ACADEMIC SENATE
CSU BAKERSFIELD

Academic Senate Meeting – Fall 2025
Thursday, December 4, 2025
Agenda
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 (alt. E. Montoya), CSU Senator N. Michieka (virtual), AH Senator T. Tsantsoulas, AH Senator M. Naser (F2025 alt. D. Stockwell), BPA Senator D. Wu, BPA Senator S. Sarma, NSME Senator L. Kirstein, NSME Senator A. Stokes, SSE Senator Z. Zenko, SSE Senator S. Roberts, AV Senator K. Holloway (virtual), At-Large Senator H. He, At-Large Senator A. Grombly (virtual), At-Large Senator A. Hays, At-Large Senator A. Lauer, At-Large Senator T. Salisbury (alt. D. Solis), At-Large Senator R. Dugan, Lecturer Electorate Senator D. Horn, Senator H. Gonzalez – Staff Representative, Senator A. Reyes – ASI President (alt. E. Reed), VP AA & Provost D. Thien (alt. E. Adams), Senator J. Dong – Dean Representative, and Senate Analyst K. Van Grinsven.

Guests: President Harper, K. Grappendorf and K. Watson.

I.   Call to Order and Tejon Tribal Land Acknowledgement

II.   Approval of Minutes
   a.   October 23, 2025 (handout)
   b.   November 6, 2025 (handout)

III.   Announcements and Information
   a.   President's Report – V. Harper **(Time Certain: 10:10 AM)**
       i.   The President's Commission on Intercollegiate Athletics – Co-Chair, K. Grappendorf
       ii. Shafter Research Station – VP for BAS and CFO, K. Watson
   b.   Elections and Appointments – D. Solano (handout)
   c.   Upcoming Events:
       i.   Tuesday, December 16 – Faculty and Staff Holiday Party
           1.   3- 4:30 PM in the Admin Quad
           2.   Register by December 11: https://events.csub.edu/e/csub-faculty-staff-holiday-reception-2025/
       ii. Spring General Faculty Meeting – Friday, January 30
           1.   Student Union MPR and virtual
           2.   Zoom link:
           3.   Senate Webpage – General Faculty Meeting: https://www.csub.edu/senate/general-faculty-meeting.shtml

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

V. Reports
 a. ASI Report – Emelia Reed, ASI Executive Vice President on behalf of Senator Reyes
 b. Provost's Report – E. Adams on behalf of Provost Thien
 c. ASCSU Report – Senators Lam and Michieka (handout)
 d. Staff Report – Senator Gonzalez (handout)
 e. Committee Reports:
   i. Executive Committee – Vice-Chair Solano (handout)
   ii. Standing Committees:
     1. Academic Affairs Committee (AAC) – Senator Tsantsoulas (handout)
     2. Academic Support and Student Services Committee (AS&SS) – Senator Kirstein (handout)
     3. Budget and Planning Committee (BPC) – Senator Grombly (handout)
     4. Faculty Affairs Committee (FAC) – Senator Zenko (handout)
 f. CFA Report – D. Solis, CFA Bakersfield Vice-President (handout)

VI. Resolutions **(Time Certain: 10:30 AM)**
 a. Consent Agenda:
   i. RES 252617 – Academic Master Plan 2026-27 through 2035-36 – AAC and BPC (handout)
   ii. RES 252619 – Commencement – Fall 2025 – EC (handout)
 b. Old Business:
   i. RES 252611 – Minor in Applied Mathematics – AAC and BPC (handout)
   ii. RES 252612 – Concentration in Nonprofit Management in MPA Degree – AAC and BPC (handout)
   iii. RES 252613 – Concentration in Healthcare Administration in MPA Degree – AAC and BPC (handout)
   iv. RES 252609 – Clarifying ASCSU Lecturer Electorate Procedures – FAC (handout)
   v. RES 252608 – Sabbatical Rubric and Feedback- Handbook Change – FAC (handout)
   vi. RES 252610 – Unit RTP and PTR Composition- Handbook Change – FAC (handout)
 c. New Business:
   i. RES 252616 – Academic Calendar 2026-2027 and Summer 2027 – BPC (handout)
   ii. RES 252618 – Special Review Committee for Anthropology – AAC and BPC (handout)
   iii. RES 252614 – Minor in Creative Writing – AAC and BPC (handout)
   iv. RES 252615 – Computer Science Cybersecurity Concentration– AAC and BPC (handout)

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

VIII. Adjournment

M E M O R A N D U M

DATE: December 2, 2025

TO: Dr. Melissa Danforth, Chair
Academic Senate

FROM: Vernon B. Harper Jr., Ph.D.
President

SUBJECT: President's Report – December 4, 2025

President Harper intends to discuss the following with the Academic Senate on Thursday, December 4, 2025, as he will be sharing his time with Kris Grappendorf and Dr. Kristen Watson for their presentations.

- Open Forum Debrief

c: Katherine Van Grinsven

Report from ASCSU to CSUB
Senate Meeting (11/5/2025 – 11/7/2025)

I. **Guests**

   a. **Junius Gonzales, Vice Chancellor of Academic Affairs**

      i. Recently appointed. Shared reflections of his background, the CSU's role in California, and his priorities moving forward.

         1. He framed the current moment as one of volatility and complexity, citing shifting demographics, fiscal pressure, political scrutiny, technological disruption, and equity concerns. In this context, he emphasized the need for proactive, collaborative approaches rather than reactive ones, encouraging a forward-looking mindset across the system.

         2. His key priorities include

            a. advancing faculty excellence (through professional development, leadership opportunities, and improved support for department chairs and faculty affairs offices);

            b. reimagining the academic student experience (particularly advising models and mentorship structures); and

            c. fostering program innovation and inter-campus collaboration.

            d. noted the importance of drawing on systemwide data, including faculty and student surveys, to inform decisions.

            e. During the discussion, senators raised questions about the role of online education, faculty involvement in strategic planning, support for junior faculty, and systemwide coordination. VC Gonzales acknowledged challenges around morale and governance and encouraged open communication and structured partnerships between campuses and the Chancellor's Office.

   b. **Junius Gonzales, Vice Chancellor of Academic Affairs; Dilcie Perez, Deputy Vice Chancellor for Strategic Enrollment Management and Student Success and Chief Student Affairs Officer; Nathan Evans, Associate Vice Chancellor of Academic Affairs**

      i. System priorities and current issues were discussed, including federal compliance matters such as the EEOC antisemitism investigation and the

OCR complaint related to the PhD Project. Campuses are currently reviewing partnerships to ensure nondiscrimination.

    ii. Campuses retain discretion over H-1B visa sponsorships but must report petition activity to the Chancellor's Office.

    iii. Strategic Enrollment Management planning is underway, focused on aligning programs with workforce needs, expanding access for nontraditional learners, and encouraging regional collaboration.

    iv. Senators raised concerns about AI and called for clear guidelines for its responsible use in teaching and research.

    v. Student mental health remains a key priority, with a need for expanded support beyond standard hours.

    vi. Senators emphasized the importance of transparency, meaningful consultation, and managing the cumulative burden of compliance and policy shifts on campuses.

c. Margarita Berta-Ávila, CFA President, Liaison Report

    i. Provided updates on union priorities and ongoing efforts. Key issues included concerns over program and job losses, especially at Sonoma State, and frustration over the Chancellor's use of a 0% interest loan for one-time bonuses rather than program or job restoration.

    ii. Preparations for bargaining, with a full contract reopening and proposals on academic freedom, AI, workload, evaluations, and other faculty working conditions. CFA intends to hold open caucus meetings and general member updates during the bargaining process.

    iii. The union has filed an unfair labor practice charge related to AI initiatives and is actively working on faculty protections regarding doxxing, academic freedom, and health and safety.

    iv. CFA is pursuing legal action related to the release of personal employee information in the context of an EEOC investigation.

d. Jodi Braverman, Executive Director, CSU Alumni Council; Lori Brockett, Associate Vice President for Alumni Engagement and University Events (CSUSM), CSU Alumni Council Liaison Report

    i. Shared updates on aligning their work with the Student Success Framework, focusing on post-graduation success, career support, and alumni-student connections.

    ii. Promoted the CSU Voices advocacy platform.

    iii. A discussion followed on how faculty and alumni can better partner to support student career readiness. Senators highlighted challenges such as time constraints, paperwork, and lack of infrastructure, and suggested improved support and coordination at the campus and system levels.

e. **Frank Hurtarte, Vice Chancellor of Human Resources; Peter Lim, Executive Advisor, Civil Rights Programming and Services**
    i. A draft communications plan for civil rights programming was brought to the Senate for consultation and feedback.
    ii. Concerns were raised about campus culture, transparency, and accountability, particularly in cases involving leadership.
f. **Katie Karroum, CSSA Vice President of Systemwide Affairs, CSSA Liaison Report**
    i. VP Karroum provided updates on her roles and activities, including service on the AB 928 Committee, Strategic Enrollment Management Committee, and liaison work with the Alumni Council and Academic Senate.
    ii. She highlighted CSSA's recently adopted 2025-26 policy agenda, which prioritizes the total cost of attendance, wellness and mental health support, academic success, and inclusive student engagement.
    iii. A major focus has been the CSU's artificial intelligence initiative. VP Karroum previewed a student-authored white paper on AI, set for action by CSSA, which outlines six key areas: equity and access, academic integrity and grading consistency, privacy and transparency, sustainability, mental health and ethics, and governance and student inclusion.
    iv. VP Karroum also discussed student perspectives on the Student Success Framework and Graduation Initiative Symposium, noting improvement in student inclusion this year while emphasizing the need for genuine engagement beyond token representation.

II. **Committee of the Whole – Discussion of Current Events and ASCSU Priorities**
    a. Motion (Approved):
    That the Executive Committee be charged with developing a draft list of three to five proposed Senate priorities and distributing it to all senators at least two weeks prior to the December interim meetings. Each standing committee shall discuss the proposed priorities during the December meetings and provide feedback. The Senate will then determine, at the January plenary, which priorities to adopt or whether to pursue an alternative course of action.

III. **Resolutions**
    a. Approved resolutions
        i. AS-3760-25/APEP Supporting the California State University (CSU) System Office Review Standards for General Education (GE) Area 6 (Ethnic Studies) Submissions
        ii. AS-3771-25/Floor Call to Finalize Appointment of California State University Faculty Trustee (First Reading Waiver Approved and Resolution Approved)
    b. First Readings

     i.   AS-3766-25/FA Call to Finalize Appointment of California State University Faculty Trustee

    ii.   AS-3769-25/Exec Faculty Trustee Appointment Advocacy Plans

   iii.   AS-3763-25/JEDI Support Minority Serving Institutions

   iv.   AS-3764-25/FGA Change in the Advocacy Positions Taken on ASCSU Monitored Legislative Bills

    v.   AS-3765-25/FGA 2025 Policy Agenda Priorities and Goals

   vi.   AS-3767-25/AA/APEP CSU-CSU Articulation of Major Courses

   vii.   AS-3768-25/AA ASCSU Disciplinary Councils

IV. Upcoming ASCSU Meetings

a. Next ASCSU Interim Standing Committee Meetings on December 5, 2025

b. Next ASCSU Plenary Meeting on January 15-16, 2026

V. Prepared by CSUB Representatives to the ASCSU

a. Charles Lam, Professor of Mathematics and ASCSU Legislative Specialist

b. Nyakundi Michieka, Associate Professor of Economics and Chair, Faculty Affairs Committee of the ASCSU

AY 2025-2026 Academic Senate
Staff Report - Thursday, December 4, 2025

CSUEU Holiday Event

Please stop by the Admin Quad on December 10th from 9am to 11am to grab a coffee, snack and CSUEU swag, more details to be sent via an email to members soon.

Get involved in the bargaining process

We will be entering full contract bargaining with the CSU starting in January 2026. This is the time when we negotiate what goes in the "collective bargaining agreement," one of the most important tools union members have that protects our jobs, working conditions, and wages.

I encourage you to take this bargaining survey that will provide our Bargaining Team with the information they need to negotiate with Management on our behalf.

> Survey en español
>
> Survey in 简体中文

Completing the survey is just the first step to winning a contract we deserve. We will need to talk with co-workers, take collective action on campus, and be prepared for anything - up to and including a strike - if Management doesn't bargain in good faith.

Bargaining Unit Meetings

BU 9 Meeting – December 9th 7PM

BU 7 Meeting – December 10th 6:30PM

20 Years of CSUEU

CSUB Strategic Plan Survey

CSUB is collecting information from Staff, Students, Faculty, and Community Members that will inform its Strategic Plan. It is important that they hear from staff directly, please take some time and complete the survey.

Vice-Chair Report to the Academic Senate

Senate Executive Committee Meeting – November 18, 2025

In addition to the regular business of approving the agenda and committee reports, EC discussed the following:

- **Request regarding President's Report:** President Harper requested time at the next Senate meeting for Kris Grappendorf to present on behalf of the President's Commission, and for Kristen Watson to present on the Shafter Research Center. There was concern about the amount of time required for discussion of the Shafter Research Center, especially given that the agenda is already full. One idea suggested was that the President hold a separate forum on this issue. EC decided that there is not enough time to allow an extra 10 minutes for the President's Report; Chair Danforth will send a follow-up email to determine whether this is simply an informational item or a request for more extensive discussion.

- **Senate Alternates:** Senate Analyst Van Grinsven noted that several senators still do not have alternates listed. Discussion ensued about the importance of submitting alternates to the Senate Office and strategies to encourage senators to do so.

- **Email from the Office of People & Culture:** An email was sent by the Office of People & Culture stating that "the Department of Homeland Security (DHS), Immigration & Customs Enforcement (ICE), Homeland Security Investigations (HSI), Domestic Operations Division, will be conducting an onsite compliance visit as part of an audit of the Student and Exchange Visitor Program (SEVP)." A subsequent email stated that there were "no plans for immigration-enforcement actions by DHS or ICE during the visit," which caused confusion among faculty and students. Extensive discussion ensued.

- **New Resolutions in Progress:** AAC and BPC will have resolutions ready for the next Senate meeting regarding the Academic Master Plan (AMP) and the Special Review Committee on Anthropology. BPC is also working on the academic calendar and will have that resolution ready for the next Senate meeting.

- **Elections & Appointments:** EC made appointments to the Exceptional Service Award Committee, All-University Teacher Education Advisory Committee (TEAC), and the Taskforce to Develop Guidelines for Faculty Use of Artificial Intelligence.

- **Participation in Senate/campus-wide committees by MPPs:** There is concern about the lack of attendance of some MPPs on standing committees. It was noted that there should be trust that MPPs will send an appropriate designee to attend when necessary. Because some positions do not formally include the phrase "or designee," EC decided that this language should be added to the handbook. This will be added to the list of handbook updates.

- **Expanding Academic Administrator Review to dotted line reports to Academic Affairs:** The AVP for Enrollment Management is still listed in the handbook as requiring a review. Some discussion ensued about concerns with non-academic administrators, how to handle these issues, and whether this section of the handbook should be updated.

- **Online SOCIs:** No report is received from ITS when an online SOCI receives zero responses, which is a problem for faculty who need documentation for RTP files. There are also concerns about the cost of paper SOCIs, and the low response rate for online SOCIs. Discussion included ideas to increase response rates, and a suggestion to make online SOCIs the default, with an option to request paper forms. Referral to FAC.

Senate Executive Committee Meeting – December 2, 2025

In addition to the regular business of approving the agenda and meeting minutes, committee reports, and setting the agenda for the next senate meeting, EC discussed the following:

- **Faculty Honorary Doctorate Committee Recommendation:** EC approved the recommendation from the Faculty Honorary Doctorate Committee.

- **Updates from Provost Thien:** The Provost reported on the following items:

  - **SSE Interim Dean:** Dean Vega is retiring at the end of the month. The Provost consulted EC about the appointment of the Interim Dean of SSE, who will serve from the time of Dean Vega's retirement until June, when the current SSE Dean search is expected to be complete. Consultations with the SSE department chairs and the Interim Associate Dean have also occurred.

  - **Shafter Research Station:** The Provost reported that there is a proposed acquisition of the Shafter Research Station, an 80-acre facility located 30 minutes from campus, at a discounted rate of $100,000 (the property is appraised at $2.5 million). EC asked questions that would need to be answered before proceeding, including concerns about ongoing maintenance costs, anticipated faculty use of the facility, staff/faculty hiring needs, and the 10-year plan for the research station. Further discussion will occur before a campus decision is made regarding whether to proceed.

  - **Strategic Plan:** The Provost asked for ideas about how to get faculty involved in the strategic plan. After discussion, it was decided to move forward with a series of faculty focus groups.

- **Spring General Faculty Meeting (GFM):** Currently scheduled for Friday, January 30, 2026. The President and Provost will split the cost to host the meeting in a hybrid format.

- **Curricular Referrals:** Several curricular items were addressed, including some discussion on the backlog of proposals and concerns that some curriculum committees were not completing their work properly. There was also brief discussion regarding the Department of Chemistry & Biochemistry's lack of support for the Environmental Science proposal. The following items were referred to AAC and BPC:

  - New Degree Program Proposal – Environmental Science
  - New Degree Proposal for Bachelor of Science in Mechanical Engineering
  - New Degree Proposal for Bachelor of Arts in Human Development and Family Studies
  - Department Name Change Request for HD-CAFS
  - New Minor Proposal for a Minor in Sociology

- **Policies on Approval of Course Coding Changes:** After discussion, EC decided to invite Elizabeth Adams to present on course codes before deciding how to proceed.

Date	Referral	Status	Committee/s Charged	Action	Resolution	Handbook/Bylaws Change	Approved by Senate	Sent to President	Approved by President
9/11/2025	N/A	Complete	EC	Rename the Faculty Leadership and Service Award to "Jacquelyn Kegley Faculty Leadership and Service Award" in recognition of Dr. Kegley's decades of service to and leadership at CSUB, including her role in the creation of CSUB's Academic Senate and service as CSUB Senate Chair.	**RES 252601** Renaming of the Leadership and Service Award	Handbook 308.3.2	9/25/2025	10/6/2025	10/15/2025
9/23/2025	N/A	Complete	EC	AB 1400 of 2025 Opposition; Academic Senate of CSUB requests that the Governor of California veto Assembly Bill 1400 of 2025 Community colleges; Baccalaureate Degree in Nursing Pilot Program.	**RES 252602** Assembly Bill 1400 of 2025 Opposition	-	9/25/2025	10/6/2025	10/15/2025
9/2/2025	2025-2026 02 Academic Degree Policies	Complete	AAC	Review the academic policies about double majors and double counting courses. Consider: Timeline for declaring a double major, double counting courses between the major and the minor, and double counting courses between both majors for a double major. **Carry-over referral:** 2024-2025 #37 Academic Degree Policies	**RES 252603** Double Major Policy Changes **RES 252604** Minor Policy Changes	-	**RES 2552603** approved 10/23/2025 **RES 252604** approved 11/06/2025	10/31/2025 12/1/2025	11/5/2025;
10/7/2025	N/A	Complete	EC	RES 252605 Reaffirming Shared Governance and the University Handbook as Policy	**RES 252605** Reaffirming Shared Governance and the University Handbook as Policy	Handbook	10/23/2025	10/31/2025	11/5/2025
10/7/2025	N/A	Complete	EC	RES 252606 Call for a CSU Chancellor's Office Investigation Regarding Recent Incidents in Athletics	**RES 252606** Call for a CSU Chancellor's Office Investigation Regarding Recent Incidents in Athletics	-	11/6/2025	12/1/2025	
10/21/2025	N/A	Complete	EC	Commendation for CSUB CAMP and HEP Programs	**RES 252607** Commendation for CSUB CAMP and HEP Programs	-	10/23/2025	10/31/2025	11/5/2025
9/16/2025	2025-2026 17 Sabbatical Application Process	**RES 252608 IP**	FAC	Review the handbook guidelines on sabbatical applications. During your discussion, please consider: potential revisions to Sections 307.2 and 307.3 of the University Handbook; consistency with the Collective Bargaining Agreement for Unit 3; whether an application rubric should be developed.	**RES 252608** Sabbatical Rubric and Feedback *(2nd reading scheduled 12/04/25)*	Handbook 307.2, 307.3			
9/2/2025	2025-2026 01 Clarify ASCSU Lecturer Electorate Procedures	**RES 252609 IP**	FAC	Clarify ASCSU Lecturer Electorate Procedures. During your discussion, please consider the following: whether non-tenure track, non-teaching faculty can be eligible; what term the elected representative serves on CSUB Academic Senate; encoding the nomination and election procedures in CSUB Senate Bylaws or University Handbook. **Carry-over referral:** 2024-2025 #36 Clarify ASCSU Lecturer Electorate Procedures	**RES 252609** Clarifying ASCSU Lecturer Electorate Procedures *(2nd reading scheduled 12/04/25)*	-			
9/2/2025	2025-2026 05 Unit RTP Committees	**RES 252610 IP**	FAC	For FAC to review the University Handbook sections related to Unit RTP Committees. Handbook 305.6.1, 301.6.4 **Revised Referral** 2024-2025 #34 Unit RTP Committees and PAF Content; drafted RES 242557 (not approved by Senate)	**RES 252610** Unit RTP and PTR Composition *(2nd reading scheduled 12/04/25)*	Handbook 305.6.1, 301.6.4			
9/4/2025	2025-2026 09 Proposal for New Minor in Applied Mathematics	**RES 252611 IP**	AAC and BPC	Review the proposal for New Minor in Applied Mathematics.	**RES 252611** Minor in Applied Mathematics *(2nd reading scheduled 12/04/25)*	-			
9/15/2025	2025-2026 12 Proposal for New Concentration HCM_Healthcare Administration	**RES 252612 IP**	AAC and BPC	Review and approve the proposal for a New Concentration in Healthcare Administration (HCM) in the Master of Public Administration (MPA) degree.	**RES 252612** Concentration in Nonprofit Management in MPA Degree *(2nd reading scheduled 12/04/25)*	-			
9/15/2025	2025-2026 13 Proposal for New Concentration NPM_Nonprofit Management	**RES 252613 IP**	AAC and BPC	Review and approve the proposal for a New Concentration in Nonprofit Management (NPM) in the Master of Public Administration (MPA) degree.	**RES 252613** Concentration in Healthcare Administration in MPA Degree *(2nd reading scheduled 12/04/25)*	-			
9/15/2025	2025-2026 11 Proposal for New Minor in Creative Writing	**RES 252614 IP**	AAC and BPC	Review and approve the proposal for a New Minor in Creative Writing; Department of English.	**RES 252614** Minor in Creative Writing *(1st reading scheduled 12/04/2025)*	-			
9/4/2025	2025-2026 07 Proposal to Rename the Computer Science Information Security Concentration	**RES 252615 IP**	AAC and BPC	Review the proposal to rename the Computer Science Information Security Concentration to Computer Science Cybersecurity Concentration.	**RES 252615** Computer Science Cybersecurity Concentration *(1st reading scheduled 12/04/2025)*	-			
11/3/2025	2025-2026 29 Academic Calendar, Fall 2026 - Summer 2027	**RES 252616 IP**	BPC	Approval of Academic Calendar, Fall 2026, Winter session, Spring 2027 and Summer 2027	**RES 252616** Academic Calendar Fall 2026 - Summer 2027 *(1st reading scheduled for 12/04/25)*	-			
11/3/2025	2025-2026 30 Academic Master Plan 2026-27 through 2035-36	**RES 252617 IP**	AAC and BPC	Academic Master Plan; 2026-27 through 2035-36	**RES 252617** Academic Master Plan 2026-27 through 2035-36 *(1st reading scheduled for 12/04/25)*	-			
9/17/2025	2025-2026 18 Special Review Committee for Anthropology	**RES 252618 IP**	AAC and BPC	Review and address the recommendations provided by the Special Review Committee for Anthropology with respect to the proposed discontinuation of the Anthropology MA and BA programs.	**RES 252618** Special Review Committee for Anthropology *(1st reading scheduled 12/04/25)*	-			
12/2/2025	N/A	**RES 252619 IP**	EC	Commencement - Fall 2025	**RES 252619** Commencement- Fall 2025 *(1st reading scheduled 12/04/25)*	-			

ACADEMIC SENATE
CSU BAKERSFIELD

2025-2026 Academic Senate: Referral and Resolution Log

Date	Referral	Status	Committee/s Charged	Action	Resolution	Handbook/Bylaws Change	Approved by Senate	Sent to President	Approved by President
9/2/2025	2025-2026 03 Academic Policies and Academic Advising in SASEM	Sent to subcommitee/s	AAC and AS&SS	To discuss shared governance with respect to the academic policies and advising housed in the Division of Strategic Enrollment Management **Expanded Carry-over of:** 2024-2025 #31 Academic Policies House in the Registrar's Office and 2024-2025 #25 Academic Advising Structure and Report; RES 242518 Academic Advising Structure as an Academic Endeavor		-			
9/2/2025	2025-2026 04 Time Blocks	Sent to subcommitee/s	BPC	The need to reconsider Time Blocks for classes. During discussion, consider how to address meeting patterns that are not visualized in RES 1314059, whether the 50 minutes M/W/F time blocks are sufficient for pedagogical reasons, overlap between current time blocks of different types, effects of time blocks on space utilization. **Carry over referral:** 2023-2024 #04 and 2024-2025#10 Time Blocks		-			
9/4/2025	2025-2026 06 Proposal to Elevate the Concentration of Computer Information Systems (CIS) to a Degree Program.	Sent to subcommitee/s	AAC and BPC	Review the proposal to elevate the Computer Science Computer Information Systems (CIS) Concentration to a new Degree Program.		-			
9/4/2025	2025-2026 08 Proposal to Change the MS in Computer Science from Self-support to Stateside Support	Sent to subcommitee/s	AAC and BPC	Review the proposal to Change the MS in Computer Science from Self-support to Stateside Support.		-			
9/15/2025	2025-2026 10 Proposal for New Minor in Medical Spanish	Sent to subcommitee/s	AAC and BPC	Review and approve the proposal for a New Minor in Medical Spanish; Department of Modern Languages and Literatures.		-			
9/15/2025	2025-2026 15 Proposal for New Minor_HD-CAFS_Early Childhood Development (ECD)	Sent to subcommitee/s	AAC and BPC	Review and approve the proposal for 2025-2026 15_Proposal for New Minor in Early Childhood Development; Department of Human Development and Child, Adolescent and Family Studies (HD-CAFS).		-			
9/16/2025	2025-2026 16 Catalog Language Inconsistency with Title V	Sent to subcommitee/s	AAC	Review the inconsistencies between CSUB Academic Catalog language and Title V requirements with respect to upper-division units required for BS degree completion.		-			
9/29/2025	2025-2026 19 Teaching Modality	Sent to subcommittee/s	AAC and FAC	Review and discuss section 203 "Instructional Policy" of the University Handbook, particularly the sub-sections related to course modality and online and hybrid courses. Section 303.1also has references to online teaching.		Handbook 203 and 303.1			
9/29/2025	2025-2026 20 Disqualification and Readmission Policies	Sent to subcommitee/s	AAC and AS&SS	Review and discuss the policies related to academic disqualification and readmission to the university.		-			
9/29/2025	2025-2026 21 Policy on Use of Informational Banner Space in Canvas	Sent to subcommitee/s	AS&SS	Discuss developing a policy on what information can be posted to the banner space on Canvas.		-			
10/7/2025	2025-2026 22 President's Cabinet Structure and Officers of the University- Handbook Change	Sent to subcommitee/s	FAC	Update section 103.2.3 and 104 of the University Handbook to be consistent with the current structure of the President's Cabinet, President's direct reports, and other officers of the University.		Handbook 103.2.3 and 104			
10/14/2025	2025-2026 23 PERC Timing Concerns	Sent to subcommitee/s	AAC and AS&SS	Investigate the timing of the Post-Enrollment Requirements Checking (PERC) report generation.					
10/14/2025	2025-2026 24 First-Year Seminar (CSUB 1029) Concerns	Sent to subcommitee/s	AAC and FAC	Investigate concerns related to the curricular content and oversight of First-Year Seminar (CSUB 1029) and the assignment of instructors for CSUB 1029.		-			
10/29/2025	2025-2026 25 Inconsistency with Previous Handbook Changes to Unit Committee Evaluations	Sent to subcommitee/s	FAC	FAC to review the two resolutions from 2022-2023 related to section 305.6.3 Evaluation and Recommendation by the Unit Committee of the University Handbook. During your discussion, please consider the following: Any language from RES 222309 that may have been accidentally excluded from RES 222335 and will need to be incorporated in the handbook; Incorporating recommendations from this referral with recommendations for referral 2025-2026 05 Unit RTP Committees.		Handbook 305.6.3			
10/29/2025	2025-2026 26 Inventory of Automated Decision-making Software for the Classroom	Sent to subcommitee/s	AS&SS	Inventory of AI and other automated software; A new state law requires CSU campuses to inventory automated decision-making systems. It was suggested that ATI-IM also participate		-			
10/29/2025	2025-2026 27 Handbook Policies on Acting and Interim MPPs	Sent to subcommitee/s	FAC	FAC to review the University Handbook sections, 309.7 through 309.11, regarding appointments of interim administrators. During your discussion, please consider the following: Whether language should be added to define the title "Acting" and provide guidelines for appointing and length of term; Whether the consultation processes for interim appointments should be clarified with respect to entities that are consulted prior to appointment and renewal.		Handbook 309.7 through 309.11			
10/29/2025	2025-2026 28 Term Limits for Department Chairs and Program Directors	Sent to subcommitee/s	FAC	FAC to review the term limit language in section 312.3 Selection and Appointment Procedures of the University Handbook, specifically relating to department chairs, program chairs, and program directors.		Handbook 312.3			
11/3/2025	2025-2026 31 Clarify Handbook Language Related to Faculty Reviews	Sent to subcommitee/s	FAC	FAC to review the Handbook language pertaining to timelines for Post-Tenure Review (PTR) and WPAF length for all faculty reviews. During your discussion, please consider the following: The language in Handbook section 305.4.2.10 "RTP File" related to expected contents and maximum length for the following types of reviews… Multiple timeline issues with Handbook section 305.3.3 "Promotion of		Handbook 305.3.3 and 305.4.2.10			
11/3/2025	2025-2026 32 Clarification of Unit Criteria for Faculty Review	Sent to subcommitee/s	FAC	FAC to review the Handbook language related to Unit RTP, PTR and PEF Criteria. During your discussion, please consider the following: The following Handbook sections related to Unit Criteria, including any changes made in RES 252610 "Unit RTP and PTR Composition": 305.4.2.4 "Unit RTP Criteria," 306.2.2 "Criteria for Periodic Evaluation of Faculty," 306.3 "Post-Tenure Review, " Definition of "exceptional" for Early Promotion at different ranks (i.e. Assistant to Associate and Associate to Full), Developing a checklist of required criteria elements to assist units in revising their Unit Criteria		Handbook			
9/15/2025	2025-2026 14 Proposal for Public Personnel Services Credential	Sent to subcommittee/s	AAC and BPC	Review and approve the proposal for a Pupil Personnel Services Credential in Advanced Educational Studies.		-			
11/7/2025	2025-2026 33 Academic, Curricular, and Student Support Software Concerns	Sent to subcommittee/s	AS&SS	AS&SS discuss academic, curricular, and student support software needs with ITS. Consider: Consulting with ITS about rising software costs for academic, curricular, and student support software, and assisting ITS with determining acceptable replacements and/or non-renewals; Whether AS&SS (via bylaws change), another existing committee (such as ITC), or a new committee (created by resolution), should serve as the shared-governance consultants with ITS for software selection in these areas.					

2025-2026 Academic Senate: Referral and Resolution Log

Date	Referral	Status	Committee/s Charged	Action	Resolution	Handbook/Bylaws Change	Approved by Senate	Sent to President	Approved by President
11/7/2025	2025-2026 34 Review of the Report and Recommendations from the Task Force for Periodic Evaluation of Temporary Faculty	Sent to subcommittee/s	FAC	FAC review the submitted report and recommendations from the Task Force for Periodic Evaluation of Temporary Faculty. Consider: Which recommendations for changes to the Handbook, if any, should be formally adopted; The impact of the report and recommendations on other referrals and resolutions . *Carry over referral 2021-2022 #41, 2023-2024 #03 and 2024-2025 #06*		Handbook			
11/25/2025	2025-2026 35 SOCI Modality	Sent to subcommitte	FAC	Review the request from Provost Council to eliminate paper SOCIs and move entirely to online SOCIs. During discussion, consider: Costs of administering paper SOCIs, Low response rates for online SOCIs and how to address. ITS support for online SOCIs.					
		Waiting for Taskforce report; HOLD		Criteria for the creation of schools; waiting for task force report (end of Fall 2025). **Update:** Yangsuk Ko (chair) estimates report to be done by last meeting of Fall 2025; December 8, 2025.		Handbook			

Academic Affairs Committee (AAC)
Report to the Academic Senate

Thursday, December 4, 2025

The Academic Affairs Committee met on November 13th via Zoom and November 20th in person. During the November 13th meeting, AAC discussed a revised version of the proposal to elevate the concentration of CIS to a degree program (2425 REF #06). The committee approved of the revised roadmaps and the plan to allow for job skills certificate transfer pathways. We raised concerns about how the new guidance from the Chancellor's Office regarding General Education modifications (GEMs) would affect the proposed program and sent this feedback to the Department of Computer and Electrical Engineering and Computer Science for further review. We subsequently received notice that the department wishes to pause the proposal as they determine the best course of action.

On November 13th, AAC also discussed the Academic Master Plan revisions and approved all proposed changes. We then considered 2526 REF#18: Special Review Committee for Anthropology. The committee extensively discussed the report provided by the Special Review Committee, additional documents from stakeholders included in the referral, and comments provided by the Budget and Planning Committee. Members concurred with the findings in the Special Review Committee report and approved a revised joint resolution with BPC accepting the recommendations as outlined.

On November 20th, AAC acted as the curriculum committee to approve a new course, GST 2770: Special Topics, NTK Practicum. We discussed 2526 REF #07: Proposal to Rename the Computer Science Information Security Concentration and approved a resolution for Senate renaming it as the Computer Science Cybersecurity Concentration. The 2526 REF #08: Proposal to Change the MS in Computer Science from Self-Support to Stateside Support elicited extensive discussion and Chair Tsantsoulas has reached out to the Department of Computer and Electrical Engineering and Computer Science with suggestions for revisions. AAC then discussed 2526 REF #15: Proposal for New Minor, Early Childhood Development (ECD) and returned some clarifying questions to the Department of Human Development, and Child, Adolescent, and Family Studies. We considered a draft resolution provided by the Academic Support and Student Services committee regarding 2526 REF #03: Academic Policies and Academic Advising in Student Affairs and Strategic Enrollment Management. After extensive discussion, AAC has decided to return to this matter at the start of Spring 2026 semester. Finally, we engaged in a lengthy discussion of 2526 REF #14: Proposal for Pupil Personnel Services PPS Credential. This referral was subsequently removed from AAC's docket.

Academic Support & Student Services Committee (AS&SS)
Report to the Academic Senate

Thursday, November 13, 2025

Old Business:

1. **Academic Standing Policy – Summer Disqualification:**

   The committee continued refinement of the resolution eliminating summer disqualification from the Academic Standing Policy. Members reiterated that the timeline between summer grade posting and fall enrollment creates an inequitable academic standing process. The committee affirmed full removal of summer disqualification from policy.

2. **Readmission Policy – Separation From Summer Disqualification**

   The committee confirmed the need to separate the readmission criteria from the summer disqualification resolution. Discussion emphasized the inconsistencies between lower-division, and upper-division standards and the challenges created by the current one-year stop-out requirement. The committee agreed to move forward with a simplified, unified readmission model modeled on Fresno State's two-pathway structure (one-semester stop-out with coursework OR two-semester stop-out without coursework requirements).

3. **Canvas Banner Space Resolution**

   The committee reviewed the draft resolution regarding the use of Canvas banner space and recommended adding "Campus" in front of "Canvas Support" to clarify the responsible entity for documentation and guidance.

4. **PERC Timing and Process Resolution**

   The committee continued discussion on the Post-Enrollment Requirement Checking (PERC) process and recommended several revisions to the draft resolution, including:

   - Clarifying that the initial PERC run applies only to students identified during the first report.
   - Replacing rigid deadlines with more realistic timelines, including "no later than two weeks prior to the semester" and "ideally one week prior to the semester."
   - Requiring the Registrar's Office to notify PERC designees when end-of-term grade processing is complete.
   - Stating explicitly that students should not be dropped without first meeting with an advisor.

5. **Inventory of Automated Decision-Making Software**

   The committee reviewed progress on Referral #26. The chair will contact the Ethical Use of AI Group, Instructional Materials/ATI Group, and ITS regarding existing inventories and campus practices. Consideration of a new survey on AI use was deferred pending review of prior ITS data.

New Business:

1. **Referral #33**

   The committee briefly discussed Referral #33 concerning academic, curricular, and student support software. Initial concerns focused on the need for transparent review and approval processes, FERPA considerations, and ethical implications of AI-supported or surveillance-based applications.

Respectfully submitted,
Leslie Kirstein, Chair
Academic Support & Student Services Committee

Academic Support & Student Services Committee (AS&SS)
Report to the Academic Senate

Thursday, November 20, 2025

The Academic Support & Student Services Committee did not meet on November 20, 2025. The scheduled meeting was canceled due to a medical emergency experienced by the Chair. Committee business, including review of draft resolutions and ongoing referral updates, was conducted via email to ensure continuity of work.

The committee will resume regular meetings at the next scheduled session.

Respectfully submitted,
Leslie Kirstein
Chair, AS&SS Committee

Report from the Budget and Planning Committee of the Academic Senate

The Budget and Planning Committee (BPC) met November 13 and 20, 2025. In those meetings, the committee reviewed the Academic Calendar for 2026/2027, the draft Academic Master Plan, and the following referrals:

- Academic Calendar:
    - Approved with the following feedback:
        - Need to address shortened number of instructional days each fall term. Ongoing discussions over University Week, fall break/Thanksgiving, and other methods for adding fall instruction days.
        - Concern with such a short Winter Session with regards to student learning and success.
        - Concerns with final exams schedule in conjunction with both commencement and housing deadlines. The housing issue was addressed in the 26/27 calendar but commencement is still scheduled during exams.
- Referral #2025-2026 11 Proposal for New Minor Creative Writing
    - Questions to department were answered and the committee approved moving forward with the drafted resolution.
- Referral #2025-2026 10 Proposal for New Minor Medical Spanish
    - Questions were referred to AAC and answered; new draft of the proposal was received but has not gone back to the committee yet.
- Referral #2025-2026 08 Proposal to Change the MS in Computer Science from Self-support to Stateside Support
    - Committee provided feedback to the department that the proposal take into account the instructional budget model.

The committee was advised that the CIS proposal to elevate from a concentration to the program has been placed on hold and the minor in Medical Spanish was being revised.

The committee also approved the changes to the joint resolution between AAC and BPC on the Special Review Committee Report on Anthropology.

The committee will continue to review curriculum proposals and prepare for the time block referral next semester.

Report from the Faculty Affairs Committee of the Academic Senate

November 13th and November 20th, 2025

Over its meetings on November 13 and November 20, the Faculty Affairs Committee (FAC) made substantial progress on several major referrals, particularly the Sabbatical Application & Rubric and the Unit RTP/PTR Committee Composition resolutions. The committee continued refining the sabbatical proposal by clarifying the meaning of "meritorious," emphasizing that an initial review should focus on whether applications are complete rather than making premature judgments about quality, and finalizing a rubric supported by concise descriptor paragraphs and an evaluator guide. The committee agreed to avoid overly rigid rules and instead allow the rubric, professional judgment, and clearer guidance to structure reviews. At the November 20 meeting, FAC voted to forward the revised sabbatical resolution to Senate second reading.

FAC also advanced the ASCSU Lecturer Electorate Procedures resolution, making technical refinements to lecturer classification codes and forwarding the item to Senate second reading. In its extensive work on the Unit RTP/PTR Composition resolution, the committee addressed Senate feedback regarding committee size, overlap of membership, and the intent behind creating distinct committees for each candidate. The revised draft clarifies expectations around participation, documentation of committee membership, candidate awareness of reviewers, committee chair selection, and AVP authority regarding eligibility to serve. After reviewing additional edits on November 20, FAC voted to forward this resolution to Senate second reading as well.

Finally, FAC reviewed and corrected earlier meeting minutes and previewed a number of upcoming referrals, including term limits for chairs/directors, presidential cabinet structure, teaching modality, first-year seminar instruction, and the substantial referral on periodic evaluation of faculty. The FAC plans to address these new items in the Spring, 2026 semester. The November 20 meeting marked the final session of the semester. FAC Chair Zenko is grateful for all of the contributions of all of the FAC members, including alternates.

CFA Bakersfield Report December 2025

We are back at the table with CSU management. The CFA bargaining team passed 12 different proposals which included new proposals on AI and academic freedom. The CSU team passed one proposal on salary which was nothing more than a one-time, non-pensionable payment of 3% of each eligible faculty's salary. This proposal was submitted the day after the CSU Board of Trustees approved a 12-15% salary increase for upper management.

This one-time 3% compensation is being funded by a one-time interest free $144 million loan. A one-time payment is not a replacement for wage increases that coincide with the rising cost of living, the hiring of more tenured faculty, and the job security of our valued lecturer faculty. Nor will this one-time payment address the faculty and department cuts, which we know on our campus is projected to include 113 fewer lecturers with at least 1 WTUs and 960 fewer WTUs overall for spring 2026 compared to Spring 2025.

CFA along with our union siblings were all demanding that the CSU take the 0% interest loan. However, for CFA, we supported taking the loan with the purpose of restoring programs cut and positions lost. CFA's position was that the CSU should take the loan to address budgeting problems and restore jobs lost in pre-emptive cuts. Chancellor Garcia and her team have instead decided to give all CSU employees an inadequate one-time 3% bonus while simultaneously approving yet another salary increase for upper management.

This is only the beginning! We are in for a difficult fight and need all hands-on the deck! A bargaining contract that's fair and supports faculty with livable wages, benefits, and just working conditions is the best way to ensure economic justice for faculty. Membership matters more now than ever before. As a reminder, only members are able to vote on any tentative agreement. To become a member, use the following link:
https://data.calfac.net/helpdesk/#join

In Solidarity,

D Solis, CFA Bakersfield Vice President
Dahna Stowe, CFA Bakersfield ARSJ Chair and Bargaining Team Rep.

For more information on bargaining go to: https://www.cfabargaining.org/

To view the contract proposals, go to: https://www.cfabargaining.org/proposals

Bargaining team Bakersfield representative email: dstowe@calfac.org

Academic Master Plan 2026-27 through 2035-36

RES 252617

AAC, BPC

RESOLVED: That the Academic Senate approves the addition of the MS degree in Applied Analytics to the Academic Master Plan.

RESOLVED: That the Academic Senate approves the addition of the BM in Music Teacher Preparation Concentration to the Academic Master Plan as approved by Senate in RES 242504.

RESOLVED: That the Academic Senate approves the implementation of the BA degree in Ethnic Studies to the Academic Master Plan as approved by Senate in RES 242517.

RESOLVED: That the Academic Senate approves the removal of the BA and BS in Natural Sciences from the Academic Master Plan.

RESOLVED: That the Academic Senate approves the removal of the BA in Latina/o/x and Chicana/o/x Studies from the Academic Master Plan.

RESOLVED: That the Academic Senate approves the attached Academic Master Plan.

RATIONALE: The Academic Master Plan was updated to reflect changes Senate approved in RES 242512. In addition, major changes include the implementation of the BM in Music Teacher Preparation Concentration, the addition of the BA in Ethnic Studies, and the removal of the BA in Latina/o/x and Chicana/o/x Studies. Although the MS in Applied Analytics was removed last year, a new proposal was received and approved as an addition. The Academic Master Plan was also updated to include the addition of the most recently completed program review dates and updates to the dates for the next scheduled program review for several programs.

Attachments:
CSU Bakersfield AMP 2026-27 through 2035-36 clean
CSU Bakersfield AMP 2026-27 through 2035-36 tracked Projected
Degree Proposal- Masters of Science in Applied Analytics

Distribution List:
President

CAMPUS ACADEMIC PLAN
Existing and Projected Degree Programs
2026̶5̶-276̶ through 2035̶4̶-365̶
California State University, Bakersfield

College or Division and Degree Program Title	Existing Degree Type				Projected Program and Originally Approved Implementation Year	Academic Year of Most Recently Completed Program Review	Academic Year of Scheduled Program Review
	Bachelor's	Master's	Doctoral	Other			
College of Arts and Humanities							
Art	BA					2017-18	2024-25
Communications	BA^^@					2022-23	2027-28
English	BA	MA				2024-25̶1̶7̶-̶1̶8̶	2̶0̶2̶3̶-̶2̶4̶2028-29
History	BA	MA				2015-16	2021-22
Mass Communication		MA			MA 2026		
Music	BA, BM				B̶M̶ ̶2̶0̶2̶2̶	2019-20	2026-27
Philosophy	BA					2022-23	2027-28
Religious Studies	BA					2021-22	2026-27
Spanish	BA	MA				2011-12	2̶0̶1̶8̶-̶1̶9̶2025-26
Theatre	BA					2018-19	2024-25
College of Business and Public Administration							
Business Administration	BS	MBA				2014-15	2021-22
Economics	BS					2019-20	2026-27
Environmental Resource Management	BS					2021-22	2026-27
Health Care Administration		MS				2025-26̶1̶1̶-̶1̶2̶	2̶0̶1̶8̶-̶1̶9̶2029-30
Public Administration	BA	MPA				2017-18	2023-24

College or Division and Degree Program Title	Existing Degree Type				Projected Program and Originally Approved Implementation Year	Academic Year of Most Recently Completed Program Review	Academic Year of Scheduled Program Review
	Bachelor's	Master's	Doctoral	Other			
Agricultural Business	BS					2018-19	~~2025-26~~2026-27
~~Accounting~~					~~MS 2020~~		
~~Applied Analytics~~					~~MS 2019~~		
College of Natural Sciences, Mathematics, and Engineering							
Biochemistry	BS					2020-21	2027-28
Biology	BS	MS				2020-21	2026-27
Chemistry	BS					2020-21	2027-28
Computer Engineering	BS					2018-19	~~2025-26~~2026-27
Computer Science	BS	MS				2019-20	202~~5~~6-2~~7~~6
Electrical Engineering	BS					2018-19	202~~5~~6-2~~7~~6
Engineering	BS					2018-19	202~~5~~6-2~~7~~6
Environmental Sciences					BS 2021		
Geology	BA, BS	MS				2021-22	2026-27
Human Biological Sciences	BA					2020-21	2026-27
Mathematics	BS	MAT*				2021-22	202~~6~~7-2~~7~~8
Mechanical Engineering					BS 2026		
~~Natural Sciences~~	~~BA*, BS*~~					~~2023-24~~	~~2030-31~~

* Suspended program
^ Offered only through self-support
^^ Offered through both state-support and self-support
@ Online program
Note: Underlined programs are nationally accredited subject areas

College or Division and Degree Program Title	Existing Degree Type				Projected Program and Originally Approved Implementation Year	Academic Year of Most Recently Completed Program Review	Academic Year of Scheduled Program Review
	Bachelor's	Master's	Doctoral	Other			
<u>Nursing</u>	<u>BS</u>	<u>MS</u>	DNP			2022-23	2028-29
Physics	BS					2022-23	2027-28
Public Health	BS						2027-28
College of Social Sciences and Education							
Anthropology	BA*<del></del>	MA*				2022-23	2027-28
Child Adolescent and Family Studies	BA					2018-19	202<ins>5-26</ins>~~4-25~~
Counseling		MS				2015-16	2025-26
Counseling Psychology		MS				2019-20	2025-26
Criminal Justice	BA					2016-17	2025-26
<u>Education</u>		<u>MA</u>^@				2018-19	~~2022-23~~<ins>2025-26</ins>
<u>Educational Administration</u>		<u>MA</u>				20<ins>25-26</ins>~~16-17~~	202<ins>9-30</ins>~~2-23~~
<u>Educational Leadership</u>			<u>EdD</u>				202<ins>5</ins>~~2~~-2<ins>6</ins>~~3~~
Ethnic Studies	BA				2025		2029-30
Kinesiology	BS	MS^@				2018-19	2025-26
~~Latina/o/x and Chicana/o/x Studies~~					~~BA 2019~~		
Liberal Studies	BA					2022-23	2027-28
Political Science	BA					2013-14	2025-26
Psychology	BA					2019-20	2025-26
<u>Social Work</u>		<u>MSW</u>^^				2023-24	2028-29

* Suspended program
^ Offered only through self-support
^^ Offered through both state-support and self-support
@ Online program
Note: Underlined programs are nationally accredited subject areas

College or Division and Degree Program Title	Existing Degree Type				Projected Program and Originally Approved Implementation Year	Academic Year of Most Recently Completed Program Review	Academic Year of Scheduled Program Review
	Bachelor's	Master's	Doctoral	Other			
Sociology	BA^^@	MA*				2021-22	2027-28
Special Education		MA				20<u>25-26</u>~~15-16~~	20<u>29-30</u>~~22-23~~
Interdisciplinary and Other							
General Education						2020-21	2027-28
Honors						202<u>4-25</u>~~3-24~~	202<u>8-29</u>~~8-29~~
Interdisciplinary Studies	BA	MA*				2023-24	2027-28

* Suspended program
^ Offered only through self-support
^^ Offered through both state-support and self-support
@ Online program
Note: Underlined programs are nationally accredited subject areas

CAMPUS ACADEMIC PLAN
Existing and Projected Degree Programs
2026-27 through 2035-36
California State University, Bakersfield

CLEAN VERSION

College or Division and Degree Program Title	Existing Degree Type				Projected Program and Originally Approved Implementation Year	Academic Year of Most Recently Completed Program Review	Academic Year of Scheduled Program Review
	Bachelor's	Master's	Doctoral	Other			
College of Arts and Humanities							
Art	BA					2017-18	2024-25
Communications	BA^^@					2022-23	2027-28
English	BA	MA				2024-25	2028-29
History	BA	MA				2015-16	2021-22
Mass Communication		MA			MA 2026		
Music	BA, BM					2019-20	2026-27
Philosophy	BA					2022-23	2027-28
Religious Studies	BA					2021-22	2026-27
Spanish	BA	MA				2011-12	2025-26
Theatre	BA					2018-19	2024-25
College of Business and Public Administration							
Business Administration	BS	MBA				2014-15	2021-22
Economics	BS					2019-20	2026-27
Environmental Resource Management	BS					2021-22	2026-27
Health Care Administration		MS				2025-26	2029-30
Public Administration	BA	MPA				2017-18	2023-24
Agricultural Business	BS					2018-19	2026-27
College of Natural Sciences, Mathematics, and Engineering							
Biochemistry	BS					2020-21	2027-28
Biology	BS	MS				2020-21	2026-27

CAMPUS ACADEMIC PLAN
Existing and Projected Degree Programs
2024-25 through 2033-34
California State University, Bakersfield
(continued)

College or Division and Degree Program Title	Existing Degree Type				Projected Program and Originally Approved Implementation Year	Academic Year of Most Recently Completed Program Review	Academic Year of Scheduled Program Review
	Bachelor's	Master's	Doctoral	Other			
Chemistry	BS					2020-21	2027-28
<u>Computer Engineering</u>	<u>BS</u>					2018-19	2026-27
Computer Science	BS	MS				2019-20	2026-27
<u>Electrical Engineering</u>	<u>BS</u>					2018-19	2026-27
Engineering	BS					2018-19	2026-27
Environmental Sciences					BS 2021		
Geology	BA, BS	MS				2021-22	2026-27
Human Biological Sciences	BA					2020-21	2026-27
Mathematics	BS	MAT*				2021-22	2027-28
Mechanical Engineering					BS 2026		
<u>Nursing</u>	<u>BS</u>	<u>MS</u>	DNP			2022-23	2028-29
Physics	BS					2022-23	2027-28
Public Health	BS						2027-28
College of Social Sciences and Education							
Anthropology	BA	MA*				2022-23	2027-28
Child Adolescent and Family Studies	BA					2018-19	2025-26
Counseling		MS				2015-16	2025-26
Counseling Psychology		MS				2019-20	2025-26
Criminal Justice	BA					2016-17	2025-26
<u>Education</u>		<u>MA^@</u>				2018-19	2025-26

* Suspended program
^ Offered only through self-support
^^ Offered through both state-support and self-support
@ Online program
Note: Underlined programs are nationally accredited subject areas

CAMPUS ACADEMIC PLAN
Existing and Projected Degree Programs
2024-25 through 2033-34
California State University, Bakersfield
(continued)

College or Division and Degree Program Title	Existing Degree Type				Projected Program and Originally Approved Implementation Year	Academic Year of Most Recently Completed Program Review	Academic Year of Scheduled Program Review
	Bachelor's	Master's	Doctoral	Other			
Educational Administration		MA				2025-26	2029-30
Educational Leadership			EdD				2025-26
Ethnic Studies	BA				2025		2029-30
Kinesiology	BS	MS^@				2018-19	2025-26
Liberal Studies	BA					2022-23	2027-28
Political Science	BA					2013-14	2025-26
Psychology	BA					2019-20	2025-26
Social Work		MSW^^				2023-24	2028-29
Sociology	BA^^@	MA*				2021-22	2027-28
Special Education		MA				2025-26	2029-30
Interdisciplinary and Other							
General Education						2020-21	2027-28
Honors						2024-25	2028-29
Interdisciplinary Studies	BA	MA*				2023-24	2027-28

* Suspended program
^ Offered only through self-support
^^ Offered through both state-support and self-support
@ Online program
Note: Underlined programs are nationally accredited subject areas

DEVELOP A NEW PROGRAM

Projected Degree Proposal Template

Title of Projected Degree	**Masters of Science in Applied Analytics**
Degree Designation (e.g., BS)	**MS**
Projected Implementation Date	**Spring 2027**
Campus	**Bakersfield**
College	**Business and Public Administration**
Department	Economics
Contact Name(s) and Email(s)	S. Aaron Hegde, shegde@csub.edu

1. **Delivery mode of program:**   Face-to-Face ☐   Hybrid ☐   Online ☒

2. **Support Mode:**   State-Support ☐   Self-Support ☒

3. **A brief summary of the purpose for and description of the projected degree**:

   The Master of Science in Applied Analytics will prepare students with advanced skills in data collection, modeling, visualization, and interpretation. The program emphasizes quantitative reasoning, statistical literacy, and applied learning across industries such as agriculture, energy, public sector, and business services. Delivered fully online and asynchronously, the program will provide flexible, accessible graduate education for working professionals throughout California's Central Valley and beyond. This interdisciplinary program addresses a regional need for professionals capable of leveraging data to drive decisions, ensuring graduates are workforce-ready with both technical and communication competencies.

4. **List the projected program learning objectives:**

   Graduates will be able to:
   1. *Analyze and interpret complex data sets from various business sectors*
      a. *Demonstrate understanding of core analytics knowledge*
      b. *Organize and synthesize data*
      c. *Perform data visualizations and demonstrate data storytelling*
   2. *Critical Thinking and Analytical Reasoning*
      a. *Apply statistical techniques to solve business problems*

The California State University
OFFICE OF THE CHANCELLOR

Academic Programs, Innovations and Faculty Development　　　　*Phone*　562-951-4677
401 Golden Shore, 6th Floor　　　　　　　　　　　　　　　　*Fax*　　562-951-4982
Long Beach, CA 90802-4210　　　　　　　　　　　　　　　　*Email*　app@calstate.edu

www.calstate.edu/app

      b.　*Demonstrate structured coding language*
  3.　*Communicate insights effectively to stakeholders*
      a.　*Written communication:*
      b.　*Oral communication:*
  4.　*Understand ethical considerations in data analytics*
      a.　*Evaluate impact of decisions on various stakeholders*
      b.　*Exercise responsible and ethical usage of AI and related technology*

5. **Proposed CIP code:** *52.1301 Quantitative Methods, Analysis, Business Analytics*

6. For new degree programs that are not already offered in the CSU, **provide a compelling rationale** explaining how the proposed subject areas constitute a coherent, integrated degree program that has potential value to students and that meets CSU requirements for an academic program at the undergraduate or graduate level. *N/A*

7. **The projected program's fit and relevance within the scope of campus strategic academic planning:**
The program supports CSUB's Strategic Goals:
- *Goal 1 – Student Success: Expands graduate access through online learning and applied curriculum.*
- *Goal 2 – Academic Excellence and Innovation: Develops cross-disciplinary, data-driven problem solvers.*
- *Goal 3 – Community Engagement and Regional Impact: Addresses Central Valley workforce needs in analytics, supporting sectors such as energy, agriculture, and public administration.*
- *Goal 4 – Organizational Sustainability: Utilizes online delivery to expand enrollment efficiently and sustainably through EEGO (self-support).*

This program reinforces CSUB's role as a regional hub for workforce development in applied analytics and technology-enabled industries.

8. **Anticipated student demand:** Provide projections in the table below and identify the evidence you have used to make these projections (e.g., US Bureau of Labor Statistics).

	At Initiation	After 3 Years	After 5 Years
Number of Majors (Annual)	*10*	*40*	*60*
Number of Graduates (Cumulative)		*30*	*70*

  a.　Evidence:
      i.　*UPCEA (2025) labor analysis projects 10% job growth in analytics-related fields in the Central Valley by 2035, with 20%+ growth for data scientists and statisticians.*
      ii.　*56% of current undergraduates and 50% of alumni expressed strong or moderate interest in pursuing a master's program in analytics at CSUB, particularly if offered online.*

The California State University
OFFICE OF THE CHANCELLOR

Academic Programs, Innovations and Faculty Development   Phone   562-951-4677
401 Golden Shore, 6th Floor   Fax   562-951-4982
Long Beach, CA 90802-4210   Email   app@calstate.edu

www.calstate.edu/app

      iii. *EAB Enrollment Insights (2024) show online graduate programs in analytics experience 18-20% enrollment growth in the first two years when coupled with strategic digital recruitment efforts*

  b. For undergraduate programs with expected numbers of majors less than 10, and master's programs with expected numbers of majors less than 5, include a statement of commitment from the Provost demonstrating support for the sustainability of the program. ***N/A***

9. **Workforce demands and employment opportunities for graduates:** Describe the demands and opportunities, as well as the evidence you have used to make these claims.

   - *Regional job growth: 10% in analytics-related occupations (2025–2035).*
   - *Top titles: Data Scientist, Business Intelligence Analyst, and Management Analyst.*
   - *Median salary: $87,382 in the Central Valley; competitive with state and national averages*
   - *Top Industries: Mnnagement and technical consulting (37.4%), state government (15.4%), and public admin*

10. **Other relevant societal needs:**

    - *Supports ethical data use and AI literacy, addressing a statewide priority.*
    - *Expands educational equity by offering an affordable, flexible online graduate degree accessible to rural and underrepresented communities in California's Central Valley.*
    - *Fosters data-informed decision-making across public and private sectors, advancing regional innovation.*

11. **An assessment of the required resources and the campus commitment to allocating those resources:** Provide a narrative description of resources that will be needed at initiation, after three years, and after five years. **Note:** Approval of this proposal by campus entities represents the campus commitment to allocating these resources.
    - *At Initiation (Year 1): Canvas and online course development support via EEGO; Digital marketing and recruitment; Access to technology; Program Co-ordinator.*
    - *After Three Years: Continued recruitment efforts to sustain program.*
    - *After Five Years: Establishment of stackable graduate certificates; additional instructional design to support continued growth; possible research collaborations with research centers*

12. **a. Description of Campus Approval Process**
    1. *MS AA Program Committee*
    2. *BPA Curriculum Committee*
    3. *Dean, BPA and Dean, EEGO*
    4. *Academic Affairs (AVP, Academic Programs and Provost)*
    5. *Academic Senate*
    6. *President*

The California State University
OFFICE OF THE CHANCELLOR

Academic Programs, Innovations and Faculty Development
401 Golden Shore, 6th Floor
Long Beach, CA 90802-4210

Phone 562-951-4677
Fax 562-951-4982
Email app@calstate.edu

www.calstate.edu/app

b. Approval Signatures

Commencement – Fall 2025

RES 252619

EC

RESOLVED: That the Academic Senate recommend to the President those appropriate degrees be conferred to students satisfying the requirements of their programs of study.

RATIONALE: Faculty are responsible for designing curriculum, establishing program and degree requirements, teaching classes, advising and mentoring students, and ensuring standards are met. Let us join together as a university community in celebrating the accomplishments of these graduates and candidates for graduation.

Distribution List:
    President
    Provost and VP Academic Affairs
    General Faculty

Approved by the Academic Senate:
Sent to the President:
President Approved:

Minor in Applied Mathematics

RES 252611

AAC, BPC

RESOLVED: That the Academic Senate approves the proposed new minor in Applied Mathematics.

RATIONALE: The minor in Applied Mathematics offers students a minor pathway in mathematics that does not require MATH 3000. The existing program resources are sufficient to support this new minor pathway.

Distribution List:
President
Provost and VP for Academic Affairs
VP for Student Affairs and Strategic Enrollment Management
AVP for Faculty Affairs
AVP Academic Affairs and Dean of Academic Programs
College Deans
Associate Deans
Dean of Libraries
Dean of Antelope Valley
Dean of Extended Education and Global Outreach
Department Chairs
General Faculty

Approved by the Academic Senate:
Sent to the President:
President Approved:

Concentration in Nonprofit Management in MPA Degree

RES 252612

AAC, BPC

RESOLVED: That the Academic Senate approves the proposed new Nonprofit Management Concentration in the Master of Public Administration degree program.

RATIONALE: The new concentration formally recognizes longstanding student interest in a specialization in Nonprofit Management within the Master of Public Administration degree program. The Department of Public Policy and Administration already offers the necessary courses to support this area of study. Creating the new concentration in Nonprofit Management will allow students to publicize their specialized graduate study and will enhance their standing and job-market desirability. The existing program resources are sufficient to support this new concentration.

Attachments: (1) 2025-2026 12_Proposal for New Concentration_MPA_HCM, (2) MPA_HCM_concentration

Distribution List:
President
Provost and VP for Academic Affairs
VP for Student Affairs and Strategic Enrollment Management
AVP for Faculty Affairs
AVP Academic Affairs and Dean of Academic Programs
College Deans
Associate Deans
Dean of Libraries
Dean of Antelope Valley
Dean of Extended Education and Global Outreach
Department Chairs
General Faculty

Approved by the Academic Senate:
Sent to the President:
President Approved:

Concentration in Healthcare Administration in MPA Degree

RES 252613

AAC, BPC

RESOLVED: That the Academic Senate approves the proposed new concentration in Healthcare Administration in the Master of Public Administration degree program.

RATIONALE: The new concentration formally recognizes longstanding student interest in a specialization in healthcare administration within the Master of Public Administration degree program. The Department of Public Policy and Administration already offers the necessary courses to support this area of study. Creating the new concentration in Healthcare Administration will allow students to publicize their specialized graduate study and will enhance their standing and job-market desirability. The existing program resources are sufficient to support this new concentration.

Attachment: 2025-2026 13_Proposal for New Concentration_MPA_NPM

Distribution List:
President
Provost and VP for Academic Affairs
VP for Student Affairs and Strategic Enrollment Management
AVP for Faculty Affairs
AVP Academic Affairs and Dean of Academic Programs
College Deans
Associate Deans
Dean of Libraries
Dean of Antelope Valley
Dean of Extended Education and Global Outreach
Department Chairs
General Faculty

Approved by the Academic Senate:
Sent to the President:
President Approved:

Clarifying ASCSU Lecture Electorate Procedures

RES 252609

FAC

RESOLVED: That lecturer faculty shall be eligible to serve as a Lecturer Representative to the ASCSU if they are full-time or part-time with a time-base entitlement of at least 0.6 (e.g., 18 WTUs for the academic year) and are classified as lecturer employees under the Collective Bargaining Agreement (CBA). Eligible classifications currently include Unit 3 employees serving in temporary appointments for a specified period of time in the following classifications: ~~0357, 0360, 0361, 0364, 0365, 0393, 0557, 0560, 0564, 2158, 2308, 2358, 2359, 2369, and 2458~~**2358 and 2359 (Lecturer – Academic Year, and Lecturer – 12 Month)**; and be it further

RESOLVED: That the Elections Committee of the Academic Senate shall ensure that Lecturer Representatives are eligible and elected by lecturer faculty. All full- and part-time lecturers are eligible to participate in the voting and election process; and be it further

RESOLVED: That the term of service for the Lecturer Representative to the ASCSU shall be consistent with that of Senate Representatives from each college, as specified in the Academic Senate Bylaws: "Senators shall serve for a term of two years (with the exception of the representatives to the Academic Senate CSU who are elected for three-year terms), with terms so arranged that one-half of the Academic Senate shall be elected each year"; and be it further

RESOLVED: That if the Lecturer Representative is subsequently elected to serve as the campus representative to the statewide Academic Senate of the California State University (ASCSU), they shall serve out the remainder of their statewide term, even if it extends beyond their local two-year Senate term.

RATIONALE: The purpose of this resolution is to clarify eligibility and term of service for the Lecturer Representative to the Academic Senate of the California State University (ASCSU).

First, this resolution reaffirms the eligibility criteria established in RES 242515, ensuring that lecturer faculty with at least a 0.6 time-base entitlement are eligible to serve and that all full- and part-time lecturers may participate in the election process.

Second, this resolution explicitly clarifies "lecturer faculty", which is aligned with the definition of "lecturer" in the Collective Bargaining Agreement. Listing these classifications ensures transparency and consistency across campus and avoids the inadvertent exclusion of qualified Unit 3 employees who hold lecturer status.

Finally, the resolution aligns the term of service for the Lecturer Representative with the standard two-year term for campus Senate Representatives, while acknowledging that election to the statewide ASCSU carries a distinct three-year term. This clarification ensures continuity of representation and avoids confusion regarding overlapping or extended service obligations.

Distribution List: (update as needed)
President
Provost and VP for Academic Affairs
College Deans
Associate Deans
Department Chairs
General Faculty

Approved by the Academic Senate:
Sent to the President:
President Approved:

Establishing a Rubric for Sabbatical Applications

RES 252608

FAC

RESOLVED: The Academic Senate approves revisions to the University Handbook regarding Sabbatical Leave Applications. Deletions are in ~~strikethrough~~, and additions are in **bold and underlined.**

RESOLVED: The Office of the Provost and Office of Faculty Affairs will ensure that sabbatical application materials are made available at least 30 days prior to the application deadline for sabbatical leave and difference-in-pay leave.

RESOLVED: Application materials shall include the Faculty Information Bulletin, Application Cover Form/Routing Sheet, Procedures for Preparation of the Application, Sabbatical Report Cover Sheet, and Rubric (Appendix A).

RESOLVED: A list of eligible faculty and their sabbatical award history, list of sabbatical and difference-in-pay leave awards, and sabbatical leave financial form shall also be made available on the Faculty Affairs webpage.

RESOLVED: The attached rubric (Appendix A) shall be available on the Faculty Affairs webpage and used to determine sabbatical awards. Future modifications to the rubric shall require Academic Senate resolution.

RESOLVED: The ~~AVP for Faculty Affairs (or designee) shall work with the~~ Faculty Honors and Awards Committee **shall work with the Academic Senate** to keep application **submission** materials current and facilitate sabbatical review. **These updates may include, but are not limited to, application submission materials, as well as guidance on page limits, word count, formatting, and submission guidelines.**

307.2 Procedures for Preparation of Sabbatical Leave Application

The applicant shall inform ~~his/her~~ **their** chair and ~~school~~ **college** dean of the application for sabbatical leave and the proposed dates of absence. The application for sabbatical leave shall be evaluated by the Honors and Awards Committee (FHAC) in accordance with the established criteria and must contain the following information:

a. Proposed Project

1. The proposed project shall be one or both of the following **categories. These categories shall be considered equally**:
   a) A project of high quality and importance. This includes, but is not limited to, original research, a creative project, or the development of new academic skills;
   b) A study or travel of a kind and in an amount that will improve and update the applicant's professional capabilities. If the emphasis is a study, it must be related to the University's curriculum or to the applicant's professional development.
2. A clear and detailed explanation of the proposed project, including the nature, scope, and means of implementation.
3. The inclusive dates requested for the leave and, where appropriate, a timetable for the implementation of the proposal.
4. If relevant to project completion, the location(s) where the project will be conducted. If travel is part of the plan, its usefulness and necessity must be clearly presented.

b. Professional Productivity and Preparation
1. A current vita containing evidence, where appropriate, of relevant education or research in the field of the proposed project, publications, or other professional accomplishments in the field of specialization.
2. Where appropriate, what preparatory work has been completed specifically for this project, such as background reading, development of techniques, personal contacts, and tentative facility arrangements.

c. Benefits to the University (in at least one of the following):
1. The tangible results to be expected from the project. These may be in the form of publication, creative presentations, participation in seminars, conferences, program or curricular development.
2. Benefits of the proposed project to the applicant as a teacher and benefits to students.

307.3 The Role of the Faculty Honors and Awards Committee (FHAC)

The FHAC shall review all sabbatical leave proposals and make recommendations regarding the awarding of leaves to the P&VPAA.

The proposal shall involve one or more of the following: scholarly research, scholarly and creative activity, instructional improvement, or faculty retraining.

They shall consider the potential relevance of the proposal and the subsequent service of the faculty member at this University relative to institutional and departmental mission, goals, and obligations. Among the factors which may be considered are professional development and renewal, improvement of teaching skills, development of a new academic program, and enhancement of the reputation of the University which may result from the leave.

The FHAC shall evaluate the proposals using a two-step process: (1) determine completeness of distinguish meritorious from non-meritorious proposals. Those deemed incomplete non-meritorious shall not be ranked, but will be returned to the proposer with comments for the possibility of revision and consideration for the following year; (2) rank all remaining proposals only on merit (see Handbook Section 307.3.1), allowing no ties. In addition to the assessment of project's completenessmerit, the FHAC will also assess the following:

a. The proposed project shall be one for which the applicant has:
   1. Acquired professional capabilities adequate to the task;
   2. Completed preparation and planning to undertake the project.
b. Results of the sabbatical shall benefit the University by one or more of the following:
   1. Advanced **Advancement of** scholarship by such means as publication, presentation at conferences or meetings, public performance or exhibition;
   2. Improving curriculum, developing new course(s) or program(s);
   3. Improving teaching **effectiveness**;
   4. Renewing professional skills.

307.3.1 Rubric for Sabbatical Leave Application and Feedback

The FHAC shall apply the approved rubric when evaluating applications.

307.3.2.1 Feedback on Sabbatical Leave Application
All applicants, whether meritorious or non-meritorious, shall receive structured written feedback based on the rubric above. Feedback shall identify the number of applicants and the number of awards for the application cycle. This feedback shall identify strengths of the proposal and areas for improvement. Applicants not awarded a sabbatical may revise and resubmit in a subsequent year, with the benefit of this feedback for proposal strengthening. Revision in response to feedback shall not be assumed to result in automatic award of sabbatical application.

RATIONALE: Sabbatical leave is one of the most important mechanisms available to faculty for professional development, renewal, scholarly productivity, and the advancement of teaching and learning at the University. To ensure that proposals are evaluated fairly and consistently, it is essential that clear, transparent criteria guide the Faculty Honors and Awards Committee (FHAC). The development of a rubric provides a standardized framework for evaluation designed to promote equity and consistency across disciplines, and to strengthen the integrity of the review process.

Providing written feedback to applicants enhances faculty development by identifying strengths and areas for improvement. This process will encourage faculty to submit stronger proposals in future cycles, increase the quality and impact of sabbatical projects, and expand the benefits to the University. The proposed revisions are therefore designed to enhance transparency, fairness, and continuous improvement in sabbatical leave procedures, in alignment with the University's commitment to faculty excellence.

Distribution List:
   President
   Provost and VP for Academic Affairs
   Academic Senate
   Faculty Honors and Awards Committee
   College Deans
   Dean of the Library
   College Associate Deans
   General Faculty

Approved by the Academic Senate:
Sent to the President:
President Approved:

The FHAC shall apply the following rubric when evaluating applications (approved by Academic Senate on XX/XX/XX):

Rubric for Evaluating Sabbatical Applications

Is the Project Proposal Application Complete? _____ Yes (Proceed) _____ No (Do not proceed)

Category: Proposed Project

When evaluating the Proposed Project, focus on the clarity, coherence, and intellectual or creative merit of the applicant's plan. Strong projects present a well-defined idea, articulate clear methods or creative processes, and demonstrate realistic feasibility within the sabbatical timeframe. Projects that are generally sound but lack detail, contain partial gaps, or require further development may still merit a solid evaluation but should be distinguished from those that are thoroughly articulated and compelling. Use lower ratings when proposals are vague, insufficiently developed, or unclear in purpose or feasibility. Disciplinary differences in methodology, innovation, and project design should be respected, and reviewers should evaluate each proposal within the standards and norms of the applicant's field.

Subcategory	Description	Exemplary	Proficient	Developing
1.1 Originality & Innovation	How creative, distinctive, or novel the project is in concept or approach.	41–50: Project presents a unique, innovative idea or approach; advances the field meaningfully.	21–40: Sound idea but moderately conventional or lacks clear innovation.	0–20: Little originality or creative merit; unclear purpose.
1.2 Methods & Design	Clarity, rigor, and appropriateness of the project's design, methods, or creative process.	41–50: Methods are well-defined, rigorous, and align logically with goals.	21–40: Methods partially developed or missing key details.	0–20: Methods vague, incomplete, or infeasible.
1.3 Feasibility & Scope	Realistic scale, timeline, and potential for completion within constraints.	21–25: Clear, realistic plan; timeline and resources fully support success.	11–20: Mostly feasible but scope or timeline may be optimistic.	0–10: Unclear or unrealistic scope and timeline; feasibility in question.
1.4 Contribution & Impact	The scholarly, creative, or applied significance of the project.	21–25: Clear, meaningful contribution to the field or broader community.	11–20: Moderate contribution or potential impact not well articulated.	0–10: Limited or unclear contribution.

Category: Professional Productivity and Preparation

Reviewers should consider whether the level of prior productivity, preparation, or skill development is reasonable for the project's scope and expectations within the applicant's field. A strong evaluation is appropriate when there is clear evidence of relevant background, preparation, or a well-justified need for retraining or new skill acquisition. A moderate evaluation may be appropriate when an applicant demonstrates some relevant experience or planning but with limitations or partial gaps. Lower evaluations are appropriate when there is minimal evidence of preparation or relevant background in cases where such evidence would reasonably be expected. Reviewers should not penalize applicants for projects that, by design, require exploration, the development of new competencies, or a fresh direction in their scholarly or creative work.

Subcategory	Description	Exemplary	Proficient	Developing
2.1 Prior Productivity	Evidence of previous scholarly, creative, or professional output, where appropriate to the discipline and the nature of the proposed project.	33–40: Strong, consistent record of high-quality work (publications, performances, grants, etc.).	16–32: Some relevant productivity; output inconsistent or moderate.	0–15: Minimal record of productivity or engagement.
2.2 Preparatory Work	Steps taken to lay the groundwork for the proposed project, where preparatory work is appropriate or necessary for the type of project. Some projects (e.g., skill acquisition, exploratory study, creative development) may not require substantial preparatory work prior to the sabbatical period.	25–30: Substantial preparatory work completed when appropriate for the project; shows readiness and planning.	15–24: Some preparatory effort evident but with gaps.	0–14: Little or no preparatory work evident when such work would reasonably be expected for this type of project.
2.3 Skills & Competencies	Applicant's background, experience, and expertise relevant to the project, or a clear rationale for why the sabbatical itself is needed to develop these competencies (e.g., retraining, new methodological expertise, new scholarly agenda).	13–15: Clearly possesses all necessary skills and experience needed to accomplish the project.	8–12: Adequate skills; may need additional training or support to complete the project. Demonstrates a clear plan for skill acquisition as a core sabbatical activity.	0–7: Lacks key competencies or background to complete the project.

Subcategory	Description	Exemplary	Proficient	Developing
2.4 Career Development Potential	Likelihood that the project will enhance the applicant's career trajectory, recognizing that career pathways and markers of advancement differ by discipline and project type.	13–15: Project strongly supports professional growth and future advancement.	8–12: Some potential for development; link to long-term goals not fully clear.	0–7: Minimal or unclear connection to professional advancement.

Category: Benefits to the University

When assessing Benefits to the University, consider how clearly and convincingly the applicant describes the anticipated contributions to teaching, curriculum, scholarship, student engagement, or institutional priorities. Strong evaluations are appropriate for proposals that articulate realistic and meaningful benefits that are well aligned with the university's mission or strategic goals. Moderate evaluations may be appropriate when benefits are present but not fully developed, or when the connection to broader institutional value is implied rather than clearly explained. Lower evaluations may be warranted when benefits are vague, speculative, or minimally connected to university needs. Reviewers should remember that different disciplines contribute in different ways and should weigh benefits in a manner that respects pedagogical, scholarly, creative, and community-engaged forms of impact.

Subcategory	Description	Exemplary	Proficient	Developing
3.1 Benefits to Students	Impact on student learning, mentorship, or research engagement.	41–50: Clear, substantial, and measurable student benefits.	21–40: Some student benefits described; modest scope or clarity.	0–20: Minimal or unclear student impact.
3.2 Benefits to Curriculum or Teaching	Integration of project outcomes into courses, pedagogy, or academic programs.	33–40: Strong plan to enhance teaching or curriculum with project results.	16–32: Some potential integration; plan to enhance teaching or curriculum with project results is limited in detail or scope.	0–15: No clear teaching or curricular benefit. plan to enhance teaching or curriculum with project results.
3.3 Benefits to Scholarship or Reputation	Advancement of the university's academic or public reputation.	33–40: Likely to elevate university profile through publications, presentations, creative outputs, curricular	16–32: Some potential for visibility or recognition. to elevate university profile through publications, presentations, creative	0–15: No clear link to advancement of the university reputationthrough publications, presentations, creative outputs, curricular

Subcategory	Description	Exemplary	Proficient	Developing
		innovations, ~~or~~and/or partnerships.	outputs, curricular innovations, and/~~-~~or partnerships.	innovations and/~~-~~or partnerships is established.
3.4 Alignment with Institutional Mission or Priorities	Consistency with the university's strategic goals (e.g., sustainability, justice, innovation, diversity).	17–20: Clearly aligned with institutional priorities; demonstrates shared values.	9–16: Partial or indirect alignment with institutional priorities and values.	0–8: No apparent alignment with institutional priorities and values.

Tiebreaking Procedures

In the event of a **tie in total points**, awards will be prioritized according to the following tiebreakers, in order:

1. **Seniority:** Greater number of years since the applicant's last sabbatical award (or since hire, if no sabbatical has been previously taken).

2. **University Impact:** Higher combined score in *Category 3 — Benefits to the University*.

3. **Professional Productivity:** Higher combined score in *Category 2 — Professional Productivity & Preparation*.

4. **Committee Deliberation:** If a tie remains after applying the above criteria, the Sabbatical Review Committee may consider qualitative distinctions and make a final recommendation by consensus vote.

The Unit RTP and PTR Committee Composition Process and Related Handbook Changes

RES 252610

FAC

RESOLVED: That the Handbook sections in this resolution replace <u>or amend </u>sections <u>305.4.1,</u> 305.6.1, 305.6.2, 305.6.3, 305.6.4, 306.3.

RESOLVED: The following changes be made to the University Handbook (additions in <u>underline,</u> deletions in ~~strikethrough~~).

305.4.1 General Provisions

a. Performance reviews are required of faculty for purposes of retention, the award of tenure, and promotion. All probationary faculty, except faculty who are awarded credit towards tenure, will undergo performance reviews in years 1, 2, 3, 5 and 6 of their probationary period. Faculty who are awarded credit towards tenure are reviewed every year. At any level of the 3rd year review a request for a full review during the 4th year may be made, as part of that review. The probationary faculty member may ask for a full review during the 4th year. Details of temporary faculty review are found in 306.2.

b. The P&VPAA annually establishes timelines for the performance reviews, after considering recommendations from relevant faculty committees. The timelines shall specify the dates by which the Working Personnel Action File (WPAF) file is to be ready for review and the dates by which each level of review is to have completed its work. All Unit Committee performance and periodic reviews (RTP, PTR, and lecturer reviews) shall have, at minimum, 28 calendar days from the deadline for flies to be made available to the Unit Committee until the Unit Committee review deadline.

c. Performance reviews occur throughout the academic year:

1. Fall review of 2nd, 3rd, 5th, and 6th year probationary faculty, 4th year faculty if requested according to the provisions of 305.4.1a or if required (faculty with credit toward tenure), post-tenure and tenured faculty requesting consideration for promotion; and

2. Spring review of 1st year probationary faculty and temporary faculty. These reviews are conducted by the Unit Review Committee and the Dean.

    d. Unit performance review criteria shall be used at each level of review for each faculty.

    e. All eligible tenured faculty are obligated to serve on peer review committees, if elected.

    f. Faculty shall not sit in review of their own cases, or that of a close relative or domestic partner.

    g. Faculty who are undergoing review in a given academic year shall not serve on any review committee in that academic year, with the exception of those undergoing PTR not requesting promotion.

    h. All deliberations and recommendations pursuant to this section shall be confidential.

Only the affected faculty, peer review committee members, appropriate administrators, and the President shall have access to the performance review documents.

Any faculty member undergoing review who believes that they have a compelling issue that may affect an objective review, may confer with the Provost's office and/or a member of CFA's Faculty Rights Committee for support and guidance in ensuring a fair review process.

305.6.1 Election and Composition of the Unit RTP Committee *(revised 2023-2024).* The academic deans will be responsible for ensuring that departments are in compliance with this section. To ensure that the unit committee is appropriately constituted, the department will submit to the dean, at least three weeks before the beginning of a review cycle, a list of members of the Unit RTP Committee.

If a unit committee is inappropriately constituted, the review(s) performed by that committee is (are) null and void. The review level that discovers the violation will notify the department that it must reconstitute the Unit RTP Committee so that it can reevaluate the file(s).

    a. The probationary and tenured faculty of each unit shall elect a committee from among its tenured members for the purposes of evaluating and recommending faculty for retention, the award of tenure, and/or promotion. Tenured faculty enrolled in the Faculty Early Retirement Program (FERP) are eligible to serve, in

accordance with their FERP contracts but may decline such service. If elected, eligible tenured members not in the FERP are obligated to serve. Faculty serving as President of the CFA, Director of the Teaching and Learning Center, or Director of Assessment are not eligible to serve on a Unit RTP Committee.

b. At the candidate's discretion, for unstated reasons, the candidate may request a specific eligible member from within or outside the unit to serve as an additional member of the committee. This member serves in addition to the three or more faculty elected by the unit. The requested member shall serve as a voting member of the unit RTP committee for the requesting faculty case only. Such members shall not participate in the review of any faculty except those who have requested their service.

c. A faculty with a formal joint appointment shall have, at the time of appointment, designated the unit to conduct their review.
   i. A faculty with a formal joint appointment shall have the right to participate in the elections of both the unit RTP committee of the designated unit and that of the other unit.
   ii. When reviewing a faculty holding a formal joint appointment, one or two members selected by and from the secondary unit RTP committee shall augment the designated unit RTP committee.

d. The unit RTP committee shall consist of no fewer than three (3) full-time tenured faculty. If a unit has fewer than three members qualified to serve on the committee, all eligible members from the unit are expected to serve on the committee. The probationary and tenured faculty shall elect one or more eligible committee members from other units to fill the remaining positions on the unit committee up to a total number of 3 members. The outside member(s) shall have the same responsibilities as all such committee members.

e. With respect to librarians and counselors, the word "unit" as used in this section of the Handbook refers to the library and the counseling center, respectively, as the administrative unit for the election of a unit RTP committee.

f. Except in cases of probationary faculty already at the top rank (professor or equivalent), in promotion and tenure considerations, members of the unit RTP committee must have a higher rank than those being considered for promotion or tenure.

g. Faculty may serve on the review committee of more than one unit during a given RTP cycle.

h. Faculty members undergoing post-tenure review may serve on RTP committees unless they are requesting promotion during that academic year.

i. A unit chair submitting a separate evaluation and recommendation shall not serve on the unit RTP committee. The unit chair review shall be conducted independently and in parallel with the unit committee review.

j. A faculty serving as a dean (including assistant or associate dean) or as a member of the University Review Committee (URC) shall not serve on any unit RTP committee.

k. The unit RTP committee shall elect its own chair, who participates in the evaluation and votes on the recommendation.

305.6.1 Election and Composition of the Unit RTP Committee

The academic deans will be responsible for ensuring that departments are in compliance with this section. If a unit committee is inappropriately constituted, the review(s) performed by that committee is (are) null and void. The review level that discovers the violation will notify the department that it must reconstitute the Unit RTP Committee so that it can reevaluate the file(s).

A. **Candidate Definition**
For purposes of this section, each faculty member submitting a Working Personnel Action File (WPAF) for review shall be referred to as the *candidate*. Candidates may refer to temporary or probationary faculty seeking retention, or faculty eligible for tenure and/or promotion.

B. **Candidate-Specific Committees**

A separate Unit RTP Committee shall be constituted for each candidate under review. If there are multiple candidates within a unit in a given review cycle, each candidate shall have a distinct committee.

In practice, committee membership will overlap (i.e., one faculty member may serve on multiple Unit RTP Committees). Although each Unit RTP Committee is treated separately, they are not necessarily mutually exclusive in terms of membership. The following considerations necessitate this practice:

I. **Conflicts of Interest**: Faculty members with a conflict of interest may be excluded from one committee without affecting the review of other candidates (see Handbook Section 301.4 and Appendix J).

II. **Candidate-Appointed Members**: Each candidate may appoint one additional eligible member. This appointment is candidate-specific and requires distinct committee formation.

III. **Rank Requirements**: Members must hold a higher rank than the candidate (except probationary faculty at the top rank). Eligibility may differ by candidate.

IV. **Chair Restrictions**: A Unit Chair may not serve on a candidate's committee if submitting a separate chair evaluation, but may serve on other committees if eligible and not submitting a separate chair evaluation. Eligibility is determined on a per-candidate basis.

V. **Committee Size and Composition**: Minimum size and outside member requirements may vary depending on candidate appointments and availability.

VI. **Appeal Rights**: If the University Review Committee determines that a committee was improperly constituted, only that candidate's committee must be reconstituted.

VII. **Professional Expectations**: Deliberations, votes, and minority reports are to be based solely on the candidate's Personnel Action File (PAF), Working Personnel Action File (WPAF), and Unit RTP Criteria. Maintaining distinct committees ensures focused and equitable evaluations.

VIII. **Workload Equity**: Forming candidate-specific committees distributes service obligations more equitably across tenured faculty, particularly in larger units. Because it is unfair to obligate one faculty member to serve on many committees while others serve on none, it is recommended that units determine how to equitably distribute service on Unit RTP committees. Units shall make every reasonable and professional effort to distribute committee service equitably so that no faculty member is obligated to serve on more committees than necessary to meet institutional needs, while other

faculty serve on none. Service expectations should be shared broadly and transparently to promote fairness, collegiality, and professional responsibility across the faculty.

IX. **Shared Responsibility in Larger Units**: In departments with many tenured faculty, candidate-specific committees prevent the same individuals from serving on every review, thereby balancing workload. Establishing a committee size between three and five members ensures both flexibility and meaningful elections. This structure is intended to prevent a system in which every eligible tenured faculty member automatically serves on every committee, preserves the integrity of elections, and allows units to adopt a committee size appropriate to their faculty resources while maintaining fairness and parity across units.

X. **Equity in Additional Member Influence**: The impact of a candidate-appointed member differs depending on committee size. In a three-member committee, one additional member represents 25% of the vote; in a seven-member committee, that same additional member represents only 12.5%. Forming candidate-specific committees provides consistency and fairness in representation across small and large units.

C. **Submission of Committee Membership Lists**

The Department Chair shall submit to the college dean and the candidate under review a list of Unit RTP Committees and their membersmembers no later than two (2) weeks prior to the start of each review cycle, as defined by the Office of Faculty Affairs. The start date shall be defined as the date committees receive access to candidate files (WPAFs). The dean shall request chair appointment from the candidate; if there is no preference, the unit committee shall determine a chair from among the elected or appointed members.

D. **Eligibility to Serve**

I. All tenured faculty within a unit are eligible to serve on a Unit RTP Committee, with the exception of faculty on the University Review Committee (URC), who shall not serve on Unit RTP Committees.

II. Tenured faculty are eligible to serve on multiple Unit RTP Committees.

6

III. Faculty members in the Faculty Early Retirement Program (FERP) or on sabbatical may serve but are not required to do so.

IV. Tenured faculty not in FERP and not on sabbatical are obligated to serve ~~on at least one Unit RTP Committee~~, if elected by the majority of probationary and tenured faculty from within the unit (see Handbook Section 305.6.1.G: Nomination and Election Process). Units shall strive to distribute service on Unit RTP Committees equitably across eligible faculty and should avoid disproportionate service burdens that fall on a small number of individuals.

V. Faculty undergoing post-tenure review may serve on Unit RTP Committees and post-tenure review committees. In all cases, committee assignments must avoid conflicts of interest: no faculty member may participate in the evaluation of a faculty member who is simultaneously evaluating them, and no faculty member may serve on a committee evaluating someone whose review they influence.

VI. The Unit Chair may not serve on the Unit RTP Committee if they also submit a separate chair evaluation. Additionally, reciprocal service between the Unit Chair and any faculty member they evaluate—or who evaluates the Chair—is prohibited in order to preserve the integrity and independence of the review process. Independence must be maintained within each review cycle.

VII. Faculty serving in any administrative capacity, including as a dean, associate dean, assistant dean, or Management Personnel Plan (MPP) employee, as well as members of the University Review Committee (URC), may not serve on a Unit RTP Committee.

VIII. ~~For unstated reasons, the~~The Associate Vice President for Faculty Affairs may determine that other faculty are ineligible to serve.

E. **Rank Requirements**
Except in cases where candidates are already at the top rank (Professor or equivalent), members of the Unit RTP Committee must hold a higher rank than the candidate under consideration for retention, tenure, or promotion.

F. **Committee Size and Composition**

    I. A ~~separate~~ committee shall be constituted for each candidate under review. Membership of each committee shall be determined according to the eligibility and election procedures outlined in this Handbook.

    II. A Unit RTP Committee shall consist of no fewer than three (3) and no more than five (5) full-time tenured faculty, elected by the probationary and tenured faculty of the unit. Units may determine, through approval by the majority of probationary and tenured faculty, their Unit RTP Criteria, or departmental bylaws, whether the committee shall be composed of three, four, or five elected members, but the chosen size must be applied consistently to all candidates within a given review cycle.

    ~~II.~~III. If a unit has fewer than three eligible faculty, all eligible members of the unit must serve, and additional members shall be elected from other units until the committee reaches three (3) members.

    ~~III.~~IV. Outside members shall have the same responsibilities and rights as all committee members.

G. **Nomination and Election Process**

    I. Each Unit RTP Committee shall have three (3) to five (5) elected members.

    II. Any eligible faculty member may nominate themselves or be nominated by a candidate under review.

    III. All eligible faculty members who are not participating in the Faculty Early Retirement Program (FERP) shall nominate themselves to serve on at least four Unit RTP Committees per review cycle within their unit, unless the Unit requires fewer than four committees. In such cases, eligible faculty shall nominate themselves to serve on all Unit RTP Committees established for that cycle. In carrying out the nomination and election process, units are encouraged to assign committee service in a manner

that distributes workload fairly and does not concentrate excessive committee responsibilities on a subset of faculty.

IV. Faculty in FERP or on sabbatical are not obligated to nominate themselves or serve on a Unit RTP Committee, but may choose to serve (see University Handbook Section 305.6.1.D: Eligibility to Serve).

V. All probationary and tenured faculty in the unit may vote on committee membership.

VI. If more eligible faculty members express interest than available seats, the election shall be conducted by secret ballot. The candidates receiving the highest number of votes shall fill the available seats.If more than three (3) eligible members express interest, the election shall be conducted by secret ballot.

1. One election shall be held per candidate.

2. The three members with the most votes shall be elected to the Unit RTP Committee.

3.2. The election shall be coordinated by an administrative support coordinator or the Dean's office.

VII.VI. The candidate shall be given the choice to selectmay recommend the Unit RTP Committee chair from among the elected or appointed members. If there is no preference, tThe unit committee shall determine a chair from among the elected or appointed members. However, if a faculty member is already serving as Chair on four or more committees during the same RTP cycle (see Handbook Section 305.6.2), they may decline to serve as Chair for additional committees.

H. **Candidate-Appointed Member**

I. At their discretion, and for unstated reasons, a candidate may appoint one (1) additional eligible member from within the unit, college, or related discipline from

outside of the college. This is optional, and not required. Members of the URC cannot be appointed.

II.   This appointment raises the committee membership ~~to four (4).~~by one (1), up to a maximum of six (6) total members.

III. The appointed member shall serve as a voting member only for the case of the appointing candidate.

IV. A faculty member may decline appointment if they are the only tenured faculty member available to serve on their unit RTP Committee. All other eligible faculty members are obligated to accept appointment. Faculty candidates should engage in consultation with the potential appointee before appointing them.

I.   **~~Conflict Resolution~~Reconstitution of Committee**
If a candidate believes that their Unit RTP Committee was improperly constituted, they may appeal to the Chair of the University Review Committee (URC). Appeals must be submitted to the URC within ten (10) calendar days of notification of committee membership. If the URC determines the committee was formed inappropriately, it shall direct the unit to reconstitute the committee following correct procedures.

If a Unit is unable to amicably establish a Unit RTP Committee in accordance with these guidelines, the University Review Committee (URC) shall determine the membership of the Unit RTP Committee. The URC may appoint eligible faculty members to serve as necessary to ensure the committee is properly constituted. Faculty shall be obligated to serve if appointed by the URC.

~~305.6.2   Term of Service on the Unit RTP Committee~~
~~The term of service on a unit RTP committee shall be for one (1) RTP cycle of the review process. There are three RTP cycles during each academic year:~~

- ~~Fall review of second-year probationary faculty;~~
- ~~Fall review of 3rd through 6th-year probationary faculty and tenured faculty requesting consideration for promotion; and~~

- ~~Spring review of first-year probationary faculty and temporary faculty. Refer to~~ ~~https://www.csub.edu/facultyaffairs/RTP/index.html~~

305.6.2 Term of Service on the Unit RTP Committee

I. The term of service on a Unit RTP Committee is one (1) review cycle.

II. There are three review Unit RTP cycles each academic year:

1. **Fall 1:** Review of second-year probationary faculty.

2. **Fall 2**: Review of third- through sixth-year probationary faculty, and of tenured faculty requesting promotion.

3. **Spring**: Review of first-year probationary faculty and temporary faculty.

III. Faculty may serve on multiple Unit RTP Committees within a given year.

305.6.3   Evaluation and Recommendation by the Unit Committee

While faculty and students may contribute to the deliberations concerning a faculty, only unit RTP committee members shall participate in forming the written performance evaluation and recommendation.

A. The views expressed by individual members of the unit RTP committee during the committee's deliberations shall be confidential.
B. It is a professional expectation that each Unit RTP Committee member:
    I. Reviews the candidate's Personnel Action File (PAF), Working Personnel Action File (WPAF), and the approved Unit RTP Criteria.
    II. Signs the PAF and WPAF access sheet.
    III. Bases their evaluation and votes solely on the materials presented in the Personnel Action File (PAF), the Working Personnel Action File (WPAF), and the approved Unit RTP Criteria. ~~(see University Handbook sections 305.4.2.4 and 305.4.2.5).~~
    IV. Maintains fairness, impartiality, and confidentiality throughout the review process.
C. The unit RTP committee shall prepare a written evaluation and recommendation based on information in the PAF and WPAF. The evaluation shall address the criteria within the relevant unit RTP criteria document and clearly state whether expectations have been met within each

area. When a committee determines expectations are not met in <u>any area, the committee shall provide an explanation for this determination and shall clearly specify what improvements, achievements, or evidence would be required to meet the relevant unit criteria.</u><s>an area, an explanation for this evaluation shall be provided</s>. The evaluation and recommendation shall be approved by a simple majority of the <u>full</u> committee. An abstention shall count as a negative vote.

D. All committee members shall sign the unit RTP committee evaluation and recommendation <u>as an indication of their participation in the evaluation process</u>. <u>Unit committee members shall make every reasonable effort to deliberate and arrive at consensus.</u> Any member of the unit committee may submit a minority report. If any minority reports are submitted, a cover sheet signed by all committee members shall be included to indicate that they have reviewed the minority report(s).

E. The <u>WPAF (</u>RTP file<u>)</u>, including evaluations and recommendations from the unit committee and from the unit chair (if provided), shall be forwarded to the dean.

F. <u>Faculty candidates may submit written responses or rebuttals, in accordance with the Collective Bargaining Agreement.</u>

G. <u>All evaluations and any faculty response shall be placed in the candidate's Personnel Action File (PAF).</u>

305.6.4   Evaluation and Recommendation by Unit Chair

The chair may make a separate written evaluation and recommendation as part of the performance review. If such is the case, the chair shall not serve as a member of the <u>candidate's</u> unit RTP committee. <u>The separate chair evaluation shall be based solely on the materials presented in the PAF and WPAF.</u>

~~306.3 Post-Tenure Review~~

      a. ~~For the purpose of maintaining and improving a tenured faculty's effectiveness, tenured faculty shall be subject to periodic performance reviews at intervals of no greater than five (5) years.~~

      b. ~~Each unit shall determine explicate criteria for post-tenure review of faculty (including Associate Professors, Associate Librarians, or Associate Counselors) provided that, at minimum, the criteria include faculty teaching performance, scholarship, service (as appropriate to their appointment), and currency in the field appropriate to university-level expertise. Those units that do not specify criteria for~~

evaluation shall follow the campus criteria used for retention, tenure, and promotion reviews.

c. A performance review for the purposes of promotion shall serve as the post-tenure periodic review.

d. Subject to approval by the appropriate dean, a faculty member may request an early review.

e. The PTR evaluation process shall be initiated by the Provost's Office by notifying faculty who are scheduled for post-tenure review. PTR Review shall be conducted during the fall semester.

f. The probationary and tenured members of the unit shall elect a post-tenure review committee to carry out the periodic review. The committee shall consist of no fewer than three (3) full-time tenured faculty of equal or higher rank than the individual being evaluated. If a unit has fewer than three members qualified to serve on the committee, all eligible members from the unit are expected to serve on the committee. The probationary and tenured faculty shall elect one or more eligible committee members from other units to fill the remaining positions on the committee up to a total number of 3 members. The outside member(s) shall have the same responsibilities as all such committee members.

g. At the candidate's discretion, for unstated reasons, the candidate may request a specific eligible member from within or outside the department to serve as an additional member of the committee. This member serves in addition to the three or more faculty elected by the unit. The requested member shall serve as a voting member of the unit PTR committee for the requesting faculty case only. Such members shall not participate in the review of any faculty except those who have requested their service.

h. The unit PTR committee shall elect its own chair, who participates in the evaluation and votes on the recommendation.

i. The committee evaluation and file shall be forwarded to the appropriate dean.

j. The unit chair may submit an evaluation as part of the post-tenure review, but then shall be ineligible to serve on the unit committee. The unit chair review shall be conducted independently and in parallel with the unit committee review.

k. Faculty who are undergoing post-tenure reviews shall not serve on any post-tenure review committee during that academic year.

~~l. A copy of each level's evaluation shall be sent to the faculty member who may comment on it in writing using the rebuttal process.~~
~~m. The school dean shall prepare a summary of the evaluations prepared during the periodic review. The school dean and the unit committee review chair shall meet with the faculty to discuss the evaluations and the summary. The faculty may submit a response to the written summary.~~
~~n. The written summary and the evaluations shall be placed in the faculty member's Personnel Action File (PAF) that is kept in the appropriate Dean's office.~~
~~(Revised 2023-2024)~~

306.3 Post-Tenure Review **and Post-Tenure Review Committees**

The academic deans will be responsible for ensuring that departments are in compliance with this section. If a unit committee is inappropriately constituted, the review(s) performed by that committee is (are) null and void. The review level that discovers the violation will notify the department that it must reconstitute the Unit PTR Committee so that it can reevaluate the file(s).

A. Purpose and Frequency

Post-tenure review (PTR) is conducted to maintain and enhance tenured faculty effectiveness. Reviews occur at intervals of no more than five (5) years.

    I.   Post-tenure review committees are responsible for evaluating tenured faculty candidates who are undergoing post-tenure review *without promotion.*

    II.   Promotion of tenured faculty shall ordinarily occur at the beginning of the sixth year after appointment to their current rank or classification.

        1.   If a candidate is requesting promotion, including early promotion, then they shall submit their WPAF to a Unit for review by a Unit RTP Committee; the Unit RTP Committee shall evaluate candidate's requesting promotion in accordance with the Unit RTP Criteria.

    III.   For purposes of this section, each tenured faculty member submitting a Working Personnel Action File (WPAF) for post-tenure review shall be referred to as the *candidate.*

B. Candidate-Specific Committees

A separate Post-Tenure Review (PTR) Committee shall be constituted for each tenured faculty member under review. If multiple tenured faculty are scheduled for PTR within a unit during a given cycle, each shall have a distinct committee. In practice, committee membership will overlap (i.e., one faculty member may serve on multiple Unit PTR Committees). Although each Unit PTR Committee is treated separately, they are not necessarily mutually exclusive in terms of membership. The rationale mirrors that of RTP committees and includes conflicts of interest, candidate-appointed members, rank requirements, chair restrictions, committee size and composition, appeal rights, workload equity, shared responsibility, equity in additional member influence, and the need for professional expectations to remain focused on a single case (see University Handbook Section 305.6.1.B). As with Unit RTP Committees, units shall make every reasonable effort to distribute PTR committee service equitably among eligible faculty, ensuring that no individual faculty member is required to assume an undue proportion of service assignments.

C. Criteria

Criteria for Post-Tenure Review shall be in accordance with Handbook sections 305.4.2.4 and 305.4.2.5.

D. Timing and Initiation

   I. The Provost's Office shall notify faculty scheduled for review during the fall semester of the academic year prior to when the review will take place. Notification shall clearly indicate whether faculty are eligible for promotion consideration, in which case a Unit RTP Committee will conduct the review for promotion consideration.

   II. PTR reviews shall be conducted during the fall semester.

   III. A review for promotion shall satisfy the five-year PTR requirement.

   IV. With college dean approval, faculty may request an early review.

E. Submission of Committee Membership Lists

The Department Chair shall submit to the college dean and the candidate under review a list

of Unit PTR Committee~~s and their~~ members no later than two (2) weeks prior to the start of each review cycle, as defined by the Office of Faculty Affairs. The start date shall be defined as the date committees receive access to candidate files (WPAFs). The ~~dean shall request chair appointment from the candidate; if there is no preference, the~~ unit committee shall determine a chair from among the elected or appointed members.

F. **Eligibility to Serve and Rank Requirements**

I. ~~The probationary and tenured faculty of each unit shall elect a PTR Committee consisting of no fewer than three (3) full-time tenured faculty.~~ Except in cases where candidates are already at the top rank (Professor or equivalent), members of the Unit RTP Committee must hold a higher rank than the candidate under consideration.

II. All tenured faculty of appropriate rank within a unit are eligible to serve on a Unit PTR Committee, with the exception of faculty on the University Review Committee (URC), who shall not serve on Unit PTR Committees.

III. All eligible faculty members who are not participating in the Faculty Early Retirement Program (FERP) or on sabbatical shall nominate themselves to serve on at least four Unit Post-Tenure Review (PTR) Committees within their unit per review cycle, unless the Unit requires fewer than four committees. In such cases, eligible faculty shall nominate themselves to serve on all Unit PTR Committees established for that cycle. Faculty who are on FERP or sabbatical are not required to nominate themselves.

IV. Faculty undergoing post-tenure review may serve on Unit RTP Committees and post-tenure review committees. In all cases, committee assignments must avoid conflicts of interest: no faculty member may participate in the evaluation of a faculty member who is simultaneously evaluating them, and no faculty member may serve on a committee evaluating someone whose review they influence. Independence must be maintained within each review cycle.

V. The Unit Chair may not serve on the Unit PTR Committee if they also submit a separate chair evaluation. Additionally, reciprocal service between the Unit Chair

and any faculty member they evaluate—or who evaluates the Chair—is prohibited in order to preserve the integrity and independence of the review process. Independence must be maintained within each review cycle.

VI. Faculty serving in any administrative capacity, including as a dean, associate dean, assistant dean, or Management Personnel Plan (MPP) employee, as well as members of the University Review Committee (URC), may not serve on a Unit Post-Tenure Review (PTR) Committee.

VII. ~~For unstated reasons, t~~The Associate Vice President for Academic Affairs may determine that other faculty are ineligible to serve.

G. Committee Size, Composition, and Election Process~~Composition~~

I. A ~~separate~~ committee shall be constituted for each candidate under review. Membership of each committee shall be determined according to the eligibility and election procedures outlined in this Handbook.

II. All probationary and tenured faculty in the unit may vote on committee membership.

III. A Unit PTR Committee shall consist of no fewer than three (3) and no more than five (5) full-time tenured faculty, elected by the probationary and tenured faculty of the unit. ==Units may determine, through approval by the majority of probationary and tenured faculty, their Unit RTP Criteria, or departmental bylaws==, whether the committee shall be composed of three, four, or five elected members, but the chosen size must be applied consistently to all candidates within a given review cycle.

~~III.~~IV. If fewer than three members are eligible, outside members shall be elected until the committee reaches three (3). If a unit has fewer than three eligible faculty, all eligible members of the unit must serve, and additional members shall be elected from other units until the committee reaches at least three (3). Outside members shall have the same responsibilities and rights as all committee members.

IV. One election shall be held per candidate for the available three to five seats (based on the size determined by the unit). The candidates receiving the highest number of votes shall be elected.If more than three (3) eligible members express interest, the election shall be conducted by secret ballot.

  1. One election shall be held per candidate.

  2. The three members with the most votes shall be elected to the Unit PTR Committee.

  3.2. The election shall be coordinated by an administrative support coordinator or the Dean's office.

V. The candidate shall be given the choice to selectmay recommend the Unit PTR Committee chair from among the elected or appointed members. If there is no preference, theThe unit committee shall determine a chair from among the elected or appointed members. However, if a faculty member is already serving as Chair on four or more personnel committees during the same PTR cycle, they may decline to serve as Chair for additional committees.

H. Candidate-Appointed Member

At their discretion, and for unstated reasons, candidates may appoint one (1) additional eligible member from within the unit, college, or related discipline from outside of the college, raising the total to four (4). committee membership by one (1), up to a maximum of six (6) members. This is optional, and not required. Members of the URC cannot be appointed. The appointed member shall serve as a voting member only for the case of the appointing candidate. A faculty member may decline appointment if they are the only tenured faculty member available to serve on their unit RTP Committee. All other eligible faculty members are obligated to accept appointment. Faculty candidates should engage in consultation with the potential appointee before appointing them.

I. Conflict ResolutionReconstitution of Committee

If a candidate believes that their Unit PTR Committee was improperly constituted, they may appeal to the Chair of the University Review Committee (URC). Appeals must be submitted to

the URC within ten (10) calendar days of notification of committee membership. If the URC determines the committee was formed inappropriately, it shall direct the unit to reconstitute the committee following correct procedures.

If a Unit is unable to amicably establish a Unit PTR Committee in accordance with these guidelines, the University Review Committee (URC) shall determine the membership of the Unit PTR Committee. The URC may appoint eligible faculty members to serve as necessary to ensure the committee is properly constituted. Faculty shall be obligated to serve if appointed by the URC.

J. **Reports and Minority Opinions**

    I.   It is a professional expectation that each Unit PTR Committee member:

        1. Reviews the candidate's Personnel Action File (PAF), Working Personnel Action File (WPAF), and the approved Unit PTR Criteria.

        2. Bases their evaluation and votes solely on the materials presented in the Personnel Action File (PAF), the Working Personnel Action File (WPAF), and the approved Unit PTR Criteria.

        3. Maintains fairness, impartiality, and confidentiality throughout the review process.

    II. Unit committee members shall make every reasonable effort to deliberate and arrive at consensus. Any committee member who disagrees with the majority recommendation may submit a minority report.

    III. If minority reports are submitted, a cover sheet signed by all committee members shall be included to certify that all members have reviewed the minority report(s).

    IV. Faculty candidates may submit written responses or rebuttals, in accordance with the Collective Bargaining Agreement.

    V. All evaluations and any faculty response shall be placed in the candidate's Personnel Action File (PAF).

VI.   <u>The Dean shall prepare a written summary of evaluations and meet with the faculty member, accompanied by the PTR Committee Chair, to discuss the findings.</u>

RATIONALE: This resolution makes comprehensive revisions to University Handbook Sections 305.4.1, 305.6.1, 305.6.2, 305.6.3, 305.6.4, and 306.3 to clarify, modernize, and harmonize the processes governing faculty evaluation, retention, promotion, tenure, and post-tenure review (PTR). These updates respond to several longstanding issues identified across Academic Senate referrals from 2024–2026, which together highlighted the need for clearer election procedures, transparency in committee formation, greater consistency across units, and reinstatement of language inadvertently omitted during previous revisions. In reviewing referrals 2024–2025 #34, 2025–2026 #05, and 2025-2026 #25, the Faculty Affairs Committee examined concerns related to ballot composition, voting eligibility, the influence of candidates on committee membership, and the procedures required when a unit is unable to form a committee amicably. The revised language addresses these concerns by establishing candidate-specific committees—one committee for each faculty member under review. This structure ensures procedural fairness, reduces conflicts of interest, prevents the invalidation of multiple reviews if one committee is found to be improperly constituted, and increases accountability by requiring each committee to be formally documented and composed according to clear standards.

The resolution also strengthens election processes by requiring that all eligible tenured faculty appear on ballots and that all probationary and tenured faculty are eligible to vote in committee elections. Candidates retain the option to appoint one eligible faculty member to their committee, thereby promoting trust and transparency while maintaining accountability. The

University Review Committee (URC) is formally identified as the body responsible for resolving situations where a unit cannot form a compliant committee, ensuring continuity in personnel processes and preventing procedural stalemates.

Importantly, the revised model reinforces workload equity as a core principle of faculty service. In some departments, a small number of faculty members have historically shouldered a disproportionate number of committee assignments, while others serve rarely or not at all. This imbalance creates inequities in service obligations and undermines fairness in the distribution of academic labor. The revised policy explicitly states that all eligible tenured faculty who are not in FERP or on sabbatical are expected to serve on at least one Unit RTP Committee, if elected, *and* encourages units to make every reasonable and professional effort to distribute service evenly so that no faculty member is obligated to serve on more committees than necessary to meet institutional needs. By codifying workload equity, the resolution promotes a more sustainable and collegial system in which service obligations are shared appropriately across faculty and aligned with the principles of professionalism, fairness, and shared responsibility.

A key purpose of the revised structure is to preserve the professional meaning of elections while also providing units with limited flexibility in determining committee size. Across the California State University system, RTP and PTR committees commonly range from three to five members. Allowing units at CSUB to choose a committee size within this range promotes consistency with systemwide practice and affords units the ability to tailor committee size to their faculty resources and workload needs. At the same time, establishing a **minimum of three and a maximum of five elected members** ensures parity across units: no committee may be so small that evaluation lacks breadth of peer judgment, nor so large that voting influence varies dramatically across departments of different sizes. This model also protects the integrity of elections. Unlike systems in which every tenured

faculty member automatically serves on every committee, limiting the committee to three, four, or five elected faculty helps to ensure, whenever possible, that elected members have been affirmatively selected by the probationary and tenured faculty, rather than serving by default. Units thus retain meaningful choice, candidates retain the right to appoint one additional eligible member, and all committees across the institution maintain a comparable, equitable, and professionally grounded structure.

Section 306.3 (Post-Tenure Review) is revised to align with the updated RTP framework. PTR now mirrors RTP in its use of candidate-specific committees and identical procedures for eligibility, election, conflict-of-interest rules, and appeals. This harmonization eliminates inconsistencies between RTP and PTR processes and simplifies policy implementation for deans, Faculty Affairs, and committee members. Under the revised policy, PTR committees follow the same rank requirements as RTP committees, allow faculty undergoing PTR to serve on other committees, permit candidates to appoint one additional eligible member, apply identical evaluation and confidentiality standards, and utilize the same URC appeal process.

Referral 2025–2026 #25 identified that provisions adopted in RES 222309 regarding the Personnel Action File (PAF) and Working Personnel Action File (WPAF) were inadvertently omitted when RES 222335 was incorporated into the Handbook. This resolution restores essential language, requiring each committee member to review the WPAF, sign the access sheet, and base all evaluations solely on the materials contained in the PAF, WPAF, and approved Unit RTP Criteria. This correction ensures alignment with the Collective Bargaining Agreement, which requires personnel recommendations to be grounded exclusively in the Personnel Action File.

To maintain the independence and integrity of peer review, the resolution explicitly prohibits faculty serving in administrative roles (deans, associate deans, assistant deans, MPP employees) and members of the URC from

serving on Unit RTP or PTR Committees. Rank requirements are preserved; committee members hold a higher academic rank than the candidate, except when evaluating faculty already at the top rank.

Revisions to Sections 305.6.3 and 305.6.4 codify critical professional expectations, including confidentiality in deliberations, impartiality and fairness in evaluation, the majority vote rule (with abstentions counting as negative votes), requirements for minority reports and their review certification, and the candidate's right to respond through the rebuttal process. These standards ensure consistency, uphold procedural justice, and maintain the integrity of the peer review process at all levels. Finally, the resolution establishes clearer procedural timelines by requiring departments to submit committee rosters to deans at least two weeks before each review cycle and by defining the review cycle start date as the date when committees gain access to candidate WPAFs. Together, these provisions create predictable and auditable workflows that help prevent delays, ensure compliance, and promote consistency.

Across multiple prior resolutions, partial or conflicting revisions had accumulated over time. This update aims to address those disparate changes, restore omitted language, correct internal inconsistencies, improve clarity, and align the Handbook with both the CBA and current best practices in faculty evaluation. In doing so, it establishes a sustainable, equitable, and transparent framework that supports faculty, administrators, and the institution in conducting fair and effective evaluations.

Distribution List:
President
Provost and VP for Academic Affairs
AVP for Faculty Affairs
University Review Committee

Adoption of Academic Calendar
Fall 2026 – Spring 2027, Summer 2027

RES 252616

BPC

RESOLVED: That the Academic Senate of CSU, Bakersfield adopts the Academic Calendar for Fall 2026 - Spring 2027 and Summer 2027.

RATIONALE: The Budget and Planning Committee, in consultation with the Academic Calendar Committee, recommends the attached.

Attachments:
Fall 2026 - Spring 2027 Calendar
Summer 2027 Calendar

Distribution List:
President
Provost and Vice-President for Academic Affairs
Vice-President for People and Culture
Vice-President for Student Affairs and Strategic Enrollment Management
AVP Academic Affairs and Dean of Academic Programs
AVP for Faculty Affairs
AVP for Information Technology Services and Chief Information Officer
AVP for Student Affairs and Dean of Students
College Deans
Dean of Antelope Valley
Dean of Extended Education and Global Outreach
Dean of Libraries
Associate Deans
Department Chairs
General Faculty

Approved by the Academic Senate:
Sent to the President:
President Approved:

California State University, Bakersfield
Academic Calendar
2026/2027

Fall Semester, 2026

March 09	. . . . . .	**Academic Advising** for Continuing Students Begins (for Summer 2026 & Fall 2026)
April 06	. . . . . .	**Registration** for Continuing Students Begins (for Summer 2026 & Fall 2026)
May 01	. . . . . .	Deadline to Apply for **Fall 2026** Graduation
May 18	. . . . . .	Last Day to Register to Vote for Primary Election
June 01	. . . . . .	**Academic Advising** for New Transfer Students Begins (for Fall 2026)
June 01	. . . . . .	**Registration** for New Transfer Students Begins (for Fall 2026)
June 01	. . . . . .	**Registration** for New Postbaccalaureate Students
June 02	. . . . . .	CA Statewide Primary Election
June 18	. . . . . .	**HOLIDAY** – Juneteenth – Campus Closed
June 29	. . . . . .	**Academic Advising** for First-Time First-Year Students Begins (for Fall 2026)
June 29	. . . . . .	**Registration** for First-Time First-Year Students Begins (for Fall 2026)
July 03	. . . . . .	Deadline to Apply for **Fall 2026** Graduation
July 06	. . . . . .	Orientation for New Undergraduate Students Begins (for Fall 2026)
August 17	. . . . . .	**ALL FACULTY DUE ON CAMPUS**
August 24	. . . . . .	**First Day of Classes**
September 02	. . . . . .	Last Day to Add Classes
September 02	. . . . . .	Last Day to Change between Audit and Letter Grading
September 07	. . . . . .	**HOLIDAY** – Labor Day – (Campus Closed)
September 21	. . . . . .	Census Day
September 21	. . . . . .	Last Day to Change between Credit/No-credit and Letter Grading
September 21	. . . . . .	Last Day to Withdraw from Classes without a "W" being recorded
September 25	. . . . . .	Last Day for Faculty to Order Course Materials Through Campus Bookstore (for Spring 2027)
September 28	. . . . . .	**Academic Advising** for Continuing Students Begins (for Spring 2027)
October 15	. . . . . .	Campus-wide Emergency Evacuation Day
October 19	. . . . . .	Last Day to Register to Vote for the General Election
October 26	. . . . . .	**Registration** for Continuing Students Begins (for Spring 2027)
October 26	. . . . . .	Last Day for Department Chairs/Program Directors to Confirm All the Course Materials Have Been Ordered Through Campus Bookstore (for Spring 2027)
November 03	. . . . . .	CA Statewide General Election
November 11	. . . . . .	**HOLIDAY** – Veteran's Day – Campus Closed
November 13	. . . . . .	Last Day to Withdraw from Classes for a Serious and Compelling Reason
November 16	. . . . . .	**Academic Advising** for New Students Begins (for Spring 2027)
November 16	. . . . . .	**Registration** for New Students Begin (for Spring 2027)
November 23 – December 3	. . . . . .	SOCI Period (for both Online and Paper SOCIs)
November 25	. . . . . .	**No Classes** - Campus Open
November 26 – 27	. . . . . .	**HOLIDAY** - Thanksgiving - Campus Closed
November 30	. . . . . .	Deadline to Apply for **Spring 2027** Graduation
December 07	. . . . . .	**Last Day of Classes**
December 08	. . . . . .	Study / Reading Day
December 09 – 15	. . . . . .	Examination Period
December 11	. . . . . .	Last Day to Submit Completed Thesis / Dissertation
December 12	. . . . . .	Commencement
December 16 – 17	. . . . . .	Evaluation Days
December 18	. . . . . .	Grades Due

Winter Break: December 19, 2026 - January 19, 2027

Graduation deadlines: https://www.csub.edu/registrar/ or call (661) 654-3036
Commencement: https://www.csub.edu/commencement/ or email commencement@csub.edu
Winter Session: https://extended.csub.edu/ or call (661) 654-2441
Winter Session courses begin December 21, 2026, and end January 14, 2027.
Campus closed December 25, 2026 – January 1, 2027.

California State University, Bakersfield
Academic Calendar
2026/2027

Spring Semester, 2027

September 28	. . . . . .	**Academic Advising** for Continuing Students Begins (for Spring 2027)
October 26	. . . . . .	**Registration** for Continuing Students Begins (for Spring 2027)
November 16	. . . . . .	**Academic Advising** for New Students Begins (for Spring 2027)
November 16	. . . . . .	**Registration** for New Students Begins (for Spring 2027)
November 16	. . . . .	**Registration** for Postbaccalaureate Students Begins (for Spring 2027)
November 30	. . . . . .	Deadline to Apply for **Spring 2027** Graduation
January 18	. . . . . .	**HOLIDAY** – Martin Luther King, Jr. Day – Campus Closed
January 20	. . . . . .	**ALL FACULTY DUE ON CAMPUS**
January 25	. . . . . .	**First Day of Classes**
February 03	. . . . . .	Last Day to Add Classes
February 03	. . . . . .	Last Day to Change between Audit and Letter Grading
February 19	. . . . . .	Census Day
February 19	. . . . . .	Last Day to Change between Credit/No-credit and Letter Grading
February 19	. . . . . .	Last Day to Withdraw from Classes without a "W" being recorded
March 05	. . . . . .	Last Day for Faculty to Order Course Materials Through Campus Bookstore (for Summer 2027 and Fall 2027)
March 08	. . . . . .	**Academic Advising** for Continuing Students Begins (for Summer 2027 & Fall 2027)
March 31	. . . . . .	**HOLIDAY** - Cesar Chavez Day - Campus Closed
	. . . . . .	**Spring Semester Break: March 22, 2027 – March 28, 2027 (Easter is March 28, 2027)**
April 05	. . . . . .	Last Day for Department Chairs/Program Directors to Confirm All the Course Materials Have Been Ordered Through Campus Bookstore (for Summer 2027 and Fall 2027)
April 05	. . . . . .	**Registration** for Continuing Students Begins (for Summer 2027 and Fall 2027)
April 07	. . . . . .	Campus-wide Emergency Evacuation Day
April 16	. . . . . .	Last Day to Withdraw from Classes for a Serious and Compelling Reason
April 19 – 30	. . . . . .	SOCI Period (for both Online and Paper SOCIs)
April 30	. . . . .	Deadline to Apply for **Summer 2027** Graduation
May 03	. . . . . .	Deadline to Apply for **Fall 2027** Graduation
May 14	. . . . . .	**Last Day of Classes**
May 15 – 21	. . . . . .	Examination Period
May 19	. . . . . .	Last Day to Submit Completed Thesis / Dissertation
May 22	. . . . . .	Commencement
May 24 – 25	. . . . . .	Evaluation Days
May 26	. . . . . .	Grades Due
May 31	. . . . . .	**HOLIDAY -** Memorial Day – Campus Closed
July 5	. . . . . .	**Orientation** for New Undergraduate Students Begins (for Fall 2027)

Graduation deadlines: https://www.csub.edu/registrar/ or call (661) 654-3036
Commencement: https://www.csub.edu/commencement/ or email commencement@csub.edu
Summer Session: https://extended.csub.edu/ or call (661) 654-2441

California State University, Bakersfield
Academic Calendar 2026/2027
<u>Summer Session, 2027</u>

<u>SS1: 10-Week Session</u>

June 01	. . . . . .	**ALL SUMMER SESSION 1 FACULTY DUE ON CAMPUS**
June 01	. . . . . .	**First Day of Classes**
June 01	. . . . . .	**Academic Advising** for New Transfer Students Begins (for Fall 2027)
June 01	. . . . . .	**Registration** for New Transfer Students Begins (for Fall 2027)
June 01 – 08	. . . . . .	Schedule Adjustment Period
June 08	. . . . . .	Last Day to Add Classes
June 08	. . . . . .	Last Day to Change between Audit and Letter Grading
June 08	. . . . . .	Last Day of Schedule Adjustment Period (for Summer Session 1)
June 10	. . . . . .	Census Day
June 10	. . . . . .	Last Day to Change between Credit/No-credit and Letter Grading
June 10	. . . . . .	Last Day to Withdraw from Classes without a "W" being recorded
June 17	. . . . . .	**HOLIDAY** – Juneteenth – Campus Closed
June 28	. . . . . .	**Academic Advising** for First Time First-Year Students Begins (for Fall 2027)
June 28	. . . . . .	**Registration** for First-Time First-Year Students Begins (for Fall 2027)
July 05	. . . . . .	**HOLIDAY** - Independence Day - Campus Closed
July 06	. . . . . .	**Orientation** for New Students Begin (Fall 2027)
July 09	. . . . . .	Last Day to Withdraw from Classes for a Serious and Compelling Reason
July 29	. . . . . .	SOCI Period Begins (for both Online and Paper SOCIs)
August 05	. . . . . .	Last Day to Submit Completed Thesis/Dissertation
August 09	. . . . . .	**Last Day of Classes**
August 10 – 11	. . . . . .	Examination Period
August 12	. . . . . .	Grades Due

<u>SS2: 5-Week Session</u>

June 01	. . . . . .	**ALL SUMMER SESSION 2 FACULTY DUE ON CAMPUS**
June 01	. . . . . .	**First Day of Classes**
June 01 – 08	. . . . . .	Schedule Adjustment Period
June 08	. . . . . .	Last Day to Add Classes
June 08	. . . . . .	Last Day to Change between Audit and Letter Grading
June 08	. . . . . .	Last Day of Schedule Adjustment Period (for Summer Session 2)
June 10	. . . . . .	Census Day
June 10	. . . . . .	Last Day to Change between Credit/No-credit and Letter Grading
June 10	. . . . . .	Last Day to Withdraw from Classes without a "W" being recorded
June 17	. . . . . .	**HOLIDAY** – Juneteenth – Campus Closed
June 21	. . . . . .	Last Day to Withdraw from Classes for a Serious and Compelling Reason
June 24	. . . . . .	SOCI Period Begins (for both Online and Paper SOCIs)
July 01	. . . . . .	**Last Day of Classes**
July 05	. . . . . .	**HOLIDAY** - Independence Day - Campus Closed
July 06 – 07	. . . . . .	Examination Period
July 08	. . . . . .	Grades Due

<u>SS3: 5-Week Session</u>

July 12	. . . . . .	**ALL SUMMER SESSION 3 FACULTY DUE ON CAMPUS**
July 12	. . . . . .	**First Day of Classes**
July 12 – 19	. . . . . .	Schedule Adjustment Period
July 19	. . . . . .	Last Day to Add Classes
July 19	. . . . . .	Last Day to Change between Audit and Letter Grading
July 19	. . . . . .	Last Day of Schedule Adjustment Period (for Summer Session 3)
July 19	. . . . . .	Census Day
July 19	. . . . . .	Last Day to Change between Credit/No-credit and Letter Grading
July 19	. . . . . .	Last Day to Withdraw from Classes without a "W" being recorded
July 26	. . . . . .	Last Day to Withdraw from Classes for a Serious and Compelling Reason
July 30	. . . . . .	SOCI Period Begins (for both Online and Paper SOCIs)
August 09	. . . . . .	**Last Day of Classes**
August 10 – 11	. . . . . .	Examination Period
August 12	. . . . . .	Grades Due

THIS IS NOT TO BE CONSTRUED AS AN EMPLOYEE WORK CALENDAR
Graduation deadlines: https://www.csub.edu/registrar/ or call (661) 654-3036
Commencement: https://www.csub.edu/commencement/ or email commencement@csub.edu
Summer Session: https://extended.csub.edu/ or call (661) 654-2441

Special Review Committee Recommendations for Anthropology

RES 252618

AAC, BPC

RESOLVED: That the Academic Senate accepts the recommendation of the Special Review Committee for Anthropology to discontinue the Anthropology program.

RESOLVED: That the Academic Senate recommends a teach-out plan of four semesters, per the initial request, for students in the major to complete their degrees at California State University, Bakersfield.

RESOLVED: That funding in the instructional budget model for General Education courses in Subject Area 4 / Area D (both Lower and Upper Division), for which Anthropology offered courses, be equitably distributed to departments which also support these areas.

RESOLVED: That the Academic Senate values the accomplishments of faculty in the Anthropology program since CSUB's founding. Additionally, we appreciate the value of Anthropology courses as part of General Education. We recommend similar course offerings focused on global cultural awareness be made available for all students.

RATIONALE: The Special Review Committee documented systemic issues within the program which continued to impede program growth, student and faculty recruitment, and faculty retention.

Attachment: Referral 2025-2026 18_Special Review Committee for Anthropology

Distribution List:
  President
  Provost and VP for Academic Affairs
  VP for Student Affairs and Strategic Enrollment Management

Minor in Creative Writing

RES 252614

AAC, BPC

RESOLVED: That the Academic Senate approves the proposed new Minor in Creative Writing.

RATIONALE: The new minor will support CSUB students interested in developing competencies in creative writing and associated careers. The Department of English added three new creative writing courses in Fall 2024 that can be included in the minor. This program will be supported by sufficient resources to ensure its successful future operations.

Attachment: 2025-2026 11_Proposal for New Minor in Creative Writing

Distribution List:
President
Provost and VP for Academic Affairs
VP for Student Affairs and Strategic Enrollment Management
AVP for Faculty Affairs
AVP Academic Affairs and Dean of Academic Programs
College Deans
Associate Deans
Dean of Libraries
Dean of Antelope Valley
Dean of Extended Education and Global Outreach
Department Chairs
General Faculty

Approved by the Academic Senate:
Sent to the President:
President Approved:

Computer Science Cybersecurity Concentration

RES 252615

AAC, BPC

RESOLVED: That the Academic Senate approves the proposed name change of the Computer Science Information Security Concentration to the Computer Science Cybersecurity Concentration.

RATIONALE: The adoption of the title Cybersecurity instead of Information Security for this concentration aligns with how the field is identified in both academia and the industry. Furthermore, this name change generates better name recognition for recruitment purposes and realigns the Computer Science program at CSU, Bakersfield with many of the others across the system. There are no curricular or resource implications for this name change.

Attachment: 2025-2026 07_Proposal to Rename the Computer Science Information Security Concentration

Distribution List:
President
Provost and VP for Academic Affairs
VP for Student Affairs and Strategic Enrollment Management
AVP for Faculty Affairs
AVP Academic Affairs and Dean of Academic Programs
College Deans
Associate Deans
Dean of Libraries
Dean of Antelope Valley
Dean of Extended Education and Global Outreach
Department Chairs
General Faculty