

## **CAL POLY HUMBOLDT**

**University Senate Written Reports, November 08, 2022**

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

### **Appointments and Elections Committee**

Submitted by Jayne McGuire, AEC Chair

Committee memberships: Jorge Monteiro, Sasheen Raymond, Joshua Frye (sabbatical), Monty Mola, Jen Capps

AEC committee met on 10/28/2022 to address

- Guidelines that were developed to detail process for appointments and elections
- Request from CBC for policy on process for appointments and elections
  - Jayne will provide that by the end of the month
- CBC's effort to clarify active committees on campus
- December effort to determine all 23-24 committee vacancies

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### **Constitution and Bylaws Committee:**

Submitted by Roughollah Aghasaleh, CBC Chair

Members: Chelsea Teale, George Wrenn, Deidre Clem, Garrett Purchio

Meeting Date(s): 10-31-2022

- finalized grad list resolution
- made recommendations for AEC policy document
- made recommendations for comprehensive approach to committees and including in Section 800

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### **Integrated Curriculum Committee:**

Submitted by Jill Anderson, ICC Chair

Members: Ramesh Adhikari, Jill Anderson (ICC Chair), Brad Ballinger, Carmen Bustos-Works, Christine Cass, Eden Donahue (CDC Chair), Cameron Allison Govier, Bella Gray, Sara Jaye Hart, Heather Madar, Bori Mazzag, Cindy Moyer, Marissa Ramsier, Joshua Smith, Amy Spowles, Cyril

Oberlander, Justus Ortega, Cutcha Risling-Baldy (GEAR Chair), Jenni Robinson, Sheila Rocker-Heppe, Melissa Tafoya, Carly Marino, Mary Watson, Mark Wicklund

Standing Contributor: Anna Thaler

Current Vacancies: Graduate Council representative, Student representatives (2), CAHSS Chair, CAHSS GEAR Rep, APC Chair, At-large Faculty Member CDC

Meeting Date(s): 11/1/2022

Regular meeting times are Tuesdays from 9-11am with the Full ICC and ICC Subcommittee meeting on alternate weeks. Full Committee meetings are hyflex in NHE 106 or Zoom:

<https://humboldtstate.zoom.us/j/83865346349?pwd=c3Vvb2J4d3FvYlRwTVAvT1piT053Zz09>

Resources available for curricular proposal development and submission: [Asynchronous Curriculog Training](#), [Curriculum Guidelines, Policies and Procedures](#), and [Associated Curricular Forms](#)

Due to technical difficulties with the hyflex room, not all of the planned agenda items were covered in this meeting and those items will be addressed during the 11/15 meeting.

### **ICC Bylaws**

The final adjustments to the bylaws were reviewed and the committee voted to approve the revised bylaws to move forward to the Senate.

### **GWAR**

The ICC was in need of addressing some confusion and concerns that arose with the GWAR table of options that was shared over the summer. The table was developed by a working group of colleagues in the English department based on their extensive expertise in writing and the teaching of writing. While the table presents a clear depiction of the possible options for students to meet the GWAR requirement, it is being viewed as a policy document by many across campus and that is creating some confusion.

To address this communication need, a simplified GWAR policy is being presented that outlines that larger parameters in 0665. Process components will continue to be refined as implementation continues. For example, GWAR could serve as an opportunity for campus to implement systematic writing instruction across the University. Such systematic instruction

would take resources supporting that infrastructure. As structures on systematic writing instruction evolve on campus, this could include an evolution on the approach of implementing a meaningful GVAR process.

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## Academic Senate CSU (ASCSU):

Submitted by Stephanie Burkhalter, ASCSU Representative (Senate Chair Monty Mola is filling in as he can as the second ASCSU representative)

The ASCSU committee meetings and plenary took place on November 2-4. The CSU [Board of Trustees](#) meeting will take place November 14-16. *You can access ASCSU resolutions and other documents at this site: <https://www.calstate.edu/csu-system/faculty-staff/academic-senate>*

These are some key issues of continuing importance in the ASCSU's business:

- AB928 (especially Cal-GETC, the systemwide common GE pathway)
- AB927-Community College Bachelor's Degrees
- Title IX and DHR (Joint Legislative Audit and Cozen O'Connor systemwide). The Chancellor's office now has a website dedicated to the Cozen O'Connor systemwide Title IX & DHR review which you can access [here](#). There is also a dedicated confidential email address to reach the Cozen team at [CalStateReview@cozen.com](mailto:CalStateReview@cozen.com)
- CSU Faculty Salary Study (current being conducted by Mercer Consulting)
- Multi-year Compact between the Newsom Administration and CSU (read [here](#))
- Search and appointment of permanent CSU Chancellor
- Declining enrollment across 21 CSU campuses, especially 9 northern California campuses
- GI2025 assessment/what comes next?
- Increasing diversity, equity and inclusion in the culture and representativeness of the ASCSU

**The following resolutions were heard in first reading. *Please take a look at these and if you have feedback, provide it to Stephanie Burkhalter by January 17, 2022.***

- AS-3578-22/JEDI "Expansion of California State University (CSU) Independent Doctoral Degree Programs"
- AS-3579-22/FGA "Funding Academic Senate CSU Summer Legislative Specialist Advocacy Work"
- AS-3580-22/FA "Request for Increased Ventilation and Air Purification Infrastructure Across the California State University (CSU) System"
- AS-3581-22/JEDI/FA "Adopting a Font Designed for Readability for California State University (CSU) Business"
- AS-3582-22/FA "In Solidarity with the Courageous Iranian Women and Girls, Abroad and Locally"

- AS-3583-22/EX “In Support of Native American Graves Protection and Repatriation Act (NAGRPA) Compliance in the California State University (CSU)”
- AS-3584-22/FA “Establishing Timely Responses to Legislative Resolutions from Campus Senates”
- AS-3585-22/JEDI/FA/FGA “CSU Employee Justice Equity and Diversity Housing Assistance Program”
- AS-3586-22/JEDI/FA “Systemic Inclusion of Preferred Names and Pronouns within the California State University (CSU) System”

**The following resolutions were heard in second reading and passed**

- AS-3567-22/FGA (Rev) “Clarifying AB 927 in the Event of an Intersegmental Impasse”
- AS-3568-22/FA (Rev) “The Role of Faculty in Protecting Fair Faculty Workload in the CSU”
- AS-3569-22/APEP (Rev) “On the Intersegmental Committee of Academic Senates (ICAS) Cal-GETC Proposal: Action”
- AS-3570-22/FA (Rev) “Requesting Extension of WASC (Western Association of Schools and Colleges) Senior College and University Commission (WSCUC) Authorization of Remote Teaching”
- AS-3571-22/APEP (Rev) “Engaging Intersegmental Discussions Regarding College Preparatory Coursework in Mathematics (Area C)”
- AS-3572-22/FA (Rev) “Proclaiming the Personhood and Rights of Women”
- AS-3573-22/AA (Rev) “To Adopt Gender Inclusive-Language and Titles at the California State University (CSU)”
- AS-3574-22/FA (Rev) “Reaffirming the Role of Campus Senates in the California State University (CSU)”
- AS-3575-22/FA (Rev) “Provision of Free Condoms to Students on California State University (CSU) Campuses”
- AS-3576-22/FA (Rev) “Request for Ongoing Accommodations and Flexibility in the Time of COVID-19”
- AS-3577-22/JEDI/FA (Rev) “Support for Evaluating the California State University (CSU) Course Equity Portal”

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3578-22/JEDI  
November 3-4, 2022  
First Reading/Waiver

**EXPANSION OF CALIFORNIA STATE UNIVERSITY (CSU) INDEPENDENT  
DOCTORAL DEGREE PROGRAMS**

- 1   **1. RESOLVED:** That the Academic Senate of the California State University (ASCSU)  
2       urge the Board of Trustees and the Office of the Chancellor to initiate and support  
3       the process to establish independent doctoral degree pathways for the CSU in  
4       collaboration with elected and community partners from across California.; and be it  
5       further
- 6   **2. RESOLVED:** That the Office of the Chancellor and Board of Trustees work with  
7       legislators to pursue the respective legislative modification of the California  
8       Education Code; and be it further
- 9   **3. RESOLVED:** That that these programs address critical access, equity, academic, and  
10      workforce needs within our state; and be it further
- 11 **4. RESOLVED:** That these doctoral programs be non-duplicative of those offered by  
12      the University of California (UC); and be it further
- 13 **5. RESOLVED:** That the ASCSU distribute this resolution to the:
- 14       • CSU Board of Trustees,  
15       • CSU Chancellor,  
16       • CSU campus Presidents,  
17       • CSU campus Senate Chairs,

- 18 • CSU campus Senate Executive Committees,
- 19 • CSU Provosts/Vice Presidents of Academic Affairs,
- 20 • CSU campus articulation officers,
- 21 • California Faculty Association (CFA),
- 22 • California State Student Association (CSSA),
- 23 • CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA),
- 24 • Academic Senate for the California Community Colleges (CCC),
- 25 • Academic Senate of the University of California (UC),
- 26 • California Community Colleges' Board of Governors,
- 27 • University of California Board of Regents, and
- 28 • California Assemblymember Eduardo Garcia.

29 ***RATIONALE:*** *Sustaining and fostering the health of California's economy requires training a*  
30 *skilled workforce with doctoral and professional degrees to meet the changing needs of society. The*  
31 *average salary for those with a doctoral or professional degree is 50% higher than those with a*  
32 *bachelor's degree, and the unemployment rate is further halved to less than 2% as compared to*  
33 *those with a Baccalaureate, per the U.S. Bureau of Labor Statistics, both key determinants to*  
34 *social mobility which is undercut for CSU students by setting a ceiling at the master's level<sup>1</sup>.*  
35 *Contributing to a high-quality workforce of scholars that is ethnically, racially, economically, and*  
36 *academically diverse is paramount at this point in history. The CSU is a proven model to*  
37 *provide educational and affordable access to underrepresented students to contribute to California's*

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<sup>1</sup> *Why Earning a Ph.D. is an Advantage in Today's Industry Market. (2019). Nature: <https://www.nature.com/articles/d41586-019-00097-x>*

38 *economy, culture, and future, and 84% of CSU graduates remain in California communities*  
39 *after graduation<sup>2</sup>.*

40 *The involvement in advanced research are proper professional functions of any scholarly faculty.*  
41 *The pursuit of such advanced scholarly activities at the doctoral level strengthens both*  
42 *undergraduate and graduate education.*

43 *Unfortunately, the existing California Education Code<sup>3</sup> restricts the CSU to joint doctoral*  
44 *programs, thereby disproportionately limiting the direct access of an ever growing and diverse*  
45 *student population from the most advanced degrees at the doctoral level, degrees that are highly*  
46 *demanding by industries in California and across the country. The Code also constrains faculty*  
47 *from conducting and advancing scholarly and research activities at the highest level enabled by*  
48 *doctoral-level education, thereby limiting the growth and development of faculty systemwide. The*  
49 *CSU's goal of diversifying the pool of faculty at CSU requires that students seeking to teach in*  
50 *the future have access to doctoral programs, as 92.7% of faculty have Doctor of Philosophy*  
51 *degrees<sup>4</sup>.*

52 *The existing joint doctoral programs with the University of California or private universities,*  
53 *while a valuable component within the overall educational and research activities of the CSU,*

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<sup>2</sup> Diversity. (2022). CSU website: <https://www.calstate.edu/impact-of-the-csu/diversity#:~:text=Nearly%20half%20of%20CSU%20students,and%20Native%20American%20students%20combined.>

<sup>3</sup> California Education Code §66040: [https://leginfo.ca.gov/jaces/codes\\_displayText.xhtml?lawCode=EDC&division=5.&title=3.&part=40.&chapter=2.&article=4.5.](https://leginfo.ca.gov/jaces/codes_displayText.xhtml?lawCode=EDC&division=5.&title=3.&part=40.&chapter=2.&article=4.5.)

<sup>4</sup> Quantifying Hierarchy and Dynamics in U.S. Faculty Hiring and Retention. 2021. **Nature**: <https://www.nature.com/articles/s41586-022-05222-x>

54 *cannot provide sufficient doctoral degree-level academic pathways for students to strengthen their*  
55 *educational experience or leverage the aspirations and diverse educational and research activities*  
56 *at CSU. Additionally, these joint programs with the University of California or private in-state*  
57 *universities often require CSU students to incur the additional costs of tuition relevant to the*  
58 *collaborating institution, which puts additional financial and personal burdens on CSU students.*

59

60 *FEEDBACK FOR COMMITTEE:*

- 61 - *That the ASCSU ... (for resolves 2-4)*
- 62 - *Professional doctorates vs independent doctorates*
- 63 - *COST implications (CSU CO? BOT? Evidence? How to avoid political opposition)*
- 64 - *If highlighting DEI issues, include in body re: what our students bring..*
- 65 - *Two issue re: legislature. 1) COST re: doctoral issue in CSU (leg. Does not currently provide*  
66 *any additional funds for doctoral degrees). 2) AB927 approval was to address workforce issue*  
67 *(it was allowed as a "fix" to increase workforce preparation)*
- 68 - *Pursing this may lead to reconsideration of master plan, etc.*
- 69 - *Access to doctorates for our students would increase (presumably non-duplicative) workforce*  
70 *preparation ... ???*
- 71 - *Consultation with AA? (a doctoral degree is an academic program)*



**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3579-22/FGA  
November 3-4, 2022  
First Reading

**FUNDING ACADEMIC SENATE CSU (ASCSU) SUMMER LEGISLATIVE  
SPECIALIST ADVOCACY WORK**

- 1    1. **RESOLVED:** That the Academic Senate of the California State University (ASCSU)  
2       recognize that the business of the University and the business of the ASCSU continue  
3       outside the Fall and Spring terms and that, in particular, the work of the ASCSU  
4       Legislative Specialist is especially important during the Summer; and be it further
- 5    2. **RESOLVED:** That the ASCSU recognize that the funding of service work during  
6       Summer via assigned time units (WTUs) is problematic at best; and be it further
- 7    3. **RESOLVED:** That the ASCSU recognize that the position of Legislative Specialist has  
8       a term that runs from October 1 through September 30 of the following year; and be  
9       it further
- 10   4. **RESOLVED:** That the ASCSU request that the CSU Chancellor's Office provide  
11       funding for this work be in the form of a stipend equal to the salary that the faculty  
12       member would receive for a 3-unit Summer Course on their campus; and be it further
- 13   5. **RESOLVED:** That the ASCSU distribute this resolution to the:
- 14       • CSU Board of Trustees,  
15       • CSU Chancellor,  
16       • California Faculty Association (CFA), and the  
17       • CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA).

18           ***RATIONALE: TBW***

19

20           ***FEEDBACK TO COMMITTEE:***

21           *Rationale – works during summer, work should be compensated*

- 22           • *Title seems to need some work (summer legislative specialist vs. Leg specialist during*
- 23           *summer) ...*
- 24           • *Compensation at “replacement cost” (WTU) for summer work is current model (?)*
- 25           • *Res. 2: “is problematic at best” ... sharpen to ID the problem (rationale)*
- 26           • *Res. 3: is it term of service or just that work continues*
- 27           • *Res. 4: 3-unit --> “comparable to workload” ...*
- 28           • *Part of effectiveness of summer action by leg. Spec. Is that it engenders early faculty input*
- 29           *into leg. Action (working in conjunction with senate chair)*
- 30           • *There are 2 legislative specialists right? Shouldn’t that be reflected here? Or is the*
- 31           *seniormost?*
- 32           • *May-revise is when the budget gets established; may-june is reconciliation with the other*
- 33           *half of the legislature (assembly/ senate) from where the bill originated. may15-aug1 is*
- 34           *the final push on legislation.*
- 35           • *Legislative specialist(s) -- address the 1 vs 2 issue and relevant compensation*
- 36           • *Summer ASCSU exec is flat rate when paid (once in recent history)*

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DRAFT

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3580-22/FA  
November 3-4, 2022  
First Reading

**REQUEST FOR INCREASED VENTILATION AND AIR PURIFICATION  
INFRASTRUCTURE ACROSS THE CALIFORNIA STATE UNIVERSITY (CSU)  
SYSTEM**

- 1   **1. RESOLVED:** That the Academic Senate of the California State University (ASCSU)  
2   acknowledge the ongoing impact of the COVID-19 pandemic, including the Omicron  
3   variant and subsequent sub/variants, on our CSU campuses and surrounding  
4   communities throughout the state of California; and be it further
- 5   **2. RESOLVED:** That the ASCSU acknowledge that a primary method of preventing the  
6   spread of COVID-19, influenza, Respiratory syncytial Virus (RSV), and other  
7   respiratory illnesses, is well-ventilated and filtered indoor air; and be it further
- 8   **3. RESOLVED:** That the ASCSU urge that additional ventilation and air filtration  
9   improvements in our campus buildings be prioritized, including the installation of  
10   public air quality monitors<sup>1</sup> and the publishing of building air exchange rates; and be it  
11   further
- 12   **4. RESOLVED:** That the ASCSU request that the Office of the Chancellor and each  
13   CSU campus conduct an inventory on room size and room capacity that takes into  
14   account the recommended best practices for space sharing in the context of  
15   aerosolized infection vectors; and be it further

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<sup>1</sup> Such as those in use in Japan and elsewhere since 2020; see [Nonaka 2020](#) and [Salleh 2021](#) for examples.

16 **5. RESOLVED:** That the ASCSU request that the Office of the Chancellor, California  
17 Faculty Association, and ASCSU lobby the California state legislature for additional  
18 funding to support clean indoor air throughout the CSU as a critical public health  
19 issue and for ensuring a safe educational environment and in alignment with  
20 [California Assembly Bill \(AB\) 2232](#) (2022); and be it further

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

- 22 • CSU Board of Trustees,
- 23 • CSU Chancellor,
- 24 • CSU campus Presidents,
- 25 • CSU campus Senate Chairs,
- 26 • CSU campus Senate Executive Committees,
- 27 • CSU Provosts/Vice Presidents of Academic Affairs,
- 28 • California Faculty Association (CFA),
- 29 • California State Student Association (CSSA), and the
- 30 • CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA).

31 ***RATIONALE:** COVID-19 is airborne.<sup>2</sup> As a result, the precautions necessary to limit or*  
32 *reduce the spread of COVID-19 and other respiratory illnesses, such as influenza and RSV,*  
33 *must include infrastructural efforts to improve indoor air quality and protect campus public health*  
34 *in the 21<sup>st</sup> century. This is analogous to the efforts to reduce the spread of water-borne diseases*  
35 *such as cholera beginning in the 19<sup>th</sup> century. This includes improved air ventilation and*

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<sup>2</sup> <https://www.epa.gov/coronavirus/indoor-air-and-coronavirus-covid-19>; <https://covid.rh.gov/covid-19-prevention/indoor-air-circulation>

36 *filtration – both centralized systems<sup>3</sup> as well as lower-cost systems such as Corsi-Rosenthal*  
37 *boxes.<sup>4</sup> An appropriate foundation of indoor air quality improves the safety of our student*  
38 *learning conditions, minimizing the role of educational facilities as “viral fountains,”<sup>5</sup> and*  
39 *improving the efficacy of masking and vaccination to limit the spread of COVID-19 and other*  
40 *aerosolized pathogens.*

41

42 **FEEDBACK:**

- 43       • *Address in more detail (sb or ab 2232) ?*
- 44       • *Re: air exchange rates, what is the ask? What is actionable?*

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<sup>3</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8450051/>

<sup>4</sup> <https://aghealth.ucdavis.edu/news/corsi-rosenthal-box-diy-box-fan-air-filter-covid-19-and-wildfire-smoke;>  
[https://www.smithsonianmag.com/innovation/homemade-air-purifier-thats-been-saving-lives-during-covid-19-pandemic-180979681/;](https://www.smithsonianmag.com/innovation/homemade-air-purifier-thats-been-saving-lives-during-covid-19-pandemic-180979681/)  
<https://www.nature.com/articles/d41586-021-02669-2>

<sup>5</sup> <https://www.theguardian.com/world/2020/mar/09/coronavirus-us-shutdown-closures>

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3581-22/JEDI  
November 3-4, 2022  
First Reading

**ADOPTING A FONT DESIGNED FOR READABILITY FOR CALIFORNIA STATE UNIVERSITY  
(CSU) BUSINESS**

- 1   **1. RESOLVED:** That the Academic Senate of the California State University (ASCSU)  
2       recognize that visual impairment is a growing problem, and likely affects one or more  
3       members of the body directly.
- 4   **2. RESOLVED:** That the Academic Senate of the ASCSU adopt for its business the Atkinson  
5       Hyperlegible font, which was designed specifically for readability. The font is available  
6       for free download from the Braille Institute: <https://brailleinstitute.org/freefont>; and  
7       be it further
- 8   **3. RESOLVED:** That the ASCSU recommend that the Chancellors Office and administration  
9       of the CSU adopt for their business the Atkinson Hyperlegible font; and be it further
- 10   **4. RESOLVED:** That the ASCSU recommend that faculty adopt the Atkinson Hyperlegible  
11       font for their instructional materials; and be it further
- 12   **5. RESOLVED:** That the ASCSU distribute this resolution to the:
- 13       • CSU Board of Trustees,
  - 14       • CSU Chancellor,
  - 15       • CSU campus Presidents,
  - 16       • CSU campus Senate Chairs,
  - 17       • CSU campus Senate Executive Committees,
  - 18       • CSU Provosts/Vice Presidents of Academic Affairs,
  - 19       • CSU campus articulation officers,
  - 20       • California Faculty Association (CFA)
  - 21       • California State Student Association (CSSA)

- 22 • CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA),
- 23 • Academic Senate for the California Community Colleges,
- 24 • Academic Senate of the University of California,
- 25 • California Community Colleges' Board of Governors,
- 26 • University of California Board of Regents

27 **RATIONALE:** *The CDC's Vision Health Initiative's "Fast Facts of Common Eye Disorders"*  
28 *notes that "vision disability is one of the top 10 disabilities among adults 18 years and*  
29 *older," and "12 million people 40 years and over in the United States have vision im-*  
30 *pairment." It is likely that visually impaired individuals are represented in ASCSU.*

31 *Much of the ASCSU's work includes the perfection of resolutions and other documents*  
32 *in a setting that involves projection (on a physical or virtual screen) and real-time ed-*  
33 *iting. In addition, Senators need to be able to read a variety of documents, many of*  
34 *which have been created by the body. The way the ASCSU works often makes it hard*  
35 *for participants to use adaptive technologies or to control the font in their own view.*

36 *According to the Braille Institute, certain letters and numbers can be hard to distin-*  
37 *guish from one another for low vision readers.*

38 *In 2019, the Braille Institute contracted with Applied Design Works to develop a font*  
39 *that addressed the specific characteristics of letters and numbers that made them hard*  
40 *to distinguish from one another. The font designer collaborated with a low-vision spe-*  
41 *cialist and the design process included a panel of people with visual impairments (see*  
42 [\*Atkinson Hyperlegible typeface is designed for visually impaired readers\*](#)*).* *The result*  
43 *was the Atkinson Hyperlegible font. The font received an award from the Fast*



44            *Company, and in 2021, it joined the fonts offered by google. The font family also has*  
45            *accent characters to support 27 languages. The Braille Institute offers the font for free*  
46            *download to anyone from their website.*

47            *The adoption of a bona-fida and no-cost font to make ASCSU documents easier to read*  
48            *for everyone, including those with visual impairments, is consistent with [principles of](#)*  
49            *[Universal Design](#), and would be a step towards making the work on the floor of the*  
50            *ASCSU more equitable and inclusive.*

51

52            **FEEDBACK:**

- 53            • *Kerning... promotes ease of reading and flow... is there the possibility of “both*  
54            *and”... while also providing access and availability for other needs.*
- 55            •

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3582-22/FA  
November 3-4, 2022  
First Reading

**STANDING IN SOLIDARITY WITH IRANIAN WOMEN, GIRLS, AND  
UNIVERSITY COMMUNITIES PROTESTING VIOLENT REPRESSION IN  
RESPONSE TO THE “WOMAN, LIFE, FREEDOM” MOVEMENT**

- 1   **1. RESOLVED:** That the Academic Senate of the California State University (ASCSU)  
2       call for the immediate declaration of solidarity with the women, girls, students, and  
3       professors in Iran who are engaged in citizen manifestations; and be it further
  
- 4   **2. RESOLVED:** That the ASCSU note that following the Iranian Revolution of 1979  
5       Iranians arrived in the United States with over 40% settling in California - specifically  
6       in the Los Angeles County. By 2021 the Ministry of Foreign Affairs of Iran reported  
7       that 1,500,000 Iranians born in Iran lived in the U.S, known as the Iranian Diaspora.  
8       This group constitutes the largest number of Iranians outside of Iran; and be it  
9       further
  
- 10   **3. RESOLVED:** That the CSU direct campuses to document, publicize and support the  
11       diverse programs focusing on Middle Eastern Studies and Peoples which are  
12       important sites of community-building and education for all CSU students, faculty,  
13       and staff; and be it further
  
- 14   **4. RESOLVED:** That the ASCSU disaggregate data to identify and feature people and  
15       contributions in the CSU and society who are of Iranian descent; and be it further

- 16    **5. RESOLVED:** That the ASCSU shall develop formal processes to assist Iran-based  
17       students and professors who seek refuge in the U.S. because of the violent responses  
18       to their dissent in public spaces; and be it further
- 19    **6. RESOLVED:** That the ASCSU make public statements in solidarity with Iranian and  
20       Iranian American (the Iranian Diaspora) students, faculty, staff, and their  
21       community; and be it finally
- 22    **7. RESOLVED:** That the ASCSU distribute this resolution to the:
- 23       • CSU Board of Trustees,
  - 24       • CSU Chancellor,
  - 25       • CSU campus Presidents,
  - 26       • CSU campus Senate Chairs,
  - 27       • CSU campus Senate Executive Committees,
  - 28       • CSU Provosts/Vice Presidents of Academic Affairs,
  - 29       • CSU campus Middle Eastern programs and faculty,
  - 30       • California Faculty Association (CFA),
  - 31       • California State Student Association (CSSA),
  - 32       • CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA),
  - 33       • Academic Senate for the California Community Colleges (CCC),
  - 34       • Academic Senate of the University of California (UC),
  - 35       • California Community Colleges' Board of Governors,
  - 36       • University of California Board of Regents,
  - 37       • California Governor the Honorable Gavin Newsom,
  - 38       • Member of the California Assembly Higher Education Committee,
  - 39       • U.S. Senators Alex Padilla and Diane Feinstein and the:

- 40 • Chief of the Interests Section of the Islamic Republic of Iran in the United States
- 41 at the Pakistani Embassy
- 42 • U.S. Department of State

43 ***RATIONALE:*** *Human Rights Watch researcher, Tara Seehri Far, reported on September*  
44 *16th<sup>1</sup> News outlets reported that a 22-year old Iranian woman from Sanandaj in western Iran,*  
45 *named Mahsa Amini was arrested by Tebran’s ‘morality police.’ Following her arrest she is*  
46 *said to have been transported to a hospital in a coma and dying the same day. Multiple news*  
47 *outlets report that the Iranian authorities describe the arrest of Ms. Amini as resulting from*  
48 *“improper” hijab attire.*

49 *The ASCSU takes this action out of concern and respect for our colleagues, students, and*  
50 *neighbors. California and the California State University are home to hundreds of thousands of*  
51 *Iranians part of the Iranian diaspora, many of whom have family connections to that region and*  
52 *many who suffer the lasting effects of the...California has the largest population of Iranian and*  
53 *Iranian American students outside of Iran.*

54 *As of the beginning of November protestors in Iran are being charged with dissent actions that*  
55 *will lead to the death penalty, over 12,000 have been arrested, and many protestors are being*  
56 *shot on site including children.*

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<sup>1</sup> <https://www.hrw.org/news/2022/09/16/woman-dies-custody-irans-morality-police> **Article in the Chronicle of Higher Education** (by Karin Fischer, in Latitudes Newsletter) about the open letter published 10/19/22: (second article in the newsletter)—please share with others: <https://cids.sfsu.edu/news/academics-urge-solidarity-iranian-protesters>

57 *Various campuses have passed resolutions supporting Woman, Life, Freedom, including San*  
58 *José State University - <https://www.sjsu.edu/senate/docs/SS-F22-1.pdf>; San Francisco State*  
59 *University - [https://cids.sfsu.edu/news/academic-senate-resolution-solidarity-women-and-](https://cids.sfsu.edu/news/academic-senate-resolution-solidarity-women-and-university-communities-iran)*  
60 *[university-communities-iran](https://cids.sfsu.edu/news/academic-senate-resolution-solidarity-women-and-university-communities-iran) ; Sonoma State University -*  
61 *<https://senate.sonoma.edu/resolutions/resolution-regarding-university-response-protest> CSU*  
62 *Dominguez Hills - [Exec 22-10: Sense of the Senate Resolution CSUDH Support and](#)*  
63 *[Solidarity with Iranian Women and University Communities Manifested in “Woman, Life,](#)*  
64 *[Freedom.”](#)*

65 *It is imperative that the CSU continue to stay informed on the rapidly changing condition of*  
66 *people in Iran. Resources for updated information are being prepared and circulated by Iranian*  
67 *Diaspora faculty members, including Dr. Roxana Marachi at San José State University, and*  
68 *Dr. Persis Karim, at San Francisco State University.<sup>2</sup> This resolution is a collaborative effort*  
69 *brought out of concern and a need for action by the CSU.*

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<sup>2</sup> SF State TEACH-IN (10/7/22): <https://www.youtube.com/watch?v=JIONnkaLCmM> Center for Iranian Diaspora Studies at San Francisco State University

**Resource list:** about the context of protests in Iran that the Center **worked** on with folks at the Association for Asian American Studies: <https://cids.sfsu.edu/news/woman-life-freedom-resources-protests-iran>

"An Open Letter to Presidents, Chancellors and Provosts of US and Canadian Institutions" penned by Professors Camron Amin, Sholeh Quinn and Persis Karim which is now posted on the Center's website and includes the link to the letter that others can sign - **please share the link to the letter with colleagues far and wide!** <https://cids.sfsu.edu/news/us-and-canadian-scholars-issue-open-letter-calling-university-administrators-take-action>

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3583-22/EX  
November 3-4, 2022  
First Reading

**IN SUPPORT OF NATIVE AMERICAN GRAVES PROTECTION AND  
REPATRIATION ACT (NAGRPA) COMPLIANCE IN THE CALIFORNIA STATE  
UNIVERSITY (CSU)**

- 1 1. **RESOLVED:** That the Academic Senate of the California State University (ASCSU)  
2 affirm its support for the federal [Native American Graves Protections and](#)  
3 [Repatriation Act \(NAGPRA\)](#) and [California Native American Graves Protections and](#)  
4 [Repatriation Act of 2001 \(CalNAGPRA\)](#) compliance, as per [AB 978](#), in the  
5 California State University (CSU); and be it further
- 6 2. **RESOLVED:** That the Academic Senate CSU commend the CSU Office of the  
7 Chancellor for their attention to the need for [respectful and relevant consultation](#)  
8 with California Native American nations and administrators and faculty on the  
9 stewardship of ancestral remains and objects of cultural patrimony; and be it further
- 10 3. **RESOLVED:** That the ASCSU urge the CSU Office of the Chancellor to instate a  
11 moratorium on faculty research covered by [NAGPRA](#) and [CalNAGPRA](#) and work  
12 that uses ancestral remains and objects of cultural patrimony until compliant  
13 stewardship is adapted on all CSU campuses; and be it further
- 14 4. **RESOLVED:** That the ASCSU distribute this resolution to the:  
15 • CSU Board of Trustees,  
16 • CSU Interim Chancellor Jolene Koester,

- 17 • Sylvia A, Alva - CSU Executive Vice Chancellor of Academic and Student
- 18 Affairs,
- 19 • CSU Project Manager for CalNAGPRA,
- 20 • CSU campus Presidents,
- 21 • CSU NAGPRA Coordinators and Directors,
- 22 • CSU Provosts/Vice Presidents of Academic Affairs,
- 23 • CSU campus Senate Chairs,
- 24 • CSU campus Senate Executive Committees,
- 25 • California Faculty Association (CFA),
- 26 • CSU Ethnic Studies Council (CSUCES),
- 27 • CSU Native American and Indigenous Studies Discipline Council,
- 28 • California State Student Association (CSSA),
- 29 • CSU Emeritus and Retired Faculty and Staff Association (ERFSA), and the
- 30 • CSU Alumni Association.

31 ***RATIONALE:*** *This resolution expresses the support of the Academic Senate of the California*

32 *State University (ASCSU) for [NAGPRA](#) and [Cal NAGPRA](#) compliance in the California*

33 *State University. In 2001, the California legislature passed [AB 978](#) “California Native*

34 *American Graves Protection and Repatriation Act.” Central in this act was the requirement for*

35 *all state agencies and museums that receive state funding to provide cataloguing and repatriation*

36 *processes for human remains, funerary objects, and objects of cultural patrimony to Native*

37 *American tribal nations. Since this act, the CSU Office of the Chancellor has taken positive*

38 *steps to enable and ensure compliance with [CalNAGPRA](#), particularly with the [appointment of](#)*

39 *[a new project manager](#) to work with tribal nations in the State of California for repatriation;*

40           *however, in consultation with Native American members of the CSU community, new concerns*  
41           *have surfaced suggesting that a moratorium is need to enable the assessment of [CalNAGPRA](#)*  
42           *systemwide to ensure current faculty activities and research is in compliance. This resolution seeks*  
43           *to respond to these concerns.*

DRAFT



**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3584-23/FA  
November 3-4, 2022  
First Reading

**ESTABLISHING TIMELY RESPONSES TO LEGISLATIVE RESOLUTIONS  
FROM CAMPUS SENATES**

- 1   **1. RESOLVED:** That the Academic Senate of the California State University (ASCSU)  
2       recognize and reaffirm the legislative rights and responsibilities of CSU faculty via  
3       their campus senates to adopt resolutions establishing campus curriculum and  
4       academic policies; and be it further
- 5   **2. RESOLVED:** That the ASCSU assert the effectiveness of this process rests on the  
6       direct articulation of the faculty’s legislative purview in such matters, on cooperation  
7       with the campus administration, and on timely communication from the President  
8       regarding resolutions passed by the campus senate; and be it further
- 9   **3. RESOLVED:** That in reaffirming and promoting the authority of the faculty and  
10      campus senates across the CSU in curricular and academic decisions, the ASCSU  
11      strongly urge each campus senate to review its constitution and bylaws toward the  
12      goal of clarifying its legislative rights and responsibilities in such matters; and be it  
13      further
- 14   **4. RESOLVED:** That the ASCSU strongly urge each campus senate in the CSU to  
15      establish within its constitution or bylaws, a timely deadline not to exceed sixty days  
16      for presidential responses to curricular and academic policy-related resolutions passed

17 by the campus senate, beyond which deadline such legislative resolutions shall be  
18 considered enacted and in force; and be it further

19 5. **RESOLVED:** That campus senate bylaws require all presidential vetoes include a  
20 rationale that is reported the Senate and accessible to the campus community; and be  
21 it further

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

- 23 • CSU Board of Trustees,
- 24 • CSU Chancellor,
- 25 • CSU campus Presidents,
- 26 • CSU campus Senate Chairs,
- 27 • CSU campus Senate Executive Committees,
- 28 • CSU Provosts/Vice Presidents of Academic Affairs,
- 29 • California Faculty Association (CFA),
- 30 • California State Student Association (CSSA), and the
- 31 • CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA).

32 ***RATIONALE:** This resolution urges campuses to review and, if necessary, clarify the language*  
33 *in their senate constitutions and/or bylaws concerning legislative (as opposed to advisory)*  
34 *resolutions. It also asks campuses to incorporate into their bylaws a deadline of sixty days for*  
35 *receipt of responses by the campus president to resolutions passed by the campus senate. In the*  
36 *absence of a president's response by such deadline, the resolution would be considered*  
37 *automatically in effect. The passive dismissal of curricular or academic legislation that has been*  
38 *adopted by campus senates cannot be allowed to undermine faculty rights and responsibilities in*

39            *this area. Such “pocket vetoes” by presidents also compromise necessary faculty-administration*  
40            *communication in developing effective curriculum and academic policies. Any veto by a campus*  
41            *president of curricular or academic-policy legislation passed by a campus senate should be directly*  
42            *communicated to the faculty in a timely manner.*

43            *The development of curriculum and academic policies on CSU campuses is the legislative purview*  
44            *of the faculty. The American Association of University Professors (AAUP) emphasizes the*  
45            *importance of shared governance as essential to the role of university faculty and maintaining*  
46            *quality of higher education (<https://www.aaup.org/our-programs/shared-governance>). WASC*  
47            *(Western Association of Schools and Colleges) Senior College and University Commission*  
48            *(WSCUC) emphasizes the importance of shared governance in accreditation of the CSU*  
49            *campuses, including maintaining and honoring clear policies on faculty governance*  
50            *([https://changinghighered.com/wp-content/uploads/2021/12/TCL-Board-Duties-and-](https://changinghighered.com/wp-content/uploads/2021/12/TCL-Board-Duties-and-WSCUC-Accreditation.pdf)*  
51            *[WSCUC-Accreditation.pdf](https://changinghighered.com/wp-content/uploads/2021/12/TCL-Board-Duties-and-WSCUC-Accreditation.pdf)). The Higher Education Employer-Employee Relations Act*  
52            *(HEERA) also emphasizes the role of faculty in shared governance of the University, including*  
53            *in addressing professional matters affecting faculty*  
54            *([https://leginfo.legislature.ca.gov/faces/codes\\_displayexpandedbranch.xhtml?tocCode=GOV&](https://leginfo.legislature.ca.gov/faces/codes_displayexpandedbranch.xhtml?tocCode=GOV&division=4.&title=1.&part=&chapter=12.&article=)*  
55            *[division=4.&title=1.&part=&chapter=12.&article=](https://leginfo.legislature.ca.gov/faces/codes_displayexpandedbranch.xhtml?tocCode=GOV&division=4.&title=1.&part=&chapter=12.&article=)).* The CSU system has adopted the  
56            *“Tenets of System Level Shared Governance”*  
57            *([https://www.csusb.edu/sites/default/files/tenets\\_of\\_system\\_level\\_shared\\_governance\\_in\\_the](https://www.csusb.edu/sites/default/files/tenets_of_system_level_shared_governance_in_the_california_state_university.pdf)*  
58            *[california state university.pdf](https://www.csusb.edu/sites/default/files/tenets_of_system_level_shared_governance_in_the_california_state_university.pdf)), which affords faculty on each campus a role in shared governance*

59 *of the University. The ASCSU has previously passed several resolutions that emphasize*  
60 *academic freedom and the role of faculty and faculty Senates in shared governance*

- 61 • *AS-2781-06/FA (Rev) - [https://www.calstate.edu/csu-system/faculty-](https://www.calstate.edu/csu-system/faculty-staff/academic-senate/resolutions/2006-2007/2781.pdf)*  
62 *[staff/academic-senate/resolutions/2006-2007/2781.pdf](https://www.calstate.edu/csu-system/faculty-staff/academic-senate/resolutions/2006-2007/2781.pdf);*
- 63 • *AS-2845-08/FA (Rev) - [https://www.calstate.edu/csu-system/faculty-](https://www.calstate.edu/csu-system/faculty-staff/academic-senate/resolutions/2007-2008/2845.pdf)*  
64 *[staff/academic-senate/resolutions/2007-2008/2845.pdf](https://www.calstate.edu/csu-system/faculty-staff/academic-senate/resolutions/2007-2008/2845.pdf);*
- 65 • *AS-2891-09/AA/FA (Rev) - [https://www.calstate.edu/csu-system/faculty-](https://www.calstate.edu/csu-system/faculty-staff/academic-senate/resolutions/2008-2009/2891.pdf)*  
66 *[staff/academic-senate/resolutions/2008-2009/2891.pdf](https://www.calstate.edu/csu-system/faculty-staff/academic-senate/resolutions/2008-2009/2891.pdf);*
- 67 • *AS-3348-18/EX (Rev) - [https://www.calstate.edu/csu-system/faculty-](https://www.calstate.edu/csu-system/faculty-staff/academic-senate/resolutions/2018-2019/3348.pdf)*  
68 *[staff/academic-senate/resolutions/2018-2019/3348.pdf](https://www.calstate.edu/csu-system/faculty-staff/academic-senate/resolutions/2018-2019/3348.pdf)*

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3585-22/JEDI  
November 3-4, 2022  
First Reading

**CSU FACULTY AND STAFF JUSTICE EQUITY AND DIVERSITY (JEDI)  
HOUSING ASSISTANCE PROGRAM**

- 1   **1. RESOLVED:** That the Academic Senate of the California State University (ASCSU)  
2       recognizes that many faculty unit employees and staff are priced-out of the housing  
3       market in California and its urban centers making it challenging to continue to reside  
4       in-state and locally; and be it further
- 5   **2. RESOLVED:** That marginalized people, including CSU faculty and staff of Color, are  
6       disproportionately denied home loans and, when loans are extended, interest rates  
7       tend to be higher, even when incomes are the same<sup>1</sup>. and be it further
- 8   **3. RESOLVED:** That the ASCSU urge the CSU system to implement a housing  
9       assistance program for all faculty and staff systemwide that is fair and inclusive in  
10      order to make homeownership attainable and conducive to long-term housing and  
11      employment stability; and be it further
- 12   **4. RESOLVED:** That the ASCSU endorses mortgage assistance programs as tools to  
13      attract, retain, and support faculty and staff and their families; and be it further
- 14   **5. RESOLVED:** That the ASCSU distribute this resolution to the:  
15      • CSU Board of Trustees,

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<sup>1</sup> *Housing Perspectives*. (20220). **Joint Center for Housing Studies of Harvard University:**  
<https://www.jchs.harvard.edu/blog/high-income-black-homeowners-receive-higher-interest-rates-low-income-white-homeowners>

- 16 • CSU Chancellor,
- 17 • CSU campus Presidents,
- 18 • CSU campus Senate Chairs,
- 19 • CSU campus Senate Executive Committees,
- 20 • CSU Provosts/Vice Presidents of Academic Affairs,
- 21 • CSU campus articulation officers,
- 22 • California Faculty Association (CFA),
- 23 • California State Student Association (CSSA), and the
- 24 • CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA).

25 ***RATIONALE:*** *California faces the most significant housing crisis in the state's history, as millions*  
26 *of residents are facing insurmountable housing costs.<sup>2</sup> There is a significant shortage in housing of*  
27 *two and a half million homes, with the median price of a home in California at \$850,000 (more*  
28 *than double the national average) and rents costing an average of \$2,300 per month for a two-*  
29 *bedroom apartment, one of the highest rents in the country with dramatic cost increases exacerbated*  
30 *by the COVID-19 pandemic.<sup>3</sup> The high cost of housing impacts all Californians, including*  
31 *university faculty and staff and their families throughout the state who typically carry high education*  
32 *debt. More than 46% of faculty are paying student loan debt and it is even higher for people of color*  
33 *who tend to have higher education loans.<sup>4</sup> The cost of living in California is 41% higher than the*

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<sup>2</sup> *Most Californians Concerned About Housing Costs.* (2022). **Los Angeles Times:** <https://www.latimes.com/california/story/2022-03-24/californians-concerned-about-housing-affordability-poll-shows>

<sup>3</sup> *A Home for Every Californian.* (2022). **California Department of Housing and Community Development:** <https://storymaps.arcgis.com/stories/94729ab1648d43b1811c1698a748c136>

<sup>4</sup> *College Housing Challenges Extend to Faculty and Staff.* 2022. **Insight Into Diversity:** <https://www.insightintodiversity.com/college-housing-challenges-extend-to-faculty-and-staff/>

34 *national average<sup>5</sup>, with inflation at an all-time high; the price of gas is the most expensive in the*  
35 *nation<sup>6</sup>; utilities are 27% higher<sup>7</sup>; and, families are paying 12% more for groceries<sup>8</sup>, contributing to*  
36 *an alarming rate of food insecurity statewide.*

37 *Home prices in areas where California State University (CSU) faculty and staff work are some of*  
38 *the highest in the nation, with the median priced homes in and around San Diego State University*  
39 *(SDSU), CSU Los Angeles, San Francisco State University, and San José State University at*  
40 *\$905,000, \$793,000, \$1.38 million, and \$1,88 million, respectively<sup>9</sup>. Additionally, mortgage*  
41 *rates are rising and are projected to keep rising, having increased two percentage points this year,*  
42 *roughly to 6.5%, the biggest increase by the federal reserve since 1994<sup>10</sup>. Many residents are leaving*  
43 *California searching for a lower cost of living. The U.S. Census Bureau showed that California's*  
44 *population decreased by 173,000 between July 2020 and July 2021.<sup>11</sup>*

45 *University faculty and staff are valuable employees —the backbone of post-secondary educational*  
46 *systems - having dedicated their careers to teaching and supporting students, cultivating a path*  
47 *toward their personal growth and career success, while also leading the way in creativity, innovation,*

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<sup>5</sup> *Cost of Living Index.* (2022). **The Council for Community & Economic Research:** <https://www.coli.org/>

<sup>6</sup> *States with the Highest Gas Prices.* (2022). **US News & World Report:** <https://www.usnews.com/news/best-states/articles/states-with-the-highest-gas-prices>

<sup>7</sup> *San Diego Electricity Rates Show No Signs of Slowing Down.* (2022). **KPBS:** <https://www.kpbs.org/news/local/2022/05/26/san-diego-electricity-rates-show-no-signs-of-coming-down>

<sup>8</sup> *Consumer Price Index.* (2022). **U.S. Bureau of Labor Statistics:** <https://www.bls.gov/cpi/>

<sup>9</sup> *California Housing Market Report.* (2022). **Forbes:** <https://www.forbes.com/sites/andredepietro/2022/03/30/california-housing-market-report-2022/?sh=adff5542c4ad>

<sup>10</sup> *Fed Rolls Out Biggest Rate Hike since 1994, Flags Slowing Economy.* (2022). **Reuters:** <https://www.reuters.com/markets/us/fed-seen-revving-up-inflation-fight-with-sharp-rate-hike-2022-06-15/>

<sup>11</sup> *E-2 California Counties Population Estimates and Components of Change by Year.* (2021). **CA Department of Finance:** <https://dof.ca.gov/forecasting/demographics/e-2-california-county-population-estimates-and-components-of-change-by-year/>

48 *and critical research development. the CSU's 56,000 faculty are one of the best and brightest, many*  
49 *of whom have received national recognition for their excellence in education and research. CSU*  
50 *faculty are also some of the most diverse, as over half of faculty are women and about 43% of all*  
51 *faculty are People of Color<sup>12</sup>. They serve more than 477,466 undergraduate students and 55,075*  
52 *graduate students each year, who are increasingly of diverse backgrounds, opening up opportunities*  
53 *for them to become part of the pool of faculty in the future.*

54 *Many universities are increasingly offering employees housing assistance, in the form of mortgage loan*  
55 *programs, to recruit and retain high quality faculty and, in some cases, management. it is a well-*  
56 *known fact that universities compete for the most talented faculty, offering many prospective*  
57 *employee's competitive packages and incentives. The University of California (UC) system*  
58 *established a home loan office offering a variety of lending services to full-time university appointees*  
59 *who are members of the Academic Senate or senior members of management groups<sup>13</sup>. Another*  
60 *major university in San Diego offers faculty housing assistance to purchase their first home via an*  
61 *attractive first-time homebuyers' program.<sup>14</sup> Many university housing programs also include low-*  
62 *interest loans (some currently as low as 3.25% for a 30-year term), forgivable loans, no down*  
63 *payment loans, and second mortgages at competitive rates<sup>15</sup>. This provides maximum flexibility for*

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<sup>12</sup> The Employees of the California State University. (2022). **CSU 2021 Employee Profile:** <https://www.calstate.edu/csusystem/faculty-staff/employee-profile/Documents/Fall2021CSUProfiles.pdf>

<sup>13</sup> Office of Loan Programs. **University of California:** <https://www.ucop.edu/loan-programs/>

<sup>14</sup> Faculty Home Buying Assistance Program. **University of San Diego:** <https://www.sandiego.edu/provost/faculty-housing/faculty-home-buying-assistance-program.php>

<sup>15</sup> Office of Loan Programs. **University of California:** <https://www.ucop.edu/loan-programs/>



64 *faculty and staff to choose from an array of options geared toward creating more opportunities for*  
65 *them to purchase a home.*

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3586-22/JEDI  
November 3-4, 2022  
First Reading

**SYSTEMIC INCLUSION OF PREFERRED NAMES AND PRONOUNS WITHIN  
THE CALIFORNIA STATE UNIVERSITY (CSU) SYSTEM**

- 1   **1. RESOLVED:** That the Academic Senate of the California State University (ASCSU)  
2       urges the Office of the Chancellor (CO) to make preferred names and pronouns  
3       available to all people affiliated with the system, including but not limited to students,  
4       faculty, staff, and administration, within all applicable identifications, forms, systems,  
5       and technological applications utilized by the system and its affiliated foundations and  
6       other entities, where legally allowed; and be it further
- 7   **2. RESOLVED:** the ASCSU urges the CO to expand technology acquisition review  
8       processes for new and renewed digital systems (software, hardware, cloud-services,  
9       etc.) consider if the system allows for options to specify pronouns and preferred  
10      names and complies with Title IX and other regulation; and be it further
- 11 **3. RESOLVED:** the ASCSU urges the CO review their current systems to ensure that  
12      users have the option to specify pronouns and use preferred names within those  
13      systems and where applicable connected systems are properly transmitting preferred  
14      names and pronouns; and be it further
- 15 **4. RESOLVED:** the ASCSU urges the CO develop wider messaging on usage of  
16      pronouns and preferred names across the system; and be it further

17 5. **RESOLVED:** the ASCSU urges all CSU campuses and their affiliated entities to  
18 implement similar access to preferred names and pronouns within all applicable  
19 identifications, forms, systems, and technological applications, where legally allowed;  
20 and be it further

21 6. **RESOLVED:** That the ASCSU urges the CSU system to develop and deploy training  
22 modules on the use of preferred pronouns and the issues that can arise when that  
23 doesn't happen; and be it further

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

- 25 • CSU Board of Trustees,
- 26 • CSU Chancellor,
- 27 • CSU campus Presidents,
- 28 • CSU campus Senate Chairs,
- 29 • CSU campus Senate Executive Committees,
- 30 • CSU Provosts/Vice Presidents of Academic Affairs,
- 31 • CSU campus articulation officers,
- 32 • California Faculty Association (CFA),
- 33 • California State Student Association (CSSA),
- 34 • CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA),
- 35 • California Legislative LGBTQ Caucus,
- 36 • Equality California,
- 37 • National Center for Transgender Equality,
- 38 • Gay, Lesbian & Straight Education Network (GLSEN), and the
- 39 • Human Rights Campaign.

40       ***RATIONALE:*** *The usage of a person’s preferred name and correct pronouns is a fundamental*  
41       *demonstration of respect and inclusion and contributes to an individual’s sense of belonging. As*  
42       *the California State University’s mission includes commitments “to advance and extend*  
43       *knowledge, learning, and culture, especially throughout California” and “to provide opportunities*  
44       *for individuals to develop intellectually, personally, and professionally” so they may “be*  
45       *responsible citizens in a democracy” with “understanding and appreciation of the peoples, natural*  
46       *environment, cultures, economies, and diversity of the world,” it is incumbent on the CSU to*  
47       *systemically integrate accessibility and usage of preferred names and pronouns.*

48       *In an effort to support the mission of the CSU and to ensure all members of our community are*  
49       *represented in ways they find meaningful, and to show the campus community’s respect for all*  
50       *identities, we wish to enshrine the ability of any student to use and be identified by their preferred*  
51       *name and pronouns wherever possible within the CSU system.*

52       *The ASCSU recognizes that some students may prefer to use a name other than their*  
53       *primary/ legal/ given name to identify themselves. To accommodate and honor these student*  
54       *preferences, the CSU has created a preferred name option for all CSU students, faculty, staff,*  
55       *and administrators within Peoplesoft and other locations. Pronoun specification is also available*  
56       *to students within Peoplesoft, but not for faculty, staff, and administrators. All campuses have*  
57       *the ability to turn on this feature and should do so, if they have not already. All campuses should*  
58       *also create local policies regarding preferred name and pronoun usage on their local campuses.*  
59       *Such policies should allow campus community members to make changes to their preferred names*

60 *and pronouns on their own by entering into their Peoplesoft account. Campus should provide easy*  
61 *to accessible, easy to follow instructions on how to make such changes.*

62 *While all are welcome to use a preferred given name and pronouns, there are several groups of*  
63 *people for whom this option is invaluable. This option will allow transgender and non-binary*  
64 *students to use a preferred name and correct pronouns on campuses prior to or without pursuing a*  
65 *legal change of their primary/ legal/ given name. In addition, some students are known by a*  
66 *middle name or a nickname and are hard to identify when their primary/ legal/ given name is*  
67 *used.*

68 *The preferred name and pronouns should be used where possible in the course of CSU business*  
69 *and education. Persistent failure to use a student's preferred name and pronouns could result in a*  
70 *complaint of discrimination, harassment, retaliation, or unprofessional conduct.<sup>1</sup>*

71 *A student's primary/ legal/ given name should continue to appear where legally required, until*  
72 *such laws are changed.*

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<sup>1</sup>Regarding gender as a protected status: Executive Orders 1096/07 (Title IX) include gender as a protected status. This includes gender identity and gender expression. A persistent misnaming of a student, whose preferred name is associated with their gender identity or expression, could result in a Title IX complaint of discrimination or harassment. This language from the Title IX Coordinator might be helpful in developing a better understanding: "If an incident or harassing conduct is based on protected status, the vulnerability of people with protected status, by law, requires a more 'robust' process of addressing such conduct. If an incident, harassing conduct, or disrespectful behavior is not based on protected status, we still address the conduct but either through the collective bargaining agreement or education code provisions related to unprofessional conduct."

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

Submitted by Rosamel Benevides-Garb, Interim AVP and Campus Diversity Officer

**Diversity, Equity, and Inclusion Grant Program:** ODEI launched its all-campus Request for Proposals (RFP) for the Diversity, Equity, and Inclusion Grant Program on October 14th. Applications will be reviewed starting on November 15th by the Grant Program Funding Committee, whose membership has been finalized for this cycle in accordance with University Senate Policy Number EM:P06-07.

- ODEI has received funding for the DEI Grant Program from the Provost in the amount of \$35,000, to be allocated in grant amounts between \$1,000 to \$5,000 to students, faculty, and staff to be disbursed during Spring 2023 and Fall 2023. This grant cycle provides funding between two fiscal years.
- Responding to suggestions from faculty, this grant cycle will be the final Fall semester call for proposals, as ODEI will move forward to align the grant disbursements with our regular academic/fiscal year, with the RFP launched every Spring, to be allocated for the next fiscal year, provided that funding is available. The possibility of a Spring 2023 RFP for Academic Year 2023/2024 is in discussion.

**ODEI Student Fellowship Program:** The ODEI Student Fellowship Program has been created as a unique opportunity for student leadership development in the areas of diversity, equity, and inclusion. The ODEI Student Fellow will serve as an ambassador for matters of diversity, equity,

and inclusion as outlined by the office. The ODEI Student Fellow will create pathways for student leadership and empowerment and will also engage in standard clerical and administrative skill development and support to the ODEI Leadership Team.

- The ODEI Student Fellows Position Description has been posted on Handshake as of 11/7/2022.
- We are seeking to complete our current ODEI Student Fellow team with a total of 5 to 6 students.

**BIPOC Faculty Affinity Circle:** In partnership with Academic Personnel Services, the BIPOC Faculty Affinity Group was formed in early 2021 as a way for Cal Poly Humboldt's BIPOC faculty community to come together regularly for discussion, community building, and culture sharing. The Circle has been reactivated with a luncheon hosted by ODEI at the Jolly Giant Commons Fishbowl on November 3rd. ODEI will host monthly gatherings and invites all BIPOC faculty to attend.

- ODEI is also in conversation with Human Resources to develop a similar initiative for BIPOC Staff.

**Diversity and Equity Faculty Fellows:** Psychology Professor and Diversity and Equity Faculty Fellow, Benjamin Graham, completed a successful Historic InQUEERies pilot project. With a team of students, the project completed a total of eleven slide presentations to elevate the contributions of historic figures of the queer community across disciplines. The presentations were integrated into participating classes. The ODEI anticipates supporting the continued development of the Historic InQUEERies project annually to take place in October during LGBTQ+ History Month.

**Equity Advocate Program:** In partnership with Academic Personnel Services, ODEI has finalized a revised and updated Equity Advocate Program Guidelines. An Equity Advocate is a volunteer faculty or staff member who serves on a department's search committee to be a presence and resource that encourages equitable consideration of all candidates across identity markers. The Equity Advocate adds a layer of awareness and consistency to the search and deliberative process that allows the search committee to focus on content expertise while minimizing the cognitive and structural impact of implicit bias.

- The Guidelines include a summary of the faculty search committee process, DEI best practices, an Equity Advocate Orientation, and a DEI Rubric for assessing a candidate's knowledge and commitment to DEI practices.
- Equity Advocates were invited for a review period to provide feedback. The document is now closed and will be reviewed on an annual basis, starting in Spring '23 in order to continually improve upon the foundation of the program.
- An appreciation lunch was held for the Equity Advocates on October 13th with 16 people in attendance.

- Letters of Appreciation for Institutional Service are being provided to Equity Advocates who served on faculty search committees during the 2021/2022 Academic Year.

**Diversity, Equity, and Inclusion Workshops and Training:** In response to the demand for DEI training from both on and off-campus communities, the ODEI has begun conversations to partner with the Center for Teaching and Learning and the College of Extended Education and Global Engagement to create sustainable capacity to offer such training. ODEI has developed a menu of DEI workshops/training and plans to engage with faculty and related programs and departments to design the training curriculum, which will then be offered to both the on and off-campus communities.

**CSU Inaugural Juneteenth Symposium and ODEI:** June 15th through 16th, 2022 marked the Inaugural CSU Juneteenth Symposium in which all 23 campuses sent delegations of students, faculty, and staff to participate in a two-day conference in Los Angeles to commemorate Juneteenth. In partnership with the Office of the President, ODEI has invited the CSU Inaugural Juneteenth Symposium delegation to meet for a working lunch/focus group on November 16th to discuss how ODEI can foster cross-departmental collaboration to develop campus-level engagement with this CSU initiative.

**Affirmative Action Plan:** ODEI is developing a new partnership with the Offices of Human Resources and Title IX to review and update Cal Poly Humboldt's current Affirmative Action Plan, as requested by the CSU Chancellor's Office.

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### **President and President's Administrative Team Report to University Senate**

Tom Jackson, Jr., President  
Timothy Downs, Chief of Staff, Interim  
Sherie Gordon, CFO/VP Administration and Finance  
Jenn Capps, Provost and VPAA  
Cooper Jones, Executive Director of Athletics and Recreational Sports  
Frank Whitlatch, VP Advancement  
Adrienne Colegrove-Raymond, Special Assistant to the President for Tribal & Community Engagement and Interim Dean of Students

### **People**

Dr. Chrissy Holliday has been appointed Vice President for Enrollment Management & Student Success at Cal Poly Humboldt. She begins her tenure January 1, 2023. ([Photo](#))  
<https://pmc.humboldt.edu/portal/dr-chrissy-holliday-appointed-vp-enrollment-management-student-success>



**Boldly Rising Campaign** Cal Poly Humboldt has publicly launched the most significant fundraising effort in its history, aiming to raise at least \$50 million in support of students and campus programs. It's called Boldly Rising: the Campaign for Cal Poly Humboldt. To date, over \$33 million has been raised.

[Read the full story »](#)

**Academic Program Excellence**

Senator Mike McGuire announced on Tuesday a \$10,000,000 investment to transform the Samoa building into a state-of-the-art Healthcare Education Hub through a collaboration between College of the Redwoods and Cal Poly Humboldt. Please read the article for more information:

<https://lostcoastoutpost.com/2022/nov/1/all-hail-humboldt-health-hub/>. This will truly be transformational for our region in addressing workforce shortages in healthcare.