

Absent: L. Lara

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

2. **Approval of Minutes**

   J. Stark moved to approve the October 1, 2020 Minutes. M. Suleiman seconded.

   Approved by a show of hands.

3. **Announcements and Information**

   - President Zelezny – Although is good to see the county improve from purple to red pandemic status, CSUB will stay the course with remote instructions. She thanked the Campus Preparedness team and asked everyone to continue safety practices to the finish line. The President commended O. Garcia from the History Department on the 50th Anniversary book *Rising*. The panel of faculty historians did a magnificent job. Thank you to A. Hegde and B. Street for ongoing work with CFO, T. Davis, on the Budget. The Budget Forum is October 19, 2020. It’s an important one to attend. Thanks again to B. Street for his leadership. The President is working with other presidents in public higher education. They have formed a coalition “We Stand Together” to sponsor special guests this year to talk about the election and social justice issues. CSUB is invited to be part of a webinar with Leon Panetta who
will be speaking to a coalition of 100,000 very diverse students across nation on October 29 10:00 am. He served under both Democratic and Republican administrations. He is well known for his work on leadership. As part of her diversity updates, the Community Conversation switched to Fridays 11am so that faculty can attend. Thank you to ASI and the Office of Equity, Inclusion and Diversity for sponsoring tomorrow’s event. The topic, Digital Divide, comes from the Black Student Union. Senator Kraybill is the speaker at today’s Brown Bag event, discussing Title VII LGBTQ+ rights. The Chief Diversity Officer is eager to get consultation from the Academic Senate on the composition Campus Climate Committee so we can move forward with our diversity strategy. All CSU Presidents are scheduled to attend two-day training on unconscious bias. There is a commitment at the highest level. CSUB’s Cabinet will have a half-day training on November 2. The President thanked Senator Lam for consistently attending the ASI meetings. He is the conduit between students and the Academic Senate. ASI really appreciates C. Lam.

Questions and Comments:

A. Lauer asked about the $80K cost of the consultant to assist the Search Committee for the Dean NSME. The President responded that it’s an Academic Affairs issue and that the Provost can address it in his comments. She is in support of the investment. Senator Kraybill was a Panetta intern!

E. Correa inquired by email whether anything is being done to assure students and faculty that it’s safe to share the way they are treated on campus. The President responded that we are continuing to communicate that there are Ombudspersons and the students also have access to M. Brown, Office of Equity, Inclusion and Compliance. We are hearing from students that there’s a lack of communication, which can be misinterpreted. Please invest in more communication. The President ended by thanking the faculty for their great work.

• AB 1460 and Implementation – A. Hegde reminded the group that earlier this semester, the Governor signed legislature that every CSU must offer three units of
Ethnics Studies (ES) as a requirement for student graduation. ES will be part of the General Education (GE) requirement. CSUB organized the charge by separating two areas: #1 Unit Implementation without increase of the total 120 units, and #2 How to facilitate in lower division and learning outcomes. The steps are as follows:

1) A call went out for the Ethnic Studies Unit Implementation Task Force (ESUITF). It’s comprised of a faculty member from each school, one representative from ES, two members from the Executive Committee (Vice-Chair and AAC Chair), Faculty Directory of GECCo, and an AVP (ex-officio). The ESUITF will bring their recommendations to the Executive Committee (EC). The EC will refer to AAC for deliberation and development of a resolution. The resolution will go before the Senate.

2) The CO sent memo dealing with implementation changes and suggested language for core competencies and Student Learning Outcomes (SLO). There is a lot of work to be done. The CO gave each campus the CSU GE Draft EO Revised and Form Feedback and a November 2 deadline. We want to make sure that everyone has a chance for input. This will be done through representative democracy. He tasked the Senators to reach out to their constituents to get feedback to A. Hegde by October 26. Individuals can also submit their feedback. Direct democracy takes more time. A. Hegde will email faculty the instructions, memo, feedback form, and link to FAQ on AB1460. At the same time, the ESUITF will give feedback on what the CSU GE Breadth Draft EO. It may differ from what is in the CO’s draft.

3) Feedback from ASI will be gathered by A. Hegde upon attending their meeting

4) GECCo will also provide feedback on CSU GE Breadth Draft EO

5) The Executive Committee (EC) will compile it all and present at the next Senate meeting to finalize our response. We’ve done this before, albeit with more time. The process will be detailed in the email. There have been feelings that there has not been shared governance between faculty and the CO. This is the faculty’s opportunity to provide feedback and then we’ll see what transpires with that. As far as ES implementation at our campus, there are opportunities for discussion whether
it’s at AAC, Task Force, and other places. We won’t see the results of the feedback until the end of the semester because there is a lot of work to do. Be reassured that getting through the process quickly doesn’t mean we will not have discussion.

University Police Update – M. Williamson – Overall, the calls for service has been very limited. The patrol officers are on duty. There are a lot of security checks. Crime reports and activity have been low. The University Police Departments (UPD) nationwide have been focusing on law enforcement and social unrest, and the use of force. The CSU Chiefs got together to make sure campuses feel safe and secure, yet open. The community should be able to express what they need to without fear of police. All Chiefs work under six pillars of University Policing concepts and strategies. Each campus has different issues. The UPD looked at individual areas for improvement. We are forming a University Police Advisory Council (UPAC).

University policing is a whole different game than city policing, etc. Chief Williamson met with the California Faculty Association (CFA). The discussion was on different concepts of University Policing and policing in general. It was a very good meeting.

CSUB has been fortunate. We’ve had zero excess-use-of-force complaints. The officers have been using body cameras for five years. The UPAC will meet predicated on the need. To begin with, the UPAC will meet monthly. Separately, he proposes a virtual event, Chat with the Chief. It will be announced in advance. Another idea is to have an on call mental health person for our students. The officers are trained in the basics. When necessary, they call the county for help from mental health professionals. Sometimes the county’s response time isn’t what we’d hoped. The UP is looking at what can we do internally to help our students instead of relying on those outside police department. UPD has been doing a lot of training – de-escalation training, and bias and racial profiling recognition training online. Face-to-face training is scheduled for next year. The UPD will continue to educate officers to help prevent any members of the campus community from feeling uncomfortable with the way things are being handled. Chief Williamson is also the Emergency manager and responsible for campus parking.
affirmed that the CFA’s meeting with the Chief went very well. With respect to mental health, Senator Martinez asked his students how they were doing. It was clear, after the first person said something, that there is a need for more resources. M. Martinez is on the Bakersfield Police Department (BPD) Community Collaborative Committee. 40% of the BPD’s calls are wellness calls. The collaborative is looking at what’s being done in Oregon. A social welfare worker goes out with an ununiformed police officer on the response calls. Consider that people have problems and when police arrive, the police are not trained in handling mental health. He suggested that campus increase counselor staffing. J. Millar confirmed that the Counseling department needs another counselor. There has been a natural split between mental health and policing. It’s a blessing that those two areas work together at CSUB. Counseling is open, active, and offer several venues for students. The Zoom meetings are open to any students. Tell students that there is plenty of room for them to access resources 24/7. M. Rees asked the Chief about the Emergency Drill. She also suggested an edit to the University Police Advisory Council charter document, Objective #4. Add the word “respectful”. Read: Create an environment that is the most conducive to and respectful of the intellectual, cultural, and personal development of its students, faculty, staff and visitors. Chief Williamson liked that idea and said the first meeting will be to edit/accept the charter. The issue with the drill was operator error. There will be more training to be better and more proficient. That’s why we do drills – to test the system. He took responsibility and apologized for any disruption. M. Suleiman said that race and bigotry is a mindset. It can be triggered by what one sees. Rather, we have to sensitize people to listen with their mind and heart. He appreciates that there is professional training scheduled. Chief Williamson replied that the UPD has refined its hiring practices. The last hires have proven to be very successful. He’s proud of people who want to come to campus with their prior training. We have policy and laws. Campus police is militaristic within the department; They use a chain-of-command structure. Outside the department, the UPD uses a win-win solution
approach: safety, community, trust. The goal is service above expectation. It’s a community policing style that applies to hiring, too. A. Hegde thanked Chief Williamson. He commended him for reaching out to Senate for faculty engagement.

- Chief Counsel – President Zelezny introduced Kelly Bendell. Ms. Bendell is a Harvard law graduate. She’s practiced higher education law since 2000. Before CSU she was at University of Southern California for 19 years. She is happy to be working with CSUB until the permanent counsel is assigned. A. Hegde welcomed Ms. Bendell, on behalf of Senate and faculty.

- Budget Forum – October 19, 11:00 a.m. – 12:00 via videoconference

- Elections and Appointments – M. Danforth

  Search Committee AVP AA and Dean of Academic Programs
  The election ends Friday, October 16 5:00 p.m.
  Jackie Kegley, Philosophy & Religious Studies
  Richard Gearhart, Economics
  Isabel Sumaya, Psychology
  Lori Paris, Management & Marketing

  Search Committee Dean of Antelope Valley
  A&H – Chris Eicher, Theatre
  BPA – Jinping Sun, Public Policy & Administration
  NSME – Jackie Kegley, Philosophy & Religious Studies

  University Program Review Committee (UPRC) At-Large
  Jackie Kegley – Philosophy & Religious Studies

  University Review Committee (URC) At-Large
  Isabel Sumaya – Psychology

  Wang Award
  Nominations to President’s Office by Friday, October 16

  Faculty Trustee
  Nominations to Academic Senate Office by December 4
Fall Calls for Interest in Appointments ends Friday, October 16, 5:00 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

(1) Any Faculty appointed EC to serve one-year term
(1) Any Faculty appointed EC to serve two-year term

4. Approval of Agenda

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

5. ASCSU Report

J. Millar said that the regularly scheduled meeting is next month. In the meantime, there was an interim meeting online to discuss ES concerns. M. Martinez concurred.

6. Provost Report

V. Harper thanked Senate leadership on ES, responding to new EO, and a variety of other things.

GI 2025 - The CO released that CSUB’s retention rate for students who started in Fall 2019 returned at an all-time high for the institution of 82%. It was 80% for a long time. The improvement is a testament to the type of educational experience and support services we deliver.

Provost Pandemic Research Group- Look for memo on the formation of an interdisciplinary group to oversee process of RFPs that will support faculty and the study of the impact of the pandemic on our students and faculty and other related communities. The initial resource is $15,000 to support seed funding. It's a down payment. The opportunity to study the impact of the pandemic on our students is a vital one, especially given our underrepresented student populations. We can be a national voice in this particular area of study. The Provost's Office supports all stages of
research, scholarship and creative activity. He will send a memo about faculty starter funds and other support. It’s especially important that junior faculty don’t lose continuity.

Instructional Plan Spring 2021 – V. Harper thanked the department chairs and the associate deans. AA is collecting all the S2 and hybrid courses to be taught next semester. He thanked F. Gorham for coordinating the effort.

NSME Dean Search – V. Harper reached out to consultants to support the search. He made the decision to contract the firm. Picking the right leader is one of the best investments we can make to have the best candidate and the best process, including engaging constituencies outside of the university. The leadership that the firm will provide is essential. A. Lauer asked that he remember that there are good internal candidates. She asked if there are any resources for any CSU internal sustainability projects. V. Harper will be meeting with A. Lauer, Sustainability Coordinator. He had opportunity to talk about wildfire prevention in her biology class. There is an opportunity for internal candidates to compete for Dean NSME. It’s an open process for talent, ability, and desire.

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) What would you like professors to know? Find results of the survey attached. One of the primary issues is “workload”. A lot of students feel that the instructors are assigning more than they would in the past, assuming that students have more free time. Students are working, helping with siblings, etc.
Students have also communicated that they appreciate that faculty really cares about them.

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

**New Business**

RES 202108 Proposal for Master of Science in Computer Science – B. Street presented on behalf of the AAC and BPC. It’s a new program offered by the department of Computer and Electrical Engineering and Computer Science. It is a self-supported program in partnership with Extended Education and Global Outreach (EEGO). It is a face-to-face program expected to commence Fall 2021. The program has been developed to meet the mission and goals of the campus and particularly of the department. There is a clear demand in the local area and from the students. AAC and BPC reviewed the proposal and the resources to deliver to fill the need of students and industry. A. Hegde opened the floor to offer feedback to the committees. If there are questions, email Senator Street and Senator Gearhart. Vice-Chair M. Danforth can also answer any questions. The proposal has been in the works since last year and has been vetted pretty well. No comments received.

9. **Open Forum Items and Wellness Check** *(Time Certain 11:15)*

50th Anniversary – A. Hegde acknowledge the work the AS has done, involving hundreds of senators. He is open to sharing their contribution. Every meeting at this time, he will profile past Senators. If possible, he will invite former senators on the Zoom call. D. Boschini is the immediate past Chair and still serves the Senate in that valuable capacity. She was the Senate Chair from 2016-2020. Senate Vice Chair 2014-2016. She presided over the change from quarters to semesters. D. Boschini represented faculty on the Search Committee for the President. She’s been on over two dozen committees over the years. In terms of Senate work, there are many things. The standout results are the improvement in the shared governance process, and ushering in the era of budget transparency. She did all that in a compassionate and understanding way. He called on D. Boschini to answer three questions. What motivated her to be chair? She replied that she put a lot of thought into being Chair. She was motivated by: 1) It was a practical evolution. She already served on BPC a few times, AS&SS a couple times, and
was the AS Vice Chair. D. Boschini was on the search committee for the President. In terms of leadership succession, it made a lot of sense to have someone who knows the campus history and would offer some continuity. She felt that was really important to the transition to welcome the new President, for the good of the campus. She stayed on as Senate Chair because she wanted to establish a good relationship and good habits of shared governance with President Zelezny. She is really glad she stayed on for that second term. 2) D. Boschini said she’s personally motivated to do the work. It’s fascinating and she enjoys it. She likes problems solving. She doesn’t mind working through disagreements to see what we can do to fix things. She enjoys all the Senators and working with Administrators. She plans on being at CSUB through her career and live through all these decisions 3) Professionally, the reason she wanted to be Senate Chair was not only that the work is interesting, it is also important to campus. As part of career path, looking at the conversion from Quarters to Semesters, and the need for budget transparency, this was a real opportunity for the campus to grow in many ways over a short period of time. She’s not activist. Her superpower is that she doesn’t give up. With respect to the Administration on the call, we don’t have to argue about things. We just keep talking until things move along. We got where we have a good functional relationship. A. Hegde asked D. Boschini what she learned. D. Boschini responded that she learned how to run a meeting on Zoom. She learned that she can trust colleagues to make decisions. What works for one group may not work for another group on campus. We still have to make decisions. We can’t get stuck. Another important lesson is to listen to ideas and concerns from other departments and divisions without immediately dismissing them because it doesn’t work for her department. She learned how to serve the whole campus. She adopted a habit of mind to think about what’s best for all students, and what’s best for the whole campus. It’s a skill. We bring individual value to the table. The best of us asks us to move past one’s expertise and to do what is best for students who aren’t yours. Decisions aren’t always unanimous. A split vote doesn’t mean anyone has failed, or that there was a lack of clarity. It doesn’t mean that people weren’t listening. One thing that helped is that
there is a lot of good work going on in other divisions. She saw how hard faculty, deans, administrators – how everyone was working to do the right thing for students. To be in the room in those conversations diffused any frustration and dissatisfaction she may have felt. We’re looking at it, and will continue, and tomorrow morning we’ll look at it again. When in doubt of what to include on a committee, having a student in the room changes the conversation. Have a good Administrative Support Coordinator is critical. It keeps the trains running on time. Keep B. Bywaters happy. Don’t waive the First Reading unless it’s an absolute emergency. Define what is an emergency very narrowly. Lastly, it’s up to us to uphold the principles and there’s nobody else that’s going to come in and define consultation for us. No one is going to remind us that we need to preserve academic freedom. That’s on us to bring those principles and other conversation to junior faculty to make sure they’re honored in the way we make decisions. Faculty must be the leaders in protecting academia. A. Hegde thanked D. Boschini for her service, on behalf of the Senate. It’s important to recognize faculty’s contribution, especially to the Senate. He asked the Senators for their feedback on whether to continue this feature in future meetings.

Stress and Wellness Care – With respect to students under stress, faculty is also under stress. M. Danforth said that Monday was very stressful for her with teaching, then providing caregiving, right to a meeting, and then more caregiving, making phone calls, and trying to catch up on grading proposals for her elective class. She is giving students less because of her limited bandwidth. She’s turning them loose like graduate students. Stress is through the roof. If a student requests an extension, she is willing to grant them extensions. So, this has been tough on everyone. It’s a wellness item.

Faculty Café – A. Lauer supports bringing back the faculty café and invite junior faculty and other faculty get together.

A. Hegde appreciates everyone. Be kind to students and remember to be kind to each other.

10. **Adjournment**

A. Hegde adjourned the meeting at 11:33.