

CAL POLY HUMBOLDT

University Senate Written Reports, January 30, 2024

Standing Committees, Statewide Senators and Ex-officio Members

Appointments and Elections Committee:

Submitted by Jorge Monteiro, AEC Chair

Members: Ara Pachmayer, Jorge Monteiro, Michihiro Sugata

Meeting Date(s): 01/19/2024

Meeting Details: The AEC and Senate chairs have met with the new ASC, Andrea Bright, several times to discuss all the committees and the process to announce vacancies and fill the positions. The AEC committee met on 01/19/2024 and discussed some positions that will need to be filled in the Spring and Fall of 2024. The AEC committee started to discuss that some committee chairs have a heavy workload that needs to translate into more release time and suggested the Senate chair update that.

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 for more details if you'd like to attend)

Meeting details:

With the strike and start of the semester, FAC will have our first committee meeting 1/31, but we have made progress on some of our efforts over the past weeks since the last senate meeting.

Office hours policy

This week is the second reading of this policy and we have made some updates since receiving feedback from the first read. We added a minimum of one hour for faculty with less than full instructional loads whose calculation would result in less than an hour. We also added clarification that this policy is for instructional office hours and not for other types of office hours and faculty availability such as thesis advising and chair duties. There are other policies and guidelines that either already set those expectations/requirements or if not, updates should be made to those guidelines/policies.

Student Feedback

We are also looking at ways to update the policies and procedures for student feedback (a.k.a. CEBS, SETS, evals, etc.) to increase response rates and decrease bias. I have met with some of the campus stakeholders and departments that can support some changes that don't require new policy and we have also been exploring ways to implement some policy changes.

There is a current CSU-wide effort to work on updating student feedback, including devising validated questionnaires (currently, the only CSU with validated surveys is Fresno State). If you are interested, you can read [the report by Kathleen Dyer](#) (Fresno) of the different ways that student feedback is handled across the CSU. I would like to thank Stephanie Burkhalter who contributed as part of her ASCSU work and Arlene Wynn who also connected with Kathleen (and does the lion's share of coordinating student feedback). For the moment, FAC is going to see where this system-wide effort goes before trying to reinvent the wheel on our own.

However, there are some elements to this process that we can start on, and are already working on a resolution that will be coming before senate relatively soon. And we are also excited to collaborate with some departments on campus to improve some of the process and support the folks who are doing this massive and important work. More details TBA. If you are interested in being part of this or in sharing ideas or feedback, let Tim know (twm2@humboldt.edu).

Integrated Curriculum Committee:

Submitted by Jill Anderson, ICC Chair

Members: Jill Anderson (Chair), Paul Michael Atienza, Cindy Bumgarner, Carmen Bustos-Works*, Christine Cass, Amanda Dinscore, Eden Donahue, William Fisher, Cameron Allison Govier, Sara Jaye Hart, Kristin Heese, Alison Hodges, Tasha Howe, Khristan Lamb, Heather Madar, Bori Mazzag, Cindy Moyer, Justus Ortega, Marissa Ramsier, Jenni Robinson

Reisinger, Mark Rizzardi, Joshua Smith, Tasha Howe, Lisa Tremain, Melissa Tafoya, Mark Wicklund, Jim Woglom

GEAR Chair: Marissa Ramsier

CDC Chair: Lucy Kerhoulas

APC Chair: Nicole Jean Hill

Student Representatives: Vacant

Administrative Support Coordinator: Andrea Bright

Curriculum and Catalog Specialist: Cameron Allison Govier

Curriculum Analyst: Khristan Lamb

*Non-voting member

Meeting Date(s): 1/16/24

Meeting Details: The ICC began the semester with an extended meeting dedicated to GEAR. I would like to thank Dr. Marissa Ramsier and AVP Bastos-Works for organizing the retreat that included a presentation of data collected in the fall semester (linked [here](#)), a student panel, and a brainstorm on key questions related to the GEAR program review. The GEAR review will continue throughout this semester with broad campus engagement and share-outs.

University Resources and Planning Committee:

Submitted by Monty Mola, URPC Co-Chair Pro Tempore

Members:

| | | | |
|-------------------------------------|--|-------------------------------------|--|
| <input checked="" type="checkbox"/> | Jenn Capps, Co-Chair (non-voting) | <input type="checkbox"/> | Samuel Parker, Student (voting) |
| <input checked="" type="checkbox"/> | Monty Mola, Co-Chair Pro-Tem | <input type="checkbox"/> | Vincent Zavala, Student (voting) |
| <input checked="" type="checkbox"/> | Amy Spowles, Faculty (voting) | <input checked="" type="checkbox"/> | Amber Blakeslee, Advisor (non-voting) |
| <input checked="" type="checkbox"/> | Dave Jannetta, Faculty (voting) | <input checked="" type="checkbox"/> | Melanie Bettenhausen, Advisor (non-voting) |
| <input checked="" type="checkbox"/> | Ramesh Adhikari, Faculty (voting) | <input type="checkbox"/> | Anthony Baker Ortiz, Advisor (non-voting) |
| <input checked="" type="checkbox"/> | Sarah McCue-Green, Staff (voting) | <input checked="" type="checkbox"/> | Kendra Higgins, Advisor (non-voting) |
| <input type="checkbox"/> | Vacant, Staff (voting) | <input checked="" type="checkbox"/> | Michael Le, Advisor (non-voting) |
| <input checked="" type="checkbox"/> | Jeffrey Crane, Dean (voting) | <input checked="" type="checkbox"/> | Brigid Wall, Notes (non-voting) |
| <input checked="" type="checkbox"/> | Carla Ho'a, VP (voting) | <input checked="" type="checkbox"/> | Patrick Orona, Notes (non-voting) |
| <input checked="" type="checkbox"/> | Chrissy Holliday, VP (voting) | <input checked="" type="checkbox"/> | Nate Cacciari Roy, Support (non-voting) |
| <input type="checkbox"/> | Frank Whitlatch, VP (voting) Proxy: Kevin Furtado | <input type="checkbox"/> | |

Meeting Date(s): 01/19/2024

Meeting Details:

Monty Mola joined the URPC and was voted by the committee to serve as co-chair Pro Tem until the Senate can confirm him as the Interim co-chair while Professor Lancaster is on Sabbatical.

The URPC reviewed a final draft and approved its [Planning for 2024-2025 Guiding Principles](#) without dissent. They are:

GUIDING PRINCIPLES

Resource allocation planning and decisions will be data-informed, incorporate an equity lens, and align with the [Purpose, Vision, Core Values & Beliefs](#) of the University.

- **Students First:** *We will prioritize the needs of students and their education. We will provide an equitable environment that ensures the well-being, education, graduation, and future success of our diverse student body.*
- **Value Personnel:** *We will recognize the impacts budget decisions have on personnel. We will strive to minimize the impacts to existing employees and engage in thoughtful, evidence-driven approaches to strategic workforce planning and process realignment.*
- **Financial Resiliency:** *The budget should be balanced on an annual basis and be sustainable into future years. Recommendations will balance the need for ongoing resources with the flexibility to adapt to changing circumstances, align resources with strategic objectives, and to thrive in the midst of those changes.*
- **Campus Engagement:** *We will solicit input from the campus community in order to make informed decisions about resource allocations. We will be transparent and timely in communications with the Campus community regarding the issues being considered.*

REDUCTION PLANNING PARAMETERS

The following parameters will guide reduction planning efforts:

- Approach reductions strategically and not across the board
- No division will be exempt
- Support units' ability to plan and avoid mid-year reductions unless absolutely necessary
- Commitment to transparency and timely communication

The URPC received a budget update for University Budget Director Blakeslee indicating that we are entering into a period of reduction planning. Each division was directed to work through

scenarios for 3%, 5%, & 8% reductions. As stated in the reduction planning parameters above, reductions will be strategic, not across the board.

We also discussed an engagement and communication plan for the campus so that it is informed and can provide input on the committee's budget recommendation to the University Senate and President Jackson. Topics discussed included:

- Communication of the [URPC Roll Forward Guidelines](#) (Approved by the Senate during the 2021-2022 AY)
- Multiple streams of communication to provide budget context, planning updates, opportunities for input
- When to hold a spring open forum and how to provide the campus with the fall open forum question responses.
- Confirmation of the timeline for the workload of the URPC for the spring semester in order to get a timely recommendation to the Senate and meet the charge from President Jackson.

Academic Senate CSU (ASCSU):

Submitted by Stephanie Burkhalter and Mary Virnoche, ASCSU Senators

Members: Stephanie Burkhalter and Mary Virnoche, ASCSU Senators

Meeting Date(s): January 17-19, 2024, CSU Chancellor's Office, Long Beach

The ASCSU met for its January standing committee meetings and plenary session, January 17-19. Senator Burkhalter participated via Zoom and Senator Virnoche participated in person at the Chancellor's Office in Long Beach. *The next ASCSU plenary will take place March 13-15, 2024. The permanent archive of all ASCSU resolutions, their status, and the Chancellor's Office responses can be found at this [link](#).*

January 2024 Plenary: Reports and Presentations

During the January plenary session, the ASCSU senators received reports and presentations followed by Q&A with: Leora Freedman, AVC for Human Resources; Genesis Pompa, CSSA Vice President for System-Wide Affairs; Charles Toombs - CFA President; Dilcie Perez, Deputy Vice Chancellor of Academic and Student Affairs & Chief Student Affairs Officer, and Nathan Evans,

Deputy Vice Chancellor of Academic and Student Affairs & Chief Academic Officer; Mildred García, CSU Chancellor; CSU Board of Trustees Chair Wenda Fong, Trustee Larry L. Adamson, and Faculty Trustee Darlene Yee-Melichar; and Sam Camarena, Manager, Advancement Academy and Aaron Moore, Executive Director, CSU Alumni Council. *Notes on these presentations are provided at the end of this report.*

[State Legislative Report](#)

ASCSU Resolutions Passed in Second Reading ([Link to January 2024 Passed Resolutions](#))

- *AS-3647-23/AA Call for Task Force on CSU General Education*: This resolution calls for the creation of a task force to study CSU best practices in CSU General Education and an analysis of implications for student success in making any changes to CSU GE Breadth.
- *AS-3651-23/AA A Call for Collaboration on Title 5 Changes*: This resolution urges the Chancellor's Office to continue to collaborate with the ASCSU on mutually agreeable distinctions between first-time first-year students, for whom CSU GE Breadth applies, and transfer students, for whom Cal-GETC applies.
- *AS-3652/APEP Notation of Subject Matter Waiver Program Completion on Official Student Transcripts*: This resolution calls for the notation on student transcripts of completion of a California Commission on Teacher Credentialing (CTC)-approved Subject Matter Waiver Program. The evaluation of completion of such a program remains with the appropriate faculty and academic advisors. This resolution asks for there to be a mechanism for that evaluation to be communicated with the university and notated on the students' official transcripts.
- *AB-3654-23/APEP Transfer Admission Routes to the CSU Outside of Cal-GETC*: This resolution seeks to retain open and equitable access to the CSU by recommending the retention of transfer routes other than the completion of Cal-GETC. This is not saying that we should retain something similar to the IGETC for UC vs. IGETC for CSU situation that currently exists. Rather, the intent here is to retain other routes such as lower-division transfer, upper-division transfer, and Golden four transfer, as currently exist outside of IGETC.
- *AS-3655-23/FGA Resolution to Change Position to Support SB 252 CalPERS Fossil Fuel Divestment*: The official position of the ASCSU on SB 252 has changed to "Support" and the ASCSU will advocate for passing this legislation asking CalPERS to divest from fossil fuel holdings.
- *AS-3656-23/ FGA Change in the Advocacy Positions Taken on ASCSU Monitored Legislative Bills*: This resolution replaces the "Need More Information" position on

legislative bills with “Oppose Unless Amended” in the list of the three typical positions taken by the ASCSU on legislative bills.

- *AS-3666-24/Exec/AA Opposition to Changing California State University General Education Breadth at This Time:* The ASCSU urges the Board to only change Title 5 as AB928 requires and not alter CSU GE Breadth at this time. The Cal-GETC GE transfer pathway was not primarily designed for CSU student needs. There is no evidence that our students do not need the education in tolerance and civics, the cultural capital from exposure to the arts, or the courses proven to enhance success in college which they would lose if the Board reduces CSU GE Breadth to match the unit distributions of Cal-GETC. There is no guarantee such changes would reduce complexity, given how deeply GE is interwoven into the curriculum.

ASCSU Resolutions heard with a First Reading Waiver and Passed

- *AS-3669-24/FA Support for the Unit 3 Bargaining Process and Historic Statewide Strike:* This resolution indicates ASCSU support for the bargaining process and the historic strike of Unit 3 instructional faculty, coaches, counselors and librarians, which is scheduled to begin on January 22, 2024. It implores the Chancellor to direct the management bargaining team to return to the bargaining table to negotiate a fair and equitable contract with California Faculty Association, the sole bargaining agent for Unit 3 employees. It objects to the CSU administration’s actions so far to arrange time reporting for docking pay of striking Unit 3 employees, as many of these employees work on "non-duty" days for which they are not paid. It asks that the CSU Board of Trustees, Chancellor’s Office, CFA and ASCSU work together to jointly advocate for a state budget that increases funding for the CSU to equitably support the pay and working conditions of all Unit 3 faculty, which would support student learning conditions.

ASCSU resolutions Heard in First Reading that will return for vote at the March Plenary

*Please review and provide feedback **no later than March 8, 2024** to Stephanie Burkhalter and Mary Virnoche*

- *AS-3665-23/AA Faculty Choice in Selection of Course Materials* ([Link to draft resolution](#))
This resolution asserts the right of faculty to select traditional or alternative course materials as they are pedagogically most conducive to student learning. Choice in the selection of course materials must extend to the format of the course materials, i.e., the choice between digital and print materials and any attempt to impose a campus or systemwide use of material will be opposed.

- *AS-3672-23/FGA Change in Bylaws to Define the position of Legislative Specialist for the ASCSU* (Link to draft resolution) ([Link to draft resolution](#)). This resolution proposes ASCSU Bylaws changes that define the role of the Legislative Specialist position to conform with past practice, and previous resolutions about the role of Legislative Specialist.
- *AS-3668-23/APEP Funding for Transfer Curriculum Evaluation Work* ([Link to draft resolution](#)) The implementation of Cal-GETC (in response to AB 928) and the common course numbering project (in response to AB 1111) will require even more faculty participation in intersegmental curriculum review activities. Even at current levels, it is difficult to find sufficient CSU faculty representation for this work. The resolution expresses the ASCSU's belief that a major contributing factor to this is the minimal level (sometimes none) of compensation available for this work.
- *AS 3673-24/Floor On Cal-GETC Alignment and Shared Governance* ([Link to resolution](#)) This resolution was proposed on the floor after Chancellor Garcia indicated during the plenary that she will ask the Board of Trustees to support the position that there be one GE pathway for GE Breadth and Cal-GETC. This resolution asks the Board of Trustees to support the ASCSU's position that Title V Cal-GETC changes be made this academic year, but that the Title V GE Breadth pathway not be changed at this time to reflect Cal-GETC pathway.

Leora Freeman, AVC Human Resources

Hires for AVC Civil Rights. Posted systemwide directors (5) - 2 current interim and 3 hiring now. January 22 interim will begin. Administrator Retreat Policy: administrators will be denied retreat when violations of CSU policy and/or law. All executives will be subject to this policy with some variation. Reference Policy: strengthened policy to include those who were found to have engaged in sexual harassment - even if they were not terminated. Written reference permitted as long as reference discloses decision. Allows employee agency to then address their growth with potential employers. State Legislators: urging them to wait on drafting legislation on statutory non-discrimination education policies to put all in one place. CSU asked this to be aligned with federal law. Other Conduct of Concern (outside of HR): we need to define this and want campuses to be addressing in their planning and in coordination with Title IX responses. Q&A: Provided more details on how the CO team will be coordinating and supporting campuses in many areas: e.g. appeals and whistleblowers. Important to separate positions that do intake and investigators who do fact finding. We need faculty input on the system (IT) on case management to intake and triage. Senator Burkhalter emphasizes the importance of describing

the kinds of behavior we are talking about in “other conduct of concern.” AVC talked about meeting with Senate Chairs and the experiences faculty are having in governance. CO HR wants to support the need to respond and how. Senator Talamante shares the challenges for i-teams given members themselves are buried in responding to current cases while their offices are understaffed. How long will it take us to get these positions filled? AVC says we need to teach our MPPs to deal with conflict.

Genesis Pompa, CSSA Vice President for System-Wide Affairs

Q&A – [CFA Strike](#): Students are confused about strike and what it all means for them and possible long-term. [Affordable Housing](#): Talking about how campuses are using emergency grant funds and what exactly is meant by affordable housing. Is that affecting financial aid? Genesis brought it up with her peers and was told it depends on the campus and is related to the forms they are asked to submit. We need more research on how emergency grant funds might affect aid and how we are communicating about that with students. Also student leader stipends impact aid packages. [AB 540 Undocumented Student Rights FAQ](#) - allowing for in-state tuition. Now more complicated with parents and student each needing IDs and awards are delayed. Some campuses are dropping students from all their classes if not paid (prepaid). Similar challenges with scholarships: [AB 288](#) may address some of this.

Nathan Evans, DVC of Academic and Student Affairs and Chief Academic Affairs Officer

[FAESA](#): delay and interruptions in availability. Biggest overall in 40 years. Check in on our own financial aid colleagues (per DVC Nathan Evans). [Budget and enrollment](#): System will have \$140 million + given tuition increase. State delay in contribution from state to be covered in short-term from CSU reserves and difficult to advance priorities from state. Signaling to campuses about enrollment growth. This is the beginning of budget conversation with the state. CSU likely remaining below state enrollment targets. Those below 10% of enrollment target will have 3% reduction in budget allocation (one-time). Allocations to address enrollments will only continue if they hit their targets. [FAESA](#): noted big changes and impacts. [Doctoral Programs](#): looking to streamline campus proposals in future. [CCC BA/BS](#): work to define “duplication” and how duplication reviews occur. We are expecting more legislation on CCC bachelorettes. [AB 928](#) [GE Transfer Pathways](#): common ground = centering student experience and mobility and more. At the BOT meeting next week the CO will present two possibilities: 1) one GE pathway for all; 2) Cal-GETC and campus GE Breadth for those not coming in on the Cal-GETC.

Dilce Perez, DVC of Academic and Student Affairs, and Chief Student Affairs Officer

[“Finish Strong”](#) - hosted by Fullerton and available to all campuses at no cost next year. Graduate 365 ... monitor individual status and interventions. [Second Start](#) - 130,000 have left since 2016 and are not enrolled elsewhere. 1) reset their GPA, 2) waive reapplication fees.

Outreach and intentional help and wrap around support. Want campuses to create student success teams to support. For this pilot we are focusing on students going to their original (last) CSU campus to finish. GPA is not the main reason... great students left in COVID. Finances in many cases. Personal life circumstances. We need to evaluate and better understand. Black Student Success Report: will be providing information on campuses with high score (5) to replicate/model and those with no resources or programs (1) ... \$10 million over the next several years. Q&A Equity Dashboards: how can we get more faculty using. The graduate 365 tool is a short-term solution. Dr. Baszile noted that they are in conversation about how we get people to engage deeply with the tools. Q&A on Funds Redistribution and Equity: the poorer CSUs will become poorer and those with more resources and can declare impaction. How are we going to assess the impact on students at impaction.

Mildred Garcia, Chancellor

AB 928 GE Transfer Pathway: "Cal-GETC" must be the path whether our students are first-time or transfer students. (Strong message of CO position and likely BOT vote... even if the BOT will be presented to two options.) She later indicated this position was to avoid further legislative mandates that would ultimately push us to this one pathway. 1 in 10 in CA have CSU degree. 1 in 20 in nation have CSU degree (of BA degrees?). No new one-time funding from Governor. \$240 compact funding delayed but remains committed... to pay at start of AY 25-26. Absence of new and one-time funding complicates our work on initiatives (Title IX, GI 2025, Black Student Success, Employee Compensation). Spoke to CFA bargaining: she said that CSU cannot afford the CFA demands and that CFA did not negotiate/move from original ask. Three (3) campus president hires this spring.

Aaron Moore, Executive Director, CSU Alumni Council

Sam Camarena, Manager, Advancement Academy (made the research presentation)

Alumni-Student Connections: Looking to how the Alumni Council and 4 million+ alumni can support the success and equity needs of current students. Committee work. Move away from alumni "mentoring" language (long-term, negative connotation for students, alumni feel too much of a time commitment) to alumni-student "connections." [That information was from students on the committee, not a formal study.] Outlines type of connections and then the connection "lifecycle" from pre-student to alumni through alumni-to-alumni. CSU comparatively is not leveraging these opportunities. Cal Poly SLO uses "PeopleGrove" to virtually connect. Those alumni engaging with students also more likely to philanthropically engage with the campus (4x more likely). Students engaged 17% more likely to graduate in 4 years than non-engaged. Full Report will be available for the Board of Trustees meeting at the end of January. \$500,000 from CO (DVC Dilce Perez) for "proof of concept" targeted practices. Not asking for a lot in the proposals as they will be \$20,000 each. They want something where a

hypothesis can be tested (e.g. xyz increases retention of Black male engineering students). They want proposals to be developed in conversation with the Alumni office. This could also be at the graduate level and more than one project on each campus. Announcement will go out through Executive Leadership, Alumni Offices, Career Offices, and ASCSU.

Office of Equity, Diversity, and Inclusion:

Submitted by Rosamel Benavides-Garb, Campus Diversity Officer

Members:

Meeting Date(s):

Meeting Details:

*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.

Welcome to the ODEI team, Angelina Ramirez Peirano!

- We are thrilled to announce the newest addition to the ODEI leadership team: Angelina Ramirez Peirano, Administrative Support Coordinator II. Angelina graduated from Cal Poly Humboldt in 2022 with a Bachelor of Arts in Critical Race, Gender, and Sexuality Studies with an emphasis in Ethnic Studies and a double minor in Religious Studies and Women Studies. During her undergraduate career she worked with the student-run bilingual newspaper, El Leñador, as a news reporter and news editor. She has interned at Cal Poly Humboldt's Youth Educational Services with the Puentes program, serving as a penpal with local 4th and 5th graders in ESL classes. She has also interned with Green Campus at Cal Poly Humboldt as a Canvas Course Collaborator where she was able to create a module on neoliberal policy and industries in Latin America and its effect on indigenous lands and people. Most recently, Angelina worked at TRIO Educational Talent Search as the office manager to help empower local first generation and low income students to go on to post-secondary education.

Philosophy Forum

- In alignment with the 30th Annual Social Justice Summit and in partnership with the Philosophy Department and the Social Justice, Equity, and Inclusion Center (SJEIC),

ODEI will host this year's Philosophy Forum/Social Justice Summit Keynote Speaker on Wednesday, March 6th from 5:30 to 7 pm in the Great Hall. The event is free to attend.

- The Keynote, titled "Revolutionary Care and Inclusive Excellence" will be delivered by Dr. Maurice Hamington, Professor of Philosophy at Portland State University, who writes and presents about the application of Ethics of Care worldwide.
- Dr. Hamington works in partnership with Cal Poly Humboldt's ODEI to advance the theoretical development and application of the Ethics of Care in Institutions of Higher Education.

Diversity, Equity, Inclusion, and Accessibility (DEIA) Grant Program Request for Proposals opens on March 4, 2024.

- ODEI and the DEIA Grant Program Award Committee invites Cal Poly Humboldt students, student organizations, staff, and faculty to submit proposals for programs offered on campus to the university community that cultivate awareness and inclusivity of Diversity, Equity, Inclusion, and Accessibility (DEIA). Grants are awarded for up to \$5,000 to be used to implement programs during the 2024/25 Academic Year, pending program budget availability. For more information, please visit the [DEIA Grant Program webpage](#).

ODEI Workshop and Training Coordination with Campus Units

- ODEI has convened university-wide workshop and training coordination meetings with four campus organizations who lead training and professional development at Cal Poly Humboldt, including the Center for Teaching and Learning, Library Skillshop, and Human Resources.

ODEI Workshop Series

- The purpose of the ODEI Workshop Series initiative is to utilize the expertise of our faculty and staff to build a sustainable library of diversity, equity, and inclusion-related workshops to be offered to the campus and broader community. The initiative is led by ODEI Campus and Community Development Coordinator, Fernando Paz. ODEI has projected to finalize five DEI workshops by the end of the Spring '24 semester.
- ODEI personnel have facilitated five separate DEI workshops and presentations in January. Workshop and presentation audiences have included a College of Natural Resources academic department, Housing Resident Advisors, Admissions Recruiters, tutors and mentors from the Learning Center Equity Project, and Creando Raices PBLC.

Institutional Anti-Racism Action Plan Task Force (IARAP Task Force):

- The IARAP Task Force is a collaboration between ODEI, the Center for Teaching and Learning, and the University Senate. The IARAP Task Force charge recognizes Cal Poly Humboldt's commitment to being the institution of choice for students and employees who seek to improve the human condition and our relationship with the environment. The University is committed to positively elevate the experiences of all students and

employees, and to be a community where BIPOC students and employees thrive. The Institutional Anti-Racism Action Plan animates this commitment.

- Most members of the Task Force will attend the National Association of Diversity Officers in Higher Education 2024 Annual Conference in Seattle, March 12-16.
- Subcommittees:
 - A coding subcommittee is producing a continued analysis of consultation sentiments. Subcommittee members include Andrea Delgado, Michele Miyamoto, Fernando Paz, Stephanie Souter, Mary Virnoche
 - A lexicon subcommittee is exploring the development of an institutional DEI lexicon. Subcommittee members include Andrea Delgado (co-chair), Ramona Bell (co-chair), Michele Miyamoto, Mike Le, Pearl Podgorniak
- To date, the IARAP Task Force has consulted with the following groups:
 - Professional Development Day, Fall 2023
 - Administration and Finance Leadership Team
 - CDOR Community Open Forum
 - OAA Leadership Team
 - CRGS Department
 - University Senate
- The Task Force will continue consultations through March with the following anticipated groups:
 - Cultural Centers' student-centered open forum, planned for 2/21.
 - Three Council of Chairs meetings in February
- If any campus organization would like to meet with the IARAP Task Force, please contact Pearl Podgorniak, ODEI's Confidential Administrative Support at pip5@humboldt.edu.

ODEI Internship Program

- ODEI's flagship Internship Program has launched in partnership with the Critical Race Gender and Sexuality (CRGS) Department and the IARAP Task Force. Five undergraduate CRGS students will work closely with ODEI and the Task Force to bring a critical student perspective to the work as well as work in partnership with the coding and lexicon subcommittees.

Oaxacan Authors Campus Visit

- In partnership with the Library and the Department of World Languages and Cultures, ODEI plans to host the Oaxacan authors of *Oaxaca and Beyond: Anthology of Oaxacan Authors* from April 8th through 12th, pending approval of cultural visitors Visas. The visit underscores Cal Poly Humboldt as a Hispanic Serving Institution and our long-standing relationship with Benito Juarez University, Oaxaca, Mexico.

ODEI Retreats

- January retreats have been held with the following groups to plan and implement respective initiatives for the entire Spring semester. Comprehensive work plans and goals have been established:

- ODEI Leadership Team
- Equity arcata
- Seal of Excelencia Application Committee
- IARAP Task Force
 - See IARAP Concept Map: [IARAP Concept Map](#)
- ODEI Student Fellows

Other Events

- ODEI attended the State of the City of Arcata event on Thursday, 1/25, at the Minor Theatre.
- ODEI will attend the Arcata Chamber of Commerce Annual Leadership Dinner on 2/24. ODEI will join equity arcata staff and board members to represent our partnership.
- On behalf of ODEI and Cal Poly Humboldt, Rosamel Benavides-Garb, AVP of Diversity, Equity and Inclusion, is serving on the City of Arcata's current search for a Police Lieutenant.
- Rosamel Benavides-Garb attends weekly meetings with the CSU Senior Diversity Officers.

Emeritus & Retired Faculty & Staff Association

Submitted by Marshelle Thobaben, Senate Representative for ERFSA

Members:

Meeting Date(s):

Meeting Details:

2024 Executive Committee Members

Marshelle Thobaben, Emerita Professor, President, and Cal Poly Humboldt University Senate Representative

Susan Dobie, Emerita Lecturer, Program Chair

Jeffrey Borgeld, Emeritus Professor, Membership Chair

Lou Ann Weiland, Emerita Professor, Treasurer

James Floss, Emeritus Lecturer, Communications Chair

Frank A Whitlatch, Cal Poly Humboldt Administrative Liaison

ERFSA-Humboldt Spring 2024 Luncheon Program at Arcata Baywood Golf & Country Club
February 15: Aldaron Laird, Retired Sea Level Rise Planner. *"Sea Level Rise and the Humboldt Bay Region."* Our area has the highest rate of relative sea level rise on the west coast of the U.S., tides are rising faster here. Due to a historical legacy or two sea level rise will have a significant and possibly a devastating impact on our Humboldt Bay region. We explore the past, present, and future of Humboldt Bay region.

<https://arcata1.com/aldaron-laird-sea-level-rise-consequences-mind-boggling-mru/>,
<https://www.madriverunion.com/articles/understanding-climate-change-means-seeing-the-world-with-new-eyes/>

Introduction by Lou Ann Wieand, ERFSA Treasurer

March 14: Tiana Williams-Claussen, Director, Yurok Tribe Wildlife Department. *"Releasing California Condors into the wild."* California Condors, known as the "Prey-go-neesh" in the Yurok language, are being released as part of the Northern California Condor Restoration Program. Director Tiana Williams-Claussen will explain the nature of release management and give us an update on the current success of the program.

<https://www.times-standard.com/2023/07/29/prey-go-neesh-returns-1-year-since-california-condors-reintroduced-in-northern-california>,

<https://www.northcoastjournal.com/news/reclaiming-their-ancestral-lands-28124204>

Introduction by James Floss, ERFSA Communications Chair

April 11: Alison O'Dowd, Environmental Science & Management at Cal Poly Humboldt. *"River undammed: Exploring biological responses to Klamath dam removal"* The removal of four large hydroelectric dams on the Klamath River will be the largest dam removal project in history. Dr. O'Dowd will provide information about the Klamath dams and her research project that is exploring the impacts of dam removal on downstream ecosystems.

https://now.humboldt.edu/magazine/fall2023/2-1_klamath-dam-removal.html

Introduction by Jeffrey Borgeld, ERFSA Membership Chair

May 9: Mark Johnson, Chief of Staff, Office of the President, Cal Poly Humboldt. *"The Practice of Leadership."* Mark Johnson's leadership experience has evolved throughout his Naval career and at the University of Washington. He will describe how these leadership skills have been applied to his new role as Chief of Staff to the President of the University.

<https://now.humboldt.edu/news/presidents-office-names-new-chief-staff>

Introduction by Susan Dobie, ERFSA Program Chair

President and President's Administrative Team:

Tom Jackson, President

Mark Johnson, Chief of Staff

Carlo Ho'ā, Interim 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

UPD wishes to thank Chief Solorzano for his dedicated service over the last six months. Interim Chief Cress and Interim Lieutenant Jackson look forward to continued momentum forward at UPD thanks to the admirable dedication of the personnel and support from the campus community. .

COMMUNITY

The President's Community Advisory Committee met on January 26th. This committee meets to share information with the community about all of the innovation, infrastructure development and potential partnerships between the community and the campus. The goal of the committee is to strengthen community engagement.

ERFSA Shout Out and Save the Date

Thanks to the Emeritus & Retired Faculty & Staff Association (ERFSA) Executive Committee members Marshelle Thobaben, Ken Fulgham, Jeff Borgeld, Susan Dobie, James Floss, Lou Ann Weiland, and Frank Whitlatch, for their dedication to ensuring ERFSA remains a viable university organization. ERFSA continues to have fabulous Luncheon meetings and they will resume this Spring 2024 semester. The meeting days have switched to Thursdays and will continue at Baywood Golf and Country Club.

Save the date for the first Luncheon Program of Spring 2024 scheduled on *Thursday, February 15, 2024*, by Aldaron Laird, Retired Sea Level Rise Planner entitled "*Sea Level Rise and the Humboldt Bay Region.*" <https://arcata1.com/aldaron-laird-sea-level-rise-consequences-mind-boggling-mru/>, <https://www.madriverunion.com/articles/understanding-climate-change-means-seeing-the-world-with-new-eyes/>. The introduction will be provided by Lou Ann Wieand, ERFSA Treasurer.

ACADEMICS

Spring 2024 Book Circle: *Carbon Sovereignty: Coal, Development and Energy Transition in the Navajo Nation* by Dr. Andrew Curley (Diné).

Please join us for the Spring 2024 Book Circle facilitated by the TEK Faculty Fellow & Native American Studies Department. This semester, we're reading *Carbon Sovereignty: Coal, Development and Energy Transition in the Navajo Nation* by **Dr. Andrew Curley (Diné)**. As with previous book circles, this one is an opportunity for faculty at Cal Poly Humboldt to remain at the cutting edge of sustainability, social justice, and community environmental research. All disciplines are invited to creatively engage with this challenge.

The faculty book circle schedule is composed of five group discussion sessions held from *11:30 am - 1:00 pm on Wednesday afternoons (beginning February 21, 2024)*. Participants do not have to buy the book, it will be provided! Faculty will be asked to give their informed consent for participating as research subjects in summary findings from the book circle so that coordinators may produce and widely share lessons learned through University landscapes and Tribal nations. Space is limited, so please register [here](#) by Thursday, February 8th. Questions can be directed to **Dr. Kaitlin Reed**.

INCLUSIVE EXPERIENCE

Please join the Library for [Fred Korematsu Day of Civil Liberties](#) on Wednesday, January 31st from 5-6:30 p.m. in the Great Hall. This year's theme is Resilience & Cultural Reclamation.

February marks the start of **Black Liberation Month**. This year's theme is Black Joy, Uninterrupted. Join the Pan African Student Center for the kickoff in the Umoja Center (NHE 206) Thursday, February 1st at 4 p.m.

INNOVATION AND SUSTAINABILITY

The Trillium Project is a new Humboldt-based faculty development program that advances sustainability across the curriculum and we hope to host this learning retreat annually. Hope to see you in January 2025.

Participants

Jim Graham (ESM), Brienne Hagen (Library), Rosanna Overholser (Math), Craig Benson (ESM & Forestry, Fire and Range), Jasmine Iniguez, (faculty from College of the Redwoods- Career Ed & Aquaculture), Sarah Ray (ENST), and Morgan King (Climate Action Analyst).

Facilitators

Jennifer Ortega (Sustainability Fellow & faculty), Katie Koscielak (Sustainability Analyst & faculty), and Morgan Barker (Sustainability Librarian)

Content Experts/Resource Experts

Kaitlin Reed (NAS) Traditional Ecological Knowledge (TEK) & Sustainability

Andrea Delgado (English) Shared ways to integrate critical environmental justice into her course English 311: Creative Writing for Environmental Justice

Beth Burkes (HCAOG Executive Director) Transportation & Housing

Offering this learning retreat earns STARS points, increases the likelihood that faculty will integrate sustainability-themed content into their courses, and creates a space for faculty to connect and discuss the challenges and successes of addressing sustainability in their courses and research.

Enrollment planning and reporting

As part of the heightened strategic direction of our enrollment management efforts, VP Holliday now chairs two groups that provide input and accountability for that work. The **Strategic Enrollment Management (SEM) Plan Implementation team** includes membership from across the entire campus, including representatives from each College appointed by the Senate, who oversee the implementation of the [Cal Poly Humboldt SEM Plan](#). The group began meeting regularly in November and is doing the bulk of its work in three subcommittees: Plan Updating and Refinement; Tracking and Scorecard Development; and Recruitment and Retention Plan Coordination. The SEM Implementation team will develop a process and timeline for managing regular updates to the plan; reporting on plan progress to the campus; aligning the SEM plan with departmental recruitment and retention plans across campus, and receiving and implementing campus feedback related to SEM efforts.

The **Enrollment Target Progress team** is another group that focuses on the progress made towards enrollment targets in the current recruitment cycle - currently focusing on Fall 2024. The team not only monitors progress to target monthly and works closely with IRAR and other campus partners to do so,

but explores the context of the current reality, in order to more fully understand the current enrollment trends AND devise immediate “quick strike” actions to address any delays in progress. In addition, the group provides a monthly report for leadership related to that progress, providing information that helps to inform planning for the fall semester. That report will be shared regularly with Senate within this report, and this month, includes both the [December](#) and [January](#) reports.

Recruitment partnerships

Enrollment Management announced in the fall that they were providing travel microgrants to support faculty partnership in recruitment efforts this spring, in alignment with the [Strategic Enrollment Management \(SEM\) Plan](#). The current funding pilot’s focus is twofold: recruiting prospective students (juniors or transfers) to apply for fall 2025, and driving commitment and enrollment for those who have already applied for fall 2024. Opportunities to drive new application impact for fall 2024 will also be considered, but that window for impact is closing.

Two proposals (one from CNRS and another from CPS) have been funded, but funds are still available, and requests are reviewed on a first come, first served basis, with decisions generally provided within a week. Anyone interested in requesting funds in support of their travel should fill out this [request form](#). While EMSS would like to be able to fund all submitted recruitment efforts, given the limited availability of funds in the current year, funded proposals will prioritize the following:

- Travel dates that occur in spring 2024, preferably including high-yield recruitment events scheduled February through April;
- Advance coordination with Admissions;
- A recruitment/yield purpose with a demonstrated tie to the SEM plan and high benefit to cost ratio;
- Travel that supports multiple efforts;
- Programs that are trying to do something new; and
- Programs that don't have funds available through other means to support their efforts.

For additional information, email Chrissy Holliday at ceh118@humboldt.edu