

HUMBOLDT STATE UNIVERSITY

Senate Chair's Report

Senate Meeting, May 5, 2020

As this may be our last regular Senate meeting of the year, and thus the last Senate meeting I chair, I would like to thank senators for your dedication and great work on behalf of the university community. I am grateful for the detailed sharing of information in written and oral reports, which I believe has enhanced communication across campus. Per the General Faculty constitution, on June 1, Mary Virnoche (Sociology) will take on the role of University Senate Chair. As most of you know, Mary is an experienced senator and has taken on multiple leadership roles on campus. I will return next year as a senator in the role of immediate past chair.

At its April 28 meeting, the Senate Executive Committee approved senator Noah Zerbe as the parliamentarian for the Senate year beginning May 21, 2020. Thank you, Noah, for agreeing to serve! Thank you also to Mary Watson for her steadfast administrative support of the University Senate, the General Faculty Association, the Emeritus and Retired Faculty Association, the University Faculty Personnel Committee, the Integrated Curriculum Committee, and, recently, the Emergency Operations Center (you didn't know she had so many jobs, did you?).

Although it is not always comfortable, I have encouraged the Senate to be a space where different constituencies gather to share information and points of view, while making important policy recommendations on behalf of the campus community (I encourage you to peruse the resolutions and actions [page](#) on the University Senate [website](#) for a catalogue of positions and policy recommendations considered by the Senate). We have faced some important challenges during these past two years, and our process has been collegial as we have raised key critical points and discussed our differences respectfully. I have attached to this report an opinion piece written by Marjorie Hass, president of Rhodes College, entitled "Colleges with healthy shared governance perform better in crises than those with top down decision-making". I think our University Senate demonstrates support for this observation.

One of the most important positions in our system of shared governance is that of the Provost and Vice President of Academic Affairs. The Provost Search Committee welcomes four candidates to campus (virtually) this week. To find out more about these candidates and the schedule for the open forums, visit the Provost Search [website](#), which also offers the opportunity to provide feedback via a form. The Senate Executive Committee will meet with each of the candidates and engage in Q&A with them, during which committee members will explore each candidate's view of shared governance.

Given the continuation of the COVID-19 emergency, understandably there is concern among members of the campus community about when we will know what the experience for faculty, staff and students will be like in Fall 2020. Students want to know if they should plan to return to campus in the Fall for face-to-face classes and faculty want to know if they will need to teach part or all of their classes online and when they can resume their on-campus research projects. As stressful as it can be sometimes, we miss interacting face-to-face and enjoying the liveliness of campus life. There are many factors to be considered, as outlined in Chancellor White's email to campuses sent to us on April 29:

- What will the course of the pandemic be?

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- What governmental and public health requirements will be in place in the summer and fall regarding gathering size (e.g., number of students in classrooms, studios, labs, residence halls or at athletic events), physical distancing or personal protective equipment?
- Will restrictions vary across the regions of our state, with different impacts on our campuses?
- Will instruction be fully virtual, face to face, or a blended or hybrid model?
- Will we gain or lose student enrollment – on a given campus or across the system?
- What will our costs and revenues be next year?

The campus community should be reassured that campus leaders are working hard to make the right decision for HSU as soon as possible. President Jackson regularly meets with the group of campus presidents and with the Chancellor. The CSU Council of Provosts in their meetings are focusing intensely on how to prepare for classes in different modalities, given that social distancing mandates will likely remain in place, and Interim Provost Bond-Maupin describes in her report how many variables are currently being considered. In meetings of the CSU Senate Chairs, I have become aware of the different issues facing CSU campuses regarding safe accommodation of students, staff, and faculty, as well as concerns about predicting enrollment and the workload of expanding quality online offerings. Members of HSU's Office of Academic Affairs leadership team are working on a plan for instructional continuity that is adaptable to changing circumstances over the summer, and details will be forthcoming in the coming weeks. The Senate Executive Committee has pledged to keep the Senate updated with information for the remainder of the semester, and if important decision-making occurs over the summer, SenEx Committee will meet to ensure continuity in shared governance.

In the past few weeks, I have been working with Interim Diversity Equity and Inclusion Executive Director, Dr. Edelmira Reynoso, on a protocol for identifying gender pronouns in zoom meetings. Based on our research, it seems the easiest way to do this is to edit your profile in your zoom account and add your pronouns in parentheses after your last name. If this change is made, the pronouns appear on the screen immediately after your name, for example, Jane Doe (they/them). One of the student representatives on the Diversity Equity and Inclusion Council, Roman Sotomayor, contributed the following statement to inform zoom users regarding the importance of identifying pronouns:

Zoom hosts, moderators, administrators, and participants are highly encouraged to add their pronouns to their Zoom name. When cisgender people make their pronouns readily available it puts less pressure on transgender and/or gender non-conforming people to "out" themselves by being the only person present with pronouns attached to their name. This means one should also be quietly checking the participant list during meetings to see if someone has pronouns attached to their name that aren't visible on their video direct video feed.

In the spirit of equity and education, the Title IX Office, the Sexual Assault Prevention Committee and the Campus Advocate Team are hosting an informational session and open forum on Title IX tonight 5:00-6:30pm. Check your myHumboldt messages for meeting link.

Thanks to all who responded to the doodle poll regarding the Tuesday, May 19, "as needed" meeting. You will receive an email from the Senate Office after today's meeting letting you know whether or not the meeting is needed (if you think it is important for the Senate to have this meeting, please let me

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know as soon as possible). Eighteen senators have committed and two have said they cannot be present. If necessary, with some combination of designated proxies and additional commitments, we should be able to gather a quorum of twenty-two senators.

Be well! Stay Safe!



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Colleges with healthy shared governance perform better in crises than those with top-down decision making (opinion)

Submitted by Marjorie Hass on April 29, 2020 - 3:00am

For years, we have heard that shared governance is a drag on institutional agility. Common wisdom has held that the multiple voices, committees and perspectives that participate in decision making slow down the pace of change in higher education -- leaving colleges unresponsive to disruptive forces and emerging market conditions. It's far better, we have been told, to centralize power in a CEO-type leader or in the hands of a business-oriented board.

The breathtakingly fast pivot that our institutions have recently made in response to the COVID-19 crisis turns these assumptions on their heads. Overnight, colleges have been able to reconstitute themselves remotely. And colleges with healthy shared governance -- those that regularly practice sharing information, consulting broadly and relying on constituent expertise in making decisions -- were well served and have done this more effectively than colleges that rely only on top-down decision making.

As a college president facing the historic decision to move to remote instruction for the remainder of the semester, relying on our mechanisms for shared governance meant that I received timely and informed advice from our various governance committees and that I could turn key aspects of our transition over to the people who brought on-the-ground expertise. For instance, our faculty governance committee galvanized faculty to develop temporary policies and practices for remote teaching. The Rhodes Student Government assisted with communication, gathering student concerns to share with us and boosting the signal of our official communications. Staff

leaders helped shape emergency personnel policies and provide the infrastructure needed to support students and faculty members during this period of rapid change. Our board leaped in with support, wise advice and attention to the impact on our financial health.

I am confident that using our shared governance structures helped, rather than hindered, our response. We have succeeded because of our commitment to shared governance, not in spite of it.

Shared governance was effective in this crisis because we enacted it on a well-established foundation of transparency, trust and inclusion. Without these ongoing commitments, shared governance fails in both ordinary and extraordinary times.

For presidents and boards planning for the fall semester in uncertain times and facing the next stage of crisis response, investing in effective shared governance will be time and energy well spent. Three key areas that should be on the minds of higher education leaders are:

Being transparent in communicating the financial realities of the college's business model. Without adequate information, your constituencies are unable to give you meaningful advice. Moreover, the decisions they make within their own purview are likely to be at odds with the college's needs.

At Rhodes, we regularly invite faculty and staff members into discussions about the college's financial health, our challenges and our institutional goals. Our senior leadership team strives to share data and information widely, listen to advice and provide nondefensive explanations for decisions. We have built relationships with student leaders and invite students to elect representatives to the Board of Trustees. Thus, when I had to call on committees for immediate action, they all already had a deep understanding of the fundamentals of our business model, our culture and our mission and were able to make helpful decisions and offer useful advice in a timely way.

Building a culture of trust so that decisions are in the hands of those with the most information and expertise. At Rhodes, we entrust faculty

members with the care of the curriculum and academic policy and rely upon them to make decisions with an eye toward the culture, business model and mission of the college. They can do this because they have access to the key financial information about the college. Students serve as trusted members of key committees and have regular interaction with senior administrators and the board. Agreement about the big picture meant that in this crisis, we could trust the various layers of governance to work alone as well as together on behalf of the college's goals.

Creating inclusive teams so that multiple perspectives can be considered. We've worked to build a diverse leadership team and ensure that dissonant and minority viewpoints are welcomed and heard. This meant that even in our initial response to the COVID-19 crisis, we were cognizant of the needs of our diverse constituencies. The perspectives of our hourly workers, of our international students, of those with disabilities or other special needs were part of our initial planning. We didn't need to circle back around and remake decisions because we had forgotten to notice or to ask.

The supposed failures of shared governance are often failures of one or more of these foundations. When presidents lock down information, refuse to trust the informed wisdom of others or search for simple answers to complex problems, they undermine the very things that make shared governance effective.

In contrast, when leaders have the courage to share the power that comes with the knowledge of their institution's market position, financial structures and strengths and weaknesses, shared governance is a force for positive change.

Marjorie Hass is president of Rhodes College.

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Links

[1] <https://www.insidehighered.com/editorial-tags/governance>

**Action: Travel Suspension
Extended to July 31**

DATE: April 29, 2020
TO: CSU Presidents
FROM: Steve Relyea
Executive Vice Chancellor and Chief Financial Officer
SUBJECT: COVID-19 Update: Travel Suspension Extended

This document updates travel guidance and related communications to CSU presidents dated March 4, March 9, March 13, and March 19, 2020, and **extends the suspension of all international and non-essential domestic travel to July 31, 2020** due to the COVID-19 pandemic. Presidents may extend the travel restriction beyond that date based on local circumstances.

Determinations about how best to protect our university community (within the U.S. and abroad) are informed by evolving guidance from the Centers for Disease Control and Prevention (CDC) and the U.S. State Department, as well as state and local public health agencies. To date, the U.S. State Department continues to maintain a Level 4 Travel Advisory applicable to worldwide travel. A *Level 4: Do Not Travel* advisory is the highest warning level due to a greater likelihood of life-threatening risks. During an emergency of this magnitude, the U.S. government may have very limited ability to assist individuals traveling outside of the U.S; accordingly, the State Department has advised U.S. citizens to avoid travel and to return to the United States as soon as it is safe to do so.

CSU campuses and their auxiliary organizations will therefore continue the suspension of all international and non-essential domestic travel through July 31, 2020. We regularly monitor data from local, state, national and international agencies and organizations, and may modify the temporal or geographical restrictions in this directive if warranted by future developments. Based on the above considerations, we will review this travel restriction by mid-June.

Campus presidents may provide an exception in *extenuating and compelling circumstances*; however, this authority shall not be delegated. When considering requests for an exception, presidents shall consider the following factors, along with other relevant factors as determined by the president:

CSU Campuses	Fresno	Monterey Bay	San Francisco
Bakersfield	Fullerton	Northridge	San José
Channel Islands	Humboldt	Pomona	San Luis Obispo
Chico	Long Beach	Sacramento	San Marcos
Dominguez Hills	Los Angeles	San Bernardino	Sonoma
East Bay	Maritime Academy	San Diego	Stanislaus

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- Necessity of the proposed travel, including consequences of postponing travel
- Needs and preferences of the individual
- Availability of safe and secure shelter at the destination
- Availability of appropriate medical care at the destination
- Availability of transportation, services, and other necessities at the destination
- Assessment of risks associated with traveling versus risks of remaining in place

Upon consideration of the factors above and others as determined by the campus president, the campus president is authorized to approve and/or arrange international and domestic travel. This authority shall not be delegated, and any prior delegations of authority of travel are rescinded. Individuals granted exceptions to travel must observe local health guidelines upon their return. Presidents who grant an exception to the travel suspension must create a written memorialization of how the circumstances were extenuating and compelling, using the factors above.

Circumstances and conditions in any country may, of course, change at any time and we will provide updated information as available.

cc: Timothy P. White, Chancellor
Loren Blanchard, Executive Vice Chancellor, Academic & Student Affairs
Andy Jones, Executive Vice Chancellor and General Counsel
Garrett Ashley, Vice Chancellor, University Relations and Advancement
Evelyn Nazario, Vice Chancellor, Human Resources
Larry Mandel, Vice Chancellor and Chief Audit Officer
Provosts/Vice Presidents of Academic Affairs
Vice Presidents of Student Affairs and/or Enrollment Management
Vice Presidents of Administration and Finance
Vice Presidents of Advancement
Chief Information Officers
Environmental Health and Safety Directors
Human Resource Directors
Emergency Managers
Risk Managers
Senior International Officers
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