



Academic Senate: Executive Committee

Agenda

Tuesday, September 8, 2026
10 – 11:30 AM

Location: BDC 134- BPA Conference Room and virtual

Zoom Information:

Meeting ID: [826 4022 7199](#)
Passcode: 166430

Members: M. Danforth (Chair), T. Tsantsoulas (Vice-Chair), D. Thien (Provost), C. Lam (ASCSU Senator), N. Michieka (ASCSU Senator), J. Deal (AAC Chair), L. Kirstein (AS&SS Chair), D. Wu (BPC Chair), Z. Zenko (FAC Chair), and K. Van-Grinsven (Senate Analyst).

Guest: President Harper

1. Call to Order

2. Announcements and Information:

- a. President Harper (**Time Certain: 10:10 AM**)
- b. Future Meeting Guests:
 - i. EC – Fall 2026
 1. September 22 – V. Morris, Interim VP for People and Culture
 - ii. Senate- Fall 2026
 1. September 10 – K. Grappendorf, GE Director
 2. October 8 – D. Cantrell, VP for SASSEM
 - iii. Unscheduled:
 1. Chief of Police (?)
 2. I. Sumaya, AVP for GRaSP
 3. K. Susa, FAR
 4. R. Weller, FTLC
 5. E. Adams, AVP for AA and Dean of Academic Programs, WSCUC Logistics and Updates

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

4. Approval of Minutes:

- a. May 20, 2026 – Summer Senate Retreat (handout)
- b. August 25, 2026 (handout)
- c. September 1, 2026 (deferred)

5. Continued Items

- a. Standing Committees: Senate Log (handout)
 - i. AAC – J. Deal
 - ii. AS&SS – L. Kirstein
 - iii. BPC – D. Wu
 - iv. FAC – Z. Zenko
 - 1. Lecturer Evaluation Process (referral draft IP)
- b. Provost Report – D. Thien (**Time Certain: 10:08 AM, amended***)
 - i. Naming Opportunity (deferred)
 - ii. Academic Administrator Reviews
 - 1. 2026-2027 AARC Rosters (handout)
 - 2. 2027-2028 AARC List
 - iii. Search & Screening Committees for Academic Administrators: HOLD
 - 1. SSE Associate Dean
 - 2. AH Associate Dean
 - 3. Executive Director for Antelope Valley
- c. Calendar Committee – D. Wu
 - i. Additional issues with calendar (handout)
 - ii. Review membership, particularly the SASEM representatives (handout)
- d. CA Legislation – C. Lam
 - i. AB 2694 – Community College Baccalaureate Degree Programs
 - ii. AB 2301 – Community Colleges Nursing Pilot Program
 - iii. AB 2212 – Updates to Student Training for Harassment & Intimidation Training (ASCSU watching)
 - iv. AB 2068 – CSU Campus President Hiring Process (ASCSU watching)

6. New Discussion Items

- a. Elections and Appointments – T. Tsantsoulas
 - i. Faculty Rosters – in progress
 - ii. Urgent/ Vacant Calls for Fall 2026
 - 1. 2026-2027 AARCs (faculty on sabbatical)
- b. Curriculum: (AAC/BPC)
 - i. Environmental Science (HOLD)
- c. Handbook & Bylaws Summer Working Group

- i. Updates to Handbook & Bylaws
- ii. New Referral Discussion Items (handout):
 - 1. Potential inconsistencies with the CBA
 - 2. Appendix D (graduate grievance procedure and definition for student ombuds)
 - 3. Appendix E (refers to Banner)
 - 4. Academic Integrity Violations Committee (see email from E. Callahan)
 - 5. Subcommittee Membership
 - 6. Committee List
 - 7. Committee proliferation (how committees are formed/ disbanded) (also carry-over)
 - 8. Officers of the University
 - 9. Faculty Coordinator of Online Instruction
 - 10. Four colleges to "all colleges"
 - 11. Schools and School Directors
 - 12. Executive Director of AV campus
 - 13. Staff representative on Senate (also carry-over)
- d. Carry Over from 2025-2026:
 - i. Academic Tuition/ Scholarship Waiver (handout)
 - ii. Instructional Budget Model and Faculty Participation
 - iii. Senate Release time
 - iv. Faculty recruitment/ involvement for the Student Success Framework
 - v. Referrals for Consideration for FAC:
 - 1. Classroom Observation Expectations / Teaching Expectations and Rigor
 - 2. Department Chair Elections and Appointments / Program Director Elections and Appointments
 - 3. Department Chair Reviews and Program Director reviews
 - 4. Faculty Awards and Recognition Processes
 - 5. Faculty Mentorship and Professional Development
 - 6. Authorship and Scholarly Ethics
 - 7. Unit RTP Criteria Transparency
 - 8. Creation of a Service-Learning University-wide Committee – AAC (?) (handout)
 - 9. Academic Senate / CPR / Faculty Affairs "Summit" – FAC (handout)
 - vi. IACUC and HSIRB Updates (HOLD; more information needed)

7. Agenda Items for Senate (Time Certain: 11:15 AM)

Academic Senate Meeting – Fall 2026

Thursday, September 10, 2026

Agenda

10:00 AM – 11:30 AM

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

Zoom Information:

[Zoom Meeting ID: 811 3080 8590](#)

Passcode: 674081

Senate Members: Chair M. Danforth, Vice-Chair T. Tsantsoulas, CSU Senator C. Lam, CSU Senator N. Michieka, AH Senator M. Palaiologou, AH Senator B. Moreno, 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, At-Large Senator H. He, At-Large Senator A. Grombly, At-Large Senator A. Hays, At-Large Senator A. Lauer, At-Large Senator J. Deal, At-Large Senator R. Dugan, Lecturer Electorate Representative – D. Horn, Senator C. Zúñiga-Prado – Staff Representative, Senator N. Kaur – ASI President, Senator D. Cours – Dean Representative, VP AA & Provost D. Thein and Senate Analyst K. Van Grinsven.

Guests: President Harper, K. Grappendorf, and T. Salisbury, CFA.

- I. Call to Order
 - a. [Tejon Tribal Land Acknowledgement](#)
 - b. [Robert's Rules of Order](#)
 - c. [Interruption Statement](#)
- II. Approval of Minutes
 - a. August 25, 2026 (handout)
- III. Announcements and Information
 - a. President's Report – V. Harper **(Time Certain: 10:10 AM)** (handout)
 - b. Report on Process for GEMs – K. Grappendorf, GE Director **(Time Certain: 10:20 AM)** (handout)
 - c. Elections and Appointments – T. Tsantsoulas (handout)
 - d. Upcoming Events/ Information:
 - i. October 19 - Fall 2026 Budget Open Forum
 1. 11 AM to 12 noon; Student Union MPR and virtual
- IV. Approval of Agenda **(Time Certain: 10:05 AM)**
- V. Reports
 - a. Provost's Report – D. Thien **(Time Certain: 10:30 AM)**
 - b. ASCSU Report – Senators Lam and Michieka (handout)
 - c. ASI Report – Senator Kaur (handout)
 - d. Staff Report – Senator C. Zúñiga-Prado (handout)
 - e. Committee Reports:

- i. Executive Committee – Vice-Chair Tsantsoulas (handout)
 - 1. 2026-2027 Senate Log
- ii. Standing Committees:
 - 1. Academic Affairs Committee (AAC) – Senator Deal, Chair (handout)
 - 2. Academic Support and Student Services Committee (AS&SS) – Senator Kirstein, Chair (handout)
 - 3. Budget and Planning Committee (BPC) – Senator Wu, Chair (handout)
 - 4. Faculty Affairs Committee (FAC) – Senator Zenko, Chair (handout)
- f. CFA Report – T. Salisbury, CFA Bakersfield

VI. Resolutions **(Time Certain: 10:45 AM)**

- a. Consent Agenda: No items.
- b. Old Business: No items.
- c. New Business:
 - i. RES 262702 – Transitioning to Online SOCLs – FAC (handout)

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

VIII. Adjournment

8. Adjournment

2026-2027 Academic Senate: Referral and Resolution Log

Last Updated: 09/01/2026

Date	Referral	Status	Committee/s Charged	Action	Resolution	Handbook/Bvlaws Change	Approved by	Sent to	Approved by
9/1/2026	2026-2027 01 First-Year Seminar (CSUB 1029) Concerns	Sent to committee/s	AAC/ FAC	Continue discussions on carry-over referral 2025-2026 24 First-Year Seminar (CSUB 1029) Concerns and and investigate concerns related to the curricular content and oversight of CSUB 1029 and the assignment of instructors.		Handbook/Bvlaws Change Handbook (?)			
9/1/2026	2026-2027 02 Clarification of Implementation Timeline for Online SOCI	RES 262702 IP; 1st Reading 9/10/2026	FAC	Review RES 252620 "Transitioning to Online SOCIs," particularly the disconnect between the 2-year implementation period and references to the 2029/2030 Academic Year.	RES 262702 Transitioning to Online SOCIs; 1st Reading 9/10/2026				
9/1/2026	2026-2027 03 Teaching Modalities	Sent to committee/s	AAC/ FAC	Continue their discussions on RES 252648 "Teaching Modality – Handbook Change" and referrals 2025-2026 19 "Teaching Modality," and 2025-2026 42 "DLC Membership and Description."		Handbook			
9/1/2026	2026-2027 04 Proposal for New Master of Science in Applied Analytics	Sent to committee/s	AAC/ BPC	Continue their review and discussions regarding referral 2025-2026 47 Proposal for New Master of Science in Applied Analytics.					
9/1/2026	2026-2027 05 Policy on Use of Informational Banner Space in Canvas	Sent to committee/s	AS&SS	Continue discussion on RES 252627 and referral 2025-2026 21 Policy on Use of Informational Banner Space in Canvas; Executive Committee asks AS&SS to consider further consultation with ITS and Academic Programs regarding which body is the most appropriate office to approve requests.					
9/1/2026	2026-2027 06 President's Cabinet Structure and Officers of the University- Handbook Change	Sent to committee/s	FAC	Continue their discussions on referral 2025-2026 22 "President's Cabinet Structure and Officers of the University- Handbook Change."		Handbook			
9/1/2026	2026-2027 07 Periodic Evaluation of Faculty	Draft in progress (9/2/2026)	FAC	Discuss concerns that were raised about the overlap between the evaluation of tenured and tenured track faculty and the evaluation of lecturers during review of RES 252645 "Periodic Evaluation of Temporary Faculty – Handbook Change."		Handbook			
9/1/2026	--	--	AS&SS	2025-2026 23 PERC Timing Concerns; no referral needed. AAC and AS&SS to work on drafting a memo.	--	--	--	--	-



ACADEMIC SENATE
CSU BAKERSFIELD

2026-2027 Referral 07

Periodic Evaluation of Faculty

Date: September XX, 2026

From: Melissa Danforth, Academic Senate Chair 

To: Zachary Zenko, Faculty Affairs Committee (FAC) Chair

cc: Katherine Van Grinsven, Academic Senate Administrative Analyst

At their meeting on September 1, 2026, the Academic Senate Executive Committee requested that Faculty Affairs Committee (FAC) discuss concerns that were raised about the overlap between the evaluation of tenured and tenured track faculty and the evaluation of lecturers during review of RES 252645 “Periodic Evaluation of Temporary Faculty – Handbook Change.”

During your discussions, please consider:

- Under Unit 3 of the Collective Bargaining Agreement (CBA):
 - Lecturer Evaluations are described in Article 15, sections 20-30
 - The remaining sections, 30-48 pertain only to Tenured and Tenured-track faculty evaluations.

Please take up this matter with your committee and get back to me with your recommendation. If your recommendation requires Senate action, please prepare a resolution and the rationale for the resolution.

Thank you.

Attachments:

- 1) RES 252645_Periodic Evaluation of Temporary Faculty – Handbook Change
- 2) Link to Collective Bargaining Unit (CBA): www.calstate.edu/csu-system/faculty-staff/labor-and-employee-relations/Pages/unit3-cfa.aspx

DR. MELISSA DANFORTH, CHAIR, ACADEMIC SENATE

California State University, Bakersfield

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Academic Administrator Review Committees (AARC)

Contact the Office of the Provost and VP for Academic Affairs for more information.

Reference: csub.edu/provost/evaluation-academic-administrators.shtml

Academic Review Committee (AARC) – Lori Paris, Associate Dean, College of Business and Public Administration		
Membership Qualifications:	Name	Department
Three (3) Tenured BPA Faculty Members	1 Sumita Sarma <i>*Sabbatical Spring 2027</i>	Management and Marketing
	2 Jing Wang	Accounting/ Finance
	3 Richard Gearhart	Economics
Provost VPAA selects a college Associate Dean		
Provost VPAA selects fifth member		

Academic Review Committee (AARC) – Debbie Boschini, AVP for Faculty Affairs		
Membership Qualifications:	Name	Department
One (1) AH Tenured Faculty Member	1 Douglas Dodd	History
One (1) BPA Tenured Faculty Member	2 Sumita Sarma <i>*Sabbatical Spring 2027</i>	Management and Marketing
One (1) NSME Tenured Faculty Member	3 Yize Li	Physics and Engineering
One (1) SSE Tenured Faculty Member	4 Elaine Correa	HD-CAFS
One (1) At-Large Tenured Faculty Member	Kanwalinderjit Kaur	CEE/CS <i>*Sabbatical Fall 2026</i>
Provost VPAA selects member of the Provost's Council		
Provost VPAA selects sixth member		

Academic Review Committee (AARC) - Isabel Sumaya - AVP for Grants, Research, and Sponsored Programs (GRaSP)

Membership Qualifications:		Name	Department
One (1) AH Tenured Faculty Member	1	Nate Olson	Philosophy and Religious Studies
One (1) BPA Tenured Faculty Member	2	Jing Wang	Accounting/ Finance
One (1) NSME Tenured Faculty Member	3	Yize Li	Physics and Engineering
One (1) SSE Tenured Faculty Member	4	Elaine Correa	HD-CAFS
One (1) At-Large Tenured Faculty Member		Kanwalinderjit Kaur	CEE/CS *Sabbatical- Fall 2026
Provost VPAA selects member of the Provost's Council			
Provost VPAA selects sixth member			



Academic Administrator Search & Screening Committees

Contact the Office of the Provost and VP for Academic Affairs for more information.

Academic Search & Screening Committees – Associate Dean, College of Social Sciences and Education		
Membership Qualifications:	Name	Department
Three (3) Tenured SSE Faculty Members	1	*Calls needed*
	2	
	3	
Provost VPAA selects a college Associate Dean	Joel Haney	Interim Associate Dean; AH
Provost VPAA selects fifth member	Gillermina Martinez	Credential Analyst, SSE

Academic Search & Screening Committees – Associate Dean, College of Arts and Humanities		
Membership Qualifications:	Name	Department
Three (3) Tenured SSE Faculty Members	1	*Calls needed- HOLD for now*
	2	
	3	
Provost VPAA selects a college Associate Dean		
Provost VPAA selects fifth member		



Calendar Committee

Position	Name	Title	Department/Division
Budget and Planning Committee (BPC) Representative- Chair	Di Wu	BPC Chair; Professor	Academic Senate; Academic Affairs
Chancellor's Office Liaison	Dee Dee Price	Faculty Affairs Specialist	Office of the Provost; Academic Affairs
Undergraduate Staff Advisor	Janine Cornelison	Academic Advisor	Arts and Humanities; SASEM
Graduate Staff Advisor	Luis Hernandez	Graduate Programs Coordinator	Business and Public Administration; SASEM
Representative from Extended Education and Global Outreach (EEGO)	Jennifer Patino	Director, Professional & Cont. Educ	Extended Education and Global Outreach (EEGO); Academic Affairs
Representative from Academic Operations	Tonya Nixon	Academic Scheduling Analyst	Academic Operations; Academic Affairs
AVP for Enrollment Management or designee	Sonya Gaitan (<i>designee</i>)	Director of Enrollment Services and Assistant Registrar	Division of Student Success and Strategic Enrollment Management (SASEM)
Executive Committee (EC) Representative	Melissa Danforth	Senate Chair	Academic Senate
Representative from People and Culture	Bailey Freckleton	Assistant to the Vice President of People and Culture Coordinator for HR Strategic Initiatives	Division of People and Culture
Representative from Student Housing	Hilda Nieblas	Director of Student Housing	Division of Student Success and Strategic Enrollment Management (SASEM)
Commencement liaison	Merry Coder	Interim Operational Support Coordinator; Commencement	Office of the Provost and VP for Academic Affairs
Administrative Support/ Scheduler:	Katherine Van Grinsven	Senate Analyst	Academic Senate

From: Di Wu
Sent: Saturday, August 29, 2026 8:46 AM
To: Elizabeth Adams; Melissa Danforth
Cc: Deborah Boschini; Katherine Van Grinsven; Tiffany Tsantsoulas
Subject: RE: RES 262701 - Updates to the Academic Calendar

Hi all,

I think this makes sense. Moving forward, when engaging the Calendar Committee and the BPC in developing academic calendars, I will ensure that committee members understand this issue and the rationale behind any necessary adjustment as well as pass on their concerns if there exists.

Thanks,

Di

From: Elizabeth Adams <eadams6@csb.edu>
Sent: Thursday, August 27, 2026 3:29 PM
To: Melissa Danforth <mdanforth@csb.edu>
Cc: Di Wu <dwu2@csb.edu>; Deborah Boschini <dboschini@csb.edu>; Katherine Van Grinsven <kvan-grinsven@csb.edu>; Tiffany Tsantsoulas <ttsantsoulas@csb.edu>
Subject: Re: RES 262701 - Updates to the Academic Calendar

Hi—

The problem is that "PBAC" equals too many categories. It's inclusive of grad students, credential students, and 2nd baccs. I don't think we should or need to do anything about those first two groups, but that last group is clogging things up for first baccs.

Do you all have a concern, given the way the calendar is currently written, about moving the P2BACs (those are the actual group I'm talking about) after the new students?

Either way, I'd like to make sure it gets sorted for the 27-28 catalog so it's clear that they're last in line.

Elizabeth

From: Melissa Danforth <mdanforth@csb.edu>
Date: Wednesday, August 26, 2026 at 5:42 PM
To: Elizabeth Adams <eadams6@csb.edu>
Cc: Di Wu <dwu2@csb.edu>; Deborah Boschini <dboschini@csb.edu>; Katherine Van Grinsven <kvan-grinsven@csb.edu>; Tiffany Tsantsoulas <ttsantsoulas@csb.edu>
Subject: Re: RES 262701 - Updates to the Academic Calendar

Hi Elizabeth,

It looks like someone discussed the PBAC issue it with the new Senate-led Calendar Committee, but maybe we didn't get the full picture. I see "Registration for New Postbaccalaureate Students" on the Fall 2026 calendar, with the same date as registration for new transfer students, but I don't see any categorization for continuing PBAC students. And they're registering before the new first-time, first-year students too.

We'll need to review the registration categorization labels with Calendar Committee. I can't recall if you are on that committee or not, but we are reviewing the membership of the committee at a future EC meeting to make sure we have the right stakeholders involved.

Melissa

From: Elizabeth Adams <eadams6@csub.edu>
Date: Wednesday, August 26, 2026 at 5:05 PM
To: Melissa Danforth <mdanforth@csub.edu>
Cc: Di Wu <dwu2@csub.edu>; Deborah Boschini <dboschini@csub.edu>; Katherine Van Grinsven <kvan-grinsven@csub.edu>; Tiffany Tsantsoulas <ttsantsoulas@csub.edu>
Subject: Re: RES 262701 - Updates to the Academic Calendar

Thanks Melissa.

The issue with the registration dates is that the calendar only distinguishes between continuing and new students. Second baccs are technically post baccalaureate (how we refer/cluster to them in Fall) or continuing students (how we refer to/cluster them in Spring), but we should move them behind the new students. I don't have any problem with SASEM doing that on the back-end, but wanted to make sure it was ok given the phrasing of the wording on the calendar. See attached with highlights.

As far as winter is concerned, I gather we can call it "winter session" but can't call it "winter intersession" because it's technically part of the Spring term. Looking at other campuses, I don't see it in most of their campus calendars, so it may not need to get changed in ours. It's probably good to insert something with the dates into the calendar for future years, but we're probably ok for this year, given the lack of direct reference to it one way or another.

From: Melissa Danforth <mdanforth@csub.edu>
Date: Wednesday, August 26, 2026 at 4:47 PM
To: Elizabeth Adams <eadams6@csub.edu>
Cc: Di Wu <dwu2@csub.edu>; Deborah Boschini <dboschini@csub.edu>; Katherine Van Grinsven <kvan-grinsven@csub.edu>; Tiffany Tsantsoulas <ttsantsoulas@csub.edu>
Subject: Re: RES 262701 - Updates to the Academic Calendar

Hi Elizabeth,

Adding Tiffany, as vice chair, and Di, as BPC chair, to the CC list.

Registration dates and which student groups get which dates are not part of the academic calendar. That is purely set up by SASEM, by my understanding. I don't even recall this being in the catalog, but please let me know if there is catalog language that needs updating. Senate could put a resolution together to update catalog language, but otherwise this is a conversation to be had with SASEM and whomever programs the enrollment dates in myCSUB.

And do you have an example of how another CSU puts their Winter Intersession on their Spring academic calendar, so we can use that as a template for updates? That is unlikely to make it into the current resolution by tomorrow, and may need to be a future, further, revision to the calendar. I am hesitant to delay the current resolution since ITS will need to adjust the SOCI window in Fall to be in compliance with the SOCI resolution from last term, and it will take several weeks to get the resolution fully through the process.

Thanks,
Melissa

From: Elizabeth Adams <eadams6@csub.edu>

Date: Wednesday, August 26, 2026 at 4:25 PM

To: Deborah Boschini <dboschini@csub.edu>; Katherine Van Grinsven <kvan-grinsven@csub.edu>;
Melissa Danforth <mdanforth@csub.edu>

Subject: Re: RES 262701 - Updates to the Academic Calendar

Hi all,

Thanks. Yes, there are two urgent issues that need calendrical attention for this year. The first is that we need to indicate that Winter is part of Spring term. We've been out of compliance with state and federal rules around this, specifically regarding financial aid for students.

The second is that we need to move the student who are doing a second baccalaureate to the end of the registration queue. Right now they register with the other graduate students and before students who are doing their first baccs. This, too, is in violation of CSU rules. They're both "minor" changes in the sense that just require language tweaks, but both need to happen this term and preferably before students start registering for Spring classes.

Elizabeth

From: Deborah Boschini <dboschini@csub.edu>

Date: Wednesday, August 26, 2026 at 3:44 PM

To: Katherine Van Grinsven <kvan-grinsven@csub.edu>; Melissa Danforth <mdanforth@csub.edu>

Cc: Elizabeth Adams <eadams6@csub.edu>

Subject: RE: RES 262701 - Updates to the Academic Calendar

Melissa,

Regarding the Academic Calendar updates –

I heard just yesterday from Dr. Adams that there is an urgent concern that may require a calendar update for this year. I've included her so she can share the situation with you, and you can decide how you'd like to proceed.

Best,
Debbie

DEBORAH J. BOSCHINI, EdD, MSN, RN

she / her / hers

Associate Vice President, Faculty Affairs

Professor of Nursing

(661) 654-2155



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Topic: Handbook/Bylaws Summer Working Group: Additional Items Identified

List of additional items identified during Handbook / Bylaw review that may need further discussion with the full group and/or referral to committee in Fall.

Potential inconsistencies with the CBA:

- Last line in 104.2.4 refers to deans having teaching responsibilities – may be CBA implications with CFA CBA

Potential inconsistencies with CO policies, federal policies, and other applicable policies:

- <add items here>

Other issues noted:

- Appendix D
 - Summer – Focus on incorporating the lost graduate grievance procedure resolution and adding a definition for student ombuds
 - Academic Year – Further referral on appropriate office to oversee the grievance procedure (is it academic-only or does it cover other divisions?)
- Appendix E still refers to Banner – Identified by Dani
- Academic Integrity Violations Committee (which presumably is the same as the Academic Integrity Review Committee listed in section 203.4 of the handbook) is inconsistent with current charge – Identified by Dani (Emily Poole Callahan will send along some recommended updates)
 - Referral will focus on aligning Handbook language with two resolutions updating undergraduate and graduate integrity policies (email chain with Emily)
- Committee list may need more discussion for instance 103.2.3 CSUB Cabinet needs to be updated –identified by Di; 201.6 Curriculum Assessment Council, removed already? Identified by Di; DEI committee
 - The group agreed to remove 201.6 Curriculum Assessment Council and agreed that a future referral to BPC would be appropriate.
 - Assessment Committee on IRPA website:
<https://www.csub.edu/irpa/committees.shtml>
- Officers of the University – Basically the entire section needs to be updated. Lori Blodorn offered suggestions from a People and Culture perspective.
 - Summer – Update current titles and descriptions for accuracy, which might include removing some paragraphs
 - Update division AVPs if we have the current, correct, information

- Academic Year – Referral on updating for current AVPs (primarily SASEM and P&C), and developing a process for consultation with Senate on creating AVP positions, regardless of division
 - Which non-Academic Affairs administrators should be subject to Academic Administrator Review (Section 311)?
- Probably as a last step, the headings will need to be reformatted using the Microsoft Word feature, for accessibility and organization.
- There are some alignment issues in 305.6.2.
- The Faculty Coordinator of Online Instruction is still listed (313)...should this be removed?
- Schools and school directors
 - (multiple sections) – Add hiring and review procedures to appropriate sections
 - 104.2.4 – Need to add section about school directors, in area where department chairs and program directors are defined
 - 202.2 Development of New Programs – Should schools be allowed to put proposals forward, or should it all route through the college dean’s office?
 - RTP/PTR/PEF (multiple sections) – Does the school director review faculty before the college dean? Would this create issues to add another layer?
 - Appendix D – Should the school director be part of the student grievance process, or should it go straight to the college dean’s office?
- Should we change references to “four colleges” to be something more generic like “all colleges” or “from each college”?
 - Still need to develop criteria for proposing a new college (next step after approval of school formation criteria)
 - Group agreed that a taskforce would be appropriate. Call to go out in Fall 2026 (EC will need to review the proposed composition).
- Senate EC / committees still need to address issue of committee proliferation, and how committees are formed / disbanded
 - Specific Handbook sections to review
 - 201.6 Curriculum Assessment Council
- Executive Director of AV campus
 - Similar notes to School Directors list above
- Staff representative on Senate
 - Logistical challenges with Staff Forum running the election and determining the staff senator in a timely fashion, but also a logistical challenge for Senate to run the election because we don’t have staff rosters
 - Perhaps recommendations to Staff Forum for best practices
- <add items here>

Katherine Van Grinsven

From: Melissa Danforth
Sent: Tuesday, March 10, 2026 10:52 AM
To: Katherine Van Grinsven
Subject: FW: senate resolution

Hi Katie,

Tony talked to me about this too last week. Probably too late for this year's Senate to tackle, but a good topic to put on the Summer Senate retreat agenda.

Melissa

From: Amber Stokes <astokes2@csb.edu>
Date: Tuesday, March 10, 2026 at 10:49 AM
To: Melissa Danforth <mdanforth@csb.edu>
Subject: Fwd: senate resolution

Hi, Melissa. I received a request for a resolution (see email below). Let me know if you need anything further from me.

Amber

AMBER N. STOKES, PhD

Professor of Biology
Graduate Program Director
Department of Biology
(661) 654-2886

California State University, Bakersfield

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Bakersfield, CA 93311
USA

<https://sites.google.com/view/stokeslabcsb/home>

"Science and everyday life cannot and should not be separated." - Rosalind Franklin



CALIFORNIA STATE UNIVERSITY
BAKERSFIELD

Begin forwarded message:

From: Anthony Rathburn <arathburn@csub.edu>
Subject: senate resolution
Date: March 3, 2026 at 9:11:45 PM PST
To: Amber Stokes <astokes2@csub.edu>

Hi Amber:

I trust that your semester is going well.

I am writing because of an issue that is preventing us from offering grant funds to cover grad student tuition. According to Manuel in GRaSP, NSF rules indicate that unless the University offers at least one tuition scholarship/waiver, we cannot include tuition funds in any proposal. Other CSUs can wrtie tuition funds into NSF proposals as can other universities in the country. This means that we cannot compete with these institutions for grad students. It also means that with scholarship/salary restrictions, we can't cover tuition and other expenses even though NSF is willing to provide the funds.

I have met with a number of people about this, including Jane Dong. It seems that the only solution is to have at least one academic tuition waiver scholarship for the university that is provided regularly. Of course, athletics gets all of the tuition waivers now. From what I understand, tuition waivers are at the discretion of the President. I have not talked with him about this, but as a senator, I would like to ask you to introduce a resolution to the Senate to ask the President to create an academic tuition waiver scholarship for the University. This waiver could be competitive or rotated between colleges, but would be a regular, yearly scholarship. In this way, we could write NSF proposals that include tuition funds for grad students and attract students from a wider circle.

I would be happy to chat with you about this, if you wish.

Cheers,
Tony

Anthony Rathburn
Professor and Chair
Co-Director of the California Well Sample Repository
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Katherine Van Grinsven

From: Alice Hays
Sent: Tuesday, August 4, 2026 11:54 AM
To: Melissa Danforth
Cc: Katherine Van Grinsven
Subject: Re: Service Learning University Wide Committee

Hi, Melissa!

It was not discussed with the full AAC, however I have spoken with Elizabeth Adams and the Provost about it.

The charge would be to help with delineating criteria for each college for service-learning courses, in addition to helping with developing reports that could be utilized at both a cabinet level as well as Chancellor's office level. Currently, I am trying to recruit faculty to do service learning while also trying to connect them with community members and develop reporting and a committee that come from across the university would be very helpful in forwarding service learning on our campus.

I am hoping for a permanent committee.

Thank you!

Alice Hays, Ph.D.
Associate Professor
Teacher Education Department Chair
Service Learning Faculty Liaison
California State University, Bakersfield
Ahays2@csub.edu
661-654-3129

From: Melissa Danforth <mdanforth@csub.edu>
Date: Wednesday, July 29, 2026 at 11:13 AM
To: Alice Hays <ahays2@csub.edu>
Cc: Katherine Van Grinsven <kvan-grinsven@csub.edu>
Subject: RE: Service Learning University Wide Committee

Hi Alice,

We'll need a little more information to put this on the EC agenda for discussion.

Was this already discussed in AAC last academic year?

What would be the charge of this committee?

Are you asking for a short-term committee to address a specific issue or a permanent committee?

Thanks,
Melissa

From: Alice Hays <ahays2@csb.edu>
Sent: Wednesday, July 29, 2026 8:04 AM
To: Melissa Danforth <mdanforth@csb.edu>
Subject: Service Learning University Wide Committee

Hi, Melissa!

I hope your summer went well and that you had some opportunity to relax.

I am writing to formally ask you to help us put together a sub-committee of the Academic Affairs Committee for Service Learning. It could be called the Faculty Service Learning Committee. (FSLC)

We need at least one representative from each college, and I'd also love one extra person who could serve in a community outreach position.

Can you please let me know what else you might need from me?

With gratitude,

Alice Hays, Ph.D.
Associate Professor
Teacher Education Department Chair
Service Learning Faculty Liaison
California State University, Bakersfield
Ahays2@csb.edu
661-654-3129

Topic: Senate/ CPR/ Faculty Affairs "Summit"

From: Zachary Zenko <zzenko@csb.edu>

Sent: Friday, August 28, 2026 10:14 AM

To: Katherine Van Grinsven <kvan-grinsven@csb.edu>; Melissa Danforth <mdanforth@csb.edu>

Subject: Re: September 1 - EC Agenda and Reminders

Good morning,

Thank you for preparing this.

I would like to add:

1. Clarifying the implementation of online SOCs
2. Academic Senate / CPR / Faculty Affairs "Summit".

For context:

- a. This is based on a brief chat I had yesterday with the Provost, but also now several years of conversations in the Faculty Affairs Committee. We actually previously identified that a summit might be needed for some of these extremely complex issues, which affect various units differently.
- b. The Academic Senate, Committee on Professional Responsibility, and Faculty Affairs Committee could jointly convene a Summit on Faculty Professional Life and RTP to engage faculty in a campus-wide discussion of professional expectations, periodic evaluation, and the RTP process. The symposium would provide a structured opportunity to identify concerns, clarify areas of uncertainty or inconsistency, and establish priorities for policy review and improvement over the next one to three years.
- c. I imagine breakout sessions, work groups, etc.
- d. I also wouldn't mind workload being a target area of focus.
- e. Just some brainstormed thoughts...

I'd ask that this would be either B or C in new discussion.

Finally, I wonder if the Lecturer Evaluation Process discussion item could go into continued items - Referrals for consideration. Personally, I think this is a higher priority than some of the other referrals for consideration.

Thank you,

Zack

ZACHARY ZENKO, PH.D., FACSM, PAPHS

He/Him/His

Associate Professor

Graduate Program Director, [MS in Kinesiology](#)



Transitioning to Online SOCI (Clarification of RES 252620)

RES 262702

FAC

RESOLVED: That Resolution 252620 be clarified to reflect that the intended two-academic-year transition from paper-based SOCI to fully online SOCI concludes with fully online SOCI beginning in the 2028–2029 academic year, rather than the 2029–2030 academic year stated in the adopted resolution.

RATIONALE: This resolution is in response to Referral 2026-2027 02.

Resolution 252620 established a two-academic-year transition period from paper-based SOCI to fully online SOCI. The rationale and implementation framework presented with the resolution reflected an intended transition culminating in fully online SOCI beginning in the 2028–2029 academic year. This included references to a “two-academic-year implementation period” and a “two-year implementation period”.

However, the final resolved language identified 2029–2030 as the anticipated implementation year for fully online SOCI. This appears to have been a drafting oversight and is inconsistent with the two-year transition period described elsewhere in the resolution.

This clarification corrects that inconsistency and more accurately reflects the intent of the Academic Senate when Resolution 252620 was adopted. It does not otherwise alter the substance of the original resolution or the expectations established for SOCI administration.

The Academic Senate also recognizes that some academic units may be prepared to transition to fully online SOCI before 2028–2029. Earlier adoption, when feasible, can reduce printing and administrative costs, improve efficiency, and support more sustainable institutional practices. Units are therefore encouraged to transition earlier and to identify practices that support strong student participation and completion rates in the online format.

Finally, the Academic Senate reaffirms an important provision of Resolution 252620: for face-to-face courses, instructors are required to provide at least 20 minutes of scheduled class time during the designated SOCI completion period. Providing dedicated class time remains an important strategy for supporting student participation and maintaining completion rates as SOCI transition to an online format.

Attachment: RES 252620 Transitioning to Online SOCI – Handbook Change

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
AVP for Student Affairs and Dean of Students
AVP for Information Technology Services and Chief Information Officer
Acting Executive Director of Antelope Valley
College Deans
Dean of Extended Education and Global Outreach
Dean of Libraries
Associate Deans
Department Chairs
General Faculty
Associated Students, Inc.

Approved by the Academic Senate:

Sent to the President:

President Approved:



Transitioning to Online SOCIs – Handbook Change

RES 252620

FAC

- RESOLVED:** The Academic Senate approves revisions to the University Handbook regarding the administration of student opinions of curriculum and instruction (SOCIs). Deletions are in ~~strike through~~, and additions are in **bold and underlined**.
- RESOLVED:** The Academic Senate recommends transitioning to online SOCIs.
- RESOLVED:** The transition from paper-based SOCIs to fully online SOCIs shall occur over a two-academic-year implementation period, with fully online SOCIs anticipated beginning in the 2029-2030 academic year.
- RESOLVED:** During the transition, the Academic Senate, in consultation with Academic Affairs, shall explore, implement, and assess strategies to increase response rates to online SOCIs.
- RESOLVED:** The Academic Senate shall consider convening an ad-hoc task force, with majority faculty representation, for the purposes of improving the quantity and quality of SOCI responses.
- RESOLVED:** The University, through the AVP for Faculty Affairs, shall provide faculty with clear guidance and sample language for promoting student participation in SOCIs, including recommended in-class statements, written announcements, and reminders aligned with the Collective Bargaining Agreement.
- RESOLVED:** Students shall receive standardized instructions explaining the purpose of SOCIs, how responses are intended to be used in improving teaching and learning, how anonymity is protected, and why participation is important.
- RESOLVED:** The University shall develop and distribute consistent student-facing messaging to be used across courses to improve understanding of the value and impact of SOCI participation.

- RESOLVED:** The Academic Senate recommends that during the SOCI completion period, a standardized university-wide announcement shall be posted in the Learning Management System (Canvas) to encourage student participation.
- RESOLVED:** The Academic Senate recommends that this notification be displayed to students each time they log into Canvas during the SOCI completion period.
- RESOLVED:** The Academic Senate shall periodically review institutional practices for increasing SOCI response rates and may recommend adjustments to communication strategies, distribution methods, and instructional guidance as needed.
- RESOLVED:** Response rates for online SOCIs shall be monitored annually during the transition period, and findings shall be shared with the Academic Senate to inform future policy refinement.
- RESOLVED:** Faculty teaching face-to-face courses are required to provide structured in-class time for completion of online SOCIs during the designated period to support participation and continuity with prior paper-based practices.
- RESOLVED:** The Academic Senate recommends that Departments and Programs discuss, explore, and consider implementation of strategies to increase SOCI response rates among their students.
- RESOLVED:** The Academic Senate recommends that Associated Students, Inc. consider strategies for increasing SOCI response rates from their constituents.

305.4.4 Student Role in the Performance Review Process for Instructional Faculty

Student opinion of teaching by faculty is a required component of the performance review process. The Student Opinion on Curriculum and Instruction (SOCI) shall be the primary instrument used to collect student opinions of teaching.

Although this handbook currently identifies the Student Opinion on Curriculum and Instruction (SOCI) as the primary instrument used to collect student opinions of teaching, this tool is to be considered as only one of many measures used to evaluate teaching; SOCIs should not be given more consideration than the other measures of teaching performance outlined in section 305.4.2.6 (Evaluation of Teaching Performance). Further, the trends in student responses should be the focus of the evaluation of SOCIs as a

measure of teaching performance.

The quantitative and qualitative (i.e., open-ended) items included on the instruments to gather student opinions shall be reviewed and open for potential revision every 10 years, or more frequently. More frequent reviews and revisions are at the discretion of the Executive Committee of the Academic Senate. Any revision process shall include broad consultation from faculty.

~~Except as limited below, f~~ Faculty members will administer SOCIs in all sections and place the results of all SOCIs in the RTP (WPAF) File for use by all levels of review.

By default, course sections with fewer than six (6) students shall not administer SOCIs. However, SOCIs may be requested by the faculty member teaching the course. Requests must be submitted to the AVP for Faculty Affairs, who is ultimately responsible for determining whether SOCIs are administered. All courses with six (6) or more students shall have SOCIs administered, except in the following cases:

The requirement for collection of SOCIs may be waived in the following cases:

~~The requirement for collection of SOCIs may be waived for sections with enrollments of fewer than 6 students or similar situations in which the anonymity of respondents would be compromised and sections in which the primary mode of instruction or the SOCI would not reasonably correlate with instructional methods.~~

- A. The requirement for collection of SOCIs may be waived for sections in which a faculty member went on leave and was replaced by another faculty member. This request shall be honored at the discretion of the replacement faculty member. **considered by the AVP for Faculty Affairs.**
- a. ~~The faculty member on leave shall not be subject to student opinions.~~

~~Within these guidelines, department chairs in consultation with their department shall determine which sections are eligible for waiver. Documentation of the department decision to grant a waiver shall be included in each section of the file for which SOCIs are waived.~~

The SOCI shall be anonymous and identified only by course and/or section. The format of the SOCI provides both quantitative information (ratings of course and instructor attributes) and qualitative information (comments about the course and instructor).

Faculty shall be provided course and/or section summaries of quantitative data. Means and standard deviations shall be provided for individual questions ~~as well as the overall SOCI.~~

Quantitative and qualitative data shall be linked in both online and physical SOCI reports. SOCI reports shall be clear such that faculty can associate individual-student comments with individual-student quantitative responses. **Faculty shall also receive a SOCI report even when there are no completed student responses. SOCI reports shall be available to faculty teaching in all terms (Fall, Winter, Spring, Summer). SOCI reports shall be provided to the individual faculty instructors, department chairs, and college deans.**

Some bias in student opinions may be present. Since SOCI reports are used in conjunction with other measures to evaluate teaching, the College Dean (or designee) should arrange for training for Unit RTP Committee members to be undertaken before the start of a faculty review. The training should include the following: (1) the purpose of the RTP review process and the responsibilities of Unit Committee members, (2) the identification of possible biases in student responses, and (3) the process to remove biased SOCI reports from an evaluation of teaching.

Faculty under review may request that the AVP for Faculty Affairs (or their designee) reviews and removes the SOCI(s) with discriminatory comments and quantitative responses. SOCI(s) that are received within the prior academic calendar year are eligible for consideration for removal. Requests to remove SOCI(s) must be made 21 days prior to the deadline to submit the Working Personnel Action File (WPAF, commonly called the RTP File) for the next review cycle.

The AVP for Faculty Affairs (or their designee) shall consider the merit of such requests based on many factors, including (but not limited to) the human dignity of the faculty member, the student's role in the performance review process, and the added pedagogical value and relevance of the comments. Regardless of the decision of the AVP for Faculty Affairs (or their designee), the faculty member is encouraged to reflect upon feedback and may submit rebuttals to SOCI comments as part of the performance review process. In all cases, the Unit Review Committee, Department Chair (if applicable), College Dean, University Review Committee, Provost and Vice President for Academic Affairs, and President (or their designee) are expected to approach the evaluation of faculty and interpretation of SOCI reports with care and professionalism. Ultimately, SOCI reports are one component of a broad assessment of teaching performance.

305.4.5 ~~SOCI Distribution~~ Completion Period

The ~~SOCI Distribution~~ **Completion Period** shall be designated on the Academic Calendar, not to include the examination period. The timeframe for ~~SOCI distribution~~ **Completion** shall be the same regardless of course modality (e.g., face-to-face, hybrid, online).

In the Fall and Spring semesters, SOCIs ~~distributed~~ **completed** online shall be available for 10 **class meeting days** weekdays. SOCIs distributed in person shall be distributed during one class meeting in the two-week SOCI Distribution Period; SOCIs shall be distributed between 14 and 21 days prior to the Last Day of Classes. **The start of the SOCI completion period should be between 14 and 21 days prior to the Last Day of Classes.**

In the Summer and Winter sessions, SOCIs ~~distributed~~ **completed** online shall be available for 5 weekdays. SOCIs distributed in person shall be distributed during one class meeting in the penultimate week of classes. SOCIs distributed **completed** online shall be distributed **completed** during the penultimate week of classes.

For face-to-face courses, instructors shall provide a minimum of 15 minutes of scheduled class time for SOCI completion during the designated SOCI completion period. Instructors of face-to-face courses shall leave the classroom during this time in order to promote student privacy and reduce perceived pressure or response bias.

The University shall provide clear guidance and technical support to faculty and students to ensure consistent implementation and accessibility of online SOCIs. The AVP for Faculty Affairs shall ensure that faculty receive directions on how to access online SOCIs via the Learning Management System so that faculty can encourage student participation. Faculty may encourage their students to complete SOCIs. Faculty members shall administer SOCIs in Accordance with the Collective Bargaining Agreement.

RATIONALE: Referral 2025–2026 35 highlights the increasing and unsustainable financial and administrative costs associated with the continued use of paper-based Student Opinions of Curriculum and Instruction (SOCIs). Although paper-based SOCIs have served the institution well for many years, feasible alternatives are available in the modern era. Initial examination of other practices across the California State System suggests that several institutions already administer SOCIs exclusively online. Although the exact implementation strategies may vary depending on software used, there is a reasonable expectation of some Canvas integration and/or Canvas announcements for students.

Other CSU campuses, such as Cal Poly Pomona, include FAQ pages for Students, Staff, and Faculty. Some campuses, such as San Marcos, provide several faculty process guides

and student process guides. California State University Bakersfield can learn from other campuses and adopt useful strategies.

Transitioning to online SOCIs represents a fiscally responsible, environmentally sustainable, and operationally efficient alternative. Because online SOCIs are already used for fully online courses and are available as an option in face-to-face modalities, this resolution builds upon existing institutional practices rather than introducing a wholly new system.

At the same time, the Academic Senate recognizes that SOCIs play a meaningful role to allow students to participate in the performance review process, and they must be implemented in ways that preserve data quality, student participation, and faculty confidence in the process. A central concern associated with online SOCIs is the potential for reduced response rates when surveys are completed outside of class. This resolution addresses that concern through a structured, multi-year transition period and a coordinated institutional strategy focused on maintaining participation levels. The requirement that instructors of face-to-face courses provide dedicated in-class time for completion of online SOCIs preserves continuity with established paper-based practices and reinforces norms that support student anonymity, minimize perceived pressure, and encourage participation.

The two-year implementation period allows the University to evaluate and refine practices that support strong response rates before fully eliminating paper-based administration. During this period, the Academic Senate, Academic Affairs, faculty, and campus partners will explore evidence-informed approaches to increasing student engagement with SOCIs, including standardized communication, consistent student instructions, and institution-wide messaging. Annual monitoring of response rates will allow the Academic Senate to assess effectiveness, identify challenges, and recommend adjustments to institutional practices as needed.

This resolution also recognizes that improving student participation is a shared responsibility. Providing faculty with guidance and sample language for encouraging participation, offering students clear explanations of the purpose and impact of SOCIs, and implementing consistent campus-wide messaging are intended to strengthen student understanding of how their feedback contributes to teaching improvement and curriculum development. Encouraging departments, programs, and Associated Students, Inc. to

explore complementary engagement strategies further broadens institutional support for meaningful participation.

Additionally, this resolution formalizes expectations regarding the consistent generation and distribution of SOCI reports across all instructional terms, including cases in which no student responses are submitted. Providing reports in all circumstances ensures continuity in documentation for faculty, supports completion of Working Personnel Action Files (WPAFs) and periodic evaluations, and promotes transparency and consistency in personnel review processes.

The resolution maintains the position that SOCIs are one component of a comprehensive evaluation of teaching and should be interpreted alongside other measures. The emphasis on trends in student feedback, training for review committees, and mechanisms for addressing potential bias is preserved from existing (although recently implemented) policy and supports a balanced and responsible use of SOCI data.

By pairing fiscal responsibility with a phased implementation strategy and ongoing Senate oversight, this resolution seeks to preserve the integrity, usefulness, and fairness of SOCIs while modernizing their administration for the future.

Distribution List:

President
Provost and VP for Academic Affairs
AVP for Faculty Affairs
Academic Senate
College Deans
Dean of the Library
College Associate Deans
General Faculty
Associated Students, Inc.

Approved by the Academic Senate: February 26, 2026
Sent to the President: March 6, 2026
President Approved: March 12, 2026

Transitioning to Online SOCIs – Handbook Change

RES 252620

****CLEAN VERSION – Handbook Changes****

305.4.4 Student Role in the Performance Review Process for Instructional Faculty

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The quantitative and qualitative (i.e., open-ended) items included on the instruments to gather student opinions shall be reviewed and open for potential revision every 10 years, or more frequently. More frequent reviews and revisions are at the discretion of the Executive Committee of the Academic Senate. Any revision process shall include broad consultation from faculty.

Faculty members will administer SOCIs in all sections and place the results of all SOCIs in the RTP (WPAF) File for use by all levels of review.

By default, course sections with fewer than six (6) students shall not administer SOCIs. However, SOCIs may be requested by the faculty member teaching the course. Requests must be submitted to the AVP for Faculty Affairs, who is ultimately responsible for determining whether SOCIs are administered. All courses with six (6) or more students shall have SOCIs administered, except in the following cases:

The requirement for collection of SOCIs may be waived for sections in which a faculty member went on leave and was replaced by another faculty member. This request shall be considered by the AVP for Faculty Affairs.

The SOCI shall be anonymous and identified only by course and/or section. The format of the SOCI provides both quantitative information (ratings of course and instructor attributes) and qualitative information (comments about the course and instructor).

Faculty shall be provided course and/or section summaries of quantitative data. Means and standard deviations shall be provided for individual questions.

Quantitative and qualitative data shall be linked in both online and physical SOCIs. SOCI reports shall be clear such that faculty can associate individual-student comments with individual-student quantitative responses. Faculty shall also receive a SOCI report even when there are no completed student responses. SOCI reports shall be available to faculty teaching in all terms (Fall, Winter, Spring, Summer). SOCI reports shall be provided to the individual faculty instructors, department chairs, and college deans.

Some bias in student opinions may be present. Since SOCIs are used in conjunction with other measures to evaluate teaching, the College Dean (or designee) should arrange for training for Unit RTP Committee members to be undertaken before the start of a faculty review. The training should include the following: (1) the purpose of the RTP review process and the responsibilities of Unit Committee members, (2) the identification of possible biases in student responses, and (3) the process to remove biased SOCIs from an evaluation of teaching.

Faculty under review may request that the AVP for Faculty Affairs (or their designee) reviews and removes the SOCI(s) with discriminatory comments and quantitative responses. SOCI(s) that are received within the prior academic calendar year are eligible for consideration for removal. Requests to remove SOCI(s) must be made 21 days prior to the deadline to submit the Working Personnel Action File (WPAF, commonly called the RTP File) for the next review cycle.

The AVP for Faculty Affairs (or their designee) shall consider the merit of such requests based on many factors, including (but not limited to) the human dignity of the faculty member, the student's role in the performance review process, and the added pedagogical value and relevance of the comments. Regardless of the decision of the AVP for Faculty Affairs (or their designee), the faculty member is encouraged to reflect upon feedback and may submit rebuttals to SOCI comments as part of the performance review process. In all cases, the Unit Review Committee, Department Chair (if applicable), College Dean, University Review Committee, Provost and Vice President for Academic Affairs, and President (or their designee) are expected to approach the evaluation of faculty and interpretation of SOCIs with care and professionalism. Ultimately, SOCIs are one component of a broad assessment of teaching performance.

305.4.5 SOCI Completion Period

The SOCI Completion Period shall be designated on the Academic Calendar, not to include the examination period. The timeframe for SOCI Completion shall be the same regardless of course modality (e.g., face-to-face, hybrid, online).

In the Fall and Spring semesters, SOCIs completed online shall be available for 10 class meeting days. The start of the SOCI completion period should be between 14 and 21 days prior to the Last Day of Classes.

In the Summer and Winter sessions, SOCIs completed online shall be available for 5 weekdays. SOCIs completed online shall be completed during the penultimate week of classes.

For face-to-face courses, instructors shall provide a minimum of 15 minutes of scheduled class time for SOCI completion during the designated SOCI completion period. Instructors of face-to-face courses shall leave the classroom during this time in order to promote student privacy and reduce perceived pressure or response bias.

The University shall provide clear guidance and technical support to faculty and students to ensure consistent implementation and accessibility of online SOCIs. The AVP for Faculty Affairs shall ensure that faculty receive directions on how to access online SOCIs via the Learning Management System so that faculty can encourage student participation. Faculty may encourage their students to complete SOCIs. Faculty members shall administer SOCIs in Accordance with the Collective Bargaining Agreement.