

University Senate

Meeting Minutes for Tuesday, September 12, 2023

Goodwin Forum and Zoom Meeting ID: 818 1954 9462

Chair Woglom called the meeting to order at 3:00 pm. A quorum was present.

Members Present

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

Members Absent

Banks, Deshazier, Gordon, Holliday, Jackson, Pachmayer, Parker, Ruiz

Guests

Maral Attallah, Ana Bernal, Robert Blunt, Jeff Crane, Mira Friedman, Bethany Gilden, David Hickcox, Mark Johnson, Pam Kirschner, Cris Koczera, Mike Le, Peggy Metzger, Cyril Oberlander, Kaitlin Reed, Sterling Russell, Sann Sanchez, Ruhama Tereda, Natalie Treacy, Nicki Viso, Kimberly White, Jeanne Wielgus, Carmen Works, George Wrenn, Arlene Wynn

Announcement of Proxies

A Thobaben for Banks, Ramsier for Deshazier, Cris Koczera for Gordon, Peggy Metzger for Holliday, McGuire for Pachmayer, Mark Johnson for Jackson, Sterling Russell for Parker

Approval and Adoption of Agenda

M/S (Harmon/Mola) to approve the agenda

Motion to approve the agenda passed unanimously

CFA Interruption Statement

Sterling Russell read the Interruption Statement from the California Faculty Association.

Approval of Minutes from May 9, 2023 and August 20, 2023

M/S (Harmon/Aghasaleh) to approve the minutes from the meetings on May 9, 2023 and August 20, 2023

Motion passed unanimously

Consent Calendar from the Integrated Curriculum Committee

The attached Consent Calendar from the Integrated Curriculum Committee was approved by general consent.

General Consent Calendar

The name change of the Department of Chemistry to the Department of Chemistry & Biochemistry was approved by general consent.

Reports, Announcements, and Communications of the Chair

Written report attached

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

Academic Policies Committee (APC)

Written report attached

Appointments and Elections Committee (AEC)

Written report attached

Faculty Affairs Committee (FAC)

Written report attached

Integrated Curriculum Committee (ICC)

The GEAR Program Review is happening this year and there will be a lot of messaging and conversations about that over the course of the year.

University Policies Committee (UPC)

Written report attached

Academic Senate of the California State University (ASCSU)

Written report attached

Associated Students (AS)

The AS President is addressing the CSU Board of Trustees this week about the proposed tuition increase.

Emeritus & Retired Faculty & Staff Association (ERFSA)

Written report attached

Senator M Thobaben requested that Senator Graham's Open Forum comments be referred to by the Senate Executive Committee for action.

Labor Council

Bargaining continues with all the unions. Following the August negotiating, it looked like an agreement could be reached. But after the Chancellor's video to staff the negotiations were unimpressive, as far as what was brought to the negotiating table. Negotiating continues, and we hope that we will get a good agreement for all soon.

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.

Senator Graham read the attached prepared remarks.

Robert Blunt spoke regarding Sundt Construction; his remarks are below:

On behalf of members of Carpenters Local 751, which represents working men and women in Humboldt County, I am requesting a detailed review of Sundt Construction's status as a responsible bidder on California State Polytechnic University, Humboldt's Health, Dining and Housing Building Project #PLY106.

In addition to their history of being sued by other public universities for alleged breach of contract, poor quality and workmanship, Sundt Construction has a history of subcontracting with low-road companies that commit wage theft on public works projects including by failing to accurately report hours and by misclassifying workers.

In July of this year, Local 751 provided the Contracts & Procurement office at Cal Poly Humboldt with a letter detailing these and other serious issues regarding Sundt Construction's business history. The letter also asked the university to notify Local 751 of what steps Cal Poly Humboldt would take to fulfill its responsibility in awarding the Health, Dining and Housing Building Project to a responsible bidder – ensuring it is in compliance with the State's competitive bidding laws. Cal Poly Humboldt has shared with Local 751 no significant steps indicating it intends to comply with those bidding laws.

Which is why I am appealing to this body to implore the administrators of Cal Poly Humboldt to reconsider Sundt Construction's status as an eligible entity for their Health, Dining and Housing Project. Thank you for your attention to this matter and cooperation.

Ruhama Tereda spoke regarding Clayco Construction; her remarks are below:

My name is Ruhama Tereda and I am a researcher for the Nor Cal Carpenters Union. I'm bringing this comment on behalf of Carpenters Local 751, representing construction workers in Humboldt County. I am speaking today to bring attention to Clayco Construction, an out of state contractor on the shortlist of potential bidders for a Cal Poly Humboldt Health, Dining and Housing Project PLY106.

Clayco's documented history including: a worker killed on a Clayco jobsite in Fresno, CA, federal court lawsuits over shorting workers more than one million dollars in wages and penalties, using unlicensed contractors on jobsites, and employing an out-of-state minor on a job site deserve the Senate's attention. These actions occurred in CA and across the country.

Despite numerous ways that Clayco's history has been highlighted including sharing these matters with the Contracts and Procurement team at Cal Poly Humboldt, and Cal Poly Humboldt students publishing an article in their student newspaper, The Lumberjack, detailing Clayco's history we have received no indication of the university's engagement with our concerns. We remain willing to share detailed materials documenting Clayco's history with any interested party and discussing these issues further.

We believe that Clayco's history should disqualify them from working on this public project and we urge the Senate to review Clayco's status as a responsible bidder.

TIME CERTAIN: 3:30-3:45 PM – Update on Title IX Implementation Committee activities and future responses to Cozen O’Connor report (David Hickcox)

The Cozen Implementation Team is going to rename itself. Minutes from the meetings are posted on the Title IX website. The committee plans to develop a communications plan with the intent of being transparent, there should be a minimum of 2 formal communications from the implementation team to campus per semester. They plan to have a draft of the Implementation Plan by December 15th.

The Chancellor’s Office has directed the Title IX Coordinator to design and plan steps for implementation of the recommendations from the Cozen Report. The Implementation Team will review that draft Implementation Plan, then it goes to the Chancellor’s Office, and finally to the President for comment and approval.

TIME CERTAIN: 3:45-4:05– NARCAN Presentation and Abridged Training (Mira Friendman)

Narcan is the brand name for the nasal spray that contains the active drug Naloxone. It is used to prevent opioid overdoses. Naloxone is safe, non-addictive, it can reverse the overdose and save lives. It brings back breathing for about 90 minutes. There were about 70 overdoses in Humboldt County last year. It is encouraged that everyone have Narcan in the medical cabinets, and you can get boxes of it from Mira in Health Education.

Cris Koczera added that UPD carries Narcan and can respond to an unconscious student. Unless someone has been trained, any administration of Narcan would be them serving as an independent individual and not as a formalized function of their role in the University. If someone wants to be trained as part of their role within the university, they should reach out to Risk Management and can start going through the CalOSHA process.

TIME CERTAIN: 4:05-4:20– Introduction to Services to International Faculty (Samm Sanchez)

The attached slideshow was presented.

Resolution Updating the Membership and Duties of the University Policies Committee (01-23/24-CBC – September 12 , 2023 – First Reading)

Discussion about the language of the resolution.

The Resolution will return for a Second Reading.

M/S (Harmon/Miyamoto) to adjourn

Meeting adjourned at 4:37 PM

ICC Consent Calendar

[Business Administration, New Venture Management Concentration, B.S. - Change Concentration/Emphasis Requirements - 22-2043](#). Change the name of the concentration in "New Venture Management" to "Management and Entrepreneurship".

[BA - 430 - 22-2127 - Course Change - Introduction to New Ventures](#). Name change from "Introduction to New Ventures" to "Introduction to Entrepreneurship".

[BA - 432 - 22-2129 - Course Change - Leading Sustainable Ventures](#). Change course name from "Leading Sustainable Ventures" to "Leading Sustainable Businesses".

[ENGR - 226 - 22-2141 - Course Change - Computational Methods for Engineering II](#). Changing prerequisites to accommodate Data Science students in the Area of Application in Engineering as dictated by the external accreditation body ABET.

Current prerequisites: ENGR 225 and MATH 110.

Proposed prerequisites: For Engineering students: ENGR 225 and MATH 110. For Data Science Students: DATA 111, MATH 107, MATH 110, and PHYX 109.

[ENGR - 313 - 22-2160 - Course Change - Systems Analysis](#). Changing prerequisites to accommodate Data Science students in the Area of Application in Engineering as dictated by the external accreditation body ABET.

Current prerequisites: MATH 210, ENGR 115, and ENGR 225.

Proposed prerequisites: For Engineering students: MATH 210, ENGR 115, and ENGR 225. For Data Science Students: MATH 210, PHYX 109, DATA 111, and MATH 107.

[ENGR - 326 - 22-2161 - Course - Change - Computational Methods for Engineering III](#). Changing prerequisites to accommodate Data Science students in the Area of Application in Engineering as dictated by the external accreditation body ABET.

Current prerequisites: ENGR 226 (ENGR 325 taken prior to Fall 2023) and (ENGR 331 or ENGR 333).

Proposed prerequisites: For Engineering students: ENGR 226 (ENGR 325 taken prior to Fall 2023) and (ENGR 331 or ENGR 333) For Data Science Students: MATH 210, ENGR 226 and DATA 311.

[ENGR - 331 - 22-2162 - Course Change - Thermodynamics and Energy Systems I](#). Changing prerequisites to accommodate Data Science students in the Area of Application in Engineering as dictated by the external accreditation body ABET.

Current requisites: Prerequisites: MATH 210 and (ENGR 211 or PHYX 109).
Corequisites: CHEM 109.

Proposed requisites: Prerequisites for Engineering and Data Science Students: MATH 210 and (ENGR 211 or PHYX 109). Corequisites for Engineering Students: CHEM 109.
For Data Science Students: None.

[ENGR - 355 - 22-2163 - Course Change - Energy Systems Engineering Fundamentals.](#)

Changing requisites to accommodate Data Science students in the Area of Application in Engineering as dictated by the external accreditation body ABET.

Current requisites: Prerequisites: ENGR 225 and junior standing or above. Corequisite: ENGR 331.

Proposed requisites: Prerequisites for Engineering Students: ENGR 225 and junior standing or above. Prerequisites for Data Science Students: DATA 111 and MATH 107 and junior standing or above. Corequisite for Engineering and Data Science Students: ENGR 331.

[ENGR - 411 - 22-2164 - Course Change - Energy Project Development and Policy.](#) Changing prerequisites to accommodate Data Science students in the Area of Application in Engineering as dictated by the external accreditation body ABET. Adding an ENGR 313 or DATA 322 corequisite.

Current requisites: Prerequisites: ENGR 331 and ENGR 355 and junior standing or above.

Proposed requisites: Prerequisites for Engineering and Data Science Students: ENGR 331 and ENGR 355 and junior standing or above. Corequisites for Engineering Students: ENGR 313. Corequisites for Data Science Students: DATA 322.

[FISH - 478 - 23-2212 - Course Change - Fisheries and Ecosystem Oceanography.](#) Change the name of the course from "Fisheries Oceanography" to "Fisheries & Ecosystem Oceanography". Co-listed with FISH 578.

[FISH - 578 - 23-2216 - Course Change - Fisheries and Ecosystem Oceanography.](#) Change the name of the course from "Fisheries Oceanography" to "Fisheries & Ecosystem Oceanography". Co-listed with FISH 478.

[GEOL - 103 - 22-2179 - Course Change - The Water Planet.](#) We would like to change the grading mode from Mandatory Letter Grade to Optional CR/NC in the PeopleSoft registration system. Correction is mismatch between the PeopleSoft and Online catalog.

[KINS - 460 - 22-2169 - Course Change - Human Performance Lab Techniques.](#) Adding prerequisite courses of KINS 379, KINS 456 and HED 120. Junior standing or above.

[Kinesiology, Exercise Science Concentration, B.S. - Change Concentration/Emphasis Requirements - 22-2001.](#) Add HED 343 to the list of electives to be consistent with changes made to other concentrations in the 2023-24 catalog.

Hey Cal Poly Humboldt!

I hope y'all had a great Week Three. It was a short one, but felt pretty full to me (like we packed four days into five). I am excited to dive into Senate work with y'all this week, both because of the important stuff on our agenda, but also because I've had an opportunity to talk with a lot of you over the intervening weeks between our last meeting and this one; y'all are awesome people doing awesome things, and I love hearing about it all.

This upcoming Tuesday, we will be hosting Samm Sanchez from Academic Personnel Services who will be joining us to talk about services provided through APS for international faculty regarding procuring Visas and other related needs. Samm is a new hire in APS, joining us this May to help address expressed concerns regarding reported gaps in service essential to successful employment at the University.

We will also be engaging in an introduction to NARCAN, a nasal spray that has recently been approved as an over-the-counter opioid overdose treatment, facilitated by Mira Friedman. We hope to use this opportunity to spread awareness about this potentially life saving medication that is now available campus-wide.

For our weekly time certain regarding the Cozen Implementation Team's work, we will go over some of the organizational discussions we had in our initial meeting, last Thursday, September 6th. We (myself and the other members of the Implementation Team) hope this will be a much needed space for review of planning and subsequent feedback regarding next steps.

We will be addressing our first Resolution of the year, with a first reading of the [Resolution Updating the Membership and Duties of the University Policies Committee](#). This one has been a long time coming, and we appreciate everyone's diligence and patience in relation to this proposed action.

I want to send a huge thank you to Jayne McGuire, the Chair of the Appointments and Election Committee, for drafting a call for nominations for Senate-related committee assignments. We hope to put forward a ballot based on these nominations very soon. If y'all are excited about any of these opportunities to serve, or know of folx in your respective orbits who would be ideal candidates, we would deeply appreciate your making a case for joining us in the meaningful and often deeply rewarding (or at least interesting) work of shared governance on this campus.

In keeping with those pleas for voluntary service roles, the Administrative Affairs Division is soliciting help from a faculty member willing to serve on the search committee for the new Chief of the University Police Department. Please let VP Sherie Gordon or myself know if you or someone you know would be interested in participating in that important process.

Finally, I want to thank Patrick Malloy and Monty Mola for their continued and unerring support in the last couple of weeks (and months, honestly). Monty has been operating above and beyond his roles as Past President and newly-minted Parliamentarian (yay!), keeping me in my lane and letting me know when I'm messing stuff up, all while being super kind and supportive about it. Patrick, too, has been keeping the Senate running smoothly, single handedly, while juggling other responsibilities, in spite of the curve balls I throw his way hourly.

We will be creating a tape mural in Goodwin Forum from 2-3 tomorrow, prior to the Senate meeting. Please stop by if you want to contribute, but absolutely no pressure. Thank you all for your respective service to our students and campus.

jim

CAL POLY HUMBOLDT

University Senate Written Reports, September 12, 2023

Standing Committees, Statewide Senators and Ex-officio Members

Academic Policies Committee:

Submitted by Marissa Ramsier, APC Chair

Members: Julie Alderson, Frank Cappuccio, Harrelle Deshazier, Tyler Evans, Li Qu, Jenni Robinson Reisinger, Mark Wicklund. Vacant: *Two AS Student Reps.*

Meeting Date(s): September 1 and 8, 2023

Meeting Details: The APC focused on refining the draft the Cal Poly Humboldt's first credit for prior learning policy, which is mandated by CSU policy changes and shall provide a means for students to earn credit (actual units) for learning outside of traditional higher education (e.g., workforce training, experiential learning). Work on the policy started in AY 22/23 and went to faculty for initial feedback that year. We aim to have a revised draft ready for faculty feedback soon, with a goal of completing the policy during the Fall 2023 semester. We also discussed potential change in the APC chair to Nicole Jean Hill, who attended the September 8 meeting, with Marissa Ramsier potentially moving to GEAR chair (pending elections/appointments).

Appointments and Elections Committee:

Submitted by Jayne McGuire, AEC Chair

Members:

Meeting Date(s):

Meeting Details:

September 7, 2023

To: Cal Poly Humboldt General Faculty

From: University Senate Appointments and Elections Committee

Subject: Second Call for Nominations for General Faculty Elections and

Appointments

Faculty members are needed to serve on the following campus committees. Committee work will begin at the time of appointment/election during the Fall 2023 semester, unless otherwise noted with an asterisk (*).

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

Nominations are due by September 15, 2023

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>

Elected Position Openings:

INTEGRATED CURRICULUM COMMITTEE; GE AND ALL UNIVERSITY REQUIREMENTS GEAR

- Faculty member, Chair
 - 1.5 units of assigned time per semester
- Faculty member, CNRS

Duties: Please refer to the [ICC Bylaws and Rules of Procedure](#) for detailed information regarding the charge to subcommittees of the ICC.

UNIVERSITY BOOKSTORE ADVISORY COMMITTEE

- Faculty member

Duties: The Bookstore management team will provide ongoing education and information to the Advisory Committee on the development and progress of new initiatives and the functions of the Cal Poly Humboldt Bookstores. Make suggestions to, and engage in dialogue with the Cal Poly Humboldt Bookstore leadership team regarding: customer service, store offerings, course textbooks/materials, supplies, clothing items, collaboration with campus partners, and student and faculty focused initiatives.

UNIVERSITY SPACE AND FACILITIES ADVISORY COMMITTEE (USFAC)

- Faculty Representative from the URPC, 2 year term
- Faculty Member, 2 year term
- Faculty Member, 1 year term

Duties: See [Senate Bylaws](#), Section 11.37

Appointed Position Openings:

CONSTITUTION AND BYLAWS COMMITTEE, CBC

- Faculty Member, 2 year terms

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

GRADE APPEAL COMMITTEE

- Faculty Member, 1 year term

Duties: Consistent with other campus and system policies, and in accordance with Grade Appeal Policy, provide a fair, equitable, and timely process by which students may formally appeal assigned course grades (See Grade Appeal Policy [[VPAA 22-01](#)]).

FACULTY AWARDS COMMITTEE

- Faculty Member (Co-Chair), 1 year term
- THREE Faculty Members, 1 year term

Duties: The committee is appointed to select the nominees for the following Humboldt 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 (CAHSS), 3 year term

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

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

- Faculty Member (CPS), 2 year term
- Faculty Member (CAHSS), 2 year term

Duties: Reviews and selects proposals/applications submitted by faculty and students for various research related competitions on campus. This committee is primarily responsible for reviewing and awarding applications for three main awards:

- Research Scholarship Creative Activity Awards (RSCA)
- CSU Student Research Competition
- McCrone Graduate Student Fellowship & Faculty Scholars Award

Performs other duties when above listed funds are not available or alternative funds are allocated for disbursement. *Please note, faculty elected to this committee are not eligible to submit applications (during their two year term) for competitions which they are responsible for reviewing.

STRATEGIC ENROLLMENT IMPLEMENTATION WORKING GROUP

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

Duties: This team will begin work in the fall focused on guiding the [SEM Plan](#) - tracking, benchmarking, and reporting out progress to campus.

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 for more details if you'd like to attend)

Meeting Details: FAC has met twice to discuss priorities for the upcoming year. One loose end that needs follow-up from the end of last year is the Faculty Awards feedback process which was new this last round. We will be looking at ways to improve that process to prevent it from creating an undue burden on the nominees and committee members and to prevent harm.

If you have anything you would like to add or discuss with FAC, please contact Tim.

2023-24 priorities that are bubbling to the top:

- 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.
 - Establishing a university-wide minimum standard criteria for scholarly/creative activities for tenure.
 - Working to resolve some of the issues noted by UFPC and RTP Standards & Criteria Committee that don't necessarily require new policy, but perhaps guidelines or follow up.
-

Integrated Curriculum Committee:

Submitted by Julia Alderson, ICC Chair

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

Meeting Date(s): Tuesday, September 5, 2023

Meeting Details: The 9/5/23 meeting focused on reviewing last year's ICC End of Year Report. We discussed the list of items to be addressed and began prioritizing the work for this year.

University Policies Committee:

Submitted by Chris Harmon, UPC Chair

Members: Sara Sterner, Sulaina Banks, Shelbi Schroeder, VP Sherie Gordon, Dean Adrienne Colegrove-Raymond, Michelle Williams

Meeting Date(s): 09.12.23 @ 1PM

Meeting Details: The University Policy Committee (UPC) has been working in consultation with the Constitution and Bylaws Committee (CBC) on updating its membership and duties to be more consistent with other standing committees of the Senate. A 1st reading of a resolution is presented today, which proposes to give Ex-officio members the ability to specify designees for meeting attendance, adds membership from Academic Affairs, adds one more voting member from campus staff, and includes updated committee duties. The updated committee duties are centered around giving the committee the ability to *initiate* the drafting process of policy that does not fall into the wheelhouse of any specific standing committee or entity on campus.

Previous UPCs have initiated drafting policy, in consultation with stake-holders, even though this is not prescribed in current UPC membership duties. This resolution will make UPC duties more consistent with practices already established in the committee as well as consistency with other standing committees of the Senate.

Academic Senate CSU (ASCSU):

Submitted by Stephanie Burkhalter and Mary Virnoche, ASCSU Senators

If you have any questions regarding ASCSU activities or the duties of an ASCSU senator, do not hesitate to reach out via email to your ASCSU Senators.

The first ASCSU plenary of 2022-2023 took place on September 7-8, preceded by standing committee meetings on September 6. The CSU [Board of Trustees](#) meeting will take place September 12-13.

During the plenary senators met with Dilcie Perez - Deputy Vice Chancellor of Academic and Student Affairs & Chief Student Affairs Officer, and Nathan Evans - Deputy Vice Chancellor of Academic and Student Affairs & Chief Academic Officer, Interim Chancellor Koester, Leora Freedman, Vice Chancellor for Human Resources, CFA President Charles Toombs, and Genesis Galilea Pompa - CSSA Vice President of System-wide Affairs. Faculty Trustee Darlene Yee-Melichar and ERFSA liaison Jerry Schutte also participated in the meeting.

Highlights of central issues discussed in the plenary:

- The pathway and progress of efforts by the Chancellor's Office to respond to the recommendations of **Cozen O'Connor report and the California state auditor's report** on CSU policy and handling of Title IX cases and cases involving "other conduct of concern." (see details below).
- The recommendations of the [Advancing Black Student Success and Elevating Black Excellence report](#)
- The Chancellor's Office interest/intention to create a "**unified**" **GE pathway for all students based on the Cal-GETC pathway** approved for transfer students as required by AB928 (see more details below).
- Developing a sustainable funding model for the CSU and the **5-year tuition increase plan**, which will be formally proposed at the upcoming Board of Trustees meeting
- CSU response to findings in [California State Auditor report](#) on NAGRA/CalNAGPRA (**Native American Graves and Repatriation Act**)
- Increasing Chancellor's Office support for **recruitment and retention** of students to stabilize enrollment.

The following resolutions received a first reading waiver and passed:

- **AS-3638-23/FA/JEDI In Opposition to California State University Administration Communications Regarding Bargaining:** In light of recent communications from Interim Chancellor Koester to faculty employees about bargaining issues, this resolution insists that the CSU Administration refrain from directly communicating with faculty employees about bargaining with the California Faculty Association, the authorized representative of unit-3 faculty. Management communications that bypass union

representatives to speak directly to employees can be interpreted as infringing on the requirements of good faith bargaining under National Labor Relations Board (NLRB) and California Public Employee Relations Board (PERB) rules

- **AS-3639-23/AA Separation and Timing of Title 5 Changes Relating to CSU General Education Breadth And Cal-GETC:** The ASCSU reiterates its position that CSU GE Breadth and [Cal-GETC](#) are separate issues and that changes to CSU GE Breadth are under the purview of CSU faculty as per the [Higher Education Employee Relations Act \(HEERA\)](#). The ASCSU requests that in its communication to the campuses the Chancellor's Office refrain from creating the impression that alignment of CSU GE Breadth to [Cal-GETC](#) is inevitable or even desirable. The ASCSU asks the Chancellor and the Chair of the CSU Board of Trustees to put Title 5 changes on the agenda of the Board of Trustees in Fall 2023 *only insofar as* they relate to changes that implement Cal-GETC (Section 40405.2 Intersegmental General Education Transfer Curriculum) for transfer students as required by AB 928; and *not* to put Title 5 changes on the agenda of the Board of Trustees *insofar as* they relate to CSU GE Breadth (Section 40405.1. State University General Education--Breadth Requirements) until after the ASCSU has had a robust consultation with the faculty and brought forward a resolution articulating the faculty's position on any change to CSU GE Breadth.
- **AS-3641-23/FGA ASCSU Position on Tuition Policy Proposal:** The ASCSU supports the move to create a Tuition Policy proposal for a sustainable funding model in the CSU which is before the Board of Trustees of the California State University at their September 10-13 meeting; however, the ASCSU request that the Board of Trustees defer the vote on the Multi-Year Tuition Proposal until the impact of such a tuition increase on enrollments and diversity has been analyzed and reported upon. Further, the ASCSU request the Chancellor's Office never bring future tuition increases to the Board of Trustees for a first reading during May or July Board of Trustees meetings so that robust student and faculty input can be obtained via the regular shared-governance procedure

The following resolutions are expected to return for second reading at the next plenary, November 2-3 (links to draft resolutions forthcoming).

- AS-3643-23/AA On CSU GE and the Tenets of Shared Governance
- AS-3644-23/JEDI/AA Strengthening California's Inclusive, Multicultural Democracy by Eliminating Legislation and Policies that Ban Books and Block Citizens' Rights and Engagement
- AS-3642-23/AA Request to the California State University Board of Trustees not to Make Changes to CSU GE Breadth in Title 5 until the ASCSU has Spoken

More Details on Plenary Discussion of Likely Interest and Perhaps Helpful to Cal Poly Humboldt Related Actions

Title IX and Related Campus/System Work

Report from Leora Freedman, VC Human Resources

CO taking a more active role in campus process and reporting given the complexities of the laws and challenge for the system as a whole. At least for the short-term keeping Cozen O'Connor consultants on board given they most intimately know our system challenges and resources.

Campus teams (i-teams). CO creating a list of actions and identifying which will be campus-led actions and which will be led by the CO. Sharing templates and checklists. [Joint Legislative Audit Committee \(JLAC\)](#) of the state legislature recommended to BOT changes to CSU policy: no MPP retreat rights in violation cases; prohibit reference letters in violation cases.

Directive (sent to Presidents in late August and shared with Title IX Officers) that cases that involve VPs, Coaches, and Presidents required to go up to the CO (Senators report they were not aware of this directive). VC to spearhead and regional managers to provide guidance to campuses for CO, given variation in campus staffing. Campuses do need intake and supportive services staff on the ground. Senator Collins recommended academic disciplinary expertise on Title IX related issues (e.g. queer ethnic studies) be leveraged in CO/campus education and process planning. Senator Butler-Byrd concerned about the legal emphasis and protecting the institution, rather than on people and processes focused on communities of care. Further discussion about many behaviors are totally legal, but how do we create structures and norms for developing cultures of shared intervention and change. But you also keep track... because eventually the cumulative effect does rise to legal threshold (e.g. hostile work environment). VC Freedman asked for examples of "most urgent" issues: e.g., making sure campuses are responding right now to real-time cases; identifying cases where outside lead should be involved (e.g. high level admin). Part of the charge of the implementation committees is to figure out who is missing from our expertise base on the committee and how do we gather their knowledge. Senator Boyd asked for reconsideration of the design and population of the campus i-teams. Promise of JLAC and urging that BOT to go further and not put pervasive bad behavior back in the classroom and interacting with our students. Trump Admin requirements for broad investigation has slowed down investigator discretion on fair process. Senator Burkhalter questioned the CO position on limiting employee speech in the workplace. Response: [Education Code allows for discipline and termination for "unprofessionalism."](#) But you have to be clear what rises to that level. Senator Bezdeny questioned the Presidential searches that are closed. Response: we rely on the search firms to do these background checks. We have had candidates withdraw when confidential search is not in practice. Also doing a lot more onboarding with BOT members and Presidents. The University has a responsibility to "respond" to complaints. So the legal interests of the institution are aligned with action. Chair Steffel asks about information

about communications training with case management.... How folk can stay updated on their cases. Response: Hoping to get to people today before their meeting to highlight these communication issues including dead links and wrong information on websites.

[ERFSA Report](#) from Senator Jerry Schutte, CalPERS cybersecurity breach - those retired should have been notified, Long-Term care lawsuit settlement and continued premium payments to remain eligible for refund, and considerations of [faculty retirements and replacement](#).

[CSSA](#) Vice President of Systemwide Affairs, Galilei Genesis Pompa.

On some of the increased tuition revenue marked for SUG, basic needs, and Title IX. Concerns about oversight of funds for equity gap outcomes. They did not get agreement on CSSA request to hold tuition increase to only 2 years and then evaluate. CSSA (like ASCSU) asked for a BOT vote delay. CSSA notes that enrollment will drop with international and undocumented students who do not qualify for financial support. May see middle class students go to CCC or to UC given price tag. CSSA working on real numbers on total cost of attendance. CSSA voted against SB 640 requiring unionization of student workers.

Emeritus & Retired Faculty & Staff Association

Submitted by Marshelle Thobaben, Senate Representative for ERFSA

Members: ERFSA Exc Com,

Meeting Date(s): Sep 7, 2023

Meeting Details: **Humboldt-ERFSA University Senate Report September 11, 2023**

Humboldt-ERFSA Fall 2023 Luncheon Fall Program Schedule

Tuesday, September 12: Honoring Rowing Coach Weise, Assistant Coaches Hyland & Donnell & crew students. *Journey to the National Rowing Championship and Invitation to the White House's Inaugural College Athlete Day.* Humboldt earned its invitation to this year's White House's Inaugural College Athlete Day, which seeks to celebrate the NCAA's national champions across all divisions and sports after winning the NCAA Division II title on May 27 at Cooper River Park in New Jersey, where the Jacks snagged gold in both the Fours and Eights grand finals. The victory brings the third national title in program history back to the North Coast. <https://humboldtathletics.com/sports/womens-rowing>

Tuesday, October 10: AVP Michael Fisher, Facilities Management & CNRS Dean, Eric Riggs. *Status of Cal Poly Humboldt's Physical Planning and Projects.* Updates on Cal Poly's

new and projected physical facilities, and the in-depth planning that helps guide the University in the future. Notable projects are: Craftsman Student Housing , Engineering and Technology Building, Housing Health and Dining Building, Energy Research and Sustainability Building, Eureka EaRTH Center, and others

<https://www.humboldt.edu/about/polytechnic/infrastructure-projects>

Tuesday, November 14: Cal Poly Professor Emerita Betsy Watson, UC Davis Retired Professor Mark Thurmond and Humboldt County Growers Alliance (HCGA) Policy Director, Ross Gordon. *The Humboldt Cannabis Reform Initiative (HCRI), A Controversial Voter Initiative that will appear on the March 5, 2024, Ballot in Humboldt County.* Two opposing presentations on the controversial Humboldt Cannabis Reform Initiative (HCRI) to amend the Humboldt County General Plan to protect residents, landowners, and our beautiful natural environment from harm caused by large-scale industrial cannabis cultivation will be given. Links to the opposing views can be found at: <https://cannabisinitiative.org/>; <https://www.nohcri.com/>

Tuesday, December 12: Executive Director Emma Breacain. *Humboldt Literacy Project.* Humboldt County has an estimated 13,800 adults who are functionally illiterate reading below a fifth-grade level. Another 23,000 people in our county read below eighth-grade level. Since 1981, Humboldt Literacy Project has been working to raise the level of literacy in Humboldt County and improve the quality of life in our community. <https://www.humboldtliteracy.org/>

President and President's Administrative Team Report to University Senate

Tom Jackson, Jr., President

Mark Johnson, Chief of Staff

Sherie Gordon, VP Administration and Finance/CFO

Jenn Capps, Provost and VP Academic Affairs

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

College Colors Day was held on Wednesday, September 6th at the Arcata Community Center from 3-7pm. Students, staff, faculty, alumni and families were invited. Approximately 1,600-1,800 people attended and enjoyed food, music, games, face painting and giveaways. The women's and men's basketball teams volunteered to support the event. One of the highlights of the event was the staff and faculty kickball tournament. Over 90 employees participated and 2 Legit 2 Kick (Advancement and Athletics) topped Kickin' Assets (Administration and Finance) 2 to 0 in the championship game to win the tournament.

Congressman Jared Huffman visited campus on September 7 for a visit with the rowing team. After practice, President Jackson and Congressman Huffman joined the team for breakfast and an inspirational question and answer session.

Community

Part of our strategic growth is an expanded presence within the community, and increased recognition of the Cal Poly Humboldt name and brand. Our campus store locations in Arcata and Eureka are part of that community engagement effort.

- Join us Thursday, Sept. 21 at 4:30 p.m. at The Campus Store on the Arcata Plaza, for our official ribbon cutting event, in partnership with the Arcata Chamber and Arcata Mainstreet. In addition to serving as our primary bookstore location and an Apple products outlet, we are the only certified Apple service center around!
- Be sure to check out The Campus Store Eureka when you attend Friday Night Markets. We are located at 218 F Street in the Ritz Building, one block from the Gazebo. We offer local gifts, Humboldt themed items and Cal Poly Humboldt clothing and gear.

President Jackson and CR President Flamer signed an Memorandum of Agreement with the Hoopa Valley Tribe this month. Amongst an array of issues they agreed to increase the transfer rate, internship opportunities, and communication between the Tribe and colleges.

Academics

Academic Affairs has announced the 2023-24 Accessibility Faculty Fellows, tasked with helping the campus become more inclusive of people with disabilities:

- Dr. Suzanne Pasztor, College of Arts, Humanities & Social Sciences
- Dr. Mari Sanchez, College of Professional Studies
- Dr. Roxann Schroeder, College of Natural Resources & Sciences

Graduate Studies Task Force

Thanks to everyone who expressed interest in serving as a member of the Graduate Studies Task Force. After consultation and careful consideration, the following people have been selected to serve on the Graduate Studies Task Force. They are:

Rouhollah Aghasaleh, CPS Faculty and Senate Representative

Anthony Baker, Budget Representative

Cindy Bumgarner, Dean of the College of Extended Education and Graduate Studies

Carmen Bustos-Works, Dean of Graduate Studies (co-chair)

Terri Fisher, Graduate Studies Coordinator and Administrative Support

Tristan Gleason, CPS Faculty Representative

Margaret Lang, CNRS Faculty Representative

Kyle Morgan, Library Faculty Representative

Kaitlin Reed, CAHSS Faculty Representative

Jenni Robinson Reisinger, Enrollment Management Representative

Amy Sprowles, Faculty Associate Dean of Graduate Studies and Administrative Support

Andrew Stubblefield, CNRS Faculty Representative

Janet Winston, CAHSS Faculty Representative

If you were not selected to participate as a member of the task force, there will be several opportunities to engage with this work throughout the academic year so please stay tuned.

Inclusive Experience

Students The Cultural Centers for Academic Success hosted Students of Color Welcome on Saturday, September 9th on the Cypress Lawn.

Campus

The Division of Enrollment Management & Student Success recently welcomed a large number of new employees to our team, including:

- Financial Aid Specialists: Janelle Brown, Dawn Khepri, and Luis Lara
- Registrar's Office, Call Unit Coordinator: Sherry Wright
- Admissions, Associate Director of Outreach and Recruitment: Matthew Taxman
- Transfer Admissions Specialist: Baron Parks
- Admissions Recruiter, Orange/Riverside: Noah Batchman
- Admissions Recruiter, Bay Area: Paul Castillo
- Admissions Recruiter, Local: Sandy Younger
- Admissions Recruiter, San Diego area: Andrea Santamaria
- EAP Coordinator: Melissa Donner, begins Oct. 1 remotely and Nov. 1 on campus
- Residence Life Coordinators: Matilda Bunchongchitr and Shaun Gilmore
- Student Activities Center Office Coordinator: My Sou

Infrastructure

Student Housing at Craftsman:

The New Housing Project site is busy, the east tower is going vertical this month with the first of many concrete shear walls (primary structure) being poured. The Project is still on schedule to welcome its first students in Summer 2025.

Trinity Children's Center & Child Development Lab:

Our staff, teachers, faculty, students, and children are moving through their third week of operations in their new building. While there are plenty of items that we are still working on to support the closeout of the project, the building has been met with positive reviews. We expect to have a ribbon cutting and open house sometime soon!

A Step By Step Guide to Retain Me

Episode 2

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

As promised, during the Senate Open Forums, I and/ or a colleague of mine will share some glimpse of our lived experiences as BIPOC Faculty. Last week, I gave an overview of the topics and provided you all with some questions at the end to ponder and take action.

The response that I have received has been tremendous. I would like to thank the Faculty Affairs Committee Chair, Senator Miller, and members of the committee as well as many others who reached out and engaged in some level of conversation.

Some may think using this public and somewhat political space to share some anecdotal and personal mini-narratives is inappropriate. We have learned from the Second Wave feminist activist and thinker, Carol Hanisch, that *the personal is political*. I use this as an eye-opening philosophy in my teaching and activism to give voice to the silenced and to realize that the local, domestic, and personal oppressions, anxieties, and discontents are not merely my or your issue, but rather a shared experience among many.

Before I dive into today's topics, I also want to remind you all to listen to every story as these experiences are authentic but do not jump to conclusions or generalizations. Indeed, according to Martha Nussbaum, one mechanism of objectification is called 'fungibility'. Fungibility is an economic term that refers to the ability of a good or asset to be interchanged with other individual goods or assets of the same type. Here, the objectifier treats the objectified as interchangeable (a) with other objects of the same type, and/or (b) with objects of other types. I request my audience to acknowledge the intellectual, material, and other aspects of diversity among us as BIPOC Faculty.

1. Microaggressions in the Classroom:

Many fellow BIPOC professors shared an experience of repeatedly being mistaken for a student by their own colleagues and students. Despite their accomplishments and position, they faced microaggressions that made them feel like they did not belong. For instance, students often assumed they were teaching assistants rather than professors, highlighting the stereotype that professors should look a certain way. Many BIPOC colleagues have to take extra steps to establish their authority as an instructor, colleagues, and scholars. Some may even sound arrogant or nerdy as they are very specific regarding the use of prefixes.

2. Tokenism and invisibility in Department Meetings:

In a department meeting, a BIPOC faculty member noted that they were often the only person of color present. They expressed feeling like a token representative of diversity rather than a valued contributor. I have told several stories of myself having to go last when introducing myself in a Zoom meeting as nobody wants to pronounce my exotic name out of good intentions. I would rather hear my name mispronounced than be invisible. There are also lots of moments when my comments and contributions do not appear on the meeting minutes. It is not offensive to let someone like me know that I am unable to articulate a message clearly. However, it is offensive to nod your head as a sign of comprehension and not record it on the minutes.

3. Navigating Stereotypes in Research:

Many BIPOC researchers shared an experience of facing skepticism from peers about their research interests. Their work centered on a topic related to their own cultural heritage, and some colleagues questioned whether it was *academic* enough. This highlighted the bias that can exist in evaluating research topics from diverse perspectives.

4. Navigating Campus Security Concerns:

Many BIPOC faculty member share concerns about their interactions with campus security. They felt they were more likely to be questioned or treated with suspicion, even on their own campus. This experience makes us keenly aware of the biases that exist in security procedures. I have provided some analysis in my scholarly writings regarding why every time I go through an airport security, I get ‘randomly’ selected for further inspection. It is yet anxiety-triggering when a Campus police officer stops by my office to yell “What’re you doing here on a holiday?” followed by a deep laughter, which was supposed to be a spooky joke.

Like last time, I would like to leave you all with a question as homework until next time:

- Find some faculty meeting notes or minutes and assess if that fairly captures the contribution of your BIPOC faculty colleagues.

Comments to Senate, fall 2023

From: Jim Graham

First, I'd like to let folks know that I support the move for Humboldt State University to become Cal Poly Humboldt. At the same time, I am very concerned that we are not addressing some of the general issues that are causing our enrollment to decline and remain low. I am concerned because just a few years ago we were threatened with becoming "Chico North" or being closed because our enrollment was low. Since then, our enrollment has not recovered and we have increased our budget. I am concerned that if we do not address this situation, we will face becoming an extension office of Chico State or being closed in the next few years. I need to point out that within the US, "at least 44 public or nonprofit colleges have closed, merged, or announced closures or mergers since March 2020" ([Best Colleges](#)).

Eight years ago, in 2015, we had over 8000 students based on fall FTES (Figure 1). This was with our previous university name and before adding the Cal Poly degree programs. Then, we had a change in leadership and our enrollment began to drop. Because of this drop, we were asked to reduce our budget and enrollment continued to drop by a rate of 672 students per year until last year when the Cal Poly transition occurred. This year, our enrollment fell short of the low projection by about 1000 students and because of this we are facing future budget reductions. We have heard that some of the issues that might be limiting our enrollment will be addressed by enrollment management but I believe there are other issues that need to be addressed. If housing is the limiting factor, then we cannot expect enrollment to recover until 2025 when the Craftsman project is planned to be completed. I believe that the Cal Poly transition and the large amount of funding that was spent on marketing and increasing our budget instead of reducing it has caused our decline to temporarily stop. However, we are now facing new budget reductions. I believe there are two general issues that have contributed to low enrollment that we may be able to address.

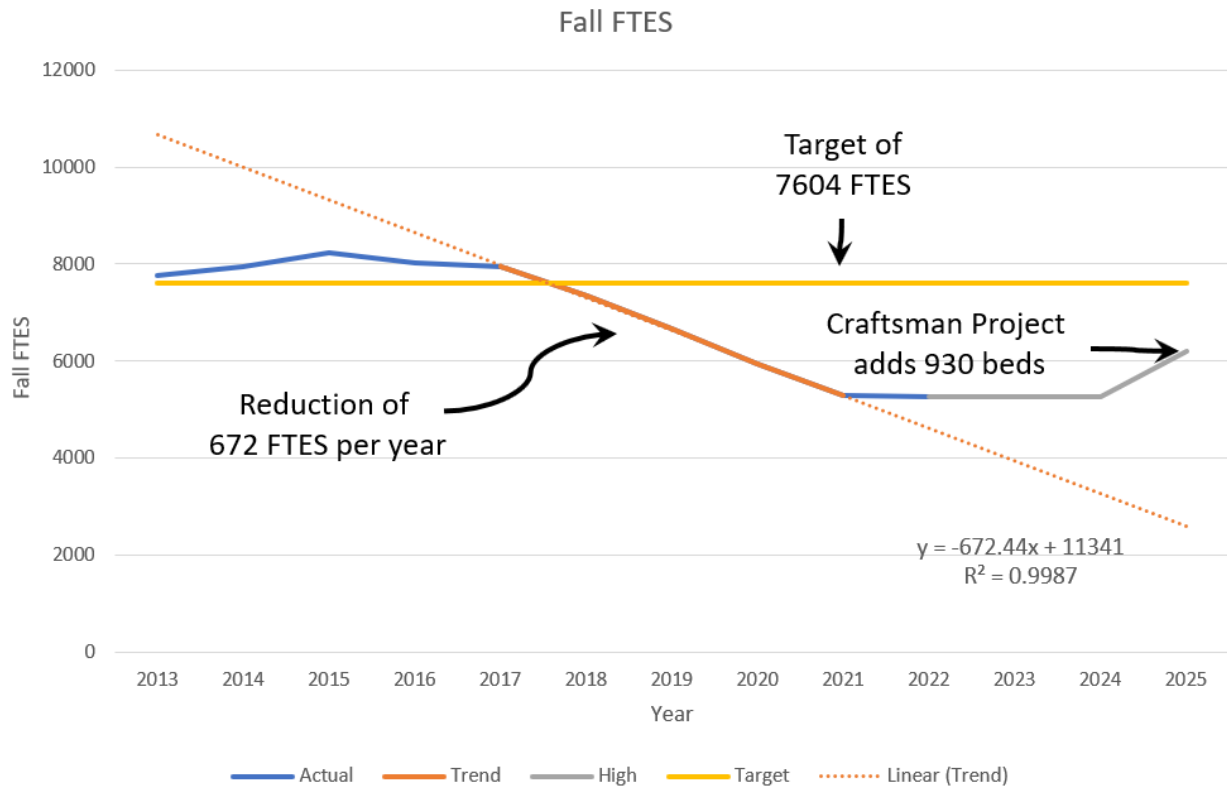


Figure 1. Actual Fall FTES and potential trends for the future.

The first of these is that I have seen a large number of issues that have been raised to senate that do not appear to have been addressed in a timely way. Nine years ago, my self and another faculty raised an issue involving access to network disk space to the president and this was resolved within a year. About this same time, I spoke during the senate open forum on the issue of needing additional coordination between faculty and ITS on academic technology and the senate responded by forming the Academic Technology Advisory Committee which still meets and resolves issues before they need to be escalated. Currently, I am not sure how to raise issues to the president's office and the issues that are raised in senate do not seem to be being addressed in a timely way. Sometimes this results in student protests and often it results in negative press. I believe this negative press is one of the key impacts on our enrollment. In an appendix, I have listed 17 negative articles about our university that I found online in just 20 minutes. All but 2 of these were published last spring.

The second general issue is that efforts to reduce our budget or increase revenue have resulted in enrollment declines. This caused the need for further budget reductions which further reduced enrollment creating a continual decline. Examples of these include:

- Not replacing the Los Angeles recruiters when they left the university
- Charging prospective students for tours of campus
- Reducing funding to marketing
- The way that KHSU was closed

- The way the decision to terminate the football team was made and how it was communicated

At this point I need to say that pointing fingers at individuals will not resolve these issues. I do believe that working together to put processes in place to resolve issues before they become public and making sure budget reductions are done in such a way that they minimize the impact on enrollment can turn this situation around. I am out of time but I hope that within and outside of senate we can discuss the ways that we can put processes in place to make sure we are successful in the future.

Thank you,

Jim Graham

James.graham@humboldt.edu

Negative Press

Below are news articles that I was able to find in 20 minutes of searching the web. Note that all but two of these are from the spring semester of 2023.

Housing Situation

[In a Surprise Move, Cal Poly Humboldt Tells Returning Students They Will be Ineligible for On-Campus Housing Next Semester](#)

- Lost Coast Outpost, February 2023

[‘Cal Poly Homeless’: Does Northern California’s first polytechnic university have the infrastructure to support its growth?](#)

- Cal Matters, February 2023

[UPDATE: Most Cal Poly Humboldt On-Campus Housing to Go Freshmen-Only, Protest Planned](#)

- North Coast Journal of Politics, People, and Art, February, 2023

[Students face uncertain future as Cal Poly Humboldt housing crisis deepens](#)

- KRCR, June 2023

[Homeless at Humboldt? Inside the Looming Student Housing Crisis at Cal Poly Humboldt.](#)

- Best Colleges, March 2023

[Cal Poly Humboldt students outraged over housing crisis](#)

- The Lumberjack, February, 2023

[Cal Poly Humboldt students hold rally against change in housing policy, call for enrollment cap](#)

- Times Standard, February, 2023

Disability Access

[‘The campus is so inaccessible’: Cal Poly Humboldt student sues CSU system for ADA noncompliance](#)

Times-Standard, May 13, 2023

[Disabled Cal Poly Humboldt Student Files Class Action Suit Against University and Entire CSU System Over Accessibility Issues](#)

- Lost Coast Outpost, May 4, 2023

[CPH Student Lawsuit Alleges CSU Campuses Unsafe for Students with Disabilities](#)

- North Coast Journal of Politics, People, and Art, Spring 2023

Basketball Coach Situation

[Basketball coach Tae Norwood accused of verbal abuse, false promises](#)

- The Lumberjack, Spring 2023

[‘Who did the research on his character?’: Basketball players recount instances of alleged misconduct by Cal Poly Humboldt coach](#)

- East Bay Times, April 2023

[Cal Poly Humboldt Investigating Its Men’s Basketball Program Following Reports of Mistreatment](#)

Lost Coast Outpost, March 2023

Title IX

[Cal Poly Humboldt haphazard in response to Title IX, harassment complaints, report finds](#)

- Times Standard, July 2023

[Students frustrated with Title IX assault case handling](#)

- The Lumberjack, September 2022

[Cal Poly Humboldt President Apologizes for Title IX Comments](#)

- Insight into Diversity, November 2022

Retention of Faculty of Color

[‘Encouraged to Leave’](#)

- North Coast Journal of Politics, People, and Art, May 2023

General Immigration Process & Timeline



Academic Personnel Services
SH 208

General Immigration Process When Hiring International Tenure-track Faculty

- An offer is extended to the prospective tenure-track international hire.
- Once accepted, the candidate should immediately notify APS if visa sponsorship is required.
- APS then contacts our attorney and begins collecting the needed information and documents from the new hire to file the H-1B visa petition.
- The attorney files the visa petition and we wait to hear back from USCIS.
- Processing for the visa should usually take 14 business days; please note that this is due to filing the application with premium processing.

General Immigration Process When Hiring International Tenure-track Faculty

- It is recommended that we also file the Prevailing Wage Determination (PWD) with the Department of Labor (DOL) at the same time as the H-1B petition is filed with USCIS. This ensures that we receive the PWD and are able to file the Permanent Labor Certification (PERM) application within the 18 months from the offer letter date; which is the time frame allotted by the DOL.
- The PWD processing timeline is currently holding at around 10 - 12 months. This is why it is highly recommended that we file the PWD with the DOL at the same time as we are filing the H-1B petition with USCIS.

Please note the attorney has noticed a slight decrease in the processing time for the PWD, so we are hoping that this time frame will improve with the DOL.

General Immigration Process When Hiring International Tenure-track Faculty

- Once the PWD is received, the attorney provides a draft of the PERM application for approval by the faculty member before filing the PERM application.
- The processing time for PERM applications has been holding at around 8 - 12 months.
- Once the PERM certificate is received, our office will provide the DOL issued PERM certificate to the faculty member for them to retain their own attorney and proceed with the Permanent Residency process, should they choose.

Things APS Has Been Working on to Improve This Process

- AVP for Faculty Affairs provides the visa policy to all candidates during the interview process.
- One-on-one meetings with internationally hired faculty members.
- Providing additional support to internationally hired faculty members during the visa process, and their adjustment at the university and community.
- We are building a resource booklet that provides information on the various aspects of the visa filing process.
- We are updating the information that is provided on the University's website with regards to hiring international tenure-track faculty members.

**Cal Poly Humboldt
University Senate**

Resolution Updating the Membership and Duties of the University Policies Committee

01-23/24-CBC –September 12 , 2023 – First Reading

RESOLVED: That the University Senate of Cal Poly Humboldt recommends that the membership duties of the University Policies Committee (UPC), as defined in the University Senate Bylaws and Rules of Procedure, be revised to make membership more representative and to explicitly acknowledge and allow committee participation in the drafting of university policy.

RATIONALE: *The University Policies Committee’s function is to oversee and bring policy recommendations to the Senate after policy has been drafted by experts and reviewed by stakeholder and the UPC. This revision updates membership to include the Vice President for Academic Affairs (or their designees), Vice President for Administration and Finance (or their designee), and the Vice President for Enrollment Management and Student Success (or their designee) and an additional staff member (non-MPP). This will ensure a more inclusive committee that is well-represented by divisional leadership, faculty, staff, and students. This revision also makes explicit that the UPC may initiate the drafting process and actively involve committee members in policy development when the Senate Executive Committee and/or the UPC Committee chair deem this to be appropriate.*

Current membership:

11.82 Membership: The membership of the University Policies Committee shall be as follows:

- Chair of the Committee (elected by the Senate)
- Two (2) faculty members, appointed by the Appointments and Elections Committee
- One (1) Staff Senator appointed by the Appointments and Elections
- Committee (if no Staff Senator is available, nominations for non-MPP staff members will be requested from the Staff Council for appointment by the Appointments and Elections Committee)
- One (1) Student member, appointed by Associated Students.
- Vice-President for Enrollment Management and Student Affairs (nonvoting)
- Vice-President for Administrative Affairs (non-voting)

Revised membership:

11.82 Membership: The membership of the University Policies Committee shall be as follows:

- Chair of the Committee (elected by the Senate)
- Two (2) faculty members, appointed by the Appointments and Elections Committee
- One (1) Staff Senator appointed by the Appointments and Elections Committee (if no Staff Senator is available, nominations for non-MPP staff members will be requested from the Staff Council for appointment by the Appointments and Elections Committee)

- One (1) Student member, appointed by Associated Students
- Vice-President for Enrollment Management and Student Success (non-voting) or designee
- Vice-President for Administrative Affairs (non-voting) or designee
- Vice-President for Academic Affairs (non-voting) or designee
- One (1) non-MPP Staff member, appointed by Staff Council

Current duties:

11.84 Duties:

- i. The Committee shall review policy items addressing all University policies that do not fall under the purview or charge of the other Senate standing committees.
- ii. The Committee shall oversee the implementation of the University policy process and recommend to the Senate any changes that might be needed to ensure a transparent, efficient, and clear policy process rooted in principles of shared governance.

Revised duties:

11.84 Duties:

- i. The Committee shall review policy items addressing all University policies that do not fall under the purview or charge of the other Senate standing committees.
- ii. The Committee shall oversee the implementation of the University policy process and recommend to the Senate any changes that might be needed to ensure a transparent, efficient, and clear policy process rooted in principles of shared governance.
- iii. The Committee may initiate the policy drafting process and will actively involve the necessary interested parties in policy development when such is deemed appropriate and necessary after consultation with the Senate Executive Committee.