

**CALIFORNIA STATE UNIVERSITY, BAKERSFIELD**  
**ACADEMIC SENATE**  
**Minutes**  
**Thursday, September 9, 2021**  
**Zoom Video Conference**  
**10:00 a.m. – 11:27 a.m.**

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

**Visitors: Visitors: T. Anthony, D. Boschini, D. Cantrell, C. Catota, R. Dugan, R. Gearhart, D. Jackson, M. Malhotra, H. McCown, J. McCune, J. Rodriguez, M. Rush, L. Vega, L. Zelezny**

1. Call to Order

A. Hegde called the meeting to order. He read a statement acknowledging CSUB's stewardship of the land of the Tejon Tribe.

2. Approval of Minutes

E. Correa moved to approve the August 26, 2021 minutes. B. Frakes seconded.  
Approved.

3. Approval of Agenda

Approval of the Agenda includes approval of Consent Agenda Item RES 212203 which extends the dates when students are advised and registered. (A. Hegde) The week of November 8 is the same week as Veterans Day. Students will not have access to advising on November 11, 2021. (M. Danforth) Registration for new students is the week of Thanksgiving. (D. Solano) Changing the dates adversely affect the veteran student population, incoming and continuing students. Their certifying process goes through the Registrar's Office. There are veteran students who have not received their book stipend yet, even though they registered two months ago. A large number of them still haven't received the notification, "Do not drop for non-payment", even though the Veterans Administration (VA) is still working all that. There will probably be

reduced staff during late November and much of December. (K. Ziegler-Lopez)  
Department chairs have to submit their schedules a week from today. There is never a perfect schedule. The Resolution could be removed from the Consent Agenda. (A. Hegde) RES 212203 was removed from the Consent Agenda and moved to New Business. E. Correa approved the agenda as amended. C. Lam seconded. Approved.

#### 4. Announcements and Information

- President's Report – L. Zelezny
  - Vaccine Record Upload site adopted
  - President's Three-Year Review – Chancellor's Office (CO) conducted the favorable review. The review to go before the Board of Trustees (BOT).
  - Grimmway Gift for Edible Garden – An upgrade is one of many improvements
  - President's Forum September 22 – Hear from Cabinet members and Q&A.
  - Campus Climate Survey – She's starting to look at data, and plan town halls with our advisors to understand gaps and create action strategies.

Comment: The health screening app gives error message. As such, the data may not reflect the actual numbers of people doing the screening. (M. Rees)

Response: F. Gorham will investigate. (L. Zelezny)

Q: Who will have access to the Campus Climate raw data? (E. Correa)

A. Two faculty members are on the DEI Commission. They will have access. (C. Catota)

- Diversity, Equity and Inclusion (DEI) activities 2021-2022 – C. Catota – See her report in the Agenda and Minutes.
- Elections and Appointments – M. Danforth
  - NSME Senator – Call for nominations for FT faculty to complete Charles Collom's term May '22
  - Search Committees
    - AVP GRaSP elect (1) FT Tenured faculty from: A&H, BPA, NSME, SSE, At-Large

- Assoc. Dean Undergrad & Grad Studies elect (1) FT Tenured from: A&H, BPA, NSME, SSE, At-Large
- Dean Antelope Valley – (1) BPA tenured faculty elected to fill vacated position
- Dean BPA - (1) FT Tenured faculty appointed by EC and Provost for faculty majority
- Dean NSME – the school elects (4) FT Tenured faculty
- UPRC – (1) elected position open to the university
- Academic Petitions Committee - elect (1) A&H FT faculty
- Student Recreation (SRC) Advisory Board – (1) FT faculty appointed by EC
- Accessible Tech Initiative (ATI) Steering Committee - (1) FT faculty appointed by EC
- Accessible Tech Initiative (ATI) Working Group - (1) FT faculty appointed by EC
- Campus Police Advisory Council - (1) FT faculty appointed by EC
- Commission on Diversity, Equity, & Inclusion - (1) FT faculty appointed by EC
- Faculty Ombudsperson - (1) FT Tenured Full Professor appointed by EC

## 5. ASCSU Report

M. Martinez is on the Faculty Affairs Committee.

- Early Tenure policy is being discussed at most of the CSUs.
- COVID Guidelines – it's a campus decision. There are a variety of policies in the system
- Repopulation – some campuses are close to 75% population. Kern County guidepost differs from many locations.
- CO stated that new hires are going to campuses with new enrollments
- AB 927 – Community Colleges to offer up to 15 BA programs. Some see it as encroaching on CSU courses and programs.
- AB 928 – Student transfers may affect CSU GE Requirements

J. Millar is on the Academic Affairs Committee.

- Ethnic Studies Council – their presentation revealed that there are still campuses without Ethnic Studies courses
- Administration’s intrusion of Faculty’s decision on classroom modality is of concern

## 6. Provost Report

- Latinx Heritage Month begins September 15 – J. Moraga is the keynote speaker that day
- DEI – Thank you to the Senate for consideration of the DEI Fellowship Program. They’ll look at data with a DEI lens at the department level as E. Correa mentioned.
- Data Summit September 24 – hosted by D. Cantrell, M. Malhotra, and F. Gorham, to look at where there are equity gaps and how to close them.
- WSCUC re-accreditation – the plan is to include the creation of a Diversity Hiring Plan, co-chaired by D. Boschini and C. Catota.
- Fall 2022 Hiring Cycle begins – Talk to your School Deans and other Deans. Watch for an announcement.
- Schedule Build – It’s important for faculty to discuss modalities with their department Chair. Thank you to D. Jackson for going through the schedule build process.
- Searches- There are seven. The first committee to meet is for the AVP IRPA.
- School Elevation Evaluation Committee (SEEC) – the charge is to explore what we can become by moving the schools to colleges
- Q: What can be done to maintain faculty motivation during the ongoing pandemic? (E. Correa)

A: The Wellness Committee was formed last year. We want to address mental health as a priority. The structural piece, in terms of modifying workload, has to be within the confines of the CBA. Tip: Research points to active recovery as a way to achieve balance. (V. Harper)

- Comment: CSUB did it right; President Zelezny and Provost Harper reached out to faculty to decide modality. (M. Martinez)

7. Committee Reports and Requests

(Minutes from [AAC, AS&SS, BPC and FAC](#) are posted on the Academic Senate Webpage)

- a. Executive Committee (M. Danforth) Refer to handout in agenda packet.
- b. Academic Affairs Committee (J. Tarjan) Refer to handout in agenda packet.
- c. Academic Support & Student Services Committee (E. Correa) Refer to handout in agenda packet.
- d. Faculty Affairs Committee (M. Rees) Refer to handout in agenda packet.
- e. Budget & Planning Committee (C. Lam) Refer to handout in agenda packet.
- f. Staff Report (S. Miller) None
- g. ASI Report (S. Magaña) – sent separately to Senators.

8. Resolutions

New Business

RES 212202 Early Award of Tenure –It’s a Handbook correction. Previously, the Handbook stated “exceptional” teaching and research and “acceptable” service. This was changed to “exceptional” service by Resolution 202124, but section 305.2.4 was overlooked. This resolution makes the term “exceptional” consistent in sections 305.2.4 and 305.3.4. Further, an editorial change was also made to make it inclusive of Librarians and Counselors. (M. Rees) Any Senator can make recommendations to FAC for the Second Reading. (A. Hegde) None made.

RES 212203 Addendum to RES 202110\_Academic Calendars S ’21, F ’21, S ’22, Su ’22 - The changes were made to the dates for Registration and Advising. The modality is up to the department, not the individual or the administration. The extra time allows faculty to address pedagogy, health and safety. (A. Hegde) Holidays occur during new registration week and there’s interest in receiving input from Enrollment Management (EM), Registrar’s Office, faculty and staff advisors. (M. Danforth) November 11 can be blocked out so there aren’t any enrollment appointments. Anyone who had had appointments on the 8<sup>th</sup>, 9<sup>th</sup> and 10<sup>th</sup> would be able to continue with their enrollment.

Sophomore students' appointments can be moved to Friday. Freshman appointments can be moved to the following Monday. It creates equity issues for sophomores where students are enrolling in classes where sophomores had to wait for access. Experience shows it's not recommended to keep enrollment open on [a holiday] November 11. (J. McCune) The timeline doesn't allow discussion because there's nothing to gain by waiting. The priority is to get the course schedules planned out. The new dates proposed allow chairs to consider modality. (B. Street) He moved to waive First Reading. J. Kraybill seconded waiving the First Reading. Senators voted in favor of waiving the First Reading. Second Reading furthered the discussion. 200 veteran students and their housing will be impacted. Upon their enrollment in classes, the student veteran has to go through a certifying process on our campus. Then it goes to the VA. If their enrollment date is moved to November 8, they would not be able to use their Priority Registration. By the time it works through the campus systems, it will be getting to the VA around Thanksgiving and the Christmas holidays which usually has reduced staff at that time. (K. Ziegler-Lopez) The veteran registering in Fall would get their funds disbursement in Spring. (A. Hegde) The Registrar's Office can prioritize for veterans to minimize the impact. Financial Aid is different for Veterans. They don't have any control over the VA's timeline for disbursement of funds. It's unknown if all 200 veterans would be impacted. It's a potential concern if the dates were changed. (J. McCune) Q: What was the impact of delaying registration last Spring? (A. Hegde) A: Pushing registration may not have helped or hurt veterans last time. The Registrar can work with the Provost and T. Davis to flag veterans at risk of being dropped to help mitigate the potential harm to veterans. (J. McCune) B. Street supports the resolution. There are mechanisms to positively impact the situation. We've learned from previous semesters. We could have the schedule moved forward. Provost Harper supports the resolution and, as a veteran, will do everything possible to help veterans. The vote was called. RES 212203 passed. Thank you to Registrar J. McCune and Staff Advisor K. Ziegler-Lopez.

Old Business None

## 9. Open Forum Items

Faculty Recognition – When faculty are asked to submit accolades, often they do not for themselves or another. Spotlight Superhero Dr. Rhonda Dugan for her research and the work she’s done to mentor students, both undergraduate and graduate, especially students of color. She contributes to thesis committees including two doctoral committees. She does this outside her normal duties. This recognition is to highlight the time she gives to students and say, thank you! (A. Hegde) R. Dugan thanked Chair Hegde and the Academic Senate for the recognition.

Sustainability Committee – The first meeting occurred last week. A grant proposal was submitted to the United States Department of Agriculture (USDA) for involving undergraduate research, spearheaded by C. Lei of Computer Science and four out of seven PIs are from members of the Sustainability Committee. M. Barrera, with the Grant’s Office, has been a tremendous help. It’s been more of a challenge working with Facilities Management. Their help is needed to get projects going. The Sustainability Committee has been putting together a list of projects to be put in a proposal to UA to get donor support. The outcome of the Faculty Survey showed strong interest in improving landscaping, water management, energy usage, recycling, efficient lighting, education and transportation. A conversation with Facilities will help to inform the committee of what’s meaningful, and doable in short-term and long-term. Members of the Sustainability Committee are interested in serving on other committees, such as the Campus Master Planning Committee. (A. Lauer)

Response: Suggestions heard. Facilities is down personnel. F. Gorham has taken on double duty to manage that unit. Facilities upgrades are on schedule. Their budget is only for replacement hires. Facilities Management is a very stretched team. (L. Zelezny)

Transforming Latinx Institutions –CSUB is hosting Dr. G. Garcia. She’ll give a talk and workshop. Watch for announcement of the October event. (J. Moraga)

## 10. Adjournment

A. Hegde adjourned the meeting at 11:27

## **Fall Semester Updates from the Division of Equity, Inclusion, and Compliance September 9, 2021**

### **Land Acknowledgement**

- Faculty Collaborator: Dr. Aaron Hegde (Economics)
- Developed in collaboration with the Tejon Tribe (federally recognized tribe)
- <https://www.csub.edu/equity-inclusion-compliance/land-acknowledgement>
- Developing the Indigenous Faculty and Staff Association

### **Religious Holiday Calendar**

- Faculty Collaborator: Dr. Joseph Florez (Philosophy & Religious Studies)
- Associate Dean: Dr. Liora Gubkin (Arts & Humanities)
- <https://www.csub.edu/equity-inclusion-compliance/religious-holiday-calendar>

### **Great Colleges to Work For survey**

- Results were received during summer
- Working with Modern Think to schedule an on-campus visit to share survey results

### **Workshops**

- Antiracism 4 part workshop for staff and MPPs (Summer 2021), 25 participants
- Shola Richards on Workplace Civility at Staff Development for University Week
- Implicit Bias training for ASI (August 2021)
- Antiracism workshop for student assistants @ Student Recreation Center (August 2021)
- ASI Community Conversations, Friday, September 10 at 10 a.m., Bloom Mural in East Bakersfield
- Moving Beyond Bias Training for faculty and staff: Friday, October 29, 2021 (10:30 a.m.-4 p.m.), <https://movingbeyondbias.org/>
- In process: diversity workshops for recognized student organizations, including Greek organizations, and workshops with the Department of Computer and Electrical Engineering and Computer Science

### **Diversity in Organizations Class (Spring 2022)**

- Faculty Collaborator: Dr. David Olson (Management & Marketing)
- Co-Teaching Spring 2022 course with focus on Black centric business and organizations
- Trip will take students to Philadelphia, Washington D.C., and New York
- Highlights: Visits to Howard University, National African American History & Culture Museum, and Industrial Bank (historic African American owned bank based in Washington D.C.)

### **Diversity, Equity, and Inclusion (DEI) Fellows**

- Faculty Collaborators: Dr. Isabel Sumaya (Psychology), Dr. Joseph Florez (Philosophy & Religious Studies), Dr. David Olson (Management & Marketing), Dr. Sarana Roberts (Special Education), Dr. Angel Vasquez-Ramos (Music), Dr. Saeed Jafarzadeh (Computer & Electrical Engineering & Computer Science), Dr. Kanwalindejerit Gagneja (Computer & Electrical Engineering & Computer Science), Dr. Pratigya Sigdya, Kristin Holloway (Library), Dr. Juterh Nmah (Educational Counseling)
- Staff/Administrators: Dr. Debbie Boschini, Leslie Williams, Claudia Catota
- Proposal submitted to Provost for his review



## Fall Semester Updates from the Division of Equity, Inclusion, and Compliance September 9, 2021

### Latinx Heritage Month (September 15-October 15)

- Change the name from Hispanic Heritage Month to be more inclusive
- Latinx used as a gender-neutral or nonbinary alternative to Latina or Latino
- Division led projects:
  - *Online library display* featuring CSUB Latina/o/x faculty who have recently published and/or CSUB faculty that have published on research focusing on the Latina/o/x community
  - *The Mixteco Kid*: showing of short film with the director and an actor, who will discuss indigenous communities in Mexico
  - *Panel featuring speakers from Lideres Campesinas and Esperanza United: Rompiendo el Silencio: Domestic Violence in the Latinx Community*
- Calendar of events coming soon

### Clery Act and Annual Security Report

- Collaboration with University Police Department
- The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics (20 U.S.C. Section 1092) requires colleges and universities receiving federal financial assistance to disclose crime statistics and security information.
- To increase campus awareness and safety, the Clery Act requires distribution of an annual campus security report to employees and students that include statistics for the previous three years concerning crimes on campus; in California State University (CSU) off campus buildings or property; and on public property within or near the campus, including reports on alcohol and drug use, sexual assault and policies concerning campus security and crime prevention.
- 3 reports are published annually: Annual Security Reports for Bakersfield and Antelope Valley, and Fire Safety Report
- Reports will be posted, and notice sent on September 15, 2021
- <https://www.csub.edu/equity-inclusion-compliance/clery>

### UndocuAlly Training (Friday, October 8)

- Workshop on supporting our undocumented students
- Sponsored by the Dreamers Resource Center

### Interested in Collaborating?

Claudia Catota, J.D., M.A.

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