Faculty Affairs Committee
Academic Senate of the California State University
Chair's Annual Report 2021-2022

The Faculty Affairs (FA) Committee concluded a very productive academic year focusing on faculty and university needs as we continue to navigate through the ongoing pandemic and campus investigations of resignations, terminations, harassment, and other challenges in the CSU system. The committee was successful in presenting and passing 20 resolutions. One resolution, with a first-reading waiver presented at the May Plenary, was sent back to committee for the September meeting.

Faculty Affairs and ASCSU Plenary meeting results for Fall 2021 and Spring 2022

September 2021: The committee submitted three resolutions with waivers. First reading waivers failed for **AS-3499-21/FA Academic Freedom And Teaching Modality In The COVID-19 Pandemic and AS-3500-21/FA Suspension Of Mandatory Peer Observations Of Instruction And Student Evaluations For AY 2021-22,** and they went to a second reading at the December Plenary. The first-reading waiver for **AS-3501-21/FA Continued Accommodations And Flexibility In The Time Of COVID-19** passed, as well as the resolution. The senators recognized the urgency to response to the pandemic and virtual teaching by passing the waiver and resolution.

October 2021: The Faculty Affairs Committee continued to edit **AS-3499-21/FA and AS-3500-21/FA** and considered six first-reading resolutions for the November Plenary.

November 2021: The Faculty Affairs Committee presented the following second-reading resolutions that passed: **AS-3500-21/FA/FGA Suspension Of Mandatory Peer Observations Of Instruction And Student Evaluations For Academic Year 2021-22**; **AS-3509-21/FGA/FA Support For CSU Campus Requests For WSCUC Continued Authorization For Remote Instruction As Needed During COVID-19 Pandemic**. During the debate, senators reflected their support of these resolutions during these unprecedented times. Four first read resolutions were presented to the body: **AS-3514-21/FA Faculty Rights To Due Process In Letters Of Reprimand Within The CSU; AS-3517-21/FA Faculty Rights To Due Process In Disciplinary Action Procedures Within The CSU; AS-3519-21/FA Support Of Faculty Supervision Of Student Research, Scholarly, And Creative Activities In The CSU;** and **AS-3520-21/FA Recognition And Support Of Faculty Participation In Shared Governance.**

December 2021: The Faculty Affairs Committee edited resolutions for second reading at the January Plenary. Four potential resolutions were discussed that included concerns about prohibiting faculty out-of-state work; cultural taxation, tenets of system-level governance and emergencies.

January 2022: In the second reading, the following resolutions were passed: **AS-3499-21/FA Academic Freedom And Teaching Modality In The COVID-19 Pandemic; AS-3514-21/FA**

Faculty Rights To Due Process In Letters Of Reprimand Within The CSU; AS-3517-21/FA Faculty Rights To Due Process In Disciplinary Action Procedures Within THE CSU; AS-3519-21/FA Support Of Faculty Supervision Of Student Research, Scholarly, And Creative Activities In The CSU; AS-3520-21/FA Recognition And Support Of Faculty Participation In Shared Governance. The committee presented a resolution co-sponsored with FGA with a first-reading waiver that passed: **AS-3523-22/FA/FGA Recommendation On The Pending Tentative Agreement Between The California State University (CSU) And The California Faculty Association (CFA).**

February 2022: The committee crafted nine first-reading resolutions for the March Plenary. These included resolutions focused on Cultural Taxation of Faculty; Enacting Tenets of System-level Governance; Supporting Faculty Mental Health During the COVID-19 Pandemic; Tying PP/CO Raises to Unit 3 Employee Raises; Support for Policies and Procedure Related to Faculty Compensation for Supervision; Recommendation for an Ombudsperson Position at Each CSU Campus; Change in Bylaws to include an Interruption Practice During Meetings to Support Equity; Renaming Buildings and Removing Symbols that Memorialize White Supremacy; and a Vote of No Confidence for Chancellor Castro.

March 2022: Reporting by *USA Today, Los Angeles Times and Chronicle of Higher Education* uncovered a resignation due to findings in a Title IX investigation by Student Affairs Vice President Llamas from California State University Fresno that included a huge buyout and a glowing letter of recommendation from then campus President Castro. In response, the Faculty Affairs Committee wrote a resolution to asked for an independent investigation into the matter. Resolution **AS-3539-22/FA Call For An Independent Investigation Into The Actions Taken By Former CSU Chancellor Castro While President Of CSU Fresno** received a first-reading waiver and the resolution passed. A first-reading waiver for **AS-3542-22/FA 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 CSU** did not pass and the committee received feedback to strengthen the resolution. The remaining resolutions were sent back to committee for revisions. These included: **AS-3533-22/FA Cultural Taxation, Issues And Faculty Input; AS-3536-22/FA Establishment Of Ombudsperson At Every CSU Campus; AS-3545-22/FA Faculty And Staff Mental Health Concerns During The COVID-19 Pandemic; AS-3547-22/FA Renaming Buildings And Removing Symbols That Memorialize White Supremacy; AS-3549-22/FA Establishment Of A Standing Committee To Advance Justice, Equity, Diversity, And Inclusion Within The ASCSU; AS-3550-22/FA Chancellor And President Search Process In The California State University (CSU) System; Announcement Of Finalists And Campus Visits;** and **AS-3551-22/FA Establishing An Interruption Practice For The ASCSU.**

April 2022: The first-reading resolutions presented at the March Plenary were edited, corrected, and prepared for the last May Plenary

May 2022: Our last Plenary for the semester was exhilarating with much anxiety about potential outcomes– but we passed resolutions in record time in part because our fellow senators acknowledged the significance of these resolutions. Second-reading resolutions that

were passed included: **AS-3533-22/FA Cultural Taxation, Issues And Faculty Input; AS-3536-22/FA Establishment Of Ombudsperson Positions At Every CSU Campus; AS-3542-22/FA Loss Of Confidence In The Board Of Trustees' And The California State University (CSU) Administration's Handling Of The Hiring And Separation Procedures For CSU Administrators; AS-3545-22/FA Existing Faculty And Staff Mental Health Concern Exacerbated By The COVID-19 Pandemic; AS-3547-22/FA Renaming Buildings And Removing Symbols That Memorialize White Supremacy; AS-3549-22/FA/FGA Change In Bylaws To Establish A Standing Committee To Advance Justice, Equity, Diversity, And Inclusion Within The Academic Senate Of The California State University; AS-3550-22/FA Chancellor And President Search Process In The California State University (CSU) System; Announcement Of Finalists And Campus Visits; AS-3551-22/FA Establishing an Interruption Practice for the ASCSU.** The committee presented two resolutions for a waiver, **AS-3553-22/FA Protecting The Academic Freedom Of California State University (CSU) Faculty** both waiver and resolution passed. **AS-3555-22/FA Provision Of Free Condoms To Students On CSU Campuses** waiver failed and was sent back to committee for a "second read" during the fall semester's Plenary.

As Faculty Affairs chair, I was sent a request to consider a resolution for open access to university presidents' evaluations. The second request was for open access and scholarworks for faculty. It is my hope that the Faculty Affairs Committee members continue to create and present resolutions that acknowledge and protect our faculty, review compensations that are fair and reasonable for their efforts that go beyond their courses, and hold accountable those decision makers who have the power to maintain fairness, diversity, inclusivity, and equity.

Faculty Affairs committee members participated in continuous education by their attendance in the ASCSU "moving beyond bias workshops" that spanned over the year. Members also joined in their campus-led faculty development workshops designed to help faculty address issues of inclusivity and accessibility.

The Chair and Faculty Affairs Committee are grateful for CFA President Toombs' presence at all meetings in addition to CO Liaisons AVC Tammy Kenber, AVC Ranesh Raman, and ASCSU Secretary Tom Norman.

It was my sincere pleasure to chair the Faculty Affairs Committee along with Co-chair Michael Jenkins and to bear witness to senators who were courageous and steadfast in creating resolutions that investigate the Board of Trustees and the California State University administrators and a loss of confidence in their abilities to address Title IX violations, broader cases of discrimination, harassment and/or retaliation and other forms of inappropriate behaviors by those in power. **AS-3542-22/FA Loss of Confidence in the Board of Trustees' and the California State University Administration's Handling of the Hiring and Separation Procedures for CSU** included a second independent legislative investigation into the Executive Transition Plan and other areas of concern.

Interim Chancellor Jolene Koester, during her Time Certain at the May 19, 2022 Plenary, asked the ASCSU Senators "not to vote" for resolution, **AS-3542-22/FA Loss of Confidence in the Board of Trustees' and the California State University (CSU) Administration's Handling of the Hiring and Separation Procedures for CSU Administrators**. She discouraged voting for **AS-3550-22/FA Chancellor and President Search Process in the California State University (CSU) System: Announcement of Finalists and Campus Visits,** as well. Her comments appeared, at the very least, inappropriate.

Respectfully submitted,

S. Irene Matz, Ph.D.
Chair, Faculty Affairs Committee of the ASCSU, 2021-2022

Below are accommodations for Faculty Affairs Committee members, ASCSU Liaison Secretary, CFA President, and Chancellor's Office liaisons.

Faculty Affairs (FA) Committee
2021-2022
ASCSU Executive Secretary
Thomas Norman
In appreciation for your loyalty and service as ASCSU Liaison on the Academic Senate for California State University Faculty Affairs Committee
during the Fall 2021 and Spring 2022 semesters.

As our previous Faculty Affairs Committee Chair, you paved the way for our committee to create resolutions that identified areas of concern and strengthened our commitment to address these needs that serve our faculty and universities with equity and fairness. As our ASCSU Liaison, you continued to support our efforts, to share information, and to encourage our voices as we contributed to build a stronger CSU.

With gratitude and warmth,
ASCSU Faculty Affairs Committee
2021-2022

Faculty Affairs (FA) Committee
2021-2022
Chancellor's Office Liaison
Tammy Kenber
Associate Vice Chancellor, Human Resources
In appreciation for your loyalty and service as Chancellor's Office Liaison on the Academic Senate for California State University Faculty Affairs Committee
during the Fall 2021 and Spring 2022 semesters.

Your communication and insights that you shared at each of our Faculty Affairs Committee meetings were invaluable in learning and updating our information about the Human Resources in the Chancellor's Office. Not only were you informative, but your cheerful demeanor and eagerness to participate made each meeting a delight.

With gratitude and warmth,
ASCSU Faculty Affairs Committee
2021-2022

Faculty Affairs (FA) Committee
2021-2022
Chancellor's Office Liaison
Assistant Vice Chancellor, Research
Ganesh Raman
In appreciation for your loyalty and service as ASCSU Liaison on the Academic Senate for California State University Faculty Affairs Committee
during the Fall 2021 and Spring 2022 semesters.

Your professional, yet warm personality was a welcomed visit for each of our Faculty Affairs Committee meetings. Your dedication to research, both for faculty and students, is a tribute to our universities' research efforts and outcomes that make our California State University system stronger, admired, and regarded throughout the country.

With gratitude and warmth,
ASCSU Faculty Affairs Committee
2021-2022

Faculty Affairs (FA) Committee

2021-2022

California Faculty Association (CFA) President

Charles Toombs

In appreciation for your loyalty, insights, information, and service to the Academic Senate for California State University Faculty Affairs Committee

during the Fall 2021 and Spring 2022 semesters.

Your acceptance of our Faculty Affairs Committee's invitation to join us at each meeting, especially during these turbulent times of the pandemic, contract negotiations, and virtual challenges for faculty and our students was greatly valued. You brought a calm onto our trouble waters of uncertainty and unexpected news bulletins that will forever be appreciated and remembered. You left us your optimism and your heart print.

With gratitude and warmth,

ASCSU Faculty Affairs Committee

2021-2022

Faculty Affairs (FA) Committee

2021-2022

Senator Steve Filling

In appreciation for your loyalty and service on the Academic Senate for California State University Faculty Affairs Committee during the Fall 2021 and Spring 2022 semesters.
Your knowledge of the CSU and the ASCSU has been an enlightenment to our Faculty Affairs Committee and our discussions. Not only are you the historian and our point of reference, but your eagerness to challenge and argue have created resolutions that led us into unchartered paths building a stronger California State Academic Senate. You have provided both creativity and constraint that balance decisions and promises for a stronger union. Your wisdom is the underpinning of our ASCSU, and you are our treasure.
With gratitude and warmth,
S. Irene Matz
ASCU FA Committee Chair
2021-2022

Faculty Affairs (FA) Committee

2021-2022

Senator Stephanie Burkhalter

In appreciation for your loyalty and service on the Academic Senate for California State University Faculty Affairs Committee during the Fall 2021 and Spring 2022 semesters.

Your eagerness and willingness to support our Faculty Affairs' resolutions through your writing, editing, and encouraging resulted in resolutions that were presented and passed by the ASCSU. Your insights into concerns and support for our colleagues, around the entire CSU campuses, were helpful in addressing the needs for these resolutions.

Even more impressive is your joyful personality. Your smiles and lighthearted tone made each meeting, through the magic of technology that captured these, a delight.

With gratitude and warmth,

S. Irene Matz

ASCSU FA Committee Chair

2021-2022

Faculty Affairs (FA) Committee

2021-2022

Senator Richard J. Senghas

In appreciation for your loyalty and service on the Academic Senate for California State University Faculty Affairs Committee during the Fall 2021 and Spring 2022 semesters.

You have served our Committee as the voice of reason with your eagerness to question, research, investigate and probe for truth and justice for all as we argued issues before creating our Faculty Affairs Committee resolutions.
You are a pillar of strength for our ASCSU as well as your University, Sonoma State.

With gratitude and warmth,

S. Irene Matz

ASCU FA Committee Chair

2021-2022

Faculty Affairs (FA) Committee

2021-2022

Monica Pereira

In appreciation for your loyalty and service on the Academic Senate for California State University Faculty Affairs Committee during the Fall 2021 and Spring 2022 semesters.

We were honored when you chose the Faculty Affairs Committee to serve your term. Your voice of reason, commitment to civility, respect for others, and ability to "feel the emotions" of others encouraged our committee to soar higher. Your calmness cloaked our meetings with patience and assurance as we moved forward creating resolutions with confidence and courage.

With gratitude and warmth,

S. Irene Matz

ASCU FA Committee Chair

2021-2022

Faculty Affairs (FA) Committee

2021-2022

Senator Michelle Ramos Pellicia

In appreciation for your loyalty and service on the Academic Senate for California State University Faculty Affairs Committee during the Fall 2021 and Spring 2022 semesters.

Your contributions to our FA Committee through your tireless work ethics, innovations, and insights are treasured by all and resulted in our consequential resolutions for the year.

Even more impressive is your grace under pressure, your elegance in your presentations, and your dedication to an ASCSU that promises a better tomorrow with respect and dignity for all.

With gratitude and warmth,

S. Irene Matz

ASCU FA Committee Chair

2021-2022

Faculty Affairs (FA) Committee

2021-2022

Senator Michael Milligan

In appreciation for your loyalty and service on the Academic Senate for California State University Faculty Affairs Committee during the Fall 2021 and Spring 2022 semesters.
You are a welcomed senator to our ASCSU! Your spirit of inquiry, investigation, and insight has brought another strong voice to our academic community. Your six feet, five inches height reflects your physical image, but it also is a measurement of your huge heart that embraces, without hesitation, all who gather. Keep the Fullerton Way of inclusivity, civility, and respect for all that you do so graciously with your broad smile and gentle spirit.
It's now up to you to carry the torch forward for all who came before you.

With gratitude and warmth,

S. Irene Matz

ASCSU FA Committee Chair 2021-2022

Faculty Affairs (FA) Committee

2021-2022

Senator Michael Jenkins, Vice Chair

In appreciation for your loyalty and service on the Academic Senate for California State University Faculty Affairs Committee during the Fall 2021 and Spring 2022 semesters.

Your commitment to our Faculty Affairs Committee as the co-chair, scribe, and facilitator contributed to a year of progress in creating, editing, and presenting quality resolutions. Your committee minutes recreated each meeting with details, members' voices, and thoroughness that captured our efforts in spite of our virtual modality that was challenging, at the very least.

With all of your campus' trials, you kept focused on the meaningfulness of California State University, Fresno's mission and their contributions and support to each other.

With gratitude and warmth,

S. Irene Matz

ASCU FA Committee Chair

2021-2022

Faculty Affairs (FA) Committee

2021-2022

Senator Mark Martinez

In appreciation for your loyalty and service on the Academic Senate for California State University Faculty Affairs Committee during the Fall 2021 and Spring 2022 semesters.

Your leadership on our committee; sense of justice, sensitivity to others' inequality, intuitiveness to a broader scope on issues, and the courage to raise your voice for others encapsulated our committee's efforts in creating resolutions that demonstrated our passion for doing the "right thing" for all.

You had the conviction to stay the course, even when your health concerns dictated your strength and energy. We were all beside you as you healed and continued stronger than ever.

With gratitude and warmth,

S. Irene Matz

ASCSU FA Committee Chair

2021-2022

Faculty Affairs (FA) Committee

2021-2022

Senator Kris Bezdecny

In appreciation for your loyalty and service on the Academic Senate for California State University Faculty Affairs Committee during the Fall 2021 and Spring 2022 semesters.

Your technical support and expertise bringing up and tracking the FA resolutions for each of our meetings were invaluable to the committee and especially your chair.

Your thoughtful resolutions, particularly during the pandemic, brought an awareness of the critical implications for the health and protection of all. Your voice is strong and steadfast in protecting our students, universities, and communities.

Bravo, Senator Bezdecny and gratitude for your support, candor, and fighting spirit!

With appreciation & warmth,

S. Irene Matz

ASCSU FA Committee Chair

2021-2022

Faculty Affairs (FA) Committee

2021-2022

Senator Julia Curry

In appreciation for your loyalty and service on the Academic Senate for California State University Faculty affairs Committee during the Fall 2021 and Spring 2022 semesters.
Your courage to speak up on matters and incidents of harassment on your campus and others began a discussion that led to resolutions. It's that lone voice that awakens a community to the injustices, prejudices, and biases that takes us out of being shackled in blindness. You had the audacity to take us out of the darkness into the light. All of your colleagues and our Faculty Affairs Committee are stronger because of your presence. Keep fighting for fairness, civility, and justice for all.

With gratitude and warmth,

S. Irene Matz

ASCSU FA Committee Chair

2021-2022

Faculty Affairs (FA) Committee

2021-2022
Senator Heidi Riggio

In appreciation for your loyalty and service on the Academic Senate for California State University Faculty Affairs Committee during the Fall 2021 and Spring 2022 semesters.
Your commitment to faculty's tireless efforts in recognizing resolutions that support them, fairness in their compensations, and respect for all they do for our students have taken these resolutions to the Plenary Sessions and received approval that underscores the commitment of our faculty, and especially you.
Senator Riggio, you are the crusader for righteousness for all!
Your friendly gestures (hearts), your warmth in greeting everyone, and your undeniable enthusiasm are our treasures!
With gratitude & warmth,

S. Irene Matz
FA Committee Chair
2021-2022

Faculty Affairs (FA) Committee
2021-2022
Senator Gary Laver

In appreciation for your loyalty and service on the Academic Senate for California State University Faculty Affairs Committee during the Fall 2021 and Spring 2022 semesters.

Your membership on our FA Committee bought an abundance of calm and assurance through your suggestions, recommendations, and knowledge of our topics resulting in resolutions that were vetted and scrutinized before reaching the Academic Senate Plenary. You gave us a level of confidence through your wisdom and years of navigating through challenging times, especially during the last two years of our virtual modality.

With appreciation and warmth,
S. Irene Matz
ASCSU FA Committee Chair
2021-2022

Faculty Affairs (FA) Committee

2021-2022

Senator Adam Swenson

In appreciation for your loyalty and service on the Academic Senate for California State University Faculty Affairs Committee during the Fall 2021 and Spring 2022 semesters.
Your parliamentary proficiency would make Robert's Rules of Order proud! You held, not only our committee, but the entire Academic Senate for CSU, accountable for the procedures and the rules that increased efficiency in our meetings; but more importantly, you promoted dignity and respect for all voices.
Your knowledge of policies; awareness of current needs, courage to promote critical resolutions, and unwavering support of colleagues attributed to the sterling reputation of our committee.

With gratitude and warmth,

S. Irene Matz

ASCSU FA Committee Chair

2021-2022