

# CAL POLY HUMBOLDT

## University Senate Written Reports, February 22, 2022 Standing Committees, Statewide Senators and Ex-officio Members

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### Academic Policies Committee:

Submitted by Maxwell Schnurer, APC Chair

Chair: Maxwell Schnurer ([mds65@humboldt.edu](mailto:mds65@humboldt.edu))

Membership: Kathy Thornhill, Matthew Derrick, Kayla Begay, Malluli Cuellar, Morgan Barker, Humnath Pantia, Travis Brunner, Kim White and Jenni Robinson

The Committee met on February 7 and 17th to work on an updated withdrawal policy, syllabus policy, and an amendment to the Minors, Concentrations and Academic Credit-Granting certificates policy

Feb 7 meeting focused on the Syllabus policy with a review of the decolonizing statement, structural plans for the revision of the policy and updates. The meeting also reviewed the withdrawal policies and synthesized three recent policies into a single document, we also reviewed some of the language around mental health, added language about natural disasters. We also discussed if the current add/drop date was appropriate and the possibility of adopting elements of a Sac State model for easier withdrawal for first semester first year students who might need later withdrawal.

Feb 17 meeting reviewed updated language for the amendment for the minors, concentrations and academic credit-granting certificate (including a suggestion for clarification from ICC). We reviewed the emerging draft of the withdrawal policy and have decided not to address add/drop date in this legislation. Additional work on the language for those appeals which are not approved. Report back on suggested language for portions of the syllabus policy. The committee was informed about a presentation about life-long learning in ICC and possible policy needs to address the gap of a process to review/assess prior demonstrated learning. Anti-racist syllabus statements were shared from ODEI.

APC next meets on Monday February 21 at 3pm.

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### Appointments and Elections Committee:

Submitted by Jayne McGuire, AEC Chair

February 21, 2022

To: Cal Poly Humboldt General Faculty  
From: University Senate Appointments and Elections Committee  
Subject: Second Call for Nominations for General Faculty Elections and Appointments

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Faculty members are needed to serve on the following campus committees. Committee work will begin at the start of the Fall 2022 semester, unless otherwise noted with an asterisk (\*).

You may self-nominate by emailing your nomination to the University Senate Office ([senate@humboldt.edu](mailto:senate@humboldt.edu)).

**Nominations are due by Monday, March 7, 2022**

Please visit the Committee Directory <http://www2.humboldt.edu/senate/committees> for more information about each committee. For general information on committees, see section 800 of the *HSU Faculty Handbook* via the following link:  
<http://www2.humboldt.edu/aavp/sites/default/files/facultyhandbook/Section800.pdf>

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## **Elected Position Openings:**

### **GENERAL FACULTY / UNIVERSITY SENATE**

- General Faculty Secretary / Treasurer, 2 year term

### **UNIVERSITY FACULTY PERSONNEL COMMITTEE (UFPC)**

*Faculty serving as UFPC Chair will receive 9 units of Assigned Time in AY 21-22; faculty serving on the UFPC will receive 6 units of Assigned Time per year, workload varies and additional WTU or a stipend may be awarded at the Provost's discretion; the committee meets MWF 9am to 11am.* Please note: faculty participating in the Faculty Early Retirement Program are eligible for nomination with the Provost's approval.

- Faculty Member (CPS), 2 year term

Please refer to the following page for information regarding the duties of the UFPC:  
<http://www2.humboldt.edu/senate/ufpc>

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## **Appointed Position Openings:**

### **ACADEMIC POLICIES COMMITTEE (APC)**

- Faculty Member, 3 year term

**Duties:** Develops and maintains the academic policies of California State Polytechnic University Humboldt.

### **ALCOHOL, TOBACCO AND OTHER DRUG PREVENTION COMMITTEE**

- Faculty Member, 2 year term

**Duties:** The Committee is advisory to the President through the Vice President for Student Affairs for policy issues related to alcohol, marijuana, and other drug use within the University community.

### **CENTER FOR COMMUNITY BASED LEARNING**

- Faculty Member (CNRS), 2 year term

**Duties:** The Advisory Committee members provide feedback and guidance on the Center's activities and strategic direction.

### **COMMITTEE ON FACULTY RTP CRITERIA AND STANDARDS**

*Candidates are appointed in consult with the membership of the UFPC.*

- \*Tenured or Tenure Line Faculty Member (CAHSS), 1 year term

**\*Term of service will begin Spring 2022**

**Duties:** To provide a mechanism for approval of department/unit criteria and standards and to provide a mechanism for the revision of existing approved standards. To ensure department/unit criteria and standards are in alignment with university standards and criteria as specified in Appendix J and that criteria and standards are not overly complex or prone to misinterpretation.

### **CONSTITUTION AND BYLAWS COMMITTEE**

- TWO Faculty Members, 2 year terms
- Faculty Member, 1 year term

Please refer to [Senate Bylaws](#), Section 11.6 for committee description.

### **FACULTY AFFAIRS COMMITTEE**

- Faculty Member, 3 year term

Please refer to [Senate Bylaws](#), Section 11.4 for committee description.

### **FACULTY AWARDS COMMITTEE**

*Two of the three members should be previous recipients of the Outstanding Professor Award.*

- Faculty Member, 1 year term
- Faculty Member, 1 year term
- Faculty Member, 1 year term

**Duties:** The committee is appointed to select the nominees for the following HSU awards: Excellence in Teaching, Scholar of the Year, Outstanding Service Award, and Outstanding Professor.

### **INTERNATIONAL ADVISORY COMMITTEE**

*Faculty members are appointed by the President of the University after appropriate consultation*

- Faculty Member (CNRS), 3 year term

**Duties:** Provides advisory support for, and promotes programs and initiatives that foster international educational opportunities for the campus community.

### **INSTRUCTIONALLY RELATED ACTIVITIES COMMITTEE (IRA)**

- Faculty Member, 3 year term

**Duties:** Advise the President regarding both level of fee and allocation of fee revenue. Additionally, this committee reviews the intercollegiate athletics budget proposal from the Intercollegiate Athletic Advisory Committee prior to its submission to the President. The committee shall work within the confines of the Chancellor's Executive Order relating to instructionally related activities fee and BA letters of instruction from the Chancellor's Office.

### **PLANNING COMMITTEE FOR RESEARCH, SCHOLARSHIP AND CREATIVE ACTIVITIES (PCRSC)**

- Faculty Member (CNRS), 2 year term

**Duties:** Reviews and selects proposals/applications submitted by faculty and students for various research related competitions on campus.

## **PROFESSIONAL LEAVE COMMITTEE**

- Tenured Faculty Member, 2 year term

Duties: The committee reviews sabbatical leave applications and considers questions related to the quality of the proposed sabbatical project.

## **UNIVERSITY POLICIES COMMITTEE**

- Faculty Member, 3 year term

Please refer to [Senate Bylaws](#), Section 11.8 for committee description.

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## **Constitution and Bylaws Committee:**

Submitted by Chelsea Teale, CBC Chair

Submitted by Chelsea Teale (chair)  
George Wrenn, Garrett Purchio, and Deirdre Clem

The CBC met on 2/9/2022 and discussed the Committee Directory Initiative with Stephanie Burkhalter, who is familiar with the history of the project. After reviewing documents created by other individuals/committees in the past, and understanding the motivation behind building a master list of committees, we are taking the next steps toward providing a pdf of the list for inclusion on the Senate's website. The idea is to ask senators – to start – to review the list and let the CBC know if there are any changes. We anticipate that having an easily updated list on the Senate website will be a benefit to faculty and staff as they are reviewed for promotion, are looking for a committee to join, or have a question and are unsure what committee to contact.

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## **Integrated Curriculum Committee:**

Submitted by Jill Anderson, ICC Chair

Regular meeting times are Tuesdays from 9-11am with the Full ICC and ICC Subcommittee meeting on alternate weeks.

### **ICC Members:**

Ramesh Adhikari, Jill Anderson (ICC/APC Chair), Brad Ballinger, Kayla Begay, Vincent Biondo, Carmen Bustos-Works, Christine Cass, Eden Donahue, Bella Gray (Curriculum Coordinator), Lucy

Kerhoulas (CDC Chair), Heather Madar, Cindy Moyer, Marissa Ramsier, Cutcha Risling-Baldy, Marisol Ruiz-Gonzalez, Maxwell Schnurer (APC Chair), Justus Ortega, Jenni Robinson, Sheila Rocker-Heppe, Lisa Termain (GEAR Chair), Mary Watson (administrative coordinator), Mark Wicklund, George Wrenn, and Rick Zechman

Current Vacancies: Graduate Council representative, Student representatives (2)

### **Subcommittee Reports**

- **Academic Policies Committee (APC)** The APC is working on revisions to the Minors Certificates and Concentrations Policy as well as the syllabus policy. Work on the Add/drop date is also being reviewed.
- **General Education and All University Requirements (GEAR)** The GEAR committee is working through GE and GEAR petitions for new Polytechnic programs that APPLY FOR accreditation through ABET and thus have constraints related to program units. The committee is also working on plans for outreach and beginning work for the recertification of DCG courses, the next group set for recertification based on the GEAR policy established last AY. Part of this work includes a resolution on the yet unanswered question on what happens if recertification is not submitted.
- **Course and Degree Change (CDC)** The CDC met for multiple ad-hoc meetings in the fall semester to facilitate getting through the proposals in the Curriculog Cue. Due to that extra time and the Cue being cleared for that moment, the CDC took a much deserved break for the subcommittee meeting.
- **Academic Programs and Planning Committee (APPC)** The APPC reviewed new programs. The remaining programs under review for this AY are Energy Systems Engineering, Applied Fire Science, Software Engineering, Geospatial Science and Technology, and Mechanical Engineering.

**Engineering and Community Practice.** The committee reviewed the new MS program in Engineering and Community Practice, a few questions arose around the appropriate combination of course numbers and names for the newly proposed culminating experience courses, catalog copy, and questions about program name. These questions will be discussed with the faculty proposers and the program will return at the next ICC meeting.

**Credit for Prior Learning.** Cyril Oberlander gave a wonderful presentation on the work that is being done around credit for prior learning. Credit for prior learning has been shown to boost student completion and equity by providing credit for real world experiences on par with college level work. Prior Learning encompasses transfer credit, military service, and proficiency credit. The new policy on this calls for each campus to establish a process and the working group at Cal Poly Humboldt is looking to establish a policy and resolution for each of the articles (i.e. type of credit) included in the policy. Currently, the CEEGE website includes detailed

information about processes for everything except the non-collegial education components. The ICC discussed many components about the process including the scope (there are still limits to the number of units that can be allocated in this way), potential impacts on ILOs, need around quality of learning and application/appeals process, and labor and compensation of faculty involved in the program/processes (especially if a portfolio process is put back in place). Proposed work to further these efforts is to consult with appropriate committees on campus for recommendations on policy creation.

**Program Review.** Mark Wicklund oriented the group to the program review process as this year's batch of program self-studies are being submitted. As this process is a peer-review process, only the faculty on the ICC are assigned programs to review. Each program has 6 faculty providing feedback through a systematically organized response from that is then collected and consolidated into one feedback letter. In addition to this feedback, Mark reads the assessment plans and reporting for each to provide targeted assessment feedback. This is a continuation of the process put in place last AY that resulted in high quality feedback in a timely fashion that served to support the program review process in an efficient way.

**AB 928.** Jenni Robinson provided a very thorough and clear presentation about the structural differences in GE between the CSU and UC systems and the processes in the legislation. Maxwell Schnurer discussed the Communication Department's advocacy around oral communication. Oral Communication is the one aspect of the golden four that is represented in the CSU system but not in the UC system of GE leaving it more vulnerable to being eliminated from the common transfer pathway than those components that are already represented in both systems. Lisa Tremain discussed the plans for next steps which includes a Sense of the Senate Resolution around the Golden Four. Due to the presence of the Golden Four as cornerstones of WSCUC standards, the exclusion of any of the Golden Four from the common transfer pathway could have implications for CSU campuses.

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## **University Policies Committee:**

Submitted by George Wrenn, UPC Chair

Meeting date: February 10, 2022, 10 a.m., via Zoom

Attendance: UPC Members: Troy Lescher, Deirdre Clem, Sara Sterner, George Wrenn

Guests: Monty Mola, Chris Walmsley

Meeting notes:

The Grade Appeal Policy that passed the Senate in spring 2020 was approved by the Provost and has been posted to the Policies web pages (see [VPAA 22-01, Grade Appeal Policy](#)). The Chair has asked members of the Student Grievance Committee and Kathy Thornhill to review the approved policy alongside the Student Grievance Policy ([UML 00-01](#)) to bring both policies up to date with current CSU executive orders and to ensure that the Grievance Policy appropriately references the Grade Appeal Policy. Also under consideration are revisions that would clarify the pathway for appeals related to academic dishonesty. After this review is complete, the policies will be shared more widely for review and comment (including Dean of Students; department chairs; A.S., Provost, VP of Enrollment Management).

Because the Grade Appeal Policy calls for the formation of a Grade Appeal Committee (as a subcommittee of the Student Grievance Committee), the UPC Chair has drafted this addition to Section 800 of the Faculty Handbook. Monty Mola proposed structuring committee membership to allow departmental faculty to share specific expertise in cases of academic dishonesty. The UPC will consider how to do this.

The Committee expects to submit its work on these policies for review at SenEx on March 22.

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## **University Resources and Planning Committee:**

Submitted by Jim Woglom, URPC Co-Chair

The URPC Met on Friday, February 11th from 1-2:30. During that meeting, we worked to finalize our proposed roll-forward guidelines, which will be presented to the Senate at an upcoming meeting. We began a robust discussion of an “Enrollment Growth Funding Model” in anticipation of enrollment expansion we are anticipating and hoping for with the Polytech implementation. We then briefly addressed the Polytech Revised Financial plan and Enrollment & Revenue Projections.

During our next meeting, we will be reviewing the duties of the URPC as outlined in the Senate Bylaws, and mapping them in relation to both our progress to date and plans moving forward. We will address our projected schedule for the remainder of the AY and think through our means of addressing those intentions as a committee.

Agenda and minutes are attached below.

## **UNIVERSITY RESOURCES & PLANNING COMMITTEE**

January 21, 2022

1:30 PM – 3:00 PM

In-person meeting location: CCR

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## 2021-22 URPC:

In-person	Virtual		In-person	Virtual	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jenn Capps, Co-Chair (non-voting)	<input type="checkbox"/>	<input type="checkbox"/>	Jeremiah Finley, Student (voting)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	James Woglom, Co-Chair (tie break vote)	<input type="checkbox"/>	<input type="checkbox"/>	Vacant, Student (voting)
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Jim Graham, Faculty (voting)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Amber Blakeslee, Advisor (non-voting)
<input type="checkbox"/>	<input type="checkbox"/>	Rouhollah Aghasaleh, Faculty (voting)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Kevin Furtado, Advisor (non-voting)
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Nicole Jean Hill, Faculty (voting)	<input type="checkbox"/>	<input type="checkbox"/>	Jamie Rich, Advisor (non-voting)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Anthony Baker, Staff (voting)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Simone Aloisio, Advisor (non-voting)
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Arlene Wynn, Staff (voting)	<input type="checkbox"/>	<input type="checkbox"/>	Jenessa Lund, Advisor (non-voting)
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Shawna Young, Dean (voting)	<input type="checkbox"/>	<input type="checkbox"/>	Michael Le, Advisor (non-voting)
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Sharooz Roohparvar, VP (voting)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Brigid Wall, Notes (non-voting)
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Jason Meriwether, VP (voting) Proxy: Kevin Furtado	<input type="checkbox"/>	<input type="checkbox"/>	Patrick Orona, Notes (non-voting)
<input type="checkbox"/>	<input type="checkbox"/>	Frank Whitlatch, VP (voting)	<input type="checkbox"/>	<input type="checkbox"/>	

### Meeting Minutes:

1. Approve Minutes from 12/3/21: (M/S) Kevin/Jim - Approved without alterations
2. Spring Meeting Schedule and Planning Timeline (10 min)
  - a. Brief discussion of shifting meeting time - Committee was surveyed and current meeting time, 1-2:30pm on Friday, was determined to have the least conflicts.
3. Roll Forward Guidelines (15 min)
  - a. Review Survey Results
    - i. The following options were ranked by the committee. The number of first choice votes received is indicated below:
      1. Option 1: % of Total Savings to Divisions – 0 votes
      2. Option 2: % of Salaries and OE Savings to Divisions – 0 votes
      3. Option 3: 100% of OE Savings to Divisions – 0 votes
      4. Option 4: Increase Contingency; 100% of all savings back to divisions – 1 vote
      5. Option 5: Increase Contingency/Sweep Benefits – 6 votes
  - b. Review Draft Revisions to Roll Forward Guidelines
    - i. Committee Discussion of Option 5: Increase Contingency/Sweep Benefits
      1. This option will simplify the guidelines for unrestricted balances: Salaries to be retained by the division, no change to benefits (swept centrally), and OE to be retained by the division.
    - ii. [Draft guidelines](#) updated to reflect option 5:
      1. Next steps:
        - a. Committee has been asked to review and provide suggested edits by the Wednesday prior to next meeting as the guidelines will be finalized at the next meeting.
        - b. The revised guidelines will then be shared with University Senate (or SenEx) prior to going to the President for approval.

4. Governor's Budget Proposal (10 min)
  - a. [Governor's Budget Proposal](#) was released on Monday, January 10,
    - i. The State of California Expecting surplus of \$45.7 billion. 86% of the proposed investments are one-time.
    - ii. Inclusion of a five-year budget compact for CSU and UC allocating ongoing 5% general fund increases each year for the next five years. The framework has a goal of 70% degree attainment, among many others.
    - iii. By dollar amount for 2022-23, CSU increases totaling \$537 million are as follows:
      1. Ongoing: \$304.1M
        - a. \$211.1M ongoing GF support for operating costs (5% compact)
        - b. \$81M ongoing for 2.5% enrollment growth (9,434 FTES)
        - c. \$12M ongoing for Foster Youth Support
      2. One-Time DM and Energy Efficiency Projects: \$100M
      3. One-Time Earmarks for Bakersfield Innovation Center (\$83M) and University Farms (\$50M)
      4. Other Investments to "Make College More Affordable":
        - a. \$750M toward cutting cost of student housing (part of \$2B plan from last year - not specific to CSU only)
        - b. \$515M middle class scholarships
    - b. Board of Trustees Committee on Finance [Agenda for Wednesday, January 26, 2022](#) meeting included CSU 2022-23 Operating Budget Update
  5. Preliminary Enrollment Projections (10 min)
    - a. Preliminary enrollment projections were reviewed. Baseline headcount for budget planning is relatively stable.
    - b. Fall Enrollment Projections Update will be provide at University Senate meeting on Tuesday, January 25<sup>th</sup>.
  6. Polytech Budget Working Group Update and Updated Financial Plan Review (20 min)
    - a. A [summary of the Polytech Transition \\$25 million spending plan for year 2](#) highlighting the updates from year 1 will be shared with the CO at the end of January.
    - b. Working group will be holding an open forum on Tuesday to share changes from preliminary planning and answer questions from the campus community.
  7. Enrollment Growth Model (15 min)
    - a. Agenda item shifted to next meeting

**HUMBOLDT STATE UNIVERSITY**  
**University Resources & Planning Committee**  
**February 11, 2022**  
**1:00 PM – 2:30 PM**

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**In-person meeting location: CCR (Siemens Hall 222) OR join Zoom meeting:**

<https://humboldtstate.zoom.us/j/88207481576?pwd=WitMOG1oa1VOB3RzTStuT3NqT1pCZz09>

Meeting ID: 882 0748 1576

Passcode: R6hnjo

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**URPC Meeting Agenda**

- 1. Approve Minutes from 01/21/22**
- 2. Finalize Roll Forward Guidelines (10 minutes)**
- 3. Enrollment Growth Funding Model (40 minutes)**
- 4. Polytech Revised Financial Plan Update (10 minutes)**
- 5. Enrollment & Revenue Projections (15 minutes)**

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## Academic Senate CSU (ASCSU):

Submitted by Stephanie Burkhalter and Ara Pachmayer, ASCSU Representatives

### ASCSU report 2-22-22 Senate

Senators Stephanie Burkhalter and Ara Pachmayer

As most of you know, Chancellor Castro stepped down from his position late Thursday, February 17. Several factors influenced this decision, and we enclose the letter that the ASCSU Executive Committee sent to the Board of Trustees. If you would like more information about the actions and reporting that are ongoing related to this situation, you can follow up with Stephanie Burkhalter.

We include in this report the Chancellor's Office responses to the ASCSU resolutions passed at the January, 2022, plenary.

We continue to gather feedback regarding faculty preference for prioritization of competencies and courses to be included in the common GE pathway required by AB928 (click [here](#) for bill text). This semester, the ASCSU [members of the ICAS](#) (Intersegmental Committee of the Academic Senates) will represent the views of CSU faculty in negotiations with their counterparts from the UC to reconcile the differences between the CSU GE pathway and the UC IGETC. It has already been agreed that the common lower-division GE pathway will be 34 units, consisting of eleven 3-unit courses and one 1-unit lab. The major points for negotiation between the CSU and UC are:

- The UC transfer pathway (IGETC) is 34 units and CSU lower-division GE-pathway is 39 units. Six units (two courses) will be cut from CSU's GE pathway to create a common 34-unit transfer pathway;
- CSU has a 3-unit oral communication GE requirement, but UC does not;
- UC has a critical thinking requirement, but some CSU critical thinking courses, like Logic, would not meet UC's critical thinking learning outcomes;
- UC has a quantitative reasoning requirement, but some CSU quantitative reasoning/math courses would not meet UC's learning outcomes;
- CSU has a 3-unit area E requirement and UC does not;
- CSU has a 3-unit area F ethnic studies requirement (per AB1460), and UC does not;
- UC has a language other than English (LOTE) requirement, which it does not count as units in its 34-unit IGETC pathway because it expects UC applicants to meet the

requirement in high school. For some CSU applicants who do not have an opportunity to meet a LOTE in high school, such a requirement would add units to their GE pathway. The ICAS members designed the [AB928 survey](#) to provide a sense of what CSU faculty think are the most important competencies and GE priorities to inform *negotiation* on what eventually will be included in common GE pathway. We hope you consider including your answers in the [AB928 survey](#) by ranking your preferences 1 to 11 (with 1 being the most important to you) and providing a brief explanation for your ranking. You may also summarize your thoughts in an email or document to us, which we will upload to the ASCSU AB928 feedback folder for Humboldt.

February 16, 2022

Dr. Robert Keith Collins  
Academic Senate, CSU  
The California State University  
401 Golden Shore  
Long Beach, California 90802-4210

**RE: January 20-21, 2022**

Dear Dr. Collins:

Thank you for forwarding the packet of resolutions adopted by the Academic Senate of the California State University (ASCSU) at its January 20-21 meeting. We are pleased to provide the responses below.

**1) AS-3499-21/FA/AA (Rev): Academic Freedom and Faculty Oversight of Curricula and Pedagogy During Times of Emergencies**

Responding quickly in times of emergency is often of critical importance and may place strain on shared governance processes. Nevertheless, shared governance remains an important aspect of the operation of the university and may require additional attention in those times.

**2) AS-3510-21/EX (Rev): Apportionment of Academic Senate CSU (ASCSU) Seats**

The apportionment of seats for the 2022-23 academic years is noted.

**3) AS-3511-21/AA/FA (Rev): Role of Shared Governance on Decisions About Instructional Modality**

The pandemic has brought with it cross-currents of public health mandates, student and faculty health and safety concerns, and the need to maintain an environment of teaching and learning that serves students and faculty. It is important that faculty and administration work together to make determinations about class schedule planning including instructional modality.

4) **AS-3513-21/FGA (Rev): Updated Legislative Advocacy Guidelines for The Academic Senate of the California State University (ASCSU)**

The changes in ASCSU guidelines, priorities and positions on CSU related legislation have been noted.

5) **AS-3514-21/FA (Rev): Faculty Rights to Due Process in Letters of Reprimand Within the CSU**

**AS-3517-21/FA (Rev): Faculty Rights to Due Process in Disciplinary Action Procedures Within the CSU**

**AS-3519-21/FA (Rev): Support of Faculty Supervision of Student Research, Scholarly, and Creative Activities in the CSU**

**AS-3523-22/FA/FGA: Recommendation on the Pending Tentative Agreement Between the California State University (CSU) and the California Faculty Association (CFA)**

Each of these resolutions raises important issues on behalf of CSU faculty and their work in the university. At the same time the issues raised fall within the realm of working conditions and/or collective bargaining. By virtue of the distribution list, these resolutions have been shared widely.

6) **AS-3515-21/APEP (Rev): Establishing Core Competencies for CSU General Education (GE) Areas A1 (Oral Communication), A2 (Written Communication), A3 (Critical Thinking), and B4 (Mathematics/Quantitative Reasoning)**

CSU system policy on GE Breadth does not include competencies for the areas and subareas of CSU GE Breadth. These remain campus-based decisions. The recent implementation of Area F Ethnic Studies is an exception to this practice resulting from the requirements established in [the California Education Code 89032](#). This resolution also refers to the guiding notes we share with California Community College colleagues to assist them in planning courses to meet CSU GE Breadth and for advising students. Guiding notes do not represent a policy document and do not set standards for CSU campuses.

In addition, in view of the current ICAS discussions intended to establish a singular GE pathway for entry into the CSU and the UC, it is premature to discuss competencies for separate CSU General Education Breadth areas. Commencing with the fall 2025 term, there will be a single, statewide lower-division general education program. Given the significance of those the potential changes, and the [legislative requirement](#) to reduce the number of units in this new, unified GE program, further changes to GE in the CSU must await the outcome of those discussions.

**7) AS-3516-21/AA (Rev): Studying Online Education and the Impact of Campus Initiatives**

The pandemic has brought challenges to students, faculty, and staff. As noted in this resolution, the shift to virtual learning presents an opportunity to take a closer look at student success and teaching modality. In the coming months the Division of Academic and Student Affairs will develop a plan for the study of these critical issues.

**8) AS-3518-21/EX (Rev): Increasing the Membership of the Ad Hoc Committee to Advance Equity, Diversity, and Inclusion (AEDI) Within the ASCSU**

We look forward to seeing the work of this committee as it progresses.

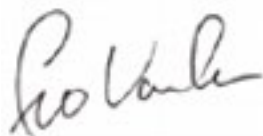
**9) AS-3520-21/FA (Rev): Recognition and Support of Faculty Participation in Shared Governance**

The work of faculty in shared governance on CSU campuses is essential to the success of the university. Learning more about the principles and processes of shared governance will bring long term benefits to students and faculty.

**10) AS-3521-22/FGA: Call for Long-Term, Adequate, and Sustainable Funding for the California State University (CSU)**

The Office of the Chancellor will continue to seek for additional funding to support the educational mission of the CSU. We look forward to working together to share the story of the CSU and to advocate for additional funding. The Office of the Chancellor has committed to two salary studies in the coming months and the results of those studies will be shared with the ASCSU.

Sincerely,



Leo Van Cleve  
Assistant Vice Chancellor  
Liaison to the ASCSU

c: Dr. Joseph I. Castro, Chancellor



Dr. Robert K. Collins  
January 20-21, 2022  
Page 4

Dr. Sylvia Alva, Executive Vice Chancellor, Academic and Student Affairs  
Mr. Steve Relyea, Executive Vice Chancellor & Chief Financial Officer  
Mr. Larry Salinas, Interim Vice Chancellor, University Relations and Advancement  
Ms. Evelyn Nazario, Vice Chancellor, Human Resources

Academic Senate CSU (ASCSU)  
401 Golden Shore, Suite 243  
Long Beach, CA 90802-4210

[www2.calstate.edu/csuo-system/faculty-staff/academic-senate](http://www2.calstate.edu/csuo-system/faculty-staff/academic-senate)

**Robert Keith Collins, Chair**

Phone: 510-367-2791

E-mail: [rkc@sfsu.edu](mailto:rkc@sfsu.edu) or [rcollins@calstate.edu](mailto:rcollins@calstate.edu)

February 17, 2022

Trustee Chair Kimbell  
c/o Trustee Secretariat  
CSU Office of the Chancellor  
401 Golden Shore  
Long Beach, CA 90802-4210

Re: ASCSU Concerns Regarding Scandal Surrounding CSU Chancellor Castro.

Dear CSU Board of Trustees Chair Kimbell,

I hope that all is well and you are having a good morning. On behalf of the ASCSU Executive Committee, the purpose of this letter is to express concerns raised by the CSU faculty regarding the scandal surrounding CSU Chancellor Castro, support recent calls for investigation into the Chancellor's actions as President of CSU Fresno, and urge the CSU Board of Trustees to consider whether Chancellor Castro is still the leader that the CSU needs for the 21<sup>st</sup> century.

As Chair of the Academic Senate of the California State University (ASCSU), please allow me to convey the rationale behind this letter. While the ASCSU Executive Committee support the calls for an independent investigation into Chancellor Castro's actions raised by legislators, and have worked through shared governance with the CSU Office of the Chancellor to provide faculty feedback aimed at strengthening Title IX policies, we also find that more than an investigation is needed. We must restore faculty trust in the CSU and our commitment to communities of care that this situation has called into question. Consultation and discussion within the ASCSU, a body that hears regularly from colleagues and constituents on our 23 different campuses, reveal that this scandal has not only triggered distrust in the ability of the CSU to implement Title IX practices that advocate for, and protect, victims from misconduct within our system, but also the need for conversation on – and answering of – a central question: Is Chancellor Castro the 21<sup>st</sup> century leader needed by the CSU?

A thorough independent investigation into the actions of past CSU Fresno President Castro would shed light on the extent to which Title IX protocols were followed and if there was wrongdoing; however, without regular messaging to CSU faculty and a clear timeline of investigative processes, the investigation would seem illusive and lack the transparency necessary to address the concerns of faculty who believe – or have experienced while seeking address of Title IX concerns – that such investigations are only meant to protect the CSU and enable potential wrongdoing to go unaddressed by a drawn out process.

It is important to note that we do not take the support of an investigation and asking for discussion of this question lightly, as the ASCSU represents the duly elected faculty and is the recognized voice of the faculty on matters of curricula. While this scandal may not seem to have relevance for CSU curricula, the potential impact of this scandal may be seen in the extent to

which our abilities to attract and retain the 21<sup>st</sup> century faculty talent needed to close equity gaps and ensure the achievement of Graduation Initiative (GI) 2025 goals, might be limited by it. To what extent could the Chancellor continue to lead during an investigation?

During our February interim meeting, the ASCSU Standings Committees engaged in discussion of this question. Central in these discussions was the extent to which, even with a thorough and independent investigation, the CSU could remain a beacon of student success enabled by faculty engagement in the scholarship of teaching and learning. The answer was emphatically yes. The resilient faculty of the CSU have weathered many challenges in the past, continue to face those of our COVID-19 pandemic present, and will face others in the future; however, whether the CSU, under Chancellor Castro's continued leadership, could maintain an image of being a safe environment for teaching and learning, where safety from misconduct classified under Title IX is a truth practiced and spoken as a way of life, left many concerned. On the one hand, some faculty felt that if vindicated by an independent investigation, Chancellor Castro's leadership should continue; however, trust in the ability of the CSU to effectively implement Title IX practices systemwide would wane. On the other hand, this scandal has disappointed faculty to the point that there will always remain the assumption that more could have been done to protect the victims of CSU Fresno – victims of an individual who received a glowing letter of recommendation and was supported with a recommendation for a lifetime achievement award from our Chancellor. For these colleagues, satisfaction can only be obtained from his resignation. Therefore, we urge the Board to consider an independent investigation and discuss this question, as your decision will shape the image of our system in the State of California and nationwide. Your consideration of faculty concerns is important now, more than ever, as a recognition of the dedicated professors and stewards of shared governance on matters of curricula that enable student success within the CSU and our unique contribution to higher education in the State of California.

In short, the ASCSU Executive Committee urges the CSU Board of Trustees to consider our concerns, to support recent calls for an independent investigation into the Chancellor's actions as President of CSU Fresno, and to consider whether Chancellor Castro is the leader that the CSU needs for the 21<sup>st</sup> century. The ASCSU Executive Committee look forward to future opportunities to provide the CSU Board of Trustees with faculty perspectives, through the appropriate shared governance processes, so that trust can be restored.

Sincerely,



Robert Keith Collins, PhD  
Chair, Academic Senate CSU

c: CSU Board of Trustees

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## Emeritus & Retired Faculty & Staff Association

Submitted by Marshelle Thobaben, Senate Representative for ERFSA

### Memorandum

**TO:** University Senators

**FROM:** Marshelle Thobaben, Humboldt-ERFSA Representative to the University Senate & Co-Chair Humboldt-ERFSA and Ken Fulgham, Co-Chair Humboldt-ERFSA

**DATE:** February 18, 2022

**REGARDING:** [Why we think the draft Resolution #16-08/09-FA \(Revised\) Awards Criteria Resolution should be sent back to FAC for a major revision or be defeated on the Senate Floor.](#)

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The current Faculty Awards policy is to encourage nominations with minimum requirements: letters of nominations are a Nomination Letter (one) & 3 Letters of Support (no more than 5; at least 3 from colleagues). “We encourage you to nominate an eligible candidate by submitting a letter of nomination summarizing the nominee’s outstanding qualities along with the required supporting evidence provided by the nominee. Faculty may also nominate themselves.”

<https://aavp.humboldt.edu/nomination-guidelines>

If the intent of the draft policy is to have more faculty receive awards, then increase the number of faculty awards. We believe the changes proposed by the Faculty Affairs Committee will have a major impact on faculty being willing to be nominated and decrease the number being nominated. Additionally, the lack of specificity in the faculty personnel process and due process is glaring. Faculty rights need to be considered carefully.

#### **Three major concerns**

***1. To be nominated for a faculty award is in itself an honor. The Faculty Awards Committee will announce to the University community the list of nominees. Included in the announcement will be directions for the University community to submit feedback.***

This could have a chilling effect on faculty’s willingness to be nominated having their names being published and not receiving the award, which could be humiliating for some.

More importantly fewer faculty will be willing to be nominated for faculty awards due to the potential perceived “witch hunt” or “fishing expedition” to find potentially unfair criticism of them due to disgruntle colleagues. This puts faculty in a place of extreme vulnerability.

This is especially true if nominated faculty cannot see negative letters and submit a rebuttal. The proposed campus fishing expedition is more rigorous than that when applying for tenure, the most consequential recognition that a faculty can receive, given the obligations of the university has after it is granted, nor when lecturers are being considered for three-year contracts.

- The resolution should clearly state the purpose of soliciting feedback.
- It should also state the personnel process:
  - ✓ Will the letters be anonymous? They should ***not be***.
  - ✓ What kind of due process will nominees have from solicited letters?
  - ✓ During nomination processes, faculty should have a right to write a rebuttal to negative letters.
  - ✓ What will The Faculty Awards Committee do with the solicited letters from the campus community? The FAC has not been a depository for files on nominees nor should it have anonymous files.

***2. The Faculty Awards Committee will announce to the University community the list of nominees. Included in the announcement will be directions for the University community to submit feedback.***

What is the time frame for the workload for the Faculty Awards Committee? Fewer faculty will want to serve on the Faculty Awards Committee due to the increased workload because of having to announce to the university the list of nominees and request campus-wide feedback on each of them. Additionally, inherent herein is the FAC responsibilities to weed out controversial faculty and be the gatekeeper for determining what it means to act in ways that are harmful and egregious.

***3. In the case that a currently employed awardee acts in ways that are harmful and egregious for the award or working in contrary to the Purpose & values of Cal Poly Humboldt the President may rescind the award.***

Is there due process for the faculty awardees? This is an absolute need!

- The President's decision must have a factual justification.
- Where are faculty rights considered in this context? The resolution should clearly state how academic freedom and freedom of speech are taken into consideration?
- There needs to be an appellate process for faculty awardees to submit a rebuttal.
- The current wording gives the President more authoritarian position than that for tenure and promotion where there does exist an appellate process.
- Lastly, some Presidents exercise their decisions based on reasoned judgement and some do not, so a process of checks and balances is needed in this policy.

***\*Italics*** language from the draft Resolution #16-08/09-FA (Revised) Awards Criteria Resolution

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## President and President's Administrative Team Report to University Senate

February 22, 2022

Tom Jackson, Jr., President  
Sherie C. Gordon, Chief of Staff  
Shahrooz Roohparvar, CFO/VP Administration and Finance  
Jason Meriwether, VP Enrollment Management  
Jenn Capps, Provost and VPAA  
Cooper Jones, Executive Director of Athletics and Recreational Sports  
Frank Whitlatch, VP Advancement  
Lisa Bond-Maupin, Deputy Chief of Staff, Editor

### Pride

Over 20 major budget units (MBUs) and colleges are completing the **final phase (phase 3) of our strategic planning process**. Phase 3 will be complete by the close of March. These phase 3 plans map to divisional outcomes and priorities corresponding to our overarching university goals and our pillars of inclusive excellence. The plans also launch our institutional and co-curricular assessment of the impact of our collective work. We want to recognize the members of our **Integrated Assessment and Planning Working group** who have been instrumental in supporting and informing the work in their areas. More information about IAPW members and work is available [here](#).

### People

The HR Department recently filled two vacant positions, one to assist the Benefits Manager and one to assist the Recruiting Manager. These two positions will impact the efficiency and service CPH departments and employees. A nation-wide search is underway to permanently fill AVP-HR position. The Interim AVP-HR, Bruce Curl would like to thank the entire university for its support and patience during this interim period.

### Campus Culture and Operations

Academic Programs is calling for applications for the **2022-23 faculty assessment fellowships**. These fellowships are funded by Graduation Initiative 2025 funds with the intent of supporting the university's inclusive student success, continuous improvement, and accreditation efforts. This one-year fellowship is open to faculty (tenure-track and lecturers with three-year appointments) who are interested in designing and demonstrating robust equity-minded learning-assessment practices and assisting programs undergoing program review. Three faculty members, one from each college, will receive three WTUs each semester (six for the academic year).

Applications are due Monday, February 28. Applicants should send the following documents to AVP for Academic Programs Carmen Bustos-Works ([OAAVP@humboldt.edu](mailto:OAAVP@humboldt.edu)) no later than Monday, February 28.

- One-page cover letter describing both the applicant's experience with respect to the above qualifications
- Verification from the department chair (or dean if the applicant is serving as chair) that the applicant's department duties and teaching responsibilities can be covered
- Brief curriculum vitae

For more information about the faculty assessment fellowships, contact Mark Wicklund, the university's associate director of academic assessment ([mw1163@humboldt.edu](mailto:mw1163@humboldt.edu)).

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Please see the [newsletter](#) from the **Office of Diversity, Equity and Inclusion**. Poly Humboldt faculty, staff, and students will find ODEI work activities interesting, including the past years' awards of ODEI Diversity grants.

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The HR Department has completed the process of converting about 2500 I-9 Forms to a digital database and reverifying about 800 I-9 Forms for employees who were hired remotely during COVID shutdown period. We are in the process of transitioning from temporary Telecommute Program to permanent, effective 2/28/22. CHRS Recruiting, powered by PageUP is on track to be implemented 4/5/22. Supplemental paid sick leave (up to 80 hours) related to COVID has been approved for non represented employees and is in the process of meet and confer for represented employees. We are currently awaiting instructions and when implemented, this will be retroactive 1/1/22.

HR's Learning and Development area is focusing on People-Centered Change initiative and other management training which is of utmost importance as we fully transition to Cal Poly. When preparing HR's portion of the Phase 3 Strategic Plan the HR Department emphasized the importance of forming partnerships with Cal Poly Humboldt departments and maintaining good communications and establishing a strong rapport with colleagues to enhance service to our constituents.

### **Academic Innovation and Excellence**

The Sponsored Programs Foundation, the Cal Poly Humboldt Foundation, and University Advancement are launching an exciting new **pilot program to support and cultivate research & creative activities** at Cal Poly Humboldt. The intent of this program is to gain Principal Investigators additional time to source matching funds and encourage greater leveraging of grants and donations.

"Cash Match" is a major challenge and a deterrent for many interested in pursuing external funding. Matching funds must be committed and documented at the time of proposal submission, which can limit the time available to search for those funds. Principal Investigators

will now be able to leverage \$10,000 in 'placeholder cash matching funds' for external grant proposals, expanding opportunities for new project submissions, and ultimately increasing the number of Principal Investigators. This new fund will be used to document a temporary source of funds at the time of submission. Then, once fully routed, the Sponsored Programs Foundation & Principal Investigator will work with the University's Advancement Initiatives team to actively seek alternative funding from off-campus sources.

The [Strategic Matching Fund](#) is a pilot program and will be assessed annually. This initial year will help us explore how best to design and administer this new program, as well as modify it as needed. If you are interested in participating in this program or have any questions, please contact one of the [Pre-Award Specialists](#).

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Cal Poly Humboldt has launched a new interdisciplinary **minor in sustainability** that complements any undergraduate major. Starting this fall, students can enroll in a series of courses that explore real-world socio-ecological challenges from a variety of academic perspectives, incorporating curricula from across the natural and social sciences, as well as the humanities and arts. Read the article [here](#).

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Six Cal Poly Humboldt faculty have joined faculty from five other CSU's in a cross-disciplinary **Faculty Learning Community** on [Teaching Climate Change & Resilience](#), hosted by Chico State University. Faculty will redesign significant portions of a course to integrate climate change and resilience into student learning outcomes.

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In an effort to begin planning for **tenure-line faculty recruitment for Fall 2023** department chairs are being asked to submit their requests for tenure lines to their academic deans by April 1, 2022. This will allow for the approval of tenure-line searches by myself and the Academic Deans by April 25, 2022, with searches commencing in Fall 2022 for a Fall of 2023 start date. The Academic Deans are in possession of a google document that reflects the tenure-line requests that were put forward this past year (what was approved and is being searched for currently as well as positions that were not approved). This document is intended to be a resource to re-submit continued needs as well as put forward additional needs.

There will be several tenure-line positions available for the Fall 2023 Academic Year both with the polytechnic build-out in mind as well as resourcing existing programs. The exact number of tenure lines that will be approved has not yet been determined pending continued review of our budget and departmental needs.

Many folks have also asked about the role of faculty clustering hiring in decision-making with regard to the approval of tenure lines. Several factors will inform the approval of tenure lines



including new academic program building, enrollment growth, cluster hiring approach, and specialty accreditation requirements. Please see the next section that gives an update about the work that the **Faculty Cluster Hire Initiative** has been up to:

What: The Cal Poly Humboldt Faculty Cluster Hire (FCH) initiative involves hiring faculty into multiple departments or colleges around themes, interdisciplinary research topics, or “clusters.”

Why: To increase faculty diversity and enhance collaboration across disciplines. Increasing faculty diversity will help enhance the student experience inside and outside the classroom.

Desired Outcomes:

- Five years from now most of the people hired are actively working together
- Run a very inclusive search resulting in a strong diverse pool
- Build retention infrastructure of new hires and networking of campus community to be successful
- Create a culture of interdisciplinary and interdepartmental collaboration
- Enhance collaborative research among departments

Screening Process:

A group of departments, having chosen a common interdisciplinary theme, will form a Cluster Search Committee. Each position within a cluster will have a separate position Search Subcommittee, which is a subset of the larger Cluster Search Committee. Each Cluster Search Committee will consist of members (at least three) from the affected departments as well as an equity advocate, who is a member of each search subcommittee. Each subcommittee will be part of a larger Cluster Search committee that meets during the search process at least once prior to the selection of a shortlist.

The Search Subcommittees will screen the applicants and do the first stage of phone or Zoom interviews to determine the on-campus finalists. The Cluster Search Committee may request adding to the screened lists of on-campus finalists to enhance the diversity of the cluster pool. The Cluster Search Committee will coordinate the schedule of finalists, curate the prompts, and question development for an interactive cluster on-campus pool visit. The Cluster Search Committee will meet prior to the selection of shortlists to hear from each of its constituent subcommittees about their evaluation of the long list candidates and their preferences for the shortlist candidates. The Cluster Search Committee will make the final recommendations for the on-campus interviews.

Short-listed candidates within an interdisciplinary theme are then brought together on campus simultaneously for two days and have a one-hour meeting with one another. No candidates for the same position will be in the same cohort. During that meeting, these candidates have the opportunity to have conversations about research, collaborations, diversity experiences, and perhaps lightning talks. Subsequently, the Search Subcommittee would ask each candidate about their potential interactions if they were hired.

On-campus interviews would also include a research presentation and a separate teaching presentation open to all. Candidates meet members of the BIPOC affinity group and the Deans as part of the on-campus interview process. The Search Subcommittee would receive individual feedback from attendees. Final recommendations are made to the Provost by the Search Subcommittee, following a review with the Cluster Search Committee. The Cluster Search Committee may recommend additional hires to achieve the desired outcomes.

Your voices matter! Your contributions will help the FCH Working Group strengthen the development and implementation of the Faculty Cluster Hire initiative. You will soon receive a confidential survey link that you will use to share your constructive feedback with us.

Faculty Cluster Hire Initiative Working Group:

Dr. Simone Aloisio (AVP Faculty Affairs)  
Dr. Carmen Bustos-Works (AVP Academic Programs)  
Dr. Rafael Cuevas Uribe (Associate Professor, Fisheries Biology)  
Dr. David Greene (Professor and Chair of the Forestry Department)  
Dr. Elavie Ndura (AVP Diversity, Equity, & Inclusion-ODEI)  
Mr. Cyril Oberlander (Library Dean)  
Dr. Michihiro Sugata (Assistant Professor, Criminology & Justice Studies)

## **Sustainability**

The University has partnered with the Schatz Energy Research Center to develop a **campus microgrid**. A microgrid is a system of energy generation, storage, and controls that will provide electricity to campus in the event the grid goes down and to lower the university's electricity demand. Components will include solar PV, large battery, backup generator, and associated controls. Local microgrids developed by the Schatz Center are at the [Blue Lake Rancheria](#) and the [Redwood Coast airport](#).

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HEIF is accepting **Idea Papers** from students for sustainability projects on campus. Ideas are due Friday March 4th, and can be submitted online. at <https://heif.humboldt.edu/idea-papers>. Examples of past projects funded by HEIF can be found on their [website](#).

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A final draft of the **Climate Action Plan 2.0** has been submitted to the President's Office for review. This plan is a roadmap to guide the university towards carbon neutrality by 2045, and towards building campus resilience to climate change impacts. The Sustainability Office anticipates that [the CAP 2.0](#) will be formally adopted this spring.