**CSUSB**

**WE DEFINE THE** *future*

Division of Academic Affairs
*Faculty Senate*

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Dear CSUSB Community,

As Chair of the Faculty Senate, I will share monthly updates on our recent discussions, decisions, and initiatives. Below, you'll find highlights from our latest meetings, current statuses of FAM revisions, and other updates regarding shared governance at CSUSB.

We appreciate hearing from you! For questions or feedback, please use our feedback form, contact your Faculty Senate representatives, or reach out to the Executive Committee using the contact information below.

**Highlights: Fall 2024 - Present**

The Faculty Senate implemented several initiatives to foster transparency, trust, and collaboration:

- Adopted Shared Values and Norms for Interaction, 9/24/24
- Adopted Special Rules of Order to promote inclusive debate, 10/22/24
- EC members facilitated training in Robert's Rules, posted recording on our website, and distributed Concise Guide to Robert's Rules, 10/24/24
- Updated website including home, message from Senate Chair, governing documents, guiding principles, roster, committee pages, and summary of immigration memoranda
- Created searchable Master Copy of FAM for website
- EC Members facilitated a CiviliTEA Cafe on communication, 2/14/25

The following revised FAMs have been approved and signed:

- FAM 803.65 Student Grade Grievance Policy
- FAM 803.5 Policy and Procedures Concerning Academic Dishonesty

**FAM Updates: Educational Policy and Resources Committee (EPRC)**

EPRC members include John Reitzel (Chair), Halil Tasova (WCOE), Yunfei Hou (CNS) Zhonghui Wang (JHBC), Chad Sweeney, (CAL), Diego Rendon (ASI), and Vice Provost Kelly Campbell. For questions or feedback, please reach out to EPRC Chair John Reitzel at JReitzel@csusb.edu

| Policy | Referral Date & Reason | Status | Notes |
|--------|------------------------|--------|-------|
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|---|---|---|---|
| FAM 803.65 Student Grade Grievance Policy | Carried over from AY 23-24 - Make the form more friendly with Adobe Sign | APPROVED by FS 9/24/24<br><br>SIGNED 1/30/25 | Reformatted the grievance form; aligned the procedures in the policy with the form; excluded "other academic grievances" from the policy; improved description of deadlines |
| FAM 803.5 Policy and Procedures Concerning Academic Dishonesty | Carried over from AY 23-24 - Add considerations for AI | APPROVED by FS 11/19/24<br><br>SIGNED 12/12/24 | Added language on generative AI |
| FAM 856.6 Academic Program Review | Carried over from AY 23-24 - Provide more guidance on procedures | COMPLETED proposed revisions<br><br>2nd reading on FS agenda 3/4/24 | Added graphics and self-study assessments; revised calendar |
| FAM 818.9 Class Attendance Policy | Carried over from AY 23-24 - Revise considerations for student athletes | COMPLETED proposed revisions<br><br>1st reading on FS agenda 3/4/24 | Increased class leave time for student athletes |
| FAM 831.33 CAPE Blended Programs Policy | Carried over from AY 23-24 - Improve efficiency of approval procedures | COMPLETED proposed revisions<br><br>2nd reading on FS agenda 3/4/24 | Revised approval flow for P-forms |
| FAM 822.5 Curriculum Guidelines | Carried over from AY 23-24 - Update | IN PROGRESS | FAM is outdated |
| FAM 842.4 Policy on the Honors Program | Referred to EPRC on 9/3/24 - Honors Program Director David Marshall presented updates and challenges | IN PROGRESS | Update to reflect changes in the Honors Program regarding admissions, mentoring students, and structure |

| Policy | Referral Date & Reason | Status | Notes |
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| FAM 838.4 Policy for GE Program | Referred to EPRC on 10/15/24 - Update; last revised in 1997 | IN PROGRESS | Revisions are being developed in consultation with GE Director Chris Hill |

**FAM Updates: Faculty Affairs Committee (FAC)**

FAC members include Mark Groen (Chair), Lasisi Ajayi (WCOE), Donna Garcia (SBS), Monty Van Wart (JHBC), Matthew Poole (CAL), Fadi Muheidat (CNS), and Associate Provost Ted Young. For questions or feedback, please reach out to FAC Chair Mark Groen at MGroen@csusb.edu

| Policy | Referral Date & Reason | Status | Notes |
|---|---|---|---|
| FAM 871.4 Teaching Resource Center | Carried over from AY 23-24 - Add more detail on selection of TRC director | COMPLETED proposed revisions<br><br>1st reading on EC agenda 2/11/25 | Expanded goals of TRC to include DEI and culturally responsive curriculum |
| FAM 651.4 Periodic Review of Department Chairs/School Directors | Carried over from AY 23-24 - Add procedure to initiate early review | COMPLETED proposed revisions<br><br>1st reading on FS agenda 3/4/25 | Added policy and procedures for early review in consultation with Chairs Council |
| FAM 627.65 Sabbatical Leaves | 11/5/24 - CBA calls for creation of sabbatical leave committee | COMPLETED proposed revisions<br><br>1st reading on EC agenda 2/25/25 | The CBA specifies a singular "Professional Leave Committee," not multiple created by our current practice; CBA does not say responsibility belongs to faculty at the department level |
| Ethnic Studies Department RPT Guidelines | Carried over from AY 23-24 | IN PROGRESS | Departmental RPT evaluation guidelines |
| FAM 653.43 Procedures and | 10/1/24 - Evaluate for alignment with CBA | IN PROGRESS | Lacks alignment with CBA; currently |

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| Criteria for Range Elevation | | | requires "exceeds expectations" in teaching for range elevation |
| FAM 653.3 Faculty Merit Increases and Service Salary Step Increase Programs | 10/1/24 - Evaluate for alignment with CBA and campus policy | IN PROGRESS | FAM is outdated |
| FAM 856.3 Policy and Procedures for Reviewing a Program for Discontinuance or Merger | 1/28/25 - Add policy and procedure for suspension of programs | IN PROGRESS | CIM has button and form for suspension of programs, but no corresponding policy and procedures are included in the FAM |
| FAM 820.1 Guidelines for Preparation of Class Schedules | 2/11/25 - Update; last revised in 1990 and contains quarter language | IN PROGRESS | Recommendation to retain statement, "A class should not be scheduled if under similar circumstances the class has been canceled for low enrollment in previous terms" |
| FAM 854.34 Research, Scholarly, and Creative Activity Committee | 2/18/25 - Update committee membership | IN PROGRESS | Director of the Center for International Studies and Programs (CISP) (position no longer exists) will be replaced with Associate Dean of CISP as ex-officio member |
| FAM 873.00 Interruptive Circumstances | 2/25/25 - Revisit this proposed FAM that was not signed | IN PROGRESS | New FAM was developed by FAC in 22-23 AY but not signed; some departmental RPT guidelines already include consideration of interruptive |

| | | | circumstances |
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**Campus Budget**

CSUSB is facing an $18 million deficit for the 2025-2026 academic year, compounding ongoing budget challenges that have already led to hiring freezes, reductions in reassigned time, reductions in travel support, layoffs of MPPs, and increased course caps. Additionally, staff reductions have increased strain on our ability to recruit, enroll, and serve our students. To address faculty concerns and advocate for budget transparency, the Faculty Senate has taken the following actions:

- EC Members hosted college-level open forums to solicit feedback, Fall 2024
- Chair Jordan Fullam submitted a [letter to administration requesting budget transparency](#) based on faculty feedback, 1/30/25
- Chair Jordan Fullam requested the President host an additional campus open forum to respond to faculty concerns, [2/4/25](#)
- Faculty Senate adopted [Resolution in Support of Using Reserves to Mitigate Layoffs and Increased Workloads at CSU Campuses](#), 2/4/25
- Chair Jordan Fullam is serving on the Enrollment Management Council to represent faculty
- EC members requested funding from the President to support a new Senate Legislative Liaison position to engage in lobbying and legislative action on the budget and other important issues
- EC members attended UBAC meeting on 2/28/25 and requested development of 3-year plan to proactively address projected deficits
- EC members requested college-level open forums hosted by administrators and EC members to facilitate consultation with faculty

**ChatGPT Edu**

CSU has agreed to pay $16.9 million to OpenAI for access to ChatGPT Edu. The ASCSU was not consulted on the contract. While faculty have different views on the use of AI in our work, faculty on our campus have voiced concerns about the cost of ChatGPT Edu given a constrained budget, ethical considerations, intellectual property rights, lack of policy guidance and preparation, and lack of consultation. To address these concerns:

- Vice Chair Zachary Powell is serving on CSUSB's ChatGPT Edu Steering Committee to represent faculty
- Revised [FAM 803.5 Academic Dishonesty](#) including new section on generative AI
- EPRC Chair John Rietzel and FAC Chair Mark Groen requested that the committees make recommendations on additional FAM revisions

**Threats to DEI**

Federal threats to diversity, equity, and inclusion (DEI) in higher education have intensified with the U.S. Department of Education's release of the "Dear Colleagues" letter. These efforts seek to restrict DEI initiatives, dismantle civil rights protections won through decades of political struggle, and suppress academic freedom. Preemptively complying with these unconstitutional and un-American demands risks dismantling support systems for historically-excluded students and undermining our core values as an institution. The Faculty Senate has an obligation to uphold these values and lead efforts to protect them. To ensure that faculty have a strong voice in shaping our campus's response, a subcommittee of the EC will develop recommendations and present them to the Faculty Senate on 4/8/25.

**Looking Ahead**

We have made considerable progress in fostering trust, collaboration, and respect in the Faculty Senate. Yet, there are still significant challenges ahead. As I emphasized at the start of the academic year, I believe that shared governance must include meaningful democratic control of decision-making that shapes the academic mission of CSUSB. There is more work to be done to advance faculty rights and ensure that shared governance is substantive and not merely performative. We are facing unprecedented challenges that could fundamentally reshape our institution. However, we are in a strong position to advance our shared values and ensure that faculty have a strong voice in shaping the path forward.

The next Faculty Senate meeting is 3/4/25, 2-4pm. The agenda includes:

- 1st reading of FAM 651.4 Review of Department Chairs/School Directors (FAC)
- 1st reading of FAM 818.9 Class Attendance Policy (EPRC)
- 2nd reading of FAM 856.6 Academic Program Review (EPRC)
- 2nd reading of FAM 841.33 Blended Programs Policy (EPRC)
- Motion for Administration to Review and Clarify Future Creation and Improve Management of MPP Positions (Senator Van Wart)

Thank you all for your contributions to shared governance at CSUSB!

Best,


Jordan Fullam, Ph.D.
Faculty Senate Chair

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