ACADEMIC SENATE EXECUTIVE COMMITTEE Extra
Agenda
Tuesday, April 19, 2022
10:00 a.m. – 11:25 a.m.
BPA Conference Room or Videoconference

1. <u>CALL TO ORDER</u>

2. <u>ANNOUNCEMENTS, INFORMATION AND WELLNESS CHECK</u>
   - Last Senate Meeting to Introduce Resolutions - April 28, 2022
   - Academic Integrity Policy

3. <u>APPROVAL OF AGENDA</u> (Time Certain 10:05)

4. <u>APPROVAL OF MINUTES</u>
   March 15, 2022 Minutes
   April 5, 2022 Minutes

5. <u>CONTINUED ITEMS</u>
   a. AS Log (handout)
      i. AAC (J. Tarjan)
      ii. AS&SS (E. Correa)
      iii. FAC (M. Rees)
      iv. BPC (C. Lam)
   b. Provost Update (V. Harper)
      i. Summer Compensation – General Faculty and Department Chairs
   c. Searches (V. Harper)
      i. AVP GRaSP
      ii. AVP IRPA
      iii. Dean BPA
      iv. Dean Antelope Valley
      v. Dean Library
      vi. Associate Dean Undergraduate and Graduate Studies
   d. Financial and strategic planning transparency and faculty participation
   e. AB 928
   f. AAC Referrals: Copy Catalog and Special Concerns – J. Tarjan

6. <u>NEW DISCUSSION ITEMS</u> (Time Certain 10:45)
    a. Academic Operations Change
    b. Testing Center Committee
    c. Accessible Technology Initiative Instructional Materials Task Force
    d. Potential Modifications to Administrator Search & Screening Procedures
    e. General Faculty Meeting, Spring Follow-up
        i. RTP rebuttal letter acknowledgement include interpretation of the substance of the letter
        ii. Modalities moving forward after pandemic – AAC and AS&SS
        iii. Faculty Rights and disciplinary action (handout)
        iv. URC workload as campus grows
    f. AP Assessment Quality Feedback (handout)
    g. Elections and Appointments – M. Danforth
        i. Call for Interest to the Faculty Performance Review Software Exploratory Committee (handout)
        ii. Faculty Fourth attempt to fill position turns to EC appointment – Handbook Change
            1. GECCo positions unfilled?
        iii. Evaluation of Academic Administrators – Handbook 311.1 (handout)
        iv. School Elections Committee – Handbook Change 202.7 - Workload
        v. Order of Business – Bylaws change (Section III. A.)
        vi. Standing Committee Bylaws change – (Section IV)
            1. Chair Election Statement of Interest (J. Tarjan's suggestion)
            2. Two-years on Senate requirement
            3. Structure of BPC
            4. Strike "at least" (J. Tarjan's suggestion)
        vii. Committee proliferation
    h. Dean Professional Development
        i. Responsiveness
        ii. Understanding/following the Handbook
        iii. Understanding/following the CBA
        iv. Supporting (not undercutting) chairs
    i. Summer Session GE courses (handout)
    j. Exam Modality for Flex Classes

k. RTP – 3-year Lecturers, PTR Committee
l. Policies: Reimbursement Rate, and Professional Development Funding (handout)
m. Reconsider Time Blocks - BPC
n. Investment Divestiture - BPC
o. Strategic Plan Group data gathering instrument(s) - BPC
p. Academic Freedom revisited – FAC
q. Distinguished Professor Award – (handout) FAC
r. Faculty Poll regarding online instruction (Hold pending further information)
s. Alma Mater (Hold pending further investigation)
t. Assigned Time application revision and timing (Hold pending further information) – FAC

7. **AGENDA ITEMS FOR SENATE MEETING April 28, 2022 (Time Certain 11:00 a.m.)**

Approval of Minutes

Announcements
- President's Report – L. Zelezny (Time Certain 10:10-10:15)
- Elections and Appointments – M. Danforth
   - Article 20.37 Awards

Approval of Agenda (Time Certain 10:05)

Reports

Resolutions (Time Certain 10:35)

Consent Agenda

New Business

Old Business

RES 212226 General Studies Review Committee Implementation

RES 212227 Levels in the Performance Review Process

RES 212228 Re-Entry Students Policy

RES 212229 Change of Department Name from Child, Adolescent, and Family Studies (CAFS) to Human Development and Child, Adolescent, and Family Studies (HDCAFS)

RES 212230 University Program Review Committee Changes

Open Forum (Time Certain 11:15)

8. COMMENTS FROM THE FLOOR

9. ADJOURNMENT (Time Certain 11:25 am)

ACADEMIC SENATE EXECUTIVE COMMITTEE
Minutes
Tuesday, March 15, 2022
10:00 a.m. – 11:32 a.m.
Video Conference

Members: A. Hegde (Chair), M. Danforth (Vice-Chair), J. Millar, M. Martinez, E. Correa, C. Lam, M. Rees, J. Tarjan, V. Harper
Visitor: M. Williamson

1. <u>CALL TO ORDER</u>
   A. Hegde called the meeting to order.

2. <u>ANNOUNCEMENTS, INFORMATION AND WELLNESS CHECK</u>
   - Last Senate Meeting to introduce resolutions is April 28, 2022
   - EC priorities include
     1) Academic Integrity (see 6.c.),
     2) UPRC Task Force (see 5.a iv), and
     3) Electronic RTP (see 5.a.iii.)
   - Course Prefix – The Geology department sent an email in October 2021 to the Academic Senate Chair and the Academic Affairs Committee Chair about GECCo using prefix SCI for GE GEO courses. There is no policy which says GECCo, or anybody has authority over prefixes. It's assumed that if a course is within a department, the department has prefix authority over the course. (A. Hegde) The recommendation was to send the issue back to the NSME Curriculum Committee to work it out internally, which went slowly. It took three years to get course approval from GECCo without any help from anyone else. That's a whole different area that will need to be discussed with GECCo. (M. Danforth) J. Tarjan clarified that GE course appeals go through the Academic Affairs Committee. He is in support of having the school curriculum committee decide on prefixes. (J. Tarjan) Who has oversight of GECCo? (M. Martinez) From an administrative perspective, oversight belongs in the Office of Academic Programs. GECCo does not report to faculty body outside of

GECCo itself. Thus, Referral 2021-2022 #7 GECCo Reporting Structure. There is a suggestion to have the Faculty Director of GECCo added to the AAC as non-voting member. AAC, as interdisciplinary curriculum committee, oversee GST and any appeals. That's how the prefix issue came to EC and AAC. GECCo can't unilaterally change course prefix. went back to GEO, but they were not happy with it. That's how the GEO's appeal came to EC. The EC responded in a memo to the Faculty Director of GECCo. The issue is that there's no policy. (A. Hegde) Any changes to the structure, such as unit distributions and the requirements for any part of the programs, goes through the Academic Senate. Assessment course requirements and learning outcomes and approval and review of courses are the responsibility of GECCo. (J. Tarjan) EC responded to the best of its knowledge. The Academic Senate Chair will talk with A. Gebauer. (A. Hegde)

- Professional Discourse - This is an overall problematic area that seems to be arising. E. Correa has great concern that if we continue to make decisions or to tiptoe around this and not call instances of unprofessional discourse out to stop-people-in-their-tracks, it will be a challenge to move things forward. (E. Correa) Prioritized agenda items for further discussion of this concern. (See 6.d. General Faculty Meeting, ii. and 6.i. Campus Civility – CPR)

- Emergency Operations Committee (EOC) Update – The sub-group is working on a proposal for Cabinet for their review in response to the Governor lifting the requirement to wear masks. The goal is to get feedback from the EC on the options for CSUB. (M. Williamson) Three options were offered. Discussion ensued. Q 1: Is there a policy if cases increase or if there's a new variant where strict measures can be quickly reinstated? Q2: Can instructors impose a masking policy for their own classes? (C. Lam) A: We always have to be ready to pivot if another variant appears. (M. Williamson) The University, through a requirement from the County, State Public Health can require masks, but individual faculty do not have the authorization to do that. (V. Harper) The classroom is faculty's domain. On the syllabus, the instructor states the rules. The student can decide whether to take the class or not. (M. Martinez) The

wearing of the n95 protects the wearer from others. The cloth mask protects the public. The n95 is available from campus. (M. Williamson) Suggestion: 1) The screening process needs to be improved 2) Do an educational campaign where if there is any kind of symptom they should not be on campus, and 3) include the Senate Chair as a sounding board to the message being crafted. (J. Tarjan) There is a problem in many departments that, since the mandates have been lifted, that some faculty want to go all virtual instruction. Think about what we're going to do to prevent faculty from doing that. A. Hegde will relay EC's concerns of using caution before removing beyond the status quo to the Campus Planning Committee. (A. Hegde)

- Faculty Forum with President – March 29, 2022 1:00 – 2:00
- BPA Search – Interviewing of eight candidates start next week. (J. Tarjan)

3. <u>APPROVAL OF AGENDA</u> (Time Certain 10:05)
Request to add Summer Senate Retreat to New Discussion. (J. Tarjan) E. Correa moved to approve the agenda as amended. C. Lam seconded. Approved.

4. <u>APPROVAL OF MINUTES</u>
E. Correa moved to approve the minutes from February 15, 2022 and March 1, 2022. C. Lam seconded. Approved.

5. <u>CONTINUED ITEMS</u>
   a. AS Log (handout)
       i. AAC (J. Tarjan)
           AAC acts as the curriculum committee (CC) for university-wide programs. A. Hegde and J. Tarjan discussed whether any items that are for AAC in their capacity as CC should go to the EC before being referred. It takes time to get through the agenda and the item is generally referred. The EC members were asked, as a practice, if only those items which are going to AAC in their capacity a university-wide CC be referred directly to AAC? They still need to go to the Academic Senate Chair and copy the AS Analyst to record the process step in the

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AS log. (A. Hegde) Discussion ensued. Other school CC's have sent the request by email if it's something that does not need extensive discussion. If no one objects within three days, the proposal gets sent directly to AAC. There would be three-days for a member of EC to request it be to put on agenda for discussion. If no objection, the Academic Senate Office sends to AAC. (M. Danforth) The EC is to be copied in the email to AAC. (A. Hegde) The AAC does not have to go back to the Senate when courses are approved. New programs go to the Senate. (J. Tarjan) For anything that comes to AAC in the capacity of the university wide CC, the Senate Office will send to AAC and copy the EC. Remind others to bring things to us in a timely matter. If it doesn't work, we can go back to the way things were. (A. Hegde)

Referral #7 GECCo Reporting Structure – AAC drafted resolution and then sent it to BPC and FAC for their input.

  ii.   AS&SS (E. Correa)(deferred)

  iii.   FAC (M. Rees)

Referral #3 Electronic RTP as Application Standard – If we're requiring it, faculty need to become familiar with it before Fall '22. There may be Faculty Teaching and Learning Center (FTLC) workshops with stipends. RES 202103 Submission of Electronic RTP Files for Academic Year 2020-21 was a temporary solution during the pandemic. Are we to continue to do RTP electronically while the investigation of software is being conducted? Currently, faculty have a choice about whether to use face to face or electronic SOCIs. There is a concern, especially amongst untenured faculty, about getting more feedback. In BPA, the electronic SOCI completion rate is 35%, at best. Each school will have to decide the instrument for SOCIs, because we don't have a policy. (A. Hegde) Faculty and students were united in the Senate that we want to remain with paper SOCIs. Because of the low electronic SOCI response rates, we want to continue to use paper SOCIs. (J. Tarjan) Other campuses get higher response rates because they have incentives for students to complete SOCIs, like getting their grades earlier. ITS needs to hear again that electronic RTP is an option and not the default. (M. Danforth) ITS did reach out to the schools. The BPA Dean was asked to

write a memo strongly encouraging in-person SOCIs. The Nursing Department requires paper SOCIs for in-person courses. (A. Hegde) FAC is close to finishing a resolution. (A. Hegde)

     iv. BPC (C. Lam)

Referral #7 GECCo Reporting Structure – the committee will review AAC's draft resolution at the next meeting.

Referral 2020-2021 #20: The UPRC Task Force has revised three documents which form the new policy. (C. Lam) Return the documents to the AAC and BPC for discussion. A resolution is needed before the end of the semester. (A. Hegde)

b. Provost Update (V. Harper)
    i. Summer Compensation – General Faculty and Department Chairs (deferred)

c. Searches (V. Harper) (deferred)
    i. AVP GRaSP
    ii. AVP IRPA
    iii. Dean BPA
    iv. Dean NSME
    v. Dean Antelope Valley
    vi. Dean Library
    vii. Associate Dean Undergraduate and Graduate Studies

d. Assigned Time 20.37 Review Committee (deferred)

e. Financial and strategic planning transparency and faculty participation – Budget Forum March 21, 2022 11:00 – 12:00

f. AB 928 (deferred)

g. AAC Referrals: Copy Catalog and Special Concerns – J. Tarjan (deferred)

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

a. Handbook 201.1 – CARS name change to GECCo – CARS is referenced in this section of the Handbook, but CARS no longer exists. The EC will make editorial changes during the summer.

b. Child, Adolescent, and Family Studies (CAFS) Name Change – The request to change the name to the Department of Human Development and CAFS came from E. Correa, CAFS department chair. (A. Hegde) There isn't any budget involved in making the change. (M. Danforth) Referred to AAC. (A. Hegde)

c. Academic Integrity – The Academic Integrity Working Group has been working on some suggested language, policy and such. They meet today. A. Hegde informed the committee co-chair, T. Wallace that the Senate is looking for something now. The EC can expect something from them. It will be on the EC agenda for discussion and then referral to AAC and AS&SS.   (A. Hegde)

    i.   Academic Integrity Pledge (deferred)

d. General Faculty Meeting, Spring

    i.   RTP rebuttal letter acknowledgement: include interpretation of the substance of the letter (deferred)

    ii.   Guidelines for Chat during Zoom Senate meetings – According to an email sent recently to the Academic Senate Chair, someone from the gallery individually attacked a Senator rather than speaking on a resolution. At the next Senate, the Chair will announce that the meeting structure will follow its practice of Robert's Rules and the process will be done with congeniality. If a Senator wants to speak to a resolution, they should preface their point with whether they are in support or in opposition. If someone from the gallery is called on to speak, they need to speak to the resolution, not to the committee or the individual presenting the resolution. It's part of a larger conversation that the Academic Senate Chair and the Provost had about the lack of civility on campus. The AS Chair's role is to conduct the meeting. If anyone observes any breach of collegial standards, please send a chat to the Chair, or asked to be recognized. Say, "what just happened is not appropriate". When attacks and such actions are not addressed, they continue. The AS Chair will address it. Other Senates have disallowed chats between individuals. (A. Hegde) ASCSU has a similar issue. (J. Millar) (See 6. i.)

    iii.   Modalities moving forward after pandemic – AAC and AS&SS (deferred)

    iv.   Faculty Rights and disciplinary action (deferred)

    v.   URC workload as campus grows (deferred)

e. AP Assessment Quality Feedback (deferred)

f. Elections and Appointments – M. Danforth (deferred)

     i.   Faculty Fourth attempt to fill position turns to EC appointment – Handbook Change
    ii.   Evaluation of Academic Administrators – Handbook 311.1
   iii.   School Elections Committee – Handbook Change 202.7 - Workload
   iv.   Accessible Technology Initiative Instructional Materials Task Force
    v.   Order of Business – Bylaws change (Section III. A.)
   vi.   Standing Committee Bylaws change – (Section IV)
          1.   Chair Election Statement of Interest (J. Tarjan's suggestion)
          2.   Two-years on Senate requirement
          3.   Structure of BPC
          4.   Strike "at least" (J. Tarjan's suggestion)
  vii.   Committee proliferation

g. Summer Session GE courses (deferred)

h. Exam Modality for Flex Classes (deferred)

i. Campus Civility – Committee for Professional Responsibility (CPR) – There seems to be a dynamic of incivility that is pervasive and continuing and not a sense of real action to prevent it from recurring. While we have rules, regulations and professional dispositions, the fact is that when people are speaking with the intent to silence an entire group of people, it is highly problematic. People have the right to speak without being attacked. As academics, we need to be able to engage. More needs to be done. It is not just censoring or an imposed follow-the-rules posture. People should be told before or after the meeting that these types of behaviors are not appropriate and if this continues, there will be consequences. It has to be more than just saying "Please don't do this". While everyone has the right to speak, it must be respectful and to be at a point where other people can still engage and not feel attacked. Some people need to be told; your behavior is not appropriate. Perhaps the message has to come from administrators that it's not the way we treat each other here, even if you're angry or sad. (E. Correa) This was discussed in one of the Strategic Goal meetings. One of the steps we're going to take is to reconstitute the CPR. If certain individuals continue certain behaviors, there could be some consequences to that. It's getting to the point where certain individuals are afraid of being called out. (A.

Hegde) This kind of behavior came up as a theme in the survey made for the General Faculty Spring meeting. M. Danforth embraces the idea of being comfortable with discomfort during the pandemic as long as people aren't mean. Remind people to use diplomacy. (M. Danforth) This is an incredibly important topic. J. Tarjan and another department chair discussed behavior in the context of Title IX with M. Brown. Faculty don't believe there are consequences for their poor behavior. There are a number of instances where faculty feel no consequence when it comes to the very serious issues of academic integrity, even when others feel that faculty member should be dismissed. People don't think things are taken seriously when faculty members misbehave. J. Tarjan asked M. Brown, what does it mean when crime rates increase? Does it mean there's more crime? Often times not, because people start to report things to police. In his opinion, there is pent-up-demand to address professional responsibility, whether it's policing our own or making sure people act within the bounds of proper legal or procedural mandated behaviors. It appears that the administration doesn't take this seriously. (J. Tarjan) Those faculty in CPR are going to see situations from multiple different perspectives. Each person fully believes their perspective, but it may not be the complete perspective. Example: Someone executed their duties as Chair, yet the faculty member felt it was motivated by a personal dislike, even though it was actually motivated by the professional situation: they were not responding to students, not showing up for office hours and late to class. The CPR needs orientation on what would be the appropriate mindset and boundaries they should take, before they start reviewing cases. (M. Danforth) Whatever the reconstituted CPR looks like, those discussions will come from the AS. Keep thinking about those ideas to improve the collegial relationship on campus. Training and having consequences are excellent ideas. (A. Hegde) Q: What is the relationship between the Faculty Ombudsperson and the charge of CPR? (C. Lam) The Ombudsperson is a mediator and would also be involved with the CPR. (A. Hegde) There is a proposal in front of the President that goes further. The CFA union will see the proposal first. That dialogue with the CFA will be about our approach to dealing with faculty-to-faculty conduct. There

are circumstances where we want to hold administrators accountable. The genesis for the proposal was the Campus Climate Survey and what we saw in the situation with Chancellor Castro and other issues. After we get feedback from the CFA, the proposal will be brought to the EC as an informational piece. It is far more comprehensive than what we had in the past. (V. Harper) If the CPR is reconstituted, it would be helpful for the EC to see that information. (A. Hegde) The issues around the return to campus makes this a perfect time to have a program outlining our code of conduct. (M. Martinez) The Provost's Office has examined the Subchapter 7 of Title 5 of the California Administrative Code and Handbook 303.8.3 Procedures for the CPR. There is no need for additional policy guidance. The Provost Office is seeking to offer a better enforcement mechanism and to modernize some of the processes in the Faculty Affairs Office. The Provost looked at the Title IX and HR complaints from the last five years to get a sense of the current state of the campus. The President is receptive to the approach. There's been communication with system representatives on how our approach compares with other campuses. We seem to be on the leading edge. (V. Harper) The EC looks forward to seeing it. Thank you. (A. Hegde)

j. Summer Senate Retreat (deferred)
k. RTP – 3-year Lecturers, PTR Committee (deferred)
l. Policies: Reimbursement Rate, and Professional Development Funding (handout) (deferred)
m. Reconsider Time Blocks (deferred)
n. Investment Divestiture (deferred)
o. Strategic Plan Group data gathering instrument(s) (deferred)
p. Academic Freedom revisited – FAC (deferred)
q. Distinguished Professor Award – FAC (deferred)
r. Faculty Poll regarding online instruction (Hold pending further information)
s. Alma Mater (Hold pending further investigation)
t. Assigned Time application revision and timing (Hold pending further information) – FAC

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7. **AGENDA ITEMS FOR SENATE MEETING March 17, 2021 (Time Certain 11:00 a.m.)**

Approval of Minutes

Announcements

- President's Report – L. Zelezny (Time Certain 10:10-10:15)
- Department of Nursing Impacted Status – D. Wilson (Time Certain 10:15)
- Ally Software Pilot Report – F. Gorham (Time Certain 10:20)
- Elections and Appointments – M. Danforth (Time Certain 10:25)

Approval of Agenda (Time Certain 10:05)

Reports

Resolutions (Time Certain 10:35)

Consent Agenda

New Business

RES 212223 Approval of BA in History with a Concentration in Social Science Teaching

RES 212224 Completeness of Periodic and Performance Review Files

RES 212225 Task Stream Usage and Access Policies

Old Business

RES 212220 Formation of a General Studies Review Committee

RES 212221 Academic Calendar – Fall Recess Schedule

Open Forum (Time Certain 11:15)

8. COMMENTS FROM THE FLOOR

9. ADJOURNMENT

A. Hegde thanked the members for staying over and for the great discussion. He adjourned the meeting at 11:32.

Minutes
Tuesday, April 5, 2022
10:00 a.m. – 11:25 a.m.
Video Conference

Members: **A. Hegde (Chair), M. Danforth (Vice-Chair), J. Millar, M. Martinez, E. Correa, C. Lam, M. Rees, J. Tarjan, V. Harper**

Visitors: **D. Boschini, C. Catota**

Absent: **E. Correa** (excused)

1. CALL TO ORDER
   A. Hegde called the meeting to order.

2. ANNOUNCEMENTS, INFORMATION AND WELLNESS CHECK
   - Some EC members met with Trustee Fong yesterday. (A. Hegde) The message to take back to the Trustees was the need to change the hiring practice and salaries of university presidents and the Chancellor. Things that were important were pushed aside due to implementing the Ethnic Studies requirement, AB 928, and the issue with the former Chancellor. (M. Martinez) The inadequacies of staff salaries was discussed. If the institutional wants to attract and retain qualified people, they need offer higher salaries. The communication from the CO regarding the GWAR exam was discussed. Faculty need to be more involved in setting these policies. The CO seem to be working against the interest of the students. (J. Tarjan) Why are we getting policies, and what do they mean? Trustee Fong explained some things without being defensive. (M. Rees) She was surprised and pleased to hear that the Provost is on our EC. (A. Hegde)
   - Last Senate Meeting to Introduce Resolutions - April 28, 2022
   - Academic Senate Office Analyst - B. Bywaters is retiring July 1. (A. Hegde)
   - Faculty Cluster Hire Framework – D. Boschini and C. Catota - The guests were looking for feedback from the EC. There has been strong buy-in from Administration, affinity groups on campus, and individual faculty leaders. There are: (5) five faculty expansion lines dedicated to departments who could specifically pursue hiring faculty members with a

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strong commitment to social justice, research and other scholarly activities and a strong background in diversity, equity and inclusion (DEI) to reflect the student body on campus and to advance social justice. (D. Boschini) Retention mechanisms have been added, through a number of benefits, including being automatically enrolled in the Faculty Leadership Academy, equity-minded mentoring etc. (C. Catota) (See handout in today's agenda.) Discussion ensued. Our junior diversity reflection course is taken by more students than any other. We can call them social justice and equity, but it sounds like the Framework being presented deals only with racial justice. We cover nine dimensions of diversity in our junior reflection course. Q: Are we to focus our course more narrowly such that the course would be just on racial justice? (J. Tarjan) A: When a department applies for the Cluster Hire, it is not for an individual course. It's for the department to seek one of the tenure-track (TT) lines. The departments are encouraged to think disciplinary areas, rather than specific courses. (V. Harper) Q: Does the focus have to be racial justice, or can social justice be more broadly defined as justice for people with disabilities, economic issues and other areas of diversity, etc.? The Management and Marketing department is looking for someone to take charge of this area. Our accreditation standards really require that nearly every textbook used in business courses has sections on diversity. Does the new hire have to be someone who is focused on racial justice, or can it be someone who has a broad perspective on justice and organizations and society? (J. Tarjan) The conversation needs to happen in the schools. The example that Interim Dean J. Stark used was that a Human Resources (HR) course could teach that. BPA could apply for a Cluster Hire and teach in the subject. In terms of scholarly background of the individual, they would have a background and bring courses and scholarship related to social justice, which encompasses more than specific ethnicities to help advance that for social justice and/or minoritized communities. (V. Harper) An example of the type of research CSUB is looking for is found at https://academic-personnel.calpoly.edu/clusterhire (D. Boschini) Q: Is the $1000 for additional support on top of whatever the School Dean commits to the new hire? The amount is a good gesture, however it's a

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small enticement to a new hire. Q: When it comes to the commitment of departments to review and revise its Retention Tenure and Promotion (RTP) guidelines and engage in anti-racist/antibias professional development and training, what is leadership looking for? (C. Lam) A: The RTP guidelines starts with the faculty, goes to the Dean, and then is sent to the Provost for approval. It's a shared governance process. It's very individual to the department whether to participate in the cluster hire and how they can integrate these principles into the RTP process. The goal is to make long lasting change, in terms of the curriculum on campus and the composition and pathways of the future of faculty. Those departments will decide how to alter their RTP guidelines for social justice. If the commitment is there, it won't impinge on the final decision of the whether a department gets the line. (V. Harper) Anyone who isn't able bodied is part of a minoritized community. Example: housing insecurities, financial injustice, etc. Suggestion: Change the language to reflect the broader areas brought to the discussion. (J. Millar) Comments: 1) Some departments have changed their criteria to be more to be more encompassing of different life circumstances and have gotten push-back from their teams on not having a quota for publication, for example. The Deans need to be brought up to speed on what a more social justice minded RTP criteria might look like, in terms of being responsive to different workload demands affecting RTP. Some faculty may focus on service, because they spend more time advising students and mentoring more students. Some might focus more on teaching and doing that culturally responsive pedagogy. If the deans are not made aware what this looks like, there will be a break-down in the RTP revision process if it needs to get the dean's approval. 2) People need to understand that having a socially and culturally responsive curriculum is broad. For example, M. Danforth's Teacher Ed/Computer Science course for K-9 teachers. The concept of computer-science-for-all is new to them. They think that computer programming is only for the sighted. One of our best programmers is blind. Another has cystic fibrosis. They use assistive technology. We can include DEI in computer science. The departments need to think more broadly how to incorporate diversity into the

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curriculum because traditional mindsets might override a more modern mindset of what accessibly means. It will be a learning opportunity across the whole campus, particularly for departments that are not involved in this sort of activity to begin with. The listening sessions need to include a bit of educational focus for all the constituents. (M. Danforth) Q: Does the word, "minoritized" mean that a community could be made into a minority? (M. Rees) In the academic department of higher education, the discussions have been moving around, focusing on the term "minoritized". As a Latina, she is made to be a minority instead of actually being a minority. It's the process of becoming a minority in a majority white United States. (C. Catota) It's not a common term and it's not understood. The recommendation is to do a definition and consider that it may not be a useful term. (M. Rees) Definition of minoritized: A social group devalued in society and given less access to resources. The shift from minority, which doesn't have a vector, is different. Minoritized is where the power structure of society is actively making one "this"; they are defining therefore "this" doesn't have access to "that". It puts the actor, the position of power, to determine who one is. That's the problem. (V. Harper) It's a concept that needs to be made more clear. (M. Rees) It's an education for all of us. (A. Hegde) An analogy might be the use of the term "slave" or "enslaved". Slave says that's identity, and enslaved is the circumstance in which one finds themselves without choosing. In terms of department structure, the Management and Marketing department has a student/faculty ratio 50% higher than the rest of BPA. Even though diversity is a major part of the department's curriculum, there isn't anyone with a graduate degree with of any kind of training in those areas. If it's a TT line, the department has standards that are mandated on it. The idea is to expand the number of outlets for publication. We go with the list of business publications. We could encourage someone to topically look at pedagogical research that supports justice in the classroom and their educational outcomes. The hope is that it is not framed in a way that schools with accreditation can't get their people tenured. J. Tarjan emphasized that the department has a lot of majors who could benefit with training in these areas. He hopes to

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apply for a position to hire someone in that area. Q: How do we change the tenure status? According to accreditation, we're at the minimum of scholarship. The standard is that there has to be some inclusion. There's a limited number of publications that count for this. (J. Tarjan) A: Every department and school have their unique situation. Discuss it. It doesn't say replace current criteria; it's in addition to them. We have to make an effort to have those conversations. (A. Hegde) The Deans Council will ultimately allocate the lines to this effort. D. Boschini & C. Catota are working on an application form for the departments to complete. The details are still being worked on. (V. Harper) Suggestion: Keep timeline in mind. When a department is interviewing a candidate, the RTP criteria is shared. If a department needs to make changes to the RTP criteria, they'll need to do it before that individual comes on board. (A. Hegde) Q: Is there an accrediting body that would not support Justice, Equity, Diversity and Inclusion (JEDI) principles? (J. Millar) Regional accreditation doesn't delve into RTP guidelines. Disciplinary accreditation can have some restriction in terms of publications and types of publications, etc. It's going to be an effort when RTP guidelines are addressed in any department. We're looking for significant, permanent change, not just hiring. (V. Harper) Within our Bylaws, for accreditation purposes, if a publication is not in the list we use, faculty can make a claim to the Dean and the department chair can authorized it. (A. Hegde) Regarding changing RTP criteria, using nursing as an example, there could be a statement about culturally responsive instruction to be relatable to the community one serves. In terms of service, the department will hold discussions regarding closing the equity gap. It could be part of the department's change. It could be analyzing data to develop awareness to principles at the start of peoples' careers. They could choose to participate when they've already started their careers. (D. Boschini) When there is a change in RTP criteria, it will create more conversations in existing faculty. They may choose to engage more in DEI scholarship or teaching of service. (A. Hegde)

3. <u>APPROVAL OF AGENDA</u>
   M. Rees moved to approve the agenda. J. Tarjan seconded. Approved.

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4. APPROVAL OF MINUTES
   The March 15, 2022 Minutes were tabled until next meeting.

5. CONTINUED ITEMS
   a. AS Log
      i. AAC (J. Tarjan)
         Referral #7 GECCo Reporting Structure – A resolution is ready to go.
         Referral # 43 Course Prefixes – a draft resolution is being finalized.
      ii. AS&SS (E. Correa) (absent)
      iii. FAC (M. Rees)
         Referral #12 Criteria and Nomination Process for Faculty Awards - No matter what we do, someone is upset and it's politicized instead of celebratory.
         RES 212219 implementation – The call for the formation of Task Force forthcoming. The campus will continue with Box in Fall while the software options are evaluated. The campus will pilot the selected program for a year and have training. (A. Hegde) Recommendation to Task Force: Have an alternate mechanism for granting and withdrawing permission to access Box. (J. Tarjan) Craft a memo of the issues and sent it to the Provost for his office to handle. It's a good idea to have someone in the School as a co-owner of Box. (A. Hegde)
      iv. BPC (C. Lam)
         Referral #38 Saturday Commencement – BPC's memo to EC in the agenda packet. Item complete.
         Referral #20 UPRC Changes – The recommendations were taken to the UPRC Task Force. A resolution is ready unless AAC has input.
         Other items: BPC will be making their recommendations on budget: deferred maintenance, and salary inversion.
   b. Provost Update (V. Harper)
      i. Cluster Hire – D. Boschini and C. Catota to attend DCLC.
      ii. Tenure density – More lines outside of cluster hires are expected.
      iii. Academic Affairs Conduct: The President is supportive of the proposal. The details to follow. First stop is CFA. Highlights are 1) Add case management system to Academic Affairs and Counseling. It adds a lot

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more capacity to Faculty Affairs. 2) Hiring a person to support D. Boschini to get more information on a particular incident. 3) There are other ways to deal with instances of conduct. The Ombudsperson position will get increased compensation/release time. 3) Title change. D. Boschini will become the AVP Faculty Affairs and Deputy Tile IX Officer. (V. Harper) The call for Ombudsperson is pending the modification from the Provost. (M. Danforth) The ASCSU is working on a resolution to advocate for Ombudsperson on every campus. It likely will produce some guidance. (M. Martinez)

    iv. Summer Compensation – General Faculty and Department Chairs (deferred)

  c. Searches (V. Harper)
    i. AVP GRaSP
    ii. AVP IRPA – expect an announcement in days.
    iii. Dean BPA – outstanding candidates
    iv. Dean Antelope Valley – completed by end of semester
    v. Dean Library
    vi. Associate Dean Undergraduate and Graduate Studies (no update)

  d. Financial and strategic planning transparency and faculty participation (deferred)

  e. AB 928 (deferred)

  f. AAC Referrals: Copy Catalog and Special Concerns – J. Tarjan

6. <u>NEW DISCUSSION ITEMS</u> (Time Certain 10:45)

  a. Graduation Writing Assessment Requirement (GWAR) Policy Revision – It is counterproductive to drop the GWAR exam while still capping majors at 120 units. The CSUB GWAR committee is commitment to have GWAR as a check of students wiring ability before graduation. They generated a list of approaches they can extend toward these new rules, to be researched in depth during 2022-23. K. Flachmann to share the list of options upon request. This may be the start of conversations at the CO to get rid of GWAR. (A. Hegde) With engineering and accounting and several other majors across the system, we can't show any longer that transfer students can graduate with 60 units. Where there are ADTs in other disciplines, we may have to declare them non similar. Because of this, we may have to withdraw some of the transfer agreements. It seems very inappropriate.

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They did not talk with people involved with transfer. (J. Tarjan) We are subject to transfer agreements by law. (M. Danforth)

b. Article 20.37 Applicant List – A California Faculty Association (CFA) representative asked the Senate Chair for the list of applicants to see if faculty of color have applied. The EC agreed that it's not appropriate to share the list of applicants. Further, it's not required.

c. Academic Integrity Policy – The Academic Integrity Working Group has put together a policy. See the handout in agenda, *Academic Integrity Policy.* It was referred to AAC and AS&SS to consider whether there needs to be any changes to the proposed policy. Academic integrity was the top issue for action, per General Faculty surveys. AS&SS set up a Testing Center Task Force. Some members didn't know they were on the Task Force. It hasn't met. Nothing got done. The Senate won't have much to present on that in the Fall. (A. Hegde)

d. Accessible Technology Initiative Instructional Materials Task Force (deferred)

e. Potential Modifications to Administrator Search & Screening Procedures (deferred)

f. General Faculty Meeting, Spring (deferred)
   i. RTP rebuttal letter acknowledgement include interpretation of the substance of the letter
   ii. Modalities moving forward after pandemic – AAC and AS&SS
   iii. Faculty Rights and disciplinary action
   iv. URC workload as campus grows

g. AP Assessment Quality Feedback (deferred)

h. Elections and Appointments – M. Danforth (deferred)
   i. Faculty Fourth attempt to fill position turns to EC appointment – Handbook Change
   ii. Evaluation of Academic Administrators – Handbook 311.1
   iii. School Elections Committee – Handbook Change 202.7 - Workload
   iv. Order of Business – Bylaws change (Section III. A.)
   v. Standing Committee Bylaws change – (Section IV)
      1. Chair Election Statement of Interest (J. Tarjan's suggestion)
      2. Two-years on Senate requirement

        3. Structure of BPC

        4. Strike "at least" (J. Tarjan's suggestion)

    vi. Committee proliferation

i. Dean Professional Development (deferred)

    i. Responsiveness

    ii. Understanding/following the Handbook

    iii. Understanding/following the CBA

    iv. Supporting (not undercutting) chairs

j. Summer Session GE courses (deferred)

k. Exam Modality for Flex Classes (deferred)

l. RTP – 3-year Lecturers, PTR Committee (deferred)

m. Policies: Reimbursement Rate, and Professional Development Funding (deferred)

n. Reconsider Time Blocks (deferred)

o. Investment Divestiture (deferred)

p. Strategic Plan Group data gathering instrument(s) (deferred)

q. Academic Freedom revisited – FAC (deferred)

r. Distinguished Professor Award – (handout) FAC

s. Faculty Poll regarding online instruction (Hold pending further information)

t. Alma Mater (Hold pending further investigation)

u. Assigned Time application revision and timing (Hold pending further information) – FAC

7. **AGENDA ITEMS FOR SENATE MEETING April 7, 2021**

Approval of Minutes

Announcements

- President's Report – L. Zelezny (Time Certain 10:10-10:15)
- Elections and Appointments – M. Danforth

Approval of Agenda (Time Certain 10:05)

Reports

Resolutions (Time Certain 10:35)

  Consent Agenda

  New Business

  RES 212226 General Studies Review Committee Implementation

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RES 212227 Levels in the Performance Review Process

RES 212228 Re-Entry Students Policy

RES 212229 Change of Department Name from Child, Adolescent, and Family Studies (CAFS) to Human Development and Child, Adolescent, and Family Studies (HDCAFS)

Old Business

RES 212221 Academic Calendar – Fall Recess Schedule

RES 212223 Approval of BA in History with a Concentration in Social Science Teaching

RES 212224 Completeness of Periodic Performance Review Files

Open Forum (Time Certain 11:15)

8. COMMENTS FROM THE FLOOR

Search and Access Academic Policy – It was very difficult to find policy on Dropping a Course. There is no way to search through the Catalog. Dropping a Course policy is listed under the Registrar. The students must be struggling to find information, too. Is there some way we can index for commonly used sections, like course grading, adds, drops, withdrawals, etc.? (J. Tarjan) At some point we could have a conversation with IT. (A. Hegde) Name tags could be added to each header. At the top, have a table of contents that links down to each of the name tags. It's ADA compliant. (M. Danforth)

Exceptional Service Criteria for Early Award of Tenure - Based on RES 212202, would faculty who are currently in the process of early tenure be allowed to go under the criteria of only exceptional scholarship and teaching or would they all be considered under the exceptional service criteria, regardless of when they came in? EC's feedback to go to AVP FA. (A. Hegde) It needs to be uniform all schools. (M. Danforth) FAC can have a discussion too. (A. Hegde) ASCSU recognizes it that it's a systemwide issue. Look at whether the department has criteria. If the department's criteria hurts faculty when they apply for tenure, then it's on the department to fix it. When we look at early tenure, candidates should excel in all three areas. The system is likely to advocate for departments to establish their own criteria. If service is not in the department criteria, faculty can still do it. The Provost and President will

have their own criteria. (M. Martinez) It used to be just two areas had to be exceptional. Those departments that didn't address that, faculty who would go up for early tenure where there were no criteria, they couldn't get it. If they wanted to go up for early tenure, they'd have to adopt the new criteria that had it. Now, early criterion is defined in two areas, because that's what the Handbook said when they arrived. If someone is in their fourth year and they want to go up in their fifth year, and then new criteria for early tenure adopted, they have no time to make any adjustments. New faculty who come when the Handbook says "three areas", should be held to that. If a department hasn't revised their criteria, the faculty is to be held to the existing criteria. (M. Rees) It's hard to establish exceptional service as a criterion when regular service isn't generally valued. If we change it, it applies to all faculty the next go around. (J. Millar) Early tenure is not guaranteed. We're clearly saying it should be rare. If a department didn't have criteria for early tenure, they couldn't go up for early tenure. Similarly, if a department didn't have criteria for exceptional service, they wouldn't be eligible. The request is for FAC to discuss it, and then draft a memo to AVP FA. (A. Hegde)

Meet in person after Spring break – The majority of the EC in favor of meeting in person with the option of Zoom.

9. ADJOURNMENT
   A. Hegde adjourned the meeting at 11:25.

Academic Affairs Committee: John Tarjan/Chair, meets 10:00am via Zoom
Dates: Sept 2, Sept 16, Sept 30, Oct 14, Oct 28, Nov 18, Jan 27, Feb 10, Feb 24, Mar 10, Mar 24, Apr 21, May 5

Date	Item	Status	Action	Approved by Senate	Sent to President	Approved by President
8/24/21	2021-2022 02 Department Formation Criteria Revision		AAC, BPC, FAC The need to clarify and extend the current department formation procedures. Task Force sent recommendations to EC 12/1/ 2021. See EC Agenda 12/7/21. AAC will take up discussion.			
8/31/21	2021-2022 05 EEGO Summer Term Unit Limits	Complete	AAC Consider Summer Session as a single term with a cumulative student workload and what is the maximum number of units which enables student success. RES 212213 Unit Cap During Summer Term	2/17/22	2/25/22	2/28/22
	2020-2021 23 MA INST Moratorium	Complete	AAC Consider the rationale as presented in the attached letter from the Director of INST and the impact on students in the program. RES 212204 MA INST Moratorium	10/7/21	10/15/21	10/15/21
8/31/21	2021-2022 07 GECCo Reporting Structure		AAC, BPC, FAC Where GECCo fits into other committee & program structures and whether to change Handbook 202.1 or Handbook Appendix C Article 8.			
8/31/21	2021-2022 08 Proposal for the Formation of a General Studies (GST) Department	Withdrawn 10/19/21	AAC, BPC, FAC Rationale behind dept. creation, existing support services, additional supports services needed			
8/31/21	2021-2022 09 Proposal to Employ High Impact Practice (HIP) Tracking	Complete	AAC, AS&SS Whether: to use existing code in PeopleSoft, apply AAC&U's definition, there's a campus body that could identify HIPs and can dev & deliver HIPs, need for training guide for analysis & reporting AAC presenting RES 212212 High Impact Practice Designation and Tracking	2/17/22	2/25/22	2/28/22
10/5/21	2021-2022 21 Proposal for Ethnic Studies ETHS 1508 and Change to ETHS Curriculum	Complete	AAC in its capacity as the interschool curriculum committee, approved the ETHS 1508 course proposal for Introduction to Chicana/Chicano/Chicanx Studies and approved the proposed changes to the Ethnic & Area Studies concentration.			
10/5/21	2021-2022 24 BA Sociology Concentration Revision – Racial and Ethnic Dynamics	Complete	AAC Review rationale and impact. RES 212214 Approval of Revised Sociology Concentration in Racial and Ethnic Dynamics	2/17/22	2/25/22	2/28/22

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Academic Affairs Committee: John Tarjan/Chair, meets 10:00am via Zoom
Dates: Sept 2, Sept 16, Sept 30, Oct 14, Oct 28, Nov 18, Jan 27, Feb 10, Feb 24, Mar 10, Mar 24, Apr 21, May 5

Date	Item	Status	Action	Approved by Senate	Sent to President	Approved by President
10/16/21	2021-2022 25 General Studies (GST) Department Formation	Formation approved Implementation Second Reading 4/28/22	AAC Lack of home for GST, whether GST more suited as a program, mechanism for GST faculty review, GST report to EC annually RES 212220 – Formation of General Studies Review Committee RES 212226 – General Studies Review Committee Implementation	3/17/22	3/25/22	3/28/22
10/16/21	2021-2022 26 AMP 2022-23 through 2031-32	Complete	AAC BPC RES 212208 Academic Master Plan 2022-23 through 2031-32	12/02/21	12/10/21	12/13/21
10/19/21	2021-2022 29 Task Stream Usage and Access		AAC, AS&SS BPC Whether policy needed from academic, student, and planning perspectives. RES 212225 Task Stream Usage and Access Policies	4/7/22		
12/8/21	2021-2022 32 Undergraduate Re-Enrollment Policy Change	Complete Temp New Policy 2nd Reading 4/28/22	AAC Revising CSUB policy for re-entry and addressing concerns identified by Chancellor Castro. RES 212210 Temporary Suspension of Re-Enrollment Application Policy RES 212228 Re-Entry Students Policy	12/2/21	12/10/21	12/10/21
1/25/22	2021-2022 35 Bachelor of Arts (BA) in History with Social Science Teaching Concentration		AAC Rationale as presented and the impact on students. RES 212223 Approval of BA in History with Social Science Teaching Concentration	4/7/22		
3/15/22	2021-2022 #42 Proposal to Change Department Name from CAFS to HDCAFS	Second Reading 4/28/22	AAC Rationale of proposal and the impact on students. RES 212229 Change Dept Name from CAFS to HDCAFS			
3/15/22	2021-2022 #43 Course Prefixes		AAC Who has dominion over course prefixes and where do they reside?			
	2020-2021 20 UPRC Changes	Second Reading 4/28/22	AAC, BPC Combine concerns from 2019-2020 #19 referral and 2020-2021 Addendum with the recommendations from UPRC current Chair and Jinping Sun's report. RES 212230 UPRC changes			
4/5/22	2021-2022 44 Academic Integrity Policy		AAC, AS&SS Whether changes are needed to the policy presented by the Academic Integrity Working Group			

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Academic Support and Student Services: Elaine Correa/Chair, meets 10:00 via Zoom video conference
Dates: Sept 2, Sept 16, Sept 30, Oct 14, Oct 28, Nov 18, Jan 27, Feb 10, Feb 24, Mar 10, Mar 24, Apr 21, May 5

Date	Item	Status	Action	Approved by Senate	Sent to President	Approved by President
	2020-2021 Referral 26 Testing Center	Complete	AS&SS RES 202123 Academic Testing Center approved by Senate 3/18/21. Not by President pending Fall '21 enrollment, need, resources.			
9/28/21	2021-2022 Referral 10 Faculty Advising Structure	Complete	AS&SS Whether there is a need for a change to the advising structure Refer to AS&SS minutes 2021-05-06 for recommendations. See report from Faculty Fellow & AVP AP. AS&SS sent recommendations to EC asking for Task Force. Created.			
8/31/21	2021-2022 09 Proposal to Employ High Impact Practice (HIP) Tracking	Complete	AAC, AS&SS Whether: to use existing code in PeopleSoft, apply AAC&U's definition, there's a campus body that could identify HIPs and can dev & deliver HIPs, need for training guide for analysis & reporting. RES 212212 HIP Designation & Tracking. AS&SS sent memo to EC why it did not support the resolution.	2/17/22	2/25/22	2/28/22
10/19/21	2021-2022 28 Academic Testing Center Exploratory Sub-Committee		AS&SS Reference RES 202123. Form sub-committee & include AVP EM, Director Testing Center, ASI & provide path			
10/19/21	2021-2022 29 Task Stream Usage and Access		AAC, AS&SS BPC Whether policy needed from academic, student, and planning perspectives. RES 212225 Task Stream Usage and Access Policies	4/7/22		
1/25/22	2021-2022 36 Appendix K IMAP – Handbook Change		AS&SS Align IMAP with CO's new goals and performance indicators, whether LMS is instructional goal, and identify responsible party of the master textbook list.			
4/5/22	2021-2022 44 Academic Integrity Policy		AAC, AS&SS Whether changes are needed to the policy presented by the Academic Integrity Working Group			

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Faculty Affairs Committee: Mandy Rees/Chair, meets 10:00am via Zoom video conference
Dates: Sept 2, Sept 16, Sept 30, Oct 14, Oct 28, Nov 18, Jan 27, Feb 10, Feb 24, Mar 10, Mar 24, Apr 21, May 5

Date	Item	Status	Action	Approved by Senate	Sent to President	Approved by President
8/24/21	2021-2022 01 Extension of RES 192020 RTP Guidelines for 2020 to 2021		FAC The same factors that restricted or prevented faculty from doing certain activities related to RTP still exist.			
8/24/21	2021-2022 02 Department Formation Criteria Revision	Complete	AAC, BPC, FAC The need to clarify and extend the current department formation procedures. Task Force sent recommendations to EC 12/1/ 2021. See EC Agenda 12/7/21			
8/24/21	2021-2022 03 Electronic RTP as Application Standard	Complete	FAC Whether use of vendor with electronic RTP application platform is viable for CSUB. RES 212219 Submission of Electronic Faculty Performance Review Files	3/3/22	3/11/22	3/11/22
8/24/21	2021-2022 04 Exceptional Service Article 20.37 Application and Screening Process		FAC Research CSU campus' rubrics & applications and establish improvement and consistency to application & screening.			
8/31/21	2021-2022 07 GECCo Reporting Structure		AAC, BPC, FAC Where GECCo fits into other committee & program structures and whether to change Handbook 202.1 or Handbook Appendix C Article 8.			
8/31/21	2021-2022 08 General Studies (GST) Department Formation	Withdrawn 10/19/21	AAC, BPC, FAC Rationale behind dept. creation, existing support services, additional supports services needed			
8/31/21	2021-2022 Referral 12 Criteria and Nomination Process for Faculty Awards		FAC Define meritorious, pressure from senior faculty, confidentiality of process			
	2020-2021 06 CSUB Patent Policy	Complete	FAC RES 202117 CSUB Patent Policy approved by Senate. Not by President pending CO policy update.			
	2019-2020 Referral 08 Honorary Doctorate – Handbook Change	Carry-over from 2 AYs	FAC refer to RES 121329 Procedures for Honorary Doctorate Nominations and Selection REVISED			
8/31/21	2021-2022 13 Notification to Chairs of Assigned Time		FAC Specifying the appropriate timing and notification to the department chair and how the coordination with AA and HR can improve.			
8/31/21	2021-2022 20 Accessibility of Instructional Materials		FAC Identify owner and maintainer of textbook master list, specify policies for adopting a textbook.			

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Faculty Affairs Committee: Mandy Rees/Chair, meets 10:00am via Zoom video conference
Dates: Sept 2, Sept 16, Sept 30, Oct 14, Oct 28, Nov 18, Jan 27, Feb 10, Feb 24, Mar 10, Mar 24, Apr 21, May 5

Date	Item	Status	Action	Approved by Senate	Sent to President	Approved by President
8/31/21	2021-2022 17 Handbook 305.2.4 Early Award of Tenure and 305.3.4 Early Promotion of Probationary and Tenured Faculty	Complete	FAC The language regarding performance differs. Make them consistent. Departments need to have early tenure criteria or revise it. RES 212202 Early Award of Tenure	9/23/21	10/1/21	10/4/21
8/31/21	2021-2022 19 DEI Faculty Fellows Exploratory Group Report		BPC, FAC Review institutional and faculty issues and comment whether there are actionable items.			
8/31/21	2020-2021 14 Proposal for the Creation of Ethnic Studies Department	Complete	FAC RES 212207 Formation of Ethnic Studies Department	12/02/21	12/10/21	12/10/21
9/21/21	2021-2022 23 Faculty Hall of Fame Selection Process Change		FAC Whether selection process should move to FHAC; whether time conflict with Faculty Awards, data transfer			
10/19/21	2021-2022 Referral 15 Sabbatical Application Process Improvement	Complete	FAC Identify what is different or extra between the 1) Faculty Information Bulletin 2) Application Cover Sheet, 3) Handbook with directions for the applicant and 4) directions for the evaluating committee and then make consistent between them, and other considerations. RES 212216 Sabbatical and Difference in Pay Leave Policies	2/17/22	2/25/22	2/28/22
10/19/21	2021-2022 27 Composition of Search and Screening Committees – Handbook Change		FAC Handbook 309.5: clarify candidate eligibility, add "General Faculty", reconstitute committee > 18 months.			
1/25/22	2021-2022 30 Completeness of RTP File – Handbook Change	Second Reading 212227 4/28/22	FAC Consider direction, clarification, order of review, include chair letter, timeline, items from PAF to WPAF RES 212224 Completeness of Periodic and Performance Review Files RES 212227 Levels in the Performance Review Process	4/7/22 RES 212224		
3/1/22	2021-2022 #39 The Performance Action File (PAF) and the Working Performance Action File (WPAF) – Handbook Change		FAC Whether the PAF or WPAF is the official file…flow chart of levels of involvement.			
3/1/22	2021-2022 #40 Digitizing the Performance Review Process		FAC Access, process, CFA & HR perspective, training of chairs & deans.			
3/1/22	2021-2022 #41 Sixth-year Lecturer Review – Handbook Change		FAC Purpose and outcome(s) of the Sixth-year Lecturer Review, etc.			

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Budget and Planning Committee: Charles Lam/Chair, meets 10:00am via Zoom video conference
Dates: Sept 2, Sept 16, Sept 30, Oct 14, Oct 28, Nov 18, Jan 27, Feb 10, Feb 24, Mar 10, Mar 24, Apr 21, May 5

Item	Status	Action	Approved by Senate	Sent to President	Approved by President
2021-2022 02 Department Formation Criteria Revision	Complete	AAC, BPC, FAC The need to clarify and extend the current department formation procedures. Task Force sent recommendations to EC 12/1/ 2021. See EC Agenda 12/7/21			
2021-2022 16 Institutional Research in Response to WSCUC Report	Complete	BPC Feedback from CO, access and permissions to data, what faculty needs, what data department chairs' need. See M. Malhotra's report. BPC decided that there is sufficient ongoing process that no follow-up action is required at this time			
2020-2021 20 UPRC Changes	Second Reading 4/28/22	AAC, BPC Combine concerns from 2019-2020 #19 referral and 2020-2021 Addendum with the recommendations from UPRC current Chair and Jinping Sun's report. RES 212230 UPRC changes			
2021-2022 07 GECCo Reporting Structure		AAC, BPC, FAC Where GECCo fits into other committee & program structures and whether to change Handbook 202.1 or Handbook Appendix C Article 8.			
2021-2022 08 General Studies (GST) Department Formation	Withdrawn 10/19/21	AAC, BPC, FAC Rationale behind dept. creation, existing support services, additional supports services needed			
2021-2022 18 CSUB Policy on Use of sUAS – GraSP Update	Complete	BPC Consider whether documents submitted by GraSP are informational or need action. RES 212205 CSUB Policy on Use of sUAS – GRaSP Update	10/7/21	10/15/21	10/15/21
2021-2022 19 DEI Faculty Fellows Exploratory Group Report		BPC, FAC Review institutional and faculty issues and comment whether there are actionable items.			
2021-2022 22 Summer 2022 Schedule EEGO	Complete	BPC Whether unequal days between two summer sessions, eliminate break, reinstate two five-week terms in future. RES 212206 Winter Intersession 2021-2022 Calendar Update	10/7/21	10/15/21	10/15/21
2021-2022 26 AMP 2022-23 through 2031-32	Complete	AAC BPC RES 212208 Academic Master Plan 2022-23 through 2031-32	12/02/21	12/10/21	12/13/21

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Budget and Planning Committee: Charles Lam/Chair, meets 10:00am via Zoom video conference
Dates: Sept 2, Sept 16, Sept 30, Oct 14, Oct 28, Nov 18, Jan 27, Feb 10, Feb 24, Mar 10, Mar 24, Apr 21, May 5

Date	Item	Status	Action	Approved by Senate	Sent to President	Approved by President
10/19/21	2021-2022 29 Task Stream Usage and Access		AAC, AS&SS BPC Whether policy needed from academic, student, and planning perspectives. RES 212225 Task Stream Usage and Access Policies	4/7/22		
11/2/21	2020-2021 31 Academic Calendar 2022-2023	Complete	BPC RES 212211 Academic Calendar 2022-2023	12/02/21	12/10/21	12/10/21
12/7/21	2021-2022 33 Final Exam Schedule – Interim Policy Change	Complete	BPC Creation of policy that gives students and faculty the option of taking final exam at a time that doesn't conflict with Commencement. RES 212218 Final Exam Policy – Interim Policy Change	3/3/22	3/11/22	3/11/22
1/25/22	2021-2022 34 Academic Calendar Fall Recess Schedule		BPC Consider impact on number of teaching days and survey of other CSUs RES 212221 Academic Calendar – Fall Recess	4/7/22		
1/26/22	2021-2022 37 Addendum to Academic Calendar 2022-2023	Complete	BPC RES 212215 Addendum to Academic Calendar 2022-2023	2/3/22	2/11/22	2/17/22
		Complete	BPC RES 212217 Addendum to Academic Calendar 2021-2022	2/3/22	2/11/22	2/17/22
2/15/22	2021-2022 38 Saturday Commencement		BPC Explore the issues and proposed alternatives to resolve schedule conflict with exam finals and commencement. Memo from BPC sent to EC 4/4/22.			

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AS-3517-21/FA (Rev)
November 4-5, 2021

FACULTY RIGHTS TO DUE PROCESS IN DISCIPLINARY ACTION PROCEDURES WITHIN THE CSU

RESOLVED: That the ASCSU recommend that CSU Campus Senates address faculty rights to due process in disciplinary action procedures, including but not limited to developing policies regarding the following:
- requirements for notifying faculty when such actions are being considered but before such actions are initiated;
- providing faculty with any written documents, witness statements, or other evidence being considered before such actions are initiated;
- allowing faculty to submit any information or evidence to appropriate CSU administrator(s) before such actions are initiated;
- allowing faculty to meet with appropriate CSU administrator(s) accompanied by California Faculty Association (CFA) and/or faculty representative(s) before such actions are initiated; and be it further

RESOLVED: That the ASCSU distribute this resolution to the CSU Board of Trustees, CSU Office of the Chancellor, California Faculty Association (CFA), California State Student Association (CSSA), CSU campus Presidents, CSU campus Provosts/Vice Presidents of Academic Affairs, CSU campus Offices of Faculty Affairs, CSU campus Senate Chairs, CSU College Deans, and the CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA).

RATIONALE: The United States Constitution guarantees a fundamental right to due process in the 5th and 14th Amendments. Due process includes fair procedures and the right to meaningfully defend oneself and be meaningfully represented against allegations of wrongdoing. Article 19 in the Collective Bargaining Agreement (CBA) does not specify rights of faculty to respond to allegations of wrongdoing before disciplinary actions are initiated, only after disciplinary action(s) are already pending, which allows CSU administrators to begin punishments for faculty without ever speaking to them or receiving any information from them. Article 19 specifically allows for creation of additional steps in the disciplinary action process, including opportunities for informal consultation between faculty and appropriate administrators (19.3). Further, CSU Executive Order (EO) 1096-revised indicates that in cases involving accusations of discrimination, harassment, retaliation, dating/domestic violence, or stalking, investigation procedures must give equal opportunity to complainants and respondents to meet with administrators

and to provide information and evidence, and give respondents the right to receive information about allegations of wrongdoing against them (Article III, Section C, Campus Investigation Process, Parts 3 {Intake Interview} and 7 {Investigation Procedure}). The Supreme Court decision in National Labor Relations Board v. J. Weingarten Inc. (1975) provides Weingarten Rights to CSU faculty members, including the right to be accompanied by a CFA or faculty representative(s) to any investigatory interviews with CSU administrators, and the right to receive copies of documents, allegations, and any other evidence that is being considered in investigating a possible disciplinary action.

Approved Unanimously – January 20-21, 2022

M E M O R A N D U M

DATE: January 24, 2022

TO: Dr. Aaron Hegde / Chair, Academic Senate

CC: Dr. Vernon Harper / Provost and Vice President, Academic Affairs
               Ms. Monica Malhotra / Interim AVP for Institutional Research, Planning, and Assessment

FROM: Dr. Debra Jackson / AVP for Academic Affairs, Dean of Academic Programs

RE: Academic Program Assessment Quality Feedback

On behalf of the Strategic Plan Goal 3 workgroup, I request that the Academic Senate develop a formal structure to ensure that academic programs receive regular feedback on the quality of their student learning outcomes assessment efforts. This will assist our campus in achieving Sub-Strategy 3.7.2 of the CSUB Strategic Plan.

One possible structure to consider is the inclusion of the Faculty Assessment Coordinators on their respective School Curriculum Committees in an ex-officio capacity. The FACs could provide the Committees with regular updates about program assessment compliance and the Committees could provide substantive feedback on the quality program assessment efforts.

Office of the Associate Vice President for Academic Affairs, Dean of Academic Programs
California State University, Bakersfield
9001 Stockdale Hwy. • 22 EDUC • Bakersfield, CA 93311

661.654.3420   *csub.edu/academicprograms*

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THE CALIFORNIA STATE UNIVERSITY

TO: General Faculty
From: Douglas Dodd, Margaret Malixi-Leong, Sophia Raczkowski, Yvonne Bush-Ortiz
Copy: Melissa Danforth, Academic Senate Election Committee Chair
SUBJECT: **CALL FOR INTEREST TO THE FACULTY PERFORMANCE SOFTWARE REVIEW COMMITTEE**

The Academic Senate is convening a <u>Faculty Performance Review Software Exploratory Committee</u> to evaluate software options for a new electronic repository and review system for faculty performance review (RTP, PTR, and PEF*) files, and recommend the best available option that meets our campus requirements, per <u>RES 212219 Submission of Electronic Performance Review Files</u>.

<u>Membership</u>
The exploratory committee is to be composed of faculty members from all schools, and with additional representation from other faculty units including the library. Faculty on this committee should represent differing ranks, and it is recommended that tenured, tenure-track, and lecturers all be represented. The AVP Faculty Affairs should be included on this committee as well as representatives of the CFA. ITS staff should be consulted as required.

The <u>Faculty Performance Review Software Exploratory Committee</u> is charged with the following responsibilities:
The evaluation of potential electronic platforms and selection of an electronic repository and review system for faculty performance review

- Consider the concerns about the accessibility, security, ease of use, tracking of access and records, and the ownership of files within the electronic system
- A selected electronic faculty review file should be secure, track access and file changes, aid in faculty ease of file organization, and be easily reviewed by all levels of the review process
- Consider a pilot program and transition plan once a favorable program is identified and approved.

The committee formation is Spring 2022.

As Chair of the Academic Senate Elections Committee, I hereby Call for Interest for the following positions on the <u>Faculty Performance Review Software Exploratory Committee</u>:

(1) FULL TIME TENURED FACULTY MEMBER from A&H
(1) FULL TIME PROPATIONARY FACULTY from A&H

(1) FULL TIME TENURED FACULTY MEMBER from BPA

(1) FULL TIME PROBATIONARY FACULTY MEMBER from BPA

(1) FULL TIME TENURED FACULTY MEMBER from NSME

(1) FULL TIME PROBATIONARY FACULTY MEMBER from NSME

(1) FULL TIME TENURED FACULTY MEMBER from SS&E

(1) FULL TIME PROBATIONARY FACULTY MEMBER from SS&E

(1) FULL TIME FACULTY MEMBER from LIBRARY

Please provide a brief description of why you are interested and how you have a suitable background for the Faculty Performance Review Software Exploratory Committee.

Interest statements are being accepted until **day, date, time p.m.** **Please submit your nominations directly to your respective Dean's Office Administrative Support Coordinator, ahook@cusb.edu, lhazelip@csub.edu, kvan-grisven@csub.edu, or jjuarez4@csub.edu. kdriscoll@csub.edu** Thank you.

Background:

In August 2021, Beth Bywaters interpreted the language of Handbook 311.1 as the call for faculty on Academic Administrator Review Committee (AARC) Provost to be early in Fall '21 semester; the first academic year after the Provost's May 2020 hire. Upon mentioning the Fall '21 formation the AARC to Dee Dee Price, she shared her interpretation, having served as coordinator of many AARCs:

The AARC for Provost would be formed in the Spring of his second year after hire.   That would be this semester.
Here is some clarifying language which conforms to the timing and practice of the Academic Administrator Review Committee.

311.1 General Guidelines

Each academic administrator shall be evaluated according to these procedures at three-year intervals. The ~~first~~ review **process** should be initiated early in fall semester after their initial hire. **The Academic Administrator Review Committee (AARC) is formed in the following Spring of the administrator's second year.** The President or the President's designee prepares the schedule of the evaluations.

The President may, if he or she believes it is appropriate, call for an evaluation of an individual before a scheduled evaluation.

The supervisor, after consulting with the administrator being evaluated, is responsible for developing the categories to be used for evaluating a director, dean, or academic vice president.
(Revised 12-01-16)

Please consider whether these suggestions go to the EC for discussion and referral.

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD ACADEMIC SENATE

WINTER TERM COURSES AND UNITS POLICY
RES 192021

AAC

RESOLVED: That the Academic Senate recommend to the President that the following policies regarding Winter Intersession be enacted, due to the short period of instruction:

1) That students not be allowed to take more than two courses, for a total of four units, during Winter Intersession.

2) That the classes offered during Winter Intersession be restricted to courses which can be feasibly accomplished in two-and-a-half weeks, such as supplemental courses and special interest courses and activities.

3) That courses which cannot be pedagogically accommodated in a two-and-a-half-week session, such as general education courses that require depth and/or breadth, skills courses that develop or reinforce mathematics and/or writing, laboratory courses, and major courses which require extensive depth and/or breadth, not be offered during Winter Intersession.

4) That the General Education Director approves any general education courses offered in Winter Intersession, in addition to the normal approval of Extended Education courses by the department chair and school dean.

RATIONALE: Winter Term was originally intended for remedial/supplemental courses and special interest classes. Over time, students have been taking more than one 3- or 4-unit class during this two-and-a-half-week period. This kind of course overload, for such a reduced period, in which students must learn the material and fulfill the requirements of their courses, reduces the students' probability of passing said courses. By limiting students to four units, it is possible to return to the original intention of offering supplemental and/or special interest courses offered during this abbreviated Intersession. By limiting units, students have a higher probability of completing a course successfully.

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In terms of special interest classes, students would have the opportunity to study topics that would not ordinarily be available to them, and have experiences that are designed for intellectual/experiential enrichment.

Distribution List:
President
Provost and VP Academic Affairs
AVP Faculty Affairs
Dean Extended Education and Global Outreach
School Deans
Dean Academic Programs
Department Chairs
General Faculty

Approved by the Academic Senate May 7, 2020
Sent to the President May 18, 2020
Approved by the President June 10, 2020

California State University, Bakersfield
Division of Academic Affairs

Policy Title: PROVOST Direct Reports Professional Development Funding

Policy Status: DRAFT

Affected Units
Provost's Council, Provost's Direct Reports

Policy Statement
Professional Development is a critical component of CSUB's success. By investing in people, CSUB internally grows its base of talent.

For professional development expenses above $500, the Provost must provide written authorization to his/her direct reports before any professional development expense is incurred. A professional development expense would be a workshop or training series designed to enhance an individual's skill or competence. Importantly, regular travel for conference meetings etc. are not included within the scope of this policy.

Consultations
Provost's Council

Approved Date
TBD

Effective Date
TBD

Date Submitted to Policy Portal
TBD

Distinguished Professor

Here is what it refers to (via Anna Jacobsen)

As we look for ways to increase the visibility and support of our scholarship-active faculty, I think that it would be worth examining the creation of the title of "**Distinguished Professor**" on our campus. I am aware of this title being used for "internationally recognized faculty scholars" at CSU MB and LB and there are probably other campuses as well. At some institutions, it seems that these are "funded" positions through donors (often they are named distinguished professorships).

Not sure it is the right thing for our campus, but I think that it would be worth exploring.

This is not from a CSU, but I like the clarity of purpose and eligibility on this webpage: http://sphhp.buffalo.edu/home/information-for-faculty-staff/faculty-awards/ub-distinguished-professor.html