

**CALIFORNIA STATE UNIVERSITY, BAKERSFIELD**  
**ACADEMIC SENATE**  
**Minutes**  
**Thursday, September 23, 2021**  
**Zoom Video Conference**  
**10:00 a.m. – 11:30 a.m.**

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

**Visitors: T. Anthony, D. Boschini, D. Cantrell, C. Catota, F. Gorham, D. Horn, D. Jackson, H. McCown, M. Novak, J. Rodriguez, M. Rush, L. Vega, K. Watson, L. Zelezny, L. Zuzarte**

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 September 9, 2021 Minutes. B. Frakes seconded. Approved.

3. Approval of Agenda

E. Correa moved to approve the agenda. J. Kraybill seconded. Approved.

4. Announcements and Information

- New Senator – H. He was welcomed to the Senate by Chair, A. Hegde. H. He was elected by the NSME faculty to complete the two year term, May 2020 – 2022.
- Academic Integrity – VP Student Affairs (SA), T. Wallace, formed a task force last summer. A. Hegde, M. Danforth, staff, administrators and a couple more faculty are members. They've been meeting to discuss solutions to academic violations. [Executive Order \(EO\) 1098 Student Conduct Procedures](#) identifies what penalties faculty and campuses can exercise. The penalty then falls under SA. Action must be reported to VP SA or designee. The Office of Student Rights and Responsibilities (OSRR) is has been renamed Dean of Students Office. Other changes taking place:  
1) E. Callahan, Assistant Dean of Students for Student Integrity and Wellbeing, is the newly appointed designee. 2) SA is bringing on software that will file paperwork and give feedback to faculty on where the violation is in the process. 3) A committee of faculty, staff, and students is being set-up to study violation patterns and to see whether further action is needed, including expulsion. Dr. Wallace will present solutions when the product is ready. Give SA a chance for the solutions to work. If at the end of the AY they're not working, we can do something differently. (A.

Hegde) Comment: Where there are multiple incidences of intense violations, who is responsible for tracking, informing, and making those decisions? (J. Tarjan)

Suggestion: Faculty make documents available in advance of student filing grievance for grading. (H. McCown)

- President's Report – L. Zelezny
  - The Governor appointed two new Board of Trustees: [Yammilette Rodriguez](#) and Julia Lopez. The Senate will be informed when Yammilette Rodriguez will visit CSUB this Fall.
  - California Senator Alex Padilla is interested in our intentional work as a Hispanic Serving Institution (HSI). Dr. Gina Garcia speaks to CSUB on October 1. Tune in.
  - Equity Innovation Hub – It's a conceptual STEM oriented hub located at CSU Northridge. She spoke with CSUN President Erika Beck where CSUB may plan a collaborative role.
  - The Department of Education granted CSUB \$5 million to strengthen CSUB's STEM opportunities. Thank you to all who worked on that grant.
  - Latino Advisory Council – Met with external group. They were interested in CSUB's progress on Ethnic Studies.
  - Grimmway and Adventist Health - Thank you to these partners for their gift which allows expansion of our Edible Garden which helps the Food Pantry.
  - Indigenous Culture to collaborate with Sustainability Group. See Open Forum.
  - President's Forum Summary – It focused on equity gaps. The topic will be covered in a separate meeting, Data Summit, 08:00 tomorrow. The speakers are J. Gold from the CO and CSUB Interim AVP IRPA, M. Malhotra.
  - Walk & Talk – Sept 30<sup>th</sup> is student deadline to upload COVID vaccine card or exemption

Q: Faculty have asked about the proposal for CSU Presidents to get a salary increase while the faculty is expected to get less of an increase. Any thoughts? (A. Hegde)

A. No information on whether she's getting an increase. She's eager to hear about the progress of negotiations for a faculty increase. The faculty have been champions in their critical role during this difficult time. She asked the CO for updates on negotiations. (L. Zelezny)

Comment: The legislature allocated a certain amount for mental health for students as a result of GI 2025. It's been 10 years since a tenure-track (TT) Counselor has been added to CSUB. The value of having such is incredibly high. There has been a lot of turnover of contingent counselors. Consider one or more TT counselors to address: 1) Ethnic Studies (ES) whereby the counseling center mirrors the campus demographics 2) mental health in student athletes 3) lifting student success through narrowing equity gaps. (J. Millar)

Response: CSUB will be receiving \$900K for mental health. VP SA, T. Wallace, is the contact. There will be a search for a certified psychologist and an Antelope Valley counselor replacement. More will be discussed in the Budget Forum, October 18, 11:00. (L. Zelezny)

- Zoom Recordings – CSUB pays for Zoom cloud recordings. The cost has been increasing monthly. ITS' request is to implement 180 days recording deletion. The

recordings are automatically stored/copied to TechSmith Relay. It has unlimited storage. Zoom recordings can also be manually uploaded to Box or directly downloaded to one's computer. Starting on November 2, recordings older than 180 days will be deleted. (F. Gorham)

Q: If one doesn't want recording in TechSmith Relay, do they have to delete it themselves?

A: Yes

Q: If the recordings are embedded into the courses, whereby courses are updated each term, is there a way to avoid going back and forth to post to TechSmith and upload it again, then deleting, etc.? (E. Correa)

A: If one has already created links to their course(s) to the recording in TechSmith or Box, as one recreates that course semester-to-semester, those links will be in place for the updated course imports. (F. Gorham)

Request: Directions how to save recordings in TechSmith posted on Canvas (D. Solano)

Response: There will be directions for that. The draft was shared, live. (F. Gorham)

- Elections and Appointments – M. Danforth

NSME Senator - H. He elected to complete term May 2020-May '22

Search Committees:

AVP GRaSP elect (1) FT Tenured faculty from each:

A&H – second call ends 12:15 today

BPA – second call ends 12:15 today

NSME – election ends at 12:00 today

SSE – Ivy Cargill elected – Congratulations!

At-Large – call will extend past school elections

Assoc. Dean Undergrad & Grad Studies elect (1) FT Tenured each:

A&H – second call ends 12:15 today

BPA – second call ends 12:15 today

NSME – election ends at 12:00 today

SSE – second call ends 12:15 today

At-Large – call will extend past school elections

Dean BPA - EC and Provost appoint (1) FT Tenured for faculty majority

Dean NSME school elects (4) FT Tenured faculty - call ends Monday 5:00 p.m.

Call for Nominations to elected position

UPRC – (1) elected position open to the university

Call for Interest to appointed positions forthcoming:

Academic Petitions Committee

Student Recreation (SRC) Advisory Board

Accessible Tech Initiative (ATI) Steering Committee

Accessible Tech Initiative (ATI) Working Group

Alumni Associate Board

Campus Police Advisory Council

Diversity, Equity, & Inclusion (DEI) Commission

## Ombudsperson Tenured Full Professor

### 5. ASCSU Report

Senator Martinez is on temporary leave. D. Horn is his alternate. (A. Hegde)  
Committees will continue to meet virtually October 8. Governor Newsom reappointed [Romey Sabalius as Faculty Trustee](#). California [AB 928](#) is said to bring an easier pathway from community college to the CSU. There is controversy around [AB 927](#); what kinds of degrees that community colleges can host. ASCSU Academic Affairs will be discussing the potential impact on Nursing. Bakersfield College offers a BSN, as does CSUB. Please send questions or concerns to submit to the ASCSU to J. Millar. (J. Millar)

### 6. Provost Report

- Shared Governance – Thank you to those working with the Office of Provost during the last several months on the overall management of university.
- Pandemic Research Group – It provided an opportunity for faculty to do research during the pandemic, studying the pandemic. Their report received earlier this week. The campus is closer to building faculty research grant structure.
- Restoration of Positions in Academic Affairs (AA) – Thank you to President Zelezny for the ability to continue research for faculty and bringing extraordinary people to the CSUB community.
- DEI Principles Implementation – Data Summit scheduled for Friday, giving a deep look into disaggregated data of this organization.
- DEI Faculty Fellow Proposal – Thanks to the Senate for referring to sub-committee
- Anti-Racism and Equity Issues – Thank you to the Faculty Teaching and Learning Center (FTLC) for starting a reading circle on such topics.

### 7. Committee Reports and Requests

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

- a. Executive Committee – See report in the agenda and in the minutes. (M. Danforth)
- b. Academic Affairs Committee – (J. Tarjan)

Referral # 2 Department Formation Criteria. Joint task force meeting next month.

Dropping students for non-payment- Apparently if records are restored in PeopleSoft, all their Canvas information reappears. Students who have been dropped can also be manually reinstated if inserted by faculty.

Referral # 23 action is RES 212204 MA INST Moratorium, to be introduced this day.

Referral # 8 General Studies (GST) Department Formation - waiting for updated referral from EC.

First Year Seminar (FYS) – There was a meeting of the FYS learning community yesterday. There is tremendous concern about people involved in that course and the lack of formal accountability and coordination. In light of our efforts toward student retention and closing equity gaps, it's sad how that course has been allowed to drift this past year.

Referral # 09 Proposal to Employ High Impact Practice (HIP) Tracking – AAC discussed who will decide HIP designation, who has access to information, how will

the information be used, does it indicate the university's commitment to increase HIPs and would there be resources available.

Referral # 07 GECCo Reporting Structure – What is the relationship between GECCo and other entities and what that means? Reporting has to be worked out. As a general consensus, people don't get feedback on course proposals and other issues. The suggestion is to streamline the process to deliver responsive feedback, etc. Committee discussion: The roles of ex-officio and voting members in Senate sub-committees. The Senate is comprised of faculty and other members.

- c. Academic Support & Student Services Committee (E. Correa) – See report in the agenda and in the minutes.
- d. Faculty Affairs Committee (M. Rees) - See report in the agenda and in the minutes.
- e. Budget & Planning Committee (C. Lam)  
Referral # 2 Department Formation Criteria. Joint task force to meet next month.  
Referral # 18 has become RES 212205 CSUB Policy on Use of sUAS-GRaSP Update  
Referral #07 GECCo Reporting Structure - The committee recommended that GECCo fall under AAC. Since it's a joint referral, awaiting more from AAC and FAC.  
Referral #19 DEI Faculty Fellow Exploratory Group Report - The proposed actions are a good start but need improvement. BPC to write to EC for guidance.
- f. Staff Report – Nothing to report. (S. Miller)
- g. ASI Report – The Take-Out-Tuesday survey asked students how they were doing in several areas. The results of the survey were shared with the Senate (S. Magaña)  
Comment: The focus of the Summer Institute was student and faculty wellness.  
Tips: 1) Instructor to make time to allow students to check in where the instructor can ask the student how they're doing. 2) Have students interact in small groups as a way for them to get to know each other in class and to help alleviate the student isolation and loneliness. There are PowerPoints on both faculty and student wellness in the GECCo Canvas course. (J. Tarjan)

## 8. Resolutions

### New Business

RES 212204 MA INST Moratorium – For interschool programs, the AAC serves as the curriculum committee to act on behalf of the schools involved. AAC had no objection to accepting the request for moratorium. (J. Tarjan) No questions to the committee.

RES 212205 CSUB Policy on Use of sUAS-GRaSP Update – Instead of calling them “drones”, the university calls them Small Unmanned Aircraft Systems (sUAS) (C. Lam) No questions to the committee.

### Old Business

RES 212202 Early Award of Tenure – It fixes the Handbook language for “exceptional” service and added Librarians and Counselors. There wasn't any feedback to FAC after the First Reading. (M. Rees). A vote called. The motion passes and the resolution approved.

## 9. Open Forum Items

Sustainability – 1) F. Gorham participated in the committee’s meeting where the need for improved irrigation was discussed. 2) Appreciation for indigenous culture could be shown by showcasing medicinal and other plants from the native ecosystem on campus. Give back to nature to give back to the animals and plants that live here. 3) CSUB reaches out to external contractors despite the talent here. For example, faculty can provide plant lists and where to buy them. They could do landscape design. They would be happy to share their knowledge for free. Faculty can be the creative tool, the critical thinkers for long-term planning on how to do it right. Students can help, too. (A. Lauer) Sandra Hernandez is the Chair of the Community Ambassadors of the Tejon Tribe and would be eager to support ways to bring the indigenous culture to campus. It could be an agenda item for their meeting October 5. (L. Zelezny)

Administrators’ lack of response to email and attendance to Sub Committees meetings - Request: Send a message to administrators’ direct reports noting 1) Given that everyone is busy dealing with the pandemic, etc. faculty have been asked to take-on additional roles and we ask that MPPs respect that work. 2) When faculty reach out for information and/or participation in sub-committee(s) it’s important to respond and show-up for meetings. (E. Correa)

Compassion for Parking – the daily permit is \$6.00. It could be a disincentive for students to come to campus while we want them to return to campus. Can we mitigate the cost to students who come to campus for one class? (J. Moraga)  
Response: It’s not that we’re not compassionate. There are codes above us which control parking. Chief Williamson can share what the restraints are. (L. Zelezny)

Trauma Informed Repopulation Group – Chaired by L. Gubkin, it supports trauma informed interaction to help create a safe place, trustworthiness, being a safe person, etc. 1) Explore how we get that increase compassion that faculty have for students in collaborative ways. 2) Counseling is doing both Zoom and face-to-face sessions. Half of the students are coming in for in-person sessions. That’s where serious issues come up. The Antelope Valley campus sees a lot of students virtually. Wellness activities: mindfulness, meditation, students talk to each other how stressful life is. 3) Thank you to Dr. Harper who continues to support Faculty Wellness and other conversations to support instructional faculty. (J. Millar)

Asian Faculty and Staff Network – They hosted an event last May, moderated by Senator Moraga, with keynote speaker, Ann Kaneko. Her documentary film, *Global Shades of Targeting Difference*, to be shown at 8:00 p.m., at the Los Angeles Pacific Rim Festival. The in-person event begins with a reception at 6:00 p.m. Tickets available. (C. Lam)

Acknowledgements: 1) Thank you to C. Lam for planning and participating in Asian Faculty and Staff Network meetings. 2) Thank you to Lisa for coordinating activities that are going to occur in the next year. 3) The Provost Council agenda will include, Sub-committee Participation, in response to Senator Correa’s request. (V. Harper)

10. Adjournment

A. Hegde adjourned the meeting at 11:25

## **Committees Report Summary**

### **September 23, 2021**

#### Executive Committee (Melissa Danforth, Vice-Chair)

Executive Committee (EC) met on Tuesday September 21<sup>st</sup>. D. Jackson and B. Street attended the meeting to present a report on Academic Support Services, which was discussed after the presentation. Specific concerns were the negative effects of increasing student/faculty ratios, how to avoid “bouncing around” students between units, the role of faculty advisors, the use of technology that has not been reviewed by faculty, and the need for more qualitative data.

There was a conversation at DCLC about providing paper SOClS to courses with face-to-face meetings, and EC supports this option for faculty. The letter from faculty for the CSUB time capsule has been drafted and was sent to EC by email for review. There was also a brief discussion about the climate survey data. Additionally, the composition and selection process for the School Elevation Exploratory Committee was discussed.

The log from each subcommittee was discussed. New discussions and referrals included:

- Concerns from EEGO about the number of class meetings in Summer 2022. Referred to BPC.
- Proposal to move Faculty Hall of Fame selection to Faculty Honors and Awards Committee. Referred to FAC.

Refer to the EC minutes posted on the Senate website and the subcommittee logs in the Senate agenda for more details

#### Academic Affairs Committee (John Tarjan, Chair)

1. The joint task force on department formation criteria has been formed with representatives from AAC, BPC and FAC. Maureen Rush was selected as Chair.
2. The impact of dropping students for nonpayment was discussed. Apparently records on Canvas are retained and restored when students are reinstated by the University or manually reinserted by faculty.
3. A resolution supporting the proposed MA INST moratorium was sent to the Executive Committee.
4. We discussed the roles of non-voting and non-faculty members of the committee.
5. We discussed the potential formation of a General Studies Department and are

awaiting an updated referral from the Executive Committee.

6. We had a lengthy discussion of issues surrounding the tracking of High Impact Practices (HIPs) in courses. We will continue the discussion at our next meeting. The following issues arose.
  - a. Who will decide upon the designation?
    - i. School curriculum committees?
    - ii. A different faculty committee?
    - iii. AAC?
  - b. Who will have access to the information and how will it be used?
  - c. Does this signal a commitment to increasing HIPs with concomitant funding?
  - d. Is the Kuh list exhaustive? (e.g. supplemental math labs)
7. We discussed the reporting relationship between GECCo and other entities. There is some support for having GECCo report to the Senate through the Academic Affairs Committee or even be a standing committee of the Senate. There are concerns that GECCo is not very timely in responding to course submissions. This may be an issue separate from reporting relationships. There is concern that faculty are not aware of how GECCo functions and how decisions are made.

#### Academic Support and Student Services committee (Elaine Correa, Chair)

AS&SS requested the Assessment Directors from the 4 schools and the AVP for IRPA to attend our meeting to discuss referral 09 on High Impact Practices (HIP) at CSUB. We received written feedback from Dr. Carl Kloock (NSME) since he was not able to attend the meeting. Dr. Carol Dell'Amico provided feedback for A&H and discussed some of the concerns with HIP related to assessment. Interim Associate Dean for Graduate and Undergraduate Studies, Dr. Luis Vega reiterated the available data on HIP's at CSUB. The committee did not hear back from the Assessment Director of BPA. AVP for IRPA agreed to attend but missed the meeting. SSE Assessment Director joined the meeting late with insufficient time to present. The committee discussed HIP's and identified concerns about the value of coding courses as HIP. Some members indicated that faculty who are willing to implement HIP's into their teaching will continue to do so, with or without an HIP designated to the course in Peoplesoft. For the second portion of the meeting, AS&SS joined FAC to discuss the DEI Fellows Framework with the 2 faculty leads (Dr. Sumaya and Dr. Flores). Questions were raised about the efficaciousness of creating a DEI fellow framework without first reviewing the data from the Campus Climate Survey.

#### Budget and Planning Committee (Charles Lam, Chair)

1. Referral #18 CSUB Policy on sUAS-GRaSP Update – Committee approved referral.
2. Referral #07 General Education Curriculum Committee Reporting Structure –

Committee recommends GECCo report to AAC.

3. Referral #19 DEI Faculty Fellows Exploratory Group Report – Committee finds that proposed actions need improvement, will ask Senate Executive Committee for a new referral.

#### Faculty Affairs Committee (Mandy Rees, Chair)

- We had a robust discussion of issues raised in the Diversity, Equity and Inclusion Faculty Fellows' report. Later, Taskforce Co-chairs Isabel Sumaya and Joseph Florez joined us along with the Academic Support & Student Services Committee for further discussion of the report.
- The Taskforce working on revising the criteria for Department Formation met and we heard a report.
- We assigned various committee members to research topics regarding Electronic RTP, Exceptional Service, and Assigned Time timelines.

ASCSU (M. Martinez, J. Millar)