

HUMBOLDT STATE UNIVERSITY

University Senate Written Reports, October 30, 2018

Standing Committees, Statewide Senators and Ex-officio Members

Academic Policies Committee:

Submitted by Kerri Malloy, APC Chair

APC meets at 2:00 PM in BSS 508 on the following dates: ~~8/29~~; ~~9/12~~; ~~9/29~~; ~~10/10~~; 10/24; 11/7; 12/4

Committee Membership:

Michael Goodman, Kayla Begay, Ramesh Adhikari, Heather Madar, Michael Le, Rock Braithwaite, Cheryl Johnson, Clint Rebik, Kerri Malloy

August 29

- Review and discussion of policies that will be worked during the semester
 - Classroom Disruptive Behavior Policy
 - Advising Policy
- Committee has forwarded the Academic Honesty and Integrity Policy to the University Senate.

September 12

- Update on the Academic Honesty and Integrity Policy prior to the second reading before the University Senate
- Started review of the draft Advising Policy.
 - APC will work those portions the policy that do not address workload. Those areas have been referred to the Faculty Affairs Committee.
 - Discussion on HSU Catalog language regarding advising and its connection to the draft policy.
 - Review and discussion on advising goals to ensure that they are assessable.
 - Discussion on academic probation advising and notification of students and advisors.
 - Committee will continue work via a shared document.

September 26

- Continued work on the Advising Policy with a timeline to present to SenEx by the end of October.
- Revised advising outcomes in the draft policy provided to the Committee.
 - Students with the assistance of their adviser will develop an educational plan based on a major program, considering the students' abilities, interests, goals, and values.
 - Students will be supported students in achieving their academic, professional, and post-baccalaureate goals using academic, extracurricular and relevant personal information.
 - Students will be able independently navigate campus and local resources.
- Revised Academic Integrity and Honesty Policy will be forwarded to SenEx for its next meeting.

October 10

- Continued work on the draft advising policy.
- Discussion on how relationships between students and faculty advisers develop.
- Assignment of advisers to incoming freshmen and transfer students.
- Responsibilities of advisers and students in the advising process.

October 24

- Meeting cancelled due a lack of a quorum.
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Faculty Affairs Committee:

Submitted by Monty Mola, FAC Chair

Attendees: Renee Bird, Julia Gomez, Laura Hahn, Abeer Hasan, Cheryl Johnson, Monty Mola, Kirby Moss, Marissa O'neill, Mark Wilson and George Wrenn

Current Work

- 1. Resolution on Early Grade Release**
2nd reading today
- 2. Voting Rights**
CBC Resolution, 2nd reading today.
- 3. Advising Policy**
No update.
- 4. Appendix J**
FAC has identified sections of Appendix J where language on equity and inclusion can be incorporated. Draft modifications are under development.
- 5. Course Evaluation by Students Response Rates**
Report on today's agenda

Future Work

- 1. Appendix J: Early Tenure, Faculty Workload (Collateral Duties), Clean up**
 - 2. Faculty workload survey**
 - 3. Create policy to support international faculty in obtaining permanent resident status.**
 - 4. Explore policy on lecturer voting rights within academic departments.**
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Associated Students:

Submitted by Jazmin Sandoval, AS President

Jazmin Sandoval-AS President University Senate Report-10/30 Meeting

AS Election process for choosing the student on the Advisory Committee for the presidential search:
<https://associatedstudents.humboldt.edu/content/hsu-presidential-search-advisory-committee>
<https://docs.google.com/forms/d/e/1FAIpQLSeYWWwSVTAAQvaEISjZhwLS3COySJBIRapUZyVl2LiArJetjw/viewform>

As Associated Student president I have decided to allow any student to apply to be on the presidential search committee. I have provided the links above where students can apply. They just go on the HSU Associated Students webpage and click on the Presidential Search Committee tab and apply there. We listed the requirements and the meetings they must attend as mandatory. I will be reviewing applications throughout the month of November and decide by November 30th.

Associated Students is planning on having a Money Series Forum for Graduation Initiative 2025, Category II Student Fees, and Campus Job Classifications & Compensations.

The GI 2025 one just passed on Thursday October 25th and was held at the Goodwin Forum from 3-5PM. Thank you to faculty, staff and admin that showed up and there were a couple students that had quality input in where the GI2025 funds should go. It is clear that INRSEP, ITEPP, SWB, ERC, AACAE, and Latinx Center need funding for advisors, computers, and more resources in general to help students graduate. Also hiring more students on campus to be peer mentors and work at the centers. The Category II Student Fees is Tuesday November 6th from 1-3PM at the KBR. This forum will be an introduction to the new Category II student fee levels with a discussion on how well fee levels align with student needs.

The last one of the semester is Campus Job Classifications & Compensation on Thursday, November 29th from 3-5PM at the KBR.

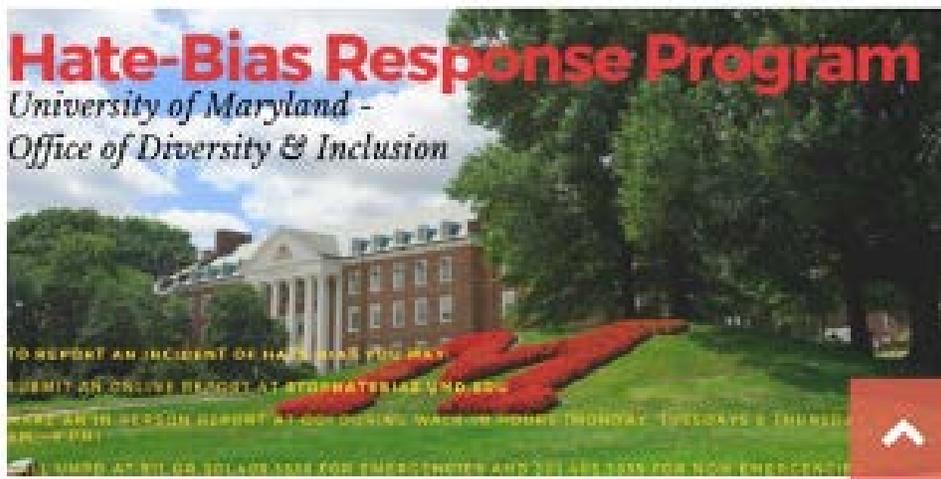
This one will be a presentation regarding the job designations and compensations across campus to empower students with the correct vocabulary for more productive and meaningful campus dialogue. Last week I also got an email from the California Student Aid Commission that they will be contacting students statewide to learn how much they spend for living expenses in addition to tuition. They will also learn about the sources of funds they use to pay these costs. This Student Expenses and Resources Survey (SEARS) will be implemented this fall with students on 55 campuses, including HSU. 1500 HSU students will receive an email from CSAC inviting them to complete a survey regarding college expenses and their funding sources. They asked me to please encourage students at HSU to complete this survey if they are selected to participate in this study. It is critical for policymakers to have a clear understanding of our students' experiences and needs and would invite the whole University to promote this to all HSU students so there will be a high response rate.

Lastly, Students for Quality Education (SQE) hosted a Week of Action for David Josiah Lawson two weeks ago across all 23 campuses. Oliver who is AS's External Affairs has been meeting students across the campuses in regards to Justice for Josiah and we will be working on creating a resolution in support of

Josiah and will want to implement it on all 23 campuses. We also are in concern of students safety, and creating a Hate Bias Response Program here at HSU. University of Maryland has implemented it on there campus and I have provided pdf's of their reporting protocol and picture of the website.

Hate-Bias Response Program

In alignment with the overarching missions and goals of the Office of Diversity and Inclusion, the Hate-Bias Response Program (HBRP) is charged with responding, educating and reporting to the campus about hate-bias incidents. The program manager for hate-bias response oversees hate-bias reporting and response, the coordination of campus support services to individuals affected by hate-bias incidents, and prevention programming and efforts.



University Policies Committee:

Submitted by Jen Maguire, UPC Chair

October 25, 2018

UPC Attendees: Jennifer Maguire, Christine Mata, Troy Lescher, John Meyer, Douglas Dawes, Robert Keever, Michelle Anderson, Joy Finney Guests: Mat Watson, Kay Libolt

- 1) Policy website: Kay Libolt and Mary Watson provided an update on the university policies website. Together with Mary and Kay, the UPC designed a plan for continued university policy review and made some suggestions for updating the current website.
- 2) UPC will draft a resolution for the Alcohol Policy and bring to SenEx.
- 3) UC Chargeback System: Ruth Sturtevant and Dave Nakamura provided a more in-depth report, which will be reviewed and discussed at the next UPC meeting.

Administrative Affairs:

Submitted by Doug Dawes, Vice President of Administrative Affairs

Integrated Assessment, Planning, and Budgeting (IAPB) Update:

As a reminder, the Integrated Assessment, Planning, and Budgeting (IAPB) group is engaged in mapping out the process, timeline and requirements for a successful implementation of a campus-wide, multi-year, strategic budgeting process. The work of the IAPB is in direct support of Strategic Plan Goal 4: "Serve as effective stewards of the natural and built environment and the university's resources with a focus on sustainability."

Two pilot groups for validating ideas and processes have been engaged for Academic Year 2018-2019: the Student Success Alliance (SSA) and Information Technology Services (ITS). IAPB will provide support to the SSA for the development of a request, review, assessment, and evaluation process for use with 2019-2020 GI 2025 funding and beyond. This will allow for testing of different aspects of a resourcing process and give necessary support to the SSA. With ITS, the IAPB group is engaged in helping design outcomes planning, assessment design, as well as testing different resource planning options for use. The work of both pilot groups will be completed with feedback and collaboration from URPC and campus leadership.

More resources and information is available at the [IAPB site](#).

Human Resources

- Candidates for the Associate Vice President for Human Resources will be on campus in early November with Open Forums in the University Banquet Room on the following dates:
 - Terri Hampton - November 1 at 10:00am
 - Scott Kasper - November 2 at 11:00am
 - Ron Meek - November 14 at 10:00am
 - David Montoya - November 15 at 10:00am
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Provost's Office:

Submitted by Alex Enyedi, Provost and Vice President for Academic Affairs

1. Creating Change for Equity – Graduation Initiative 2025 Symposium and HCOE Equity Summit

a) From October 17-18, 2018, I attended the Graduation Initiative 2025 Symposium at San Diego State University. The overarching theme of the symposium was CSU's effort and commitment to closing equity and opportunity gaps so that all students (including Pell-eligible, first generation and students of color) will have identical outcomes for baccalaureate degree attainment in the CSU.

Details of the Symposium and the GI2025 can be found at:

<https://www2.calstate.edu/csu-system/why-the-csu-matters/graduation-initiative-2025/symposium/2018-symposium>

GI2025 Symposium session video recordings can be found at:

<https://www2.calstate.edu/csu-system/why-the-csu-matters/graduation-initiative-2025/Pages/livestream.aspx>

At the October 25, 2018 Council of Chairs meeting I "screened" the GI2025 GradTalk presented by Ryan J. Smith (the video recording can be found at the above link).

Ryan J. Smith is currently the executive director of The Education Trust – West, a research and advocacy organization focused on educational justice and the high academic achievement of all California students, particularly those of color and living in poverty.

Following the video presentation, we engaged in a discussion about the points raised by Ryan J. Smith, including the need for resources and training to ensure HSU is closing equity and opportunity gaps for our students.

b) Last week, I attended the HCOE Equity Summit on October 22-23, 2018 at the Sequoia Center in Eureka. The Equity Summit was designed to elevate **community awareness and engagement addressing the following:**

- Social Justice and Racial Equity In Education
- Implicit Bias
- Homelessness
- Special Education Inclusion

- LGBTQ Communities
- Supporting Immigrant Families
- Microaggressions

Details of the HCOE Equity Summit can be found at:

<https://hcoe.org/equity-summit/>

2. HSU 2018 Report Card - Graduation Initiative 2025 Progress

HSU's GI2025 report card was released during the Graduation Initiative 2025 Symposium and a copy is included with my Senate report.

Overall, HSU has made positive progress in the following categories:

- The four-year graduation rate for first-time freshmen has increased from 14.5 percent in 2015 to 21.9 percent in 2018
- The six-year graduation rate for first-time freshmen has increased from 45.6 percent in 2015 to 51.8 percent in 2018
- The two-year graduation rate for transfer students has increased from 26.3 percent in 2015 to 37.8 percent in 2018
- The four-year graduation rate for transfer students has increased from 68.5 percent in 2015 to 75.4 percent in 2018
- The graduation rate gap between Pell-eligible students and their peers narrowed from 13.4 percent in 2017 to 10.3 percent in 2018

However, the six-year graduation rate gap between students of color and their peers increased from 10.6 percent in 2017 to 13.7 percent in 2018. Closing this gap is our number one priority if we are to achieve the goals of the GI2025.

Graduation Initiative 2025 Preliminary Progress Update

Are you on track to meet your goals?



calstate.edu/dashboard

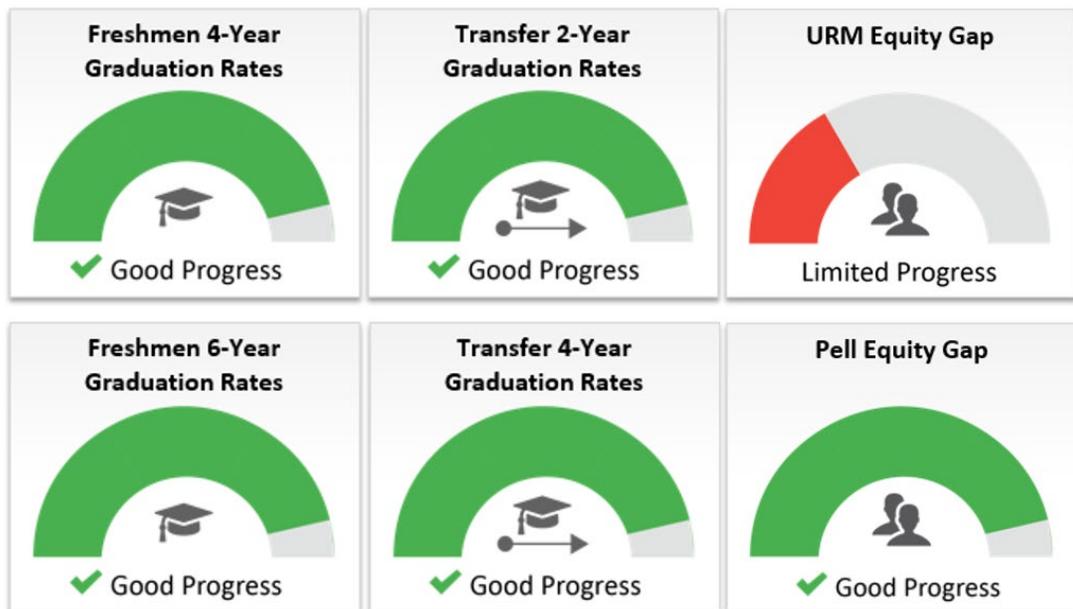
In September 2016, the CSU launched Graduation Initiative 2025, establishing ambitious goals to facilitate our students’ path to a high-quality college degree and committing us to eliminate equity gaps between historically underserved students and their peers. When we achieve these goals, the CSU will stand alone as a national leader in student success for the most diverse student body in the nation.

Fulfilling the Graduation Initiative requires us to consistently measure progress and take stock of our efforts to identify barriers that delay or prevent our students’ timely completion of a high-quality degree. To support this process, the CSU Student Success Dashboard (calstate.edu/dashboard) has leveraged degree completion data through summer 2018 to measure system and campus progress toward our 2025 goals. The 2018 graduation rates cited herein may increase very slightly in the coming weeks as campuses submit additional final degree counts.

This report offers a preliminary glimpse of how Humboldt State is progressing toward its 2025 goals. Normal variation can influence annual graduation rates and may lead to overly positive or negative outcomes in any one year. This analysis is not a substitute for your own campus’ deeper internal assessments of Graduation Initiative 2025 progress.

HSU Progress Summary

Two years into this initiative, Humboldt State continues to make good progress toward most of its goals and limited progress toward one other. Next year (2019) the freshman cohort that serves as the basis for measuring three of our six goals, will arrive. For this reason, 2018 is a critical year for analyzing results, consulting with faculty and staff, and implementing meaningful actions to improve student success.



*Gauge values were determined as follows: For each goal, an interim target was set by extrapolating a straight line from the 2010 (6-year freshmen, URM and Pell Gaps), 2012 (4-year freshmen and transfers), or 2014 (2-year transfers) cohorts to their respective 2025 goals. The current rates (for the 2012, 2014 or 2016 cohorts) were then compared to the interim targets, and the gauges were set as:

- Green if the graduation rate or gap was less than 1 percentage point below the interim target
- Yellow if the graduation rate or gap was between 1 and 3 percentage points below the interim target
- Red if the graduation rate or gap was more than 3 percentage points below the interim target

Freshman 4-Year Graduation Goal

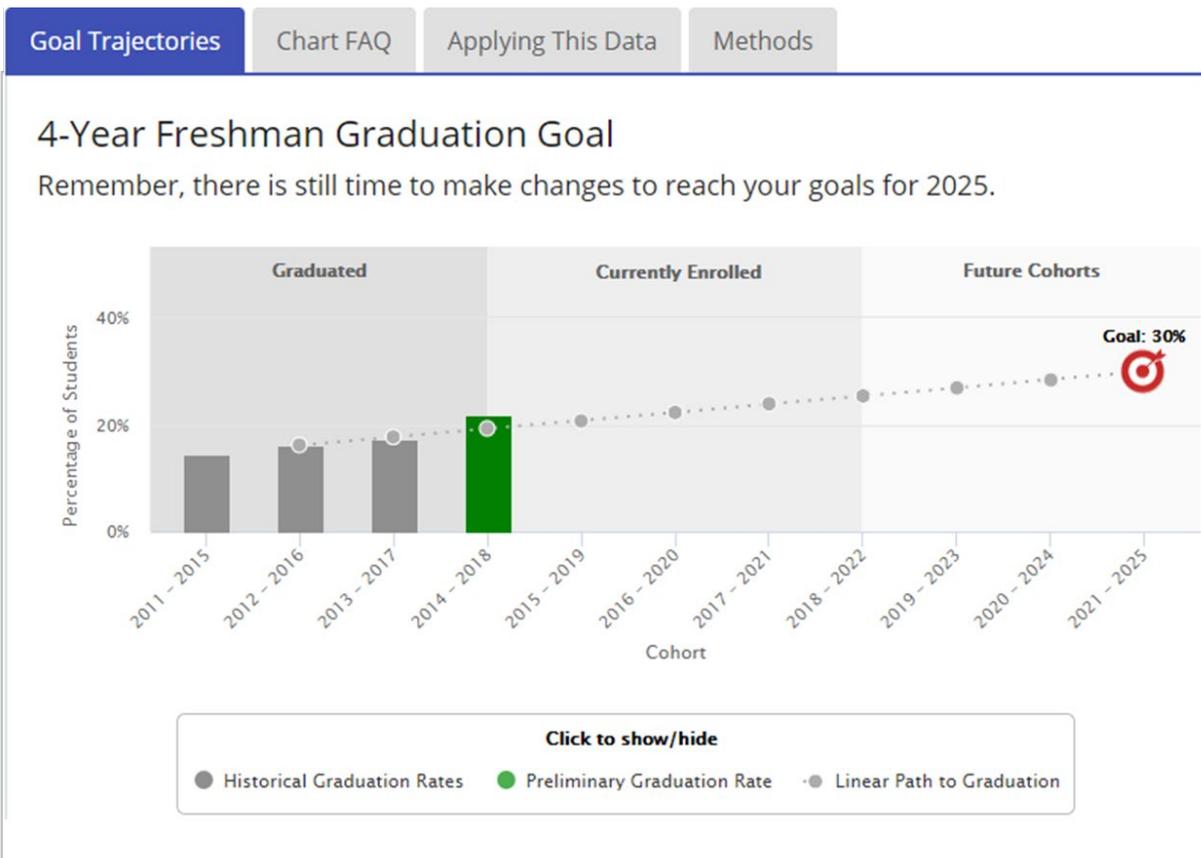


HSU is making good progress toward its 2025 goal that 30% of all freshmen graduate within 4 years.

Four-year graduation rates for the freshman cohorts beginning in 2012 and 2013 were among the highest in HSU's history. The preliminary 4-year graduation rate for the 2014 cohort (21.9%) is much higher than the 2013 cohort, and also higher than the interim benchmark (19.3%) created by drawing a straight-line projection from the 2012 graduation rate to the 2025 goal (see dashboard chart below).

Cohort	Grad Rate
2012-2016	16.2%
2013-2017	17.4%
2014-2018	21.9%
2025 Goal	30%

The fact that HSU's current 4-year freshman graduation rate is higher than its interim target demonstrates that the university is making good progress toward its goal.



Freshman 6-Year Graduation Goal

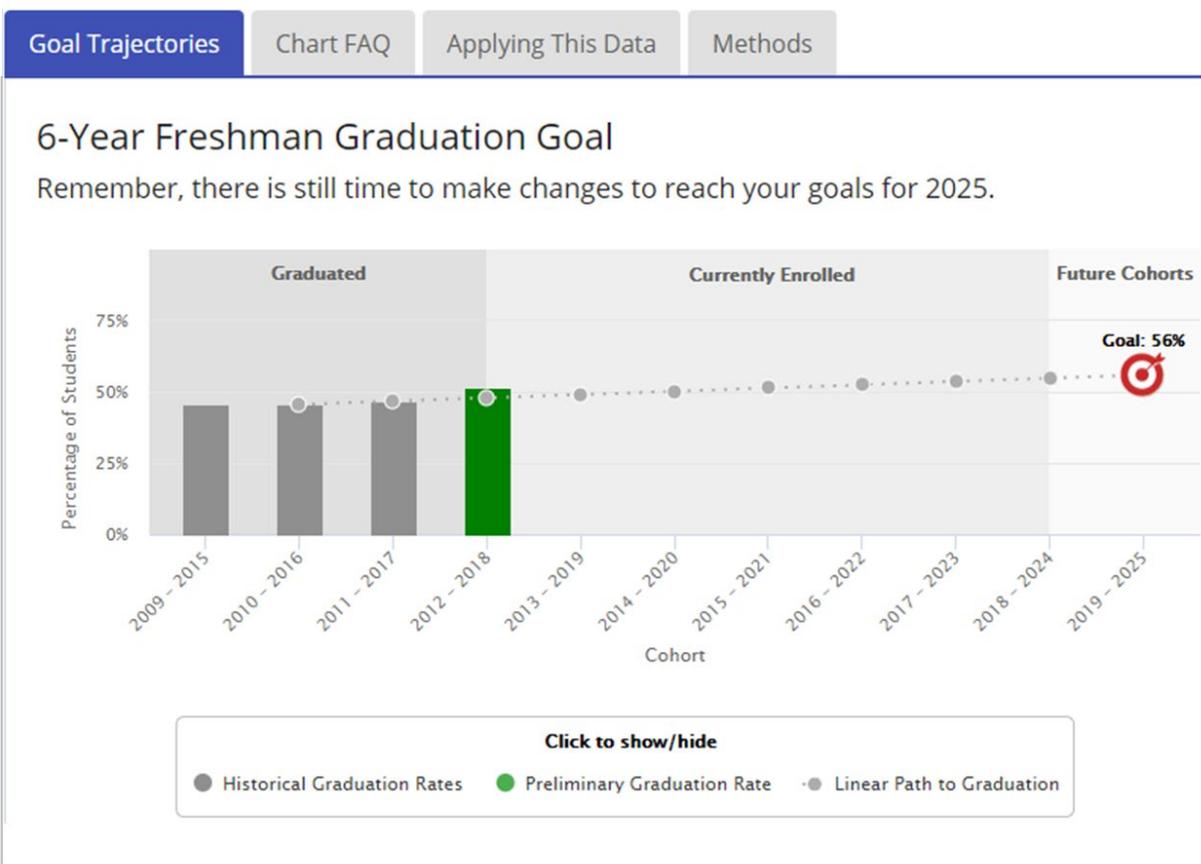


HSU is making good progress toward its 2025 goal that 56% of all freshmen graduate within 6 years.

The six-year graduation rate for the freshman cohort beginning in 2010 was 45.6%. The preliminary 6-year graduation rate for the 2012 cohort (51.8%) is notably higher and is also higher than the interim target (47.9%) set by drawing a straight-line projection from the 2010 graduation rate to the 2025 goal (see dashboard chart, below).

Cohort	Grad Rate
2010-2016	45.6%
2011-2017	46.6%
2012-2018	51.8%
2025 Goal	56%

The fact that HSU’s 6-year freshman graduation rate is higher than its interim target demonstrates that the university is making good progress toward its 2025 goal.



Transfer 2-Year Graduation Goal

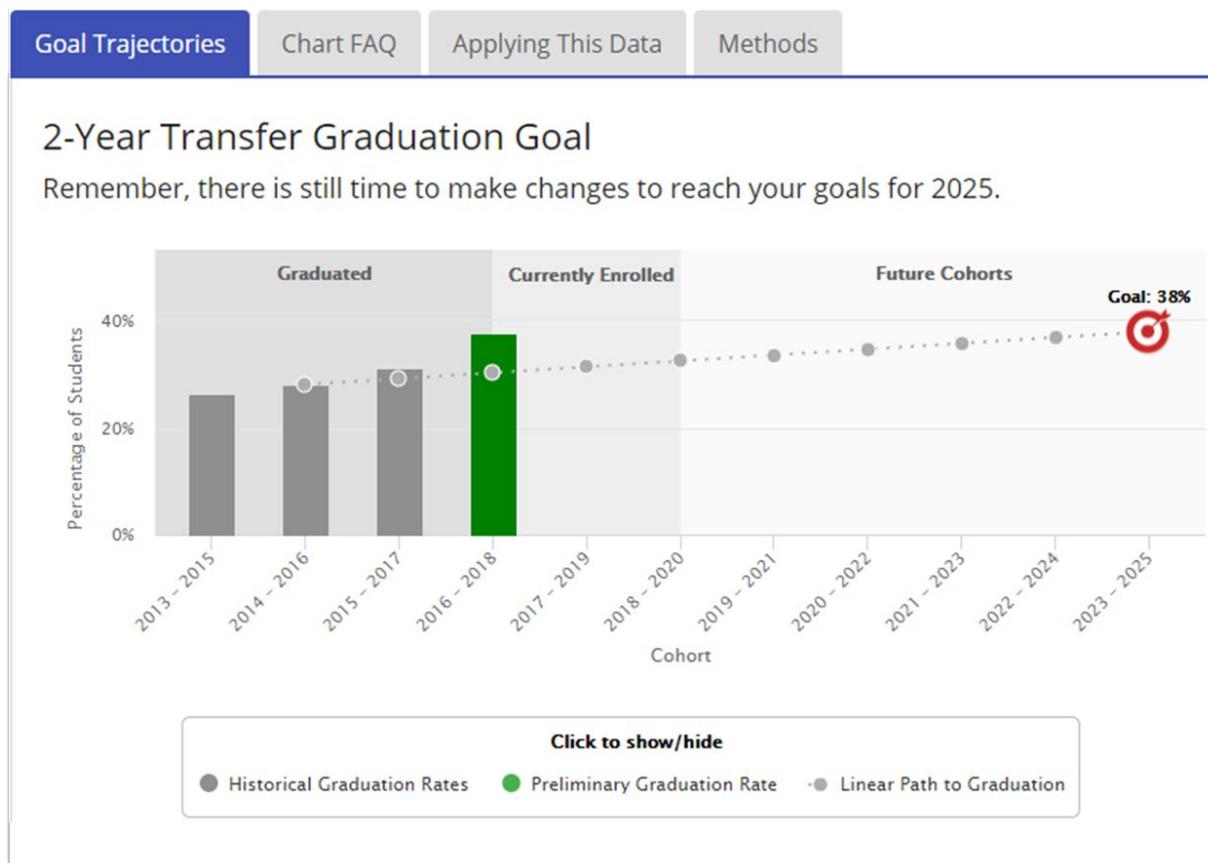


HSU is making good progress toward its 2025 goal that 38% of all transfers graduate within 2 years

The 2-year graduation rate for the transfer cohort beginning in 2014 was among the highest in HSU's history. The preliminary 2-year transfer graduation rate for the 2016 cohort (37.8%) is higher still, and is much higher than the interim target (30.3%) set by drawing a straight-line projection from the 2014 graduation rate to the 2025 goal (see dashboard chart, below).

Cohort	Grad Rate
2014-2016	28.1%
2015-2017	31.2%
2016-2018	37.8%
2025 Goal	38%

The fact that HSU's current 2-year transfer graduation rate is much higher than its interim target (and almost meets its 2025 goal) demonstrates that the university is making very good progress toward its 2025 goal.



Transfer 4-Year Graduation Goal

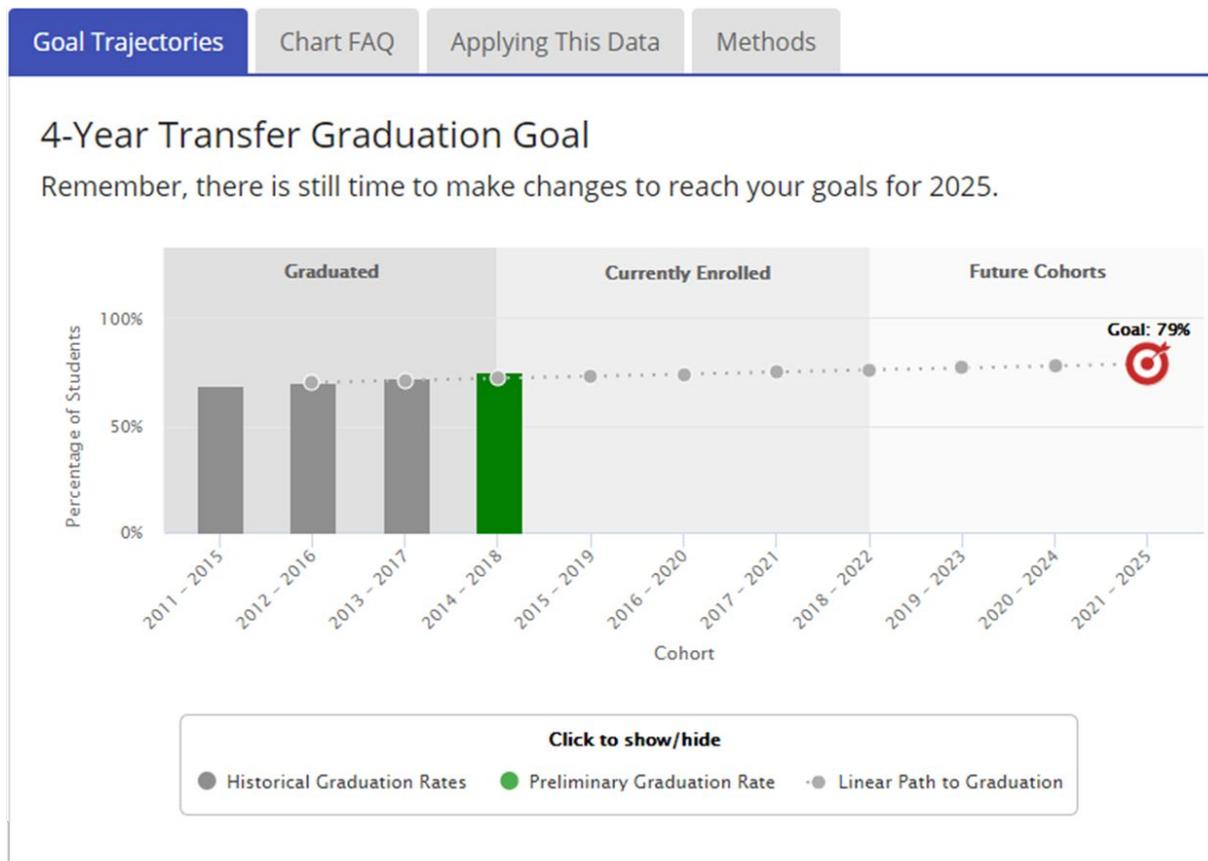


HSU is making good progress toward its 2025 goal that 79% of all transfers graduate within 4 years.

The 4-year graduation rate for the transfer cohort beginning in 2012 was among the highest in HSU's history. The preliminary 4-year transfer graduation rate for the 2014 cohort (75.4%) is greater than the interim target (72.2%) set by drawing a straight-line projection from the 2012 graduation rate to the 2025 goal (see dashboard chart, below).

Cohort	Grad Rate
2012-2016	70.2%
2013-2017	72.2%
2014-2018	75.4%
2025 Goal	79%

The fact that HSU's 4-year transfer graduation rate is higher than its interim target demonstrates that the university is making good progress toward its 2025 goal.



Underrepresented Minority (URM) Equity Gap Goal



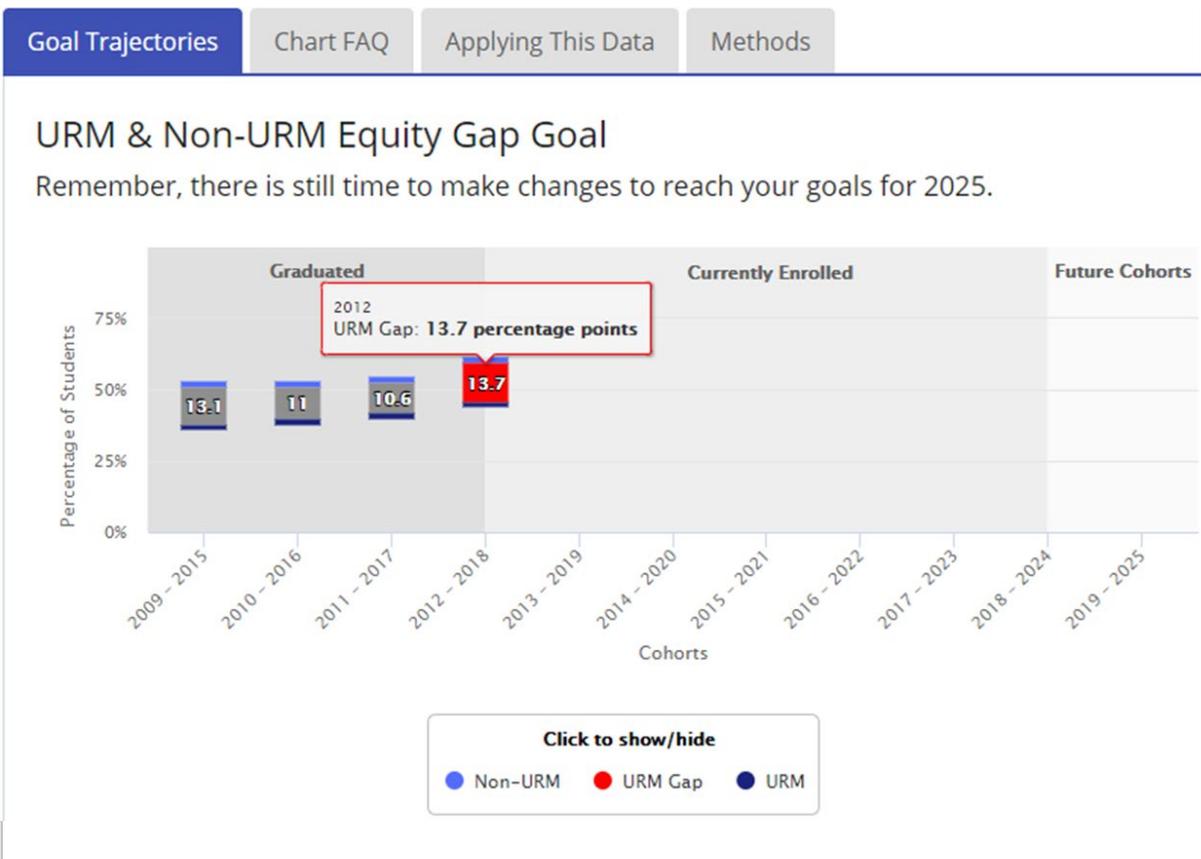
Limited Progress

HSU is making limited, progress toward its 2025 goal of eliminating the gap between the percentage of URM and Non-URM freshmen who graduate within 6 years.

The gap between URM and Non-URM freshmen who graduated within 6 years was 11 percentage points for the freshman cohort beginning in 2010. The preliminary URM equity gap for the 2012 cohort (13.7 points) is much larger than the interim target (8.6 points) set by drawing a straight-line projection from the 2010 gap to the 2025 goal (0 percentage point gap).

Cohort	URM Gap
2010-2016	11.0 points
2011-2017	10.6 points
2012-2018	13.7 points
2025 Goal	0 points

The fact that HSU’s current URM equity gap is 5.1 percentage points higher than the interim target indicates that the university is making limited progress toward its 2025 goal.



Pell Equity Gap Goal



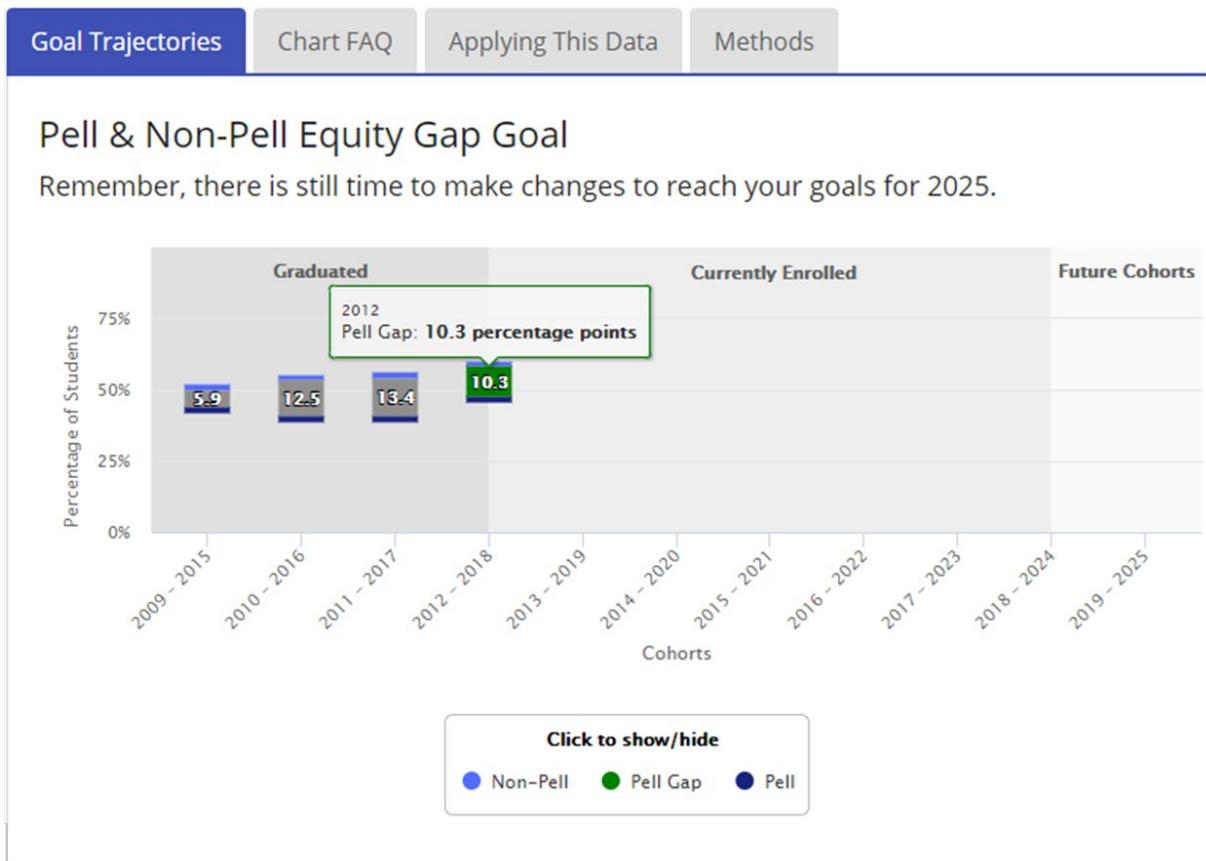
Good Progress

HSU is making good progress toward its 2025 goal of eliminating the gap between the percentage of Pell-recipient and Non-Pell recipient freshmen who graduate within 6 years.

The gap between Pell and Non-Pell freshmen who graduated within 6 years was 12.5 percentage points for the freshman cohort beginning in 2010. The current Pell equity gap for the 2012 cohort (10.3 points) is larger than the interim target (9.7 percentage points) set by drawing a straight-line projection from the 2010 gap to the 2025 goal (0 percentage point gap).

Cohort	Pell Gap
2010-2016	12.5 points
2011-2017	13.4 points
2012-2018	10.3 points
2025 Goal	0 points

The fact that HSU’s current Pell equity gap only 0.6 percentage points higher than the interim target indicates that the university is making good progress toward its 2025 goal.



President's Office:

Submitted by Lisa Rossbacher, President, Humboldt State University

Dear colleagues –

I would like to call your attention to the CSU's Student Success Dashboard, at calstate.edu/dashboard, for a summary of Humboldt State's status regarding our Graduation Initiative 2025 goals. When you log on through the CSU portal, you will have access to a wide range of data, including details at the departmental and individual course level.

The elements of this dashboard that I find particularly interesting include the enrollment by student level (for the implications for the future-enrollment pipeline), achievement gaps (particularly for traditionally underrepresented groups), and courses in which students struggle the most. I'm sure each of you will find your own areas of special interest. Please do take a look at this website.

And please remember that HSU's Office of Institutional Effectiveness (<https://ie.humboldt.edu>) also provides a wealth of campus-based data, which provides valuable insights into our collective status and progress.