

CAL POLY HUMBOLDT

University Senate Written Reports, September 13, 2022

Standing Committees, Statewide Senators and Ex-officio Members

Academic Policies Committee:

Submitted by Nicole Jean Hill, APC Chair Pro Tem

Members: Julie Alderson, Frank Cappuccio, Harrelle Deshazier, Tyler Evans, Li Qu, Jenni Robinson Reisinger, Mark Wicklund. Vacant: Two AS Student Reps.

Meeting Date(s): September 29 and October 6, 2023

Meeting Details: The APC sent out the most recent version of the Credit for Prior Learning Policy for campus feedback via the myHumboldt portal on September 27th. We will send out reminders before the feedback deadline of October 18th via email. The committee has started its review of the Prior Registration Policy (PRP). The current Cal Poly Humboldt PRP is currently out of alignment the legislative mandates for prior registration. However, the legislative mandates are being implemented by the registrar's office. We plan to have a draft that aligns with the legislative mandates and current practices by our meeting on October 13th for discussion. Julie Alderson has provided the committee with the Blended Pathways Policy and the committee will be completed with the review of that document by October 13th as well.

Integrated Curriculum Committee:

Submitted by Julia Alderson, ICC Chair

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

Meeting Date: October 3, 2023

Meeting Details: ICC met on October 3rd. We discussed and moved forward several curriculum items that are now on this week's Senate Consent Calendar. We continued to discuss the manner in which the new syllabus policy's stipulation for syllabus review will occur via Program Review. We determined that the Academic Policies Committee should review the proposed new policy on Blended Pathways (combined Bachelors and Masters program) prior to its discussion at ICC.

University Resources and Planning Committee:

Submitted by Jaime Lancaster, URPC Co-Chair

Members: Jaime Lancaster, Jenn Capps, Amy Spowles, Dave Janetta, Sarah McCue-Green, Jeff Crane, Sherie Gordon, Chrissy Holliday, Frank Whitlatch, Samuel Parker, Vincent Zavala, Amber Blakeslee, Melanie Bettenhausen, Anthony Baker Ortiz, Kendra Higgins, Michael Le, Brigid Wall, Patrick Orona, Nate Cacciari Roy.

Meeting Date(s): 10/6/2023

Meeting Details:

At our last meeting, we had a robust and interesting discussion of the potential Early Exit Program (EEP) where the group focused on non-budgetary impacts of the program and identified some potential solutions. Members of the group would like to expand the discussion of cost saving / revenue generating strategies to options beyond the EEP.

The group appreciates the voluntary nature of the EEP and its cost saving potential. However there are a number of concerns that the group would like to see addressed before the implementation of an EEP. Among the issues raised included the loss of institutional knowledge, lack of succession planning for positions that needed to be backfilled, increased workload and ongoing inefficiencies around the implementation of new software and pandemic related process changes. A need to map workflow and job responsibility was identified as one way to ensure the completion of essential tasks and to reduce duplication of duties and other inefficiencies.

We've also been working on planning for our first open forum. We hope you can join us.

Open Forum #1: Budget 101 & Intro to the URPC

If you've ever wanted more information about how budgeting works on campus, or were curious about the role of the University Resources and Planning committee, our first open forum will bring you up to speed.

Date: October 18, 2023

Time: 2:00 - 3:30

Location: Goodwin Forum

The purpose of this forum is to introduce University budgeting concepts, processes and timelines and the functions of the URPC.

By the end of the forum, participants should have a fundamental understanding of the budget components that determine where our funding comes from, how we spend it, and what the URPC role is in this process. This information will be essential for understanding more complex topics in future forums and communications. At least 30 minutes will be set aside for campus community members to offer feedback and suggestions, and ask questions. The forum content and community input will be incorporated into a budget reference guide. The session will be offered in person only but will be recorded and the recording will be released to the campus community following the forum.

<https://pmc.humboldt.edu/portal/urpc-open-forum-budget-101-wednesday-october-18>

Academic Senate CSU (ASCSU):

Submitted by Stephanie Burkhalter and Mary Virnoche, ASCSU Senators

CSU International Programs Committee - Senator Virnoche Assignment

Dr. Jaishankar Raman, CSU Executive Director for International Affairs, announced that “Our study abroad numbers are making a slow climb towards our pre-pandemic levels.” Nevertheless lower enrollments and budget imbalances required some difficult financial decisions:

1. move away from more expensive partners and added new partners
2. eliminate two Resident Director positions (Spain and France) starting from academic year 2025-26 (RD position in Italy continuing)

Dr. Raman wrote: “I am confident that the staff in Spain and France will be able to provide the level of service necessary for our students.”

The Fall CSU IP Committee Meeting is October 19-20. Mary Virnoche plans to Zoom into this meeting. ASCSU representatives on the committee (Mary Virnoche and Mike Vann) will communicate concern about loss of faculty involvement in these core programs.

Justice, Equity, Diversity, and Inclusion (JEDI) Committee Meeting - Senator Virnoche Assigned

1. **Diversity of ASCSU:** Conversation about cultivating ASCSU diverse and new senators from across the CSU - try to leverage outreach now given open seats. All parts of culture change in the body and ongoing challenges.
2. **New Faculty Diversity Dashboard** - Jeff Gold previewed a new dashboard illustrating system and campus student demographics in comparison to faculty and staff. We can use this tool to compare the most recent changes (if any) in recent hires to change

targets. Across the system and the select campuses we looked at, Latinx faculty/Latinx students had the biggest gap in alignment. Some committee members working on StoryCore.

3. **Lecturer Senator Seat on the ASCSU** - Campus Feedback?
 - a. Amending the Constitution of the Academic Senate, the California State University (ASCSU) to Add Three Designated Temporary Faculty Positions
 - b. Change in Bylaws of the Academic Senate, the California State University (ASCSU) to Accommodate the Addition of Three Designated Temporary Faculty Positions
 - c. Concerns about not enough seats. How that might feel for lecturers with just three seats. Given on 3.. Some campuses will have more seats. What about not having seats for lower ranked TT faculty?
 4. **Rescind of Travel Ban and Other Action** - [SB 447 GO-Biz: Building and Reinforcing Inclusive, Diverse, Gender-Supportive Equity Project](#) . So work on campus and ASCSU resolutions about what had been banned states and use of funds to support action for those traveling to banned states. Also considering support for those students and personnel who do travel to banned states on business.
 5. Working on Resolution Linked to [Black Student Success Report](#)
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Labor Council:

Submitted by Steve Tillinghast, Labor Council Delegate

Cal Poly Humboldt Labor Council

Written report to the University Senate, October 10th, 2023

The Big News!

After a year-long organizing effort, Student Assistants who want to form a union alongside CSUEU (California State University Employees Union) members just got the green light from the California Public Employment Relations Board (PERB) to move forward with a union election! This is a huge step towards curbing the abuse of our Student Assistants across the CSU and providing the opportunity for them to realize the benefits and protections of Collective

Bargaining. PERB will now negotiate the specifics of the election with CSUEU and the CSU. The election will probably happen before the end of the year and if approved, Student Assistants will become Bargaining Unit 14 in the CSUEU. When that happens, the CSUEU will become the largest employee Union in the CSU.

Bargaining Updates:

Unit 6 – Teamsters:

CSU's last salary proposal improved slightly over the last one, but is still inadequate. CSU did not improve the previously proposed 5% GSI for the first year. In year two under the CSU's proposal, workers would be placed on their step structure at a maximum of two steps above the step closest to their current pay level. Raises in years 2 and 3 would still be subject to unnecessary state budget contingency language. Under this proposal, many workers would not reach their appropriate step based on years of service even by the end of the three-year contract.

Worse, CSU continued to insist on taking away emergency pay and in-range progressions (IRP). The CSU wants to have complete control over which workers would get an IRP, with no recourse to the grievance procedure. They want to reduce our premium for emergency pay to \$6 per hour, instead of double time, and take complete control over if and when emergency pay would be granted.

After CSU gave us their latest inadequate salary proposal, our Bargaining Team passed our new proposal, making changes in order to keep negotiations moving: We kept our salary steps the same but agreed to the CSU's proposal for a three-year contract when we previously asked for the CSU to commit to a five-year agreement. While sticking to our proposed 7% general salary increase (GSI) for the first year, we lowered our general salary increase for the second year of the contract, from 6% to 5%, and kept year three at 5%. We also continued to propose step placement in the first year and a step increase in the second and third years.

Unit 4 – APC:

The Bargaining Team for APC (Academic Professionals of California) met with the CSU in late September and they presented their counter proposal to us. While their latest offer has moved in the right direction, the APC Bargaining Team is still holding firm in our belief this bargaining cycle should yield more economic relief for our Unit.

Below are the highlights of the CSU's latest proposal:

- · Fiscal year 2023-2024 a 5% General Salary Increase effective upon ratification of agreement (i.e. not at beginning of fiscal year).
- · Fiscal year 2024-2025 a compensation pool equivalent to a 5%.
- · Fiscal year 2025-2026 a compensation pool equivalent to a 5%.
- · Improved salary ranges from their last proposal but still lower than current salary ranges.
- · State budget and performance evaluation contingencies would still apply.
- · IRP language would be eliminated from our contract.

The improvements to the initial CSU proposal may prompt some to wonder why we are still holding out for more. The answer to that is we believe a true salary step program should be decoupled from performance evaluations and, most importantly, from the vagaries of State funding. Moreover, the 5% compensation pool in fiscal years 2024-2025 and 2025-2026 would not suffice to make a fair distribution of funds to account for issues of salary inversion and proper compensation for new employees.

Units 2, 5, 7, and 9 – CSUEU;

CSUEU's Bargaining Team met with the CSU's negotiating team on Tuesday, Oct. 3rd. Management presented us with a new concept: a 5% general salary increase (GSI) in year 1, a 5% GSI in year 2, and in year 3 adjusting the new salary scales up by 3.5% and then slotting people into their target step. To be very clear: Steps will happen this contracting cycle, which is what CSUEU members have been fighting for since the unilateral removal of steps in the mid-90s.

In a major concession, the CSU finally acknowledged that classifications need to be updated to reflect the work our members are doing and to implement the steps, and agreed to hire a third-party consulting firm to expedite this process.

Our Bargaining Team spent Wednesday reviewing the CSU counter language and preparing our counter. We are ready for the Oct. 10 bargaining session at the Chancellor's Office, followed by an Oct. 11 session at CSU Long Beach.

Staff Council:

Submitted by Senator Sulaina Banks:

Lumberjack Weekend Door Decorating Contest, Entries Due 10/17

Dear Colleagues,

Lumberjack Weekend, Homecoming 2023, is just around the corner, from October 19th through 22nd! Staff Council and the Campus Traditions Committee invite all departments to don your creative hats to decorate your department doors in celebration of all things Cal Poly Humboldt.

Some possible theme ideas include:

- Cal Poly Humboldt Lumberjack Pride
- Spooky Season
- Celebrating Autumn

The winning department(s) will receive a special delivery of Mia Bella Cupcakes for the whole team!

If your department would like to participate, photo entries are due by email to staffcouncil@humboldt.edu on **Tuesday, October 17th by the end of the day**. Staff Council will announce the winner(s) on Friday, October 20th.

The Campus Traditions Committee is offering free supplies to support the contest. Staff can pick up materials anytime from the Ticket Office counter in the SAC (in the room with the pool tables). Please contact Sulaina Banks, ssb221@humboldt.edu, if you have any questions!.

For more information about Lumberjack Weekend events, please checkout the Forever Humboldt web page at this link: [Lumberjack Weekend | Homecoming 2023](#).

We look forward to seeing everyone's creations!

~Staff Council

President and President's Administrative Team Report to University Senate

Tom Jackson, Jr., President
Mark Johnson, Chief of Staff
Sherie Gordon, VP Administration and Finance/CFO
Jenn Capps, Provost and VP Academic Affairs
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

Women's soccer have jumped into second place in the standings with a 3-1 CCAA record after their win against Cal State Monterey this past weekend.

ACADEMICS

Established Health Task Force to focus on the following areas:

- Lead efforts to determine new academic degree programs in health to address workforce and polytechnic phase two (2026) goals.
- Review existing academic degree programs in and related to health and collaborate with the departments to amplify pathways for students into degrees to launch into the workforce and/or graduate school.
- Identify opportunities to improve access to healthcare in Humboldt County in partnership with the Redwood Coast Collaborative K-16 Grant and local community groups.

Members:

Jill Anderson, Senate Representative (beginning Spring 2024)
Janelle Adsit, CAHSS Faculty Representative (beginning Spring 2024)
Kayla Begay, CAHSS Faculty Representative
Jenny Cappuccio, CNRS Faculty Representative
Eden Donahue, CPS Faculty Representative
Rose Francia, Staff Representative
Cameron Govier, Curriculum Representative/administrative support
Jamie Jensen, CPS Faculty Representative
Justus Ortega, Dean Representative
Jianmin Zhong, CNRS Faculty Representative
TBD, Community/Industry Representative
TBD, Student Representative

INCLUSIVE EXPERIENCE

Students/Campus

Under Student Success, ITEPP & Council of American Indian Faculty and Staff have prepared a week of activities for the Annual Indigenous Peoples Week October 9-13. A full list of activities can be found at the [ITEPP Website](#)

Fall Preview and Preview Plus for Transfer Students will be held Saturday, October 14th. [Schedule of Events](#)

On October the 1st the Fall 2024 application opened and we are looking forward to showcasing our campus.

Title IX

The Implementation group has developed a sub-group focused on developing a comprehensive communication plan. The plan will be finalized on or before October 27th. In addition, we are tasked with completing the implementation plan to the Chancellor's Office by December 15th. The committee will be focused on finalizing the communications plan and campus engagement in the development and review of the plan. Our tentative goal is to have a draft to the CSU in early November.

Night Walks

UPD and Facilities Management will be partnering with other campus stakeholder groups to host a few night walks. The purpose is to assess areas to improve safety or other infrastructure measures for our students and workforce. In the near future, we will send out communication for invites and sign-ups to join the activity.

INFRASTRUCTURE

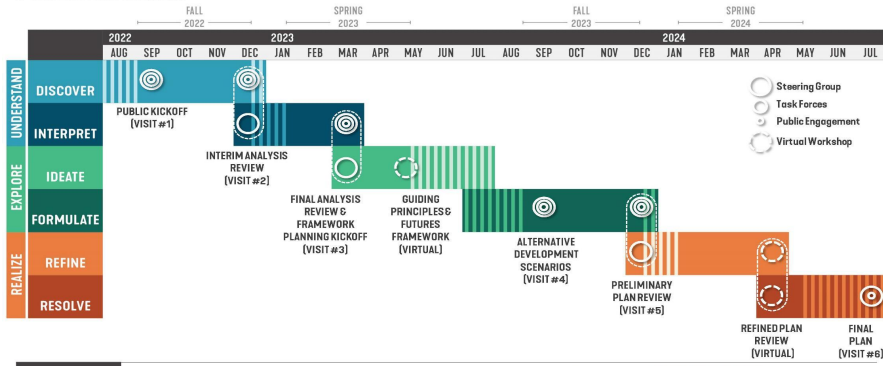
Campus Physical Plan

Over the past 14 months, the University has been engaged with our partners at Smith Group on transforming our [Campus Physical Plan](#) (i.e. Facilities Master Plan). This process has been a wonderful opportunity to engage our students, faculty, staff and community members in various workshops, open forums and tabling. Together we built a strong understanding of where our campus succeeds and where there is opportunity to make improvements. The process has also led to amazing ideas on how we reimagine our university physical place, identity, and culture. Currently, we are in the **IDEATE** and **FORMULATE** phase. Last week the Smith Group visited campus hosting focused sessions with the steering group, student groups and the sustainability team. Later in the semester, the Smith Group will return for broader campus engagement. We plan to develop a plan that will illustrate a future for our campus users in the areas of buildings, grounds, transportation, parking, land use, architecture, and more all from the lens of a diverse "people rst" perspective. We are on schedule to conclude early summer so we can present at the July 2024 CSU BOT meeting.

SCHEDULE

A TIMELINE FOR SUCCESS

ATTACHMENT B



Engineering & Technology Building

The Engineering & Technology Building is a new three-story 72,000 sf academic building located on the campus event field. The new building will house classrooms, laboratories, shops, student spaces, conference room and faculty offices. The project is in the design development phase. Construction activity is scheduled to begin late Summer 2024. The project is to be design and built to Leadership in Energy and Environmental Design (LEED) Gold Equivalent per U.S. Green Building Council (USBC) standard by the Collaborative Design Build team, [Swinerton](#) & [AC Martin](#).