

Tuesday, March 16, 2021, 3:00pm, Virtual Meeting ID: 970 9341 9142

Chair Mary Virnoche called the meeting to order at 3:01pm on Tuesday, March 16, 2021, via Zoom; a quorum was present.

Members Present

Anderson, Burkhalter, Canon, Capps, Cuéllar, Dunk, Finley, Gonzalez, Gordon, Kerhoulas, Miller, Mola, Moyer, Ndura, Pachmayer, Parker, Rainey, Schnurer, Teale, Thobaben, Tremain, Virnoche, Wilson, Woglom, Wrenn, Wynn, Zerbe

Members Absent

McGuire, Meriwether

Guests

Adrienne Colegrove-Raymond, Amber Blakeslee, Andrea Santamaria, Anthony Morgan, Arne Jacobson, Bella Gray, Bethany Rizzardi, Bori Mazzag, Christina Accomando, Christina Koczera, Clint Rebik, Eboni Turnbow, Edy Reynoso, Heather Madar, Humnath Panta, Jenessa Lund, Kathy Thornhill, Kacie Flynn, Kayla Begay, Ken Fulgham, Kim Berry, Kumi Watanabe-Schock, Leonardo Canez, Lisa Bond-Maupin, Maral Attallah, Mary Oling Sisay, Matthew Johnson, Michael Fisher, Michele Miyamoto, Mike Le, Paula Tripp-Allen, Peggy Metzger, Rosamel Benevides-Garb, Sasheen Raymond, Shawna Young, Sheila Rockar-Heppe, Simone Aloisio, Stephen St. Onge, Su Karl, Sulaina Banks, Tracy Smith, Tracy Taylor, Will Gannett, Yvonne Everett

Announcement of Proxies

Blakeslee for Gordon, Pachmayer for McGuire, St. Onge for Meriwether

Approval of and Adoption of Agenda

Chair Virnoche moved without a second to approve the agenda

Motion to adopt the agenda passed unanimously

As part of the continuing effort to try to demystify the Senate processes and ways for community to engage, Senator Kerhoulas reviewed the ways for community to participate. She noted that any guests can look at the Senate homepage for more information.

Approval of Minutes from the March 2, 2021 Meeting

Chair Virnoche moved without a second to approve the Minutes of March 2, 2021 meeting

Motion approved unanimously

Reports, Announcements, and Communications of the Chair

- Written report attached.

In addition to the written report, Chair Virnoche noted that the Provost has approved all resolutions to date for AY 20/21.

Consent Calendar from the Integrated Curriculum Committee

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

General Consent Calendar

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

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

Dr. Yvonne Everett read from the attached prepared remarks.

Dr. Christina Accomando read from the attached prepared remarks.

Dr. Jennifer Eichstedt read from the attached prepared remarks.

Dr. Bori Mazzag read from the attached prepared remarks.

Tracy Smith read from the attached prepared remarks.

Sense of the Senate Resolution on Celebrating HSU Ethnic Studies Faculty Leadership and Resourcing in Regard to AB 1460 Implementation

M/S (Tremain/Anderson) to move the Resolution to the floor

Motion carried unanimously

Senator Tremain first thanked everyone who spoke in favor of the item during the Open Forum and introduced the Resolution, pointing out the fact that there's a tension that arises when white faculty speak out on behalf of faculty of color and noted the need to make this a space where all faculty can speak and be and are heard. She noted one of the things that is outlined in it is the request that there is a formalization of the Ethnic Studies Councils Leadership in the implementation process.

She further noted that formalization is paired with compensation, she was Dr. Mazzag's partner in terms of the implementation of EO 1110, which was not a one year implementation, but rather a three year implementation process which required ongoing funding across multiple years.

Senator Moyer noted that in all her time on the ICC she has never seen a group of people do better work than the Ethnic Studies Council has done in dealing with this it's been incredibly

impressive they've done lots of very detailed very thoughtful work very quickly. She also requested careful thinking about compensation on this campus in general for work that is being done, as there are many instances where people should be receiving compensation and do not.

Senator Cuéllar noted her extreme thankfulness for the faculty on the Ethnic Studies Council and requested the Senate fully support this Resolution.

Senator Canon voiced his support for the resolution.

Senate vote to approve the Sense of the Senate Resolution on Celebrating HSU Ethnic Studies Faculty Leadership and Resourcing in Regard to AB 1460 Implementation ***passed without dissent***

Ayes: Anderson, Burkhalter, Canon, Capps, Cuéllar, Dunk, Finley, Gonzalez, Gordon, Kerhoulas, Miller, Mola, Moyer, Ndura, Pachmayer, Parker, Rainey, Schnurer, Teale, Thobaben, Tremain, Wilson, Woglom, Wrenn, Wynn, Zerbe

Nays: none

Abstentions: Virnoche

Resolution on Commitments for Faculty Safety (19-20/21-APC – March 16, 2021 – Second Reading)

Senator Schnurer noted there were three small textual changes since the introduction of this resolution, one was a typo caught by Senator Zerbe, and two suggestions to help improve the resolution from Senator Dunk; he voiced his and the committees' appreciation of the engagement with the resolution.

Senate vote to approve the Resolution on Commitments for Faculty Safety (19-20/21-APC – March 16, 2021 – Second Reading) ***passed without dissent.***

Ayes: Anderson, Burkhalter, Canon, Capps, Cuéllar, Dunk, Finley, Gonzalez, Gordon, Kerhoulas, Miller, Mola, Moyer, Ndura, Pachmayer, Parker, Rainey, Schnurer, Teale, Thobaben, Tremain, Wilson, Woglom, Wrenn, Wynn, Zerbe

Nays: none

Abstentions: Virnoche

Resolution on Emeritus Policy (20-20/21-FAC - March 16, 2021 - First Reading)

M/S (Wilson/Thobaben) to move the Resolution to the floor

Senator Wilson introduced the resolution, noting that in his work with the HSU Emeritus and Retired Faculty and Staff Association on the language, and as he read Emeritus policies at the other CSU campuses, he realized is that while an emeritus policy is supposed to honor the contributions that people have made during their careers at HSU, but even more important than that it's to help sustain their continuing involvement in our community.

Senator Thobaben thanked Senator Wilson for his work and noted the passage of this resolution will be a morale booster for many groups of people on campus.

Senator Dunk requested clarification on whether the ten-year threshold for qualification is a provision needed for support past the Senate of this policy. He shared his opinion that if someone retires from HSU with CalPERS, then they should qualify.

Senator Zerbe asked whether the Provost and President are aware of and are on board for the passage of this item; Senator Wilson answered that the Provost is a part of SenEx so she is aware of the item.

Senator Canon requested clarification on why there is such a disparity between 10 years to qualify for emeritus status and the 6 years required to gain tenure. Senator Wilson noted that the 10 year qualifier is the norm in other campuses.

The Resolution will return for a second reading.

Resolution on Updating the Resolution on Updating the Membership and Terms of the Appointments and Elections Committee (21-20/21-CBC - March 16, 2021 - First Reading)

M/S (Anderson/Gonzalez) to move the Resolution to the floor

Senator Anderson introduced the resolution, noting that the resolution is intended to update the appointments and promotions committee to make changes to membership and term life, and she recognized Dr. Begay, the current chair of the AEC, to speak to these proposed changes.

Dr. Begay shared that though this was her first time serving on the AEC, she was also the Chair of the committee. She noted these measures are to recognize the committee held some of the first meetings ever of the committee, since business is usually conducted via email such that a lot of that work falls on Mary Watson, the Senate Administrative Coordinator, but these changes will promote more active recruitment outreach and demystify the Senate for a lot of faculty who don't regularly participate shared governance, so that the Senate can be a little more diversified. She noted the changes include expanding from two faculty to three, one from each college, as well as the establishment of ex officio membership for Staff Council and AS Students to formalize links and relationships. She also noted the learning curve for this committee is steep, so a two year term would be better than the current one year term limit.

Resolution on Updating Naming Conventions and Typographical Errors in Governing Documents (22-20/21-CBC/AEC - March 16, 2021 - First Reading)

M/S (Anderson/Moyer) to move the Resolution to the floor, noting it is meant to make it easier to change typographical errors or updates to names in the University.

Senator Moyer spoke in favor of the resolution, noting she recommends these sorts of changes go through the Senate via the general consent calendar.

Emeritus Professor Fulgham pointed out that sentence four in the rationale talks about the governing documents with both the Senate and the general faculty, and noted it seems like the resolved clause should say the same thing, and that it should be ratified by the General Faculty.

The Resolution will return for a Second Reading

Resolution on the Membership of the RTP Standards Committee - Appendix J (23-20/21-EX - March 16, 2021 - First Reading)

M/S (Woglom/Burkhalter) to move the Resolution to the floor

Senator Wilson stated he thinks it problematic to allow untenured faculty members to serve, and further noted the experience needed for service on this committee is long and necessary, and that the process for these standards are long and difficult, and noted there is a possibility that Department chairs may feel better about pushing back on a program if the membership isn't as experienced as it could be in these areas. A person who is untenured is also not in a position to make independent judgements without fear of retaliation.

Senator Schnurer spoke in favor of Professor Everett's comments earlier, and noted it would be great if more folks are able to be mentored by the tenured faculty members if they want to serve.

Senator Pachmayer read the attached remarks on behalf of Professor Whitney Ogle

The Resolution will return for a Second Reading.

TIME CERTAIN: 4:10 PM - Spotlight: Council on American Indian Faculty and Staff (CAIFS)

- Paula Tripp-Allen, Advisor, Native American Center for Academic Excellence and Indian Teacher and Educational Personnel Program (NCAEC/ITEPP)
- Kayla Begay, Professor, Native American Studies
- Leonardo Canez, Admissions Counselor, Admissions
- Sasheen Shailee Raymond, Administrative Support, Department of Social Work

Senator Parker introduced the CAIFS representatives, who provided the attached presentation.

TIME CERTAIN: 4:25 PM - Safety and Policing

- Anthony Morgan, Chief of Police
- Rob Keever, Dean of Students Office
- Juan Guerrero, Environmental Science & Management, AS External Affairs Representative

Chief Morgan presented the attached information.

TIME CERTAIN: 4:30 PM – Polytechnic Self Study - Update & Discussion

- Interdisciplinary Partnerships and the Role of the Liberal Arts Working Group:
 - Rosamel Benavides-Garb, Interim Dean, CAHSS
 - Matthew Johnson, Director, HSI STEM Grant
- Facilities and Other Resources Working Group:
 - Michael Fisher, Planning Director, Facilities Management
 - Arne Jacobson, Director, Schatz Energy Resource Center

The above working group representatives provided the attached information.

TIME CERTAIN: 4:40 PM – Vaccine and Testing - Presentation and Q&A

- Christina Koczera, Director, Risk Management and Safety
- Sherie Gordon, Interim Vice President for Administrative Affairs

Director Koczera and VP Gordon provided the attached information.

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

M/S (Rainey/Thobaben) to extend the meeting for up to ten minutes

Associated Students:

Senator Cuellar reported the nomination period for student government is open and the deadline is March 25 at 5pm. AS will convene for regular board meeting on March 26 at 3pm.

M/S (Woglom/Parker) motion to adjourn

Meeting adjourned at 5:15 pm

Meeting Chat Record:

University Senate Chair Report
March 16, 2021

Submitted to the University Senate
by Mary Virnoche, General Faculty President & University Senate Chair

Invitation to Comment on the [21-26 Anti-Racist Shared Governance Strategic Action Plan](#).

During the 20-21 academic year, the University Senate, meeting guests, and others collaborated to draft a 2021-2026 University Senate Anti-Racist Action Plan. The plan directly supports three [2021-26 HSU Strategic Plan goals](#). The Senate will formalize its commitment to the final plan through a Sense of the Senate Resolution calendared for April 13, 2021. The Senate Executive Committee [invites comments](#) through March 26, 2021 from Senators, other shared governance bodies, and the campus community.

HSU Faculty and Staff Parent

Pandemic Needs Assessment & Action Report

Since fall 2020, Jessica Welch, ASC, Library, and Nancy Olson, Training and Professional Development, Human Resources, have spearheaded campus efforts to communicate with and support HSU employee parents through the pandemic. The [HSU Faculty and Staff Parent Pandemic Needs Assessment & Action Report](#) represents one mechanism through which I collaborated with Jessica and Nancy, on behalf of the General Faculty and University Senate. We sent this report to division and unit leaders in February, 2021, with an explicit request that they consider the needs and resources/actions in their own planning, resource allocations, and general support of employees in their units. We also presented the report formally to the President's Cabinet in March, 2021. There we highlighted immediate and ongoing unmet needs requiring institutional creative solutions:

Paid reduction in work option for the duration of pandemic (CPAL replacement)

Clear, compassionate communication by all managers/supervisors/deans to employees about workplace challenges

Mitigation of home/work space challenges and related expenses

Short-term and long-term child care solutions including expanded on-site or near site

Attention to gender and racialized inequities related to the impact of the pandemic

Shared Governance Appointments and Elections

The Appointments and Elections Committee verified and released [the results](#) of the second round of elections for those who will take office starting AY 21-22. Thank you to everyone who engaged in nominations, and to all those who accepted nominations and appointments. AEC approved following appointments:

- [Pascal Berrill](#), Forestry and Wildland Resources
[Instructionally Related Activities Committee \(IRA\)](#) (Faculty)
- [Kim Perris](#), Assistant Professor, Nursing
[Faculty Affairs Committee, University Senate](#) (Faculty At-Large, 3-year Term)

University Senate Actions

There are no pending Senate resolutions. In cases where an administrative decision was required, those decisions were communicated and [recorded](#).

Information Sharing

DEIC work on [Definitions on DEI](#)

Integrated Curriculum Committee Consent Calendar
University Senate Meeting March 16, 2021

[CRIM - 125 - 22-944](#). Course change proposal of course classification from C-01 to C-02 in order "to more accurately reflect the mode of instruction which has planned class participation". While the CDC recommends this change for pedagogical reasons, we would like to note that this course classification change from a C-1 to a C-2 will have resource implications if more than 40 students per semester need this course because a C-2 classification limits class enrollment cap to 40.

[ECON - 210L - 21-1009](#). Make ECON 210L (a 1-unit C/NC supplemental instruction course) repeatable for credit up to three times. Occasionally, students get credit in ECON 210L but not in ECON 210; students then need to re-take ECON 210 but cannot enroll in the helpful 210L because they have already received credit for it. This change will support student success and not have any resource implications.

[ECON - 310L - 21-1010](#). Make ECON 310L (a 1-unit C/NC supplemental instruction course) repeatable for credit up to three times. Occasionally, students get credit in ECON 310L but not in ECON 310; students then need to re-take ECON 310 but cannot enroll in the helpful 210L because they have already received credit for it. This change will support student success and not have any resource implications.

[ECON - 490 - 20-1008](#). Course description update to better reflect the content of the course.

Current Description: Students produce a culminating project, normally in the form of a portfolio of the student's work, under the supervision of a faculty member in economics.

Proposed Description: Develop career planning tools and skills. Produce a portfolio that articulates proficiency of program learning outcomes. Produce a legacy project.

[GSP - 101 - 20-971](#). Combine GSP 101: Geospatial Concepts and GSP 101L, the accompanying lab. After some experimentation, faculty have concluded that students do not succeed in the lab if they are not also in the lecture portion of the class, so combining them into one indivisible course should improve student success. All affected parties have indicated their approval of this change and degree MAPS have been updated to reflect this change.

[GSP - 101L - 21-1011](#). Due to the fact that GSP 101 is absorbing the GSP 101L lab component, the GSP 101L course is being deleted from the course catalog.

[Sustainability Minor - 19-872](#). A new, multi-disciplinary minor in sustainability that will involve all three colleges. Has the support of 3 Deans and multiple department chairs. Environmental Studies will be the home to this minor. The curriculum will be tended by an interdisciplinary steering committee comprised of faculty from ENST, ESM, Politics, GESA, and BA, plus a representative from the campus Sustainability Office. The minor is 18-20 units and involves roughly 25 courses across 15 departments. More specifically, courses fall into three thematic areas: 1) Earth Science, Technology & Built Environment; 2) Socio-economic Institutions, Policy, & Equity; and 3) Communication, Culture & Ethics. The proposal narratively maps out course rotations and includes MAPs for the majors most likely to use this minor (BA, ESM, ENST, PSCI, GEOG, NAS) to show how each major can easily take sufficient elective units unique to the minor (i.e., not counting towards the major). The proposal also includes a curriculum map matrix that links 4 PLOs to the 3 required courses for the minor (ENST 195, BA 106, ENST 470) and to the 3 thematic areas of elective courses.

Everett Open Forum Remarks
March 16, 2021 University Senate Meeting

Dear Colleagues,

I am Yvonne Everett, a professor in the Department of Environmental Science and Management. I have served on the RTP C&S Committee since 2013 and have chaired the committee since fall 2018.

Today, I am providing my opinion as an individual faculty member.

The RTP C&S Committee will discuss this issue at our next committee meeting on March 26 and provide our joint feedback on Tuesday, March 30.

Personally, I believe that including representation of tenure-track faculty members on the committee is a very good idea.

1. The committee's charge is to provide a mechanism for approval of department/unit criteria and standards and to provide a mechanism for the revision of existing approved standards.

And 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.

In short to make the RTP process fair and transparent for all.

2. Junior faculty are most affected by the process and should have a voice in it.
3. Dr. Whitney Ogle's inadvertent inclusion has demonstrated the value of having a tenure-track faculty member on the committee. Her perspective has been important and her contributions highly appreciated.

4. If there is concern that the voices of less experienced faculty would outweigh those of senior faculty, I argue that the committee structure of the RTP C&S Committee acts as a control.

We have three sub-committees, one for each college, that review proposed department standards in detail. Each committee includes the Dean of the college and two faculty members – one from the college and one from a different college.

Tenure-track faculty would be paired with tenured faculty and the deans on these committees. Once the sub-committee has worked with a department to review proposed revisions to current department RTP standards, the proposed standard is reviewed in detail by the full RTP C&S Committee.

In practice decisions are made by consensus. If up to two tenure-track faculty were represented, their voices would be heard but they would not dominate.

Thank you for the opportunity to speak,

Respectfully, Yvonne Everett

Accomando Open Forum Remarks
March 16, 2021 University Senate Meeting

I am Christina Hsu Accomando – I teach in English and CRGS. I am speaking in favor of the resolution to compensate Ethnic Studies faculty doing the hard work to implement the new Ethnic Studies requirement.

These faculty bring disciplinary expertise and are doing this work on top of full teaching loads and more than full service loads, serving students of color across campus, regardless of discipline, and all this in the face of interpersonal and institutional racism. This is what systemic racism and cultural taxation look like. These are not abstract concepts. Furthermore, our Ethnic Studies faculty are doing the work to implement AB 1460 in the face of efforts, from the Chancellor's Office, to undermine the bill's express intent. This adds countless hours to an already complex task.

Over the last year, people all over the globe have been moved by bold calls for bold action to confront systemic racism. Institutions often respond with, "well, but what can we *do*?"

Over the last year HSU has hosted some really brilliant presentations, from phenomenal junior faculty of color newly arrived at HSU; from amazing students working hard to make *us* do better; from keynotes Claudia Rankine and Safiya Noble among others; from Presidential speakers George Yancy and Shaun Harper. Over and over we are encouraged to take action now.

We have before us a chance to take real action now: to support faculty of color, address cultural taxation and invisible labor, implement transformational Ethnic Studies curriculum, and work to dismantle systemic racism.

Thanks to the passage of the Ethnic Studies bill, we have a directive to take this one important action – to teach more ethnic studies to more students across all majors. Teaching ethnic studies helps to dismantle systemic racism by empowering students with knowledge, and with tools to *use* that knowledge, whatever their discipline and career goals.

To ethically implement the bill, we need the disciplinary expertise of HSU's Ethnic Studies Council to be at the forefront of the implementation work ahead of us.

You have the opportunity to honor that work by celebrating *and* compensating it.

In *this* moment – celebration without compensation is exploitation. We need to do both.

Shaun Harper stated when he gave his Presidential talk last month: "Antiracism requires investing in the reparation of historical negligence, inequity, and harm. By reparations I mean money. I mean investing institutional resources into the groups and into the populations that have been chronically underserved and harmed by the institution's negligence over time."

George Yancy said when he gave his Presidential talk last week, "What will happen after this talk?"

It is folly, I think, to invite these brilliant speakers and not heed their advice.

Please answer the call to action posed by the California legislature, President Jackson's presidential speakers, and millions of global citizens who protested systemic racism over the last year and who

Accomando Open Forum Remarks
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continue to call for action. Let us do this one small good thing that we *can* do. Let us compensate this important work to ethically and effectively implement the Ethnic Studies requirement.

Eichstedt Open Forum Remarks
March 16, 2021 University Senate Meeting

Most of you know me, as some of you don't I'm Jennifer Eichstedt and I teach in the Department of Sociology and I have been involved with equity on work around campus for many years, I come to this work as a white faculty member as a senior faculty member, and somebody who is deeply humbled by the work of my bypass colleagues by the resilience and power, and also by the harm that's done to students that I hear about on a fairly regular basis, as well as to my colleagues and both faculty and staff. So, when I look at this work of the Ethnic Studies Council and their efforts to implement this important piece of legislation in all of the complexities of that and I am compelled to speak out in support of them, and also of recognizing the power and expertise that they bring to this, I know that we just saw the budget and be released, that your march \$50,000 toward this effort, specifically and I won't say because I don't know whether that's enough, I suspect it's not depending on how people are recompensed for their time and particularly when we also are looking at BIPOC faculty who are not all tenured, in fact, many of them are non-tenured and not in tenure-track positions, but are doing this work, because it matters deeply to them, and of course there's also the components that.

BIPOC faculty are much more likely to be in non-tenure position and tenure line position so that's a connected issue here right because part of our goal is to support and lift up the expertise, knowledge methods theories of those involved in ethnic studies so, in addition to supporting the resolution that's on the floor for y'all to consider and vote on, I also want to just remind us that this is ongoing work and that this work should be coming back, we should be paying attention to it at the Senate and we should be supporting thinking about how to support this Council, how to support ethnic studies faculty in this work and the Department as a whole and that often means looking at where resources are going looking at where time is how time has been spent, and whose voices are at the table, thank you.

Mazzag Open Forum Remarks
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I wanted to thank you for giving me the floor to speak. I'm Bori Mazzag, Mathematics faculty and Chair of Mathematics and Computer Science. And I think my role is to give a little bit of context to the work that ethnic studies that the ethnic studies implementation will require because I think in many ways it is really, similar to the work that mathematics have to do when we had to implement the requirements of Executive Order 1110 so I'm here to both celebrate the fact that HSU is setting aside funding to support the ethnic studies requirement implementation and to testify to the importance of adequate compensation for the faculty to do this really important work.

I became chair in fall of 2017 when executive order 1110 came out and it mandated the abolishment of developmental courses across the CSU and we already had a pilot study that we could build on at the time. And so, our experiences, maybe not even entirely similar to the work that ethnic studies, has to do, because we already built on something that. That we could work off of but as it was, we had a team of eight faculty members working in the department on the new quantitative reasoning model and all eight of those faculty were compensated by getting some assigned time on this work.

And we needed to have so many hands on deck because we knew that we were designing curriculum that would impact every single incoming student. And this is also the case for the ethnic studies requirement every single new CSU student will be taking an ethnic studies course, so the scale of the work really is quite similar in this case, and one of the realizations that we had early on, is that, in addition to this very large scale curricular change we also needed a broad campus wide collaboration and support and a lot of that went beyond curriculum building and we actually had the fortune of having an EO 1110 implementation team, who is really helping us a lot with that work.

But the math department still had a lot of responsibilities in terms of producing materials for the website canvas orientation course for the incoming students and then a lot of presentations that information sessions for the Faculty and professional advisors. And really my point with all of this detailed account of the work that we have to do is that this is a really enormous undertaking, and I think people need to acknowledge the amount of work that will go into it and I think it's very important for all of us to acknowledge that ethnic studies faculty and I know how much work they have already done up to this point, all of the conversations the writing and convincing that they have done for our campus to stand behind their vision and for campus to provide some funding.

So, I'm really here celebrating the fact that this ethnic studies requirement is going to be implemented it's been approved and the ASCSU is going to support it. And I'm here also in solidarity with the Faculty and I'm here to ask them their work be fairly compensated. As we know, ethnic studies faculty are disproportionately faculty of color and if we want a truly equitable campus, then we must make sure that their work is recognized and acknowledged and compensated, the same way, that work of white faculty was recognized acknowledged and compensated, thank you.

Smith Open Forum Remarks
March 16, 2021 University Senate Meeting

Thank you, Mary good afternoon everyone, my name is Tracy Smith, I have the good fortune to be the director of the Retention through Academic Mentoring Program.

Prior to that, I was an academic advisor for the educational opportunity program I'm very happy and honored to have been invited to speak today in support of our colleagues and their essential work in the implementation of AB 1460.

As I was preparing my comments I recall the conversation I had with Dr John Johnson, back in 2015 I think, Dr. Johnson, was the first coordinator of the African American Center for Academic Excellence and we talked about a lot of things, but particularly talked about in his opinion, and compared to many institutions, HSU was doing a lot around addressing opportunity gaps in equities disparate outcomes, etc. And that we need to do more there's always more to do yesterday's announcement regarding allocation decisions from the her an MSI marks moment of doing more.

And there's always more to do the magnitude of the historical harm perpetrated on bypassed communities within institutions of higher education is so massive that certainly in my lifetime, there will always be more to do. Voting in support of this resolution is another potential moment that we can mark is doing more, which supports the work already done and the enormous tasks ahead for the Ethnic Studies Council as they seek to not just lead course revisions, but by virtue of their expertise and scholarship to weave a deeper intention into the fabric of our institution.

Such labor goes well beyond course revision and should not be minimized or made invisible.

If we fully support this work, we can mark doing more to ensure our bypass students can see themselves as scholars and teachers by hiring and retaining BIPOC faculty and to actively work towards the reduction of cultural taxation. Perhaps then eventually BIPOC students, faculty, staff, and administrators can feel they matter.

Dr. Love, who was a guest virtually on our campus last year, talks a lot about mattering in her book, *We Want To Do More Than Survive*, Dr. Love says, and I quote: "...mattering is about building a Community where people love, protect and understand black and brown children we want our full humanity recognized with dignity."

What happens when people feel they matter if we matter we feel safe if we feel safe, we can find and fulfill our path, and if we fulfill our path.

We can find our definition of success, and once that happens it's much more likely that everyone experienced success as a collective. And isn't that article, as an institution should not be our goal as a society, please support the resolution and take deliberate action to do more. Thank you.

HUMBOLDT STATE UNIVERSITY

Sense of the Senate Resolution on Celebrating HSU Ethnic Studies Faculty Leadership and Resourcing in Regard to AB 1460 Implementation

24-20/21-EX – March 16, 2020

WHEREAS: The University Senate of Humboldt State University (HSU) celebrates and supports the historic legislation of AB 1460 which requires coursework in Ethnic Studies for all CSU undergraduates; and

WHEREAS: The legislation recognizes the critical, centralized role the CSU Ethnic Studies Council plays in the implementation of the Ethnic Studies requirement by naming them specifically as collaborators in the effort; and

WHEREAS: A unique component of the changes to [EO 1100 for the implementation of AB 1460](#) in comparison to other system wide requirements is the provision that all Ethnic Studies courses be housed or cross-listed within Ethnic Studies related departments exclusively, grounding the implementation work within the Ethnic Studies Departments and Faculty in the present and in perpetuity; and

WHEREAS: Humboldt State values the acquisition and integration of knowledge and skills required through this legislation that will foster students' comprehension of the diversity and social justice history of the United States and of the society in which they live and their ability to contribute to that society as responsible and constructive citizens; and

WHEREAS: This legislation would not have been possible without the grassroots activism of Ethnic Studies faculty and students across the CSU system, including Ethnic Studies and Native American Studies faculty from Humboldt State University; and

WHEREAS: On March 2, 2021, the University Senate approved our first slate of Ethnic Studies curriculum that will support HSU students in meeting the system learning outcomes; and

WHEREAS: The HSU Ethnic Studies Council have revised curriculum, attended and spoken at various GEAR and ICC meetings, developed communication plans and materials to inform faculty, advisors, and students, and created various documents to plan for the implementation of the Ethnic Studies requirement at HSU; and

WHEREAS: This work occurred on top of these faculty's regular faculty obligations and despite the Chancellor's Office revisions of EO 1100 which set constraints, processes and timelines that are not aligned with what is in the law and are blatant attempts to minimize faculty control over curriculum; and

WHEREAS: Faculty who hold disciplinary expertise in Ethnic Studies at HSU are primarily faculty of color; and

WHEREAS: The HSU Ethnic Studies Council has been working ad hoc without compensation to support thoughtful and meaningful implementation of the requirement on our campus; and

WHEREAS: HSU faculty of color are already disproportionately culturally taxed in ways that are invisible and unpaid at HSU due to their marginalization and underrepresentation in the faculty body; and

WHEREAS: Allocation of summer compensation to support curriculum development is an important step in supporting HSU's Ethnic Studies Council but does not encompass the work that has been or will need to be done on other components of the Ethnic Studies Implementation; and

WHEREAS: Existing precedent has been set with Math and Writing Studies faculty to serve as lead experts and consultants for policy implementation in response to Executive Order 1110; and

WHEREAS: The Ethnic Studies faculty have carefully outlined a plan of completed and anticipated work (see [ES Workload and Compensation Recommendations](#) and [Ethnic Studies Council Report 03-02-2021](#)); therefore, so be it

RESOLVED: That the University Senate of Humboldt State University celebrates the HSU Ethnic Studies Council leadership in navigating and implementing the Ethnic Studies requirement; and, be it further

RESOLVED: That the University Senate of Humboldt State University supports the formal designation of HSU Ethnic Studies faculty leadership within HSU EO 1100 (Title 5) implementation processes (all-campus coordination, policy development, curriculum support and approval, and assessment); and be it further

RESOLVED: The University Senate of Humboldt State University calls for Ethnic Studies BIPOC faculty member(s) planning and implementation compensation aligned with that provided to faculty leaders who led similar rapid and complex work for EO 1110 changes to Math and English general education.

HUMBOLDT STATE UNIVERSITY
University Senate

Resolution on Commitments for Faculty Safety

19-20/21-APC – March 16, 2021 – Second Reading

RESOLVED: That the University Senate of Humboldt State University calls upon Humboldt State to commit to improve the responses to disruptive behavior in the classroom by preparing and making clear roles and responsibilities ahead of time; and be it further

RESOLVED: That all faculty will be informed, by the Dean of Students and Academic Personnel Services (APS) of the policies guiding disruptive behavior to be prepared for possible difficult moments; and be it further

RESOLVED: That Academic Personnel Services develop a menu of options for faculty who are experiencing harm, recognizing that such options may include online courses, referrals to the police, information about advocates, parking support, and safety plan resources; and be it further

RESOLVED: That all faculty will be made aware, of their rights and the conduct process at HSU that supports students in crisis and protects the integrity of the classroom by Academic Personnel Services at New Faculty Orientation; and be it further

RESOLVED: That the Dean of Students office will give at least one training per semester for faculty to understand their roles and choices in the event of an incident of disruptive behavior; and be it further

RESOLVED: That this training includes an accessible sheet of information to help faculty in navigating an incident of disruptive behavior in clear language with tangible steps for faculty. This training should be recorded and available asynchronously; and be it further

RESOLVED: That the California Faculty Association (CFA) be consulted and invited to assist the training and help to advertise the workshop to CFA members; and be it further

RESOLVED: That the faculty involved in an incident with a disruptive behavior be informed of their right to a California Faculty Association Advocate; and be it further

RESOLVED: That all campus officials who respond to incidents of disruptive behavior will strive to support safety; be prepared to engage with retaliation against those who come forward; and will use all necessary institutional tools including Student Behavior Intervention Teams, campus attorneys and Title IX/DHR investigators to prevent retaliation; and be it further

RESOLVED: That the Dean of Students will continue to offer a way to gather confidential student reports while honoring due process, as well as reinforce the consequences and sanctions of retaliation as needed; and be it further

RESOLVED: That in the event that a student's confidential information is going to be released, the student should be informed ahead of time; and be it further

RESOLVED: That Dean of Students, Title IX/Discrimination Harassment and Retaliation (DHR) and APS all prepare and be ready to develop safety plans (or refer to a qualified campus partner if appropriate) as necessary. (A safety plan is a personalized, practical plan to improve safety while experiencing abuse or harassment.); and be it further

RESOLVED: That APS will provide an annual report for the University Senate every August to demonstrate continued progress and commitment toward the safety of the campus community; and be it further

RESOLVED: That APS review internal statistics for racial and gendered patterns in disruptive behavior cases. When appropriate this information should be included in the annual report on faculty safety.

RATIONALE: Faculty at Humboldt State University (HSU) experience moments of harm while teaching their courses. Different faculty experience different kinds of [harassment](#) and policing often associated with their perceived identity. Some students undercut, harass and troll women, queer, trans, gender non-conforming, men and/or women of color instructors. Harm is not experienced at the same level. Understanding that all HSU staff, faculty and administrators who respond to a moment of disruption in the class know that the sense of safety changes with the person's identity and life experiences. An intersectional lens is necessary to understand how to respond to complaints. This is a resolution outlining shared commitment and collaboration between often siloed components of the campus. It also underscores a shared value of support to faculty and students in order to have safer educational spaces. All responding administrators consider risks for retaliation to faculty and to student witnesses within the legal means regarding due process when gathering information and engaging in conduct/ disciplinary action. Humboldt State will prepare to respond effectively to potential incidents and increase inter-office communication to minimize harm to the best of our abilities.

**HUMBOLDT STATE UNIVERSITY
University Senate**

Resolution on Emeritus Faculty and Staff

20-20/21-FAC – March 16, 2021 – First Reading

RESOLVED: that the University Senate of Humboldt State University recommends to the President that Section 540 of the HSU Faculty Handbook be amended to recognize the change in membership of the CSU and HSU Emeritus and Retired Faculty Associations (CSU-ERFA and HSU-ERFA, respectively) to the CSU and HSU Emeritus and Retired Faculty and Staff Associations (CSU-ERFSA and HSU-ERFSA, respectively).

RATIONALE: Whereas, under present practice, faculty and staff who are not tenured faculty members are not given the designation of "emeritus" unless specifically classed so by the University Senate. The proposed change in wording would give other faculty members, such as retired lecturers, coaches and counselors, and staff, a specific merit-based path to the designation of "emeritus" and the rights so described.

FACULTY HANDBOOK SECTION

540-EMERITUS FACULTY

~~Any tenured faculty member who retires under the provisions of service retirement is classed as "emeritus". Others may be so classed by action of the University Senate. The names of the faculty members attaining emeritus status are listed in the HSU Catalog. All emeritus faculty are eligible for and are urged to enroll as members in the CSU and HSU Emeritus and Retired Faculty Associations.~~

~~Emeritus faculty have the same rights as active faculty members for the use of university facilities and attendance at university functions. To the extent that resources permit, these rights include, but are not limited to, the following: participation in academic ceremonies and university social life; library borrowing privileges; access to university computer systems and media services; maintenance of E-mail accounts; application to and through the HSU Sponsored Programs Foundation for grant support; contracting with the University for teaching or other services; secretarial and technician assistance; and, insofar as space allows, use of an office on campus.~~

~~Information pertaining to the emeritus faculty and the CSU and HSU Emeritus and Retired Faculty Associations is to be housed on campus in the office maintained for the General Faculty and University Senate.~~

540 EMERITUS FACULTY AND STAFF

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, or Supervisor in their academic unit or working unit 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. Faculty participating in the Early Retirement Program are considered to be regular members of the faculty and therefore are not yet eligible for emeritus standing.

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 re-instatement, which may be conferred by a majority vote.

Emeritus Status – Benefits

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

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

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

privileges; the same discounts for use of academic resources such as books and software as active faculty; eligibility for the appointment and/or election to faculty committees; and free parking.

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

DRAFT DRAFT DRAFT

Current 540

540 EMERITUS FACULTY

Any tenured faculty member who retires under the provisions of service retirement is classed as "emeritus". Others may be so classed by action of the University Senate. The names of the faculty members attaining emeritus status are listed in the HSU Catalog. All emeritus faculty are eligible for and are urged to enroll as members in the CSU and HSU Emeritus and Retired Faculty Associations.

Emeritus faculty have the same rights as active faculty members for the use of university facilities and attendance at university functions. To the extent that resources permit, these rights include, but are not limited to, the following: participation in academic ceremonies and university social life; library borrowing privileges; access to university computer systems and media services; maintenance of E-mail accounts; application to and through the HSU Sponsored Programs Foundation for grant support; contracting with the University for teaching or other services; secretarial and technician assistance; and, insofar as space allows, use of an office on campus.

Information pertaining to the emeritus faculty and the CSU and HSU Emeritus and Retired Faculty Associations is to be housed on campus in the office maintained for the General Faculty and University Senate.

DRAFT Proposed 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 or Dean [needs to be inclusive here- additions?] in their academic unit and the approval of 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. Faculty participating in the Early Retirement Program are considered to be regular members of the faculty and therefore are not yet eligible for emeritus standing.

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, use of the library, and the same discounts available to active staff and faculty for use of campus recreational facilities, activities and cultural events, and resources.

Faculty emeriti may place the Latin designation emeritus or emerita following the title of their highest academic 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, etc.); faculty emeriti will be listed in a position of honor on a prominent University website and in appropriate University publications.

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

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

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 re-instatement, which may be conferred by a majority vote.

HUMBOLDT STATE UNIVERSITY
University Senate

Updating the Membership and Terms of the Appointments and Elections Committee

21-20/21-CBC – March 16, 2021 – First Reading

RESOLVED: That the University Senate of Humboldt State University approves the attached amendments to the University Senate Bylaws and General Faculty Constitution to expand and clarify the membership and increase the term lengths and election process for the faculty representatives of the Appointment and Elections Committee; and

RESOLVED: That the changes shall be immediately effective.

RATIONALE: *The Staff Council, Associated Students, and University Senate are collaborating to improve recruitment efforts of new and diverse representatives to governing bodies, and to strengthen monitoring for new University committee appointees. To support this effort, membership of the Appointments and Elections committee is being expanded from two faculty to three, one from each college, and establish ex-officio membership for the Chair of the Governance Committee of the Staff Council and Student Affairs Vice President of the Associated Students. These changes will allow for equitable representation of all colleges and establish consistent communication and recruitment processes between the three governing bodies. In addition, the current members of the Appointment and Elections Committee have indicated that one-year terms for appointed faculty members is too short to get familiarized with the rules governing appointments and elections and that a longer term would allow for more effective service on the Appointments and Elections Committee. Finally, as the primary role of the Appointments and Elections Committee is to recommend appointments for other committees, the faculty representatives being elected the instructional unit they represent and updating the vacancy procedure so the Senate Executive committee recommends candidates for interim seats instead of the Appointments and Elections Committee itself, will preserve shared governance.*

Proposed revisions with track changes to Sente Bylaws:

11.4 Appointments and Elections Committee (AEC)

11.51 **Chair:** The Chair shall be a faculty member of the Committee elected by the Committee.

11.52 **Membership:** The membership of the Appointments and Elections Committee shall be as follows:

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- Three (3) Faculty members, one from each instructional unit, elected by the faculty of the respective instructional units; one of whom shall be elected by the

committee to serve as committee chair

Ex-Officio Members

- Chair, University Senate/Presiding Officer, General Faculty
- Provost and Vice President of Academic Affairs
- Chair of the Governance Committee of the Staff Council (or designee)
- Student Affairs Vice President of the Associated Students (or designee)

11.53 Terms: Elected and appointed members of the committee shall serve Staggered Two - year terms. The staff representative shall serve a one-year term in alignment with their one-year terms.

11.54 Duties:

- i. The Committee, through the Senate Office, shall determine vacancies on Standing, Ad hoc, and Campus committees and notify appropriate appointment bodies, each year by the end of January.
- ii. The Committee shall solicit nominations for members and chairs of Standing, *Ad hoc*, and Campus committees, and shall fill vacancies that may occur in committees during the academic year.
- iii. The faculty members of the Committee shall solicit nominations for General Faculty elections of officers and other faculty representatives as directed by the General Faculty Constitution, including nominating candidates for vacancies on the University Faculty Personnel Committee in accordance with Appendix J of the Faculty Handbook and other positions as identified in the Faculty Handbook.
- iv. The Committee shall develop procedures for and administer elections of faculty members to the Senate and of representatives of the General Faculty. All such procedures are subject to the approval of the Senate.
- v. The Committee shall oversee and administer all elections within the Senate.
- vi. The Committee shall be responsible for elections and appointments to other positions as directed by the Senate or by the Executive Committee.
- vii. Members of the Committee shall, when requested, act as tellers when votes are cast by ballot.
- viii. The Committee, through the Senate Office, shall determine vacancies on

Standing, Ad hoc, and Campus committees and notify appropriate appointment bodies, each year by the end of January.

- ix. The Committee shall verify that the eligibility of all candidates has been certified by Senate office staff and, in cases of doubt, shall decide eligibility for election or membership in the electorate.

12.0 ELECTIONS

12.6 Elections within the Senate

12.61 The annual election of Senate officers, and Standing Committee chairs, and members of the Appointments and Elections Committee shall be conducted at a Senate meeting within one month after the election of new Senators.

i. Nominations shall be made in accordance with the provisions for eligibility outlined in the Constitution.

ii. Incoming and continuing Senators may vote in person or by proxy. Outgoing Senators may vote if the incoming Senator has not yet been determined or is absent from the meeting and has not delegated a proxy.

Elections shall be conducted in the following order:

- a. Vice Chair (Chair of Faculty Affairs Committee)
- b. Third Officer (Chair of Academic Policies Committee)
- c. Co-Chair of University Resources and Planning Committee
- d. Chair of the Constitution and Bylaws Committee
- e. Chair of the University Policies Committee
- f. Members of the Appointments and Elections Committee.

iii. Senate Officers and Appointments and Elections Committee members shall be elected for one-year terms.

Proposed revisions with track changes to General Faculty Constitution:

7.3 Vacancies

7.30 The position of any faculty representative on the University Senate, university committees, campus auxiliary governing boards, or state organizations shall become vacant when they (a) resign from the position, (b) fail to meet the eligibility requirements for membership in the General Faculty; or (c) go on leave, for more than one semester.

7.31 The Senate Office shall report circumstances constituting a vacancy to the University Senate Appointments and Elections Committee, which shall recommend appointments to serve until the next regular election. When the vacancy is on the Appointments and Elections Committee, the Senate Executive Committee shall recommend appointments to serve until the next regular election. All such appointments are subject to the approval of a faculty session of the University Senate.

HUMBOLDT STATE UNIVERSITY
University Senate

Resolution on Updating Naming Conventions and Typographical Errors in Governing Documents

22-20/21-CBC – March 16, 2021 – First Reading

RESOLVED: That the University Senate of Humboldt State University recommend the following amendment to the Senate Constitution be forward for ratification.

RATIONALE: *The University Senate Governing Documents and General Faculty Constitution and Handbook refer directly to committees, personnel positions, and divisions. The names of these bodies can be changed often and without formal process which can create discrepancies between the documents and working titles. Furthermore, when changes to documents are approved through formal resolutions, typographical errors may exist that are not identified until after the ratifying vote. Current processes for updating any aspect of the University Senate Governing Documents and General Faculty Handbook and Constitution require a formal resolution of the University Senate and Faculty Senate respectively and a ratifying vote. This can lead to delays in updates to the documents to align with new naming conventions and/or fix typographical errors as well as to bloating of Senate Agendas. Establishing a pathway wherein the Chair of the University Senate can recommend these types of changes and, with general consent from the University Senate, oversee their implementation will allow for timely and consistent updating of naming conventions and typographical errors in governing documents.*

Proposed language for **Section 9.0 Amendments**

9.4 Amendments to update names and titles, correct grammatical or typographical errors, or to make other non-substantive corrections to the University Senate Constitution and Bylaws, may be initiated by the Chair of the University Senate. Any such updates shall be presented to the University Senate as an agenda item at its next regular meeting. The University Senate shall affirm by an absolute two-thirds majority vote any such updates. Any updates not approved by the Senate shall not be adopted.

HUMBOLDT STATE UNIVERSITY
University Senate

Resolution on the Membership of the RTP Criteria and Standards Committee - Appendix J

23-20/21-EX – March 16, 2021 – First Reading

RESOLVED: That the University Senate of Humboldt State University approves the below amendments to the membership of the RTP Standards Committee, as outlined in Appendix J, and be it further;

RESOLVED: That, upon approval of the University Senate, the changes will be balloted for a vote of the HSU tenure-line faculty and be effective immediately.

Appendix J

IX. Areas of Performance for RTP

A. General Criterion

1. Department/Unit RTP Criteria and Standards

D. Departments/units shall submit criteria and standards for approval by the Committee on Faculty RTP Criteria and Standards. The committee shall be comprised of the college deans (or designees), the Associate Vice President for Academic Personnel Services (ex officio) and six tenured-line faculty, with at least one from each college, and no more than two non-tenured. Preference given to faculty who ~~has~~ have experience at the UFPC or CBC level. Appointments to the committee shall be made by the Senate Appointments and Elections Committee in consultation with the UFPC.

Humboldt State University

Campus Safety & Police Committee

Purpose

The Campus Safety & Police committee will discuss issues that impact the safety and quality of life of students, faculty, staff and visitors to our campus.

Priorities

1. Identify current public safety issues that impact the HSU community
2. Act as liaison between the campus community and UPD
3. Receive regular updates and summary of activities of UPD, including current trends impacting the campus;
4. Examine and provide recommendations concerning matters of public safety, campus policy, or suggested community resources to positively impact community experience;
5. Assist in describing the means for involving campus University Police Officers in the life of the university in ways that will create an environment that is the “most conducive to the intellectual, cultural, and personal development of its students”

Pillars

Campus Safety and Wellness:

This pillar is focused on the overall concept of campus safety to include lighting, sign placement, cameras, facilities, law enforcement, and how a safe environment can promote both physical and mental wellness.

Community Policing:

This Pillar is focused on law enforcement working with the campus community to co-produce public safety. For university-focused policing that means engaging students in the process of community safety, including their voice in testimony about the problems facing the community as well as in joint problem solving.

Engagement and Communication:

This pillar is focused on the foundational principle that trust and legitimacy between law and enforcement and the community is based on engagement and communication.

Financial Awareness & Accountability:

This pillar is focused on transparency within the budgeting process and ensuring departmental requests are in line with the universities strategic plan.

Policy and Oversight:

This pillar is focused on a review of policies and procedures to ensure they reflect the values of the campus community. This pillar is also focused on creating processes and pathways to ensure there is sufficient oversight of law enforcement practices.

Race, Gender, and Sexuality Awareness:

This pillar is focused on the equitable treatment of the campus community. This pillar is also focused on ensuring that on-going education on the topic of race, gender, and sexual orientation exists within the culture of HSUPD.

Recruitment & Selection:

This pillar is focused on ensuring that an inclusive hiring and selection process exists. The process must be based on the values and traits the campus community identifies as key characteristics in a professional police officer.

Technology and Equipment:

This Pillar is focused on leveraging technology to provide opportunities to engage the campus community and improve communication.

Training and Education:

This Pillar is focused on ensuring officers are trained in a wide variety of categories to meet the needs of our campus community. In addition, it will be focused on educating the campus community on critical compliance and regulatory matters related to policing at the federal, state and local level.

2020- 2021 Primary Area(s) of Focus

1. Investigate practices and policies such as but not limited to: disarmament of campus police, rejection of lethal equipment funneled through program 1033, an establishment of social-based services founded on harm reduction for emergency calls made to UPD that do not require an officer present, and community engagement between UPD and the campus community.

Committee Leadership

- **Chair:** Staff Representation (TBD)
- **Chair:** Student Representation from Associated Students (AS)

Committee Membership

1. Representation from Equity Arcata (Community Member)
2. Staff Representation from the Office of Student Life
3. Resident Advisor (RA)
4. Staff Representation from the Office of Residence Life
5. Student Representation from Associated Students (AS)
6. Student Representation from Associated Students (AS)
7. Student Representation from Cultural Centers for Academic Excellence (4)
8. Staff Representation from SAPC
9. Student Representation from Check-It
10. Staff Representation from the Student Health Center
11. Student at Large (Selected by the Dean of Students)
12. Graduate Student Representative
13. Staff Representation from the Office of Diversity, Equity and Inclusion (ODEI)
14. Staff Representation from Facilities Management
15. Faculty Representation
16. Faculty Representation
17. Faculty Representation
18. Student Representation from Project Rebound
19. Staff Representation from Off Campus Housing Dept.
20. [Staff Liaison for undocumented students-](#)
21. Student Representative from ERC
22. Staff Representative from CAPS

Ex-Officio Representation

- UPD Chief of Police
- APD Chief of Police
- Chief of Staff or Campus Legal Liaison

- Employee Relations and Compliance Manager
- Staff Representation from Title IX/DHR
- Staff Representation from the Dean of Students Office

Sub-Committees

1. Campus Safety and Wellness
2. Community Policing
3. Engagement and Communication
4. Financial Awareness & Accountability
5. Policy and Oversight
6. Race, Gender, and Sexuality Awareness
7. Recruitment & Selection
8. Technology and Equipment
9. Training and Education

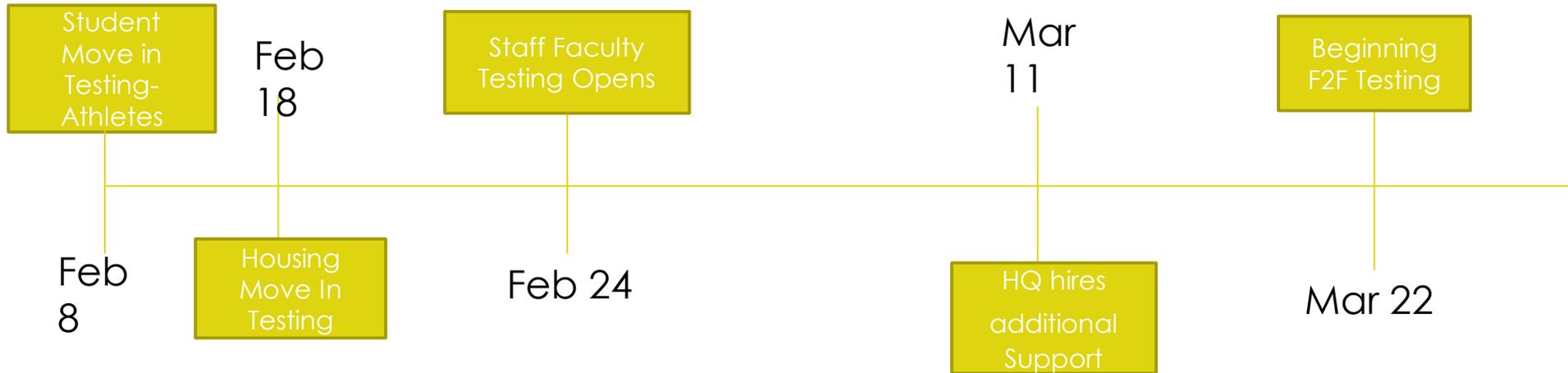


HSU Testing and Vaccination Roll Out

HUMBOLDT STATE UNIVERSITY EMERGENCY MANAGEMENT



Healthquest Testing



Healthquest Testing



- ▶ Free to the user. Healthquest bills insurance or federal CARES funding to cover the cost of the testing.
- ▶ The second hire is to provide critical support of the scheduling tool Curogram to ensure a smoother user experience moving forward
- ▶ Testing turn around is averaging 36-45 hours
- ▶ We anticipate testing to be required to some extent through the Fall 21 semester



HSU Vaccination Roll Out

- ▶ SHC has been able to secure the certifications needed to administer the COVID-19 vaccines
- ▶ HSU is notified by the Humboldt County Public Health on Thursdays of how many doses will be allotted to HSU for the following week.
- ▶ HSU picks up the vaccines from County Public Health on Mondays
- ▶ Invitations for the appointment slots typically go out Friday or Saturday for the following week.

HSU Vaccination Roll Out



- March 5 : Housing, Dining and Custodial Opens
- March 5: County Confirms 647 doses for the following week
- March 6: Invitations to Essential Personnel who completed an Interest Form (223 individuals)
- March 8: Invitations go out to EVERYONE who completed an Interest Form (891 individuals)
- March 12: County Confirms 300 doses for the following week
- March 13: Invitations go out to EVERYONE who completed an interest form (this is 189 individuals who had not received a vaccine and had completed an Interest Form)

Note: This leaves us with additional doses and should have us having met the need from staff/faculty



Future of HSU Vaccinations

- ▶ When moving to BlueShield distribution the campus would not longer be able to be a closed pod
- ▶ HSU has secured an agreement with Safeway to provide doses however that is contingent on when the local Safeway has enough of a supply available
- ▶ The Student Health Center closes over the summer-as a result SHC will pause providing first dose vaccinations starting the week of 12th to ensure that they are able to provide the second doses
- ▶ Second doses are guaranteed even after the transition to BlueShield
- ▶ Individuals will receive an appointment date for their second shot-if that date will not work then SHC will work with the individual to schedule for a time that will work

HUMBOLDT STATE UNIVERSITY

University Senate Written Reports, March 16, 2021

Standing Committees, Statewide Senators and Ex-officio Members

Appointments and Elections Committee:

Submitted by Mary Watson, University Senate ASC, on behalf of the AEC

Spring 2021 General Faculty Elections Results

March 8, 2021

Cycle 1: February 1, 2021- February 8, 2021

Cycle 2: February 18, 2021 - March 4, 2021

Faculty Elected Positions:

The following candidates ran unopposed and received at least 50% of the vote required for election.

GENERAL FACULTY President / University Senate Chair, 2 year term

Monty Mola

UNIVERSITY SENATE

General Faculty Representative to the ASCSU (Statewide Senate) 3 year term

Stephanie Burkhalter

General Faculty Representative to the ASCSU (Statewide Senate) 1 year term

Ara Pachmayer

Lecturer Faculty Delegate (Colleges, Library, Counseling, Coaches), 3 year term

William Fisher

Tenure Line At-Large Faculty Delegate, 3 year term

Ramona Bell

Tenure Line CAHSS Instructional Faculty Delegate, 3 year term

Jim Woglom

Tenure Line CNRS Instructional Faculty Delegate, 3 year term

Jim Graham

Tenure Line CPS Instructional Faculty Delegate, 2 year term

Rouhollah Aghasaleh

INTEGRATED CURRICULUM COMMITTEE (ICC)

At-large Faculty Representative serving as Chair of the Integrated Curriculum Committee

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

At-large Faculty Representative serving as Chair of the GEAR Curriculum and Assessment Committee

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

CPS Faculty Representative serving on the ICC's subcommittee on Course and Degree Changes

Eden Donahue - Faculty Member (CPS), 3 year term

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

- Faculty Member (CAHSS), 2 year term

Chelsea Teale

PROFESSIONAL LEAVE COMMITTEE

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

Anne Paulet

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

Laurie Richmond

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

Joshua Smith

UNIVERSITY FACULTY PERSONNEL COMMITTEE (UFPC)

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

Ben Marschke

- Faculty Member (At-Large), 1 year term

Suzanne Pasztor

- Faculty Member (CAHSS), 2 year term

Nikola Hobbel

- Faculty Member (CNRS), Fall 2021 semester term

Tyler Evans

TENURE AND PROMOTION COMMITTEE FOR THE COLLEGE OF PROFESSIONAL STUDIES

- Faculty Member (CPS), 2 year term

Ronnie Swartz

The following candidates ran unopposed and did not receive at least 50% of the vote required for election. These seats remain open.

UNIVERSITY FACULTY PERSONNEL COMMITTEE (UFPC)

- Faculty Member (CPS), 1 year term

John Lee

Appointment and Elections Committee Appointed Positions:

APPOINTMENTS AND ELECTIONS COMMITTEE (AEC)

- Two Faculty Members, 1 year terms

Jennifer Eichstedt
Brandilynn Villarreal

CENTER FOR COMMUNITY BASED LEARNING (formerly CSLAI)

- Faculty Member, CAHSS 2 year term

Armeda Reitzel

COMMITTEE ON FACULTY RTP CRITERIA AND STANDARDS

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

- Tenured Faculty Member, CAHSS 3 year term

Sondra Schwetman

FACULTY AFFAIRS COMMITTEE

- Faculty Member, 3 year term

Jayne McGuire

GEAR (General Education and All-University Requirements) Subcommittee

- Faculty Member (CPS), 3 year term

Ramesh Adhikari

- Faculty Member (CAHSS), 3 year term

Cutchu Risling-Baldy

INSTRUCTIONALLY RELATED ACTIVITIES COMMITTEE (IRA)

Candidates are recommended by the Appointments and Elections Committee to the President for final appointment.

- Faculty Member, 1 year term

Stephen Nachtigal

INTERCOLLEGIATE ATHLETICS ADVISORY COMMITTEE (IAAC)

Candidates are recommended by the Appointments and Elections Committee in consult with the Senate Executive Committee to the President for final appointment.

- Faculty Member, 2 year term

Mark Rizzardi

INTERNATIONAL ADVISORY COMMITTEE

- Faculty Member from CPS, 3 year term

Meenal Rana

- Faculty Member (University Library), 3 year term

Katia Karadjova

- Faculty Member (CNRS), 3 year term

Tesfayohanes "Tesfa" Yacob

STUDENT GRIEVANCE COMMITTEE

- Faculty Member (CNRS), 3 year term

Mark Rizzardi

- Faculty Member (CPS), 3 year term

Christopher Walmsley

UNIVERSITY POLICIES COMMITTEE

- Faculty Member, 3 year term

Troy Lescher

UNIVERSITY RESOURCES AND PLANNING COMMITTEE

- Two Faculty Members, 2 year terms

Jim Graham

Rouhollah Aghasaleh

Faculty Affairs Committee:

Submitted by Mark Wilson, FAC Chair

Our regular meeting time is Wednesdays at 3 pm.

Members: Mark Wilson (Chair), Simone Aloisio, Loren Canon, Jeremiah Finley, Kirby Moss, Elavie Ndura, Marissa O'Neill, Ara Pachmeyer, George Wrenn.

Emeritus Policy

We have been working with the Emeritus and Retired Faculty and Staff Association (ERFSA) on revising the Emeritus policy, and are submitting a new policy for a first reading at this Senate meeting. The new policy includes lecturers and staff as eligible for Emeritus status, defines a merit-based process for

attaining Emeritus status, describes a process for revoking and reinstating Emeritus status, and lists some of the amenities that Emeritus members may receive if resources are available.

Retired lecturers and staff make significant contributions to the HSU community and recognizing them with Emeritus status is a way to honor and foster those contributions, and to enrich our institution. Numerous other campuses include lecturer faculty among those eligible for Emeritus status, for example, San Jose State, Long Beach, Chico, San Marcos and San Francisco State. Numerous other campuses also include staff among those eligible for Emeritus status, for example, Cal Poly Pomona, Cal Poly San Luis Obispo, Sacramento State, and CSU Monterey Bay.

Many campuses automatically confer Emeritus status upon retirement, while others have merit-based criteria for awarding Emeritus status. The Provost asked that we consider changing from an automatic conferral to a merit-based process, and ERFSA agreed that making this change was reasonable. ERFSA felt that if we make this change then there also needed to be a due process mechanism for challenging decisions.

Emeritus faculty and staff often continue to make professional contributions to HSU after their retirement, and the amenities that may be provided help to enable and foster these contributions. The list that is included in this policy is identical to the current practice at HSU, and is comparable to the amenities that are offered at almost all campuses.

Advising Policy

We have been working with the Advising Working Group to help improve student advising, define the role of faculty advisors, identify training needs, and to create an Advising Policy. We hope to submit the Advising Policy with the Academic Policies Committee for a first reading at the next Senate meeting.

We are seeking feedback on the current Draft Advising Policy and Draft Resolution.

DRAFT Advising Policy

Applies to: Faculty and Staff

Issued: XX/XX/XXXX

Revised: NA

Edited: NA

Reviewed: NA

Short Description:

This policy outlines the Humboldt State University advising policy.

Purpose of the Policy

To support student success through holistic and coordinated advising, training, and evaluation.

Faculty Advisors

Faculty advisors shall be responsible for holistic advising during a minimum of one individual real-time meeting each term with each advisee, and additional availability through weekly posted office hours and appointments. HSU shall commit resources to maintain faculty advisor workloads of 25 or fewer advisees, when no additional assigned time is allocated. Faculty with fewer than 20 advisees may be assigned by their Dean to advising support responsibilities such as reinstatement. Advising shall be available across the semester, with an understanding that advising time intensifies as course schedules post for the coming semester.

Professional Advisors

Departments and Programs resourced with professional advisors shall fully integrate those advisors into their advising team to support communication and consistency in advising.

Assigned Time for Advising

College Deans shall allocate additional resources for assigned time to compensate lecturers or tenure-line faculty members for carrying additional advisees. Departments/programs and/or Deans should consider additional factors such as cultural taxation in assigning advisee loads.

Advising Coordination

Academic and Career Advising Center (ACAC) shall be responsible for coordinating timelines and communications across all campus advisors.

Ongoing Professional Development

The Center for Teaching and Learning (CTL) shall work with ACAC, the New Faculty Orientation Coordinator, and Department Chairs/Program Coordinators to provide to all advisors targeted and continuing education across advising skills curriculum. This will include the development and maintenance of an Advising Handbook that contains holistic advising protocols, best practices and an implementation plan.

Advising Assessment

ACAC, Educational Opportunities Program, the CTL, the Academic Policies Committee of the University Senate, and Department Chairs will work together to develop and implement ongoing assessment and continuous improvement of the advising processes and protocols.

DRAFT Advising Policy Resolution:

Resolution on HSU Academic Advising

XX-20/21 – APC/FAC – [DATE] – First Reading

RESOLVED: That Humboldt State University embraces a holistic and developmental academic advising model based on national best practices; and be it further

RESOLVED: That the University adopts the attached Advising Policy that supports this vision and model of advising; and be it further

RESOLVED: That the University affirms expectations for excellence in academic advising as part the Retention, Tenure, and Promotion standard for “teaching effectiveness” (Appendix J IX. B.1.a.7) and related “service” (Appendix J IX. B.3.4).

RATIONALE

Multiple studies at HSU have recommended the development of consistent and holistic advising practices, advisor training that supports student needs, and the structures that promote excellence in advising (1) . Research has found that quality academic advising is one of the positive indicators to **student retention** (2) . High quality holistic advising is particularly important for **first-generation** students (3) who represent a large fraction of the HSU student population.

The 2018 Strategic Enrollment Plan called for the development of a comprehensive and consistent HSU advising policy to support retention and decrease time-to-degree. Since that time Senate Committees have deliberated which elements of proposed documents should be understood as *policy* and which elements are better understood as process and implementation protocols that support the achievement of a given policy. The attached policy document reflects a baseline structural commitment that is best understood as policy, and assigns responsibility for development of processes necessary for policy implementation.

Cultural and structural changes need to occur for HSU to deliver consistent experiences of holistic advising from both faculty and professional advisors. Given that holistic advising is more time-intensive than typical current faculty advising practices, and includes ongoing outreach and contact across the academic year, structural changes must include capping the number of advisees assigned to any given faculty member and professional development so faculty are trained in best practices of holistic advising. Training and support are needed for faculty to understand the vision and practices associated with holistic advising, as well as for specific needs such as those related to advising students on academic probation. This policy assigns responsibility for advising coordination, ongoing professional development, and assessment and continuing improvement of advising at HSU.

1. Advising Working Group Recommendations, 2010; Advising Working Group Recommendations, 2013; Academic Advising in the College of Professional Studies: Practices and Perceptions, 2013; Advising Working Group Recommendations, 2014; Enrollment Assessment, Noel-Levitz, 2015; and Assessing the Advising Landscape, 2017.

2. Baldrige et al., 1982; Blimling & Whitt, 1999; Crockett, 1985; Habley, 1981; Habley & McClanahan, 2004; Lowe & Toney, 2000; Tinto, 2006.

3. Bothner, K., & Stapley, J.C., 2014.

Continuing work:

Edit/revise Instructional Observation Checklists for in-person and online classes.

Aspirational Work:

Help identify ways that the University can support Research, Scholarly and Creative activities.

Identify ways that the process and timeline for faculty hiring can be improved.

University Policies Committee:

Submitted by Jayne McGuire, UPC Chair

Committee Membership: Eboni Turnbow, Sherie Gordon, Deserie Donae, Troy Lescher, Rouhollah Aghasaleh, J. Brian Post

UPC Attendees 3/3/2021 Jayne McGuire, Troy Lescher, Rouhollah Aghasaleh, Deserie Donae, Michelle Anderson, Josh Callahan (Guest) Bethany Rizzardi (Guest)

The UPC committee met on 3/3 to review the Email policy updates. Bethany Rizzardi and Josh Callahan attended the meeting as guests to discuss the adjustments to the policy that was reviewed previously. The end result of the discussion was that Josh and Bethany would make a few final adjustments to the policy and have it ready to share with SenEx on the 3/23 meeting, and then on to the full Senate on 3/30.

We will meet again 3/24 to review the Time, Place, and Manner policy.

March 16, 2021
President and President's Administrative Team Report to University Senate

Tom Jackson, Jr., President
Sherie Cornish Gordon, CFO/VP Administration and Finance and Chief of Staff
Jason Meriwether, VP Enrollment Management
Jenn Capps, Provost and VPAA
Jane Teixeira, Director of Athletics and Recreational Sports
Frank Whitlatch, VP Advancement
Lisa Bond-Maupin, Acting Deputy Chief of Staff, Editor

People

The Office of Human Resources welcomes **David Hickcox**, Director of Title IX services, as Interim AVP. More information on search for the next AVP is forthcoming.

Humboldt State University's head softball coach **Shelli Sarchett** has been selected to receive a full-tuition scholarship to the NCAA Women Coaches Academy. This academy will be hosted in partnership between WeCOACH and the NCAA. The CCAA office, in coordination with the CCAA Diversity and Inclusion Committee, is honored to cover the tuition cost of \$300 for this important opportunity. This four-day educational training is designed for women coaches who are ready and willing to increase their individual effectiveness by learning advanced skills and strategies that directly affect their personal and team success.

The **Lumberjack Men's Basketball team** went 3-3 on their 13-day road trip:
<https://hsujacks.com/news/2021/2/24/general-hsu-student-athletes-returning-to-play.aspx>.

Pride

On Wednesday evening, the Office of the President partnered with the College of Arts, Humanities and Social Sciences and the Department of Philosophy to host **Dr. George Yancy** as part of the Presidential Speaker Series and Philosophy Forum. Dr. Yancy spoke to just under 200 attendees about whiteness and the logic of white racism. Of his experience speaking to the HSU and larger community audience, Dr. Yancy wrote:

"I have given numerous talks, but the one last night felt special. There was a certain kind of energy and confluence of shared hunger for meaning. Thanks for the opportunity. It was a mutually shared gift. I was touched by the engaging questions."

Thank you to everyone who attended and engaged - and especially to those marking this as the beginning or continuation of a commitment to anti-racist work as a university.

Inclusive Student Success

Humboldt State's **Student-Athlete Advisory Committee (SAAC)** will be holding its Annual Canned Food Good Drive, March 8-14, virtually with all proceeds going to HSU's Oh SNAP. To donate,
<https://www.justgiving.com/campaign/SAAC21>

Academic Program Excellence

Well done: Study.com has published its 2021 rankings, and Humboldt State University has been ranked [#24 on our list Best Bachelor's Degrees in Biology!](#)

Polytechnic Updates: Thank you to the Facilities Working Group (led by Arne Jacobson and Mike Fisher) and the Interdisciplinary Partnerships and Role of the Liberal Arts Working Group (led by Rosamel Benavides-Garb and Matt Johnson) for providing working group updates at today's meeting.

Additionally, each of the seven working groups submitted progress reports on March 15, 2021 reflecting the working groups' activities thus far. Those progress reports will be compiled by Lisa Bond-Maupin and Jenn Capps to construct one holistic report which will be submitted to the Chancellor's office later in the month for feedback and additional guidance. A progress report will also be shared with the campus community.

Global and Tribal Outreach and Education

Thank you to Adrienne Colgrove-Raymond for convening a meeting on March 11, 2021 with the **Council of American Indian Staff & Faculty** on "Overview of Poly-Tech Self-Study with Tribal Representatives." The meeting resulted in rich engagement and feedback and we are grateful to the over 20 representatives that provided valuable feedback.

Community Engagement

The Lumberjack Women's Basketball team partnered with the Humboldt County Black Music and Arts Association (HCBMAA) this past weekend and participated in their Annual Food Drive. During the food drive, teammates and coaches partnered up and walked around the neighborhood collecting canned food goods. They then got together, organized and bagged numerous bags for families to pick up over the weekend.

Sustainability

Academic Affairs has been holding several "Deep Dive" meetings to engage in rich and inclusive discussions about topics important to campus. We will be holding a deep dive on the topic of sustainability on April 14, 2021 from 2pm-3:30pm. Thanks to Jennifer Ortega for the great suggestion. If you are interested in participating in the meeting please contact Lauren Lynch for zoom information.