

Tuesday, September 14, 2021, 3:00pm, Virtual Meeting ID: 828 2073 0017

Chair Monty Mola called the meeting to order at 3:05pm on Tuesday, September 14, 2021, via Zoom; a quorum was present.

**Members Present**

Aghasaleh, Anderson, Bell, Bradbury, Burkhalter, Cannon, Capps, Doyle, Finley, Gonzalez, Graham, McGuire, Meriwether, Miller, Mola, Moyer, Ndura, Pachmayer, Roohparvar, Schnurer, Teale, Thobaben, White, Wilson, Woglom, Wrenn, Wynn

**Members Absent**

Jackson

**Guests**

Amber Blakeslee, Bella Gray, Christopher Aberson, Cyril Oberlander, Jenessa Lund, Lisa Bond-Maupin, Mike Le, Peggy Metzger, Ronnie Swartz, Sheila Rocker Heppe, Sherie Cornish-Gordon, Simone Aloisio, Stephen St. Onge, Sulaina Banks

**Announcement of Proxies**

Wynn for Doyle (as needed), St. Onge for Meriwether (as needed)

**Approval of and Adoption of Agenda**

M/S (Cannon/McGuire) to move the agenda

The agenda as was approved unanimously

**Approval of Minutes from the August 31, 2021**

M/S (White/Wynne) to approve the August 31, 2021 Meeting Minutes

Senator Aghasaleh amended the minutes, pointing out that Senator Thobaben was marked as both present and absent

Motion to approve the minutes as amended passed unanimously

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

- Written report attached

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

**Academic Policies:**

- Written report attached

In addition to the written report, Senator Schnurer noted that the committee has two vacancies for justice-oriented, policy-minded faculty members to serve and help APC take on exciting,

impactful policy level and structural work. He encouraged people to get in touch with Senate ASC Mary Watson to be appointed, or himself if they have questions about the committee work.

**Appointments and Elections:**

Senator McGuire reported the many vacancies in the first call for nominations closes on Wednesday, September 15, 2021 and the ballots are anticipated to be sent on Friday, September 17, 2021. She pointed out that the RTP Criteria and Standards Committee is one important committee with vacancies, and asked that anyone with knowledge of someone interested in serving get in contact with her.

**Constitution and Bylaws:**

Senator Teale reported the committee has yet to meet but will begin when the faculty vacancies are filled

**Faculty Affairs:**

Senator Bell reported that everything is going well so far, and that the committee has a list of items they will prioritize after the roster is full.

**Integrated Curriculum:**

- Written report attached

In addition to the written report, Senator Anderson reported there are a couple of vacancies on this committee as well and that the ICC has hit the ground running, working on HSU's internal program review cycle, online learning information, as well as preparing for review of Polytech and GEAR programs.

**University Policies:**

Senator McGuire reported that in addition to the Vice Chair position, the Senate will need to elect another UPC Chair as soon as possible so the docket of items from last year can move forward.

**University Resources and Planning:**

Senator Woglom reported the committee will begin meeting bi-weekly on Fridays from 1pm to 2:30pm, and that the USFAC space call is now open, so anyone who plans to look into potential space allocations should begin looking into the process for space requests.

**Statewide Senate (ASCSU):**

- Written report attached

Senator Pachmayer noted the plenary included discussions about university repopulation strategies. Senator Schnurer thanked the ASCSU Senators for providing the information.

**California Faculty Association:**

Senator Cannon reported the CFA was busy over the summer negotiating a couple MOUs about the merging in CAHSS, repopulation concerns, and making appointments over the summer, including Andrea Delgado, and lecturer representative Aaron Donaldson, general membership meeting on September 29, 2021.

**Office of Diversity, Equity, and Inclusion:**

Senator Ndura reported the DEIC meets Fridays, and have begun review of the anti racist action plan, and are in the process of announcing trainings in partnership with the Center for Teaching and Learning, and the Campus Dialogue on Race.

**ERFSA:**

- Written report attached

In addition to the written report, Senator Thobaben thanked Provost Capps and Chief of Staff Gordon for presenting at the last monthly luncheon, and noted that the written report contains a letter of support from HSU-ERFSA regarding the university's transition to a Polytechnic.

**Labor Council:**

Senator Bradbury reported that Union Chief Steve Tillinghast will be taking her place as Senator Parker's proxy for the remainder of this semester.

**Staff Council:**

Senator Doyle reported the Staff Council continues work on their mission and vision.

**President and President's Administrative Team:**

- Written report attached

**Consent Calendar from the Integrated Curriculum Committee**

The attached consent calendar was approved unanimously

**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**

It was noted that no one signed up to speak during the Open Forum

**TIME CERTAIN: 3:30-3:50 PM – Polytech Update with Provost Capps**

Provost Capps gave the attached presentation.

**TIME CERTAIN: 3:50-4:15 PM – Enrollment Doubling Plan with VP Meriwether and Team**

Vice President Meriwether, and Interim Director of Institutional Research, Analytics, and Reporting Mike Le, gave the attached presentation.

**TIME CERTAIN: 4:15-4:35 PM – Budget Update with Budget Director Amber Blakeslee**

Budget Director Amber Blakeslee gave the attached presentation.

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M/S (Schnurer/White) motion to adjourn

**Meeting adjourned at 5:00 pm**

Meeting Chat Record:

15:08:08 From Steve St. Onge, Ph.D. to Mary Watson(Direct Message):

hi Mary!

15:09:30 From Senator Rouhollah Aghasaleh to Mary Watson(Direct Message):

Is there any procedure for new members? Formal introduction? Swearing-in? Etc.?

15:09:46 From Senator Jayne (she/her) McGuire to Mary Watson(Direct Message):

Mary, I am supposed to write a report for AEC.? Opps....

15:10:23 From Mary Watson to Senator Jayne (she/her) McGuire(Direct Message):

Nah, that's okay--not much to say just that we're filling vacancies

15:11:03 From Mary Watson to Senator Rouhollah Aghasaleh(Direct Message):

Sorry--we did that last year at the senate officer elections. I can speak to Monty about doing it again though!

15:11:24 From Mary Watson to Steve St. Onge, Ph.D.(Direct Message):

Hi there!

15:13:13 From Senator Rouhollah Aghasaleh to Mary Watson(Direct Message):

No worries! Just feels a little awkward being in a room without being introduced.

15:15:06 From Mary Watson to Senator Rouhollah Aghasaleh(Direct Message):

I'm so sorry. I can let Monty know about this, if next time will be okay?

15:16:16 From Senator Cindy Moyer-Music (she/her) to Mary Watson(Direct Message):

Do you know that if you go to your Video Settings you can set the Maximum # of participants to be seen on your screen to be 49? It's a life-changer....

15:16:36 From Mary Watson to Senator Cindy Moyer-Music (she/her)(Direct Message):

You mentioned that at ICC! THANK YOU FOR REMINDING ME!

15:16:39 From Senator Rouhollah Aghasaleh to Mary Watson(Direct Message):

It's not your fault. No need to apologize. I'll survive till then. :)

15:16:43 From Senator Rouhollah Aghasaleh to Mary Watson(Direct Message):

I hope...

15:17:08 From Mary Watson to Senator Rouhollah Aghasaleh(Direct Message):

Ha! Me too!

15:18:33 From Sulaina Banks (She/Her) to Mary Watson(Direct Message):

Hello, the Zoom link on the Senate meeting goes to another Zoom

15:19:23 From Sulaina Banks (She/Her) to Mary Watson(Direct Message):

on the Senate's website\*

15:19:48 From Mary Watson to Sulaina Banks (She/Her)(Direct Message):

Oh dear! THANK YOU--fixing now

15:21:00 From Mary Watson to Sulaina Banks (She/Her)(Direct Message):

Which page, please? Looks good to me on the homepage and the agenda...?

15:21:41 From Sulaina Banks (She/Her) to Mary Watson(Direct Message):

When you click the linked Zoom on the front it's saying to wait for the host to start the meeting.

15:22:05 From Sulaina Banks (She/Her) to Mary Watson(Direct Message):

Like you actually click on the word Zoom

15:23:27 From Mary Watson to Sulaina Banks (She/Her)(Direct Message):

Gotcha! That was meant to go to the HSU zoom site, not a meeting. Fixed and thanks again!

15:23:57 From Sulaina Banks (She/Her) to Mary Watson(Direct Message):

👍 No problem

15:45:25 From Senator Cindy Moyer-Music (she/her) to Mary Watson(Direct Message):

Someone else taught me at ICC...

15:45:39 From Mary Watson to Senator Cindy Moyer-Music (she/her)(Direct Message):

Ohh! Right--maybe Maxwell?

15:53:05 From Sherie Cornish Gordon to Mary Watson(Direct Message):

I am driving back to campus back from the dentist.

So it is possible I may loose signal so I am going to apologize in advance for the in and out.

15:53:10 From Sherie Cornish Gordon to Mary Watson(Direct Message):

Fingers crossed

15:54:16 From Mary Watson to Sherie Cornish Gordon(Direct Message):

Fingers crossed! No problem at all. I'll keep letting ya in

16:11:08 From Jeremiah Finley to Mary Watson(Direct Message):

Hey Mary thank you for letting me in, I had class 3-3:50 glad to be here.

16:11:41 From Mary Watson to Jeremiah Finley(Direct Message):

No worries at all! Thanks for coming!!

16:16:36 From Senator James Woglom to Mary Watson(Direct Message):

Hey bud, I had a student come in, so I am here, but multitasking

16:16:53 From Mary Watson to Senator James Woglom(Direct Message):

No worries at all!!! Thank you for coming in at all!

16:25:08 From Senator James Woglom to Mary Watson(Direct Message):

I'm back!

16:25:43 From Mary Watson to Senator James Woglom(Direct Message):

WooHoo!

16:28:36 From Senator Kailyn Doyle\_Humboldt State (she/her) to Mary Watson(Direct Message):

Hi Mary. I am present now.

16:29:55 From Mary Watson to Senator Kailyn Doyle\_Humboldt State (she/her)(Direct Message):

I see you! Thanks :)

## **University Senate Chair Report**

### **September 14, 2021**

Welcome to the second University Senate meeting of the 21-22 Academic year. Thank you to Dr. Elavie Ndura for our Cross Cultural Communication workshop last meeting. I hope all of you came away from that training with a deeper respect for our colleagues and feel ready to apply these skills at the Senate (and beyond!).

The last 18 months of life have been unprecedented in many ways. One challenge many of us have had is finding the time/space/energy to do our jobs. Whether we were trying to teach our classes while also teaching our kids, trying to take care of an at-risk parent or loved one, or simply trying not to get sick going to class or the grocery store, our lives got much harder. Our bandwidth decreased. One way this impacts the Senate is through the huge number of Senate/committee vacancies that the Appointments and Elections Committee (AEC) is trying to fill. In fact, until recently the chair of the AEC was vacant. To fill this seat, SenEx voted unanimously to make an exception to the recently amended bylaws of the AEC. The amendment was to allow an extra member to join the AEC from the College of Professional Studies, Dr. Jayne McGuire, for one year. The members of the AEC then voted unanimously to confirm Dr. McGuire as chair of the AEC for this academic year. With a new chair in place, the AEC is vigorously trying to fill all the vacancies within our shared governance structures. Thank you Dr. McGuire and members of the AEC! Be sure to keep a lookout for a second call for nominations and a ballot in your inbox. If you know someone who would like to serve on a committee, please forward their name to me or Dr. McGuire.

Thank you to Stephanie Vick, Simone Aloisio, Marshelle Thobaben and Ken Fulgum for working so hard to get the Emeritus Staff and Faculty Process figured out. There is now a process in place, which will be communicated to retiring faculty and staff through Human Resources. There will also be a link on the APS, HR, and HSU-ERFSA websites for interested retirees. The Senate can look forward to a slight revision to the Emeritus policy in the near future.

Lastly, after our meeting two weeks ago, I was emailed by a fellow Senator requesting that the Senate and its committees consider returning to face to face meetings. This request highlighted the importance of interpersonal communication and relationship building that occurs when we sit next to one another. It also spoke to power dynamics and how Zoom can reinforce the marginalization of the “dissenter/outsider/newcomer disproportionately.” The Senate Executive Committee discussed this request and it was left to the committees to decide the modality of their meetings. Several of our standing committees and SenEx have either already begun or will begin meeting in a hyflex modality (F2F with some members Zooming in). For the full Senate, I was reminded that all face to face meetings assume some risk, and the decision to limit groups (that aren’t classes) to 20 or less people was an attempt to ensure that classes may continue to be taught in person. To this end, the Senate will continue to meet virtually until the 20 person limit has been lifted. I too am disappointed by this as I really want to see you all again (or for the first time) in person. Please let me know if you have any questions or concerns.

Thank you for all that you do!  
Monty

# HUMBOLDT STATE UNIVERSITY

University Senate Written Reports, September 14, 2021

Standing Committees, Statewide Senators and Ex-officio Members

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## Academic Policies Committee:

Submitted by Maxwell Schnurer, APC Chair

Membership: Clint Rebik, Kathy Thornhill, Matthew Derrick, Malluli Cuellar, Morgan Barker & Humnath Panta

*September 9, 2021*

The Academic Policies Committee operates for the University Senate to create and review policies that impact the academic work at Humboldt State. We are a driven committee of staff, students and faculty that are hoping to provide policy that matches the values of Humboldt state. We view policy making as part of the necessary work to foreground justice and student-focused education at Humboldt State and hope to write and advise on policy to forward those goals. We work in collaboration with the ICC and academic programs with a working process intended to share common ground for success.

For fall of 2021 the committee will be working on:

- Minors, certificates and concentrations policy. This policy will codify the university-wide definitions and policies for academic programs. This policy will include clarification of roles and responsibilities and quality assurance expectations.
- Updated syllabus policy with particular focus on mode of instruction.
- Updated course numbering policy.
- Student learning community policy framed at the University level.

Faculty and university senators are invited to apply to be part of this exciting committee. We are actively seeking new partners. Please contact Mary Watson ([mary.watson@humboldt.edu](mailto:mary.watson@humboldt.edu)) if you are interested in joining the committee or the chair if you have questions about the work.

Charge of the committee: **Duties:** “Develops and maintains the academic policies of Humboldt State University. Receives requests and agenda items from the Integrated Curriculum Committee (ICC), the University Senate, APC members and other university community members; works with the ICC to prioritize items; vets changes and proposals through the ICC with recommendations forwarded to the Senate” ([Senate Bylaws](#), Section 11.2).

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## Integrated Curriculum Committee:

Submitted by Jill Anderson, ICC Chair

Regular meeting times are Tuesdays from 9-11am with the Full ICC and ICC Subcommittee meeting on alternate weeks.

### **ICC Members:**

Ramesh Adhikari, Jill Anderson (ICC/APC Chair), Kayla Begay, Vincent Biondo, Carmen Bustos-Works, Eden Donahue, Bella Gray (Curriculum Coordinator), Lucy Kerhoulas (CDC Chair), Heather Madar, Cindy Moyer, Marissa Ramsier, Clint Rebik, Cutcha Risling-Baldy, Marisol Ruiz-Gonzalez, Maxwell Schnurer (APC Chair), Justus Ortega, Jenni Robinson, Sheila Rocker-Heppe, Lisa Termain (GEAR Chair), Mary Watson (administrative coordinator), Mark Wicklund, Rick Zechman

Current Vacancies: CNRS Chair representative, CNRS faculty representative to GEAR Subcommittee/ICC, Graduate Council representative, Student representatives (2), University Librarian

### **Subcommittee Reports**

- **Academic Policies Committee (APC)** The APC is working to identify priorities for the AY. The first policy slated to be brought forward to the ICC for collaboration this semester is on certificates and minors which is a continuation of work begun last AY. The APC is also looking to fill vacancies, especially connecting with faculty with interest in equity work.
- **Academic Program and Planning Subcommittee (APPC)** In the first subcommittee meeting, the APPC discussed and reviewed program proposal guides in preparation for review of the details in the upcoming polytechnic programs. Communication and roadmaps for proposal processes are being developed. The APPC also discussed online education and collaboration for the review of e-learning courses in the future.
- **Course and Degree Change Subcommittee (CDC)** The CDC jumped right in to reviewing curricular proposals that are in curriculog. There are more than 150 proposals in the cue and the CDC is making plans to review them in a timely way that is equitable for the committee members.
- **General Education and All University Requirements (GEAR) and Assessment Subcommittee** In their first meeting, the GEAR committee discussed preparations for the course recertification process and brought forward notes on the GEAR course proposal forms to the full committee for discussion.

**Program Review Cycle.** Associate Director of Academic Assessment, Mark Wicklund, brought forward a plan to expand the program review cycle for six year to seven in alignment with accreditation review cycles. Dr. Wicklund is working to define the 7-year program cycle and communicate with chairs.

**GEAR Recertification Process.** Dr. Lisa Termain provided an overview of questions and points for consideration on the process of recertification of GEAR courses.

- Recertification processes should go through curriculum to have a clear record of course certifications. Review for recertification will go through the GEAR subcommittee as outlined in the ICC bylaws. If a course is being changed curricularly at the same time it is going through recertification, it will be reviewed by both the CDC and the GEAR subcommittees.
- A few edits were proposed for the GEAR course proposal forms that were drafted last AY. GEAR and ICC are working with Academic Coordinator Bella Grey to populate the forms into curriculum.
- The GEAR committee is refining a process to recertify courses with multiple designations (e.g. Area C and DCG) at the same time instead of having them recertify for one area at a time.
- The recertification process is planned to go in seven year cycles in accordance with Resolution 30-21/21 ICC.

**Online Learning Discussion.** The committee discussed the expiration of the WSCUC online learning accommodation in December and the future of online learning at HSU. This discussion revealed two areas for consideration, short term planning for spring 21 and long term planning for what online learning and distance education looks like at HSU in future years. Spring semester details are being communicated from the Provost's office level. On the long-term scale, plans for collaborative engagement of the campus community are underway for the discussion of online learning and review of policies that affect development, review, and delivery of online coursework.

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## **Academic Senate CSU (ASCSU):**

Submitted by Stephanie Burkhalter and Ara Pachmayer, ASCSU Representatives

These CSU reports have been provided by the Chancellor's Office in the past few months to ASCSU senators:

[The Employees of the California State University 2020](#) report

[Faculty Recruitment and Retention 2020 Report](#)

[Graduation Initiative 2025 Advisory Committee Report: Recommendations and Reflections](#) (July 2021).

The ASCSU Plenary took place all day on 9/2/21 and 9/3/21, with standing committee meetings meeting on 9/1/21. Senator Burkhalter has been appointed to Faculty Affairs Committee and took part in that committee's deliberations. The next plenary is scheduled for 11/4 and 11/5. As a result of the ASCSU's lobbying efforts last year, the Chancellor's Office has agreed to offer assigned time to first-year senators beginning in Spring 2022.

Quite a bit of time was spent in the session Thursday, 9/2/21, discussing the wide variation across CSU campuses in face-to-face classes and repopulation plans. For example, CSU-Fullerton is at 60% FTF, San Diego State is aiming for 80% in person, and CalPoly SLO is aiming for 85%. Only Humboldt and CSU-Bakersfield are in the low 30% for FTF classes in Fall 2021. Faculty are very concerned that the modality they chose for their classes in March might not be the safest now that the Delta variant is spiking in their communities.

The Faculty Affairs committee put forward a resolution, "Continued Accommodations and Flexibility in the Time of COVID-19," which addressed some of these concerns. This resolution was granted a waiver of the first reading and passed the body. The remainder of the resolutions were heard under first reading. We ask that you review the resolutions that were presented for first reading and send us any feedback you would like us to share with the ASCSU standing committees working on these resolutions before the second reading and potential passage of them in November's plenary.

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|---|--|
| 1. Academic Freedom and Teaching Modality in the COVID-19 Pandemic. Waiver was not granted.                               | <u>AS-3499-21/FA</u><br>First Reading/Waiver |
| 2. Suspension of Mandatory Peer Observations of Instruction and Student Evaluations for Ay 2021-22. Waiver not granted    | <u>AS-3500-21/FA</u><br>First Reading/Waiver |
| 3. Continued Accommodations and Flexibility in the Time of COVID-19. Waiver was granted. Resolution Passed                | <u>AS-3501-21/FA</u><br>First Reading/Waiver |
| 4. Acknowledgment of Changes to Math Requirements in International Baccalaureate Programs                                 | <u>AS-3503-21/APEP</u><br>First Reading      |
| 5. Support for General Education (GE) System Office Review Standards for Area F (Ethnic Studies)                          | <u>AS-3505-21/ APEP</u><br>First Reading     |
| 6. Support for the CSU Education Deans' Statement in Support of Culturally Sustaining, Equity Driven, and Justice Focused | <u>AS-3507-21/ APEP</u><br>First Reading     |

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3499-21/FA  
September 2-3, 2021  
First Reading/Waiver

**ACADEMIC FREEDOM AND TEACHING MODALITY IN THE COVID-19  
PANDEMIC**

- 1   **1. RESOLVED:** That the Academic Senate of the California State University (ASCSU)  
2       recognize that we are still dealing with the COVID-19 pandemic and the very  
3       contagious Delta variant; and be it further
  
- 4   **2. RESOLVED:** That the faculty have a right to make decisions as to what pertains to  
5       their teaching environment and their personal health; and be it further
  
- 6   **3. RESOLVED:** That to avoid canceling classes, faculty have the ad hoc flexibility to  
7       rapidly pivot face-to-face courses temporarily to virtual instruction during acute or  
8       dynamic transitory extenuating circumstances such as sudden COVID-19 spikes,  
9       childcare, elder care, and for physical and/or mental health management; and be it  
10      further
  
- 11 **4. RESOLVED:** That the ASCSU request that the Chancellor's Office (CO) declare that,  
12      for as long as COVID-19 remains a concern, course modality be determined by the  
13      faculty member; and be it further
  
- 14 **5. RESOLVED:** That ASCSU urge individual campuses to accept instructor-initiated  
15      changes in the mode of instruction in response to the changing conditions of the  
16      pandemic; and be it further

17 6. **RESOLVED:** That the ASCSU distribute this resolution to the:

- 18 • CSU Board of Trustees,
- 19 • CSU Chancellor,
- 20 • CSU campus Presidents,
- 21 • CSU campus Senate Chairs,
- 22 • CSU campus Senate Executive Committees,
- 23 • CSU Provosts/Vice Presidents of Academic Affairs, and
- 24 • President of California Faculty Association (CFA).

25 ***RATIONALE:*** *Given the complexity and fluidity of the pandemic, faculty members are in the*  
26 *best position to make quick decisions about maintaining safety in the classroom.*

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3500-21/FA  
September 2-3, 2021  
First Reading/Waiver

**SUSPENSION OF MANDATORY PEER OBSERVATIONS OF INSTRUCTION AND  
STUDENT EVALUATIONS FOR AY 2021-2022**

- 1   **1. RESOLVED:** That the ASCSU recognize that because of the COVID-19 pandemic, a  
2       large proportion of teaching within the CSU is being accomplished through virtual  
3       and/or asynchronous instruction from remote locations, including faculty members'  
4       homes; and be it further
- 5   **2. RESOLVED:** That the ASCSU recognize the myriad inequities associated with  
6       working remotely, including access to technology, lack of privacy, family concerns  
7       and interruptions, and others; and be it further
- 8   **3. RESOLVED:** That the ASCSU recognize the inherent and systemic biases in peer  
9       observations and student evaluations, including racial/ethnic, gender, sexuality, age,  
10      appearance, and other biases, and that such biases are likely exacerbated by teaching  
11      remotely; and be it further
- 12   **4. RESOLVED:** That the ASCSU strongly urge the Chancellor's Office to continue the  
13      suspension throughout the CSU system of mandatory student evaluations of teaching  
14      implemented in Spring 2020 to the 2021-2022 AY; and be it further

- 15 **5. RESOLVED:** That the ASCSU strongly urge the Chancellor's Office to suspend–  
16 throughout the CSU system– all mandatory peer observations of teaching during the  
17 2021-2022 Academic Year (AY); and be it further
- 18 **6. RESOLVED:** That the ASCSU urge the Chancellor's Office to allow faculty to opt in  
19 to peer observations of instruction and to student evaluations of teaching during AY  
20 2021-2022; and be it further
- 21 **7. RESOLVED:** That the ASCSU urge the Chancellor's Office to allow individual faculty  
22 to decide whether peer or student evaluations of teaching from AY 2021-2022 are  
23 included in their permanent personnel files; and be it further
- 24 **8. RESOLVED:** That the ASCSU urge the Chancellor's Office to instruct campuses that  
25 the absence of peer observations of instruction or student evaluations of teaching for  
26 AY 2021-2022 in personnel files, will not adversely affect personnel decisions; and be  
27 it further
- 28 **9. RESOLVED:** That the ASCSU distribute this resolution to the:
- 29 • CSU Board of Trustees,
  - 30 • CSU Office of the Chancellor,
  - 31 • California Faculty Association (CFA),
  - 32 • California State Student Association (CSSA),
  - 33 • CSU campus Provosts,
  - 34 • CSU campus Presidents,
  - 35 • CSU campus Senate Chairs, and the

- 36 • CSU Emeritus and Retired Faculty and Staff Association (CSU ERFSA).

37 ***RATIONALE:*** *When teaching remotely, faculty face grave inequities. First, not all faculty*  
38 *members have equal access to high-quality technology, including internet access, because of financial*  
39 *capabilities, geographic location, and other factors. Second, faculty members have different living*  
40 *environments, with inequality in access to private spaces from which to teach. Third, faculty*  
41 *members experience factors and circumstances that intrude into the remote classroom, including*  
42 *children at home (with daycare and school largely unavailable for working families), elderly*  
43 *parents, roommates, and other relatives at home, and other situations that can be largely*  
44 *uncontrollable. All of these things can result in biased and unfair perceptions of teaching by faculty*  
45 *peers and students.*

46 *Much research indicates that student evaluations of teaching within ordinary classroom*  
47 *environments are biased by gender, by race, and are unrelated to student learning (Hamermesh &*  
48 *Parker, 2005; Mitchell & Martin, 2018; Uttl, White, & Gonzalez, 2017). These biases are*  
49 *likely to be exacerbated in remote teaching environments.*

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3501-21/FA  
September 2-3, 2021  
First Reading/Waiver

**REQUEST FOR CONTINUED ACCOMMODATIONS AND FLEXIBILITY IN THE  
TIME OF COVID-19**

- 1   **1. RESOLVED:** That the ASCSU request that the Chancellor urge campus presidents, in  
2       the context of the continuing pandemic, to be flexible, compassionate, and  
3       accommodating in responding to evolving conditions; and be it further
- 4   **2. RESOLVED:** That the ASCSU request that all campuses permit individual  
5       instructors working with their department chairs to modify curriculum and pedagogy  
6       (including modality of instruction) as needed to meet their particular emergent  
7       circumstances and constraints and to best deliver instruction to their students; and be  
8       it further
- 9   **3. RESOLVED:** That ASCSU urge all campuses to honor as much as possible flexibility  
10      in established programs, practices, and policies regarding online instruction; and be it  
11      further
- 12   **4. RESOLVED:** That the ASCSU urge that the Chancellor's Office request extension  
13      of the WSCUC authorization of virtual learning through Spring, 2022; and be it  
14      further
- 15   **5. RESOLVED:** That the ASCSU urge all campuses to honor the safety article in the  
16      Collective Bargaining Agreement (CBA - Article 37) and remain compliant with

17 Health Insurance Portability & Accountability Act (HIPAA) and Family Education  
18 Rights and Privacy Act (FERPA) requirements, particularly by protecting the privacy  
19 of medical information when seeking vaccination exemptions and/or access to  
20 alternative modalities of instruction; and be it further

21 **6. RESOLVED:** That the ASCSU request that the Chancellor direct all campus  
22 presidents, or their designated agents, to frequently report timely campus COVID  
23 diagnosis counts and vaccination counts, broken out by faculty, staff, and students in  
24 a single, easily accessible location such as a web-based dashboard or table; and be it  
25 further

26 **7. RESOLVED:** That the ASCSU distribute this resolution to the:

- 27 • CSU Board of Trustees,
- 28 • CSU Office of the Chancellor,
- 29 • CSU Presidents,
- 30 • California Faculty Association (CFA),
- 31 • California State University Employees Union (CSUEU)
- 32 • California State Student Association (CSSA),
- 33 • CSU campus Provosts,
- 34 • CSU campus Presidents,
- 35 • CSU campus Senate Chairs, and the
- 36 • CSU Emeritus and Retired Faculty and Staff Association (CSU ERFSA).

37 **RATIONALE**<sup>1</sup>: We are still in the midst of an ongoing COVID-19 global pandemic. A  
38 state of emergency was declared in California by Governor Gavin Newsom March 4, 2020, and  
39 remains in effect to this day. With the explosion of the delta variant of SARS-CoV-2, which is  
40 highly transmissible with a viral load roughly 300-1,000 times the viral load of the original  
41 SARS-CoV-2 virus<sup>2</sup>, and which is transmissible by vaccinated individuals<sup>3</sup>, our campuses are  
42 still experiencing an ongoing public health crisis. We are also very likely to be facing future  
43 variants with characteristics different from previous ones, and quite possibly in ways that cannot  
44 yet be anticipated.

45 This historic pandemic has had inequitable impacts on different groups across different socio-  
46 spatial geographies<sup>4</sup>, including racial<sup>5</sup>, gender<sup>6</sup>, age<sup>7</sup>, employment<sup>8</sup> disparities; disparities in access  
47 to healthcare<sup>9</sup> and in vaccination rates<sup>10</sup>; as well as disparities in exposure,<sup>11</sup> comorbidities,<sup>12</sup> and

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<sup>1</sup> Our thanks to Aracely Alvarez, Christopher Espino, Rebecca Galvan, and Fabian Montoya, M.A. Geography students at Cal State LA, for their invaluable research assistance.

<sup>2</sup> Li, B. et al. Preprint at medRxiv <https://doi.org/10.1101/2021.07.07.21260122> (2021); Cha, S. <https://www.reuters.com/business/healthcare-pharmaceuticals/delta-cases-show-300-times-higher-viral-load-skorea-study-2021-08-24/> (2021).

<sup>3</sup> Riemersma, K. et al. Preprint at medRxiv <https://doi.org/10.1101/2021.07.31.21261387> (2021).

<sup>4</sup> Dummer, T. (2008) <https://www.cmaj.ca/content/178/9/1177>

<sup>5</sup> Liao, T. and F. De Maio (2021) <https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2775303>.

<sup>6</sup> Gausman, J. and A. Langer (2020) <https://doi.org/10.1089/jnh.2020.8472>.

<sup>7</sup> Gutman (2021) <https://www.theatlantic.com/health/archive/2021/08/covid-vaccination-timeline-children/619729/>.

<sup>8</sup> Saenz, R. and C. Sparks (2020) <https://carsey.unh.edu/publication/inequities-job-loss-recovery-amid-COVID-pandemic>.

<sup>9</sup> Ndugga, N. and S. Artiga (2021) <https://www.keff.org/racial-equity-and-health-policy/issue-brief/disparities-in-health-and-health-care-5-key-question-and-answers/>

<sup>10</sup> Ndugga, N. et. al (2021) <https://www.keff.org/coronavirus-covid-19/issue-brief/latest-data-on-covid-19-vaccinations-race-ethnicity/>.

<sup>11</sup> Gaitens, et. al (2021) <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7913818/>.

<sup>12</sup> Patel, J. et. al (2020) <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7221360/>.

48 *long-term health impacts<sup>13</sup>. These disparities are also present across county and local scales<sup>14</sup>,*  
49 *leading to different campuses experiencing different phases of the pandemic (entering a wave,*  
50 *cresting, etc.) at different times. This requires local and individual autonomy in decisions that*  
51 *weigh both curricular and pedagogical issues with individual health and welfare concerns. This*  
52 *includes the autonomy to return to virtual instruction or another instructional modality when local*  
53 *circumstances warrant.*

54 *In addition to these disparities, many of our students, staff, and faculty in the CSU are*  
55 *immunocompromised, have household members that are immunocompromised, or have*  
56 *comorbidities that make them more susceptible to COVID-19, requiring vaccination exemptions*  
57 *and/or access to alternative modalities of instruction. We remind CSU and campus*  
58 *administrations that, in providing these necessary accommodations, they are governed by applicable*  
59 *CSU policies regarding confidentiality, privacy, and security of health records, as well as state and*  
60 *federal law, and that information shall be used only for the specific purpose intended and only*  
61 *accessible to CSU personnel who have a business need-to-know.*

62 *Finally, in order to make informed and timely decisions, it is important to have public access to*  
63 *relevant data about COVID-19 outbreaks and vaccination rates on campus. This information*  
64 *can be provided in a full-service dashboard<sup>15</sup>, a web page<sup>16</sup>, or a table appended to an existing and*

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<sup>13</sup> Ludvigsson (2020) <https://onlinelibrary.wiley.com/doi/10.1111/apa.15673>.

<sup>14</sup> California Department of Public Health (2021) <https://covid19.ca.gov/>; Mayo Clinic (2021) <https://www.mayoclinic.org/coronavirus-covid-19/map/california>

<sup>15</sup> Example from CSU Fullerton: <http://coronavirus.fullerton.edu/on-campus-case-count/>

<sup>16</sup> Example from San Jose State University: <https://www.sjsu.edu/healthadvisories/covid19-dashboard/index.php>

65 *easy-to-find webpage*<sup>17</sup>. *Some examples of timely and useful reporting include the CSU Fullerton*  
66 *Campus Case County, CSUN's Reported COVID-19 Cases on their Health and Safety page,*  
67 *and San Jose State University's COVID-19 dashboard.*

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<sup>17</sup> Example from CSUN: <https://www.csun.edu/csmasone/health-and-safety>

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3503-21/APEP  
September 2-3, 2021  
First Reading

**ACKNOWLEDGEMENT OF CHANGES TO MATH REQUIREMENTS IN  
INTERNATIONAL BACCALAUREATE PROGRAMS**

- 1    1. **RESOLVED:** That the Academic Senate of the California State University (ASCSU)  
2        acknowledge changes to the Math requirements in International Baccalaureate (IB)  
3        programs; and be it further
- 4    2. **RESOLVED:** That the ASCSU remind campuses that an individual CSU campus can  
5        go beyond the credit by examination list in awarding CSU General Education (GE)  
6        credit for area B4; and be it further,
- 7    3. **RESOLVED:** That the ASCSU request the input of the Mathematics Council and  
8        individual campus senates in updating the system-wide external exam credit list; and  
9        be it further,
- 10 4. **RESOLVED:** That the ASCSU distribute this resolution to:
- 11        • CSU Campus Senate Chairs,  
12        • California State Student Association (CSSA),  
13        • CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA),  
14        • International Baccalaureate (Global Centre, Washington DC), and the  
15        • CSU Math Council.

16        **RATIONALE:** *The CSU has a systemwide list that specifies minimum credits to be awarded*  
17        *for [external exam credit](#). Part of this [list](#) specific to IB includes the criteria, units, GE units,*

18            *and GE Area to be awarded for courses taken as part of IB degree programs. This list needs to*  
19            *be updated to incorporate recommendations regarding these elements for the two new Higher-Level*  
20            *IB courses — Mathematics: Analysis and Approaches (Higher Level) and Mathematics:*  
21            *Applications and Interpretations (Higher Level).*

22            *The last time IB “Further Mathematics (Higher Level)” was offered, ended in May 2020.*  
23            *The replacement courses “Mathematics: Analysis and Approaches (Higher Level)” and*  
24            *“Mathematics: Applications and Interpretations (Higher Level)” were offered for the first time*  
25            *with a completion date of May 2021. This means that there are students on campuses now that*  
26            *have these two ‘replacement’ courses but that the CSU System does not yet have systemic*  
27            *recommendation regarding equivalencies.*

28            *Clearly, the rationale for this resolution is two-fold: first, to encourage campuses to use their best*  
29            *judgment in assessing appropriate credit, and second, for the CSU to engage in evaluation*  
30            *processes to provide systemwide recommendations regarding these updated IB courses.*

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3505-21/APEP  
September 2-3, 2021  
First Reading

**SUPPORT FOR CSU GENERAL EDUCATION (GE) SYSTEM OFFICE REVIEW  
STANDARDS FOR AREA F (ETHNIC STUDIES)**

- 1   **1. RESOLVED:** That the Academic Senate of the California State University (ASCSU)  
2       support CSU GE System Office Review Processes and Implementation Standards for  
3       Area F (Ethnic Studies); and be it further
- 4   **2. RESOLVED:** That the ASCSU distribute this resolution to:
- 5       • CSU Campus Senate Chairs,
  - 6       • California State Student Association (CSSA),
  - 7       • CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA), and the
  - 8       • Academic Senate for the California Community Colleges.

9       ***RATIONALE:*** *At the September 2021 meeting of the Chancellor’s General Education*  
10       *Advisory Committee GEAC was made aware of concerns regarding the “too stringent” standards*  
11       *(per discussion on CLAC listserv) or “too lenient” (individual CSU Ethnic Studies Faculty)*  
12       *regarding CSU GE review processes and Area F alignment determinations. The requirement for*  
13       *a CCC course outline of record to be deemed to meet the CSU Area F (Ethnic Studies)*  
14       *requirements is that the course meet 3 of the 5 core competencies in Ethnic Studies ([AS-3460-](#)*  
15       *[20/AA “Adopting the Amended Recommended Core Competencies for Ethnic Studies”](#))*

16       *For GE review, the initial review of Course Outlines of Record (COR) is typically done by two*  
17       *reviewers. The pool consists of Articulation Officers (O), faculty on a short-term buy-out,*

18 *Chancellor's Office (CO) administrative staff, CO faculty administrators (including special*  
19 *consultants and others in similar roles). CO staff then review and reconcile this first level review. If*  
20 *the COR is submitted for Intersegmental General Education Transfer Curriculum (IGETC),*  
21 *then another round of review and reconciliation occurs with the University of California Office of*  
22 *the President (UCOP).*

23 *For Ethnic Studies, reviewers were trained prior to engaging in the CSU GE review process by*  
24 *faculty with disciplinary expertise. The CORs submitted for CSU GE Area F were evaluated as*  
25 *described above (AOs, faculty, CO staff/faculty). Those CORs - with mixed reviews - went back*  
26 *to the faculty disciplinary expert for a final determination.*

27 *Most courses submitted for Area F certification by the California Community Colleges (CCC)*  
28 *(approximately 90%) have been approved for Area F. Of those for which the reviewers did not*  
29 *produce the same authorize/do not authorize decision, approximately 35% were ultimately*  
30 *approved during the standard secondary review process. We do note that Ethnic Studies faculty*  
31 *expertise is used during the CSU GE review process.*

32 *To respond to student need and to respond to the timeline contained within Executive Order (EO)*  
33 *1460, the CSU GE review process for Area F (Ethnic Studies) has also allowed retroactive*  
34 *approval of CCC courses to meet area F given that many of the outlines of record submitted were*  
35 *submitted to meet timeline needs but before the Community College was able to appropriately*  
36 *modify their course for CSU GE Area F compliance.*

37            *We also note that the CCC system has adopted a requirement that there be an Ethnic Studies*  
38            *requirement for each CCC degree program but that this requirement may or may not align with*  
39            *the CSU Ethnic Studies requirement. Only CSU GE courses approved for Area F can be used*  
40            *to systemically meet CSU GE requirements.*

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**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3507-21/APEP  
September 2-3, 2021  
First Reading

**SUPPORT FOR THE “CSU EDUCATION DEANS' STATEMENT IN SUPPORT OF  
CULTURALLY SUSTAINING, EQUITY DRIVEN, AND JUSTICE FOCUSED  
PEDAGOGIES”**

- 1   **1. RESOLVED:** That the Academic Senate of the California State University (ASCSU)  
2       recognize, endorse, and distribute the *CSU Education Deans' Statement in Support of*  
3       *Culturally Sustaining, Equity Driven, and Justice Focused Pedagogies*; and be it further
- 4   **2. RESOLVED:** That the ASCSU distribute this resolution to:
- 5       • CSU Board of Trustees,
  - 6       • CSU campus Presidents,
  - 7       • CSU campus Senate Chairs,
  - 8       • CSU Deans of Education,
  - 9       • California Faculty Association (CFA),
  - 10      • California State Student Association (CSSA),
  - 11      • CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA), and
  - 12      • Superintendent of Public Instruction, Tony Thurmond.

13   ***RATIONALE:*** *The full statement from the Education Deans reads:*

14           *“As Leaders of College and Schools of Education in the California State*  
15           *University System (CSU), we are directly opposed to any theory, practice, or*  
16           *action that interferes with the educational process. Our goal is to ensure that*  
17           *we prepare educators who can uplift, inspire, and engage students, all*  
18           *students. We will continue to provide educators with the tools that will allow*

19 *them to embed student culture and lived experiences, including language, race,*  
20 *and ethnicity into the curriculum so that each educator can engage each*  
21 *student. We are educators and that is our job.*

22 *It is our responsibility to prepare educators to value and educate all children.*  
23 *To do so, future educators must recognize children's individual strengths and*  
24 *needs, the community cultural wealth they bring with them to the classroom,*  
25 *and the systemic challenges and opportunities that impact their experiences in*  
26 *TK12 schools. This requires that future educators grapple with the realities*  
27 *of structural racism in our society. We stand with our faculty, students, and*  
28 *alumni who engage culturally sustaining, equity-driven, and justice-focused*  
29 *pedagogical practices in order to improve learning opportunities for all*  
30 *students.”*

31 *Also, per [EdWeek.org](https://www.edweek.org),*

32 *“As of August 26, 27 states have introduced bills or taken other steps that*  
33 *would restrict teaching critical race theory or limit how teachers can discuss*  
34 *racism and sexism, according to an Education Week analysis. Twelve states*  
35 *have enacted these bans, either through legislation or other avenues.”*

36 *These actions to limit educational practices that provide tools for faculty, teachers, and*  
37 *students to fully engage culturally-appropriate, diversity-affirming, and justice-focused*  
38 *pedagogy are problematic. The ASCSU has endorsed the Education Dean’s*

39 *statements, in part, to bring awareness to the statement and highlight the CSU*

40 *commitment to student success in all of its forms.*

41 ***Attachment:*** *CSU Education Deans' Statement in Support of Culturally*

42 *Sustaining, Equity Driven, and Justice Focused Pedagogies*

DRAFT



*Educator Preparation & Public School Programs*  
 401 Golden Shore, 6th Floor  
 Long Beach, CA 90802-4210

[www.calstate.edu](http://www.calstate.edu)

## **CSU Education Deans' Statement in Support of Culturally Sustaining, Equity Driven, and Justice Focused Pedagogies**

As Leaders of College and Schools of Education in the California State University System (CSU), we are directly opposed to any theory, practice, or action that interferes with the educational process. Our goal is to ensure that we prepare educators who can uplift, inspire, and engage students, all students. We will continue to provide educators with the tools that will allow them to embed student culture and lived experiences, including language, race, and ethnicity into the curriculum so that each educator can engage each student. We are educators and that is our job.

It is our responsibility to prepare educators to value and educate all children. To do so, future educators must recognize children's individual strengths and needs, the community cultural wealth they bring with them to the classroom, and the systemic challenges and opportunities that impact their experiences in TK12 schools. This requires that future educators grapple with the realities of structural racism in our society. *We stand with our faculty, students, and alumni who engage culturally sustaining, equity-driven, and justice-focused pedagogical practices in order to improve learning opportunities for all students.*

Signed by:

Aimee Nelson, Director, Center for Careers in Teaching, Fullerton  
 Angela Trethewey, Dean, CSU Chico  
 Brian Sevier, Dean, CSU Channel Islands  
 Cathi Draper Rodriguez, Chair, CSU Monterey Bay  
 Cheryl Ney, Dean, Charter College of Education, CSU Los Angeles  
 Chinaka DomNwachukwu, Dean, CSU San Bernardino  
 Cynthia Grutzik, Dean, Graduate College of Education, San Francisco State University  
 Deborah Summers, Associate Dean, Chico State  
 Deedee Perez-Granados, Associate Dean, School of Social Sciences and Education, CSU Bakersfield  
 Edward Jadallah, Dean, College of Education, California State University Monterey Bay  
 Ernest Black, Systemwide Director, CalStateTEACH  
 Fred Uy, Director, CSU Office of the Chancellor  
 Heather Lattimer, Dean, San José State University

**CSU Campuses**  
 Bakersfield  
 Channel Islands  
 Chico  
 Dominguez Hills  
 East Bay

Fresno  
 Fullerton  
 Humboldt  
 Long Beach  
 Los Angeles  
 Maritime Academy

Monterey Bay  
 Northridge  
 Pomona  
 Sacramento  
 San Bernardino  
 San Diego

San Francisco  
 San José  
 San Luis Obispo  
 San Marcos  
 Sonoma  
 Stanislaus

Hend Gilli-Elewy, Interim Dean, Cal Poly Pomona  
James L. Rodríguez, Dean, CSU Bakersfield  
Jann Pataray-Ching, Chair, Cal Poly Pomona  
Jenelle S. Pitt Parker, Associate Dean, Kremen School of Education and Human Development,  
CSU Fresno  
Jennifer Ostergren, Dean, CSU San Marcos  
Jessica Zacher Pandya, Dean, CSU Dominguez Hills  
Joanne M. Van Boxtel, Interim Associate Dean, Cal Poly Pomona  
Kathy Howard, Associate Dean and Director of Clinical Experiences and Partnerships, CSU  
Channel Islands  
Kevin Taylor, Director, School of Education, Cal Poly San Luis Obispo  
Kim Case, Associate Dean, Fullerton  
Laura Alamillo, Dean, Sonoma State  
Laura Portnoi, Associate Dean, CSU Long Beach  
Laurie Stowell, Director of the School of Education, Cal State San Marcos  
Lisa Hutton, Interim Associate Dean, CSU Dominguez Hills  
Lisa Kirtman, Dean, CSU Fullerton  
Marcos Pizarro, Associate Dean, San José State University  
Oddmund Myhre, Dean, CSU Stanislaus  
Pia Wong, Associate Dean, Sacramento State  
Randy Yerrick, Dean, Fresno State  
Rebecca Bustamante, Associate Dean, CSU-Long Beach  
Rebecca Justeson, Director, School of Education, CSU Chico  
Rebecca M. Bustamante, Associate Dean, CSULB  
Robert Williams, Dean, CSU East Bay  
Sasha Sidorkin, Dean, Sacramento State  
Shari Tarver Behring, Dean, CSU Northridge  
Shireen Pavri, Dean, CSU Long Beach  
Stacie Robertson, Interim Associate Dean, CSU San Bernardino  
Y. Barry Chung, Dean, College of Education, San Diego State University

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## Emeritus & Retired Faculty & Staff Association

Submitted by Marshelle Thobaben, Senate Representative for ERFSA

### Summer activities included

- Sent HSU-ERFSA Coordinating Committee's Letter of Support for HSU's Transition to Polytechnic University to President Jackson—Letter attached.
- Developed an HSU-ERFSA web page: <https://erfsa.humboldt.edu/>
- Working with University Senate Chair Monty Mola & Associate Vice President of Faculty Affairs, Simone Aloisio, to developed guidelines for applying for Emeritus Status based on the new Emeritus Status Policy 2021 Emeritus Status: University Senate [Resolution 20-20/21-FAC](#) & [Policy](#). Sought Senate clarification on HSU-ERFSA being able to nominate a retired HSU employee under certain conditions.

### Fall Luncheon Presentations: Sept. 9, 2021

**11:30-Noon: *Open dialogue with special guest CSU Faculty Board of Trustee Romey Sabalius.*** Trustee Sabalius was recently *reappointed to his third term* by Governor Newsom. He has been a Professor of German in the Department of World Languages & Literatures at San José State University since 1995. He discussed the broad issues of interest to the Board of Trustees and invited members to share their opinions about HSU's transitioning to a polytechnic university

**Noon-1:00pm: We wish to thank *Provost Capps and Chief of Staff to the President Sherie Gordon* for their excellent presentation and dialogue about HSU's future as a polytechnic university.** The *Final Draft of the Polytechnic Prospectus* was submitted to the Chancellor's Office last week. The documents related to the Polytechnic Prospectus study are available at: <https://www.humboldt.edu/polytechnic>

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# HSU ERFSA - Emeritus and Retired Faculty and Staff Association

President's Office  
Humboldt State University  
1 Harpst Street  
Arcata, CA 95521

August 20, 2021

Dear CSU Board of Trustees, Chancellor Castro, President Jackson:

Members of the Coordinating Committee of the Emeritus and Retired Faculty and Staff Association of Humboldt State University (HSU) are highly supportive of the proposal to transition HSU to a Polytechnic University. The Polytechnic Prospectus prepared by the HSU administration, faculty and staff is an excellent plan for this transition. We encourage you to formally approve this plan that will provide important services to our students, our community and the state and beyond.

We are pleased that the proposed polytechnic campus will focus on the need to increase and further diversify student numbers. Given the ongoing changes in ethnic diversity in our state, country, it is critical that our students have the opportunity to learn from other students and, of course, from a diverse faculty and staff. HSU's success in becoming a Hispanic-Serving Institution in 2014, and the recipient of grants from the federal Department of Education has been and will be critical as the university evolves into a polytechnic campus.

We continue to be pleased that student support programs are excellent and developing at the university. The Place-Based Learning Communities, the Student Learning Community and the Educational Opportunity Program are good examples of ways to assist new students that will be attracted to Cal Poly Humboldt. The future of students will also benefit from the proposed combined Academic & Career Advising Center.

The university's continuing excellent collaboration with the local College of the Redwoods is critical to our community and especially for health care. It is good to see that HSU has advisory groups that include Native Americans and community leaders.

This is an exciting time for HSU, the California State University System and Humboldt County as HSU becomes a diverse polytechnic. The members of the HSU Emeritus and Retired Faculty and Staff Association are pleased to see the successes of their university and will do all we can to assist in the transition to a polytechnic campus. Thanks to you

and your colleagues for your good leadership of the CSU System and for your caring consideration of the Polytechnic Prospectus. We look forward to your important decision.

Sincerely,

Coordinating Committee of the Emeritus and Retired Faculty and Staff Association  
Marshelle Thobaben, Emerita Professor, Nursing, Co-Chair, University Senate  
Representative

Ken Fulgham, Emeritus Professor, Rangeland Resources Sciences, Co-Chair, Treasurer

Jeffrey Borgeld, Emeritus Professor, Oceanography, Membership Chair

Bernadette Cheyne, Emerita Professor, Theatre, Film and Dance, Program Chair

Susan Dobie, Emerita Lecturer, Communications, At-large Representative

James Floss, Emeritus Lecturer, Communications, At-large Representative

Rollin Richmond, President Emeritus; Past Chair

Cc: Frank Whitlatch, Vice President for University Advancement

**September 14, 2021**  
**President and President's Administrative Team Report to University Senate**

Tom Jackson, Jr., President  
Sherie C. Gordon, Chief of Staff  
Shahrooz Roohparvar, CFO/VP Administration and Finance  
Jason Meriwether, VP Enrollment Management  
Jenn Capps, Provost and VPAA  
Cooper Jones, Executive Director of Athletics and Recreational Sports  
Frank Whitlatch, VP Advancement  
Lisa Bond-Maupin, Deputy Chief of Staff (Editor)

**People**

**Dr. Enoch Hale** presented at On-Demand: Leaders from Humboldt State and VCU Discuss HyFlex Learning to over 1000 people on the interplay of HyFlex learning modalities, student engagement, faculty support & development, and institutional leadership. Even Chancellor Castro gave a nod to Dr. Hale. Great job.

**Community**

Our appreciation goes out to Shoshanna of Arcata Main Street and the many volunteers from on campus and off who contributed to the creation of a “**green and gold corridor**” along G and H streets welcoming our students to Arcata. They worked with local businesses to place signs, HSU banners, and other swag in windows along the way. The desire for an in-person welcoming event persists among Arcata Main Street when it is within public health guidelines to do so. Thank you Shoshanna and all of our Arcata friends who want Arcata to feel like home to our students.



Shoshanna (Arcata Main Street and HSU faculty) and Molly Pucillo (HSU President's Office) prepare to welcome students.

## Campus Culture and Operations

Campus representatives within the HSU administrative divisions are completing Phase 2 of our **strategic planning process** this month. Colleges and other select Units are preparing to build on this work and complete Phase 3 this Fall. Divisional Phase 2 plans are being vetted and finalized and will be available on our [strategicplan.humboldt.edu](http://strategicplan.humboldt.edu) website in early October. Division level plans build on our collaborative envisioning in Phase 1 and identify priorities and desired outcomes connecting to the [Phase 1 goals](#) and to the [Pillars of Inclusive Excellence](#). Phase 3 will involve key initiatives and measurable objectives. This work continues to integrate assessment preparation and is being guided by our Integrated Assessment and Planning Working Group, co-led by Amy Moffat and Lisa Bond-Maupin.

The **implementation phase of the HSU's polytechnic transition** will be led by Provost Jenn Capps and Chief of Staff Sherie Cornish Gordon. The implementation process will follow a similar structure to last spring's self-study structure convening a steering group and several working groups focused on specific areas. The implementation working groups and the associated leads are as follows:

- Facilities: Eric Riggs, Dean of the College of Natural Resources and Sciences and Michael Fisher, Associate Vice President for Facilities Management
- Curriculum and Academic Programming: Eileen Cashman, Department Chair and Professor of Environmental Engineering and Jenn Capps, Provost and Vice President of Academic Affairs
- Budget, Finance, and Reporting: Amber Blakeslee, Director, University Budget Office and Simone Aloisio, Associate Vice President of Faculty Affairs
- Technology and Infrastructure: Bethany Rizzardi, Chief Information Officer
- Enrollment and Growth Management: Pedro Martinez, Director of Admissions and Shawna Young, Dean of the College of Professional Studies
- Inclusive Student Success (GI 2025): Carmen Bustos-Works, Associate Vice President of Academic Programs and Jason Meriwether, Vice President of Enrollment Management
- Communications: Lisa Bond-Maupin, Deputy Chief of Staff and Special Assistant to the President and Sherie Gordon, Chief of Staff to the President

A general call out to the campus community for folks wishing to engage is forthcoming following the first implementation steering group meeting which is populated by working group leads. A few important notes regarding representation:

- Diverse representation during our implementation is #1 priority. Leads will be seeking a broad range of perspectives, expertise, position type and affiliation with HSU (internal and external).
- Budget, Finance, and Reporting will include some intentional representation from the University Resource and Planning Committee (URPC) committee to increase cohesive budget planning and reduce silos.
- Inclusive Student Success (GI 2025) will also act as the team that informs GI 2025 funding recommendations to the Provost.
- Curriculum and Academic Programming will be populated in large part by the program development leads for the academic programs which are due to launch in 2023. Additional membership will include representation bringing TEK knowledge and guidance, the sustainability faculty fellow, and our health programming lead.

In support of polytechnic implementation, Nancy Olson (HR) and Billie Herman (ITS) are co-leading what is now called our **People-Centered Change Leadership** (formerly Change Management) initiative with the support of the **People-Centered Change Team**. This group representing staff and faculty from across campus are serving as ambassadors and champions of people-centered change management informed by the [Prosci ADKAR](#) model adopted by the CSU. This work will be integrated into the implementation of our polytechnic plan to maximize our inclusive success. Information for those interested in professional development in this area is available at:

<https://training.humboldt.edu/content/change-management-%E2%80%93-prosci-adkar-basics-6>

## Academic Program Excellence

OAA leadership anticipates that most courses can be fully in-person for spring 2022 and is planning for the campus to be fully reopened. The expectation is that faculty will be back on campus to serve students in person unless public health situations change such that governing agency guidelines indicate operational changes. **Here are some important guidelines for Department Chairs** as you build out the spring schedule.

- WSCUC's temporary authorizations for distance learning expire in December 2021. Beginning in spring 2022, programs are expected to return to pre-pandemic learning modalities.
- If programs want to create online pathways or degrees (and you are absolutely encouraged to do so) this application requires both substantive change approval from WSCUC and Chancellor's Office approval. Ordinarily, this process can take up to 18 months but there may be a way to cut down the time to approval. Please contact your dean and Dr. Bustos-Works immediately if you are seeking a swift approval of a permanent online pathway.
- WSCUC considers any modality that is not fully F2F (hybrid, hyflex, and synchronous and asynchronous online) to be online modalities.
- Per the e-learning policy, when the change from F2F to online instruction results in a major change to the course or program, a curricular change proposal must be submitted to the ICC, please see the [curricular deadlines](#).
- The following types of courses and student populations should continue to be prioritized for in-person delivery but please work with your Associate Deans as you plan:
  - Courses for first-year students, especially in math, English, and place-based learning communities
  - Courses requiring specialized equipment
  - Courses requiring in-person pedagogies, promoting on-time graduation and/or completion of graduation requirements or learning experiences, such as labs, field experiences, site placements, or specialized discussion-based or project-based experiences.

Scheduling Guidelines for all Programs for Spring 2022:\*

- *In-person delivery*: At least 70% of courses in your program should be scheduled for in-person delivery.
- *Hybrid, Hyflex, and Online Delivery*: Hybrid and Hyflex delivery is now considered online delivery by WSCUC and should be 30% of courses scheduled for the spring. These online modes can be taught in any combination of Hybrid, Hyflex, and Online (synchronous and asynchronous) delivery.

\*Note: This does not apply to programs that have already been granted permanent distance learning status by WSCUC and Chancellor's Office.

Please know that we recognize that there are some students (particularly master's degree-seeking students and transfer students who have only engaged with HSU in an online fashion and some flexibility in consideration of these students will absolutely be allowed and encouraged.

# HUMBOLDT STATE UNIVERSITY

Office of the Vice President of Enrollment Management

## *The Student Activities Center (SAC)*

The Student Activities Center (SAC) is the heart of campus life. A place where students can find helpful services, connect with friends, engage in a variety of activities, and participate in exciting events. We welcome all students and the campus community in an inclusive environment and through our many spaces and services, provide a central gathering place for an out of classroom experiences. We're excited to feature our commuter student lounge meant for students who do not reside on campus, our movie theatre lounge where we feature weekly movie nights, our social gaming lounge where students can play video games with their peers, and our new billiards style lounge featuring air hockey, ping pong and pool tables. The SAC is open late Thursday through Saturday to provide a safe place of engagement for our students late at night.

[Watch the video:](#)

## *The Student Marketing Center (SMC)*

The Student Marketing Center (SMC) manages marketing campaigns and design materials aimed at enhancing campus student engagement for students, by students. The center is intentional with creating a meaningful co-curricular experience for the student staff as we also partner with Academic Affairs for internship opportunities. The SMC created the "What's Happening" email in Fall 2020 to establish an outlet that was appealing to the student eye and served as a one stop shop highlighting the major student events and needs occurring on campus. The email goes out to students at the start of each week during the academic year. The themes of the email changes week to week, but frequently includes events, job opportunities, important student deadlines, and wellness and wellbeing resources.



August 23 - 29

## This Week's Events for {{First}}



### Looking for Labs or Study Space?

While the upper floors of the Library building are closed for fall semester, we still want to help you find **computer labs** and **study space** on campus! These annotated campus maps will show you those spaces available through December. [More info and full maps here!](#)

### Part Time Job Finding Skillshops

The Academic and Career Advising Center (ACAC) is holding a Skillshop Series teaching you how to land that perfect part time job. Skillshops will show you things like how to use the job board and how to write your resume.

**August 24-26.** Register for the first Skillshop [HERE](#) for **August 25, 4pm.** [Find the schedule here.](#)



### Reel Genius Trivia Night

Go head to head, virtually, with other staff and students during the Reel Genius Trivia night this Thursday, **August 26th at 7pm.** This event is hosted by our local trivia experts, **Reel Genius Trivia.**

Register for the event [HERE!](#)

### Mindfulness-Based Stress Reduction (MBSR) Study

If you are experiencing stress and want to learn healthy ways to reduce stress, please apply for a study examining the effects of MBSR. [Click here for the form.](#)



### Join Humboldt Bikeshare

With 20 different bikes placed at 4 stations, getting around Arcata and HSU has never been easier! Get your first ride for free by using the code: **FREERIDE** when you sign up. [Sign up here!](#)

Wellnes Events and Resources

All the Skillshops!

View All Calendar Events

## Deadlines & Reminders



Click the icons to learn more

## Employment Opportunities!



Special Collections Position

Student Recycling Assistant

Athletics Graphic Designer



HSU Office of Student Life  
1 Harpst Street  
Arcata, CA 95521  
osl@humboldt.edu  
DOWNLOAD HSU MOBILE





August 30 - September 5

### This Week's Events for {{First}}



#### Student Activities Center Now Open!

All the things you love, now in one convenient location! Including Gaming Lounge, Commuter Student Lounge, Movie Lounge, Pool Tables, Video Games, AND Free Coffee and Tea! Open Late! Call 707-826-3928, or click [HERE](#) for more info

#### Join a Y.E.S. Volunteer Program

Are you interested in volunteering this semester? Learn more about virtual and limited in-person volunteer opportunities at YES. Attend the upcoming Virtual YES Open House on 9/1/21 from 12 pm - 1 pm. To learn more and sign up: [yes.humboldt.edu](https://yes.humboldt.edu).



#### Friday Night Movies

Join us every Friday Night from 8 pm to 10 pm for special FREE screening nights of your favorite movies in the SAC Movie Lounge! The Movie Lounge is located in the [Student Activities Center 225 - Kate Buchanan Room](#). Call 707-826-3928 or click [HERE](#) for more info.

Wellnes Events and Resources

All the Skillshops!

View All Calendar Events

### Deadlines & Reminders



Click the icons to learn more

### Employment Opportunities!



SkillShops Student Assistant

Learning Center Connected Tutor

Parking & Commuter Services



HSU Office of Student Life  
1 Harpst Street  
Arcata, CA 95521  
osl@humboldt.edu  
DOWNLOAD HSU MOBILE





September 6 - 12

## This Week's Events for {{First}}

### Apply for CPS Scholars Assistantship!

Each session includes 20 \$500 stipends available to CPS students to do supervised, faculty-led, and supported research, scholarship, and/or creative activities. Applications open **Sept. 1, 2021**. Click [HERE](#) to apply.



### Voter Registration 101 SkillShop

Are you registered to vote? If you've recently relocated and want to vote in your current location, or have never voted before, this SkillShop covers the process of registering to vote. Zoom session takes place **Sept. 7, at 3:00pm** Click [HERE](#) to register.

### Virtual Part-time Job Fair

Meet with local and on-campus employers who are ready to hire now! This event takes place on Wednesday, **Sept. 8, from 11:00am to 3:00pm**. Click [HERE](#) to register and learn more.

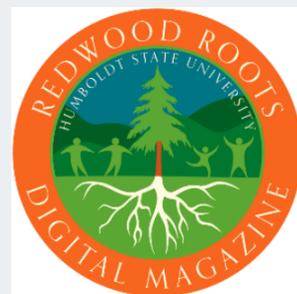


### Join a Student Organization

Want to re-activate a club or start a new or start a new organization? Want to find out how to join a student organization? Email [clubs@humboldt.edu](mailto:clubs@humboldt.edu) to get connected, or visit their website [HERE](#) for more information.

### Redwood Roots Magazine Call for Submissions

Get Published! Help us celebrate community engagement at HSU and get published in **Redwood Roots Magazine**. We are looking for personal reflections, digital stories, creative projects and articles. If you are wondering if your community-service experience is what we are hoping for, please send it in, it probably is. Click [HERE](#) for details on submissions.



### Campus Wide Meditation

Pause from the workweek and prepare to enter the weekend grounded and with ease. This is a 30-minute opportunity to connect with others and experience guided meditation. Join on **Friday, Sept. 10, 2021, 12:00 p.m. to 12:30 p.m.** Click [HERE](#) for Zoom link and additional info.

Wellnes Events and Resources

All the Skillshops!

View All Calendar Events

## Deadlines & Reminders



Click the icons to learn more

## Employment Opportunities!



Digitizing Assistant, Oceanography Dept.

Athletics Game/Event Management

Event Specialist - El Centro Académico Cultural



HSU Office of Student Life  
1 Harpst Street  
Arcata, CA 95521  
[osl@humboldt.edu](mailto:osl@humboldt.edu)  
DOWNLOAD HSU MOBILE



## Enrollment Projection Update (9/13/2021)

### Current University Housing Occupancy Compared to Maximum Occupancy

As of **9/13/2021**, the fall 2021 housing occupancy is 1,398 residents, which is 69% occupancy (Table 1). There are no students currently on waitlists. We have reserved some rooms for the potential need to isolate or quarantine students who test positive for COVID-19.

During the course of the summer, we transitioned single student rooms into double occupancy rooms to accommodate a larger number of students (over 500 at one point) on a waitlist for campus housing. Due to an increasingly limited number of off-campus housing options, our need to open up on-campus spaces became critical.

All students living on campus during the 2021-22 academic year are required to either show proof of a COVID-19 vaccination or to request an exception (based on religious or medical concerns) and take a COVID-19 covid test which will be provided on campus at no cost.

**Table 1. Current University Housing Occupancy and Maximum Occupancy**

Maximum Occupancy	2,069
Fall Occupancy	1,403
Percent of Total	68%

### Current Enrollment Compared to Projections

#### Continuing and Returning Students

As of **9/13/2021**, eighty-four percent of continuing and returning students ( $n=4,079$ ) have registered for fall 2021 (See Table 2). At this point in time last year (for fall 2020), eighty-seven percent of continuing and returning students ( $n=4,423$ ) had registered. In fall 2020 and in Spring 2021, 88%-90% of these students enrolled by the census date. Spring 2021, in particular, had late enrollment by this student type.

#### New Students

As of **9/13/2021**, a total of 1,756 new students (all applicant types) have registered (See Table 2.) We are seeing a few students withdrawing from HSU due to various reasons that are driven by COVID related impacts. The total new student headcount is slightly behind last fall at this same time at **-10.11%** ( $n=197$ ). This gap will most likely grow as we get closer to the census based on final numbers from prior year, but seems to be stable in terms of our current projections for this year.

- Registered New First-Time Undergraduates (FTUG) students are higher than Fall 2020 at this same time at **+14.76%** ( $n=80$ ).
- Registered New Second Bachelors degree-seeking students are higher than Fall 2020 at this same time at **+52.17%** ( $n=12$ ).
- Our transfers are behind overall from the prior year (Upper-Division **-23.92%** [ $n=199$ ] and Lower-Division **0.88%** [ $n=1$ ]).

## Enrollment Projection Update (9/13/2021)

**Table 2. Current Registration, Low/Baseline/High Projection, and Percent of Projection**

	Actual Fall 2021	Low		Baseline		High	
		Projection	TD % Projection	Projection	TD % Projection	Projection	TD % Projection
<b>Cont./Ret.</b>	4,079	3,646	112%	3,860	106%	4,072	100%
<b>New</b>	1,651	1,544	107%	1,702	97%	1,880	88%
<b>Total</b>	5,730	5,190	110%	5,562	103%	5,952	96%

Note. Beginning on 8/30/2021, this table uses actual registration data. These data are subject to change until the student census is finalized.

Spring 2022 continues to be running in the background as we finalize Fall 22 numbers. Currently, our applications continue to closely mirror prior years with efforts to encourage in progress applications to submit by tomorrow and through the end of September when the HSU Spring Cycle application closes. Admissions is currently processing 833 Spring 2022 applications with a target of receiving between 1,200-1,500 applications by September 30, 2021. As of today, we have admitted 129 applicants for Spring which is ahead of last year.

=====

End of new update

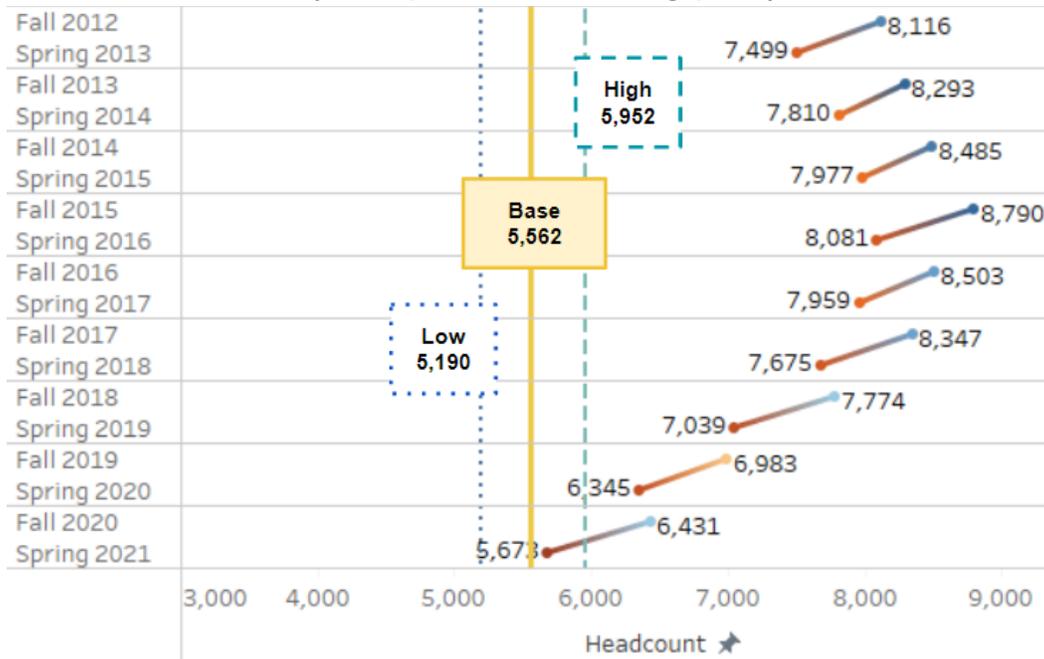
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## Enrollment Projection Update (9/13/2021)

### Fall Headcount Enrollment Projection

Headcount refers to a count of unique/unduplicated students. Fall headcount projections support various fall planning activities, such as course offering, housing occupancy projections, etc. Using a projection model of returning and continuing students, EPG estimates that the fall 2021 baseline headcount projection is 5,562, with a possible high of 5,952 and a potential low of 5,190 (Figure 1). This baseline projection includes 3,860 returning HSU students and 1,702 new students (Table 3). Fall 2021 is projected to be 869 fewer students than fall 2020, a decline of approximately 13.5% (Table 4).

**Figure 1. Fall 2021 Headcount Projection (Low, baseline, and high) Compared to Past Enrollment**



**Table 3. Detailed Fall 2021 Headcount Baseline Projection by Student Type**

Incoming Student HC:	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
First-time UG	1,362	1,295	1,210	1,051	824	545	469
Lower-div xfer	37	23	48	90	98	113	97
Upper-div xfer	964	856	930	844	751	859	739
Returning UG	104	96	103	79	77	109	94
Masters	183	201	210	193	178	192	165
Credential	127	95	97	97	88	111	95
Second Bachelor	4	6	11	18	8	23	20
Unclassified PB	4	1	1	1	1	1	1
Transitory	31	30	23	29	30	26	22
<b>Total</b>	<b>2,816</b>	<b>2,603</b>	<b>2,633</b>	<b>2,402</b>	<b>2,055</b>	<b>1,979</b>	<b>1,702</b>
Continuing Student HC:	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
Undergrad	5,740	5,662	5,449	5,084	4,655	4,194	3,524
Postbac	234	238	265	288	273	258	337
<b>Total</b>	<b>5,974</b>	<b>5,900</b>	<b>5,714</b>	<b>5,372</b>	<b>4,928</b>	<b>4,452</b>	<b>3,860</b>

Note. Fall 2015-2020 is actual, fall 2021 is projected.

## Enrollment Projection Update (9/13/2021)

**Table 4. Actual & Projected Fall Headcount**

	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
Actual HC & Projected HC	8,790	8,503	8,347	7,774	6,983	6,431	5,562
Change from Previous Year	+305	-287	-156	-573	-791	-552	-869

Note. Fall 2015-2020 is actual, fall 2021 is projected.

### Annual Resident Full-time Equivalent Students (FTES) Projection

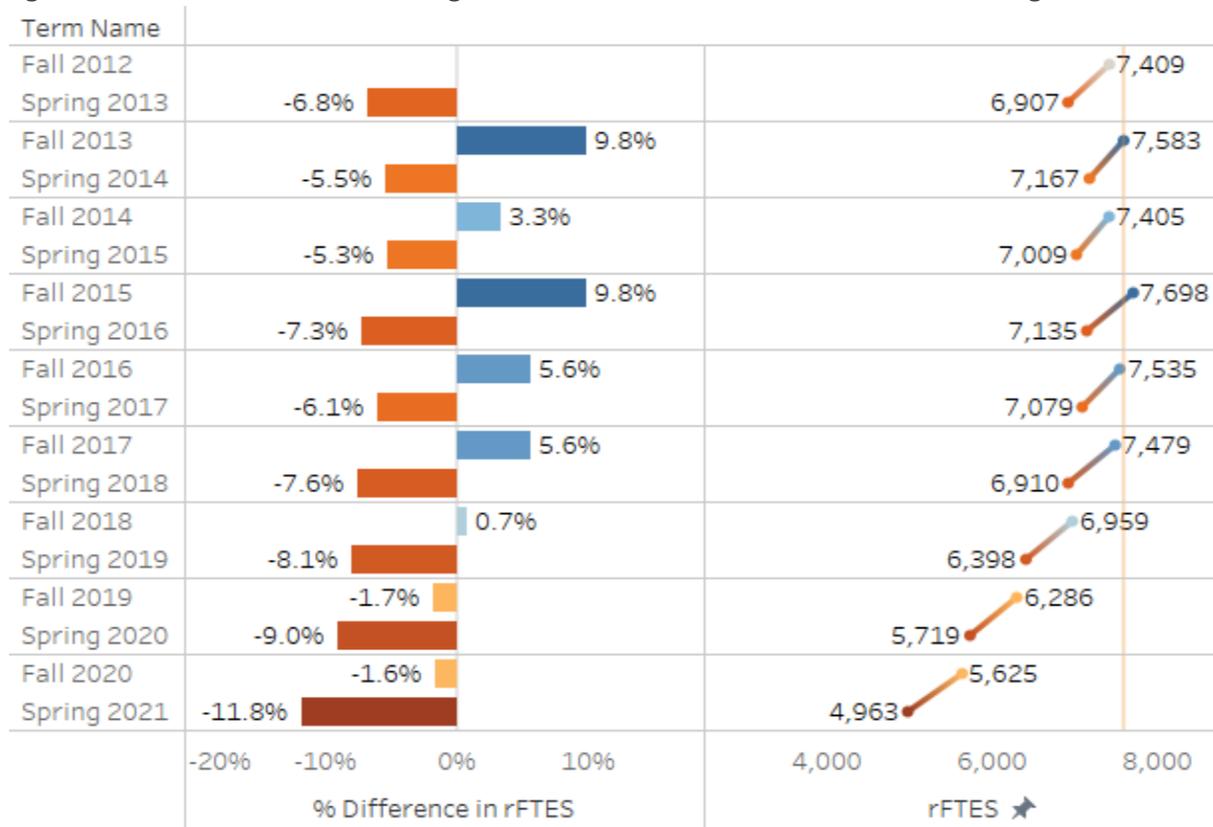
Budget planning led by the [University Budget Office](#) is based on full-time equivalent students (FTES). One FTES is calculated for every 15 units taken by undergraduates or 12 units taken by all other students. The CSU provides funding to campuses based on system-established annual resident FTES targets. HSU's Annual Resident FTES target is 7,603. [Table 5](#) shows that HSU's actual 2020-2021 annual resident FTES was 5,294, 30% below the funded resident FTES target. Figure 2 shows semester to semester change of Resident FTES (rFTES) as a percent of change (in color) and actual rFTES (sparklines).

**Table 5. Actual & Projected Resident FTES to Funded Resident FTES Target**

Resident FTES Total	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Annual Resident FTES	7,307	7,194	6,678	6,002	5,294	4,706
System Target	7,603	7,603	7,603	7,603	7,603	7,603
Target Difference	-296	-409	-925	-1,601	-2,309	-2,897

Note. 2016-17 to 2020-21 is actual, 2021-22 is projected.

**Figure 2. Semester to Semester Change of Resident FTES to Funded Resident FTES Target**



## Enrollment Projection Update (9/13/2021)

### Annual FTES to Revenue Projection Model

In addition to Resident FTES, HSU's total annual FTES budget includes Western Undergraduate Exchange (WUE) FTES, Out-of-State FTES, and International FTES, which are used to project tuition revenue. The revenue projection model is a complex model that converts FTES to Headcount while incorporating various factors, including average unit loads, student levels, waivers & refunds, etc. [Table 6](#) shows the actual and projected total annual FTES and state tuition.

**Table 6. Actual & Projected Total FTES and State Tuition (dollars in millions)**

	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Total Annual FTES	7,771	7,621	7,059	6,360	5,601	5,061
State Tuition Revenue	\$44.11m	\$44.84m	\$41.75m	\$37.34m	\$33.86m	\$29.64m
Change from Previous Year	-\$1.22m	+\$0.73m	-\$3.09m	-\$4.41m	-\$3.48m	-\$4.23m

Note. 2016-17 to 2020-21 is actual, 2021-2022 is projected. 2017-18 tuition change reflects rate increase. The 2021-22 budget to budget change in planning is much smaller than the change reflected in this chart, given actual enrollment significantly outperformed the 2020-21 Budget, which was based on total annual FTES of 5,119 and state tuition totaling \$30.36 million.

### Course Seat Demand Projection

The [Office of Institutional Research, Analytics, and Reporting](#) provides deans, department chairs, and faculty with course seat demand projections. These projections, found under Academic Planning Resources Reports (<https://irar.humboldt.edu/course-class-plan>), are based on the baseline fall headcount projection. These reports are updated when EPG updates its projections.

### Target Fall Headcount and Annual Resident FTES Beyond Fall 2021

Humboldt State University has articulated a clear path forward to meet California State University's funded target of 7,603 Annual Resident Full-time Equivalent Students (FTES) through our updated Enrollment Management Plan. The keystone for this plan is our proposed Polytechnic status and the new academic programs that support that proposal. Humboldt State University is ready to become the third Polytechnic campus in the California State University system.

By the Fall of 2028, expected enrollment will match our seven-year target of doubling our student headcount from 5,562 students (Fall 2021) to 10,972 students (Fall 2028). On the way to that goal, HSU will reach the CSU Annual Resident FTES target after the 2025-2026 academic year. Table 7 compares HSU's Annual Resident FTES against the CSU target.

## Enrollment Projection Update (9/13/2021)

**Table 7. Target Fall Headcount and Annual Resident FTES**

Fall Term	Fall 20	Fall 21	Fall 22	Fall 23	Fall 24	Fall 25	Fall 26	Fall 27	Fall 28
New 2023				460	856	1,232	1,528	1,711	1,814
New 2026							270	502	719
New 2029									
STEM+	3,910	3,394	3,598	4,029	4,513	4,964	5,113	5,266	5,372
Non-STEM	2,521	2,168	2,276	2,459	2,655	2,868	2,954	3,042	3,103
Total	6,431	5,562	5,874	6,948	8,024	9,064	9,864	10,521	11,007
Target		5,562			8,500				11,000
Difference		0			-476				7

Annual FTES	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29
Actual Ann. Res FTES	5,294	4,706	4,983	5,894	6,806	7,689	8,368	8,925	9,338
CSU Target Ann. Res FTES	7,603	7,603	7,603	7,603	7,603	7,603			
Difference	-2,309	-2,897	-2,620	-1,709	-797	86			

Note. STEM+ is not the same as STEM. STEM+ is a special grouping of departments just for polytechnic purposes.

# Enrollment Projection Update (9/13/2021)

## Frequently Asked Questions

### What do you mean by unduplicated headcount?

When a student double majors, it creates an instance where one human is enrolled and paying fees; however, both majors/departments/colleges will need to appear to have enrolled a whole student. This creates a duplicated headcount. Unduplicated headcount counts a student only once, regardless of major. Additionally, when calculating full-time equivalent students (FTES), one FTES is calculated for every 15 units taken by undergraduates, or 12 units taken by all other students.

### How does the enrollment projection model work?

The projection model is in its third iteration. This edition calculates the likely number of students in each of the five class levels in projected fall terms by applying a [state-transition matrix](#) to the number of enrolled students in each of the class levels from the previous fall term. The matrix is generated by aggregating a predefined number of previous known fall terms. Incoming students are projected by applying a user-entered growth rate to the last known incoming student population. Students entering the intermediate spring term are projected using a similar process.

### What's the difference between a target and a projection

- A projection uses a mathematical model of existing data to make a “best guess or forecast” of what something will be. For this report, we used a state-transition matrix model to project enrollment counts. A target, however, is aspirational. Targets in this report represent a goal. From that goal, a model was developed to show a scenario in which that goal could be achieved. The main difference is that a projection attempts to “guess or forecast” the end result, whereas a target states what the end results should be.

### How do I Contact the Enrollment Projection Group

- Enrollment projections <enrollment-projections@humboldt.edu>

### Who is part of the Enrollment Projection Group (EPG)

- Amber Blakeslee, University Budget Director (*Co-chair*)
- Michael Le, Interim Director, Institutional Research, Analytics, and Reporting (*Co-chair*)
- Simone Aloisio, AVP of Faculty Affairs
- Clint Rebik, University Registrar
- Steven Ladwig, Associate Director of Admissions
- Pedro Martinez, Director of Admissions
- Sky McKinley, Analyst/Programmer, Institutional Research, Analytics, and Reporting
- Jason Meriwether, Vice President Enrollment Management
- Peggy Metzger, Director for the Office of Financial Aid
- Stephen St. Onge, Interim Associate Vice President of Student Success
- Patrick Orona, Budget Analyst and Reporting Specialist
- Eboni Turnbow, Dean of Students

**Integrated Curriculum Committee Consent Calendar  
University Senate Meeting September 14, 2021**

[BIOL - 544 - 1179](#). The Biological Sciences department is looking to change the pre-requisite for BIOL 544 (Stem Cell Biology) from BIOL 450 (Cell Biology Laboratory) to BIOL 350 (Cell Biology). This will reduce a bottleneck issue and decrease time to graduation.

[BIOL - 544L - 1180](#). The Biological Sciences department is looking to add BIOL 450 (Cell Biology Laboratory) as a pre-requisite for BIOL 544L (Stem Cell Biology Lab). BIOL 450 was previously a pre-requisite for BIOL 544. Students who take 544 only will no longer need to have the BIOL 450 lab pre-requisite, however, students who take BIOL 544L will need to have taken BIOL 450 as a pre-requisite, as well as BIOL 544 as a co-requisite.

[Environmental Science and Management - Change Concentration/Emphasis Requirements - 20-1039](#). In order to make the Environmental and Natural Resources Planning minor more current and marketable, the ESM department is making the following changes to the minor requirements:

- remove GEOG 106 and ESM 210 from required for minor courses
- make former minor elective courses, ESM 325, ESM 365, and ESM 425) required for the minor
- add the following list of minor electives: ESM 305, ESM 460, ESM 462 (students pick 1).

[Environmental Science and Management - Change Concentration/Emphasis Requirements - 20-1057](#). In order to make the Environmental Policy Minor more current, marketable, and flexible for students to complete, the ESM department is making the following changes to the minor requirements:

- remove ESM 210 and PSCI 306 from required courses
- add ESM 305 to required courses
- add PSCI 412 as an alternative required course to ESM 425, one of these courses is required, the other can be taken as an elective.
- remove the following list of minor electives: PSCI 364, WSHD 430
- add the following list of minor electives: ESM 365, ESM 425, ESM 460, ESM 462, NAS 364, NAS 366, PSCI 306, PSCI 358. 1 or 2 electives are required to bring total units to a minimum of 18.

# Polytechnic Update

Dr. Jenn Capps | Provost and VP of Academic Affairs





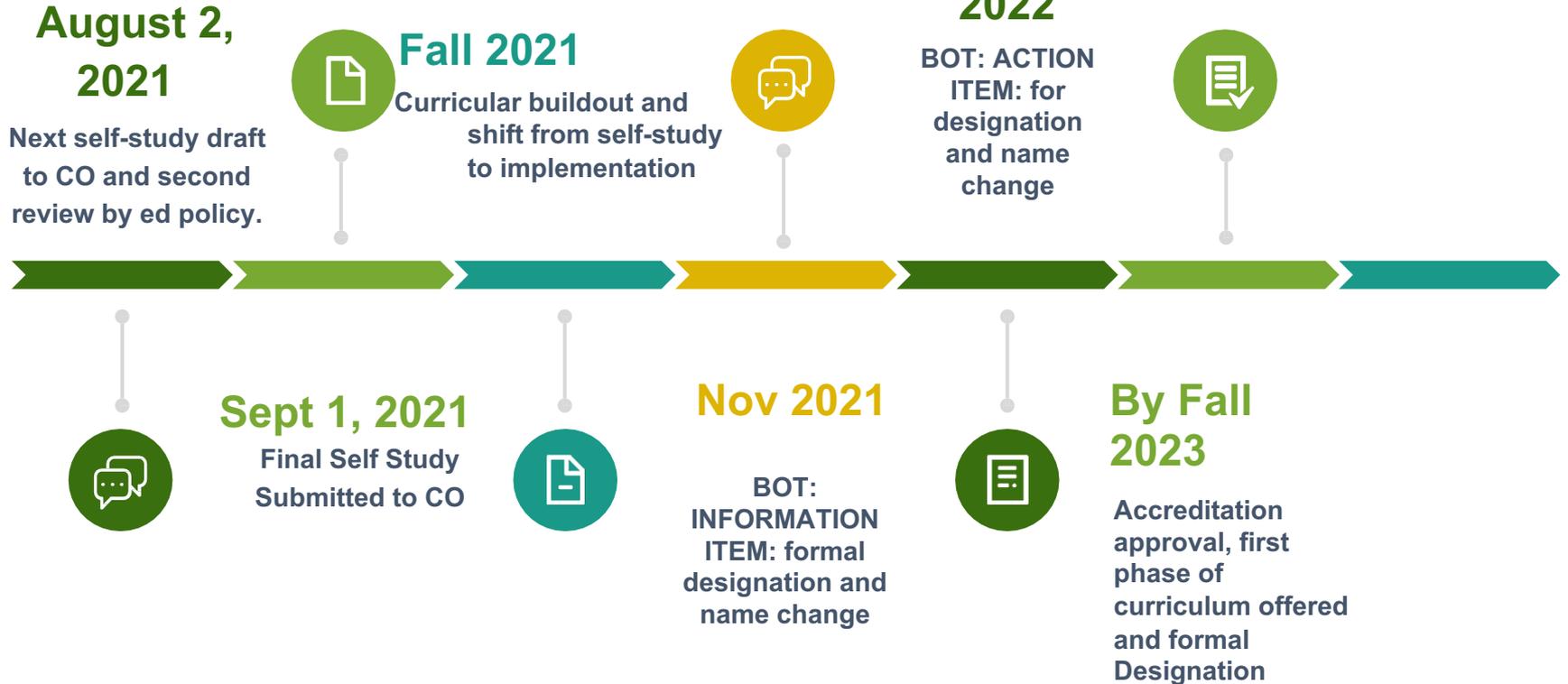
## ➤ Why Polytechnic?

- We are nearly a polytechnic now without the designation
- Broader recognition and prestige
- We are the “triple threat”
  - Create access for prospective students
  - Align with workforce needs
  - Stimulate the North Coast economy

## ➤ Polytechnic Self-Study Leads Reminder

- **Academic Programs**  
*(with focus on science, technology, applied science, engineering)-*  
*Eileen Cashman & Bori Mazzag*
- **Business Plan-** *Amber Blakeslee & Anthony Baker*
- **Cross-Disciplinary Collaboration and Role of Liberal Arts-** *Rosamel Benavides-Garb & Matt Johnson*
- **Facilities and Related Resources-**  
*Arne Jacobsen & Mike Fisher*
- **External Partnerships-**  
*Frank Whitlatch & Connie Stewart*
- **Student Services and Inclusive Student Success** *Clint Rebik & Dan Saveliff*
- **University Name-** *Dale Oliver & Stephanie Lane*

# Timeline: 2021- 2023



## › State Funding Support

458 million total

- 433 million in one time funding
- 25 million in base (ongoing) funding



# ➤ Base Funding Priorities: Fast Track Academic Programs

## Expenditure Categories

Academic Programs Buildout

Student Recruitment and Retention

Communications, Marketing and Branding

Infrastructure



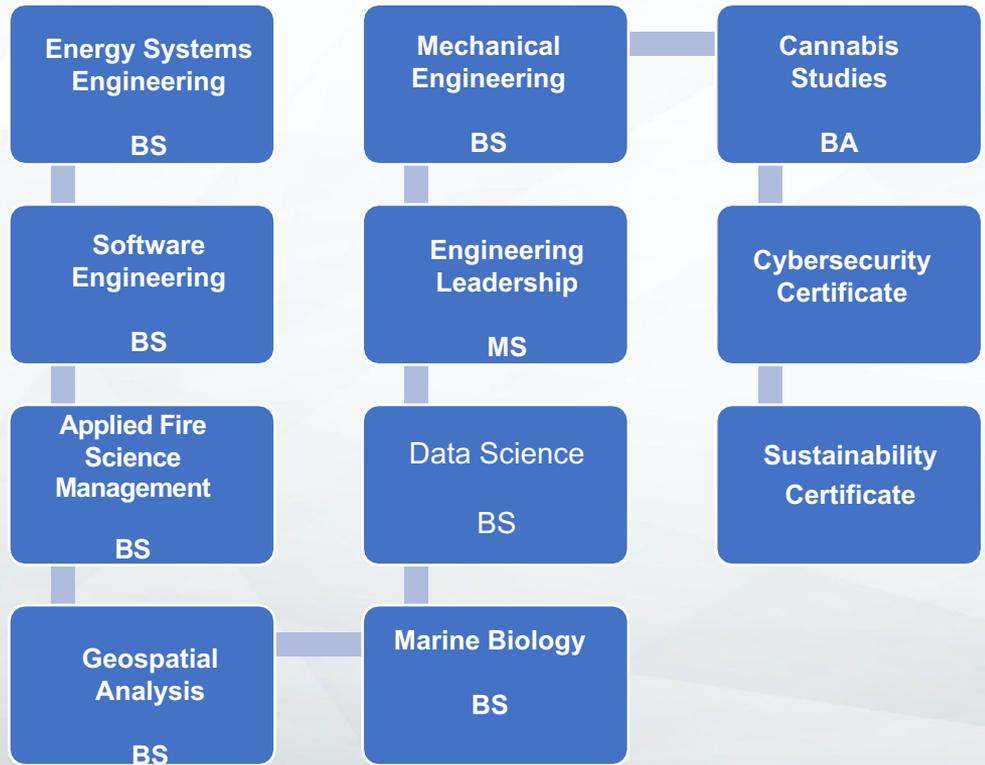
# ➤ Infrastructure Projects: Academic Projects

Academic Projects	Project Cost
Mixed Use Engineering & Technology Building + Housing	\$100 million
Science Complex Renovations (Science A, C and D)	\$36.3 million
Applied Research and Climate Resilience	\$45 million
Other Academic Projects <ul style="list-style-type: none"><li>• Advanced Campus Science Network</li><li>• Updating Faculty and Student Computing Facilities</li><li>• Expanding Access to Wireless Networking</li><li>• Research and Teaching Laboratory Moderation</li></ul>	\$11.5 million
<b><i>Sub-total (Academic Projects):</i></b>	<b><i>\$192.8 million</i></b>

## ➤ Infrastructure Projects: Non-Academic Projects

Non-Academic Projects	Project Cost
Mixed Use Off-Campus Housing at Craftsman's Mall	\$75 million
Mixed Use On-Campus Student Housing, Health Center, Dining Facility	\$145 million
Land Acquisitions	\$11.7 million
Technology and Communications <ul style="list-style-type: none"><li>• D299 Pipe to I-5 Corridor</li><li>• Broadband Deployment: Project Echo-Singapore Clean Data</li><li>• Fiber Deployment to Trinidad Marine Research Center</li></ul>	\$8.5 million
<b><i>Sub-total (Non-Academic Projects):</i></b>	<b><i>\$240.2 million</i></b>
<b>Total Infrastructure Projects:</b>	<b>\$433 million</b>

# ➤ Required Academic Programs by 2023



# ➤ Polytechnic Implementation Working Groups and Leads

- **Curriculum and Academic Programs-**  
*Eileen Cashman & Jenn Capps*
- **Budget, Finance and Reporting-** *Amber Blakeslee & Simone Aloisio*
- **Technology and Infrastructure-** *Bethany Rizzardi*
- **Facilities-**  
*Eric Riggs & Mike Fisher*
- **Communications-**  
*Sherie Gordon & Lisa Bond-Maupin*
- **Inclusive Student Success (GI2025)-**  
*Jason Meriwether & Carmen Bustos-Works*
- **Enrollment and Growth management-** *Pedro Martinez & Shawna Young*

➤ For more information  
visit:  
[humboldt.edu/polytechnic](http://humboldt.edu/polytechnic)

Contact:



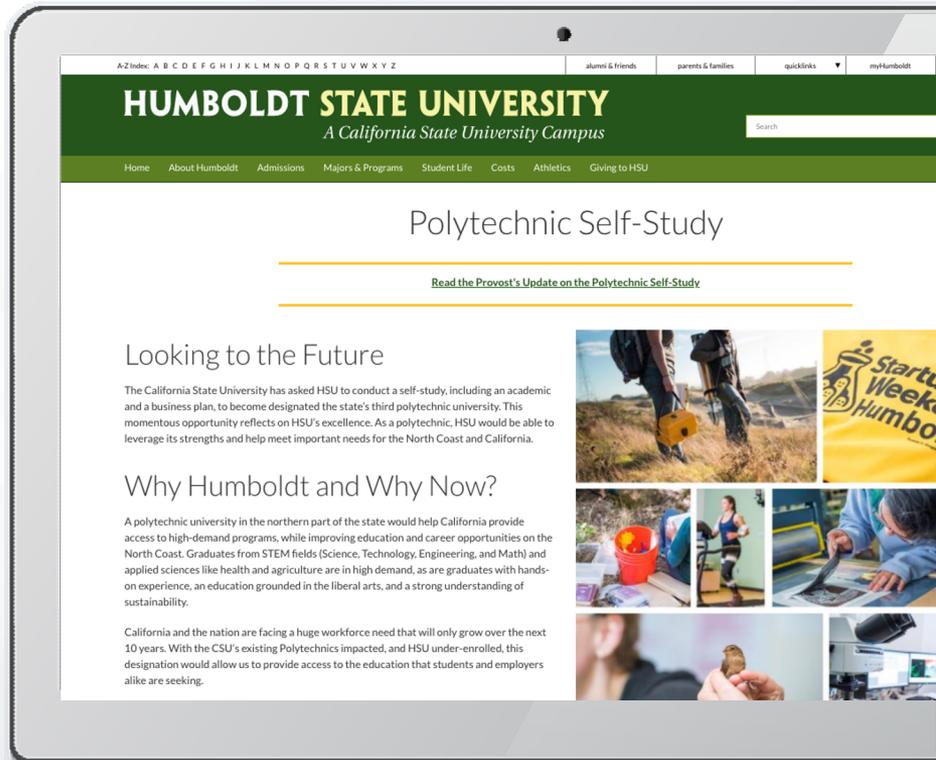
**Jenn Capps**

[jec159@humboldt.edu](mailto:jec159@humboldt.edu)



**Sherie C. Gordon**

[sherie@humboldt.edu](mailto:sherie@humboldt.edu)



A photograph of a large, white, multi-story university building with a prominent tower and arched windows, set against a clear blue sky at dusk. The building is illuminated from within, and the surrounding landscape is lit by warm streetlights. In the background, a city and a body of water are visible under the twilight sky.

# 2021-22 Budget Update

September 16, 2021

Amber Blakeslee | University Budget Director

# Overview of Budgeted Types of Funds

- **University Operating Fund (General Fund):** our main operating budget for state matriculated instruction (primary funding sources are state appropriation and tuition)
  - URPC makes a recommendation for the University Operating Fund
- **Self-Support Funds:** reflect activities supported by student fees and other sources that are designated for specific purposes (e.g. housing rent must be spent to support the housing program)
- **Auxiliary Organizations:** separate not-for-profit organizations, with boards

## *Notes:*

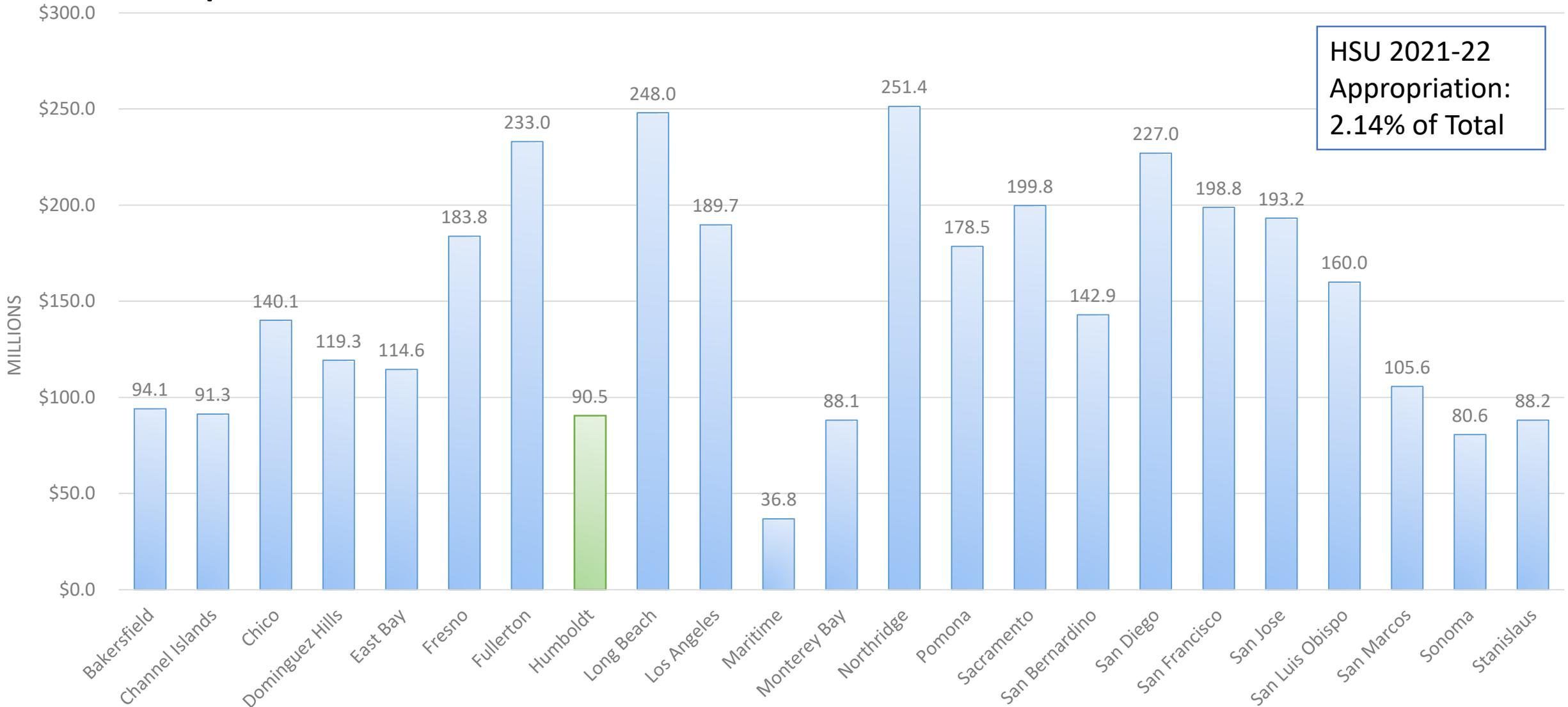
- *Revenues from Self-Support Funds and Auxiliary Organizations must remain with the unit and be used for the purpose intended based on applicable CA Education Code, CSU Executive Orders and policies, etc.*
- *On Financial Statements, the University Operating Fund and all Self-Support Funds are combined and reflected as the “University” and Auxiliary Organizations are reflected as “Discretely presented component units”*

# Base (Ongoing) vs. One-Time

- Base: recurring, ongoing, continues year after year
  - Revenue example: State appropriation
  - Expenditure example: Salary and benefit costs
- One-Time: only available once – once spent, it is gone
  - CARES/HEERF federal funding
  - Reserves

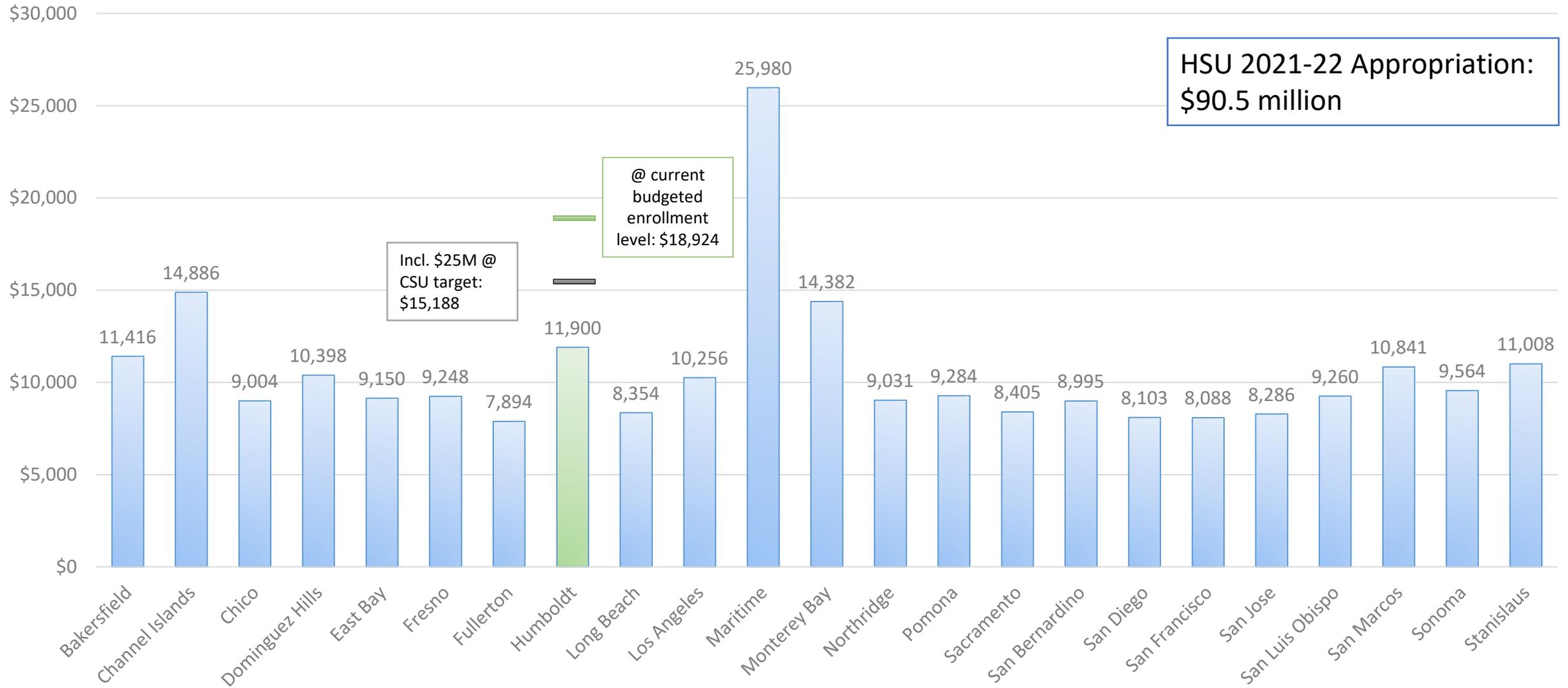
# 2021-22 CSU State Appropriation Funding by Campus

(Source: 2021-22 CSU Budget Memo)



# 2021-22 CSU State Appropriation Funding per CSU Target FTES

(Source: 2021-22 CSU Budget Memo)



# 2021-22 Operating Fund Revenue Budget

<b>Operating Fund Revenue Budget</b>	<b>2020-21 Base Budget</b>	<b>Estimated Incremental Adjustments</b>	<b>2021-22 Base Budget</b>
State Appropriation	85,580,000	4,895,000	90,475,000
State Tuition Fee	30,356,000	(716,000)	29,640,000
Non-Resident Tuition Fee	1,045,000	(194,000)	851,000
Materials, Services and Facilities Fee (MSF)	1,813,000	(21,000)	1,792,000
Other Fees & Revenue (MBA Fee, App Fee, Cost Recov, New Sources)	9,898,455	981,349	10,879,804
<b>Total Revenue Budget</b>	<b>128,692,455</b>	<b>4,945,349</b>	<b>133,637,804</b>

## **State Appropriation Overview +\$4.895M**

- Reduction Restoration: +\$5.491M
- Mandatory Costs Funding: +\$1.328M
- GI 2025 Funding: +\$2.242M
- Sweep for System Priorities: -\$2.476M
- PY Retirement/GSI Funding: -\$1.072M
- SUG Adjustment: -\$618K

# 2021-22 Operating Fund Base Budget Overview

<b>Total Revenue Budget</b>	<b>133,637,804</b>
<b>Expenditure Budget</b>	
Total Prior Year Expenditure Budget	137,674,227
Mandatory Costs	
Salary & Benefit Increases (GSIs, min wage, retirement, health, etc.)	(526,716)
Maintenance of New Facilities	206,000
AB 1460 Ethnic Studies Requirement	533,000
Other Adjustments (SUG, dedicated dept revenue, new sources)	342,349
Graduation Initiative 2025	2,242,000
Base Allocations – Restoration/Strategic Reinvestment	1,060,000
Base Reductions (\$20M multi-year reduction plan)	(9,143,074)
<b>Total Expenditure Budget</b>	<b>132,712,786</b>
<b>Net Base Budget Surplus / (Deficit)</b>	<b>925,018</b>

# Three Year Budget Comparison

Sources of Funding	2019–2020	2020–2021	2021–2022
State Appropriation	90,719,910	85,580,000	90,475,000
Higher Education Fees	40,990,803	34,360,803	33,429,303
Misc. Revenue & Cost Recovery	8,588,546	8,751,652	9,733,501
<b>Total Sources of Funding</b>	<b>140,299,259</b>	<b>128,692,455</b>	<b>133,637,804</b>

Expenditures	2019–2020	2020–2021	2021–2022
Salaries & Benefits	114,215,973	109,421,845	101,861,144
Financial Aid	13,348,930	12,697,947	12,089,187
Operating Expenses	15,659,356	15,554,435	18,762,455*
<b>Total Expenditures</b>	<b>143,224,259</b>	<b>137,674,227</b>	<b>132,712,786</b>

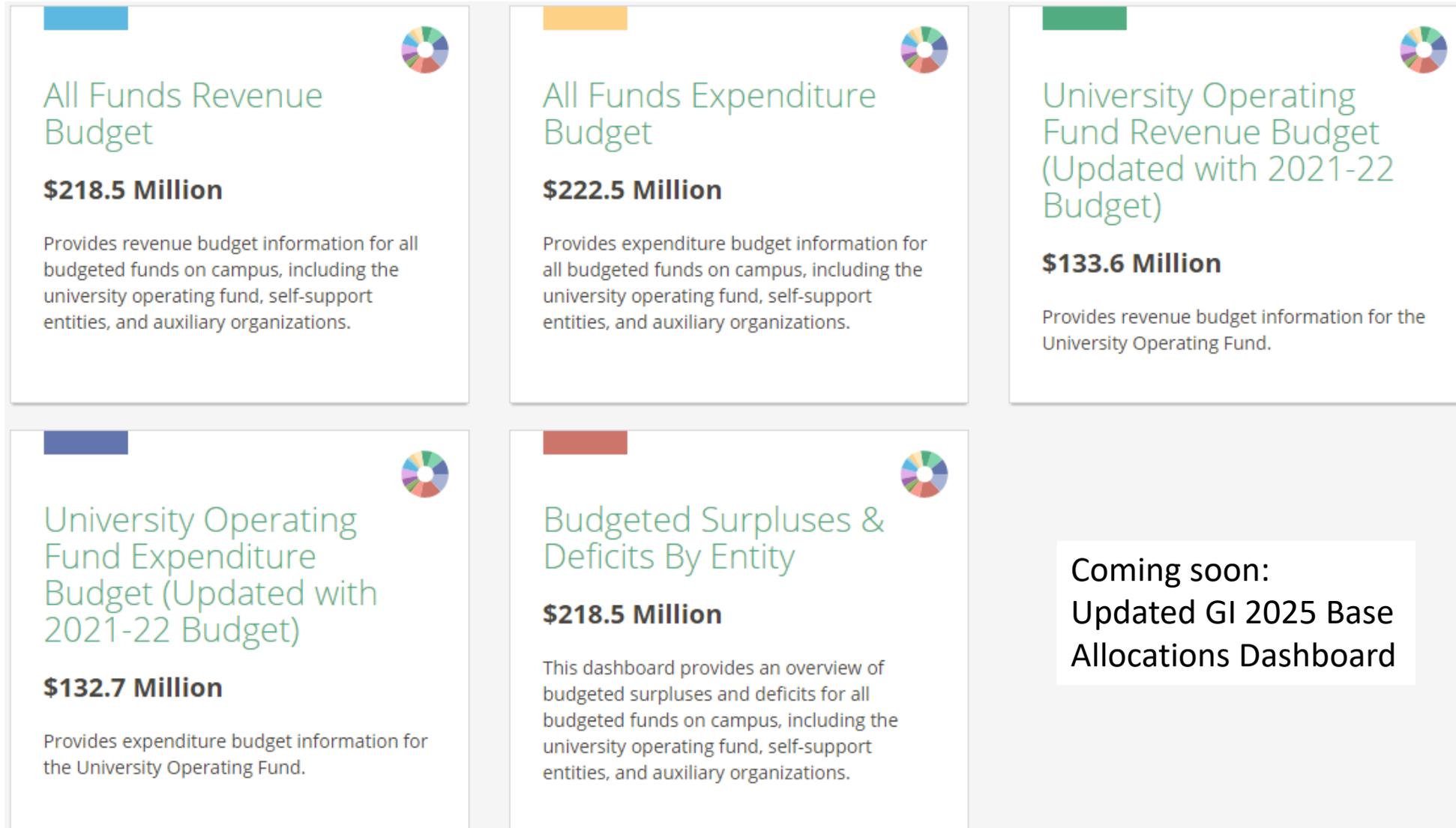
<b>Base Budget Surplus / (Deficit)</b>	<b>(2,925,000)</b>	<b>(8,981,772)</b>	<b>925,018</b>
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\*2021-2022 Expenditure Budget Operating Expenses higher due to timing, primarily related to CSU Budget Memo pending allocations for GI 2025 and Ethnic Studies

# Budget Considerations

- Enrollment - we are significantly under enrolled (~-35%)
  - Our budget includes \$18M+ in state appropriations to educate students that are not currently enrolled – goal to reach our CSU funded target of 7,603 resident FTES by 2025-26
- Some areas still have structural deficits and unmet needs
- Pandemic and economic volatility
- \$25M Poly funding – huge opportunity, dedicated for Poly
- Growth on the horizon with goal to double enrollment in 7 years
- With the Poly funding, we are less apt to receive funding for other needs from the CO – we are on our own
- Considerable one-time resources this year (HEERF, roll forward, etc.)

# 2021-22 Budget Dashboards ([OpenBook](#))



# Polytechnic Prospectus Financial Planning

# Polytech Transition - \$25 Million Summary

## *Initial Planning Estimate*

Ongoing Expenditure Budget	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27
<b>Academic Programs Buildout</b>	2,400,000	6,674,000	10,764,000	14,271,000	17,542,000	20,240,000
<b>Student Recruitment and Retention</b>	395,000	1,400,000	1,660,000	1,740,000	2,020,000	2,150,000
<b>Communications, Marketing, and Branding</b>	45,000	90,000	90,000	90,000	90,000	90,000
<b>Infrastructure</b>	153,000	305,000	305,000	305,000	2,520,000	2,520,000
<b>Total Ongoing Expenditures</b>	<b>2,993,000</b>	<b>8,469,000</b>	<b>12,819,000</b>	<b>16,406,000</b>	<b>22,172,000</b>	<b>25,000,000</b>

Source: [Polytechnic Prospectus](#)

# Polytech Transition - \$25 Million Summary *(continued)*

One-Time Expenditures	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27
<b>Academic Programs Buildout</b>						
New Program Faculty Start Up Costs	-	1,200,000	1,600,000	2,500,000	1,300,000	300,000
New Program Start Up Costs	-	675,000	1,125,000	450,000	750,000	1,250,000
Program Development and Curricular Design	900,000	400,000	300,000	500,000	400,000	300,000
Faculty and Staff Recruitment	300,000	660,000	700,000	370,000	337,000	239,000
<b>Student Recruitment and Outreach</b>	500,000	500,000	500,000	300,000	300,000	
<b>Communications, Marketing, and Branding</b>						
Rebranding/Marketing/Ad Campaign	1,300,000	1,000,000	1,000,000	800,000	500,000	200,000
Rebranding - Campus Signage	655,000	983,000				
<b>Infrastructure Projects</b>						
Campus Master Plan	1,000,000	1,000,000				
Academic Program Lab/Space Renovations	2,000,000	6,000,000	7,000,000	7,000,000	4,000,000	2,047,000
Equipment Modernization	3,000,000	3,000,000	1,000,000			
<b>Total One-Time Costs</b>	<b>9,655,000</b>	<b>15,418,000</b>	<b>13,225,000</b>	<b>11,920,000</b>	<b>7,587,000</b>	<b>4,336,000</b>
Annual Total Expenditures	12,648,000	23,887,000	26,044,000	28,326,000	29,759,000	29,336,000
Annual Surplus/(Shortfall)	12,352,000	1,113,000	(1,044,000)	(3,326,000)	(4,759,000)	(4,336,000)
<i>\$25M Cumulative Remaining Balance</i>	12,352,000	13,465,000	12,421,000	9,095,000	4,336,000	-

Source:

[Polytechnic Prospectus](#)

# Operating Fund Projection (\$25M + Growth) *Initial Planning Estimate*

Sources of Funding	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29
State Tuition Fees		1,566,000	6,824,000	12,089,000	17,186,000	21,105,000	24,320,000	26,704,000
Student Fees (MSF)			2,236,000	2,582,000	2,916,000	3,174,000	3,385,000	3,542,000
State Base Allocation	25,000,000	25,000,000	25,000,000	25,000,000	25,000,000	25,000,000	25,000,000	25,000,000
<b>Total Base Sources of Funding</b>	<b>25,000,000</b>	<b>26,566,000</b>	<b>34,060,000</b>	<b>39,671,000</b>	<b>45,102,000</b>	<b>49,279,000</b>	<b>52,705,000</b>	<b>55,246,000</b>
Ongoing Expenditure Budget	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29
New Academic Programs Buildout	2,400,000	6,674,000	10,764,000	14,271,000	17,542,000	20,240,000	22,856,000	25,735,000
Existing Programs Buildout	-	670,000	4,686,000	7,677,000	11,092,000	12,750,000	14,435,000	15,750,000
Student Recruitment and Retention	435,000	2,860,000	3,600,000	4,345,000	5,105,000	5,500,000	5,920,000	6,325,000
Communications, Marketing, and Branding	45,000	90,000	170,000	290,000	290,000	410,000	410,000	410,000
Infrastructure and Operations	153,000	305,000	505,000	805,000	3,120,000	3,420,000	3,720,000	3,920,000
Financial Aid / Scholarships			2,000,000	4,000,000	6,000,000	8,000,000	8,500,000	8,900,000
5% Buffer for Unplanned Needs		530,000	986,000	1,369,000	1,857,000	2,116,000	2,367,000	2,607,000
<b>Total Ongoing Expenditures</b>	<b>3,033,000</b>	<b>11,129,000</b>	<b>22,711,000</b>	<b>32,757,000</b>	<b>45,006,000</b>	<b>52,436,000</b>	<b>58,208,000</b>	<b>63,647,000</b>
<b>Ongoing Budget Surplus / (Deficit)</b>	<b>21,967,000</b>	<b>15,437,000</b>	<b>11,349,000</b>	<b>6,914,000</b>	<b>96,000</b>	<b>(3,157,000)</b>	<b>(5,503,000)</b>	<b>(8,401,000)</b>

Source:  
[Polytechnic Prospectus](#)

For more information:  
[budget.humboldt.edu](http://budget.humboldt.edu)

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