

## **CAL POLY HUMBOLDT**

**University Senate Written Reports, August 23, 2023**

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

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### **Faculty Affairs Committee:**

Submitted by Tim Miller, FAC Chair

Members: Ramona Bell, Kim Perris, Lisa Tremain, Marisol Ruiz Gonzalez, Kim White

Meeting Date(s): Wednesdays 11-noon, NHE 106 and Zoom (please email Tim at [tim.miller@humboldt.edu](mailto:tim.miller@humboldt.edu) for more details if you'd like to attend)

Meeting Details: FAC has not yet met this fall, but from our talks last spring and updates at SenEx last week, we have the following list of issues that have come to our attention and we will be establishing our initial priorities this week. If you have anything you would like to add or discuss with FAC, please contact Tim.

Possible 2023-24 priorities:

- Updating the student feedback questionnaire to reduce bias and increase response rates.
- Establishing a university-wide policy regarding early tenure.
- Establishing a university-wide faculty office hours policy.
- Departmental Standards & Criteria 5-year updates – many departments are behind schedule.
- The RTP Standards and Criteria Committee recommends that Departmental Standards & Criteria should have updated criteria for service that encourages breadth and depth and does not count hours.
- Faculty intellectual property policy.
- The post tenure review (PTR) process is not always carried out. How can we make sure faculty are submitting their files for review?
- Establishing a university-wide minimum standard criteria for scholarly/creative activities for tenure.

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### **Integrated Curriculum Committee:**

Submitted by Julia Alderson, ICC Chair

Members: Julie Alderson (Interim Chair), Paul Michael Atienza, Brad Ballinger, Cindy Bumgarner, Carmen Bustos-Works, Christine Cass, Amanda Dinscore, Eden Donahue, William Fisher, Cameron Allison Govier, Sara Jaye Hart, Heather Madar, Bori Mazzag, Cindy Moyer, Justus Ortega, Marissa Ramsier, Jenni Robinson Reisinger, Joshua Smith, Anna Thaler, Lisa Tremain, Melissa Tafoya, Mark Wicklund

Meeting Date: Tuesday, August 22, 2023

Meeting Details: ICC had its first meeting of the year on August 22nd. We spent our time generally familiarizing committee members with ICC “nuts and bolts” - general introductions, ICC committee/subcommittee structure, shared Google Drive docs and resources - and talking very broadly about the committee’s work for the year.

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## **University Policies Committee:**

Submitted by Chris Harmon, UPC Chair

Members:

Meeting Date(s):

Meeting Details: no report

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

Submitted by Stephanie Burkhalter and Mary Virnoche, ASCSU senators

The first ASCSU committee meetings and plenary of the 23-24 year take place September 6-8. We welcome your inquiries and suggestions regarding topics for ACSCU consideration. To access ASCSU resolutions, plenary agendas and plenary minutes, see [this link to the ASCSU home page](#).

For the 23-24 Academic year, Stephanie has been appointed the Chair of the ASCSU Faculty Affairs Committee.

Governor Newsom appointed Darlene Yee-Melichar to be the incoming CSU Faculty Trustee.

We expect issues from last academic year to carry over into 23-24:

- The implementation of AB928’s requirement for a common GE pathway for UC and CSU (Cal-GETC) (see Chancellor’s office [AB928 site](#))

- Systemwide and campus responses to reports on Title IX and DHR by Cozen O'Connor (see this [site](#) for reports).
- Meeting benchmarks of the multi-year Budget Compact between the Newsom Administration and CSU (read [here](#)) and associated CSU-mandated "realignment" of funding of campuses based on enrollment.
- Fair compensation for employees in response to bargaining with several employee unions, including CFA.
- Concerns about attracting and retaining diverse faculty across campuses.
- Investing in strategies for improving degree achievement of under-resourced students
- Clarification of the approval process for bachelor's degrees at the CCC's under AB927

In addition, at this time, we anticipate exploring these topics at the ASCSU

- Creating effective and equitable systemwide and campus-based policies for addressing student use of AI
- Understanding the vision for the CSU of the [new Chancellor, Mildred Garcia](#), who takes office on October 1.

The following substantive resolutions passed at the ASCSU's May 18-19, 2023, Plenary:

AS-3608-23/AA (Rev) [CSU Discipline Council Involvement in California Community College Course Review](#)

AS-3609-23/FGA (Rev) [Encouraging Campus Faculty Legislative Liaisons](#)

AS-3610-23/AA/FA (Rev) [Renewing the Call for a Working Group on Artificial Intelligence \(AI\) in Higher Education](#)

AS-3612-23/AA (Rev) [California's Future Economic Strength Depends on Investing in Public Graduate Education Today](#)

AS-3613-23/AA (Rev) [On the Process of Identifying and Resolving Issues of Duplication of CSU programs in AB 927 California Community College 4-year Baccalaureate Programs](#)

AS-3614-23/JEDI/FA (Rev) [Solidarity With Immunocompromised, Caregivers, and ASCSU Members with Disabilities](#)

AS-3615-23/AA (Rev) [On the Separation of CSU GE Breadth from Cal-GETC](#)

AS-3616-22/FA [Providing Timely and Quality Counseling Within the CSU](#)

AS-3619-23/FA [Maintaining Educational Continuity During Emergencies and Disasters](#)

AS-3621-22/FA/JEDI [Auditing the Mercer Faculty Salary Study Findings](#)

AS-3622-23/AA [Endorsing the Recommendations of the General Education Advisory Committee \(GEAC\) on Upper Division GE and American Institutions](#)

AS-3623-23/FGA/AA [In Support of Joining the National Council for State Authorization Reciprocity Agreements \(NC-SARA\)](#)

AS-3624-23/AA [ASCSU Position on California Community College Spring 2023 Bachelor's Degree Program Proposals](#)

AS-3627-23/JEDI/FA/AA [Making Full Use of the Common Human Resource System \(CHRS\) in Recruiting Faculty of Color](#)

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

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

### **Office of Diversity, Equity, and Inclusion University Senate Report August 29, 2023**

\*This report is not exhaustive, as it only focuses on main events and activities, not regular committee work, etc. For details contact the ODEI at (707) 826-4503 or [diversity@humboldt.edu](mailto:diversity@humboldt.edu) for more information.

**ODEI Personnel:** Over the summer, ODEI made advancements in adding exceptional individuals to our team. We are pleased to announce the following new members of ODEI:

- Fernando Paz: Campus and Community Development Coordinator, inaugural position. Fernando comes to ODEI from El Centro Académico Cultural, one of the Cultural Centers for Academic Excellence. Fernando served El Centro and its students for six years prior to joining the ODEI Leadership Team. Fernando has extensive on and off-campus community experience.
- Arlene Wynn: Staff Diversity and Equity Fellow, inaugural position. Arlene comes into this service-level position from the College of Natural Resources and Sciences, Dean's office. Arlene is a former Senator and a current Staff Councilor and represents the Staff Council on the URPC. She will dedicate time and effort to the area of the Six Pillars of Inclusive Excellence for non-academic units. Arlene's work will fulfill one aspect of the Cal Poly Humboldt's WASC accreditation requirement.
- ODEI Student Fellowship, inaugural cohort:
  - Kiara Farias, CRGS Major
  - Matias Solorzano, Psychology Graduate Program
  - Maya Montes de Oca, Journalism Major and Communication Minor
  - Liah Narvasa, Geology Major and Religious Studies Minor
  - Nicole Arizcorreta, Criminology and Spanish Double Major (SAGE member)
  - Laney Myers, Psychology Major (SAGE member)
  - Bryant Gonzales, Criminal Justice Major (SAGE member)
  - Jesse Beacham Grijalva Prieto, Psychology Major and Philosophy Minor (SAGE member)

- Kamar Little, Film Major and Studio Art Minor (SAGE member)
- equity arcata and inaugural Student Advisory Group for Equity (SAGE): Five of the above mentioned student fellows are members of SAGE. They are student leaders who represent key student constituencies at Cal Poly Humboldt who identify in whole or in part as Black, Indigenous, and People of Color (BIPOC). The SAGE members bridge the Cultural Centers for Academic Excellence and the Social Justice, Equity, and Inclusion Center (SJEIC) with equity arcata and are integral student leaders within equity arcata's structure. They center the voices of BIPOC students and networks to provide guidance for the alignment of equity arcata programs and practices with BIPOC student needs to build a strong Arcata-Cal Poly Humboldt community.
- ODEI ASC Jeanne Riecke has left ODEI and relocated out of State:
  - ODEI appreciates Jeanne's contributions to ODEI during her service years.
  - ODEI will soon conduct an ASC II open search to replace Jeanne. This position will be announced through our regular HR vacancy announcement portal.

#### **ODEI Campus Guests:**

- **Dr. Maurice Hamington**, Professor of Philosophy at Portland State University, a national and international scholar in the field of Ethics of Care, was invited by ODEI to visit Cal Poly Humboldt to discuss the Ethics of Care on July 18th and 19th. ODEI and Dr. Hamington met with diverse campus staff and administrators representing multiple departments and organizations across campus. The topics of conversation included how to infuse more and better Care into institutional policies and practices to build an intentional community of care. From these conversations, it is clear that our colleagues practice an ethics of care in their daily service to our students, staff, and faculty. ODEI will continue to advance this conversation across campus about care as an individual commitment and an institutional ethos. In addition, ODEI, in partnership with the College of Arts, Humanities and Social Sciences, the Department of Philosophy, and the spring Social Justice Summit, will invite Dr. Hamington as the Keynote speaker for the Philosophy Forum which will be held in alignment with the Social Justice Summit event in March 2024.
- **Dr. Mario Lopez**, Director of Diversity, Equity, and Inclusion at UC San Francisco Law. Dr. Lopez oversees diversity partnerships between UC San Francisco Law and other universities, first-generation programming, the [California Scholars Program](#), and diversity recruitment at UC San Francisco Law. He will visit Cal Poly Humboldt on Thursday, September 7th. This visit is organized by ODEI to discuss unique professional opportunities for our graduating BIPOC students. ODEI has created a visit agenda to engage all pertinent faculty, staff, advisors, and Cultural Centers to learn about UC San Francisco Law pre-law pathways for our students and programs.

**Professional Development Day, Fall 2023:** The Office of Diversity, Equity, and Inclusion, in partnership with the Center for Teaching and Learning, the University Senate, and the Institutional Anti-Racism Action Plan Task Force invited the campus community to join us for Professional Development Day 2023 to reflect on Cal Poly Humboldt's future as a model for diversity, equity, inclusion, and racial justice. Over a three-hour session, approximately 250 staff

and faculty joined us in an initial campus conversation about the redesign of the Institutional Anti-Racism Action Plan. We also featured two key presenters: Dr. Clyde Pikett, Vice President of the National Association of Diversity Officers in Higher Education (NADOHE), and Step Dance artist, Jason Nious, Director of dance Company MOLODI. This event was the kick-off event to engage our community in a year-long discussion, consultation, and reflection about our Institutional Anti-Racism Action Plan (IARAP).

**Institutional Anti-Racism Action Plan Task Force (IARAP Task Force):** As mentioned above, this committee, in partnership with ODEI, the Center for Teaching and Learning, and the University Senate will engage our campus community in a year-long discussion, consultation, and reflection about our Anti-Racism Action Plan. Five members of this task force are current senators. Current Task Force members include:

1. Adrienne Colegrove-Raymond, Special Assistant to the President for Tribal Relations and Community Engagement
2. Andrea Delgado, Assistant Professor, Department of English, Labor Representative to California Faculty Association (CFA)
3. Douglas Smith, Coordinator for the Umoja Center for Pan African Student Excellence, Diverse Male Scholars Initiative Mentor
4. Enoch Hale, Director of the Center for Teaching and Learning
5. Fernando Paz, Campus and Community Development Coordinator, Office of Diversity, Equity, and Inclusion
6. Frank Herrera, Coordinator for the Social Justice, Equity, and Inclusion Center, Diverse Male Scholars Initiative Mentor
7. Joseph Diémé, Professor of World Languages and Cultures
8. Mary Virnoche, Professor of Sociology, University Senator, Academic Senator, Academic Senate of the CSU
9. Michele Miyamoto, Tutoring and Academic Coaching Coordinator, University Senator
10. Nancy Perez, Assistant Professor of Critical Race, Gender and Sexuality Studies, Chair of Ethnic Studies Council
11. Pearl Podgorniak, Confidential Administrative Support, Office of Diversity, Equity, and Inclusion, Interim Staff Council President
12. Ramona Bell, Co-Chair of Task Force, Professor and Chair of Critical Race, Gender and Sexuality Studies, University Senator
13. Rosamel Benavides-Garb, Co-Chair of Task Force, AVP of Diversity, Equity, and Inclusion and Campus Diversity Officer, University Senator
14. Sarah Peters, Academic Advisor, Academic Advising Center, Witness Accountability Group
15. Sasheen Raymond, Coordinator of the Indian Tribal & Educational Personnel Program & ELITE Scholars
16. Stephanie Souter, Research Analyst, IRAR, Faculty Lecturer, Department of Psychology, Staff Councilor

The Task Force will provide regular progress reports to the Senate as an addendum to the ODEI report. In the spring semester, the Task Force will request Senate agenda time to formally discuss the Anti-Racism Action Plan with the senators, leading to a senate resolution.

***Creando Conciencia, CSU Equity Priority #5 Grant:*** The offices of Academic Programs and Diversity, Equity, and Inclusion (ODEI), and the Center for Teaching and Learning (CTL), are collaborating to host a professional learning community, *Creando Conciencia* funded by the CSU Equity Priority #5 Grant. This current effort of *Creando Conciencia* (Creating Awareness) is inspired by the prior ESCALA-based *Creando Conciencia* program, funded by the Howard Hughes Medical Institute Award for Inclusive Excellence. The goal of *Creando Conciencia* is to support faculty by engaging with an evidence-based, faculty-driven curriculum which centers on culturally responsive teaching. Ultimately, this effort is focused on closing the student achievement gap.

**SEA Inclusive Leadership Certificate:** ODEI has endorsed the Humboldt Athletics Social Equity & Accountability (SEA) Committee's effort to implement an Inclusive Leadership Certificate to Athletics students who complete a prescribed, yet flexible set of DEI training. The goal is to equip Cal Poly Humboldt's student athletes with the inclusive leadership skills that will serve them during their time at Humboldt on their teams and in the classroom, as well as, after they graduate, progressing into their careers. The SEA Inclusive Leadership certificate will provide multiple methods for creating reflective moments and also provide opportunities to learn how to effect change, have an impact, and begin truly owning DEI as a leader and person.

**Festejando Nuestra Comunidad (Celebrating our Community):** Through the Diversity, Equity, Inclusion, and Accessibility Grant Program, and in partnership with equity arcata, ODEI is sponsoring "Festejando Nuestra Comunidad." The celebration is a community resource fair aimed at promoting unity, culture, and well-being within the local Latinx community. The event will feature interactive workshops, cultural performances, and all-age activities focused on fostering community connections and highlighting diverse cultural expressions. The event will take place on September 16th at College of the Redwoods. We hope to bring Festejando to Cal Poly Humboldt next year. A large Latinx community participation is anticipated.

**Diversity, Equity, Inclusion, and Accessibility (DEIA) Grant Program:** During April 2023, ODEI awarded funding to seven proposals for program implementation in Academic Year 2023/24. This academic year marks the first year that the DEIA Grant Program funding will be implemented within the regular academic year.

**2nd Annual Humboldt Obon Festival:** ODEI sponsored the Humboldt Asian Pacific Islanders (HAPI) in Solidarity's 2nd annual Humboldt Obon Festival. Obon is a Japanese Buddhist custom to honor the spirits of one's ancestors. The event was held on Sunday, August 13th in Arcata.

Tom Jackson, Jr., President  
Mark Johnson, Chief of Staff  
Sherie Gordon, VP Administration and Finance/CFO  
Jenn Capps, Provost and VPAA  
Chrissy Holliday, VP Enrollment Management and Student Success  
Frank Whitlatch, VP Advancement  
Nick Pettit, Executive Director of Intercollegiate Athletics and Recreational Sports  
Adrienne Colegrove-Raymond, Special Assistant to the President for Tribal & Community Engagement

### **Moments of Pride**

The University Police Department launched a Public Safety Ambassador (PSA) program in an effort to continue our commitment to community policing and are continuing the Public Safety Ambassador Program. During the 2022-23 academic year, a dozen students participated in the program. The Public Safety Ambassadors work with UPD to welcome people at the front counter, provide service, complete livescans, and connect with the campus community while patrolling the main campus, Housing facilities such as the Comfort Inn, and other satellite facilities. PSAs are identifiable by a uniform but will not be armed. PSAs are also available to provide student safety escorts. Among the program's dozen participants was Alex Cicero, a student who recently transitioned into a full-time community services specialist role as an unarmed, non-sworn officer. Although not pursuing law enforcement within the University, Alex found a calling in the program. The experience has guided him toward pursuing law enforcement opportunities.

### **Academics**

Welcome one new dean and several new tenured/tenure-track faculty to academic affairs this year. They are:

**Kyleigh Brine**, Faculty, Dance, Music & Theater  
**Cindy Bumgarner**, Dean, College of Extended Education and Global Engagement  
**Larisa Callaway-Cole**, Faculty, Child Development  
**Eliseo Casiano**, Faculty, Art & Film  
**Alana Chin**, Faculty, Biological Sciences (January 2024 start)  
**Tristan Gleason**, Faculty, School of Education  
**Bethany Johnson**, Faculty, Mathematics  
**Devin Ketchum**, Faculty, School of Engineering  
**Gabrielle Kirk**, Faculty, Geography, Environment & Spatial Analysis  
**Ben Kovitz**, Faculty, Computer Science  
**JuEun Lee**, Faculty, School of Engineering  
**Dongcheng Li**, Faculty, Computer Science  
**Christa Meingast**, Faculty, School of Engineering  
**Robert Pickering**, Faculty, Dance, Music & Theater  
**Kijung Ryu**, Faculty, School of Education  
**Joshua Steimel**, Faculty, School of Engineering



**Rachael Wade**, Faculty, Biological Sciences (January 2024 start)

### **Strategic Plan for Graduate Studies at Cal Poly Humboldt: Call for Taskforce Members**

Academic Affairs is developing a strategic plan for graduate studies this year. The purpose is to continue to elevate the student experience and evaluate strengths and opportunities in this domain. Provost Capps is forming a task force to complete this work and is asking for interested people to submit their names to [OAAVP@humboldt.edu](mailto:OAAVP@humboldt.edu) by *August 31, 2023*. Everyone who expresses interest in joining the task force will be notified by *September 11, 2023* whether they have been offered a spot on the taskforce or not.

## **Inclusive Experience**

### **Students**

Cal Poly Humboldt's Dean of Students Office, Housing & Residence Life, and Office of Student Life coordinated to plan various activities in support of the Welcome Home to Humboldt concept during our students' first weeks on campus. In addition to traditional move-in, Orientation, and Welcome Week activities, students also were supported the first two days of class by volunteers from across campus stationed around key thoroughfares to help students find their way to class. Many thanks to all campus partners who helped make these onboarding experiences a success.

### **Campus**

Thanks to everyone for participating in Professional Development Day on *Friday August 18, 2023* focused on the Institutional Anti-Racism Action Plan. Body Percussionist **Jason Nious** opened the event, followed by Keynote Speaker **Dr. Clyde Wilson Pickett** of the National Association of Diversity Officers in Higher Education (NADOHE) and the University of Pittsburgh's Vice Chancellor of the Office of Diversity, Equity, and Inclusion. Dr. Wilson introduced us to NADOHE's **Framework for Advancing Anti-Racism Strategies on Campus**. Special shout outs to **Dr. Rosamel Benavides-Garb, Pearl Podgorniak, Fernando Paz and Dr. Enoch Hale** for their coordination of this successful event.

## **Infrastructure**

- Enrollment Management and Student Success launched a summer project to refresh the Slate CRM used primarily for admissions and enrollment communications, though it provides functionality for other units as well. Specifically, the project's intent is to embrace the polytechnic transformation and empower teams by unleashing the power of data to meet Humboldt's ambitious goals outlined in the Strategic Enrollment Management (SEM) plan. We also are undertaking efforts to re-envision admission processes from the student perspective to support our growth as a polytechnic.

The project uncovered some structural elements within the database that needed more extensive rebuilding than initially anticipated. The implementation team, which includes representation from ITS and other campus colleagues, made the decision to bring Slate offline temporarily in order to rebuild the entire system in a manner that supports our enrollment and student success efforts. While some processes are on hold, we are currently using workarounds for the most essential of processes, such as communicating with prospective students, managing admissions for Spring applicants, and promoting events like Spring Preview. We anticipate

beginning to roll out additional functions in the new Slate environment throughout the fall semester, and will work with campus colleagues over time to consider additional functionalities that can benefit our campus. Please send any questions or concerns to [slate-pm@humboldt.edu](mailto:slate-pm@humboldt.edu)

- We are excited to share that the Trinity Children’s Center and Child Development Lab Project was ready to open new students on Monday, August 14th. After all stakeholders move in and we finish a few minor exterior improvements, we will host a ribbon cutting later in the academic year.
- The Craftsmans Mall Student Housing Project is progressing well. Currently, we remain ahead of schedule and under budget. In the next few months, expect to see the construction of our east building.

### **Innovation and Sustainability**

- The Sustainability team is excited to share with great pride and gratitude that we finished our STARS rating for 2023, earning a GOLD rating once again with an improved score of 76.57.
- The Division of Administrative Affairs is committed to expanding sustainable transportation which is demonstrated by a few of recently launched initiatives and partnerships.
  - [Cal Poly Humboldt’s Ride Share Service](#)—launched this year—connects those interested in giving and receiving rides to campus. Just fill out a form, and a ride match coordinator will make connections between nearby ride matches. There are separate [forms for students](#) and for [faculty and staff](#).
  - The University has expanded our partnership with the City of Arcata and Humboldt Transit Authority (HTA) to launch a new Green and Gold line coupled with making investments to enhance the student experience. The partnership includes a new app which provides a real-time view of our routes and shorter route times (30 minutes). In the near future, we will brand the buses and install wi-fi. This is a demonstration of how a partnership can not only support students but the community as well.