



Special Review Committee Recommendations for Anthropology

RES 252618

AAC, BPC

- RESOLVED:** That the Academic Senate accepts the recommendation of the Special Review Committee for Anthropology to discontinue the Anthropology program.
- RESOLVED:** That the Academic Senate recommends a teach-out plan of four semesters, per the initial request, for students in the major to complete their degrees at California State University, Bakersfield.
- RESOLVED:** That funding in the instructional budget model for General Education courses in Subject Area 4 / Area D (both Lower and Upper Division), for which Anthropology offered courses, be equitably distributed to departments which also support these areas.
- RESOLVED:** That the Academic Senate values the accomplishments of faculty in the Anthropology program since CSUB's founding. Additionally, we appreciate the value of Anthropology courses as part of General Education. We recommend similar course offerings focused on global cultural awareness be made available for all students.
- RATIONALE:** The Special Review Committee documented systemic issues within the program which continued to impede program growth, student and faculty recruitment, and faculty retention.

Attachment: Referral 2025-2026 18_Special Review Committee for Anthropology

Distribution List:

President
Provost and VP for Academic Affairs
VP for Student Affairs and Strategic Enrollment Management

AVP for Faculty Affairs
AVP Academic Affairs and Dean of Academic Programs
College Deans
Associate Deans
Dean of Libraries
Dean of Antelope Valley
Dean of Extended Education and Global Outreach
Department Chairs
General Faculty

Approved by the Academic Senate:

Sent to the President:

President Approved:



ACADEMIC SENATE

CSU BAKERSFIELD

2025-2026 REFERRAL #18 Special Review Committee for Anthropology

Date: September 17, 2025

From: Melissa Danforth, Academic Senate Chair

To: Tiffany Tsantsoulas, Academic Affairs Committee (AAC) Chair
Amanda Grombly, Budget and Planning Committee (BPC) Chair

cc: Katherine Van Grinsven, Academic Senate Administrative Analyst

At their meeting on September 9, the Academic Senate Executive Committee requested that the Academic Affairs Committee (AAC) and Budget and Planning Committee (BPC) review and address the recommendations provided by the Special Review Committee for Anthropology with respect to the proposed discontinuation of the Anthropology programs.

During your discussions, please consider:

- Recommendations from the Special Review Committee.

Please take up this matter with your committees and get back to me with your recommendations.

Please note that this program is under the old CSUB Policy on Program Discontinuation. In accordance with that Program Discontinuation Policy, the Academic Senate must make its recommendations to the President no later than 60 days after receiving this referral.

If your recommendation requires Senate action, please prepare a resolution and the rationale for the resolution. Thank you.

Attachments:

- (1) Special Review Committee Report for Anthropology_Spring 2025.pdf
- (2) CSUB_Policy_on_Discontinuation_of_Academic_Programs.pdf
- (3) Memorandum-ANTH-MA-BA-Degrees-Discontinuation_Revised Feb 2025.pdf
- (4) Memo_Objection to Proposed Discontinuation of the MA and BA in Anthropology_20250214.pdf
- (5) Email_Feedback from Patrick O'Neill_20250917.pdf

DR. MELISSA DANFORTH, CHAIR, ACADEMIC SENATE

California State University, Bakersfield

9001 Stockdale Hwy. • Mail Stop: 20 BDC • Bakersfield, CA 93311

CSU BAKERSFIELD POLICY ON DISCONTINUANCE OF ACADEMIC DEGREE PROGRAMS

The following policy statement describes the procedures and requirements under which an academic degree program can be considered for discontinuance at California State University, Bakersfield. Program discontinuance is a seldom used but important component to the long-range planning of the University. It affords the University a deliberate process of program evaluation, and when done well, produces substantial consensus regarding the future direction of the department, school and/or university. Program discontinuance is not an appropriate procedure for addressing short-term financial crises or personnel problems. It is an appropriate process for evaluating the relevance and vitality of specific programs where substantial doubts exist as to the program's future viability and responsiveness. Normally, these doubts will be raised first by the faculty directly responsible for the program or will arise out of the normal program review process.

Six criteria govern decisions regarding discontinuance of an existing academic degree program. In each instance, strategies to strengthen or modify the program shall receive first and serious consideration as alternatives to discontinuance.

- (1) The overall quality of a program is an essential factor in decision making. There are many forms of supporting evidence that lead to conclusions regarding overall quality. For example, evidence of excellence in teaching, academic program reviews, accrediting agency reports, reputation within the discipline (including published surveys) and reputation across the campus, evidence of faculty and student scholarship, timeliness of the curriculum, currency of the faculty, and efforts to mentor and involve students in intellectual and creative pursuits attest to qualitative achievements.
- (2) Centrality of a program to the University is another consideration. This criterion basically addresses whether the University might fulfill its mission were this program to be eliminated.
- (3) Need is an important consideration. Both internal and external factors determine need. Internal considerations are related to the University's mission. It is the mission of California State University, Bakersfield, to be a comprehensive university which offers a variety of degree programs in the liberal arts and professions. Also, the instructional contributions of a degree program to other programs are important. External factors include the needs of our regional population, the clientele we serve, and to some extent, current student demand.
- (4) Diversity is an important criterion when considering program discontinuance. Faculty, students, and a curriculum which reflects diversity contribute to our ability to create this environment and better model a changing population.

- (5) Degree program size is a consideration. To be effective a degree program must have a sufficient number of faculty to provide a reasonable exposure to the discipline and a sufficient number of students to insure the integrity and continuity of the curriculum.
- (6) Cost and resource generation are appropriate criteria. In determining cost the following factors are useful: student/faculty ratio, factors that determine resource generation, program administration costs, anticipated future outlays, and a judgment about maximum utilization of resources. When appropriate, the ability to generate outside revenue can be balanced against cost factors.

Initiation of Program Discontinuance Procedures

A written request for the review of an academic program for the purpose of determining whether program discontinuance is warranted may be made by any one of the following parties:

- (1) the Chair of the degree program with the written approval of a majority of the tenured and probationary faculty in the program or, in appropriate instances, the program committee;
- (2) the Dean of the school in which the program is housed;
- (3) the Dean of Undergraduate Studies, but only in regard to an undergraduate program;
- (4) the Dean of Graduate Studies, but only in regard to a graduate program;
- (5) a majority vote of the Academic Senate; or
- (6) a majority vote of the University Program Review Committee.

Such a request shall be submitted in writing to:

- (1) the Vice President for Academic Affairs;
- (2) all Deans involved in the administration of the program;
- (3) the Academic Senate; and
- (4) all tenured and probationary faculty who teach in the program.

The letter making this request must clearly indicate the specific reasons for the suggested program discontinuance. If within 14 calendar days* of receipt of this letter by the Vice President for Academic Affairs, none of the individuals or parties listed in (1) through (4) above (i.e., the Vice President for Academic Affairs, any Dean involved in the administration of the program, the Academic Senate by majority vote, or any tenured or probationary faculty member who teaches in the program) has objected to the proposed discontinuance in writing to the Vice President for Academic Affairs, a recommendation for discontinuance will be sent to

the President. If within 14 calendar days of receipt of the letter requesting program discontinuance at least any one of those parties has objected to discontinuance, then the following procedures must be followed before a recommendation for program discontinuance can be made to the President.

“Calendar days” exclude the Summer break and the breaks between quarters wherever the term is used in this document.

Appointment of a Special Review Committee

Within 14 calendar days of receipt of a letter objecting to a proposed program discontinuance from one of the parties listed above, the Senate Executive Committee in consultation with the Vice President for Academic Affairs shall appoint a Special Review Committee to conduct a special program review focused on issues related to potential discontinuance. The committee shall consist of:

- (1) six tenured faculty: one selected by the faculty who teach in the affected program, three from different units within the same school as the program in question, and one from each of two schools different from that of the program in question;
- (2) the Dean of the school in which the program is housed, who will serve as a nonvoting member; and
- (3) the Dean of Undergraduate Studies or the Dean of Graduate Studies, as appropriate, who will serve as a non-voting member for a program included in his or her administrative responsibilities.

Minimum Requirements for the Special Program Review

As a minimum, this review shall include:

- (1) direct, personal consultation with all current full-time faculty members who have taught courses in the program within the last two academic years;
- (2) an opportunity for students presently enrolled in the program to provide both written and oral statements regarding the proposed program discontinuance; and
- (3) an open forum, announced publicly at least 14 calendar days in advance, in which the University community at large has a chance to express its views.

The review shall address the following points:

- (1) an evaluation of the academic quality of the program (as described under criterion #1, P. 1);

- (2) an analysis of the cost and resource generation, over time, of the program;
- (3) study of enrollment trends over the past ten years, present enrollment in the program, and projected future enrollment;
- (4) consideration of alternatives that might increase the quality and/or student enrollment in the program, as needed;
- (5) consideration of alternatives for providing additional financial support for the program, as needed,
- (6) assessment of specific community needs served by the program;
- (7) assessment of the favorable and unfavorable impact that discontinuance of the program would have on other degree programs, other campus activities, and the curricular priorities and mission of the University;
- (8) study of the possible impact of program termination on faculty in that program and evaluation of possible on-campus faculty transfers which might occur, based on faculty skills, training, and desire as well as campus need; and
- (9) consideration of the impact discontinuance of the program would have on students presently enrolled.

A maximum of 45 calendar days will normally be allowed for the work of the Special Review Committee. Upon completion of its review, the Special Review Committee shall make a written report and recommendation to the Senate Executive Committee and the Vice President for Academic Affairs. This report must include the opportunity for minority reports from the Special Review Committee. The Senate Executive Committee shall forward the report for review by the Academic Affairs Committee and the Budget and Planning Committee. The Vice President for Academic Affairs shall forward the report to the appropriate Dean(s) and the affected department for review.

A maximum of 30 calendar days will be allowed for review of and rebuttal to the written report by the committees, Dean(s) and affected department. A copy of this report and any written rebuttals or statements should then be forwarded to the Executive Committee of the Academic Senate and the Vice President for Academic Affairs for final review. The Academic Senate normally will make its recommendation to the President regarding the program discontinuance no later than 60 days after receiving the recommendation of the Special Review Committee.

CSU Program Discontinuance Procedures

If the President decides that program discontinuance is warranted, the campus will follow these procedures required by EP&R 79-10 regarding review by the Chancellor of program discontinuance proposals:

- (1) The campus President shall inform the Chancellor of the proposed discontinuance.
- (2) The Chancellor will review the proposal for system-wide effects with the advice from whatever groups he/she deems appropriate, and may request additional information from the campus if needed for this review.
- (3) The Chancellor will ordinarily provide comments on all such proposals within 30 days and will inform the President of any system concerns so that these may be considered in the final decision.
- (4) The President will not take any administrative action leading to the de facto or official discontinuance of an academic program before the Chancellor has commented on the proposal.

In the event the President's final decision is official discontinuance of an academic program, a cut-off date shall be announced immediately beyond which no new students, including transfer students, will be permitted to enter the program. All students currently listed by the Registrar as participants in this program shall receive written notification of the program discontinuance no more than 15 days after the official announcement by the President.

Plans and alternatives shall be developed to allow currently enrolled students to complete a degree program. Students currently enrolled in the program should be given the opportunity to provide both written and oral statements regarding the alternatives available. These alternatives may include:

- (1) completion of the program requirements by a certain date in order to receive the specified degree from this University;
- (2) completion of a closely related program offered by this campus;
- (3) completion of a similar program, if any, offered by other institutions within the California State University system; and
- (4) use of substitutions to meet this campus's requirements for the program.

The President, in consultation with appropriate administrators and faculty committees, shall make every effort to assist in the placement of faculty members displaced by program discontinuance in other appropriate programs or activities in the University or on other campuses in the California State University system.

Normally, an academic program shall continue to serve its current students for at least three full quarters following the official announcement of program discontinuance by the President. During this transition period, course offerings should be designed to assist students in the program to complete the program requirements.

Notice that the program has been discontinued will be sent to all advisors, units, and agencies involved in advising or providing information regarding academic programs on this campus.

TIMELINE FOR PROGRAM DISCONTINUATION

- I. Letter received by the Vice President for Academic Affairs requesting degree program discontinuation.

14 Calendar Days* After Receipt of Letter

- IIA. If no party as listed above has objected in writing to the proposed discontinuation, a recommendation for discontinuation will be sent to the President.
- IIB. If any party as listed above has objected in writing to the proposed discontinuation, the procedures for program discontinuation as outlined in this document must be initiated.

Within 14 Calendar Days After Receipt of Written Objection

- III. Special Review Committee must be appointed with procedures outlined above.

Within 14 Calendar Days Advance Public Notice

- IV. An open forum must be held in which the University community at large can express their views.

Within 45 Calendar Days After Appointment of Special Review Committee

- V. Special Review Committee must submit its completed report and recommendation to the Senate Executive Committee and the Vice President for Academic Affairs.

Within 30 Calendar Days After Receipt of Special Review Committee Report

- VI. All reviews of rebuttals to, and general statements regarding the Special Review Committee report must have been submitted in writing to the Senate Executive Committee and the Vice President for Academic Affairs.

Within 60 Calendar Days After Receipt of Special Review Committee Report

- VII. The Academic Senate must make its recommendation to the President regarding program discontinuance.

“Calendar days” exclude the Summer break and the breaks between quarters wherever the term is used in this document.



MEMORANDUM

DATE: February 7, 2025

FROM: Luis Vega, Interim Dean, College of Social Sciences & Education
Elizabeth Adams, Interim AVP for Academic Affairs and Dean of Academic Programs

TO: Dr. James Rodriguez, Interim Provost and Vice President for Academic Affairs
Dr. Hager El Hadidi, Anthropology Program Chair
Dr. Deborah Boschini, AVP of Faculty Affairs
Dr. Melissa Danforth, Chair of the Academic Senate
Dr. Ángel Vázquez-Ramos, UPRC Chair
cc: Ms. Natalie Thompson, Lecturer, Anthropology Department
Mr. Patrick O'Neill, Lecturer, Anthropology Department

SUBJECT: Discontinuation of the Anthropology MA and BA Degrees

The purpose of this memo is to request discontinuation of the MA and BA degrees in Anthropology. This request is not made lightly but rather based on policy related to degree conferrals. The number of degree-conferrals by year are presented in the table below:

| Degree Type | Degree Program | Subplan | 17-18 | 18-19 | 19-20 | 20-21 | 21-22 | 22-23 | 23-24 | Action Needed | Notes |
|-------------|----------------|---------|-------|-------|-------|-------|-------|-------|-------|---------------|---|
| MA | ANTH | ANTH | 1 | 1 | 0 | 0 | 0 | 0 | 0 | yes | degree program placed on moratorium Summer 2016 |
| BA | ANTH | ANTH | 4 | 9 | 4 | 10 | 8 | 7 | 5 | yes | |

Conditions supporting discontinuation for both degrees focus on (a) faculty resources, (b) historically low enrollments, and (c) legislative actions' impacting the Anthropology field: NAGPRA (Native American Graves Protection and Repatriation Act of 1990) and CalNAGPRA (California's version of the law 2021). These laws have negatively affected the teaching of approximately 17 of 54 courses in the major related to the curriculum in archaeology/physical anthropology [<https://catalog.csub.edu/course-descriptions/anth/>].

For the MA in Anthropology, which was put on moratorium in 2016, COVID-19 pandemic conditions in 2021 prevented re-activation of the program, which our policy states must be done in a 5-year window [<https://www.csub.edu/academicprograms/academicplanningmanual/proposals-current-program-revisions.shtml>]. Thus, by policy the MA needs to officially be discontinued so it can be removed from the CSU degree system.

For the BA in Anthropology, the chronic low number of majors (e.g., fall 2024, $N = 16$) and low degree conferrals (Table above) make this degree unsustainable. In addition, a new [CSU directive on low degree conferring programs](#) now requires that campuses discontinue programs that have been identified as such by the Office of the Chancellor (2024/25). Also, of the two remaining tenured professors, one retired at the end of the 2023-2024 academic year. The specialty of this retiring professor is archeology, which further limits teachings in this area.

Thus, with only one tenured faculty, two long time lecturers, and dwindling resources in the CSU system, offering this degree cannot be sustained. The general education course offerings in area D (CalGETC Area 4), can be covered in the College of Social Sciences and Education by other departments. The elimination of GE area E (Self) has freed up resources in both Sociology and Kinesiology which will allow the college to meet the GE demand.

The next step—if discontinuation is approved—is to teach out the current cohort of Anthropology majors. The CSUB policy requires a minimum of three quarters (two semesters) of teach out time to allow for students to finish their degrees if possible. We are recommending that the anthropology course offerings necessary for completion of the remaining students' degrees be offered for four semesters, through the 2026-27 Academic Year. In addition, we recommend the use of CSU Online for students to round out any course offerings we may not be able to offer.

Students who are unable to finish their degrees by Spring 2027 will be offered the opportunity to finish in a different degree at CSUB or to transfer to another CSU. Given the total number of currently active majors (17 including the two students new as of Spring 2025, Ali Berry and Kathleen Sessions).

In addition to the moratorium policy, and the CSU Office of the Chancellor's directive, the following documents are submitted to support discontinuation of both the MA and BA degrees in Anthropology:

1. Anthropology's Program Review, External Reviewer letter, and UPRC's report, are all at the following link: <https://drive.google.com/file/d/1TD73p08Xz3IGMrM9deV28ZSZAYUZ70HY/view>
2. CSUB Degree Discontinuance Policy--link: https://www.csub.edu/academicprograms/files/Policy_on_Discontinuance_of_Academic_Degree_Programs.pdf
3. Discontinuance (6) criteria for the MA Degree (Appendix A) and the BA Degree (Appendix B), are included below.

Appendix A

Please consider this letter to be the initiation of program discontinuation conversations for the MA in Anthropology. Regarding current standing, the MA in Anthropology was put on moratorium status in 2016. This letter is the written request for the review of this academic program for the purpose of determining whether program discontinuance is warranted, in compliance with the University handbook policy on Discontinuance of Academic Degree Programs. This request is being made by the Dean of the College of Social Sciences and Education and the Interim AVP for Academic Affairs and Dean of Academic Programs, after consultation with the Anthropology Program Director, Dr. Hagar El Hadidi who was on sabbatical in fall 2024 but is now back, and debriefing discussions with relevant Anthropology faculty. Since there is no current effort to revive this inactive program, this request fulfills the administrative task of moving it from the moratorium to discontinuation.

Specific reasons for this request include:

1. Moratorium / inactivity: This program has been on moratorium since 2016. No efforts have been made to reconsider this decision.
2. Required discussions completed: The discussions required to place a program on moratorium such as regards quality of program, centrality of program to university, and need occurred in 2016. Since that time, there have been no new and compelling reasons for the university to re-engage in these discussions.
3. Quality of program: Since 2016, the program has been inactive due to its moratorium status. In addition, since that time, key ANTH faculty have exited the program, further diminishing the potential to re-develop this degree offering.
4. Centrality of a program to the University: While the values and benefits of learning Anthropology are high for the well-roundedness of student learning and for the development of critical thinking skills, the university could still fulfill its mission fully and in a more fiscally sustainable manner if this program were discontinued. The goals of critical thinking development currently are being met and in a more fiscally sustainable manner by other offerings at the university.
5. Cost: The cost to begin a program can be high, and given the current climate of budget challenges, investing in re-starting this program is not warranted.
6. Teach out: There have been no students enrolled since the discontinuation in 2016, so no teach out plan is needed.

Thank you for your consideration.

Appendix B

Please consider this letter to be the initiation of program discontinuation conversations for the BA in Anthropology. Regarding current standing, the BA in Anthropology has been in a state of unsustainability due to curriculum effects arising from federal and state (NAGPRA and CalNAGPRA) laws over the last two years, as well as low student enrollments in the major. (The accompanying MA in Anthropology is already on moratorium status.) This letter is the written request for the review of this academic program for the purpose of determining whether program discontinuance is warranted, in compliance with the University handbook policy on Discontinuance of Academic Degree Programs. This request is being made by the Dean of the College of Social Sciences and Education and the Interim AVP for Academic Affairs and Dean of Academic Programs, after consultation with the Anthropology Program Director, Dr. Hagar El Hadidi who was on sabbatical in fall 2024 but is now back, and debriefing discussions with relevant Anthropology faculty.

Specific reasons for this request include:

1. Status as low degree conferring program and CSU directive re. low degree conferring programs: In October, 2023, the CSU Chancellor office issued a [CSU directive on low degree conferring programs](#). This directive applies to all CSU institutions, and it requested universities to review and make decisions on degrees that have been low degree conferring. The BA in Anthropology was determined to be “in need of action” based on very low enrollments and the resulting low number of degrees conferred. The action taken was that low sustainability of the program for future semesters would warrant discontinuation Fall 2025, and it would be marked for campus consideration of discontinuance in Spring 2025.
2. Quality of program: Since 2019, the program and resources have dwindled, making the experience of students sub-optimal and resulting in a diminishment of the overall quality of the program. Faculty retirements and exits have resulted in only one Tenured faculty member remaining in the program. In Fall 2024, 100% of courses were taught by non-T/TT faculty. In addition, these limitations have affected the breadth of offerings and modalities: 100% of offerings in Fall 2024 were online, and only 8 courses were being offered, 63% (5) of which had enrollments of 15 or under.
3. Centrality of a program to the University: While we consider the values and benefits of learning Anthropology to be high for the well-roundedness of student learning and for the development of critical thinking skills, the university could still fulfill its mission fully and in a more fiscally sustainable manner if this program were discontinued. In addition, the goals of critical thinking development could still be met and in a more fiscally sustainable manner if this program’s offerings continued to be offered within the GE listings and/or through possible reappearances of this topic as a concentration in another area.
4. Need and instructional contributions: If this program is discontinued, students could still access some related courses through the GE curriculum. In this way, students could still study some of the topics, if desired.
5. Cost: Given the high cost of instructional faculty running very low-enrolled courses (63% of Fall 2024 offerings had class sizes of 15 students or fewer) and the very low overall number of students in the program, this program is not cost-effective to continue running in its current form. In addition, declining student enrollments in university aged students suggest sustainability of the degree is unlikely to improve.
6. Teach out: If program discontinuance is granted, the program will implement the following Teach Out Plan for any existing students. As of Spring 2025, there remain only (17) students

enrolled in the ANTH major. Given this, the impact of discontinuation of this major and on teaching students out will be minimal. Regardless, the department of ANTH is committed to providing equitable treatment to all remaining students so that students have access to complete the program they chose within a reasonable time.


- Prior to discontinuation, ANTH will communicate with students clearly about the discontinuation plan, its timelines, and its implications if any. Given the small number of majors, this communication will also be personalized after advisor consultation to include a review of final courses needed by each student. The plan will include:
 - i. an announcement immediately upon discontinuation notice of a cut-off date beyond which no new students, including transfer students, will be permitted to enter the program. This will be the hiatus date of Fall 2025.
 - ii. All students currently listed by the Registrar as participants in this program shall receive written notification of the program discontinuance no more than 15 days after the official announcement by the President.
 - iii. Plans and alternatives shall be developed to allow currently enrolled students to complete a degree program. Students currently enrolled in the program should be given the opportunity to provide both written and oral statements regarding the alternatives available. Students will be matched with advisors to assist in option discussions.
 - iv. Normally, an academic program shall continue to serve its current students for at least two semesters (three full quarters) following the official announcement of program discontinuance by the President. As noted above, we're proposing a four semester teach-out through Spring 2027. During this transition period, course offerings will be designed to assist students in the program to complete the program requirements.
 - v. Notice that the program has been discontinued will be sent to all advisors, units, and agencies involved in advising or providing information regarding academic programs on this campus.

Thank you for your consideration.



ACADEMIC SENATE
CSU BAKERSFIELD

MEMORANDUM

From: Melissa Danforth, Academic Senate Chair 

To: James L. Rodríguez, Interim Provost and Vice-President for Academic Affairs

cc: Luis Vega, Interim Dean of the College of Social Sciences and Education
Hager El Hadidi, Associate Professor of Anthropology
Natalie Thompson, Lecturer for Anthropology
Patrick O'Neill, Lecturer for Anthropology
Deborah Boschini, AVP for Faculty Affairs
Elizabeth Adams, Interim AVP for Academic Affairs and Dean of Academic Programs
Ángel Vázquez-Ramos, Chair of the University Program Review Committee (UPRC)
Katherine Van Grinsven, Senate Analyst
Leslie Williams, Assistant to the Provost
Patty Padilla, Administrative Analyst/Specialist in the Office of the Provost

Date: February 14, 2025

Subject: Objection to Proposed Discontinuation of the MA and BA in Anthropology

At their meeting on February 13, 2025, the Academic Senate discussed the notification of the proposed discontinuation of the MA and BA in Anthropology, as well as the objection to the discontinuance by Mr. Patrick O'Neill, Lecturer of Anthropology. In accordance with the current Policy on Discontinuance of Academic Degree Programs, the Academic Senate conducted a vote to determine if the Senate would file a written objection to the proposed discontinuance.

The results of the vote were 17 in favor of objection and 2 abstentions. Therefore, a majority of the Senate objects to the proposed discontinuance. By current policy, the Academic Senate Executive Committee, in consultation with the Provost, will need to convene a Special Review Committee within 14 calendar days of this letter.

An extra meeting of the Academic Senate Executive Committee has been scheduled for Tuesday, February 18, 2025, to discuss the Special Review Committee.

DR. MELISSA DANFORTH, CHAIR, ACADEMIC SENATE

California State University, Bakersfield
9001 Stockdale Hwy. • Mail Stop: 20 BDC • Bakersfield, CA 93311

Katherine Van Grinsven

From: Melissa Danforth
Sent: Wednesday, September 17, 2025 10:18 AM
To: Katherine Van Grinsven
Subject: FW: special committee and process of review anthropology discontinuation and related issues

Hi Katie,

Patrick is okay with passing this email chain along to the committees when we make the referral. Add this to the attachments and the referrals will be ready to go out.

Thanks,
Melissa

From: Patrick O'Neill <poneill2@csub.edu>
Sent: Wednesday, September 17, 2025 10:08 AM
To: Melissa Danforth <mdanforth@csub.edu>
Subject: Re: special committee and process of review anthropology discontinuation and related issues

Hi,

Thank you,

Dr. Danforth.

Yes, please forward the information to senate committees.

Also add:

Since the administrators involved admitted they acted to suppress enrollment and purposefully misinformed students and some full-time faculty during such activities that began long before any formal proposals or notifications were pursued, why is nothing being done about that? After all, it has prevented students from pursuing their choice of careers and has placed at least one full time faculty member in jeopardy. I have dedicated my entire professional career to CSUB, and these actions will likely end my academic career altogether.

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From: Melissa Danforth <mdanforth@csub.edu>
Sent: Tuesday, September 16, 2025 12:06:44 PM
To: Patrick O'Neill <poneill2@csub.edu>
Subject: Re: special committee and process of review anthropology discontinuation and related issues

Hi Patrick,

Unfortunately, the old CSUB discontinuation policy that the Provost's Office has enforced for Anthropology does not have a pause option when the tenured faculty of the program are on leave. So, we do need to refer this out to Senate standing committees to be consistent with that policy. Also note that policy allows the campus president to make decisions without Senate input if Senate does not follow the timeline within the policy.

Are you okay if I pass along this email to the Senate standing committees as part of their discussion on the Special Review Committee, or would you like to draft another message to them?

Thanks,
Melissa

From: Patrick O'Neill <poneill2@csub.edu>

Date: Friday, August 22, 2025 at 4:34 PM

To: Melissa Danforth <mdanforth@csub.edu>

Subject: special committee and process of review anthropology discontinuation and related issues

Dear Dr. Danforth,

I hope you are well. I wanted to reach out to inquire and or inform that Dr. El Hadidi is either on sabbatical or otherwise not active and has been as such since mid-Spring semester. As Such I believe it will be most appropriate for deliberations regarding anth closure including any further special committee work on the matter be halted until such time as tenured anthropology representation is able to participate on said committee, including but not limited to meeting, reporting, making decisions or taking any actions unless to inform admin to do the same.

Also, since there has never been a proposal regarding policy for discontinuation that was approved officially in writing by Chancellor, I believe the entire activity has been in vain and undertaken in violation of statewide policy regarding such actions.

Since the action has been unilaterally initiated by administrators without faculty agreement and because the action will cause direct financial hardship, potential career death, and loss of security for some or all program faculty and because it was initiated and implemented early in secret meetings and behind the scenes actions prior to any official procesural documentatio. & without notifying students or existing full time faculty, all so-called progress made regarding the issue should be discarded.

Former attempted action to discobtnue should be replaced with immediate steps revised to inform admin to work with remaining active faculty to improve and refit the program including proposition of alternatives to attempted action to discontinue, etc.

Unilateral program closures are also activities that require assistance, reassignments, opportunities for transfer and or other alternatives to help affected faculty avoid such negative impact and loss , particularly when said faculty did not cause or agree with proposed action and some or all faculty were denied opportunity for appeal or given alternatives to losing their jobs , entitlements, and financial stability due to admin not following policy and procedures. Prior to such affairs they needed to be considering impact of long-term employees with positive records of achievement and teaching. That the actions behind the scenes began in direct association to certain faculty being removed from NAGPRA compliance without explanation and without proper cause, the entire affair seems retaliatory and aimed at eliminating said faculty upon termination of existing contracts.

Thank you,

Patrick

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