

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, Banks, Bell, Benavides-Garb, Burkhalter, Cappuccio, Deshazier, Gordon, Graham, Harmon, Lancaster, McGuire, Miller, Miyamoto, Mola, Ramsier, Schroeder, Stelter, A. Thobaben, Tillinghast, Virnoche, Woglom

Members Absent

Capps, Holliday, Jackson, Pachmayer, Parker, Ruiz, M. Thobaben

Guests

Maral Attallah, Ana Bernal, Desdemona Cardoza, Nicole Jean Hill, Gay Hylton, Mark Johnson, Pam Kirschner, Mike Le, Ethan Levering, Sarah Long, Bori Mazzag, Peggy Metzger, Cyril Oberlander, Heidi Riggio, Sterling Russell, Kimberly White, Jeanne Wielgus, Janessa Woolley, Carmen Works, Jianmin Zhong

Announcement of Proxies

Kim White for Capps, Peggy Metzger for Holliday, Mark Johnson for Jackson, McGuire for Pachmayer, Sterling Russell for Parker, A. Thobaben for M. Thobaben

Approval and Adoption of Agenda

The agenda was adopted.

CFA Interruption Statement

Jaime Lancaster read the Interruption Statement from the California Faculty Association.

Approval of Minutes from September 12, 2023

M/S (Harmon/Lancaster) to approve the minutes from the meetings on September 12, 2023

Motion passed unanimously

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)

Written report attached

Appointments and Elections Committee (AEC)

The committee met on Friday and was able to appoint several positions. The second round of ballots came out today. The Constitution & Bylaws Committee and Faculty Awards Committee still have vacancies, so please direct anyone who is interested to the AEC.

Constitution and Bylaws Committee (CBC)

No report

Faculty Affairs Committee (FAC)

Written report attached

Integrated Curriculum Committee (ICC)

Written report attached

University Policies Committee (UPC)

No report

University Resources and Planning Committee (URPC)

Written report attached

Discussion about the Early Exit Program. It's still in the very early planning stage.

Academic Senate of the California State University (ASCSU)

Have committee meetings coming up in the next week.

Associated Students (AS)

No report

California Faculty Association (CFA)

No Report

Office of Diversity, Equity, and Inclusion (ODEI)

No Report

Labor Council

Bargaining continues. Information is posted to the union websites.

Staff Council

Written report attached

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.

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

The Title IX Office is working on recommendations related to specific administrative tasks, such as updating letter templates, expanding use of the case management system, and mapping out the complaint process. This will be made visible with the posting of spreadsheets to track each recommendation, which will be available by the next update.

The Title IX Office attended a SAPC Policy Committee session and the Implementation Team will have a meeting with the Chancellor’s Office and Cozen Representatives on October 9th to discuss communication and implementation plans.

Resolution Updating the Membership and Duties of the University Policies Committee (01-23/24-CBC – September 26 , 2023 – Second Reading)

Senator Harmon summarized the changes that the resolution makes.

Senate vote to approve the Resolution Updating the Membership and Duties of the University Policies Committee *passed*

Ayes: Alderson, Banks, Bell, Benavides-Garb, Burkhalter, Cappuccio, Deshazier, Graham, Harmon, Holliday, Lancaster, McGuire, Miller, Miyamoto, Mola, Pachmayer, Parker, Ramsier, Schroeder, Stelter, A. Thobaben, M Thobaben, Tillinghast, Virnoche, Woglom

Nays: none

Abstentions: Aghasaleh, Capps, Gordon, Jackson

TIME CERTAIN: 4:00-4:30 PM – Course Equity Portal by Desdemona Cardoza and Heidi Riggio from the Chancellor’s Office

Desdemona Cardoza and Heidi Riggio gave the attached presentation.

M/S (Mola/Harmon) to adjourn

Meeting adjourned at 4:50 PM

Hello Cal Poly Humboldt!

Congratulations on completing the first third of the Fall Semester of 2023! This semester feels incredibly fast paced to me, so the opportunity to check in with y'all through our biweekly meeting is kind of a gift, allowing a space and time to see what we are working on and aspiring towards. As such, I so look forward to this week's Senate Meeting, as the work of our Standing Committees is getting underway in a meaningful and impactful way, and getting to hear about the deliberation and collaborative change in our policies and practice is exciting.

I wanted to thank Senator Thobaben for her suggestion during the last Senate meeting (and through a follow up email) for SenEx to discuss Senator Graham's statement and corresponding document from that meeting's Open Forum. We discussed those texts at the last Senate Executive Committee meeting, and through our conversations determined that Dr. Chrissy Holiday's role as Vice President of Enrollment Management and Student Success most directly correlated to the ideas and concerns conveyed therein. Dr. Holiday has volunteered to follow up with Dr. Graham, and to present on Enrollment-related questions at an upcoming Senate meeting. Please, all y'all, continue to bring us your ideas and worries and whatever else so that we can address them together through shared governance.

In keeping with that request, I also wanted to express appreciation to SenEx in general. We covered a broad swath of concepts and concerns during our meeting on September 19th, and worked through so much together that this week's Senate meeting subsequently has a much more manageable agenda than I had anticipated. Beyond those Committee reports I alluded to above, we will have two guest speakers, Heidi Riggio and Desdemona Cardoza from the Chancellor's Office, who will be introducing the Course Equity Portal (CEP) and seeking faculty feedback in anticipation of Humboldt joining the pilot adoption of this tool. We will also, finally, be voting on [Resolution Updating the Membership and Duties of the University Policies Committee](#) (01-22/23-CBC – September 26, 2023 – Second Reading). Thanks to Senators Harmon and Aghasaleh for moving this legislation forward.

For our pre-Senate-Art-Thing this week, I am going to be running a 30 minute Task Party based on the work of Oliver Herring , with the help of some amazing art ed students. Check out this [video](#) to see what's in store. Looking forward to making a mess with y'all.

jim

CAL POLY HUMBOLDT

University Senate Written Reports, September 26, 2023

Standing Committees, Statewide Senators and Ex-officio Members

Academic Policies Committee:

Submitted by Nicole Jean Hill, APC Chair Pro Tem

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 22, 2023

Meeting Details: The APC continued to refine 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. The revised draft for campus-wide feedback is now ready and an email will be sent out the week of September 26, 2023 containing a link to the draft and a feedback form.

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 determined two early priorities for the year. We will be looking at improving the Faculty Awards feedback process, which was first implemented last year. We are also looking at the student feedback of teaching experiences with two major goals: reduce the possibilities for bias to affect the ratings, increase response rate. Response rate is tied to reducing bias (larger sample size means less effect caused by bias), and will also likely require an overhaul of the questionnaire, including reducing the questions and/or customizing the questions to each department. [CSU Fullerton has a method](#) we are looking at as well as a [white paper written by an organization that looked into reducing bias in the student evaluation process](#) there.

If you have any suggestions or questions about either of these priorities or have other feedback, please reach out to Tim at tim.miller@humboldt.edu.

Integrated Curriculum Committee:

Submitted by Julia Alderson, Interim 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 19, 2023

Meeting Details: ICC discussion on 9/19 focused on various topics, including the implementation of the new syllabus policy. Specifically, we talked about how syllabus review should fold into Program Review activities (as stated in the new policy). This led to much general discussion about how to communicate out new elements that were introduced with the recent policy update. We also discussed current and future processes for ensuring cross-departmental consultation for course/program changes, and also picked back up discussion around refining our process for designating courses as related to themes of sustainability.

Please note: Carmen Bustos-Works reported out to the committee that the Health Advocacy program that was approved by the Senate last spring has been paused. The newly established Health Task Force will be considering current and future health-related program needs and will bring forward recommendations for moving forward. More to follow on that!

University Policies Committee:

Submitted by Chris Harmon, UPC Chair

Members: Chris Harmon, Shelbi Schroeder, Sulaina Banks, Michelle Williams, Sara Sterner

Meeting Date(s): 09.12.23

Meeting Details: no report

University Resources and Planning Committee:

Submitted by Jaime Lancaster, URPC Co-Chair

Members: Jaime Lancaster, Jenn Capps, Amy Spowles, Dave Janetta, Sarah McCue-Green, Jeff Crane, Sherie Gordon, Chrissy Holliday, Frank Whitlatch, Samuel Parker, Vincent Zavala, Amber

Blakeslee, Melanie Bettenhausen, Anthony Baker Ortiz, Kendra Higgins, Michael Le, Brigid Wall, Patrick Orona, Nate Cacciari Roy.

Meeting Date(s): September 22, 2023

Meeting Details:

We are beginning the planning process for the AY 23/24 URPC forum series and are currently in the process of identifying dates/times. The purpose of the forum series is to inform the campus community on the state of the budget and the budget planning process as well as to solicit feedback.

At our last meeting, Amber Blakeslee presented a year-end budget overview and discussed the 24/25 CSU budget planning process including a discussion of implications from the newly approved CSU tuition increase. We also discussed the proposed Early Exit Program its potential budgetary implications.

The President's charge to the URPC for AY 23/34 is as follows:

- University Resource Allocation Model (Completed by December 2024 but ready for a July 1, 2025 implementation).
- To partner on efforts to identify strategies to support the campus in identifying short and long-term strategies for cost savings, cost avoidance and alternative revenue strategies. An immediate focus is on the exploration to implement an Early Exit Program (EEP).
- To partner on multi-year planning.
- To continue efforts in educating the campus community on state, CSU and campus fiscal matters through platforms such as the success forum series.

Staff Council:

Submitted by Senator Sulaina Banks

Members:

Meeting Date(s): September 21, 2023

Meeting Details:

- [National Transfer Student Week](#) is from October 16, 2023 - October 20, 2023
 - Staff Appreciation Week is from May 28, 2024 - May 31, 2024
-

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

- Sergeant Janelle Jackson recently graduated from an eight month leadership program at the Sherman Block Supervisory Leadership Institute (SBSLI). SBSLI is a program designed to stimulate personal growth, leadership, and ethical decision-making in California law enforcement front-line supervisors. Designed and implemented in 1988 through the efforts of California law enforcement professionals and top educators and trainers. The SBSLI is an intense program based on experiential learning techniques. Students are challenged to learn new ways to resolve issues through group and individual work. If you see Janelle on campus, please congratulate her on this important professional milestone and commitment to develop professionally.
- The Enrollment Census date was September 18th. Although the final numbers are not compiled, it looks as if we will have a 2% enrollment growth. This is great news, since many of the CSU campuses are suffering a decline in enrollment.

CAMPUS/COMMUNITY

Enrollment Management & Student Success welcomes the newest members of the team:

- Residence Life Coordinators: Matilda Bunchongchitr & Shaun Gilmore
- Student Activities Center Office Coordinator: My Sou
- Dean of Students ASC: Noel DiBenedetto

The Division of Administration and Finance is working to stabilize UPD staffing. Below are the incremental steps towards building the team in this challenging staffing environment:

- Joseph Conlin, Police Officer
- Dell Tompkins, promoted to Sergeant. He will join Sergeant ranks with Chance, Janelle and Andy.

In a future report, we will introduce you to our new dispatch team who have been quick learners, vibrant and a great compliment to Jennifer Gomes.

The Division of Administration and Finance is relaunching the UPD leadership recruitment with the support of [Spellman Johnson](#). We will be searching nationwide for an Associate Vice President for Safety and Well-Being. The advertisement will launch the week of September 25th and close on October 24th. The committee will host finalists the week of November 27th. We are still searching for faculty representation. The university will be very strong in Accounting with the leadership of Sarah Long, University Controller, and the addition of Jim Schultz. Jim has significant experience in Accounting and has chosen a career path as an Assistant Controller. He has been a tremendous asset thus far in his short tenure. The other accounting positions are result of a reimagined partnership with SPF:

- Jim Schultz, Assistant Controller
- Alexandra (Alex) Culler, SPF Accounts Receivable Tech II
- Heidy Lopez, Accounting Technician II

ACADEMICS

Please join us in Goodwin Forum on *Wednesday, October 4, 2023*, from 5:00-7:00 p.m. for a ceremony and reception with beverages and light refreshments to enjoy and celebrate faculty who received tenure, promotion, or range elevation effective in AY 2022-23. If you are planning to attend, please [RSVP here](#) by *Friday, September 29, 2023*.

Brian D. Tripp Papers- Special Collections

Cal Poly Humboldt Library Special Collections is excited that the **Brian D. Tripp Papers** are available to researchers. **Brian Duane Tripp** (1945-2022), a member of the Karuk Tribe, was an internationally renowned artist, poet, traditional singer, and dancer. To celebrate the collection and Brian's life, the library will exhibit his artwork and papers in the library lobby from *September 20th to October 15th, 2023*. There will be an exhibit opening on *Thursday, September 21st at 5 pm*. Everyone is invited to enjoy refreshments and artwork in the library. See the attached flyer for more details.

INCLUSIVE EXPERIENCE

Reimagining Accessibility Services In the summer of 2023, the university [announced the creation of the Campus Disability Resource Center](#) (CDRC). In an effort to evolve and ensure our campus is a truly inclusive environment we have partnered with [Grand River Solutions](#) for consultative support in the below areas:

- **Refinement of Processes:** Assist the university with crafting internal workflows and public process guides, ensuring alignment with the best practices in ADA/504 compliance and disability inclusion.
- **Extensive Training:** The University's Accessibility Advisors will receive thorough training, encompassing the intricacies of student accommodation processes, faculty obligations, and employee accommodation duties.
- **Enhancement of Documentation:** Review and streamline various forms and public documents, aligning them with contemporary best practices.
- **Integrative Systems:** In coordination with campus stakeholders, will assist in the seamless transition to a new case management system, aiming for efficient accommodation case management.
- **Collaborative Efforts:** Assist the CDRC leadership with ensuring disability access and compliance across all corners of the institution.
- **On-Demand Training:** The campus stakeholders will benefit from on-the-spot training sessions covering a wide range of topics from the Americans with Disabilities Act to the nuances of emotional support animals.
- **Institutional Strategy:** The consultants will also play a pivotal role in conducting a 5-year review as required by the OFCCP and provide insights for shaping the permanent ADA/504 Coordinator role

INFRASTRUCTURE

New Dining Options on Campus

Have you noticed the improvements to our various dining locations around campus? If not, some items of note:

- Dining now has kiosks for ordering at Library Café, Kinetic Koffee, College Creek Marketplace and Humboldt Street Subs in addition to the Boost mobile ordering app (on Google and Apple Stores)
- \$7.99 value meals are now available at the College Creek Marketplace Urban Revolution counter
- Check out the new Grab Goodness station in the Depot for grab and go pre-packaged light meals
- Hey Juans is now offering breakfast burritos in the Depot
- Vedge Craft in the Depot is now offering smoothies. Try the Banana Slug, Redwood Sunrise and Green Goddess options, or try the build-your-own smoothie option. More smoothie supplements and enhancements are coming soon!
- The Giant's Cupboard convenience store in the JGC 1st floor Recreation Room is open daily 5pm to 12am for all your quick snacks, sundries and frozen meals. This is a great option for students on the North side of campus
- Be sure to check out all the new affordable starter meal plans for staff and faculty starting at only \$50 at: <https://dineoncampus.com/calpolyhumboldt/purchase-a-meal-plan>

INNOVATION AND SUSTAINABILITY

Cal Poly Humboldt was recently rated one of the top 10 master's campuses overall for our sustainability efforts by AASHE in the Sustainable Campus Index 2023 (we are #5 out of ten on a list):

Master's Institutions

Top Performers

Rank	Institution	Score	Rating	Location
1	Thompson Rivers University	86.17	Platinum	Kamloops, BC
2	The American College of Greece	81.87	Gold	Athens, Greece
3	California State University, Chico	79.37	Gold	Chico, CA
4	California State University, Northridge	72.65	Gold	Northridge, CA
5	Cal Poly Humboldt	72.07	Gold	Arcata, CA
6	San Jose State University	71.91	Gold	San Jose, CA
7	California State University, Los Angeles	70.79	Gold	Los Angeles, CA
8	Coastal Carolina University	70.62	Gold	Conway, SC
9	Pratt Institute	70.27	Gold	Brooklyn, NY
10	Southern Oregon University	70.01	Gold	Ashland, OR

The Sustainable Campus Index highlights the most sustainable colleges and universities in 17 impact areas and overall by institution type, as measured by the [Sustainability Tracking, Assessment & Rating System \(STARS\)](#). Access the [full AASHE Sustainable Campus Index 2023 report here](#). Note that these results are based on our 2020 report score, as they pulled data for this before we finalized our 2023

report in May, so we are actually doing better than what is reflected here. We look forward to sharing this more broadly to the campus community and beyond.

Coming Soon: Advising and Student Engagement Software!

Last year, in response to needs expressed by faculty and staff advisors across the campus, eight software solutions for Advising and Student Engagement were identified and evaluated. The Selection Committee consisted of more than 15 individuals, including administrators, faculty from the three colleges, advising groups, the registrar's office, and staff and students from seven programs/departments.

The committee identified critical attributes needed to support both our current advising process and our desired future state of advising on campus. Each of the software options was evaluated after a live demonstration and scored based on the critical attributes. A second scoring round was done with the top three options, and live demos were open to all campus faculty and staff. Each finalist also went through an ITS security review and an accessibility review.

As a result of this collaborative, extensive effort, we are excited to announce that our campus will be moving forward with implementing **Slate** as our new Advising and Student Engagement software solution. Although Slate is currently being used by other departments on campus, this will be a new iteration and implementation and involve software designed specifically for advising and student engagement. Currently, the implementation team is recruiting support and collecting data about the advising process and experience to begin shaping our campus iteration of Slate for advising. The first phase will focus on designing the dashboard; the second phase will involve small groups piloting the software and then onboarding the campus as a whole.

A Step By Step Guide to Retain Me

Episode 3

Rouhollah's Comments for the Senate on 9/26/2023

As promised, during the Senate Open Forums, I and/ or a colleague of mine will share some glimpses of our lived experiences as BIPOC Faculty. Last week, I discussed invisibility and provided you all with homework at the end to ponder and take action.

I stand before you today to discuss a topic that often goes unnoticed, yet deeply affects the daily lives of many of us-- racial anxiety. To shed light on this issue, I draw inspiration from the thought-provoking movie "Get Out." While the film may seem like a horror thriller, it serves as a chilling metaphor for the experiences of BIPOC faculty members in academia.

"Get Out" masterfully portrays the unsettling experience of being in a predominantly white environment where one's identity is under constant scrutiny, and this can resonate with the everyday lives of BIPOC faculty. In the film, the protagonist, Chris, visits his white girlfriend's family, and as a Black man, he quickly becomes aware of the eerie, underlying racial dynamics at play. In academia, many of us can relate to this feeling of being an outsider in a predominantly white institution, where we are often the only person of color in the room.

Like Chris, we often find ourselves navigating a complex web of microaggressions, stereotypes, and tokenism. We might be asked to speak for our entire race or ethnicity as if we were representatives of a monolithic group. This pressure can be exhausting, much like the psychological torment Chris experiences in the film. The only Black bodies in the house are the estate's Black housekeeper Georgina and groundskeeper Walter.

In part of the movie, dozens of upper-class white people arrive for an annual get-together, and express admiration for Chris' physique and for Black figures such as Tiger Woods. Interestingly, an art dealer who has gone blind in his old age takes a particular interest in Chris' photography

skills instead of his race. Chris meets another black man, Logan, who behaves strangely and is married to a much older white woman. Chris tries to photograph Logan inconspicuously, but when his flash goes off, Logan becomes hysterical, shouting at Chris to "get out" and seeming to try to attack him. Just like Chris, when I become too much of a troublemaker, I can sense those cries in our fellow BIPOC faculty who tell me to get out.

I need to confess that this level of anxiety is beyond most people's tolerance to speak up and to share. I am coming from a shark-infested waters. I have lived in life-threatening situations. I was born in the middle of the longest war of the 20th century. We had packaging tape on every window because glass would shatter after each Iraqi airforce raid above the city. The anxiety was not about whether there would be power or water when we woke up. The question was whether there would be a roof over our heads. Kids were not too concerned if their parents (especially fathers) came home with bread or food. The concern was whether they come back alive. We were told not to ask about other kids' fathers at schools because it was likely that there were kids whose fathers were killed in the war or were severely injured.

In "Get Out," we witness the disturbing phenomenon of white individuals commodifying Black bodies, a concept that resonates with the way some institutions tokenize diversity without addressing systemic racism. BIPOC faculty may find themselves in situations where they are valued more for their racial identity than their expertise, leading to feelings of objectification and dehumanization.

Furthermore, the "sunken place" from the movie can be seen as a metaphor for the feeling of powerlessness and isolation that can come with being a faculty member of color in academia.

Our voices may be silenced, our perspectives ignored, and our contributions diminished, leaving us feeling trapped and unable to effect meaningful change.

Just as Chris's journey in "Get Out" serves as a powerful allegory for racial anxiety, we must recognize that our own experiences are rooted in a broader societal context. Systemic racism and bias permeate every facet of our lives, from the classroom to the boardroom. As BIPOC faculty, we often grapple with the weight of this reality, just as Chris confronts the horrifying truth about his girlfriend's family.

Yet, there is hope. "Get Out" reminds us that confronting the uncomfortable truths about racism is the first step toward liberation. At Cal Poly Humboldt I know wonderful humans who go above and beyond to embody cultural humility. I would like to have a few thank-you notes here: Thanks to Rosa, the awesome HGH maintenance person, who keeps the building spotless for not minding the bidet bottle that I hide in the gender-inclusive restroom!

Thanks to HGH residents who do not give me weird looks every noon when I walk in my flip-flops to the bathroom to wash my face, arms, and feet before I do my prayers! Yes, I do wash my bottom every time I use the restroom, and wash my feet a few times a day. That is a cultural and religious practice of hygiene.

Thanks to all colleagues at SPF, SOE, and other divisions who reached out to me last Spring and expressed sorrow for scheduling events on the day of Eid!

Homework for this week is to watch the movie Get Out (2017) and think about identifying anxiety-triggering moments for your BIPOC colleagues.

**Cal Poly Humboldt
University Senate**

Resolution Updating the Membership and Duties of the University Policies Committee

01-23/24-CBC –September 26 , 2023 – Second 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.

Equity Gaps in the CSU: The Course Equity Portal


Monika Kress (Physics and Astronomy, San Jose State)

Vanessa Lopez-Littleton (Health, Human Services, Public Policy; ASCSU)

Steve Rein (Statistics, Cal Poly San Luis Obispo; ASCSU)

Heidi Riggio (Psychology, Cal State LA; ASCSU)



The background of the slide features a photograph of a modern, multi-story building with a grid of windows. To the left, several tall palm trees are visible against a clear sky. The entire image is overlaid with a semi-transparent red filter. The text is centered on the left side of the image.

The CSU Mission is to educate Californians, especially those with lower access (i.e., less social and financial power).

Equity gaps in the CSU are evident, with underrepresented minority (URM), first-generation, and Pell Grant recipient students receiving more DFW grades than non-URM, non first-gen, and non-Pell recipient students

GI 2025 Equity Goals & Priorities,
11/21





How can the Course Equity Portal help faculty address such gaps?

The Course Equity Portal provides information to each faculty member about equity gaps that may or may not exist in the courses they teach.



Who has access to my data?

Only you can see your course data in the Portal. Administrators, staff, and other faculty cannot access your Course Equity Portal information.



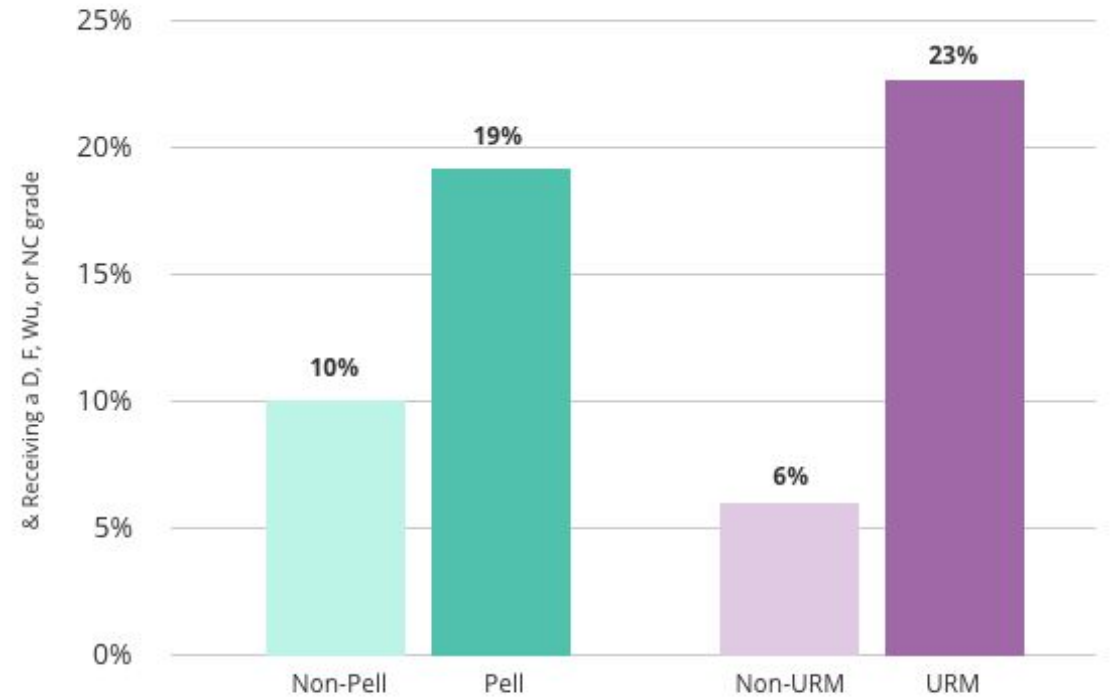
How does the Course Equity Portal work?

The Portal algorithmically determines if there are equity gaps in a course by URM, 1st generation, or Pell recipient status, or gender within a course. Only gaps with a sufficient effect size are identified.

Examples of Possible Findings

- 1 Pell students having a lower/higher DFW rate than non-Pell students in a section.

For your SOC 319 sections in Fall 2021,
There were indications of equity gaps in D, F, Wu, or NC grades received by Pell and URM students.

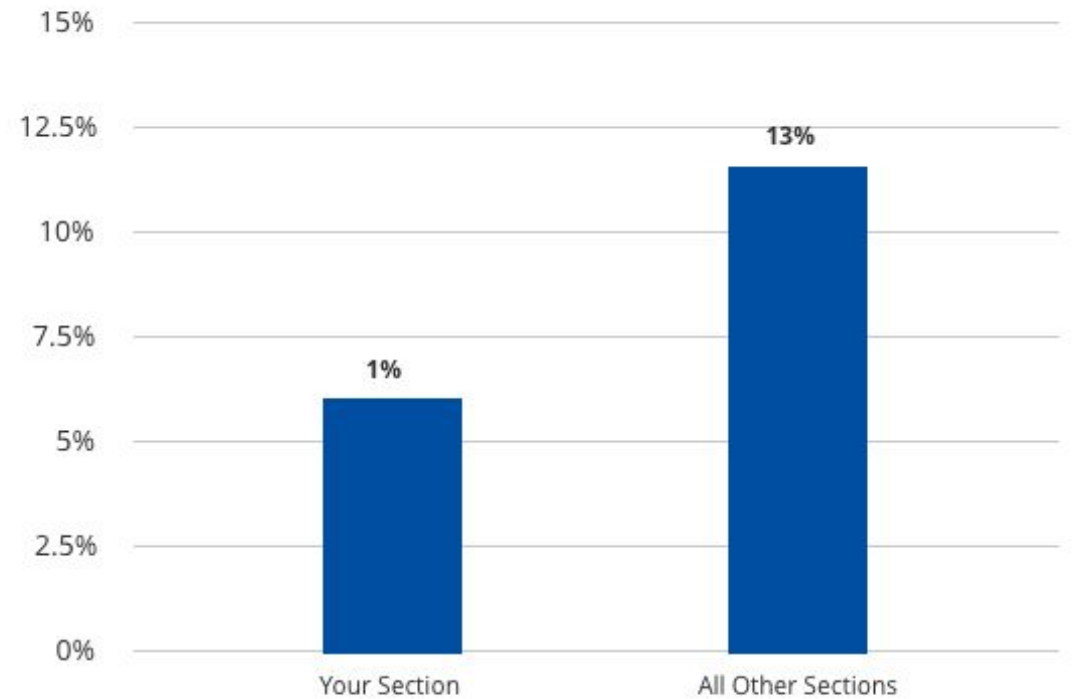


Examples of Possible Findings

- 1 Pell students having a lower/higher DFW rate than non-Pell students in a section.
- 2 Greater/fewer DFW rates in other sections of a course compared to one's own.

For your SOC 143 sections from
Spring 2021 to Fall 2021,

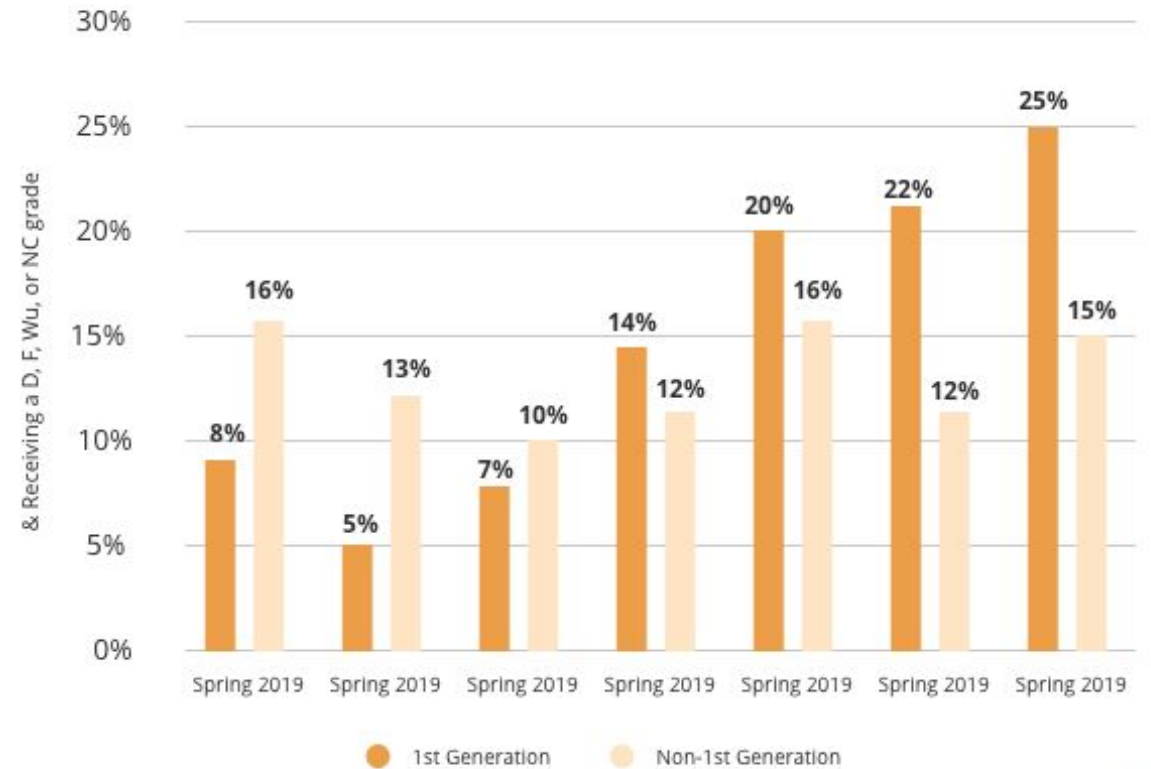
1% of your SOC 143 students received a D, F, Wu, or NC grade.
13% of all other SOC 143 students received a D, F, Wu, or NC grade.



Examples of Possible Findings

- 1 Pell students having a lower/higher DFW rate than non-Pell students in a section.
- 2 Greater/fewer DFW rates in other sections of a course compared to one's own.
- 3 A trend of increasing/decreasing DFW rates between 1st gen and non-1st gen students over time.

For your BIOL 10 sections from
Spring 2019 to Spring 2022,
Your 1st Gen students received D, F, Wu, or NC grades
at increasing rates.






A “finding” of an equity gap does not mean that the faculty member is doing something wrong, as there are many causes of these gaps.



Knowing about gaps helps faculty address them in their courses and ensure that all students have an equitable chance to succeed.



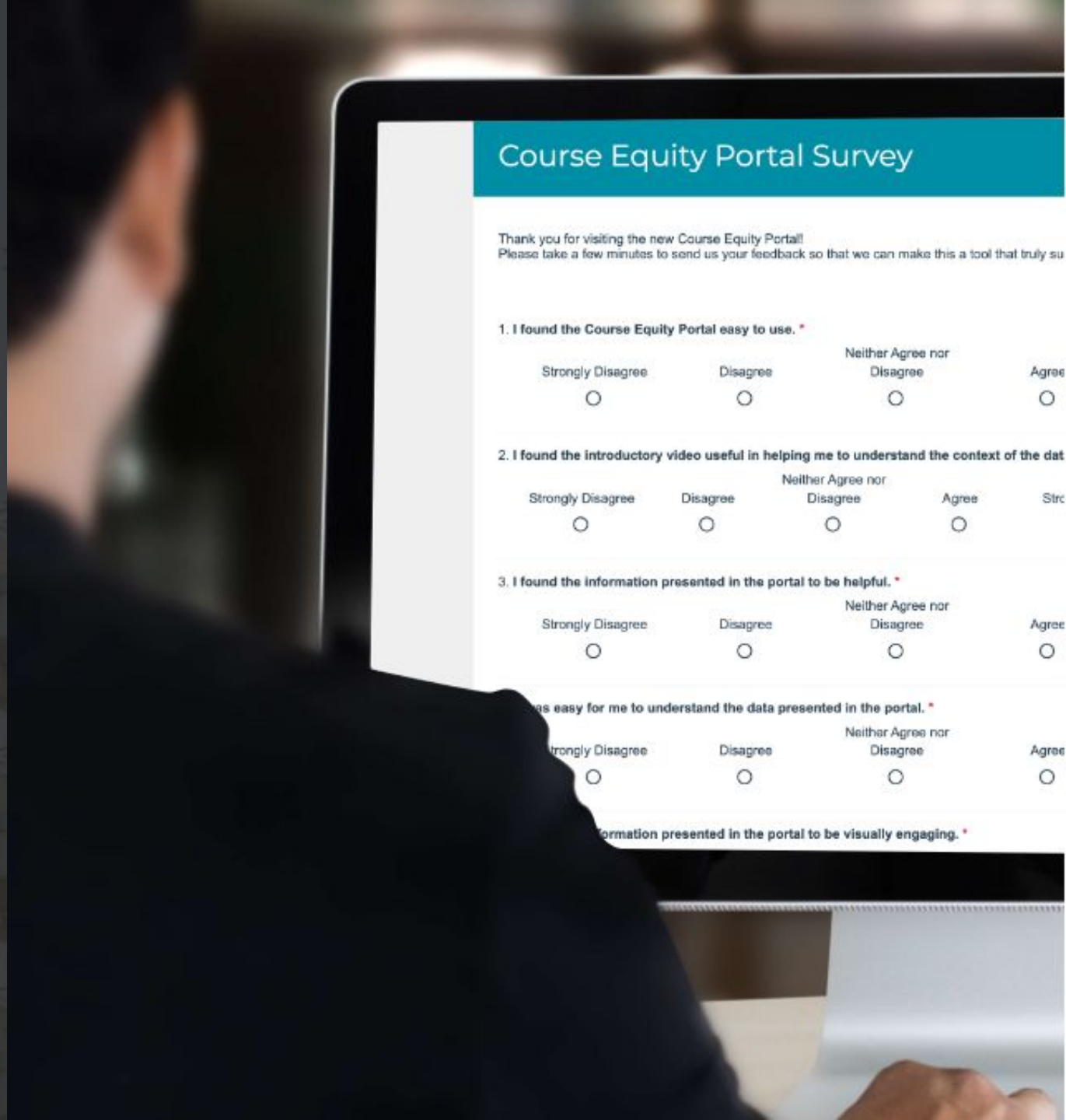
We are here today to ask you as campus faculty leaders to help evaluate and improve the Equity Portal, by providing us feedback on ease of access and utilization.

Participation includes individual access to the Equity Portal and optional completion of two anonymous online surveys.

Faculty feedback and survey responses will be used to improve the Course Equity Portal and communications about the Portal to faculty.

[Click to fill out Pre-Survey Link](#)

[Click to fill out Post-Survey Link](#)



A laptop screen displaying text and decorative elements. The screen has a white background with three overlapping circles in the top-left corner: a light green circle, a purple circle, and a light purple circle. A yellow circle is partially visible in the bottom-right corner. The text is centered on the screen.

For more information about the
Course Equity Portal, please go
to
cep-info.dashboards.calstate.edu

Thank You!

Monika Kress (Physics and Astronomy, San Jose State)

Vanessa Lopez-Littleton (Health, Human Services, Public Policy; ASCSU)

Steve Rein (Statistics, Cal Poly San Luis Obispo; ASCSU)

Heidi Riggio (Psychology, Cal State LA; ASCSU)

