CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE
Minutes
Thursday, October 1, 2020
Video Conference
10:00 a.m. – 11:30 a.m.


Absent: C. Collom, L. Lara

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

2. Approval of Minutes
   J. Stark moved to approve the September 17, 2020 Minutes. B. Frakes seconded.
   Approved by a show of hands.

3. Announcements and Information
   • President Zelezny – The CSBU 50th Anniversary Celebration is today. There are a range of things that we’re celebrating and those who have come to celebrate are a source of pride for all of us. She thanked CIO F. Gorham and his team for their set-up and operation. It’s going to be amazing.
   Change in Cabinet – General Counsel A. Maiorano has been reassigned to CSU San Marcos. Kelly Bendel, General Counsel CSU Chico, will be assigned to CSUB temporarily. The CSU will be doing a special recruitment for an attorney to serve CSUB. The President has some specifics she’s looking for, and they are including her in the process.
   Diversity Commitment – The President thanked E. Correa for her persistent questions on Diversity commitment. This is not a moment. It is a movement. The
President is working with several CSU and other university Presidents towards bringing prominent people, such as Bryan Stevenson, to a shared lecture series via webinars. During the Open Forum, the Chief Diversity Officer, C. Catota, shared that we have invested the $25K grant from CO in the Faculty Leadership Academy to hold a session focusing on faculty retention and inclusive leadership. We hope to receive some mini-grants for supportive research related to this area of inclusion. We also received $18K from the CSU. The primary use will be in the African American community with faith-based partners. We’re in the process of recruiting two students who will be working the African American Advisory Council, which meets this month. That group will be working with our Black churches in support of a partnership that will help students to be well equipped to come to the university. Additionally, students have asked that they be addressed by their preferred pronouns. The Provost is working behind the scenes on class rosters for the next year so that we will be ready to address students in their preferred pronoun. Finally, ASI and the Chief Diversity Office are working with our Black Student Union leader who has put forth two topics, Equity and the Technology Divide, and a discussion on the upcoming election. President Zelezny will continue to provide updates so we know this is ongoing work.

Q&A: J. Millar asked for a few words on the new Chancellor. The President responded that she was second in command at CSU Fresno under his leadership. It was a good partnership and working relationship. President Castro cares about people. He comes from the working class. He has lived the story of many of our students in his journey in his own education, finding himself as an underrepresented student at UC Berkley. They have a mutual professional respect for one another so it will allow her to immediately engage in a very proactive way on issues that face the Central Valley. He is the right choice for this position and for the future of the CSU. Upon the announcement of the new Chancellor Castro, President Zelezny received phone calls implying that the appointment was part of a conspiracy to have her return to CSU Fresno. She stated that she will continue to work on CSUB’s
strategic plan. She is proud of what is in front of us for our students. J. Millar asked if Chancellor Castro has the experience and wisdom to work with the entire CSU with its various unions and staff at a time when resources are constrained. The President responded that she doesn’t see any gaps in his experiences and brilliance to learn new things. She acknowledged that these are challenging times and that fortunately we’ve built a strong trust here amongst each other. We have been very good about building our reserves and we’re making decisions in consultation with one another. The Chancellor will be making tough decisions. He will be very compassionate. He will always listen with a very open heart. He is also very politically savvy. E. Correa thanked the President for her support of the diversity matters. Another item to keep on the forefront is the need to address systemic racism within online learning environments. President Zelezny said that high on Provost’s assignment is the systemic racism in several areas. We cannot stay the same. It will not be a one-shot solution. Please continue to support the Provost on the assignment she gave him, particularly teaching and learning in AA. This of course applies to other areas of the university. He has the right heart and mindset for this issue. M. Martinez said that we’re all dealing with students whose computers and/or networks go down. He was happy to hear Vice-Chancellor Loren Blanchard address the ASCSU, stating that we just don’t just have food and housing insecurity, we have technology insecurity. President Zelezny responded that she was recently in a meeting with Chancellor-select Castro and Governor Newson to say we really need to have equity in technology access across the state and it needs to be the Governor’s initiative. The President expects Chancellor Castro to really push on this. A. Hegde said he spoke on behalf of others when he thanked the President for putting the conspiracy theory to rest and her willingness to discuss the above issues with the Senate.

- Budget Forum – October 19, 11:00 a.m. – 12:00 via videoconference. The details will be emailed to campus community.
- Elections and Appointments – M. Danforth updated the status of calls and results:
Academic Administrator Review GRaSP
   Yize Li, Physics - elected to fill BPA position

Ethnic Studies Unit Implementation Task Force
   A&H – Jorge Moraga, Interdisciplinary Studies
   BPA - pending election results Friday
   NSME – Krystal Ball, Nursing
   SSE - Ivy Cargile, Political Science

GECCo (1) FT each
   A&H – Second Fall Call ends Friday (election Mon. – Wed.)
   NSME - Second Fall Call ends Friday noon
   SSE – Dirk Horn, Political Science

University Council
   Allison Evans – Psychology (Antelope Valley)
   Brittany Beck – Teacher Education

Search Committee AVP AA and Dean of Academic Programs
   A&H – Alicia Rodriguez, History
   BPA – Di Wu, Accounting & Finance
   NSME – Charles Lam, Mathematics
   SSE - pending election results Friday
   At-Large – Mary Slaughter, Communications

Search Committee Dean of Antelope Valley
   A&H - Second Fall Call ends Friday noon
   BPA - Second Fall Call ends Friday noon
   NSME - Second Fall Call ends Friday noon
   SS&E - Hager El Hadidi, Anthropology

University Program Review Committee (UPRC) At-Large
   (1) FT Tenured to complete 2020-2022 term
       Call ends Friday noon

University Review Committee (URC) At-Large
(1) FT Tenured to complete 2019-2021 term - Call ends Friday

Wang Award

Nominations to President’s Office by Friday, October 16

Foundation Board

(1) Faculty elected by the Academic Senate 3 -year-term

Nominations end Monday 5 p.m.

TEAC

(2) NSME Faculty members appointed to two-year term

University Strategic Planning & Budget Advisory Committee

(1) FT Faculty Alternate

Campus Police Advisory Committee

(2) Any Faculty appointed by the Executive Committee

4. Approval of Agenda

A. Hegde said that we have edited Open Forum to include Wellness Check. The purpose is to attempt to make sure we check on each other. The Senate meetings are the largest gathering of faculty, staff and administrators that meets regularly. It makes sense that we see how we’re doing are how things are going. Historically, it’s a time to announce any good news or things that the campus community needs to know. In the past, it used to be called the Rumors and Gossip section. He’s heard that there isn’t much gossip going around, but he won’t say who told him that.

M. Suleiman moved to approve the agenda. A. Grombly seconded. Agenda approved.

5. ASCSU Report

J. Millar shared that the ASCSU had their first meeting last week. She is on the ASCSU Academic Affairs committee. They met with the statewide Ethnic Studies Council members. Learning Objectives and Core competencies were discussed. There was agreement on those items as the Academic Affairs committee had already been working on them since last year. The CO is developing an Executive Order (EO) that will define what will need to happen in Ethnic Studies (ES). There are concerns that some CSUs
don’t have ES courses yet despite there being an ES Task Force, led by President Mitchell many years ago, that put forth recommendations. She expressed pride in what CSUB has already done by creating ES courses. Executive Vice Chancellor for Academic and Student Affairs, L. Blanchard, said that AB 1460 has a relationship with Community Colleges and High Schools. There are accompanying laws to make sure students are moving with developed ideas by the time they get to the CSU. Outgoing Chancellor White advised that furloughs are inevitable. This will not be a good year for the state, economically. On a more positive note, he talked about the reserves and how they were used in the CSU to help some departments. The CO has made a request to the Financial office for $16 million to fund implementation of AB 1460. Chancellor White was clear how he collected his evidence to make the decision for instruction to go online in this Fall and Spring 2021. He expressed his gratitude to the 14,000 faculty who stepped in this summer to take professional development to improve remote delivery of instruction. Chancellor White recommended that everyone get their flu shot. M. Martinez said that a couple things stood out for him: Faculty Trustee R. Sabalius told the ASCSU that whatever comes out of the BOT and CO are meant to provide legal context and doesn’t infringe on faculty, and what campuses do to implement ES is their deal. M. Martinez thanked E. Correa for bringing up systemic racism within online learning environments. The ASCSU talked about their Resolution 3450 which suspends mandatory observations for 2021. CSUB already addressed the issue through approval of RES 202105 Classroom Observation During Mandatory Remote Delivery. A. Hegde provided the link to the ES FAQ that the Senate Chairs of the CSU developed. Essentially, the responsibility falls on the individual campus and faculty.


50th Anniversary - Today is a day of celebration and philanthropy. He encouraged everyone to go to the website to consider a contribution to this great institution and to attend the 50th Anniversary event this evening. The recording can be found on YouTube.
Instructional Plan for Spring 2021 – He is expecting guidance from the CO. The Deans and Associate Deans will get together next week to talk about process. CSUB is expected to maintain or reduce number of S2 courses. The due date in early November. V. Harper doesn’t see any issues since we know what we are doing.

Testing Center Fall & Spring Term – Thank you to Chief Williamson for bringing the campus model to the Department Public Health. Its use was specifically discouraged. Interim Dean NSME Search call is going out today. The Search Committee for NSME permanent position is being formed. We will proceed to bring the best and brightest to CSUB to begin serving in that capacity by July 1, 2021.

Wellness – V. Harper said we know that people are dealing with things. He expressed that he misses his campus friends. He thanked Senator Millar for bringing the concept of wellness. He plans to meet with J. Millar and E. Poole-Callahan next week about deploying activities for faculty and staff. That’s their area of expertise. He thanked A. Hegde for highlighting wellness in AA and university-wide.

Ethnic Studies (ES) – There are two tracks underway 1) Ethnic Studies Unit Implementation Task Force has been formed by the Academic Senate in response to the passage of AB1460. 2) A proposal for an Ethnic Studies Department has been brought to the Provost. He thanked A. Rodrigues, T. Salisbury, and J. Moraga for their work on the proposal. Next, it will go to Council, then a couple steps before going to the Executive Committee, and eventually going forward to the Senate.

AA Pandemic Budget Advisory Task Force (PBTF) – The first meeting is tomorrow. V. Harper will drop in to charge the group and to thank them for all their service. As President Zelezny and J. Millar shared the words of Chancellor White, we are expecting a difficult budget contraction. V. Harper will set a specific target for savings to mitigate the reductions in AA. He thanked B. Hartsell and J. Sun for co-chairing the PBTF. It is a very wide representative group. He is hoping to see their recommendations in December.

Racism – The Campus Conversations are ongoing. The Provost Council has routinely been discussing it. He appreciates hearing individuals speak candidly about race. He
encouraged similar conversations in more gatherings because nothing happens if we stay silent.

Survey to Students and Faculty on their experience Fall Term. There will be several surveys. V. Harper wants to do formal research call to get faculty involved in studying the impact of distance learning in education on our campus. There are many publications available that provide some resources to do that.

K. Krishnan will be retiring. He was a deep, personal friend. He will be missed for his leadership and by faculty and staff in the Asian Affinity group. The process to fill his position will proceed in the coming days.

Q&A: M. Martinez thanked the Provost for initiating the research on distance learning. V. Harper responded that he wants CSUB to be a national leader in the topic. Being a minority-serving institution and HSI is an important factor and nationally relevant. The Office of the Provost will be offering some resources. E. Correa said that the Child, Adolescent and Family Studies (CAFS) faculty got together this past summer and wrote a paper that is being published as a chapter called, Teaching without PANTS, to address teaching during the COVID-19 pandemic. That group would be very interested in contributing to the research component to address the COVID-19 issues. For junior faculty, research is very difficult for them to move forward when they need to have face-to-face experience for the work they do. E. Correa asked if there is something to assist them moving forward since they have to go under RTP review. V. Harper responded that he will be meeting new faculty next week to have those conversations. He is asked frequently about students attending labs and research continuity. The disruption on research activities has been profound. He plans to have more focused discussion with the School Deans to see whether it requires more resources and what more we can do. We already supply grants and sponsored research support. It’s essential that junior faculty receive support so they can continue their research process.

J. Kraybill informed the Senate that the School of Social Sciences and Education (SS&E) formed writing and research groups and have included new faculty or faculty mentoring through SSE.
7. Committee and Report Requests

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

a. Executive Committee (M. Danforth) The EC met twice since the last Senate Meeting, as there was an extra meeting to address the work in front of us. There were extensive discussion of ES development, the ASCSU resolution and the pending CO EO that was mentioned in the ASCSU report. The upcoming Budget Forum and items to be included were discussed. BPC will meet on those specific items. The EC discussed the launch of the 50th anniversary and the trials and tribulations associated with that. It will be celebrated in best possible light. The GI 2025 Symposium will be October 23, 10:00-11:30 and it’s open to everyone, virtually. We discussed the wellness situation at both meetings, noting that there is a tremendous amount of stress and what might be done to address that. We added Wellness to the EC and Senate agendas to provide opportunities for people to check-in with each other. M. Danforth said it’s OK to be imperfect. For example, she was in a grant meeting in one window while finishing slides for her class about to begin in another window. She delivered Just-In-Time teaching. The EC discussed the Institutional Plan for Spring 2021 expected to go to the CO in the coming weeks and the few face-to-face instructional activities that may not clearly fit into that Plan and how they nonetheless might be added to the plan. K. Krishnan’s retirement was announced to the EC. The EC discussed whether any Handbook changes are needed regarding final signatures to resolutions. The group concluded that RES 192015 is being addressed such that there is no need for changes to the Handbook. Detailed discussion can be found in the EC minutes.

b. Academic Affairs Committee (R. Gearhart) No update.

c. Academic Support & Student Services Committee (C. Lam) The committee discussed Referral #12 Graduate Student Grievance. The Interim Associate Dean of Undergraduate and Graduate Programs, L. Vega will take the issue back to the Graduate Council and drop language for the revised processes and bring new language back when it’s ready.
d. Faculty Affairs Committee (M. Rees) The committee invited V. Harper to the meeting. We started important discussions on faculty workload and what can be done from about items contained in RES 192015. An update will be provided later this semester.

e. Budget & Planning Committee (B. Street) Questions were sent to the proposer of the Masters in Computer Science Proposal and the response will be shared with the committee at the next meeting. Referral # 3, Institutional Research in Response to WSCUC Report was presented to group and there was discussion about how to tackle it with questions for the task force. Several steps are expected before resolution.

f. Staff Report (L. Lara) No report.

g. ASI Report (V. Chicaiza) Take Out Tues posed the question, What would you want your professors to know? V. Chicaiza will provide the feedback. ASI is working on filling positions. Students say that the workload is too much. Some professors are not showing up for Lectures and not cancelling class. Students could not login to Canvas or email. Some students don’t know how to navigate issues and they don’t know some deadlines have been extended. A. Hegde asked F. Gorham about the IT issue. F. Gorham replied that there was only a 1.5 hour outage. Extension of deadlines is an academic integrity issue. A. Hegde thanked F. Gorham.

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

    **Old Business**

    RES 202107 CFA President or Designee on FAC – Bylaws Change M. Rees summarized why it would be beneficial for the committee to add a member, in particular the CFA President or the Faculty Rights Chair. The committee consulted with B. Hartsell who said that people who hold those positions are experienced in CFA matters and have received training and are prepared for that role. A. Hegde said that approving the resolution would be making a change to the Bylaws, and that the CFA President would be a non-voting ex-officio member of FAC. J. Stark said he’s not opposed to the resolution, yet for Senators to be aware that CFA works in the employment realm and
has a very specific focus. The Senate and Faculty Affairs operate in the academic realm. That’s a separate area of experience and operation. CFA is encroaching more and more into academic arenas and business. It makes sense to have someone from CFA in a consultative capacity. This is not an invitation for the CFA to be involved in all activities of the Senate. A. Hegde thanked J. Stark for his comment. It is helpful for the new senators to know they are to begin their statement(s) whether they support/don’t support the resolution. M. Suleiman moved to support RES 202107. J. Stark seconded. A. Hegde called for a vote. It carried Unanimously. Approved. The appropriate change will be made to the Bylaws.

9. **Open Forum Items and Wellness Check**

   Topic: Giving Day – Those interested in giving to the Food Pantry go to Student Affairs -> Other and designate the gift to the Food Pantry. The same path will lead to designate the gift to the Student Emergency Fund.

   Topic: Strive for excellence. Since we are celebrating the campus’ 50th Anniversary, M. Rees has been thinking more about the Alma Mater. She and M. Vivian agreed that it needed some polishing. Their suggestion follows:

   The Blue and Gold flies high for honor,
   Filling us with pride.
   We stand to give respect and glory
   To our faithful guide.
   We are proud to shine above the mountains
   And across the sea.
   Salute the blue and gold tradition,
   Long live CSUB.

   A. Hegde replied that we don’t have a way to proceed, yet. He asked the Senators to think about whether there is interest in changing the alma mater. J. Millar is in favor.

   Topic: Emergency Fund - J. Millar said that the fund is used to help students with unexpected events. Example: The car is broken, and the student doesn’t have another
way to get to class. The Counseling department raised $2500 through the sale of a tee shirt. The Outreach group bought shirts to distribute to freshmen at their orientation.

Topic: Emotional Wellness – J. Millar offered to contribute some tips. Loss and grief and other things are popping up. She asked for ideas. Financial, spiritual, emotional, physical and a variety of other areas need to be balanced. We are all impacted. It is a challenge lead to by example. People may feel bad or shamed that they are still tired and not perfect. She encouraged leaders and faculty to show their vulnerabilities. The Counseling Department offers assistance.

Topic: Bandwidth - A. Grombly said there is a gap between the many things we needed to do but can’t with the bandwidth we have.

10. Adjournment

A. Hegde thanked everyone for attending. He finds joy working with the Senators. There are disagreements, as there should, because we are academics. He adjourned the meeting at 11:30.