

Tuesday, April 30, 2019, 3:00pm, Goodwin Forum (NHE 102)

Chair Stephanie Burkhalter called the meeting to order at 3:04pm on Tuesday, April 30, 2019 in Goodwin Forum, Nelson Hall East, Room 102; a quorum was present.

**Members Present**

Alderson, Bacio, Brumfield, Burkhalter, Byrd, Creadon, Enyedi, Gomez, Gough, Karadjova, Kerhoulas, K. Malloy, Mola, Moyer, Parker, Rossbacher, Sandoval, Tarlton, Thobaben, Virnoche, Woglom, Zerbe

**Members Absent**

Dawes, Keever, Le, Maguire, N. Malloy, Pachmayer, Rizzardi, Wrenn

**Guests**

Anayeli Auza, Leslie Gonzalez, Jeanne Rynne, Brynn Coriell, Catherine Nelson, Loren Cannon, Russell Gaskell, Stuart Moskowitz, David Hickcox, Russell Gaskell, Donn Peterson, Lisa Bond-Maupin, Rosamel Benevides-Garb, Rick Zechman, Randy Hyman, Laura Hahn, Shannon Collart, Stephanie Vick, Kim Comet, Jeff Dunk, David Montoya, John Meyer, Peggy Metzger, Sheila Rockar-Heppe, about 5-10 additional faculty, staff, and/or community members.

**Announcement of Proxies**

Rynne for Dawes, Virnoche for Keever, Bacio for Le, Gough for Maguire, K. Malloy for N. Malloy, Woglom for Rizzardi, Karadjova for Wrenn

**Approval of and Adoption of Agenda**

M/S (Karadjova/Woglom) to approve and adopt the agenda

Motion passed unanimously

**Approval of Minutes from the April 16, 2019 Meeting**

M/S (Parker/Creadon) to approve the Minutes of April 16, 2019

Motion passed unanimously

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

- Written report attached

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

**Academic Policies:**

- Written report attached

**Appointments and Elections:**

- Written report attached

**Faculty Affairs:**

- Written report attached

**Integrated Curriculum Committee:**

- Written report attached

**California Faculty Association (CFA):**

- Written report attached

**Administrative Affairs:**

- Written report attached

**Emeritus and Retired Faculty Association:**

Senator Thobaben reported the current ERFA Chair, John Schafer, will be stepping down; the incoming Chair will be former HSU President, Rollin Richmond.

**Provost's Office:**

- Written report attached

Senator Zerbe queried the Provost regarding a lack of transparency in ongoing Administrator searches; he thanked the President and Provost for meeting with him the previous day, and for posting the Open Forum videos for review, and echoed the requests John Meyer made in his remarks during the Open Forum (keeping Curriculum Vitae public, the videos public, and for a declaration of how these issues will be taken up concretely).

Provost Enyedi thanked Professor Meyer and Senator Zerbe, and declared he shares their desires to conduct searches with high degree of transparency, and noted his belief that searches, faculty, and staff on hiring committees should be shared. He pointed out that staff from Human Resources, and Academic Personnel Services are in attendance to answer questions if needed.

Senator Zerbe requested to hear what concrete steps will be taken to fix the current procedure, which, he noted, feels as though the default practice is obfuscation rather than transparency.

Provost Enyedi clarified specific steps to be undertaken are to evaluate the current procedures for the secrecy that Professor Meyer mentioned, and to provide candidates' CVs, rather than biographical sketches, which had been practice in previous searches.

Senator Byrd shared concern because a Department Chair had to specifically ask for the CV of a candidate who would be given retreat rights to their department.

Provost Enyedi ceded the floor to Academic Personnel Services Manager, Stephanie Vick, who stated that a candidate's full CV is always provided to the retreating department, and that whomever answered questions about the CV most likely answered incorrectly; APS approaches these searches in a formulaic way, and are open to change.

Senator Zerbe ceded the floor to Professor Meyer, who replied that several people told him it was an error to omit this CV, and it took a few days for Laura Hahn, Int. AVP for Faculty Affairs, to overrule. He continued, pointing out that though Provost Enyedi has promised that they'll look at past practices, as far as he has been informed, there has been no documentation identified as to how these practices were established; he has been told there is no rationale supporting any decision to keep representatives on the search committees confidential. Professor Meyer continued, speaking as a long term member of the UPC, and someone intimately involved in developing ("the Orwellian") Policy on Policies, every single Policy on campus has to have a piece of paper giving it the power of policy. He concluded with an appeal to the President or Provost, for these immediate measures.

Senator Zerbe stated he echoes everything Professor Meyer said, and proposed the immediate release of names of the General Faculty representatives on Administrator search committees.

Provost Enyedi noted that the Senate has an important role to play in the election and/or appointments of faculty members to search committees, and in this instance, faculty weren't elected to any committee; rather, interested faculty who responded to the calls for nominations were appointed to committees via the Appointments and Elections Committee, and in consult with the Senate Executive Committee in some cases. Provost Enyedi agreed that publishing the names of those serving on search committees would be best in the interest of transparency; the University should also provide search committee training for faculty, staff, and students to teach them how to deal with anyone who may attempt to influence their opinions about candidates.

Senator Mola ceded the floor to Professor Meyer, who stated while he recognizes there's some level of convergence, he clarified that he requests a simple statement from the campus about the fact that matters of public record, such as CVs, will be made available.

Interim AVP for Faculty Affairs, Laura Hahn, noted that the Stephanie Vick's research shows that these practices, including the biographical sketches rather than CVs, have been the standard as far back as 2014, and up until now, issues were not raised; she noted the office is certainly open to changing the way these searches are done.

President Rossbacher stated clearly for the record she is supportive of transparency and lack of secrecy, and is hearing a lot of things need to be done differently, such as sharing the CV of a candidate once they become a finalist in a search. She continued, noting the need to train search committee members, because as their names become public they become subject to

influence, but also stated she doesn't want the change to stop with sharing the CV and names of search committee members. President Rossbacher concluded, stating she'd like to know whether there are other changes needed, other than sharing those pieces of information.

Senator Virnoche asked whether the campus can expect to see the search committee names published in the future.

Provost Enyedi ceded the floor to Human Resources Recruitment Manager, Dave Hickox, who explained that this process is an established best practice based on colleagues consulted within the CSU system; he explained their goal to remove distractions (such as favoring one applicant over another) and they do that by protecting the confidentiality of the candidates and the committees. He concluded that the names of search committee members can be published after a search closes, but while the search is open, their names cannot be published. He noted that if someone asks in an official capacity to see a candidate's CV, then they can be provided one; and that's why, for MPP staff searches, they keep things confidential. Academic Personnel Services handles those searches for MPP staff who have retreat rights.

Senator Zerbe stated that 19 CSU campuses keep the search committee names public, and he thinks HSU is in the minority, in terms of not allowing the campus to know who their representatives are on Administrator search committees.

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

It was noted there were no items on the ICC Consent Calendar

#### **General Consent Calendar**

It was noted there were no items on the General Consent Calendar

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

In addition to the following Open Forum participants, the Senate Office received letters regarding Appendix K (both attached) from Professor Christopher Aberson and Professor Amber Gaffney, who were unable to attend the meeting.

Professor Russell Gaskell submitted three letters (attached) on behalf of Professor Gisela Chappelle, Professor Matthew Dean, and Professor Alison O'Dowd, who were unable to come to the meeting, and read from prepared remarks (attached) regarding Appendix K

Emeritus Professor Stuart Moskowitz read from prepared remarks (attached) regarding the lack of privileges afforded to Emeritus Lecturer Faculty

Professor Loren Collins read from prepared remarks regarding the California Faculty Association

Professor Jeff Dunk spoke about moral issues regarding elevations for lecturers, and their place on campus. He asked rhetorically, whether new lecturers are valued at Commencement, or introduced at the Fall Welcome events? He explained he has lectured at HSU for 26 years, and has gone through elevations only twice; he noted he is on sabbatical currently, which is why Senator Tarlton is here, and that to get a sabbatical as a lecturer, one needs to teach for six years. He pointed out that all of this indicates a moral equity issue in terms of how people are treated within the hierarchy of campus. He concluded, noting that he works in an awesome department and is lucky, but the fact that whether or not lecturers “should get to vote” in college elections is a question in 2019, seems nuts. He recommended 5% be the absolute minimum, that the Senate pass the resolution the FAC brought forward today, and that this be the first of many issues like this the Senate considers on behalf of lecturers.

Professor John Meyer read from prepared remarks (attached) regarding lack of transparency in the hiring processes for ongoing Administrator searches.

**Resolution on Amendment to VPAA 99-01: Guidelines and Policies for Review and Range Elevation for Unit 3 Temporary Employees/Lecturer Faculty, AKA Appendix K (14-18/19-FAC – April 30, 2019) Second Reading**

Senator Tarlton stated her support for the resolution, and the issues raised in the document she provided last meeting still stands; she concluded with an echo of Professor Dunk’s request that the Senate will continue working toward lecturer equity.

Senate vote to approve the Resolution on Amendment to VPAA 99-01 **passed**.

Ayes: Alderson, Bacio, Brumfield, Burkhalter, Byrd, Creadon, Enyedi, Gough, Karadjova, Keever, Kerhoulas, Le, Maguire, K. Malloy, N. Malloy, Mola, Moyer, Pachmayer, Parker, Rizzardi, Tarlton, Thobaben, Virnoche, Woglom, Wrenn, Zerbe

Nays: Johnson

Abstentions: Dawes

**Resolution on Amendment to Section XI of the Faculty Personnel Policies and Procedures for Retention, Tenure, Promotion (Appendix J of the Faculty Handbook) (15-18/19-FAC – April 30, 2019) Second Reading**

Senate vote to approve the Resolution on Amendment to Section XI of the Faculty Personnel Policies and Procedures for Retention, Tenure, Promotion (Appendix J of the Faculty Handbook) **passed**.

Ayes: Alderson, Bacio, Brumfield, Burkhalter, Byrd, Creadon, Enyedi, Gough, Karadjova, Keever, Kerhoulas, Le, Maguire, K. Malloy, N. Malloy, Mola, Moyer, Pachmayer, Parker, Rizzardi, Tarlton, Thobaben, Virnoche, Woglom, Wrenn, Zerbe

Nays: Johnson

Abstentions: Dawes

**Information Item: Report from Dr. Catherine Nelson, Chair, Academic Senate of the California State University (ASCSU)**

Dr. Nelson, Chair of the Academic Senate of the California State University, briefly updated the Senate on ASCSU business since March: regarding the GE Taskforce report, Dr. Nelson stated that of the 10 campus Senates who responded, 7 urged the ASCSU to reject the report, two campuses (including HSU) are still gathering info, and one urged the approval of the recommendations. Dr. Nelson noted that the ASCSU Executive Committee will most likely acknowledge receipt of report, and then urge that next year's committees forward the report on to the other committees; the FAC of the ASCSU will probably urge the rejection.

Dr. Nelson continued, stating that AB1460 mandates a system wide 3-unit Ethnic Studies requirement, and that the ASCSU is opposed to it, only because it results in government-mandated curriculum. She noted that two principles are at issue: faculty's control of curriculum, and the important place of Ethnic Studies in higher education. Dr. Nelson explained their conclusion that government intrusion is the larger risk. The ASCSU will be exploring ways to meet our colleagues' concerns about Ethnic Studies while keeping government intrusion at bay; however, she stated that every source she's talked to indicated it will pass.

**TIME CERTAIN: 4:00-4:30 PM – Undocumented Student Ally Training, presented by Scholars Without Borders Mentors, Anayeli Auza and Leslie Gonzalez**

Ms. Auza and Ms. Gonzalez presented a truncated Undocumented Student Ally Training.

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M/S (Woglom/Gough) to adjourn

**Meeting adjourned at 5:02pm**

University Senate Open Forum Remarks - Aberson  
April 30, 2019

Dear Faculty Affairs Committee Members,

I cannot make today's meeting but do want to express grave concerns with the proposed changes. I want to make fully clear that I support the intent behind these changes. My concern focuses on how new requirements for teaching will be evaluated (as well as some issues with scholarship).

I see very little that is easily assessed in these revisions to Appendix J. Create/ensure inclusive learning environments and practice equity-minded teaching are important university-wide goals. Having each department define a standard for how faculty meet such goals seems problematic. Given the wide disparity in departmental standards regarding scholarship (e.g., five publications for tenure vs. one or two presentations for tenure), it stands to reason that departmental standards for inclusive practices will show similar variability. One department's definition of inclusive might very well be inequitable in another department. That sort of variability does not seem acceptable.

As some examples - "Understanding and working toward equity-minded teaching practices" and "Reflecting on and understanding how positionality impacts the learning environment and teaching/learning experience" are challenging to measure. How does the committee propose this to be evaluated? Similarly, how is "ensure equitable learning opportunities and activities" defined? I could argue that it is inequitable to require a textbook that is not free or to require students to complete work on computers. Structurally, there is not equitable access to those resources, so from the perspective, most faculty would fail in that regard.

I could pick out more examples but the proposed changes -- without clear and measurable outcomes to accompany them -- create extraordinary challenges for faculty to know how to achieve goals and for review committees to know how to evaluate candidates. Review committees have it hard enough. Developing new and vague requirements devoid of clear evaluative procedures greatly increases faculty workload on that end.

Finally, I find some of the suggestions in the letter and proposed changes regarding scholarship troubling. Suggesting that faculty "scale back their efforts in scholarship" is terrible. Scholarship keeps our faculty current in their fields and helps to ensure that teaching is informed by deep knowledge of current findings and practices. Many of us spent years in grad school and on post docs because research drives us. Scaling back -- for faculty in some departments -- would mean a total abandon of scholarship. Additionally, the additions to Appendix J under scholarship - particularly given the "may" and "could" qualifiers (which do need to be there) appear prominently but would be better placed among the list of contributions related to Boyer (i.e., they should be f. Scholarship of Equity and Inclusion). I do recognize that would make them appear as an add-on. However, as currently written it really is just that.

Best,

Chris Aberson, Ph.D.  
Professor, Department of Psychology  
Humboldt State University

University Senate Open Forum Remarks - Gaffney  
April 30, 2019

I am unable to make it today to ask my questions about the changes to tenure criteria.

I am concerned about scaling back on scholarship to achieve certain standards in teaching that appear to not be quantifiable. I am concerned that this actually hurts our mission of diversity and inclusion, when many of us use our scholarship to provide diverse experiences to our students which gets them jobs, careers, and into PhD programs. Anything that pushes us away from scholarship, I believe disadvantages all of our students, and particularly our students who are under-represented minorities. If we scale back scholarship or service to achieve these goals, can we also scale back service/advising loads to achieve goals of equity and inclusion that many of us strive for in working with students in our research? I am concerned that the language in this letter de-prioritizes scholarship. Apologies if I missed something (I am relatively junior here, but I want to make sure that we set ourselves up for success in these areas).

All the best,

Amber M. Gaffney, PhD  
Assistant Professor of Psychology  
Department of Psychology  
Humboldt State University

## Department of World Languages and Cultures

Chinese Studies • French & Francophone Studies • German Studies • Spanish

April, 25, 2019

Re: Lecturer Range Elevation

Dear members of the University Senate,

As a Lecturer, getting a raise/range elevation, has too many obstacles. The process is fundamentally unfair.

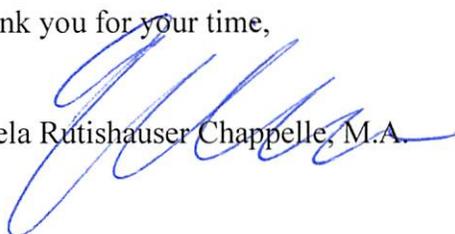
One main obstacle is the fact that we can't pool our units earned from different departments. This makes no sense, and even CalPers does not distinguish between where the units came from.

Another obstacle is that when a Lecturer gets laid off, s/he loses all her sick leave and seniority. It's like they have to start from scratch with the unit count toward a range elevation again. Even CalPers lets you buy back the time from before the lay-off back.

My suggestion is to follow the example of CalPers and not punish us lecturers for working in more than one department or for getting laid-off during budget crisis. As lecturers, we are just trying to work so we can make a living. Working for more than one department has its unique challenges already, and the least the administration can do is recognize our flexibility and hard work and let us pool the units toward the range elevation process. Moreover, the lay-offs are to no fault of us lecturers, and the loss of income is already very difficult to deal with. When we are hired back, we should not have to start from scratch with the unit count toward a range elevation.

Frankly, I don't understand why we are not automatically getting pay raises, such as regular cost of living raises and step increases, like so many other employers offer, such as just about any elementary school and CalTrans.

Thank you for your time,

  
Gisela Rutishauser Chappelle, M.A.

# HUMBOLDT STATE UNIVERSITY

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OFFICE  
FAX

## Department of World Languages and Cultures

Chinese Studies • French & Francophone Studies • German Studies • Spanish

To: Academic Senate  
Humboldt State University

From: Matthew Dean, Associate Professor and Chair   
World Languages and Cultures  
Humboldt State University

Date: April 30, 2019

Re: Updates for Appendix K

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I unequivocally support amending Appendix K to eliminate the eligibility criterion of: *Lecturers who have no more SSI eligibility in their current range*. This criterion makes it virtually impossible for HSU lecturers to apply for range elevation.

Furthermore, I believe that the HSU Academic Senate should amend and update the language of Appendix K in order to provide more pathways for range elevation and a clear schedule of regular intervals when lecturers could be reviewed for range elevation.



Department of Environmental Science & Management  
1 Harpst Street, Arcata, CA 95521-8299

April 30, 2019

Dear Humboldt State University Senate,

I am writing this letter to enthusiastically support the effort to achieve greater equity between tenure-line and lecturer faculty. I have witnessed the disparities of lecturers firsthand in my department and beyond. For example, I was hired in 2008 at the same time as a full-time lecturer in our department. Since 2008, I have received several promotions and pay increases as part of the RTP process. However, the lecturer who has been here as long as I have was just recently eligible for her first range elevation this year, and this range elevation will probably be only a 5% increase in her pay.

If we want to show lectures that we truly value their contributions to the university, they need to be compensated accordingly. This is particularly true for long-term full-time lecturers that bring enormous value to our programs across campus and for many departments are carrying the heaviest teaching loads and teach the most students in the program. It's time to compensate lecturers proportionate to their impact on our programs and students.

Respectfully,

Alison O'Dowd, Professor

Department of Environmental Science and Management

Phone: 707-826-3438

[Alison.ODowd@humboldt.edu](mailto:Alison.ODowd@humboldt.edu)

TRANSCRIPT OF COMMENTS DELIVERED DURING OPEN FORUM OF UNIVERSITY  
SENATE MEETING ON APRIL 30, 2019

 From: Stuart Moskowitz, Dept of Mathematics, Retired.

Re: Topic of Concern: Retired Lecturers should get to keep Email and Library privileges

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Thank you for this opportunity to address the Senate.

I retired in December 2018 after 23 years as a lecturer in the Department of Mathematics. I'm here today because I've learned that retired lecturers at HSU do not get to keep email accounts and library privileges. As a retiree from teaching at HSU, I will continue to represent HSU through my research and by speaking at conferences and by teaching professional development classes for teachers.

Most recently, just this past weekend I co-presented a workshop for college faculty at the California Math Council of Community Colleges' Spring Conference. My continuing research is on recreational mathematics, on technology in the classroom, and on the mathematical studies and publications of Charles Dodgson (AKA Lewis Carroll, a lecturer of mathematics at Oxford University, and author of Alice in Wonderland). Email and library access is essential for me to continue these professional endeavors.

Retired tenured faculty get to keep email and library privileges (some keep their offices, too). Even students get to keep these privileges after graduating. Lecturers deserve these same privileges. It's the right thing to do.

Emeritus status for retired lecturers already exists at several other CSU campuses; this status includes email and library access, as well as other benefits. After 23 years at Humboldt State, I was a bit shocked when advised I could keep these privileges by using a "back door" by enrolling in an OLLI course. If one OLLI course is all that's needed to keep email and library access for life, then it's right and fair to provide this same privilege directly for retired lecturers. Emeritus status for retired HSU lecturers is a sign that lecturers are a valued and respected part of the HSU community. Thank you for listening to and considering my concerns.

I'm here to speak for transparency and against secrecy in administrative searches.

It's the third time I've addressed you recently... In one sense the issue each time has been very different, but my fundamental concern is the same: the conditions necessary for shared governance at HSU.

Two weeks ago, I received an email from the Provost's office inviting my department faculty to meet with a Vice Provost candidate to consider retreat rights.

We received a brief bio statement: but this listed *no* institutions where she worked, excluded all but one job title, and offered *no* indication of any academic training, degrees, or experience in our field.

We had many questions!!! To address them, I asked for a CV and the search committee members, to ask how they saw the candidate fitting our department.

I was told that both committee membership and the CV were confidential!

I was shocked and began asking more questions.

Ultimately, the AVP for Faculty Affairs *did* release the CV to us (but not to you!)... and also concluded that an error was made in referring the candidate to our department.

I've still not been told who is on the committee.

In short, a simple request for relevant information became a rabbit hole that went deeper the more questions I and my colleagues asked.

Here are some things I've learned:

1. There was only a single call for faculty service on administrative searches this year; no elections were held.
2. No one has been able to provide *any* written documentation of these secrecy procedures, identify who authorized them or when, nor provide any rationale for them...
3. While I've been told that secrecy practices have been in place for several years, I was able to find the members of search committees for the Provost (2014-15, 2015-16), my college's Dean (2017-18), and my college's Associate Dean (2018-19) in either old emails or on the web.
4. Secrecy is exercised inconsistently: CVs for the Athletic Director search are *currently* on the web; presidential search committee members are also available there.
5. I've been told that committee members have been instructed not to divulge their service, yet can answer a direct question truthfully. My lawyer friend tells me that this makes it clear that the information is not confidential in any legal sense.
6. Open forums are being video recorded, yet I was told that these too are confidential. In the 2017-

University Senate Open Forum Remarks - Meyer  
April 30, 2019

18 CAHSS Dean search, I viewed such a video on Moodle. [*these were made available 30 minutes ago*]

7. The only specific factual claim in the bio sent to our department and available on the portal turns out to be inaccurate.<sup>1</sup>
8. If committee membership is secret, it's not clear how can faculty report this service in the RTP process. Who in the process would be able to verify such claims?
9. Finally, a query sent to other CSU campuses indicates that these procedures are at odds with every one that has responded -- 19 to date.

Happily, these unforced errors can be fixed without spending a penny, without forming a committee, and without wasting another day! It requires two actions:

1. The President and cabinet can quickly issue an executive memorandum that affirms that going forward the university is committed to transparency, and that *no* secrecy regarding *matters of public record* will be permitted in any search processes.
2. For searches in progress, the president can make a declaration *today* that puts a stop to these secrecy practices and releases information I've described here.

I hope we can move forward quickly and consensually.

John Meyer

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<sup>1</sup>The bio for the Vice Provost candidate Mary Oling-Sisay lists a single past job title, stating that she "has served as a Dean of Undergraduate and Graduate Studies." Yet while her CV indicates that she served as Dean of Undergraduate Studies at Alliant International University, there is no indication that she has ever served as a dean in charge of graduate studies.

The Undocumented Student Ally Training revolves around legislation that affects undocumented status and how to be an active ally for those who are affected by this status. One of the main purposes of this is to increase faculty & staff knowledge and effectiveness about the needs and concerns of undocumented students and their families.