



## Academic Senate Meeting – Fall 2025

Thursday, September 25, 2025

Minutes

10:00 AM – 11:30 AM

**Location:** Dezember Leadership and Development Center, Room 409-411

**Zoom Link:** <https://csub.zoom.us/j/84669370314?pwd=gmLoywwMxQR4k7G0hUhv25vs0N8xr8.1>

**Senate Members:** Chair M. Danforth, Vice-Chair D. Solano, CSU Senator C. Lam, CSU Senator N. Michieka, AH Senator T. Tsantsoulas, AH Senator M. Naser (excused; alt. D. Stockwell, virtual), BPA Senator D. Wu (virtual), BPA Senator S. Sarma, NSME Senator L. Kirstein, NSME Senator A. Stokes, SSE Senator Z. Zenko, SSE Senator S. Roberts, AV Senator K. Holloway, At-Large Senator H. He, At-Large Senator A. Grombly, At-Large Senator A. Hays, At-Large Senator A. Lauer, At-Large Senator T. Salisbury (virtual), At-Large Senator R. Dugan, Lecturer Electorate Senator D. Horn, Senator H. Gonzalez – Staff Representative, Senator A. Reyes – ASI President, VP AA & Provost D. Thien, Senator J. Dong – Dean Representative, and Senate Analyst K. Van Grinsven.

**In-Person Guests:** President Harper, K. Susa and M. Malhotra.

**Virtual Guests:** See attachment.

- I. Call to Order and Tejon Tribal Land Acknowledgement
  - a. Chair Danforth called the meeting to order at 10:02 AM and read the Tejon Tribal Land acknowledgement and reminded the Senators and guests of the interruption policy and practice.
- II. Approval of Minutes
  - a. August 28, 2025 (handout)
    - i. Senator Grombly motioned to approve the minutes; seconded by Senator Lam. Minutes approved.
  - b. September 11, 2025 (deferred)
- III. Announcements and Information
  - a. President's Report – V. Harper (**Time Certain: 10:10 AM**)
    - i. President Harper recognized the unsettling current political climate on diversity and reaffirmed support for all international students and faculty. He is working closely with Chancellor Garcia and the CSU leadership to navigate the difficulties facing higher education.
    - ii. President Harper mentioned various events he attending including the memorial service for Walter Slade, celebration of the expungement clinic, and Fall Budget Open Forum. Another Budget Open Forum will be scheduled for early spring.
    - iii. Athletics:
      1. President Harper recognized and thanked Coach Barnes for his 14 years of service to the university.

2. The President's Commission on Intercollegiate Athletics (The Commission) has been formed: See attached handout.
  - a. President Harper has asked the Senate to send out a call for interest and make the recommendation for a faculty representative. The intent is for the commission to be co-chaired by a faculty member and an appointed community member. The expectation is that the commission will have an open forum towards the end of their work.
3. CSUB is working with local non-profits on generating the MOU regarding the signs, risk factors, and impacts of human trafficking and sexual exploitation and expanding training and education for the university students and personnel.
4. Discussion and Q&A:
  - a. Senator Salisbury voiced severe concerns about faculty safety, budget cuts, and H-1B visa issues. Senator Salisbury also commented on the need for a statement from the President addressing the national situation and for more speed and transparency by the administration and Academic Senate Executive Committee.
    - i. President Harper confirmed that communication will go out next week to the entire CSU in response to the current national climate. Faculty Affairs has been in communication with faculty that are on visas and is preparing a larger communication to be distributed to all faculty. There are concerns about international faculty leaving the country and their capacity to return. The state of the CSU and California budget is very concerning and there are many challenges to be faced, and it will be multi-year.
  - b. Senator Lauer reiterated the points made by Senator Salisbury and expressed concerns about the CSU Chancellor's leadership and frustration with the lack of support from CSUB for faculty. Senator Lauer elaborated on her negative experience seeking support from CSUB in response to a subpoena for a deposition hearing related to her kit fox research conducted as part of a class and the lack of institutional protection provided.

IV. FAR Report 2024-2025 – K. Susa (**Time Certain: 10:20 AM**) (handout)

- a. Faculty Athletics Representative (FAR) K. Susa Report: FAR K. Susa acknowledged the crises that have occurred within Athletics and shared that while he is heartbroken and embarrassed for CSUB, it is not in his purview to discuss the situation. The information was reported through the appropriate channels, and he has been in regular communication with the President to ensure the faculty and staff are being represented and heard. See attached handout for the 2024-2025 FAR Report.
- b. Q&A and Feedback:
  - i. President Harper thanked K. Susa for his work and advocacy for the students. Regarding the lawsuit brought forth by student athletes against the NCAA, they do not anticipate that they will be able to deliver cash to students as there are other mechanisms in place.
  - ii. Senator Salisbury expressed frustration regarding the focus and details of the submitted report and commented on the varied issues in athletics and how those incidents need to be

addressed. FAR K. Susa responded that issues with student conduct in class should follow the same process as it would normally for any student. K. Susa also clarified that the Faculty Athletics Representative (FAR) report presented is for 2024-2025 and the FAR reports to Senate once a year and the other incidents are being investigated as appropriate by the appropriate constituents.

- iii. Senator Tsantsoulas commented on the need for better working relationships between Athletics and the faculty directors.
  - iv. Senator Lauer voiced concerns about retention rates and student athletes struggling to keep up their GPA.
  - v. Senator Zenko thanked K. Susa for his report and reminded the audience that some items cannot be discussed in the public space and the expectation is that the MPPs and administrators are handling the situations appropriately.
  - vi. R. LaFever (Professor- guest) made a statement regarding the state of athletics and how much of the scandal involving multiple teams began in the spring and was not handled appropriately or sufficiently by the administration and the lack of appropriate action allowed for the endangerment of CSUB students and the community.
  - vii. Senator Dugan asked for information and the status of the Intercollegiate Athletics Advisory Committee (IAAC). K. Susa responded that yes, the IAAC meets once a semester and topics of discussion include compliance, academic integrity, academics, and the national landscape.
  - viii. Senator Roberts asked if budgetary information can be shared such as how much money has been generated from athletics as well as how much has been spent and how that data analysis would be important.
- c. IRPA Updates and Data Literacy Campaign – M. Malhotra **(Time Certain: 10:30 AM)**
- i. See attached Data Literacy Campaign flyer.
  - ii. AVP Malhotra recognized the past and current challenges and frustrations surround the accessibility and accuracy of the data and explained that the IRPA team has been working hard to build up the data infrastructure to meet the campus needs. The Data Workshops, which will be in-person on the first Tuesday of the month, will allow for more transparency and collaboration. The workshops taking place in the fall term will be focused on the needs of the department chairs and program coordinators. A survey will be conducted to gain more insight into future topics and successfulness of the workshops.
  - iii. Q&A and Discussion:
    - a. Senator Tsantsoulas requested more detail in a report style for what was being done aside from the workshops to address the issues and also suggested adding more variety in times for the workshops due to teaching conflicts.
      - i. M. Malhotra responded that she would be hosting office hours and is open to suggestions for items for discussion.
    - b. Senator Zenko suggested the recording and posting of the Data Literacy workshops to allow for broader distribution.

- c. Senator Dugan asked if the workshops were open to just department chairs or all faculty? M. Malhotra responded that it is currently only for department chairs but can be opened to others.
  - d. Senator Michieka commented that one of the major issues is that the data is conflicting. M. Malhotra responded that the contextualization of the data source is important as the data depends on the source and if there are still discrepancies, to reach out to IRPA so it can be discussed further.
  - e. Senator He and Senator Roberts asked about distribution to campus faculty and availability to campus staff.
- d. Elections and Appointments – D. Solano (handout)
  - i. See attached slides. No additional discussion or questions.

V. Approval of Agenda **(Time Certain: 10:05 AM)**

- a. Senator Zenko motioned to approve the agenda; seconded by Senator Kirstein. Agenda approved.

VI. Reports

- a. Provost's Report – D. Thien
  - i. Provost Thien recapped on her attendance at the Grimm Family Center event and ASI meetings. Provost Thien reminded all listeners to complete the CSU AI survey and to participate in the strategic planning work, and data literacy workshops.
  - ii. Regarding H-1B visas, and the recent proclamation from the Trump administration: All faculty have received a message from AVP for Faculty Affairs, D. Boschini offering support and guidance. There are complicating factors as the government memorandums that have been sent out are either lacking information and/or contradictory. The CSU Chancellors' Office is working to put together global guidance.
  - iii. Provost Thien also provided clarification regarding the issuance of one-year and multi-year visas and currently, all faculty are on three-year visas. Provost Thien requested that anyone with concerns or questions regarding their visa status should contact D. Boschini, AVP for Faculty Affairs and D. Price, Office of the Provost.
  - iv. There are four captured tenure-track lines that have been opened, and searches have been approved to move forward.
- b. ASCSU Report – Senators Lam and Michieka (deferred)
- c. ASI Report – Senator Reyes (deferred)
- d. Staff Report – Senator Gonzalez
  - i. Senator Gonzalez expressed appreciation that the Fall Budget Open Forum was hosted earlier than before; however, he was disappointed regarding the information and reference to unsustainable staffing numbers and salaries.
  - ii. Regarding the salary steps, the union has sent out a notice to the CSU calling for action for the full implementation of the salary steps to be in effect October 1, 2025. Senator Gonzalez thanked the CSUB class and compensation team, M. Ponci and K. Rivera for their work and timeliness.

- iii. Senator Gonzalez also reiterated support for Prop 50 and announced that the CalPERS election will take place on September 29 and the CSUEU Strategic Planning group are providing listening sessions for different unit groups.
      - 1. President Harper responded with appreciation for the university staff and clarification on the compact and how funds that were promised by the state were not granted.
  - e. Committee Reports:
    - i. Executive Committee – Vice-Chair Solano (handout) (deferred)
    - ii. Standing Committees:
      - 1. Academic Affairs Committee (AAC) – Senator Tsantsoulas (handout) (deferred)
      - 2. Academic Support and Student Services Committee (AS&SS) – Senator Kirstein (handout) (deferred)
      - 3. Budget and Planning Committee (BPC) – Senator Grombly (handout) (deferred)
  - f. Faculty Affairs Committee (FAC) – Senator Zenko (handout) (deferred)
  - g. CFA Report – Senator Salisbury
    - i. CFA will be reaching out to ask for more support and participation, especially with the recent cutbacks.

## VII. Resolutions **(Time Certain: 10:45 AM)**

- a. Consent Agenda: no items.
- b. Old Business:
  - i. RES 252601 – Renaming of the Faculty Leadership and Service Award – EC (handout)
    - 1. Chair Danforth presented the resolution for second reading and shared that while Dr. Jacquelyn Kegley could not attend Senate, she is very honored. No discussion ensued. Chair Danforth called for a vote, majority in favor. Motion carried; resolution approved.
- c. New Business:
  - i. RES 252602 – Assembly Bill 1400 of 2025 Opposition – EC (handout)
    - 1. Chair Danforth presented the resolution for first reading. Senator Lam provided some background regarding the resolution from the ASCSU and requested to waive first reading; seconded by Senator Zenko. All in favor of waiving first reading. Motion carried; resolution passed.
    - 2. Second reading. No discussion. The majority of Senators voted in favor of the resolution with one abstention. Motion carried; resolution passed.
  - ii. RES 252603 – Double Major Policy Changes – AAC (handout)
    - 1. Senator He presented the resolution for first reading on behalf of Senator Tsantsoulas, Chair of AAC.
    - 2. Feedback:
      - a. Interim AVP for Academic Affairs and Dean of Academic Programs provided some clarification on the identification of 140 units as it allows for a bit of flexibility while keeping students from going over the number of units where they start getting denied financial aid.

- b. Chair Danforth suggested an addition to the rationale to ensure that a checks and balance process is in place.
    - c. Senator Lauer and Senator Grombly provided feedback regarding ensuring the needs of students who are not receiving financial aid and transfer students are addressed.
    - d. Vice-Chair Solano and Senator Dong provided commentary on challenges for students with higher-unit majors and it being essentially impossible for them to double major.
    - e. Chair Danforth requested that it be explicitly stated that an Associate Dean can override the 140 units.
  - iii. RES 252604 – Minor Policy Changes – AAC (handout)
    - 1. Senator Hays introduced the resolution for first reading on behalf of Senator Tsantsoulas, Chair of AAC.
    - 2. Feedback:
      - a. Chair Danforth discussed how the change would no longer allow for the double counting of an upper division course, which may need to be discussed further. Vice-Chair Solano made some suggestions to address this issue, such as half the units can be counted toward the minor.
      - b. Senator Salisbury commented on the need for strategy and encouragement for students to apply for minors.

VIII. Open Forum **(Time Certain: 11:15 AM)**

- a. Senator Lam announced that if anyone is interested in helping with the Ukrainian Russian conflict, to contact him (reaching out outside of his role as ASCSU Senator).
- b. Senator Dong thanked the Senate for taking quick action related to the Nursing program bill and will be working with the CSU Chancellor's Office to advocate for opposition to the nursing bill.
- c. Senator Salisbury spoke regarding Proposition 50, which the CFA votes "Yes" on. Senator Salisbury also brought attention to the Time, Place, Manner Policy and concerns regarding how it limits academic freedom and freedom of speech.
- d. Senator Lauer asked if an update can be provided regarding the greenhouses that were purchased in Shafter, CA. President Harper responded that the parties involved can be asked to provide a full presentation to Senate.

IX. Adjournment

- a. Chair Danforth called for an extension of the meeting by 15 minutes, supported by Senator Lam and Senator Reyes. Majority in favor with one abstention; motion carried.
- b. Chair Danforth adjourned the meeting at 11:46 AM.