

HUMBOLDT STATE UNIVERSITY

Senate Chair's Report

Senate Meeting, September 3, 2019

Welcome back to everyone, and especially welcome to the new members of the University Senate. This academic year as a campus we will be facing some serious challenges (e.g., enrollment decline) as well as embracing new opportunities to grow. I appreciate the energy and enthusiasm that President Jackson, Interim VP of Enrollment Management, Jason Meriwether, and other new faces in the administrative team have brought to campus since the president's arrival in late June.

Since the last University Senate meeting, I have met one-on-one with President Jackson three times and we co-hosted two "Coffee and Conversations". I heard the Coffee and Conversation that was held in late July, which I could not attend, attracted 100 people! These events are meant for us as a campus community to come together to share information and ideas and get to know each other in a deeper way. At the events in which I participated, I especially appreciated the conversations that are happening between staff and faculty. A few students attended the summer conversations and their voices made an impact. The president and I are working on plans for more of "coffee and conversation" events, perhaps organized around themes. Please let me know your thoughts about format and locations.

The Senate completed some great work in the last academic year (to see a list of resolutions passed last academic year see <https://senate.humboldt.edu/20182019-resolutions>). The revisions to retention, tenure and promotion criteria to acknowledge faculty work in areas of diversity, equity and inclusion, passed by the Senate as Resolution 09-18/19-FAC, was approved by the General Faculty and will be in place for all new hires beginning this academic year. I welcome the new AVP for Faculty Affairs, Simone Alosio, and I will be reaching out to him and the Faculty Affairs Committee (on which he sits as an ex-officio member) to follow-up regarding revisions to the Personnel Data Sheet (PDS) form reflecting the revised RTP criteria, as well as to discuss some of the issues that lecturer faculty brought to the Senate towards the end of last year.

Last year after passing the revision of the Institutional Learning Outcomes, the Senate passed Resolution 11-18/19-ICC, "Resolution on Initial Implementation of Humboldt State University Institutional Learning Outcomes," which will guide the learning outcomes assessment work being done this academic year. ICC Chair, Professor Julie Alderson, and Associate Director of Academic Assessment, Mark Wicklund, will continue to be very much involved in this process.

We were fortunate to have so many meaningful presentations and discussions around issues of diversity, equity and inclusion last academic year, and the Senate will continue to work with the Diversity Equity and Inclusion Council (DEIC) to bring diverse perspectives and topics of equity and inclusion to Senate. One guiding question for this year is: How can Senate incorporate principles of equity and inclusion in all of its work? Following up on that: Should the Senate this year craft a guiding statement that reflects the Senate's commitment to being a body that embraces principles of equity and inclusion? If so, how would the Senate go about such work?

On May 17, 2019, the Senate office hosted the first Senate orientation luncheon for new and new-ish senators. The goal of this orientation was to provide an introduction to Senate structure and processes and also to welcome newer senators to participate. The feedback from the event was positive and two senators were inspired to volunteer to serve on Senate standing committees. I encourage any senator who is not already involved in a Senate committee to find a committee on which to serve (you can find a list of Senate committees on the University Senate Website). If you are not quite sure on what areas of

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work each of the committees focuses, Mary Watson and I can help to match your interests with a committee. We expect to offer an orientation luncheon in May 2020.

Building on the initial work done by senator Kerri Malloy, the Senate this year will continue to facilitate development of a statement that acknowledges the Wiyot people and their land, on which HSU is situated (a land acknowledgment). This work must be done with the utmost cultural sensitivity and can only be completed with the involvement and support of the Wiyot Tribe (for an introduction to the Tribe visit this [link](#) to their Website). I will be working with the Council of American Indian Faculty and Staff (CAIFS), President Jackson's office, and Office of Diversity, Equity and Inclusion to help facilitate this effort. If you have perspectives to share or would like to be involved in this work please let me know.

Under the guidance of Constitution and Bylaws chair, senator George Wrenn, we are embarking on a major revision of the Faculty Handbook. This revision aims mainly to standardize text across different policies and documents so that the Faculty Handbook is accurate and is systematically updated so that it is a reliable source of information. Discrepancies between the Handbook and policies and committee structures have become a major hurdle in policymaking (for example, in committee and administrative jurisdiction) and in elections and appointments of faculty and staff to committees. There is one faculty seat vacant on the Constitution and Bylaws Committee and the Senate really needs a detail-oriented person who understand that words are important to step up and serve.

In conclusion, I offer that I see the Senate as not only an important decision-making body in the campus shared governance structure, but as a space for sharing information across campus constituencies and for discussion of how Senate can be helpful partner and facilitator of initiatives. As we seek to find ways to successfully face our challenges and improve as an institution, I think it's important that we work together as a team, even while we have frank dialogue and moments of disagreement. Let's invest ourselves in a great year working together!