

## Academic Senate Minutes

February 17, 2022

Via Zoom

### Abstract

Chair Report. Approval of Agenda - item added: Call for an Independent Investigation Into the Actions of CSU Chancellor Castro as President of CSU Fresno, and for an Effective CSU Response to Prevent Future Such Incidents - Approved. Minutes of 2/3/22 - Approved. President Report. Provost Report. Associated Students Report. Proposal for the Senate to be virtual for the AY 22-23 - First Reading completed. From EPC: Early Childhood Studies BA, Education Minor, Discontinuation Early Childhood Education Certificate, Discontinuation Concentration in Early Childhood MA - Second Reading - All Approved. Resolution: Call for an Independent Investigation into the Actions of CSU Chancellor Castro as President of CSU Fresno, and for an Effective CSU Response to Prevent Future Such Incidents - First Reading waived, amended and Approved. Staff Representative Report.

**Present:** Lauren Morimoto, Bryan Burton, Emily Clark, Wendy Ostroff, Richard Senghas, Sam Brannen, Michaela Grobbel, Carlos Torres, Wendy St. John, Doug Leibinger, Ed Beebout, Angelo Camillo, Florence Bouvet, Elita Virmani, Jennifer Mahdavi, Hilary Smith, Ben Ford, Jordan Rose, Ben Smith, Kevin Fang, Rick Luttmann, Judy Sakaki, Karen Moranski, Monir Ahmed, Erma Jean Sims, Christina Gomez, Kate Sims, Emily Acosta Lewis, Emily Asencio, Richard Whitkus, Karen Thompson

**Absent:** Michael Young

**Guests:** Merith Weismann, Aidan Humrich, Jenn Lillig, Gerald Jones, Katie Musick Christina Shoptaugh, Catherine Nelson, Kim Purdy, Stacey Bosick, Hollis Robbins, Kari Manwiller, Matthew Paolucci, Damien Hansen, Jonathan Smith, Michael Balasek, Liz Burch, Chiara Bacigalupa, Sadie Pettit, Laura Alamillo, Megan McIntyre, Karen Schneider, Melinda Milligan

The Chair noted that the Vice Chair would run the meeting today for practice.

### Chair Report - L. Morimoto

The Chair noted that she visited EPC and talked about the suspension of programs versus discontinuance. From the conversations that are being had around a couple of programs, there's a realization that we need a policy about suspension which

would describe what does suspension mean, how do we go about it, what is the process, etc. If any Senators, or the Schools, have a vested interest in that, reach out to Emily Asencio who is the Chair of EPC to speak about it.

Everyone should have received the notice about commencement being a traditional ceremony in the GMC, with three ceremonies a day. More details will be coming. A notice went out to students, a little bit earlier, and now the faculty have it. We're right in the midst of working on the messaging because students are going to have to submit pronunciations of their names as we are using a system called Marching Orders. We got good reviews from Jeffrey Reeder about that system last year and also from a couple of the Deans. Dr. Reeder said they didn't hear mispronunciations of names which is very important. We will still need backup readers for every school, so faculty should be hearing from their schools about getting one or two backup readers, just in case there's technological snafu or somebody comes at last minute or they didn't do their Marching Orders upload.

The next chair chat is February 23rd at 2:00 and we're going to be talking about interdisciplinarity. The title of it is something along the lines of Academic Interdisciplinarity: let's de-silo the university and try to talk about ways to do that and how to support interdisciplinarity and make it part of the COPLAC identity and emphasizing the what we allow and the structure that allows for more collaboration.

She is working with a couple of faculty who are having concerns about the fact that there doesn't seem to be any repercussion for or accountability when our policies aren't followed, or when the shared governance policies that we all agree on are broken. Such as when a committee says, hey that's against policy, and then it happens anyway.

The Chair Chat after the next one we will talk about what happens when there are violations of policy within a shared governance framework, what should happen, what do we want to happen and that it would be good for all of us to be on the same page about what shared governance means and what these governance policies mean. Faculty are wondering if it is worth the trouble, if nothing changes. Especially because we're going into budget difficulties.

Some faculty have also brought up whether the Senate would like to consider making a statement or resolution reminding us all that, even in times of budget crisis, we still need to adhere to the contract and policy and that we can't infringe upon the rights of staff and faculty in the name of a budget crisis. She didn't know if that's necessary, and, more importantly, she didn't know whether it does anything

except make us feel good that we've asserted this. That'll be up to the Senate as a whole, if we want to think about that in the future, and we get ready to go into the next year.

**Approval of Agenda** - item added: Call for an Independent Investigation Into the Actions of CSU Chancellor Castro as President of CSU Fresno, and for an Effective CSU Response to Prevent Future Such Incidents - **Approved.**

**Approval of Minutes of 2/3/22 - Approved.**

### **President Report - J. Sakaki**

The President said this week was exciting to be on campus seeing the repopulation, seeing students, faculty and staff out and about on a more regular basis, not quite exactly like before COVID, but it was great to see. We did have an event to welcome folks back and we had people share, in addition to getting donuts and coffee or tea, what they loved about Sonoma State and we had over 150 students, staff and faculty fill out little hearts. What was interesting with some of the students is that, they commented it was the first time that they were coming on campus. Comments that jumped out to her were what I love about Sonoma State is the professors, the staff and faculty and students, amazing faculty and staff, and I love how kind my professors are and how hard they are working.

She said SSU will continue to require masks indoors. We're watching the science. We're still doing testing on campus. The numbers are getting better, so of the roughly 200 tests that we're doing a week, we're down from a high of 25% to now 2% of in terms of our positivity rate and that's all good. We don't want to jump the gun. Our health officials today in the newspaper are still recommending masking despite the end of the mandate. In a meeting with other CSU presidents, she learned that a majority of the CSUs are keeping the masking policy on campus for right now, some through the end of the semester, some through the end of the month, and then will revisit. We're in that state of watching and waiting and wanting to make sure that we keep the campus safe and healthy. Thanks for the support and understanding.

We just received word that one of our former Dream Center interns and an EOP student, Oswaldo Moya Diaz passed away last night after a short battle with leukemia. He was a third year student in Chicano and Latino Studies and he was one of our few Dream scholarship recipients. He was a fraternity member and he was a

first and second year Peer Mentor for students. He was very popular on campus and very well liked. He was on leave from campus to have treatment at Stanford and, unfortunately, he lost that battle. We're very sad about that. We're implementing our protocol for a death of a student. Student Affairs is the lead on that. We are offering CAPS services and support, particularly to the units of CASSE and our Dream Center for those students that knew him. For students who are not close enough or within a semester of graduation to receive a posthumous degree, we do offer the family a certificate regarding their achievements so far.

Coming up the end of this month on February 28th at 7:30 in the Green Music Center is our annual Andrea Nevis Barton Evans Social Justice series that will feature two time Pulitzer winner, New York Times columnist Nicholas Kristof. She hoped that some of the Senators will be able to come. Some faculty are bringing classes to that event as we usually do. Because we have not been able to have events for donors, we are also doing a reception for some people who have been particularly supportive of the university over this past year and we have not been able to recognize them and thank them.

Second nature is a national climate change sustainability organization and we are part of that organization. They have their annual conference which is coming up of the week of April 5th through the 8th. The campus is a sponsor. Many of our faculty and staff and students are involved. It is a virtual conference this year and we are looking to send 50 students, faculty, and staff to that to help us think through how we can even do even more around sustainability and climate change. If any Senators are interested the Provost and the CFO are leading that and putting together the team that will represent us and attend that virtual conference.

Today is a special Board of Trustees meeting. It started at 10am and is still going on. She sent out a notice yesterday about our Title IX responsibilities and our commitment to maintaining a living, learning environment that is safe, free from harassment and discrimination and sexual misconduct which is a responsibility that all of us have. It doesn't take a written complaint for us to act. All of us, with very few exceptions, every employee on this campus is a responsible employee and we all have a duty - if you see something, if you hear something, if you know that someone is not feeling safe or they have a concern, we all have a duty to report that and take action. It doesn't require a written complaint. It is very important for us to look out for each other and to maintain a climate on campus that we all feel comfortable and safe in.

We do have an office of prevention and harassment and anyone, any student, any staff, any faculty member should feel totally comfortable and should feel the

responsibility to report. It's a tough time right now in the system. There are lots of conversations happening. There are other Academic Senates that are taking up issues related to this, whether it's San Diego, Long Beach or Fresno. Many people have reached out and spoken with her about concerns. She hears those concerns and understands. She hoped that everyone will take seriously that our commitment on this campus is to take care of each other and to report.

A member said she had a question that's related to the CFA. The Students for Quality Education is working on a campaign called "No Harm, Disarm" to disarm the police and is working to find alternatives to policing on campus. They are collecting data on campus police and police violence and she was wondering if the administration could provide more information about policing on our campus, such as the structure and expenses of policing and incidents of police violence and bias on campus. Would it be possible to get a report of this information for the Senate?

The President said yes, we would welcome a report. M. Ahmed will follow up. It's a great point. There are a lot of conversations around ensuring that when there is a mental health crisis that the appropriate personnel respond and that it is not force that is used. We've been very good, and it will help to see that data and for the Senate to hear and learn how we are working in collaboration with Cotati and Rohnert Park.

### **Provost Report - K. Moranski**

The Provost began with an enrollment update. She thought it was important to keep the Senate informed of where we are on our enrollment efforts. We are continuing to make progress. We currently have 13,740 completed applications as of this morning. That is 553 ahead of where we were on this same day last year, so the numbers have increased which is a good sign. We are also working on increasing deposits, and that is looking promising. We have 452 deposits today, which is 131 more than last year today. AVP Elias Lopez and his team met with Brian Burton and Emily Clark to talk about faculty and Senate involvement in recruitment. They can keep us updated on those efforts and the various ways that we identified that faculty and administrators, staff and Senate members could help with recruitment efforts. We need to yield as many students as possible from the students we have admitted. We have several initiatives to maximize our deposits. Remember that the Seawolf Decision day is May 1st, so the race is to May 1st from now. We have passed our official application deadline. We had a glitch in Cal State apply, so the 18th, tomorrow, is actually our official deadline for applications and now we turn to conversion efforts. We will continue to accept applications, and if any Senators get questions about whether

students can apply after tomorrow, they can. We have a late application process that has been streamlined and is remarkably easy for students to get a code and go in and submit an application or finalize an application that has been in progress that they did not complete before the deadline. We're excited to offer that streamlined process and we're shifting now to getting the deposits. There are three efforts. Next week, we will send out recruiting scholarship offers to 3146 admitted students. Those are President scholarships, Provost scholarships, and Dean scholarships. The President scholarships are first generation students with \$2,000 for the next academic year. We're excited about those recruiting scholarships and by the end of February students will receive the newly revised financial aid award letter, and those letters are coming out over the next couple of weeks. Students will not only be getting a separate scholarship letter; they'll also be getting a snazzy package that is full of bells and whistles and confetti and all kinds of exciting things that will help them know what their financial package is and what will help with the total cost of attendance. We are trying to give more information to students.

Decision day is April 23rd and will be in the Green Music Center and we're hoping everybody participates in that. Another good sign is that housing already has 946 signups for fall with 106 new students already putting down housing deposits and 40 continuing students putting housing deposits down to stay in the residence halls for next year.

Another initiative that we are working on with the Chair of the Faculty is the internship task force and we are putting together a small, but mighty team that will look into a variety of issues around internships, including new models for internship supervision and possible changes to the internship policy post-COVID and other issues related to internships that will help us to be an institution that can offer more internships to students without increasing the workload of faculty.

A member asked for clarity. There's a deadline tomorrow for applications, and also a late application process. He was unclear why we have a deadline if it is possible to apply late. Are there penalties for applying later? Are they treated differently?

The Provost said late applications have always been part of the CSU process and in the before times before COVID. There was a very sharply defined application period, which was usually November 1st to December 15th and that limited the time period when students could apply. With our giving up of impactation at various levels, we've been able to extend our deadline, but the deadline after that date doesn't necessarily affect the students, but we have to use codes to allow the student to apply and there is a set of number of exceptions that we are given and we only get a certain number

of exceptions, and then we can't admit any more students. It has to do with reporting in Peoplesoft and the way that the Chancellor's office tracks applications in Peoplesoft and that's why there's a deadline. There has to be an official deadline, because then we run reports after that and the Chancellor's office runs reports, and the exceptions go in as separate reporting. It is all about People soft in some ways.

The Student Rep discussed a student concern about Computer Science 242 and how the course was canceled after the Add/Drop period and she wanted to know what support was given to students, because a lot of them were very stressed out about their financial aid being impacted or graduation. The Provost said it was her understanding that every student was addressed individually. There were different solutions for different students. Each student was advised separately.

A member asked about the internship task force, will there be a call for people to apply or how will this group be assembled?

The Provost said we will put out a call through Structure and Functions for a very limited number of faculty to participate. This will be a small group.

A member had one question about the admissions issues. One thing he has heard from applicants is that one of the things they use to make their decisions is not just the financial aid award, but how many of their units might come in from advanced placement or transfers from other places. This information has sometimes come late and sometimes only when a student asks for it. This could really significantly increase the likelihood that we would get earlier deposits and even some people coming here, if they knew how far along into our system they are already would be.

The Provost said it depends on which kind of student we're talking about. Are they bringing in test scores or some transfer credit. Transfer students obviously are mainly bringing in transfer credit and transfer credit is relatively easy and fast. Students can see what their transfer credit is. Test scores are always slower to come in and what we have moved to over the last couple of years is having students estimate their test score so that we can place them, but we do have to have those final test scores. In many cases students have not even taken the test yet. That happens in May for AP Calculus or for AP US history. When students bring in test scores like AP, we can do a little bit of an estimate that they're going to pass. But we still have to get the final copies. High schools don't send those sometimes until July. She will double check on what the most current practices are and let the Senate know what the situation is.

The Vice Chair added to what the provost was mentioning about the enrollment efforts. He and Secretary Clark met with Elias Lopez and his team. We talked about some pretty amazing things that are being worked on as opportunities for faculty members and technology. One of them is that students can visit faculty members, faculty members can sign up and students who are coming up with families can go into classrooms. Faculty could talk to prospective students about financial aid, decision day or orientation. We are trying to figure out ways and faculty could be more involved because faculty play a key role in giving students new ideas to what's going on at the campus. He has talked to parents even about a study abroad program recently. We talked about what faculty can do to be more involved. There are several way. Direct recruitment in high schools. He used to actually go to high schools and trying to recruit. Let's think of ways in which we could play an active role, of course, this is voluntary. A good use of technology is a text messaging campaign. They will be working on a portal for students. Maybe we could even improve my SSU with that type of portal as a better way of informing people as well as using automated text messages and calls from the President or the Provost or the Department Chair. These are voluntary things and suggestions as to ways we can better recruit students.

In terms of the police safety on campus, he noted he is on the President's Safety Council and the Chief of Police has done pretty extensive reports and we can invite him at some point talking about the video systems on campus and lighting on campus. In terms of mental health, they've been trying to figure out ways when a student ends up in the hospital, and the Police want to know what can they do to make that transitioning back into the university better. On top of that, the Black, Brown and Blue series has had some good conversations, not all students are ready to go to those conversations, but it has had some very good items.

#### **Associated Students Report - C. Gomez**

C. Gomez said she was glad that we are back on campus and all of our students are very happy to be back. As Dr. Sakaki mentioned, for a lot of students, this is their first time on campus. This is their first time physically being in a college classroom. Sometimes there's a little bit of confusion about how do I act in a college classroom, what's different from there versus at my high school? That's one thing that students tend to be a little anxious about and sometimes there is a little bit of uncertainty about what the faculty do here. Faculty are all academics, however, for a lot of students, they still see faculty like a high school teacher and they don't realize that faculty have published books and faculty publish articles. She has been encouraging more faculty to speak up and say Oh, by the way, I've written this book, I published



this article. Applying to graduate schools has really opened her eyes to all the things that our faculty are doing on campus. She suggested promoting a more well-rounded view of academia and what it means to be a professor and it's more than being in the classroom.

There are also some student concerns. One of the main concerns right now is accessibility, this is both in person and in online classrooms when it comes to captioning. Even if you're showing a video in class, it's really nice to have the captions on. One of her friends reported that some faculty member said captions ruin movies, so they won't turn them on and it wasn't until a student had to disclose that they had a disability, they turned on the captioning for the movie. Things like that makes us feel isolated and it's kind of awkward to have to be the person to say I can't watch this film without the captioning. It is good just to right off the bat to do that. Other students have also been reporting transcripts not being available to them after Zoom sessions which is really difficult for the students in Disability Services who need them, and there has been some pushback from some faculty saying that they won't do any transcribing, so students feel like they're at a standstill with Disability Services and they're advocating for what they need in order to partake in that class. When faculty are refusing, it's difficult to try to find a solution for the students.

Students are also facing Internet issues, and this is for students who are also living on campus and off campus. It is very difficult, especially when you're taking an online class to successfully be in that class when you don't have Internet. There was a student yesterday who was on her phone and using her data because that's all that would work for her to take a class.

Another concern is registration and fear about next semester and course availability. It is awesome that we are a small institution, but sometimes when there's only one section of a course offered, it can be extremely difficult, especially when that course is offered at the exact same time as another major course that the student needs. Students are concerned, and they want to know what's going to be done to make sure they can graduate in four years and they can take 15 units and meet their financial aid requirements and not take classes that they don't need to graduate.

One other concern that students are having is absence policies. Some professors have said that COVID is not a reason for an excused absence. That is frustrating to hear when we are in the middle of a pandemic. There are other policies, which state we have to provide proof or certain documentation. It can be insensitive to students when they go to a funeral and need to provide a death certificate or an obituary. Our President Noelia Brambila is currently working a student bill of rights to address

some of these issues. However, just being mindful that if students are sick, they can't come into the classroom. We all know when we're sick and it can be a financial burden. It's tough to go to a doctor and get a doctor's note. On one hand, the university saying, if you're sick stay home, but then, on the other hand, if it's not an excused absence, it also promotes students going to class when they're feeling sick.

The Provost asked about the internet access and if there are specific locations on campus where students are having that trouble so she could talk IT to problem solve.

C. Gomez said the biggest complaint right now is in the dorm rooms.

The Chair asked about the captioning. Did the student have an accommodation from DSS and the instructor said I'm not going to do that, or they didn't want to have to go to DSS, or what was the problem? Was the instructor not being informed or the student not wanting to go to DSS or DSS not getting the information which is confidential to the instructor?

C. Gomez answered this is an issue in multiple classes because this is going through Disability Services for students who are registered. In one specific case the student is registered, the professor is aware and they feel like it's not a part of their job to provide captioning to the students.

The Chair said if they have an accommodation from DSS, that's a violation of ADA, so that is a no brainer. Another thing, people sometimes don't want to have to disclose that. If that's the case, maybe DSS needs to be informed, it doesn't come from the students, it comes from DSS and it is not optional to provide an accommodation. It is the law.

C. Gomez said actually, the issue is at the DSS office right now, because our Representative for Students with Disabilities is the one who brought it up. It is the DSS office who's also looking at that and they feel like they're at a standstill. She didn't know who they need to go to next, because they said the problem still isn't resolved, but they're working on it. It is not just from students; it is from the DSS office as well.

A member raised the issue of excused absences because before COVID, we had some discussions around this in her department and to excuse an absence, faculty did need some documentation to have it not count as an absence, but since COVID we have, of course, wanted to be more accommodating to students who are sick. We are going to need some clarity, moving forward on what constitutes an excused

absence because there seems to be very different thinking and she felt for the students who are being asked to get a doctor's note when they're sick. We are having some mixed messages on this at this point, and we're at an in-between period now we're back on campus and we want to support our students.

C. Gomez said even before COVID though students were already complaining about the financial burden of having to get a doctor's note or being so sick that they don't want to leave the house. But needing to go the doctor and not being able to go to school is hard and there's not a form of trust. Could there be a certain number of absences that would be allowed, without having to disclose the reasoning? It is a difficult situation for everybody.

A member said he would speak to the issue of the captioning of movies. The captioning of a course is a little bit more complicated because not everybody actually records the session when in a Zoom session. The automated transcription is sometimes good, sometimes not, but with regard to movies, in general, when he was serving on the ATI - accessibility technology initiative, this was something that kept surfacing and we've been talking about this for more than a decade. The default should be in all classes, when we present a movie, we should always have captions on, without asking, without DSS. This should be our default. It is part of the universal accessibility design. A lot of students who aren't in DSS also end up gaining a lot from those captions. One of his specialties is dealing with anthropological studies of deafness and sign languages and so he was very sensitive to this issue. If the AS needs a faculty member to come help talk with folks and be able to hear their concerns, but also speak to them as a colleague as peer to peer, please don't hesitate to ask.

C. Gomez said thank you, we appreciate that.

#### **Proposal for the Senate to be virtual for the AY 22-23 - First Reading - L. Holmstrom-Keyes, M. Morimoto**

L. Holmstrom-Keyes said as you may or may not know messages have gone out to all the standing committees and all the subcommittee asking what modality they're going to meet in next year. Any committee that wants to meet in person, needs to let her know right away, so rooms can be scheduled. She asked the Senate to consider remaining virtual next year and offered quite a bit of rationale, especially number six on the proposal. Those are the benefits of meeting on Zoom and she appreciated Senators addressing those benefits. How would we do that in an in-

person meeting? There are accessibility and sustainability issues in her rationale, so when Senators discuss this, would they please address those issues as well.

A member said we talked about this at the Ex Com and one of the things we noticed is that a lot of the points on the rationale, four out of the six, were related to there not being anywhere for us on campus to meet. The President and the Provost were going to look into options, where we could actually have a home for our meetings. She was checking to see if there's any status update on that, as something that could make it easier for us to meet in person.

The Provost said her colleague is working on that and thinks he has a set of choices that could be considered for in-person meetings. There are options outside even of the Student Center for in-person meetings. She did not have that full list right at the moment.

A member said we want a permanent home, not a one that moves around to open spaces. However, he spoke against this proposal because one important thing about the Senate is this is where we meet colleagues from other schools that we never would meet otherwise. Without that 10 minutes before and the 10 minutes after we all meet; we don't form any kind of bond across schools that we have been doing over all these years. He noted the abuses that can happen on Zoom, such as pretending to be present, and abusing the chat.

A member said she has only been on Senate since it's been on Zoom and she is missing out on those conversations that happened before and after Senate which are really important. We are distracted on Zoom. She is multitasking all the time when she's in a Zoom meeting. If she is in person, she is not going to be multitasking, she is going to be paying attention a lot more. We should be in person, that is part of what makes our campus special, having those conversations that happen, going to Lobos afterwards and hanging out and having a beer together and all of that is missing right now.

The Chair reminded everyone that L. Holmstrom-Keyes asked you to address the rationality offered about accessibility, particularly being able to hear in the meetings, because as much as folks are saying, we'd like this better, which is legit, but also she argued that that in terms of people not being attentive, this idea that somehow we're more attentive in person, that we pay better attention is nonsense. She has been on Senate before. If you are a Senator, you decide whether or not you want to be attentive. You decide whether you want to be here. If you don't want to be present, that's your choice, in which case, maybe you don't need to be a Senator. L.

Holmstrom-Keyes is correct. Besides accessibility and sustainability issues, attendance is way better online and that's a fact. The Chair didn't have any opposition to people, bringing up other points, but L. Holmstrom-Keyes did expressly ask us to address the things in her proposal, especially around accessibility. She was glad that people liked to get together and see each other, but that can be done without the Senate. We have access to each other's information and some people want it, and some people don't. She didn't think there was anything precluding people from socializing. It helps when you're forced to do it, but y'all are grown people, figure it out. Unless you can figure out a way to make it accessible, to get people on time and get people to show up, tell us because those are the three main things that L. Holmstrom-Keyes' proposal addresses.

A member said this doesn't directly address the accessibility issue, but she asked if other colleagues that used to be in Stevenson Hall are having the same issue with partial Zoom and partial in-person. Not having a private space to Zoom is really challenging and that will also be the case for fall. While she personally would prefer to do as much as possible in person, she is finding it very, very difficult to do that, right now, because some things need to be on zoom and she can't be in an office space Zooming in private, she has to be at home. She lives half an hour from campus, so trying to navigate that and coming to an in-person Senate meeting will pose challenges in that regard as well.

A member took issue with some of the points. Saying he could call up somebody he has never met and propose we go have a beer is true, but it's never going to happen, and the Senate is the place where people from across campus meeting get to know each other and that's an important function of it. Zoom works pretty well for getting the business of the Senate done. It is helped by the fact that many of us do already know each other. There's a lot that comes from getting to know each other in informal ways. There are other options than fully in person or fully online, we could do once a month on zoom and once a month in person. That would have the requirement to find a physical space, the issue with being able to hear, one that is solvable and many places have solved it, but we have not partly because it's largely a money issue.

A member argued that we could alternate once a month in person, once a month on zoom and that may help. He does a hybrid class once a week in remote and once in person to try and get the benefits of both and that's enough.

**From EPC: Early Childhood Studies BA, Education Minor, Discontinuation Early Childhood Education Certificate, Discontinuation Concentration in Early Childhood MA - Second Reading - E. Asencio**

E. Asencio said these items from Education are ready for a second reading and C. Bacigalupa was present to answer substantive questions or comments.

There were no questions or comments.

**Vote on Early Childhood Studies BA - Yes = 21, No = 0. Approved.**

**Vote on Education Minor - Yes = 22, No = 0. Approved.**

**Vote on Discontinuation Early Childhood Education Certificate - Yes = 22, No = 0. Approved.**

**Vote on Discontinuation Concentration in Early Childhood MA - Yes = 22, No = 0. Approved.**

**Return to proposal for Senate to remain virtual AY 22-23**

The Chair noted that if people want anything back for a second reading, they should say that before we move on.

A member said we would want to have the information whether the university is able to find a room for us that would be permanent, so that would be part of the next reading on this issue. We should also probably include whether we want to alternate between face to face and on Zoom.

A member noted that in the rationale he didn't see any reference to the pandemic and he asked if this the first step on making this a permanent practice. The Vice Chair said we are only looking at next year right now.

The Chair said she was under the impression, that in the new Stevenson remodel the Senate was going to have a permanent space. Then, she heard from other people that it is not in the plans anymore. If we have our own space and it is acoustically sound, she didn't think we're thinking about permanently being virtual. Along with the room's sound capabilities, we need some sense of the technological capacities of the room and if there isn't already a technological system in place, who's going to

pay for the technology to make it accessible? She asked the Provost if the Senate would receive a permanent space. The Provost said she would check.

The Vice Chair said that is a good point about COVID 19. Some folks who have compromised immune systems or are elderly may want a hybrid option.

A member noted that in the Stevenson remodel plan, there is an Academic Senate meeting room, but it's not big enough to hold the Senate. It would be used for all the other committee meetings. First reading completed.

**Resolution: Call for an Independent Investigation into the Actions of CSU Chancellor Castro as President of CSU Fresno, and for an Effective CSU Response to Prevent Future Such Incidents - First Reading - R. Senghas**

R. Senghas said it is always a hard to initiate this kind of resolution because it has to be triggered by something that's quite disappointing to encounter. The USA Today story on Chancellor Castro was about when he was President of Fresno State and it recounted that across the span of six years that there was incidents against a Vice President on that campus and multiple reports of sexual harassment and related issues had come up. It wasn't until a Title IX filing was made that some action happened. The Vice President was quietly released from the campus, complete with a letter of reference to help him get a job somewhere else, so long as it wasn't in the CSU system. This is surfacing at the very time when we are trying to reorganize and figure out how we're dealing the Title IX issues across the CSU, including our own campus. In light of that, it seemed to be a remarkably horrendous breach of what we were trying to do, even if it were somehow rather okay, according to policy. It was an egregious breach of judgment or a failure of judgment and, unfortunately, this was not made available to some of the people that were involved with the Chancellor's hiring. A lot of people were quite surprised that it had been known in certain circles, even while he was being considered to be Chancellor. He learned about this himself, not just from the USA Today story, but also when he was in the Statewide Academic Senate meetings with Faculty Affairs, because we have been dealing a lot with the diversity, equity, and inclusion issues, Title IX issues and trying to figure out how we address these. There we learned, from across the system, many different campuses were extremely concerned about this. In the footnotes are links to the stories in the media and we also all saw CSU Chancellor Castro's own statement, including admission to some of the things that he had done and saying that he did things this way because it seemed to be the way to deal with it, including non-disclosures and other processes, and this was remarkably disturbing.

We thank our colleagues at CSU Los Angeles, for helping us with the initial skeleton and when we been worked on it, we identified several different issues that we wanted to address. Immediately, we have deep concern about the Chancellor's ability to successfully lead the CSU system, given how this was handled, and we agree with our colleagues and many other campuses that we want to have an immediate independent investigation. One that will look into how is that the system allowed this to happen. Multiple people were involved and there had to be approvals. There was probably consultation with legal. How did we end up having this and letting somebody go with a golden handshake and a glowing reference, so long as he didn't come back to our Universities? We also want to have in the resolution that this type of action is part of perpetuating sexual harassment. It doesn't take the actions themselves, but those of us who enable it are part of the problem and we want to face that. This also leads us to say that while this investigation is going, because of the Chancellor's admissions, we think it's appropriate for him to step aside without pay, because his pay is more than double the Governor's pay. He should be professional enough to be able to handle this. We're not necessarily calling for him to resign immediately the way some of the other campuses are calling for, but pending the investigation, if the investigation does discover that what we believe to be true and verifiable, then it does warrant a dismissal with cause. We also want to make sure that the investigation continues, regardless of whether or not the Chancellor decides to resign. How many times have we heard a scandal blow up and then somebody resigns and everybody says okay, that's fine and that allows it to happen again. That's why we're asking for a continuation of the investigation, regardless of whether Chancellor Castro stays on or not. The last resolve clause before the distribution, gets to the point of how should we really think about the whole structure, how do we keep this from happening again.

He put out a query to many, many of the campuses. Los Angeles has indeed already passed a resolution that has clauses along the lines of these. San Diego State University's Executive Committee has prepared and passed from the Executive Committee, a resolution that's coming to their floor in a couple of weeks and it's very similar. Stanislaus is also calling for an investigation and a temporary leave without pay, and also an independent review of the Title IX processes. Fresno State is moving toward a resolution. SLO is working on one. Long Beach actually has a petition they're asking faculty to sign and this one is calling for his resignation and that one made the ABC news. Fullerton is producing a letter from their Executive Committee. Some of the campus Senates only meet once a month and that's why we see in those cases, that their Executive Committees are moving on it because they think it is a timely enough issue. The Board of Trustees are meeting today to address this, and our own Chair of the ASCSU Senate, Dr. Collins, presented some of the positions



coming from the faculty across the system. The Statewide Academic Senate's Faculty Affairs committee on which he serves, have been asked by our Executive Committee to form a resolution around work on Title IX issues in light of this. It's a serious charge and there seems to be a fair amount of evidence already, and so we believe that it requires immediate response. He noted that several faculty at SSU worked on the resolution.

A member said he was a little bit confused why we're calling for an investigation because some of the facts are not in dispute. From what he can see, Castro admits that he gave Dr. Lammas a recommendation. The member read the letter and it is indeed glowing and mentions nothing about sexual harassment claims. Castro also claimed that he was following the CSU policy and Board of Trustees cheerleading and said that he acted in accordance with CSU policy. What is disturbing is what is admitted was done wrong, and we can simply condemn it and call for his resignation, based on the undisputed facts. What is there to investigate whether he gave a person a golden handshake and a letter of recommendation, he did that.

R. Senghas said that has come up in conversations. What he has been hearing from the other places is that there is a system producing this kind of event over and over and over again. That's part of what we want investigated and that is also part of the reason why some of the campuses have even specified we'd like a legislative investigation into this because it's a systemic problem. It is not just about bad apples, it's about a system that keeps running and we think that it needs to be a broader issue, a deeper reflection about structural changes, as well as the individuals. There is individual culpability and that's one of the things that we're calling for, but we are a system and unfortunately, this is not the first time we've seen this. Similar kinds of things follow usually at lower levels, but it keeps disappearing, keeps getting erased, without it actually being addressed and so that's part of what we want in an investigation, the reworking of Title IX procedures and protocols.

A member said she appreciated those who worked on this important resolution. In case we do decide to call for an independent investigation, she noted in the sixth resolved clause that we change some wording. That clause starts the resolved that: should the independent legislative investigation corroborate the investigative reporting of USA Today and/or find additional evidence of etc. According to how she understood the logic of this clause, we should replace and/or find additional evidence with "or" because that investigation is supposed to provide evidence for the USA Today report. She would make that motion, if Senators thought she was reading the clause correctly.

The Vice Chair noted we are just doing questions and suggestions at the moment, since this is a first reading.

The Chair responded to the members discussion about whether to do an investigation. We don't know who else acted in this, who else is part of the choices to do this. She very sincerely doubts it was done out of Castro's own head and she was sure he did follow CSU policy. The investigation is about what are the things that allowed this to happen, not just one person's bad judgment. She was not against calling for him to be dismissed based on what we already know. She hated to play politics, but there's a politics to it. Castro is still very popular in parts of the system because of his personal story as a first generation, poor, Latinx coming up through this system. We know lots of people who have made errors, who have gotten more than one chance. Part of the hesitation is the idea we're going to just go, boom! You are gone. She didn't have any doubt it would be perceived in that way, whether it's right or not, or whether we should be playing with politics or not, is another question. She didn't think people will feel comfortable calling for an immediate resignation based on what we know already.

The Vice Chair said this was a due process and equal protection theme.

#### **Motion to waive the first reading. Second.**

A member argued that there is time between now and the next meeting to do some word smithing. He was opposed to waiving first readings unless there's a very, very strong necessity to do it, and a timing issue usually. We have a provision for first readings for a good reason. It gives us time to reflect. This resolution just came into our mailboxes yesterday. It's highly premature to waive the first reading. In general, we should be very cautious about doing it, and he saw no justification in this instance.

A member spoke to waving the first reading. He was under the impression that there's some timeliness about this. All the other CSU are passing something. If we do ours in two weeks, we're just going to be Johnny Come Lately and we may be irrelevant by then.

#### **Vote on waiving the first reading - Yes = 15, No = 7. Approved.**

A member said he appreciated the justification for calling for an investigation to raise the point that this is about the system and culture that enabled the behavior of then President Castro.

Motion to add to the second resolved clause after That the SSU Academic Senate call for an immediate independent legislative investigation into the actions "*taken by Chancellor Castro and his staff in handling the sexual harassment allegations against Frank Lamas—including providing Mr. Lamas with a "golden parachute" upon termination and a letter of recommendation, allowing him to continue working in other higher education settings—and into CSU leadership, policies, and practices that enabled these actions;*" Second.

A member said he was going to complain about that resolved clause. This motion takes one tiny step in the direction of fixing, it but it's not nearly enough. R. Senghas previously agreed that there is no question about certain facts and they don't need to be investigated. The problem that the Chancellor apparently was excused by the Board of Trustees because he followed policy. He did what he was supposed to do and that's what we don't like. That's what should be investigated. Putting that stuff between dashes is not sufficient. There's no point even suggesting that we investigate those things when there's no question about it. Let's get on with what we want to do, which is investigate the Board as those approving it. He was not prepared at this point to suggest language. We should have had a couple of weeks to think about this.

The Chair took over Chairing the meeting for this item.

A member said he was in support of this, but thought there might need to be other changes as well. In the last resolved clause on this page, we are asking the Board of Trustees to review and change processes and now in the first resolved clause we're asking for legislative investigation into CSU leadership policy and practices. If the legislative investigation finds that the policies are flawed, then the Board of Trustees can be compelled to review and changes processes. We can still call for it, but maybe it becomes redundant.

The mover of the motion said he would not be opposed to actually making the CSU leadership policies and practices that enable the actions be the primary or exclusive focus of the Legislative investigation. What we call for in this resolution, is actually take the focus of the investigation off of then President Castro and onto CSU leadership policies and practices that enable that to happen. He didn't think is in conflict because the point of asking the CSU Board of Trustees to change practices and policies is we don't trust that they'll actually do it, because they're part of the system that made the whole thing possible in the first place. Asking for the Legislative investigation is still important.

R. Senghas said it is a good point that those two resolves are directed at different people and so structurally in an argument, it makes sense to do that. He liked the emphasis. Part of what happened is it makes clear the negative outcome, which is egregious, but it also adds in the point where we need the external folks to be challenging all the way up to our Board of Trustees on how this happened. They're not in conflict with each other, the asks are for two different people. It seems appropriate makes it even clearer what that second resolve clause is meant to be doing.

Vote on amendment to second resolved clause: "*taken by Chancellor Castro and his staff in handling the sexual harassment allegations against Frank Lamas—including providing Mr. Lamas with a "golden parachute" upon termination and a letter of recommendation, allowing him to continue working in other higher education settings—and into CSU leadership, policies, and practices that enabled these actions;*" Second. Approved.

Motion to eliminate the last resolved clause and replace the first one, with "*That the SSU Academic Senate call for an immediate independent legislative investigation into the CSU processes for handling sexual harassment, as detailed in Chancellor Castro's letter to the CSU community, to prioritize accountability for acts of sexual harassment and gender discrimination, and the protection of faculty, staff, and students from sexual harassment, over risk management and the protection of the reputation of perpetrators;*" Second.

There was significant confusion about what this motion was directing the Senate to do to amend the resolution. Concern was raised about removing the Chancellor from investigation or of responsibility. After significant discussion about process, a motion was made to end debate. Second. Approved.

Vote on Motion to eliminate the last resolved clause and replace the first one, with "*That the SSU Academic Senate call for an immediate independent legislative investigation into the CSU processes for handling sexual harassment, as detailed in Chancellor Castro's letter to the CSU community, to prioritize accountability for acts of sexual harassment and gender discrimination, and the protection of faculty, staff, and students from sexual harassment, over risk management and the protection of the reputation of perpetrators;*" Yes = 9, No = 12. Failed.

Motion to extend the meeting by five minutes or until the resolution passes whatever comes first. Second. Vote Yes = 19, No = 2, Approved.

**Motion to end debate on the entire resolution. Second. Yes = 17, No = 2. Approved.**

**Vote on Resolution: Call for an Independent Investigation into the Actions of CSU Chancellor Castro as President of CSU Fresno, and for an Effective CSU Response to Prevent Future Such Incidents - Yes - 16, No - 2 Approved.**

**Call for an Independent Investigation into the Actions of CSU Chancellor Castro as President**

**Resolved:** That the Sonoma State University (SSU) Academic Senate express serious concern about Chancellor Castro's judgment and ability to successfully lead the California State University (CSU) given his handling of sexual harassment complaints while President of CSU Fresno; and be it further

**Resolved:** That the SSU Academic Senate call for an immediate independent legislative investigation into the actions taken by Chancellor Castro and his staff in handling the sexual harassment allegations against Frank Lamas—including providing Dr. Lamas with a "golden parachute" upon termination and a letter of recommendation, allowing him to continue working in other higher education settings—and into CSU leadership, policies, and practices that enabled these actions;

**Resolved:** That the SSU Academic Senate assert that the admitted actions of then-President Castro perpetuated sexual harassment at CSU Fresno and thereby failed to protect present and future faculty, staff, and students of the CSU; and be it further

**Resolved:** That the SSU Academic Senate call upon the Board of Trustees and State of California legislature to complete an independent investigation should Chancellor Castro at any point resign during this process; and be it further

**Resolved:** That the SSU Academic Senate call upon the CSU Board of Trustees to immediately place Chancellor Castro on leave without pay pending the results of this investigation; and be it further

**Resolved:** That should the independent legislative investigation corroborate the investigative reporting of *USA Today* and/or find additional evidence of an inappropriate response to this case, the SSU Academic Senate call upon the CSU Board of Trustees to immediately fire Chancellor Castro; and be it further

**Resolved:** That the SSU Academic Senate urge the CSU Board of Trustees to review and change its processes for handling sexual harassment, as detailed in Chancellor

Castro's letter to the CSU community, to prioritize accountability for acts of sexual harassment and gender discrimination, and the protection of faculty, staff and students from sexual harassment, over risk management and the protection of the reputation of perpetrators; and be it further

**Resolved:** That the SSU Academic Senate distribute this resolution to:

CSU Board of Trustees  
CSU Chancellor  
SSU President Judy Sakaki  
Chair of the Academic Senate, CSU  
California Faculty Association  
California State Senate Pro Tempore  
Speaker of the California State Assembly  
California State Senate Higher Education Committee  
California State Assembly Higher Education Committee

Footnotes:

[1] Jacoby, K. (2022) [Fresno State president mishandled sexual harassment complaints. Now he leads all 23 Cal State colleges.](#) *USA Today* February 3.

[1] Castro, J. (2022) [An Open Letter from Chancellor Castro to the CSU Community.](#) February 4.

[1] Jacoby, K. (2022) [Fresno State stonewalled the release of sexual harassment investigation reports, sought NDA.](#) *USA Today* February 7.

[1] CFA (2022) [CFA Calls on State Legislature to Launch Independent Investigation of CSU Chancellor.](#) *Calfac.org* February 9.

[1] This call is stated in the article in fn6; however, she has since made public statements in support of Chancellor Castro; see fn7.

[1] Jacoby, K. (2022) [Lawmakers seek investigation into Cal State chancellor's handling of sexual harassment.](#) *USA Today* February 4.

[1] McEwan, B. (2022) [CA Lawmaker Wants Probe Into Joe Castro's Handling of Sexual Misconduct Complaints.](#) *GVwire* February 4.

**Staff Representative Report - K. Sims**

(provided in the chat) Our next meeting is on March 1st at 1 pm. We will have a visit from Audra Verrier, Director of Career and Leadership Development followed by Professor Thomas Whitley, Director of the Anthropological Studies Center.

**Adjourned.**

*Minutes prepared by L. Holmstrom-Keyes with help from Zoom transcript*