CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE
Minutes
Thursday, March 3, 2022
Zoom Video Conference
10:00 a.m. – 11:28 a.m.

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

Visitors: T. Anthony, J. Armentor, D. Boschini, S. Bozarth, M. Brown, D. Cantrell, C. Catota, J. Deal, R. Dugan, F. Gorham, D. Jackson, M. Novak, D. Perez-Granados, J. Rodriguez, M. Rush, T. Salisbury, 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 minutes of February 17, 2022. J. Deal seconded. Approved.

3. Approval of Agenda
   RES 212222 Addendum Academic Calendar 2022-2023 added to the Consent Agenda. Approval of agenda is also approval of the resolution. (A. Hegde) E. Correa moved to approve the agenda. D. Solano seconded. Approved.

4. Announcements and Information
   - President's Report – L. Zelezny
     - Title IX – Director of Equity, Inclusion and Compliance, C. Catota, gives reports to the Cabinet frequently.

    - Health Requirements – Students who have been temporarily locked out of their Canvas accounts are to be directed to covidqa@csub.edu or 654-3091
    - Budget Forum – March 21, 11:00 a.m. – 12:00 p.m.
- Title IX Process – Chancellor Castro resigned because of circumstances at Fresno State, especially dealing with Title IX. To make sure those things don't happen at CSUB, M. Brown, Deputy Title IX Officer was asked to talk to the Senate about timeline, processes, etc. (A. Hegde) Campuses can falter where there is a gap in access to resources, support, and the enforcement of policy. Find *Title IX Team* presentation attached to the minutes. Comment to M. Brown: Since Title IX covers employees, please talk to the schools about hostile work environment and do some listening. (J. Tarjan) Who does M. Brown report to? (E. Correa) A: M. Brown reports to C. Catota. Title IX, in its confidentiality, is governed by the Executive Orders 1096, and1097 from the Chancellor's Office (CO). (M. Brown)
- Enrollment Spring '22, Fall '22 – D. Cantrell – Find D. Cantrell's *Spring Enrollment 2022* presentation and *Spring 2022 Preliminary Data* attached to these minutes. Enrollment funnel: our new process allows us to admit more than we ever have due to our more efficient processes. Total number of applicants by term, total number by school and term, total number by applicants by ethnicity, total number of AV applications, total number of admitted by term, total number of admitted student by school and by term are in the presentation slides. Q: What percent of admitted students end up enrolling? A: 80-85% of those who express intent to enroll end up enrolling and approximately 18% of those admitted end up enrolling. We can help students with their intent to enroll and implementation. (D. Cantrell) Comment: Develop a campus-wide Strategic Enrollment Management mindset: The number of enrolled students impacts the Budget, School and Course Planning, Human Resources, the System Enterprise and Student Services. Best practice guideline is 1/1000 counselor to student radio. We're now 1/2000 counselor to student ratio. (J. Millar)
- Elections and Appointments – M. Danforth

- School Senators elected
    - A&H: Mandy Rees, Music and Theatre, 2022-2024
    - BPA: Di Wu, Accounting and Finance, 2022-2024
    - NSME: Maureen Rush, Mathematics, 2022-2024
    - SS&E: Adam Sawyer, Teacher Education, 2022-2024
- Election Antelope Valley ends March 7, 5:00 p.m.
- Call for A&H Nominations to complete J. Moraga's term to be sent. Senator Moraga has moved to SS&E.
- Campus-wide Academic Advising Task Force election results:
    - A&H: Joel Haney, Music
    - BPA: L. Paris, Management and Marketing
    - NSME: Amber Stokes, Biology
    - SS&E: Kris Grappendorf, Kinesiology
- Application for Article 20.37 Assign Time ends March 11, 5:00

5. ASCSU Report (M. Martinez, J. Millar)
   Announce to Faculty - ASCSU meeting with WSCUC. The executive committee is looking for questions for the president of WSCUC. Direct questions to jmillar@csub.edu or mmartiez@csub.edu The ASCSU is examining AB 928 and AB 927. Email concerns to jmillar@csub.edu or mmartiez@csub.edu

6. Provost Report (deferred)

7. Committee Reports and Requests
   (Minutes from AAC, AS&SS, BPC and FAC are posted on the Academic Senate Standing Committee webpage, here.)
   a. Executive Committee (M. Danforth) (deferred)
   b. ASI Report (S. Magaña) (deferred)
   c. Academic Affairs Committee (J. Tarjan) – Find AAC's report in agenda packet.
   d. Academic Support & Student Services Committee (E. Correa)
   e. Faculty Affairs Committee (M. Rees) (deferred)
   f. Budget & Planning Committee (C. Lam) Find AAC's report in agenda packet.

g. Staff Report (S. Miller) (deferred)

8. Resolutions

Consent Agenda

RES 212222 Academic Calendar 2022-23 Academic Advising edit Fall 2022

New Business

RES 212220 – Formation of General Studies (GST) Review Committee – J. Tarjan presented on behalf of AAC. There are adjunct faculty who are teaching courses who are not in a regular academic department. Hence, they don't have a home for classroom observation and review as far as advising faculty in terms of retention. The resolution attempts to address the shortcomings in our operations. The Associate Deans are making those appointments of GST instructors where there isn't an academic department. The group to whom advice would be given would depend on where those appointment lay. Q: The Handbook indicates that faculty must have a home. Is this a matter of not adhering to process? (M. Danforth) A: The idea is that they'd be given an academic home. Most people teaching First Year Seminar (FYS) are staff positions, counselors, advisors, librarians, and others who don't have a department and are not going through classroom observation, etc. Example: E. Callahan has an administrative appointment and is not part of any academic home. She's a great instructor. There are maybe two who would request an annual review, but they don't have a home from which to be reviewed. (J. Tarjan) Comment: An academic home is necessary from a CBA perspective. There's a review process but not an academic home. (V. Harper) Feedback to AAC: remove "librarians" as they have a home and a process. (A. Grombly) Define academic home in terms of the CBA. A department or program committee is not an academic home. Instructors who are not connected to a department usually teach FYS just once a year, so they don't go through a review. (M. Rees) Academic home is a euphemism. (J. Tarjan) Feedback to AAC: The Counseling Center is a home for the counselor faculty who teach GST courses. The increase in students hasn't allowed counselors to teach FYS. The course is an important way for students to interact with counseling to develop trust with people. Counseling has a unit committee for process and review. (J. Millar) Faculty should have input on the

hiring of faculty and there should be some unit charge, such as with GST faculty. It's an attempt to give those who want a review an entity they could ask for it. If a department doesn't hire that faculty member, do they have a say on retention? This is AAC's attempt to fill the gap. AAC is open to other suggestions. (J. Tarjan) Thank you to J. Tarjan for tackling a very difficult problem. It's a step in the right direction. (V. Harper) Additional feedback can be sent to J. Tarjan. (A. Hegde)

RES 212221 Academic Calendar – Fall Recess Schedule – C. Lam presented on behalf of BPC. There was a referral to consider a full week break in Fall term. There are consequences to that approach that impact teaching days at the end of the Fall semester. The survey of Fall breaks at other CSU campuses was considered. BPC's resolution is to add a Wednesday recess before Thanksgiving Break. (C. Lam) The issue came from a suggestion from Senator Rodriquez. BPC, who is tasked with the Academic Calendar, had a healthy discussion about adding a recess without moving University Week. This is their proposal. There's a possibility of it being discussed again. (A. Hegde) The streamlining of University Week is important because of concern for the students. During the pandemic, it was very difficult for parents who had children at home. Some had to quit their jobs. Public schools have the whole Thanksgiving week off. Our most vulnerable students have to find childcare or not go to class at all. (A. Rodriquez) By having an extra day to Thanksgiving Break, we're assuming we're not making any changes to University Week. If we want a full week without touching University Week, we'd have to push final exams and graduation to December 22nd and December 23rd. (C. Lam) The maximum faculty can work under the CBA is 180 days. (A. Hegde) Because we do not align with Public Schools, we'll lose our average daily attendance. Another rational is the safety of students travelling so close to Thanksgiving. (J. Tarjan) It will be an ongoing conversation. (A. Hegde)

<u>Old Business</u>

RES 212218 Final Exam Policy – Interim Policy Change – C. Lam reminded Senators that there are some conflicts between final exams and commencement. It affects students and faculty. Because the Academic Calendar has been set for this year and next, this is an interim solution. (C.

Lam) Q: Why not set graduation a week after finals? (A. Lauer) A: BPC just received a referral to look at Saturday Commencement. (C. Lam) Moving commencement out is not an option. Black and Hispanic graduation do not involved tickets. Ask people who are involved in these events. (T. Salisbury) J. Tarjan in strong support of the resolution. Speaking to the Senate Chair – there seems to be a lot of external constraints on the academic calendar where we cancelled the reading day, where our commencement is smashed against final exams, etc. Perhaps take it forward that the current work calendar doesn't allow the flexibility to meet our students needs to celebrate their accomplishments as well as the academic and intellectual needs of our students. We do these things because of external constraints. (J. Tarjan) That is a task for BPC and hopefully they'll bring something forward. (A. Hegde) A vote was called. Approved.

RES 212219 Submission of Electronic Faculty Performance Files – M. Rees reminded the body that the resolution is to form a task force to investigate software to support the RTP process. There are problems with Box especially for lecturer use. This is to get started on finding a better solution. There were no changes from the First Reading. A vote resulted in approval.

9. Open Forum Items
    - Performance of systems in classrooms – In response to Senators Street and Rodriquez, ITS updated four locations where they found older hardware. ITS hopes to have systems upgraded in 48 classrooms by Fall. There are 60 departmental labs and spaces that ITS will discuss with the deans. ITS is responsible for all the equipment in Academic Operations, but we need to figure out how to get computers updated in other spaces. (F. Gorham)
    - ITS Consultation for RTP software – F. Gorham offered any assistance.

10. Adjournment

    A. Hegde adjourned the meeting at 11:28.

Title IX Team

Marcus Brown, Title IX Coordinator
Jorge Villatoro, EIC Specialist
Olivia Warren, Campus Advocate

Dr. Debbie Boschini – Provost Office
Lori Blodorn – HR Office

Deputy Title IX Coordinators

Emily Callahan (Dean of Students)
Ruby Alvarez (Student Affairs – Stud Orgs)
Hilda Nieblas (Housing)
Cindy Goodmon (Athletics)

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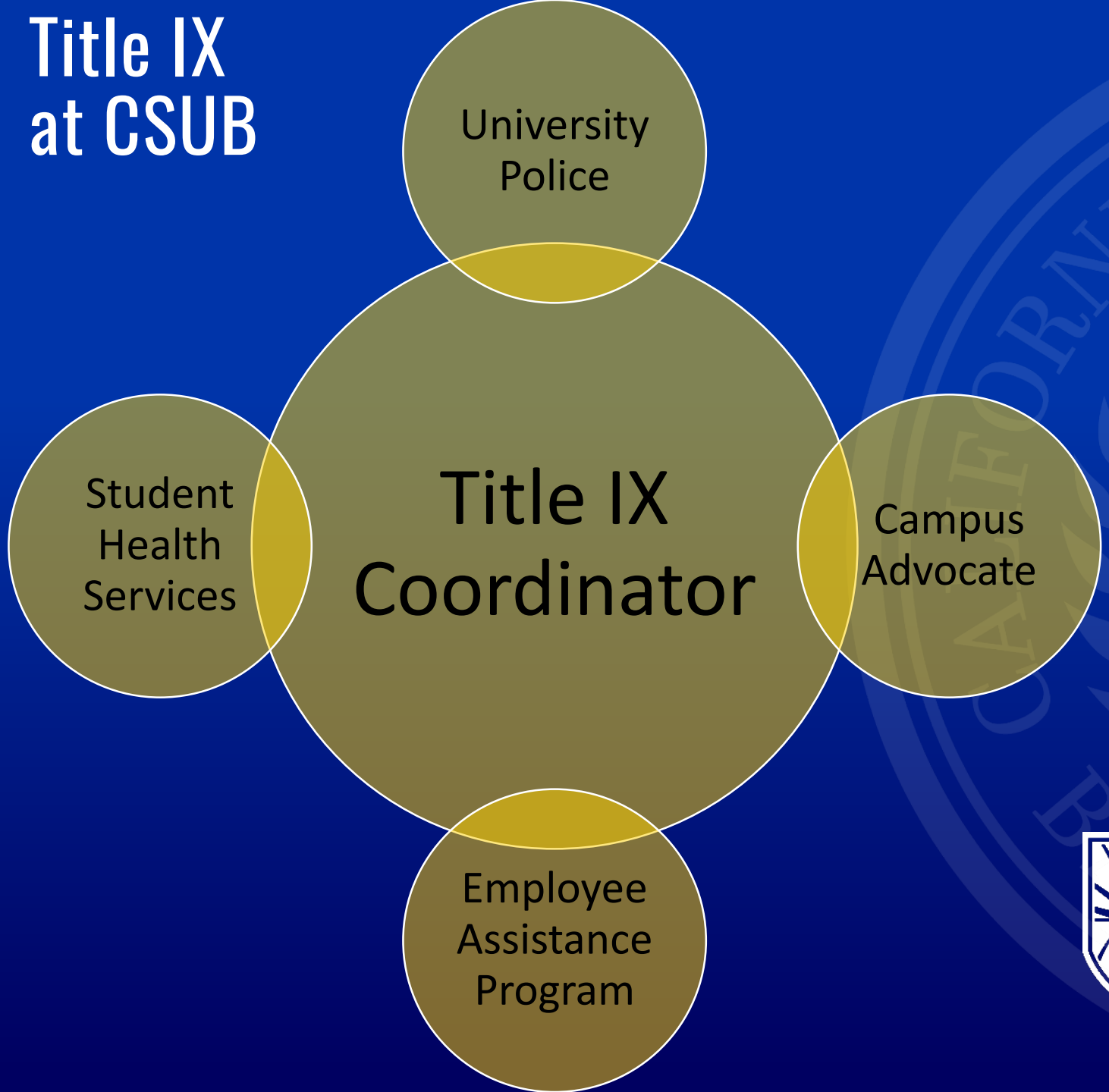
Title IX at CSUB



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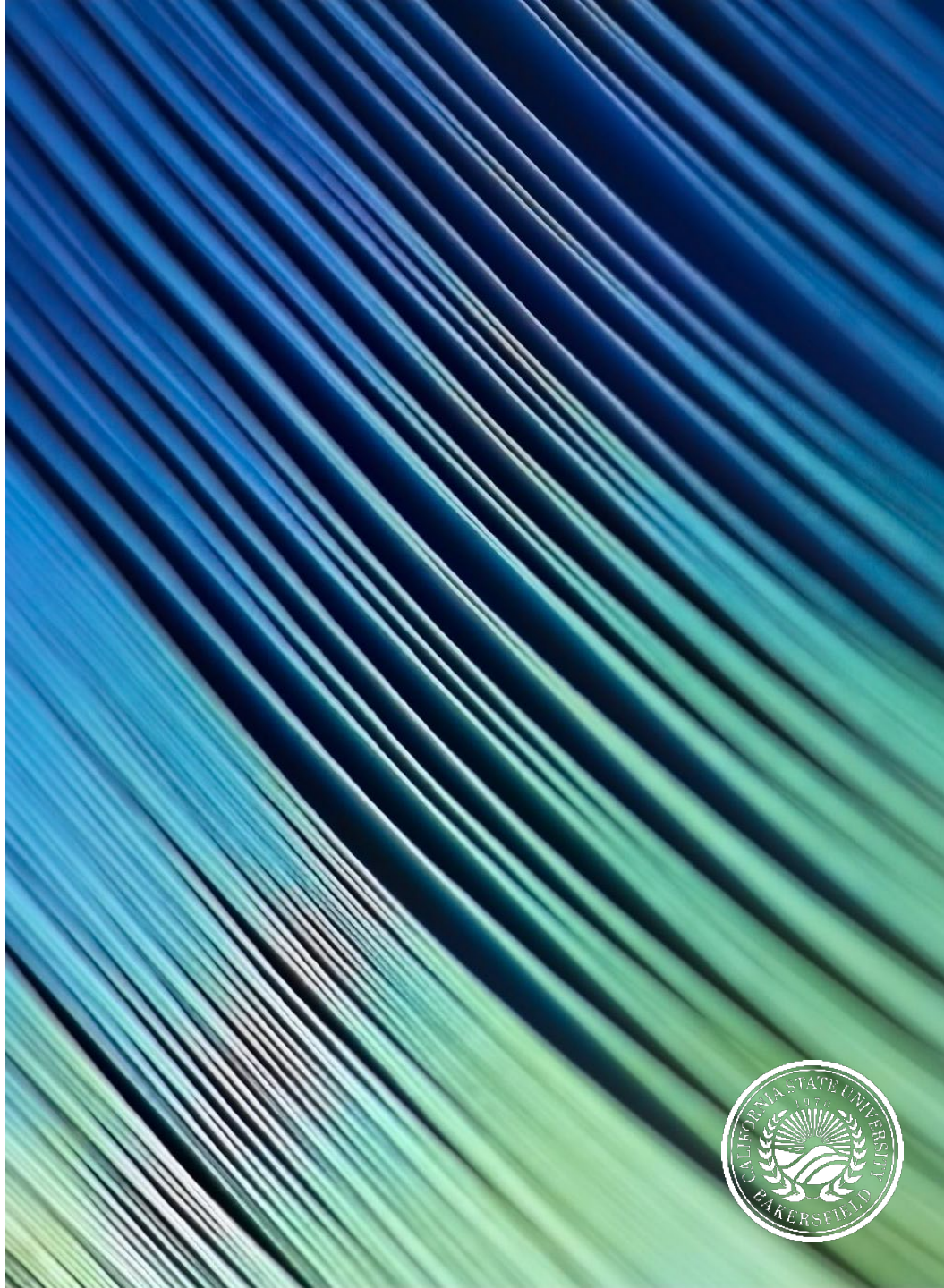
Title IX Reminders

Duty to Report - Upon Disclosure

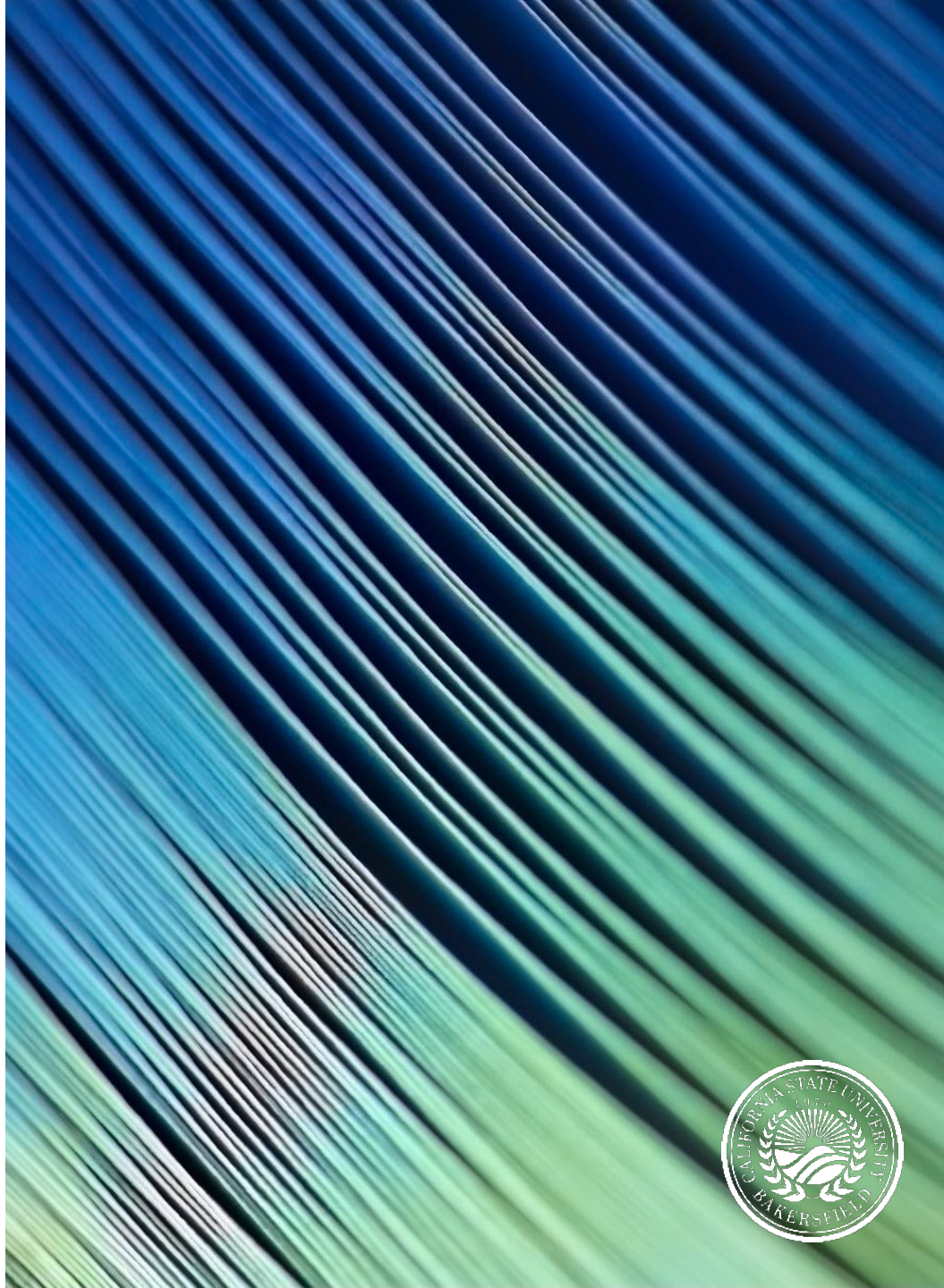
- Gather basic info (5Ws)
- Assess “support” needs
- **REPORT** (to Title IX Coord.) and **REFER**
- Maintain confidentiality; written and verbal (need to know basis)
- Take necessary action, not retaliatory action (seek counsel)
- Document actions



Title IX Process

****Duty to Report**

- Formal process begins when the Title IX Coordinator receives a written Complaint from Complainant.
- Investigations can take several months.
- Confidentiality – need-to-know basis.
- Interim accommodations may be necessary.
- **Personnel management may still occur but may require check-in with Title IX Coordinator.



SPRING 2022 ENROLLMENT AND FALL 2022 APPLICATION DATA

PREPARED 2/26/2022

DR. DWAYNE CANTRELL

CALIFORNIA STATE UNIVERSITY
BAKERSFIELD

DIVISION OF ENROLLMENT MANAGEMENT

Spring Enrollment Numbers

Spring Headcount and FTES

Spring Headcount and FTES trend (Spring 2022 is preliminary)

	Headcount			FTES		
	2020	2021	2022	2020	2021	2022
Non-Resident Foreign	138	106	106	128	107.9	97.2
Non-Resident Out of State	95	111	95	90.6	101.6	89.9
Resident	10,021	10,233	9,423	8,913.90	8,999.60	7,740.40
Grand Total	10,254	10,450	9,624	9,132.50	9,209.10	7,927.40

A/Y FTES: 8,455 (Fall 8,983, Spring 7,928) = 2.58% over target

Spring Antelope Valley Campus Enrollments

	Headcount			FTES		
Campus	2020	2021	2022	2020	2021	2022
			2			0.6
Antelope Valley	421	314	342	308.9	251.9	249.2
Antelope Valley and Main	257	532	285	236.1	469.6	253.4
Main	9,576	9,604	8,995	8,587.50	8,487.70	7,424.30
Grand Total	10,254	10,450	9,624	9,132.50	9,209.10	7,927.40

Spring Enrollment by School

	Headcount			FTES		
School	2020	2021	2022	2020	2021	2022
All University	30	27	22	23.5	18.9	16.9
Arts and Humanities	1,054	1,039	841	937.9	885	713.3
School of Bus & Public Admin	1,716	1,641	1,438	1,506.30	1,390.40	1,218.80
School of NSME	2,471	2,562	2,232	2,139.00	2,223.00	1,895.90
Social Sciences and Education	4,637	4,920	4,414	4,237.50	4,466.60	3,887.70
Unknown	346	261	677	288.5	225.3	195

Data provided by IRPA 2/26/22

Spring Enrollment Numbers (cont.)

Spring Enrollment by Race/Ethnicity

	Headcount			FTES		
Race/Ethnicity	2020	2021	2022	2020	2021	2022
African American	* 465	423	369	401.5	345.6	296.2
American Indian	* 39	31	28	35.6	27.8	25.4
Asian American	625	659	657	551.9	578	530
Hispanic	6,078	6,431	6,155	5,456.20	5,728.80	5,191.40
Non Resident Alien	408	422	249	378.1	387	219
Pacific Islander	17	21	16	15.7	19	12.4
Two or More Races	238	233	197	206.4	207.6	172.9
Unknown	742	592	551	645.2	514.9	369.4
White, Non Latino	* 1,642	1,638	1,402	1,442.10	1,400.50	1,110.80
Grand Total	10,254	10,450	9,624	9,132.50	9,209.10	7,927.40

* Groups that show steady 3-year decline

Data provided by IRPA 2/26/22

3-Year Application and Admit Data

Total Number of Applicants by Term

All Degree Seeking	Fall 2020	Fall 2021	Fall 2022
Total	19094	19929	19136

Total Number of Admitted Students by Term

All Degree Seeking	Fall 2020	Fall 2021	Fall 2022
Total	15018	15282	15593

Total Number of Applicants by School and Term

School	Fall 2020	Fall 2021	Fall 2022
All University	903	831	838
Arts and Humanities	1828	1843	1770
School of Bus & Public Admin	2820	3739	3454
School of NSME	6752	7091	7424
Social Sciences and Education	6791	6427	5650

Total Number of Admitted Students by School and Term

School	Fall 2020	Fall 2021	Fall 2022
All University	669	685	682
Arts and Humanities	1353	1386	1415
School of Bus & Public Admin	2063	2636	2725
School of NSME	5485	5749	6287
Social Sciences and Education	5448	4826	4484

Total Number of Applicants by Ethnicity

Ethnic Group	Fall 2020	Fall 2021	Fall 2022
	2		1
AMIND	129	128	130
ASIAN	2005	2742	2732
BLACK	1323	1477	1437
DECLINE	1628	1818	1495
HISPANIC	11672	10810	11071
PACIF	91	72	90
WHITE	2574	3170	2356

Total Number of Admitted Students by Ethnicity

Ethnic Group	Fall 2020	Fall 2021	Fall 2022
	2		1
AMIND	103	99	108
ASIAN	1550	1975	2149
BLACK	903	1018	1061
DECLINE	1267	1367	1208
HISPANIC	9282	8619	9263
PACIF	73	49	67
WHITE	2098	2345	1835

Total Number of AV Applicants

Campus	Fall 2020	Fall 2021	Fall 2022
AVC	425	414	286

Total Number of AV Admitted Students

Campus	Fall 2020	Fall 2021	Fall 2022
AVC	372	321	235

Data provided by Enrollment Systems 2/24/22

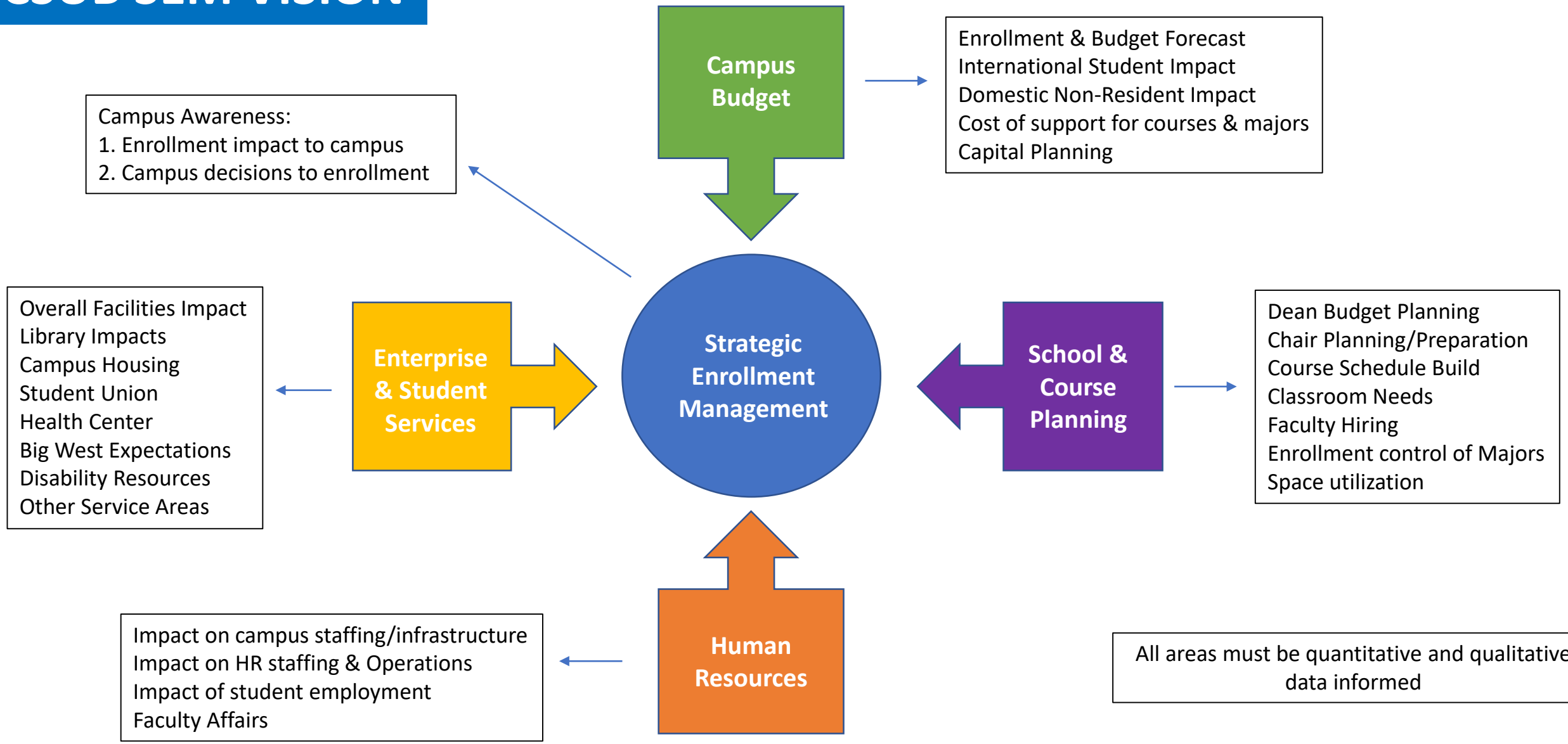
DEVELOPING A CAMPUS-WIDE SEM MINDSET

DR. DWAYNE CANTRELL

CALIFORNIA STATE UNIVERSITY
BAKERSFIELD

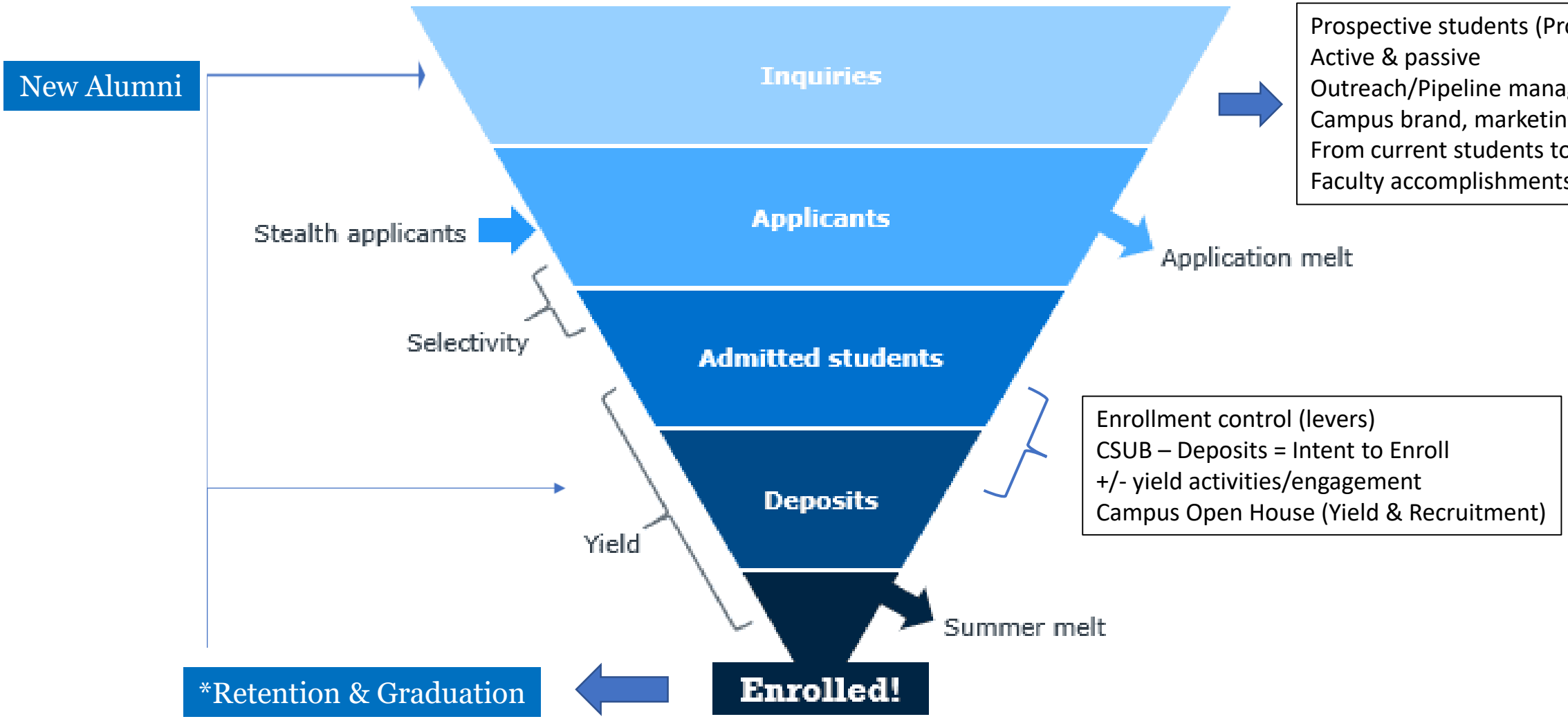
DIVISION OF ENROLLMENT MANAGEMENT

CSUB SEM VISION



(Cantrell, 2022)

The higher ed admissions funnel



(EAB, 2019; Cantrell, 2022)

	Headcount			FTES		
Major	**2020**	**2021**	**2022**	**2020**	**2021**	**2022**
Graduate Program Undeclared		1	2		0.2	0.3
Interdisciplinary Studies	1	1		0.8	0.8	
Interdisciplinary Studies - BA	8	8	8	5.6	5.8	7.6
Program Undeclared by Student	2	2	2	1	0.5	1.6
Special Major	18	14	7	15.5	11.1	5.9
Special Major - BA	1	1	1	0.6	0.6	0.8
Undeclared			2			0.7
Art	130	121	103	113.9	97.8	84.9
Art - BA	3	3	3	2.3	1.7	1.7
Communications	261	242	185	231	211.1	163.3
English - BA	216	205	164	206.9	191.6	147
English - MA	34	34	33	22.9	21.6	20.8
History	13	12	11	6.8	7.1	6.1
History - BA	174	204	179	154.1	173	151.9
Music	48	44	24	47.6	38.1	22.1
Music - BA	3	3	3	2.6	3.1	2.9
Philosophy	23	18	22	20.3	13.3	18.9
Philosophy - BA	7	7	7	5.7	3.9	6.1
Religious Studies	5	12	7	4.5	10.9	6.3
Religious Studies - BA	3	3	3	1.2	1.3	2.4
Spanish	87	94	64	82.5	85.6	53.7
Spanish - BA	1	1	1	1	1.2	0.8
Spanish - MA	24	22	14	13	11	8.3
Theatre	21	13	17	21.2	11.8	15.4
Theatre - BA	1	1	1	0.5	1	0.9
Agricultural Business - BS	61	69	51	60.4	59.7	44.5
Business Administration	1,031	973	864	939.2	878.8	776.7
Business Administration - BS	253	217	196	233.6	194.2	179.8
Economics	32	21	15	30.9	16.9	13.8
Economics - BS	28	33	28	26.4	29.6	23.9
Environmental Res Mgmt	32	32	25	29.3	27.4	19.3
Environmental Res Mgmt - BS	5	5	5	4.9	4.5	3.3
Health Care Administration	18	27	32	12.3	18.3	20.9
Online Master of Business Admi	141	150	135	91.8	95	83.8

Public Administration - BA	23	20	10	20.3	13.5	6.8
Public Administration - MP	92	94	77	57.1	52.5	46
Biochemistry - BS	93	87	75	82.8	76	64.7
Biology	473	481	431	415.5	429.3	383.5
Biology - BS	4	4	4	4.1	3.1	3.4
Biology - MS	26	25	17	18.9	16.5	10.8
Chemistry	55	48	29	49.2	40.3	24.9
Chemistry - BS	6	6	5	3	4.7	3.1
Computer Engineering	86	84	68	77.6	78.1	59
Computer Engineering - BS	2	2	2	1.8	1.5	1.7
Computer Science	282	277	274	261	253.1	245.3
Computer Science - BS	3	3	5	2.3	2.8	4.7
Electrical Engineering	147	172	137	131.5	150.5	121.3
Electrical Engineering - BS	2	2	2	1.5	2.1	1.9
Engineering Sciences	222	185	162	196.4	162.2	138.5
Engineering Sciences - BS	7	7	7	5.2	4.4	4.7
Geology	63	48	49	47.6	36.5	39.8
Geology - BA	1	1	1	0.8	0.8	0.7
Geology - BS	1	1	1	0.9	0.7	0.8
Human Biological Sciences	243	241	211	211.9	214.9	178.5
Human Biological Sciences - BA	1	1	1	1	0.4	1.1
Mathematics	153	151	119	142.3	135.9	106.7
Mathematics - BS	8	8	8	5.3	6.2	6
Natural Sciences	10	8	7	8.1	7.8	6.4
Natural Sciences - BS	2	2	6	2.2	1.3	5.4
Nursing	252	254	232	176.6	187	164.6
Nursing - BS	2	2	2	0.6	1.3	1.5
Physics	16	17	12	13.7	13.9	9.5
Physics - BS	1	1	1	0.3	0.7	0.6
Pre-Healthcare	310	444	343	276.9	391.1	289.2
Public Health			20			17.1
Public Health - BS			1			0.8
Advanced Credential	1	1	1	0.7	0.9	0.8
Anthropology - BA	33	29	18	30.5	25.6	14.7
Child, Adol & Fam Studies - BA	368	423	396	334.7	362.1	341.1
Counseling	68	67	66	59.6	59	59.3

Counseling Psychology	53	47	46	40.8	45.2	38.1
Cred in Ed - NO LONGER OFFERED	1	1		0.7	0.9	
Credential in Education			1			0.7
Criminal Justice	624	650	521	550.1	573	458.1
Criminal Justice - BA	3	3	3	2.2	2.4	2
Curriculum & Instruction		2			0.4	
Educational Administration	22	25	13	32	25	12.3
Educational Leadership	33	38	45	19.3	21.3	25.2
Kinesiology - BS	270	261	361	265.1	243.5	327.2
Liberal Studies	947	909		912.6	865.6	
Liberal Studies - BA	17	17	798	14.5	14.7	738.1
Political Science	110	116	98	102.6	104	90.2
Political Science - BA	9	7	6	8.7	4.7	4.7
Psychology	939	1,018	941	853.7	879.2	804.9
Psychology - BA	1	1	1	0.8	0.8	0.9
Seeking Credential	7	7	7	5.7	5	5.9
Social Work	154	156	151	153.5	156.5	151.3
Sociology	445	457	371	377.6	380.5	289.5
Sociology - BA	4	4	4	1.4	1.7	2.2
Special Education	38	35	23	24.3	25.1	14.7
Subsequent Credential	485	641	538	443.2	665.6	503.7
Teaching Credential	5	5	5	3.3	4.1	2.3
	346	261	677	288.5	225.3	195
Total	10,254	10,450	9,624	9,132.50	9,209.10	7,927.50