

Academic Senate CSU (ASCSU)
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**ASCSU Plenary Minutes
May 18-19, 2023
Office of the Chancellor (Hybrid)**

Thursday, May 18, 2023, 8AM-12:00PM, 1-5PM

Thursday, May 18, 2023, 12:00PM-1:00PM New Senator Orientation

Thursday, May 18, 2023, 5:15PM-6:30PM Senate Social (Wallace conference room:
CSU Office of the Chancellor)

Friday, May 19, 2023, 8AM-11AM, 1-5PM

Friday, May 19, 2023, 11AM, 2023-2024 ASCSU Organizational meeting and election of
new officers (Only Voting 2023-20234 ASCSU Senators)
Organizational Zoom Meeting

[Interruption Statement](#)

MEMBERS: all present but CI: Greg Wood; Meiling Wu; Kristi Kanel; Monte Mola; Boris
Ricks; new Pomona (Keith replacement) is present; Maya Stovall

1. Call to order and welcome
2. Roll call
 - 2.1. quorum
3. Approval of the agenda
 - 3.1. Change to 10.2 sponsor is AA not FA
4. Approval of the [March 16-17, 2023, Minutes](#)
 - 4.1. Approved
5. Announcements
6. Presentations/Introductions
7. Reports
 - 7.1. [Chair \[Steffel\]](#)
 - 7.2. Standing committees
 - 7.2.1. [Academic Preparation and Educational Programs \(APEP\) \[Hamilton\]](#)
 - 7.2.2. [Faculty Affairs \(FA\) \[Bezdecny\]](#)
 - 7.2.3. [Academic Affairs \(AA\) \[Rodan\]](#)

- Question re: format of some of the resolutions (carry-over from some of the earlier work)
- 7.2.4. [Fiscal and Governmental Affairs \(FGA\) \[Rein\]](#)
- 7.2.5. [Justice, Equity, Diversity, and Inclusion \(JEDI\) \[Butler-Byrd\]](#)
- 7.3. [CSU Faculty Trustee \[Sabalius\]](#)
 - 7.3.1. ROI for the CSU as a lobbying strategy (long-term multi-year investment)
 - 7.3.2. Compact funding
 - 7.3.3. Cozen-O'Conner question
- 7.4. [Legislative Specialists \[Isakson/Schutte\]](#)
 - 7.4.1. Question re: CSU GE and AB928 – no input on the issue from higher education committee
- 7.5. [General Education Advisory Committee \(GEAC\) \[Csomay\]](#)
 - 7.5.1. Kudos for work on GEAC and on Cal-GETC
 - 7.5.2. Question UDGE (no change recommended to current implementation)
 - 7.5.3. Question: separation of CSU GE and Cal-GETC
- 7.6. Other Reports
- 8. Speakers
 - 8.1. Edward Clark, CSU Chief Information Officer (Time Certain: **Thursday 9AM**)
 - 8.1.1. Presentation
 - 8.1.2. Getting past silos – uncoordinated efforts across the system; “taming the wild west” – multiple pathways for communication, registration, etc; create a vision
 - 8.1.3. Virtues of interchangeability of function/support across campuses. (shared platforms)
 - 8.1.4. Reaching out (engagement) to develop an understanding of user needs (faculty)
 - 8.1.5. Future-casting – adapting to future needs to achieve CSU goals
 - 8.1.6. Question: impact of financial constraints on smaller/shrinking campus budgets – campus-budgets constrain which peoplesoft modules get implemented. Can baseline be sufficient to actually work? The ways we use the tools vary by campus. Need for more collaborative decision making and needs assessments.
 - 8.1.7. Question: what are the plans for the future re: reaching out to faculty re: technology. Having a common baseline would allow inter-campus comparisons.
 - 8.1.8. Question: use of concur for travel – the data for concur is based on work supervision not budget authority.
 - 8.1.9. Question: adoption of technology or a particular IT solution can lead to constraints on process/procedures.
 - 8.1.10. Drive to systemness and standardization can limit generative and local solutions to local issues

- 8.1.11. Question: Preferred names and pronouns – an important element for a common system. Cross-system integration is also important.
- 8.1.12. Question: schedule forecasting of student demand is important
- 8.1.13. Baseline systems need to ensure a baseline of training is provided (cf., peoplesoft)
- 8.1.14. Campus autonomy tensions
- 8.2. Charles Toombs, CFA President – CFA Liaison Report (Time Approximate: **Thursday 10AM**)
 - 8.2.1. Bargaining – sunshine proposals submitted to the CSU; late May bargaining
 - reopening on salary (desire 12% with added focus on lowest paid and longest serving members),
 - reopening paid leave (full semester for new parents, 5 day crisis leave),
 - reopening on workload
 - class size
 - counsellor: student ratio
 - professors of practice
 - coaching responsibilities/duties
 - Library function needs to be updated to 20th century demands
 - Safe spaces for faculty and staff are needed
 - 8.2.2. Lobbying – April lobby days (student: counsellor ratios etc.)
 - 8.2.3. Board of Trustees
- 8.3. Jerry Schutte – [CSU-ERFSA Report](#) (Time Approximate: **Thursday 10:30AM**)
 - 8.3.1. New elections complete for ERFSA leadership
 - 8.3.2. Calpers/ERFSA MOU on long term care settlement (July 2023 likely) – recoup 80% of money and abandon payment or 16 months of no payments and \$1000. Part of the issue is that Cal-PERS was required to offer an alternative in the private sector and instead listed itself as self-insured.
 - 8.3.3. SB252 – divestment of fossil fuels
 - 8.3.4.
- 8.4. Gina Maisto-Smith and Leslie Smith, Cozen O'Connor (Time Certain: **Thursday 11AM**)
 - 8.4.1. There is a public report
 - 8.4.2. There is a presentation at the Board of Trustees next week
 - 8.4.3. The implementation teams each have at least one domain expert involved in title IX, a faculty member, and a student.
 - 8.4.4. The process is designed to remain transparent
 - 8.4.5. Five major themes:
 - Infrastructure is insufficient for the work that needs to be done
 - Added training professional development is needed
 - Problematic behaviors that might not rise to legal standard were recognized to occur – bullying, microaggressions, etc

- Distrust (of system office, of administration, of T/TT faculty by lecturer faculty, ...)
 - Accountability – what are the pathways and the visibility of them?
- 8.4.6. Question: How does the complexity of the CSU stretch out the timeline for change? Very much, was 2+ years of rebuilding at a similar single campus (University of Virginia) to build out accountability and cultural change combined with an entire re-do of the structures supporting title IX issues.
- 8.4.7. Question: How does this report interact or address “below the bar” unprofessional behaviors – employee relations and/or HR functions historically would be the place to address such issues but workload has shifted away from addressing overall workplace cultures.
- 8.4.8. FAQs about the Cozen Assessment and the role of the Implementation Teams. <https://www.calstate.edu/titleix/Pages/cozen-title-ix-assessment.aspx>
- 8.4.9. Question: how does the report go beyond Title IX? Conflict management training for Administrators at the level of dean and above.
- 8.4.10. Question: timelines for individual campus-based investigations... goal was 60 days; reality observed is 9 months to a year (too long). Some of timeline is due to complexity of regulations. Even initiating an investigation should take 1-5 days (assign investigator, etc) but sometimes takes 2-5 weeks (observed). Cozen report includes such time audits with the goal of surfacing timeline issues. An ideal process would be complete within a semester.
- 8.4.11. Question: protected classes? CSU nondiscrimination policy describes Protected Status as follows: *"Protected Status includes Age, Disability (physical or mental), Gender (or sex), Genetic Information, Gender Identity (including transgender), Gender Expression, Marital Status, Medical Condition, Nationality, Race or Ethnicity (including color, caste, or ancestry), Religion or Religious Creed, Sexual Orientation, and Veteran or Military Status."* <https://calstate.policystat.com/policy/12891658/latest/> .
- 8.4.12. Question: Fox and the henhouse? It is reasonable to trust the CSU CO to manage title IX issues when much of the issue seems to stem from the CO office itself. The bias is to see that general counsel and the CSU CO as primarily focused on protecting the institution rather than building processes and policies that are in the interests of the employees and students. It is important that both faculty and administrators in leadership roles acknowledge that they can make mistakes and commit to transparency.
- 8.5. Jolene Koester, Interim CSU Chancellor (Time Certain: **Thursday 1PM**)
- 8.5.1. Q: Title 5 to add Cal-GETC, when to Board of Trustees.
- 8.5.2. Q: Total cost of Cozen O’Conner to date and going forward? Unknown. Large. Time and resources. An accounting of total costs could show the commitment and could be seen relative to legal costs of title IX lawsuits across time.

- 8.5.3. Q: BoT agenda setting; timeline for ADT modifications prompted by Cal-GETC ... faculty compensation for ADT...
- 8.5.4. Four-year degrees at the CCC. CCC have acted unilaterally to create and move toward the addition of duplicative degree programs. The current 14 proposals were submitted prior to the letter from state legislators re: a hold on the process. CCC uses geographic/regional in their arguments for 4yr degrees – it may be 2+2 programs. the CSU/CCC administrative working group discussions.
- 8.5.5. AA degrees at the CSU: it might be an option.
- 8.6. Chair Fong; Board of Trustees; and Jolene Koester, Interim CSU Chancellor (Time Certain: **Thursday 2PM**)
 - 8.6.1. Chancellor's search and various presidential searches. Goal is to announce next Chancellor in July. The addition of more interactions to the Chancellor and presidential searches is designed to increase the likelihood of positive outcomes.
 - 8.6.2. EVC recruitment. No specific timeline – will be a decision for the new chancellor; Nathan Evans and Delcie Perez to act as deputy EVC for the next year.
 - 8.6.3.
- 8.7. Sylvia Alva, Executive Vice Chancellor of Academic and Student Affairs (Time Certain: **Thursday 3PM**)
 - 8.7.1. Kudos to faculty work as inspirational
 - 8.7.2. Upcoming Board of Trustees agenda items (Title IX review, financial sustainability, ...)
 - 8.7.3. 5% increase to General Fund under compact with Governor
 - 8.7.4. CCC four-year degrees
 - System to system administrative group is meeting to discuss duplication (no faculty involvement with that group)
 - 8.7.5. Cal-GETC and AB928 oversight committee
 - Advising at the CCC is an issue in terms of excess units and misdirection/poor direction
 - ADT timeline – needs time to allow for subsequent course development for Fall 2025 implementation
 - Laura Massa will be the primary contact for the CSU CO for concrete steps to look at developments in general education.
 - Cal-GETC (and any change to transfer GE) will involve administrative edits to pathways, catalogs, and advising materials/structures as well as faculty involvement in articulation.
 - A number of senators noted the need to decouple Cal-GETC implementation from possible revisions to CSU GE (timeline needs, policy clarity)
 - 8.7.6. EVC Alva sits on "cradle to career" group
 - Group will look at automatic population of high school transfer credits

- The concept of seamless credit transfer is laudable
- 8.7.7. New ADTs may need to be developed to cover preparation for some programs that may not otherwise be covered by an appropriate ADT.
- 8.7.8. Simple, equitable, transparent – as a goal for CSU programs
- 8.7.9. Dual-enrollment in high school with CCC or CSU.
- 8.7.10. 45 day advance posting of Title 5 changes
- 8.8. Dixie Samaniego, CSSA VP of Systemwide Affairs – CSSA Liaison Report (Time Approximate: **Friday 10AM**)
- 9. Reflections on the Plenary (Time Approximate: **Friday 4:45PM**)
 - 9.1. Commendations
 - 9.2. Senator Heidi Riggio
 - 9.3. Senator Meiling Woo
 - 9.4. Senator Carolyn Gibbs
 - 9.5. Senator Nancy Gerber
 - 9.6. Senator Kelly Janousek
 - 9.7. Senator Mark Martinez
 - 9.8. Senator Mark Groen
 - 9.9. Senator Gary Laver
 - 9.10. Senator Michael Jenkins
 - 9.11. Senator Rick Ford
- 10. [Committee Recommendations](#)
 - 10.1. AS-3615-23/AA (Rev) "On the Separation of CSU GE Breadth from Cal-GETC [Second Reading] - Approved Unanimously
 - 10.2. AS-3566-22/AA/FA "Call for Faculty-led Consideration of the Possibility of Transferring Units from CSU GE Breadth to Campus Programs" [Second Reading] - failed
 - 10.3. AS-3596-23/AA (Rev) "Endorsing Faculty Collaboration in the Development of the PK-3 Early Childhood Education Specialist Credential" [Second Reading] - approved unanimously
 - 10.4. AS-3608-23/AA (Rev) "CSU Discipline Council Involvement in California Community College (CCC) Course Review" [Second Reading] - approved unanimously
 - 10.5. AS-3609-23/FGA (Rev) "Encouraging Campus Faculty Legislative Liaisons" [Second Reading] - approved unanimously
 - 10.6. AS-3610-23/AA (Rev) "Renewing the Call for a Working Group in Artificial Intelligence (AI) in Higher Education" [Second Reading] - approved
 - 10.7. AS-3611-23/EX (Rev) "ASCSU Academic Senate of the CSU 2023-2024 Meetings" [Second Reading] - approved

- 10.8. AS-3612-23/AA (Rev) "California's Future Economic Strength Depends on Investing in Public Graduate Education Today" [Second Reading] - approved
 - 10.9. AS-3613-23/AA (Rev) "On the Process of Identifying and Resolving Issues of Duplication of CSU programs in AB 927 California Community College 4-year Baccalaureate Programs" [Second Reading] - approved unanimously
 - 10.10. AS-3614-23/JEDI (Rev) "Solidarity with Immunocompromised, Caregivers and ASCSU Members with Disabilities [Second Reading] - approved
 - 10.11. AS-3616-23/FA (Rev) "Providing Timely and Quality Counseling Within the CSU" [Second Reading] - Approved
 - 10.12. AS-3617-23/JEDI (Rev) "Amending the Constitution of the Academic Senate, the California State University (ASCSU) to Add Three Designated Temporary Faculty Positions" [Second Reading] - Failed
 - 10.13. AS-3619-23/FA (Rev) "Maintaining Educational Continuity During Emergencies and Disasters" [Second Reading] - Approved
 - 10.14. AS-3620-23/JEDI (Rev) "Change in Bylaws of the Academic Senate, the California State University (ASCSU) to Accommodate the Addition of Three Designated Temporary Faculty Positions" [Second Reading] - withdrawn
 - 10.15. AS-3621-23/FA/JEDI "Auditing the Mercer Faculty Salary Study Findings" [First Reading/Waiver] - Approved unanimously
 - 10.16. AS-3622-23/AA "Conclusions on Upper Division GE and American Institutions by the General Education Advisory Committee (GEAC)" [First Reading/Waiver] - approved
 - 10.17. AS-3623-23/FGA "In Support of Joining the National Council for State Authorization Reciprocity Agreements (NC-SARA)" [First Reading/Waiver] - approved unanimously
 - 10.18. AS-3624-23/AA "ASCSU position on California Community College Spring 2023 Bachelor's Degree Program Proposals" [First Reading/Waiver] - approved unanimously
 - 10.19. AS-3625-23/AA "On the Timing of the Title 5 Change for the Cal-GETC" [First Reading/Waiver] - withdrawn
 - 10.20. AS-3626-23/JEDI "Commendation for CSU Dominguez Hills President Thomas Parham" [One Reading] - approved by acclamation
 - 10.21. AS-3627-23/JEDI/FA/AA "Making Full Use of the Common Human Resource System in Recruiting Faculty of Color" [First Reading/Waiver] - approved unanimously
11. Adjournment