

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD

ACADEMIC SENATE

MINUTES

THURSDAY, MARCH 2, 2023

10:00 A.M. – 11:30 A.M.

*LOCATION: DEZEMBER LEADERSHIP AND DEVELOPMENT CENTER, ROOM 409-411
AND ZOOM VIDEO CONFERENCE **

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

Guests: E. Adams (virtual), D. Alamillo (virtual), A. Anderson (virtual), J. Barrios (virtual), J. Basilio (virtual), D. Boschini (virtual), J. Cornelison, J. Cornelison (virtual), M. Croney (virtual), J. Deguia (virtual), R. Dugan(virtual), M. Espinoza(virtual), D. Fowler, J. Gonzalez (virtual), F. Gorham (virtual), A. Grombly (virtual), G. Guizar(virtual), M. Harville (virtual), D. Jackson, A. Jacobsen (virtual), J. Luna (virtual), V. Mayorga (virtual), D. Mendez (virtual), Y. Moreno (virtual), Y. Morones(virtual), H. Niemeyer (virtual), D. Perez-Granados (virtual), I. Pesco (virtual), E. Poole-Callahan (virtual), J. Puentas, S. Roberts (virtual), E. Sanchez (virtual), F. Sanchez, A. Sixtos (virtual), L. Zelezny, K. Ziegler-Lopez (virtual)

- A. A. Hegde called the meeting to order. He read a statement acknowledging CSUB's stewardship of the land of the Tejon Tribe.
- B. Approval of Minutes
 - a. E. Correa moved to approve the Minutes from February 16, 2023. M. Rush seconded. Approved.
- C. Announcements and Information
 - a. President Zelezny's Report –
 - Black History Month – Thank you to the Black Faculty and Staff Association.
 - Thank you to R. Dugan for facilitating a really wonderful student panel
 - Advocacy Day – the President will have face-to-face time with leaders
 - Western Association of Schools and Colleges, Senior College and University Commission (WSCUC) - Thank D. Jackson for her leadership on their special visit
 - b. Elections and Appointments- M. Danforth
School Senators elected:
 - A&H – T. Tsantsoulas – Philosophy & Religious Studies
 - BPA – S. Sarma – Management & Marketing
 - NSME – D. Solano – Chemistry & Biochemistry

- SS&E – Z. Zenko - Kinesiology

Senators At-Large Election ends Monday March 6, 6:00 p.m. Candidates are:

- Monica Ayuso – English
- Elaine Correa - Human Development, CAFS
- John Deal – Economics
- Zachary Hays – Criminal Justice
- Anna Jacobsen – Biology
- Md Nasar – Communications
- Atieh Poushneh – Management & Marketing
- Alicia Rodriguez – History
- Brian Ryals - Mathematics
- Qiwei Sheng – Mathematics
- Amber Stokes - Biology

- c. Guest: Dr. Debra Jackson, AVP Academic Affairs (*presentation in the agenda*)
 WSCUC visit is March 7-10, 2023. All meetings are virtual. (D. Jackson) Thank you to D. Jackson for her leadership and hard work on this report. Thank you to the entire university community and their efforts to bring CSUB into compliance. (V. Harper)

Q: Are we graduating students with a lesser GPA? (A. Lauer)

A: It's a research question that is not answered in the report. All of our students need to graduate with a GPA of 2.0 to get their diploma. Our goal is much higher than that, so they are competitive for graduate school. (V. Harper)

D. Approval of Agenda

E. Correa moved to approve the Agenda. C. Lam seconded. Approved.

E. Reports

a. Provost's Report

- Black History Month – Thank you to the Black Faculty and Staff Association.
- Future Runner's Day – March 18, led by D. Cantrell, AVP Enrollment Management.
- \$250,000 investments in the classrooms planned.
- Facilities put money in for the improvements, too.
- DCLC meeting discussed modality. It sits with departments and faculty. Mary Slaughter creating sub-committee of DCLC to talk about it.
- BPA Dean Search – There are four great candidates. The campus final visit is anticipated in the next two weeks.
- Antelope Valley Campus (AV) - Starbuck's take-over was this morning to show our appreciation.
- WSCUC visit - Participation is very important to show support of CSUB

Q: When the Provost discusses modality with the chairs, will it include room usage and moving forward with new buildings? (M. Rees)

A. Yes, it's a significant variable in that conversation. M. Malhotra, AVP IRPA, has a modality dashboard for deans and department chairs. The conversations have been exploratory. M. Slaughter and the sub-committee will work on how the circumstances of the chairs can be improved. We are aligning ourselves in this post-pandemic world. ASI gave great feedback when visited recently. (V. Harper) There is frustration from chairs where some faculty feel it's their right to teach the modality they want. The students feel the same. ASCSU discussed and it's left to the individual campuses. The suggestion for CSUB is to decide on modality, whether it's every school or campus-wide, settled by the Senate. The guidelines need to make it fair to everyone. (M. Martinez) We do have a policy on modality and any changes will need to go through the Senate. (A. Hegde)

b. ASCSU Report

AB 927 – This permits Community Colleges to offer B.A. degrees. It is an important topic for the next meeting. (M. Martinez)

c. Committee Reports: (*Minutes from AAC, AS&SS, BPC and FAC to be posted on the Academic Senate webpage; Senate Log attached*).

i. ASI Report - C. Vollmer (Alt. M. Espinoza)

- Election events hosted for next year's board and interviews are taking place for two positions.
- Spring Fling Week - Offers many fun events coming up
- Affordable learning – Working with AVP ITS, F. Gorham
- Antelope Valley Campus visit – A meeting is planned with ASI AV director, M. Dorman to discuss the results of the student survey.

ii. Executive Committee - M. Danforth – Two meetings held.

Referrals – The Interim Director of Academic Advising, and Performance Review Calendar were discussed. New referrals sent to committees: Definitions of Emphasis versus Concentrations, GECCo Director Review and Appointment, The Effect of Sabbatical on Assigned Time and Release Time. The EC discussed time-blocks and space utilization, reports from sub-committees, and FAC is discussing accessible instructional materials as it relates to faculty's timely submittal of textbook orders, so the bookstore has time for those resources to become available to students who need screen readers, etc. AS&SS is talking more generally about accessibility of instructional materials and how we should update our Handbook Appendix. The EC is preparing for the WSCUC site visit.

iii. Academic Affairs Committee (AAC) - J. Tarjan

The two items that may be coming to the Senate are about the 1) Function of the GVAR Committee – its composition and appointment

and relationship with GECCo, and 2) Definitions of Emphasis and Concentration. Currently, we are not applying the definition with consistency. The definition of Concentration and Emphasis depends upon the number of Units in major core that's required by all students regardless of their emphasis or concentration.

- iv. Academic Support & Student Services Committee (AS&SS) - E. Correa (*attached*) - Voting members continued to discuss questions with V. Harper after the joint meeting ended.
- v. Budget and Planning Committee (BPC) - C. Lam - The committee met separately with AS&SS and approved the proposed RES 222316. The committee met separately with FAC on time block issues and then invited the Vice-Provost from CSU San Marcos to a joint meeting March 23 to explain how their "puzzling scheme" of time blocks works.
- vi. Faculty Affairs Committee (FAC) – M. Rees – The committee discussed final exams and the consistency of faculty applying the Handbook policy. The recommendation is that a message goes out to faculty referencing [RES 212218](#) when faculty are devising their syllabi. The policy on textbook accessibility orders and master textbook list is in the Handbook. The committee's suggestion is that the order deadline be placed on the Academic Calendar, before advising begins. FAC met with BPC and started discussion on Director of Programs. Q: Final Exam schedule: What can we do when someone violates policy consistently? (M. Martinez) The expectation is for people to follow policy after it's been fully communicated and has a formal approval process. First, we address the culture coming out of the pandemic. There are a lot of new faculty. (M. Rees) It gets to equity, and office hours. The people who post office hours and then don't show puts pressure on the chairs and others who are doing the work of people who are not here. (M. Martinez) The final exam schedule does not have set-aside time for all classes in the Fall. A Friday class meets at 4:00 p.m. There was nothing in the final exam schedule for Friday at 4:00. Academic Operations needs to build a final exam schedule that includes a final exam for all the time blocks. (M. Danforth) Regarding maintaining office hours and holding exams during the assigned time block, there is a mechanism for the Chair to have a conversation on professional duties. There is policy for that. There are working files where things can be added in the file. Irrespective of whether an exam is given, that time block is a time to meet and an opportunity to give feedback to students (B. Street) The Biology department has professional attitude in the RTP criteria. (A. Lauer)
- vii. Staff Report - S. Miller – Nothing to report.

F. Resolutions

- a. Consent Agenda – N/A

b. New Business

RES 222316 Interim Director of Academic Advising Recommendations – The resolution is limited to the Interim Director of Academic Advising, not about the advising structure or the process of advising. (A. Hegde) The resolution presented by E. Correa on behalf of AS&SS and BPC. AS&SS and BPC held a joint meeting to discuss the Director of Advising proposal and revised memo provided by the Provost. The discussion reflected the diverse opinions, perspectives, and experiences of committee members given their varied pedagogical approaches and philosophies related to the types of support students need to be academically successful, that will eventually contribute to their ability to secure gainful employment in the workforce.

Several concerns were identified related to whether one individual could assume this role and make a difference, given the history of various concerns that have been identified with advising and the ‘customized experience’ that CSUB provides students within each School.

There were also concerns related to increasing the number of administrators and whether the cost of an additional new line would have an increase in student tuition.

While there remain differences in whether the Director of Advising proposal is the best solution for moving forward, the sub-committee chairs decided to vote on the proposal and bring the discussion to the Senate Floor.

The resolution before us reflects support of the Director of Advising proposal based on the revised memo provided by the Provost.

Several committee members expressed support for this proposal indicating that the Director position would:

1. Gives CSUB a place at the system-wide table to secure resources for CSUB.
2. Responds to the on-going concerns related to providing a ‘customized experience’ for students, while creating basic procedural structures across all schools.
3. Recognizes and addresses the needs of the different campus constituencies systematically.
4. Acknowledges the specific needs of our diverse student population with a point person to respond to concerns.
5. Increases equity of representation for advisors with an advocate/leader of Advising attending the Provost Council.

6. Provides a different approach to respond to Advising concerns based on the reports and recommendations identified from different campus groups.
7. It is an interim appointment with an opportunity to re-evaluate.
8. Demonstrates CSUB's attention to external review recommendations.
9. Ensures that coordinators in the advising centers will actively participate and contribute to defining the role.
10. And most importantly, it is supported by ASI on behalf of CSUB students

The rationale of the Provost's memo is in the resolution's rationale.

Comment: The concern is pulling an advisor out of a current advising position when they're strapped for resources. (D. Solano)

Response: From the meeting with the Advising Leads, the position would be backfilled with temporary staff. There wouldn't be any loss of functionality.

The vacating line would be backfilled and held for the person filling the interim role to step back in if they chose to. (V. Harper)

From BPC's perspective, it's the least we can do. We are not comfortable with the proposed advising structure in the Academic Advising Report. We are hoping that the Interim Director will work organically with the seven major advising units on campus to figure out a way to move forward. (C. Lam)

Q: How are we using the word "conditional" and how does that word differ from Interim? (M. Rush)

A: The committee did not consider that. We certainly can. Primarily, it looked at the revised memo provided by the Provost in response to the concerns and questions we initially had about the Director of Advising. (E. Correa)

ASI is in support of the resolution and submitted their own resolution (see attachment to RES 222316). (M. Espinoza)

The Provost has worked with Academic Advisors for seven years. They are deeply committed and they are part of why the graduation rates have improved. The goal is to preserve customized experience of students. (V. Harper)

It would be helpful to have additional staff advisors, but what support is there for faculty advisors? (A. Lauer)

When we get to the structure of advising, that will be discussed. (A. Hegde)

Q: What is the structure of the Search Committee for the Director of Advising? (D. Solano)

There is an opportunity for staff advisors to help construct the job description. D. Jackson's office will run the call. (V. Harper)

In the development of the job description it would be appropriate that the Faculty Advising Council be consulted. (M. Danforth)

RES 223317 Periodic Evaluation/Performance Review Calendar – Handbook

Change – M. Rees presented on behalf of the FAC and BPC. Depending on what kind of review it is, faculty reviews occur at different times in the calendar. Some types of faculty review were given four weeks for the unit committee to review a file and others have only 12 days to review a file. FAC and BPC are suggesting that every review gets 28 calendar days at the unit

committee level. We also attempted to clean up the other areas of the Handbook where applicable. The language was expanded to make it clear. (M. Rees) It doesn't anticipate or set aside time for chair review. (J. Tarjan) It has been discussed. The chair's review can happen at the same time as the unit review. The rebuttal period is included in the timeline. (M. Rees) The tightest deadline is the 2nd year faculty review, even with four weeks with the unit committee. The Provost has seven weeks. We have enough time even with the tightest timeline. (C. Lam) For item g., there is a side-effect by changing RTP to review. It conflicts with PTR language in Section 305.6.1. Perhaps add "with exception of post-tenure review". (M. Danforth) We can define "cycle". (M. Rees)

G. Open Forum

Topic: Second Annual Sustainability Symposium, April 12-15, with the support of the Provost and others. See the Sustainability website. Schools are invited to participate, and tables will be set-up for networking. There will be a drawing competition. Speaker sessions will be delivering what students are doing with research, etc. We have partnered with the Kegley Institute. (A. Lauer)

Topic: Pandemic Research Group has its Symposium on April 19, 2023, 9am-noon at the Dezember Reading Room, WSL, and on Zoom. Call for participation going out soon. People can present a poster and/or a 5-10 minute presentation. (M. Danforth)

Topic: Big West tournament – Several students brought a letter claiming to be from the Faculty Athletic Representative (FAR) asking them to go to the Big West tournament as spectators, but it wasn't from the current FAR, Kyle Susa. At least one faculty was pressured to change her exam from in-class to online. There is concern from a faculty perspective to change teaching modality/pedagogy for students to go as a spectator. Kyle Susa has been informed. (M. Danforth) Thanks to Kyle Susa for bringing it to the Provost. (V. Harper) It's voluntary for faculty to have a discussion about the event and approve changes. (L. Zelezny)

Topic: Expungement Clinic held by J. Kraybill at County Building - It was a huge success. They began the process of wiping off small crimes of 107 that were served. Several attorneys were on hand, providing their services free of charge. It's the first time this have been done, statewide. People in line remarked positively to her efforts. J. Kraybill is getting calls from community groups who want to work with her and our students. If you see J. Kraybill, thank her. (M. Martinez)

Topic: Sustainability Practices: The Sustainability Committee is constantly having problems with Facilities. The trees outside DDH are cut too much. There is no feedback to the committee. They are killing the squirrels with methods are questionable. We have talked about alternative strategies, but they don't employ them. There is no collaboration. The good thing is that pesticide use has been reduced by 25%. (A. Lauer) If the Senate desires, the AVP Facilities can be invited to this meeting. (A. Hegde)

Topic: ASI VP of University Affairs talked about her advising experience, majoring in Accounting and Philosophy. For BPA, the advising experience was good throughout

her years. When transferred to major in SSE, it wasn't the same level of care. She didn't know who to contact. Sometimes it's directly to advisor or through RunnerConnect. (D. Alemeo)

Topic: MyCSUB, every page moves. Can we get it to stop? (M. Rees) The AVP of ITS is in the meeting and taking notes. (A. Hegde)

Topic: ASI share: 1) NSME student Testimony: Chem and Biology issues with double majors and advisors failed to process declaration of changing majors. It resulted in possible delay in his academic endeavors. 2) Student Testimony: Due to classes not being offered as stated in catalog, it caused delay in graduation. 3) Enrolling for classes requires a student do everything alone and when reaching out, there is surface level support. Time and frustration could have been avoided. (M. Espinoza)

Topic: Advisors Task Force Group report - K. Grappendorf spoke on behalf of the Advisors Task Force Group, which she chaired. The campus has put off making a decision on the advising process and structure. The group spent time producing job descriptions. She disagrees with RES 222316. As a faculty member for 26 years, 15 years as advisor and former department chair it's frustrating. It's a faculty and staff advising issue. A lot of details are there. Work has been done. Faculty members need to see the report; they are a critical part of the advising structure. Contact K. Grappendorf if there are questions. (K. Grappendorf)

Topic: Returning student and the advising hasn't changed since she was here 10 years ago.

Topic: Provost Harper thanked K. Grappendorf and B. Street for their reports. The pace of progress is deliberative. Shared governance takes time. (V. Harper)

H. Adjournment

A. Hegde adjourned the meeting at 11:30