

California State University, Chico

Academic Senate
(530) 898-6201, Zip 020
MEMORANDUM

ACADEMIC SENATE MINUTES

Thursday, December 5, 2019, 2:30 p.m., KNDL-207/209

Academic Senate meetings are recorded. Traditionally the written minutes consist of a summary of topics discussed. For more detail, listen to the audio file [here](#). Time stamps for each agenda item are provided in brackets for convenience. CSU, Chico is committed to making its resources accessible for all audiences. If you have accessibility-related difficulties with any of these documents, please email oats@csuchico.edu.

PRESENT: Adamian (Gruber), Alfaro Ramirez, Allen, Altfeld, Bailey, Boyd, Boura, Buffardi, Connolly, Day, Ferrari (Chair), Ford, Gruber, Guthrie, Hidalgo, Hostetter-Lewis, Holbert, Horst, Hutchinson, Irish (Sparks), Kaiser (Boyd), Larson, Livingston, Millard (Paiva), Medic, Ormond, Paiva (Horst), Parsons-Ellis, Perez, Peterson, Schartmueller, Seipel, Shepherd, Sherman, Sistrunk, Sparks, Teague-Miller, Trailer, Underwood, Westbay, Wright, Wyrick, Zartman

ABSENT: Herman

Ferrari called the meeting to order at 2:30 p.m. [4:00-4:05]

1. Approve [Minutes of November 7, 2019](#) [4:06-4:33]

Minutes were approved.

2. Approve [Agenda](#). [4:33-7:20]

Alfaro Ramirez moved that Item 19 be discussed at the time certain of 4:00 pm. Seconded, approved.

Sistrunk noted that FASP had performed its due diligence and discussed Items 12, 13 and 14 thoroughly, and he moved that they be considered as information items since they were only editorial and did not really require further deliberation. Seconded, approved.

Amended Agenda was approved.

3. Chairs Prerogative [7:20-17:26]

- **[Affordable Student Housing Plan](#) (Sherman, Ellis-Peters)**
- **[Presentation Document](#)**

Ferrari introduced discussion of the campus [Affordable Student Housing Plan](#) which will be generated as a response to a request from the Chancellor's Office that has been sent out system-wide to prepare for a bond measure that may be coming.

Mike Guzzi (Associate Vice President, Facilities Management and Services) explained the general request which will require a campus report by January 20. There are five particular points to which

we should respond, and we have begun to do so based in part on the campus master planning we have been undertaking for the last 18 months or so. This is an information item that Business and Finance, Student Affairs and the President's Office in particular will need to address swiftly.

1. A description of current student housing capacity, including # of on-campus units, demand, and the availability of off-campus alternatives.
2,173 beds; ~2,500 demand; adequate availability off-campus
2. The cost of student housing, including how on-campus housing compares to local market rates.
Campus rates are generally higher; amenities vary dramatically
3. A description of the past 5 years of effort to increase the availability of affordable student housing.
Created more low-rate rooms by changing occupancy
Increases were 0%, 1%, 1%, 0% over past 4 years
Created off-campus coordinator position (now 1.0)
Expanded Basic Needs assistance, including emergency housing
4. Goal for additional student housing units over the next 5 years.
800 new Creekside Housing beds
Potential joint ventures or P3 opportunities
Whitney remodeling or demo
5. A description of aid distribution policies to assist full-time students who receive Cal Grant awards to afford student housing.
~\$2K short for those receiving full aid package
Work study and student employment opportunities

Next Steps

January 20	Draft plans submitted to CO
February 14	CSU submits plans to Legislature/DOF
March 3	Primary election on Proposition 13
March 24-25	CO presents to CSU Board of Trustees
March 26	CSU submits prioritized project list
October 1	Annual updates on progress toward affordable housing goal

It was asked if faculty input was needed and Mike Guzzi said not at this point.

Ferrari highlighted the fact that this request came just before Thanksgiving and will require a response by January 20. She said that this is not a conversation we will be ending since the plan is to dedicate a majority of the Senate meeting on January 30 to housing insecurity on campus. (She also reminded very one about the student documentary "Unsheltered" that will be screening tonight in Ayres 106: 6:00-8:00, that treats housing insecurity and homelessness at Chico State).

Hutchinson noted that these conversations are just starting as well. This report is to provide the broad strokes about capacity information and ideas about future plans. Planning for the next 3-5 years will be ongoing as much information needs to be considered.

Mike Guzzi explained that the observations about capacity sketched out above came from conversation between himself, Connie Huyck (Executive Director, University Housing), Jeni Kitchell (Associate Vice President, University Budget Office) and Sherman as they started to draft the university answers to the questions.

The figure of 800 beds under item 4 comes from master planning as we explore using land north of the creek (beside the boiler chiller plant) and south of Shurmer gym. The plan is to create a facility with double lined corridors that will cost inhabitants less than Sutter housing because the living spaces will be smaller and the collaboration spaces larger.

It was suggested that the Chair of the Enrollment Management Committee (Diana Dwyre) be included in conversation as appropriate.

The name Creekside Housing has not been finalized, it is only a descriptive placeholder that Mike Guzzi uses.

It was pointed out that proximity of housing with dining is important. The plan now is that dining would not be provided in this first housing facility since Sutter still has capacity, but follow on work will have it. Sutter is closer than the old master plan called for dining in new housing.

4. Proposed Suspension of Graduate Program: MA in Recreation Administration – EPPC - Action Item [17:26-18:43]

Allen recalled that this program had been staffed jointly with CSU Sacramento and CSU San Francisco. These other two programs have withdrawn their participation and CSU Chico is thus proposing to suspend their program and look at ways to regroup and perhaps find new partners in the future.

Laura McLachlin, Chair, Recreation, Hospitality and Parks Management Department, asked for questions.

Action item passed.

5. Propose Degree Designation Change: BA to BFA in Musical Theatre and Proposed Significant Program Change to BA in Musical Theatre – EPPC - Action Item [18:52-]

Ferrari explained that the proposal linked to the agenda comes with the changes discussed at the last Senate meeting on November 7 included. A paper copy with a summary of these changes (made to Section II.F of the proposal) was passed out.

Miller, Interim Assistant Chair, Music and Theatre, described the two changes:

- 1) The language that the Provost suggested sounded like the program was close to declaring impaction was removed.
- 2) The four GE courses that have been approved by the Curriculum Advisory Board were succinctly laid out for greater clarity.

It was moved and seconded to accept the substitute document. Passed

Allen observed that the proposal responds to requirements of the musical theatre accrediting body (NAST) that they would no longer credit a BA in musical theatre. The MFA will make us unique in Northern California.

Action item passed.

6. **Proposed Name Change from American Language and Culture Immersion** – EPPC

Introduction Item [22:55-26:01]

Ferrari observed that this was a name change prompted by the Chancellor's Office policy about what constitutes Institutes and Centers (Coded Memo AA-2014-18).

Allen explained that this is merely a name-change proposal and ALCI wanted to keep the acronym because it has been successful. At EPPC's suggestion, information was added about institutes found in Chico's interim EM 19-026. There were no other concerns raised in EPPC.

Introduction item passed.

Moved and seconded to suspend the rules and consider the item as an action item. It was observed that this is just another change required by the Chancellor's Office because it is inexplicably hung up on the word "institute." Passed.

Action item passed.

7. **Proposed Significant Change to BS in Recreation, Hospitality, and Parks Management** – EPPC – **Introduction Item** [26:20-30:56]

Allen observed that items 7, 8, 9 and 10 were all related items that were voted on separately in EPPC but discussed together. She proposed that this be done today. She described how the proposals combine two of the options in Recreation, Hospitality, and Parks Management as well as a name change. She invited Morgan Geddie, faculty in the department to answer questions.

Morgan Geddie explained that students will be able to take a Parks class or a Recreation class and that Parks Management was popular these days. This change of minor follows the Department name already changed a few years ago.

Allen added that the department had cleaned up different technical and editorial matters in their proposals.

Ferrari decided to vote on each proposal so it was clear in the minutes.

Introduction item passed.

**8. Proposed Discontinuation of Option in Community and Commercial Recreation and Tourism
– EPPC – Introduction Item**

Introduction Item passed.

9. Proposed Name Change from Option in Parks and Natural Resources Management to Parks and Recreation Management – EPPC Introduction Item

Introduction item passed.

10. Proposed Name Change from Minor in Recreation Administration to Recreation, Hospitality, and Parks Management – EPPC – Introduction Item

Introduction Item passed.

Ferrari noted that these four items will return next week as action items.

**11. Proposed Revisions to EM 10-019: Enrollment Management Advisory Committee – FASP –
Introduction Item [30:57-37:50]**

Underwood explained that the proposed amendments to EM 10-019 clarified the charge and membership of the committee and recognized its advisory function. Because the changes were so significant it supersedes the older policy.

The charge and functions of the committee are defined more to capture how the relevant constituencies come together to consider the varied issues impactful to enrollment. All faculty are allowed to serve on the committee no matter what their rank. The Ex officio membership was recognized and added to the EM. Some procedures were also clarified.

Michael Rehg, faculty in Management, was available to answer questions. He said there were big changes to the membership and that the ex officio members were always attending the meetings anyway, but this recognizes their essential expertise on the committee. It is also important that the Associate Vice President for Business and Finance will also be attending.

It was noted that the changes to the committee and the charge are important as they underline the role of faculty participation in promoting the energy of our institution.

A further editorial change was suggested on page 2, line 13 where “full-time faculty” are mentioned and this “fulltime” will be removed.

Ferrari appreciated how the EM recognizes the importance of Business and Finance in discussions on enrollment.

Introduction Item passed.

12. Proposed Revisions to FPPP Section 10.1.11 - FASP – Information Item [37:52-44:31]

Ferrari asked Underwood to guide Senate through the next three information items.

Underwood noted that these were discussed in her FASP report as well. These three items were requested by the Office of Academic Personnel.

She observed that FASP just added a specific date “May 31” to define when the period of review will begin for Fall and summer appointments as the “last academic day of the Spring semester” is in this passage.

Larson asked if there was discussion about the challenges of defining the period of review and allow materials to come in if it might be a time before the appointment was made. Underwood said this general problem was discussed last year when the date of hire was considered.

13. Proposed Revisions to FPPP Section 10.5.3 – FASP – Information Item

This change corrected a mistaken reference number in the FPPP.

14. Proposed Revisions to FPPP Section 13.4.1 – FASP - Information Item

In the third line of this section the term was changed from “~~staff~~ member” to “faculty member.”

Concerning the phrase “academic, administrative and instructional faculty member”, it was asked what an academic member would be? It was pointed out that this was old terminology that refers to non-teaching faculty (like research faculty, some librarians or others)

15. AS3403-19/AA Recommended Implementation of an Ethnic Studies System Requirement – Discussion Item [44:31-1:23:53]

Boyd explained that she and Ford were bringing an introduction item in draft form from the ASCSU that they are seeking feedback on before their next plenary meeting in January. This is intended as a compilation of campus responses from across the system.

She said they also needed comments on the rationale (pg. 3) and the student learning outcomes (pg. 6).

Ford observed that feedback from Chico in previous discussions of Ethnic Studies was very similar to that from other campuses in that flexibility was sought rather than a single course to meet the requirements. This flexibility would be achieved by identifying how the 5 learning outcomes listed on page 6 could be integrated across the curriculum of each CSU and assure that they are met.

The first of the two unfinished clauses (Page 2, lines 23 and 24) is supposed to suggest communication needed with the community colleges especially in regard to transfer questions. The second clause is an acknowledgement of the original constructors of the legislative bill being held in suspension for elevating the question.

The original recommendations were drafted by the system-wide Council on Ethnic Studies (Attachment A). Each campus will have their own General Education expertise and everyone follows the rules of EO1100. The Chico Curriculum Advisory Board (CAB) is currently thinking about how to promote the consideration of race and ethnicity in the new upper division pathways. Paiva is the EPPC representative on CAB and will share this resolution document with them for feedback.

Different suggestions and considerations were offered by the assembled:

- CFA's support for the legislation is focused on privileging the field of Ethnic Studies in the United States which is centered around the four ethnic groups named in Attachment A: Native Americans, African Americans, Asian Americans and Latinx Americans,. Not to denigrate other ethnicities, but the hope is that the appreciation of ethnic diversity envisioned in the general SLOs will be situated within study of these specific ethnic groups
- Ethnic Studies as a field was born at CSU San Francisco 51 years ago when the students went on strike to support an ethnic studies program based on these American groups
- It is to be hoped that the SLOs learned about ethnic studies in GE can be transitioned into courses in the major so that the lessons are not just lost in box checking –should apply concepts across courses and disciplines for richer conversation
- Explain more about scaffolding lower division onto upper division courses (page 7) –Is this being left up to the campuses?
- Typos line 62 –studies/ pg. 6 reflection/ pg 5 understudied repeated
- Page 6 and 7 add citizenship, national origin, other intersectionalities, region, language, religion, political affiliation, family structure, status, generation, education status
- Need a framework for the assessment that measures across the courses that we can actually assess campus-wide to monitor the courses where the SLO's are being taught. Teaching these SLOs in such a broken up way in classes that are not collaborative seems to water down the purpose of ethnic studies
- This resolution is not supposed to show that the ASCSU is against Ethnic Studies but that it is against imposition of curriculum by non-faculty
- Language that promotes a connection across courses should be added to a resolution clause
- There needs to be some accountability that the SLO's are connected and rooted in language that honors Ethnic Studies
- this kind of course is getting more resistance than other kinds do
- Do all the references to GE limit the kinds of majors that might take these SLOs up and overlay them within their major? This could be an exciting overlay
- We might take existing courses and look at the opportunity to have these conversations to integrate concepts across the curriculum
- Our process for World Cultures and US Diversity at Chico would allow us to identify courses that are free-standing (in the major or not) and alternatively we could use these courses to meet the SLOs and one of the area courses for GE as well
- Some people are concerned that a single course would be perceived as a check-box without qualitative impact –if the requirements were integrated into many courses they would have more serious impact

- Professors who engage in this work have to be critically conscious- they need to have preparation –the expertise, knowledge and insight of this specialized field needs to be honored, faculty need preparation and training to engage in this work
- Teaching these concepts with intention and respect within a major seems extraordinarily impactful and should not be limited by GE status (does this limit us overly)
- If we add this to the GE SLO structure we automatically have an assessment obligation through WASC
- The resolution does not reflect the spirit of the original recommendations that adroit faculty should be responsible for teaching this material
- The reason to situate this requirement in GE was to guarantee that all students would encounter the lessons
- The experience of the four groups studied in Ethnic Studies has particular meaning in the US in appreciating power and history
- Students of color understand the importance of ethnic studies because in their ordinary courses they are not taught ethnic studies at all.
- When these students meet other students who are not like them, they don't know how to interact with them.
- Whatever their fields of study everyone will have to interact with people of color
- If we are going to do this important thing, we should do it right and not try to do it as simply as possible
- This should be implemented in many kinds of curriculum –not just checking boxes
- It is unnerving to hear that some disciplines think their fields are not impacted by race and ethnicity as well as their relations on campus and in the workforce
- Every major we teach on campus should be human focused since everyone and all majors are impacted, these ideas should not be isolated in a single checkbox –they should be part of the core of our curriculum
- This work is not just to teach white folks about oppression, but it is a space to honor the backgrounds and contributions of people of color –this will also support our students of color to be centered and honored and humanized within the curriculum and the institution

Ferrari thanked everyone for a wonderful discussion and observed that Boyd and Ford received much valuable feedback.

Ford noted that more conversation will be happening across the state and at Chico, and he and Boyd will share what they can. Boyd hoped everyone would discuss these ideas with their constituents and continue to share their feedback.

16. Standing Committees Reports [1:23:53-1:27:49]

- [Educational Policies and Programs Committee](#) – Allen

Ferrari asked for comments or questions for Allen. Allen explained that Miller is chairing the subcommittee about the question of creating a template for syllabi at Chico. Miller reported that like FASP did, EPPC had a round table discussion so that more information could be gathered. There seems to be sentiment that such a policy should be developed but that it should remain flexible

enough so that it is not overly rigid. The syllabus committee is researching our sister schools in the system and will bring a draft forward.

It was asked if there was a student on the subcommittee. One of the student representatives on FASP could be asked to participate.

- [Faculty and Student Policies Committee](#) – Underwood
Ferrari asked for questions for Underwood.

- [Executive Committee](#) – Sistrunk
Ferrari asked for questions for Sistrunk about the Executive Committee report.

Guthrie noted that he has been dedicated to promoting students at large sitting on committees, but many are unable to because they work, or are unable to add such responsibilities into their schedules without being compensated.

17. **Statewide Academic Senate Report – Ford/ Boyd** [1:27:49-1:29:00]

<http://www.calstate.edu/AcadSen/>

- [ASCSU Resolutions & Summaries](#)

Boyd pointed out where the resolutions under consideration at the ASCSU can be found (bottom of page 2 and top of page 3). If anyone has questions before our next Senate meeting, please ask.

Ferrari skipped item 18 so that the students could report at the time certain of 4:00.

19. **Associated Students Report – Guthrie/Alfaro Ramirez** [1:29:00-1:46:17]

- [Resolution Condemning White Supremacy and Hate Speech at CSU Chico](#)

Guthrie explained that the report was attached and pointed out the [Resolution Condemning White Supremacy and Hate Speech](#) which is also linked will be discussed by the AS Governmental Affairs committee at 5:00 today. He thought it might be amended there, but wanted Senate feedback.

Varied ideas were shared:

- In the seventh whereas clause, bullet two the floor of Butte Hall vandalized was the seventh and the Queer person targeted was staff
- Some of the speech mentioned is protected speech (seventh whereas clause, bullet 4) displaying a Trump flag is political speech which is the most protected kind of speech
- Shameful and painful speech and expressions of ideology can be protected speech
- Tables displaying banners if they meet the time place and manner regulations of the university are protected speech
- The purpose of the resolution is to use student free speech to take a stance against hate speech, there could be some clean-up of some of the information and nuance of some of the statement, but as a condemnation of an act this is directly to the point
- The students worked closely with Mary Wallmark in drafting this resolution

- Mary Wallmark is not a lawyer and the office of the President will have to run their decisions through legal counsel
- It was asked why it is not okay to state that anti-latinx behavior took place beside a Trump banner since that is a fact –it might be a stronger point without that example of protected speech included
- Hate speech is protected, but the university can hate, hate speech. It has its own first amendment rights
- Some legal reasoning can become too weak-willed –we need to condemn hate speech and the students are to be commended for doing it –the senate needs to figure out how to do it as well
- This is a brilliant document –it is appreciated that white supremacy was defined since it is important for us to have a common understanding to work against it
- Distinguishing equity from equality is important as helps to shift the conversation from race to racism
- The use and attempt to grapple with the language that keeps us stuck in the status quo is impressive
- We should not be limited by appeals to the first amendment but we should strengthen the argument by considering it

Adamian asked what next steps for the resolution would be after the students pass it revised as needed

- Can the senate endorse this as called for in the resolution?
- Such an endorsement does not require deliberation as an intro. and action item
- We could endorse the student resolution and take it on as our own through this step
- We could write another resolution, or a joint resolution
- This will go to GAC and then the Board of Directors of the AS. There it will be a consensus item that is considered approved unless a board member brings it up to deny or send back to GAC
- We need to think about participating fully in this resolution
- We would not want to coopt the students’ work as our own
- We can simply endorse the resolution though our own resolution

Guthrie will keep Ferrari apprised of what happens to the resolution to bring it back to Senate next week.

18. University Report - Hutchinson/Larson [1:46:17-2:27:38]

Hutchinson [1:46:17-1:57:11]

Hutchinson wanted to commend the Academic Senate of the Associated Students for working on this important document and looks forward to seeing it in final form.

She hoped everyone had a wonderful Thanksgiving break away from campus. She recognized that before we left there was protest and confrontation, and she wanted to commend the students for handling themselves very well. She also thanked their efforts and those of faculty and staff to respond wisely to a provocateur coming to campus. We are ardent supporters of first amendment rights and while we engage in discourse and disagreement we must remain mindful of everyone’s safety.

Hutchinson said we learn from these events and want to work on the issues of free speech, debate and civil discourse as we understand and seek to redress oppression and those who do it. She hoped we can continue to create learning opportunities in and outside the classroom for everyone to do this. Things will get more heated as we move toward our national elections and the national impeachment processes continue to unfold.

She asked Parsons-Ellis to report on what was learned and undertaken by Student Affairs during the protests and talk about CART as well.

Parsons-Ellis explained that CART is the Campus Activity Response Team (which used to be CIRT –the Critical Incident Response Team). Their charge has been focused to anticipate and prepare for these kinds of events on campus and making sure they are managed in a way that all students are safe and all students' rights are protected.

This was the first test of the newly formed team. The protests on Tuesday and Wednesday caught us off guard. On Wednesday Mary Wallmark was by herself and had to call so that in five minutes there were 15 people out to help her. The team debriefed and prepared for Thursday when the provocateur would be speaking on campus. Things were calmer Thursday and the three staff at the BMU were joined by 27 volunteers from across all the police divisions in the area and faculty and staff for crowd control Thursday night. Everyone wore orange vests as observers.

The police and the Office of Student Life and Leadership did a phenomenal job of keeping people safe and engaged but benign -listening was difficult, but the event was benign. The student counter protesters outside had a dance off. When it got cold they were invited into the BMU and had conversation.

There was a debrief afterward and we learned how to prepare better for the future. There will be regular meetings. Mary Wallmark, Holbert and Ann Schulte were involved in different conversations with people and are developing expertise in learning how to help students move from diatribe to dialog so they can express themselves. There will be an announcement for free speech advocate training for faculty and staff volunteers. They will learn about Time, Place and Manner policy, de-escalation skills and holding neutral spaces, safe access and egress practice. Everyone will be coming together. Beside the people she mentioned, Krystle Tonga of the CCLC will also join these efforts.

Hutchinson continued with her report:

The process of hiring the new Assistant Vice President for Enrollment Management is well underway. The second screening of candidates and the interviews will be underway the week of January 13-17 and soon thereafter there will be a finalist chosen.

The implementation of the Strategic plan continues. The Strategic Planning Core Team will have information sessions taking place Dec. 9-10 to continue the momentum and learn more about next steps. At these sessions, we will discuss how to set SMART goals (Specific, Measurable, Assignable, Realistic, and Time-bound) and gather your ideas for advancing the university-wide goals.

Sessions are scheduled for:

- Monday, December 9, 11:30 am-12:30 pm in Colusa 100A
- Tuesday, December 10, 3:00-4:00 pm in Colusa 100A

There are still brochures and stickers if people want them! Each Division and each department will be responsible for aligning their strategic planning with this University plan priority framework.

We will try to attain a number of University-wide goals:

Under Diversity & Inclusion Chela Patterson and Kate McCarthy will work on two goals: 1) maximize recruitment and retention and graduation of diverse students 2) eliminate equity gaps by providing excellence in education and support for all students.

Under Civic and Global Engagement Ann Schulte and Sara Trechter will 1) emphasize diversity through community partnerships that are collaborative, participatory, empowering, systemic and transformative 2) broaden opportunities for civic and global engagement through our academic programs

Under Resilience and Sustainable Systems 1) become climate neutral by 2030 with leads of Mike Guzzi and Cheri Chastain and 2) recover and adapt to significant difficulties or challenges and recognize our responsibilities to forge resilience in communities led by Eli Goodsell and Megan Kurtz.

There will be a call for people to join taskforces to pursue these goals. These leads will meet with Hutchinson and discuss their SMART goals over the course of the Spring so we can move forward ASAP.

There will be another student Climate Strike tomorrow. She hoped people could accommodate their students. Chico Sunrise will be on Trinity Commons between 9:30-4:00.

There will be a Kendall holiday open house on December 12 just before the Senate meeting between 12:30-2:30. Walk the Halls and get treats!

Larson [1:57:11-2:03:03]

Larson started with good news. She noted that the History Department nominated Janette Adame for the Western Association Distinguished Master's Thesis which she won for her thesis: "Citing Divine and Human Laws: African Descent in New Orleans 1768-1800" This is a prestigious award and is an example of the qualities of Chico State and our enduring commitment to academic excellence and scholarship.

The Butte Strong Foundation has funded a capacity building grant for a resiliency collaborative that Megan Kurtz and Eli Goodsell have developed.

Registration is open for The Tipping Point professional development day on January 16 from 8:30-4:30. This year the theme will be working on GI 2025 goals and especially the Equity Achievement Gap.

Grades are due December 31.

The Chico State Enterprise board meeting is Monday December 9 at 1:30 in BMU 210.

Awards have been made for the Equity Minded Program Initiative funded through 2025 funds. Larson thanked six department programs for stepping up to work in an FLC type environment to look at curriculum through a framework of equity-minded practices in inclusivity. (Math, English, Computer Science, Kinesiology, Criminal Justice, and the entire college of Business)

Academic Affairs is working on a complementary strategic framework to augment the University strategic plan. Daniel Grassian will be a co-lead with a faculty member. A call has been sent out for applications by December 13.

Larson ended with some thoughts. She remembered this holiday season and leaving for Thanksgiving last year when the Campfire was not yet 100% contained. It is a contrast from then to today. It causes her to reflect on the past year and give thanks to each and every one who have been part of the Chico community for the triumphs and challenges of the year. We are struggling to hold neutral spaces with each other and she hoped we would all remember we are all trying to do our best and give each other that grace.

Zartman wondered what plans were for moving forward from the student conflict in November while respecting the free speech rights of all students about being better at social media because before those events happened there was online harassment of minority students through derogatory stereotypes four to ten days before the Chico state events happened. There was no response to something that was very hurtful. We need to respond better to social media.

Sistrunk said that we could work together to rectify issues. Students who have talked to him don't understand Student conduct procedures and feel insecure about them and we could work to clarify Student Conduct policies as we have been discussing for years. Parsons-Ellis said he was talking about Faculty/Student relations grievance policy. The conduct policies are part of the education code administered by the CO EO 1098 and they are not broken. This can be tackled in the spring.

Alfaro Ramirez thanked everyone for supporting the students' resolution. He disagreed that events in November were a successfully met. Student of color on this campus have been targeted several times this semester alone for abuse and institutional tools have allowed this to continue. Student activists like himself have been particularly harassed for many years now. The Republican students' social media pages often record students who challenge them sometimes passionately, and because it is a public forum they post these pictures online. These videos get thousands of views which results in harassment.

These students have come into AS board of directors meetings recording to accuse him and other student activists of organizing the student protests when these grew up organically. They have support on campus, and through this institution they have support through city officials and community organizations. It is something to be aware of. We need to create safe spaces for all students. What happened affected not just students of color, but many marginalized, gay, trans, undocumented students as well.

Hutchinson said she would like to meet with AS leaders including Alfaro Ramirez to sit down with Ferrari and talk about the issues he raised and learn more. She would like more detail about who he was discussing as people with institutional authority in the city and university. She would like student help to figure out how to monitor social media because they are more adept with it. Ferrari said she would set this up.

Bailey observed that it is easy when talking about student safety to think of physical safety or even emotions. Students also need the kind of things depicted in Maslow's hierarchy of fundamental needs. Beside safety students need to know what to expect—they need routines and to feel that they are involved and have a say. There seem to be many students who don't understand the processes or how student conduct works. Beside the lack of clarity they can see the clear power imbalance of white institutions. We have not dealt with the issues that lead to this possibility of safety.

Hutchinson said this was an excellent point. She noted that we need to address understanding of time, place and manner policy, student conduct issues, but also our organic sense of community. Finding ways to work together beyond the ad hoc and work with intentionality that connects the dots and pulls us together so that all of us figure out how we are all supported to feel safe. Let's begin with this meeting and broaden our efforts to bring them together moving forward.

Paiva observed that historically we listen less and pay less attention to the people who have been marginalized. This is then learned over time and when white people claim to teach, they are actually difficult to hear or believe. This means we must change our actions about how we treat marginalized members of our community. We have to be deliberate about this.

Thinking this was a success response undermines the lived experience of people who suffered abuse and had to be right there in the zone working day after day. People in adjacent buildings were afraid to walk out of their workplaces because they were catcalled. It was not just students who were harassed but faculty and staff as well. The evening speech may have been handled well but other things were not.

Hutchinson did not disagree with anything that has been said so far and that is why thinking about going forward is so important. We must know we got through the challenges with an element of safety, but going forward is where we have got to do a greater job of reaching out to communities and educating and perhaps even confrontation to build understanding and common spaces. We are beginning this and will work to coordinate better and we must remain tenacious to do the work. We will not solve oppression but we can find ways to rely on each other in meeting it.

Parsons-Ellis admitted that not everything about the responses to the events were not painful, but they were successful in that no one was hurt. She said it was touch to be in that space and listen to the hate speech. She said she had more than one glass of wine that evening when she got home. Paiva wanted to commend everything the team did because things could have gone south easily.

Adamian noted that our students of color consistently engage in spaces that are painful. She said we should remain vigilant because the dominant narrative about students of color is that they are dangerous. She noted that white students can be strategic and sound neutral because they are covered, and they can

say things like “all lives matter” which is racist in intent. All kinds of people including faculty were antagonized intentionally. When we are trying to uphold our students of color we don’t need to be polite and neutral. White supremacist laws and policies rooted in spaces of free speech and language of equality of race are creating so called neutral spaces that are consistently harming our students of color.

We should take apposition and name the ways they are experiencing a racially hostile climate. We should not try to stifle their response to the harm that white unjust policies promote on this campus.

Hutchinson asked Holbert to describe the meeting she participated in. She met with the Young American Libertarians, the Republican Club, the Democrat Club, TCLC and a student socialist and they all spoke about the campus climate, what safety looks like on campus for everyone, and what we can we do moving forward. They spoke about triggers, the President, what it feels like to be a person of color on campus, what we are really representing or are we falling into racist narrowmindedness since everyone represents so many groups of people.

There will be an event on Wednesday on Trinity Commons with all these groups registering voters to vote. Then there will be a forum in February to share what our political platforms are and think about representing some kind of specific legislation.

Ferrari thanked everyone for the conversation which will continue.

20. Staff Council Report – Peterson [2:27:38-2:27:45]

There is no report for staff council.

21. Ask the Administrator [2:27:46-2:27:54]

None.

22. Announcements. [2:27:54-]

- “Unsheltered” screening of student documentary about student housing insecurity and homelessness at Chico State with panel discussion, December 5, Ayres 106: 6:00-8:00.
- Westbay noted that the Department of Procurement was featured in the National publication of Educational Procurement for the work they did in the aftermath of the Campfire.
- International Friendship Program (IFP) faculty and staff mentors are needed for spring 2020. The IFP pairs Chico State staff/faculty volunteers with international students from around the world to promote cultural exchange and cross-cultural friendships. For questions please contact Program Coordinators: Tasha Alexander or Cindy McKay.

23. Other. [2:28:59-2:29:04]

None

24. Adjourn. [2:29:05]

Meeting adjourned at 4:55 p.m.

Respectfully submitted,

Tim Sistrunk, Secretary