



**APPROVED Minutes of the Academic Senate - October 6, 2020**

**Senators Present:** James Ahiakpor, Ekin Alakent, Andrea Arauza Rivera, Nicholas Baham, Paul Carpenter, Anita Chang, Izzet Darendeli, Hongwei Du, Alina Engelman, Julie Glass, Eric Haas, Lisa Handwerker, Matt Harris, Erik Helgren, Ryan Heryford, Murray Horne, Edward Inch, Summer Jackson, Mark Karplus, Talya Kemper, Joshua Kerr, Grant Kien, Juleen Lam, Michael Lee, Monique Manopoulos, Meaghan McCollow, Kaumudi Misra, Jim Mitchell, Leroy Morishita, Amanda Morrison, Arnab Mukherjea, Jenny O, Somak Paul, Vibha Puri, Gwyne Rhabyt, Michelle Rippey, Christian Roessler, Cheryl Saelee, Michael Schmeltz, Stephanie Seitz, Michelle St. George, Heather Vilhauer, Diana Wakimoto, Meiling Wu, Fay Zhong, Daniel Olguin(ASI-CBE), Tyler Engquist(ASI-CEAS), Mirna Maamou(ASI-CSCI)

**Guests:** Derek Aitken, Lisa Booker, Anjelica de Leon, Linda Dobb, Caron Inouye, Andrea Lum, Mark Robinson, Angela Schneider, Rachel Stryker, Carol Trost

**Senators Absent:** Anna Alexander, Gilberto Arriaza, Fadi Castronovo, Zahra Derkhshandeh, Linda Ivey, Andrew Kelly, Aaron Placke, MyKale Clark(ASI-CLASS)

Meeting convened at 1245 hours via Zoom:

- 1.) Lee - Land acknowledgment: *"We, the Academic Senate, acknowledge the Chochenyo Ohlone and Bay Miwok peoples past, present, and future. In doing so, we recognize all of the Indigenous peoples who have been the original caretakers of the lands upon which California State University, East Bay stands."*
- 2.) Approval of the agenda
  - a. Discussion
    - i.) Baham - Requested to move 20-21 FUFM 1 to the agenda for a first reading
    - ii.) Lee - Need  $\frac{2}{3}$  majority according to standing rules; requested to add the document to the chat
    - iii.) Baham - 20-21 FUFM 1 requests action by the Senate for an AB 1460 taskforce; the task force will include the director of GE, 4 ES faculty, one



from each pillar, 1 GEOC, 1 CIC, 1 FDEC (non-ES for GEOC, CIC, and FDEC), ES Chair, and Senate Chair as an ex-officio member

- iv.) Lee - This would be placed as 6e and remove/incorporate the discussion?
- v.) Baham - Confirmed
- vi.) M/S - Baham/Glass

(1) Lee - Needs  $\frac{2}{3}$  majority of Senators; use "yes/no" button on Zoom

(2) 37 in support; Senate Office confirmed  $\frac{2}{3}$  was met

(3) Lee - 2020 FUFM 1 to be added to the agenda

- vii.) No objections to the modified agenda

3.) Approval of 9/22/20 minutes

a. Discussion

- i.) No discussion

b. /P - Majority passed with three abstentions

4.) Reports:

a. Report of the Chair

- i.) Lee - Not much to report since the last Senate or ExCom meeting
- ii.) No questions

b. Report of the President

- i.) Morishita - Has not spoken to Senate since the new Chancellor was selected due to BOT meetings; Joe Castro was chosen and believes he is a good choice for the CSU; Castro knows the system, students, faculty, and staff; smart person and steady who will be a good leader; most if not all colleagues were very pleased with the selection
- ii.) Morishita - Tomorrow, the EB Presidential Search will occur; will narrow the list to 3 candidates, and the BOT will interview the top candidates via Zoom on October 26th; this is the first time the interviews by the Trustees for a presidential candidate is decoupled from the BOT meeting; next BOT meeting is three weeks later; unsure when the announcement will come; believes the announcement will be made the last week of October
- iii.) Morishita - At last BOT, the budget proposal for 20-21 was put forward to the Trustees; vote will occur in November for 21-22 to send the budget to the Governor and legislature; the January budget proposal will be provided by the Governor; requesting \$237.5m; \$150m to GI 2025 for 3 years of



funding; \$47.5m for mandatory costs for AB 1460 and \$31m for other mandatory costs for benefits and pension plans; \$10m to use bonds for facilities and infrastructure to turn into \$180m in bonds; Faculty Trustee mentioned that the system needs billions and needs more than \$10m to function; \$30m to restore the 10% budget cut we took this year, does not believe it's ever been presented in a budget before; given the state of the economy in CA, unknown if any funds will be provided and concerns of future cuts; Trustees will vote in November

- iv.) Morishita - Exploring early exit for employees; other campuses have already implemented including Humboldt and Northridge; putting a proposal together now and sending to unions; provides a monetary incentive to announce retirement; must be eligible to retire, but do not need to retire, can just leave the university and, potentially, come back later; finishing up the proposal and will meet with the unions soon; proposal to retire at the end of the calendar year
- v.) Morishita - Spring 2021 will be instructionally similar to Fall 2020; few in-person courses in the Spring, similar to Fall; schedules have been put forth and are being reviewed
- vi.) Questions:
  - (1) Baham - With the new presidential search, there is the importance of having a president who can speak to diversity and anti-Blackness. Is there a candidate who meets these qualifications? In the midst of the budget crisis, there is a substantial budgetary increase for the new Chancellor - how about the new President?
  - (2) Morishita - Uninvolved in search; closed process and not aware of the candidates; assuming there is the wherewithal to search for someone who had an eye for social justice and equity; hefty salary increase for the Chancellor; UC President is \$900k/year; if the current Chancellor salary was continued, would only have gotten 50% of the UC President - so adjusted up; looking at potential layoffs which is a difficult choice; presidents make a good salary, but low pay compared to other presidents across the country



- (3) Baham - Appreciates the statements made around anti-Asian statements during COVID, and hopes such leadership can continue with the next president
- vii.) Lee - Acknowledging two Senators who are Fall 2020 replacements; acknowledging Prof. Christian Roessler in replacement of Senator You; Michelle St. George from CLASS replacing Senator Newcomb; thanked Senator Karplus for the reminder
- c. Report of the Provost
  - i.) Inch - Halfway through the term; increasing stress around the election and will hit us and our students; can highlight and exacerbate issues that Senator Baham referred to, with difficult potential challenges; important to have the difficult conversations; asking to be wary and look for students and colleagues who might be in stress; has ramped up nationally in the past few days
  - ii.) Inch - There is a celebration at 3 PM Faculty Honors Reception to celebrate the work and accomplishments of faculty
  - iii.) Inch - With regards to retention, congratulations on improving retention to 78%; went up from 75.8% for first to second year, which was low; we are well on the way to the goal of 82%, improved 3 points in one year due to receiving advising and the courses they need and departments being welcoming; had focus groups for first-time, transfer, and future students; people are noticing that though we are apart, the level of care they are receiving is almost as good as seeing us physically; students want to be physically in class; Deans are working on Spring 21 plans for on-ground courses; largely similar and in similar numbers to Fall 2020; less difficult than Fall 2020 approval, as the decisions are made by the President
  - iv.) Inch - Waiting on EO for AB 1460, was expected last week
  - v.) Questions
    - (1) Lee - Asked Senate Office to place the link to the reception at 3 PM today on the agenda
- d. Report of the Statewide Academic Senators
  - i.) Glass - ASCSU GEAC met earlier today; at the meeting there will be a draft EO on Thursday; concerns about the implementation of the EO,



- ADT's, and prefix requirements; did not have the EO to review during the meeting
- ii.) Inch (via chat) - Great scoop!
- e. Report of Student Government
- i.) Maamou/CSCI - Will start with student concerns; concerns about a nursing policy, which is a two-strike policy; failing 2 courses or getting a NC will be removed from the program; requested that there be a waiver for Spring 2020 due to transition to online; College of Science - New Biology scholarship that will be available at the end of the year from an alumni; town hall was a success, and there will be an event every other Friday for students to speak with the Dean; a professor will discuss COVID-19 to help with understanding available for all students
  - ii.) Lee - CLASS is having their townhall right now
  - iii.) Baham (via chat) - Do we have an answer for Mirna's question?
  - iv.) Heryford - Asked Baham's question
  - v.) Lee - Has been in correspondence with Maamou to meet with her and nursing student; can speak to her offline or can discuss possible solutions; planned to connect her with nursing faculty and the Dean
  - vi.) Engquist (via chat) - If I had a student ASI report also should I wait until after the senate reports ?
  - vii.) Heryford - Read Engquist's chat aloud
  - viii.) Lee - Let's correct the mistake and allow Statewide Senators to speak
  - ix.) Engquist - Working on a Google form for students to complete to give preference on how they receive information from the Dean and their professors; Blackboard, email, and other apps currently being used; wanted to put a survey out there, with the possibility of a text option; working to help students and professors to connect with students; CEAS town hall in November
  - x.) Lee - Good to see our ASI Senators being so active
- f. Report of the CFA
- i.) Stryker - Few things being worked on at statewide and chapter level; a new round of bargaining, started the processes, some from EB on the bargaining team; logical solution for this AY occurred over the summer to



extend the contract one year; safety, health, and workload issues are emerging; the bargaining team would like to incorporate the new world into the process; difficult to tell how the process will go; statewide is hard at work; Stryker is always available to take comments and suggestions on how COVID is affecting our Unit 3 and departmental work

- ii.) Stryker - At the chapter level, recent emails from the Executive Board, working on local initiatives; Proposition 15 restructures taxes for higher education, tries to improve on Prop 13; Prop 16 repeals the ban on affirmative action; as part of our anti-racism and social justice work, has put time and money to voting yes on Prop 13 and Prop 16; will be sending out emails to assist with text hustles and other efforts for mailed ballots
- iii.) Stryker - Working on repopulation MOU for Unit 3 since June, almost at the end of negotiations with the CO; will be sending the MOU out as soon as it is completed; includes CSU Faculty, not staff employees; includes counselors, coaches, and Library faculty
- iv.) Stryker - AB 1460; central role as to how it is implemented with the original intentions to develop the curriculum for our students; thank you for adding the subcommittee FUFM to work on this; vital to have ES faculty involved in the curriculum and implementation
- v.) Lee - Thanked Stryker
- vi.) No questions

## 5.) Election:

- a. Sustainability Liaison Officer ([SULO](#))
  - i.) [One nominee](#)
  - ii.) Lee - Approved the creation of a Committee on Sustainability and a SULO last year; bylaws changed to update the position and committee; now it is time to vote on a SULO; one self-nomination; now the acclamation of our candidate; new SULO is Jung Sook You through the end of 21-22
  - iii.) Engquist (via chat) - Thank you all for your time, I have to go to class, stay safe everyone.
  - iv.) Lee - Would normally be celebrated in person for the acclamation; use clapping function in Zoom for a majority acclamation
  - v.) Harris - Hands disappear



- vi.) Lee - Can use the raised hands feature
- vii.) Darendeli (via chat) - Congrats Jung
- viii.) Rippy - Confirmed majority support
- ix.) Lee - Congratulated You

**6.) Business Items:**

- a. 20-21 BEC 7: Referral to FAC Re: 16-17 FAC 3 FERP and PRTB: Interpretation of Rights to Participate in Elections and to Serve on Committees (*second reading*)
  - i. Lee - Second reading for consideration of the FERP and PRTB individuals to participate in various aspects of shared governance; discussed last Senate meeting
  - ii. Discussion
    - 1. No discussion
  - iii. /P - Overwhelming majority, one abstention
- b. 20-21 CAPR 3: Extension of 19-20 CAPR 21 Temporary Policy for Five-Year Reviews and Annual Reports (*first reading*)
  - i. Lee - First reading for an extension of 19-20 CAP 21 temporary policy for 5-year reviews and annual reports
  - ii. M/S - Schmeltz/McCollow
  - iii. Discussion
    - 1. Mukerjea - Extension of contingency made for assessment for annual program review
    - 2. Lee - Any discussion? Can discuss again in two weeks; pretty uncontroversial
    - 3. Lee - Moves to a second reading in two weeks
- c. 20-21 CIC 3: Extension of 19-20 CIC 130 to Spring Term 2021. Allowing non-approved courses to be offered online for Spring 2021 (*first reading*)
  - i. Lee - Allowing courses not formally approved for online and hybrid to be offered in the modalities for one more semester due to COVID emergency; CIC working on a permanent policy for future campus closures
  - ii. M/S - Wu/Kerr
  - iii. Discussion
    - 1. Wu - Straightforward; needs an extension for the Spring semester



2. Lee - If uncontroversial, it would be nice to get this on the books; perhaps someone can waive the first reading and go to a second reading
- iv. Wu - Motions for waiving the first reading
  1. M/S - Wu/Kerr
  2. Discussion
    - a. No discussion
- v. Lee - Vote on 19-20 CIC 130
  1. /P - Overwhelming majority; 1 against and no abstentions
- vi. Lee - Goes forward as a Senate policy
- d. [20-21 CIC 4](#): Recommended Spring 2021 Grading Policy (*first reading*)
  - i. [PDF w/ changes](#)
  - ii. Lee - Recommended grading policy for Spring 2021; PDF shows the changes; comments on the document also
  - iii. M/S - Misra/Wu
  - iv. Discussion
    1. Lee - Not as time-sensitive as the previous motion
    2. Glass - Speaking to page 2 that students can choose CR/NC to be offered as a letter grade pre-COVID; unknown what the courses are; if posted to the FAQ for students, they may not know what it means
    3. Lee - Believes an enhanced footnote be added?
    4. Glass - Footnote states that major departments can choose to select CR grades; does not know what the courses are; no one can state what the courses are; possibly remove the bullet point
    5. Lee - Understanding is that there are some courses that may be taken CR/NC that are listed in the catalog and others that must be taken A-F
    6. Wu - Added the bullet point at the request of APS and Registrar's Office, allowing if the department can decide
    7. Roessler (via chat) - Students may choose CR/NC for classes traditionally offered for a letter grade pre-COVID. Departments



- can choose to accept CR grades for major courses at their own discretion
8. Glass - Roessler posted bullet point to the chat; does not understand the purpose of the bullet point; are there courses that cannot be taken CR/NC?
  9. Wu - Unknown if there is a course that cannot be taken CR/NC; Department has the discretion to accept CR or not
  10. Lee - A-F grading pre-COVID can be taken CR/NC by students, but cannot take major courses without the permission of the Chair, maybe it needs to be stated that clearly.
  11. Handwerker (via chat) - it seems like a new line needs to be added also how does this impact students applying to graduate school?
  12. Helgren - Departments are accredited externally that cannot offer CR/NC for major courses; there is an issue that we cannot impose on the departments that require letter grades a policy by the Senate
  13. Lee - That will not be the case, as it says major chairs need to provide permission to take that particular pattern
  14. Wu - Can make this bullet point more clear about grading choices A-F for major courses and will need departmental approval for CR/NC; does not think we should remove the bullet point but can be updated
  15. Lee - A modified bullet point can be completed before the second reading that includes the concerns expressed here today?
  16. Wu - Correct
  17. Heryford - Read Handwerker's question aloud
  18. Lee - We had this discussion with the last grading policy, in the FAQs and advisors, some graduate schools may accept credit; or C in GPA calculation; is communicated to students now through advising and Registrar's Office; should be presented as a consequence for choosing CR/NC
  19. Handwerker (via chat) - I think that should be made clear also
  20. Kerr - The first footnote about grad students requiring B- or higher; per Graduate Studies, the grade accepted is C or higher;



departmental policies may be different; but if this is a policy, it should coincide to Graduate Studies as C or better

21. Lee - For Chair Wu, this may have been a comment from APS in the CIC meeting; the footnote requires clarification; whether ABC/NC is applying to grad students also and avoid the pitfall of an "F" affecting their GPA; not resolved in CIC and unclear what happened with graduate students in Spring 20 and Fall 20; wanted to open it up to Senate; needs to be resolved
  22. Haas - A point of information for the doctoral program, anything below a B- is not passing; any issues would need to be addressed; referring to comment to avoid an F; the doctoral program would need to avoid a C+ or below
  23. Lee - Bullet point #1 is not relevant if it is not being offered to graduate programs; unclear if the grading pattern is offered to anyone; were graduate students included in previous grade policies?
  24. Haas - Does not know personally; unknown if there are guidelines in the doctoral program since it has never come up
  25. Lee - Important to clarify
  26. Kerr - We should reach out to Kevin Brown in Graduate Studies to get a better universal understanding of the requirements
  27. Lee - A few things to address moving forward; working with CIC and Graduate Studies Chair
  28. Horne (via chat) - Is it possible that a CR grade in grad school is equivalent to a B-
  29. Wu - Will review the bullet points and create further revisions and clarify the questions asked
  30. Lee- Moving to second reading for our next agenda
  31. Haas (via chat) - I will check on whether Pass/NP is an option for our EdD program with our Academic Coordinator just as one program rules
- e. [2020-21 FUFM 1](#): Formation of an AB 1460 Implementation Task Force (*first reading*)



- i. Lee - Onto the item we added to the agenda earlier; needs a motion to be recognized on the floor
- ii. M/S - Kien/Glass
- iii. Kerr (via chat) - grad classes are currently being offered ABC/NC FYI. I just checked
- iv. Discussion
  1. Baham - Thanked Chair Lee; in light of campus need to quickly implement AB 1460 and in collaboration between the State Senate, Council of ES, and CO, found it prudent to form a campus taskforce to monitor, guide, and deal with issues around the meetings and consultations occurring statewide to develop a concrete plan for developing AB 1460 on our campus; per the recommendation of the Council of ES, should include 4 ES faculty including traditional study areas. Can also add Chair of ES; 1 member of GEOC (not ES), 1 member of CIC (not ES), 1 member of FDEC (not ES) and the Senate Chair; believes the taskforce can answer questions; serving as a liaison between system-wide implementation teams, develop proposals in relation to issues with alternatives for AB 1460 not rigidly prescribed by Title 5, who should develop Area F SLOs; questions about who approves and certifies Area F courses; how can upper-division courses factor into Area F; the process for cross-listing courses; approval in consultation with ES to meet the spirit of the law; questions about other processes or course approvals that need extensions to offer in Fall 2021
  2. Mukherjea (via chat) - I would also like this subcommittee to be involved in providing or securing guidance around catalog rights conflicts vs. legal requirements of AB 1460.
  3. Glass - In ASCSU GEAC earlier today, there is a system-wide implementation group that is intersegmental including the CO, Council of Ethnic Studies and statewide GEAC; question about 4 ES faculty members; if there were faculty who had relevant



expertise who are not in the department for ES, can they serve representing the pillar or only in ES?

4. Baham - Proposing to keep in the spirit of AB 1460 to keep with the Council of ES, to have ES faculty; putting this on the floor can be reviewed and amended by the Senate; proposed from ES faculty based on his review of the law and the Council of ES
5. Lee - In the chat, Senator Mukherjea to add legal and catalog rights conflicts as a bullet point the future four-year requirement; documents and questions in item 8 of the agenda; an additional bullet point can be added
6. Baham - Considers a friendly amendment
7. Handwerker (via chat) - We also need to consider students who may be applying to graduate programs outside of CSU East Bay (relates to earlier discussion).
8. Lee - If everyone agrees on the process, can be added before the next agenda
9. Helgren - Question on the process; great idea to have experts develop concrete proposals; wonders about the process; are the proposals coming to the Senate for approval or will the taskforce be the official information sharers to the CO
10. Baham - The document was drafted by Chair Calvo; big proponent of shared governance; believes the task force would bring forward information to the Academic Senate and ExCom; there is an expediency issue, though insists on a democratic process
11. Lee - Chair Calvo has worked hard on this; mirrors conversations that occurred early on including conversations with the Provost and APS; in gestation for a while, information is not surprising; any task force is a taskforce of the Senate and provides recommendations to the Senate who can approve; are there any other things the task force should look at or add before the second reading? It would be helpful to have dates working backward when needed from the catalog rights; timeline needs to be



- completed, reviewed by Senate, and signed by the President;  
delivery dates and milestones would be helpful
12. Baham - The first bullet point emphasizes for Senate approval
  13. Lee - Needs dates and Senator Mukherjea's point be added; an evolving situation with agenda item 8 coming from various sources; will add the EO in a few days when it comes out; can have a robust discussion in two weeks
  14. Handwerker (via chat) - I do hope that other faculty outside of Ethnic studies who are committed to teaching social justice and diversity have some mechanism for their courses to be considered. how will that happen?
  15. Mukherjea (via chat) - Thank you
  16. Heryford - Read Handwerker's chat
  17. Lee - Information present in the cross-listing and approval process in the document
  18. Baham - Yes; as Chair Calvo spoke at the last meeting and in the document, would like to consider courses for cross-listing; inherently mean considering mechanism for approving courses outside of ES; to Senator Handwerker, very happy and consulting with faculty across the university who offers themselves as allies; would like to see the process continue
  19. Glass - One of the bullet points addresses the question of who will certify Area F; the group proposed will not be certifying courses, but proposing a mechanism for approval
  20. Baham - Correct; based on the recommendation of the Council of ES and the spirit of the law, ES experts should be prominently factored into the process; would be responsible for proposing a Senate-approved proposal about the body who will approve the courses
  21. Lee - One consideration is building a window for CIC to have some say in the process and GEOC resides in CIC; the appropriate mechanism and relation to CIC should be considered; CIC Chair



- interested in curriculum changes is included; CIC and GEOC members present in the taskforce
22. Inouye (via chat) - Catalog rights policies and guidelines for Area F would be dictated by current GE catalog rights and policies once we get the EO.
23. Lee - GE Director stated (above) in chat; believes this is the case; the sticky piece in the process is determining which groups of students are affected.
24. Heryford - Posted language in the chat from Area F draft presented in the last meeting for a suggestion for consideration if an additional member be added to the taskforce
25. Wu (via chat) - Will the “cultural groups” in “Diversity Overlay” be reviewed?
26. Heryford (via chat) - faculty from other programs with expertise (criteria: formal training in Ethnic Studies and/or proven delivery of ethnic studies courses)
27. Baham - Considers a friendly amendment and is in the spirit of the law
28. Lee - Can move on the updates and will include the second reading on the next agenda

**7.) Information Items:**

- a. [20-21 CAPR 2](#): Revision of the Academic Program Review Procedures (19-20 CAPR 25)
- i. Lee - Information item; M/S not needed; will discuss item to agree to be informed by its contents; action not needed but to explain various changes being made
  - ii. Lee - This is indicating that the documents have been revised to include aspects approved by the previous Senate, including the FDEC rubric of diversity, equity, and inclusion in academic program reviews
  - iii. Mukherjea - Based on what was approved last year, the formalized language of diversity, equity, and inclusion added to the CAPR annual and 5-year reviews; Pro-forma but finishing process; thanked Senator Baham and Chair Lee



- iv. Lee - Anyone who objects to being informed?
- v. No objections
- vi. Lee - So informed that the DEI is part of the 5-year and annual report procedures per our policy; thanked Chair Mukherjea and the Chair of FDEC to move forward to address issues we took on this year for an anti-racist movement
- vii. Lee - Accepted as an information item

**8.) Discussion:**

- a. AB 1460 Update/Continuation [AB 1460 links](#) (CSUEB Area F [Draft](#) - from initial discussions)
  - i. Added info links (growing daily): [CSUN](#) Senate resolution re AB1460, email from [CSUDH](#), email from [ASCSU Chair](#), [email](#) from EVC Blanchard to CSUCES, [FAQs](#) from CO [website](#), Trustee's proposed [Title V](#) changes, CSUDH Senate [resolution](#) re AB1460
  - ii. This discussion took place as part of item 6.e - will be placeholder item for all Senate meetings so can have routine updates as needed on progress of implementation recommendation development

**9.) Adjournment**

- a. M/S - Harris/Helgren
- b. /P - No objections
- c. Meeting adjourned at 1416 hours