

Tuesday, February 7, 2023, 3:00pm, NHE 102, and Virtual Meeting ID: 842 7943 1214

Chair Monty Mola called the meeting to order at 3:02pm on Tuesday, February 7, 2023, via zoom and in Nelson Hall East 102; a quorum was present.

Members Present

Aghasaleh, Anderson, Banks, Bell, Benevides-Garb, Burkhalter, Cannon, Capps, Cappuccio, Graham, Guerrero, Harmon, Holliday, McGuire, Miller, Miyamoto, Mola, Moyer, Ramsier, A. Thobaben, M. Thobaben, Teale, Woglom, Wrenn

Members Absent

Abarca, Tillinghast

Guests

Amy Moffat, Angela Rich, Ara Pachmayer, Bella Gray, Bori Mazzag, Brenden Lewis, Carmen Bustos Works, Cheyenne Hoffman, Christine Cass, Douglas Smith, Jacob Hoback, Jeanne Wiegus, Jeff Crane, Jenni Robinson Resinger, Joshua Callahan, Kim Perris, Kim White, Max C., Maxine Mota, Mike Le, Pearl Podgorniak, Peggy Metzger, Roberto Moncio, Sheila Rocker Heppe, Steve St Onge, Wolf Koomson Maiden; there were also four students in Goodwin Forum

CFA Interruption Statement

Senator Graham read the attached Interruption Statement from the California Faculty Association

Announcement of Proxies

Bell for Abarca, Cannon for Tillinghast

Approval of and Adoption of Agenda

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

Motion to approve the agenda passed unanimously

Approval of Minutes from the meeting on January 24, 2023

M/S (Graham/Miller) to approve the minutes from the meeting on January 24, 2023

Motion passed unanimously

Reports, Announcements, and Communications of the Chair

- Written report attached

Senator Aghasaleh asked whether there is a policy regarding senator's attendance at meetings, pointing out that at least one Senator has been absent for nearly every meeting. Chair Mola pointed out that usually people have proxies, but there have never been a need to enforce those rules. Chair Mola will send a note to the Senators asking that they attend.

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

Academic Policies:

- Written report attached

Appointments and Elections:

- Written report attached

Faculty Affairs Committee:

- Written report attached

Integrated Curriculum Committee

Senator Anderson reported the committee is coordinating the GEAR program review, which is required and which Humboldt has not yet done as an institution; she reported that the committee is working on the plan and timeline, and more details are to come.

University Policies Committee:

Senator Harmon reported the committee has been working on the Resolution on the Online Survey Coordination Policy, which is coming up for a second reading at this meeting.

University Resources and Planning Committee:

Senator Woglom reported that the committee has had discussions of multi-year budget planning process with the help of Mike Le's enrollment projections. The committee has also been working on unfunded mandate concerns, Cozen Title IX process, enrollment recalibration and other items. Details will be provided in the next written report.

ASCSU:

- Written report

Associated Students:

Senator Guerrero reported the AS town hall will be held on Friday, and the board is undergoing their budgeting process, he also highlighted that the students are extremely concerned and upset about housing, understandably so. He stated the University should be giving students the ability to get out of their lease on campus if they are able to find housing off campus since May to August is not nearly enough time to find something.

CFA:

Senator Cannon reported the CFA had a statewide kick off, are preparing for bargaining, and that they stand in solidarity with students regarding housing problems and the need for counselors.

ERFSA:

Senator M. Thobaben thanked Senator Miller and others in leadership for their work on the policy upcoming in the meeting regarding ERFSA.

Academic Affairs:

- Written report

Provost Capps highlighted that there is an opportunity to engage in an initiative at the chancellor's Office for the engagement and success of black students via a listening session and encouraged folks to contact her about that; she also encouraged people to nominate and submit materials for the distinguished

faculty awards, the due date of which was extended to February 17.

Administrative Affairs:

Acting VP Koczera reported the Board of Trustees gave final approval on the Craftsman’s Mall project, and they are in various design stages with our other projects, a lot of which incorporate student housing as well into them. She also reported that perhaps as soon as Fall 2023 they hope to provide more parking options.

Student Affairs:

VP Holliday noted there is a link to the strategic enrollment management plan that was submitted to the Chancellor’s Office; she thanked the team for their work on getting that finished. She reported the big part of their work in the office has been managing the students’ and parents’ concerns around housing.

President’s Office:

- Written report attached

Consent Calendar from the Integrated Curriculum Committee

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

General Consent Calendar

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

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

Student Wolf Koomson-Maiden spoke regarding housing. Their comments are reproduced below:

So I’m not really here to vent my frustrations at faculty, I don’t think that will get me anywhere. But honestly, I feel like I know that faculty don’t always know what’s happening, and I have experience with that, because I was trying to do something on campus, and I realized that there is certain information that faculty is not given so, but right now, I just want answers. We’re all confused, this came on really suddenly, outside of anxiety out of what’s going to happen next year—I don’t know how to feel. While I’m here and I have faculty’s ears, I just want to know who is making these decisions, what is the chain of command for something this drastic? I don’t think it’s housing. I think they might have been caught off guard as much as I was. I also have a question from another student who couldn’t attend this meeting. They ask “how is the school going to support older and continuing students, the diversity of campus culture will be much different if there are only 18 and 19 year olds here.” If anyone here can give some information, I’d really appreciate it.”

VP Holliday noted that the projections of enrollment have recently been made clear to them, so the timing is due to that information; the really difficult pieces with the kind of growth we're looking at, we only have a certain number of beds available on campus. We knew with the growth and transition that was an issue that's why we looked for the additional increase in housing down the road, and there have been groups that have been hard at work for bridge housing, planning a lot of that long before my time. But what I would say is, we tried to prioritize being able to meet the needs of incoming students who have no connection with the community or with the campus, and truly need the benefit of being on campus more than anyone else, and so if you're looking at a very limited number of spaces on campus, that's where we felt we had to place priority, and so that's what we've done. I would say it's not a single person making decisions.

AVP St. Onge also stated we are working hard to create the best options for students that we can, and remember when we had the high enrollment back in 2,015 and about 8,500 students, we had a lottery for students. Returning students, and then many moved off campus. A few things have changed since then, I think we're all aware of, even though our FTE is 5,500. Now we hope to get up over 7,500. It's less than we were at before, but there's less off campus housing available, and one of the things that we really focused on is making sure our students have safe and affordable housing in town so once we got the reports from the enrollment group, looking at about 1,600 FTE coming in. We have 2,016 beds on campus. So the University made a decision to prioritize, entering first year and new transfer students, and we knew we couldn't just say and we have a responsibility to not just say good luck out there folks. So we've been trying to create spaces that don't exist until we can build the spaces that we need. Part of that is using local hotels. We're pursuing some other things as well.

Students in the room spoke as well; it is unclear who they were, but the comments are reproduced below:

Thank you. Hello! We are some of the concerned students who are here looking for answers. This weekend the student body found out about the housing plans for next year on the housing website, we were not contacted about any of these plans at any time during this year, despite housing applications opening to view in about 3 days, and this is causing a panic. Obviously, we want to know what caused the University to make this decision, and how exactly it's going to work. I've heard concerns from my fellow students about disability accommodations, transport, and the student retention rate that this is going to cause. People are scared. Some of them are making plans to leave all already if they can. A lot of people can't though, and it's terrifying them. People are scared. People please listen to our concerns and answer our questions. How did the University get to making this decision? Why is the university accepting students without anywhere to house them? Having known about the housing situation in the surrounding community, and you mentioned high enrollment in 2015. What about the articles that we found from 2016, multiple articles, about the high rate of student homelessness on our campus? You said you wanted ideas for other fixes for this? We have talked about like looking into enrollment caps like other colleges have, and also maybe emergency housing.

Provost Capps spoke briefly about the severe under-enrollment such that Humboldt is not in a position to have an enrollment cap at this time, especially as we are funded for more students than are here at the moment. She stated that this is very hard and acknowledged that they could have done better communicating; she noted too that people are truly trying to do more than in previous years regarding bridge housing.

Another student spoke:

I have a comment on what somebody in the zoom section said sign response to her statement is that somebody mentioned prioritizing student safety, and I might say that even though all of you make things that this is very safe. Many of the students do not feel the same way. There were groups of girls at the meeting last night who were terrified of the prospect of staying in one of the motels in town. They will not feel safe, and if that's their only option, they're not going to attend. And, I would also like to ask about the amenities mentioned that they're planning on increasing. Are there any plans to full real kitchens in the new temporary housing? Because that's very important for a lot of people. Some of us are on EBT--we need to be able to good for ourselves with more than a microwave.

Another student spoke:

I would also like to talk more to really nail it with the points that this situation with housing is making large numbers of people consider to leave and I've seen many people very angry that we're only informed of this after the transfer window, for many places has already closed, and so they don't have the choice to immediately transfer out, as they wish to do. I saw the schedule for today's meeting, I know that there is a half hour allocated through the end of the meeting. We're talking about student retention. And so I would like to repeat again, that's this is going to have a very, very negative impact on student retention plan.

Another student spoke:

You say you can't have an enrollment cap because you're not getting enough people. I think your problem is that you're getting the right amount of people to the right amount of resources that are available; if you can't house all the people that are going to come, you shouldn't accept them. Especially if it displaces the people who are already here. We already have one of the highest rates of homelessness in students. Also with the motels, people living there are unhappy, they feel unsafe, there have been mold complaints, blood on the sheets, and some families are living there too who are unhappy with students as neighbors.

Another student spoke:

Hi, there! My name's Sam. I'm a transfer student. I just transferred here this semester. So I actually had a lot of things kind of doing in my head that I wanted to say about everything that's come up. But I'll sort of start with, what was just immediately discussed regarding, you know, the retention rates, and specifically with what was brought up in regard to the ability of freshmen to be able to transfer their units, if they've not met their 60 unit minimum as a transfer student. That doesn't really concern me, but that that it's not really about me, you know, I'm not the only person that goes to this school. It's going to affect like a large, a significant portion of the student body that's already here. The issue with retention rates was already brought up. I think that it's potentially shortsighted to maybe prioritize maximizing short term, enrollment of freshmen when the projections are looking like this will go poorly in the long term in terms of the long term retention of student body, like it looks like this will be a net loss, and if we're already talking about how we're not even meeting the minimum student body already for the amount of funding that this school is receiving. Then I think that making a move like this, that it has a high likelihood to result in a net loss of students this can only end poorly, and is actually going to accomplish the exact opposite of what I think the intended outcome is. And then, on a more personal note regarding myself and some of what was mentioned in the Zoom earlier I understand that the you know the importance of bringing new students out here and making them feel safe, welcome and integrated into the community. That's going to be a realistic need, regardless of whether they are freshman or transfer students. I don't want to speak for everybody else, but speaking for myself at the very least, I drove from Los Angeles nearly 700 miles by myself, with no friends or family to support me out here, and I'm just I'm up here now because I felt this was a place that I really wanted to belong. The institution and the curriculum, and the amount of the facilities that I was going to have access to; it seemed like the right fit for me, but therein lies another issue, where, as was already mentioned, about a month standard it in nearly any industry to give people time to get their things together. I wasn't notified of my housing assignment until December 21st, and my move-in day was January 13th or 14th, so I had like 2, 3-ish weeks in between being notified of my housing assignment and getting all of my things together, uprooting my entire life and moving here so I didn't even I didn't even get the one month courtesy, grace period, and I think I'm just one student. I don't see how it's going to be realistic that if it's such a difficulty to give one student a one-month grace period, I think find it unrealistic to expect that you'd be able to offer that to, you know, 3,000 plus freshman, and then incoming

transfer students that are on top of that and returning students. And that's about all I have to say for now, thank you.

Another student spoke:

I just wanted to add on to that that this is my first year, and because of this, I'm gonna have to go back home because I have disabilities. I know that I'm not going to succeed in college if I have to live off campus at out of motel. So that's just what I wanted to add.

Chair Mola thanked everyone for coming and speaking up noting the Senate will use their feedback and the conversation will continue.

TIME CERTAIN: 3:30 PM – Black Liberation Month – Douglas Smith, Umoja Center Coordinator

Coordinator Smith shared the attached BLM Calendar of events

Resolution on the Credit Hour Policy (15-22/23-APC - February 07, 2023 - Second Reading)

Senate vote on the Resolution on the Credit Hour Policy *passed without dissent*

Ayes: Abarca, Aghasaleh, Anderson, Bell, Benevides-Garb, Burkhalter, Cannon, Cappuccio, Graham, Guerrero, Harmon, McGuire, Miller, Miyamoto, Mola, Moyer, Ramsier, Teale, A. Thobaben, M. Thobaben, Woglom, Wrenn, Wynn

Nays: none

Abstentions: Banks, Capps, Holliday, Koczera, Tillinghast

TIME CERTAIN: 3:45 PM - Resolution on the Online Survey Coordination Policy (16-22/23-UPC - February 7, 2023 - Second Reading)

Senate vote on the Resolution on the Online Survey Coordination Policy *passed without dissent*

Ayes: Abarca, Aghasaleh, Anderson, Bell, Benevides-Garb, Burkhalter, Cappuccio, Graham, Guerrero, Harmon, Koczera, McGuire, Miller, Miyamoto, Mola, Moyer, Ramsier, Teale, A. Thobaben, M. Thobaben, Tillinghast, Woglom, Wrenn, Wynn

Nays: none

Abstentions: Banks, Cannon, Capps, Holliday

Resolution on the Diversity, Equity, and Inclusion Grant Program and Funding Committee (17-22/23-EX – February 7, 2023 – First Reading)

Senator Benevides-Garb introduced the resolution and reported the grant program's charge and directives are around 17 years old, and it was due for an updated set of procedures and intentionality.

Senator Aghasaleh spoke in support of the work of the committee, but suggested that we do not create new committees until we create a committee on committees, and figure out how Humboldt is going to figure out how to manage the 120 plus committees already in operation.

The resolution will return for a second reading.

Resolution to Update the Emeritus Policy on Denying or Revoking Emeritus Status for Cause (18-22/23-FAC – February 7, 2023 – First Reading)

Senator Miller introduced the resolution, noting that this is one that has generated a lot of conversation and compromise, and it currently provides a possibility for denial or revocation of emeritus status for cause. He noted the vetting and nomination process will change with this to go to the Provost's Office instead of the Senate Office to be reviewed for any information that might be confidential that would be cause to deny emeritus status. He also noted that on other CSU campuses appeals go to the President's or Provosts' Office instead of the Senate, so that will be the same here as well.

Senator Aghasaleh suggested that faculty and staff are assets and should be invited rather than asked to apply for emeritus status, and noted he would not feel comfortable casting a vote on the status of others as a junior faculty member—this policy and process should be treated with more care and love.

Senator M. Thobaben noted that this is a delicate matter in how to deal with exceptions of people who have done harm, versus thanking those who have devoted their

Provost Capps pointed out the change to the policy a few years ago was meant to be more inclusive, and thanked everyone for their work on this.

AVP White echoed everything the Provost just said, and reiterated that it's really important that we have a mechanism in place to deny emeritus status to people who have cost harm to our students or to fellow faculty I don't think it's appropriate for them to be continually affiliated with our University. She noted she also believes in restorative justice if they want to apply again in 5 years, then that is their right. There's nothing that prevents them, but I think that it's important that we have that section in place.

Senator Moyer shared that she is super conflicted about this, noting that the basic principle of everything that Kim just said is absolutely correct, and the people who have done things egregious enough to be denied emeritus status almost always that is going to be a confidential thing. And what worries her, and she doesn't know how to solve this problem is that it is one person who makes this decision. It's got a group. It's not consultation. She wishes there was a way to have it be more consultative but how do you do that with the confidential pieces intact?

Senator Burkhalter pointed out that folks often don't know everything their colleagues are getting up to, and cited the case in Chico State University about the Biology professor who was having sex with a student and who threatened to bring a gun and kill colleagues who told about what was happening, he won an outstanding professor award that year, because that information was only privy in the Provost's Office.

Senator Woglom noted there is a factor of institutional complicity that needs to be considered about awarding emeritus status; it's a difficult needle to thread.

Senator Bell noted that very rich discussions have been had in Faculty Affairs Committee about this, and noted it's a question of where is the line of egregiousness of actions—there have already been some people who have been given emeritus status who have absolutely caused harm but there is no capacity to revoke those statuses. Who decides what's egregious and what is harmful?

Chair Mola noted that Senator Wynn, Senator Aghasaleh, and Senator Cannon are on the speakers' list, and if there is time after the time certain presentation then the Senate will return to this topic.

The resolution will return for a second reading.

TIME CERTAIN: 4:30 PM – Why First Year Students Leave the University – Angela Rich, Research Associate, CNRS

Research Associate Angela Rich gave the attached presentation

Chair Mola asked that further comments on the Emeritus Policy be addressed via email to Senator Miller and the Faculty Affairs Committee.

M/S (Miller/Cannon) to adjourn

Meeting adjourned at 5:02 PM

CFA Interruption Statement

As part of our continuing commitment to Racial Justice Work, when we experience examples of racial narratives, racism, or whiteness in our meetings, or as we conduct our business, we will speak up. This means we can interrupt the meeting and draw the issue to one another's attention. We will do this kindly, with care and in good faith. Further, as we engage interruptions we will take an intersectional approach, reflecting the fact that white supremacy and racism operate in tandem with interlocking systems of oppression of colonialism, class, cisheteropatriarchy, and ableism. This statement is a reminder that we commit to do this in the service of ending the system of racial oppression.

University Senate Chair Report February 07, 2023

I know the semester just started, and it is hard to believe, but after today, we only have 5 (maybe 6) senate meetings left this year. So, if there is an issue that you want discussed, a policy you'd like to see passed, a speaker(s) you'd like to hear from, now is the time to speak up! You can either email me directly, monty.mola@humboldt.edu, or [suggest an item on the Senate Webpage](#). Items that come in are recorded, discussed at SenEx and triaged to the appropriate committee or office. Any and all feedback/items are welcome.

Updates:

Provost Capps (acting as President Jackson's designee) approved Resolution 12-22/23-FAC - Resolution to Address Bias in the Evaluation of Teaching Effectiveness Process.

Provost Capps also approved Resolution 14-22/23-ICC - Resolution on the Bachelor's of Science in Biochemistry.

Reminders:

Don't forget that the opportunity to make comments during the open forum for the next Chancellor search is on Thursday. Please see this [portal announcement](#) for details.

Service Opportunities:

The [call for service](#) is out. Please reach out to your constituents to self nominate for one of the **MANY** openings that are available.

As always, let me know if you have questions or concerns.

Thanks,

Monty

CAL POLY HUMBOLDT

University Senate Written Reports, February 7, 2023

Standing Committees, Statewide Senators and Ex-officio Members

Academic Policies Committee:

Submitted by Marissa Ramsier, APC Chair

Members: Julie Alderson, Frank Cappuccio, Thomas Gray, Michele Miyamoto, Humnath Panta, Li Qu, Jenni Robinson Reisinger, Mark Wicklund. Vacant: AS Student 2nd Rep.

Meeting Date(s): January 27 offline & Feb 3, 2023 via Zoom

We completed revisions to the [Credit Hour Policy](#) in preparation for the second reading on Feb 7. We made the following changes in response to feedback given at and after the first reading on January 27:

1. We made **slight revisions** to the following note: *Courses that include extensive informal/joint activities (e.g. social events, travel) should pay special attention to ensuring that credit hours are reasonably based on **course content-related** direct faculty instruction and out-of-class work consistent with those definitions.*
2. We added the following statement: ***When planned direct faculty instruction time is interrupted, for example by holidays and class cancellations, faculty should consider, within reason, mitigations to ensure that student learning is not compromised.***

This statement stemmed from important points raised regarding when holidays fall on instructional days and thus reduce planned instructional time. We kept this above statement general and student-centered given the many implications (beyond the scope of this policy). Also, finals week accounts for missed faculty contact time in most cases. We anticipate that having this statement in the policy will lead to future important discussions that may inform revisions to this and related policies. We also note that direction on this issue may need to be CSU system-wide.

3. We developed a [credit hour calculator](#) to help folks make calculations. This is not officially part of the policy but was developed in response to feedback. It can be linked and updated/revised without changing the policy, as it is not policy itself, just a help tool.

At our Feb 3 meeting we discussed issues surrounding instructors assigning work for students to complete/submit on holidays. We added this as an APC task to look into - we need to check if there are any existing policies on this matter and consider drafting a resolution to address it. Finally, we continued to discuss the Credit for Prior Learning policy, to which we will now turn our focus.

Appointments and Elections Committee:

Submitted by Jayne McGuire, AEC Chair

Members:

Meeting Date(s):

Meeting Details:

January 30, 2023

To: Cal Poly Humboldt General Faculty

From: University Senate Appointments and Elections Committee

Subject: Reminder: Call for Nominations for General Faculty Elections and Appointments

Faculty members are needed to serve on the following campus committees. Committee work will begin with the start of 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) or to mary.watson@humboldt.edu.

Nominations are due by February 13, 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:

GENERAL FACULTY / UNIVERSITY SENATE

- General Faculty President / University Senate Chair, 2 year term
- General Faculty Treasurer / Secretary, 3 year term
- General Faculty Representative to the ASCSU (Statewide Senate), 3 year term
- Lecturer Faculty Delegate (Colleges, Library, Counseling, Coaches), 3 year term

The position is open to Lecturers, Coaches and non-tenure line Counselors and Librarians with a time base of .40 or greater.

- Tenure Line At-Large Faculty Delegate, 3 year term
- Tenure Line Non-Instructional Faculty Delegate, 3 year term
- Tenure Line **CPS** Instructional Faculty Delegate, 3 year term

UNIVERSITY FACULTY PERSONNEL COMMITTEE (UFPC)

Faculty serving as UFPC Chair will receive 9 units of Assigned Time in AY 22-23; faculty serving on the UFPC will receive 6 units of Assigned Time per year, workload varies and additional WTU or a stipend may be awarded at the Provost's discretion; the committee meets MWF 9am to 11am. Please note: faculty participating in the Faculty Early Retirement Program are eligible for nomination with the Provost's approval.

- Faculty Member (At-Large), 2 year term
- Faculty Member (CAHSS), 2 year term

Please refer to the following page for information regarding the duties of the UFPC:

<http://www2.humboldt.edu/senate/ufpc>

Appointed Position Openings:

APPOINTMENTS AND ELECTIONS COMMITTEE

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

Duties: Oversees the appointments and elections for the University Senate, General Faculty, Senate Standing Committees, Faculty positions on University committees and other duties as outlined in the [Senate Bylaws](#), Section 11.5.

ACADEMIC POLICIES COMMITTEE (APC)

- Faculty Member, 3 year term

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

ALCOHOL, TOBACCO AND OTHER DRUG PREVENTION COMMITTEE

- Faculty Member, 2 year term

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

CENTER FOR COMMUNITY BASED LEARNING

- Faculty Member (CAHSS), 2 year term
- Faculty Member (CPS), 1 year term
- Faculty Member (CNRS), 1 year term

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

COMMITTEE ON FACULTY RTP CRITERIA AND STANDARDS

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

- Tenured or Tenure Line Faculty Member (CAHSS), 3 year term
- Tenured or Tenure Line Faculty Member (CPS), 3 year term

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

CONSTITUTION AND BYLAWS COMMITTEE

- TWO Faculty Members, 2 year terms

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

DISABILITY, ACCESS, AND COMPLIANCE COMMITTEE

- Faculty Member, 2 year term

Duties: To assist in the evaluation of current campus policies and procedures relating to students with disabilities; develop prioritized plans relating to programs and services for students with disabilities; review barrier removal priorities as specified in the State University Administrator's Manual (SUAM); and to develop timelines. (See [EM P03-07](#))

FACULTY AFFAIRS COMMITTEE

- Faculty Member, 3 year term

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

FACULTY AWARDS COMMITTEE

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

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.

GRADE APPEAL COMMITTEE

- THREE Faculty Members, 1 year terms

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](#)]).

HUMBOLDT SPONSORED PROGRAMS FOUNDATION BOARD

Faculty members are elected by the General Faculty and recommended to the President for approval

- Faculty Member, 4 year term

Duties: The SPF Board of Directors govern the Humboldt Sponsored Programs Foundation, a non-profit corporation formed to advance the welfare of Humboldt through the development, encouragement, and management of sponsored programs and other special campus programs and their related trusts.

HONORARY DEGREE NOMINATING COMMITTEE

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

- Faculty Member, 2 year term

Duties: Serve as the campus review committee to invite, receive and evaluate campus recommendations for honorary degrees. (See Executive Memorandum P06-04)

INTEGRATED CURRICULUM COMMITTEE (ICC)

Subcommittee on Academic Planning and Programs (formerly AMP)

- Faculty Member (At-Large), 3 year term

Subcommittee on General Education and All University Requirements (GEAR)

- Faculty Member (CPS), 1 year term

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

INTERCOLLEGIATE ATHLETICS ADVISORY COMMITTEE (IAAC)

Faculty members are selected in consult with the Senate Executive Committee and appointed by the President

- Faculty Member, 1 year term
- Faculty Member, 2 year term

Duties: Serve as a forum for the President and Athletic Director to seek advice and refine ideas and develop or revised policies of the Athletic Department on such subjects as equity compliance, annual budget and the direction and balance of sports that constitute the program. The IAAC has the authority to review all proposed athletic policies and budgets and to make

recommendations to the President and Athletic Director. The committee will also review the Athletics Grant-in-Aid and Compliance Handbooks and update them as needed. [revised by IAAC, AY 10/11)

INTERNATIONAL ADVISORY COMMITTEE

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

- Faculty Member (CPS), 3 year term
- 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.

INSTRUCTIONALLY RELATED ACTIVITIES COMMITTEE (IRA)

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

- THREE Faculty Members, 3 year terms

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

PARKING AND TRANSPORTATION COMMITTEE

- TWO Faculty Members, 1 year terms

Duties: The Committee serves as a forum for parking and transportation issues. The Committee receives input, evaluates parking and transportation strategies, develops and recommends policies and procedures for adoption, makes other recommendations for action to the President, and implements strategies as directed by the President.

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.

PROFESSIONAL LEAVE COMMITTEE

- THREE Tenured Faculty Members, 2 year terms

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

UNIVERSITY CENTER BOARD

Faculty members nominated by the Appointments and Elections Committee and approved by the Board, for two-year terms

- Faculty Member, 2 year term

Duties: Formulate and administer the policies for the development, financing, and operation of the University Center subject to the final approval of the University President. The Board shall see that net earnings will be used for the benefit of the students of Humboldt.

UNIVERSITY RESOURCES AND PLANNING COMMITTEE

- Faculty Senator (Co-Chair), 2 year term
- Faculty Member, 2 year term

Duties: See [Senate Bylaws](#), Section 11.3

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

Faculty Affairs Committee:

Submitted by Tim Miller, FAC Chair

Members: Ramona Bell, César Abarca, Kim Perris, Kim White, Loren Cannon, Tim Miller

Meeting Date(s): 1/24 & 1/31

Starting 2/15, standing meetings are held Wednesdays 11:00-12:50 in BSS 508, Zoom hyflex link:

<https://humboldtstate.zoom.us/j/81769198379?pwd=aWhCSmYxRlpReU1jdHVrSGNiL2VaZz09>.

This week we are bringing forward a resolution on updating the Emeritus status nomination process to include input from the Provost/HR/VPAA to deny a nominee based on confidential information that is not privy to the nomination review team. This resolution also changes the mechanism to revoke Emeritus status.

During the creation of this resolution we have met with ERFSA and consulted with them on various draft changes to the faculty handbook and vetting process document. We have also consulted with the Provost and have discussed it within the committee. I do not believe that the proposed changes are satisfactory to all of the individuals and groups involved in the process and likely not with any senators. We have been careful to define the criteria for denying or revoking emeritus status in such a way that is clear and sets a high bar, but that also allows for confidential information that is known by the Provost/HR. It is anticipated that very few individuals will be denied emeritus status and that few will be revoked, under the criteria we are proposing. The current policy allows for the revoking of emeritus status under more vague language ('disrepute to the university') and there have been no revocations. It's important to note that other CSUs generally handle the entire emeritus nomination process within the Provost's or President's office with no input from senate or ERFSA.

The proposed changes include:

- The creation of the Emeritus Committee, which is made up of the Senate President, Cal Poly Humboldt ERFSA President, and the VPAA or designee.
- Nominations will be gathered by the Provost's office and evaluated for the requirements.

- The Provost/HR/VPAA will also determine if any nominations should be denied.
 - All denials will be sent to the nominees, who have the opportunity to appeal to the president.
 - All other applications will move forward to the Emeritus Committee for review and the process will continue as it is currently.
-

Academic Senate CSU (ASCSU):

Submitted by Stephanie Burkhalter, ASCSU Representative

Members:

Meeting Date(s):

Meeting Details:

Search for the next CSU Chancellor: You may have seen the MyHumboldt announcement, but here is the information again: [Chancellor Search website](#). . In-person and virtual opportunity for community members of the northern campuses to give initial thoughts about what they want in a Chancellor: February 9, 2023, noon – 2:00 p.m. San Francisco State University, McKenna Theatre (Creative Arts Building) 1600 Holloway Avenue, San Francisco. Register [here](#) for virtual public comment (no registration required for in-person attendance or comment)

During the January ASCSU plenary, interim Chancellor Koester recommended that ASCSU senators observe the CSU Board of Trustees January 24, 2023, meeting live stream to hear the reports from the Joint Committee on Educational Policy and Finance. Below is a summary of the presentation from that meeting. This is the plan to which the Provost referred in the Academic Affairs opening meeting on January 11 and in subsequent campus communications. You may have seen [this CalMatters article](#) linked in both the North Coast Journal and Lost Coast Outpost.

The state of California is facing a \$20 billion budget deficit in fiscal year 2024. The Governor has provided additional funding to the CSU system but expects the system to meet enrollment targets as well as increasing opportunity and equity, which is laid out in the [Governor's Compact with the CSU](#). The staff analyst to the Board of Trustees Joint Committee on Educational Policy and Finance presented to the Board the plan for realignment of funds across the 23 CSU campuses beginning in AY24-25. The CSU is currently down in its enrollment from 2020 by 7%. The system has also lost the equivalent of 8000 FTES because students took less than full-time loads between 2020 and 2022. There are seven campuses that are currently below their enrollment target set by the Chancellor's Office: San Francisco, Channel Islands, East Bay, Chico, Sonoma, Maritime, and Humboldt. Of these seven campuses Humboldt is much further below other campuses in meeting its target enrollment. The realignment plan is meant to shift funds within the system to campuses who can demonstrate student demand and have a capacity and ability to meet enrollment targets.

In the realignment plan, only campuses that meet or exceed their Chancellor's Office enrollment targets will receive funds from the Governor's additional funding for the CSU. In addition, campuses that are underenrolled can expect budget cuts. In Year 1 (2024-2025), campuses that are 10% or more underenrolled will face a permanent 5% cut in their stateside budget. In Year 2 (2025-2026), campuses that are 7% or more underenrolled will face a 5% cut in their stateside budget. In Year 3 (2026-2027), campuses that are 5% or more underenrolled from their target will face a 5% cut in their stateside budget. Underenrolled campuses have AY23-24 without penalty in their budget to grow their enrollment to get closer to their targets. The committee stressed that this is not set in stone in the sense that if the entire system grows its enrollment to meet its target, underenrolled campuses may be allowed more of a grace period to meet their enrollment targets.

To help underenrolled campuses grow their enrollment, the Chancellor's Office has created a strategic enrollment group, which is already working with campus leadership. Demographic shifts in which the population of graduating high school students is declining, as well as the fact that 2/3 of California's population live in the southern 1/3 of the state will make it difficult for campuses in underpopulated areas to radically grow enrollment. The strategic enrollment group is emphasizing that campuses should think about growing their enrollment by:

- Retaining students and reengaging students who may have stopped out during the COVID-19 pandemic
- Shifting summer session to stateside and using summer session to retain students and improve graduation rates
- Fostering PK-14 partnerships to recruit students
- Expanding outreach to recruit prospective students, and focusing outreach on non-traditional students.

Office of Equity, Diversity, and Inclusion:

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

Members: N/A

Meeting Date(s): N/A

Meeting Details:

BIPOC Faculty and Staff Affinity Circles: The Office of Diversity, Equity, and Inclusion, Academic Personnel Services, and Human Resources recognize that there is a need in our institution to cultivate safe spaces for BIPOC faculty to explore, unpack, and engage in conversations related to the various lived experiences, interpersonal relationships, perspectives, and beliefs that shape the BIPOC experiences as members of the larger Cal Poly Humboldt community. Our hope is that, together, we can

form a distinct group committed to finding ways of cultivating a deeper sense of belonging that is situated within an ethics of care.

- **BIPOC Faculty Affinity Circle** - In partnership with Academic Personnel Service, the first meeting of the Spring 2023 semester will occur on February 15, 2023.
- **BIPOC Staff Affinity Circle** - In partnership with Human Resources, the inaugural meeting of the BIPOC Staff Affinity Circle will be held on February 21, 2023.

Affirmative Action Plan 2022-2023: In partnership with the offices of Human Resources and Title IX, Cal Poly Humboldt's Affirmative Action Plan has been updated and submitted to the CSU Chancellor's Office. The updated AAP will soon be posted on the Human Resources & Academic Personnel Services webpage.

National Association of Diversity Officers in Higher Education (NADOHE): Cal Poly Humboldt is an institutional member of NADOHE and looks forward to sending a delegation to its annual conference in Baltimore, MD, this April 12th - 15th. The ODEI Leadership Team, the Director of the Center for Teaching and Learning, the Director and Coordinators of the Cultural Centers for Academic Excellence (ITEPP, Umoja, and El Centro), and the Coordinator for the Social Justice, Equity, and Inclusion Center will attend. This year's NADOHE Conference will highlight the policies, programs, practices, and processes that should be examined and enacted in order to create lasting change on college campuses to focus on implementing policies that advance anti-racism and cultivate racial equity. The conference title is *Delivering on the Promise: Enhancing Structural Equity to Promote Justice for All*.

Hispanic Association of Colleges and Universities (HACU): Cal Poly Humboldt is an institutional member of HACU and the Interim Associate Vice President and Campus Diversity Officer, Dr. Rosamel Benavides-Garb, has been named as the primary contact to drive this relationship forward. The purpose of HACU is to "Champion Hispanic Success in Higher Education."

Inclusive Student Success/GI 2025 Committee (ISS/GI 2025): The Interim Associate Vice President and Campus Diversity Officer, Dr. Rosamel Benavides-Garb, is co-chairing a Commitment to Access and Diversity subcommittee with Sulaina Banks, Visit Experience Coordinator with the Office of Admissions. The purpose of the subcommittee is to explore the development of a collaborative framework for understanding multiple areas of Cal Poly Humboldt student success through the lens of access and diversity.

Campus and Community Development Coordinator: ODEI will begin its search process for the new position of Campus and Community Development Coordinator. This full-time, exempt incumbent will be an instrumental member of the ODEI Leadership Team and will strategically engage our campus and community through diversity, equity, inclusion, and accessibility programming. We expect to complete the search within this spring semester.

Staff Council:

Submitted by Senator Sulaina Banks

Staff Council is selling Dick Taylor chocolate bars, especially for the Cal Poly Humboldt Community. Choose between two fantastic flavors of Fleur de Sel or Belize, or both. Orders are open now through February 22nd. They have a limited supply of each and it is first come-first serve. All purchases are to support the events put on by Staff Council to celebrate Staff members and bring the campus closer together. Events like the Connect with Co-workers and the End of the Year Appreciation Event in May.

Order through this link: <https://host.nxt.blackbaud.com/registration-form/?formId=39649d0c-3fd7-4d76-a9e4-fce3bf4faae9&envId=p-kYh76efQwk2lvjMidehRmA>

Meeting Date(s): February 16, 2023 via Zoom

President and President's Administrative Team Report to University Senate

Tom Jackson, Jr., President
Timothy Downs, Chief of Staff, Interim
Sherie Gordon, CFO/VP Administration and Finance
Jenn Capps, Provost and VPAA
Cooper Jones, Executive Director of Athletics and Recreational Sports
Frank Whitlatch, VP Advancement
Adrienne Colegrove-Raymond, Special Assistant to the President for Tribal & Community Engagement and Interim Dean of Students

Pride

The Cal Poly Humboldt Men's Rugby Team was recognized by the State Legislature at the State Capitol, February 6, 2023, for winning the 2022 Men's National Collegiate Rugby Small College National Championship.

Campus Culture and Operations

Cal Poly Humboldt's five-year [Strategic Enrollment Management Plan](#) submitted to the Chancellor's Office by Feb. 1 deadline. Many thanks to the cross-functional campus team that developed this plan (members acknowledged in the document), led by Interim Executive Director of Enrollment Management Peggy Metzger. The document includes goals and strategies for enrollment growth via both new student enrollment and retention, and will serve as a guide for the next stages of this important work.

Innovation

The Student Housing project at craftsman's mall, a 964 bed student community, received approval from the CSU board of trustees on January 25th. This is a major milestone for the project and the university. The project was celebrated for its innovation in design leading to project cost control and best value to the campus and our students.

Integrated Curriculum Committee Consent Calendar
February 7, 2023

[ART - 498SW - 22-1802](#). "Service Learning and Art Education II". GEAR certification for Art, B.A. / Art Education concentration.

[CS - 251 - 22-1902 - Course Change - Requirements Engineering](#). GEAR certification for A1 for Software Engineering and Computer Science programs. Course number change to 201 to adhere to Course Numbering Policy.

[FIRE - 321 - 22-1935 - Course Change - Fire Ecology](#). Add ESM 303 as a prerequisite option. Add "Include Field Trips".

[Indigenous Peoples, Natural Resource Use and the Environment Minor - 22-1916](#). New course NAS 308: Indigenous Ethnobotany will be listed under the Indigenous Peoples, Natural Resource Use, and the Environment Minor as an option alongside NAS 366: Tribal Water Rights.

[Native American Studies, B.A. - 22-1915](#). New course NAS 308: Indigenous Ethnobotany will be listed under the "Environment and Natural Resources" optional emphasis for the NAS major as an option for "select from 2 of the following courses." Currently, the emphasis includes NAS 332: Environmental Justice and NAS 366 Tribal Water Rights. NAS 308: Indigenous Ethnobotany will provide another choice for completing this concentration.

[NAS - 308 - 22-1828](#). "Indigenous Ethnobotany". New 3-unit, C-02, UD Area B and DCG-domestic course. This course is answering a need from students across the campus to explore Indigenous science through an Indigenized curriculum with a particular focus on Ethnobotany and hands-on applied learning of Indigenous research paradigms. The new Ethnobotany Course will be specifically designed as a decolonial approach to critically analyzing and engaging in western scientific practices while foregrounding how to balance Indigenous research and scientific methodologies for a broad audience. This course will also likely become a part of the Board of Trustees Approved BS in Indigenous Science (set for launch in 2025) and will give us the opportunity as a department to collect data about interest in the major, curriculum development, and areas of interest for students.

Course description: "Rooted in Indigenous research paradigms and land-based pedagogies. Introduction to Indigenous ethnobotany through critical literature engagement, work with the regional tribal community, and research and experimentation. While focused on ethnobotany and ethnoecology, this course will also reorient scientists to decolonized methodologies and offer the relational building blocks for further work with interconnected human and more-than-human communities."

[PHYX - 211 - 22-1734](#) "General Physics C: Electricity, Magnetism". Change the prerequisites for this course to reflect the changes to the lower division engineering curriculum.

Current pre/corequisites: MATH 210 (C) and PHYX 210 (C) (or ENGR 211 and MATH 210(C) for engineering majors) with grades of C or higher.

Proposed pre/corequisites: Prerequisite: PHYX 109. Corequisite: MATH 210. Recommended Preparation: PHYX 210 (can be taken concurrently).

Integrated Curriculum Committee Consent Calendar
February 7, 2023

[PSYC 342 - 22-1707 - Course Change - Application of Research Methods in Psychology](#). GWAR certification for Psychology, B.A. students. Change grading mode from Optional Grading Mode to Mandatory Letter Grade. Based on GWAR recommendations, the seat capacity of the course will be reduced to 30, the description of the course will be changed, and the grading policy will change (must have a C- or better to meet GWAR requirements).

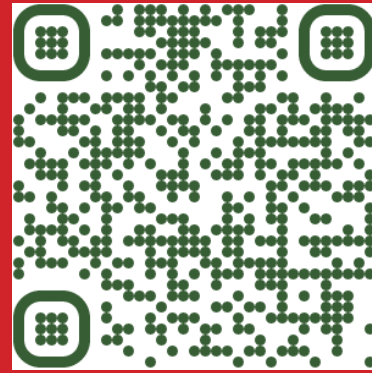
Current description: "Learn about the application of the different types of research design and methods used in the field of Psychology. Learn how to consider ethics, hypothesis development, study design, data collection, data analysis, interpretation of results, and dissemination of research."

Proposed description: Learn about the application of the different types of research design and methods used in Psychology. Learn about ethics, hypothesis development, data collection and ts.

Black Liberation Month - February 2023

#KuumbaForLiberation

umoja.humboldt.edu/black-liberation-month



MON

TUES

WED

THURS

FRI

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5:00PM
"The Living Legacy of the Black Panther Party" Docu-series Screening
Goodwin Forum (NHE 102)

11:00AM-3:00PM
Black to the Land: Paddle Out Big Lagoon

8:00PM
Friday Night Movie: King Richard
SAC Movie Lounge

6

7

8

9

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11

12

4:00PM
Afro-Rhythms: From The Future Game Event
Library 209

5:00PM
Leveraging our Ancestral Intelligence with Afrofuturism: Searching for our Undiscovered Stories with the Megascop
The Great Hall (CCC 260)

5:30PM
Afro Latinx Dialogue Part II: Beauty, Double Standards, and Appropriation in Afro-Latinx Culture
The Great Hall (CCC 260)

5:00PM
Proud + Grounded: Weaving our Identity into the Higher Education Experience
Nelson Hall East 106

8:00PM
Friday Night Movie: Get Out
SAC Movie Lounge

Women 5:30PM
Men 7:30PM
Black Out Game & Black Staff/Faculty Appreciation Night
Lumberjack Arena

5:00PM
Diaspora Day! Stories from the African Diaspora
Goodwin Forum (NHE 102)

13

14

15

16

17

18

19

5:00PM-6:30PM
Black Media Digest
Siemens Hall 120

Noon-3:00PM
Black Women Empowerment Dance Workshop
KA 202A

11:00AM-3:00PM
Black to the Land: Paddle Out Big Lagoon (Rain backup- 5th)

20

21

22

23

24

25

26

5:30PM
Black & Asian Solidarity
The Great Hall (CCC 260)

8:00PM
'90s Karaoke Night
SAC South Lounge

Black Liberation Month - February 2023

#KuumbaForLiberation

3

5:00PM

"The Living Legacy of the Black Panther Party" Docu-series Screening

Goodwin Forum (NHE 102)
Come kick off Black Liberation Month 2023 with the Umoja Center for Pan African Student Excellence with a screening of a Black Panther docu-series directed by Cal Poly Humboldt Alumnus and CEO of the Neighbor Program, Jordan McGown and his comrades. The screening will be followed by a conversation that unpacks the legacy of the Black Panther Party, their practice of ujima (collective work and responsibility), and how the Neighbor Program continues to build upon that legacy. Community, strategies, history and inspiration included free with attendance.

6:00PM-8:00PM

Skate Night

West Gym

8:00PM

Friday Night Movie: King Richard

SAC Movie Lounge

5

11:00AM-3:00PM

Black to the Land: Paddle Out Big Lagoon

Black joy in the outdoors. This month's Black to the Land hosts a paddle out at Big Lagoon located on the land of the Ner'-er-herh/Coastal Yurok People. Lunch is provided and space is limited, to register email umoja@humboldt.edu or come by the Umoja Center located in Nelson Hall East 206.

6

4:00PM

Afro-Rhythms: From The Future Game Event

Library 209

A storytelling exploration game that bridges science fiction with issues of racial justice and historical truths to reinterpret Africana and Indigenous ancestral intelligence, and recover cosmologies lost through colonial erasure to leverage as a set of resilient strategies into the future.

6

continued

5:00PM

Diaspora Day! Stories from the African Diaspora

Goodwin Forum (NHE 102)

Join in on a discussion and an upliftment of Black voices! Enjoy a night with faculty, who will delve into what the African diaspora means to them!

7

5:00PM

Leveraging our Ancestral Intelligence with Afrofuturism: Searching for our Undiscovered Stories with the Megascope

The Great Hall (CCC 260)

Afrofuturism combines science fiction and fantasy to reexamine how the future is currently imagined and to reconstruct futures thinking with a deeper insight into the black experience, especially as slavery forced Africans to confront an alien world surrounded by colonial technologies. Afrofuturism is born out of cruelty, and that cruelty of the white imagination, with some complicity with African tribes, was a necessary condition out of which the African diaspora had to reimagine its future. Rhetorically, Afrofuturism aims to reclaim and transform the trauma of past atrocities against the black and Afro-queer diaspora.

8

5:30PM

Afro Latinx Dialogue Part II: Beauty, Double Standards, and Appropriation in Afro-Latinx Culture

The Great Hall (CCC 260)

Join us for a workshop hosted by the Umoja Center and El Centro who have collaborated to invite Crystal Roman: Founder, CEO, Head Writer and Producer of the Black Latina Movement, a vibrant grassroots theater and film production company based in New York City. Themes will include Black Latina identities, Colorism/Internalized Racism to Beauty, Double Standards and Appropriation.

9

5:00PM

Proud + Grounded: Weaving our Identity into the Higher Education Experience

Nelson Hall East 106

Screening of a Proud Family episode that illustrates the Nguzo Saba followed by a discussion-based lecture around the Seven Principles of Kwanzaa and their importance in the academic achievement of Black identified individuals in higher education.

10

8:00PM

Friday Night Movie: Get Out

SAC Movie Lounge

11

Women 5:30PM; Men 7:30PM

Black Out Game & Black Staff/Faculty Appreciation Night

Lumberjack Arena

Let's cheer on our Women's and Men's Basketball teams as they take on Cal State Dominguez Hills. Half time performances, and recognition of the contributions to campus by our Black staff and faculty.

15

5:00PM-6:30PM

Black Media Digest

Siemens Hall 120

Discuss the latest in Black Media, and the messages thereof, being disseminated into the public sphere.

18

Noon-3:00PM

Black Women Empowerment Dance Workshop

KA 202A

Join us in celebrating Black excellence and Black women's empowerment. We will be learning a choreographed dance routine to Beyonce's "Brown Skin Girl" followed by a group dialogue. After the workshop, we will head to "Mothers Cooking" at Northtown Coffee in Arcata for an optional free dinner. We look forward to seeing you there!

19

11:00AM-3:00PM

Black to the Land: Paddle Out Big Lagoon

(Rain backup- 5th)

Black joy in the outdoors. This month's Black to the Land hosts a paddle out at Big Lagoon located on the land of the Ner'-er-herh/Coastal Yurok People. Lunch is provided and space is limited, to register email umoja@humboldt.edu or come by the Umoja Center located in Nelson Hall East 206.

22

5:30PM

Black & Asian Solidarity

The Great Hall (CCC 260)

During the Fall 2022 semester, students came together to unpack the bombardment of media attention nearly 3 years ago that focused on the tension and violence between Black and Asian communities. After some discussion and exploration of the history, the students walked away with a desire to expand the dialogue. Come engage in a conversation with Akemi Kochiyama, granddaughter of civil rights activist Yuri Kochiyama, that explores the histories and importance of Black and Asian coalition building, and the value of understanding imperialism for developing transnational solidarity as exemplified by Malcolm X and Yuri.

23

8:00PM

'90s Karaoke Night

SAC South Lounge

Join us for '90s Karaoke Night. Dress in your best '90s attire and pay tribute to the Black musicians, songwriters and producers of this iconic era of music and creation.

SAVE THE DATE

Fri, May 12th

Black Cultural Graduation Ceremony

A celebratory event for graduating students, their loved ones, and the campus community.



Feb 3rd "The Living Legacy of the Black Panther Party" Docu-series Screening
Left: Melissa Charles, Neighbor Program, Above: Jordan McGowan, Neighbor Program CEO & Cal Poly Humboldt Alumnus.



Feb 8th Afro Latinx Dialogue Part II: Beauty, Double Standards, and Appropriation in Afro-Latinx Culture
Crystal Roman—Actress, Writer, Producer.

Feb 22nd Black & Asian Solidarity
Akemi Kochiyama—Scholar-Activist & Community Builder.

The theme for the month is #KuumbaForLiberation. Kuumba means creativity in Swahili and is one the nguzo saba's seven principles which guide the work being done in the Umoja Center for Pan African Excellence.

CAL POLY HUMBOLDT
University Senate

Resolution on the Credit Hour Policy

15-22/23-APC- February 7, 2023 - Second Reading

RESOLVED: That the University Senate of Cal Poly Humboldt recommends to the President that the attached Credit Hour Policy be approved; and be it further

RESOLVED: That the Cal Poly Humboldt syllabus policy shall be revised by the end of AY 23/24 to (1) require that course syllabi demonstrate compliance with the credit hour policy by including a statement describing the expected minimum hours of direct faculty instruction and out-of-class work as per its classification and number of units, and (2) prompt faculty to ensure that the course structure and assignments are consistent with the included statement, and (3) include a plan for periodic review of syllabi across the institution in a manner that ensures corresponding periodic review of the application of the credit hour policy via items (1) and (2).

RATIONALE: This policy establishes that the student credit hour definition at Cal Poly Humboldt is consistent with the CSU and federal credit hour definition. Further, this policy establishes practices for ensuring compliance with the student credit hour definition, in compliance with federal law (Title 34, Code of Federal Regulations, sections 600.2 and 600.4, revised July 1, 2020), WSCUC guidelines and CSU policy.

Credit Hour Policy Policy Number Academic Policies Committee

Applies to: Faculty, students

Supersedes: Guidelines and policies concerning course credit units, class schedules, and course numbering. April, 1995, [VPAA 95-01](#)

Purpose of the policy: This policy establishes that the student credit hour definition at Cal Poly Humboldt is consistent with the CSU and federal credit hour definition. Further, this policy establishes practices for ensuring compliance with the student credit hour definition, in compliance with federal law (Title 34, Code of Federal Regulations, sections 600.2 and 600.4, revised July 1, 2020), WSCUC guidelines and CSU policy. This policy pertains to all Cal Poly Humboldt degree programs and courses bearing academic credit.

I. Background

On July 1, 2020, the United States Department of Education changed its definition of the student credit hour. The new federal law (600.2 and 600.4), updated July 1, 2020, shifted responsibility for credit hour compliance to the accreditation agency and/or state. The law requires all accredited institutions to comply with the federal definition of the credit hour.

As such, the CSU's accreditor, the WASC Senior College and University Commission (WSCUC), has published its own updated definition of student credit hour and related accreditation processes (implementation June 2021). The new regulations no longer require an accrediting agency to review an institution's credit hour policy and procedures. They do require the WSCUC to review the institution's definition of credit hour and its processes and policies for ensuring the credit hour policy is followed.

For purposes of accreditation, all CSU campuses are required to develop, communicate and implement procedures for regular, periodic review of this credit hour policy to ensure that credit hour assignments are accurate, reliable and consistently applied (CSU memorandum December 21, 2020). Campuses are responsible for publishing a clearly stated practice or process that ensures they are in compliance with the student credit hour definition.

II. Definitions

Credit Hour:

Cal Poly Humboldt commonly uses the term “unit” (for example, a 3-unit course) in the way that “credit hour” is used herein.

For all CSU degree programs and courses bearing academic credit, the “credit hour” is defined as the amount of work represented in stated learning outcomes and verified by evidence of student achievement. Such evidence is an institutionally established equivalency that:

1. Approximates not less than 45 clock hours of work per unit, including:
 - a. One hour of direct faculty instruction and a minimum of two [clock] hours of out-of-class student work each week for approximately 15 weeks for one semester or equivalent amount of work over a different amount of time; or
 - b. At least an equivalent amount of work as required in paragraph 1.a. of this definition for other academic activities as established by the institution including laboratory work, internships, practica, studio work and other academic work leading to the award of credit hours; and
2. Permits an institution, in determining the amount of work associated with a credit hour, to take into account a variety of delivery methods, measurements of student work, academic calendars, disciplines and degree levels. Institutions have the flexibility to award a greater number of credits for courses that require more student work.

Clock Hour: The amount of actual time spent on student work. As in the past, each “clock hour” of work is assumed to be a 50-minute (not 60-minute) period.

Direct Faculty Instruction: Course activities related to the academic subject that occur during synchronous (in-person or online) class time where there is opportunity for direct interaction between the instructor and students, or similar asynchronous (e.g., online) course activities in which student-faculty engagement is intrinsic or in which student participation in an activity can be monitored and documented. Examples include but are not limited to: read/view/listen to a lecture or webinar; engage in a class discussion; take an exam; and participate in a tutorial, field, lab, performance, or internship activity.

Out-of-Class Work: Course activities related to the academic subject, completed outside of synchronous (in-person or online) class time, including but not limited to: conduct subject-matter research, read/view/listen to assigned materials, study course materials/concepts; and complete homework assignments and projects. To count towards credit hours, out-of-class work must either be monitored (e.g., engagement time recorded within a learning management system like Canvas) or be evidenced in a manner that can be assessed by faculty (e.g., submit assignments that are consistent with required work time).

Note: Courses that include extensive informal/joint activities (e.g. social events, travel) should pay special attention to ensuring that credit hours are reasonably based on course content-related direct faculty instruction and out-of-class work consistent with those definitions.

III. Course Classification & Scheduling

Minimum required clock hours of student work does not vary by course mode or type. However, the relative contribution of direct faculty instruction and out-of-class work does vary—Cal Poly Humboldt follows a [course classification system](#) that specifies the requisite hours of direct faculty instruction (“Weekly Class Hrs. Per Unit of Credit.” assuming a 15-week term).

Table 1. Minimum clock hours of student work per credit hour (unit), 15-week term

Course Classification	Minimum Clock Hours of Direct Faculty Instruction Per Unit	Minimum Clock Hours of Out-of-Class Work Per Unit	Minimum Total Clock Hours Per Unit
C1-C6	15 total (1 per week)	30 total (2 per week)	15 + 30 = 45
C7-C14	30 total (2 per week)	15 total (1 per week)	30 + 15 = 45
C15-C21	45 total (3 per week)	0	45 + 0 = 45
S23-25, 36, 48, C77-78	Varies	Varies	45

- 15 weeks is the length of a typical full-term semester course not including Spring Break, Fall Break, or Final’s week. For terms of other lengths, the totals are the same and thus the average per week can be calculated by dividing the totals by the number of weeks in the term. For example, a 1-unit C-1 course in a **five**-week term has a minimum of $15 \div 5 = 3$ hours per week of direct faculty instruction and $30 \div 5 = 6$ hours per week of out-of-class work. See the [credit hour tables/calculator](#) for help.
- The figures in this table are per unit. For courses that are other than 1 unit, multiply each figure by the number of units. For example, a **3**-unit C-1 course includes $15 \times 3 = 45$ hours total of direct faculty instruction and $30 \times 3 = 90$ hours of out-of-class work, for a total of $45 + 90 = 135$ minimum clock hours of student work in the course.
- 1 clock hour = 50 minutes.

All courses, regardless of modality (e.g., in-person, online, synchronous, or asynchronous) must adhere to the minimum clock hours of direct faculty instruction and out-of-class work as per the credit hour definition, course classification, and units. Fully in-person or online synchronous courses shall be scheduled for at least the number of meeting hours as the required minimum clock hours of direct faculty instruction. Instructors of partially or fully asynchronous courses must take particular care to ensure that the minimum clock hours of direct faculty instruction are met. Hours of direct faculty instruction beyond the minimum may count towards minimum hours of out-of-class work, but not vice-versa.

When planned direct faculty instruction time is interrupted, for example by holidays and class cancellations, faculty should consider, within reason, mitigations to ensure that student learning is not compromised.

IV. Documentation & Compliance

- a. Cal Poly Humboldt credit hour definitions are communicated to the campus community via the [Cal Poly Humboldt Catalog](#), which is reviewed on an annual basis.
- b. During the scheduling process, courses that are scheduled fully face-to-face or synchronous online are scheduled according to the amount of direct faculty instruction associated with their course classification and units, ensuring compliance with this aspect of the credit hour policy for such courses.
- c. The campus syllabus policy shall require that course syllabi demonstrate compliance with the credit hour policy by including a statement describing the expected minimum hours of direct faculty instruction and out-of-class work as per its [classification](#) and number of units. Further, the syllabus policy shall prompt faculty to ensure that the course structure and assignments are consistent with the included statement.
- d. Cal Poly Humboldt shall review periodically the application of this credit hour policy across the institution, corresponding with (i) periodic review of syllabi as outlined in the syllabus policy, and (ii) Integrated Curriculum Committee review of syllabi provided for new and revised courses.

Related Policies:

[WSCUC Credit Hour Policy](#)

[CSU Definition of Credit Hour](#)

Expiration Date: n/a

Appendix A - Mandatory Catalog Copy Policy

The CSU annually issues mandatory catalog language each campus must include, inserting our unique policies and practices where indicated. For context, here is the 2022 mandatory catalog copy for [Credit Hour \(sec. XXV\)](#).

CREDIT HOUR

On July 1, 2020, the United States Department of Education changed its definition of the student credit hour. Fundamentally, the change shifted responsibility for credit hour compliance to the accreditation agency and/or to the state.

As such, the CSU's accreditor, the WASC Senior College and University Commission (WSCUC), has published its own updated definition of student credit hour and related accreditation processes. The new regulations no longer require an accrediting agency to review an institution's credit hour policy and procedures. It does require the WSCUC to review the institution's definition of credit hour and an institutions' processes and policies for ensuring the credit hour policy is followed.

The CSU credit hour definition is consistent with federal law (600.2 and 600.4 revised July 1, 2020) and the requirements of the WSCUC. The CSU defines a credit hour as an amount of work represented in stated learning outcomes and verified by evidence of student achievement. Such evidence is an institutionally established equivalency that:

- 1. Approximates not less than:
 - a. One hour of direct faculty instruction and a minimum of two hours of out-of-class student work each week for approximately 15 weeks for one semester or equivalent amount of work over a different amount of time;*
or
 - b. At least an equivalent amount of work as required in paragraph 1.a. of this definition for other academic activities as established by the institution including laboratory work, internships, practica, studio work and other academic work leading to the award of credit hours; and**
- 2. Permits an institution, in determining the amount of work associated with a credit hour, to take into account a variety of delivery methods, measurements of student work, academic calendars, disciplines and degree levels. Institutions have the flexibility to award a greater number of credits for courses that require more student work.*

As in the past, a credit hour is assumed to be a 50-minute (not 60-minute) period. In some courses, such as those offered online, in which "seat time" does not apply, a credit hour may be measured by an equivalent amount of work, as demonstrated by student achievement.

For purposes of accreditation, all CSU campuses are required to develop, communicate and implement procedures for regular, periodic review of this credit hour policy to ensure that credit hour assignments are accurate, reliable and consistently applied. WSCUC published new draft guidelines that took effect in June 2021. Campuses are responsible for publishing a clearly stated practice or process that ensures they are in compliance with the student credit hour definition.

History:

Academic Policies Committee: 2/3/2023

Reviewed: University Senate: X/X/2023

Reviewed: Provost: X/X/2023

CAL POLY HUMBOLDT
University Senate

Resolution on Online Survey Coordination Policy
16-22/23-UPC - February 7, 2023 - Second Reading

RESOLVED: That the University Senate of Cal Poly Humboldt recommends to the President that the attached Online Survey Coordination Policy be approved.

RESOLVED: That the policy be implemented immediately.

RATIONALE: The proposed policy outlines the requirements for conducting large scale surveys online. This policy aims to encourage that online surveys of university community members are conducted to minimize redundancy and frequency and that online survey best practices are followed. All online surveys (with some exceptions) of university community members will be coordinated through the University Survey Coordination Committee. This policy defines the role of the University Survey Committee and the coordination procedure for online surveys.



CALPOLY HUMBOLDT

[Online Survey Coordination Policy] [Policy Number] [Institutional Research, Analytics, and Reporting]

Applies to: All online surveys of prospective, current, and past university community members.

Supersedes: *(former policy number or numbers)*

Purpose of the Policy

Surveys of prospective, current, and past university community members are essential for collecting information that can ensure educational quality/satisfaction, enhance institutional effectiveness, and improve student success. This policy aims to encourage that online surveys of university community members are conducted to minimize redundancy and frequency and that online survey best practices are followed. All online surveys (with some exceptions) of university community members will be coordinated through the University Survey Coordination Committee. This policy defines the role of the University Survey Committee and the coordination procedure for online surveys.

Table of Contents *(optional; suggested for longer documents)*

Definitions

- I. **University Community Members:**
 - a. **Prospective university community** generally refers to the potential future students and their parents/guardians that have interacted with Cal Poly Humboldt or submitted an application. The prospective university community also includes people who have applied for employment.
 - b. **The current university community** generally refers to the matriculated students, employees (i.e., faculty, staff, administrators, and auxiliary employees), and volunteers.
 - c. **Past university community members** generally refer to alums, previously enrolled students who have not graduated, and retired employees/volunteers.
- II. **Data Collection Methods:**
 - a. **Survey:** A survey is a data collection method that uses a list of questions designed to gather information about a group of people.
 - b. **Administrative surveys** are conducted for the purposes of assessment, program evaluation, or quality assurance, in which findings are solely intended for internal use in planning, development, and program

improvement, and are not designed to contribute to generalizable knowledge.

- c. **Research surveys** are designed to contribute to generalizable knowledge (e.g., theory building, building upon others' work in a field or discipline), which may be disseminated through a scholarly paper, conference presentation or poster, or other academic outlets that require IRB approval per EM:P14-02.
- III. **Polls, ballots, and class evaluations:** The following are not considered surveys, even if they are administered using survey software.
 - a. **Poll:** A poll is a data collection method that uses a short list of questions (1-3) designed to gather information about a topic from a group of people.
 - b. **Ballot:** Ballots are a method of collecting votes such as elections, resolutions, etc.
 - c. **Class evaluation:** Class evaluations collect students' evaluation of teaching outlined in the Faculty Collective Bargaining Agreement sections 15.15 to 15.18 (<https://www.calstate.edu/csu-system/faculty-staff/labor-and-employee-relations/Pages/collective-bargaining-agreements.aspx>).
- IV. **The Institutional Review Board (IRB)** assures ethical conduct and the protection of human subjects in research according to federal regulations and university policy (see EM:P14-02)
- V. **Online** for the purposes of this policy refers to electronic information transmitted over telecommunications lines (i.e., the internet).

Policy Details *(optional)*

All **online administrative surveys** and **research surveys** of **prospective, current, and past university community members** shall be scheduled with the University Survey Coordinating Committee (USCC) with the following exceptions:

Exceptions to this policy

- I. Any survey that is conducted in person and not online.
- II. Ballots, Polls, Class evaluations.
- III. Surveys that utilize a student **research participation pool** (e.g., Psychology Department Sona Systems).
- IV. Surveys from service providers to service recipients for process improvement, quality assurance, and/or administrative assessment, such as **point-of-service** surveys administered during or immediately following the service interaction or event.
- V. Surveys of students by their instructor of record for pedagogical or curricular purposes where the results will not be published or otherwise disclosed.

- ~~IV.VI.~~ Surveys that evaluate an individual's leadership, **performance evaluation**, or periodic review.
- ~~V.VII.~~ Fact-based **administrative forms** that individuals complete as part of routine business operations (e.g., directory information updates, scholarship applications, information technology help tickets).
- ~~VI.VIII.~~ Student surveys of fellow students that are conducted solely to fulfill the requirements of a **course assignment** (i.e., results will not be published or otherwise presented to an audience external to Cal Poly Humboldt) under the guidance and direction of a faculty member who has completed an approved human subjects protection curriculum.
- IX. Surveys from academic programs, departments, and colleges to faculty, staff, prospective students, current students, and past students affiliated with their unit.
- VII.X. Surveys from units to their affiliated membership (e.g., Unions to union members, clubs to club members, and athletics to athletes).
- ~~VIII.~~ ~~Any survey that is conducted in person and not online.~~

Scheduling a Survey

The process of scheduling a survey shall be outlined in the Online Survey Coordination procedure and guidelines. Institutional Research, Analytics, and Reporting shall be responsible for maintaining the Online Survey Coordination procedure and guidelines with input from the University Survey Coordinating Committee. Anyone doing an online survey, poll, or ballot may request that their survey, poll, or ballot be placed on the survey calendar.

University Survey Coordinating Committee Charge and Authority

- I. University Survey Coordinating Committee Leadership
 - a. The University Survey Coordinating Committee Shall be co-chaired by the Institutional Research, Analytics, and Reporting (Director or designee) and the Institutional Assessment (Associate Director or designee).
- II. University Survey Coordinating Committee Membership
 - a. Ex Officio Members (no term limits)
 - i. Institutional Research, Analytics, and Reporting (Director or designee)
 - ii. Institutional Assessment (Associate Director or designee)
 - iii. Information Security, ITS (ISO or designee)
 - iv. Institutional Research, Analytics, and Reporting staff member (selected by the IRAR Director)
 - v. One representative from the Institutional Review Board (selected by the IRB)
 - b. Terms for Appointed Members

- i. Appointed staff, faculty, and administrator members of the University Survey Coordinating Committee shall serve three-year terms.
 - ii. Student terms shall be one year.
 - c. Appointed Membership
 - i. One faculty representative from Academic Affairs Division
 - ii. One representative from each of these three divisions
 - 1. Administrative Affairs Division
 - 2. Enrollment Management Division
 - 3. University Advancement Division
 - iii. One student representative appointed by Associate Students
- III. University Survey Coordinating Committee duties
 - a. Coordinate the administration of surveys that are not exempt from this policy.
 - b. Review university survey proposals to ensure the information sought serves university interests and is not already available.
 - c. Disseminate best practices and provide resources (on the web) for support and/or training for university survey development, administration, and analysis.
 - d. Approve university survey requests by outside entities.
- IV. Frequency of meetings of the University Survey Coordinating Committee
 - a. Monthly or as needed to be determined with the Co-chairs.

Data Classification Standards Data Management

All surveys shall adhere to the [Data Classification Standards - HSU Implementation of the CSU Data Classification Standards](#) (EM:P10-03) and [Data Management Policy](#) (P16-02).

Protection of Human Subjects in Research

All surveys shall adhere to the [Protection of Human Subjects in Research Policy](#) (EM:P14-02). When applicable, researchers shall receive approval from the Cal Poly Humboldt Institutional Review Board before collecting data.

Email Use

All surveys that use Cal Poly Humboldt assigned email accounts shall adhere to the [Email Policy](#) (P21-01).

Accessibility

Cal Poly Humboldt is committed to being an inclusive and accessible campus for all people of all abilities. Beyond the inclusion aspects, failure to make content accessible creates legal exposure for the University. Cal Poly Humboldt's digital communication is

legally required to be accessible under federal, state, and California State University policy. All surveys affiliated with Cal Poly Humboldt shall

- I. Use the Survey Accessibility Guide by QualtricsXM
<https://www.qualtrics.com/support/survey-platform/survey-module/survey-tools/check-survey-accessibility/>
- II. Adhere to the Accessible Technology Initiative (ATI) Policies (1) [CSU Policy on Disability Support and Accommodations \(EO 11111\)](#) and (2) [Accessible Technology Initiative Memo \(March 2021\)](#).

Survey Software

There are a number of free and paid survey software and services; however, it is encouraged that all Cal Poly Humboldt surveys use QualtricsXM survey software. All current university community members may request a free account.

Expiration Date *(if any; optional)*

History *(required)*

All changes must be listed chronologically in the format below, including all edits and reviews. Note when the policy name or number changes. Note if an edit or revision date is exclusively for the policy section or the procedure section:

Issued: MM/DD/YYYY

Revised: MM/DD/YYYY

Edited: MM/DD/YYYY

Reviewed: MM/DD/YYYY

Updated: March 8, 2018



[Online Survey Coordination Policy] [Policy Number] [Institutional Research, Analytics, and Reporting]

Applies to: All online surveys of prospective, current, and past university community members.

Supersedes: *(former policy number or numbers)*

Purpose of the Policy

Surveys of prospective, current, and past university community members are essential for collecting information that can ensure educational quality/satisfaction, enhance institutional effectiveness, and improve student success. This policy aims to encourage that online surveys of university community members are conducted to minimize redundancy and frequency and that online survey best practices are followed. All online surveys (with some exceptions) of university community members will be coordinated through the University Survey Coordination Committee. This policy defines the role of the University Survey Committee and the coordination procedure for online surveys.

Table of Contents *(optional; suggested for longer documents)*

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- I. **University Community Members:**
 - a. **Prospective university community** generally refers to the potential future students and their parents/guardians that have interacted with Cal Poly Humboldt or submitted an application. The prospective university community also includes people who have applied for employment.
 - b. **The current university community** generally refers to the matriculated students, employees (i.e., faculty, staff, administrators, and auxiliary employees), and volunteers.
 - c. **Past university community members** generally refer to alums, previously enrolled students who have not graduated, and retired employees/volunteers.
- II. **Data Collection Methods:**
 - a. **Survey:** A survey is a data collection method that uses a list of questions designed to gather information about a group of people.
 - b. **Administrative surveys** are conducted for the purposes of assessment, program evaluation, or quality assurance, in which findings are solely intended for internal use in planning, development, and program

improvement, and are not designed to contribute to generalizable knowledge.

- c. **Research surveys** are designed to contribute to generalizable knowledge (e.g., theory building, building upon others' work in a field or discipline), which may be disseminated through a scholarly paper, conference presentation or poster, or other academic outlets that require IRB approval per EM:P14-02.
- III. **Polls, ballots, and class evaluations:** The following are not considered surveys, even if they are administered using survey software.
 - a. **Poll:** A poll is a data collection method that uses a short list of questions (1-3) designed to gather information about a topic from a group of people.
 - b. **Ballot:** Ballots are a method of collecting votes such as elections, resolutions, etc.
 - c. **Class evaluation:** Class evaluations collect students' evaluation of teaching outlined in the Faculty Collective Bargaining Agreement sections 15.15 to 15.18 (<https://www.calstate.edu/csu-system/faculty-staff/labor-and-employee-relations/Pages/collective-bargaining-agreements.aspx>).
- IV. **The Institutional Review Board (IRB)** assures ethical conduct and the protection of human subjects in research according to federal regulations and university policy (see EM:P14-02)
- V. **Online** for the purposes of this policy refers to electronic information transmitted over telecommunications lines (i.e., the internet).

Policy Details *(optional)*

All **online administrative surveys** and **research surveys** of **prospective, current, and past university community members** shall be scheduled with the University Survey Coordinating Committee (USCC) with the following exceptions:

Exceptions to this policy

- I. Ballots, Polls, Class evaluations. Surveys that utilize a student **research participation pool** (e.g., Psychology Department Sona Systems).
- II. Surveys from service providers to service recipients for process improvement, quality assurance, and/or administrative assessment, such as **point-of-service** surveys administered during or immediately following the service interaction or event.
- III. Surveys of students by their instructor of record for pedagogical or curricular purposes where the results will not be published or otherwise disclosed.

- IV. Surveys that evaluate an individual's leadership, **performance evaluation**, or periodic review.
- V. Fact-based **administrative forms** that individuals complete as part of routine business operations (e.g., directory information updates, scholarship applications, information technology help tickets).
- VI. Student surveys of fellow students that are conducted solely to fulfill the requirements of a **course assignment** (i.e., results will not be published or otherwise presented to an audience external to Cal Poly Humboldt) under the guidance and direction of a faculty member who has completed an approved human subjects protection curriculum.
- VII. Surveys from academic programs, departments, and colleges to students affiliated with their unit.
- VIII. Any survey that is conducted in person and not **online**.

Scheduling a Survey

The process of scheduling a survey shall be outlined in the Online Survey Coordination procedure and guidelines. Institutional Research, Analytics, and Reporting shall be responsible for maintaining the Online Survey Coordination procedure and guidelines with input from the University Survey Coordinating Committee.

University Survey Coordinating Committee Charge and Authority

- I. University Survey Coordinating Committee Leadership
 - a. The University Survey Coordinating Committee Shall be co-chaired by the Institutional Research, Analytics, and Reporting (Director or designee) and the Institutional Assessment (Associate Director or designee).
- II. University Survey Coordinating Committee Membership
 - a. Ex Officio Members (no term limits)
 - i. Institutional Research, Analytics, and Reporting (Director or designee)
 - ii. Institutional Assessment (Associate Director or designee)
 - iii. Information Security, ITS (ISO or designee)
 - iv. Institutional Research, Analytics, and Reporting staff member (selected by the IRAR Director)
 - v. One representative from the Institutional Review Board (selected by the IRB)
 - b. Terms for Appointed Members
 - i. Appointed staff, faculty, and administrator members of the University Survey Coordinating Committee shall serve three-year terms.
 - ii. Student terms shall be one year.
 - c. Appointed Membership
 - i. One faculty representative from Academic Affairs Division

- ii. One representative from each of these three divisions
 - 1. Administrative Affairs Division
 - 2. Enrollment Management Division
 - 3. University Advancement Division
 - iii. One student representative appointed by Associate Students
 - III. University Survey Coordinating Committee duties
 - a. Coordinate the administration of surveys that are not exempt from this policy.
 - b. Review university survey proposals to ensure the information sought serves university interests and is not already available.
 - c. Disseminate best practices and provide resources (on the web) for support and/or training for university survey development, administration, and analysis.
 - d. Approve university survey requests by outside entities.
 - IV. Frequency of meetings of the University Survey Coordinating Committee
 - a. Monthly or as needed to be determined with the Co-chairs.

Data Classification Standards Data Management

All surveys shall adhere to the [Data Classification Standards - HSU Implementation of the CSU Data Classification Standards](#) (EM:P10-03) and [Data Management Policy](#) (P16-02).

Protection of Human Subjects in Research

All surveys shall adhere to the [Protection of Human Subjects in Research Policy](#) (EM:P14-02). When applicable, researchers shall receive approval from the Cal Poly Humboldt Institutional Review Board before collecting data.

Email Use

All surveys that use Cal Poly Humboldt assigned email accounts shall adhere to the [Email Policy](#) (P21-01).

Accessibility

Cal Poly Humboldt is committed to being an inclusive and accessible campus for all people of all abilities. Beyond the inclusion aspects, failure to make content accessible creates legal exposure for the University. Cal Poly Humboldt's digital communication is legally required to be accessible under federal, state, and California State University policy. All surveys affiliated with Cal Poly Humboldt shall

- I. Use the Survey Accessibility Guide by QualtricsXM
<https://www.qualtrics.com/support/survey-platform/survey-module/survey-tools/check-survey-accessibility/>
- II. Adhere to the Accessible Technology Initiative (ATI) Policies (1) [CSU Policy on Disability Support and Accommodations \(EO 11111\)](#) and (2) [Accessible Technology Initiative Memo \(March 2021\)](#).

Survey Software

There are a number of free and paid survey software and services; however, it is encouraged that all Cal Poly Humboldt surveys use QualtricsXM survey software. All current university community members may request a free account.

Expiration Date *(if any; optional)***History** *(required)*

All changes must be listed chronologically in the format below, including all edits and reviews. Note when the policy name or number changes. Note if an edit or revision date is exclusively for the policy section or the procedure section:

Issued: MM/DD/YYYY

Revised: MM/DD/YYYY

Edited: MM/DD/YYYY

Reviewed: MM/DD/YYYY

Updated: March 8, 2018

**CAL POLY HUMBOLDT
University Senate**

**Resolution to Recommend Diversity, Equity, Inclusion, and Accessibility (DEIA) Grant Program
and Award Committee Policy**

17-22/23-EX - February 7, 2023 - First Reading

WHEREAS: EM:P06-07, outlining the administration of the “Diversity Program Funding Committee” is outdated in its administrative scope, title, description, and language; and

WHEREAS: The proposed policy, “Diversity, Equity, Inclusion, and Accessibility (DEIA) Grant Program and Award Committee”, provides procedural and administrative clarity; and

WHEREAS: The proposed policy brings current the language, the role of the award committee, and administration; and, therefore, be it

RESOLVED: The purpose of the Diversity, Equity, Inclusion, and Accessibility Grant Program is to fund programs offered on campus to the university community that cultivate awareness and inclusivity of cultural diversity, BIPOC, LGBTQIA+, disability awareness and access, and/or increase membership of underrepresented groups in the campus community; and

RESOLVED: The proposed policy clearly aligns the grant activity to the fiscal year; and

RESOLVED: The constitution of the DEIA Grant Program Award Committee membership remains unchanged, and

RESOLVED: That the University Senate of Cal Poly Humboldt recommends to the President that the Diversity, Equity, Inclusion, and Accessibility (DEIA) Grant Program and Award Committee Policy be approved; and be it further

RESOLVED: The proposed University Senate policy supercedes EM:P06-07.



Diversity, Equity, Inclusion, and Accessibility (DEIA) Grant Program and Award Committee

[Policy Number]

Office of Diversity, Equity, and Inclusion (ODEI)

Applies to: Faculty, Staff, and Students of Cal Poly Humboldt are eligible to apply for a Diversity, Equity, Inclusion, and Accessibility grant for up to \$5,000 to support projects, programs, and/or initiatives that cultivate awareness and inclusivity of diversity, equity, and inclusion efforts on campus.

Supersedes: EM:P06-07

- I. **Title:** Diversity, Equity, Inclusion, and Accessibility (DEIA) Grant Program and Award Committee
- II. **Purpose:** The purpose of the Diversity, Equity, Inclusion, and Accessibility Grant Program is to fund programs offered on campus to the university community that cultivate awareness and inclusivity of cultural diversity, BIPOC, LGBTQIA+, disability awareness and access, and/or increase membership of underrepresented groups in the campus community.
- III. **Administration:** The Office of Diversity, Equity, and Inclusion (ODEI) issues the annual Request for Proposals and is charged with grant program administration.

The ODEI convenes the DEIA Grant Program Award Committee to receive, review, and prioritize funding allocation requests for diversity, equity, and inclusion-related programs proposed by Cal Poly Humboldt Students, Staff, and Faculty during the annual Request for Proposals.

Funding shall be allocated annually by the Office of the Provost, to be revised and increased per fiscal year, maintaining minimum historical allocations. Grant funding allocations are to be awarded to campus-wide proposals in alignment with the purpose of the DEIA Grant Program.

The committee shall review, rate, and discuss the received proposals and shall recommend funding up to the amount of the DEIA Grant Program budget of any given fiscal year.

The committee shall provide a document/list of all proposals to the Provost for final review and funding approval. The committee shall make available to

the Provost any and all materials necessary to assist in the final decision approval process.

- IV. **Calendar:** Fiscal Year
 - a. The Request for Proposals shall occur during the prior Spring Semester of the fiscal year
 - b. Grant awards will be announced within one month of the close of the RFP
 - c. Grant awards are to be used during the next fiscal year.

- V. **Membership:** The DEIA Grant Program Award Committee shall consist of a total of ten (10) members, representing Students, Staff, and Faculty.
 - a. Two (2) faculty members appointed by the Senate Appointments Committee (staggered, renewable two-year term)
 - b. Three (3) students appointed by the President of Associated Students (renewable one-year term)
 - c. One (1) Staff representative from the Office of Diversity, Equity, and Inclusion
 - d. Director of the Social Justice, Equity, and Inclusion Center
 - e. Associate Vice President of Academic Programs
 - f. Director of the Office of Student Life and Event Services
 - g. One (1) Educational Opportunity Program Staff Representative

- VI. **Appointment:** The Committee shall select its Chair annually.

- VII. **Assessment:** The ODEI shall provide an annual report to the University Senate Executive Committee as to the recipients of grant funds. The University Senate Executive Committee will review the efficacy, status, and standing of the DEIA Grant Award Committee biennially.

**FACULTY HANDBOOK
CHAPTER V
FACULTY MEMBERSHIP**

Draft Changes

540

EMERITUS FACULTY

Emeriti faculty and staff are considered an important and integral part of the university community. The University recognizes the benefits and privileges of continued participation of retired faculty and staff in the academic life of the institution. Emeritus status may be granted to any academic, administrative, staff or faculty member upon the written recommendation by a personnel committee, Department Chair, Supervisor in their academic unit or working unit, or [Cal Poly Humboldt Emeritus and Retired Faculty and Staff Association](#) subsequent to the approval by a majority of the University Senate.

Recommendations for conferring emeritus status shall be based upon: retirement from the California State University; having provided ten or more years of full-time service or its aggregated equivalent at this campus; and meritorious contributions to teaching, scholarship, and/or service to CSU. In special circumstances, the University Senate may award emeritus status to faculty or staff with less than 10 years of cumulative service.

[The Purpose of Cal Poly Humboldt is to provide the highest quality and affordable education built on the contributions of diverse students, staff and faculty who are committed to a just and sustainable world.](#)

[In special circumstances the Provost may withhold the awarding of emeritus standing for cause. A history of conduct or behavior that contravenes basic university policies or the university purpose, vision or core values and beliefs, including serious criminal offenses, fraud, or Title IX violations, is cause for denial of Emeritus status. Individuals involved in ongoing investigations for such conduct or behavior are not eligible for emeritus status until the conclusion of the investigation\(s\). Provost/VPAA/HR will notify the nominees who are being denied emeritus status. Nominees who have been denied can appeal to the President by providing supporting documentation within 14 days. The President's decision regarding the appeal is due to the applicant within 30 days from the date of appeal.](#)

[Emeritus faculty are expected to have demonstrated a continuous commitment and contribution to the Purpose, Vision, and Core values of Cal Poly Humboldt. A history of conduct or behavior that that contravenes basic university policies or values, including serious criminal offenses, fraud, or Title IX violations, is cause for the revoking of Emeritus status. Emeritus status may be revoked by recommendation by the Emeritus committee \(comprised of the University Senate Chair, the Cal Poly Humboldt ERFSA President, and the VPAA or designee\). A person whose](#)

emeritus status has been revoked may appeal to the President for reinstatement. Individuals with concerns about the process of their nomination are encouraged to discuss these matters with a CFA faculty rights chair.

Emeritus Status – Benefits

The University should, so far as space, resources, and priorities permit, offer amenities to emeritus faculty and staff to recognize their continuing membership in the university community, including but not limited to: an invitation to join the [Cal Poly Humboldt Emeritus and Retired Faculty and Staff Association \(ERFSA\)](#), whereby other benefits may be sustained; listing in the program of the commencement ceremony closest to their retirement; an invitation to participate in department, school/college and university functions, such as convocation, commencement, and other celebrations; services normally extended to active faculty and staff, including an email account, , parking, and the same discounts available to active staff and faculty for use of campus recreational facilities, activities and cultural events, and resources.

Faculty and staff emeriti may place the Latin designation emeritus or emerita following the title of their highest academic or administrative position on official correspondence, (i.e., Professor Emerita, Professor Emeritus, or Lecturer Emeritus, Lecturer Emerita, Librarian Emerita, Librarian Emeritus, Counselor Faculty Emeritus, Counselor Faculty Emerita, Coach Emeritus, Coach Emerita, Staff Emeritus, and Staff Emerita); academic faculty emeriti will be listed in a position of honor on a prominent University website and in appropriate University publications.

The University should, so far as space, resources, and priorities permit, offer amenities to assist faculty emeriti in their scholarly or professional pursuits, including but not limited to: the assignment of an appropriate office space if available and access to equipment or services; the right to compete for research grants through the Sponsored Programs Foundation; use of the library; attendance at department faculty meetings as ex-officio, non-voting members with floor privileges; the same discounts for use of academic resources such as books and software as active faculty; eligibility for the appointment and/or election to faculty committees; and free parking.

Decisions about the provision of resources should be broadly consultative and should include officials from affected units (i.e., Chairs when Department resources are involved, Deans when college resources are involved, etc.).

Current Section 540

540

EMERITUS FACULTY

Emeriti faculty and staff are considered an important and integral part of the university community. The University recognizes the benefits and privileges of continued participation of retired faculty and staff in the academic life of the institution. Emeritus status may be granted to any academic, administrative, staff or faculty member upon the written recommendation by a personnel committee, Department Chair, Supervisor in their academic unit or working unit, or HSU Emeritus and Retired Faculty and Staff Association subsequent to the approval by a majority of the University Senate.

Recommendations for conferring emeritus status shall be based upon: retirement from the California State University; having provided ten or more years of full-time service or its aggregated equivalent at this campus; and meritorious contributions to teaching, scholarship, and/or service to CSU. In special circumstances, the University Senate may award emeritus status to faculty or staff with less than 10 years of cumulative service.

Emeritus status may be revoked by a majority vote of Senate when the title holder has been found guilty of a significant criminal offence or with fraud, or has been found to be engaged in activities which have brought disrepute to the University. Prior to such a vote, the involved individual or their representative(s) are entitled to present a written defense to the University Senate. A person whose emeritus status has been revoked may appeal to the University Senate for reinstatement, which may be conferred by a majority vote.

Emeritus Status – Benefits

The University should, so far as space, resources, and priorities permit, offer amenities to emeritus faculty and staff to recognize their continuing membership in the university community, including but not limited to: an invitation to join the HSU Emeritus and Retired Faculty and Staff Association (ERFSA), whereby other benefits may be sustained; listing in the program of the commencement ceremony closest to their retirement; an invitation to participate in department, school/college and university functions, such as convocation, commencement, and other celebrations; services normally extended to active faculty and staff, including an email account, , parking, and the same discounts available to active staff and faculty for use of campus recreational facilities, activities and cultural events, and resources.

Faculty and staff emeriti may place the Latin designation emeritus or emerita following the title of their highest academic or administrative position on official correspondence, (i.e., Professor Emerita, Professor Emeritus, or Lecturer Emerita, Lecturer Emeritus, Librarian Emerita, Librarian Emeritus, Counselor Faculty Emeritus, Counselor Faculty Emerita, Coach Emeritus, Coach Emerita, Staff Emeritus, and Staff Emerita); academic faculty emeriti will be listed in a position of honor on a prominent University website and in appropriate University publications.

The University should, so far as space, resources, and priorities permit, offer amenities to assist faculty emeriti in their scholarly or professional pursuits, including but not limited to: the assignment of an appropriate office space if available and access to equipment or services; the right to compete for research grants through the Sponsored Programs Foundation; use of the library; attendance at

department faculty meetings as ex-officio, non-voting members with floor privileges; the same discounts for use of academic resources such as books and software as active faculty; eligibility for the appointment and/or election to faculty committees; and free parking.

Decisions about the provision of resources should be broadly consultative and should include officials from affected units (i.e., Chairs when Department resources are involved, Deans when college resources are involved, etc.).

Draft Vetting Process Revision

Awarding Emeritus Status: The Cal Poly Humboldt University Senate, Cal Poly Humboldt ERFSA and Provost Office "Vetting" and Notification Process

1. Call for applicants
 - Notification to retirees of the emeritus application process will be sent by the Provost's Office to the campus community and by Cal Poly Humboldt ERFSA to its listserv no later than a month before the nominations are due to the University Senate Office.
 - Applications for Emeritus Status are due to the Provost's Office from the retiree's nominator no later than September 1, or February 1.
2. HR/APS determines eligibility
 - HR/APS will verify the retired employee has worked for 10 years at Cal Poly Humboldt.
 - Exceptions:
 - If retirees have worked 9 or so years, they may be considered for Emeritus Status.
 - If a person has worked 10 years but resigned not retired, they may be considered for Emeritus Status.
4. Provost/VPAA/HR approvals sent to Emeritus committee; denials sent to nominees
 - Provost/VPAA/HR approve nominees and forward to Emeritus committee to be confirmed by the University Senate.
 - In special circumstances the Provost may withhold the awarding of emeritus standing for cause. A history of conduct or behavior that contravenes basic university policies or the university purpose, vision or core values and beliefs, including serious criminal offenses, fraud, or Title IX violations, is cause for denial of Emeritus status. Individuals involved in ongoing investigations for such conduct or behavior are not eligible for emeritus status until the conclusion of the investigation(s). Provost/VPAA/HR will notify the nominees who are being denied emeritus status. Nominees who have been denied can appeal to the President by providing supporting documentation within 14 days. The President's decision regarding the appeal is due to the applicant within 30 days from the date of appeal.
5. Emeritus Committee reviews applications and makes recommendations to Senate
 - The Emeritus committee, made up of the University Senate Chair, Cal Poly Humboldt ERFSA President, and VPAA or designee will consult about the emeritus status nominees to ensure they meet the *emeritus status criteria.
6. Senate approval

- The University Senate Chair will normally list the Emeritus Status nominations for the University Senate to confirm on the consent calendar closest to the date the Emeritus Status nomination process closes: September 1 and February 1.
7. Emeritus status letters are sent.
 - The Provost, and University Senate Chair and Cal Poly Humboldt ERFSA President will jointly send letters informing the retirees that the Cal Poly Humboldt University Senate has approved them for Emeritus Status and inform them of their ****emeritus status benefits within two weeks of the senate approving them for emeritus status. Cal Poly Humboldt ERFSA will be cc'd on the letters.**
 8. Update the Google Nomination Form after September and February cycle to remove previous nominations.

***Emeritus Status Criteria**

Emeritus status may be granted to any currently retired academic, administrative, staff or faculty if they have a written nomination from their former department personnel committee, Department Chair, or **appropriate administrator** in their former academic unit or working unit; or the Cal Poly Humboldt-Emeritus, Retired Faculty and Staff Association (Cal Poly Humboldt ERFSA) can nominate them when their **appropriate administrator** or department chairs are no longer employed or in a position to nominate them verifying they meet the criteria for emeritus status:

- retirement from the Cal Poly Humboldt;
- having provided ten or more years of full-time service or its aggregated equivalent at this campus;
- and
- meritorious contributions to teaching, scholarship, and/or service to Humboldt/CSU.

****Emeritus Status Benefits**

In accordance with section 540 of Cal Poly Humboldt's Faculty Handbook, faculty and staff emeriti may place the Latin designation emeritus or emerita following the title of their highest academic or administrative position on official correspondence, (i.e., Professor Emerita, Professor Emeritus, or Lecturer Emeritus, Lecturer Emerita, Librarian Emerita, Librarian Emeritus, Counselor Faculty Emeritus, Counselor Faculty Emerita, Coach Emeritus, Coach Emerita, Staff Emeritus, and Staff Emerita).

In accordance with Email Policy P21-01, Section I.E.: Retired faculty and staff with an official emeritus designation may retain their individual employee email accounts as long as their accounts remain active (defined as accessing the account at least once a year and not allowing the password to expire).

So far as space, resources, and priorities permit, Cal Poly Humboldt offers amenities to assist emeriti faculty, staff and administrators in their scholarly or professional pursuits, including but

not limited to: the assignment of an appropriate office space if available, and access to equipment or services; the right to compete for research grants through the Sponsored Programs Foundation; use of the library; attendance at department faculty meetings as ex-officio, non-voting members with floor privileges; the same discounts for use of academic resources such as books and software as active faculty; eligibility for the appointment and/or election to faculty committees; and free parking. Emeritus faculty, staff, and administrators are also encouraged to become members in the CSU Emeritus and Retired Faculty and Staff Association, as well as the Cal Poly Humboldt ERFSA (<https://erfsa.humboldt.edu/>).

Current Vetting Process

Awarding Emeritus Status: The Cal Poly Humboldt University Senate, Humboldt-ERFSA and Provost Office "Vetting" and Notification Process

1. Applications for Emeritus Status are due to the University Senate Office from the retiree's nominator no later than September 1, or February 1.
2. HR/APS will verify the retired employee has worked for 10 years at Cal Poly Humboldt.
Exceptions:
 - If retirees have worked 9 or so years, they may be considered for Emeritus Status.
 - If a person has worked 10 years but resigned not retired, they may be considered for Emeritus Status.
3. The University Senate Chair and ERFSA Co-Chair and/or ERFSA University Senate Representative will receive the list of the nominations after their employment status has been verified by HR/APS.
3. The University Senate Chair and ERFSA Co-Chair and/or ERFSA University Senate Representative will consult about the emeritus status nominees to ensure they meet the *emeritus status criteria.
4. The University Senate Chair will normally list the Emeritus Status nominations for the University Senate to confirm on the consent calendar closest to the date the Emeritus Status nomination process closes: September 1 and February 1.
5. The Provost and University Senate Chair will jointly send letters informing the retirees that the Cal Poly Humboldt University Senate has approved them for Emeritus Status and inform them of their **emeritus status benefits. Humboldt-ERFSA will be cc'd on the letters.
6. Update the Google Nomination Form after September and February cycle to remove previous nominations.

***Emeritus Status Criteria**

Emeritus status may be granted to any currently retired academic, administrative, staff or faculty if they have a written nomination from their former department personnel committee, Department Chair, or Supervisor in their former academic unit or working unit ; or the Cal Poly Humboldt-Emeritus, Retired Faculty and Staff Association (Humboldt-ERFSA) can nominate them when their previous supervisors or department chairs are no longer employed or in a position to nominate them verifying they meet the criteria for emeritus status:

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- having provided ten or more years of full-time service or its aggregated equivalent at this campus;
- and

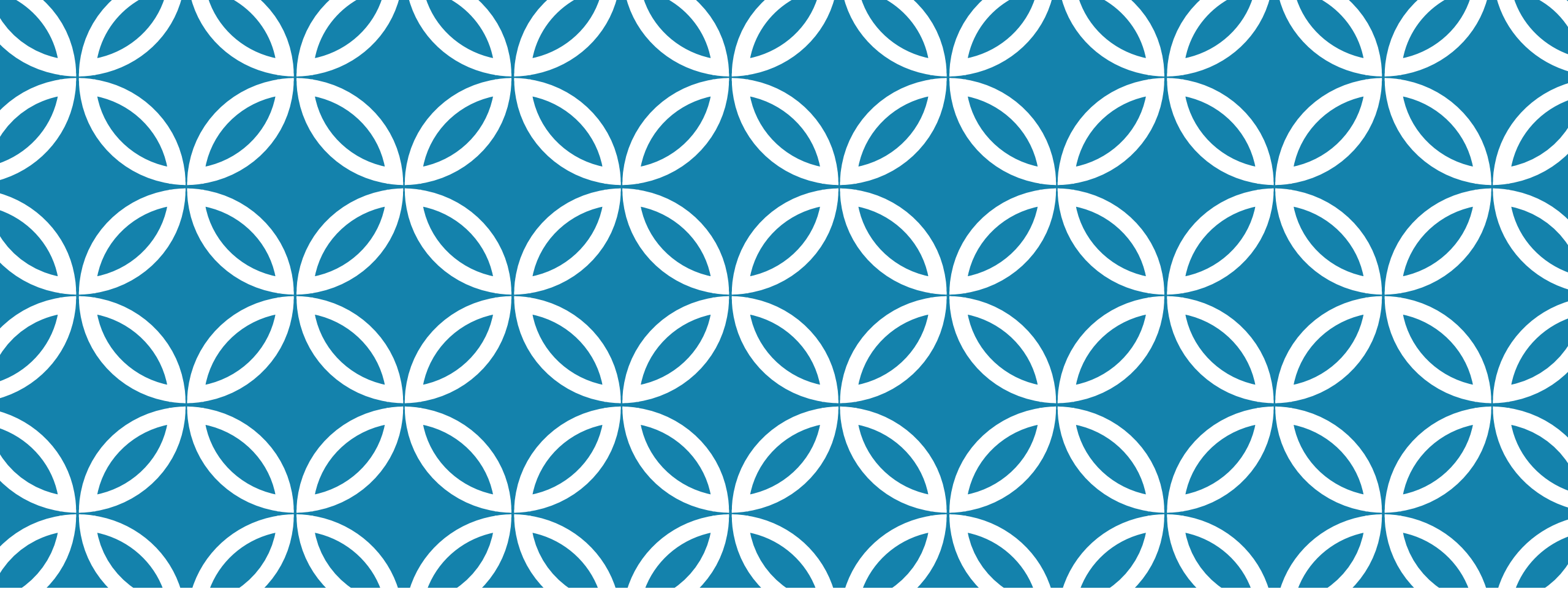
- meritorious contributions to teaching, scholarship, and/or service to Humboldt/CSU.

****Emeritus Status Benefits**

In accordance with section 540 of Cal Poly Humboldt's Faculty Handbook, faculty and staff emeriti may place the Latin designation emeritus or emerita following the title of their highest academic or administrative position on official correspondence, (i.e., Professor Emerita, Professor Emeritus, or Lecturer Emeritus, Lecturer Emerita, Librarian Emerita, Librarian Emeritus, Counselor Faculty Emeritus, Counselor Faculty Emerita, Coach Emeritus, Coach Emerita, Staff Emeritus, and Staff Emerita).

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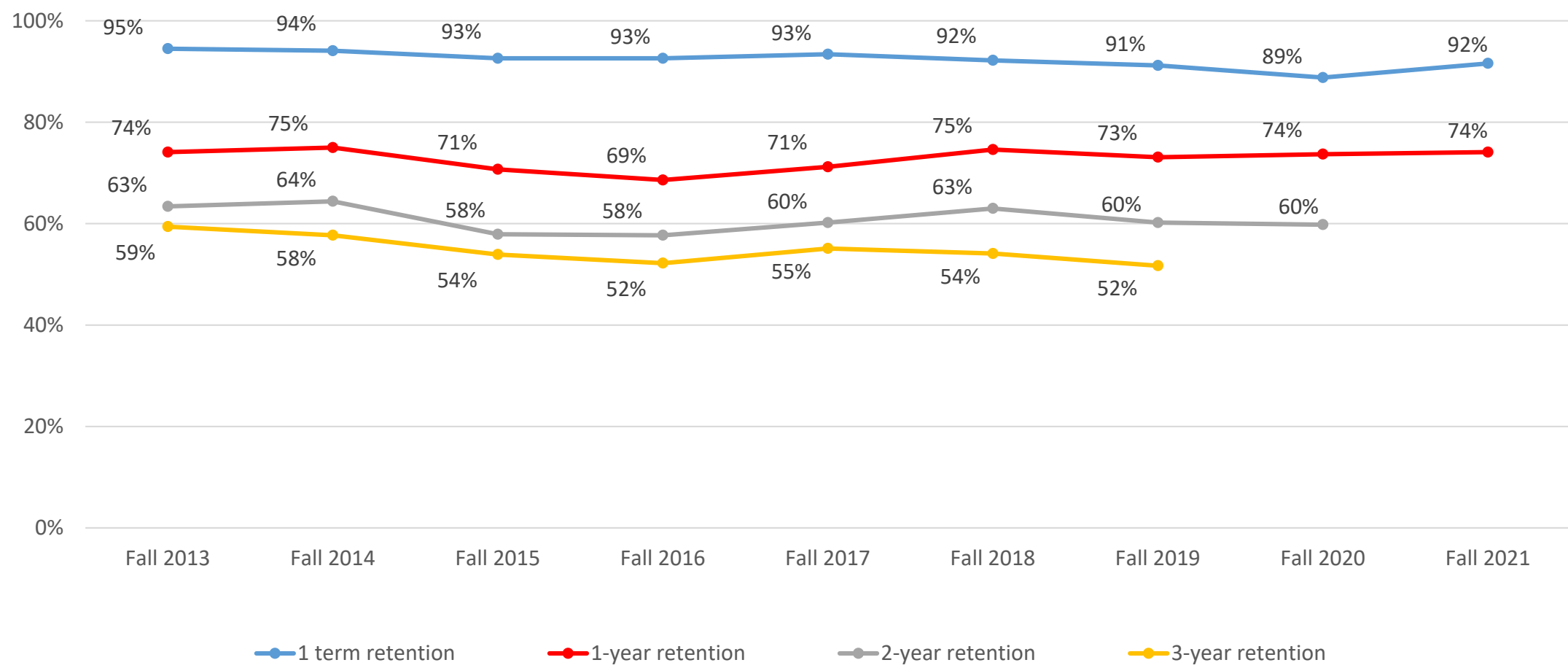


RETENTION PREDICTORS FOR FIRST- TIME FULL-TIME UNDERGRADUATES

Angela Rich
Research Associate
angela.rich@humboldt.edu



FTFTUG 1 Term & 1 Year Retention Rates



WHAT DO WE NEED TO KNOW ABOUT OUR STUDENTS?



DATA DATA DATA DATA DATA DATA DATA

- Use what we have
- Longitudinal
- Comprehensive
- Predictive modeling
- Qualitative
- Quantitative

WHY DO FIRST TIME UNDERGRADUATES LEAVE?

Predictors of Poor Retention: Fall Survey

Homesickness

Commitment to HSU

Educational aspirations

Class attendance

Homework

STUDENTS ARE FACING COMPLEX CHALLENGES:

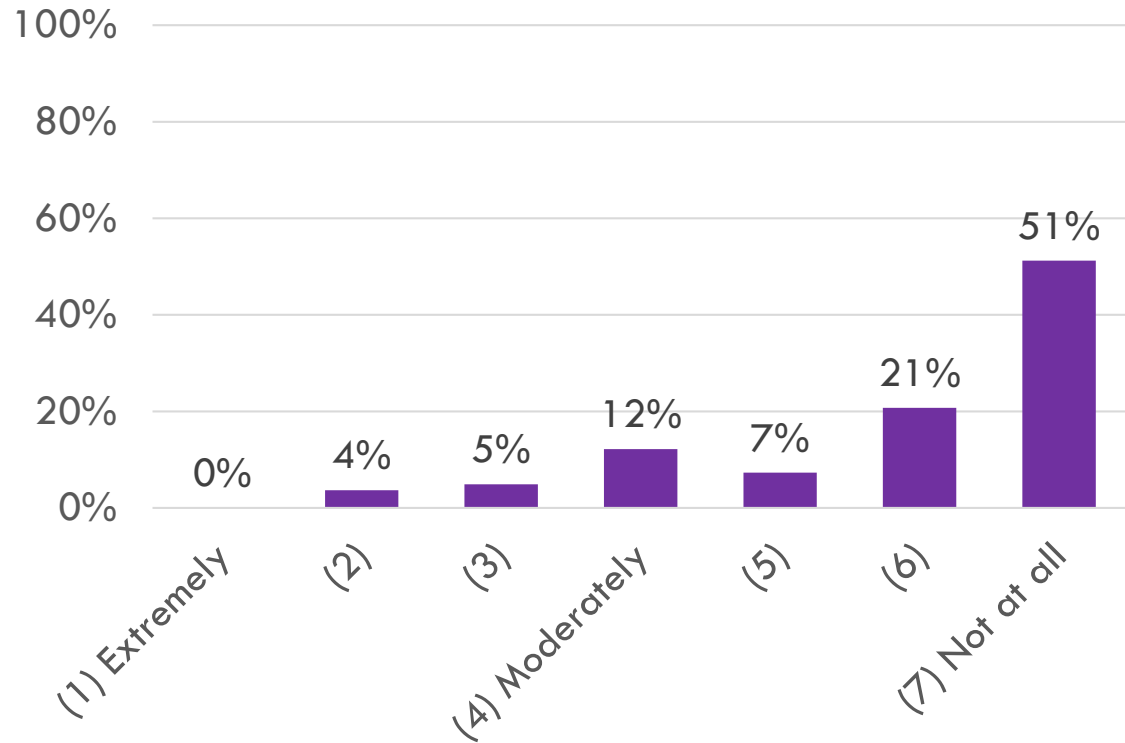
- 99% had a least 1 flag
- 92% had 2 or more flags
- Avg. number of flags was between 3-4 per survey



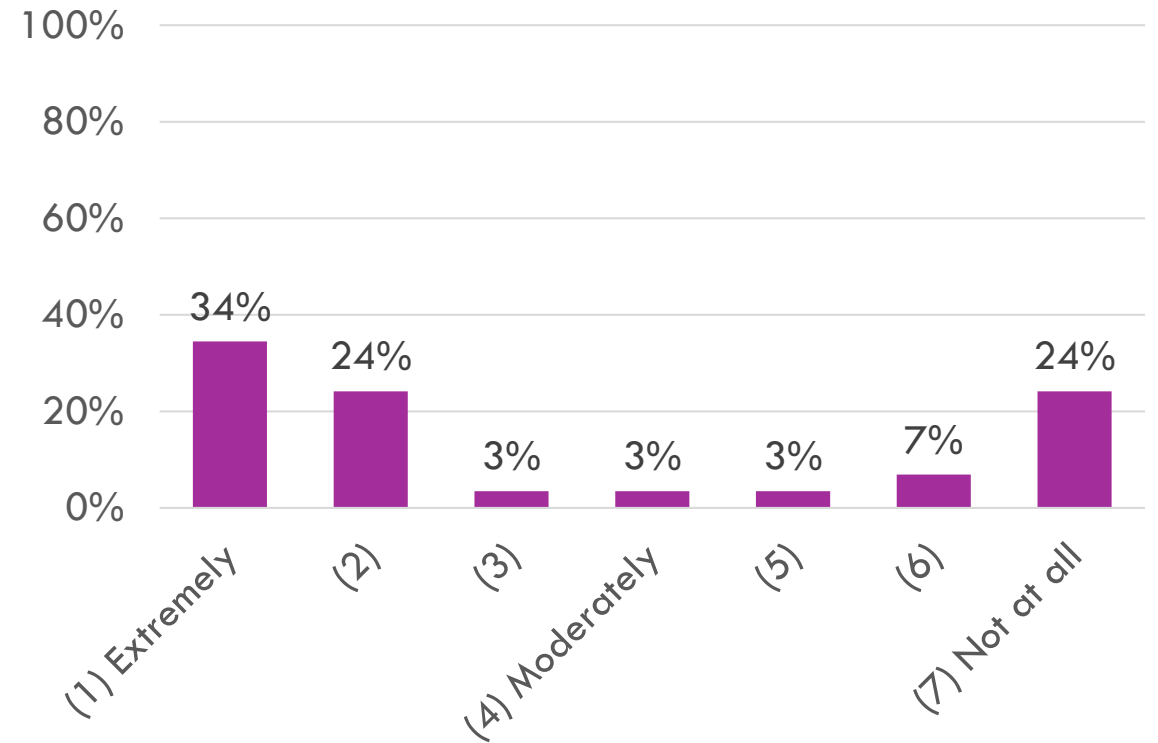
HOMESICKNESS

(ONE SEMESTER RETENTION)

To what degree do you regret leaving home to go to school? (n=82)



To what degree do you miss your significant other who is not at this school? (n=29)



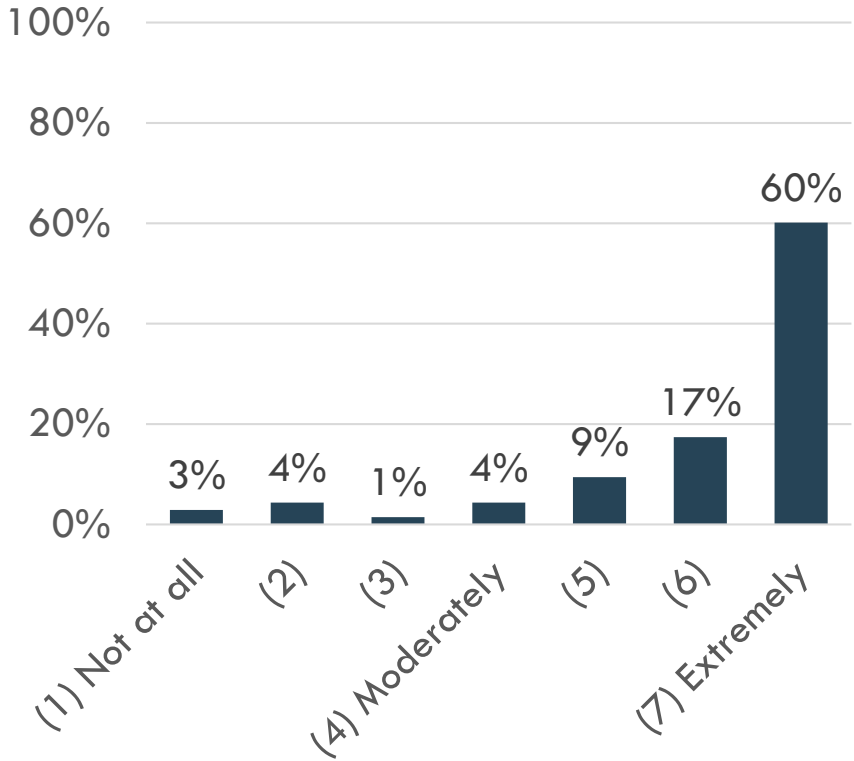


INTENT TO RETURN

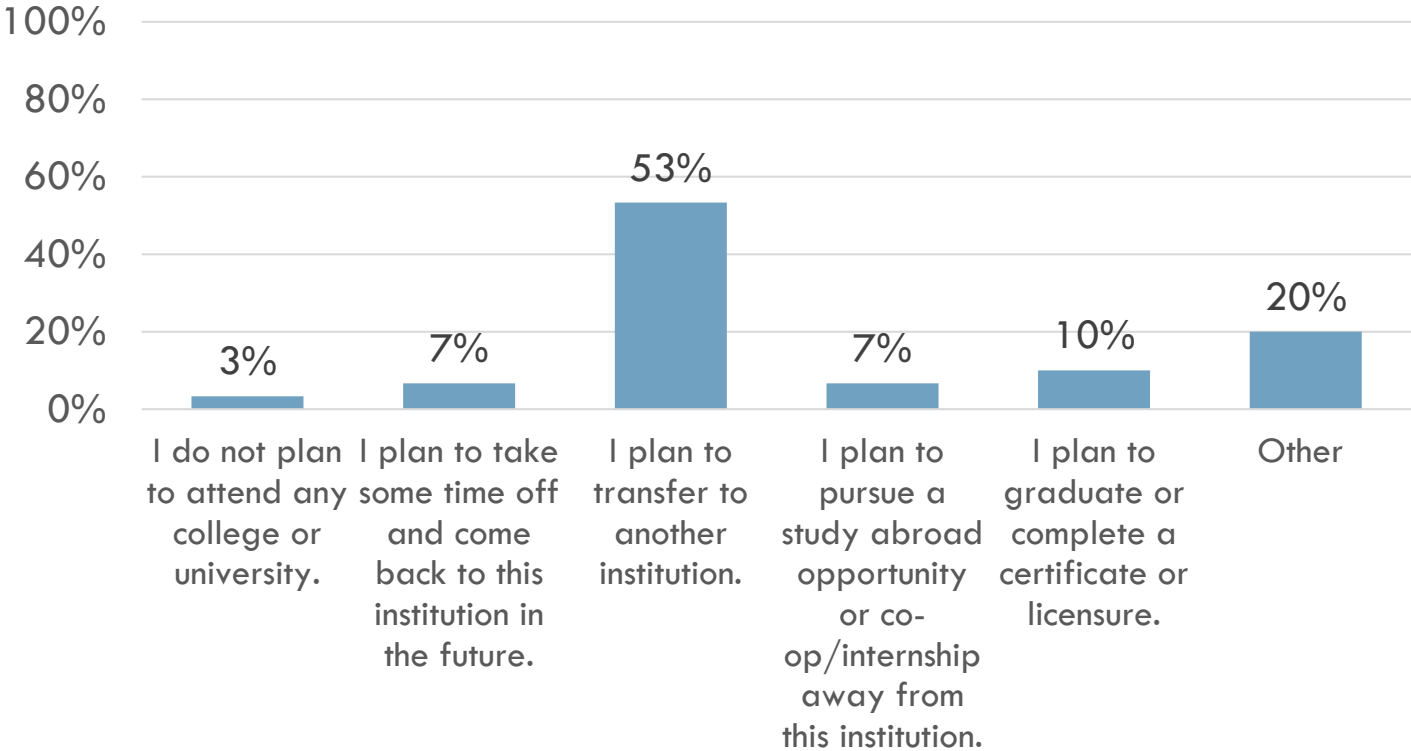
(ONE SEMESTER RETENTION)

To what degree do you intend to come back next academic year?

(n=138)



If you do not return to HSU, which of the following describes your plan? (n=30)

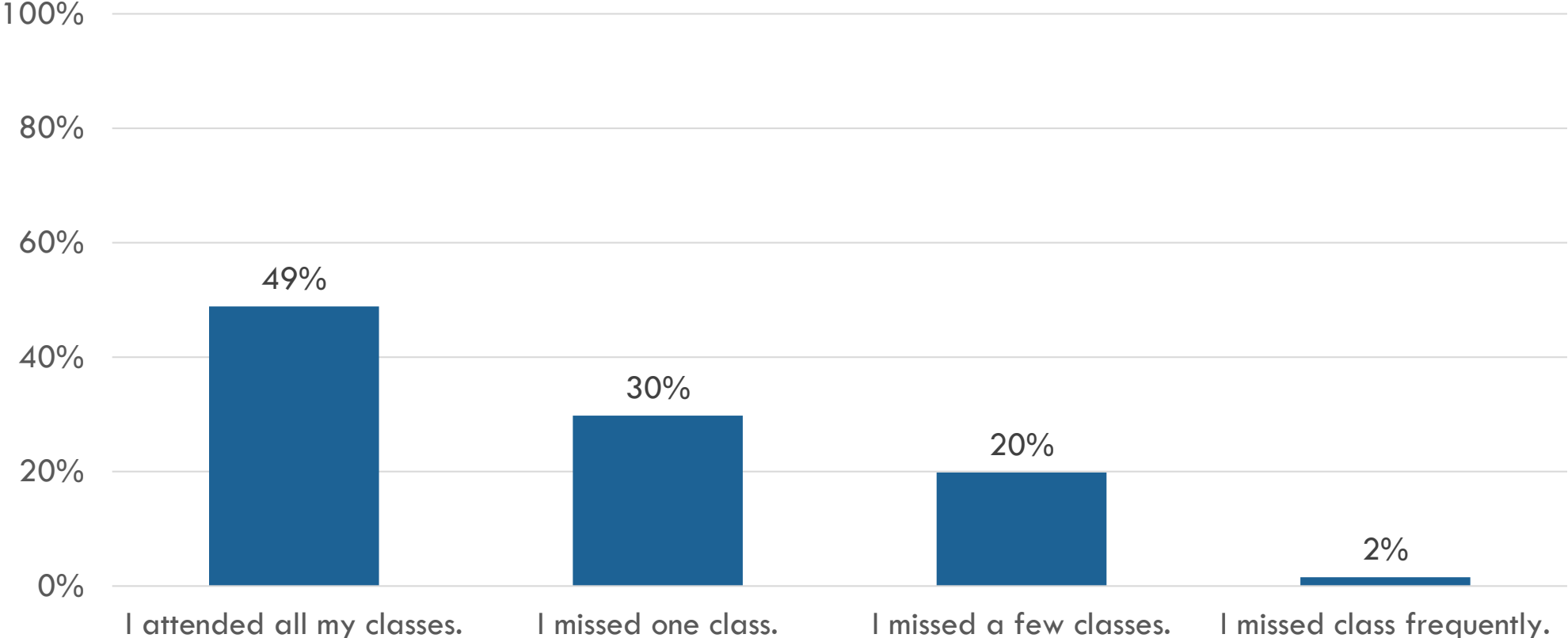




CLASS ATTENDANCE

(ONE SEMESTER RETENTION)

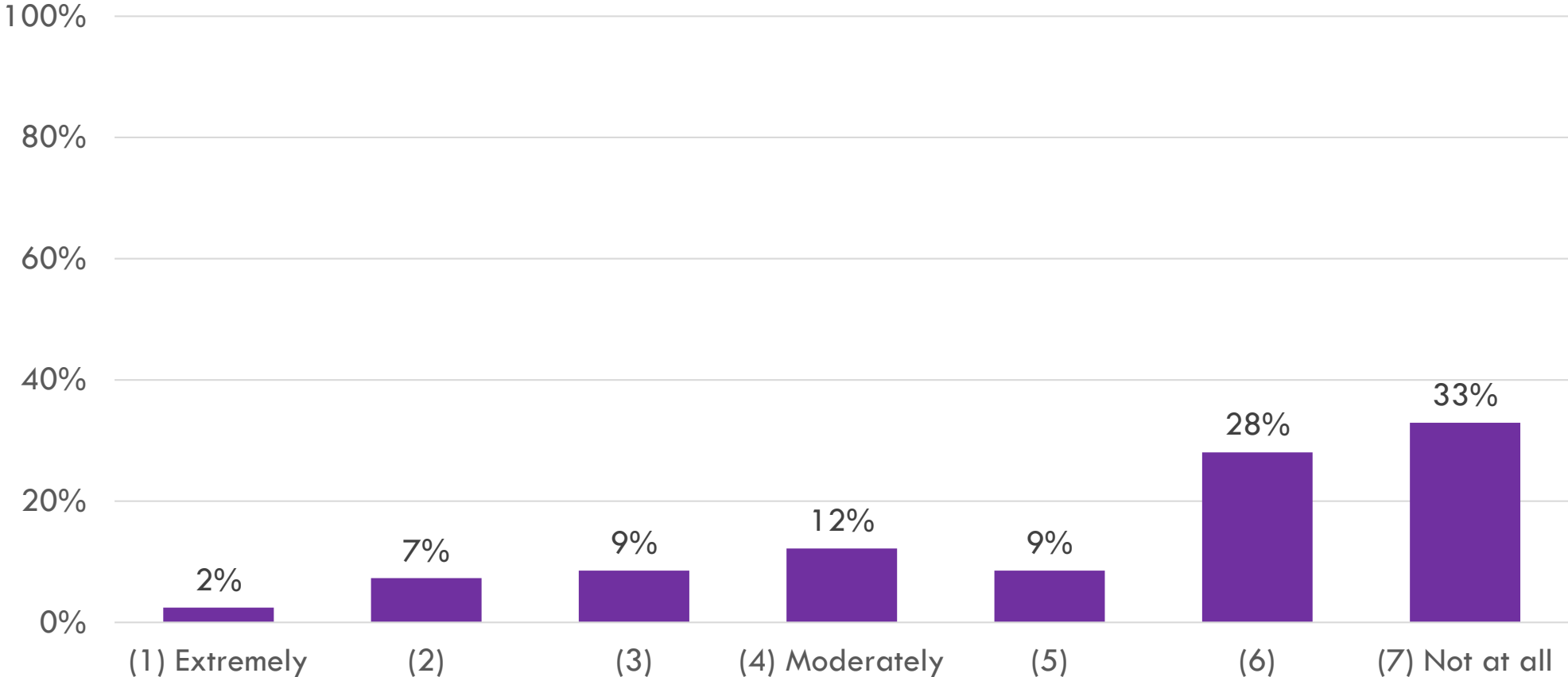
How many of your scheduled classes have you attended this term? (n=131)





HOMESICKNESS (ONE YEAR RETENTION)

To what degree do you think about going home all the time? (n=82)

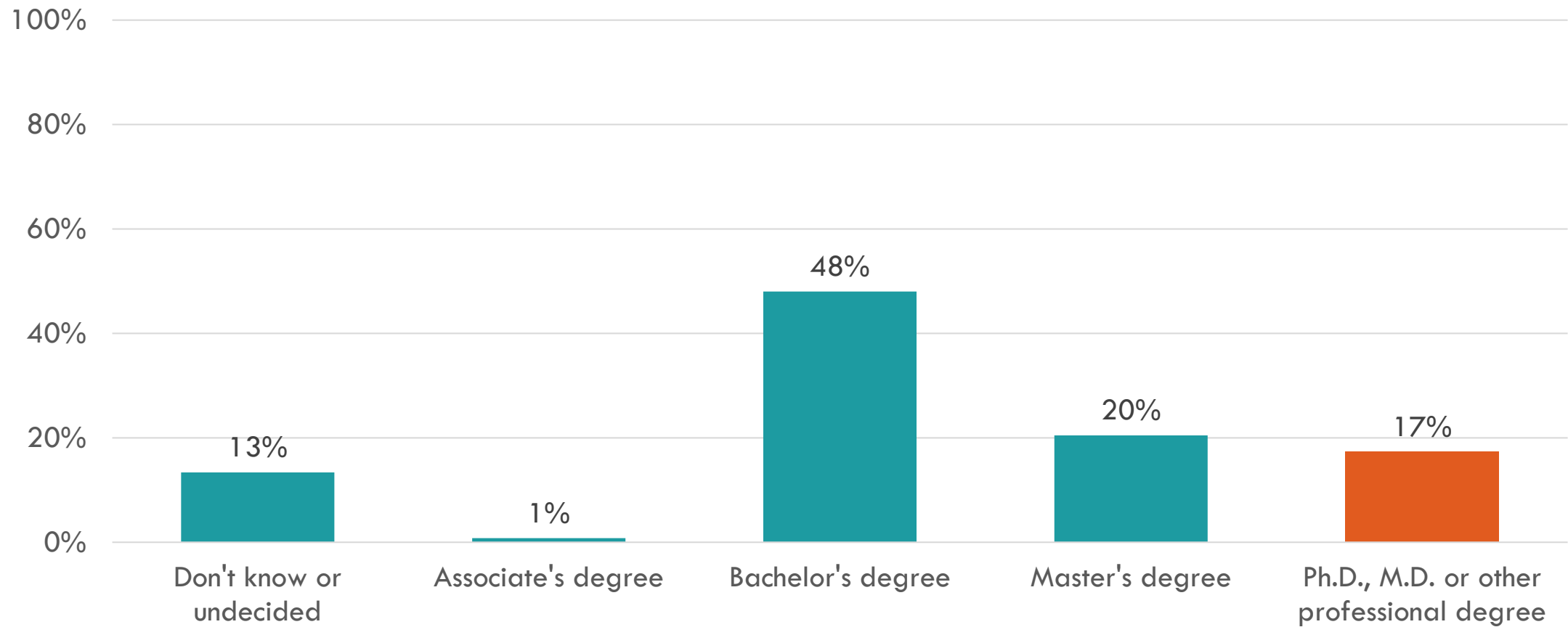




EDUCATIONAL ASPIRATIONS

(ONE YEAR RETENTION)

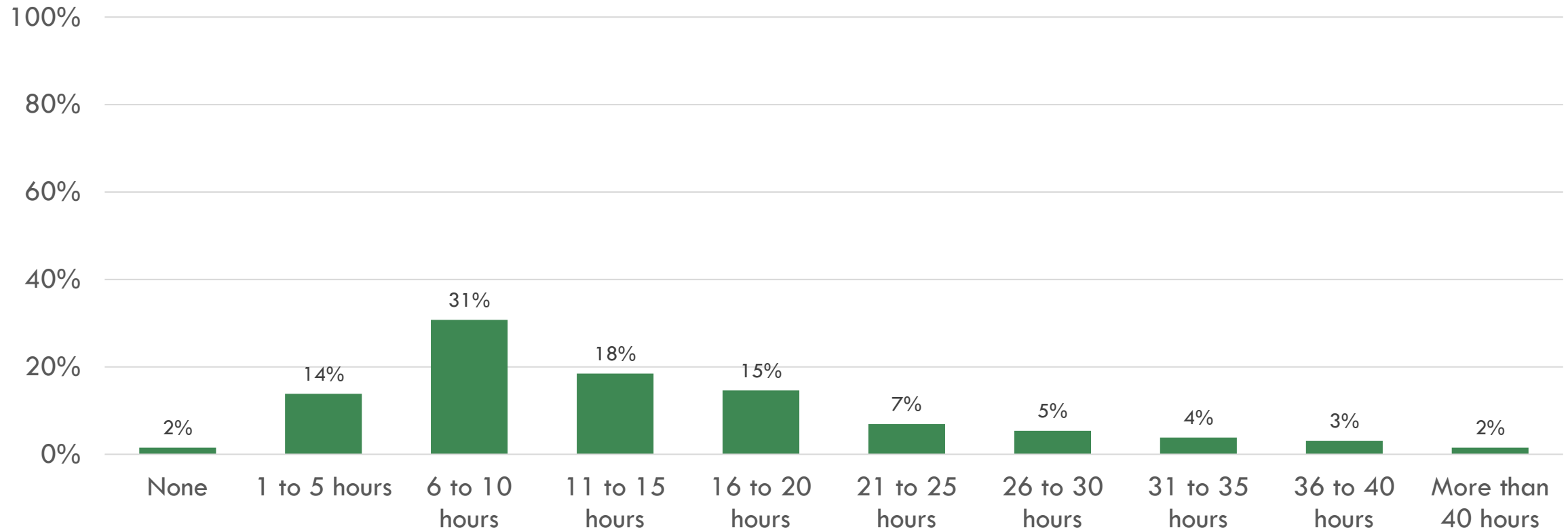
What is the highest level of education you aspire to achieve? (n=127)





STUDYING/HOMEWORK (ONE YEAR RETENTION)

In an average week, how many hours do you spend on out-of-classroom academic commitments (e.g., homework, studying, practice time)? (n=130)

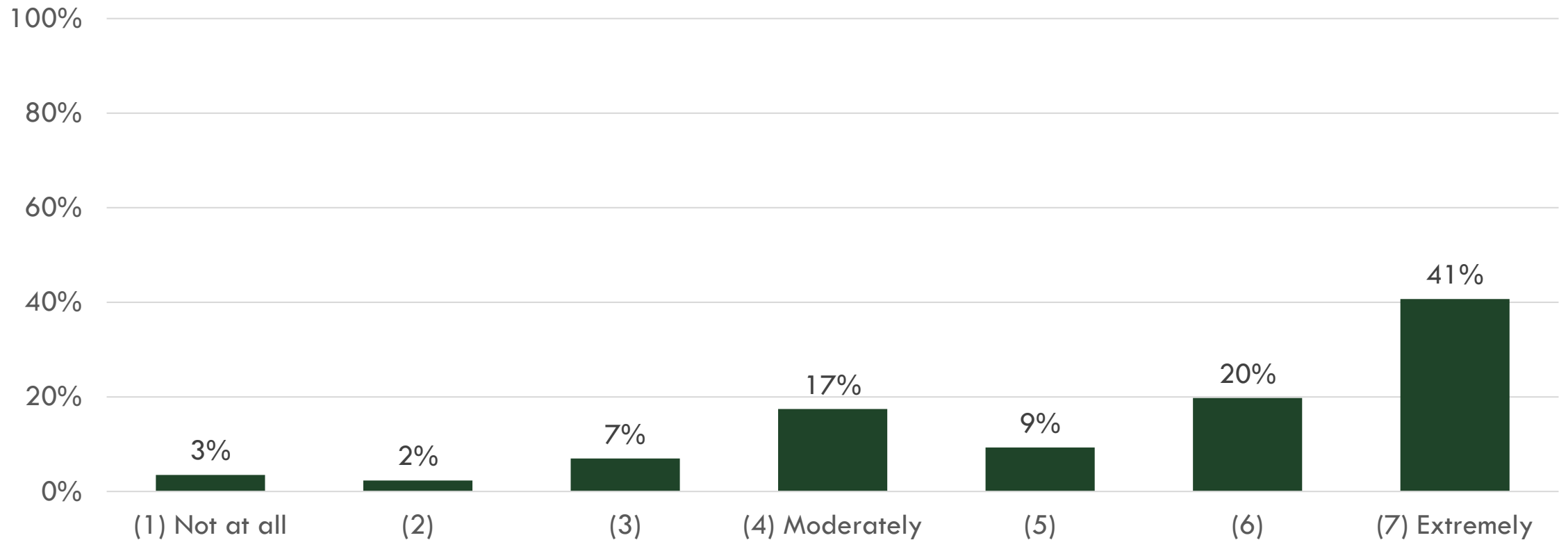




STUDYING/HOMEWORK

(ONE YEAR RETENTION)

Regarding the course you're having the most difficulty with, to what degree have you turned in assigned homework? (n=86)



WHY DO FIRST TIME UNDERGRADUATES LEAVE?

STUDENTS ARE FACING COMPLEX CHALLENGES:

- 99% had a least 1 flag
- 92% had 2 or more flags
- Avg. number of flags was between 3-4 per survey

*Lagging indicator

Predictors of Poor Retention: Spring Survey

*GPA/Probation

Low-income

Class attendance

Participation in student
orgs

On-campus housing

Commitment to HSU

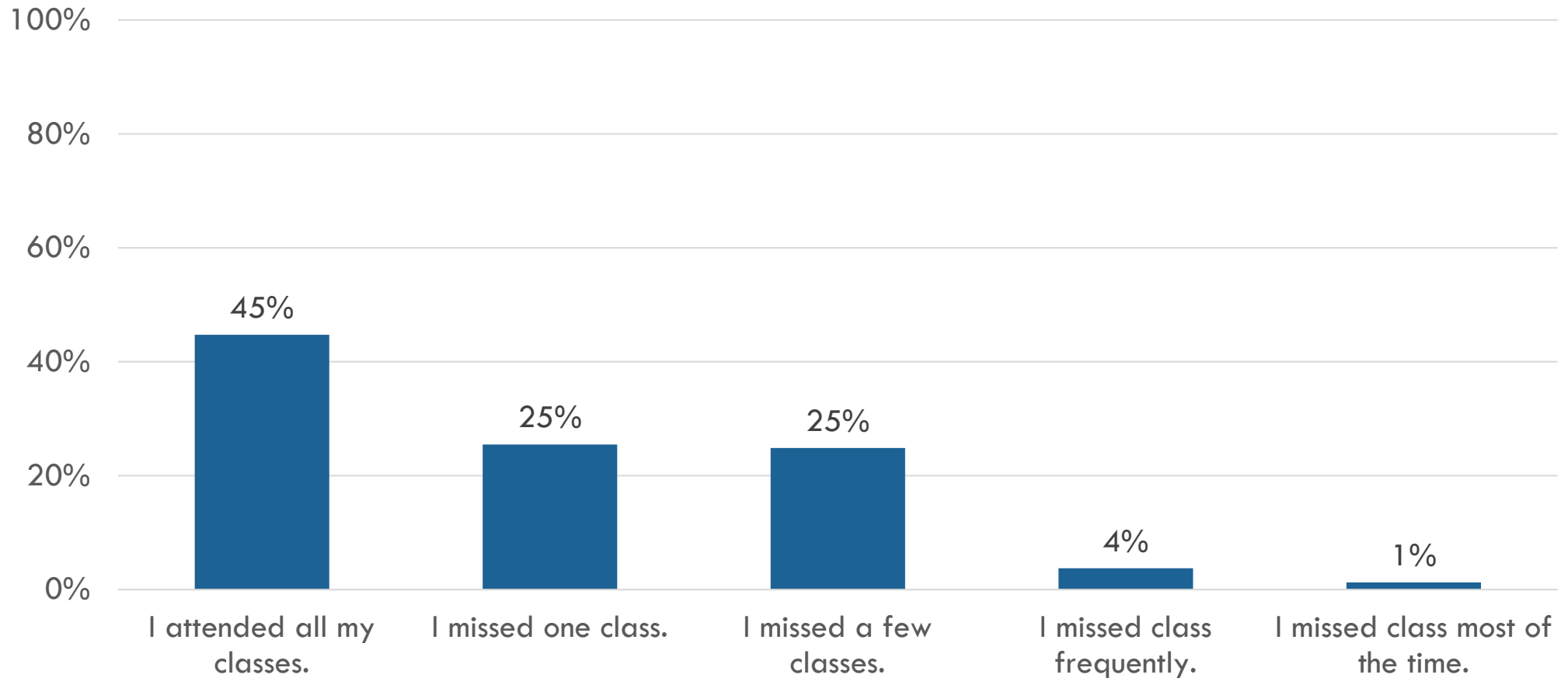
Decision on major



CLASS ATTENDANCE

(ONE YEAR RETENTION)

How many of your scheduled classes have you attended this term? (n=161)

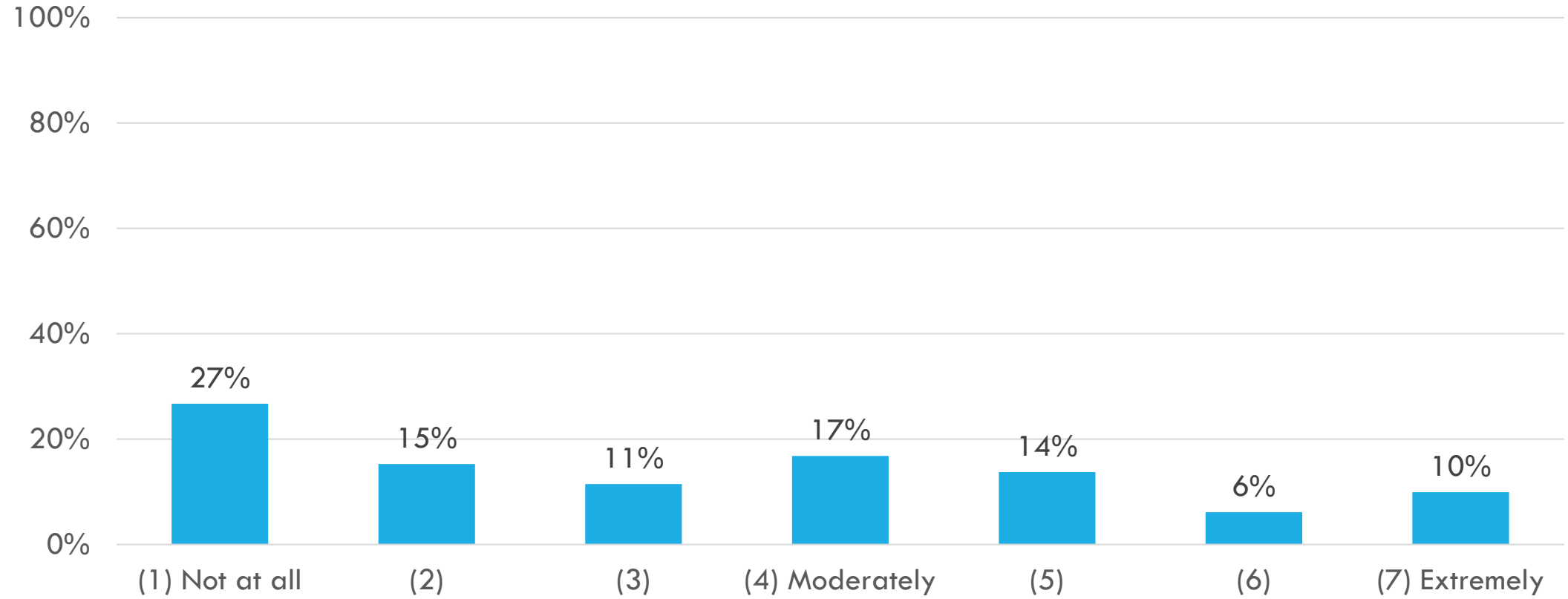




PARTICIPATION IN STUDENT ORGANIZATIONS

(ONE YEAR RETENTION)

During this term, to what degree do you intend to participate in a student organization?
(n=131)

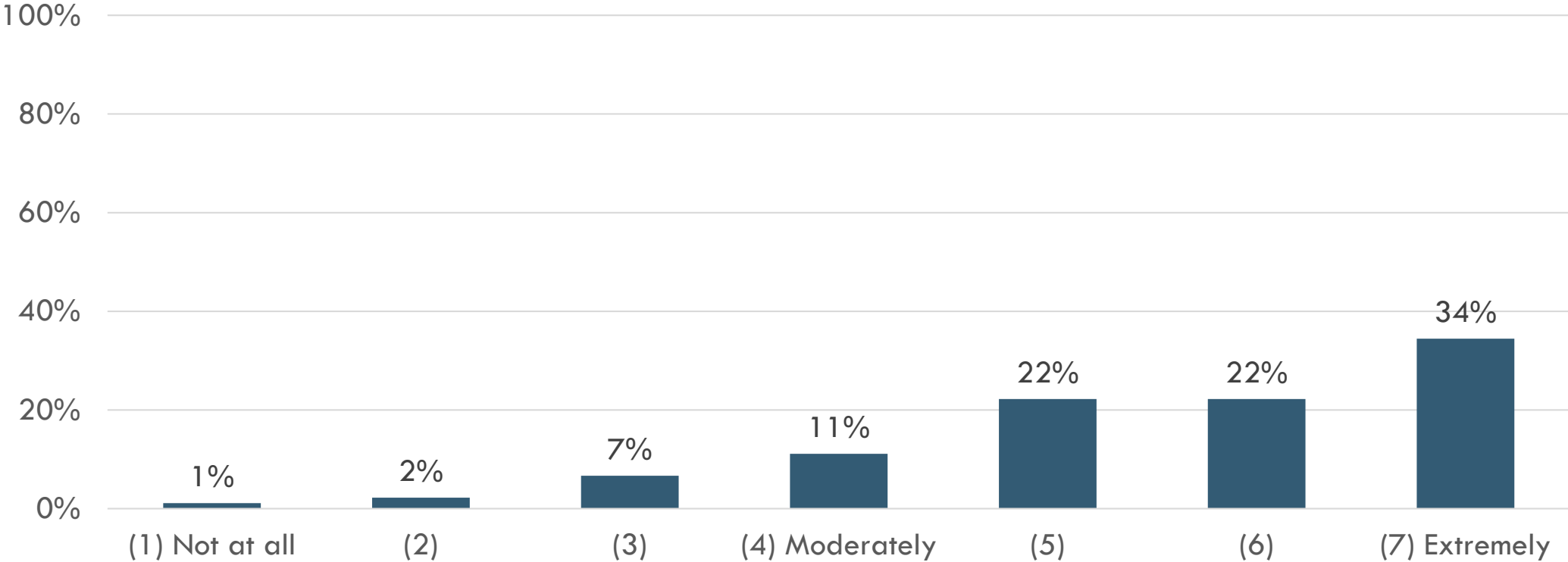




ADJUSTING TO ON-CAMPUS HOUSING

(ONE YEAR RETENTION)

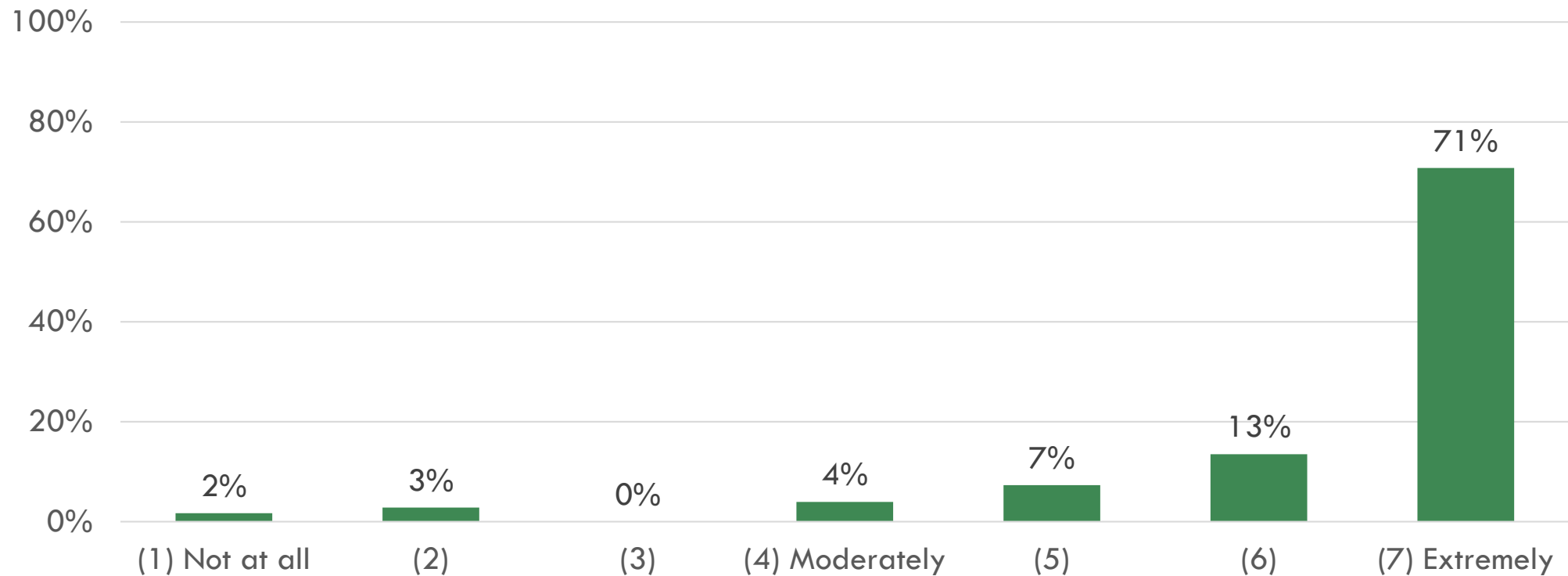
To what degree are you adjusting to living in on-campus housing? (n=90)



INTENT TO RETURN

(ONE YEAR RETENTION)

To what degree do you intend to come back to HSU for the next academic year?
(n=178)

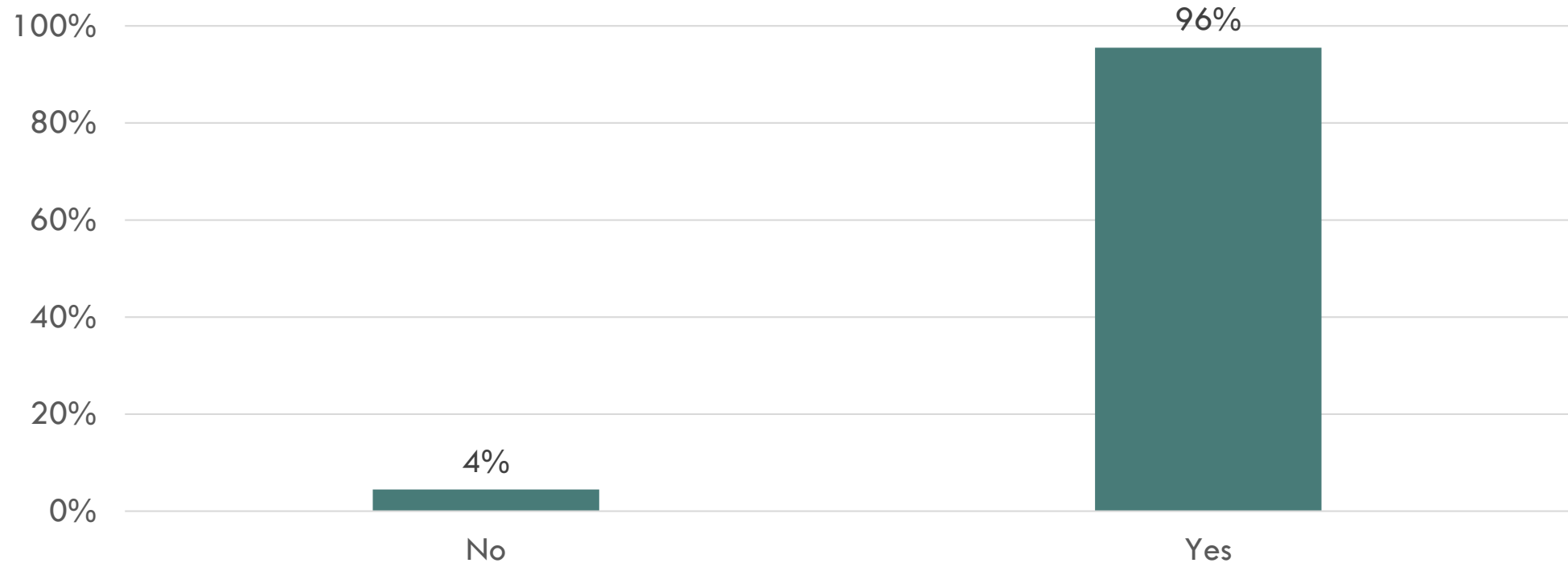




DECISION ON A MAJOR

(ONE SEMESTER RETENTION)

Have you decided what your major/program is or will likely be? (n=134)





WHAT ABOUT STUDENTS OF COLOR?

- Lack of representation
- Micro-aggressions
- Housing discrimination
- Assaults: physical, verbal, sexual
- Homicide

New Trauma

Existing Trauma

Collective Trauma



FALL FOCUS



Homesickness



Commitment
to the
Institution



Class
Attendance



Homesickness



Education
Goals



Study/
Homework





SPRING FOCUS



**GPA/
Probation**



Low Income



**Class
Attendance**



Student Org



**Campus
Housing**



**Commitment
to the
Institution**



**Decide on
Major**





TRAUMAS THAT STUDENTS OF COLOR EXPERIENCE

Lack of Representation



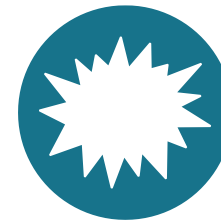
Microaggressions



Housing Discrimination



Assault



Homicide





HOW DO WE MOVE FORWARD?

- Do we know who we are?
- Have we sat and dreamt about what we want and how we will get there?
- What are we going to build?
- Where are the places to start?
- How are we all contributing?
- How do we coordinate our efforts?
- Who is your team to make the strides you want to make?
- SME on campus, data experts, how are we going to collaborate and put things together to build what we dream of?
- *Student voices need to inform every step.*



QUESTIONS?

QUESTIONS?

QUESTIONS?



STRATEGIC PLAN MAPPING

