

Tuesday, September 29, 2015, 3:00-5:00 pm, Goodwin Forum (NHE 102)

Chair Noah Zerbe called the meeting to order at 3:00 pm on Tuesday September 29, 2015 Goodwin Forum, Nelson Hall East, Room 102; a quorum was present.

Members Present

Abell, Alderson, Burkhalter, Camann, Creadon, Dunk, Eschker, Flynn, Gold, Karadjova, Karl, Malloy, McGuire, Meyer, Moyer, Ortega, Rossbacher, Stubblefield, Thobaben, Tillinghast, Wilson, Wrenn, Zerbe

Members Absent

Blake, Cervantes, Kalikow, Lopes, Pence

Guests

Ken Ayoob, Jená Burges, Lisa Castellino, Mary Glenn, Carl Hansen, Alex Hwu, Volga Koval, Craig Wruck

Announcement of Proxies

Jená Burges for Theodora Kalikow

Approval of and Adoption of Agenda

M/S (Flynn/Abell) to approve and adopt the agenda
Motion approved unanimously

Approval of Minutes from the September 15, 2015 Meeting

M/S (Karl/Abell) to approve the Minutes of the September 15, 2015 meeting
Motion approved unanimously

Reports, Announcements and Communications of the Chair

- Chair Zerbe provided a written report for the Senate; a copy of the report is attached.

Chair Zerbe added:

- A reminded that there is currently an open faculty Call for Nominations with, so far, one nomination for each of the three open positions
- An update on the notification process to Senators for Roll Call vote results
- Discussion regarding reviewing the strengths and weaknesses of the University Senate early next semester

Reports of Standing Committees, Statewide Senators, and Ex-officio Members

Academic Policies Committee:

- Written report attached

Appointments and Elections Committee:

- Written report attached

AEC Chair added:

- The AEC chair will be reaching out to AS to see if the committee can be of help with the challenge of filling vacant student representative seats on University committees.

Faculty Affairs Committee:

- Written report attached

Integrated Curriculum Committee:

- Written report attached

ICC Chair added:

- A full Consent Calendar will be on the agenda for the next Senate meeting.

University Resources and Planning Committee:

- Written report from Provost Kalikow attached

Committee co-chair, Eschker added:

- The URPC is in discussion about changing the role of the URPC and moving toward strategic budgeting; considering new ways of thinking about the budget and how to align the budget with University needs on a larger scale.

Statewide Senate:

- Sb-707 Firearms: Gun-free School Zone passed

California Faculty Association:

- Written report attached

University Advancement:

- The annual meeting of the Board of Directors will be on Friday, October 9th. The board will be placing the endowment distribution rate for FYE 2017.
- The fall issue of *Humboldt, the Magazine of Humboldt State University* is coming out will be distributed within a week.

President Rossbacher made the following announcements:

- A campus wide email has been sent out providing the names and a short bios for each of

the four Provost candidates. The first candidate will arrive this upcoming Sunday; the President hopes that each candidate will be welcomed, heard and provided with positive feedback about all that HSU and our surrounding area has to offer.

- Strategic Budgeting is being considered as a way to create a framework for budgeting which will help align our priorities with the budget.
- Sponsored Programs Foundation was successful in reaching their reserve goal this year. A distribution plan to reinvest the roughly \$400, 000 of unallocated indirect revenue back to Principle Investigators and departments has been prepared. The purpose of this funding is to invest back in campus with the objective that the funds be meaningfully applied to further research and student success at HSU.

Consent Calendar from the Integrated Curriculum Committee (ICC)

No Consent Calendar was presented for this Senate meeting.

Resolution on Establishing University Policies Ad Hoc Committee (05-15/16-EX – September 29, 2015)

Second Reading

After the First Reading, a few changes were made to the resolution which included an addition to the committee membership and a timeline for reporting to the Senate.

Voting occurred and the Senate passed the Resolution on Establishing University Policies Ad Hoc Committee with 19 Ayes, 1 Nay and no abstentions.

Ayes: Abell, Alderson, Burkhalter, Creadon, Dunk, Eschker, Flynn, Gold, Kalikow, Kardjova, Karl, McGuire, Meyer, Moyer, Ortega, Stubblefield, Thobaben, Wilson, Wrenn

Nays: Malloy

Abstentions: None

Resolution on eLearning Policy (01-15/16-EX – September 29, 2015)

First Reading

M/S (Moyer/Ortega) to move the resolution

It was reiterated to the Senate that the goal of the eLearning Policy is to support faculty, create

clarity and to provide support. Concerns of the Senate regarding the proposed policy is considered feedback and recommendations which are addressed and reviewed by the committee for consideration.

Discussion ensued regarding the following topics as they pertain to the proposed eLearning Policy:

- Matter of Intellectual Property Rights and extraordinary support is not settled.
- Additional instructor workload without appropriate compensation is not addressed.
 - Payment for creating a course should be in addition to obtaining the use of (licensing rights) another's work
- Policy lacks a specific process to review and ensure that Best Practices are being met.
- More detailed language to define what a baseline course would be is needed.
- Advisory Committee membership lacks a non-MPP staff representative.
- The policy lacks clarity regarding Right of First Refusal.

One suggestion was to simplify the policy by removing particular language. For example the removal of language regarding property rights. And to create a less defined but more general policy which would support faculty who are looking at creating an online class.

It was noted that if the policy were to move forward, that a University contract needs to be in place.

Concern was raised that pushing eLearning forward, is a way to fill holes that exist due to the lack of Tenure-track faculty.

M/S (Abell/Thobaben) to postpone moving the eLearning Policy resolution forward until an Intellectual Property Policy recommendation is made by the Faculty Affairs Committee

Senate voted, by a show of hands, to postpone moving the Resolution on eLearning Policy Motion passed

Resolution on Revision of the ICC Constitution (06-15/16-ICC – September 29, 2015)

First Reading

M/S (Moyer/Abell) to move the resolution

The ICC Constitution would undergo very little policy change, but be reorganized with a continuing goal to add clarity and deliver a better understanding when referencing the ICC Constitution.

The resolution will return to the Senate for a Second Reading.

Resolution on TOEFL Scores (07-15/16-APC – September 29, 2016)

First Reading

M/S (Stubblefield/Karl) to move the resolution

The Provost or his/her designee would be given the authority to make changes to scores just as is the current practice for graduate programs; changes to scores would be reported back to the Senate.

The resolution will return to the Senate for a Second Reading.

Discussion: Separation of the General Faculty President from the University Senate Chair Position

The Constitution and Bylaws Committee was seeking feedback regarding the thought of separation of the General Faculty President from the University Senate Chair position.

It was the consensus of the Senate that for the following reasons, the CBC should refrain from moving forward with any further proceedings:

1. A lot of time was spent to combine the roles and have the current system of governance in place as it is.
2. Combining the roles has alleviated potential conflicts that, prior to the change, was prevalent.
3. Division would put two separate powers in place to represent the faculty; two elected faculty leaders is not necessary and might lead to divergent opinions, confusion, dysfunction and undesirable circumstances among faculty.

Information/Discussion: CSU Ethnic Studies Task Force Report

The Senate was asked to review the attached report and provide feedback for the ASCSU Statewide Senators to share with CSU's Academic Senate.

A copy of the report is attached. Feedback may be shared with HSU Statewide Senate

representatives, Erick Eschker and/or Mary Ann Creadon.

Meeting adjourned: 4:53pm

HUMBOLDT STATE UNIVERSITY

Senate Chair's Report

September 29, 2015

I believe we've identified a solution to the problem of lack of faculty to serve on the University Faculty Personnel Committee this year. Kris Patzlaff, who was in an at-large position, has agreed to formally resign her seat and run for the open seat from AHSS. We have put out a call for nominations for the at-large position. That call closes Wednesday, September 30 (tomorrow). I've asked Faculty Affairs to consider more permanent solutions to this problem. In a similar vein and as part of the same call, we re-issued the call for the ICC Chair position. To date, we have no nominees and continue to work to identify someone to serve in that role moving forward. Please encourage interested faculty to run for the open positions.

The WASC self-study process will begin this year, and it seems clear we have considerable work to do as a campus to prepare for the spring 2018 WASC site visit. Jena' Burgess is the Accreditation Liaison Officer. We are currently working to identify faculty to serve on the WASC Task Force.

The Academic Affairs Working Group has been working in alignment with the University Resources and Planning Committee to develop a strategic budget for the division.

The University Senate had its inaugural meeting on January 24, 2012. Many of you have served on the University Senate since then. Given this is my last year in office as Senate Chair, it seems like a good time to reflect on the role and function of the University Senate, and to think about how we might be more effective in advancing the role of all constituencies in the shared governance of the institution. To that end, I'll be meeting with our counterparts at San Diego State University, whose system of shared governance was the model for our current model, to discuss their system. We'll also look to convene a broader discussion involving the University Senate and the broader campus community early in the spring semester.

Finally, I'll be meeting with the other campus senate chairs in Long Beach at the beginning of October. Please let me know if there are any items you'd like me to raise with them.

HUMBOLDT STATE UNIVERSITY

University Senate Written Reports Standing Committees, Statewide Senators and Ex-officio Members

September 29, 2015

Integrated Curriculum Committee

The ICC has been meeting as subcommittees working on:

- Curriculum Proposals.
- Revisions to the PREP process and reports. The goal is to make the reports more meaningful – and to have them lead to action.
- The ICC has approved 14-219 - A Letter of Intent for a new Spanish Master's degree - a largely overseas degree for current high school Spanish teachers. The process here is that the ICC approves the letter of intent and then shares that information with the Senate as an information item. Then HSU asks the Chancellor's office to add the new program to our Academic Master Plan. Once they've done that (sometime in the Spring), the program may start the substantial paperwork needed to propose a new program. The formal, complete proposal will have to be approved by the ICC and the Senate and the Chancellors Office before we can offer the program.

There is no consent calendar today because we have been meeting as subcommittees only. Next week we will meet as the full committee, to approve various proposals, and to hear a report on the work of the GEAR committee.

Faculty Affairs Committee

The Faculty Affairs Committee met on Friday, 25 September at 8:00 in NHE 119.

We discussed the HSU Policy on the Use of Unmanned Aircraft Systems in light of concerns regarding the makeup of the UAS Review Committee. After much deliberation, the FAC decided that the committee makeup is appropriate as it stands. We do not recommend any changes.

We discussed the recently signed agreement with Interfolio to provide the new electronic RTP platform we will begin using AY 2016-17.

We discussed updates to the university's IP policy, particularly in relation to the eLearning policy before the Senate. We will be bringing a revised version of the policy forward to the Senate shortly.

Academic Policies Committee

The Academic Policies Committee met on 9/22/15. Here is a list of items discussed and action taken.

1. TOEFL Resolution. *Policy approved by APC for consideration by the Senate.*
 2. Syllabus policy - accessibility, privacy, intellectual property. *–Josh Callahan attended our meeting and presented the need for revisions to syllabi policy to address issues raised by use of online resources. Posting and grading of student work on publically accessible websites may violate student privacy rights. Draft syllabi policy revisions have been written and the APC will discuss them at the next meeting.*
 3. Comment on CSU Ethnic Studies Task Force Report – *Discussion was summarized and sent to Noah Zerbe for compilation.*
 4. Policy for impaction. *–This issue was discussed. We plan to examine impaction policies at other institutions, generate possible policy responses and then circulate them for feedback.*
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California Faculty Association

CFA officers will continue reaching out to colleges and departments in the coming weeks, offering to visit faculty meetings to provide updates about the current salary negotiations and to answer questions about where we go from here. I will attend a meeting of the Associated Students Exec on Monday, 28 Sept. to discuss faculty contract bargaining.

We hosted an open, all campus faculty bargaining update meeting on Wednesday, 16 Sept. from 12:00 noon to 1:00 PM in the U.C. Banquet Hall, featuring Steven Filling of the CFA bargaining team. We also held an open Fight-for-Five strategy meeting on Monday, 21 Sept., and tabled during Chancellor Tim White's open forum on Tuesday, 22 September.

This concludes the CFA report for the 29 September 2015 University Senate meeting.

Appointments and Elections Committee

The call for nominations to fill open Senate and vacant Committee positions went out on Monday, September 21st; with a second updated call for nominations following on September 23rd. If you are interested in being a candidate, or nominating someone (please discuss with nominee prior to nomination), for any of the open positions, please email your nomination to the University Senate Office (senate@humboldt.edu). Nominations are due by Wednesday, September 30th. Based on the nominations we receive, the elections will run for one week starting shortly thereafter.

URPC Report from Provost Kalikow

The URPC held its second retreat on 9/25/15. There were two main topics, Strategic Budgeting and the CSU Sustainable Financial Model.

Strategic Budgeting took up the morning portion of the retreat. We reviewed the charge that President Rossbacher has given the URPC, to highlight the strategic elements of URPC's charge as a first order of business this year, so as to advise on policies and principles to align resource allocations with strategic planning, by the end of the 2015-16 academic year.

We then reviewed the strategic budget categories that we had tentatively decided upon as a result of our first retreat at the end of August and the subsequent URPC meeting on Sept. 9.

These categories are:

Investment in Strategic Planning Priorities

- Innovation, experimentation, rewards, incentives

Continuing and Sustaining Strategic Assets

- A.-Facilities/Maintenance/Depreciation

- B.-Maintain/refresh equipment, including IT

- C.-Maintain/refresh collections, including Library

- D.-Maintain/improve personnel (faculty/staff)

- E.-Maintain/improve programs
- F.-Maintain/support students
- G.-Maintain/improve brand

Consumables

Contingency/emergencies

Reserves

The definition of these categories is a work in progress. Please note that these categories are strategic budget categories and are not intended to replace the current annual budget categories in use by HSU and the CSU. Many of the ideas have been discussed by URPC in past years but have not yet been incorporated into results.

Also please note that these categories are to help us think in strategic ways about identifying the resources we will need to carry out the Strategic Plan. Defining the categories, identifying the amounts that are available now and could be available over time, and linking strategic budgeting to the ongoing work of the university (as done in colleges, departments, and other budget units) – all these are still ongoing topics for the URPC.

We are yet at a very early stage of this work, continuing to develop the strategic budgeting framework, including guiding principles, definitions for the categories, and tentative percentages of the budget that could be targets for each over time.

At this retreat we used only the HSU base operating general fund budget to get an idea of the scope of the undertaking. At our next meeting we plan to review all the sources of funding that HSU could have available, including sources such as CSU, the Federal or State governments, plus the rules for usage, the timing, and other characteristics, so as to build a more complete strategic budgeting approach. We will also continue discussing guidelines for strategic budget categories, policies and principles.

The afternoon portion of the retreat concerned the CSU Sustainable Financial Model. Prof. Eschker received several pages of comments to take to the state-wide deliberations on this document.

HUMBOLDT STATE UNIVERSITY
University Senate

Resolution Establishing Ad Hoc Committee on University Policies

06-15/16-EX—September 29, 2015—Second Reading

RESOLVED: That the Humboldt State University Senate authorize the establishment of an ad hoc Committee on University Policies for the current academic year; and be it further

RESOLVED: That the Committee be chaired by a faculty senator, who shall be elected by the Senate and shall attend the meetings of the Senate Executive Committee; and be it further

RESOLVED: That the Committee include in its membership in addition to the chair two faculty members appointed by the Appointments and Elections Committee, one non-MPP staff member appointed by Staff Council, and one student appointed by Associated Students; and be it further

RESOLVED: That the Committee include as ex officio, non-voting members the Vice President for Enrollment Management and Student Affairs (or designee) and the Vice President for Administrative Affairs (or designee); and be it further

RESOLVED: That the Committee be responsible for reviewing policy items addressing all university policies that do not fall under the purview or charge of the other Senate standing committees; and be it further

RESOLVED: That the Committee be charged with reviewing the existing policy processes on campus and recommending to the Senate for its approval a policy process that address the campus need for a transparent, efficient, and clear policy process rooted in principles of shared governance; and be it further

RESOLVED: That the Committee report back to the Senate on its work regularly as part of the standing committee reports delivered at each meeting; and be it further

RESOLVED: That the University Senate evaluate the need for a standing University Policies Committee at the end of the current academic year.

RATIONALE: As the primary policy recommending body of the University, the University Senate has been asked to consider a wide-range of policy items that do not fall under the purview of any of the existing Senate standing committees. In the absence of a committee to handle these items, the Senate Executive Committee has assumed this responsibility. As the number of such policies has increased, it has been difficult for the Senate Executive Committee to provide the kind of review expected. Further, without a committee to review and consult widely on proposed policies, the Senate has become the venue of first review and consultation on such policies, making the Senate

less efficient in its work. The new University Policies Committee, proposed on an ad hoc trial basis for this year, would resolve this situation.

DRAFT REPORT
OF THE
CSU TASK FORCE ON THE
ADVANCEMENT OF
ETHNIC STUDIES

MAY 2015

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I. Introduction

In January, 2014, California State University Chancellor Timothy P. White appointed a system-wide Task Force, later titled, the CSU Task Force on the Advancement of Ethnic Studies, to identify, review and make recommendations concerning critical issues, policies and practices related to the status, value and advancement of Ethnic Studies in view of their significant historical and continuing role in the university's achievement of its mission of providing students with a multicultural quality education which enables them to function effectively in a diverse multicultural society and world. The Task Force, chaired by President Horace Mitchell, California State University, Bakersfield, was composed of faculty, academic leaders, campus presidents, representatives from the statewide Ethnic Studies Council and students.

The focus of the Task Force's work, as directed by the Chancellor's charge, was on the portfolio of CSU programs under the broad rubric of ethnic studies including: African American/Africana Studies/Pan-African Studies/Black Studies; Asian American Studies; Chicana-Chicano/Latina-Latino Studies; Native American Studies/American Indian Studies/Indigenous Peoples Studies; and Ethnic Studies. It is important to note here that the essential focus of this study is Ethnic Studies in the context of the university's commitment to diversity. The Task Force recognizes and supports inclusive concepts of diversity, embraces and engages intersectional realities and wide ranges of situated scholarship, and affirms its commitment to creating and sustaining spaces to reaffirm the voices and value of various diverse groups in the shared effort to build a truly just and good society. And likewise in this regard, the Task Force is self-consciously aware of the need to recognize intersectionalities and interrelationships without conflating the various diversities and denying each their own uniqueness.

The impetus for the development of the CSU Task Force on the Advancement of Ethnic Studies was the initiative launched by the Department of Africana Studies at California State University, Long Beach, in response to a proposal to change its status and structure from a department to a program. The department and its students, faculty and staff initiated a series of conversations and actions on campus and in the community to bring attention to the issue, raise concerns about the state and future of ethnic studies on campus and throughout the statewide system and build support for the withdrawal of the proposal and the collaborative development of alternatives that would strengthen and advance ethnic studies rather than downgrade and dismantle them. Other Ethnic Studies units, students and colleagues on the CSULB campus and on other campuses in the area, as well as numerous community activist groups and institutions, joined in and expanded the discussion and actions. Also, support and participation in the initiative came from national and international sources through e-mails, calls, petitions, and social media postings.

These conversations and actions opened up a larger statewide discussion on campuses and in communities concerning the role of ethnic studies in contributing to the university realizing its mission and the value it brings to all California. Responding to the Africana Studies initiative and the concerns of constituents throughout the state, the California Legislative Black Caucus (CLBC) raised these concerns with the Chancellor and introduced resolution ACR 271 (Weber) in the California Assembly Higher Education Committee to affirm the vital role and

value of ethnic studies in providing a quality education for California students, especially in the CSU system. It also supported the continuation of Africana Studies departments and programs in California's institutions of higher education. The resolution was approved unanimously in committee and won approval also in the General Assembly.

In addition, the statewide Ethnic Studies Council, representing ethnic studies departments and programs on 22 campuses, joined the initiative and reaffirmed the critical role and value of ethnic studies and sought a meeting with the chancellor to discuss ways to address shared concerns of collaboration, as well as policies to sustain and advance ethnic studies.

The Chancellor responded to these concerns by requesting a moratorium on changes that would alter the status of the Department of Africana Studies while a system-wide review would be conducted to gain a better understanding of the status and development of ethnic studies in light of current conditions. In addition, he requested that the moratorium extend statewide to all other ethnic studies departments and created a Task Force on ethnic studies by bringing together the constituent groups of representatives from across the state in January 2014 to address these concerns, ascertain the status of these units, and explore ways to support and advance ethnic studies. On March 21, 2014, the Academic Senate of California State University passed AS-3164/AA/FA (Rev) "In support of ethnic studies in California State University" to affirm the importance of ethnic studies to the university's mission and to endorse the work of the CSU Task Force on the Advancement of Ethnic Studies. Also the California Faculty Association pronounced support, reaffirming the essential value of ethnic studies to the CSU mission, and offering testimony in support of ACR 271 at the California Assembly Higher Education Committee.

Chancellor White initiated the discussion by reflecting on how we position ourselves with the body of knowledge to meet the needs of our students and the future. He posed the following questions: When students leave the CSU, 5-10 years from now, what experience do we need to provide them? How does a student's experience in ethnic studies integrate with the experience of a math, engineering, science, technology, etc. major? Is ethnic studies integrated into general education?

He went on to stress the need for the CSU Chancellor's Office to be clear around goals of accountability while supporting the needs of the campuses to have their own autonomy. The Task Force agreed to approach the charge by developing a survey tool to assess the background and history of ethnic studies in the CSU through a 27-question questionnaire to each identified campus Ethnic Studies department or program. This provided an extensive amount of historical data collected from the questionnaires that were submitted on behalf of the programs/departments throughout the system. The data were assessed and evaluated to provide one of the foundations for the report.

The Task Force has invested a significant amount of time in discussing, assessing and evaluating the role of Ethnic Studies in supporting the mission of the CSU (Attachment ###). A great deal of research, reflection and philosophy went into the preparation of the report that emphasizes the mission of the California State University:

- To advance and extend knowledge, learning, and culture, especially throughout California.
- To provide opportunities for individuals to develop intellectually, personally, and professionally.
- To prepare significant numbers of educated, responsible people to contribute to California's schools, economy, culture, and future.
- To encourage and provide access to an excellent education to all who are prepared for and wish to participate in collegiate study.
- To offer undergraduate and graduate instruction leading to bachelor's and higher degrees in the liberal arts and sciences, the applied fields, and the professions, including the doctoral degree when authorized.
- To prepare students for an international, multi-cultural society.
- To provide public services that enrich the university and its communities.

The *Report of the CSU Task Force on the Advancement of Ethnic Studies* provides the context of Ethnic Studies and its relationship to the academy, a history deeply rooted in the CSU to prepare students for the increasingly multiethnic, multicultural society and an analysis of the challenges that ethnic studies faces within the system. The closing comments call upon best practices, Task Force recommendations, and a call to build on the system's commitment in which to consider to advance ethnic studies for the students of the CSU.

II. Ethnic Studies: An Overview

A. Definition

Ethnic Studies is the interdisciplinary and comparative study of race and ethnicity with special focus on four historically defined racialized core groups: Native Americans, African Americans, Asian Americans, and Latina/o Americans. It may appear in various institutional forms, for example, as a single discipline and department or program as a combined administrative unit with multiple departments or programs; and as distinct disciplines and departments or programs conceived and referred to as a shared initiative. Moreover, recognizing ethnic studies distinctions and differences in its four core groups and associated disciplines: Native American Studies, African American Studies, Asian American Studies and Latina/o Studies, it is defined by several interrelated similarities.

First, ethnic studies, as a single discipline or the four core group disciplines conceptually engage as a combined and interrelated field of study, is defined by its primary focus on race and ethnicity, as distinct from other disciplines that engage this as one among many subjects. Secondly, its scholarship and teaching are grounded and centered in the cultures, concrete-lived conditions, and living histories of peoples of color. Thus, thirdly, it has an explicit commitment

to linking scholarship, teaching and learning to social engagement (service and struggle), social change, and social justice. In this process, it advocates and generates cooperative and collaborative initiatives between campus and community, i.e., between the university and the core group communities, and the larger society.

Ethnic Studies' methodologies place strong emphasis on the critical study and support of the agency of peoples of color, and thus is concerned with how they conceive, construct and develop themselves, create and sustain culture, and meaning and engage in self-affirmation and opposition in resistance to societal oppressions of varied forms. It, thus, is also concerned with a critical understanding of the impact of the continuing histories and current conditions of oppression and resistance to conquest, colonialism, physical and cultural genocide, enslavement, segregation, lynching, racism, and various racial and racialized forms of social and structural violence, domination, degradation and destructive practices.

Drawing from historically rooted and constantly developed intellectual traditions of each core group and engaging bodies of relevant knowledge across disciplines, Ethnic Studies is committed to methodological practice that is not only interdisciplinary, but also comparative, intersectional, international and transnational. It therefore explores the interrelatedness and intersection of race and ethnicity with class, gender and sexuality and other forms of difference, hierarchy and oppression. And it also engages transnational and global issues, appreciating the four core groups' identities and situations as diasporic communities, and as members of American society which has shaped and shapes so much of world history, and producing scholarship on the national and global import and impact of these interrelated realities.

Finally, ethnic studies is defined by its initial and continuing commitment to create intellectual and institutional space for the unstudied, understudied, marginalized and misrepresented peoples of color, spaces in which their lives and struggles are the subject of rigorous, original and generative scholarship, their voice and systems of knowledge are given due recognition and respect, and they are supported intellectually and practically in their struggles to push their lives forward and cooperate in building a truly just, equitable, democratic and multicultural society.

B.History

Ethnic studies inserts itself in the history of the academy and the country as a reflection and result of interrelated intellectual, institutional and community struggles. Rooted in both struggles in the communities and on campus, ethnic studies began as an academic and political demand growing out of the social struggles of the 1960s and 1970s and the student movements, especially those of peoples of color. The 1960s was a time of heightened resistance and demands for freedom, justice and equality in both society and the academy. Beginning in the communities of color against the racist structure and functioning of society, students, faculty, staff, and community activists took the struggle to the academy, defining it as a key institution in the larger system of coercive institutional practices. They defined the university as a microcosm of the race, class and power relations in society and thus, it was seen as unresponsive to the needs and aspirations of Native Americans, African Americans, Asians Americans, and Latinas/os. Here the students also linked knowledge and power, the issue of unequal access and opportunities,

invisibility, marginalization and misrepresentation as standard university practice toward peoples of color and launched struggles to alter and end this state of things.

At the heart of early student demands were issues of: a relevant education which served the interests of their communities; rightful and adequate representation; the end of the Eurocentric character of the curriculum; recruitment and admission; respectful and equitable treatment of students of color; and the development and institutional establishment of disciplines which would teach and engage in varied ways the histories, cultures and current issues confronting the peoples of color. Here also student and community activists linked education to community service and struggle and called for the university's acknowledgement of the role of racism in the structure and functioning of the education process and an end to it. Moreover, there was a strong emphasis on the emancipatory relevance and role of education in both the struggles of resistance and the search for solutions to problems posed by the oppressive society.

It is within this context that at San Francisco State University, for example, other student organizations of color joined with the Black Student Union under the umbrella organization, the Third World Liberation Front, to struggle to establish Black Studies and Ethnic Studies in the academy. Reflecting a common concern for students of color and ethnic studies, they crafted demands that served as a model and impetus to continue the struggle for Native American Studies, Chicano/Latino Studies, and Asian American Studies. Similar initiatives were undertaken throughout California, but also spread nationally. The first ethnic studies units in the United States date back to 1969. From 1969, Universities in the State through student demands and struggles developed ethnic studies units in different forms. Some Institutions like San Francisco State created a school which later became a College of Ethnic Studies. Other institutions' separate and autonomous ethnic studies units became departments or programs, while others like Sacramento State University formed a department constituted by different ethnic studies programs. These varied distinct and combined ethnic studies departments and programs focused on and fostered interdisciplinary scholarship, discourse and projects of national and international scope and import. The development of ethnic studies in California represents an historical comparative advantage for the CSU system as a leader in the field. This historical advantage offers opportunity for CSU to secure its leadership in quality education by advancing ethnic studies in the shared interest of preparing students to function effectively and contribute significantly to a multiethnic multicultural society.

C. The Relevance of Ethnic Studies

As a central aspect of its stated mission, the California State University affirms that it is committed:

1. "To prepare students for an international, multi-cultural society."
2. "To prepare significant numbers of educated, responsible people to contribute to California's schools, economy, culture, and future."
3. "To provide public services that enrich the university and its communities"
(California State University Mission Statement)

Within its statement of practices and policies to accomplish its overall mission are several stipulations that apply well to its commitment to this goal and by extension its commitment to ethnic studies as an indispensable part of this educational program. These particularly relevant stipulations include the CSU's affirmations that it:

1. Seeks out individuals with collegiate promise who face cultural, geographical, physical, educational, financial, or personal barriers to assist them in advancing to the highest educational levels they can reach.
2. Serves communities as educational, public service, cultural, and artistic centers in ways appropriate to individual campus locations and emphases.
3. Encourages campuses to embrace the culture and heritage of their surrounding regions as sources of individuality and strength.
4. Recognizes and values the distinctive history, culture, and mission of each campus.
5. Promotes an understanding and appreciation of the peoples, natural environment, cultures, economies, and diversity of the world.
6. Encourages free scholarly inquiry and protects the University as a forum for the discussion and critical examination of ideas, findings, and conclusions.
7. Offers degree programs in academic and applied areas that are responsive to the needs of the citizens of this state (California State University Mission Statement).

The various CSU campuses embrace these policies and practices in their own ways, but reaffirm their commitment to prepare students to live and function effectively in a culturally diverse society by cultivating understanding of and respect for the diverse history, heritage and culture of American society as well as an essential global awareness.

Within this context, several critical questions arise. First, how does the university understand the critical role ethnic studies plays in accomplishing these central goals? In other words, how does the university conceive and correctly understand the essential and ongoing value of ethnic studies as a continuing and complex grounding, enrichment and expansion of the educational program and process? Also, how do ethnic studies departments and programs demonstrate their value to the university, our communities, society and the world? In a word, how does ethnic studies create an educational context and conversation in which diversity is engaged as both idea and reality?

Chancellor Timothy White has asserted that we must measure what we value rather than value what we measure. This emphasis leads to the conclusion that the value of ethnic studies can be measured by the role they play and the value they have in three major overarching areas: the ethical, intellectual, and social.

The value of ethnic studies lies first in their ethical and intellectual insistence on an educational philosophy, practice and process that:

- Respects the human person in the concrete particular cultural life in which she and he are rooted and values their particular knowledge, experience and capacity to contribute to an enriched and enriching process of learning, teaching and relating;
- Respects each people and culture as a unique and equally valid and valuable expression and way of being human in the world;
- Respects each culture's capacity to serve as a critical source of reflective problematics, i.e., sites of ideas, values, insights, practices and problem-solving in human life central to the educational process;

Secondly, ethnic studies brings several initiatives which enrich, expand and deepen diversity in the educational program and process, offering essential contributions to:

- Humanity's self-understanding through the critical engagement of current and enduring issues through varied perspectives and practices of the different peoples of which it is composed—moving away from a mono-cultural conception of humanity, world and human knowledge;
- Society's understanding itself in more critical and expansive terms, not only from its best ideas and practices and central documents, but also from the best ideas and practices of those whose experiences differ and include underrepresented presence and perspectives;
- Development of essential and ongoing proposals and policy initiatives toward the just, democratic and multicultural vision and promise it poses for itself in the ethnic studies stress on the social generation, use and usefulness of knowledge and transformative social engagement;
- Reaffirmation of the value of critical thinking and contestation as essential modes of learning, as distinct from the authoritative allocation of knowledge which omits, excludes and fosters single and narrow notions of the good, the right, the beautiful, the truthful and the possible;
- The university's achieving its claim and goal to value diversity and teach the truth as expressed in its motto "vox, veritas, vita" (i.e., speaks the truth as a way of life). For both diversity and truth are defined by an actual inclusiveness in both life and learning, presence and multiple ways of knowing which form the university's best conception of itself.

The social value of ethnic studies lies in its:

- aiding the university in truly preparing the students for the multicultural and global society and world in which we live.
- aiding the university in modelling and prefiguring the society and world we want and deserve to live in
- aiding the university in responding to the just historical and ongoing demands of the ethnic students to recognize and respect their cultures and lives as proper terrains for intellectual study.
- aiding the university in providing a truly multicultural education which is essential to creating the just and good society and world committed to values and practices which are respectful of persons in all their diversity, democracy, civility, cooperativeness, equity, justice and interdependence.

D.Structural Disadvantages Confronting Ethnic Studies

During the conversations that occurred which led to the formation of the task force, the following issues were raised. There are several structural disadvantages which tend to problematize and impede the continuing vitality, development and advancement of ethnic studies. Structural disadvantages are policies and practices which are disadvantages in operation or impact to ethnic studies.

Among these are the additional expectations of ethnic studies faculty by students, peers, community, and the administration which create an extensive demand for service that faculty in other departments do not have. Examples of this are the expectation of: serving on campus committees to diversify the composition of the committee; working with campus climate committee, student services, recruitment, outreach and cultural student groups with their respective populations; being the face and voice of the Ethnic Studies departments or programs to the corresponding community; functioning as role models and mentors to any and all enrolled students from the corresponding ethnic group. This service is made more onerous by the fact that it is in addition to service to the academic and the professional; and it is not given appropriate recognition, consideration or support; and ethnic studies does not usually have the networks which larger and other departments might have.

While structural disadvantages for ethnic studies in the CSU vary depending upon the particular campus and specific departments and programs, there are trends that impact most ethnic studies programs and departments in the CSU. Additional expectations of ethnic studies faculty, lack of acquired wealth/resources and political networks characteristic of larger more traditional departments, ability to teach general education courses that meet Title V requirements, ability to have a general education requirement for an ethnic studies course and the lack of visibility of ethnic studies in public education in the state of California are several structural disadvantages that impact ethnic studies in the CSU.

Ethnic studies faculty are often disadvantaged as student, peer, community, and administrative expectations of ethnic studies faculty differ from other faculty in traditional disciplines in the CSU. On some campuses ethnic studies faculty often comprise the majority of faculty of color from the four traditionally disenfranchised ethnic groups in the United States. These ethnic studies faculty often have the additional expectation of serving on campus committees to diversify the composition of the committee creating a demand for service that faculty in traditional departments do not have.

Ethnic studies faculty are often expected to work with campus climate committees, student services, recruitment, outreach, and academic and cultural student groups with their respective ethnic populations. In addition to these expectations, chairs of ethnic studies programs, and in many cases the ethnic studies faculty, are expected to be the face of the ethnic studies program to the corresponding ethnic community at community/cultural events. This is in addition to service to academic and professional organizations that would count as service in a tenure process.

Ethnic studies faculty are often expected to function as role models and mentors to any and all enrolled students from the corresponding ethnic group. Often students from a particular ethnic group will seek out a professor from the same ethnic group and/or a professor of ethnic studies to mentor or advise them even if they never intend on taking a course in ethnic studies.

The additional time to perform these unofficial duties are generally not identified as part of the scope of work for an ethnic studies professor, do not count for much during the tenure process and are not compensated for.

Ethnic studies departments and programs are often disadvantaged structurally in the CSU as they are newer departments and programs that do not have the endowments, structural advantages and campus political networks that the larger traditional departments have developed over time.

As the CSU has a shared governance process to define general education policies on each campus, we see a variety of ways that general education requirements disadvantage smaller departments and programs. Two structural disadvantages that are evident at particular campuses are how general education requirements for a course on ethnic diversity in the United States can either support ethnic studies departments or dissuade students from taking Ethnic Studies courses altogether.

The second structural disadvantage to ethnic studies in general education courses in the CSU is in the variation of which courses meet the Title V general education requirements on particular campuses. Campuses with stable ethnic studies departments and programs often offer courses that count toward these Title V requirements. However, campuses where ethnic studies have seen a decline of support in the CSU are often ethnic studies departments and programs that are not allowed to offer courses that meet these Title V requirements. In some instances, larger traditional academic departments hold a monopoly of particular categories of the Title V general education requirements and part-time faculty and graduate students generally teach these courses.

Another structural disadvantage to ethnic studies is the relative lack of visibility and familiarity of ethnic studies disciplines to the average student entering the CSU. As students in California are exposed to many of the traditional disciplines offered in the CSU in their K-12 educational experience (such as: math, history, speech/communication, English or art), most students are unaware that they could earn a degree in ethnic studies. Student advisors, faculty and staff who are often products of the same educational system as our students where they were never exposed to an ethnic studies course often share this unfamiliarity with the value of ethnic studies disciplines in the CSU.

This lack of visibility becomes a structural disadvantage when student-advising processes privilege the larger and more familiar departments over smaller departments and programs. Often students in ethnic studies degree programs “discover” ethnic studies when they take a course and become aware that you can actually minor or major in ethnic studies. This structural lack of visibility for ethnic studies can be found in student advising processes either in-person, on-line or with the new e-advising process that are currently being implemented at Long Beach and other CSU campuses. While this new e-advising process has the potential to be designed to help with visibility issues for ethnic studies, the recent implementation at CSULB privileged large traditional departments making ethnic studies invisible to students using the e-advising system. Students’ designing their programs that wish to include a minor in Native American studies will not be able to see it in the new e-advising system until all of the other departments are imputed into the system.

In addition, there are several other institutional structures, practices, policies and processes which tend to disadvantage ethnic studies departments and programs:

- tendencies to favor larger departments in funding and other support; in hiring; and in selection for appointment in various service, administrative, representative and, other college and university opportunities and projects;
- applying common policies of hiring, enrollment, etc., to our departments and programs without due flexibility, although we can never compete with or achieve the same numerical targets larger departments and programs, do in meeting a single set of criteria;
- the expansion of the concept of diversity to include various forms of difference which again favors larger, “traditional” departments; and greatly reduces our former share of enrollment and access to students in this area without adequate attention given to this disadvantaging development;
- the exclusive monopoly history and political science have on Title V areas of instruction, although at CSU Northridge these areas are open to Ethnic Studies. This denies us access to a critical source of enrollment and expanded multicultural exchange with the student population;

- the exclusive monopoly communications has on oral communication on many campuses denies ethnic studies the right to teach a course in an important field of our disciplines which has an ample ancient and current body of literature in communications practice and theory; there is no intellectual reason not to and again it is taught in Pan-African and Chicana/o Studies at CSU Northridge. This also denies us access to a critical source of enrollment and expanded multicultural exchange with the student population;
- the tendency to use diversity as a reference of laudable self-assessment rather than providing the policy, program and budget to support capacity building, collaboration and cooperative projects which make it an essential element in the concept and practice of quality education. Indeed, our position is that quality education by definition requires and is a multicultural education;
- premature cancellation of classes before students have a chance to register. Many of our students tend to register later due to several factors, i.e., finance and financial aid issues, schedule juggling because of working, uncertainty etc., and the tendency to try first required and *advisor recommended* courses and then enroll in our courses;
- micromanagement of the number of courses we can teach and restricting offerings to classes with prior high numbers, effectively undermining our ability to offer new courses to keep the curriculum current and vital, and to cultivate an expanded interest of students in our courses, major and minor;
- using the hiring of Black and other ethnic-identified faculty outside our and other ethnic studies departments as a preferable or adequate commitment to diversity which tends to lessen attention to and divert attention from the need to hire within our departments to sustain and help maintain their integrity, currency and vitality. Such practices tend again to favor large and “traditional” departments at our expense;
- favoring and supporting faculty collaborations which create unequal relationships with “traditional” departments and reduce or eliminate attention to capacity building for Ethnic Studies departments and programs as central to the educational project and university mission;
- promoting directly or indirectly initiatives to collapse Ethnic Studies into structures in ways that violate discipline and departmental or program integrity, create unnecessary contentions, and deny or diminish real distinctions in curricular content, methodology, intellectual sources, paradigms and practices, and modes and commitment of community engagement;
- preference given to the department of English in composition in matters of funding and developing assessment and collaboration models and allocation or sharing of

course offerings, etc., concerning composition, although Ethnic Studies departments and programs played a founding role in the conception and development of composition on campus, serve a vital role in teaching students with various different home languages, and are engaged by the university in an expressed concern for diversity without the equal regard, support and inclusion this requires;

- an advising process and practices that tend not only to favor non-ethnic studies, but also actively disfavor ethnic studies in training of advisors, recommendations or suggestions by advisors on classes to take and not to take; the development of media; and materials which include course examples to take to meet requirements or take electives and which does not include adequate ethnic studies examples; failure to introduce and pose Africana Studies and other ethnic studies courses as equally valid options for general education, electives, majors and minors on campus and for other colleges and universities as well as in pursuit of careers;
- and tendencies to approach diversity as a minimal maintenance principle on campus and a public relations project for community and society, rather than engaging it as a principle and practice vital, even indispensable, to a quality education with compelling ethical, intellectual, institutional and social dimensions—and thus worthy of the policy, budget and programmatic initiatives it requires.

In spite of these structural disadvantages, attention to the university's best practices would offer needed alternatives and lay the basis for a thorough-going reconceptualization and more constructive approach to the university's commitment to diversity and the advancement of ethnic studies.

III. Survey Findings

The Task Force was charged to:

- Provide an overview of the origins and histories of ethnic studies programs in the CSU within a national context.
- Identify trends in the campus programs within the context of institutional support and the national climate particularly over the past 8-10 years.
- Propose system-wide recommendations that are responsive to the mission of the CSU and to the needs of our students, California and society in general. This includes examining our degrees, majors, and our minors/concentrations as well as the resources, staffing administrative infrastructures, and cost effective and equitable approaches that sustain and advance ethnic studies while enhancing program quality and inclusive excellence.

In order to address this charge, the Task Force examined relevant literature in the field, professional documents, and CSU documents. In addition, the Task Force constructed a survey instrument to elicit responses from ethnic studies units across the system to document the

histories of individual units, their struggles at their inception to the present, data regarding their faculty and budgetary support, student enrollment patterns, their perceived institutional challenges and the best practices and strategies that they have developed. This statewide initiative facilitated our research, enriched our exchange and gave firm grounding to our ultimate conclusions.

SURVEY RESULTS

Description of Types of Units, Resources and Students

Descriptions of Ethnic Studies Units

Forty-seven academic units from 22 of the 23 CSU campuses responded to the Task Force survey. The twenty-three units consisted of 10 African American/Black Studies, 12 Chicano/Latino, four Native American and 13 Multiethnic Studies departments, where multiethnic units were typically either units that combined a mix of the ethnically defined disciplines or they were comparative without specifically being defined by the ethnically defined disciplines. Thirty-eight of the forty-seven have always been in the unit/College that they are currently in. Nine have changed units/Colleges, three initiated this change from within the unit, six were reorganized from outside their unit. Interestingly, about two-thirds of all of these units were formed by 1970 with the remaining being formed at a rate of about one every two years or so). Twenty-nine have achieved departmental status, 41% of which were departments by 1971 and greater than 50% by 1973. Four did not provide start dates for their departmental status and only two have lost their departmental status, one in 1985 and one in 2012. Sixteen have reported that significant historical changes were made along the course of their development with six reporting recent or current changes.

There was similar variety across units regarding the number and range of course offerings. Thirty-nine of the units report offering bachelor's of arts, seven master's of arts, forty-five minors and seven certificates and four other degrees. The range of number of courses offered by each unit ranged from only two to 163 per year with a median of 28 in 2003-2004, and from four to 104 courses per year with a median of 36 in 2013-14. Sixty-six percent of these courses offerings on average (median) were general education (range eleven to one hundred percent) in 2003-2004, and fifty-five percent (range eleven to one hundred percent in 2013-2014). Eighty-one percent of the respondents reported they were unable to offer some courses and fifty-five percent reported discontinuing some of their courses. Twenty-eight percent, a little more than one quarter, reported that they had proposed general education courses that were rejected.

Types of Diversity/Ethnic Studies Requirements

Ninety-five percent, all but four respondents, reported that their campus did have some form of a multicultural or diversity requirement. Of the four who reported that there was no requirement, three of the respondents were on campuses where another respondent had reported that there was a requirement, indicating that one or the other was in error. This could be verified independently; still apparently almost all campuses have some form of requirement. Five respondents reported that their campus had a specific ethnic studies requirement.

Twenty-seven (sixty-four percent) of the respondents reported that the definition of diversity on campus had been expanding and, of the twenty-seven, twenty-three (eighty-five percent) reported that this expansion of diversity had impacted their units. This portion of the survey does not provide any indication of whether that expansion of the definition has had a positive or negative effect on their unit, though data in some of the qualitative responses may shed light on the complexity of responses.

Histories of Struggles to Initiate, Maintain or Grow

Approximately two-thirds of the units report that the establishment of their units met some resistance when being established, with over 50% reporting moderate to extreme resistance, with the most frequent response being extreme resistance. A similar pattern is expressed regarding resistance to maintaining the unit or improving it, with the noted difference that more report resistance, but the typical response here is that the unit met moderate resistance.

Faculty Appointments and Financial Support

Examining faculty (FTEF) appointments data we find the median tenured/tenure track allotment across the CSU was four-and-a-half faculty (range of zero to twenty-four) in 2003-2004 and rose slightly to a median of four-and-a-half by 2013-2014 (range zero to twenty-four); Most reported no use of full-time lecturers in either 2003-2004 or 2013-1014 (median of zero, with a range of zero to three and zero to thirteen, respectively). The median number of part-time lecturers increased over the same period from two to four (range of zero to thirty-three, and zero to thirty-six, respectively).

Examining the budget allocations and faculty allocations across time is complex. First, many units did not report reliable budgetary data. Thus, we primarily must rely on faculty allotments as measured in full-time equivalent faculty (FTEF) units. This is a fairly strong measure of the unit's financial strength. Still, all campuses have received dramatic cuts over the past decade and therefore it is only expected that many ethnic studies units may have also experienced such, as simply their fair share of such cuts. The question for this report, then, is whether ethnic studies units fared better, worse or the same proportionately compared to the economic situation at their home institutions. For this assessment, we computed the proportion of the Academic Affairs budget allocated to the ethnic studies unit across the years. This comparison controls for differential budget sizes and budget cuts across institutions, and also for cuts to their overall campus budget versus to the most relevant budget in which they reside, academic affairs. We calculated the proportion of the Academic Affairs FTEF that the ethnic studies units received each year using 2008 as a baseline. We chose 2008 as it represents the year just as the major cuts hit most campuses. Setting that baseline to 1.0, increases above 1.0 indicate that the ethnic studies unit received a greater proportion of the academic affairs FTEF than it had in 2008, while a number less than 1.0 means that the unit received a smaller proportion of the academic affairs FTEF. From the profiles generated from these comparisons, we found that of the four years sampled for each of the 18 units that reported faculty data, ten (forty-five percent) of the ethnic studies units received a smaller proportion of their campuses FTEF during this period, while eight have grown (forty-five percent), some only marginally while others more prominently.

Student Enrollments and Faculty Student Ratios

Student enrollments were variable across campus and can be reviewed in detail in the appendix. The critical question for this report was whether enrollments were rising or declining relative to faculty availability. This is best measured by the student faculty ratio (SFR). Eighteen campuses report an increase in SFR while four report a decrease and two were approximately stable. In a closer examination of the relationship between campus's faculty complement and student enrollment, student enrollment and faculty complement are generally positively correlated such that sixteen units report a positive relationship between student enrollment and faculty positions, wherein the more faculty the greater the enrollments, while only two units report a negative relationship between faculty and enrollments with the remainder showing relationships that are too weak to be conclusive.

Challenges

Ethnic Studies faces a number of different challenges ranging from insufficient resources to lack of culturally competent faculty and staff, lack of influence in governance, and lack of support for meaningful collaborations with the communities that ethnic studies units serve. The top four challenges mentioned in the responses included 1) a lack of a sufficient budget to sustain ethnic studies units, 2) uncompensated work by ethnic studies directors and chairs, 3) the inability of ethnic studies units to offer the number of courses needed to maintain the integrity of their programs, and 4) the inability to replace faculty when they leave, retire or die. This section will review the challenges that were described and detailed in the survey responses to questions 15, 16, 20 and 21. One limitation of this study is that it is based solely on the responses of the surviving ethnic studies units in the CSU today.

Challenges: Insufficient Resources

Not surprisingly, funding was the most common challenge from the past ten years cited by the ethnic studies units. That complaint would be found across all departments at all CSU campuses.

The general pattern concerning budget issues for ethnic studies programs is expected: There is not enough money to provide the classes, programming, recruiting, advising, and community relations that ethnic studies faculty members feel are needed. While this is a common concern of many academic units, ethnic studies programs face funding challenges that most other programs do not, including increased advising and mentoring expectations from students and collaboration and support expectations from community stakeholders. Several CSU campuses have centralized academic advising, which means fewer (or no) course-reassignments for student advising in departments. While this may be an obstacle not peculiar to ethnic studies programs, students of color are very likely to seek ethnic studies faculty members for that advising and mentoring regardless of institutional support for those activities. And ethnic studies faculty members are possibly more likely to provide that advising and mentoring even when it is uncompensated, which creates workload and compensation inequities. The community

stakeholders also expect faculty members (and students) to be involved in a host of activities and events, placing additional funding and workload pressures on the programs and their faculty members.

While some ethnic studies programs reported a shortage of institutional support from their schools, there was very little comparative reporting done; that is, specific examples of how other departments received more support. Some of the funding complaints voiced in the survey could be the product of program size rather than discipline; larger programs tend to have more power and resources than smaller programs, regardless of the discipline. This is true within ethnic studies, and at least one respondent in the survey felt that the two largest ethnic studies programs on that campus received more support than the others. This advantage is particularly true for large departments with monopolies on specific Title V general education requirements. One respondent was specific, though, and reported a case in which a large non-ethnic studies program was given preference over an ethnic studies program, despite the two programs making similar requests and demonstrating similar needs.

One question ethnic studies in the CSU should ask itself: Do its faculty members perform their “extra” duties because of their own personal and professional expectations, or are these institutional expectations? If the CSU depends upon its ethnic studies programs to provide an extra-academic benefit, such as recruiting and retaining students of color, then those programs should be funded for that purpose. As it stands now, ethnic studies programs tend to be supported as if they were like any other academic program; that is, they depend upon a model that recognizes only class-funding formulas and not funding for the other activities described above, and this is further problematized by funding formulas that reward larger departments over smaller ones. Ethnic studies programs *are* like other programs in the CSU, in that they provide a rigorous and beneficial education in legitimate disciplines to all students; but they often have an additional mission that too often is not funded accordingly.

Among the responses concerning program budgets, only one unit mentioned particularly successful or innovative funding efforts and this was a Native American unit that had developed a solid relationship with local sovereign tribal nations by developing curriculum and programing relevant to California Indian peoples.

Challenges: Operational or Administrative

Some of the concerns about the budget relate specifically to operational or administrative limitations. These challenges were the focus of question 15 where the top three responses included the lack of a sufficient budget to sustain the unit, the uncompensated work expected of and performed by ethnic studies directors and chairs, the inability of ethnic studies units to offer the number of courses needed to maintain the integrity of their programs. Other responses alluded to the lack of adequate numbers of culturally competent staff and faculty and the inability to influence campus governance to benefit ethnic studies units.

Challenges: Campus Governance

Included in the “campus governance” complaint is the concern about general education alignment and management. Most ethnic studies programs greatly depend upon general education courses for their enrollments, and some programs cited changes during the past ten years in general education requirements that negatively impacted them. Several of the individual challenges can be traced to campus governance and the lack of funding for recruiting and retaining students and the presence of tenure-track faculty members to advise and mentor students.

Several ethnic studies programs reported the same problem: the lack of course reassignments for program directors. Without course reassignments, a director must fulfill the program’s bureaucratic requirements on top of teaching and in addition to advising and recruiting students and maintaining relations with the community. In some instances, the director is the only tenure-track faculty member in a program; there is no one to share the burden of program administration with. The lack of support for program directors is part of a larger pattern at different campuses, a negative feedback loop, if you will -- a program is small, and so it receives minimal administrative support (such as a lack of course reassignments for the director); that lack of support translates into no growth in enrollments or development of curriculum, since recruitment and retention are not supported; new or replacement faculty lines go to large or growing programs, so the small program is in danger of losing the tenure-track faculty members it started with; the loss of tenure-track faculty members translate into even less program stability, which results in even less support from the university administration, etc. Some ethnic studies programs voiced a funding concern that is not universal: their funding did not improve equitably with other departments when the financial crisis subsided. The funding complaint connects closely to the next most voiced complaint: campus governance. When cuts were made during the financial crisis, some ethnic studies programs felt they were unfairly targeted, and when funding levels improved, some ethnic studies programs felt they were still subject to austerity measures. For instance, some programs cited general campus governance complaints, such as the quick cancellation of classes during enrollment periods and not being consulted on important decisions related to their management. Challenges in hiring were cited by many ethnic studies units with difficulty in having lines renewed when faculty members left, retired, or died.

Best Practices

Over the past 40 years, ethnic studies units in the CSU have been doing many things to not only sustain themselves, but also to evolve, grow, develop, and ultimately, to advance. In a persistent march forward, a remarkably varied collection of programs, departments, and initiatives have developed what we are calling “best practices,” actions that have contributed to the advancement of ethnic studies. This section provides an analysis of the best practices reflected in the survey responses from almost 40 ethnic studies entities from across the CSU. The prompts are:

Question 24: “In 500 words or fewer, give us an example of innovative strategy you have done in your unit, such as changes in the curriculum, degrees,

collaborations/partnerships, centers or programs that are helping to sustain or expand your unit.”

Question 25: “In 500 words or fewer, please list institutional activities, support, action or policies you think would have the most positive effect on advancing ethnic studies on your campus.”

Question 27: “In 500 words or fewer, please add any other comments that you consider to be relevant regarding the advancement of ethnic studies.”

When asked for examples of innovative strategy that helps to sustain or expand ethnic studies, we received 37 responses that varied widely and had lots of overlap. For purposes of a summary overview, we categorized the 37 responses into four (4) rough categories, including:

1. Curricular/Pedagogical Innovation
2. Curriculum/Program Renovation
3. Recruitment/Retention/Graduation
4. Outreach / Alliance Building

Curriculum Renovation

There was overwhelming agreement that one of the primary hallmarks of ethnic studies is to develop curriculum in response to the needs of the community. Sixteen respondents directly articulated this as a strategy but many others spoke around this point by advocating for community-related strategies including community service learning, “relevant” curriculum, and engaged research and scholarship. The goal of developing cultural competencies in students to serve under-served communities emerged as a model. Although not all the units used this specific language, there below the different ways of articulating the strategies that work is an underlying common practice of linking curriculum to responsibility to community. Ethnic studies pedagogy is strategically based on the belief that our students should be able to offer their community support and leadership in order to promote economic development, education, health and wellness, and political empowerment. Student are expected to develop an area of expertise in the community they are studying in order to promote that community’s interests, as well as the language, culture, art, and knowledge systems that characterize the community. One of the most unifying aspects of ethnic studies is the common practice of creating curriculum in response to the needs of under-represented communities.

In the responses we received, the link between community and curriculum is strengthened in many ways. One commonly repeated strategy (14 times) was to develop some form of community service learning (CSL). The most successful implementation of CSL involved course credit, close collaborations between community groups, students and faculty, and seemingly lots of hours of work on all sides. In one instance, a fully developed CSL program is supported by a faculty member fully dedicated to a 3-unit online CSL course, which runs in conjunction with linked “content” courses taught by other faculty members. This arrangement allows for a more viable integration of CSL into a number of upper-division courses in a way that does not put the sole burden of administering the CSL program on the shoulders of

the faculty members who volunteer to develop CSL options in their courses. The extra support of a paid faculty member teaching the separate CSL 3-unit course makes the whole CSL endeavor more manageable for all involved and allows stability and continuity of the CSL program.

Community-focused curriculum drives some of the other winning strategies mentioned, including a common effort to teach from the epistemological foundations of the specific communities and to draw from the community's scholarly and artistic work in the form of books, articles, critiques, analysis, music, art, and creative expression used in the classroom. Respondents described new ways of learning involving music, spoken word, gardening, visual arts, and hand-on and collaborative activities. They talked about developing writing intensive courses, online courses, and courses taught in languages other than English. They promoted the use of new technologies and tools such as Peermark, TurnItIn, Wiki tools, ilearn, discussion boards, blogs, online and hybrid classes along with faculty training in technology. In both the materials and the activities of ethnic studies classes, there were many different ways that respondents made the point that a greater integration of the community at all levels is a winning strategy.

Under the category of program renovation, the most frequently cited strategy was to increase the ways in which ethnic studies courses fulfill requirements, mainly through general education, but also in majors, minors, and certificates. Units with the most stable and steady enrollment are often the units that offer the highest proportions of general education-certified courses. Getting general education status for ethnic studies courses is a common strategy, along with other general education-related strategies, including creating more lower-division courses so that student become aware of the program early in their academic career, creating a specific ethnic studies requirement in general education, and submitting ethnic studies courses for multiple general education overlays, including, for example, courses that can simultaneously fulfill the general education requirements for diversity, social justice, and global perspectives overlays in addition to their designation as either an arts and humanities or social science course. Some units described a strategy of creating new minors, concentrations, certificates, or career-focused pathways through existing majors. Four programs mentioned developing a pathway for prospective teachers and two more mentioned a specific health-service pathway.

Other programmatic developments include moving some classes out into the community, offering master's of arts programs and post-graduate professional development courses, and developing ethnic studies concentrations within existing master's of arts programs. Under the category of "renovation" there is a varied list of strategies that have worked, but many have at their core a movement toward a more central role for ethnic studies as the basis for a relevant education in a state as diverse as California.

A third category of strategies focuses on the role of ethnic studies in recruiting, retaining and graduating students. Many of these strategies involve streamlining graduation requirements so that students can double count ethnic studies units with general education and/or other degree programs. Once those pathways are created, they should be coupled with intensive advising, mentoring and support to students. Some of the units found a great benefit to allocating space for student organizations, developing relations with office of student services, and promoting the

use of technology to increase the reach and efficiency of channels of communication with students. The final category focused on how ethnic studies has been successful in doing outreach and building alliances with the community. Many activities are behind the uniquely strong connection between ethnic studies and the community, including outreach through social media, programming, community events, scholarships, collaborations with other departments and programs, and outreach to alumni and other stakeholders.

We grouped responses to a request to list institutional activities, support, action or policies thought to have the most positive effect on advancing ethnic studies into three (3) categories: Policies, Institutional Support, and Campus Climate. We analyzed essay answers and gleaned specific recommended actions from the text, which would advance ethnic studies in the CSUs.

Policies

The policies that would advance ethnic studies, which were identified in their frequent occurrence from the responses, are:

- a) redefine/reexamine the rhetoric of “diversity” (in various forms, including “human diversity”) which currently is too broad and waters down the centrality of race and ethnicity as a major component in the discourse of diversity;
- b) embed ethnic studies and specific ethnic studies courses in the general education and Pathways programs;
- c) open Title V to include ethnic studies courses as options; and
- d) stop practices like premature cancellations and low or late allocations for courses which discriminate against Ethnic Studies and other small programs.

Of the total 25 responses, the most urgent need (21 responses) was for institutional policies which called for a more concrete definition of race and ethnicity as critical components of “diversity” and as such embed ethnic studies and specific ethnic studies courses in the general education and Pathways programs, including opening up Title V to include ethnic studies courses as options. Implementation of these policies would advance ethnic studies in terms of healthy enrollments but more importantly, in terms of educating CSU students about the diverse experiences and social realities of members of US society as well as the global community of the 21st century.

Institutional Support

Types of institutional support that would advance ethnic studies, which were identified in their frequent occurrence from the responses, are:

- a) budget allocations, including tenure-track hires and staff;

- b) training advisers in ethnic studies courses and more accurately counting and accounting for double majors in ethnic studies and then making the figures available on campus data systems.
- c) support of on-campus ethnic studies student and faculty events and activities as well as community outreach (particularly in efforts of recruitment and then retention of students of color); and
- d) compensate faculty (which could be release time) to develop/revitalize ethnic studies courses and programs which include mentoring students and junior faculty. Mentorship is crucial to students and faculty of color and ethnic studies could be further advanced in terms of retention of students and faculty if this practice was institutionalized as part of the process.

Of the total 39 responses, the most urgent sole need (14 responses) was for staff and tenure-track hires with advising and supporting ethnic studies-sponsored events both on and off campus coming in with a combined 16 responses.

Campus Climate

Issues associated with campus climate which would advance ethnic studies, identified in their frequent occurrence from the responses, included:

- a) recognition and respect of colleagues and their contributions to academe and the life of the university; recognition that ethnic studies is a viable field of inquiry and integral to the education of CSU students; and
- b) cooperation and collegiality from other departments, including traditional disciplines, to collaborate with courses and develop programs with ethnic studies as double majors or minors.

These factors would mutually benefit all parties in terms of enrollments and enrich curricular offerings.

In a final catchall question we asked respondents for additional comments at the end of the survey. Twenty-seven (27) units responded with broad-ranging responses. In many ways, responses reiterate and further emphasize what CSU faculty who teach in ethnic studies have already stated as key factors necessary to advance ethnic studies: the need for resources, including a workable budget for staff and tenure-track positions; a campus climate encouraged by the Chancellor's Office and on-campus administrators which recognizes the importance of ethnic studies as a discipline and that ethnic studies courses are central to students' education. The most pressing issue to be addressed in terms of advancing ethnic studies, with a combined 15 responses, is the promotion of an awareness and recognition of ethnic studies led by the Chancellor's Office and on-campus administrators.

CONCLUSIONS

The CSU, birthplace of modern ethnic studies, maintains some level of ethnic studies on all but one of its campuses. The presence of ethnic studies across the CSU ranges in strength and complexity from single programmatic initiatives housed in other units staffed by as little as less than one full FTEF of lecturer faculty time to multiple vibrant departments and even one college housing over 40 FTEF. Though virtually all report that their birth and development were met with significant institutional resistances and challenges, all but two reported weathering attempts to downgrade their unit status (e.g. downgrading from department to program). Though ethnic studies units diminished in size at more than half of the campuses, ethnic studies has continued to function on all but one of the campuses at some level and have been resilient in the face of challenges. On some campuses, resistance has even given way to additional support and growth.

Specifically, respondents to the survey reported an unusually high consensus that their units were regularly experiencing attack or challenges that affected their existence. The qualitative remarks indicated a disappointment in the level of institutional recognition, respect and collegiality one might expect for faculty and programs to flourish. For example, simply finding information about ethnic studies in materials, online and through outreach and advising is reported as sparse across the CSU, varying again by campus but generally seen as inadequate. Some even report disparaging or devaluing remarks by campus leadership. Similarly, where leadership publicly communicated an understanding and appreciation of the value of ethnic studies, faculty experienced this as helpful. Again, though challenged, the faculty's importance of their mission to the students and often times the activist support of their students and communities sustained them when their campuses did not. In contrast, the most robust units were more likely to report institutional and public support from campus leadership, as well as support and partnerships with their students and respective communities, even if they also reported having experienced trying times as well.

Contrary to a common impression held prior to this study, student interest and enrollment does not appear to be waning in ethnic studies. It appears to be increasing. With few exceptions, enrollment across the system is increasing in ethnic studies. A powerfully diagnostic observation, enrollment assessed by the ratio of students to faculty members has steadily increased.

At the same time, faculty allocated to teach ethnic studies, generally, has continuously declined over the past decade, with some notable exceptions. A reasonable explanation for this decrease in faculty might be that faculty numbers in general have decreased across most academic areas and most campuses in the CSU because of budget cuts over the same period. Though this general decline did also contribute to decreases in ethnic studies faculty, when ethnic studies faculty totals are measured as a proportion of the total faculty in their respective academic affairs units, we found that not only were ethnic studies faculty numbers decreasing generally along with their campus faculty totals, but their share of the overall campus faculty complement decreased, indicating that campuses have decreased ethnic studies faculty more dramatically than their general faculty pool. This has occurred despite the fact that ethnic studies units were already generally small and vulnerable. In fact, their small sizes may have made it difficult to notice that macro-level cuts were having disproportionate effects on the micro-unit level. Further, considering that student faculty ratios have increased while faculty complements

have disproportionately decreased, it is reasonable to conclude that perceived enrollment problems in ethnic studies where they have been reported may be primarily a function of limited faculty to offer ethnic studies, rather than a lack of student interest. There is some additional evidence that limited advising and advertising of ethnic studies options may also be limiting enrollment potential.

The academic vitality of ethnic studies units varied significantly. The most vigorous units were generally better resourced, particularly with a greater number of faculty members. The size and vitality were not necessarily predicted by the size of the campus or the campus's demographic diversity. For example, the larger more diverse campuses also varied greatly in the size and vibrancy of their ethnic studies units from housing a college with relatively larger departments or housing relatively large departments across several colleges, to large campuses that supported only small departments, programs or units embedded in other disciplinary departments.

There was a relationship between patterns of institutional best practices that appeared to support the vitality of the more robust units. The number of majors and minors varied greatly, though none of the ethnic studies units demonstrated astoundingly large numbers of majors and minors. Overall enrollments, however, ranged even more widely from quite small to collective enrollments in ethnic studies that exceed the total enrollment at the CSU's smallest campus. These robust total enrollments appeared to be most prevalent at those institutions that allow their ethnic studies units to teach a range of general education offerings, Title V courses and other required courses. These are the same courses that drive enrollments in many other non-ethnic studies units, for example the mandatory critical thinking, communications, writing, history, and government classes also fuel enrollments in philosophy, communications, English, history and political science departments. Campuses have a long tradition of growing and sustaining other valued non-ethnic studies programs by relying on a balance of majors/minors and general education enrollments. In addition to the previously mentioned departments and more dramatically, for example, some CSU campuses provide mathematics and physics departments more faculty positions than these departments have majors, based primarily on their value as part of general education or their fundamental value across science education. Similar consideration could and should be provided to ethnic studies if the campus sees the full potential of ethnic studies to inform the education of a modern well-rounded graduate prepared to compete and succeed in a multi-ethnic America and world.

Though not assessed completely by these surveys, using responses across various qualitative data and additional analysis, the Task Force was able to clarify some reasons for the apparent paradox that some respondents found their campus's expanded interest in the range of human diversity as beneficial while some found it to be a challenge. It appears that most appreciate their campus's expanded understanding of human diversity across a range of characteristics beyond race or ethnicity and the intersectionality of these areas. They see the growth of related equity and social justice based studies such as women, gender, sexuality, disability and other cognate studies as a sign of the success of enriching the academic canon. However, some reported two primary concerns. First, they were concerned when the institution did not distinguish studies of race and ethnicity generally, i.e. any discipline that studied race and ethnicity as object, and ethnic studies, where the studies must be anchored in the histories,

philosophies, questions and compelling needs of those studied, and where those studied are active participants in the studies themselves. Second, some were concerned when their institutions treated one form of diversity as interchangeable with any other, treating the studies of disabilities studies, ethnic studies, queer studies, or women and gender studies as interchangeable, implicitly reducing them to a form of “other” studies, when each deserves significant study in its own right.

Ethnic studies units celebrated and encouraged the range of unique developments of ethnic studies units across the system experiencing the variation as strengthening the field. They continue to expand their curricula to include a range of cutting edge additions to the field from technical and popular culture. The field also is evolving from the studies of emergent areas based on the studies of the intersectionality of ethnicity with other demographics, while still maintaining its core values and respecting the contributions of cognate fields which also may share academic studies of these intersectionalities from their own disciplinary and interdisciplinary lenses. Since this report intentionally focuses on ethnic studies, the Task Force hopes this report is helpful to all ethnic studies areas. In addition, it encourages programs studying ethnicity and race, as well as related areas, not included in this report to utilize and engage in similar examinations and conversations and hopes some of our findings will be useful in that conversation.

Finally, though all programs demonstrated areas where they could be stronger, we note that generally the CSU maintains a fundamental strength and strategic advantage in its national standing in ethnic studies despite challenging times and clear examples of some units in desperate need for immediate assistance. The CSU should take full advantage of this continued strength and invest in regaining its position as the unequivocal leader in ethnic studies and related studies.

RECOMMENDATIONS

Having studied survey responses that identified concerns and needs as well as best practices of forty-six (46) ethnic studies departments and programs across the CSU system, the Task Force makes the following recommendations. Each of these recommendations is a vital part of the whole and thus suggests a comprehensive approach in order to be most effective in efforts to advance ethnic studies. These recommendations are directed toward overcoming structural disadvantages and building on best practices within the CSU system as identified and studied, as well as laying a foundation for engaging issues and initiatives concerning the long-term ongoing advancement of ethnic studies.

In presenting its findings and recommendations, the Task Force has been duly attentive to:

- (1) identifying courses of action that would advance ethnic studies and the university mission while respecting the autonomy, opinions, interests and concerns of all involved;

- (2) articulating clear and compelling concerns and needs expressed in the survey and study in ways that assist in building and encouraging the widest possible endorsement from all concerned;
- (3) proposing recommendations that could be implemented in a relatively short time as well as those which would require more time and point towards more comprehensive and innovative actions in the ongoing advancement of ethnic studies; and
- (4) given the above considerations, framing the findings and recommendations in ways that increase and ensure they encourage and influence significantly the course of action determined to best serve the interests of the university, students, their communities, and society.

It is within this context and understanding that the Task Force makes the following recommendations:

Recommendation 1: Make Ethnic Studies a GE requirement throughout the CSU system.

- Reaffirm that Ethnic Studies is defined by its primary focus on peoples of color, on race and ethnicity, as distinct from other disciplines that engage this as one of many subjects of study.
- Reaffirm that Ethnic Studies is further defined by its initial and continuing commitment to creating intellectual and institutional space for generative scholarship on peoples of color, their attentiveness to their voice and systems of knowledge, and for exploring policies and initiatives to support and serve communities of color.
- Reaffirm the authority of Ethnic Studies faculty to lead in the certification of Ethnic Studies GE courses based on an Ethnic Studies student learning outcomes rubric.

Recommendation 2: Increase and maintain regular and consistent hiring in Ethnic Studies in order to ensure its vital sustainment and strategic growth.

- Hire faculty, staff and support personnel regularly and consistently in order to maintain essential stability, quality, vitality, and continuity and to meet ongoing developmental needs and the cutting-edge demands of the disciplines.
- Allocate monies from the Chancellor's office for hiring 50 faculty members in Ethnic Studies across the system with a matching contribution from Presidents to incentivize and support regular and consistent hiring.
- Continue to hire persons of color in other departments and programs, but not as a substitute or zero sum policy for hiring in Ethnic Studies departments and programs.

Recommendation 3: Support curricular development in ways that strengthen Ethnic Studies departments and programs, increase enrollment and open access to a wider range of students and curricular options.

- Expand access to Title V, American Institutions and oral communications, throughout the CSU system as it is the case on several campuses now.
- Support the establishment of Ethnic Studies Teaching Institutes to meet needs of public school teachers who are beginning to teach Ethnic Studies mandated by an increasing number of boards of education.
- Support the establishment of Ethnic Studies Institutes for research, scholarship and creative activities.
- Provide support for Ethnic Studies faculty who offer advising and mentoring beyond the norm to students of color in Ethnic Studies and other majors.
- Support the maintenance of the authority of Ethnic Studies to write the rubric for student learning outcomes (SLO) and determining what courses meet that requirement.

Recommendation 4: Revise and strengthen advising practices on and off campus and on on-line systems to reflect the university's valuing Ethnic Studies as vital to its educational mission.

- Recognize the importance of revising and strengthening of Ethnic Studies advising as important to recruitment, application and admission.
- Recognize the importance of adequate Ethnic Studies advising to increasing rates of retention and graduation as well as ensuring timely graduation.
- Revise and strengthen diversity training of advisors and develop teaching technologies, media and materials which include Ethnic Studies in visible and significant ways and pose them as valid options for GE's, electives, majors and minors on campus and for other colleges and universities as well as in pursuit of careers.

Recommendation 5: Aid in fostering and creating a climate conducive to reaffirming Ethnic Studies' central role in diversity and equity initiatives as they relate to people of color.

- Engage in a formal assessment of campus climate concerning this issue and appoint a senior level official to address its findings.
- Use these findings to inform ongoing strategic planning.
- Institute interrelated initiatives to encourage collaboration and joint planning and programs to create and support the context for the appreciation and engagement of

ethnicity and Ethnic Studies as an enriching and valued diversity in the educational process.

Recommendation 6: Strengthen and expand initiatives on community engagement and partnerships.

- Increase incentives and initiatives for community-based research.
- Encourage and support policy development in the interest of communities served.
- Strengthen relationships and partnerships with local communities and compensate labor-intensive activities of Ethnic Studies departments and programs in this regard.
- Increase support for community learning and engagement.
- Support the work of Ethnic Studies departments and programs with local school districts that are integrating Ethnic Studies into their curricula.

Recommendation 7: Build on and expand best practices of both Ethnic Studies and the various universities of CSU, incentivizing the embrace and use of these practices through providing and supporting appropriate resources, policies and programmatic initiatives.

Program Building

- Practice hiring and evaluation of Ethnic Studies faculty by Ethnic Studies faculty within the concerned department or program and within the CSU as determined by the Ethnic Studies unit.
- Expand and establish Ethnic Studies access to teaching Title V courses and oral communication in the CSU system.
- Create a specific Ethnic Studies Requirement in GE that is certified based on an Ethnic Studies rubric developed and certified by Ethnic Studies faculty members.
- Create Ethnic Studies majors, minors, and certificate programs at the undergraduate and graduate levels and create Ethnic Studies post-graduate certificate programs for professionals.
- Move away from the practice of premature course cancellation and low or late allocations for courses which disadvantage Ethnic Studies and other small programs.
- Double count Ethnic Studies units with GE and/or other degree programs.
- Promote the use of technology to increase the reach and efficiency of channels of communication.

- Provide compensation/release time to develop/revitalize Ethnic Studies courses.
- Increase advising, support and mentoring to students in Ethnic Studies.

Community Engagement

- Incentivize development of curriculum centered on the needs of the community, expertise in communities of color, community leadership, and the challenge to develop cultural competencies to serve under-served communities.
- Support community service learning through appropriate work load allocations and in the RTP process.
- Support community-engaged research.
- Hire from presidents' offices community-specific liaisons where strategic objectives demand it.
- Coordinate community events to strengthen ties with communities of color and increase staff support to facilitate and sustain this.
- Recognize within this context the unique and special status Native American communities have with the state and federal governments and to ensure proper representation and effective participation of Native American groups in realizing the university's mission.

Recommendation 8: Conduct system-wide and campus level 360° Diversity/Equity assessment examining the unique challenges and contributions of Ethnic Studies, its related academic and campus life initiatives and future promises.

- Conduct further studies in order to address in greater detail the needs, challenges and aspirations of Ethnic Studies and its contributions to the CSU and the CSU's national leadership.
- Conduct a more detailed study to augment and expand this report to continue to identify and articulate the unique contribution of Ethnic Studies, the contribution of other related academic programs and extra-curricular diversity programs and their optimal inter-relationships.
- Conduct a more detailed ongoing systematic institutional data collection on both Ethnic Studies and other equity and social justice initiatives to insure that the CSU and its campuses regularly and accurately assess progress, and engage in informed and continued innovation and leadership in the advancement of Ethnic Studies and other equity initiatives.

Recommendation 9: Establish a formal relationship with the statewide Ethnic Studies Council in CSU's ongoing effort to advance Ethnic Studies and realize its mission.

- Establish a relationship which would serve as a clear indication of the value the CSU places on Ethnic Studies as an integral part of the conception and carrying out of its mission to prepare students for global and multicultural society and world and enrich the learning and lives of students, their communities, the university, society and the world.
- Establish a relationship which would also serve as an important indication of the value the CSU places on Ethnic Studies scholars' central role in providing best advice on Ethnic Studies issues in which they are rooted and in which they do their primary work.
- Establish a working relationship which produces and models the cooperative and collaborative practices key to building and sustaining the intellectual and relational context and initiatives for a truly multicultural quality education.

Recommendation 10: Maintain the moratorium on any negative changes to Ethnic Studies departments and programs during the period of the review, discussion and response to this report.

- Maintain the moratorium to foster the optimal climate conducive to free, frank and full discussion without apprehension concerning possible negative changes.
- Maintain the moratorium to avoid rendering the report and its recommendation irrelevant by actions contrary to the spirit and intention of the report on the advancement of Ethnic Studies.
- Maintain the moratorium so that the report and recommendations can be assessed and acted on based on their own merit without changes in Ethnic Studies departments and programs which might prejudice or prevent decisions and proposals directed toward the advancement of Ethnic Studies which is the central purpose of the report.

It is a firm conviction and considered judgment of the Task Force that if these recommendations are acted on, with appreciation of the urgency and cogency of the concerns and needs identified, it will not only contribute significantly to the advancement of Ethnic Studies, but also greatly benefit students, their communities, society and the university in its mission of providing a quality education which we argue is by definition a multicultural education which has Ethnic Studies as an indispensable and central part of it.

APPENDIX "A"

Charge for the CSU Task Force on the Advancement of Ethnic Studies

January 31, 2014

The work of the Ethnic Studies Task Force will focus on the portfolio of CSU programs under the broad rubric of ethnic studies:

- African American Studies/Africana Studies/Pan African Studies/Black Studies
- Asian American Studies
- Chicano Studies/Latina-Latino Studies
- Native American Studies/American Indian Studies/Indigenous Peoples Studies
- Ethnic Studies

To fulfill the purpose of the advancement of ethnic studies, the Task Force will:

1. Provide an overview of the origins and histories of ethnic studies programs in the CSU within a national context.
2. Identify the trends in the campus' programs within the context of institutional support and the national climate, particularly over the past 8-10 years.
3. Propose system-wide recommendations that are responsive to the mission of the CSU and to the needs of our students, California, and society in general. This includes examining our degrees, majors, and minors/concentrations as well as the resources, staffing, administrative infrastructures, and cost effective and equitable approaches that sustain and advance ethnic studies while enhancing program quality and inclusive excellence.

The work of the Task Force shall commence in January 2014, and consist of two phases. Phase one will begin by exploring the universe of issues at hand *writ large*, and refine its initial charge to a narrower, actionable focus that will lead to recommendations. This refined charge will be reviewed by campus presidents, the statewide academic senate, leadership in the Chancellor's Office, and the California State Student Association (CSSA) to ensure that it has broad acceptance. Once the charge is finalized, the Task Force membership will determine if its composition is suitable for the vetted charge, and if necessary, make a request to the Chancellor for adding an additional member or two to the Task Force.

During the second phase, the Task Force will carry out the final charge with an eye to having a draft report completed by the end of May. The draft report will be posted for broad input by any interested individuals in the CSU or from the communities we serve. The input will be reviewed by the Task Force for consideration and the final report will be submitted in the fall term, 2014.

The Task Force members are appointed by the Chancellor and include members drawn or nominated from the faculty, students, academic senate, campus presidents, provosts, VP for Student Affairs, and include:

Horace Mitchell, Task Force Chair, President, CSU Bakersfield
Mildred Garcia, President, CSU Fullerton
Leslie Wong, President, San Francisco State University
Elliot Hirshman, President, San Diego State University
Taylor Herren**, ASI President, Chico State University
Devon Graves**, Chair of the CSSA Board, Cal Poly Pomona
Teresa Carrillo***, Associate Professor and Chair of Latina/Latino Studies, San Francisco State University
Maulana Karenga***, Profesor and Chair of Africana Studies, CSU Long Beach

CSU Campuses

Bakersfield • Channel Islands • Chico • Dominguez Hills • East Bay • Fresno • Fullerton • Humboldt • Long Beach • Los Angeles • Maritime Academy • Monterey Bay Northridge • Pomona • Sacramento • San Bernardino • San Diego • San Francisco • San José • San Luis Obispo • San Marcos • Sonoma • Stanislaus

Linda España-Maram***, Professor Asian American Studies, CSU Long Beach
Boatamo Mosupye***, Professor and Chair Ethnic Studies, CSU Sacramento
Kenneth Monteiro***, Dean, College of Ethnic Studies, San Francisco State University
Marcos Pizarro, Department Chair Mexican American Studies, San Jose State University
Craig Stone***, Professor of American Indian Studies and Art, CSU Long Beach
Loretta Kensinger*, Women's Studies Program CSU Fresno
Christine D. Lovely, Vice President Human Resources, CSU Sacramento
Anthony R. Ross, Vice President of Student Affairs, CSU Los Angeles
Ellen Junn, Provost, CSU Dominguez Hills

=====

Ron Vogel, executive staff to the task force, Associate Vice Chancellor Academic Affairs, Chancellor's Office, *ex officio*

Sabrina Sanders, executive staff to the task force, Assistant Director Student Programs, Academic Affairs, Chancellor's Office, *ex officio*

* Academic Senate representative

** CSSA nominees

*** Nominated by system-wide ethnic studies faculty

References

California State University Mission Statement accessed March 4, 2015 at
<http://www.calstate.edu/PA/info/mission.shtml>

CSU Campuses

Bakersfield • Channel Islands • Chico • Dominguez Hills • East Bay • Fresno • Fullerton • Humboldt • Long Beach • Los Angeles • Maritime Academy • Monterey Bay
Northridge • Pomona • Sacramento • San Bernardino • San Diego • San Francisco • San José • San Luis Obispo • San Marcos • Sonoma • Stanislaus

**CSU Task Force on the Advancement of Ethnic Studies
Members**

Member	Title	University
Dr. Melina Abdullah	Chair, Department of Pan-African Studies	CSU Los Angeles
Dr. Scott Andrews	Coordinator, American Indian Studies Program	CSU Northridge
Dr. Teresa Carrillo	Associate Professor and Chair of Latina/Latino Studies	San Francisco State University
Dr. Linda España-Maram	Professor, Asian American Studies	CSU Long Beach
Dr. Mildred Garcia	President	CSU Fullerton
Mr. Devon Graves	Chair of the CSSA Board	Cal Poly Pomona
Ms. Taylor Herren	ASI President	Chico State University
Dr. Elliot Hirshman	President	San Diego State University
Dr. Ellen Junn	Provost	CSU Dominguez Hills
Dr. Maulana Karenga	Professor and Chair of Africana Studies	CSU Long Beach
Dr. Loretta Kensinger	Women's Studies Program	CSU Fresno
Ms. Christine Lovely	Vice President, Human Resources	CSU Sacramento
Dr. Horace Mitchell	Chair, Task Force President	CSU Bakersfield
Dr. Kenneth Monteiro	Dean, College of Ethnic Studies	San Francisco State University
Dr. Boatamo Mosupyoe	Professor and Chair of Ethnic Studies	CSU Sacramento
Dr. Marcos Pizarro	Chair, Mexican American Studies	San Jose State
Dr. Anthony Ross	Vice President for Student Affairs	CSU Los Angeles
Dr. Sabrina Sanders	Executive Staff to the Task Force Assistant Director Student Programs, Academic Affairs	Office of the Chancellor
Dr. Craig Stone	Professor of American Indian Studies and Art	CSU Long Beach
Dr. Edward Sullivan	Assistant Vice Chancellor, Academic Research & Resources	Office of the Chancellor
Dr. Ron Vogel	Executive Staff to the Task Force Associate Vice Chancellor, Academic Affairs	Office of the Chancellor
Dr. Leslie Wong	President	San Francisco State University
Ms. Karen Yelverton-Zamarripa	Assistant Vice Chancellor, Advocacy & State	Office of the Chancellor
Ms. Evelyn Young	Executive Staff to the Task Force Executive Assistant to the President	CSU Bakersfield



DATA COLLECTION ON THE BACKGROUND AND HISTORY OF ETHNIC STUDIES IN THE CALIFORNIA STATE UNIVERSITY

This questionnaire is designed to collect data on the portfolio of California State University (CSU) programs under the broad rubric of ethnic studies to provide an overview of the origins and histories of ethnic studies in the CSU.

1. Name of unit: _____

2. Chair/Director/Coordinator: _____

Title: _____

Email: _____

Phone number: _____

3. Campus: _____

4. College/School: _____

(i.e., School of Humanities, College of Arts & Sciences, etc.)

5. Has your unit always been in this college/school? YES NO

If you responded YES, skip to question 5.

If NO,

a. What was/were your prior college/school affiliation(s)? _____

b. In what year(s) did the change(s) take place? _____

c. Was/were the change(s) initiated inside or outside the unit? Inside Outside

d. In the past 20 years, how many times has your unit been merged, moved, and/or restructured?

Please explain:

6. Unit status:
(Please check one)

Department

Program

Other (specify): _____

7. Please provide the year of the following events in your unit's history:

	Year	Unknown/ Does not apply
When was the unit first established?		
If your unit is a department, in what year did it become a department?		
If your unit was a department and lost its departmental status, in what year did this occur?		
Were there other historical structural changes?		
Are there any current, recent, or ongoing proposals and/or discussions to alter your unit?		

Please explain any or all of the above:

8. Degree offerings:

	MA	BA	Minor	Certificate	Other
Do you offer (select all that apply):					
Have any been discontinued? If so, in what year?					

Please explain changes:

9. Curriculum /course offerings:

	2013-14	2008-09	2003-04
How many courses do/did you have on the books?			
What percentage of courses did you teach?			
What percentage of the courses taught meet /met GE requirements?			

- a. Were there courses you were unable to offer? YES NO
If YES, please explain.

- b. Were there courses that were discontinued from your catalog? YES NO
If YES, please explain.

- c. What impact do you think your inability to offer courses has on your unit?

10. List the courses in your unit that meet general education requirements and the specific requirements they meet: (Please add more rows, if necessary.)

Course Title(s)	GE Requirement(s) met

- a. Are there GE courses that you have proposed that have been rejected? YES NO
If YES, please explain.

11. Is there a multicultural or diversity requirement on your campus? YES NO

- a. What is the unit requirement? _____
- b. Is the requirement concurrent with other GE requirements?
- c. Have there been changes over time that have impacted your program? YES NO
If so, please explain.

d.

	Yes	No
Do classes in your unit satisfy this requirement?		
Do courses in non-ethnic studies units satisfy this requirement?		
Is there a specific requirement to take at least one ethnic studies course?		
Is there a specific requirement to take at least one ethnic studies course offered by your program?		

- e. At some CSU campuses there has been a redefinition of "diversity" and an expansion of the classes that meet that requirement. Has this occurred at your campus? YES NO

If so, have these changes impacted your unit? ___ YES ___ NO
 If so, how?

12. Regarding Faculty:

	2013-14 AY	2003-04 AY
How many tenure-track faculty lines do/did you have in your unit?		
How many full-time lecturers do/did you have in your unit?		
How many part-time lecturers do/did you have in your unit?		
How many of your tenure-track line faculty are joint appointments?		
What percent of your class offerings were taught by tenure-track faculty?		
How many tenure-track faculty are/were assistant professors?		
How many tenure-track faculty are/were associate professors?		
How many tenure-track faculty are/were full professors?		
How many tenure-track faculty hires did you request?		
How many tenure-track faculty hires were approved?		

a. Does your unit have faculty who are borrowed or obtained through other arrangements?
 ___ YES ___ NO If YES, please explain (i.e., How many? From what source are they paid?)

13. Regarding Chair/Director/Coordinator:

	2013-14 AY	2003-04 AY
How many units of reassigned time are/were provided to your Chair/Director/Coordinator?		
Does/Did the Chair/Director/Coordinator receive Chair compensation?		
How does/did the level of Chair support received compare with that of other academic units (e.g., higher, lower, about the same)?		

Please explain.

14. Regarding Administrative Support:

	2013-14 AY	2003-04 AY
Does/Did your unit have designated administrative support?		
How many administrative support staff does/did your unit have? (Please indicate if support staff is shared.)		

a. Is/Was the level of administrative support provided to your unit sufficient? ___ YES ___ NO
If NO, please explain.

15. Do you experience other operational/administrative limitations/challenges? ___ YES ___ NO

If YES, please explain.

16. How have hiring practices by the university/college affected the vitality and development of your unit?

17. On a scale from 1 to 5, where 1 is "no resistance at all" 5 is "extreme resistance," was there any resistance to establish, maintain, or improve the unit?

	1 No Resistance	2	3	4	5 Extreme Resistance	Don't know/ Decline to state
Establish						
Maintain						
Improve						

- a. Briefly describe in 500 words or fewer what the issues were in your university; arguments and actions you took to establish, maintain, or improve your unit; and the results of these efforts. (Please attach a separate statement as Attachment "A.")

18. Please provide the following data which cover the past ten years:

a. Your Unit

YEAR	FTES	FTEF	BUDGET ALLOCATION
2004			
2005			
2006			
2007			
2008			
2009			
2010			
2011			
2012			
2013			
2014			

b. Your Unit

YEAR	# of majors	# of minors	# of graduates
2004			
2005			
2006			
2007			
2008			
2009			
2010			
2011			
2012			
2013			
2014			

c. Campus-wide FTES and FTEF

YEAR	FTES	FTEF	ACADEMIC AFFAIRS BUDGET ALLOCATION
2004			
2005			
2006			
2007			
2008			
2009			
2010			
2011			
2012			
2013			
2014			

19. Does your university provide you with other sources of funding, excluding faculty and staff allocations from the institutional budget (i.e. IRA, O&E, etc.)? YES NO
If YES, please explain.

20. Does your unit have other challenges in terms of budget support? YES NO
If YES, please explain.

21. List what you consider to be the most significant challenges your unit has confronted in the last 10 years.

22. Are there institutional structures, practices, policies or processes that tend to disadvantage ethnic studies? YES NO
If YES, please explain.

23. List what you consider to be the most significant accomplishment(s) for your unit in the last 10 years.

24. In 500 words or fewer, please provide an example of innovative strategies undertaken by your unit, such as changes in curriculum, degrees, collaborations/partnerships, centers or programs that are helping to sustain or expand your unit. (Please attach a separate statement as Attachment "B.")

25. In 500 words or fewer, please list institutional activities, support, actions or policies you think would have the most positive effect on advancing ethnic studies on your campus. (Please attach a separate statement as Attachment "C.")

26. Please list student organizations, clubs or programs that are associated with your unit or advised by faculty in your unit. (Please attach a separate statement as Attachment "D.")

27. In 500 words or fewer, please add any other comments that you consider to be relevant regarding the advancement of ethnic studies. (Please attach a separate statement as Attachment "E.")

If this form was completed by someone other than the person identified in Item #2 on page 1 of this document, please provide the following information:

Name:	
Title:	
Phone Number:	
Email:	

Please identify a secondary contact person.

Name:	
Title:	
Phone Number:	
Email:	

THANK YOU FOR TAKING THE TIME TO COMPLETE THIS SURVEY. IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT DR. RON VOGEL AT 562-951-4624 OR RVOGEL@CALSTATE.EDU.

APPENDIX "D"

AMENDED IN ASSEMBLY AUGUST 19, 2013

AMENDED IN ASSEMBLY AUGUST 05, 2013

CALIFORNIA LEGISLATURE— 2013–2014 REGULAR SESSION

ASSEMBLY CONCURRENT RESOLUTION

No. 71

Introduced by Assembly Member Weber

(Coauthors: Assembly Members Bradford, Brown, Hall, Holden, Jones-Sawyer, ~~and Mitchell Mitchell~~, Achadjian, Alejo, Ammiano, Atkins, Bigelow, Bloom, Bocanegra, Bonilla, Bonta, Buchanan, Ian Calderon, Campos, Chau, Chávez, Chesbro, Conway, Cooley, Dahle, Daly, Dickinson, Eggman, Fong, Fox, Frazier, Beth Gaines, Garcia, Gatto, Gomez, Gonzalez, Gordon, Gorell, Gray, Grove, Hagman, Harkey, Roger Hernández, Jones, Levine, Linder, Logue, Lowenthal, Maienschein, Medina, Melendez, Morrell, Mullin, Muratsuchi, Nazarian, Nestande, Olsen, Pan, Patterson, Perea, John A. Pérez, Quirk, Quirk-Silva, Rendon, Salas, Skinner, Stone, Ting, Waldron, Wieckowski, Wilk, Williams, and Yamada)

(Coauthor: Senator Wright)

July 03, 2013

http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201320140ACR71&search_keywords=

Relative to Africana studies.

LEGISLATIVE COUNSEL'S DIGEST

ACR 71, as amended, Weber. Africana studies programs.

This measure would formally endorse the invaluable work of California's Africana studies programs, and their faculty, staff, and students. The measure would recognize the leadership provided by the beneficiaries of those programs, and would support the continuation of Africana studies programs in California's institutions of higher education.

DIGEST KEY

Fiscal Committee: NO

BILL TEXT

WHEREAS, The academic discipline of Africana studies encompasses research, scholarship, and programs that analyze and reflect the experiences and contributions of African natives and African Americans; and

WHEREAS, Formal Africana studies programs and departments at California's universities resulted from student-led movements dating back to the 1960s. These movements included demonstrations and student protests, where students, faculty, and community members demanded university courses relevant to them and their communities; and

WHEREAS, Since the 1960s, Africana and Black studies have been the academic and intellectual extension of the Civil Rights Movement; and

WHEREAS, The formalization of Africana studies increased awareness of the need for faculty, students, and staff from diverse communities in California's universities; and

WHEREAS, Dr. Nathan Hare, known as the father of Black studies programs in the United States, was the department chair of the nation's first African American studies academic program in 1968 at San Francisco State University.

Following a similar pursuit, faculty members including, but not limited to, Carrol Wayman, Vernon Oaks, Norman

Chambers, Shirley W. Thomas, Shirley N. Weber, and Harold K. Brown developed the first Black studies program at San Diego State University in 1972; and

WHEREAS, In addition to offering the first African American studies program in the United States, the California State University has nine programs statewide as well as seven ethnic and gender studies programs leading to undergraduate and graduate degrees; and

WHEREAS, Over 400 students chose to major in African American studies for fall of 2012 and another 200 in gender or ethnic studies; and

WHEREAS, The University of California campuses at Berkeley, Davis, Riverside, Irvine, Los Angeles, and Santa Barbara offer undergraduate degrees in one of African American studies, Black studies, or Afro-American studies; and

WHEREAS, Africana studies is comprised of several disciplines, including art history, humanities, political science, behavioral science, and history; and

WHEREAS, Africana studies, known in some departments as Black, Pan-African, or Afro-American studies, encompass the origin, history, culture, experiences, heritage, achievements, and contributions of African natives and African Americans; and

WHEREAS, Africana studies, a respected academic field, has fostered the development of professional organizations, institutionalized departments, research journals, award-winning publications, and other related programs across the United States; and

WHEREAS, Departments, programs, and related projects in the field of Africana and Black studies promote constructive communication and collaborative efforts among diverse groups, and encourage respect, understanding, appreciation, equality, and dignity among all groups; and

WHEREAS, The study of the roles, contributions, and achievements of African natives and African Americans provides a rich and in-depth perspective for understanding California and United States history; and

WHEREAS, Africana and related studies incorporate the influence of African natives and African Americans on the California education system and on America's diverse racial and ethnic groups; and

WHEREAS, Africana studies and related academic disciplines promote a view of ethnic groups as significant contributors to the history and diversity of California and the United States history; and

WHEREAS, Africana studies has been the model and inspiration for other ethnic, gender, and social education programs throughout the United States; and

WHEREAS, The continuation and expansion of Africana studies within our state's educational system would encourage students to analyze and synthesize information with a global perspective; and

WHEREAS, Support for postsecondary Africana studies departments, programs, and related projects, including financial support, will allow for the continued guidance and teaching of a new generation of students who will enrich and contribute to California policy, education, and government; now, therefore, be it

Resolved by the Assembly of the State of California, the Senate thereof concurring, That the Legislature of the State of California formally endorses the invaluable work of California's Africana studies departments, programs, and related projects, and their faculty, staff, and students; and be it further

Resolved, That the Legislature of the State of California also recognizes that the leadership provided by the beneficiaries of these programs has contributed greatly to the academic rigor, prominence, and distinguishing qualities of California's colleges and universities and the vitality of other public and private institutions, including the California state government; and be it further

Resolved, That the Legislature of the State of California supports the continuation of Africana studies departments, programs, and related projects in California's institutions of higher education; and be it further

Resolved, That the Chief Clerk of the Assembly transmit copies of this resolution to the Regents of the University of California, the Trustees of the California State University, the Board of Governors of the California Community Colleges, and the author for appropriate distribution.

APPENDIX "E"
ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY

AS-3164-14/AA/FA (Rev)
January 23-24, 2014

IN SUPPORT OF ETHNIC STUDIES IN THE CALIFORNIA STATE UNIVERSITY

- RESOLVED: The Academic Senate of the California State University (ASCSU) commend Chancellor White for convening a task force to study Ethnic Studies in the California State University (CSU), and for instituting a moratorium on changes to Ethnic Studies programs; and be it further
- RESOLVED: That the ASCSU endorse the efforts of the CSU Task Force on the Advancement of Ethnic Studies; and be it further
- RESOLVED: That the ASCSU urge CSU campuses and the Office of the Chancellor to vigorously support the growth and development of Ethnic Studies by providing adequate funding and support; and be it further
- RESOLVED: That the ASCSU urge that changes in status made to Ethnic Studies departments or programs only occur in consultation with campus Ethnic Studies faculty and through established campus curricular review processes; and be it further
- RESOLVED: That ASCSU encourage campuses to evaluate **Ethnic Studies programs, as we evaluate all academic programs, by recognizing their academic merit and educational and societal value rather than purely financial considerations;** and be it further
- RESOLVED: The ASCSU commend the California State Legislature for adopting Assembly Concurrent Resolution 71 – Relative to Africana Studies (2013) which expressed support for the continuation of Africana studies departments, programs, and related projects in California’s institutions of higher education, and be it further
- RESOLVED: That the ASCSU distribute this resolution to the CSU Board of Trustees, CSU Chancellor, Timothy P. White, CSU campus Presidents, CSU campus Senate Chairs, CSU Provosts/Vice Presidents of Academic Affairs, California Faculty Association, CSU Ethnic Studies Council, California State Student Association and Members of the California State Assembly and Senate.

***RATIONALE:** This resolution expresses support for the scholarly discipline of Ethnic Studies in the CSU. Ethnic Studies is important to the mission of the CSU to “prepare students for an international, multicultural society” and “promote an understanding and appreciation of the peoples, natural environment, cultures, economies, and diversity of the world”. Ethnic Studies offers students the opportunity to study the historical development and social significance of race and ethnicity in the United States, and to develop the skills and knowledge necessary for success in an increasingly diverse environment. This is*

particularly important in California, where the population is already more far more ethnically diverse than the rest of the U.S. (California Budget Project, 2013) And the CSU student body is the most diverse in the country (<http://www.calstate.edu/>). It is important that the CSU be committed and responsive to, and reflective of, the communities we serve.

The development and maintenance of ethnic studies is also an ethical responsibility of universities. In the United States we have a history of maintaining our silence about the history and oppression of minority voices. Indeed, numerous content analyses of textbooks (Sleeter, 2011) have found an ongoing marginalization of scholarship by and about African Americans, Latino/as, Native Americans, and Asian Americans. Ethnic studies provides alternative narratives through scholarship and teaching, and scholarly resources and expertise to traditional academic departments who may lack the resources or faculty to provide it for themselves. In addition, recent incidents of discrimination and racism on CSU and other university campuses in California illuminate the continued need for pedagogies on campuses that address equity and social justice and the relevance of Ethnic Studies in the 21st Century.¹

There is also substantial evidence that Ethnic Studies is beneficial for students. A 2011 review of research on the value of ethnic studies published by the National Education Association found that, "there is considerable research evidence that well-designed and well-taught ethnic studies curricula have positive academic and social outcomes for students...both students of color and White students have been found to benefit from ethnic studies" (Sleeter, 2011, p. 20). For underrepresented minority students, ethnic studies courses are associated with positive changes in student achievement and attitudes towards learning (Sleeter, 2011). And there is evidence that minority students in such programs have improved academic skills and graduation rates when compared to their Anglo counterparts, at least in high school (Cammarota and Romero, 2009). This is of signal importance, given the CSU's emphasis on closing the achievement gap between underrepresented minority students and white middle class students, and increasing retention, graduation, and overall academic success for underrepresented minorities.

Further, Ethnic Studies is an important part of the CSU's academic history and legacy. The very first ethnic studies program in a U.S. university was in the California State University system at San Francisco State University in 1969. Ethnic studies emerged following a student-led strike in 1968 by students, faculty and community members who expressed the need for a "relevant education": courses and pedagogy that would enable members of traditionally marginalized groups to learn about the active contemporary and historical roles they have played in U.S. society. Since that time, the scholarly discipline of ethnic studies has developed and expanded such that almost every university in the United States has one or more academic departments that focus on the study of historically underrepresented ethnic groups. The concerns that ethnic

studies programs addressed have also contributed to the vibrant fields of women's studies, LGBT Studies, working class studies, disability studies and other academic disciplines that address and support social justice.

The ASCSU is particularly concerned by administrative decisions without faculty input that could threaten the status of Ethnic Studies programs throughout the CSU. In keeping with prior ASCSU resolutions about programmatic changes (See AS-2596-03/FA; AS-2918-09/AA; AS-2997-10/FGA) this resolution emphasizes the need for adherence to campus curricular policies and procedures and reasserts the need for faculty consultation in the particular instance of Ethnic Studies programs or departments. Any decrease in the CSU institutional commitment to Ethnic Studies is a decrease in the CSU institutional commitment to diversity and the marginalization of these disciplines.

Given the vital role that Ethnic Studies Departments have in fulfilling the mission of the CSU and preparing students to confront the complex challenges created by social and economic diversity in the 21st century, the CSU as a whole and individual campuses should reaffirm and expand their commitment to maintaining the status and resource base of Ethnic Studies departments and programs. The convening of a system-wide taskforce to study Ethnic Studies in the CSU is a good first step in this direction.

ⁱ *The following news stories tell of recent incidents on California campuses:*

*USC, UCLA Student Leaders Team Up to Combat Racism on Campus
Both schools received derogatory fliers riddled with profanities and racist and sexist slurs
<http://www.nbclsanangeles.com/news/local/USC-UCLA-team-up-to-combat-racism-on-campus-and-in-the-community-246217381.html>*

*UC Berkeley Student Senate Condemns Culturally Appropriated Events Following Frat's Quinceañera-Themed Party
<http://www.universityherald.com/articles/4750/20131002/uc-berkeley-student-senate-condemns-culturally-appropriated-events-following-frats.htm>*

*Report released on San Jose State hate crime allegation
http://abclocal.go.com/kgo/story?section=news/local/south_bay&id=9418345*

References:

*California Budget Project (www.cbp.org/pdfs/2008/0808_bb_demographics.pdf) 2008
Cammarota, J., and A. Romero. (2009). *The Social Justice Education Project: A critically compassionate intellectualism for Chicana/o students.* In W. Ayers, T. Quinn, and D. Stovall, eds., *Handbook for Social Justice Education*. New York: Routledge.*

*Sleeter, C.E. (2011). *The Academic and Social Value of Ethnic Studies*. Washington, D.C.: National Education Association.*

*AS-2596-03/FA: Program Suspension/Discontinuation/Dissolution
<http://www.calstate.edu/AcadSen/Records/Resolutions/2002-2003/documents/2596.pdf>
AS-2918-09/AA (Rev): *Reaffirming the Need for Consultation in Campus-based Program Reduction, Suspension, and Elimination* <http://www.calstate.edu/AcadSen/Records/Resolutions/2009-2010/documents/2918.pdf>*

AS-2997-10/FGA (Rev): Call for Consultation on Institutional Restructuring or Redesign Initiatives
<http://www.calstate.edu/AcadSen/Records/Resolutions/2010-2011/documents/2997.pdf>

Approved Unanimously – March 21, 2014

**California Faculty Association**

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August 29, 2013

President Mohammad Qayoumi
San Jose State University
One Washington Square
San Jose, CA 95192

Dear President Qayoumi,

The California Faculty Association's Council for Affirmative Action and Board of Directors are writing to you out of a deep concern for an emerging pattern on a number of campuses within the CSU—an initiative to drastically cut existing race and ethnic studies departments or to merge them into larger departments. To our knowledge these efforts have either already started or are being considered at San Jose State, CSU Bakersfield, and Long Beach State to name but a few.

While it may seem tempting to try and find campus "efficiencies" in the name of austerity, there are larger issues at stake here. We believe that those issues must influence decisions that have a significant social and political impact.

In this particular historic moment our nation has come face to face with the fact that life and death issues of race still plague our country. The outcome of the Zimmerman trial, the outrage that followed it, the fact that the President of the United States has spoken frankly about the impact of our failure to grapple with issues of race, all highlight the important role that universities can play in creating positive social change.

Indeed, ethnic studies departments in the CSU are at the forefront in leading students to balanced, critical, and open discussions of racial and ethnic matters that, unfortunately, have yet to be resolved in the US, as the Zimmerman trial and verdict so clearly indicated.

These departments deliver the university's interest in diversity as a core principle and practice, not only by serving majors and minors but also by fulfilling students' GE requirements in cultural diversity and critical thinking, among other areas. Quite frankly, these departments educate students in the cultural literacies required if they are to be effective leaders capable of addressing the complicated social and cultural issues that are a part of an increasingly diverse U.S.

Moreover, ethnic studies departments supplement academic support services in the CSU by providing models, advisers, and mentors to students of color and other students. Additionally, these departments provide vital links to the diverse communities the CSU serves and from which it draws students, faculty, staff and financial resources.

Now is not the time to be shrinking or burying academic curriculum that takes on these critical issues. Instead we must commit ourselves to helping all of our students wrestle with the reality of race in America and aspire to create a better society for all of us.

We cannot allow the notion of austerity to undermine our responsibility to our students and to the role we play in creating a more just society. The events of recent months should be a wakeup call that the small savings that could be realized by cutting and subsuming these departments would have a huge long term cost.

The California State University is better than this. Given the diversity of our students, we should take a leadership role in providing the kind of education that will help our students be part of the solution to our country's struggle with issues of equity. We call on each campus president, the Chancellor and Board of Trustees of this great system to view these programs (and others) not as impediments to efficiency, but rather as opportunities to help us all live up to the best in ourselves and in our history.

We ask that you declare a moratorium on further program changes until an assessment of the programs and their impacts can be conducted. In the case of the proposed changes in the Department of Africana Studies at CSU, Long Beach, Chancellor White has requested a two-year postponement until such an assessment can be conducted. We agree with the Chancellor's decision and ask that the same consideration be extended to these other programs as well. We also ask you to consider holding campus wide discussions on the issues raised by the Zimmerman verdict so that we can turn this tragedy into a teachable moment. This is an opportunity for the greatness of the California State University system to be realized.

We have attached a copy of a recently passed Assembly Concurrent Resolution supporting the continuation of Africana studies programs in California's institutions of higher education.

In solidarity,



Lillian Taiz, CFA President



Cecil Canton, CFA Associate VP Affirmative Action

Cc: Chancellor White