

**CALIFORNIA STATE UNIVERSITY, BAKERSFIELD**  
**ACADEMIC SENATE**  
**Minutes**  
**Thursday, September 13, 2018**  
**Health Center Conference Room**  
**10:00 a.m. – 11:30 a.m.**

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

**Absent: E. Correa**

**Visitors: L. Zelezny, D. Schecter, S. Bacon, D. Jackson, K. Krishnan, F. Gorham, V. Lakhani**

1) Call to Order

A. Hegde called the meeting to order.

2) Approval of Minutes

M. Slaughter moved to approve the August 30, 2018 Minutes. B. Street seconded.

Approved.

3) Announcements and Information

A. Hegde informed the members that Chair D. Boschini on Jury Duty through next week.

It was President Zelezny's first official visit to the Academic Senate. She is scheduled to return to the Senate deliver a report on October 25 and November 29.

President Zelezny Report and Q&A **(Time Certain) 10:05**

The Senators introduced themselves and the constituency they represent. President Zelezny has met with Academic Senate Chair Boschini to discuss issues to address with the Senate and what has become the President's area of focus. This is her time to listen to what is important to the faculty and the students as part of building relationships of trust. She is continuing to learn about issues concerning transparency and the optics of shared governance and culture shifts on the expectations of what shared governance means, even at the Cabinet level. The Academic Senate Chair had shared with the President her concern and surprise about faculty searches. President Zelezny said decisions made on "replacements only" and not including Tenure Track was likely based on what the budget

scenario was thought to be. She's asked the VP BAS to come forward to work with B. Street on a budget update. The President needs Senate consultation on the additional \$1M received. The primary focus of those dollars is 1) to improve faculty line 2) to support high-impact practices (undergraduate research opportunities, the CSUB Service Learning) and 3) promote/encourage Study Abroad. She underscored that the consultation with faculty and students needs to happen soon. The President has asked the Academic Senate Chair to present the results of the faculty survey to the Cabinet and how leaders can move forward with it. L. Zelezny thanked the body for the ideas. She has begun data-collection to identify things CSUB needs to have on the list of items to be proud of and what needs to be on the strategic plan. President Zelezny is inviting small groups of people to meet for coffee; it's a chance for faculty to share ideas. It's very important, as we go through this culture change, that it's known that the President is sharing with Cabinet what is the expectation on transparency and what shared governance means. There are optic issues with the President's salary. Her increase will be given back to benefit students. The students think the additional \$1M funding will be used for faculty salary obligations. President Zelezny said that \$1M is not for the obligation to contractual agreements. Students feel strongly that they were great advocates for the money gained. We have to have dialogue to build bridges here. The President is also hearing from the Statewide Senate Chair. She heard the concern over tenure-density and promises that there will be continuing discussion with the Provost. Other challenges: space issues, deferred maintenance, and new buildings in the Master Plan. The President held special meetings while at the Board of Trustees (BOT) meetings and learned that CSUB is 22/23 on the priority list for the Energy and Innovation Center Building. The President will be meeting with the VP BAS and the Cabinet to produce a priority report on the deferred maintenance. Regarding the new buildings, the President acknowledged that she needs to be an entrepreneur on behalf of CSUB. It's on her shoulders to figure out how to increase revenue streams. She aims to consult with the faculty leaders on how to think innovatively on how to make additional revenue and/or divert revenue. After having meetings, she is thinking of different ways in hopes of mutual benefits on how to move up CSU's list of priorities.

J. Tarjan thanked the President for her energy, optimism, and commitment. He sees the President having an outsized influence to the system and the Board of Trustees (BOT). CSU is more of a professional organization. The tenured faculty are partners in this professional organization. We go beyond everybody else at-will. Whatever Zelezny can do to change the language to change the BOT perception of the CSU would be beneficial. There has been BOT turn-over and Senator Tarjan is concerned about the shifting nature of work composition. The President of the university is the even-partner in charge of making tough decisions on behalf of students, faculty and staff. L. Zelezny said it's important to be careful and intentional of the metaphor we will use related to culture. M. Martinez asked how did CSUB get so far down to 22/23 campus projects? L. Zelezny replied that all campuses are on the deferred maintenance list, but not every campus gets a place on the list of capital projects. CSUB is lucky to be in the top 25 of the capital projects approved by the BOT. Now in the pass-off, Zelezny has clear and persistent strategy on how to communicate the urgency of the CSUB projects to move the priority up. M. Martinez offered to help with articles and op-eds. L. Zelezny noted that the next level is the design and the physical plan. Anything more than \$40M has to go before the BOT. L. Zelezny needs the Senate leadership there to say they've been consulted, they've given input, and they are behind it and approve it. We need faculty and student leadership to testify before the BOT on their agendas. She will not make a decision on the \$1M until she hears from Senate and ASI. She's heard the message from faculty that they are looking for diversity. It takes time to hold search committees to the diversity hiring process. L. Zelezny reminded the group that it's best to always go straight to the person you report to to take the message. She will not go around the Provost, etc. J. Tarjan brought to the President's attention that the recent Student Faculty Ratios (SFR) and Tenure Density are problematic because of the quarter to semester transition. It appears to be at system average, but it's far below comparable institutions. L. Zelezny doesn't want to give a message to Lecturers that they aren't valued. It's finding a balance. The tenure-track faculty are the ones doing research in undergraduate research and mentoring in their graduate school work. J. Tarjan is proud of CSUB for seeing Lecturers as equals; they've held important positions. The Legislature

needs to know the strong correlation between tenure density and student success. M. Danforth shared that some duties require tenured faculty. There are growing pains around the imbalance of Lecturers and the need to handle growth in a healthy fashion. L. Zelezny said when we bring in junior faculty, we owe them time for their research. When consulting on the \$1M, decide whether to suggest the augmentation of assigned time; Academic Operations to include additional lines for release time. It will be a Cabinet decision. A. Schmidt said that there is negative perception from some students on faculty tenure and they need an education of what tenured faculty means. J. Millar stated that there are only 200-250 counselors in the system to serve 400,000 students. Counselors are part of the counselor/faculty tenure density. She underscored the need for securing constancy of counselors here through competitive compensation to prevent the high turnover into the private sector. L. Zelezny values the work that counselors do. The Chair of the BOT has acknowledged that student mental health is a big concern.

A. Hegde noted that the Senate was at Time Certain for Resolutions. J. Tarjan moved to extend the discussion for 10 minutes. M. Danforth seconded. Approved.

C. Lam stated that a degree in physical sciences gets significantly more pay in the corporate environment. We need to think about strategy to entice faculty to stay. L. Zelezny wants all to be careful of the contract obligations and equity, and to be open to ideas. A. Hegde stated that last year the Senate approved a resolution on additional Tenure Track lines. That is still the faculty's main concern; to support the resolution. L. Zelezny read the resolution. Be mindful of diversified thinking. The students will want input. Think collaboratively. We'll work on that money that was hard earned and put it to good collective use.

#### 4) Approval of Agenda

M. Dhada moved to approve agenda with time certain moved to extend Q&A ten minutes.

M. Danforth seconded. Approved

#### 5) ASCSU Report (handout)

J. Tarjan reported that traditionally the state offered funds to build buildings. There is the hope that UC and CSU can get a bond through (a general obligation bond which the state

would pay for). Every member of the board knows that the campus infrastructure needs can't be met. We may have to raise our own money. Shared governance continues to be a big concern of the ASCSU. There was a joint statement on shared governance between the system, executive leadership, and ASCSU Executive Committee. GE Advisory Committee had a different interpretation of the EO and J. Tarjan is concerned that if it continues we'll have to redo our GE Program. Refer to the bullet points in the GE Task Force (handout). The only campus that satisfies all those areas is CSUB. We are leaders in the system. We should be vigilant. We are doing everything that was recommended by the Task Force yet they want to change it. J. Tarjan is very proud of our students. There is an annual CSSA and ASI recognition for taking up issues such as keeping student fees low. This year our students really took on food and housing security. He asked that the Senate find ways to partner with them. J. Millar commented that there was a lot of time and thought that went into the shared governance issue to establish relationship with the ASCSU and the Chancellor and their staff. CSUB is a microcosm of that. She asked the Senators to bring their questions to the ASCSU reps so they could bring them to the state committees. A. Lauer commented that while students may be going hungry, the new dorms don't have their own kitchen. J. Tarjan replied that in order to have a dorm, it has to pay for itself. He believes the Administration had to maximize beds which represents protected revenue stream to pay for bonds. The model was pushed through. A. Hegde was on the committee when the new dorms were discussed. He raised the same issue about the lack of a kitchen for students' use, and about the extremely high rent. J. Tarjan said there was a different environment for shared governance at that time. Now, students and faculty are being solicited for input on issues that are integral to student learning.

6) Provost Report - Nothing to report.

7) Committee and Report Requests (Minutes from [AAC, AS&SS, BPC and FAC](#) are posted on the Academic Senate Webpage) Executive Committee (A. Hegde)

The President met with the Executive Committee (EC) on September 4. The topics discussed with the President: Budget and Strategic Plan, Capital Campaign, Diversity, Enrollment, Workload (campus culture and quality of life), the lack of funding for

instructional purposes, and her take-away from the General Faculty Meeting. The President has accepted the invitation to present a brief report and answer questions at Senate meetings 9/13, 10/25, and 11/29. She has been invited to attend as a guest on all other dates. Everyone on the Senate has access to Questica to look at departmental funds and expenditures. The Graduation Initiative Task Force (GITF) Hold Proposal has been referred to AAC. It's about when the holds are going to take place, including holds to graduation. B. Hartsell presented the proposed numbering and organization changes to the University Handbook on behalf of the Handbook Task Force.

a) Academic Affairs Committee (M. Danforth)

The committee discussed a referral to address that the Director of Academic Operations is on two committees and to review whether a change in membership requires a change in the Bylaws. The committee has invited a staff advisor to the next meeting to get better sense of the GITF Hold Proposal.

b) Academic Support & Student Services Committee (E. Correa)

K. Ziegler reported on behalf of AS&SS. The chair of AS&SS is at Antelope Valley. The committee doesn't have a referral yet, so they organized who would take minutes, attend ASI meetings, etc.

c) Budget & Planning Committee (B. Street)

The committee's first meeting was used to familiarize new members on the resolutions approved last year. They discussed how the Senate in general can influence campus needs and wants. The idea of the true cost of instruction was introduced. The BPC Library member has access to the Master Plan and the section that refers the true cost of instruction. The group sampled Questica and has the opportunity for training. The BPC Staff member became an MPP and a new member needs to be appointed.

d) Faculty Affairs Committee (M. Rush)

The committee is working on a referral, Faculty on Sabbatical Serving on RTP Committees.

e) Staff Report (K. Ziegler-Lopez)

Nothing to report.

f) ASI Report (A. Schmidt)

Dr. Harper and Provost Zorn have been invited to the ASI board meeting on 9/28 to make students aware of the proposal on advising and answer questions. ASI has established a Lobby Core for the purpose of making relationships with local legislature to build towards lobby day in Sacramento. The Runner Hour is a weekly school spirit event in the Student Union with games and opportunity to meet outside of classroom. The ASI President, ASI VP and ASI VP going to Chico for the CSSA meeting.

8) Resolutions – **(Time Certain 10:55 a.m.)**

a) New Business

RES 181901 University Handbook Renumbering - The changes include those resolutions that were made this last academic year that the past president approved. The changes are to the numbering system, quarter to semester terms, and reorganization. M. Rush moved to change the last line to “reorganization in strikethroughs” and insert “approved” to the Rationale. The recommendation will go back to the EC.

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

B. Street experienced that the Student Health Services closed unannounced last Thursday from 8:00-10:00. They are entirely shut down during lunch. If there was an emergency, students seeking services have to wait. ASI researched CSU health centers in the state; only one other that closes during lunch. ASI will be taking that up with Dr. Wallace. J. Millar said the door to the counseling center is open where people can come in and wait. If there was an emergency the Police Department would be called to get an ambulance.

10) Adjournment

The meeting adjourned at 11:25