CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE
Minutes
Thursday, April 23, 2020
Video Conference
10:00 a.m. – 11:30 a.m.


1. Call to Order
   D. Boschini called the meeting to order.

2. Approval of Minutes
   I. Kasselstrand moved to approve the April 2, 2020 Minutes. B. Street seconded. Approved.

3. Announcements and Information
   • Campus Report - President Zelezny thanked faculty for the amazing job they’re doing to help students transition to alternate delivery of classes. Everyone wants to know what Fall semester will look like. She is on the phone with the Chancellor’s Office and the 23 CSU presidents every other day. There is news about Fullerton, San Francisco and East Bay. The headings are bold. Yet, what’s happening behind the scene is that no decisions have been made at CSUB. Key drivers: 1) coordination within CSU with consideration of regional differences. 2) California Governor, who is being cautious and conservative. 3) The Chancellor’s Office, 4) Matt Constantine, Director of Kern County Public Health Services, 5) What is going on in K-12, and 6) The best interest in safety for all. There are discussions behind the scenes from alternate delivery to face-to-face. We have planning committee working with the Interim VP Academic Affairs, V. Harper and the VP Student Affairs, T. Wallace. The Emergency Preparedness Council includes Senators M. Martinez and A. Wan as members. So far, no CSU president has made definitive decision on what fall will look like. We are working on contingency plans. Be nimble and stick together with grit and to be prepared to transition to a new normal. It will look different than the way it was in January. There will be new guidelines from government on how to keep each other safe. The State Budget will be part of the decision-making. The May 14 budget announcement will be delayed. The Budget will be finalized between July to October. No doubt we’ll be working with a tighter budget. The campus leadership is working
on different models, from changes in Budget, State support, and enrollment. Currently, the number of enrollment applications is good and promising. We’ll keep that information in real time when we think about the Budget. B. Street, Budget and Planning Committee Chair, has been wonderful reaching out to faculty about their concerns and giving consult with the Cabinet, etc. There hasn’t been any HR discussion about changes. Look for the Board of Trustee’s (BOT) agenda because they will be the decision makers on Budget for the Fall. President Zelezny urged the Senators to listen in on the BOT’s May 12 meeting. She is proud of the Provost Search Committee’s brilliance in bringing strong candidates forward. She expects an announcement of a permanent Provost in early May. She is indebted to J. Tarjan and J. Kegley for their contribution to the Search Committee. A lot of time has been devoted to CARES funding. There is approximately $13.5 million 50% for student support for basic needs and other financial issues related to COVID-19. She has been working with ASI President A. Wan and the team about following the guidelines for disbursement. We will follow federal documentation requirements. The CARES fund is not inclusive of all students. Undocumented and international students are not eligible. CSUB will take the $6.7 million of designated federal funding and augmenting it with philanthropic gifts and other sources to cobble together something to include all students. It will be a different pot of money to safeguard the undocumented and international students. This model is being used by other CSUs. There will be small checks deposited into students accounts and to all students, prioritizing those with the most need and those who have a family contribution of zero. There will be funding for our Pell students. It won’t be perfect. There will likely be residual for students seeking money. Yet, we don’t know what that application will look like. The President will be giving her report to ASI tomorrow. She is excited to be sitting on the committee for the new Commissioner of Big West. Remember to access the BOT meeting and participate if one wants to. The President’s Walk and Talk will continue virtually. A. Wan asked if one of the CSUs goes fully online this fall, how does that influence CSUB? The President responded that the decisions are regional and unique to CSUB. CSUF has a different experience with the COVID 19 virus. CSUB is planning for a range of options. We will do what’s best for our campus. We have to look at whether Winter will be affected, too. D. Boschini thanked the President for her report and her availability this spring to speak with the Senate on numerous occasions.

- The Counselor Center is still seeing students for one session and then referring them to others in the community, according to J. Millar, Counselor. The students can phone or Zoom. The communication is encrypted and safe for students. Students
have access to Psychiatrist after meeting with a Counselor. The opportunity to
schedule a meeting will continue to the end of the semester. J. Millar will be
working through the Summer.

- A. Wan thanked the Counseling Center. J. Millar said it’s her honor to help the
Students. A. Wan introduced the incoming ASI President V. Chicaiza 2020-2021.

- Elections and Appointments – A. Hegde announced the results of the Open Call to all
schools for nominations, and the election for the Distributed Learning Committee:
  o Faculty Honors and Awards: Hager El Hadidi to fill the NSME position.
  o University Review Committee: Andreas Gebauer to fill the SS&E position
  o Distributed Learning Committee: Melissa Danforth was elected to fill the NSME
    position.

The New Call for Nominations to Various Committees ends Monday April 27, 5:00
p.m. There are positions for the AARC, FHAC, UPRC, and URC open to all schools.
The Call for Interest for Appointments to sub-committees to follow.

4. Approval of Agenda
   J. Stark moved to approve the Agenda. M. Danforth seconded. Approved.

5. ASCSU Report No report today.


7. Committee and Report Requests (deferred)
   (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 (D. Wilson)
   d. Faculty Affairs Committee (M. Rees)
   e. Budget & Planning Committee (B. Street)
   f. Staff Report (L. Lara)
   g. ASI Report (A. Wan)

8. Resolutions – (Time Certain 10:30 a.m.)
   a. New Business
      i. RES 192020 RTP Guidelines for 2020 M. Rees introduced on behalf of the FAC.
         There are similar resolutions occurring at the CSUs. The resolution consulted the
         memo from the Interim Provost who had convened a committee of campus
         representatives and then outlined these provisions. FAC reviewed it. SOCIs will
         be administered in the Spring and the Summer. It is optional to include SOCIs in
         RTP. SOCIs go directly to faculty instead of the Deans and Chairs. Classroom
         observations are optional. Faculty on probation can ask for an extra year to
         come up for tenure because of conferences delays. Post tenured faculty can ask
         for an extra year to review. RTP letters are electronically delivered instead by
campus mail. D. Boschini reminded the Senate that there are only two more meetings and it’s up to Senate to elevate resolutions to urgent. FAC has already thought about the issues. J. Tarjan said that the CO has formally endorsed the same measures. It may be added to rationale. D. Boschini said FAC had that information when forming the resolution. She shared that this unusual semester, we still need to do online SOCIs. She opened the floor to comments and concerns. J. Stark moved to Waive the First Reading since there are no comments, we’re at the end of the term dealing with the pandemic, and we did similar things when there were furloughs in the 2008 economic downturn. M. Suleiman seconded. J. Tarjan prefers that the Senate Chair send a communication that this resolution is being considered that will be decided April 30. A. Hegde agrees with both perspectives. The topic has been discussed in department meetings. He does not see the benefit in waiting. The resolution states it’s a temporary measure. He suggests waiving First Reading. J. Tarjan said 2/3 required to waive First Reading. D. Boschini put out the vote to waiving the First Reading. 15 for, 1 against. The body went into the Second Reading. M. Rees asked whether to add that the CO supports it. A. Hegde tenure provisional year five or year one? Does it apply to everyone? M. Rees responded, yes. D. Gove CFA President said that part of the CBA states that one can request for another year. This resolution highlights that option. J. Tarjan said no justification to add CO comment because it looks like there is unanimous support. The vote was put forward. The resolution was approved unanimously.

ii. RES 192019 RTP Levels of Review M. Rees introduced on behalf of the FAC. Some campuses indicate the Provost has the final review. Our Handbook says the President. President Zelezny suggested it be the Provost because that position is more familiar with the faculty. B. Hartsell, member of FAC and former CFA President, informed FAC that the Collective Bargaining Agreement (CBA) definition of “President” is the President or the President’s designee. There could be a file whereby the President would review and want to weigh in. This resolution gives flexibility to President and it aligns with the CBA. D. Boschini stated that this is the First Reading of a resolution which would make significant change to the CSUB RTP process. B. Street asked if the President’s designee could only be the Provost. M. Rees replied that it’s up to the President to decide. It’s what is in the CBA. J. Stark commented that the levels are enshrined in processes. There would still be Provost review and then to the President. There will always be the fifth level to the President. The process is protected. The resolution prevents redundancy of sending review back to the Provost. A. Hegde referred to the Handbook 305.9. If the President appoints a
Dean, the Provost would still review it. The Provost is still involved. Is the Provost the last person to see it? Is there any way if someone wanted to grieve the decision made by the Provost, does it allow the faculty member to go to the President? D. Gove replied that everyone’s file is unique. The President could say she wants to look at a particular file and the rest of the files stop with the Provost. The Provost is the final viewer, unless the President appoints another final reviewer. M. Rees said that the grievance process would be the same to make an RTP decision. In practice, there were times when the President rubber-stamps what the Provost recommended. It’s rare for that not to happen. If there was a final designee other than Provost do something that is not in line with the Unit Committee, Dean, the URC, and the Provost level, then that would be open for a grievance. The resolution puts into practice what is already occurring. D. Gove said what we had in line for many cases was the scenario where there may be differences of opinions at the lower levels, we want to make sure the President had option to weigh in and make the final decision. M. Suleiman said that he served three terms on the URC at CSUB. If the process is not broken, why fix it? Litigation and the legal implication of differences is the exception. If it goes to court, it would be the Provost to represent the university. C. Lam said that if the President designate the Provost as the final reviewer, then the process would end in April instead of early June. It gives HR 1.5 months to work with faculty to extend faculty’s work visa renewal. Can we move up the President in the RTP process to help faculty with the visa. D. Boschini said it’s an implementation question. D. Gove replied that the CBA specifies when final notification is due and there’s no reason why it can’t be done earlier. D. Boschini asked President Zelezny’s perspective and whether she would be comfortable with amending the Handbook Language. Earlier, she shared with the EC that she is not trying to get out of the duty. Her perspective emphasizes the role of the Chief Academic Officer as part of the President’s Office and that’s how it happens at other CSUs. There’s a model that stops at the Provost and it is one that she supports. J. Millar added that it would be time to amend the Handbook that the Counselor Faculty RTP process stop with VP Student Affairs. That’s how it is with other CSUs. D. Boschini said it concludes the First Reading since no more comments came forward.

iii. RES 192021 Winter Term Courses and Units Policy M. Danforth introduced on behalf of the AAC. Winter Intersession has a short time frame, between 11-13 days. It is described as a two-and-a-half weeks (2.5) for consistency. There was concern about what could be accomplished pedagogically. Some students were attempting to take too many courses. Some courses were pedagogically not
appropriate in that short timeframe. AAC is proposing that students should be limited to two courses or four units. They couldn’t take (3) two-unit courses. They could take two (2) two-unit courses. The courses should be feasibly accomplished in the 2.5 weeks such as supplemental courses or special interest courses and activities. Courses that cannot be pedagogically accommodated in that timeframe should not be offered. Those courses requiring significant breadth or depth, skill development and a more of a time commitment should not be offered. To ensure the proper oversight, the GE Director should approve any GE courses. Winter Intersession is important to special interest courses and special activity courses. We want to assure the academic quality of instruction. J. Tarjan moved to strike from Resolve #4, the section that states that the GE Director approves any GE courses offered in Winter Intersession. Because, the GE Director only has authority given by GECCo. If the section remains, replace GE Director with GECCo. B. Frakes in favor of the proposal. Yet, there are more than 2.5 weeks between the last day of Fall and beginning in Winter. M. Danforth reminded the Senate that the week between Christmas and New Years are not academic days and campus is closed. Also, Calendar changes are a BPC decision. Technically, the campus is closed and the faculty is not contracted. First resolve states no more than four units and 2 courses. The two-course limit is more about preventing students from having to juggle four one-unit classes. M. Martinez commented that saying four units would be sufficient. He agrees with J. Tarjan’s recommendation about striking GE Director from Resolve #4. D. Boschini said that the Second Reading will be on April 30.

iv. **RES 192017 Balancing the Restoration of Faculty Ranks with MPP and Staff Hiring**
A. Hegde introduced on behalf of the Executive Committee. The rationale is that we are headed to a point in the economy where there will be budget cuts. We faced cuts before, during the Great Recession 2008-2010. Looking at the tenure-density figures, the number have been declining. The faculty ranks did not recover. Some argue that it’s not sufficient to be system average. It needs to be higher to recruit quality people to CSUB. We understand that there needs to be emergency hires, especially to address the current crisis the pandemic caused. Keep in mind during the hiring freeze that there should be some consideration to hiring tenure track (TT) faculty so we don’t go further from the system average. The resolution seeks assurance that when we come out of this situation that we have stronger tenure density than what we had going into this crisis. We want more aggressive recruitment of TT coming out of this situation. J. Tarjan said the point is not to tie the President’s hands. Even the Board of Trustees recognizes the importance of faculty in this budget turn of events. The
resolution is symbolic. We have lost faculty and it’s a reminder to please discuss hires with the Senate or the Senate Chair. He feels that the faculty input has not had an effect on faculty hires in the last 20 years. J. Millar reminded the Senators that the number of Faculty Counselor and Faculty Library tenure track positions are lacking. A TT Faculty Counselor left in 2009 and CSUB has been without Counselor Faculty since then. A TT Counselor helps stabilize the counseling in the Student Health Center long-term. The Second Reading will be on the extra Senate meeting, April 30.

b. Old Business
i. RES 192015 Faculty Workload will be presented on April 30.
ii. RES 192016 Academic Calendar – Spring Semester Break B. Street recapped the process and outcome that was described during the First Reading. The Calendar will align with the Kern High School District (KHSD). M. Rees thanked the BPC. The cost of using those five days was not reflected in the survey. The survey is not a referendum because it did not provide pros and cons. Last year, Spring Break was in week twelve. Faculty would not choose that. Students didn’t do as well in her classes. When the Spring Break changes, it changes the rhythm of a course. The syllabus has to be done every year. It makes it challenging pedagogically. Changing the dates of Spring Break creates event planning havoc. Working around Spring Break causes some events to be condensed. Planning pedagogy around a religious holiday is problematic. The alignment with family time is positive, yet weigh that against the cost of changing the dates every year. B. Street said the discussions came to BPC. They looked at what would create least harm to students. Whenever KHSD had their break, the students would adhere to that. Large number of students would not be attending class. He agrees that the survey wasn’t a referendum. BPC looked at the comments to see where they originated. The least negative impact is aligning with the KHSD. D. Boschini is on BPC and M. Rees’ comments were considered by the committee. The vote was put forward. The resolution was approved by majority voting yes.

iii. RES 192013 Response to Student Misconduct Task Force Report The resolution will be introduced April 30.

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

No topics were introduced.

10. Adjournment

D. Boschini adjourned the meeting at 11:30.