CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE
Minutes
Thursday, September 17, 2020
Video Conference
10:00 a.m. – 11:35 a.m.


1. **Call to Order**
   A. Hegde called the meeting to order.

2. **Approval of Minutes**
   M. Suleiman moved to approve the September 3, 2020 Minutes. R. Gearhart seconded.
   Approved by a show of hands.

3. **Announcements and Information**
   - President Zelezny – She is very proud of the Engineering program for being recognized as one of the best undergraduate engineering programs, making the top 100 list in the county.
   The new Chancellor will be announced at Wednesday’s Board of Trustee’s (BOT) meeting.
   CSUB’s 50th Anniversary launches October 1. One of the ways that the virtual format has helped us is to get access to the keynote speaker, visionary and innovative entrepreneur and owner of Space X, Sir Richard Branson.
   Open Forum – there was great attendance.
   Runner Walk & Talk with the President is at 2:00 p.m. today. Faculty is always welcome. The Students’ questions are answered first.
Q&A: A. Lauer inquired about a campus testing center for final exams, as some departments have problems with virtual testing. The President said that the Provost may have an update. E. Correa asked about the status on social justice. The University Day guest speaker suggested a campus climate survey. President Zelezny responded that the Chief Diversity Officer will put a Task Force together to bring full consultation with the Senate, ASI and the Cabinet. It will be a year-long project and bring in focus groups and open forums from the broader community. We have already put a down payment on a campus climate survey. It will be sponsored by Greater Places for Work. We are looking at the survey that was mentioned by Shawn Harper of the USC Race & Equity Center in consideration of what would be the most useful survey to assess our students. The consultation has been approved and awaiting the appointments. C. Catota will be requesting appointments from the Academic Senate. President Zelezny said it’s not a moment, it’s a movement. It will be a sustained effort.

A. Hegde thanked the President for securing Sir Richard Branson as the keynote speaker at the 50th Anniversary Celebration. It will raise visibility of our region, especially the current aerospace industry in the eastern part of Kern County.

• Elections and Appointments – M. Danforth provided updates on the results of the Spring Elections and new appointments:
  
  AARC EEGO – A. Hegde elected to serve in the Arts and Humanities’ position, and J. Trigos elected to serve in the Social Sciences and Education position.
  
  AARC GRaSP – B. Larson elected to serve in the Arts and Humanities’ position.
  
  Alumni Association – D. Sandles was appointed by the Executive Committee (EC) to serve as the Academic Senate Chair designee.
  
  Academic Support and Student Services committee – The EC appointed Y. Zhong to serve as the Library representative.
  
  
  Ethnic Studies (ES) Unit Implementation Task Force - A. Hegde said that the charge is to focus on modifying the structure of General Education given the new student
requirement of three units of Ethnic Studies to graduate. We are required to create an Area F and to make sure the total number of units to graduate remains 120. The proposal of individual course(s) and guidelines for approving those course(s) are not in the charge of the Ethnic Studies Unit Implementation Task Force. The membership of the task force consists of four elected faculty positions (one from each school), four appointments by the EC (two EC representatives, one GECCo representative, one ES faculty member), and the AVP of Academic Programs (ex-officio). The call went out today.

4. **Approval of Agenda**
   J. Stark moved to approve the agenda. C. Lam seconded.

5. **ASCSU Report**

6. **Provost Report** V. Harper thanked the faculty for a good start to the semester. His conversations with students have indicated that they are having a good experience.
   a. Committee participation - He thanked the faculty for their participation while noting there are many vacancies. Shared governance doesn’t work unless faculty participates.
   b. Testing Center - He reached out to other Provosts in the system regarding deployment of a Testing Center. Of the twenty-three, only two of the three larger campuses are running testing centers. He is working with F. Gorham on how to deploy as it relates to final exams especially. It required conversation with the Chancellor’s Office (CO) and the Department of Public Health. If it’s not viable, the Provost will be candid. A. Lauer said it is difficult to connect with students. The alternate software to deter cheating is intimidating, at first. Yet the students will always find a way to cheat. Some exams are easier than others. If we want to keep our standards high, we need to pursue a testing center. As a microbiologist there are things being put in place that do not serve our students and faculty. The students think they can slide through online courses, and even take course overloads. Then they go onto higher level classes and they are not prepared. V. Harper said that academic integrity is the bedrock of our
institution. We have tools in place and he’s familiar with their limitations. He is looking at a testing center. Yet, we do have to comply with the State Department of Public Health. We have some time. It’s important we give our best effort. It’s important to the faculty. B. Street stated that academic integrity is a larger issue than what is occurring during remote delivery. It was a problem before the pandemic. There is a push on academic integrity, long term. V. Harper has also been concerned.

c. Ethnic Studies Unit Implementation Task Force - V. Harper thanked the faculty and Senate for the Task Force on ES. He appreciates the ES department proposal, which is separate from the task force.

d. AA Pandemic Budget Advisory Task Force (PBTF) - He thanked J. Sun for her interest to Co-Chair with B. Hartsell. The work is especially important going into year two of the budget challenge. J. Sun’s background is in public finance will serve the committee well. The PBTF members will have access to all the data to enable them to make recommendations to Harper.

e. Instructional Plan A1 and S2 courses report – The CO is expected to send the instructions today. CSUB will continue to minimize the number of people on campus, as much as possible. Updating the Instructional Plan will be thinner, easier. A. Lauer asked about limiting the S2 courses. The students really enjoy their lab experience. V. Harper responded that CSUB has 51 courses occurring on campus. We want to continue to limit the number of students who come to campus. E. Correa said while there is focus on students’ experience online, it would help to survey faculty on whether things are working well. Where is the faculty support, not just technical? Consider how successful the transition has been and what are their needs. V. Harper said that he’s already working on it, from a research standpoint, and thinking about how to involve faulty for our sector in higher education. It is the largest, experimental deployment of distance education in the history of higher education. The notion of having paired analysis of face-to-face for similar courses, statistically opens up so many
opportunities. His plan is to engage faculty in research process to study the
efficacy of remote delivery this semester, and next semester. Of course, there
are some survey research that we would also conduct in parallel to that in terms
of student survey and faculty survey. That would allow us to get a very clear
picture of instructional efficacy during this particular period of time. How do we
get it to the point in which there’s research productivity out of it. There are
publications available in this space. The data allows us to set up an exit to the
pandemic and set up the type of institution and the excellence that will carry
from this environment. The idea was broached with the Deans and Provost
Council. Fundamental to this issue is engagement with faculty and the Senate
about what the institution may look like. M. Danforth highlighted the chat
comments coming through: that it’s not just a student learning issue, but also a
faculty support issue both professionally and emotionally as a whole human,
balancing working and life. For example, balancing teaching with parenting and
children’s home schooling and all other considerations that are present from a
personal perspective. When she came across technical difficulties, she knew
who to contact to get a loner laptop for a faculty member while the original
laptop was being fixed. There could be some better communication from IT on
the faculty continuity webpage on IT support structures. Perhaps there is some
way for faculty to connect with one another as people instead of just focusing
purely on student learning. For example, a portal to connect as professionals
and colleagues and friends to make sure they have support during this difficult
time. V. Harper thanked her for bringing attention to the strain this virtual
environment has on faculty “wellness”. We definitely need to put in a support
structure over the next few weeks, and test it, so faculty feels supported and
connected. A. Hegde suggested that the Senate consider modifying the Open
Forum portion of the meeting to be a check-in on each other. If the Senators
want a social via Zoom, that can be arranged.

7. **Committee and Report Requests** (deferred)
(Minutes from AAC, AS&SS, BPC and FAC are posted on the Academic Senate Webpage)

a. Executive Committee (M. Danforth)

b. Academic Affairs Committee (R. Gearhart)

c. Academic Support & Student Services Committee (C. Lam)

d. Faculty Affairs Committee (M. Rees)

e. Budget & Planning Committee (B. Street)

f. Staff Report (L. Lara)

g. ASI Report (V. Chicaiza)

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

New Business

RES 202105 Classroom Observation During Mandated Remote Delivery – M. Rees

introduced on behalf of FAC. The FAC is an incredible group of people and she feels lucky to be working on the committee. Recall that last year an electronic classroom observation was optional for everyone. Given this year’s situation, we don’t want to go two years without evaluation because it’s so important to mentorship, etc. It is useful to the RTP committee, especially of new part time faculty who weren’t observed last year, to be able to hire people confidently without having observed them face-to-face. The suggestion is to keep observations on track this year and performed like any other time. Observers would have access to the Learning Management System (LMS) and observe a class-worth of materials and an observer could attend via Zoom for synchronous classes. Everyone knows we are working under unusual circumstances. FAC is in favor of the Faculty Teaching and Learning Center’s (TLC) doing observations and mentorship, but because they may not be familiar with the content of the material, TLC would not replace the observation by a department member. Human Subject research is at a standstill. Last year, we established that any one in TT process during pandemic can ask for an additional year. People around the world are facing the same thing and there is remarkable collaboration and information on how to pivot. For example, how to continue your research under these circumstances. If someone felt that there was not a way they could continue, that individual could make an appeal. M.
Suleiman said the files are due soon. Having the extra weeks would be helpful rather than wait until the next Senate meeting for the resolution to pass. M. Suleiman moved to waive the First Reading. A. Hegde said it’s time sensitive. If the body is okay with waiving the First Reading, we could waive the First Reading. R. Gearhart seconded. Any discussion for or against waiving the first reading. B. Street supports waiving the First Reading because there are new faculty that would benefit from having the resolution pass before the deadline to submit RTP files. The vote for waiving the first reading had no opposition. The Second Reading was presented by A. Hegde, and then the Senators were instructed to provide any edits or changes. M. Rees took the suggestion from D. Jackson to include “S2” to make a friendly amendment. R. Gearhart moved to approve. B. Frakes seconded the friendly amendment. M. Danforth said that observation of S2 hybrid classes may require additional people on campus. The observer will have to be face-to-face and it may cause any complications. B. Frakes assumes that the faculty member would simply contact the Dean and the Dean would make sure the University Police Department is notified and the protocol would be followed. The only people who come to campus are the ones who would be able to. R. Gearhart for S2 classes reviewers could log in via Zoom. M. Danforth made a friendly amendment to say that S1 and S2 shall include observation of the scheduled virtual course meeting. B. Street asked whether face-to-face is not included. D. Jackson asked whether all classes should be observed. A faculty may have all S1, all S2. Provide some flexibility and have it state that it should be coordinated between the faculty and the observer. Perhaps they only have one class face-to-face. A. Hegde said we need to be clear because it will apply to Spring. M. Suleiman said it was discussed in committee. We can’t cover everything. It’s contextual. It is a humane process. A. Lauer if we’re worried about the additional person, have them wear a Tyvek suit, mask, and shield. She suggested amendment to the resolution to say, “virtual or in-person”. B. Street said “shall” is too rigid. M. Slaughter supports amending the language “virtual or in person”. A vote resulted in approval of the resolution, as amended “virtual or in-person”. A. Hegde thanked the
FAC for all their rapid and hard work. He thanked the Senators. The chairs will be happy that a decision has been made.

RES 202106 Office Hour Policy During Mandated Remote Delivery – M. Rees introduced on behalf of FAC. The committee looked at it as an affirmation to be available to our students. If faculty is FT, the five hours per week over three different days still stands. Alternate modes of being available were not spelled out yet faculty must be responsive to students by scheduling time to address emails and virtual meetings. Under these conditions, faculty still need to be accessible. The other issue is censure if faculty are not meeting policy. FAC felt that policing is done on the Dean’s level. M. Suleiman moved to waive the First Reading. B. Street seconded. Vote to waive first reading – no objections. Second Reading – A. Hegde asked if there were edits. None given. Vote on resolution as presented. The resolution was carried unanimously carried. Approved. He thanked Senator Rees and FAC. A. Hegde called time for Open Forum.

RES 202107 CFA President or Designee on FAC – Bylaws Change M. Rees introduced on behalf of the committee. Last year it was so helpful to have D. Gove serve on the committee for his knowledge of contracts, etc. FAC determined that the CFA President or CFA Vice Chair would have the kind of information that would be useful. It requires a change in Bylaws. M. Danforth commented to get more justification for specific language on the positions named, as opposed to “CFA President or designee”. M. Rees will take the comment to committee.

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

Topic: Inequalities in Education During the Pandemic for Asian Americans - C. Lam received a message that Dr. T. Chang, Assistant Professor Child, Adolescent, and Family Studies has contributed to the five part “Statement of the Evidence” volume in education addressing inequalities for Asian Americans during the pandemic to showcase the types of changes needed in teaching in response to social justice.

Topic: Waste of energy on campus. A. Lauer is the Faculty Sustainability Coordinator. She asked if it is possible to reduce the amount of energy used on campus? F. Gorham
replied that some buildings are efficient with motion sensors, and some are not at all. Some buildings must have lights on in and outside of the building for safety. Facilities has begun doing a monthly study on the use of energy, and where we can reduce air conditioning and heating costs. He requested that Senator Lauer connect with the Manager of Facilities Operations J. Berhow and Sustainability Coordinator J. Sanchez to work together on improving sustainability. A. Hegde said that Senator Lauer may want to consider re-starting the Sustainability Committee. A. Lauer shared an article from Sierra Club, rating 282 schools on their sustainability results. CSUB is listed as 214. There are ten CSUs that were not at all listed. CSU Chico is listed as the best in sustainability. It would be interesting to see what they are doing. She is in favor of reinstituting the Sustainability Committee. M. Danforth suggested adjustment be made to mitigate the water run off on sidewalks and parking lots. etc. F. Gorham replied that Facilities relied on reports from individuals. Since we don’t have meters and we don’t have many people on campus, he’s looking at how to monitor water.

M. Slaughter motioned to extend the meeting five minutes to return to Resolutions. B. Frakes seconded. Motion carried.

10. **Adjournment**

A. Hegde thanked everyone for staying the extra time. He adjourned the meeting at 11:35.