

**Tuesday, October 14, 2014, 3:00-5:00 pm, Goodwin Forum (NHE 102)**

Vice-Chair Julia Alderson called the meeting to order at 3:05 p.m. on Tuesday October 14, 2014 in Nelson Hall East, Room 103 (Goodwin Forum) a quorum was present.

Members present: Abell, Alderson, Blake, Bruce, Burkhalter, Creadon, Flynn, Geck, Gold, Karadjova, Karl, Lopes, McGuire, Meyer, Mola, Moyer, O'Neil, Ortega, Shaeffer, Stubblefield, Thobaben, Tillinghast, Wrenn.

Members absent: Zerbe, Rosbacher.

Guests: Ken Ayoob, Tracy Ferdolage, Amber Blakeslee, Connor Handley, Matthew Johnson, Amy Spowles, Cara Owings, Juan Diaz, Terri Alexander, Juan Samamego and other students.

1. Announcement of Proxies

Burgess for Zorn, Dinzes for Cervantes, Gold for Eschker

2. Approval of and Adoption of Agenda

M/S Ortega/Flynn to approve the agenda. Passed unanimously. M/S Bruce/Tillinghast to add the last two topics on the agenda. Passed unanimously.

3. Approval of Minutes from the Meeting of September 30, 2014

M/S Stubblefield/ to approve the minutes as written. Passed unanimously.

4. Reports, Announcements, and Communications of the Chair:

Written report submitted in packet.

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

AEC: Written report in packet. Biggest issue with the drop date on eight week courses is it doesn't give the students a chance to enroll in other HSU courses should they want or need to withdraw from the course. If the drop date were moved it would ease the frustration of faculty who end up with low enrolled courses after students drop their courses because students enrolled in 8 week courses but are on other course waitlists.

CBC: Written report in packet.

FAC: Written report in packet.

ICC: Written report in packet.

AS: Associated Students has been working on behalf of transgender students to find a pathway for them to change their names on Moodle, etc. It is of great concern to the students because they don't want to be identified by a name they don't use. Students have been expressing their concern about the

termination of Dr. Bolman and how it came about. AS has placed a Public Records Act request for the information about why the termination happened.

URPC:

Academic Senate CSU: Chair of the CSU Academic Senate has been traveling to multiple CSU campuses and was at HSU last Saturday (10-11-2014). A memo regarding Student Success Fees will be submitted to the CSU Trustees.

CFA: There is no agreement on a contract yet.

HSU Labor Council: Currently undergoing contract ratification and voting will take place at the end of October. There is concern by staff that there is not enough staff representation on the Strategic Planning committees. Staff has been encouraged to participate in the process through the open campus meetings.

Student Affairs: Admissions hosted 80 local high school counselors last week. Next Friday, October 24, 2014, the annual Fall Admissions Day will take place. This event invites local high school seniors to visit campus and potentially be admitted to HSU. There will be a meeting at the Chancellor's Office tomorrow, October 15, 2014, that will kick off planning for recruitment and retention efforts for the next 10 years.

URPC: Read from an email "Last week the URPC co-chairs met with the HSU budget staff to set the agenda for next Friday's URPC meeting. We will discuss approaches to developing a sustainable budget. Last Friday a budget analyst from the Chancellor's Office came to give us a budget update. "

6. Consent Calendar from the Integrated Curriculum Committee (ICC).

Deferred for agenda item 7.

7. TIME CERTAIN: 3:15-3:30 PM - Open Forum for the Campus Community ([Open Forum Procedures](#))

Connor Handley: Concerned about the release of Jacqueline Bolman. Students are upset and hurt by the actions of the university. The actions of the university do not reflect the mission and goals of the university. She is the only reason he is still at HSU. This makes him feel the student voices are not being heard. There is a lack of Native American representation in faculty and staff. The Office of Diversity and Inclusion is not doing their job because of her termination.

Matt Johnson & Amy Scholl. Written statement submitted. See below:

Humboldt State University Senate Open Forum Comments 10/14/2014

The termination of Dr. Jacquelyn Bolman, former director of INRSEP, is very upsetting to many students, faculty, staff and local community members, and there are many unanswered questions and concerns. She was extremely popular with many students, and was among the most effective mentors of students in sciences we have ever worked with; many other faculty share similar feelings. The firing is a

confidential personnel matter, so many details cannot legally or ethically be divulged, and we understand that. Nonetheless, there remain critical concerns and unanswered questions that we believe need to be addressed to minimize the damage to students, faculty, staff, and tribal communities, and to plan how we can best support students of color in the sciences in the future.

#### Concerns:

1. The manner in which Dr. Bolman's termination occurred was disruptive and traumatic for students. It happened in the INRSEP house, in a place where students of color in science feel truly safe and welcomed on this campus. This was perceived as a violation and was devastating for them. In conversations with students since the event, many have mentioned parallels between these actions and the long global history of authority figures violating rights of tribal people. We've been told that this scenario "became unavoidable;" but we question that assertion and want additional information.

2. HSU's relationship with the local tribal community is vitally important. The manner in which Dr. Bolman and students were treated last Thursday has not gone unnoticed. For those of us actively working to strengthen these relationships and establish collaborations, it will be difficult to repair this damage. There needs to a plan, with support, to advance these efforts.

3. We have been told that INRSEP is not under any threat, that its budget is intact, etc. However, as we understand the current administrative structure since INRSEP was moved from CNRS to RISS, it will no longer have its own director, rather it will report to the director of the Center for Academic Excellence in STEM – a vacant position that may or may not be filled with a Native American. We believe this structure is, in fact, a threat to INRSEP's viability.

4. We question whether INRSEP, and Dr. Bolman as its director, were truly given the respect, trust, and support necessary for them to thrive in all aspects of their duties. No one seems to question Dr. Bolman's mentoring ability and INRSEP's astounding track record of success with students – Jacquelyn in fact received the 2013 mentor of the year from Society for Advancement of Hispanics/Chicanos and Native Americans in Science (SACNAS) – the largest national organization for people of color in the sciences; she was clearly an asset on this campus for these skills. Yet apparently there were very serious shortcomings in other components of Dr. Bolman's duties and/or the office's operation. This obviously presented a managerial challenge, but we question whether this challenge could have been met so that this devastating outcome would have been avoided. How could we have properly valued Jacquelyn for her uniquely impressive skills and profound devotion to students, and retained her services in some capacity?

#### Requests:

1. A formal apology must be made to all students and staff of the Center for Academic Excellence in STEM for the manner in which Dr. Bolman was removed from office. The students feel violated and that must be acknowledged by the University.

2. The administration (RISS, provost, and/or President) needs to provide a mechanism for faculty, staff and administration to voice additional concerns regarding this issue. The four we have enumerated are only reflective of a core group of CNRS faculty.

3. Once the administration (RISS, provost, and/or President) has heard the concerns of all faculty and staff, they must formally provide information to address them. We request a written document as well as an open forum for campus faculty and staff.

4. The campus needs to reach out to the local tribes to assure them that, despite these recent events, we remain committed to serving their young people and working with them cooperatively. We were told the President has done something along these lines, which is a good start, but we believe more should be done. The effort should include administrators and staff with a longer history and/or previous involvement with the tribes.

5. There needs to be a clearer plan developed for the future of INRSEP – for its short-term (transition) and long-term viability. This should be done in full consultation with tribes, students, and faculty that have invested interest in INRSEP. This should include a critical evaluation of whether the current structure and personnel oversight properly poises the program for success.

Cara Owings: Dr. Bolman had a very positive interaction in the local Native American community. Her impact went outside of HSU. Has concern about inclusiveness of students with hiring process. Requests the firing of Radha Weby in order to further support for INRSEP in the future.

M/S Mola/Meyer to push back time certain. Passed unanimously

Juan Diaz: Senior Political Science major. Disappointed in how academic programs are funded and cut. This campus is about sustainability but doesn't recognize that Native American programs are all about sustainability and doesn't support them.

Terry Alexander: Concerned about respect and the lack of it on this campus. The campus collectively refuses to acknowledge that it doesn't support minority students. Faculty and staff don't support the campus pledge with their actions. The school is disrespectful and only interested in generating more funding. There is no true understanding of what the lives of minority students are like and the issues of poverty and hunger. Last year there was a demonstration by students to support Jacquelyn because they thought she might be fired and they were told that wouldn't happen. That was a lie.

Juan Samamego: This is his last semester here and wants Dr. Bolman back. In the last few years faculty and staff who were particularly supportive of minority students have been let go. There should be a process to reinstate faculty and staff. The Senate should send a letter of solidarity to the President. Students don't know who made the decision to fire Dr. Bolman.

It was announced that there will 2 open forums on this topic on Thursday, October 16, 2014.

M/S Abell/Thobaben to immediately forward the minutes from the Open Forum to the President with a request for a response to Senate. Passed unanimously.

M/S Meyer/Mola To take a few more minutes to discuss this topic. Passed unanimously.

General discussion followed. Meyer noted that he recognized that it is frustrating when someone gets fired and people can't be told the circumstances due to legal issues. He posed a question that can be addressed: In recent years it has become typical for a fired staff member to be removed suddenly. He asked about the protocol and justification for this approach. Blake stated that, with the advent of the internet and increasing access to sensitive information, institutions have taken these actions. Removing staff from campus prevents the access to sensitive information that exists in their computers, etc. Ortega commented that there is questioning of the process that was followed by students, faculty, staff and the community. There are a lot of wounds that need to be healed. It is good that people are talking about how we can reach out and try to repair the damage that has been done. This is a shared governance issue and shared governance has not been included in the Strategic Plan. Many students

have been left with no support for their efforts in completion of their projects and grants. Burgess for Zorn: Provost Zorn was sorry she could not attend but was at a Conference at the Chancellor's Office. Dr. Zorn sees the Center for Academic Excellence and the STEM Center as valuable parts of HSU. There will be a national search for a new Director.

8. Resolution to Approve Curriculum Changes ((#06-14/15-ICC)

M/S Moyer/Bruce To move the resolution. This item was pulled off the Consent Calendar at the last meeting. Psychology revisited the curriculum changes and made a modification. The justification for the changes is that students delay taking courses that are meant to prepare them for success in the upper division coursework. Creating pre-requisites would require students to take the courses for the major in the order they were intended. Psychology is looking at creating two options within the major that would appeal to two types of majors. With that change happening with the current catalog cycle perhaps it would be best to wait to move the curriculum changes until all changes can be bundled together.

M/S Meyer/Geck to table this proposal. Passed unanimously.

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

Burgess for Zorn: A Task Force has been created to assess high impact practices.

9. Consent Calendar

Approved

10. Budget Presentation

Joyce Lopes and Amber Blakesley gave a presentation about this year's budget. California's General Fund Budget for 2014-15 is \$107.99 Billion. 11.6 % of that budget , \$12.56 billion, is allocated to higher education and the CSU is 2.5% of the General Fund Budget. HSU has 2.9% of the CSU budget, \$63.9 million. At this point tuition fees and the state budget allocation are fairly evenly split in terms of funding to HSU. The governor is standing by his promised 4 year funding of 5%, 5%, 4% and 4% with no tuition increases through 2016-2017. There will be no student success fees to 1/1/2016. A series of templates were shown the budget breakdown for HSU and reflecting the need for planning for a sustainable budget. Looking to 2015-2016 there are several budget challenges; base budget deficit of \$2.5 million, diminishing reserves of \$3.2 million, ongoing cost funded with one-time sources and limited increases from the state and tuition increases. URPC will be focusing its efforts this year on these issues.

M/S Mola/Tillinghast to adjourn. Passed unanimously. The meeting ended at 3:55 p.m.

