

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE

Minutes
Thursday, March 8, 2018
Health Center Conference Room
10:00 a.m. – 11:30 a.m.

Members: S. Bacon, D. Boschini (Chair), E. Correa (ALT), S. Forester, M. Gomez, B. Hartsell (Vice-Chair), M. Gomez, A. Hegde, A. Jacobsen, J. Kegley, C. Lam, C. M. Martinez, H. McCown, C. MacQuarrie, J. Millar, M. Rush, S. Schmidt, M. Slaughter, L. Sakomoto, K. Szick, B. Street, Y. Ortiz-Bush (ALT), J. Tarjan, D. Zhou, K. Ziegler-Lopez, J. Zorn (ALT)

Absent: Steve Bacon, M. Gomez, J. Kegley, C. MacQuarrie, H. McCown, J. Millar, L. Sakomoto

Visitors: P. Newberry, M. Danforth, F. Gorham, V. Harper, S. Betty, V. Kohli, A. Taggart, D. Schecter, A. Lechman, J. Dirkse

1. Call to Order

D. Boschini called the meeting to order.

2. Approval of Minutes

A. Hegde moved to approve minutes from February 22, 2018. C. Lam seconded. Approved.

3. Announcements and Information

- Nominations for Faculty Emeritus due March 9, 2018. Nominees for Faculty Hall of Fame are being accepted until March 16, 2018. Nominations for new awards Promising New Faculty, and Outstanding Lecturer due on March 30, 2018. Teaching, Scholarship, and Service Award nominations due on March 30, 2018.
- Campus Evacuation scheduled for April 4, 10:30 a.m.
- Presidential Search results expected to be announced on Tuesday, March 20
- Elections update: Academic Senate At-Large election in progress.

4. Approval of Agenda

M. Rush moved to address Old Business before New Business. B. Hartsell seconded, and moved to give the Chair discretion in the order of all business. J. Tarjan seconded giving the Chair discretion moving items on Agenda. All in favor of approaching agenda in that manner. B. Hartsell moved to order Committee Reports after New Business. Approved. All in favor of approving Agenda as ordered. Approved.

5. ASCSU Report – J. Tarjan reported that there is a plenary meeting next week. There is interest in broadening Student Success on how many units students take, and how fast.

6. Provost Report – J. Zorn (ALT) no report. She is attending the American Association of Hispanics in Higher Education Conference.

7. Resolutions

a. Old Business

RES 171807 Amendment of Classroom Observation Policy (Second Reading) * M. Rush introduced on behalf of FAC. The committee reordered different types of temporary faculty within paragraphs to show how classroom observation is addressed. One short statement, under Probationary Faculty, "Evaluation of teaching of probationary faculty members shall include at least one evaluation of classroom teaching during each academic year". Keep that for probationary, and distinguish observation requirements of temporary faculty with 3-year contracts and temporary faculty without 3-year contracts. Drop the requirement of one observation once the faculty is under contract. All voted in favor of Resolution as amended. Approved.

RES 171814 Administrator Review – University Handbook (Second Reading)* M. Rush refreshed the discussion from First Reading. The proposed changes were made to the Handbook 311.3, Review Committee Membership. The term "conflict of interest" was struck because it's too general. The FAC focused on grievances, and what to do, if that occurs, while also protecting confidentiality. The new language reads, "Any faculty member with an active grievance (or lawsuit) against the specific Administrator under review at the time of review is not eligible for election or selection, and cannot serve on the review committee." The resolution adds to the Handbook, "The administrator under review may request that the supervisor of the review dissolve the review committee if one of its members is ineligible due to an active grievance (or lawsuit) against them, and the Senate will initiate a new election." Discussion ensued.

The conflict of interest issue opened up to include both positive and negative biases with a suggestion for a referral to produce a better statement on the conflict of interest. Other suggestions included adding a staff member to certain review groups, and to fix the inconsistency in language. J. Tarjan moved to dispose of this resolution and make another referral with broader representation and a broader statement on conflict of interest. D. Boschini – the referral can be done through the EC, or it can be done through her (the Chair), today. B. Hartsell moved to replace "lawsuit" with "other legal proceeding". J. Tarjan seconded. Approved. D. Boschini moved to vote on approving changes. Approved. B. Hartsell moved to replace "faculty" with "prospective committee member". A. Hegde seconded. D. Boschini moved to vote on approving changes. Approved. D. Boschini asked if there was any other discussion about the resolution. K. Ziegler asked about the process for adding staff to these review committees. D. Boschini replied that that would require a larger referral back to FAC. D. Boschini announced RES 171814 with those two approved amendments. All but one voted in favor of the Resolution as amended. Approved.

- D. Boschini asked the group if there was a need for further discussion. Suggestions from the floor included
- Use of consistent language between administrative and faculty evaluations specifically toward grievances whereby the committee members should recuse themselves from the committee
 - Expand and clarify conflict of interest beyond policy that is currently in place to address larger issues
 - Consider replacing the term 'conflict of interest' with 'as unbiased as practical' because in the law 'conflict of interest' is defined in ways that keep us from addressing the larger issues
 - Conflict of interest can be positive or negative
 - Put the onus on the individual, and
 - A statement that if members feel something is wrong, they have some recourse to inform the people in charge.

D. Boschini acknowledged the time well spent to help make the referral complete. Fairness in Evaluation added to EC Agenda to generate a new referral. The staff representation may be a separate referral.

RES 171817 Hiring of Tenure Track Counselor to Support Student Mental Health (Second Reading) D.

Boschini refreshed topic on behalf of AS&SS. Our students deserve a consistent and reliable counseling experience. Lecturers are temporary. They never achieve any assurance beyond a three-year contract. In the current structure, the only permanency is tenure-track. . All voted in favor of the Resolution. Approved.

RES 171816 Policy for Instructors Assigning Their Own Textbooks (Second Reading) * M. Rush updated the Senate on behalf of AS&SS and FAC. Both committees agreed that more was needed on textbook evaluation, and that it would be through the school Curriculum Committee (CC). D. Boschini recommended putting CC Chairs on the document's distribution list. . Discussion ensued. D. Boschini – When this issue came up, it was because there was a situation that made us look at our policies. The resolution before us adds the school curriculum committee. It has the potential of raising faculty awareness of professionalism. B. Hartsell proposed a friendly amendment to move words, 'the school curriculum committee and by" before 'the faculty of the department or program in which the course is taught'. S. Schmidt – It affects the faculty member if it does go through CC, because if you have a student who files a grievance against the faculty member for using their own textbook then at least the faculty member can say that this is what the department and CC decided to use. It's a monetary issue and also a disgruntled failed student issue. D. Boschini announced the option to dispose of the resolution or vote as amended. All voted in favor of Resolution as amended. Approved.

8. Open Forum Items (Time Certain 11:15 a.m.)

J. Tarjan – As a general statement, there are three ways to control behavior: 1) Bureaucracy. 2) The market system. 3) One's internal values. He strongly suggested that the Senate work on encouraging people to be ethical and to live up to professionalism expected, and not look at consequences. It can't be enforced. .

9. Adjournment

* Changes to be made to University Handbook