ACADEMIC SENATE
CSU BAKERSFIELD

EC Approved: November 3, 2026

Academic Senate: Executive Committee

Tuesday, November 3, 2026
10 – 11:30 AM

Agenda

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; virtual), D. Wu (BPC Chair), Z. Zenko (FAC Chair), and K. Van-Grinsven (Senate Analyst).
Guest: E. Adams, AVP for AA and Dean of Academic Programs.

1. **Call to Order**

2. **Announcements and Information**
   a. Report on CSU Student Success Symposium - N. Michieka (handout)
   b. Online SOCI Change Proposal (handout)
   c. Updates on the Wang Award
   d. Follow up on Discussion Item from President Harper
   e. WSCUC Updates – E. Adams, AVP for Academic Affairs and Dean of Academic Programs **(Time Certain: 10:20 AM)** (handout)
   f. Naming Opportunity (deferred)
   g. Future Meeting Guests:
      i. Senate– Fall 2026:
         1. November 5 – A. Fiske, Athletics Director and I. Sumaya, AVP for GRaSP
         2. December 3 – no guest scheduled
      ii. EC – Fall 2026:
         1. Chief of Police (?)

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

4. **Approval of Minutes**
   a. October 22, 2026 (handout)

5. **Continued Items**
   a. Commendation for K. Flachmann (RES 262710) (handout)

b. Standing Committees: Senate Log (handout)
    i. AAC – J. Deal
    ii. AS&SS – L. Kirstein
    iii. BPC – D. Wu
    iv. FAC – Z. Zenko
c. Resolution templates and distribution list (handout)
d. Provost Report – D. Thien **(Time Certain: 10:50 AM)**
    i. Academic Administrator Reviews *(reviews in progress)*
    ii. Search & Screening Committees for Academic Administrators:
        1. Executive Director for Antelope Valley
        2. SSE Associate Dean *(search in progress)*
        3. AH Associate Dean *(search in progress)*
    iii. Student Success Framework
    iv. Additional Item:
        1. PREPP (handouts)
e. Calendar Committee – D. Wu
f. Handbook & Bylaws Summer Working Group Continued Items
    i. Updates to Handbook (RES 262707) **(Time Certain: 11:10 AM)**
    ii. Staff representative on Senate (Hold; waiting for input)
    iii. Committee lists and proliferation

6. <u>New Discussion Items</u> (Time Certain: 10:30 AM)
a. Curriculum: AAC/BPC
    i. Agronomy
    ii. Bilingual/Bicultural Education
    iii. Academic Master Plan (handout)
b. UPRC Composition
c. Data provided by IRPA
d. Procedures for creating and filling new Faculty Director/Fellow positions
e. Elections and Appointments – T. Tsantsoulas
f. Develop membership list for a Task Force for College Creation Criteria
g. Concerns about the Instructor-initiated drop policy
h. Carry Over from 2025-2026:
    i. Academic Tuition/ Scholarship Waiver (handout)
        1. Develop task force membership list so call can be issued.
    ii. Instructional Budget Model and Faculty Participation
    iii. Senate Release time
    iv. Creation of a Service-Learning University-wide Committee – AAC (?) (handout)
    v. Referrals for Consideration for FAC:
        1. Department Chair Elections and Appointments / Program Director Elections and Appointments

2. Department Chair Reviews and Program Director reviews
3. Faculty Awards and Recognition Processes
4. Faculty Mentorship and Professional Development
5. Authorship and Scholarly Ethics
6. Academic Senate / CPR / Faculty Affairs "Summit"

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

Thursday, November 5, 2026

10 AM – 11:30 AM

Agenda

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 (virtual), NSME Senator A. Stokes, SSE Senator Z. Zenko, SSE Senator S. Roberts (virtual), AV Senator K. Holloway (virtual), 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: A. Fiske, Athletics Director and I. Sumaya, AVP for GRaSP

I. Call to Order
   a. Tejon Tribal Land Acknowledgement
   b. Robert's Rules of Order
   c. Interruption Statement

II. Approval of Minutes
   a. October 22, 2026 (handout)

III. Announcements and Information
   a. President's Report – V. Harper **(Time Certain: 10:10 AM)** (handout)
      i. Introduction of Athletics Director, A. Fiske
   b. Updates on GRaSP Activities – I. Sumaya, AVP for GRaSP **(Time Certain: 10: 20 AM)** (handout)
   c. Elections and Appointments – T. Tsantsoulas (handout)
   d. Online SOCI Change Proposal (handout)

e. Upcoming Events/ Information:
    i. Saturday, December 12 - Fall Commencement
        1. Location: Dignity Health Arena
        2. 8:30 AM – SSE; 1:30 PM – AH, BPA, NSME
        3. Contact: Commencement Team at commencement@csub.edu.

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

V. Reports
a. Provost's Report – D. Thien **(Time Certain: 10:40 AM)** (handout)
b. ASCSU Report – Senators Lam and Michieka
c. ASI Report – Senator Kaur
d. Staff Report – Senator C. Zúñiga-Prado
e. Committee Reports:
    i. Executive Committee – Vice-Chair Tsantsoulas (handout)
    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 – Senator Horn, CFA Bakersfield (handout)

VI. Resolutions **(Time Certain: 10:50 AM)**
a. Consent Agenda: no items.
b. Old Business:
    i. RES 262709 Academic Integrity – Handbook Changes – AS&SS (handout)
    ii. RES 262708 Teaching Modality – Handbook Changes – AAC (handout)
    iii. RES 262706 President's Cabinet and Academic Leadership – Handbook Changes – FAC (handout)
    iv. RES 262707 Updates to University Handbook – EC (handout)
c. New Business:
    i. RES 262712 New Master of Science in Applied Analytics – AAC and BPC (handout)
    ii. RES 262713 Academic Calendar 2027-2028, Summer 2028 – BPC (handout)
    iii. RES 262711 Student Ombudsperson- Handbook Changes – FAC (handout)

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

VIII. Adjournment

8. <u>Adjournment</u>

CALIFORNIA STATE UNIVERSITY
BAKERSFIELD

Report from CSU Student Success Symposium to Executive Committee Senate Meeting (10/22/2026 – 10/23/26)

I. Summary

- This year's Symposium marked the next evolution of our work to advance student success across the CSU.
- We have an opportunity to reimagine how we work together, strengthen partnerships across our universities and communities, and scale innovative strategies that prepare students not only to graduate, *but to thrive throughout their educational journeys and beyond*.
- *The Symposium was centered on the theme The CSU Promise in Action: Powered by Purpose. Driven by Opportunity. It brought together university leaders from across the CSU to explore bold ideas, share promising practices, and engage in meaningful dialogue about the future of student success.*
- Through keynote presentations, collaborative learning experiences, and university-led conversations, *participants deepened their understanding of the Student Success Framework while helping shape the next chapter of this important work.*

II. Opening Welcome: Dilcie D. Perez, Vice Chancellor, Strategic Enrollment Management and Student Success

- VC Perez welcomed participants to the conference
- She asked participants to think on the world that students are graduating into and how the university experience should prepare them for it.
- The Student Success Framework was presented as a commitment to supporting students in ways that recognize their goals, identities, and pathways.

III. Chancellor's Welcome and Framework Charge: Mildred García, Chancellor

- Chancellor García discussed challenges facing higher education today, including underfunding, declining enrollment, and questions surrounding the value of a college degree.
- She emphasized that students still want degrees and called on the CSU to find ways to make this happen by working around challenges and becoming a model of higher education in America.

IV. Opening Keynote: Amit Sevak, CEO, ETS

- Amit Sevak began is talk by questioning how a university's success should be measured: should it be measured by total enrollment? graduation rates? rankings? or students' success after graduation.
- His discussion focused on how the CSU should take advantage of the following changes taking place in the state: AI readiness, aligning the CSU's student-centered agenda with the incoming governor's agenda, and producing employable graduates.

- His emphasized the need to increase opportunities for learning outside the classroom – skills learned outside the classroom significantly contribute to the skills needed to join the workforce and succeed in it.
- He added that ETS would hire 10 CSU interns.

V. Systemwide Student Success Data Session: Shonda Goward, Interim Associate Vice Chancellor, Student Success

- Her presentation described GI 2025 as the foundation for the CSU Promise which seeks to focus students towards career readiness, graduate school, and careers in the fields they aspire to.
- GI 2025 was successful in increasing first year students from 19% to 37%, and growing transfer students from 30% to 46%. Overall, approximately 114,000 students earned degrees sooner.
- AVC Goward provided data on CSU's alumni earnings, CSU's contribution to California's workforce, and CSU's role in upward mobility. Drawing on Raj Chetty's work, Goward highlighted the importance of relationships among students and employers and how some CSU's needed to work on the connectedness.
- Takeaway: economic mobility requires a degree, paid experience, relationships, and pathways to advancement. Working with students to meet them where they are is important. One CSU passed a resolution ensuring that exams would not begin before students could arrive using available bus service.

VI. Student perspectives and AI resources — "My Robot Teacher" panel

- A live podcast was recorded. Speaker shared findings they received from an AI survey where ~ 100,000 student responses were received

VII. Keynote Address: Darren Pulsipher, Chief Solution Architect for Public Sector, Intel

- Discussed how AI is changing teaching and the future of higher education. He described how he modified his class due to AI, then provided examples of assessments he used to teach his classes. The main takeaway was that teaching and assessment must adapt to students' access to AI.

VIII. Moving ideas into campus action — Cynthia Teniente-Matson

- Emphasized that unity across CSU campuses is an important asset which can be used to solve common problems and support innovation.

IX. Take aways

- The closing notes emphasized turning ideas into a sustainable plan and involving faculty, advisors, leadership, and students in that work. Together, these points reflected the symposium's focus on translating the Student Success Framework into coordinated campus action.

CALIFORNIA STATE UNIVERSITY
BAKERSFIELD

X. Prepared by Michieka to Executive Committee

1. Nyakundi Michieka, Professor of Economics (CSUB Academic Senate Representative to the CSU Student Success Symposium)

Online SOCI User Interface Change

Change proposal for Academic Senate

Background

Feedback received from Dr. Sunjin Pak prompted this proposal to improve the Online SOCI user interface on mobile devices. We propose a minor change so that questions and response labels display consistently in portrait and landscape orientations. We request Academic Senate approval to implement this change.

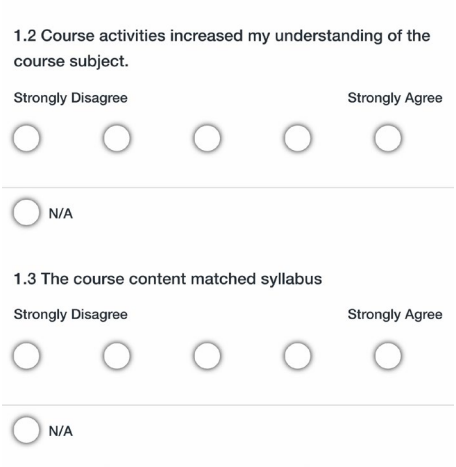
Issue and proposed change

The current portrait view labels only the endpoints of the rating scale, while the landscape view labels each response option. This difference may confuse participants. The proposed change displays individually labeled response options in both orientations, reducing ambiguity and providing a consistent presentation.

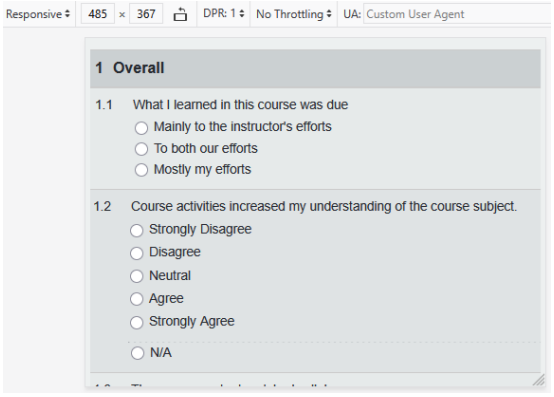
Before and after comparison

Before

Portrait

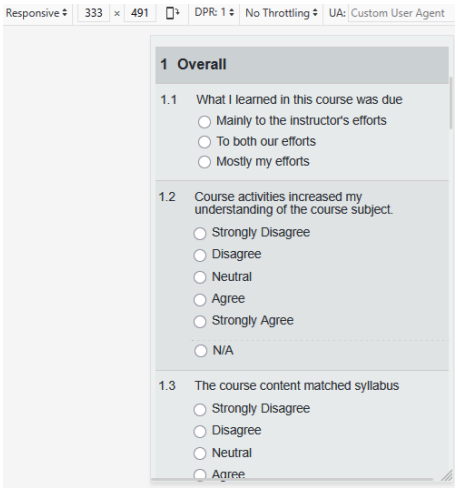


Landscape

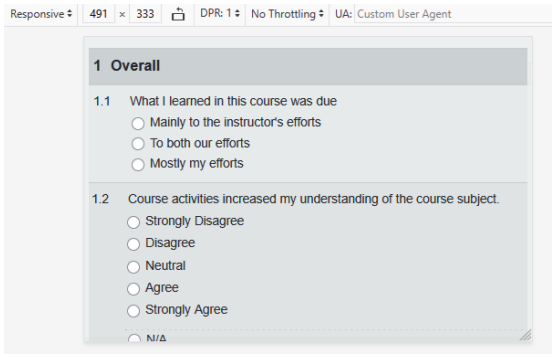


After

Portrait



Landscape



Original portrait screen capture courtesy of Dr. Sunjin Pak.

CSUB WASC Update

Cabinet and Senate Executive Presentation(s)

Early November 2026

Current activity: Writing report due February 11, 2027.

Campus Leadership: Elizabeth Adams, AVP Academic Affairs and Dean of Academic Programs, and Accreditation Liaison Officer and Tiffany Tsantsoulas, Associate Professor of Philosophy and Religious Studies and Vice-Chair Academic Senate co-chairs of steering committee.

Steering Committee membership: James Burger, Director of Marketing and Communications; Kristine De Young, Associate Vice President for Capital and Facilities Management Services; Sandra Bozarth, Dean of University Libraries; Dr. Steven Frye, Professor of English and Interim Executive Director of the Antelope Valley Campus, Chris Diniz, Associate Vice President and Chief Information Officer; Dr. Rhonda Dawson, Associate Dean of Extended Education; Dr. Allan Williams, Associate Vice President for Civil Rights and Compliance; and Dr. Amy Gancarz-Kausch, Professor of Psychology and Interim Associate Dean of the College of Social Sciences and Education. Mike Kwon, Executive Director of Associated Students, Inc., Andy Fiske, Athletic Director, and Cindy Zuniga-Prado, Academic Analyst in Academic Operations and Support Services,

Working groups leadership:

Standard 1: Defining Institutional Mission and Acting with Integrity: Dr. Shaylyn Marks, Associate Professor of Teacher Education and President's Faculty Associate for Campus Belonging; and Dr. Jianyu (Jane) Dong, Dean of the College of Natural Sciences, Mathematics, and Engineering.

Standard 2: Achieving Educational Objectives and Student Success: Dr. Jennifer Mabry, Associate Vice President for Enrollment Management; and Dr. Joseph Florez, Associate Professor of Religious Studies and Chair of the Department of Philosophy and Religious Studies.

Standard 3: Assuring Resources and Organizational Structures: Dr. Di Wu, Professor of Accounting and Chair of the Department of Accounting and Finance; and Natasha Hays, Assistant Vice President and Chief Budget Officer**.**

Standard 4: Creating an Institution Committed to Quality Assurance and Improvement: Dr. Ehsan Reihani, Associate Professor of Computer and Electrical Engineering; and Dr. Monica Malhotra, Associate Vice President for Institutional Research, Planning, and Assessment and Chief Assessment Officer.

Detailed timeline for completion:

- December 11, 2026: Drafts due from Standards Teams
- December 13, 2026: Appendices due for full report
- January 11, 2027: Full draft available to Cabinet and EC
- January 19, 2027: Full draft available to campus community
- February 2, 2027: Feedback due to Steering Committee
- February 10, 2027: Final Approval by Provost on behalf of Cabinet
- February 11, 2027: Submission of Report to WASC
- April 22, 2027: Offsite Review
- August 2027: Team can ask for more documents
- October 2027: Onsite review (Bakersfield: 4-8, Antelope Valley likely right before or right after)

Review Team: **Chair:** Kim Wilcox, Chancellor Emeritus, UC Riverside, **Assistant Chair:** Jennifer Hirashiki, UCLA; **Members:** Tomas Gomez-Arias, CSU San Bernardino, Shannon Mathews, University of LaVerne, Dai Li, CSU Stanislaus

Section A. Introduction

A.1 Institutional Context

A.2 Self-Study Process

A.3 Follow-Up on Previous Commission Actions

From the 2025 Interim Report and 2023 Special Visit

1. Academic advising — CFR 2.12
2. Data-informed decision-making — CFRs 4.1, 4.4
3. Student learning outcomes assessment — CFRs 2.3, 2.7, 4.5, 4.6
4. Equity gaps in graduation — CFRs 2.10, 4.2, 4.3
5. Faculty recruitment and retention — CFR 3.2
6. Well-being and belonging — CFR 3.9

From the 2020 Reaffirmation of Accreditation

1. Institutional research capacity and data quality
2. Consistent and rigorous program review
3. Academic support services, including advising, tutoring, supplemental instruction, and course scheduling
4. First-time freshman four-year and six-year graduation rates
5. Strategic-plan implementation, metrics, budgeting, and resource allocation
6. Assessment of administrative units and external review processes

A.4 Intervening Institutional Activity

Section B. Institutional Essays

Standard 1. Institutional Mission and Institutional Effectiveness

B.1 Institutional Purposes

B.2 Integrity and Transparency

B.3 Standard 1 Analysis

B.4 Suggested Evidence

Standard 2. Achieving Educational Objectives and Student Success

B.5 Degree Programs

B.6 Faculty

B.7 Student Learning and Performance

B.8 Student Support and Co-Curricular Programs

B.9 Student Success Outcomes

B.10 Standard 2 Analysis

B.11 Suggested Evidence

Standard 3. Resources and Organizational Structures

B.12 Faculty, Staff, and Administrators

B.13 Financial Resources

B.14 Physical, Technological, and Information Resources

B.15 Organizational Structures and Decision-Making

B.16 Standard 3 Analysis

B.17 Suggested Evidence

Standard 4. Quality Assurance and Institutional Improvement

B.18 Quality Assurance Processes

B.19 Institutional Research and Evidence-Based Decision-Making

B.20 Planning and Continuous Improvement

B.21 Evaluation of Teaching and Learning

B.22 Organizational Climate and Institutional Effectiveness

B.23 Standard 4 Analysis

Section C. Reflections and Synthesis

C.1 Overall Institutional Assessment

C.2 Key Themes Emerging from the Self-Study

C.3 Implications for Institutional Practice

Appendices

Appendix 1. Compliance with the 2023 WSCUC Standards

Appendix 2. Federal Requirements Forms

A. Credit Hour and Program Length Review

B. Marketing and Recruitment Review

C. Student Complaints Review

D. Transfer Credit Review

E. Distance Education Review

F. Off-Campus Location Review

Appendix 3. Institutional Exhibits

ACADEMIC SENATE
CSU BAKERSFIELD

Commendation of Dr. Kim Flachmann (Posthumous)

RES 262710

EC

Whereas: Dr. Kim Flachmann joined what was then California State College, Bakersfield in 1972 and served as a valued, respected, and admired member of the campus community for over half a century; and

Whereas: Dr. Flachmann inspired generations of 'Runners through her tireless dedication to writing and literacy, helping students develop confidence in their abilities and recognize the value of their own voices;

Whereas: Dr. Flachmann epitomized student-centered teaching by listening to students' needs, supporting their growth, and working to make a college education more accessible; and

Whereas: Dr. Flachmann led CSUB's Writing Program, advancing writing instruction, Writing Resource Center tutoring, and support for the Graduation Writing Assessment Requirement (GWAR); and

Whereas: Dr. Flachmann championed literacy in Kern County and collaboration among educations, earning the CSUB President's Medal for Academic Leadership in 2018 and the Distinguished Service Award from California Association of Teachers of English in 2024; and

Whereas: Dr. Flachmann's kindness, knowledge, passion and joyful spirit enriched the campus community, and her generosity and care encouraged students and colleagues alike; be it therefore

Resolved: That the Academic Senate of California State University, Bakersfield posthumously commends Dr. Kim Flachmann for her distinguished service, academic leadership, and enduring contributions to student success and literacy; and be it further

Resolved: That the Academic Senate of California State University, Bakersfield honors Dr. Flachmann's legacy with profound gratitude and extends their heartfelt condolences to her family, friends, colleagues, and students.

Approved by the Academic Senate: November 5, 2026

ACADEMIC SENATE
CSU BAKERSFIELD

2026-2027 Academic Senate: Referral and Resolution Log

Last Updated: 10/28/2026

Date	Referral	Status	Committee/s Charged	Action	Resolution	Handbook/Bylaws Change	Approved by Senate	Sent to President	Approved by President
9/1/2026	--	--	AS&SS	2025-2026 23 PERC Timing Concerns; no referral needed. AAC and AS&SS to work on drafting a memo.	--	--	--	--	-
8/27/2026	--	Complete	EC	That the Fall 2026 SOCI period begins on November 16 instead of November 23; That the Spring 2027 March 31 holiday be renamed to "Farmworkers Day"; and be it further, That two typos be corrected: ordering of Spring Break and the March 31 holiday and date for Summer Orientation.	**RES 262701** Changes to 2026-2027 Academic Calendar	--	8/27/2026	9/23/2026	9/24/2026
9/1/2026	2026-2027 02 Clarification of Implementation Timeline for Online SOCI	Complete	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** Accelerating the Transition to Fully Online SOCIs (Amendment to RES 252620)	--	9/24/2026	10/5/2026	10/23/2026
9/1/2026	2026-2027 05 Policy on Use of Informational Banner Space in Canvas	Complete	AS&SS	Continue discussion on RES 252627 and referral 2025-2026 21 Policy on Use of Informational Banner Space in Canva; 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.	**RES 262703** Policy on Global Announcements on the Canvas Dashboard	--	9/24/2026	10/5/2026	10/23/2026
9/23/2026	--	Complete	EC	Bylaws revisions as result of the Handbook & Bylaws 2026 Summer Project	**RES 262704** Updates to Bylaws;	Bylaws	10/8/2026	10/16/2026	
10/7/2026	--	**RES 262707;** 1st reading (10/22/2026)	EC	University Handbook revisions as result of the Handbook & Bylaws 2026 Summer Project	**RES 262707** Updates to University Handbook	Handbook	1st Reading 10/22/2026		
9/1/2026	2026-2027 03 Teaching Modalities	RES 262705; Complete **RES 262708**; 1st reading (10/22/2026)	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."	**RES 262705** Distributed Learning Committee **RES 262708** Teaching Modality	Handbook	RES 262705 10/22/2026 1st Reading 10/22/2026	RES 262705; scheduled to send 10/30/2026	
9/1/2026	2026-2027 06 President's Cabinet Structure and Officers of the University- Handbook Change	**RES 262706;** 1st reading (10/8/2026)	FAC	Continue their discussions on referral 2025-2026 22 "President's Cabinet Structure and Officers of the University- Handbook Change." *Revised to include Executive Director of AV; sent 9/30/2026*	**RES 262706** President's Cabinet and Academic Leadership	Handbook	1st Reading 10/08/2026;HOLD		
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 investigate concerns related to the curricular content and oversight of CSUB 1029 and the assignment of instructors.		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.		--			
9/15/2026	2026-2027 07 Periodic Evaluation of Faculty	Sent to committee/s	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			
9/25/2026	2026-2027 08 Description of Student Ombuds	Sent to committee/s	FAC	Develop a description of the Student Ombuds position. During discussions, please consider: The original duties paragraph from Handbook Section 303.7 that RES 141519 removed; Where to place the Student Ombuds description in the Handbook; The request from the CSUB Advising Council to consult with the Dean of Students on the description.		Handbook			
9/30/2026	2026-2027 09 HSIRB and IACUC Updates	Sent to committee/s	FAC	Review the sections of the Handbook related to CSUB's Human Subjects Institutional Review Board (HSIRB) and Institutional Animal Care and Use Committee (IACUC), as well as the section that contains the description for the AVP for GRaSP.		Handbook			
9/30/2026	2026-2027 10 Clarification of Classroom Observation Procedures	Sent to committee/s	FAC	Handbook section 305.4.2.7 "Classroom Observation." During your discussions, please consider: Whether clearer guidance is needed for unit observation procedures, preference for type of classes observed and distinctions; Whether observation practices are being applied consistently and equitably; Workload implications; Alignment with the CBA.		Handbook			
9/30/2026	2026-2027 11Review of Handbook Appendix	Sent to committee/s	AAC	Review of Handbook Appendix E; Consider that this appendix has not been updated for at least two decades since it still references "Banner"; overlaps with the Academic Catalog ; which portions should remain in the Handbook.		Handbook			
9/30/2026	2026-2027 12 Academic Integrity Violations Committee Updates	**RES 262709**; 1st Reading (10/22/2026)	AS&SS	Review Handbook section 203.4 "Integrity of Scholarship and Grades," and align it with the previously approved resolutions: RES 212233 "New Undergraduate Academic Integrity Policy" and RES 232422 "Graduate Academic Integrity Policy."	**RES 262709** Academic Integrity	Handbook	1st Reading 10/22/2026		
9/30/2026	2026-2027 13 Teaching Expectations and Rigor	Sent to committee/s	FAC	Teaching Expectations and Rigor: During your discussions, please consider: Whether guidance is needed on teaching expectations, quality and rigor; Differences in teaching norms across units; Whether a resolution, Statement of the Senate, or memorandum is most appropriate.		--			
9/30/2026	2026-2027 14 Adding School Director Procedures to the Handbook	Sent to committee/s	FAC	Update the Handbook with respect to School Directors; add search and screening and review procedures; Adding a descriptive paragraph about School Directors to section 104.2.4; If schools will be allowed to put curriculum proposals forward; If School Directors should be involved in the RTP/PTR/PEF process; If School Directors should be part of the student grievance process (Appendix D).		Handbook			
9/30/2026	2026-2027 15 SOCI Administration for Low-enrolled Sections	Sent to committee/s	AAC/FAC	Discuss exclusion of courses with six or fewer students from SOCI administration (Handbook section 305.4.4). Consider: Alignment with CBA Article 15.15; How other campuses handle low enrolled courses in their equivalent to the SOCI process; How CSUB handles combination sections; Whether six is an appropriate low-enrolled threshold.		Handbook			
10/22/2026	n/a	**RES 262710**; 11/05/2026 (?)	EC	Post-humous Commendation for Dr. Kim Flachmann	**RES 262710** Commendation of Dr. Kim Flachmann (posthumous)	--	11/5/2026	11/5/2026	--

---

From:	Katherine Van Grinsven
Sent:	Monday, October 26, 2026 2:00 PM
To:	Melissa Danforth
Cc:	Executive Committee
Subject:	**For Next EC Agenda: Resolution Distribution Lists and Notification Process**
Attachments:	RES 2627XX_Resolution Name_Template-DRAFT.docx; 2026XXXX_Senate-ActionReport_Template-DRAFT.docx; Memo to President_RES2627XX_Template-DRAFT - Copy.docx; President Approved 09.24.2026 RES 262701 Changes to 2026-2027 Academic Calendar Memo - signed.pdf

Good afternoon, Melissa and EC,

Since we do not have a meeting this week, could we include a review of the distribution lists on the resolutions for our next meeting?

I have been updating the resolution template, primarily the distribution lists, and would appreciate your review and feedback. I would ultimately like to ensure that the appropriate individuals and offices receive Senate actions and communications, particularly those from divisions outside of Academic Affairs and who may not be included on the faculty mailing list.

For context, the current notification process is:

1. After Senate approval: I send an Action Report to the faculty mailing list and the additional recipients listed on the resolution. Faculty have five days to submit a "Notice of Intent to Seek Review."
2. After the review period: If no notice is received, I send a memorandum and the approved resolution to President Harper, copying the faculty mailing list and the recipients on the resolution's distribution list.
3. After the President responds: I email the President's approval or other response to the faculty mailing list and the recipients on the resolution's distribution list.

I have attached the draft resolution template, the Action Report and memorandum templates, and an example of a presidential approval memo. For the final notification, I generally forward the President's memo with an email update rather than prepare an additional formal letter. The President's O ice also uses the resolution's distribution list to determine whom to copy on its memo.

I would like to request that we:

1. Review and agree on a standard distribution list to include in the resolution template.
2. Confirm that subcommittees should review and update the list for each resolution before it comes to Senate for first reading, adding any individuals affected by the proposed action.
3. Discuss whether the same recipients need to receive all three notifications, or whether any unnecessary duplication can be reduced while keeping everyone appropriately informed.

I think this clarification of the distribution would ensure that affected areas and individuals who are not on the faculty mailing list receive the information they need and reduce confusion about Senate actions.

I have not received too many complaints directly; however, I can see how it is easy for information to slip through the cracks.

I used the organizational charts on the CSUB President's webpage to develop the proposed lists. Please review the attachments and share any suggested additions, removals, or other feedback!

Thank you all. Have a great week!

Katie

KATHERINE VAN GRINSVEN, MPA
(She/her/hers)
Senate Analyst
Office of the Academic Senate
Office: (661) 654-3128 | BDC A 252

California State University, Bakersfield
9001 Stockdale Hwy, Mail Stop: 20 BDC
Bakersfield, CA 93311

www.csub.edu/senate

ACADEMIC SENATE
CSU BAKERSFIELD

DRAFT

Title of Resolution

RES 2627XX

AAC / AS&SS/ BPC/ FAC

RESOLVED: That…

RATIONALE: Statement of how this would improve, correct, specific, make changes to, etc.

When making changes to the Bylaws, Handbook or policy documents, please use the following and provide a clean version:

The following changes be made to the University Handbook (additions in **bold underline,** deletions in ~~strikethrough~~).

Distribution List: *(Subcommittees to update)*

Vernon Harper, President
Deborah Thien, Provost and Vice President for Academic Affairs
Dwayne Cantrell, Vice President for Student Affairs & Strategic Enrollment Management
Debbie Boschini, AVP for Faculty Affairs
Elizabeth Adams, AVP for Academic Affairs and Dean of Academic Programs
Alicia Rodriquez, Dean for the College of Arts and Humanities
Bohsiu Wu, Dean for the College of Social Sciences and Education
Deborah Cours, Dean for the College of Business and Public Administration
Jane Dong, Dean for the College of Natural Sciences, Mathematics, and Engineering
Sandra Bozarth, Dean of Libraries
James Rodriguez, Dean of Extended Education and Global Outreach
Steve Frye, Acting Executive Director of Antelope Valley
Associate Deans
General Faculty

Other consideration for distribution:

Monica Malhotra, AVP for Institutional Research, Planning and Assessment, Chief Assessment Officer
Isabel Sumaya, AVP for Grants, Research and Sponsored Programs
Kristin Warner, Deputy Chief of Staff to the President

Kristen Watson, Vice President for Business and Administrative Services & Chief Financial Officer and Chief of Staff to the President
Chris Diniz, AVP for Information Technology Services & Chief Information Officer
Natasha Hayes, AVP and Chief Budget Officer
Heather Macaulay, AVP and Chief Accounting Officer
Maricela Gonzalez, AVP and Chief of Police
Kristine De Young, AVP for Capital and Facilities Management Services
Vacant (?), AVP for Student Affairs & Director Athletics
Sarah Tuohy, Acting Director of Athletics
Heath Neimeyer, Vice President for University Advancement
Victoria Morris, Interim Vice President for People and Culture
Allan Williams, AVP for Civil Rights and Compliance
Brooke Davis, AVP for Labor Relations and Compliance
Michelle Ponci, AVP for People Strategy and Workforce Administration
Dwayne Cantrell, Vice President for Student Affairs & Strategic Enrollment Management
Jennifer Mabry, AVP for Enrollment Management
Emily Poole Callahan, AVP for Student Affairs and Dean of Students
EJ Callahan, AVP for Campus Life
Vacant, AVP for Student Access and Success
Mike Kwon, Executive Director of Associated Students, Inc.
Noor Kaur, Associated Student, Inc. President
(?) Director of Undergraduate Advising
(?) Director of the Center for Accessibility and Essential Needs
Other directors/VP/AVPs/ MPPs?
General Faculty
Campus Staff
Campus Students

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

ACADEMIC SENATE
CSU BAKERSFIELD

Example

MEMORANDUM

Date: October 22, 2026

From: Academic Senate Office

To: Campus Faculty

Subject: Senate Action Report: October 22, 2026 – RES 262705

Academic Senate Action Report:

At their meeting on October 22, 2026, the Academic Senate took final action on the following item:

The Academic Senate approved:

- "RES 262705 Distributed Learning Committee," as proposed by the Faculty Affairs Committee.

Notice of Intent to Seek Review for these resolutions must be received in the Academic Senate Office by Friday, October 30, 2026, 8 AM.

You can obtain additional information from the Academic Senate Resolutions webpage. Thank you.

Cc: Deborah Thien, Provost and Vice President for Academic Affairs
Dwayne Cantrell, Vice President for Student Affairs & Strategic Enrollment Management
Debbie Boschini, AVP for Faculty Affairs
Elizabeth Adams, AVP for Academic Affairs and Dean of Academic Programs
Alicia Rodriquez, Dean for the College of Arts and Humanities
Bohsiu Wu, Dean for the College of Social Sciences and Education
Deborah Cours, Dean for the College of Business and Public Administration
Jane Dong, Dean for the College of Natural Sciences, Mathematics, and Engineering
Sandra Bozarth, Dean of Libraries
James Rodriguez, Dean of Extended Education and Global Outreach
Steve Frye, Acting Executive Director of Antelope Valley
Associate Deans
General Faculty

ACADEMIC SENATE
California State University, Bakersfield
9001 Stockdale Hwy. • Mail Stop: BDC 20 • Bakersfield, CA 93311

academicsenatechair@csub.edu csub.edu/senate

ACADEMIC SENATE
CSU BAKERSFIELD

Example

MEMORANDUM

Date: October 30, 2026

To: Vernon Harper, CSUB President

From: Melissa Danforth, Academic Senate Chair

Subject: RES 262705 – Distributed Learning Committee

On October 22, 2026, the CSUB Academic Senate approved the resolution "RES 262705 – Distributed Learning Committee" as presented on the Senate floor on October 22, 2026.

There is a mandatory five-day waiting period before any Senate action becomes final. No petition to seek review was filed during the five-day waiting period for this particular Senate action. As a result, the resolution is now officially ready for your approval. Feel free to contact me if you have any questions.

Thank you.

cc: Deborah Thien, Provost & VP for Academic Affairs
Dwayne Cantrell, VP for Student Affairs and Strategic Enrollment Management
Elizabeth Adams, AVP for Academic Affairs and Dean Academic Programs
Deborah Boschini, AVP for Faculty Affairs
Alicia Rodriquez, Dean for the College of Arts and Humanities
Deborah Cours, Dean for the College of Business and Public Administration
Jane Dong, Dean for the College of Natural Sciences, Mathematics and Engineering
Bohsiu Wu, Dean for the College of Social Sciences and Education
James Rodriguez, Dean of Extended Education and Global Outreach
Sandra Bozarth, Dean of Libraries
Steve Frye, Interim Executive Director of Antelope Valley
Associate Deans
General Faculty

DR. MELISSA DANFORTH, CHAIR, ACADEMIC SENATE
California State University, Bakersfield
9001 Stockdale Hwy. • Mail Stop: 20 BDC • Bakersfield, CA 93311

academicsenatechair@csub.edu csub.edu/senate

From: Deborah Thien
Sent: Tuesday, November 3, 2026, 9:41 AM
To: Melissa Danforth; Executive Committee

Subject: PREPP at CSUB

Attachments:
PREPP_Overview_and_Implementation_Guide_CSU_Bakersfield_October_2026.pdf;
PREPP_Liaison_Recruitment_October_2026.pdf;
PREPP_Mentor_Recruitment_October_2026.pdf;
Bringing PREPP to CSU Bakersfield[8].eml

Dear Senate Executive,

I will speak to PREPP today.

The invitation and further materials are attached for review at your leisure.

Best,

Deb

DEBORAH THIEN, Ph.D.
she / her / hers
Provost and Vice President
Academic Affairs

California State University, Bakersfield
9001 Stockdale Hwy, Mail Stop: 59 ADM
Bakersfield, CA 93311

The California State University
PRE-PROFESSOR PROGRAM

PRE-PROFESSOR PROGRAM (PREPP)

PREPARING THE NEXT CSU FACULTY

PREPP OVERVIEW AND IMPLEMENTATION GUIDE
PREPARED FOR CSU BAKERSFIELD

Advanced doctoral students spend a semester with a CSU faculty mentor and a host campus, and leave knowing how CSU faculty work and how they are hired. This guide also shows how CSU Bakersfield can join PREPP.

OUR MISSION

The mission of PREPP is to recruit and retain tenure-track faculty who demonstrate a strong commitment to student engagement, inclusive and high-impact teaching and research, and advancing student pathways to social and economic mobility across California.



GUIDING FUTURE FACULTY TO SHAPE THE CSU OF TOMORROW.

ABOUT PREPP







The Pre-Professor Program (PREPP) is a California State University (CSU) system-wide initiative that introduces advanced doctoral students to faculty life at the CSU. Through a semester-long virtual program, PREPP provides individualized mentorship, campus immersion, structured professional development, and targeted preparation for CSU tenure-track faculty positions.

PREPP is led by Dr. Arturo Zavala, PREPP Director, at the CSU Office of the Chancellor in Academic Programs, Innovation, and Faculty Excellence. PREPP began in Fall 2019 with two UC Irvine Fellows at CSU Long Beach. Through Fall 2026, 241 Fellows have taken part, including 24 in the current cohort.

PREPP OUTCOMES

14
PREPP alumni now hold CSU tenure-track positions

217
Fellows have completed PREPP since it began in 2019

96.6%
of Fellows surveyed were satisfied with PREPP

4.87
average Fellow rating of their mentorship, on a 5-point scale

Outcomes as of Fall 2026. Survey figures are from the end-of-program survey of Cohorts 1 to 14 (205 of 217 Fellows responding).

WHY PREPP

- Fellows see the faculty side of the CSU (teaching, research, service, and hiring) before they go on the job market.
- Fellows have come from 39 disciplines in 12 broad areas, all taught in the CSU.
- CSU campuses meet future faculty who understand the job before they accept it, which supports retention.
- A Fellow who decides the CSU is not the right fit learns that during PREPP, not as a new assistant professor.

PREPP AT A GLANCE

Who participates	Advanced doctoral students who apply through a partner program
How long	One semester, about 4 to 5 hours a week, mostly online
Mentor	A CSU faculty member at the host campus, who mentors up to three Fellows and meets with them each week
Liaison	A tenured CSU faculty member who coordinates the administration of PREPP on the host campus by supporting the Mentor and recruits Fellows to their campus
Host campus	One of the seven CSU partner campuses, matched to the department in the Fellow's discipline
Applications	Twice a year, for fall and spring cohorts, through each partner program

WHAT PREPP OFFERS

01

EVERY WEEK

FACULTY MENTOR MEETINGS

- A CSU faculty mentor meets with the Fellows each week, one-on-one, as a group, or both.
- A mentor connects Fellows with faculty in their discipline and gives feedback on application statements.

02

14 WEEKS

WEEKLY DISCUSSION TOPICS

- Weekly discussions on topics such as teaching CSU students and the faculty job search.
- The PREPP curriculum includes curated chapter and article readings.

03

IN THE FELLOW'S DISCIPLINE

DEPARTMENT ACTIVITIES

- Meetings with the department chair and junior and senior faculty.
- A teaching experience guided by the Faculty Champion, from class observation to guest lecture.

04

ACROSS THE HOST CAMPUS

CAMPUS ACTIVITIES

- Meetings with the Provost, the college dean, and offices that support faculty and students.
- An in-person campus visit, with travel support, that can include a teaching demonstration and a campus tour.



THE 14 WEEKLY TOPICS

WEEKS 1-4

FACULTY WORK AT THE CSU

Evaluation areas, teaching expectations and workload, research and creative activities, service

WEEKS 5-8

WORKING WITH STUDENTS

Instructional strategies, syllabi and course design, learning objectives and assessment, mentoring outside the classroom

WEEKS 9-11

APPLYING FOR CSU JOBS

Fit and cover letters, teaching, research, and student-centered statements, feedback on drafts

WEEKS 12-14

GETTING HIRED

Interviews and campus visits, negotiating an offer, other career paths

> *Do it! PREPP is a great way to gain access to the hidden curriculum of academia.*
>
> **UC IRVINE FELLOW, COHORT 14**

> *This is a great opportunity to know what it is like on the other side of the job market as you will learn a lot about the decision making behind a hire.*
>
> **UC IRVINE FELLOW, COHORT 13**

PARTNERS AND RESULTS

WHAT FELLOWS SAY AFTER PREPP



Share of Fellows answering very or extremely (or yes). End-of-program survey, Cohorts 1 to 14.

4.87 average Fellow rating of their faculty mentor, out of 5, for being responsive, guiding them through PREPP, and showing them CSU faculty life.

PREPP ACROSS CALIFORNIA



Nine CSU campuses have hosted Fellows since 2019. PREPP plans to bring more CSU campuses on board across the state.

PREPP PARTNERS

Seven CSU partner campuses host Fellows: Dominguez Hills, East Bay, Fullerton, Long Beach, Sacramento, San Bernardino, and San Luis Obispo. Chico and Northridge hosted Fellows in earlier cohorts.

University of California partners. UC Irvine has been a partner since Fall 2019. UCLA and UC Merced join with the Spring 2027 cohort, and UC Riverside joins in Fall 2027.

The Chancellor's Doctoral Incentive Program (CDIP), a CSU program that supports doctoral students from many universities who are preparing for CSU faculty careers.

> *The CSU PREPP program is incredibly helpful to learning if the CSU is a good fit for your future while also providing you with practical tips and resources if you decide you want to apply.*
>
> **UC IRVINE FELLOW, COHORT 11**

> *PREPP is the perfect program to preview life as a faculty member, prepare for tenure-track applications, and ask all the questions that 'you are supposed to know'.*
>
> **CDIP FELLOW, COHORT 13**

14 ALUMNI IN CSU TENURE-TRACK POSITIONS

12 of the 14 were hired at a CSU campus other than the one that hosted them in PREPP.

WHERE PREPP ALUMNI TEACH



San Marcos	3
Cal Poly Pomona	2
East Bay	2
Northridge	2
Cal State LA	1
Channel Islands	1
Dominguez Hills	1
Monterey Bay	1
Sacramento	1

BRINGING PREPP TO CSU BAKERSFIELD



CSU Bakersfield joins PREPP through a partnership between PREPP, at the CSU Office of the Chancellor, and the CSU Bakersfield Office of the Provost. The Provost identifies a campus Point of Contact, who works with the PREPP Director to identify a campus Liaison and a campus Mentor. The partnership is formalized with a memorandum of understanding (MOU) that covers three academic years, with participation confirmed each spring. PREPP funds the program through an IFT to the Office of the Provost twice a year.

THE CAMPUS TEAM

OFFICE OF THE PROVOST

CAMPUS LEADERSHIP

Signs the MOU and names the campus Point of Contact

POINT OF CONTACT

NAMED BY THE PROVOST

Works with the PREPP Director and passes the IFT funds to the colleges or departments

PREPP LIAISON

3 WTU A YEAR

Supports the Mentor and recruits Fellows to the campus

FACULTY MENTOR

3 WTU A SEMESTER

Meets each week with up to three Fellows

FUNDING FOR CSU BAKERSFIELD UNDER THE MOU

$7,500
LIAISON
3 WTU a year

$7,500
MENTOR
3 WTU each semester

$2,000
PROGRAM COSTS
each year

$24,500
A YEAR IN ALL
for one Liaison and one Mentor

PREPP sends the funds by IFT to the Office of the Provost twice a year. The Point of Contact passes them to the colleges or departments that release the Liaison and Mentor.

ALIGNMENT WITH CSU FORWARD

CSU Forward, the CSU's systemwide strategic plan adopted in 2025, sets four performance objectives. PREPP aligns most directly with Performance Objective 3, Employer of Choice, which commits the system to "Build the CSU's reputation as the premier destination for education professionals" while "attracting new talent."

01
RECRUITING TALENT

- PREPP builds a pool of doctoral scholars who know the CSU's teaching-centered mission, its students, and its expectations before they apply. Fourteen alumni already hold CSU tenure-track positions at nine campuses.

02
INVESTING IN CURRENT FACULTY

- Funded Mentor and Liaison roles give experienced CSU faculty recognized, compensated work in professional development and systemwide collaboration, which supports the plan's milestone to "Improve employee engagement, strengthen employee retention."

03
WORKING AS ONE SYSTEM

- One shared program, with a common curriculum and evaluation, serves every partner campus, and its alumni are hired across the CSU rather than only at their host campus.

PREPP also supports the plan's other objectives. Faculty who arrive already understanding CSU students strengthen the Economic Mobility Engine, and the CSU-UC partnership advances Statewide Impact by building recognition of CSU faculty careers inside California's research universities.

ROLES AND RESOURCES AT CSU BAKERSFIELD

THE CSU BAKERSFIELD LIAISON AND MENTOR





PREPP LIAISON

TENURED FACULTY, 3 WTU A YEAR

Coordinates the administration of PREPP on the campus by supporting the Mentor, and recruits Fellows to the campus.

- Reviews and ranks Fellow applications
- Leads the search for the campus Mentor
- Opens doors to chairs, deans, and offices
- Manages PREPP-related campus costs associated with hosting Fellows

FACULTY MENTOR

TENURED FACULTY, 3 WTU A SEMESTER

Guides up to three Fellows through the semester and shows them faculty life on the campus.

- Meets with the Fellows every week
- Leads the 14 weekly topics
- Coordinates integration of Fellows with their host department and arranges the teaching experience
- Hosts the in-person campus visit

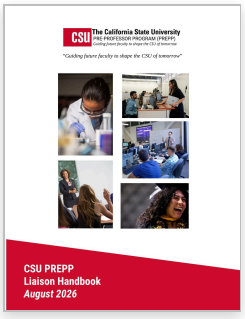
WHAT PREPP PROVIDES

- Curriculum, materials, and training
- Funding for the Liaison and Mentor
- Funds for campus activities and Champions
- Fellow recruitment and placement

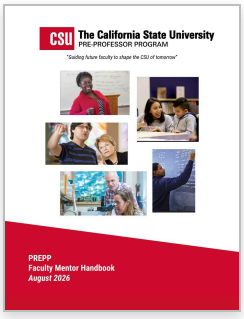
WHAT CSU BAKERSFIELD DOES

- Appoints the Liaison and Mentor
- Approves their release time
- Passes funds to colleges or departments
- Opens doors across the campus

MATERIALS FOR YOUR CAMPUS TEAM



PREPP Liaison Handbook



PREPP Mentor Handbook



Liaison recruitment two-pager



Mentor recruitment two-pager

BRING PREPP TO CSU BAKERSFIELD

Contact Dr. Arturo Zavala, PREPP Director, at azavala@calstate.edu.

CSU The California State University
PRE-PROFESSOR PROGRAM

PRE-PROFESSOR PROGRAM (PREPP)

LEAD PREPP ON YOUR CAMPUS

SERVE AS A PREPP CAMPUS LIAISON

Shape how PREPP runs on your campus, from the Fellows you host to the Mentor who guides them and the offices they meet.

OUR MISSION

The mission of PREPP is to recruit and retain tenure-track faculty who demonstrate a strong commitment to student engagement, inclusive and high-impact teaching and research, and advancing student pathways to social and economic mobility across California.



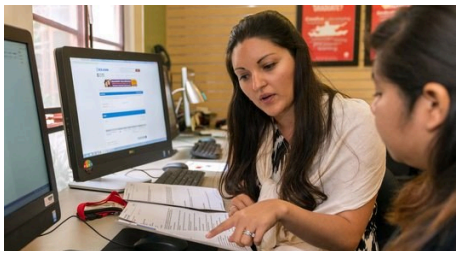
FOR CSU FACULTY

GUIDING FUTURE FACULTY TO SHAPE THE CSU OF TOMORROW.

ABOUT PREPP







The Pre-Professor Program (PREPP) is a California State University (CSU) system-wide initiative that introduces advanced doctoral students to faculty life at the CSU. Through a semester-long virtual program, PREPP provides individualized mentorship, campus immersion, structured professional development, and targeted preparation for CSU tenure-track faculty positions.

PREPP is led by Dr. Arturo Zavala, PREPP Director, at the CSU Office of the Chancellor in Academic Programs, Innovation, and Faculty Excellence. PREPP runs on seven partner campuses. On each one, the Campus Liaison is the senior faculty member who anchors the program. The Liaison coordinates the administration of PREPP on the campus by supporting the Mentor, and recruits Fellows to the campus.

PREPP OUTCOMES

14
PREPP alumni now hold CSU tenure-track positions

217
Fellows have completed PREPP since it began in 2019

96.6%
of Fellows surveyed were satisfied with PREPP

4.87
average mentor rating out of 5 for responsiveness, guidance, and insight

Outcomes as of Fall 2026. Survey figures are from the end-of-program survey of Cohorts 1 to 14 (205 of 217 Fellows responding).

WHY FACULTY SERVE

- To shape how PREPP runs on your campus, from which Fellows you host to which offices and leaders they meet.
- To help the Mentor immerse Fellows in the campus and connect them across several disciplines.
- To share knowledge about campus resources and work with a system-wide team to shape the PREPP experience.

THE ROLE AT A GLANCE

Reassigned time	3 WTU per year, taken in either the fall or spring semester
Who serves	A tenured associate or full professor, selected by the Provost or the campus Point of Contact
Term	One year, with the opportunity to continue
Busiest time	The Fellow application review, when applications are read, scored, and ranked within three to four weeks, each fall and spring
Works with	The campus Faculty Mentor, the campus Point of Contact, and the PREPP Director

WHAT YOU DO

01 FELLOW SELECTION

- Score each application in Smartsheet against the PREPP rubric and say whether your campus, and a host department, can take each applicant.
- Meet with the other Liaisons to choose whom to interview, then join 30-minute Zoom interviews with the PREPP Director.
- Within about a week of the last interview, sort applicants into Ideal, Willing to Host, or Unable to Host, and later confirm the final campus assignments.

02 MENTOR RECRUITMENT

- With the campus Point of Contact, send the university-wide call, confirm eligibility, rank applications with the rubric, and interview the top applicants.
- Write a short rationale, send your recommendation to the Provost for approval, and notify every applicant.

03 MENTOR SUPPORT

- Meet with the Mentor regularly, at least once a month and more often early in the semester (for example, every other week).
- Make introductions to chairs, deans, the research office, and student support offices, and step in when a contact declines or does not respond.
- Help the Mentor plan and host the Fellows' in-person campus visit.

04 FUNDS, RECORDS, AND CLOSE-OUT

- Oversee PREPP campus funds. Learn your campus fiscal procedures before spending, and plan the semester budget in advance.
- Keep records, attend Liaison meetings, and raise problems early.
- Hold an informal evaluation session with the Fellows at the end of the semester, decide with the Mentor who sends each thank-you letter, and write letters specific enough to document each contribution.



> *PREPP is a peek behind the curtain of what it's like to be faculty at a comprehensive master's-granting institution.*
>
> **UC IRVINE FELLOW, COHORT 4**

WHAT PREPP PROVIDES

The PREPP Liaison Handbook, with templates for the Mentor call, interview questions, rubrics, and thank-you letters

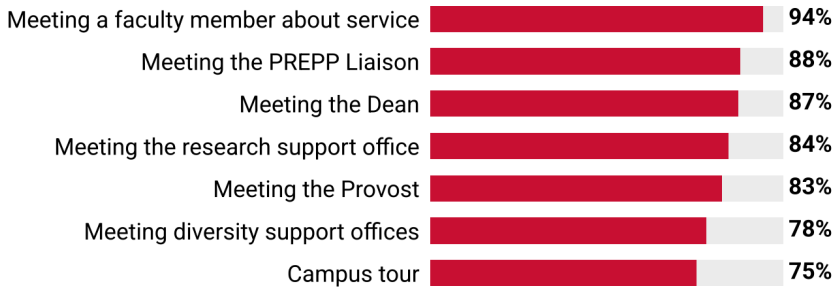
The Applications Dashboard in Smartsheet, with application materials, the scoring rubric, and interview questions

Application guidelines and a timeline from the PREPP Director and Faculty Fellow each semester

PREPP funds for campus activities, such as meals and supplies and professional development funds for Faculty Champions

RESULTS AND REACH

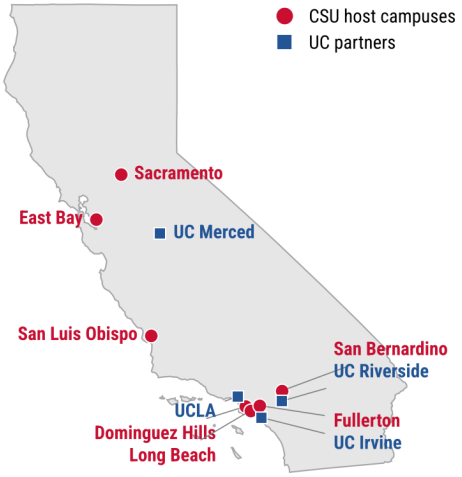
HOW FELLOWS RATE CAMPUS ACTIVITIES



Share of Fellows who rated each one very or extremely useful. End-of-program survey, Cohorts 1 to 14.

93.7% of Fellows who visited their host campus found the visit very or extremely useful

PREPP ACROSS CALIFORNIA



Seven CSU campuses host Fellows. UCLA and UC Merced join UC Irvine in Spring 2027, and UC Riverside joins in Fall 2027. PREPP plans to bring more CSU campuses on board across the state.

QUALIFICATIONS

Required

- Tenured associate professor or professor
- Commitment to the mission of the CSU and your campus
- Strong record in instruction and instructionally related activities
- Strong record in research, scholarly, or creative activities
- Understanding of curriculum development and review
- Experience on college and university-level committees
- Understanding of faculty service expectations
- Working relationships across departments, colleges, and administrative offices
- Ability to oversee program funds and follow fiscal procedures
- Strong interpersonal skills

Desired

- Professional learning related to teaching
- Experience mentoring peers and students
- Experience chairing college or university-level committees
- Service as a PREPP Faculty Mentor
- Former CDIP recipient or mentor, or knowledge of CDIP

PREPP GOALS

1. **DEMYSTIFY FACULTY LIFE IN THE CSU**
2. **BUILD AUTHENTIC TEACHING EXPERIENCE**
3. **PREPARE COMPETITIVE CSU APPLICANTS**
4. **BUILD DISCIPLINARY NETWORKS**
5. **STRENGTHEN THE CSU FACULTY PIPELINE**



FOURTEEN PREPP ALUMNI NOW HOLD CSU TENURE-TRACK POSITIONS.

They teach at Cal Poly Pomona, Cal State LA, Channel Islands, Dominguez Hills, East Bay, Monterey Bay, Northridge, Sacramento, and San Marcos.

The California State University
PRE-PROFESSOR PROGRAM

PRE-PROFESSOR PROGRAM (PREPP)

MENTOR THE NEXT CSU FACULTY

SERVE AS A PREPP FACULTY MENTOR

Guide a small group of doctoral Fellows through a semester of CSU faculty life, meeting online each week, and help the CSU hire faculty who know the job.

OUR MISSION

The mission of PREPP is to recruit and retain tenure-track faculty who demonstrate a strong commitment to student engagement, inclusive and high-impact teaching and research, and advancing student pathways to social and economic mobility across California.



FOR CSU FACULTY

GUIDING FUTURE FACULTY TO SHAPE THE CSU OF TOMORROW.

ABOUT PREPP







The Pre-Professor Program (PREPP) is a California State University (CSU) system-wide initiative that introduces advanced doctoral students to faculty life at the CSU. Through a semester-long virtual program, PREPP provides individualized mentorship, campus immersion, structured professional development, and targeted preparation for CSU tenure-track faculty positions.

PREPP is led by Dr. Arturo Zavala, PREPP Director, at the CSU Office of the Chancellor in Academic Programs, Innovation, and Faculty Excellence. PREPP runs on seven partner campuses. On each one, a PREPP Faculty Mentor guides a small group of Fellows for the semester, leading weekly discussions of CSU faculty work and connecting each Fellow to a department and campus offices.

PREPP OUTCOMES

14
PREPP alumni now hold CSU tenure-track positions

217
Fellows have completed PREPP since it began in 2019

96.6%
of Fellows surveyed were satisfied with PREPP

4.87
average mentor rating out of 5 for responsiveness, guidance, and insight

Outcomes as of Fall 2026. Survey figures are from the end-of-program survey of Cohorts 1 to 14 (205 of 217 Fellows responding).

WHY FACULTY SERVE

- To work with Fellows from several disciplines and learn how faculty work differs across departments on your campus.
- To work with advanced doctoral students eager to learn about CSU faculty life and the teacher-scholar model, and you have the opportunity to mentor them.
- To have candid conversations about CSU faculty roles and the varied opportunities that can shape the CSU after tenure and promotion.
- To help the CSU hire faculty who know the job. A Fellow who decides the CSU isn't the right fit finds out before accepting a position, not after.

THE ROLE AT A GLANCE

Reassigned time	3 WTU per semester, a time commitment comparable to teaching a 3-unit course
Fellows	A cohort of up to three, who usually come from disciplines other than your own
Who serves	A tenured associate or full professor
Term	One semester. Mentors may serve again, depending on funding and the number of Fellows enrolled.
Busiest time	Early in the semester, while department and campus activities are arranged

WHAT YOU DO

01 THE CURRICULUM

- Meet weekly with your Fellows as a group for 90 to 120 minutes, with shorter one-on-one follow-ups as needed.
- Lead the 14 weekly topics, from the CSU faculty evaluation areas, teaching, research, and service to mentoring students, the job search, interviews, and negotiating an offer.
- In the job application weeks, each Fellow drafts teaching, research, and student-centered statements, and you give feedback on one statement per Fellow.

02 DEPARTMENT ACTIVITIES

- Reach the chair of the department that best fits each Fellow, introduce PREPP, and set up the Fellow's first chair meeting. Later, prepare the Fellow for a second chair meeting.
- Make sure each Fellow and the Faculty Champion the chair names are meeting to plan the Fellow's teaching experience.
- In consultation with the department chair, arrange for each Fellow to observe a research or lab meeting and attend a department-level meeting.

03 CAMPUS ACTIVITIES

- Arrange workshops and meetings with campus offices and leaders, such as the faculty development center, the college dean, and the Provost. Most take place on Zoom.
- Coordinate the in-person campus visit with the Liaison.

04 ACTIVITY LOG

- Review each Fellow's Activity Log in Smartsheet as a standing agenda item, flag anything at risk, and bring in the Liaison when something stalls.



> *The most beneficial part of the program was the mentorship. My mentor was very invested in my personal journey, they really met me where I was in my academic journey.*
>
> **UC IRVINE FELLOW, COHORT 12**

WHAT PREPP PROVIDES

A copy of *Shaping Your Career: A Guide for Early Career Faculty*

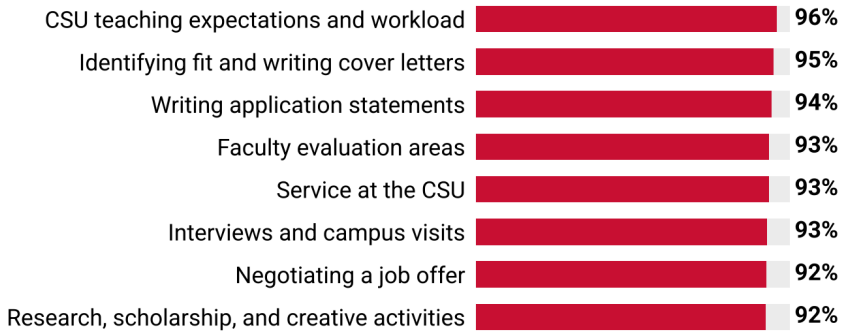
The PREPP Faculty Mentor Handbook, with resources, discussion prompts, and assignments for each topic

The PREPP Resources Portal in Smartsheet

A campus Liaison who helps you find contacts and make introductions

RESULTS AND REACH

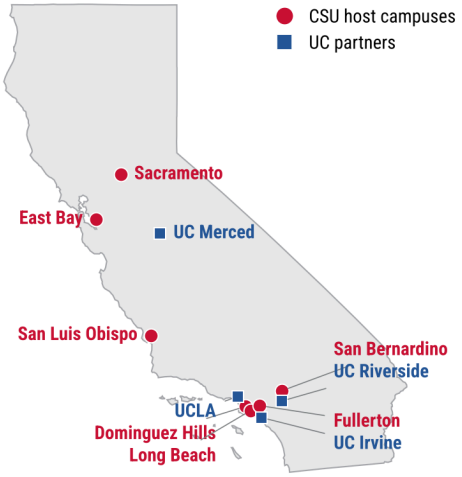
HOW FELLOWS RATE THE DISCUSSION TOPICS



Share of Fellows who rated each one very or extremely useful. End-of-program survey, Cohorts 1 to 14. All 14 topics averaged 4.30 or higher on a 5-point scale.

95.9% of Fellows surveyed would apply for a CSU faculty opening, outright or depending on the campus

PREPP ACROSS CALIFORNIA



Seven CSU campuses host Fellows. UCLA and UC Merced join UC Irvine in Spring 2027, and UC Riverside joins in Fall 2027. PREPP plans to bring more CSU campuses on board across the state.

QUALIFICATIONS

Required

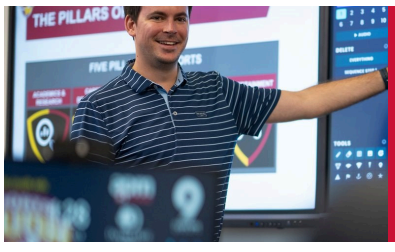
- Tenured associate professor or professor
- Commitment to the mission of the CSU and your campus
- Strong record in instruction and instructionally related activities
- Strong record in research, scholarly, or creative activities
- Understanding of curriculum development and review
- Experience on college and university-level committees
- Understanding of faculty service expectations
- Strong interpersonal skills

Desired

- Professional learning related to teaching
- Experience mentoring peers and students
- Experience chairing college or university-level committees
- Former CDIP recipient or mentor, or knowledge of CDIP

PREPP GOALS

1. **DEMYSTIFY FACULTY LIFE IN THE CSU**
2. **BUILD AUTHENTIC TEACHING EXPERIENCE**
3. **PREPARE COMPETITIVE CSU APPLICANTS**
4. **BUILD DISCIPLINARY NETWORKS**
5. **STRENGTHEN THE CSU FACULTY PIPELINE**



FOURTEEN PREPP ALUMNI NOW HOLD CSU TENURE-TRACK POSITIONS.

They teach at Cal Poly Pomona, Cal State LA, Channel Islands, Dominguez Hills, East Bay, Monterey Bay, Northridge, Sacramento, and San Marcos.

CAMPUS ACADEMIC PLAN
Existing and Projected Degree Programs
2027~~6~~-28~~7~~ through 2036~~5~~-37~~6~~
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				2024-25	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
20274-285 through 20363-374
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
Computer Engineering	BS					2018-19	2026-27
Computer Science	BS	MS				2019-20	2026-27
Electrical Engineering	BS					2018-19	2026-27
Engineering	BS					2018-19	2026-27
Environmental GeosSciences	BS				~~BS 2021~~		2031-32
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				~~BS 2026~~		2031-32
Nursing	BS	MS	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
Education		MA^@				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
2027~~4~~-28~~5~~ through 203~~6~~3-37~~4~~
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
Human Development and Family Studies	BA					2018-19	2025-26
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

CAMPUS ACADEMIC PLAN
Existing and Projected Degree Programs
2027-28 through 2036-37
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				2024-25	2028-29
History	BA	MA				2015-16	2021-22
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
Chemistry	BS					2020-21	2027-28

CAMPUS ACADEMIC PLAN
Existing and Projected Degree Programs
2027-28 through 2036-37
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			
Computer Engineering	BS					2018-19	2026-27
Computer Science	BS	MS				2019-20	2026-27
Electrical Engineering	BS					2018-19	2026-27
Engineering	BS					2018-19	2026-27
Environmental Geosciences	BS						2031-32
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						2031-32
Nursing	BS	MS	DNP			2022-23	2028-29
Physics	BS					2022-23	2027-28
Public Health	BS						2027-28
College of Social Sciences and Education							
Counseling		MS				2015-16	2025-26
Counseling Psychology		MS				2019-20	2025-26
Criminal Justice	BA					2016-17	2025-26
Education		MA^@				2018-19	2025-26
Educational Administration		MA				2025-26	2029-30
Educational Leadership			EdD				2025-26
Ethnic Studies	BA						2029-30

* 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
2027-28 through 2036-37
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			
Human Development and Family Studies	BA					2018-19	2025-26
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

ACADEMIC SENATE
CSU BAKERSFIELD

Updates to the University Handbook

RES 262707

EC

RESOLVED: That the proposed changes in the attached version of the University Handbook be adopted by the Academic Senate.

RATIONALE: In summer 2026, a subcommittee of Senate members reviewed the University Handbook specifically for the following issues: outdated language such as references to quarters, schools, or old divisions/structures, specific issues that were noted by Senate during the 2025-26 academic year, inconsistencies between sections, previously approved resolutions that were not incorporated and not rescinded, and inconsistencies between the Handbook, Unit 3 CBA, and/or CSU policy.

This work resulted in the attached proposed changes to the University Handbook and referrals to committee this semester to address larger issues that could not reasonably be handled by the subcommittee over the summer. The attached Executive Summary gives a high-level overview of the proposed changes to the University Handbook, and the issues which need further review and discussion.

Note: The proposed changes to the University Handbook contain changes to Appendix B: Constitution of the General Faculty and Appendix C: Constitution of the Academic Senate. As such, the constitutional amendment policies in those appendices will be followed with this resolution.

Attachments: *RES 262707_Attachment_Summer Handbook Project; Executive Summary*
RES262707_Attachment_Proposed Revisions_University Handbook
RES 262707_Proposed Bylaws and Handbook Revision Log

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

Academic Senate
California State University, Bakersfield
9001 Stockdale Hwy. • 22 EDUC • Bakersfield, CA 93311

661.654.3128 *csub.edu/senate*

Distribution List:

President
Provost and VP for Academic Affairs
Vice President for Student Affairs and Strategic Enrollment Management
Vice President for Business and Administrative Services and Chief of Staff to the President
Vice President for University Advancement
Vice President for People and Culture
AVP for Academic Affairs and Dean of Academic Programs, AA
AVP for Enrollment Management, SASEM
AVP for Faculty Affairs, AA
AVP for Grants, Research and Sponsored Programs, AA
AVP for Information Technology Services and Chief Information Officer, BAS
AVP for Institutional Research, Planning and Assessment, AA
AVP for Student Affairs and Dean of Students, SASEM
Acting Executive Director of Antelope Valley
Dean of Extended Education and Global Outreach
Dean of Libraries
College Deans
Associate Deans
General Faculty
Campus Staff
Associated Students, Inc.

Summer Handbook Project: Executive Summary

During Summer 2026, the Handbook Project Working Group conducted a targeted review of the Academic Senate Handbook and Bylaws to address outdated terminology, organizational changes, inconsistencies, and previously approved revisions that had not yet been incorporated into the published documents. The Working Group included representatives from Faculty Affairs, the Academic Senate, Faculty Affairs administration, and at-large faculty representatives.

Overview of Proposed Changes

The Working Group prepared tracked revisions to the Handbook and Bylaws focused primarily on updating existing language rather than making substantive changes to academic policy. Major areas of revision included:

- updating references from Schools to Colleges and removing outdated references to the quarter system;
- updating names, titles, and organizational references to reflect current University administrative structures;
- reviewing and revising the membership and ex-officio composition of Academic Senate standing committees;
- updating committee names and descriptions, including references to the General Education Curriculum Committee (GECCo), Teaching Effectiveness and Assessment Committee (TEAC), and other Senate or University committees;
- updating references to student-support units, including replacing “Services for Students with Disabilities” with the Center for Accessibility and Essential Needs, and now Accessibility Resource Center,
- clarifying or updating administrative positions referenced throughout the Handbook, including enrollment management, assessment, academic affairs, and the Council of Academic Deans;
- revising Appendices B, C, and D to address inconsistencies and incorporate previously approved policies or procedures;
- restoring Appendix A and current organizational charts and adding a new appendix previously approved through Senate resolution;
- correcting outdated references such as the number of CSU campuses, obsolete University systems or offices, and former college names; and
- incorporating changes previously approved through Academic Senate resolutions but not reflected in the published Handbook or Bylaws.

These revisions were made using tracked changes so that the Academic Senate and its committees can readily review the proposed modifications and their rationale.

Issues Identified for Further Review

The Working Group also identified several matters that extend beyond technical or organizational updates and therefore warrant additional consultation, referral, or policy development through the regular Academic Senate process.

These include questions concerning the role, appointment, review, and responsibilities of School Directors; appropriate procedures for the creation of new colleges; the role of administrators in RTP, PTR, PEF, curriculum, and student grievance processes; the scope of Academic Administrator Review; and a broader review of the Handbook section describing Officers of the University.

Additional issues include updating academic integrity and student grievance procedures; determining appropriate oversight of student grievances and the Student Ombudsperson function; reviewing obsolete or potentially duplicative committees and developing clearer processes for creating or discontinuing committees; reviewing references to positions that may no longer exist; and addressing logistical concerns associated with staff representation on the Academic Senate.

Where appropriate, these matters will be forwarded through referrals, task forces, or other established Senate processes during the 2026–2027 academic year.

Next Steps

Careful review by the full Academic Senate will be essential before these revisions are finalized. All elected and appointed members of the Senate are encouraged to review the proposed changes closely, identify areas of confusion or concern, and flag additional issues that may warrant referral or further policy development.

All members of the Standing Committees are encouraged to review so that the Executive Committee can receive further feedback.

Proposed Handbook revisions will receive at least two readings through the regular Senate process, providing multiple opportunities for discussion and amendment. Any proposed changes to the Constitution of the General Faculty will also proceed through the required constitutional referendum process before taking effect.