) Work being done as a Hispanic Serving Institution (HSI). Benchmarks are set for what can be done to serve these students. Learning from Excellencia and other Hispanic Serving Institutions (HSIs) regarding best practices. (J. Tarjan) So this seal is similar to accreditation? (L. Zelezny) Yes, it is very prestigious.
 - iv. (A. Rodriguez) suggestion to update graphics on PowerPoint slides.
 - d. Elections and Appointments (M. Danforth)
 - i. See slides attached.
 - ii. Senate website under construction due to Senate staff changes.
 - iii. Once receive faculty roster list from Provost Office, K. Van Grinsven and M. Danforth will start making calls.
4. Approval of Agenda
 - a. B. Street motioned to approve agenda; M. Rush seconded. Approved.
5. ASCSU Report (tabled)
6. Provost's Report (V. Harper)
 - a. Welcome Katie Van Grinsven to the Provost Office and Julie Kang replacing retiree Renee Martin.
 - b. See slide attachments.
 - c. Provost Open Forum- announcement to come out soon
 - i. Will prioritize and discuss information received from the Campus Climate Survey.
 - d. Invitation for Starbucks takeover for faculty (schools and library) coming soon.
 - e. Early Faculty Open Forum
 - i. Faculty from years 1-3 are invited to talk about their experiences at CSUB. Doing an analysis of the faculty hired during the COVID years and will be planning a lunch with new faculty as well.
 - f. Diversity Equity and Inclusion (DEI)
 - i. DEI related measures are an important initiative on campus; cluster hires and diversity training to take place. T. Salisbury to "lead a group to refine the DEI Faculty Fellowship Program." Leading efforts to make direct appointments of faculty of color to decision making positions within the division. Those will be announced depending on funding as we go through the year.
7. Committee and Report Requests- Minutes from AAC, AS&SS, BPC and FAC are to be posted on the Academic Senate Webpage (tabled)
 - a. Executive Committee (M. Danforth)
 - b. Academic Affairs Committee (J. Tarjan)
 - c. Academic Support & Student Services Committee (E. Correa)

- d. Faculty Affairs Committee (M. Rees)
 - e. Budget & Planning Committee (C. Lam)
 - f. Staff Report (S. Miller)
 - g. ASI Report (C. Vollmer)
8. Resolutions
- a. Consent Agenda
 - i. Standing Committee membership approval
 - b. Old Business
 - c. New Business
9. Open Forum Items
- a. (M. Danforth) Comment: Related to repopulation of campus; rooms where the temperature may be below the standard, but there is still not enough or any airflow. Not just a comfort concern, but also a health concern with the buildup of particles and dense populations of the room. (L. Zelezny) make list of those rooms and send to Provost Harper to send to Facilities Management.
 - b. (M. Martinez) Comment: Center for Social Justice were awarded African American Community Service Award two weeks ago. Also, Dr. Jeanine Kraybill has been appointed to the Judicial Nominations Evaluation Committee for the State of California.
10. Adjournment
- a. A. Hedge adjourned the meeting at 11:25 AM.

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE
AGENDA
Thursday, August 25, 2022
Health Center Conference Room and Zoom Video Conference
10:00 a.m. – 11:30 a.m.

1. Call to Order
2. Approval of Minutes
May 12, 2022 (handout)
3. Announcements and Information
 - President Zelezny (Time Certain 10:10)
 - Orientation documents (handout)
 - Elections and Appointments – M. Danforth
4. Approval of Agenda (Time Certain 10:05)
5. ASCSU Report
6. Provost's Report
7. Committee and Report Requests
(Minutes from [AAC](#), [AS&SS](#), [BPC](#) and [FAC](#) are posted on the Academic Senate Webpage)
 - a. Executive Committee (M. Danforth)
 - b. Academic Affairs Committee (J. Tarjan)
 - c. Academic Support & Student Services Committee (E. Correa)
 - d. Faculty Affairs Committee (M. Rees)
 - e. Budget & Planning Committee (C. Lam)
 - f. Staff Report (S. Miller)
 - g. ASI Report (C. Vollmer)
8. Resolutions – **(Time Certain 10:45 a.m.)**
 - a. Consent Agenda
Standing Committee membership approval (handout)
 - b. Old Business
 - c. New Business
9. Open Forum Items- (Time Certain 11:15)
10. Adjournment



The Academic Senate: How It Works

**California State University,
Bakersfield**



ACADEMIC SENATE CSU

- Provides the official voice of the faculty in matters of system-wide concern
- Provides the means for the faculty to participate in the collegial forms of governance which is based on historic academic traditions as recognized by California law
- Provides advice to the central administration, the Board, and the legislature/ Governor (ICAS to the Legislature/Governor)
- Promotes academic excellence
- Is the formal policy-recommending body on system-wide academic, professional, and academic personnel matters

(Academic Senate CSU Constitution, Article 1, Section 1)

<http://www.calstate.edu/AcadSen/>

Role of the Academic Senate CSU



- **Offers advice on all issues regarding the operations of the system while respecting the principle of campus autonomy through:**
 - Resolutions
 - Senate and CSU system-wide committee participation
 - Position papers
 - Direct communication with the administration
- **Promotes two-way communication to/from local senates**
 - Academic Senate Chairs Council
 - Intersegmental Committee of the Academic Senates (ICAS) - Represents three systems

CSUB Academic Senate

The purposes of this organization shall be:

- (1) to exercise the rights and authority specifically delegated to the Faculty by the Board of Trustees as well as the Chancellor of the CSU**
 - developing policy that governs the awarding of grades and granting of degrees**
 - making recommendations to the University President on matters including fiscal policies and budgetary priorities (added June 28, 2018)***

- (2) to serve as the primary consultative body in the University in formulating, evaluating and recommending to the president policies concerning**
 - curriculum & instruction**
 - appointments, promotion, evaluation & granting of tenure to faculty members**
 - academic administrative matters of the institution**

- (3) to serve as the primary body through which members of the faculty may express opinions on matters affecting the welfare of the University**

How Business Moves Through CSUB Faculty Governance

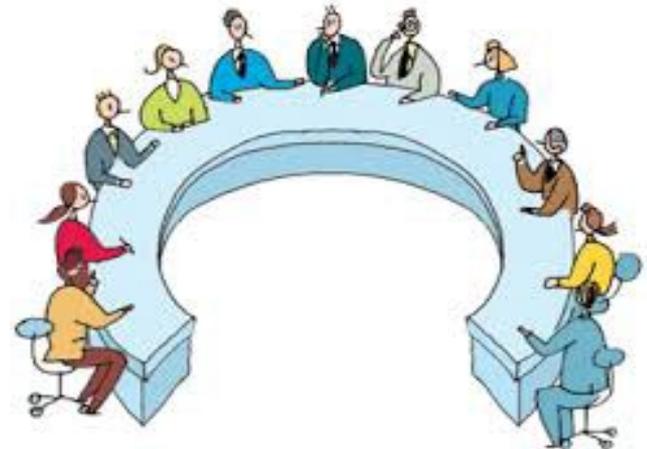


Detailed [Process Map on Senate Website!](#)

Procedures

The regular order of business subject to change by majority vote:

1. Call to Order
2. Approval of Minutes of Previous Meeting
3. Announcements and Information (Guests: limited time/time certain; Floor: brief)
4. Approval of Agenda
5. Report from CSU Academic Senators
6. Provost's Report
7. Committee Reports (Can be suspended or delayed for urgent business)
8. Resolutions
 - a. Consent Agenda (automatically approved with agenda)
 - b. Old Business
 - c. New Business
9. Open Forum Items
10. Adjournment

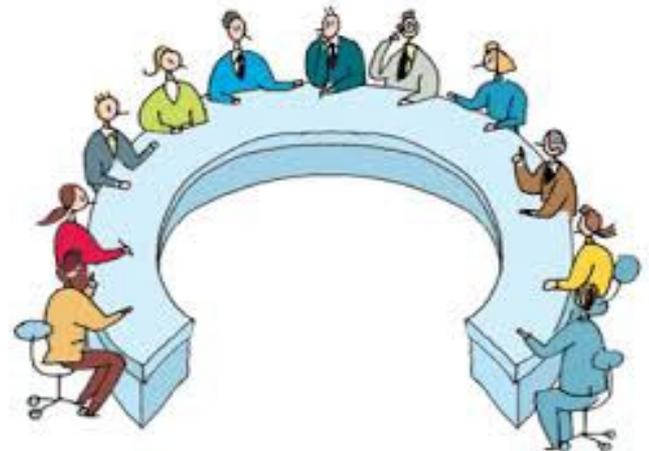


Robert's Rules: Making a Motion

A motion is a proposal that the entire membership take action or a stand on an issue.

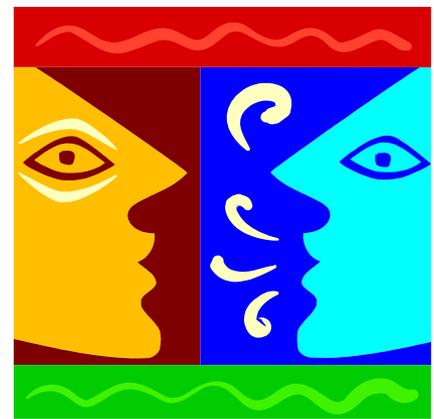
How to make a motion

1. Raise hand, get permission to speak
2. "I move that (BAS) CFO be added as an ex-officio non-voting member to BPC"
3. Wait for your motion to be seconded
4. Chair will restate if seconded
5. Expand your motion
6. Put question to Membership
7. Vote on motion



See handout *Introduction to Robert's Rules of Order*

Resolution Process



Two reading rule

- Allows Senators time to reflect on the issues
- Can be waived under certain circumstances

Facilitating rules move discussion within democratic process:

- Reading materials before the Senate meeting
- Request to be added to the speaker list (Vice Chair maintains)
- Speaking only twice on an issue and not repeating comments
- Comments must concisely address the merits of the motion on the floor

Standing Committee Rules

- Standing Committee Chairs shall be elected by the Academic Senate from its membership at the Organizational Senate meeting at the end of Spring semester
- The Summer Senate shall appoint members of each Standing Committee, which shall be subject to ratification at the first regular Senate meeting of the Fall semester
- Topics for policy recommendations come to a Standing Committee only on *Referral* from the Academic Senate Executive Committee or the Senate Chair
- *Notice of Referral* shall be included in the Academic Senate Log, which shall be attached to the next Senate Agenda



Standing Committee Rules

- Each Standing Committee Chair may appoint subcommittees without membership restrictions.
- All Standing Committee meetings shall be open. Committees may, by a simple majority vote, go into closed session to consider matters that are required to be held confidential, such as but not limited to appointments, recommendations concerning naming of facilities, or other similar items. However, regular business of each committee shall be in open session.
- The presence of a majority of voting Committee members shall constitute a quorum.
- Standing Committee Chairs shall provide progress reports on the work of their committees at the regular meeting of the Academic Senate.



Academic Affairs Committee

The Academic Affairs Committee shall consist of the following *voting* members:

- Eight faculty members
- One student - ASI VP University Affairs

And *ex officio* & *non-voting* members

- AVP for Academic Programs
- Director Academic Operations



Academic Affairs Committee

The Academic Affairs Committee functions shall be to review and report to the Academic Senate its recommendations regarding:

- All new academic policies, procedures, programs, and curricula having inter-school or all-university impact;
- Proposed changes to the University Catalog that have inter-school or all-university impact;
- The Academic Plan; and
- Proposed changes in the implementation of the General Education Program.

In addition, the Academic Affairs Committee shall serve as the University Curriculum Committee for interschool programs that have required courses for majors and/or minors (i.e., not electives) in more than one school



Academic Support & Student Services Committee

The Academic Support and Student Services Committee shall consist of the following *voting* members:

- Six Faculty members
- One Librarian
- One Student Services Professional
- One Staff member



Also, *ex officio*, and *non-voting* members:

- Vice President for Student Affairs
- Dean of Libraries
- Executive Director of Associated Student, Inc. (ASI)
- Associate Dean Undergraduate and Graduate Studies
- Vice President for Enrollment Management
- Director of Academic Operations
- Vice President of ASI, or a designee

Academic Support & Student Services Committee

The Academic Support and Student Services Committee functions shall be to make policy recommendations to the Academic Senate concerning:

- the library
- media services
- student services
- international students
- the cafeteria
- the bookstore
- the computer center
- the campus police



In the performance of this function, the committee shall monitor the University's academic support and student services programs and make recommendations to the appropriate administrator

Budget & Planning Committee

The Budget and Planning Committee shall consist of the following *voting* members:

- Six Faculty
- One Librarian
- One Staff member
- One Associate VP Student Affairs
- President Associated Students (ASI) or designee

Also, *ex officio and non-voting* members:

- Academic Senate Chair
- Provost
- Chief Financial Officer (VP BAS)



Budget & Planning Committee

The functions of the Budget and Planning Committee shall be to make recommendations to the Academic Senate on all policies and procedures related to:

- 1. Setting institutional priorities**
- 2. Allocating and utilizing University resources**
- 3. Jointly with the Academic Affairs Committee**
 - Approve the Academic Plan**
 - Review new academic programs**
 - Review existing programs**
 - Respond to the needs of the University's service region**

The committee shall monitor the University's planning processes and coordinate revisions to the Mission and Goals Statement

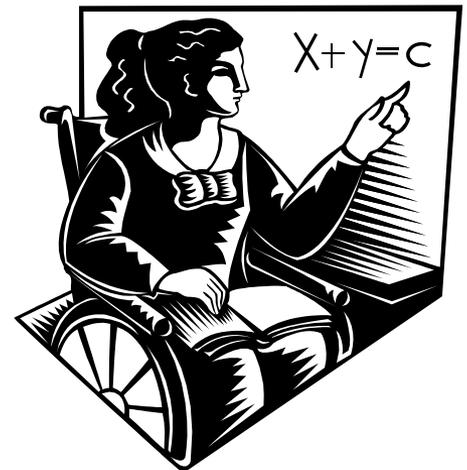
Faculty Affairs Committee

The Faculty Affairs Committee shall consist of the following voting members:

- Six Faculty
- One Librarian

Also, *ex officio and non-voting* member

- Associate VP for Faculty Affairs
- CFA Representative



Faculty Affairs Committee

The functions of the Faculty Affairs Committee shall be to:

- 1. Make recommendations to the Academic Senate on all policies and procedures concerning appointment, promotion, tenure, retention, evaluation, and other closely related matters**
- 2. Review and propose revisions to all sections of the Handbook**
- 3. Review and prepare recommendations concerning policies on faculty development, such as the University Research Council**



CSU Bakersfield

Guiding Principles

California State University, Bakersfield is actively committed to academic and personal exploration through open and respectful discourse.

As Runners We...

- Celebrate academic excellence
- Value integrity & self-reflection
- Embrace individual differences
- Collaborate to build community
- Engage in sustainable practices
- Strive to be local and global citizens
- Welcome new ideas
- Pursue life-long learning

In order to honor our shared purpose, we dedicate ourselves to these guiding principles.

Great conversations are based on*:

Mutual Respect – recognizing that everyone has valuable and important contributions to make and are valued for what they bring to the conversation.

Trust – having the ability to rely on each other because a safe environment exists in which dialogue can be shared freely without judgment or negative consequences.

Responsibility – recognizing the duty to uphold mutual respect, building trust, making contributions, and listening to colleagues.

Contribution – sharing your thoughts, experiences, and knowledge with others to enhance the conversation by providing various points of view, exploring many options, and highlighting potential solutions.

Listening - paying attention to the person speaking, giving everyone the opportunity to speak, and seeking clarity by asking questions to gain understanding.

* source: adapted from ¡*Excelencia* in Education!

**Thank you for your willingness
to dedicate your time and effort
to support shared governance.**

**Your voices and concerns are
important to the university
community, as are those
of the persons you represent.**



Introduction to Robert's Rules of Order

What Is Parliamentary Procedure?

It is a set of rules for conduct at meetings, that allows everyone to be heard and to make decisions without confusion.

Why is Parliamentary Procedure Important?

Because it's a time tested method of conducting business at meetings and public gatherings. It can be adapted to fit the needs of any organization. Today, Robert's Rules of Order newly revised is the basic handbook of operation for most clubs, organizations and other groups. So it's important that everyone know these basic rules!

Organizations using parliamentary procedure usually follow a fixed order of business. Below is a typical example:

1. Call to order.
2. Roll call of members present.
3. Reading of minutes of last meeting.
4. Officer's reports.
5. Committee reports.
6. Special orders --- Important business previously designated for consideration at this meeting.
7. Unfinished business.
8. New business.
9. Announcements.
10. Adjournment.

The method used by members to express themselves is in the form of moving motions. A motion is a proposal that the entire membership take action or a stand on an issue. Individual members can:

1. Call to order.
2. Second motions.
3. Debate motions.
4. Vote on motions.

There are four Basic Types of Motions:

1. Main Motions: The purpose of a main motion is to introduce items to the membership for their consideration. They cannot be made when any other motion is on the floor, and yield to privileged, subsidiary, and incidental motions.
2. Subsidiary Motions: Their purpose is to change or affect how a main motion is

- handled, and is voted on before a main motion.
3. Privileged Motions: Their purpose is to bring up items that are urgent about special or important matters unrelated to pending business.
 4. Incidental Motions: Their purpose is to provide a means of questioning procedure concerning other motions and must be considered before the other motion.

How are Motions Presented?

1. Obtaining the floor
 - a. Wait until the last speaker has finished.
 - b. Rise and address the Chairman by saying, "Mr. Chairman, or Mr. President."
 - c. Wait until the Chairman recognizes you.
2. Make Your Motion
 - a. Speak in a clear and concise manner.
 - b. Always state a motion affirmatively. Say, "I move that we ..." rather than, "I move that we do not ...".
 - c. Avoid personalities and stay on your subject.
3. Wait for Someone to Second Your Motion
4. Another member will second your motion or the Chairman will call for a second.
5. If there is no second to your motion it is lost.
6. The Chairman States Your Motion
 - a. The Chairman will say, "it has been moved and seconded that we ..." Thus placing your motion before the membership for consideration and action.
 - b. The membership then either debates your motion, or may move directly to a vote.
 - c. Once your motion is presented to the membership by the chairman it becomes "assembly property", and cannot be changed by you without the consent of the members.
7. Expanding on Your Motion
 - a. The time for you to speak in favor of your motion is at this point in time, rather than at the time you present it.
 - b. The mover is always allowed to speak first.
 - c. All comments and debate must be directed to the chairman.
 - d. Keep to the time limit for speaking that has been established.
 - e. The mover may speak again only after other speakers are finished, unless called upon by the Chairman.
8. Putting the Question to the Membership
 - a. The Chairman asks, "Are you ready to vote on the question?"
 - b. If there is no more discussion, a vote is taken.
 - c. On a motion to move the previous question may be adapted.

Voting on a Motion:

The method of vote on any motion depends on the situation and the by-laws of policy of your organization. There are five methods used to vote by most organizations, they are:

1. By Voice -- The Chairman asks those in favor to say, "aye", those opposed to say "no". Any member may move for a exact count.
2. By Roll Call -- Each member answers "yes" or "no" as his name is called. This method is used when a record of each person's vote is required.
3. By General Consent -- When a motion is not likely to be opposed, the Chairman says, "if there is no objection ..." The membership shows agreement by their silence, however if one member says, "I object," the item must be put to a vote.
4. By Division -- This is a slight verification of a voice vote. It does not require a count unless the chairman so desires. Members raise their hands or stand.
5. By Ballot -- Members write their vote on a slip of paper, this method is used when secrecy is desired.

There are two other motions that are commonly used that relate to voting.

1. Motion to Table -- This motion is often used in the attempt to "kill" a motion. The option is always present, however, to "take from the table", for reconsideration by the membership.
2. Motion to Postpone Indefinitely -- This is often used as a means of parliamentary strategy and allows opponents of motion to test their strength without an actual vote being taken. Also, debate is once again open on the main motion.

Parliamentary Procedure is the best way to get things done at your meetings. But, it will only work if you use it properly.

1. Allow motions that are in order.
2. Have members obtain the floor properly.
3. Speak clearly and concisely.
4. Obey the rules of debate.

Most importantly, *BE COURTEOUS*.

Standing Committees 2022-2023

All terms are one-year and members of all Standing Committees are appointed by the Senate Executive Committee and

Academic Affairs Committee (AAC)		<u>Seven Faculty (One from each school and three At-Large)</u>	
Arts and Humanities		Mary Slaughter	
Business & Public Administration		John Tarjan	
Natural Sciences, Mathematics & Engineering		Dani Solano	
Social Sciences & Education		Janet Armentor	
At-Large		Heidi He	
At-Large		Maureen Rush	
At-Large		Michael Szolowicz	
One Student (ASI VP Univ. Affairs)		TBD	
<i>Ex-Officio, Non-Voting Members</i>			
AVP Academic Affairs		Debra Jackson	
Academic Operations		TBD	

Academic Support & Student Services (AS&SS)		<u>Six Faculty (one from each school & two At-Large)</u>	<u>Alternate</u>
Arts and Humanities		Alicia Rodriguez	
Business & Public Administration		Pratigya Sigdyaal	
Natural Sciences, Mathematics & Engineering		Antje Lauer	Jeroen Gillard
Social Sciences & Education		Elaine Correa	
At-Large		Melanie Taylor	
At-Large		Monica Ayuso	
One Librarian		Matt McCoy	
One Student Services Professional		Mariela Gomez	
One Staff Member		Steve Miller	
<i>Ex-Officio, Non-Voting Members</i>			
Assoc. Dean of Undergrad & Grad Studies		Denver Fowler	
VP Student Affairs or designee		Markel Quarles	
AVP Student Affairs & Student Success designee		TBD	
AVP Enrollment Management or designee		Dwayne Cantrell	
ASI Executive VP or designee		TBD	
Dean of Library or designee		Sandra Bozarth	

Budget and Planning Committee (BPC)		<u>Six Faculty (one from each school & two At-Large)</u>	
Arts and Humanities		Jackie Kegley	
Business & Public Administration		Di Wu	
Natural Sciences, Mathematics & Engineering		Charles Lam	
Social Sciences & Education		Tracey Salisbury	
At-Large		Adam Sawyer	
At-Large		Andrea Anderson	
One Associate VP Student Affairs		Ilaria Pesco	
One Librarian		Amanda Grombly	
One Staff Member		Luis Hernandez	
President, ASI or designee		Carson Vollmer	
<i>Ex-Officio, Non-Voting Members</i>			
Provost/VP of Academic Affairs		Vernon Harper	
VP Business and Administrative Services		Thom Davis	
Chair, Academic Senate		Aaron Hegde	

Faculty Affairs Committee (FAC)		<u>Six Faculty (one from each school & two At-Large)</u>	
Arts and Humanities		Mandy Rees	
Business & Public Administration		John Deal	
Natural Sciences, Mathematics & Engineering		Anna Jacobsen	
Social Sciences & Education		Brian Street	
At-Large		Rhonda Dugan	
At-Large		Zachary Zenko	
One Librarian		Kristine Holloway	
<i>Ex-Officio, Non-Voting Member</i>			
CFA President or Designee		David Gove	
Associate VP for Faculty Affairs		Deborah Boschini	

2022-2023 Meeting Schedule

Academic Senate

Fall 2022

August 25
September 8, 22
October 6, 20
November 3
December 1

(Thanksgiving Break 11/24/22 – 11/25/22; Winter Break 12/19/22 – 1/18/23)

Spring 2023

February 2, 16
March 2, 16, 30
April 20

May 4 (last 2022-2023 meeting and 2023-2024 organizational meeting)

(Spring Break 4/2/23 – 4/9/23)

All meetings are scheduled from 10:00 - 11:30 a.m.

Location: (Fall 2022) Student Health Services Conference Room; (Spring 2023) TBD

Academic Senate Executive Committee

Fall 2022

Extra

August 23
September 6, 20
October 4, 18
November 1, 15, 29
December 6

(Thanksgiving Break 11/24/22 – 11/27/22; Winter Break 12/19/22 – 1/18/23)

Spring 2023

January 31
February 14, 28
March 14, 28
April 18
May 2

May 16 (Summer Senate; outgoing and incoming Executive Committee)

(Spring Break 4/2/23 – 4/9/23)

All meetings are scheduled from 10:00 - 11:30 a.m.

Location for Fall 2022 and Spring 2023: BDC 134 Conference Room

We will continue our progress in changing the culture of CSUB, which can only be accomplished through candid conversations and deliberate action to address structural and cultural inequities.

- ❖ **Complete the campus' first ever Diversity Cluster hire**
 - Departments participating in the cluster hire to be announced
 - Resources have been allocated to support departments and incoming faculty
- ❖ **Address the concerns raised in the Campus Climate Survey**
 - Expand outreach and support for Early Faculty, especially underrepresented
 - Hold Special Provost Open Forum related to the survey results
 - Deploy new divisional conduct policy and procedures
- ❖ **Support new opportunities for training and growth**
 - Expand the Reading circle
 - Make cultural competency training available to all faculty
- ❖ **Complete the DEI Faculty Fellows program**
 - Dr. Salisbury has accepted an invitation to lead this effort
- ❖ **Appoint underrepresented faculty to decision making positions in the division**

ACADEMIC Initiatives related to DEI