

Tuesday, February 21, 2023, 3:00pm, NHE 102, and Virtual Meeting ID: 842 7943 1214

Chair Monty Mola called the meeting to order at 3:00pm on Tuesday, February 21, 2023, via zoom and in Nelson Hall East 102; a quorum was present.

Members Present

Aghasaleh, Anderson, Bell, Benevides-Garb, Burkhalter, Cannon, Capps, Cappuccio, Cheynne, Graham, Harmon, Hoffman, Holliday, Koczera, Miller, Miyamoto, Mola, Moyer, Ramsier, Teale, A. Thobaben, Tillinghast, Wrenn, Wynn

Members Absent

Abarca, Banks, Guerrero, McGuire

Guests

Bella Gray, Carmen Bustos-Works, Donyet King, Elizabeth McCallion, Gerardo Hernandez, Jaquelin Mayrand, Jen Sanford, Kimberly White, Kumi Watanabe-Schock, Mike Fisher, Mira Friedman, Pearl Podgnoriack, Raven Palomera, Ronnie Swartz, Sheila Rocker Heppe, Steve St. Onge, Su Karl, Thomas Elliott, Todd Larsen

CFA Interruption Statement

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

Announcement of Proxies

Bernadette Cheynne for M. Thobaben, Bell for Abarca, Cheyenne Hoffman for Banks, A. Thobaben for McGuire, Moyer for Anderson (as needed), Koczera for Gordon

Approval of and Adoption of Agenda

M/S (Miller/Tillinghast) to amend the agenda to move the voting items (number 11 and 12) to earlier in the meeting, after item 4 so that if the power goes out the Senate and ASC Watson will have the most time to record the votes

Motion to approve the agenda as amended passed unanimously

Approval of Minutes from the meeting on February 7, 2023

Item remained unmoved at adjournment; the minutes will be approved at the next meeting on March 7, 2023.

Reports, Announcements, and Communications of the Chair

- Written report attached

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

Academic Policies:

- Written report attached

Appointments and Elections:

- Written report attached

Faculty Affairs Committee:

- Written report attached

Integrated Curriculum Committee

- Written report attached

University Resources and Planning Committee:

- Written report attached

Academic Affairs:

- Written report

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

The attached USFAC Space Recommendations were approved via general consent

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

Student Gerardo Hernandez spoke regarding the recent Housing Policy changes. His remarks are reproduced below:

Hello, everyone! My name is Gerardo Hernandez, I'm a Cal Poly Humboldt student and my topic of concern is the recent Housing Policy changes. First of all I hope everyone is having a good day, and a specific concern I have is the recent shuttle services of the expansion from the Public Safety Ambassador program that'll be accommodation for the University sponsored hotels. While it says that it plans to expand the shuttle services, and it's hours to these hotels, it doesn't say specifically on how many of these shuttles can accommodate students at a time, nor it's sufficiency to other students who need these services to get to class on time. It doesn't list if disabled, students will be prioritized in order to accommodate with their special needs if some of them are in these hotels. I was temporarily disabled, and I went to the SDRC, where they mentioned they are not allowed to do transportation off-campus, and they are under-staffed to accommodate the expansion of the upcoming student enrollment. These shuttle services doesn't even state as to how long will their hours be expanded. The county and the city buses stop their services around 8pm and they are not open on Sundays. So this creates barriers and concerns for students traveling on foot due to them being potentially unaware of Arcata's walk way routes, or even potentially safety issues they may come across, such as the homelessness or the difficulty of infrastructure. Another concern that I have is specifically, how will UPD quickly address any safety issues that may come across in these various hotels, especially when this creates disparities on time responses between on campus and off campus housing students? Last I heard from the LumberJack, UPD is understaffed with 8 vacant spots in its organization (2 administrative, 3 dispatchers, one officer and 2 sergeants). While that may have changed, it still shows the concern of the adequate response time. I am also worried about how this may pose concerns of housing insecurities. In 2018 a CSU statewide study commissioned by the Chancellor's office, stated from the Cal Poly Humboldt that 19% of its students

reported being housing insecure at least once in the last 12 months. The US Census puts people living in poverty in Arcata at 34.7%, and the city's recent 2022 community engagement have specific respondents of Cal Poly Humboldt students as populations being discriminated against while looking for housing so overall, I encourage this administration to prioritize accessibility, incentivization, and safety for the student body and their decisions towards housing, and these various concerns. Hopefully, the concerns that I've stated will be looked into. Thank you overall and have a good day.

Senator Cannon spoke regarding CAPS; his remarks are reproduced below:

So first of all, I don't usually take up time in this time, because I feel like I talk a lot anyway, but I felt like this is most appropriate here. So I'm here, speaking as CFA Chapter President, and also of course, as myself, about the contract with a TimelyCare or TimelyMD.

First of all, I think you all know that CFA has filed on for labor practice to the Public Employer Relations Board. We did this months ago. Contracting out union work and doing that without having any kind of agreement with that union is actually illegal, and that's where we have an unfair labor practice charge. This is going through the system. The PER people see it has merit, and we did start on mediation last week. Whether that goes anywhere I don't know. But what I want to underscore is that all the challenges that you might hear from folks that are counseling centers, all the challenges in terms of serving our students, meeting their counseling needs the incredible disaster of mental health we have not just for our students, but all of us after Covid, all of those can be met with our CAPS Councilors, by funding our CAPS Counselors.

Basically what we're doing is we're outsourcing union work, faculty work, to a for-profit company in Texas who are doing the same work, right? We still have our CAPS counselors, although we lost almost half of them last spring, partly because of this. But the students are being asked to sign up for counseling sessions online, but it's in the same kind of counseling sessions they would get from our CAPS counselors. When you hear things like, we don't have enough counselors, we can't hire them. It's because they are very underpaid. They can make quite a bit more outside the institution than within the institution. They're all on one year contracts. None of them have permanent jobs. Only at the bottom of the pay scale currently. So then you're asking these folks to stay like, Why? Why can we not get good people to do this job? Because you're not treating them well. Because you're not treating them well.

And then this mental health crisis, instead of supporting our CAPS counselors, we're outsourcing to a company in Texas. The fact that the companies in Texas is concerning. It flies in the face of AB 1887 which is a State bill that says we should not be supporting States with horrible anti-LGBT policies and models. As a person who actually wrote a book on this topic, Texas is about the worst. I'm concerned about their affiliations about other organizations that wish to make sure that LGBTQ folks are not covered under Title IX. I'm concerned that it took CFA to tell them to ask people's pronouns. They are predatory. They have gone across the State to student associations before ever going to unions before ever going to administration. They are hiring students at different universities to be advocates of mental health, and walk around the university to tell people to sign up for TimelyMD. They're predatory, and they're aggressive. And then, lastly, we have no vetting for them. Are they doing gender exploratory therapy with folks? You don't know. Sure sounds nice, but it's actually therapy that is, in the way of people having gender from and care. We have no idea, because we don't know these people. We have given them \$640,000 of California money.

And make no mistake, I can say all these things about TimelyMD that make me really concerned as a

trans person on campus, really concerned about our LGBT students, but all that aside this isn't about them. It's about us. Why are we not supporting our own CAPS counselors? There is nothing in the way of having permanent positions, there's nothing in the way except the will of this administration to pay them fairly. The 23 campus CSU system is a cash cow. That's why they're so aggressive. They're gonna make millions on send a California money out to Texas. So CFA is still adamant to ask the Administration to cancel this contract as soon as possible, and we will see through this process all the way down to the hearing, if we need to. Thank you.

Student Annika Caston read from the below prepared remarks regarding Counseling and Psychological Services and TimelyMD:

Hi everybody! My name is Annika and I'm a senior psychology major. I'm also the Staff Support Coordinator at the Social Justice, Equity, and Inclusion Center, as well as an intern with Students for Quality Education or SQE.

I came here today to ask you to take a stand against TimelyMD and against contracted health services.

I'm sure y'all are familiar with TimelyMD by now.

We do not have adequate mental health services on this campus. We *especially* do not have adequate mental health services to support our students of color and our queer and trans students. I'dk if y'all are aware but we've recently lost the one and only counselor on campus whos a person of color.

Who are students supposed to go to if they need to talk to someone who understands their experiences? Staff? Faculty? Each other? [Sorry, this is emotional] That's not right for the students who need a counselor and that's not right for the people forced to fill that need.

Our university is claiming that TimelyMD is closing that gap. It isn't. In fact, TimelyMD is actively harming the students who need representation in caps the most. Students have been saying this since we contracted with Timely and no one seems to be listening. It feels like we're yelling into the void. Students hear story after story from their peers whose experiences are invalidated. *We* hear it from each other and it's traumatic. Its traumatic for students who have awful experiences with Timely and for the students who hear about harm being perpetrated against their peers and classmates and friends.

The university made a mistake in contracting out. Fine. We all make mistakes, but it's time to correct that. We need queer counselors and counselors of color on this campus. We need full-time, tenured counselors on this campus. I mentioned before that we lost our Latinx counselor. She left because she wasn't paid as well as her white counterparts. **How can we expect counselors to invest in our students when our university won't invest in THEM?**

No one is asking you to get rid of telehealth services. **We're asking you to get rid of TimelyMD. We're asking you not to contract our health services out like this.** Over covid we saw that counselors on campus could hold telehealth appointments with our students. We know that they have the capability, so why aren't we doing that? Why aren't we investing in our community and expanding the number of counselors **here**? Why aren't we investing in the queer and trans people of color in our community?

We need you, our university senate, to stand with us against TimelyMD. Pass a resolution calling on the university and admin and telling them that we need full-time counselors on our campus. We need queer counselors. We need counselors of color. The students need your support.

Thank you.

Resolution on the Diversity, Equity, and Inclusion Grant Program and Funding Committee (17-22/23-EX – February 21, 2023 – Second Reading

Senate vote on the Resolution on the Diversity, Equity, and Inclusion Grant Program and Funding Committee *passed without dissent*

Ayes: Aghasaleh, Anderson, Banks, Benevides-Garb, Cannon, Cappuccio, Graham, Harmon, Koczera, McGuire, Miller, Miyamoto, Mola, Moyer, Ramsier, A. Thobaben, M. Thobaben, Tillinghast, Woglom, Wrenn, Wynn

Nays: none

Abstentions: Abarca, Bell, Capps, Guerrero, Holliday, Teale

Resolution to Update the Emeritus Policy on Denying or Revoking Emeritus Status for Cause (18-22/23-FAC – February 21, 2023 – Second Reading)

Senator Miller reported that the committee determined that there have been a couple of changes between the first and second reading, the most significant of which is that there is no recourse for retired folks who are denied other than the appeals process with the President's Office

Senator Aghasaleh spoke in favor of the resolution noting that the University shouldn't wait for harm to be done

Senator Moyer noted she is conflicted about this due to the good work of writing the resolution and the fact that it is still one person deciding whether or not someone has caused enough harm to be denied emeritus status

Senator Cannon spoke against the resolution noting that one person making decisions is concerning, as is the fact that if someone is already retired they would not have recourse to appeal with CFA's help.

Bernadette Cheyenne spoke against the resolution noting that one person making decisions is concerning and suggested using an outside mediator for these decisions.

Interim AVP for Faculty Affairs White spoke in favor of the resolution, noting the goal is to have people who have done harm to not be continually involved with the University, and sometimes only the Provost knows about what harmful actions an applicant has done. She also pointed out there is an allocation of financial resources inherent in giving emeritus status to faculty and staff which require administrator approval.

Provost Capps spoke in favor of the resolution noting that her intent is to expand options to honor people with emeritus status which is why last year they approved expanding to allow staff, administrators, counselors emeritus status; she explained the goal is to support the Senate to not

unknowingly put forward someone who has caused harm on the campus for this honor. She noted there has unfortunately been a lot of that, and this is an opportunity to be accountable for that, while still keeping everyone's privacy intact.

Senator Miller invoked the CFA Interruption Statement, noting that the systems we work in are created through white supremacist culture, such that people who cause harm and who are able to squeak through the cracks in the system are usually white heterosexual men. Hopefully the University will get to a point where no one is able to get through these systems of review but as of now, that's not the way it is and in his experience the people who were harmed and were not supported leave the University and are not able to speak or be represented when the perpetrator of harm comes up for an honor.

Senate vote on the Resolution to Update the Emeritus Policy on Denying or Revoking Emeritus Status for Cause ***passed***

Ayes: Aghasaleh, Anderson, Benevides-Garb, Burkhalter, Capps, Koczera, McGuire, Miller, Miyamoto, Mola, Tillinghast, Woglom, Wrenn, Wynn

Nays: Abarca, Bell, Cannon, Cappuccio, Harmon, Moyer, Teale, M. Thobaben

Abstentions: Banks, Graham, Guerrero, Holliday, Ramsier, A. Thobaben

TIME CERTAIN: 3:30 PM – 2023/24 Student Housing Update – Mike Fisher, Steve St. Onge, Donyet King, and Todd Larsen

VP Holliday introduced the topic first acknowledging that they made a mistake in communicating the rollout for housing applications for the Fall, one example is, there was some information that rolled out online a little early before communication went out to students; and that it certainly wasn't intentional.

She reported that they also have had a group that's been working long and hard on this plan for bridge housing, understanding that one of the realities that we knew is with the growth in enrollment that is coming, we did not have enough housing on campus for students to be in housing on campus if they want it to be. Not for all students. The interesting thing about that is that's not necessarily different than the way it's always been in the past. What has been different the last few years has been the shift in the local market, and you'll hear about that from some of the other folks.

So we've tried to shift a little bit to create priority and opportunity for some of our students on campus, but facing the very real reality that there's a limit to what we can do, and to who we can accommodate on campus. She noted a number of administrators have gotten the question, Well, why not just cap enrollment? Why grow at this point if you don't have the beds for students on campus. Honestly, Provost Capps said this at a previous meeting, that Humboldt is considered an under enrolled campus, and that comes with certain expectations of continuing to enroll.

In addition, the reality is who we are, our mission, what we are looking to do, is to serve students who deserve access and opportunity to Higher Education, and we have to find a way to balance that with the limitations that we have on our campus. And so that's really what the folks who are going to speak to you today are going to talk about how we're doing that in the best way we can with the bridge housing until we have all of the permanent housing on campus.

Senior Housing Director Donyet King explained that the current bridge housing options include the three hotels in Valley West, and they hope that other properties will help to house another 350 or so students. In addition to that, one of the issues that came up in initial messaging was that returning students would not have options on campus, and we've since rectified that, and our apartments on campus, College Creek and a part of Creek View will be available to all of our returning students, as well as transfer students to open those spaces up to make sure that the students who continue to want to live on campus have the opportunity to do so.

Senior Housing Director Todd Larsen also spoke to the logistics behind the big changes and the wait list and the enrollment, and how COVID has affected renters and the fact that the University has only ever housed about a third of students at any given time on campus.

Discussion and questions ensued; please see the [meeting recording](#), minutes 1:14:04 – 1:56:09 for full conversation.

TIME CERTAIN: 4:15 PM – Counseling and Psychological Services (CAPS) and TimelyCare – Jen Sanford, Director of CAPS

Dr. Sanford gave the attached presentation.

M/S (Woglom/Moyer) to extend the meeting for 20 minutes

Motion passed.

(Discussion and questions ensued; please see the [meeting recording](#), minutes 1:56:09-2:53:03.)

M/S (Woglom/Moyer) to adjourn

Meeting adjourned at 5:25 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 21, 2023

Today we have a number of items on the agenda that many folks feel strongly about. That is a good thing! Engagement and passion is so much better than indifference and apathy. Both student housing for next year and the Counseling and Psychological Services (CAPS) we offer our students are multifaceted issues that necessitate complex solutions. There is a lot of gray area for both of these items and, as such, I ask that we not fixate on simple solutions. Instead, let us think broadly and creatively on these items, to help solve these sticky wickets.

As we wade into these quandaries, I once again ask all of us to recommit to our Norms and Expectations. In particular, I ask that we assume everyone has the best intentions and we not vilify or assign blame to any individual. I know this sounds like a broken record, but I was reminded at SenEx the other night of several instances where this body has been downright mean to individuals who were just doing their job. This Senate is not that Senate and I think we have come a long way towards becoming a more collegial body. For this I am grateful. Please keep up the good work! Thank you!

Updates:

On February 9, 2023, the CSU Senate chairs met virtually for our first meeting of the spring term. Items of discussion included:

- System wide enrollments and the Chancellor's plan for addressing under/over enrolled campuses
- Increasing enrollment strategies, such as, increased number of units per student, moving summer stateside, focus on retention, increased marketing, and rebranding
- Executive searches, there are a myriad of presidential searches happening right now plus a Chancellor search; Chairs want open searches
- ChatGPT - This is just the beginning, capabilities are remarkable, this is a problem!
- CalGETC has been recommended by ICAS, CO wants CSU GE breadth to match, campuses do not
- AB 927 proposals include a Fire Science BA at Feather River College that is duplicative of ours, President Jackson has [offered a partnership](#), CO has [requested](#) they take that partnership, FRC seems to be pushing through anyway
- Bargaining will begin again this summer, both staff and faculty participated in salary surveys, CO is concerned about paying for significant (inflation level) increases

Further Updates:

Provost Capps (acting as President Jackson's designee) approved Resolution 15-22/23-FAC - Resolution on the Credit Hour Policy.

Provost Capps also approved Resolution 16-22/23-ICC - Resolution on Online Survey Coordination Policy.

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

Thanks,

Monty

CAL POLY HUMBOLDT

University Senate Written Reports, February 21, 2022

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): Feb 10 & 17, 2023

We continued working on the Credit for Prior Learning Policy. We focused on the section regarding credit by campus-originated challenge exam. It is looking like we may have the policy ready for its second round of broad university feedback prior to Spring Break.

Appointments and Elections Committee:

Submitted by Jayne McGuire, AEC Chair

February 20, 2023

To: Cal Poly Humboldt General Faculty

From: University Senate Appointments and Elections Committee

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

Faculty members are needed to serve on the following campus committees. Committee work will begin 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 March 10, 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 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

INTEGRATED CURRICULUM COMMITTEE (ICC)

Subcommittee on Academic Planning and Programs (formerly AMP)

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

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

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.

COMMITTEE ON FACULTY RTP CRITERIA AND STANDARDS

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

- 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.

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
- Faculty Member, 1 year term

Duties: The committee is appointed to select the nominees for the following Humboldt awards: Excellence in Teaching, Scholar of the Year, Outstanding Service Award, and Outstanding Professor.

GRADE APPEAL COMMITTEE

- Faculty Member, 1 year term

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

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.

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

- Faculty Member (CPS), 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.

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): 2/7 (the 2/15 meeting was canceled)

Standing meetings are held Wednesdays 11:00-11:50 in BSS 508, Zoom hyflex link:

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

Emeritus Status Resolution

Since the first reading of the “Resolution to update the policy on denying or revoking Emeritus status for cause,” we have received only one major piece of feedback: it has been determined that retired faculty cannot file statutory grievances. We have left the language concerning union representation because there may be union recourse in some situations: “Individuals with concerns about the process of their nomination or emeritus status are encouraged to discuss these matters with their union representative.” However, this is not the only avenue for appeal – if a nomination is denied or if emeritus status is revoked, the employee can both appeal to the President and can reapply in future rounds.

The only other update is that we have changed the language to reflect Dr. Aghasaleh’s comments about celebrating and welcoming retired faculty – any references to ‘applicants’ has been changed to ‘nominees.’

This resolution is a difficult balance between ensuring that nominees are treated fairly, and ensuring that the campus and this process are not celebrating and honoring faculty who have hurt their colleagues, their students, and/or the campus community. This resolution provides a way for confidential information to be kept confidential, while allowing it to be considered as a factor in the nomination process. Someone may be denied emeritus status or it may be revoked if they have, “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... Individuals involved in ongoing investigations for such conduct or behavior are not eligible for emeritus status until the conclusion of the investigation(s).” This language is in line with ASCSU recommendations and has been created in collaboration with Cal Poly Humboldt ERFSA.

Department Chair Compensation Task Force

We will soon be bringing a resolution on a new Department Chair Appointment and Compensation Policy, which has been developed over the course of last year and this year by the Department Chair Appointments Task Force. The task force's proposal has been presented to the Provost, the Council of Chairs, and has been distributed throughout the colleges for feedback. This proposal builds on the work of the 2017 FAC who passed a compensation resolution through senate that was ultimately not signed by the president. The current proposal has so far been well received but is still being refined as we get feedback and you are encouraged to talk with your department chair and/or reach out to Tim (tim.miller@humboldt.edu) to attend FAC or task force meetings.

Integrated Curriculum Committee:

Submitted by Jill Anderson, ICC Chair

Members:

Ramesh Adhikari, Jill Anderson (ICC Chair), Brad Ballinger, Carmen Bustos-Works, Christine Cass, Eden Donahue (CDC Chair), Cameron Allison Govier, Bella Gray, Sara Jaye Hart, Heather Madar, Bori Mazzag, John Meyer, Cindy Moyer, Marissa Ramsier, Joshua Smith, Amy Sprowles, Anna Thaler, Cyril Oberlander, Justus Ortega, Cutcha Risling-Baldy (GEAR Chair), Jenni Robinson, Sheila Rocker-Heppe, Melissa Tafoya, Carly Marino, Mary Watson, Mark Wicklund

Current Vacancies: Graduate Council representative, Student representatives (2), CAHSS GEAR Rep, APC Chair, At-large Faculty Member CDC

Resources available for curricular proposal development and submission: Asynchronous Curriculog Training, Curriculum Guidelines, Policies and Procedures, and Associated Curricular Forms

Regular meeting times are Tuesdays from 9-11am with the Full ICC and ICC Subcommittee meeting on alternate weeks. Full Committee meetings are hyflex in NHE 106 or Zoom: <https://humboldtstate.zoom.us/j/83865346349?pwd=c3Vvb2J4d3FvYlRwTVAvT1piT053Zz09>

Meeting Date(s):

Meeting Details:

Report for AVP Bustos-Works

AVP Bustos-Works provided a report giving an update about the WASCUC distance learning designation requirements. These requirements dictate that any program where students can complete 50% or more of the units through any instructional modality that is not fully F2F be designated as distance learning. As the 50% of the units include GEAR requirements (a change in the last couple years from excluding those courses from the total), and students can feasibly complete all GEAR related units online, submissions will be needed for most if not all programs on campus. The AVP's office will be taking care of these submissions.

An additional item was an update to EO 1110 which included not having summer early start be mandatory or having students take early start from their non-home campus. There is also language around not over enrolling students in categories one and two into stretch written communication and qualitative reasoning. This launched a discussion on reasons students self select into the stretch classes, reaffirming that the single semester courses are not intended to be 'accelerated' but the 'norm' amount of content covered and the content in both tracks should be the same, and supporting student success.

Health Advocacy BA

Dr. Janelle Adist and Dr. Rock Braithwaite joined the meeting to discuss the new Health Advocacy BA proposal. There was general support for the proposal and a few follow up points on assessment, ADT similarly, and minor refinements to the proposal document for the CO.

GEAR Program Review

EO 1110 stipulates that GE programs should undergo program reviews. This is something campus has not undergone and is long overdue for. The GEAR committee shared their intention to develop a plan for how the GE program review will go by soliciting input from across campus and will present this plan to the ICC in April. Please look out for various opportunities for engaging in the information gathering and input stage in the coming weeks.

University Resources and Planning Committee:

Submitted by Jim Woglom, URPC Co-Chair

Meeting Details:

The URPC met on Friday, February 17th from 1-2:30. After approving our minutes from the prior meeting, the committee reviewed a confirmed list of the President's Administrative Team's budgeting priorities for allocation from the University to the Division for coming cycles, which had been discussed in brief at the prior meeting.

These priorities, beyond the completion of the move of the operational budgets of Athletics and the Student Activity Center stateside signaled and affirmed last Spring, include consideration of areas of impending growth that will likely require enhancement as enrollment and programming on campus expand, including investment in

“Stabilizing Cost Allocation” (expanding service capacity and infrastructure ((ie staffing, facilities, IT, etc.)) associated with the cost allocation recovery and in support of current and anticipated growth, particularly in SPF);

costs associated with the “Strategic Enrollment Management Plan” (including both instructional costs and commitment to investments involved in recruiting, enrolling, serving, and retaining students, sustainably);

“Public Safety Enhancements” (security and safety infrastructure needs aligned with an expanding off-campus footprint);

“Advancement Infrastructure” (both Advancement and MarCom (there has been growth in relationship to the capital campaign, which is infused with one-time funding, but consideration of sustaining infrastructure is needed to persist in fundraising);

“Polytechnic Infrastructure” (Derived from both Poly and non-poly monies, including investment in technology and consideration of IT staffing capacity);

“Chargebacks” (related to Facilities Management and Print Services);

“Allocation for General operations for Cost Inflation and Support Operations” (budgeting based on current cost level, and cost increases over time mean that our dollars don’t go as far; absent budget increases over time, we’ll have to be selective with spending)

With these priorities identified, we began the work of thinking through how we might determine what kind of funding these priorities might need, and how we might then prioritize and advise in relation to them in the forthcoming URPC Budget Recommendation. We considered the impending vulnerabilities and unfunded mandates we will face in the coming year (including, but not limited to: costs associated with ongoing staff negotiations, expected enrollment recalibration, and likely costs associated with implementation of the Cozen Report regarding its Title IX-related findings) and what allocatable ongoing resources we are likely to have available given these commitments. This will be important, collaborative work, and we thank you in advance for your engagement and feedback in the drafting process.

To help facilitate that engagement, we are planning on presenting an outline of our recommendation to SenEx for consideration and feedback on February 28th, a writing session for the whole committee working on an initial draft based on feedback from the SenEx meeting and all available data on Friday, March 3rd, a presentation of that resulting draft to the Senate on Tuesday, March 7th, and a Campus Open Forum to discuss the draft on or around March 8th. After conferring and soliciting feedback in those contexts, we will complete a final draft and provide it to the Senate for a first reading on March 28th. I look forward to the collaborative effort all of you will bring to the process of stewarding our shared resources in the weeks to come towards an ever-more just and educative institution.

Tom Jackson, Jr., President
Timothy Downs, Chief of Staff, Interim
Sherie Gordon, CFO/VP Administration and Finance
Jenn Capps, Provost and VPAA
Chrissy Holliday, VP Enrollment Management and Student Success
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

Inclusive Student Experience

We are again planning for a robust and meaningful summer session at Cal Poly Humboldt. To assist in making summer sessions accessible to our students, the university will be able to cover the cost of up to six units of summer coursework for continuing undergraduate students. This is down slightly from the eight units that we covered last year. Graduate courses and special session courses are unfortunately not eligible. More detailed information is forthcoming.

People

[Congratulations to the 2022-23 recipients of the annual Staff Recognition Awards!](#)

- **Anna Thaler**, Academic Advisor, Academic & Career Advising Center
- **Brec Ronis**, Administrative Support Coordinator, Art + Film
- **Douglas Smith**, Coordinator, Umoja Center for Pan African Student Excellence
- **Gillian Black**, Academic Advisor, Academic & Career Advising Center
- **Kali Rothrock**, CARE Services Case Manager, Office of the Dean of Students
- **Kelly Fortner**, Student Support Coordinator, Center for Community Based Learning
- **Kim Coughlin-Lamphear**, Accessibility Advisor, Student Disability Resource Center
- **Peggy Stewart**, Administrative Support Assistant; Environmental Studies; Environment & Community M.A.; History; International Studies; Politics; Religious Studies
- **Rene Smith**, Department Coordinator, Anthropology; Geography, Environment & Spatial Analysis; World Languages & Cultures; Center for Translation & Interpretation
- **Shannon Collart**, Advancement Events Coordinator, University Advancement

Global and Tribal Outreach and Education

Cal Poly Humboldt, the Yurok Tribe, and College of the Redwoods have partnered on an [initiative](#) to create a local workforce for the proposed development of floating offshore wind projects along California's North Coast. The partnership is reflected in Memorandum of Understanding that outline future plans for both campuses and the Yurok Tribe, and sets forth the framework for strengthening and building workforce opportunities for Yurok Students.

Campus Culture and Operations

We continue to share information with students and the broader campus community regarding bridge housing plans for the coming academic year. [This message](#) went out to campus Feb. 10, 2023, expanding the opportunities for continuing students to live on campus for Fall 2023, while still supporting the need for new students to develop strong connections with campus during their first year as a student. The [bridge housing FAQs](#) were updated to reflect the expansion of bridge housing options to include new transfer students, and the space for 600 continuing students on campus, with priority for those needing accommodations, with scholarships, or those who are part of specific living and learning communities

that include both new and continuing students. Additional housing options will be shared as details continue to become available.

Innovation & Sustainability

New Ride Match Service for Faculty and Staff, Current faculty and staff can now utilize the Cal Poly Humboldt Ride Match Service to connect with others living nearby who are interested in sharing a ride to/from campus. It's easy to participate - simply complete the Ride Match Service Interest Form, and the Ride Match Coordinator will email you with details for connecting with nearby ride matches. You can either request rides, offer to drive, or both, and you decide which of the matches you wish to connect with.

Community

February has been a busy month thus far for UPD. A few of the highlights follow:

1. Two new Student Public Safety Ambassadors have started. They provide security to the campus and satellite facilities, staff the front counter and Livescan, assist with student transports, and provide support at special events.
2. The Community Service Specialist position at UPD became vacant when the CSS unretired to her former position. The new CSS recruitment will be out soon.
3. UPD is actively partnering with stakeholders in the Cal Poly build-out to provide public safety services both on campus and at satellite facilities.

A quick look at stats for February so far shows:

Total Incidents: 843

Calls for Service: 508

Officer Initiated Calls: 335

Patrol Checks: 291

Crime Reports: 11

Other Reports: 13

Arrests: 1

Citations: 2

Integrated Curriculum Committee Consent Calendar
February 21, 2023

[CHEM - 536 - 22-1930 - New Course Proposal - Biochemistry III, Advanced Topics in Biochemistry](#). New course to be co-listed with the proposed for the Biochemistry elevation CHEM 436. The graduate version of this course will provide additional options for Biology M.S. students.

Course Description: “A deeper exploration of selected topics in biochemistry. Topics covered will expand upon concepts from Biochemistry I and II and provide students with a greater understanding of the importance of biochemistry to medicine, biotechnology, nanotechnology or other scientific disciplines.”

CD ITEP / SPED packet:

[CD - 310 - 22-1910 - Course Change - Perspectives: History and Theory](#). Remove CD 251 as a prerequisite for this course.

[CD - 362 - 22-1912 - Course Change - Children and Stress](#). Since CD 352 is not part of the LSCD SPED ITEP program, the department would like to remove it from the prerequisite list for CD 362.

[CD - 366 - 22-1911 - Course Change - Exceptional Children and Their Families](#). Remove CD 352 as a pre-requisite for this course.

[EDUC - 377 - 22-1918 - Course Change - Education of Exceptional Individuals](#). Remove cross-listing with SPED 777. Update course title and description.

Current Title and Description: “**Education of Exceptional Individuals**. Introduction to core concepts, specific terms, and definitions related to special populations in education. Specific educational support needs and effective techniques of instruction will be presented.”

Proposed Title and Description: “**Teaching in Inclusive Classrooms**. Introduction to core concepts of teaching in inclusive classrooms including specific terms, and definitions related to creating inclusive educational experiences. Specific educational support needs and effective techniques of instruction will be presented.”

[Liberal Studies, Child Development, Special Education ITEP Concentration, B.A. - Change Concentration/Emphasis Requirements - 22-1891](#). The changes that are requested are based on the SPED credential program changes (Mild to Moderate) due to the new CTC requirements to align the courses with the TPE standards. Please note that NOT all courses in SPED credential program (Mild to Moderate) are listed as part of LSCD SPED ITEP. It was determined in the first round of this proposal that some of the Child Development courses fulfill the content of two SPED credential courses (SPED 705: Multicultural Special Education and SPED 777: Education of Exceptional Individuals) are met through Child Development concentration courses. The 36 units of SPED Credential course for the LSCD SPED ITEP Program are as follows:

- [SPED 702 - Foundations of General and Special Education](#) Units: 3
- [SPED 703 - Foundations of Assessment and Program Planning](#) Units: 3
- [SPED 706 - Social and Emotional Supports: Units 3](#) (Course Title under review for Spec Ed Credential)

- [SPED 707 - Curriculum and Instruction - Reading and Language Arts](#) Units: 3
- [SPED 708 - Practicum - Reading and Language Arts](#) Units: 1
- [SPED 709 - Curriculum and Instruction - Math](#) Units: 2
- [SPED 710 - Practicum: Math Instruction](#) Units: 1
- [SPED 711 - Curriculum and Instruction - Science, History and Social Science](#) Units: 2
- [SPED 721 - Transition Planning](#) Units: 3
- [SPED 733 - Special Education Policies and Procedures](#) Units: 3 (Unit change under review for Special Ed credential program)
- [SPED 738 - Fall Special Education Student Teaching](#) Units: 5-9 (5 units are required)
- [SPED 739 - Spring Special Education Student Teaching](#) Units: 5-9 (5 units are required)
- [SPED 749: Teacher Performance Assessment Support 1](#), Units: 1 (New Course addition under review for Special Ed Credential Program)
- [SPED 750: Teacher Performance Assessment Support 2](#), Units: 1 (New Course addition under review for Special Ed Credential Program)
- * The two units [SPED 722](#) have been dropped due to a change in the Special Education credential and SPED 722 suspension.

Additionally, in order for this program to remain under the CO mandated 135 units, CD 211 is going to be removed from this (and BA-only) concentration and its content spread across other classes.

[Liberal Studies, Child Development / Elementary Education Concentration, B.A. - Change Concentration/Emphasis Requirements - 22-1945](#). In order to remain aligned with the Liberal Studies, Child Development, Special Education ITEP Concentration, this program is removing CD 211 from the list of required courses. The content of this class will be spread across other classes. The 3 units freed up by the removal of this course will be moved to the Depth of Study area, increasing units from 10 to 13 Depth of Study Units.

[Special Education: Preliminary Credential Program - Change Core Requirements - 21-1617](#). Based on the updated Teacher Performance Expectations and accreditation requirements from the California Commission on Teacher Credential, the School of Education is proposing the following changes to the Special Education program:

Overall, the program is suspending four courses (722, 731, 736, 737), adding two new courses (749, 750), and changing a handful of course names, prerequisites, and corequisites.

[SPED - 702 - 22-1906 - Course Change - Foundations of General and Special Education](#). Remove EDUC 377 as a prerequisite. Admission to the SPED program is the remaining course requisite.

[SPED - 706 - 21-1623 - Social and Emotional Supports](#). "Applied Behavior Analysis for Teachers" (3). The department would like to update the course title to "Social and Emotional Supports" in order to improve course currency. The department would like to remove EDUC 377 as a prerequisite.

[SPED - 707 - 22-1907 - Course Change - Curriculum and Instruction - Reading and Language Arts](#). Remove EDUC 377 as a prerequisite. Admission to the SPED program will remain a course requisite.

[SPED - 708 - 22-1904 - Practicum - Reading and Language Arts](#). Change SPED 707 from prerequisite to corequisite.

[SPED - 709 - 22-1908 - Course Change - Curriculum and Instruction - Math](#). Removal of EDUC 377 as a prerequisite. Admission to the SPED credential program remains the course requisite.

[SPED - 710 - 22-1905 - Practicum: Math Instruction](#). Change SPED 709 from prerequisite to corequisite.

[SPED - 711 - 22-1909 - Course Change - Curriculum and Instruction - Science, History and Social Science](#). Removal of EDUC 377 as requisite. Admission to SPED credential program remains a requisite for the course.

[SPED - 722 - 21-1621 - Autism Intervention Strategies](#). "Autism Intervention Strategies" (2). Course suspension related to changes in the Special Education Preliminary Credential Program. Course material is being embedded across coursework to better support teacher candidates. 1 course unit will be added to SPED 777. This change is based on updated credential requirements from the California Commission on Teacher Credentialing.

[SPED - 731 - 21-1620 - Classroom Management](#). "Classroom Management" (2). Course suspension related to changes in the Special Education Preliminary Credential Program. Course material is being embedded across coursework to better support teacher candidates. 1 course unit will be added to SPED 777. This change is based on updated credential requirements from the California Commission on Teacher Credentialing.

[SPED - 733 - 21-1650 - Special Education Policies and Procedures](#). "Special Education Policies and Procedures". Course units increase from 2 to 3 units in order to incorporate the content required to meet the new guidelines and performance expectations set forth by the California Commission on Teacher Credentialing. Removing prerequisite of EDUC 377.

[SPED - 736 - 22-1876 - Course Suspension - Curricular and Instructional Skills Seminar](#). The course is no longer needed due to updated program requirements from the California Commission on Teacher Credentialing. Course is being suspended and its material is being embedded across coursework to better support teacher candidates and the updated requirements by the California Commission on Teacher Credentialing. The material will be included in the new SPED 749 "Teacher Performance Assessment Support 1" course.

[SPED - 737 - 21-1653 - Non-Violent Crisis Intervention - Special Populations](#). "Non-Violent Crisis Intervention - Special Populations". This course is being suspended because it is no longer being offered in the program. Per the School of Education, the content of this course is provided by its partnering school districts. This course suspension will not affect any other courses on campus.

[SPED - 749 - 22-1875 - New Course - Teacher Performance Assessment Support 1](#). This 1-unit C-05 new course is required to provide support for candidates to complete the Teacher Performance Assessment as required by the accrediting body the California Commission on Teacher Credentialing.

Course Description: "Topic relevant to teaching in today's world: Support and instruction in completing the Performance Assessment for Teachers."

[SPED - 750 - 21-1652 - Teacher Performance Assessment Support 2](#). This 1-unit C-03 new course is proposed due to the new Teacher Performance Expectations requirements from the California Commission on Teacher Credentialing Special Education (Educational Specialists) programs.

Course Description: "Support and instruction in completing the Performance Assessment for Teachers."

[SPED - 777 - 21-1649 - Education of Exceptional Individuals](#). "Education of Exceptional Individuals". Course units increase from 2 to 3 units in order to incorporate the content of the suspended SPED 722 "Autism Spectrum Disorders Course". Course title and description updated to improve course currency.

Current Title and Description: "Classroom Management of the Exceptional Child. Needs and characteristics of exceptional children. Current issues and trends in classroom management."

Proposed Title and Description: "Education of Exceptional Individuals. Introduces core concepts, specific terms, and definitions related to special education. Information is provided about broad categories of disability, the laws that govern special education, and issues of compliance with legal requirements."



**University Space and Facilities Advisory Committee (USFAC)
Academic Year 2022-2023 Space Requests Recommendations and Rationale**

Space Allocation Recommendations as Voted by USFAC Quorum on December 2, 2022, January 13, 2023 and January 27, 2023

Request Number	Request Title	USFAC and AS Combined Score (1-4 possible)	USFAC Recommendation	Rationale
97	ITS Customer Care Office Space	3.6	USFAC recommends GH_225 reallocated to Division of Academic Affairs from All School for use in the solution to Request 97 which includes ITS space needs.	<p>USFAC allocated GH_225 to the Division of Academic Affairs rather than to ITS Department proper as it is the USFAC’s understanding that Academic Affairs might require flexibility in moving departments and users within their purview. GH_225 is currently scheduled and historically utilized by users under the Academic Affairs Division, including the Communications Department as well as regular and ongoing Council of Chairs meetings.</p> <p>The USFAC recommendation allows for flexibility while also requiring the Division to identify space within the Division to accommodate the ITS space request.</p> <p>Upon decision by Academic Affairs, USFAC/Facilities Management must be notified so the space database can be updated accordingly.</p>
99	OLLI Class/Office Space	3.4	Classroom Space: Allocate Stewart Building Suite 210 to Department Extended Education - Community Education for use by Osher Lifelong Learning Instruction (OLLI) classes. Office space under consideration and eligible for mid-cycle allocation.	The Stewart Building (1125 16th Street, Arcata) was purchased in 2022 by Cal Poly Humboldt Foundation for future stateside ownership. The Stewart Building totals approximately 21,000

			<p>Office Space: Provide office space in Stewart Building</p>	<p>square feet, and is located less than a mile west of campus. Historically, OLLI has been successful operating from the Humboldt Bay Aquatic Center in Eureka, therefore it seems appropriate to allocate space within another off-campus location. This placement allows for less demand for on campus space</p> <p>Suite 210 within the Stewart Building is approximately 785 square feet, which is deemed an acceptable size for use as OLLI classroom space. Based on the anticipated OLLI class schedule, the nature of class duration and scheduling needs, the USFAC opted for allocation to the Department instead of allocating this space as All School subject to traditional scheduling.</p> <p>The USFAC requested additional information from the Requestor regarding the office space component of the request. The USFAC reviewed and voted to approve office space within the Stewart Building. Specific rooms were not identified.</p>
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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 21, 2023 — Second 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

[P23-01]

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.

CAL POLY HUMBOLDT
University Senate

Resolution to Update the Policy on Denying or Revoking Emeritus Status for Cause

18-22/23-FAC — February 21, 2023 — Second Reading

RESOLVED: That the University Senate of Cal Poly Humboldt recommends the following changes to Section 540 of Chapter 5 of the Faculty Handbook be forwarded to the General Faculty for a vote of acceptance or rejection; and be it further,

RESOLVED: That the University Senate of Cal Poly Humboldt recommends the following changes to the nomination vetting process document titled, Awarding Emeritus Status: The Cal Poly Humboldt University Senate, Cal Poly Humboldt ERFSA and Provost Office "Vetting" and Notification Process; and

RESOLVED: That these changes become effective immediately upon approval by the General Faculty; and

RESOLVED: That these updates include a process for the Provost's office and/or Human Resources to deny the awarding of emeritus status for cause; and

RESOLVED: 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; and

RESOLVED: That nominees who have been denied can appeal to the President by providing supporting documentation within 14 days; and

RESOLVED: That the Emeritus committee shall be created and be comprised of the University Senate Chair, the Cal Poly Humboldt ERFSA President, and the VPAA or designee; and

RESOLVED: That Emeritus status may be revoked by recommendation of the Emeritus committee (comprised of the University Senate Chair, the Cal Poly Humboldt ERFSA President, and the VPAA or designee); and be it further

RESOLVED: That a person whose emeritus status has been revoked may appeal to the President for reinstatement.

RATIONALE:

ASCSU recommended in 2021 that campuses should institute policies to revoke emeritus status in "cases of serious misconduct or just cause that contravenes basic university or public policy." While our emeritus status policy and vetting process was updated to allow for this, we currently do not have a way to deny nominations for the same reasons. This resolution provides for denials and clarifies the vetting process to allow for the Provost and HR to provide input based on confidential information that is not otherwise available to the Emeritus committee.

This resolution also updates the policy for revoking emeritus status, changing the process from a majority vote of senate to a decision by the Emeritus committee. In sensitive cases that include confidential information, it is not fitting to expect people to discuss this in a public forum.

This resolution provides for an appeal of denials or revocations of emeritus status to the President, which is in line with other CSUs.

[Draft revision to Faculty Handbook, Chapter V section 540](#)

[Draft of Vetting Process Revision](#)

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 nominations
 - Notification to retirees of the emeritus nomination 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.
 - Nominations 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 nominee within 30 days from the date of appeal.
5. Emeritus Committee reviews nominees 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:

- 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).

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**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 nominee 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 or emeritus status are encouraged to discuss these matters with their union representative.

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.

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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

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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.

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Cal Poly Humboldt

TimelyCare



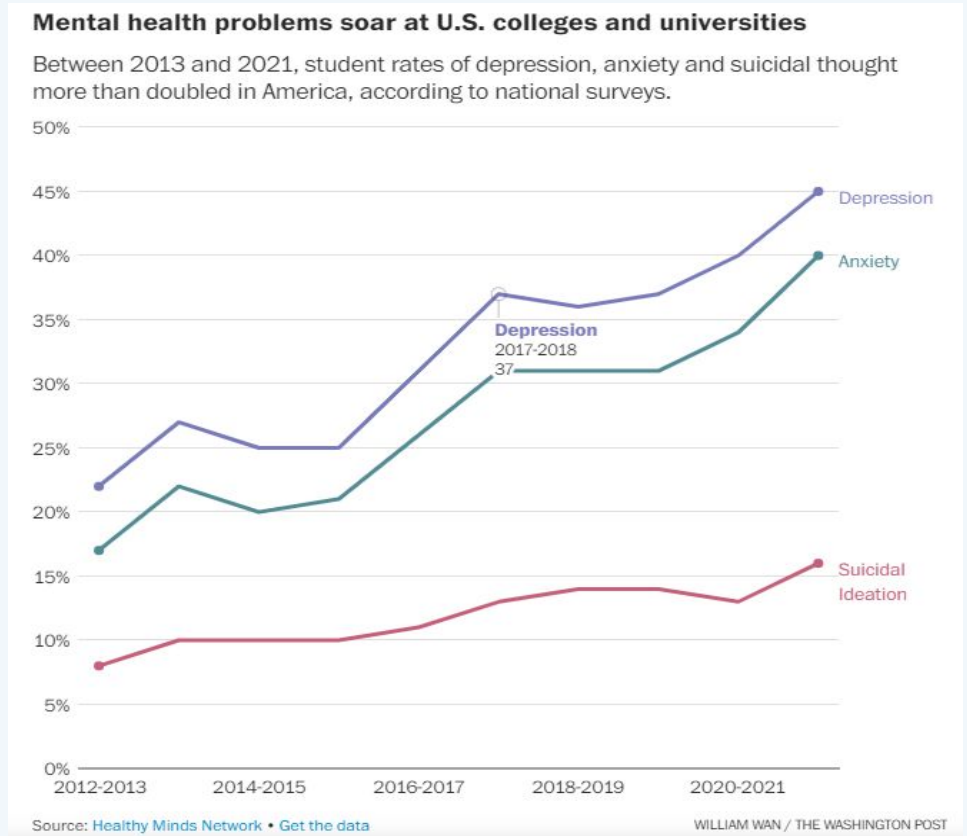
TimelyCare

The Who and the How

- TimelyMD was awarded a 2 year contract with Cal Poly Humboldt following a comprehensive **RFP** (Request For Proposals, a competitive bidding process). Vetting included review of materials submitted by several companies, objective scoring, and comprehensive reference checks.
- “TimelyCare” is focused on **university health** and is a wellness partner to over 250 campuses including Duke, Northwestern, Emory, The Claremont Colleges...
- The budget for the contract came from pandemic relief funding (**Heerf**) and did not draw from SHWS revenue (student fee funding). This was one-time funding that could not have supported new clinician hires for CAPS.

The Why

We are experiencing a **national mental health crisis** (an upwards trend in anxiety, depression, isolation & suicidal ideation pre-pandemic that became much more significant after the arrival of COVID-19).



MH Crisis: Deaths due to suicide and substance misuse

2020: During the first year of the pandemic, we lost 186,763 Americans to death associated with Alcohol, Drugs, and Suicide– a 20% one year increase in the combined death rate

- Highest number of AOD misuse deaths ever recorded
- Overall, that first year of the pandemic, suicide rates declined by 3%
 - While suicide rates declined for white people, they actually increased among American Indian, Black and Latinx people (e.g., the rates rose by 29% among multiracial women!).
 - While suicide rates declined for the 35-74 age group, they increased for youth and young adults (a 4.6% increase in those 25-34).
 - Explanations for overall decline: people pull together in times of crisis, some pandemic changes lessened stress, telehealth actually increased access to care; some of the AOD related deaths might have been suicides.
- There is often a decline in suicide rates in the immediate aftermath of a disaster or during an epidemic; we often see the full impact of these events as we come out of them.
 - The US suicide rate rose in 2021 (by 4%) after two consecutive years of declines. Young men (ages 15-24 experienced the sharpest increase at 8%).

<https://www.tfah.org/report-details/pain-in-the-nation-2022/>

<https://www.usnews.com/news/health-news/articles/2022-03-23/pandemics-long-term-effects-on-suicide-still-in-question>

<https://khn.org/morning-breakout/suicide-rates-rise-spotlighting-pandemics-mental-health-toll/>

The Why (cont.)

- 24/7 Access to Care (medical and mental health), particularly important...
 - In cases of mental health crises (suicidality, homicidality, acute trauma, psychosis, etc.)
 - In cases of acute medical need, including as a follow-up to Medication Based Abortions
- Provides a back-up for our students when CAPS is “at capacity” & would otherwise have a wait for services. Mental health demand has skyrocketed!
 - At the same time centers are experiencing an increased demand, there is increased counseling staff turnover nationwide (open positions across the nation just aren't filling & **California has the largest MH provider shortage in the nation**. CAPS had no viable applications for our residency this year.)
 - COVID-19 has changed people's priorities
 - The stress of so many complex high risk cases is a lot
 - College mental health has changed tremendously
 - Private practice is more flexible, lucrative, & controllable

Active advertised positions (at “Univ. Couns. Center Jobs”) as of 2.21.23

Calif. College of the Arts in SF (1)	UC Berkeley (1)	Occidental College (1, Director)
UC Santa Cruz (6, including director; several advertised since early Dec)	Long Beach City College (1)	CSU San Marcos (1)
CSU Northridge (4)	Whittier College (1)	Sac State (1, AVP for Health & Couns [since 12/6])
UC Irvine (2)	SF State Univ. (1, AVP of Student Wellbeing – has been open for many months)	UC Santa Barbara (multiple postdoc fellows)
CSU Fullerton (3)	Azusa Pacific (1)	Claremont Colleges (1)
CSU Monterey Bay (1) – posted since 11/28	Note: all of the CSU faculty positions are SSP-AR, non-TT	

The Why (cont)

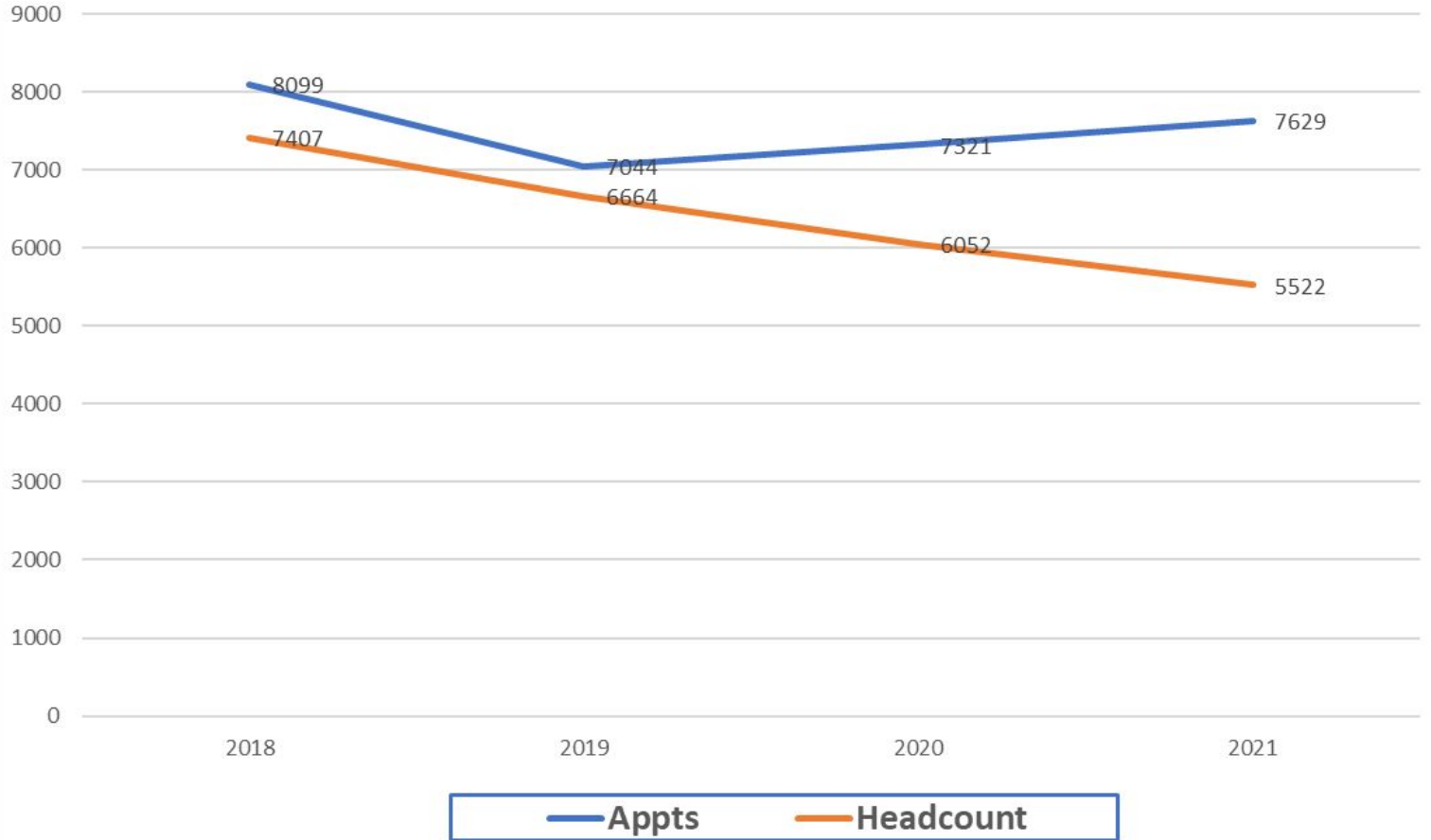
- Allows campus to better address the needs of certain populations
 - Students of Color
 - Out of state (remote) students
 - Students that need service outside of 9-5
 - Student athletes
- Allows us to expand Psychiatry services (extremely hard to come by locally)
- Provides care over winter and summer breaks
- Much more comprehensive and substantial help than our previous contracts with ProtoCall and the Nursing Help Line. TimelyCare is able to provide treatment (including prescriptions).
- By increasing access to care, it allows CAPS to provide longer-term counseling (treatment model rather than absorption model)

Demand for Counseling prior to COVID-19

Nationwide, between Fall 2009 to Spring 2015, counseling center utilization increased by an average of 30-40% (despite enrollment only increasing by 5%).

Impact: by Spring of 2016, national CAPS resources devoted to “rapid access” services increased by 28% (whereas resources allocated to routine treatment decreased by 7.6%)

CAPS Utilization by Year

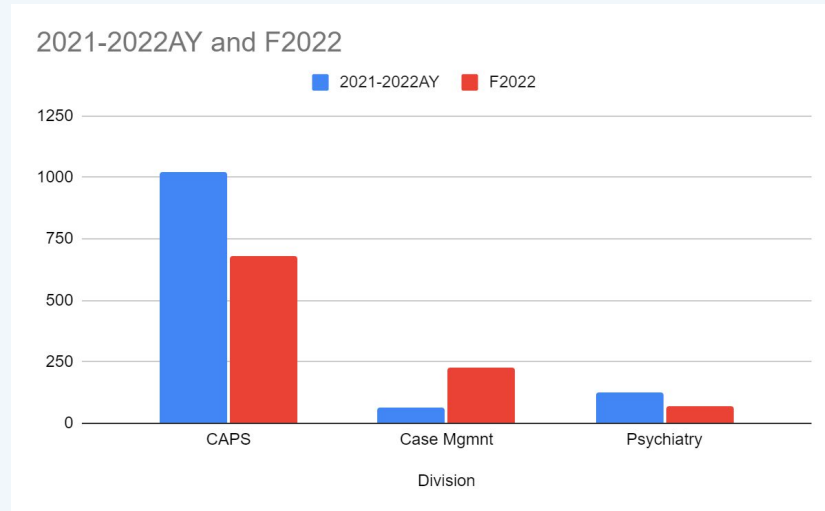


Utilization rates have continued to rise in recent years despite enrollment decline

Unique Clients served at CAPS presently

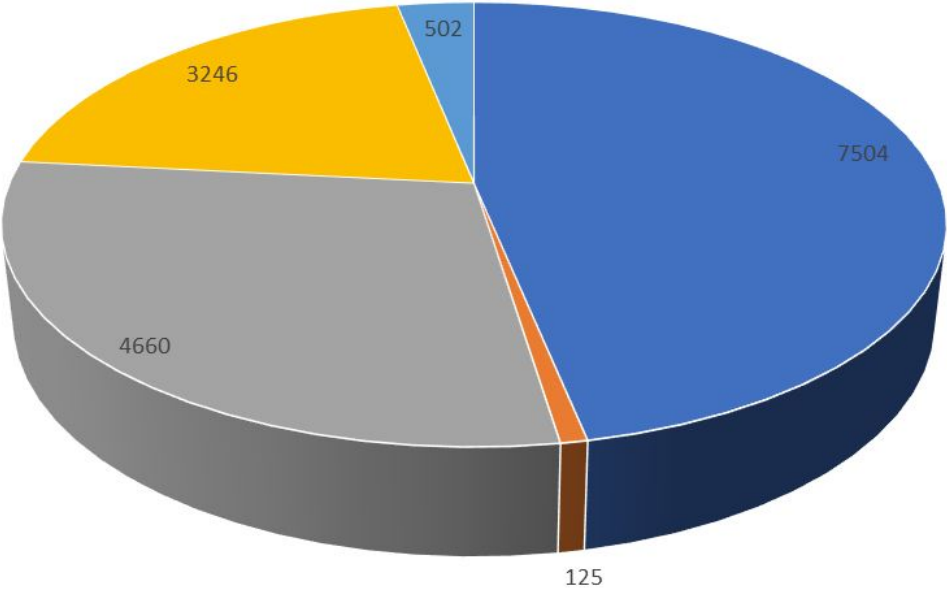
2021-22 CAPS served 1086 unique clients, 20% of our student population

Fall, 2022 (a single semester), CAPS has already served 903 unique students, just over 15% of our student population.



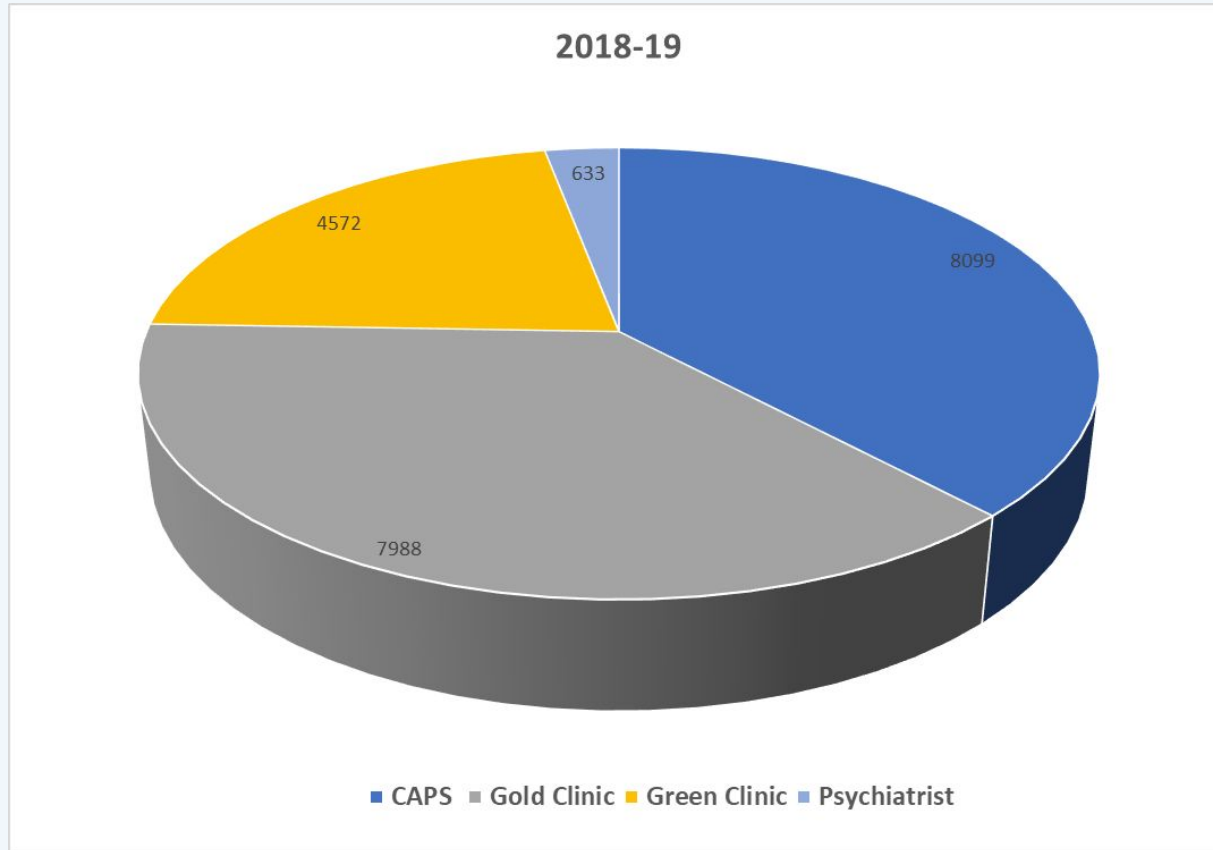
SHWS Utilization by division, 2021

2021-22



■ CAPS ■ Case Management ■ Gold Clinic ■ Green Clinic ■ Psychiatry

SHWS utilization by division, 2018



CAPS Models (to give context)

Absorption Model: where the center requires clinicians to take on new cases even if they don't have time available due to large caseloads. To accommodate everyone, the clinician must set strict session limits (terminate existing clients) and space out appointments (sometimes several weeks apart).

Treatment Model: where the center favors existing clients (treatment) and only assigns new cases to a clinician when they have space available. This model results in a waitlist for care. This model is more common & leads to better tx outcomes for those served.

Research from 2017 - 2019 showed that centers with a treatment model demonstrated greater symptom reduction... more improvement in depression, anxiety, distress.

- Despite this knowledge, the dramatic increase in utilization has led counseling centers to shift from traditional and effective treatment towards short-term crisis support and diluted treatment.
- Students may be able to access a center fairly quickly (within a week or two) but often have long wait times to get into actual therapy
 - When they do get into therapy, it is often brief (e.g., a 3-8 session model) and/or sessions are spread out (e.g., meeting with a therapist every 2-3 weeks)
- To meet the demand, some centers have gone to a stepped care model (triage with referrals to different levels of care) or an urgent care model (where all sessions are walk-in/on-demand and are solution focused in nature) or they simply refer out into the community (which isn't ideal since local resources often don't have capacity).

➔ Use of TimelyCare has allowed CPH's CAPS to provide more TREATMENT (lengthen our upper session limit & see more clients weekly)

CAPS Staffing

International Accreditation of Counseling Services (IACS)

Recommended clinician to student ratio ranges from 1:1000 to 1:1500. **Our CAPS has a current ratio of 1:651** (inclusive of our case manager but excluding our Assoc. Director, Director & a vacant position).

- In addition, CAPS is in the process of the recruitment and eventual hire of two additional clinicians and is aiming to re-launch our postgraduate residency program in the fall. The majority of CAPS therapists do not wish to work summers and do not wish to regularly work outside of standard work hours. Until we have a new building, CAPS will be at capacity in terms of space.
- The existence of TimelyCare allows faculty clinicians to do the work that they most enjoy and that leads to be the best treatment outcomes (that is, providing clients with a course of therapy rather than sporadic solution focused sessions and acute care only). It gives them peace of mind to know that their clients, and other Humboldt students, particularly the high risk ones, have this resource outside of AY business hours. It helps us avoid a waitlist, as well as referrals that we know many of our students will never pursue.
- The overall plan is to grow our clinician team at CAPS. In person therapy is preferable to most Humboldt students, but TimelyCare is there for those who prefer it and as a supplement / extension to CAPS services and to provide care when we are unavailable. In this time of high need, we are giving our students more access to care.

Utilization of / Satisfaction with TimelyCare

TimelyCare: Total Visits and Ratings (on a scale from 1 to 5) by Visit Type*

Visit Type	Total Visits	Total # of Visits with a Visit Rating	Average Visit Rating	Total # of Visits with a Provider Rating	Average Provider Rating
Health Coaching	25	7	5.00	7	5.00
MedicalNow	165	21	4.86	21	4.95
Psychiatry	71	25	4.96	24	5.00
Scheduled Counseling	495	173	4.94	169	4.97
Scheduled Medical	16	4	5.00	4	5.00
TalkNow	243	49	4.84	47	4.85
TOTAL	1,015	279	4.92	272	4.95

*Last updated with data through December 31, 2022.

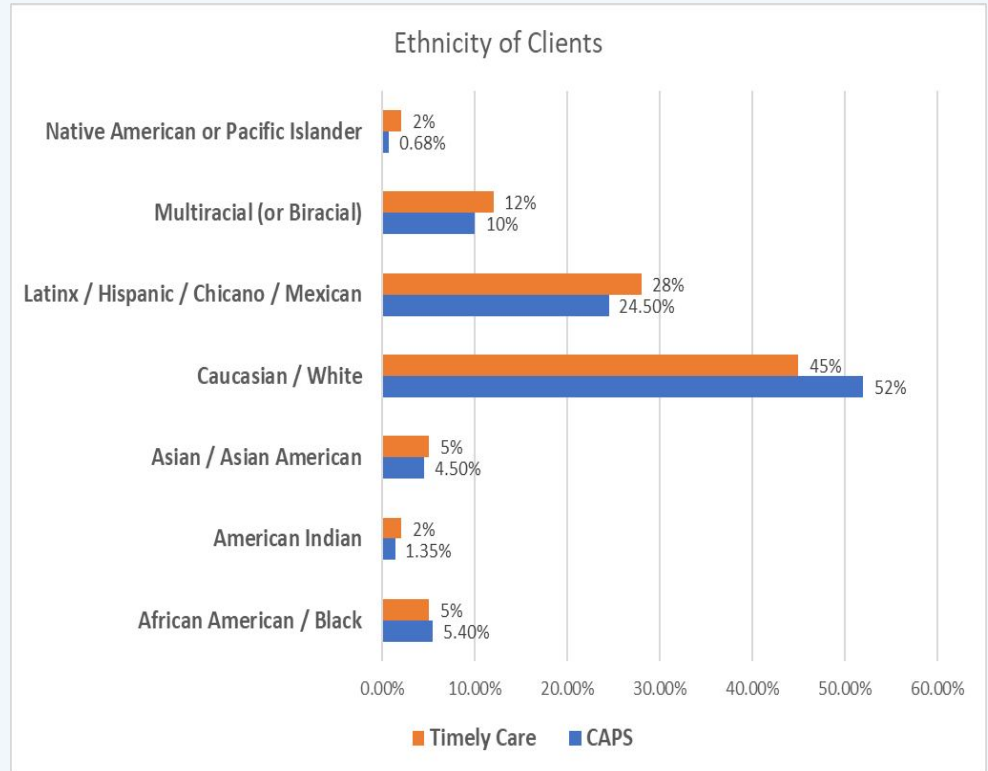
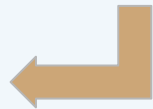
TimelyCare use patterns

Visits by Time of Day: **48% After Hours**
(outside of weekdays, 9-5)

Visits by State where Student was located: California, New Jersey, Texas, Utah, Washington

Ethnicity/Race				
	Fall 2020	Fall 2021	Fall 2022	
URM	African American	3%	3%	3%
	American Indian	1%	1%	2%
	Hispanic or Latino	33%	32%	30%
	Pacific Islander	0%	0%	0%
	Two or More Races	4%	4%	4%
	Nonresident Alien	1%	1%	1%
Unkno..	Other/Unknown	6%	5%	4%
	Asian American	3%	3%	3%
Not URM	Two or More Races	2%	2%	3%
	White	45%	48%	50%

CPH Demo Data (for reference)



TimelyCare: satisfaction ratings on SHWS surveys

We have had no responses to the unique TimelyCare satisfaction scale that is linked to our website. We have limited responses (6) on the TimelyCare section of the regular CAPS Counseling Eval for 2022-23.

- All respondents of the evals had heard of the TimelyCare service
- Satisfaction with TalkNow Therapist (5 & 7 on 7-pt scale, n=2). Both would recommend TalkNow to other students.
- Six students indicated they had used scheduled therapy. 67% said they were given an appt within a week (the other 33% = between 1-2 weeks). 80% were highly satisfied with their therapist (7 out of 7). One person gave a rating of 5. All said their therapist seemed professional and competent and would recommend the service to other students.
 - “I had a really great experience with my therapist, she really helped me with stress management and understanding my own feelings. Without her support I believe I would not have been able to perform as well as I did this past semester.”

Some additional facts about TimelyCare

- More than 75% of the CPH providers are located in California
- 50% of their providers identify as Black, Indigenous, & people of color; trained & inclusive of varying backgrounds & identities, including race, SES, LGBTQIA+, & the impacts of inequality in healthcare.
 - TimelyMD's [Commitment to Inclusion Statement](#)
- [TimelyMD has partnered with Violet](#), the first health equity platform, to advance health equity among college students. [Violet](#) will work with TimelyCare providers to upskill cultural competencies and deliver identity-centered care coordination, with a goal of closing disparity gaps for diverse students, including LGBTQIA+. (Violet's team is a group of "mission-driven queer, BIPOC, & Disabled individuals" that work to increase the cultural competence of health providers and make the healthcare industry more equitable)