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ASCSU CHAIR'S REPORT
BOARD OF TRUSTEES MEETING
May 23, 2022

Thank you Chair Kimbell. Good afternoon everyone! I hope that you all are doing well, taking good care, and staying healthy. It is an honor to offer this final chair's report to CSU Board of Trustees on behalf of the indefatigable senators of the 2021-22 Academic Senate CSU (ASCSU). It is also an honor to once again say greetings from the lands of the Tongva! Happy Asian/Pacific American Heritage Month! To those of you that this is relevant, Happy Belated Mother's Day! As I transition into the role of Immediate Past ASCSU Chair, I would be remiss if I did not thank each and every one of you, that have engage me in conversation and/or visited with the ASCSU during my tenure, for your collegiality, collaborative spirit, and engagement with the ASCSU on strategies for furthering student success through systemwide shared governance and our respective purviews. A special thanks to Trustees Arambula, Lopez, Rodriguez, and Clark for their recent visits.

“Those of us in the first American generation have had to figure out how the invisible world the emigrants built around our childhoods fits in solid America”

Maxine Hong Kingston, *The Woman Warrior*

(https://www.goodreads.com/author/quotes/17290.Maxine_Hong_Kingston, accessed May 3, 2022).

When Maxine Hong Kingston wrote these words in the “The Woman Warrior,” her goal was to convey that belonging, particularly in the U.S., is a process, a process that encourages individuals to use their agency to not only gain visibility within society but become indelibly linked to the fabric of the nation. As the ASCSU completed its final plenary of the 2021-22 academic senate year, our goals were to address inequities by focusing on enabling belonging, effective communication, and conveying how faculty success enables student success. In finalizing resolutions aimed at promoting accountability within our CSU community, enabling equity and civic engagement, and ensuring faculty purview over curriculum, we also sought to codify recommendations that enable us to fix and move beyond a culture where bullying and misconduct create barriers to ensuring safe learning environments, the successful recruitment and retention

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

of talented 21st century faculty needed to close equity gaps and fulfill the goals of Graduation Initiative (GI) 2025, and challenge the notion that the CSU betrays its motto of “Vox, Veritas, Vita” or voicing truth as a way of life.

In these last days, before I term out as ASCSU Chair, I ask all of you, to see our shaken confidence as a statement of serious concern, and need for culture change, triggered by the negative lived experiences of colleagues and, for some, personal experiences, with Title IX practices in our system. I also ask all of you to see this shaken confidence, despite disagreement, as a statement of continued need for collaboration with the ASCSU, to restore trust in the CSU and our commitment to these communities of care that misconduct by a few has called into question, and to create positive changes by working to address inequities impacting all of our colleagues, especially our women colleagues, where survivor and victim advocacy is lacking in the Title IX process or complaints do not rise to the level of Title IX action. As a reminder, consultation and discussion within the ASCSU, a body that hears regularly from colleagues and constituents on our 23 different campuses, reveal that distrust and low morale remain, due to recent scandals. Going forward, I ask each and every one of you to continue collaboration and conversation with the ASCSU, to create a new 21st century CSU culture that codifies protections against bullying and misconduct within our system, and brings us together to show that we are ready to come together and find the 21st century leader that the CSU needs now, more than ever. My recent conversations on strategies for establishing a working relationship of mutual respect through shared governance and working together to restore trust in the CSU with our new interim Chancellor Koester and Executive Vice Chancellor Alva reassure me that the foundations for such actions are being created. The 2021-22 ASCSU truly appreciated the opportunity, for each committee, to revisit and revise our “ASCSU/CO Tenets of Shared Governance” and recommends that this dialogue continues with the new 2022-23 senate in the fall and approve revisions after their weigh in. It is important to remind all that this document outlines tenets of shared governance between the ASCSU and the Chancellor’s Office (CO), not campus senates; however, campus senates may wish to collaborate on and create such tenets with their administrations. We stand ready to aid in the restoration of trust in this great system.

ACTIVITIES AND MEETINGS

On May 6, 2022, the Intersegmental Committee of Academic Senates (ICAS) released the new general education (GE) transfer pathway as required by AB 928: Student Transfer Achievement reform Act of 2021: Associate Degree for Transfer Intersegmental Implementation Committee”. In summary, the recommendation from the ICAS Special Committee on AB 928 that was approved by ICAS during our April 25, 2022 meeting, requires 34 units of course work in the following:

- English Composition (1 course)
- Critical Thinking & Composition (1 course)
- Oral Communication (1 course)
- Mathematical Concepts & Quantitative Reasoning (1 course)
- Arts (1 course)
- Humanities (1 course)
- Social & Behavioral Sciences – 2 courses
- Physical Science (1 course)
- Biological Science (1 course)
- Laboratory (Bio/Physical Science) – (1 unit course)
- Ethnic Studies (1 course)

In short, the new pathway pattern recommended to ICAS requires the following segmental actions:

- The University of California (UC) will accept Oral Communication as a new (third) course in Area 1 – English Communication.
- The California Community Colleges (CCC) will revise and strengthen courses fulfilling the Oral Communication subject requirement to meet new core competencies.
- The number of courses required in Area 3 – Arts and Humanities will decrease from three to two (one in Arts, one in Humanities).
- UC will remove its Language Other than English proficiency requirement from the Intersegmental General Education Transfer Curriculum (IGETC) and treat it as a graduation requirement. It is important to note that we all agreed that this high school graduation requirement is important to all the segments.
- CSU will remove its Lifelong Learning and Self-Development course from IGETC and treat it as an upper-division requirement.

It is also important to note that while the work on the pathway has been completed, the vetting process within the segments now begins. Some may ask, “What is the point of feedback now?” Allow me to remind all that this vetting process is an opportunity for campuses to weigh in, provide ICAS with a sense of what was missed, and the nature of any potential negative impacts that this new pathway may have on departments and programs. While the nature of the pathway cannot be changed, ICAS can work together to offer cross-segmental suggestions for ways in which system senates might consider making changes internally to curricula which limit the extent of negative impacts. Lastly, a search for the name for the new pathway continues and the student leadership from all three segments (CCC, CSU, and UC) have made recommendations to ICAS. These

recommendations will be shared and discussed and the new name approved during the June ICAS transition meeting. This meeting will also allow for a smooth hand off of AB 928 work from the 2021-22 ICAS to the new 2022-23 ICAS that will be chaired by the CCC.

On May 19-20, 2022 the ASCSU met for our final plenary for the 2021-22 senate year. This meeting was held remotely, which made me the first almost solely remote ASCSU Chair in our 59 years. Our remote agenda was once again rigorous consisting of 24 resolutions, 17 of which returned in Second Reading from the 27 resolutions engaged during our March plenary. These also included commendations for outgoing senators, as well as expressions of sincere gratitude to Interim Chancellor Koester, Acting Chancellor Relyea, and Associate Director Simpson-Alisca for establishing or maintaining collegial working relationships with the ASCSU. Eight resolutions of potential significance for CSU Board of Trustees are as follows:

1. [AS-3533-22/FA \(Rev\)](#)

Cultural Taxation, Issues and Faculty Input

This resolution calls for faculty experiences of cultural taxation not only during the pandemic, but prior to the pandemic as well as its ongoing effects. Faculty will be provided with a link to share their stories, what campus actions were taken during the pandemic and the support that they received. The feedback will be in the form of open-ended questions that will be in a “read-only” folder in Dropbox on the ASCSU webpage.

2. [AS-3534-22/EX \(Rev\)](#)

Promoting Victim and Survivor Advocacy in CSU Title IX Practice

This resolution reaffirms commitment to preventing workplace bullying and the need for support of victims; supports the Board of Trustees investigation into the mishandling of complaints during President Castro’s time at CSU Fresno; urges Campus senates and administration to implement strategies to enable victim advocacy and ensure that disciplinary action for bullying and sexual misconduct is not limited to members of protected categories; and urges the Chancellor’s Office to consider the reparations necessary to restore victim and survivor trust and faith in the CSU.

3. [AS-3537-22/EX \(Rev\)](#)

Academic Senate of the CSU 2022-2023 Meetings

This resolution adopts a calendar of meetings following past practice, preceding Board of Trustee meetings by a week (save for November when the Veteran’s day holiday will place the ASCSU meetings, two weeks prior to the Board of Trustees meeting).

4. [AS-3540-22/EX \(Rev\)](#)

Requirements for Shared Governance Process To Support Systemwide California State University (CSU) Naming

This resolution, in consultation with Assistant Vice Chancellor Redfearn, established a shared governance process with the ASCSU that supports systemwide CSU naming. It also urges the ASCSU and the Chancellor's Office to engage in a review process which includes 1) Chancellor's Office consultation with the ASCSU on proposed system naming recognitions, 2) the ASCSU Executive Committee review naming materials and offering feedback, 3) The ASCSU Chair submit written opinions of concern or support, and 4) ASCSU Chair meet with the Chancellor's Office to resolve inconsistencies in support.

5. [AS-3541-22/APEP \(Rev\)](#)

Increased Support for C-ID Course Review

This resolution acknowledges the difficulty in recruiting faculty to review courses in the Course Identification Numbering Program (C-ID) process and requests as well as call for increased compensation as an incentive to CSU faculty who are already extensively engaged in the scholarship of teaching and learning.

6. [AS-3545-22/FA \(Rev\)](#)

Existing Faculty and Staff Mental Health Concerns Exacerbated by the COVID-19 Pandemic

This resolution calls for additional resources to support faculty and staff due to the mental health crises during the COVID-19 pandemic. It requests a task force to determine what additional resources and actions will support faculty mental health long-term (including related issues surrounding increased workload, emotional labor, cultural taxation, isolation, and burnout).

7. [AS-3548-22/APEP \(Rev\)](#)

In Support of Increasing Access to CSU Teacher Preparation Programs

This resolution acknowledges and supports efforts to increase Teacher Credential candidate pools and the new pathways to meet the Basic Skills Requirement (BSR) and Subject Matter Competency (SMC). It also supports continued use of BSR and SMC as admissions requirements systemwide.

8. [AS-3542-22/FA \(Rev\)](#)

Loss of Confidence in the Board of Trustees' Handling of Former Chancellor Castro's Resignation and Call to Reform Executive Compensation Upon Separation from the California State University (CSU)

This resolution calls for reform to the Executive Compensation programs within the CSU system and rescinding the Executive Transition Program. It calls on the

CSU Board of Trustees to rescind the “golden handshake” provided to former Chancellor Castro upon his resignation, and states our loss of confidence in the Board over its handling of the Castro’s role in the Lamas Affair at CSU Fresno.

While this resolution represents direct action and may singe already singed administrative feet, it asserts a loss of confidence in the board’s handling of unfortunate circumstances – not the board itself. It is important to note that actions called for were already deftly stated as areas of address or investigation – with forthcoming timelines - by Chair Kimbell. Therefore, I ask all of you present, to please see the resolution not for the negative feelings it evokes in you, but as a statement of the shaken confidence of the CSU faculty. This statement of serious concern is a call for the much needed cultural change which was triggered by the negative lived experiences with sexual misconduct that many of my colleagues have had systemwide. Some experiences occurred or are currently occurring within our system. Others occurred outside our system and it would be a misplaced action to blame the CSU; however, I ask all of you, is it misplaced to express concerns about reduced or erased feelings of personal safety when one sees misconduct occurring in a work environment that one trusted to be safe and Title IX practices fail to protect? The important part of this question is “trusted to be safe”. Again, I ask all of you to see this shaken confidence, despite disappointment, also as a statement of continued need for collaboration with the ASCSU to - in the deft paraphrased words of Chair Kimbell - restore trust in the CSU, address compensation and retreat rights, and enhance our commitment to these communities of care that misconduct by a few has called into question.

As immediate Past Chair of the ASCSU, I cannot tell the senate Chair what to do, but the system and my faculty colleagues have my commitment to continue to work with the ASCSU, so that the ASCSU Chair may continue to work with this illustrious body to create, find, and/or recommend strategies for creating positive changes by working to address inequities impacting all of our colleagues, especially our women colleagues, the directive force behind this resolution, who still find survivor and victim advocacy is lacking in the Title IX process because their complaints never rose – or do not currently rise - to the level of need for Title IX action. As a first order of business recommendation will be for the ASCSU to convene ongoing conversations at every plenary on this matter and continue to invite every member of the CSU Board of Trustees to our plenaries so that none see this resolution as a barrier to dialogue, but a marker for beginning a collective move towards cultural change together.

On May 20, 2022, the ASCSU seated the new 2022-23 senate during its organization meeting and elected a new ASCSU Executive Committee. The 2022-23 ASCSU Executive Committee includes the following senators:

2022-2023 ASCSU Executive Committee

- Chair: Beth Steffel, PhD (San Bernardino)
- Vice-Chair: Tom Norman, PhD (Dominguez Hills)
- Secretary: Mark Van Selst, PhD (San Jose State)
- Member-at-Large #1: Betsy Boyd, PhD (Chico State)
- Member-at-Large #2: Adam Swenson, PhD (Northridge)
- Immediate Past Chair: Robert Keith Collins, PhD (San Francisco State)

In closing, it has truly been an honor to serve two terms as ASCSU Chair and both an honor and a privilege to work with you all. During my service as ASCSU Chair, I hope that you will agree, that we have come together, despite different interpretations of what it means to speak truth as a way of life, to enable belonging, common unity, more effective communication, and demonstrate how and why faculty success ensures student success. Together, we have made history. Together, through our agreements and disagreements, we have aided in the implementation of an Ethnic Studies requirement in the largest four-year institution in the nation. Together, we have faced legislative intrusion, yet again, and enhanced transfer to our system, while maintaining our commitment to the “Golden Four.” Together, we have agreed, and will continue to agree, that caste and sexual misconduct – like racism – creates barriers to faculty and student success and have no place in the CSU. Together, and during the COVID-19 pandemic, we aided our colleagues and turned the largest four-year institution in the nation into the largest online educational institution. We also found out that we are not so different as humans as our academic and administrative ranks and roles suggest.

Access to technology is a concern for faculty, staff, and administrators, as well as students. Food and housing insecurity is of equal concern for faculty, especially lecturers, as it is for students. Together, these are issues that we have faced and, through our continued common unity, we have been – and will continue to be – effective at addressing. I am proud of, and forever grateful to, each and every one of you for your candor, unique contributions according to purview, collegiality, and service (sometimes at the expense of your day jobs) to the CSU. These attributes will never be forgotten and will forever be respected.

Maxine Hong Kingston reminds us in *The Fifth Book of Peace* that,

“The images of peace are ephemeral. The language of peace is subtle. The reasons for peace, the definitions of peace, the very idea of peace have to be invented, and invented again.” – Maxine Hong Kingston, *The Fifth Book of Peace*
(https://www.goodreads.com/author/quotes/17290.Maxine_Hong_Kingston, accessed May 3, 2022).

These words have guided me over the past two years and it is my sincere hope that you all have found important our common unity and the relationship building practices, approved by the ASCSU Executive Committee, with the Chancellors Office and this body, but also collaborations with other stakeholders that have enabled collective successes such as the CSU Chancellor's Office (CO) Liaisons to ASCSU Standing Committees on vetting process for CCC baccalaureates, California Faculty Association (CFA) on legislative advocacy, California State Student Association (CSSA) on what it is like to experience a CSU education, CSU Alumni Association on what student achievement and success looks like today, Western Senior College and University Commission (WSCUC) President, the Legislative Analyst's Office (LAO), etc. If so, then please know that in my letter to the next ASCSU Chair, these practice will be stressed for continuance, along with the need to find even more strategies to ensure effective collaboration and communication between the ASCSU and our many stakeholders. For my greatest intention is to leave you all with the reminder that common unity is not inherent, nor evident because the notion is said. It is just two words. Yet, common unity, like community, its derivation, must be invented and maintained again, and again, and it is an honor to pass the gavel to former Vice Chair, now Chair Elect Steffel to continue the maintenance of this collaboration. Thank you Chair Kimbell, this concludes my final report to the CSU Board of Trustees as ASCSU Chair. Please know that you as you term out, you leave inspiration in your footprints, it has been an honor to work with you, and I am happy to answer any questions that you all may have.

Respectfully submitted,

Robert Keith Collins, PhD