

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE
AGENDA
Thursday, April 4, 2019
Health Center Conference Room
10:00 a.m. – 11:30 a.m.

1. Call to Order
2. Approval of Minutes
3. Announcements and Information
 - a. Academic Senate Chair, D. Boschini, is at the Office of Statewide Health Planning and Development defending a grant proposal.
 - b. President Zelezny Senate Report (Time Certain 10:05-10:30)
 - c. Faculty Trustee visit: R. Sabalius on April 23
 - d. Elections and Appointments – A. Hegde
4. Approval of Agenda
5. ASCSU Report
6. Interim Provost Report
7. Committee and Report Requests

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

 - a. Executive Committee (A. Hegde)
 - b. Academic Affairs Committee (M. Danforth)
 - c. Academic Support & Student Services Committee (E. Correa)
 - d. Budget & Planning Committee (B. Street)
 - e. Faculty Affairs Committee (M. Rush)
 - f. Staff Report (K. Ziegler-Lopez)
 - g. ASI Report (A. Schmidt)
8. Resolutions – (Time Certain 10:45 a.m.)
 - a. Consent Agenda
 - b. New Business

- i. RES 181912 CSUB Academic Senate / General Education Task Force
Proposal First Reading
- ii. RES 181913 CSUB Tenure Density Priority First Reading
- iii. RES 181914 Graduate Director Term Limits and Review – Handbook
Change First Reading

9. Open Forum Items (Time Certain 11:15)

10. Adjournment

* Changes to the Handbook

DRAFT

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE
Minutes
Thursday, March 21, 2019
Health Center Conference Room
10:00 a.m. – 11:30 a.m.

Members: D. Boschini (Chair), A. Hegde (Vice Chair), E. Correa, M. Danforth, B. Frakes, R. Gearhart, I. Kasselstrand, C. Lam, A. Lauer, Y. Lee, M. Martinez, J. Millar (Alt.), M. Rees, M. Rush, L. Sakomoto, A. Schmidt, M. Slaughter, B. Street, K. Szick (Alt.), J. Tarjan, D. Zhou, K. Ziegler-Lopez (Alt.), V. Harper

Visitors: A. Jacobsen, M. Harville, Y. Morones, D. Schecter, F. Gorham, D. Jackson, L. Zuzarte, K. Krishnan

1. Call to Order

D. Boschini called the meeting to order.

2. Approval of Minutes

E. Correa moved to approve the March 7, 2019 Minutes. J. Tarjan seconded. Approved.

3. Announcements and Information

a. UA Public Affairs and Communication – Jennifer Self (Time Certain 10:05-10:10) today – no show

b. President Zelezny Senate Report and Q & A, April, 4th (Time Certain 10:05-10:30)

c. Faculty Trustee visit: R. Sabalius on April 23

d. Elections and Appointments – A. Hegde

Academic Senate At-Large elected

- Reem Abu-Lughod - Criminal Justice
- Charles Lam – Mathematics
- Brian Street – Kinesiology

Academic Senate Staff Representative elected

- Linda Lara

The calls for Committee members representing each school on university-wide committees are being taken. Call for At-large committee members to follow. D.

Boschini reminded the group that filling the UPRC and URC positions with qualified tenured faculty is critical since it affects program review and tenure decisions, respectively. The URC requires a tenured full professor.

4. Approval of Agenda

All approved as presented.

5. ASCSU Report

J. Tarjan said that the primary topic was the GE Task Force Report. A link was created so people could give feedback to the report and to provide explanatory information, perspectives, and the implications if rejected, etc. <https://www2.calstate.edu/csusystem/faculty-staff/academic-senate/Pages/GE-Task-Force-Report-Feedback.aspx> There are a number of bills at the State legislature being addressed. The ASCSU is fully in support of Governor's budget, except where only 2% growth was funded despite the request for funding of 5% growth. We are already over capacity and not receiving compensation for those extra students attending the CSU. In the most recent master plan revision, some think that CSU should be a senior institution. That would impact a lot of our majors especially on the smaller campuses. The CSU is still arguing for 5% increase in funding. The BOT and some including public comment speakers discussed adding a fourth year of mathematics. Currently, there is a three year requirement. It started as a recommendation from the Quantitative Reasoning Task Force. A high school student can start college math for credit. The idea behind the recommendation is that faculty want students to have the practice because when students arrive at the university, many are lost because of the lack of math practice in their senior year in high school. It harms the underserved students.

Faculty Trustee - two names went forward to the Governor, R. Sabalius and J. Tarjan. There still is upset over the EOs 1000 and 1110 such that faculty doesn't want the Chancellor to do things that way in the future.

CCSA has taken the lead on 31 bills that deal with education. There are bills that ASCSU is supporting. AB 829 and the Occupational Therapy Doctorate relates to two campuses. Certain websites are publishing instructor notes without permissions. The

second paper on Student Success is being written. It should be defined as something above and beyond just measuring the graduation rates. The BOT meeting discussed the Basic Needs Initiative whereby A. Hegde's study on CSUB students was cited. There was a recommendation from the floor of the CSUB Senate rejecting the GE Task Force Report. It waters down the teaching of American Government and History. The GE Task Force Report itself has no standing. Members of the board and the community feel that there is too much GE. The Task Force Report recommends a reduction from 48 units to 42 units to facilitate graduation. The fear is that faculty won't weigh in. The Chancellor said no board action will be taken. There was a suggestion that the CSU could work closer with high schools to improve their GE courses. D. Boschini said that the EC is looking at what the CSU is doing and agrees that there is no clarity on a path to respond. There is value to have Senates weigh in. She thanked M. Martinez for getting the conversation going. The feedback from others is that the CSUB draft didn't address double-counting and some of the other issues. Procedurally, M. Martinez can make a motion to bring the resolution directly to the Senate. A. Schmidt offered to present CSUB's draft resolution to the ASI at their meeting and gather student input. M. Martinez suggested that the students read the GE Task Force Report, pages 8-12. His concern is that it makes the campus less flexible on how it delivers General Education. M. Rush suggested to do both: Expedite a specific resolution and also do a more thoughtful AAC resolution. D. Boschini stated that there are many issues in committees and that those resolutions will need to come forward and they are running out of time. There is concern over getting student voices. J. Tarjan's judgement is that the most urgent thing is for CSUB to wait until campuses have had a chance to discuss it and provide feedback. D. Boschini said knowing all the time issues and the committee work that is already in progress, one way to handle it is to bring the resolution to Senate in two weeks. M. Martinez is hearing feedback about peoples' concerns about double counting. The students can take it up at ASI and their information would funnel to M. Martinez. If we sent it to AAC, it might slow it down. She asked M. Martinez directly if he was willing to take feedback from the Senate, broader faculty input, and from ASI to

update his draft resolution. M. Martinez is open to receive feedback. D. Boschini asked that the call for feedback conclude by Monday, April 1 (even though campus is closed) so that the information is ready to go for the Senate meeting on April 4.

6. Interim Provost Report

V. Harper announced the release of the *Academics are Soaring* newsletter, highlighting faculty scholars and creative activity. The CSUB/BC Joint Planning Task Force has been set-up to mirror each other in terms of individuals who represent faculty, administration, and staff. V. Harper will be announcing the committee appointments and the meeting date. The AVP EM search is up and going. The Interim Dean for SS&E is in the consultation phase. The Associate Dean of Graduate and Undergraduate Studies will be posted in a couple days. The Director of Academic Operations search is under candidate review.

7. Committee and Report Requests

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

- a. Executive Committee (A. Hegde) The March 12 meeting started with the Interim Provost report. Working with the CFO, they are using some metrics to determine the number of tenure lines. The President will decide how many lines to be awarded per school. Then, the Deans will decide which departments will get new faculty hire(s). The GE Task Force Report was discussed as conveyed above. There was discussion about the BC/CSUB Partnership, a faculty appointment and broader faculty involvement. The partnership will require BC to provide parking for their students and access to CSUB services. The EC discussed the need for improved on-boarding procedure of new faculty. Lecturers have been serving on new faculty search committees even though the Handbook states that tenure or tenure-track faculty are to serve on the search committee. At Commencement, the Faculty Marshalls have been the three faculty awardees and the Chair of the Academic Senate. Now that CSUB has five awards, the EC made a recommendation to the Commencement Committee that maintains the tradition. The EC is planning the Faculty meeting during University

Week. There is discussion about ways to energize faculty to take on the year. The Interim Provost is working with a consultant to look at Academic Affairs (AA). Since CSUB is becoming a metro University, there is early consideration toward reorganizing the schools for growth. The recommendation will include faculty input. V. Harper and the President are in dialog with the consultant about analyzing what are the correct organizational roles in AA for the campus' future state. D. Boschini the conversation will be opening about the organizational structure, and there will be opportunities to talk about it at every meeting.

- b. Academic Affairs Committee (M. Danforth) The second reading of RES 181911 Annual Catalog occurs later, this meeting. The committee discussed the Distributed Learning Committee (DLC) and whether something needs to be added to the Handbook. BJ Moore attended AAC meeting to discuss her request for the Development of a Continuous Enrollment Course 7000. It is a course issue and a policy issue; it's more complicated than just having AAC (as the university curriculum committee) approve the CSUB 7000. M. Danforth will bring Referral #20 Development of a Continuous Enrollment Course back to the Executive Committee to discuss the next step. Referral #22 Immediate Reinstatement After Academic Disqualification has to do with an ad hoc policy that was not approved by the Senate. The committee is looking at what to do after a student is disqualified based on their current GPA and overall GPA. Under the semester system, it gives students the ability to linger on with a slightly below 2.0 GPA through semesters. There will be at least one joint meeting with AS&SS to work through the issues.
- c. Academic Support & Student Services Committee (E. Correa) V. Harper agreed to give AS&SS more time to work through Referral #22 Immediate Reinstatement After Academic Disqualification. The committee invited the perspectives of probation advisory M. Crony/AARC and K. Luna/Financial Aid. K. Knutzen identified the possibility of starting a General Studies Major and asked that it be brought to the EC.

d. Budget & Planning Committee (B. Street) The committee discussed the University Hour in terms of 1) whether it is something that the campus wanted and 2) how to implement it. The committee saw that the University Hour could be of some use for co-curricular activities, etc. A draft resolution was put to the BPC. As discussion ensued about implementation, issues came up concerning class utilization and graduation rates relative to GI 2025 goals. They found that there may not be a spot other than Friday afternoon. Implementing University Hour would significantly impact class utilization, and sections. The committee rejected the resolution. GRASP gave a talk on their budget, rules and priorities. B. Street will follow-up with I. Ebong to get actual budget numbers: the stateside funding that goes to GRASP, and the separate non-profit money overseen by GRASP through the Auxiliary Board of Sponsored Programs (ABSP), the division of stateside oversight of GRASP operations stateside and the other umbrella that GRASP falls under, the process mapping of education grants, research grants, etc., Post-Award support, and their vision and the priorities toward CSUB becoming an institution that supports research and scholarship. D. Boschini reminded the group that GRASP Post-Award is in middle of the “park and fix” in BAS whereby what was true two weeks ago may not be true today. The Senate will revisit the GRASP issues in fall 2019.

BPC discussed their priorities to go to the general Senate. B. Street is developing a resolution around tenure-track density specifically targeting a percentage tied to the budget. B. Street has been working with T. Davis and in part V. Harper on identifying what were the high impact practices that received funds from the \$1.52M that was allocated for new faculty lines. A. Schmidt opined that some of the things discussed at the latest meeting did not have students’ voice heard because she was not present for the last BPC meeting. The response from the floor was that advance notice of the topics is distributed and a committee member’s alternate fills absences. The vote was not unanimous, but as a committee, the impact on the campus goals led to vote against the University

Hour resolution. When there is a quorum, the committee usually cannot wait for an individual. The issue moves forward. The committee deliberated, and then made a decision. Senator Schmidt is welcome to get together with Senator Street to bring any new information to BPC. M. Danforth shared that the report on utilization should probably get out to the Senate as a whole or to the campus as a whole so people understand that the legislative analyst office shot down CSUB's proposal to build a new building based on our utilization rates. D. Boschini reminded that group that Senator Danforth was on the Classroom Utility Task Force, now called the Space Utilization Committee.

- e. Faculty Affairs Committee (M. Rush) The committee was visited by C. Commuri about the Teaching and Learning Center (TLC). The committee prioritized three new referrals. 1) Referral 18 Graduate Director Term Limits and Feedback Review - Handbook Change. The committee is using Chair and Program Director term limits as a model. 2) Referral #21 Faculty Honorary Doctorate Committee Structure and Process Improvement is on the next meeting agenda. 3) Referral # 19 Faculty Workload will be deferred until next year because of the numerous factors which need discussion.
- f. Staff Report (K. Ziegler-Lopez) Y. Morones attended as an alternate. She is the Advising Center Coordinator for SS&E. No report.
- g. ASI Report (A. Schmidt) ASI board met with five of six Assembly members at the Higher ED Student Summit. ASI drew attention to assembly bills addressing the issues, especially undocumented students. The 2% budget allocation versus the 5% budget requested for enrollment growth was discussed. CSUB is projected to increase from the current 11,000 to 18,000 students by 2025. The ASI VP University Affairs and the VP of Legislative affairs attended the CSU Trustee meeting to discuss different assembly bills related to Cal Grants, the rapid rehousing (one per 200 students), etc. There is a Financial Aid reform rally scheduled here. International relations is partnering with the university to help

our international students become more connected. Next week, A. Schmidt will attend a field day advocacy in Washington, DC.

8. Resolutions – (Time Certain 10:45 a.m.)

a. Old Business

- i. RES 181911 Annual Catalog Second Reading M. Danforth reminded the body that the primary concern from the first reading was when the regularly updated catalog ceases to exist. There is a need for a transition period where it lingers on as a reference. The resolution was updated to clarify that the regularly updated catalog would cease to exist when the first annual catalog takes effect, 2020-2021. The Rationale was changed to clarify that the regularly updated catalog will expire on the deadline date to submit catalog copy for fall 2020. D. Boschini asked if there was any more discussion. The vote resulted in unanimous approval.

9. Open Forum Items (Time Certain 11:15)

A. Hegde acknowledged A. Jacobsen for being the keynote speaker at the BPA Research Conference on March 15 and her motivating presentation of her research. V. Harper gave credit to L. Zuzarte, D. Jackson and M. Danforth for bringing the Annual Catalog to fruition. This is a salute to shared governance. M. Martinez announced that *American Migrant Stories*, a movie produced by California State University, Bakersfield's Center for Social Justice and the Immigration Justice Collaborative (IJC) and directed by Miguel Orozco, will be getting the Hollywood International Documentary Award this Saturday. M. Reese requested a reinstatement of tradition whereby the school flag was lowered to half-mast to acknowledge a person who has served CSUB and who has passed away. E. Correa announced that the Child, Adolescent and Family Studies department was awarded \$10,000 from the Affordable Learning Solution (AL\$) project.

10. Adjournment

Meeting adjourned at 11:20.

* Changes to the Handbook

ACADEMIC SENATE LOG – APRIL 4, 2019

Academic Affairs Committee: Melissa Danforth/Chair, meets 10:00am in SCI III Rm 328 Research Room

Dates: Sept 6, Sept 20, Oct 4, Oct 18, Nov 1, Nov 15, Dec 6, Jan 31, Feb 14, Feb 29, Mar 14, Mar 28, Apr 11, May 2

Date	Item	Status	Action	Approved by Senate	Sent to President	Approved by President
08/29/18	2018-2019 Referral 02 Change of Membership on AAC and Change in Bylaws	Complete	AAC Memo to Senate – AAC discussed and decided that since AVP of AP represents AA, the Director of AP need not be an ex-officio on AAC. No update to By-Laws needed.			
09/06/18	2018-2019 Referral 03 GITF Hold Proposal	Complete	AAC's feedback was incorporated into the proposal document.			
10/2/18	2018-2019 Referral 07 Interdisciplinary Studies Department Formation Proposal	Complete	AAC, BPC The faculty stakeholder's proposal was withdrawn 2/27/19.			
10/2/18	2018-2019 Referral 08 Instructor Initiated Drop Policy	Complete	AAC RES 181903 Instructor Initiated Drop Policy	1/24/19	2/1/19	2/8/19
11/15/18	2018-2019 Referral 14 Catalog, Degree Audit, and Schedule Builder Technology and Process Integration	In the President's Office	AAC RES 181911 Annual Catalog	3/21/19	3/29/19	4/4/19
03/05/19	2018-2019 Referral 17 Distributed Learning Committee Policies		AAC look at new issue of course approval process that came from FAC's discussion of Referral 06.			
03/05/19	2018-2019 Referral 20 Continuous Enrollment Course		AAC			
03/05/19	2018-2019 Referral 22_Immediate Reinstatement After Academic Disqualification_AAC+AS&SS		AAC and AS&SS			

ACADEMIC SENATE LOG – APRIL 4, 2019

Academic Support and Student Services: Elaine Correa/Chair, meets 10:00am in BPA 134

Dates: Sept 6, Sept 20, Oct 4, Oct 18, Nov 1, Nov 15, Dec 6, Jan 31, Feb 14, Feb 29, Mar 14, Mar 28, Apr 11, May 2

Date	Item	Status	Action	Approved by Senate	Sent to President	Approved by President
10/2/18	2018-2019 Referral 05 Canvas Pilot	Processing	AS&SS Recommendations made. Response received.			
10/2/18	2018-2019 Referral 06 Distributed Learning Committee	Referred to FAC	No further action from AS&SS.			
10/9/18	2018-2019 Referral 10 Service Animal and Emotional Support Animal Policy	Complete	AS&SS' recommendations sent to C. Catoda and J. Watkins.			
11/8/18	2018-2019 Referral 11 Textbook Ordering Process	Pending discussion	Pending discussion of the financial viability before the committee can make recommendations			
02/27/19	2018-2019 Referral 16 Faculty Participation in Information Technology Matters	IT visiting	AS&SS			
03/05/19	2018-2019 Referral 22_Immediate Reinstatement After Academic Disqualification_AAC+AS&SS		AAC and AS&SS			

ACADEMIC SENATE LOG – APRIL 4, 2019

Budget and Planning Committee: Brian Street/Chair, meets 10:00am in Student Health Center, Conference Room (HCCR)

Dates: Sept 6, Sept 20, Oct 4, Oct 18, Nov 1, Nov 15, Dec 6, Jan 31, Feb 14, Feb 29, Mar 14, Mar 28, Apr 11, May 2

Date	Item	Status	Action	Approved by Senate	Sent to President	Approved by President
10/2/18	2018-2019 Referral 07 Interdisciplinary Studies Department Formation Proposal	Complete	AAC, BPC The faculty stakeholder's proposal was withdrawn 2/27/19			
10/2/18	2018-2019 Referral 09 University Hour	Complete	BPC No resolution is forthcoming or action by the Senate required			
11/13/18	2018-2019 Referral 12 Academic Calendars	Complete	BPC RES 181907 Academic Calendars Summer 2019 through Summer 2020	2/4/19	2/15/19	2/15/19
4/4/19	2018-2019 Referral 23 Strategic Planning Budget and Faculty Tenure Density Priority		BPC RES 181913 Faculty Tenure Density Priority First Reading 4/4/19			

ACADEMIC SENATE LOG – APRIL 4, 2019

Faculty Affairs Committee: Maureen Rush/Chair, meets 10:00am in SCI III Rm 235 Math Library

Dates: Sept 6, Sept 20, Oct 4, Oct 18, Nov 1, Nov 15, Dec 6, Jan 31, Feb 14, Feb 29, Mar 14, Mar 28, Apr 11, May 2

Date	Item	Status	Action	Approved by Senate	Sent to President	Approved by President
08/28/18	2018-2019 Referral 01 Faculty on Sabbatical Serving on RTP Review Committee	Complete	RES 181902 Faculty on Sabbatical Serving on RTP Review Committee Second Reading 10/11/18	10/11/18	10/19/18	10/23/18
10/2/18	2018-2019 Referral 04 Ombudsperson	Complete	RES 181904 Ombudsperson Second Reading 11/8/18	11/08/18	11/16/18	11/27/18
10/2/18	2018-2019 Referral 04 Ombudsperson	Complete	RES 181905 Role of Ombudsperson in Dispute Resolution	02/21/18	03/01/19	03/04/19
11/13/18	2018-2019 Faculty Award Process – Handbook Change		RES 181909 Faculty Award Process – Handbook Change	03/07/19	03/15/19	03/18/19
10/2/18	2018-2019 Referral 06 Distributed Learning Committee	Moved to AAC	Referral moved from AS&SS to FAC on 10/30/18. Referral moved from FAC to AAC on 03/05/19.			
12/4/18	2018-2019 Referral 15_ University Council Membership Addition-Library Representative – Handbook Change (105.3)	Complete	RES 181910 University Council – Addition Library Member	02/21/18	03/01/19	3/04/19
03/05/19	2018-2019 Referral 18 Graduate Director Term Limits and Feedback Review - Handbook Change		FAC RES 181914 Graduate Directors Term Limits First Reading 4/4/19			
03/05/19	2018-2019 Referral 19 Faculty Workload		FAC			
03/05/19	2018-2019 Referral 21 Faculty Honorary Doctorate Committee Structure and Process Improvement		FAC			

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD

ACADEMIC SENATE

CSUB Academic Senate / General Education Task Force Proposal

RES 181912

WHEREAS the CSU General Education Task Force (GETF) “Recommendations for GE Review and Reform” were not initiated by faculty, but by outside entities whose identities have not been made clear; and

WHEREAS there was little-to-no consultation with faculty on whether the GETF changes were necessary or in the best interests of our students; and

WHEREAS the GETF proposal states that GE requirements have not been updated in over 50 years, it ignores how they are updated regularly by individual campuses and were updated at CSU Bakersfield after a multi-year process of revision that concluded three years ago; and

WHEREAS the GETF rationale cites “mounting concerns about the erosion of confidence in the value of higher education, higher costs of education borne increasingly by students, attenuated times to degree completion, and low persistence rates,” the report gives no data showing how these “concerns” are tied to the current GE requirements, nor does it indicate how the new recommendations will solve any of these problems; and

WHEREAS the proposed GETF vision makes further cuts to humanities, social sciences, and other areas essential to a well-rounded education and civic engagement, which have high social value based on empirical studies; and

WHEREAS: The replacement of six units of American Government and U.S. History requirement with 3 units of an ambiguous “Democracy in the U.S.” course – which *may or may not* include California Government – is antithetical to educating an informed citizenry.

WHEREAS: The recommendation to eliminate “double counting” of courses will make it nearly impossible for accredited programs to meet minimum accreditation requirements and the proposed general education requirements within 120 overall semester units.

THEREFORE, BE IT RESOLVED that the Academic Senate at CSU, Bakersfield, is opposed to the recommendations of the CSU General Education Task Force; and be it further

RESOLVED that the Academic Senate at CSU, Bakersfield, strongly recommends that the CSU Chancellor’s Office reject the recommendations of the GETF.

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD

ACADEMIC SENATE

CSUB Tenure Density Priority

RES 181913

BPC

RESOLVED: That the Academic Senate of CSUB call on the President to make recruitment and retention of tenured/tenure-track faculty the top priority; and be it further

RESOLVED: That the Academic Senate of CSUB urge the President to develop and implement a plan and appropriate resources to achieve over the next 5 years a campus tenure density (the ratio of tenured/tenure-track to the total full time equivalent faculty workforce) of at least 60 percent or the 75th percentile in the CSU system, whichever is greater, and that \$3 million each year be allocated towards new tenured/tenure-track faculty lines; and be it further

RESOLVED: That based on tenure density progress the allotted funds for increasing tenure density will be evaluated and modulated each year in accordance with the 5-year tenure density goal, and that any implemented strategy to increase tenure density will not be achieved by negatively affecting student to faculty ratio; and be it further

RESOLVED: That the Academic Senate of CSUB urge the President to implement the tenure density targets of this resolution into the University Strategic Plan.

RATIONALE: The American Association of University Professors has ardently asserted the need for tenured/tenure-track faculty¹ and specifically at "teaching intensive" colleges and universities². The report by the Task Force on Tenure Density in the California State University (CSU)³ recognized that there has been a decline in tenure density across the system and that inadequate tenure density may adversely affect educational quality. Further, the Academic Senate of the CSU approved a resolution (AS-3207-15/FA)⁴ stating that "[m]aintaining high quality education depends on recruitment and retention of high quality permanent faculty vested in the long-term health and growth of the University" and that "tenured/tenure-line faculty have primary responsibility for student advising, program development, shared governance and implementation of university initiatives." The literature also supports these assertions, where it is clear that there is a strong correlation between tenure density and student success. For example, there is an inverse relationship between tenure density and student persistence⁵. Further, although there are a broad range of factors that can influence graduation rates, when all other factors are held constant, increases in either the percentage of faculty that are part-time or the percentage of full-time faculty that are not tenured or on tenure tracks, each is associated with a

1. <https://www.aaup.org/report/1940-statement-principles-academic-freedom-and-tenure>

2. <https://www.aaup.org/report/tenure-and-teaching-intensive-appointments>

3. <https://blogs.csun.edu/facultypresident/wp-content/uploads/sites/70/2018/04/Report-of-the-Task-Force-on-Tenure-Density-in-the-California-State-University-3-16-18.pdf>

4. <http://www.calstate.edu/AcadSen/Records/Resolutions/2014-2015/documents/3207.shtml>

5. Jaeger, Audrey J., and M. Kevin Eagan, "Examining Retention and Contingent Faculty Use in a State System of Higher Education," Education Policy, 2011, 528.

6. Ehrenberg, Ronald G. and Liang Zhang, "Do Tenured and Tenure-Track Faculty Matter?," NBER, 2004, 6-7.

7. http://www.calstate.edu/hr/faculty-resources/research-analysis/documents/Tenure_Density_and_SFR_Trends_2009-18.pdf

reduction in student graduation rates⁶. As both student persistence and graduation rates are important goals to the CSU, but have been in decline at CSUB, improving our tenure density is an impactful strategy to positively affect student success at CSUB.

During the last 10 years, the tenure density in the CSU system has declined by roughly 10.5%, with the CSUB campus out-pacing the system, declining 13.5%⁷ (Figure 1).

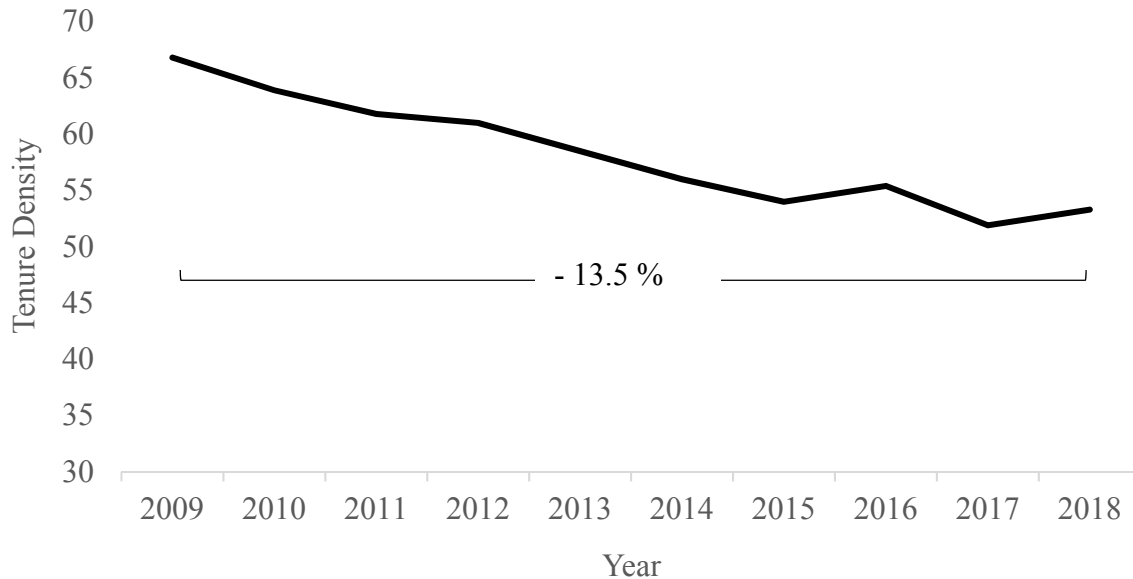


Figure 1. Tenure Density at CSUB from 2009 (66.8%) to 2018 (53.3%).

Currently, CSUB is at the 29th percentile in tenure density across the CSU system. The goal of setting tenure density at 60% or the 75th percentile within the CSU system relates to CSUB's unique student population and lack of ready access to qualified faculty from the local community relative to other CSU campuses placing a need to prioritize tenure density. Recently, CSUB has experienced a significant and steady rise in student enrollment, but also declining retention and graduation rates, placing priority on these expansionary tenured/tenure-track faculty lines will work to reverse the decade long trend of decreasing tenure density and improve the student experience and graduation rates at CSUB. Based on the literature around student success and tenure density, and the CSU task force findings, it is imperative that improving tenure density be our top priority.

Distribution List:

- President
- Provost
- VP BAS/CFO

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE

FAC

Graduate Director Term Limits and Review – Handbook Change

RES 181914

RESOLVED: That the Academic Senate of CSU Bakersfield recommend to the President that the University Handbook be revised to include as follows:

312 DEPARTMENT CHAIRS, AND PROGRAM CHAIRS, AND GRADUATE PROGRAM DIRECTORS

**312.1 Duties and Responsibilities
(Cross-referenced in Section 104.2.4.1 and 104.2.4.2)**

Chairs and graduate program directors report to their deans and are responsible for instructional services and, in the case of department chairs, departmental personnel. They administer curriculum and academic programs consistent with the policies established for the university, the school, and the department. Chairs and directors also have major teaching responsibilities, which vary with the size and complexity of the department or program. On all major decisions, they consult with their respective faculty.

312.2 Criteria for Selection and Review

Ordinarily, only full-time tenured and tenure-track faculty are eligible to serve as chairs or directors, and such faculty are selected from within the department or program. Deans and departments or programs may, after consultation with each other, determine that other individuals should be considered for selection as chairs or directors. When hiring faculty from outside the University to serve as chair or director, a department may recommend credit for previous service. Criteria for the selection and review of chairs and directors include the following, ranked in order of their importance:

- A. The ability to create and maintain an educational environment that supports effective teaching, helpful student advising, and productive faculty scholarship;

- B. The ability to conduct official business and meet deadlines;
- C. The ability to work cooperatively and effectively with students, faculty, staff, and the administration in achieving program, department, school, and university goals;
- D. The ability to efficiently administer the budget, if applicable;
- E. Thorough knowledge of curriculum and academic programs; and
- F. An understanding of university, school, and department or program policies and procedures.

Departments or programs may develop additional criteria when deemed appropriate; these must be established at the time of appointment or reappointment.

312.3 Selection and Appointment Procedures

The appropriate dean shall request that the department or program faculty vote to recommend one or more persons for the position of chair or director. In addition, the dean shall offer the opportunity for the faculty to convey individual, confidential advice, orally or in writing. The dean's evaluation and the faculty's recommendation shall be forwarded to the P&VPAA, who shall then appoint the chair or director. The offer of appointment shall specify the criteria, including but not limited to those outlined in section 312.2 above, by which the administration will evaluate the performance of the chair or director. Chairs or directors are expected to serve no more than two (2) consecutive three-year terms.

312.4 Annual Feedback Meeting

The dean shall meet with the chair or director at least annually to provide feedback regarding the Criteria specified at the time of appointment. This feedback may, but is not required to, include data from the faculty of the department or program, except in the third year, when data from the faculty shall be considered in accordance with section 312.5 below.

312.5 Review

During the third year, all chairs and directors, including those in their final year of service as chair or director and those who are retiring shall be reviewed by the department or program faculty. The dean shall meet with the Department to discuss how they wish to proceed with the review. In preparation for the review, chairs and directors may, at their own initiative, submit to the department faculty and the dean a brief self-evaluation of their performance for the period under review. In addition, the appropriate dean shall offer the opportunity for all faculty of the department or program to give individual, confidential advice, orally or in writing. This review shall assess the chair or director's effectiveness based on the criteria established at the time of appointment. The review must occur during the spring term of the third year. The department

shall submit its written review of the chair or director to the chair or director and to the school dean by April first (1st) of that year. The dean and department chair or director shall then meet to discuss the report and state of the department by April 15th. The dean's third year evaluation and the review by the department or program faculty then shall be forwarded to the P&VPAA.

RATIONALE: In an effort to involve more faculty members in investing in a graduate program over time and to provide a future pool of eligible faculty to serve as graduate chair, we recommend that there be term limits to graduate directorships, as there is for department and program chairs. Performance review of the director for feedback also aligns with the review and appointment of department and program chairs.