

## University Senate

### **Meeting Minutes for Tuesday, August 29, 2023**

Goodwin Forum and Zoom Meeting ID: 818 1954 9462

Chair Woglom called the meeting to order at 3:02 pm. A quorum was present.

#### **Members Present**

Aghasaleh, Alderson, Banks, Bell, Benavides-Garb, Burkhalter, Capps, Cappuccio, Deshazier, Graham, Harmon, Holliday, Lancaster, McGuire, Miller, Miyamoto, Ramsier, Ruiz, Schroeder, Stelter, A. Thobaben, M. Thobaben, Tillinghast, Virnoche, Woglom

#### **Members Absent**

Gordon, Jackson, Pachmayer, Parker

#### **Guests**

Maral Attallah, Amber Blakeslee, Adrienne Colegrove-Raymond, Jeff Crane, Deb Doel-Hammond, David Hickcox, Pam Kirschner, Heather Madar, Maureen (CFA Field Rep), Peggy Metzger, Monty Mola, Julie Stewart, Nicki Viso, Kim White, Jeanne Wielgus, Carmen Works, George Wrenn

#### **Announcement of Proxies**

Michael Fisher for Gordon, Mark Johnson for Jackson, Sterling Russell for Parker

#### **Approval and Adoption of Agenda**

There were no changes to the agenda.

#### **CFA Interruption Statement**

Chair Woglom read the attached Interruption Statement from the California Faculty Association.

#### **Approval of Minutes from May 9, 2023**

Delayed to the next meeting.

#### **Consent Calendar from the Integrated Curriculum Committee**

No items

#### **General Consent Calendar**

No items

#### **Reports, Announcements, and Communications of the Chair**

Written report attached

## **Reports of Standing Committees, Statewide Senators, and Ex-officio Members**

### **Academic Policies Committee (APC)**

Working on the Credit for Prior Learning Policy. Hope to be ready for additional external feedback in the coming weeks, with the goal of having it on the Senate floor this semester.

### **Appointments and Elections Committee (AEC)**

No report

### **Constitution and Bylaws Committee (CBC)**

No report, and currently don't have a quorum

### **Faculty Affairs Committee (FAC)**

Written report attached

### **Integrated Curriculum Committee (ICC)**

Written report attached

### **University Policies Committee (UPC)**

No report

### **University Resources & Planning Committee (URPC)**

Received the President's Charge for this year. Currently reviewing the URPC budget recommendations from last year and comparing them to the budget for this year.

### **Academic Senate of the California State University (ASCSU)**

Written report attached

### **Emeritus & Retired Faculty & Staff Association (ERFSA)**

September 1st is the due date for nominations for retired and emeritus faculty, staff, and administration. ERFSA has monthly luncheons at the Baywood Golf & Country Club. Information is on their website.

### **Associated Students (AS)**

No report

### **Office of Diversity, Equity, and Inclusion (ODEI)**

Written report attached

### **Staff Council**

No report

### **Labor Council**

No report

### **California Faculty Association (CFA)**

CFA is gearing up for a possible strike in November. Next meeting is on the 12th.

### **President's Administrative Team (PAT)**

Written report attached

**TIME CERTAIN: 3:15-3:30 PM – Open Forum for the Campus Community**

Senator Aghasaleh read the attached prepared remarks.

**Budget & Enrollment Update**

Amber Blakeslee and Senator Holliday shared the attached presentation.

**Update on Title IX Implementation Committee activities and future responses to [Cozen O'Connor report](#)**

David Hickcox shared the attached presentation.

M/S (Burkhalter/Harmon) to extend for 5 more minutes to allow for the last agenda item.

Motion carried unanimously.

**Institutional Anti-Racism Action Plan Introduction**

Senator Benavides-Garb provided an update about the Institutional Anti-Racism Action Plan. Last year, the committee was created with Senate representation. The process began with inviting the Vice President of the National Association of Diversity Officers to Professional Development Day, which had more than 250 faculty and staff attend. The Senate will be more involved in this process in Spring, when the committee will bring documents for a resolution. The committee is co-chaired by Senator Bell, and has sixteen members.

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M/S (Harmon/Burkhalter) to adjourn

**Meeting adjourned at 5:04 PM**

## **University Senate Chair Report**

### **August 29, 2023**

Hey y'all,

I am so looking forward to working for and with you in this role during this academic year. I am grateful for the opportunity to collaborate in shared governance with such brilliant colleagues towards the end of co-authoring a safe, just, and equitable University space and community, through consensus, dissensus, and countless deep conversations and negotiations in between.

In this week's first Senate meeting of the year, we will be engaging in discussion around a number of topics in an introductory manner. These topics will be addressed continuously throughout the semester and academic year (and beyond), each in their own way, but we are hoping to set the stage for ongoing dialogue around a handful of areas that will have far reaching implications.

The first of these topics will be an overview of the Cozen-O'Connor Title IX and DHR Investigation Report and the resultant work of the Implementation Team that will be helping to facilitate the recommendations of that report. This first presentation will consist of a broad synthesis of the findings in the report, some details around the work of the Implementation Team, and time for questions and answers. Following this initial presentation, we will be agendaizing a 3:30 time certain in all of the following meetings this semester such that the Implementation Team can communicate their work in the intervening weeks and seek feedback and questions from the campus community. Please use this as one of the many emerging spaces to communicate with the Implementation Team.

The second major topic we will take a look at is the current budget and enrollment picture at Cal Poly Humboldt. The context around our available resources is looking considerably different than it did when the URPC sent their budget recommendation to the President in the Spring Semester, and it will be important to get on the same page about emerging understandings as the Fall Semester begins. I would like to thank Jaime Lancaster and Provost Capps for agreeing to join us in providing an overview of those changes in circumstances on incredibly short notice (especially as the URPC met for the first time this semester last Friday).

Last but not least, Associate Vice President and Campus Diversity Officer Rosamel Benevides-Garb, following on the heels of an incredibly successful Professional Development Day, will briefly introduce us to our impending work on the campus Institutional Anti-Racism Action Plan, a document that the Senate will have the opportunity to engage with continuously over the course of this year.

Finally, I have to admit: I have no idea what I'm doing. What little I know about helping to facilitate a University Senate has been gleaned from watching my predecessors do so with style and enviable competence, and I will strive to follow their modeled examples to the extent I am able. I would like to enlist your help, too, to make sure we pull off this important work: please hold me accountable, ask me questions, tell me about your concerns, and keep me informed of the issues that are important to you so that we might address them together. The more input I receive on how to serve in the office, the better. I am nervous, but hopeful that we'll achieve a lot this year in the University Senate. For my part, I will try really hard not to mess it up.

# **A Step By Step Guide to Retain Me**

## **Episode 1**

**Rouhollah's Comments for the Senate on 8/29/2023**

Greetings esteemed Senators, Administrators, members of Cal Poly Humboldt's Campus and Community,

Embarking on a journey of dialogue and transformation, I, Rouhollah Aghasaleh, stand before you today to unveil a remarkable initiative. The BIPOC Faculty Affinity Group, a collective of colleagues is excited to introduce a thought-provoking series of discussions, set to enrich our academic landscape throughout the forthcoming Academic Year 2023-24.

Recalling our spirited exchange during the previous Senate meeting on May 9, 2023, concerning the vital matter of retaining BIPOC faculty, I am reminded of the undeniable passion and commitment that resonated among us. From that discourse, two impactful outcomes emerged: the inception of a Sense of Senate and the entrustment of a fresh mandate to the Faculty Affairs Committee.

### **Setting the Stage:**

Allow me to narrate the genesis of this initiative. Over the summer months, I invested time in crafting an agenda that entails a sequence of brief, engaging presentations, each lasting a mere three minutes. This bi-weekly rendezvous at the Senate Open Forum will serve as a prism through which the kaleidoscope of our collective experiences can be examined, celebrated, and understood from a more analytical and critical standpoint.

Crucially, I wish to acknowledge the rich tapestry of the BIPOC faculty, a community defined by its multifarious backgrounds, experiences, and perspectives. We extended an open invitation to

the BIPOC Faculty Affinity Group, welcoming their voices to resonate within these hallowed halls.

**Themes on the Horizon:**

The themes we shall delve into encompass a spectrum of vital topics, including:

1. Cultivating Inclusive Spaces
2. The Power of Mentorship and Networking
3. Nurturing Professional Advancement
4. Paving the Path to Tenure and Promotion
5. Balancing Work and Life Harmoniously
6. Optimizing Resource Allocation
7. Fostering Leadership Diversity
8. Empowering Dual-Career Trajectories
9. Forging Bonds Through Community Building
10. Harnessing Data for Informed Decisions
11. Embracing Transparent Communication
12. Commemorating Achievements and Milestones
13. Reimagining Recruitment Strategies

Today's comment will serve as a prologue for the series. I'd like to remind all of us about a few things:

1. As we embark on this shared journey, it is imperative to remain mindful of certain truths. Issues surrounding race and racial justice are complex, eliciting a range of emotions and perspectives. Let us collectively challenge conventional narratives, fostering an environment where the complexities of race are unlearned, reimagined, and embraced.

Issues of race and racial justice are sensitive, politically charged, overloaded, and especially exploited in academia as a progressive setting and part of these comments try to encourage our audience to unlearn the stereotypical and taken-for-granted metanarratives about race.

2. Racism is a disease that spreads through practices, values, performativities, and culture. It's a descriptor for practices, cultures, actions, structures, and systems. It's neither accurate nor helpful to call an individual 'racist' unless they affiliate themselves with racism as an ideology. Racism can take multiple forms, such as internalized, interpersonal, systemic, and structural. Thus everyone regardless of their racial background could be contaminated and enact racist behavior.
3. I invite our white colleagues to be active listeners and try to understand the lived experience of the speakers— those who are being harmed by racism. Good intention is not sufficient to address this very complex issue. Remember, the road to hell is paved by good intentions.

**Narrative of Empowerment:**

Allow me to briefly mention a matter that touched me profoundly. The proposed strategies of Senators Cannon and Miller, although well-intentioned, left me contemplating. A suggestion of monetary compensation and workload reduction, while pragmatic on the surface, seems rooted in a line of thinking that needs reconsideration. These notions harken to an era of dehumanizing practices of racism, echoing a neoliberal ethos. I believe, vehemently, that our worth transcends financial metrics. We are not a currency, but rather agents of change, fostering a vibrant academic ecosystem. To me, this is the legacy of slavery and is rooted in a liberal-capitalist logic that the worker chases money. This approach fits the neoliberal trends of commodifying higher

education and, I argue, is dehumanizing. You cannot dehumanize someone and expect the chances of retention to increase. I refuse for myself and for my work to be bought. The salary that I receive from the State of California and from Grants is not the value of my efforts, it's rather a byproduct of what I do. I refuse any compensation or leniency because of *who I am* rather than what I contribute. I might be financially broke, poor, and eligible for public subsidized welfare. However, I reject to be treated as charitable. Last year the CFA's Council for Racial and Social Justice Representative wrote to a group of international faculty that,

*We wanted to buy a meal for international folks who have to spend so much money on lawyers, out of pocket. Of course, this is a tiny drop in the bucket, but we wanted to do something.*

To me, this is a manifestation of evangelical values entangled with a version of white supremacy that deeply offends me. The very same ideology that taught my five-year-old child that "poor equates to ugly". Twelve years ago, I moved to this country. All we had was four luggages and a few thousand dollars that we had from saving and selling my old car. I could have been a high-ranking official in my country if I had not stood up for values such as freedom, justice, human rights, and my own dignity. Poor is not ugly. What is ugly is to undermine others and ourselves dignity. I have also mentioned before that, suggesting a reduced workload, may sound convenient on an individual level, but it equates to my erasure on the system level.

Money is not necessarily the solution to cultural problems. What we need is a humanizing (not humanist) approach. I am suggesting those who care about retention of me and colleagues like me take note of their daily lives. Please, feel free to grab a piece of paper and a pen to write your answers to the following:



- How many times have you had guests over the summer? What did they look like? If you really care about my retention invite me to your parties and gatherings. Break bread and have tea with me.
- How often do your kids have play dates or sleepovers? What do their friends look like? Teach your kids to actively befriend the kiddo who's sitting alone in the cafeteria. Encourage them to hang out with the kiddo who has an "accent". Tell them to share their rides at the County Fair.
- How many times have you gone camping, hiking, or working out with a buddy? What's your buddy look like? Who do you smile with? Who would you like to hang out with?
- How often do you see someone like me getting stuck in the very conceptually white bureaucracy and you come to the rescue? Please, stop saying that my scholarship is cute, and walk away as if it is not important.

To be continued...

# **A Step By Step Guide to Retain Me**

## **Episode 2**

**Rouhollah's Comments for the Senate on 9/12/2023**

## Labor Council Bargaining update

Most all the major CSU bargaining units are in the midst of contract bargaining. The mood from all the BU's is one of determination and optimism. The various unions are coordinating their approach and are determined to get a step raise system implemented. The CSU has been able to balance the budget on the backs of staff and faculty by keeping wages low for almost 30 years. This cannot continue. All the Unions are prepared to go on strike if a fair agreement cannot be reached.

Here is a summary of the last proposal to the CSUEU from the CSU (the proposal is very similar to what the other Union's were presented with):

- Year 1: 3% salary increase (effective when Tentative Agreement is reached – not retro)
- Year 2: Salary step implementation (October 2024). 20 step system with 2% per step.
- Placement in step system based on seniority
- Year 3: One salary step movement, plus a salary step adjustment of 2% (October 2025)
- No more than a \$2 per month increase to the parking permit fee

A brief summary of the CSUEU [counter proposal](#) (the CSUEU proposal is very similar to the counter proposal from the other BU's):

- 2023 General Salary Increase of 7%
- Full retroactive pay to July 2023
- Step placement will correspond to length of service in one's series rather than classification and will transfer from campus to campus.
- Step advancement will not be contingent on a satisfactory evaluation
- In Year 3, each employee shall advance one step at 3%
- Step movement not contingent on system funding

Bargaining will continue so stay tuned!

# CAL POLY HUMBOLDT

University Senate Written Reports, August 23, 2023

Standing Committees, Statewide Senators and Ex-officio Members

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## Faculty Affairs Committee:

Submitted by Tim Miller, FAC Chair

Members: Ramona Bell, Kim Perris, Lisa Tremain, Marisol Ruiz Gonzalez, Kim White

Meeting Date(s): Wednesdays 11-noon, NHE 106 and Zoom (please email Tim at [tim.miller@humboldt.edu](mailto:tim.miller@humboldt.edu) for more details if you'd like to attend)

Meeting Details: FAC has not yet met this fall, but from our talks last spring and updates at SenEx last week, we have the following list of issues that have come to our attention and we will be establishing our initial priorities this week. If you have anything you would like to add or discuss with FAC, please contact Tim.

Possible 2023-24 priorities:

- Updating the student feedback questionnaire to reduce bias and increase response rates.
- Establishing a university-wide policy regarding early tenure.
- Establishing a university-wide faculty office hours policy.
- Departmental Standards & Criteria 5-year updates – many departments are behind schedule.
- The RTP Standards and Criteria Committee recommends that Departmental Standards & Criteria should have updated criteria for service that encourages breadth and depth and does not count hours.
- Faculty intellectual property policy.
- The post tenure review (PTR) process is not always carried out. How can we make sure faculty are submitting their files for review?
- Establishing a university-wide minimum standard criteria for scholarly/creative activities for tenure.

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## Integrated Curriculum Committee:

Submitted by Julia Alderson, ICC Chair

Members: Julie Alderson (Interim Chair), Paul Michael Atienza, Brad Ballinger, Cindy Bumgarner, Carmen Bustos-Works, Christine Cass, Amanda Dinscore, Eden Donahue, William Fisher, Cameron Allison Govier, Sara Jaye Hart, Heather Madar, Bori Mazzag, Cindy Moyer, Justus Ortega, Marissa Ramsier, Jenni Robinson Reisinger, Joshua Smith, Anna Thaler, Lisa Tremain, Melissa Tafoya, Mark Wicklund

Meeting Date: Tuesday, August 22, 2023

Meeting Details: ICC had its first meeting of the year on August 22nd. We spent our time generally familiarizing committee members with ICC “nuts and bolts” - general introductions, ICC committee/subcommittee structure, shared Google Drive docs and resources - and talking very broadly about the committee’s work for the year.

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## **University Policies Committee:**

Submitted by Chris Harmon, UPC Chair

Members:

Meeting Date(s):

Meeting Details: no report

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## **Academic Senate CSU (ASCSU):**

Submitted by Stephanie Burkhalter and Mary Virnoche, ASCSU senators

The first ASCSU committee meetings and plenary of the 23-24 year take place September 6-8. We welcome your inquiries and suggestions regarding topics for ACSCU consideration. To access ASCSU resolutions, plenary agendas and plenary minutes, see [this link to the ASCSU home page](#).

For the 23-24 Academic year, Stephanie has been appointed the Chair of the ASCSU Faculty Affairs Committee.

Governor Newsom appointed Darlene Yee-Melichar to be the incoming CSU Faculty Trustee.

We expect issues from last academic year to carry over into 23-24:

- The implementation of AB928’s requirement for a common GE pathway for UC and CSU (Cal-GETC) (see Chancellor’s office [AB928 site](#))

- Systemwide and campus responses to reports on Title IX and DHR by Cozen O'Connor (see this [site](#) for reports).
- Meeting benchmarks of the multi-year Budget Compact between the Newsom Administration and CSU (read [here](#)) and associated CSU-mandated “realignment” of funding of campuses based on enrollment.
- Fair compensation for employees in response to bargaining with several employee unions, including CFA.
- Concerns about attracting and retaining diverse faculty across campuses.
- Investing in strategies for improving degree achievement of under-resourced students
- Clarification of the approval process for bachelor’s degrees at the CCC’s under AB927

In addition, at this time, we anticipate exploring these topics at the ASCSU

- Creating effective and equitable systemwide and campus-based policies for addressing student use of AI
- Understanding the vision for the CSU of the [new Chancellor, Mildred Garcia](#), who takes office on October 1.

The following substantive resolutions passed at the ASCSU’s May 18-19, 2023, Plenary:

AS-3608-23/AA (Rev) [CSU Discipline Council Involvement in California Community College Course Review](#)

AS-3609-23/FGA (Rev) [Encouraging Campus Faculty Legislative Liaisons](#)

AS-3610-23/AA/FA (Rev) [Renewing the Call for a Working Group on Artificial Intelligence \(AI\) in Higher Education](#)

AS-3612-23/AA (Rev) [California’s Future Economic Strength Depends on Investing in Public Graduate Education Today](#)

AS-3613-23/AA (Rev) [On the Process of Identifying and Resolving Issues of Duplication of CSU programs in AB 927 California Community College 4-year Baccalaureate Programs](#)

AS-3614-23/JEDI/FA (Rev) [Solidarity With Immunocompromised, Caregivers, and ASCSU Members with Disabilities](#)

AS-3615-23/AA (Rev) [On the Separation of CSU GE Breadth from Cal-GETC](#)

AS-3616-22/FA [Providing Timely and Quality Counseling Within the CSU](#)

AS-3619-23/FA [Maintaining Educational Continuity During Emergencies and Disasters](#)

AS-3621-22/FA/JEDI [Auditing the Mercer Faculty Salary Study Findings](#)

AS-3622-23/AA [Endorsing the Recommendations of the General Education Advisory Committee \(GEAC\) on Upper Division GE and American Institutions](#)

AS-3623-23/FGA/AA [In Support of Joining the National Council for State Authorization Reciprocity Agreements \(NC-SARA\)](#)

AS-3624-23/AA [ASCSU Position on California Community College Spring 2023 Bachelor's Degree Program Proposals](#)

AS-3627-23/JEDI/FA/AA [Making Full Use of the Common Human Resource System \(CHRS\) in Recruiting Faculty of Color](#)

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## **Office of Equity, Diversity, and Inclusion:**

Submitted by Rosamel Benevides-Garb, Interim AVP and Campus Diversity Officer

### **Office of Diversity, Equity, and Inclusion University Senate Report August 29, 2023**

\*This report is not exhaustive, as it only focuses on main events and activities, not regular committee work, etc. For details contact the ODEI at (707) 826-4503 or [diversity@humboldt.edu](mailto:diversity@humboldt.edu) for more information.

**ODEI Personnel:** Over the summer, ODEI made advancements in adding exceptional individuals to our team. We are pleased to announce the following new members of ODEI:

- Fernando Paz: Campus and Community Development Coordinator, inaugural position. Fernando comes to ODEI from El Centro Académico Cultural, one of the Cultural Centers for Academic Excellence. Fernando served El Centro and its students for six years prior to joining the ODEI Leadership Team. Fernando has extensive on and off-campus community experience.
- Arlene Wynn: Staff Diversity and Equity Fellow, inaugural position. Arlene comes into this service-level position from the College of Natural Resources and Sciences, Dean's office. Arlene is a former Senator and a current Staff Councilor and represents the Staff Council on the URPC. She will dedicate time and effort to the area of the Six Pillars of Inclusive Excellence for non-academic units. Arlene's work will fulfill one aspect of the Cal Poly Humboldt's WASC accreditation requirement.
- ODEI Student Fellowship, inaugural cohort:
  - Kiara Farias, CRGS Major
  - Matias Solorzano, Psychology Graduate Program
  - Maya Montes de Oca, Journalism Major and Communication Minor
  - Liah Narvasa, Geology Major and Religious Studies Minor
  - Nicole Arizcorreta, Criminology and Spanish Double Major (SAGE member)
  - Laney Myers, Psychology Major (SAGE member)
  - Bryant Gonzales, Criminal Justice Major (SAGE member)
  - Jesse Beacham Grijalva Prieto, Psychology Major and Philosophy Minor (SAGE member)

- Kamar Little, Film Major and Studio Art Minor (SAGE member)
- equity arcata and inaugural Student Advisory Group for Equity (SAGE): Five of the above mentioned student fellows are members of SAGE. They are student leaders who represent key student constituencies at Cal Poly Humboldt who identify in whole or in part as Black, Indigenous, and People of Color (BIPOC). The SAGE members bridge the Cultural Centers for Academic Excellence and the Social Justice, Equity, and Inclusion Center (SJEIC) with equity arcata and are integral student leaders within equity arcata's structure. They center the voices of BIPOC students and networks to provide guidance for the alignment of equity arcata programs and practices with BIPOC student needs to build a strong Arcata-Cal Poly Humboldt community.
- ODEI ASC Jeanne Riecke has left ODEI and relocated out of State:
  - ODEI appreciates Jeanne's contributions to ODEI during her service years.
  - ODEI will soon conduct an ASC II open search to replace Jeanne. This position will be announced through our regular HR vacancy announcement portal.

#### **ODEI Campus Guests:**

- **Dr. Maurice Hamington**, Professor of Philosophy at Portland State University, a national and international scholar in the field of Ethics of Care, was invited by ODEI to visit Cal Poly Humboldt to discuss the Ethics of Care on July 18th and 19th. ODEI and Dr. Hamington met with diverse campus staff and administrators representing multiple departments and organizations across campus. The topics of conversation included how to infuse more and better Care into institutional policies and practices to build an intentional community of care. From these conversations, it is clear that our colleagues practice an ethics of care in their daily service to our students, staff, and faculty. ODEI will continue to advance this conversation across campus about care as an individual commitment and an institutional ethos. In addition, ODEI, in partnership with the College of Arts, Humanities and Social Sciences, the Department of Philosophy, and the spring Social Justice Summit, will invite Dr. Hamington as the Keynote speaker for the Philosophy Forum which will be held in alignment with the Social Justice Summit event in March 2024.
- **Dr. Mario Lopez**, Director of Diversity, Equity, and Inclusion at UC San Francisco Law. Dr. Lopez oversees diversity partnerships between UC San Francisco Law and other universities, first-generation programming, the [California Scholars Program](#), and diversity recruitment at UC San Francisco Law. He will visit Cal Poly Humboldt on Thursday, September 7th. This visit is organized by ODEI to discuss unique professional opportunities for our graduating BIPOC students. ODEI has created a visit agenda to engage all pertinent faculty, staff, advisors, and Cultural Centers to learn about UC San Francisco Law pre-law pathways for our students and programs.

**Professional Development Day, Fall 2023:** The Office of Diversity, Equity, and Inclusion, in partnership with the Center for Teaching and Learning, the University Senate, and the Institutional Anti-Racism Action Plan Task Force invited the campus community to join us for Professional Development Day 2023 to reflect on Cal Poly Humboldt's future as a model for diversity, equity, inclusion, and racial justice. Over a three-hour session, approximately 250 staff



and faculty joined us in an initial campus conversation about the redesign of the Institutional Anti-Racism Action Plan. We also featured two key presenters: Dr. Clyde Pikett, Vice President of the National Association of Diversity Officers in Higher Education (NADOHE), and Step Dance artist, Jason Nious, Director of dance Company MOLODI. This event was the kick-off event to engage our community in a year-long discussion, consultation, and reflection about our Institutional Anti-Racism Action Plan (IARAP).

**Institutional Anti-Racism Action Plan Task Force (IARAP Task Force):** As mentioned above, this committee, in partnership with ODEI, the Center for Teaching and Learning, and the University Senate will engage our campus community in a year-long discussion, consultation, and reflection about our Anti-Racism Action Plan. Five members of this task force are current senators. Current Task Force members include:

1. Adrienne Colegrove-Raymond, Special Assistant to the President for Tribal Relations and Community Engagement
2. Andrea Delgado, Assistant Professor, Department of English, Labor Representative to California Faculty Association (CFA)
3. Douglas Smith, Coordinator for the Umoja Center for Pan African Student Excellence, Diverse Male Scholars Initiative Mentor
4. Enoch Hale, Director of the Center for Teaching and Learning
5. Fernando Paz, Campus and Community Development Coordinator, Office of Diversity, Equity, and Inclusion
6. Frank Herrera, Coordinator for the Social Justice, Equity, and Inclusion Center, Diverse Male Scholars Initiative Mentor
7. Joseph Diémé, Professor of World Languages and Cultures
8. Mary Virnoche, Professor of Sociology, University Senator, Academic Senator, Academic Senate of the CSU
9. Michele Miyamoto, Tutoring and Academic Coaching Coordinator, University Senator
10. Nancy Perez, Assistant Professor of Critical Race, Gender and Sexuality Studies, Chair of Ethnic Studies Council
11. Pearl Podgorniak, Confidential Administrative Support, Office of Diversity, Equity, and Inclusion, Interim Staff Council President
12. Ramona Bell, Co-Chair of Task Force, Professor and Chair of Critical Race, Gender and Sexuality Studies, University Senator
13. Rosamel Benavides-Garb, Co-Chair of Task Force, AVP of Diversity, Equity, and Inclusion and Campus Diversity Officer, University Senator
14. Sarah Peters, Academic Advisor, Academic Advising Center, Witness Accountability Group
15. Sasheen Raymond, Coordinator of the Indian Tribal & Educational Personnel Program & ELITE Scholars
16. Stephanie Souter, Research Analyst, IRAR, Faculty Lecturer, Department of Psychology, Staff Councilor

The Task Force will provide regular progress reports to the Senate as an addendum to the ODEI report. In the spring semester, the Task Force will request Senate agenda time to formally discuss the Anti-Racism Action Plan with the senators, leading to a senate resolution.

***Creando Conciencia, CSU Equity Priority #5 Grant:*** The offices of Academic Programs and Diversity, Equity, and Inclusion (ODEI), and the Center for Teaching and Learning (CTL), are collaborating to host a professional learning community, *Creando Conciencia* funded by the CSU Equity Priority #5 Grant. This current effort of *Creando Conciencia* (Creating Awareness) is inspired by the prior ESCALA-based *Creando Conciencia* program, funded by the Howard Hughes Medical Institute Award for Inclusive Excellence. The goal of *Creando Conciencia* is to support faculty by engaging with an evidence-based, faculty-driven curriculum which centers on culturally responsive teaching. Ultimately, this effort is focused on closing the student achievement gap.

**SEA Inclusive Leadership Certificate:** ODEI has endorsed the Humboldt Athletics Social Equity & Accountability (SEA) Committee's effort to implement an Inclusive Leadership Certificate to Athletics students who complete a prescribed, yet flexible set of DEI training. The goal is to equip Cal Poly Humboldt's student athletes with the inclusive leadership skills that will serve them during their time at Humboldt on their teams and in the classroom, as well as, after they graduate, progressing into their careers. The SEA Inclusive Leadership certificate will provide multiple methods for creating reflective moments and also provide opportunities to learn how to effect change, have an impact, and begin truly owning DEI as a leader and person.

**Festejando Nuestra Comunidad (Celebrating our Community):** Through the Diversity, Equity, Inclusion, and Accessibility Grant Program, and in partnership with equity arcata, ODEI is sponsoring "Festejando Nuestra Comunidad." The celebration is a community resource fair aimed at promoting unity, culture, and well-being within the local Latinx community. The event will feature interactive workshops, cultural performances, and all-age activities focused on fostering community connections and highlighting diverse cultural expressions. The event will take place on September 16th at College of the Redwoods. We hope to bring Festejando to Cal Poly Humboldt next year. A large Latinx community participation is anticipated.

**Diversity, Equity, Inclusion, and Accessibility (DEIA) Grant Program:** During April 2023, ODEI awarded funding to seven proposals for program implementation in Academic Year 2023/24. This academic year marks the first year that the DEIA Grant Program funding will be implemented within the regular academic year.

**2nd Annual Humboldt Obon Festival:** ODEI sponsored the Humboldt Asian Pacific Islanders (HAPI) in Solidarity's 2nd annual Humboldt Obon Festival. Obon is a Japanese Buddhist custom to honor the spirits of one's ancestors. The event was held on Sunday, August 13th in Arcata.

Tom Jackson, Jr., President  
Mark Johnson, Chief of Staff  
Sherie Gordon, VP Administration and Finance/CFO  
Jenn Capps, Provost and VPAA  
Chrissy Holliday, VP Enrollment Management and Student Success  
Frank Whitlatch, VP Advancement  
Nick Pettit, Executive Director of Intercollegiate Athletics and Recreational Sports  
Adrienne Colegrove-Raymond, Special Assistant to the President for Tribal & Community Engagement

### **Moments of Pride**

The University Police Department launched a Public Safety Ambassador (PSA) program in an effort to continue our commitment to community policing and are continuing the Public Safety Ambassador Program. During the 2022-23 academic year, a dozen students participated in the program. The Public Safety Ambassadors work with UPD to welcome people at the front counter, provide service, complete livescans, and connect with the campus community while patrolling the main campus, Housing facilities such as the Comfort Inn, and other satellite facilities. PSAs are identifiable by a uniform but will not be armed. PSAs are also available to provide student safety escorts. Among the program's dozen participants was Alex Cicero, a student who recently transitioned into a full-time community services specialist role as an unarmed, non-sworn officer. Although not pursuing law enforcement within the University, Alex found a calling in the program. The experience has guided him toward pursuing law enforcement opportunities.

### **Academics**

Welcome one new dean and several new tenured/tenure-track faculty to academic affairs this year. They are:

**Kyleigh Brine**, Faculty, Dance, Music & Theater  
**Cindy Bumgarner**, Dean, College of Extended Education and Global Engagement  
**Larisa Callaway-Cole**, Faculty, Child Development  
**Eliseo Casiano**, Faculty, Art & Film  
**Alana Chin**, Faculty, Biological Sciences (January 2024 start)  
**Tristan Gleason**, Faculty, School of Education  
**Bethany Johnson**, Faculty, Mathematics  
**Devin Ketchum**, Faculty, School of Engineering  
**Gabrielle Kirk**, Faculty, Geography, Environment & Spatial Analysis  
**Ben Kovitz**, Faculty, Computer Science  
**JuEun Lee**, Faculty, School of Engineering  
**Dongcheng Li**, Faculty, Computer Science  
**Christa Meingast**, Faculty, School of Engineering  
**Robert Pickering**, Faculty, Dance, Music & Theater  
**Kijung Ryu**, Faculty, School of Education  
**Joshua Steimel**, Faculty, School of Engineering

**Rachael Wade**, Faculty, Biological Sciences (January 2024 start)

### **Strategic Plan for Graduate Studies at Cal Poly Humboldt: Call for Taskforce Members**

Academic Affairs is developing a strategic plan for graduate studies this year. The purpose is to continue to elevate the student experience and evaluate strengths and opportunities in this domain. Provost Capps is forming a task force to complete this work and is asking for interested people to submit their names to [OAAVP@humboldt.edu](mailto:OAAVP@humboldt.edu) by *August 31, 2023*. Everyone who expresses interest in joining the task force will be notified by *September 11, 2023* whether they have been offered a spot on the taskforce or not.

## **Inclusive Experience**

### **Students**

Cal Poly Humboldt's Dean of Students Office, Housing & Residence Life, and Office of Student Life coordinated to plan various activities in support of the Welcome Home to Humboldt concept during our students' first weeks on campus. In addition to traditional move-in, Orientation, and Welcome Week activities, students also were supported the first two days of class by volunteers from across campus stationed around key thoroughfares to help students find their way to class. Many thanks to all campus partners who helped make these onboarding experiences a success.

### **Campus**

Thanks to everyone for participating in Professional Development Day on *Friday August 18, 2023* focused on the Institutional Anti-Racism Action Plan. Body Percussionist **Jason Nious** opened the event, followed by Keynote Speaker **Dr. Clyde Wilson Pickett** of the National Association of Diversity Officers in Higher Education (NADOHE) and the University of Pittsburgh's Vice Chancellor of the Office of Diversity, Equity, and Inclusion. Dr. Wilson introduced us to NADOHE's **Framework for Advancing Anti-Racism Strategies on Campus**. Special shout outs to **Dr. Rosamel Benavides-Garb, Pearl Podgorniak, Fernando Paz and Dr. Enoch Hale** for their coordination of this successful event.

## **Infrastructure**

- Enrollment Management and Student Success launched a summer project to refresh the Slate CRM used primarily for admissions and enrollment communications, though it provides functionality for other units as well. Specifically, the project's intent is to embrace the polytechnic transformation and empower teams by unleashing the power of data to meet Humboldt's ambitious goals outlined in the Strategic Enrollment Management (SEM) plan. We also are undertaking efforts to re-envision admission processes from the student perspective to support our growth as a polytechnic.

The project uncovered some structural elements within the database that needed more extensive rebuilding than initially anticipated. The implementation team, which includes representation from ITS and other campus colleagues, made the decision to bring Slate offline temporarily in order to rebuild the entire system in a manner that supports our enrollment and student success efforts. While some processes are on hold, we are currently using workarounds for the most essential of processes, such as communicating with prospective students, managing admissions for Spring applicants, and promoting events like Spring Preview. We anticipate

beginning to roll out additional functions in the new Slate environment throughout the fall semester, and will work with campus colleagues over time to consider additional functionalities that can benefit our campus. Please send any questions or concerns to [slate-pm@humboldt.edu](mailto:slate-pm@humboldt.edu)

- We are excited to share that the Trinity Children’s Center and Child Development Lab Project was ready to open new students on Monday, August 14th. After all stakeholders move in and we finish a few minor exterior improvements, we will host a ribbon cutting later in the academic year.
- The Craftsmans Mall Student Housing Project is progressing well. Currently, we remain ahead of schedule and under budget. In the next few months, expect to see the construction of our east building.

### **Innovation and Sustainability**

- The Sustainability team is excited to share with great pride and gratitude that we finished our STARS rating for 2023, earning a GOLD rating once again with an improved score of 76.57.
- The Division of Administrative Affairs is committed to expanding sustainable transportation which is demonstrated by a few of recently launched initiatives and partnerships.
  - [Cal Poly Humboldt’s Ride Share Service](#)—launched this year—connects those interested in giving and receiving rides to campus. Just fill out a form, and a ride match coordinator will make connections between nearby ride matches. There are separate [forms for students](#) and for [faculty and staff](#).
  - The University has expanded our partnership with the City of Arcata and Humboldt Transit Authority (HTA) to launch a new Green and Gold line coupled with making investments to enhance the student experience. The partnership includes a new app which provides a real-time view of our routes and shorter route times (30 minutes). In the near future, we will brand the buses and install wi-fi. This is a demonstration of how a partnership can not only support students but the community as well.

# Cozen Implementation

## Areas of Discussion

- Summary of Cozen Assessment Findings (Systemwide)
- Summary of State Audit Findings (Systemwide)
- Summary of Cal Poly Humboldt Cozen Report Findings
- Systemwide Guidance on Implementation Team Responsibilities
- Systemwide Guidance to Implementation Team
  - The Charge
  - Core Values
  - Next Steps
- Q&A

## Summary of Cozen Assessment Findings (Systemwide)

- (1) Need for greater coordination, oversight, accountability measures, and support to campus TIX/DHR programs  
Recommendation: CO shift model from advisory to deliberate oversight role
- (2) Infrastructure for effective TIX/DHR implementation is insufficient *as designed* to carry out care and compliance responsibilities  
Recommendation: Campuses assess and allocate sufficient resources; CO increase staffing
- (3) Need for improved prevention education, professional development, training, and awareness initiatives  
Recommendation: CO & campuses create / designate position(s) dedicated to oversight
- (4) Need for improved response to conduct that falls outside the scope of Nondiscrimination Policy  
Recommendation: CO develop written policy to address this area; use common CMS



## Summary of State Audit Findings (Systemwide)

- (1) CO has not ensured that campuses adequately and consistently investigate allegations of Sexual Harassment
- (2) CO has not ensured that campuses address Sexual Harassment through discipline and corrective actions
- (3) CO must take a more active approach to preventing and addressing Sexual Harassment

The Audit recommended specific actions be taken by the CO and campuses to improve investigation tradecraft in the following areas specific to Sexual Harassment cases:

- Initial assessment of allegations
- Investigation procedures
- Timeliness of response
- Case file documentation
- Systemwide data oversight

# Summary of Cal Poly Humboldt Cozen Report Findings

- (1) Campus partners and constituents expressed concern about insufficient infrastructure, communications challenges, and a trust gap with key stakeholders  
Recommendation: Increase staffing; review and update template communications; ongoing professional development; multi-disciplinary team to strengthen collaboration
- (2) Prevention and education initiatives are robust but lack coordinated, strategic approach  
Recommendation: Build formal Prevention & Education program with designated Coordinator and/or Committee
- (3) Campus struggles to consistently respond to conduct that may not fall under the Nondiscrimination Policy (“Other Conduct of Concern”)  
Recommendation: Work with CO to develop formal process to address reports of Other Conduct of Concern; document all reports in CMS (Maxient)

# Systemwide Guidance on Implementation Team Responsibilities

What are the roles of the Title IX Office and the Implementation Team?

The **Title IX Coordinator** (TIX-C) is responsible for designing and planning steps necessary to implement Cozen's recommendations.

The role of the **Cozen Implementation Team** is to:

- Represent the perspective of campus stakeholders regarding implementation of recommendations
- Facilitate and support the campus' implementation plan, consistent with timelines and assessment goals
- Drive informed and collaborative communications to all university stakeholders on implementation efforts

## **Systemwide Guidance to Implementation Team - The Charge**

The Implementation Teams will give input and feedback to the Title IX Coordinator and DHR Administrator as they design and plan steps to implement Cozen O'Connor's recommendations to ensure that the recommended action steps are appropriately informed by the perspectives of campus community stakeholders.

After the president approves the action steps, the Implementation Team will work to ensure that implementation is consistent with agreed-upon timelines, the goals of the assessment and campus culture.

The Implementation Teams will also help develop a formal communications plan designed to keep each university community apprised of the implementation process and status.

The frequency and methods of communications to the university community should be thoughtfully planned, and the substance of the communications themselves should be accessible and easily comprehensible by a wide audience.

# Systemwide Guidance to Implementation Team - Core Values

Support and elevate the work and authority of campus Title IX and DHR programs. This includes a recognition and acceptance:

- that there are some aspects of Title IX and DHR work established by law and regulatory agencies that this team (and the CSU at large) must honor.
- of each member's subject matter expertise or experience, and how that strength can serve the team.
- that the team will not interfere with the responsibilities and duties of the Title IX coordinator and DHR administrator.

Prioritize accessibility and inclusion, to allow for a diversity of opinion to be heard and considered, in order to:

- ensure inclusion of historically marginalized voices, commit to ensuring the elevation of all voices within the Implementation Team.
- recognize the diverse needs and perspectives of different campus constituents.

*(This is a partial list of the Core Values listed in the Charge to University Implementation Teams provided by the CO.)*

## Systemwide Guidance to Implementation Team - Next Steps

Develop a communications plan to keep campus community apprised of implementation progress and status

Develop and maintain an Implementation Team website (<https://titleix.humboldt.edu/cozen>)

Advise TIX-C in developing proposed implementation plan for President's approval.

This will be a deliberate process -

“The [State audit and Cozen assessment] reports – and associated recommendations – are thorough and detailed, and it will likely take two to three years, and perhaps longer, to fully implement the recommendations.”

- Interim Chancellor Jolene Koester, 28 July 2023

## Title IX & Discrimination, Harassment, & Retaliation Prevention



[Home](#) [Discrimination & Harassment](#) [Prevention Efforts](#) [Resources & Support](#) [Reporting Process](#) [Contact Us](#) [Compliance & Training](#)

Cozen O'Connor

### Cozen O'Connor Assessments

#### What's Covered on this Page:

[Cozen O'Connor Assessments](#) | [Implementation Team Communications & Updates](#) | [Resources and Links](#)

As part of a California State University effort to improve Title IX processes, the Cozen O'Connor Institutional Response Group assessed how the CSU and its 23 campuses respond to reports and incidents of discrimination and harassment—which includes all conduct that falls under Title IX.

#### Quick Links

- [Confidential Support](#)
- [CSU System Cases](#)
- [O'Connor](#)
- [File a Title IX/DMR report](#)
- [File other reports with](#)

**Quick Escape**

(Cal Poly Humboldt Cozen Assessment Team website)