

Academic Senate CSU (ASCSU)

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www.calstate.edu/csu-system/faculty-staff/academic-senate

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January 23, 2023

Dr. Jolene Koester, Interim Chancellor
The California State University
Office of the Chancellor
401 Golden Shore, Room 641
Long Beach, California 90802-4210

Dear Interim Chancellor Koester:

At its virtual meeting on January 19th and 20th, the Academic Senate of the California State University (ASCSU) discussed and acted upon a number of matters.

Enclosed is a copy of the items upon which the Senate acted. These documents are sent to you for consideration and action as appropriate.

Sincerely,



Beth A. Steffel
Chair, Academic Senate CSU

Attachments

Distribution list:

- Members, Academic Senate CSU
- Chancellor's Office Representatives
- Board of Trustees
- Presidents
- Provosts/Vice Presidents, Academic Affairs
- Chairs, Campus Academic Senates
- CSU Alumni Council
- California State Student Association

EXECUTIVE SUMMARY OF RESOLUTIONS ACADEMIC SENATE CSU PLENARY – JANUARY 19-20, 2023

The Academic Senate CSU (ASCSU) met virtually on January 19-20, 2023.

APPROVED RESOLUTIONS

The ASCSU passed the following resolutions. Copies of these and other resolutions can be found at <https://www.calstate.edu/csu-system/faculty-staff/academic-senate/Pages/Resolutions.aspx>.

1. [**AS-3578-22/JEDI \(Rev\)**](#)

Approved

Expansion of California State University (CSU) Independent Professional Doctoral Degree Programs

Urges the Board of Trustees and the Office of the Chancellor to initiate and support the process to establish independent doctoral degree pathways for the CSU in collaboration with elected and community partners from across California to address the needs of the growing numbers of ethnically and diverse California students who are seeking to fulfill their professional aspirations and serve their communities by achieving through doctoral studies.

2. [**AS-3579-22/FGA \(Rev\)**](#)

Approved

Funding Summer Advocacy Work for the Position of Legislative Specialist of the Academic Senate CSU

Redefines the term length of the Legislative Specialist as being from October 1 thru September 30 of the following year which better matches the Legislative and Executive Branch calendars. This resolution also asks for the role to be funded during the summer by a stipend equal to the pay one would receive for teaching a 3-unit summer course.

3. [**AS-3580-22/FA \(Rev\)**](#)

Approved

Request for Increased Ventilation and Air Purification Infrastructure Across the California State University (CSU) System

Calls for infrastructural improvements, particularly air ventilation and filtration, in order to improve indoor air quality and protect campus public health from COVID-19 and other aerosolized respiratory illnesses, such as influenza and RSV. This both aligns with and extends the recently passed Assembly Bill 2232, which provides additional funding for clean indoor air in educational settings.

4. [AS-3581-22/JEDI/FA \(Rev\)](#)

Adopting a Font Designed for Readability for California State University (CSU) Business

Approved

Requests that the Academic Senate CSU, Chancellor's Office, and campuses adopt for its business materials the use of a font (typesyles) designed for readability given that visual impairment is a growing problem.

5. [AS-3582-22/FA/JEDI \(Rev\)](#)

Solidarity with Iranian University Communities Protesting Violent Repression in Response to the "Woman, Life, Freedom" Movement

Approved

Shows solidarity with the Iranian women and girls, as well as the protesters supporting them, fighting for their human rights through their chant "Woman, Life, Freedom."

6. [AS-3583-22/EX \(Rev\)](#)

In Support of Native American Graves Protection and Repatriation Act (NAGPRA) Compliance in the California State University (CSU)

Approved Unanimously

Affirms Academic Senate CSU support for the [Native American Graves Protections and Repatriation Act \(NAGPRA\)](#) and [California Native American Graves Protections and Repatriation Act of 2001 \(CalNAGPRA\)](#), as per [AB 978](#). It commends the CSU Office of the Chancellor for taking positive steps to ensure compliance, with the appointment of a new [CSU Project Manager for CalNAGPRA](#), and attention to the need for respectful and meaningful consultation with California Native American Nations on the stewardship of ancestral remains and cultural patrimony. This resolution also urges the CSU Office of the Chancellor to instate a moratorium on non-compliant faculty, student, and outside research using ancestral remains and cultural patrimony, and urges CSU campuses to develop and implement NAGPRA and CalNAGPRA aligned protocols on appropriate access to NAGPRA and CalNAGPRA collections.

7. [AS-3584-22/FA \(Rev\)](#)

Approved

Establishing Timely Responses to Campus Senate Resolutions and Policies

Urges campuses to review and, if necessary, clarify the language in their senate constitutions and/or bylaws concerning legislative (as opposed to advisory) resolutions. It also asks campuses to incorporate into their bylaws a deadline of sixty days for receipt of responses by the campus president to resolutions passed by the campus senate. In the absence of a president's response by such deadline, the resolution would be considered automatically in effect.

8. [AS-3585-22/JEDI/FA/FGA \(Rev\)](#)

Approved

CSU Faculty and Staff Justice Equity and Diversity (JEDI) Housing Assistance Program

Urges the CSU system to implement a housing assistance program, including mortgage assistance, for all faculty and staff systemwide. The resolution stresses the importance of fair and inclusive housing support strategies and opportunities that make homeownership attainable and conducive to long-term housing and employment stability. Special emphasis on marginalized people, including CSU faculty and staff of Color, who are disproportionately denied home loans, and, when loans are extended, interest rates tend to be higher, even when incomes are the same.

9. [AS-3586-22/JEDI/FA \(Rev\)](#)

Approved

Systemic Inclusion of Preferred Names and Pronouns within the California State University (CSU) System

Urges the Chancellor's Office and campuses to make preferred names and pronouns available to all people affiliated with the system within all applicable identifications, forms, systems, and technological applications utilized by the system and its affiliated foundations and other entities, where legally permissible. The resolution also requests that new and renewed digital systems (software, hardware, cloud services, etc.) consider if the system allows for options to specify pronouns and preferred names and complies with Title IX and other regulations.

FIRST READING

The following resolutions were presented for feedback from Senators and communication to campuses. The sponsoring committee(s) will revise these resolutions and introduce them for action at the March 2023 plenary.

1. [AS-3587-23/APEP](#)

Supporting a Fourth Year of Mathematics/Quantitative Reasoning

There is data that shows that a fourth year of quantitative reasoning (QR) is correlated with student success and increased degree attainment. This resolution acknowledges that the requirement of a fourth year of QR may not be appropriate at this time, but seeks to keep the door open to this possibility in the future and asks that students be encouraged to take a fourth year of QR.

- 2. AS-3589-23/APEP**
Academic Senate Meeting Modality
Asks the Academic Senate CSU to meet with an in-person option for the remainder of the year while still offering a virtual option for those who choose to participate in that way.
- 3. AS-3590-23/AA**
Request for Additional Input for the CSU 2030 Challenges: Faculty Perspectives Project
Requests additional input for the project.
- 4. AS-3591-23/FGA/AA**
A Call for State Gas/Oil Excess Profit Fee Funding in Support of Public Higher Education
Thanks the Governor for the compact and suggests in addition to the compact funding, excess profits in the Gas/Oil industry could be subject to a fee by Executive Order to help pay for Public Higher Education, in particular, scientific, environmental, and social justice efforts. An additional benefit of such funding is via the multiplier effect with a \$1 investment in the CSU resulting in \$6.98 of industry activity and far greater overall benefit when one considers the enhanced earnings of CSU alumni.
- 5. AS-3592-23/FA**
Compensation for AB 928 Curricular Reform
Highlights the additional workload that accompanies California AB 928 tasks, above and beyond our already increasing service burdens across the CSU. Since this adds additional burden to faculty, this resolution asks that compensation be provided for what so far has constituted an unfunded mandate.
- 6. AS-3593-23/EX**
Revision of Special Rule Governing Debate on Substantive Motions
Clarifies a special rule of order concerning the number of speakers permitted on motions.
- 7. AS-3594-23/APEP**
Regarding Coursework and Correspondences in Subject Matter Domains for Teaching
The legislature, via AB 130, has created expanded opportunities for meeting subject matter competency (SMC) requirements. In particular, AB 130 permits students to meet SMC through a "mix and match" of coursework and CSET subtests. This resolution seeks to ensure that these "mix and match" correspondences all draw on relevant disciplinary faculty expertise and that a master course list is created and maintained.

8. AS-3595-23/FA

Equitable Capping of Executive Administrative Raises in the CSU Compared to Other Unit Employee Raises

Highlights the inequity that was less-than-anticipated pay raises for faculty and staff while at the same time approving not one, but in many cases two pay raises for presidents within the last year; many of those raises were double-digit percentages. This resolution calls for the percentage increases in pay between faculty, staff, and executives in the CSU to remain within 75% of each group, to prevent such inequitable pay raises from occurring in the future.

9. AS-3596-23/APEP

Engaging Disciplinary Faculty in the Development of the Early Childhood Education Specialist Credential

Seeks to support the Liberal Studies council's request that faculty who teach undergraduate coursework related to the new PK-3 Early Childhood Education Specialist Credential be involved in the subject matter curriculum preparation.

10. AS-3597-23/FA

Dissemination of Report and Recommendations by the Cozen O'Connor Team Investigating Title IX practices on CSU Campuses

Reinforces the need for transparency surrounding the Cozen O'Connor findings about Title IX and DHR practices within the CSU. It reminds the CSU of its promise to release campus reports to each campus, as well as requests that overall system findings be distributed to the Academic Senate CSU at our May plenary meeting.

11. AS-3598-23/EX

Apportionment of Academic Senate CSU (ASCSU) Seats

Annual apportionment of ASCSU seats as required by ASCSU Bylaws.

12. AS-3599-23/APEP

California State University (CSU) Authority over Changes to College Preparatory a-g Standards and Guidelines

Arises from concerns expressed by the Math Council regarding coursework being approved by the University of California (UC) for Area C (Math) that does not actually meet the common core standards and does not prepare students. However, what that issue has brought to light is the complete lack of control that the CSU has over the a-g high school requirements that are used for admission to our system. This resolution seeks to encourage a conversation between leadership within the two systems (and within the senates of the two systems) about this issue.

13. AS-3600-23/FA

Support and Commendation for Graduate Student and Post-Doctoral Workers

Emphasizes that while the University of California (UC) strike - considered the largest higher education strike in US history - is over, its importance and impact continue. The resolution expresses support for this struggle and that it also affects the CSU.

14. AS-3601-23/AA

Support for Maintaining Veteran's Centers on all CSU Campuses

Recognizes the role Veterans' Centers play in veteran students' success in the same way that the Diversity and Inclusion Centers play in that of underrepresented student groups and asked that each CSU campus maintain a working Veterans' Center with financial and staff support and, where possible, collaborate with nearby Veterans' Centers in order to help veteran students succeed.

15. AS-3602-23/APEP

Recommendation Regarding Advanced Placement Precalculus

Addresses how the new Advanced Placement/AP Pre-Calculus exam will be treated in the Credit for Prior Learning Policy. The Math Council will be making their recommendation on January 27th, 2023 and this resolution will be updated to reflect their recommendation.

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-3578-22/JEDI (Rev)
November 3-4, 2022

**EXPANSION OF CALIFORNIA STATE UNIVERSITY (CSU) INDEPENDENT
PROFESSIONAL DOCTORAL DEGREE PROGRAMS**

RESOLVED: That the Academic Senate of the California State University (ASCSU) urge the Board of Trustees and the Office of the Chancellor to initiate and support the expansion of, and process to, establish self-supporting independent professional doctoral degree pathways for the CSU in collaboration with elected and community partners from across California; and be it further

RESOLVED: That the ASCSU underscore the CSU's strong commitment to advancing educational opportunities and training for Under Represented Minority (URM) members of California communities by significantly exceeding the University of California (UC) in the percentage of URM graduate student enrollments ready for professional graduate studies¹ because minoritized CSU alumni with professional doctoral degrees serve as leaders in every sector of California society that fuels the California economy and supports the public service infrastructure, especially in marginalized communities. These graduates use the skills their degrees prepared them for to create knowledge, research, apply, extend and critique theoretical frameworks in real-world contexts; and be it further

RESOLVED: That the ASCSU affirm that these professional doctoral degree programs will not be established over the objections of the UC; and be it further

RESOLVED: That the ASCSU distribute this resolution to the CSU Board of Trustees, CSU Chancellor; CSU campus Presidents; CSU campus Senate Chairs; CSU campus Senate Executive Committees; CSU Provosts/Vice Presidents of Academic Affairs; CSU campus articulation officers; California Faculty Association (CFA); California State Student Association (CSSA); CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA); Academic Senate for the California Community Colleges; University of California, Academic Senate; California Community Colleges' Board of Governors; University of California Board of Regents; California Assemblymember California Assembly Higher Education Committee Chair, Eduardo Garcia; and the Chair of the California Senate Education Committee.

¹ CSU and UC URM Graduate Data: <https://docs.google.com/spreadsheets/d/1rrnY6G6-C52HxdzSdCZFPOJfChu6ipegJR7rMV2iuU/edit#gid=189836346>

RATIONALE: *Sustaining and fostering the health of California's economy requires training a skilled workforce with doctoral and professional degrees to meet the changing needs of society. The average salary for those with a doctoral or professional degree is 50% higher than those with a bachelor's degree, and the unemployment rate is further halved to less than 2% as compared to those with a Baccalaureate, per the U.S. Bureau of Labor Statistics, both key determinants to social mobility which is undercut for CSU students by setting a ceiling at the master's level².*

It is paramount at this point in history that the CSU contributes to a high-quality workforce of scholars that is ethnically, racially, economically, and academically diverse. The CSU is a proven model to provide educational and affordable access to underrepresented students to contribute to California's economy, culture, and future, and 84% of CSU graduates remain in California communities after graduation³.

The involvement in advanced research are proper professional functions of any scholarly faculty. The pursuit of such advanced scholarly activities at the doctoral level strengthens both undergraduate and graduate education.

Unfortunately, the existing California Education Code⁴ restricts the CSU to joint doctoral programs, thereby disproportionately limiting the direct access of an ever growing and diverse student population from the most advanced degrees at the doctoral level, degrees that are highly demanded by industries in California and across the country. The Code also constrains faculty from conducting and advancing scholarly and research activities at the highest level enabled by doctoral-level education, thereby limiting the growth and development of faculty systemwide. The CSU's goal of diversifying the pool of faculty at CSU requires that students seeking to teach in the future have access to doctoral programs, as 92.7% of faculty have Doctor of Philosophy degrees⁵.

The existing joint doctoral programs with the UC or private universities, while a valuable component within the overall educational and research activities of the CSU, cannot provide sufficient doctoral degree-level

²Why Earning a Ph.D. is an Advantage in Today's Industry Market. (2019). **Nature:** <https://www.nature.com/articles/d41586-019-00097-x>

³Diversity. (2022). CSU website: <https://www.calstate.edu/impact-of-the-csu/diversity#:~:text=Nearly%20half%20of%20CSU%20students,and%20Native%20American%20students%20combined.>

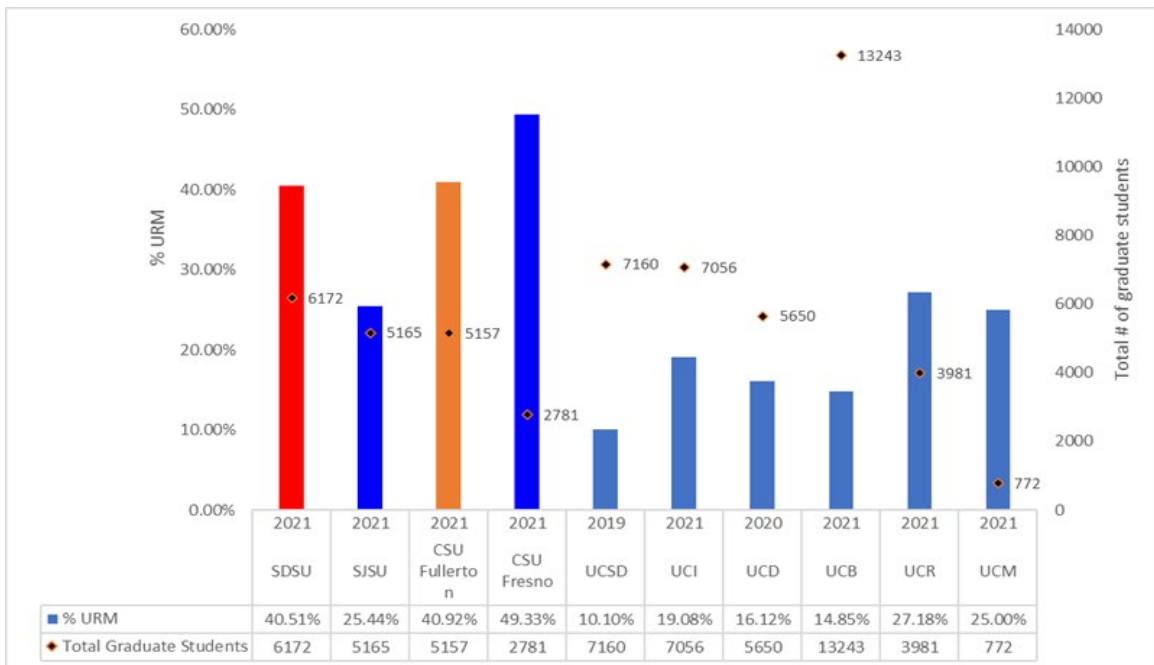
⁴California Education Code §66040: [https://leginfo.ca.gov/faces/codes_displayText.xhtml?lawCode=EDC&division=5.&title=3.&part=40.&chapter=2.&article=4.5.](https://leginfo.ca.gov/faces/codes_displayText.xhtml?lawCode=EDC&division=5.&title=3.&part=40.&chapter=2.&article=4.5)

⁵Quantifying Hierarchy and Dynamics in U.S. Faculty Hiring and Retention. 2021. **Nature:** <https://www.nature.com/articles/s41586-022-05222-x>

academic pathways for students to strengthen their educational experience or leverage the aspirations and diverse educational and research activities at CSU. Additionally, these joint programs with the UC or private in-state universities often require CSU students to incur the additional costs of tuition relevant to the collaborating institution, which puts additional financial and personal burdens on CSU students.

CSU URM Contrasted with UC Graduate Enrollments

The CSU easily exceeds the UC when it comes to URM graduate enrollment. The data below underscores the CSU’s commitment to advancing educational opportunities and training to members of California’s culturally diverse communities. The CSU can empower change and provide these important opportunities for social mobility in critical areas that are in high demand throughout California and the nation.



CSU Doctorates by Major and Campus 2018-2021

The following chart details total number of CSU doctorates issued by major and campus from 2018-2021.

Degree	Campus	2018-2019	2019-20	2020-21
Audiology	San Diego	11	9	8
Doctor of Physical Therapy	Fresno	30	30	31
	Long Beach	30	36	33
	Northridge	25	30	29
	Sacramento	31	32	31
	San Diego	39	37	39
	San Francisco	42	33	71
	Educational Leadership (Ed.D. PK-12)	Bakersfield	1	7
East Bay		3	20	8
Fresno		14	8	17
Fullerton		13	29	23
Long Beach		9	17	6
Los Angeles		15	18	20
Northridge		1	3	
Pomona		14	15	15
Sacramento		10	5	10

	San Bernardino	11	12	6
	San Diego	12	18	18
	San Francisco	5	9	9
	San Jose	10	10	11
	Stanislaus	2	5	1
Educational Leadership (Ed.D. Community College)	Fresno	17	27	15
	Fullerton	15	11	18
	Long Beach	8	17	10
	Northridge	10	7	18
	Sacramento	7	6	15
	San Bernardino	6	9	2
	San Diego	6	10	13
	San Francisco	8	13	9
	Stanislaus	3	5	2
Nursing Practice	Fresno	35	15	12
	Fullerton	29	20	26
	San Jose			9

CSU Joint Doctorates

The following chart details the total number of CSU joint doctorates issued by major and campus from 2018-2022.

*(*Data not available at the time this resolution was prepared)*

Degree	Campus	2018-19	2019-20	2020-21	2021-22
Biology	San Diego	4	7	4	8
Biomedical Engineering, Bioengineering	San Diego	2	-	-	2
Chemistry	San Diego	5	6	8	5
Clinical/Community Psychology	San Diego	10	12	8	8
Communicative Disorders	San Diego	2	2	2	2
Computational Science	San Diego	4	7	6	3
Ecology	San Diego	5	3	3	6
Education	San Diego	14	11	6	8
Electrical and Computer Engineering	San Diego	-	-	1	1
Engineering Sciences, Aerospace and Mechanical Engineering	San Diego	-	2	2	7
Evolutionary Biology	San Diego	2	1	1	2
Geography	San Diego	3	4	3	1
Geophysics	San Diego	-	3	2	1

Mathematics and Science Education	San Diego	2	1	2	4
Public Health	San Diego	9	5	12	12
Structural Engineering	San Diego	-	1	-	1
Substance Use and Abuse Studies	San Diego	-	4	2	1
Special Education	Los Angeles	2	*	*	*
Special Education	San Francisco	*	*	*	*
Engineering & Industrial Applied Mathematics	Long Beach	*	*	*	*
Public History	Sacramento	*	*	*	*

Approved – January 19-20, 2023

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-3579-22/FGA (Rev)
November 3-4, 2022

**FUNDING SUMMER ADVOCACY WORK FOR THE POSITION OF LEGISLATIVE
SPECIALIST OF THE ACADEMIC SENATE CSU (ASCSU)**

RESOLVED: That the Academic Senate of the California State University (ASCSU) recognize that the business of the University and the business of the Academic Senate continue outside the fall and spring terms and that - in particular - the work of individuals in the position of ASCSU Legislative Specialist is especially important during the Summer; and be it further

RESOLVED: That the ASCSU recognize that the position of Legislative Specialist has a term of service that runs from October 1 through September 30 of the following year (with the majority of the workload during mid-May through the end of September) because that fits the natural legislation and budget calendar in Sacramento; and be it further

RESOLVED: That the ASCSU seek funding for summer work by individuals in the position of legislative specialist at a level equivalent to members of the ASCSU executive committee and at least what a faculty member would earn teaching a 3-unit summer course at their campus; and be it further

RESOLVED: That the ASCSU distribute this resolution to CSU Board of Trustees, CSU Chancellor, California Faculty Association (CFA), and the CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA).

***RATIONALE:** Individuals in the position of Legislative Specialist of the ASCSU do some of their most important and time-sensitive advocacy work during the summer. An approximate calendar of what happens during this time period:*

- *Between the May budget revise when the Governor puts forward revisions to the budget proposed in January and the end of June when the legislature typically passes a budget, individuals in the Legislative Specialist of the ASCSU role need to advocate for ASCSU priorities in the budget.*
- *In July and August, legislative advocacy during the time period when bills are amended, and we need to reassert our ASCSU position to support/oppose particular aspects of bills and then the bills as a whole.*
- *September consists of advocacy with the Governor's office to sign/veto bills according to our advocacy position.*

As this summer work is essentially after the last ASCSU meeting of the academic year, those in the position of Legislative Specialist, working with ASCSU Chair and Executive Committee as appropriate, the ASCSU is able to continue to get faculty input to discussions about issues raised in legislation, even when the proposed legislation is amended from the original proposed language at the start of the calendar year.

Between meetings, strategizing, drafting letters, making calls and the like, the amount of time and effort spent on this work during the summer months is at least as much as one would spend teaching a 3-unit summer course and thus the pay should be comparable. The language being written as a minimum of 3-units allows extra compensation during challenging legislative times and/or enabling a new legislative specialist to have some overlap with an experienced specialist. At present, the voluntary nature of this critical work discourages faculty who have myriad other summer responsibilities; compensation to provide economic offset to engage a broader, more diverse pool of potential advocates. Due to work being done during the summer, the typical way of funding service, reassigned time (Weighted Teaching Units) cannot be used to reduce the number of courses one teaches.

Approved – January 19-20, 2023

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-3580-22/FA (Rev)
November 3-4, 2022

**REQUEST FOR INCREASED VENTILATION AND AIR FILTRATION
INFRASTRUCTURE ACROSS THE CALIFORNIA STATE UNIVERSITY (CSU) SYSTEM**

- RESOLVED:** That the Academic Senate of the California State University (ASCSU) acknowledge we are still experiencing the COVID-19 pandemic, including the Omicron variant and subsequent sub/variants, on our CSU campuses and surrounding communities throughout the state of California; and be it further
- RESOLVED:** That the ASCSU urge that additional ventilation and air filtration improvements in our campus buildings be prioritized, including improvements in building ventilation and filtration systems to a MERV 13 standard or higher,¹ the installation of public air quality monitors² for each indoor room, and the publishing of building air exchange rates; and be it further
- RESOLVED:** That the ASCSU request that the Chancellor's Office and each campus deploy High-Efficiency Particulate Air (HEPA) filters and Corsi-Rosenthal boxes in the interim; and be it further
- RESOLVED:** That the ASCSU request that the Chancellor's Office and each CSU campus conduct an inventory on room size and room capacity that takes into account the recommended evidentiary best practices for space sharing in the context of aerosolized infection vectors; and be it further
- RESOLVED:** That the ASCSU request that the Chancellor's Office use this information to identify at-risk infrastructure and request funding to meet the ventilation and filtration requirements specified under [California Assembly Bill 2232](#) (2022); and be it further
- RESOLVED:** That the ASCSU request that the Chancellor's Office, California Faculty Association, and the ASCSU lobby the California state legislature for one-time funding to support clean indoor air throughout the CSU as a critical public health issue and for ensuring a safe educational environment in alignment with [California Assembly Bill 2232](#) (2022); and be it further
- RESOLVED:** That the ASCSU distribute this resolution to the CSU Board of Trustees; CSU Chancellor; CSU campus Presidents; CSU campus Senate Chairs; CSU

¹ [ASHRAE Epidemic Task Force \(2021\)](#)

² Such as those in use in Japan and elsewhere since 2020; see [Nonaka 2020](#) and [Salleh 2021](#) for examples.

campus Senate Executive Committees; CSU Provosts/Vice Presidents of Academic Affairs; California Faculty Association (CFA); California State Student Association (CSSA); CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA); and the CSU Vice Presidents for Administration and Finance (CFOs).

RATIONALE: *COVID-19 is airborne.³ A primary method of preventing the spread of COVID-19, influenza, respiratory syncytial virus (RSV), and other respiratory illnesses is well-ventilated and filtered indoor air. As a result, the precautions necessary to limit or reduce the spread of COVID-19 and other respiratory illnesses, such as influenza and RSV, must include infrastructural efforts to improve indoor air quality and protect campus public health in the 21st century. This is analogous to the efforts to reduce the spread of water-borne diseases such as cholera beginning in the 19th century. This includes improved air ventilation and filtration – both centralized systems⁴ as well as lower-cost systems such as HEPA filters and Corsi-Rosenthal boxes.⁵ An appropriate foundation of indoor air quality improves the safety of our student learning conditions, minimizing the role of educational facilities as "viral fountains,"⁶ and improving the efficacy of masking and vaccination to limit the spread of COVID-19 and other aerosolized pathogens. In addition, improved indoor air quality improves student concentration and learning⁷, and reduces exposure to other environmental hazards, such as PM2.5,⁸ as well as seasonal and chronic allergies and asthma.*

California Assembly Bill (AB) 2232⁹ is a step in the right direction. This policy sets appropriate ventilation rates based on facility type, documents facilities not meeting that ventilation rate, upgrades filtration to MERV 13 standards or greater, and adopts mandatory carbon dioxide monitoring standards. It is imperative that this information is also transparent, so that additional mitigation steps can be enacted in facilities that do not yet meet ventilation and filtration standards – as well as ensuring that everyone is notified when a given space exceeds its carbon dioxide parts-per-million (ppm) standard, a sign that the air is no longer well-enough ventilated. In addition, the law is only as powerful as the resources are made available to enact the changes necessary to adhere to the law. It is imperative that the

³ [Environmental Protection Agency \(2022\); Rhode Island Department of Public Health \(2022\)](#)

⁴ [Alsaid, et. al \(2021\)](#)

⁵ [UC Davis Western Center for Agricultural Health and Safety \(2022\); Hannah \(2022\) Thompson \(2021\)](#)

⁶ [Halpuch \(2020\)](#)

⁷ [Lancet Safe Work, Safe School, and Safe Travel reports \(2022\)](#)

⁸ [Jones, et. al \(2021\)](#)

⁹ [Final text, AB 2232 \(2022\)](#)

State of California and the CSU work together to ensure that infrastructure funding is made available with expediency to ensure that all our buildings are safe to breathe in.

We view this as an urgent request as our students, staff, and faculty continue to struggle with the immediate and long-term consequences of COVID-19 (and other respiratory illness) exposure and infection.

Approved – January 19-20, 2023

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-3581-22/JEDI/FA (Rev)
November 3-4, 2022

**ADOPTING A FONT DESIGNED FOR READABILITY FOR CALIFORNIA STATE
UNIVERSITY (CSU) BUSINESS**

- RESOLVED:** That the Academic Senate of the California State University (ASCSU) recognize that visual impairment is a growing problem, and likely affects one or more members of the body directly; and be it further
- RESOLVED:** That the ASCSU adopt for its business the Atkinson Hyperlegible font¹ or another font appropriate to this audience; and be it further
- RESOLVED:** That the ASCSU recommend that the Chancellor's Office and administration of the CSU be deliberate in their choice of easily legible, culturally responsive fonts; and be it further
- RESOLVED:** That the ASCSU urge CSU campus senates to recommend that faculty be deliberate in their choice of easily legible, culturally responsive fonts for their instructional materials; and be it further
- RESOLVED:** That the ASCSU distribute this resolution to the CSU Board of Trustees; CSU Chancellor; CSU campus Presidents; CSU campus Senate Chairs; CSU Campus Information Officers; CSU campus Senate Executive Committees; CSU Provosts/Vice Presidents of Academic Affairs; CSU campus articulation officers; CSU Services for Students with Disabilities Advisory Committee; CSU Campus Disabilities Services offices; California Faculty Association (CFA); California State Student Association (CSSA); CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA); Academic Senate for the California Community Colleges; University of California, Academic Senate; California Community Colleges' Board of Governors; and the University of California Board of Regents.

RATIONALE: *The Center for Disease Control's (CDC) Vision Health Initiative's "Fast Facts of Common Eye Disorders" notes that "vision disability is one of the top 10 disabilities among adults 18 years and older,"*

¹ <https://brailleinstitute.org/freefont>

and “12 million people 40 years and over in the United States have vision impairment.” It is likely that visually impaired individuals are represented in ASCSU.

Much of the ASCSU’s work includes the perfection of resolutions and other documents in a setting that involves projection (on a physical or virtual screen) and real-time editing. In addition, Senators need to be able to read a variety of documents, many of which have been created by the body. The way the ASCSU works often makes it hard for participants to use adaptive technologies or to control the font in their own view.

According to the Braille Institute, certain letters and numbers can be hard to distinguish from one another for low vision readers.

In 2019, the Braille Institute contracted with Applied Design Works to develop a font that addressed the specific characteristics of letters and numbers that made them hard to distinguish from one another. The font designer collaborated with a low-vision specialist and the design process included a panel of people with visual impairments (see [Atkinson Hyperlegible typeface is designed for visually impaired readers](#)). The result was the Atkinson Hyperlegible font. The font received an award from the Fast Company, and in 2021, it joined the fonts offered by Google. The font family also has accent characters to support 27 languages. The Braille Institute offers the font for free download to anyone from their website.

The adoption of a bona-fide and no-cost font to make ASCSU documents easier to read for everyone, including those with visual impairments, is consistent with [principles of Universal Design](#), and would be a step towards making the work on the floor of the ASCSU more equitable and inclusive.

Approved – January 19-20, 2023

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-3582-22/FA/JEDI (Rev)
November 3-4, 2022

**SOLIDARITY WITH IRANIAN UNIVERSITY COMMUNITIES PROTESTING VIOLENT
REPRESSION IN RESPONSE TO THE "WOMAN, LIFE, FREEDOM" MOVEMENT**

- RESOLVED:** That the Academic Senate of the California State University (ASCSU) call for the immediate declaration of solidarity with the people in Iran who are engaged in citizen manifestations; and be it further
- RESOLVED:** That the ASCSU recognize that, following the Iranian Revolution of 1979, Iranians arrived in the United States with over 40% settling in California, specifically in the Los Angeles County. By 2021 the Ministry of Foreign Affairs of Iran reported that 1,500,000 Iranians born in Iran lived in the U.S, known as the Iranian Diaspora. This group constitutes the largest number of Iranians outside of Iran, many of whom are members of the CSU as faculty, staff, and students; and be it further
- RESOLVED:** That the ASCSU urge the CSU Chancellor's Office and CSU Campus Senates to support campuses in their support of diverse programs focusing on Middle Eastern Studies which are important sites of community-building and education for all CSU students, faculty, and staff; and be it further
- RESOLVED:** That the ASCSU encourage the CSU Chancellor's Office and CSU Campus Senates to develop formal processes to assist students and scholars in Iran who seek refuge in the U.S. because of the violent responses to their dissent in public spaces; and be it further
- RESOLVED:** That the ASCSU exhort the CSU Chancellor's office leadership and all CSU campuses make public appeals to our representatives and our governments to address the human rights crisis that has incarcerated over 14,000 people - sentencing many to death with more than 400 people already killed as of January 2023 - and stand in solidarity with Iranian and Iranian American (a.k.a. the Iranian Diaspora) students, faculty, staff, and their community; and be it further
- RESOLVED:** That the ASCSU distribute this resolution to the CSU Board of Trustees; CSU Chancellor; CSU campus Presidents; CSU campus Senate Chairs; CSU campus Senate Executive Committees; CSU Provosts/Vice Presidents of Academic Affairs; CSU campus Middle Eastern programs and faculty; California Faculty Association (CFA); California State Student Association (CSSA); CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA); Academic Senate for the California Community Colleges; University of

California, Academic Senate; California Community Colleges' Board of Governors; University of California Board of Regents; Honorable Governor Newsom - Governor of California; California Assembly Higher Education Committee; California Senators Alex Padilla and Diane Feinstein; Chief of the Interests Section of the Islamic Republic of Iran in the United States at the Pakistani Embassy; and the U.S. Department of State.

***RATIONALE:** The human rights crisis that erupted in Iran has a deep connection to our campuses and our communities. Human Rights Watch researcher, Tara Seehri Far, reported on September 16th¹ "News outlets reported that a 22-year-old Iranian woman from Sanandaj in western Iran, named Mahsa (Zhina) Amini was arrested by Tehran's 'morality police.' Following her arrest, she is said to have been transported to a hospital in a coma dying the same day". Multiple news outlets report that the Iranian authorities describe the arrest of Ms. Amini as resulting from "improper" hijab attire.*

The ASCSU takes this action out of concern and compassion for our colleagues, students, and neighbors². California and the California State University are home to hundreds of thousands of Iranians who are part of the Iranian diaspora. Many have family connections to Iran and other Middle Eastern nations which harbor asylum-seekers and refugees who suffer the lasting effects of the multiple periods of hostility against dissenters California has the largest population of Iranian and Iranian American students outside of Iran.

As of the beginning of November protestors in Iran are being charged with dissent actions that will lead to the death penalty, over 14,000 have been arrested, and put to death with 400 already killed. Moreover, many protestors are being shot on site including children.

Various campuses have passed resolutions supporting Woman, Life, Freedom, including San José State University: <https://www.sjsu.edu/senate/docs/SS-F22-1.pdf>, San Francisco State University, <https://cids.sfsu.edu/news/academic-senate-resolution-solidarity-women-and-university-communities-iran>, Sonoma State University, <https://senate.sonoma.edu/resolutions/resolution-regarding-university-response-protest>, and CSU Dominguez Hills, [Exec 22-10: Sense](#)

¹ <https://www.hrw.org/news/2022/09/16/woman-dies-custody-irans-morality-police>

² **Article in the Chronicle of Higher Education** (by Karin Fischer, in Latitudes Newsletter) about the open letter published 10/19/22: (**second article in the newsletter**) — please share with others: <https://cids.sfsu.edu/news/academics-urge-solidarity-iranian-protesters>

of the Senate Resolution CSUDH Support and Solidarity with Iranian Women and University Communities Manifested in "Woman, Life, Freedom".

It is imperative that the CSU continue to stay informed on the rapidly changing condition of people in Iran. Resources for updated information are being circulated by Iranian Diaspora faculty members.³ This resolution is a collaborative effort brought out of concern and a need for action by the CSU as in other comparable historical period such as the Holocaust, the deportation of immigrants and refugees, and other global struggles.

³ SF State TEACH-IN (10/7/22): <https://www.youtube.com/watch?v=JIONnkaLCmM> Center for Iranian Diaspora Studies at San Francisco State University

Resource list: about the context of protests in Iran that the Center worked on with folks at the Association for Asian American Studies: <https://cids.sfsu.edu/news/woman-life-freedom-resources-protests-iran> "An Open Letter to Presidents, Chancellors and Provosts of U.S. and Canadian Institutions" penned by Professors Camron Amin, Sholeh Quinn and Persis Karim which is now posted on the Center's website and includes the link to the letter that others can sign - **please share the link to the letter with colleagues far and wide!** <https://cids.sfsu.edu/news/us-and-canadian-scholars-issue-open-letter-calling-university-administrators-take-action>

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-3583-22/EX (Rev)
November 3-4, 2022

**IN SUPPORT OF NATIVE AMERICAN GRAVES PROTECTION AND REPATRIATION
ACT (NAGPRA) COMPLIANCE IN THE CALIFORNIA STATE UNIVERSITY (CSU)**

- RESOLVED:** That the Academic Senate of the California State University (ASCSU) affirm its support for the federal [Native American Graves Protections and Repatriation Act \(NAGPRA\)](#) and [California Native American Graves Protections and Repatriation Act of 2001 \(CalNAGPRA\)](#) compliance, as per [AB 978](#), in the California State University (CSU); and be it further
- RESOLVED:** That the Academic Senate CSU commend the CSU Office of the Chancellor for their attention to the need for [respectful and meaningful consultation](#) with California Native American Nations, administrators, and faculty on the stewardship of ancestral human remains and cultural items including associated funerary objects, unassociated funerary objects, sacred objects, and objects of cultural patrimony; and be it further
- RESOLVED:** That the ASCSU urge the CSU Office of the Chancellor to instate a moratorium on non-compliant faculty, student, and outside research as the CSU systems moves towards greater [NAGPRA](#) and [CalNAGPRA](#) compliance, and any work that uses ancestral human remains and cultural items including associated funerary objects, unassociated funerary objects, sacred objects, and objects of cultural patrimony until [NAGPRA](#) and [CalNAGPRA](#) compliance are achieved; and be it further
- RESOLVED:** That the ASCSU urge all CSU campuses to develop and implement clear protocols that align with [NAGPRA](#) and [CalNAGPRA](#) and address limited and appropriate access to all [NAGPRA](#) and [CalNAGPRA](#) collections; and be it further
- RESOLVED:** That the ASCSU distribute this resolution to the CSU Board of Trustees; CSU Interim Chancellor Jolene Koester; CSU Executive Vice Chancellor of Academic and Student Affairs, Sylvia A. Alva; CSU Project Manager for CalNAGPRA; CSU campus Presidents; CSU NAGPRA Coordinators and Directors; CSU Provosts/Vice Presidents of Academic Affairs; CSU campus Senate Chairs; CSU campus Senate Executive Committees; Intersegmental Committee of Academic Senates (ICAS); California Faculty Association (CFA); CSU Council on Ethnic Studies (CSUCES); CSU Native American and Indigenous Studies Discipline Council; California State Student Association (CSSA); CSU Emeritus and Retired Faculty and Staff Association (ERFSA); CSU Alumni Association; California Assembly Select Committee on Native

American Affairs; Native American and Indigenous Studies Association (NAISA); and the California State Office of Tribal Affairs.

***RATIONALE:** This resolution expresses the support of the Academic Senate of the California State University (ASCSU) for [NAGPRA](#), [CalNAGPRA](#), and [AB 275](#) compliance in the California State University. In 2001, the California legislature passed [AB 978](#) "California Native American Graves Protection and Repatriation Act." Central in this act was the requirement for all state agencies and museums that receive state funding to provide cataloguing and repatriation processes for human remains, associated funerary objects, unassociated funerary objects, sacred objects, and objects of cultural patrimony to Native American Tribal Nations. Since this act, the CSU Office of the Chancellor has taken positive steps to enable and ensure compliance with [CalNAGPRA](#), particularly with the [appointment of a new Project Manager](#) to work with Tribal Nations in the State of California for repatriation; however, in consultation with Native American members of the CSU community, new concerns have surfaced suggesting that a moratorium is needed to enable the assessment of [CalNAGPRA](#) systemwide to ensure current faculty activities and research is in compliance. This resolution seeks to respond to these concerns.*

Approved – January 19-20, 2023

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-3584-22/FA (Rev)
November 3-4, 2022

**ESTABLISHING TIMELY RESPONSES TO CAMPUS SENATE RESOLUTIONS
AND POLICIES**

- RESOLVED:** That the Academic Senate of the California State University (ASCSU) recognize and reaffirm the rights and responsibilities of CSU faculty via their campus senates to adopt legislative resolutions and policies establishing campus curriculum and academic policies; and be it further
- RESOLVED:** That the ASCSU assert, the effectiveness of this process rests on the direct articulation of the faculty's legislative purview in such matters, on cooperation with the campus administration, and on timely communication from the President regarding resolutions and policies passed by the campus senate; and be it further
- RESOLVED:** That in reaffirming and promoting the authority of the faculty and campus senates across the CSU in curricular and academic decisions, the ASCSU strongly urge each campus senate to review its constitution and bylaws toward the goal of clarifying its legislative rights and responsibilities in such matters; and be it further
- RESOLVED:** That the ASCSU strongly urge each campus senate in the CSU, where a presidential signature is required on resolutions or policies, to establish within its constitution or bylaws, a timely deadline not to exceed sixty calendar days for presidential responses to curricular and academic policy-related resolutions and policies passed by the campus senate, beyond which deadline such legislative resolutions and policies shall be considered enacted and in force; and be it further
- RESOLVED:** That the ASCSU strongly urge each campus senate to require all presidential vetoes to include a rationale that is reported to the Senate and accessible to the campus community; and be it further
- RESOLVED:** That the ASCSU strongly urge campus senates to inform the ASCSU Chair, in a timely manner, of any policies approved by the campus senate that have been vetoed or not responded to by the campus president; and be it further
- RESOLVED:** That the ASCSU will ensure that a copy of this resolution is sent annually to the CSU campus senate chairs; and be it further

RESOLVED: That the ASCSU distribute this resolution to the CSU Board of Trustees; CSU Chancellor; CSU campus Presidents; CSU campus Senate Chairs; CSU campus Senate Executive Committees; CSU Provosts/Vice Presidents of Academic Affairs; California Faculty Association (CFA); California State Student Association (CSSA); and the CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA).

***RATIONALE:** This resolution urges campuses to review and, if necessary, clarify the language in their senate constitutions and/or bylaws concerning legislative (as opposed to advisory) resolutions. It also asks campuses to incorporate into their bylaws a deadline of sixty days for receipt of responses by the campus president to resolutions passed by the campus senate. In the absence of a president's response by such deadline, the resolution would be considered automatically in effect. The passive dismissal of curricular or academic legislation that has been adopted by campus senates cannot be allowed to undermine faculty rights and responsibilities in this area. Such "pocket vetoes" by presidents also compromise necessary faculty-administration communication in developing effective curriculum and academic policies. Any veto by a campus president of curricular or academic-policy legislation passed by a campus senate should be directly communicated to the faculty in a timely manner.*

The development of curriculum and academic policies on CSU campuses is the legislative purview of the faculty. The American Association of University Professors (AAUP) emphasizes the importance of shared governance as essential to the role of university faculty and maintaining quality of higher education (<https://www.aaup.org/our-programs/shared-governance>). WASC (Western Association of Schools and Colleges) Senior College and University Commission (WSCUC) emphasizes the importance of shared governance in accreditation of the CSU campuses, including maintaining and honoring clear policies on faculty governance (<https://changinghighered.com/wp-content/uploads/2021/12/TCL-Board-Duties-and-WSCUC-Accreditation.pdf>). The Higher Education Employer-Employee Relations Act (HEERA) also emphasizes the role of faculty in shared governance of the University, including in addressing professional matters affecting faculty (https://leginfo.legislature.ca.gov/faces/codes_displayexpandedbranch.xhtml?tocCode=GOV&division=4.&title=1.&part=&chapter=12.&article=). The CSU system has adopted the "Tenets of System Level Shared Governance" (https://www.csusb.edu/sites/default/files/tenets_of_system_level_shared_governance_in_the_california_state_university.pdf), which affords faculty on each campus a role in shared governance of the University. The ASCSU has

previously passed several resolutions that emphasize academic freedom and the role of faculty and faculty Senates in shared governance

- AS-2781-06/FA (Rev) - <https://www.calstate.edu/csu-system/faculty-staff/academic-senate/resolutions/2006-2007/2781.pdf>;
- AS-2845-08/FA (Rev) - <https://www.calstate.edu/csu-system/faculty-staff/academic-senate/resolutions/2007-2008/2845.pdf>;
- AS-2891-09/AA/FA (Rev) - <https://www.calstate.edu/csu-system/faculty-staff/academic-senate/resolutions/2008-2009/2891.pdf>;
- AS-3348-18/EX (Rev) - <https://www.calstate.edu/csu-system/faculty-staff/academic-senate/resolutions/2018-2019/3348.pdf>

Approved – January 19-20, 2023

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-3585-22/JEDI/FA/FGA (Rev)
November 3-4, 2022

**CSU FACULTY AND STAFF JUSTICE EQUITY AND DIVERSITY (JEDI) HOUSING
ASSISTANCE PROGRAM**

- RESOLVED:** That the Academic Senate of the California State University (ASCSU) recognizes that many faculty unit employees and staff are priced-out of the housing market in California and its urban centers making it challenging to continue to reside in-state and locally; and be it further
- RESOLVED:** That the ASCSU emphasize the need to support marginalized people, including CSU faculty and staff of Color, who are disproportionately denied home loans and - when loans are extended - interest rates tend to be higher, even when incomes are the same¹; and be it further
- RESOLVED:** That the ASCSU urge the CSU system to implement a housing assistance program for all faculty and staff systemwide that is fair and inclusive in order to make homeownership attainable and conducive to long-term housing and employment stability; and be it further
- RESOLVED:** That the ASCSU endorses mortgage assistance programs as tools to attract, retain, and support faculty and staff and their families; and be it further
- RESOLVED:** That the ASCSU request that the Chancellor's Office (CO) develop and disseminate a survey to the campuses, and their Foundations and Auxiliary Business Services Units, seeking information on any programs in place, criteria for those programs, and an assessment of the efficacy of those programs; and be it further
- RESOLVED:** That the ASCSU distribute this resolution to the CSU Board of Trustees; CSU Chancellor; CSU campus Presidents; CSU campus Senate Chairs; CSU campus Senate Executive Committees; CSU Provosts/Vice Presidents of Academic Affairs; CSU campus articulation officers; California Faculty Association (CFA); California State Student Association (CSSA); and the CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA).

***RATIONALE:** California faces the most significant housing crisis in the state's history, as millions of residents are facing insurmountable housing*

¹ *Housing Perspectives*. (20220. **Joint Center for Housing Studies of Harvard University:** <https://www.jchs.harvard.edu/blog/high-income-black-homeowners-receive-higher-interest-rates-low-income-white-homeowners>

costs.² There is a significant shortage in housing of two and a half million homes, with the median price of a home in California at \$850,000 (more than double the national average) and rents costing an average of \$2,300 per month for a two-bedroom apartment, one of the highest rents in the country with dramatic cost increases exacerbated by the COVID-19 pandemic.³ The high cost of housing impacts all Californians, including university faculty and staff and their families throughout the state who typically carry high education debt. More than 46% of faculty are paying student loan debt and it is even higher for people of color who tend to have higher education loans.⁴ The cost of living in California is 41% higher than the national average⁵, with inflation at an all-time high; the price of gas is the most expensive in the nation⁶; utilities are 27% higher⁷; and families are paying 12% more for groceries⁸, contributing to an alarming rate of food insecurity statewide.

Home prices in areas where California State University (CSU) faculty and staff work are some of the highest in the nation, with the median priced homes in and around San Diego State University (SDSU), CSU Los Angeles, San Francisco State University, and San José State University at \$905,000, \$793,000, \$1.38 million, and \$1,88 million, respectively⁹. Additionally, mortgage rates are rising and are projected to keep rising, having increased two percentage points this year, roughly to 6.5%, the biggest increase by the federal reserve since 1994¹⁰. Many residents are leaving California searching for a lower cost of living. The U.S. Census Bureau showed that

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- ² *Most Californians Concerned About Housing Costs.* (2022). **Los Angeles Times:** <https://www.latimes.com/california/story/2022-03-24/californians-concerned-about-housing-affordability-poll-shows>
- ³ *A Home for Every Californian.* (2022). **California Department of Housing and Community Development:** <https://storymaps.arcgis.com/stories/94729ab1648d43b1811c1698a748c136>
- ⁴ *College Housing Challenges Extend to Faculty and Staff.* 2022. **Insight Into Diversity:** <https://www.insightintodiversity.com/college-housing-challenges-extend-to-faculty-and-staff/>
- ⁵ *Cost of Living Index.* (2022). **The Council for Community & Economic Research:** <https://www.coli.org/>
- ⁶ *States with the Highest Gas Prices.* (2022). **US News & World Report:** <https://www.usnews.com/news/best-states/articles/states-with-the-highest-gas-prices>
- ⁷ *San Diego Electricity Rates Show No Signs of Slowing Down.* (2022). **KPBS:** <https://www.kpbs.org/news/local/2022/05/26/san-diego-electricity-rates-show-no-signs-of-coming-down>
- ⁸ *Consumer Price Index.* (2022). **U.S. Bureau of Labor Statistics:** <https://www.bls.gov/cpi/>
- ⁹ *California Housing Market Report.* (2022). **Forbes:** <https://www.forbes.com/sites/andrewdepietro/2022/03/30/california-housing-market-report-2022/?sh=adff5542c4ad>
- ¹⁰ *Fed Rolls Out Biggest Rate Hike since 1994, Flags Slowing Economy.* (2022). **Reuters:** <https://www.reuters.com/markets/us/fed-seen-revving-up-inflation-fight-with-sharp-rate-hike-2022-06-15/>

California's population decreased by 173,000 between July 2020 and July 2021.¹¹

University faculty and staff are valuable employees — the backbone of post-secondary educational systems — having dedicated their careers to teaching and supporting students, cultivating a path toward their personal growth and career success, while also leading the way in creativity, innovation, and critical research development. the CSU's 56,000 faculty are one of the best and brightest, many of whom have received national recognition for their excellence in education and research. CSU faculty are also some of the most diverse, as over half of faculty are women and about 43% of all faculty are People of Color¹². They serve more than 477,466 undergraduate students and 55,075 graduate students each year, who are increasingly of diverse backgrounds, opening up opportunities for them to become part of the pool of faculty in the future.

Many universities are increasingly offering employees housing assistance, in the form of mortgage loan programs, to recruit and retain high quality faculty and, in some cases, management. it is a well-known fact that universities compete for the most talented faculty, offering many prospective employee's competitive packages and incentives. The University of California (UC) system established a home loan office offering a variety of lending services to full-time university appointees who are members of the Academic Senate or senior members of management groups¹³. Another major university in San Diego offers faculty housing assistance to purchase their first home via an attractive first-time homebuyers' program.¹⁴ Many university housing programs also include low-interest loans (some currently as low as 3.25% for a 30-year term), forgivable loans, no down payment loans, and second mortgages at competitive rates¹⁵. This provides maximum flexibility for faculty and staff to choose from an array of options geared toward creating more opportunities for them to purchase a home.

¹¹ *E-2 California Counties Population Estimates and Components of Change by Year. (2021). CA Department of Finance: <https://dof.ca.gov/forecasting/demographics/e-2-california-county-population-estimates-and-components-of-change-by-year/>*

¹² *The Employees of the California State University. (2022). CSU 2021 Employee Profile: <https://www.calstate.edu/csu-system/faculty-staff/employee-profile/Documents/Fall2021CSUProfiles.pdf>*

¹³ *Office of Loan Programs. University of California: <https://www.ucop.edu/loan-programs/>*

¹⁴ *Faculty Home Buying Assistance Program. University of San Diego: <https://www.sandiego.edu/provost/faculty-housing/faculty-home-buying-assistance-program.php>*

¹⁵ *Office of Loan Programs. University of California: <https://www.ucop.edu/loan-programs/>*

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-3586-22/JEDI/FA (Rev)
November 3-4, 2022

**SYSTEMIC INCLUSION OF PREFERRED NAMES AND PRONOUNS WITHIN THE
CALIFORNIA STATE UNIVERSITY (CSU) SYSTEM**

- RESOLVED:** That the Academic Senate of the California State University (ASCSU) urge the Office of the Chancellor (CO) to make preferred names and pronouns available to all people affiliated with the system, including but not limited to students, faculty, staff, and administration, within all applicable identifications, forms, systems, and technological applications utilized by the system and its affiliated foundations and other entities, where legally allowed; and be it further
- RESOLVED:** That the ASCSU urge the CO to expand technology acquisition review processes for new and renewed digital systems (software, hardware, cloud-services, etc.) consider if the system allows for options to specify pronouns and preferred names and complies with Title IX and other regulation; and be it further
- RESOLVED:** That the ASCSU urge the CO review their current systems to ensure that users have the option to specify pronouns and use preferred names within those systems and where applicable connected systems are properly transmitting preferred names and pronouns; and be it further
- RESOLVED:** That the ASCSU urge the CO develop wider messaging on usage of pronouns and preferred names across the system; and be it further
- RESOLVED:** That the ASCSU urge all CSU campuses and their affiliated entities to implement similar access to preferred names and pronouns within all applicable identifications, forms, systems, and technological applications, where legally allowed; and be it further
- RESOLVED:** That the ASCSU urge the CSU system to develop and deploy training modules on the use of preferred pronouns and the issues that can arise when that doesn't happen; and be it further
- RESOLVED:** That the ASCSU distribute this resolution to the CSU Board of Trustees; CSU Chancellor; CSU campus Presidents; CSU campus Senate Chairs; CSU campus Senate Executive Committees; CSU Provosts/Vice Presidents of Academic Affairs; CSU campus articulation officers; California Faculty Association (CFA); California State Student Association (CSSA); CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA); California Legislative LGBTQ Caucus; Equality California; National Center for

Transgender Equality, Gay, Lesbian & Straight Education Network (GLSEN); and the Human Rights Campaign.

***RATIONALE:** The usage of a person's preferred name and correct pronouns is a fundamental demonstration of respect and inclusion and contributes to an individual's sense of belonging. As the California State University's mission includes commitments "to advance and extend knowledge, learning, and culture, especially throughout California" and "to provide opportunities for individuals to develop intellectually, personally, and professionally" so they may "be responsible citizens in a democracy" with "understanding and appreciation of the peoples, natural environment, cultures, economies, and diversity of the world," it is incumbent on the CSU to systemically integrate accessibility and usage of preferred names and pronouns.*

In an effort to support the mission of the CSU and to ensure all members of our community are represented in ways they find meaningful, and to show the campus community's respect for all identities, we wish to enshrine the ability of any student to use and be identified by their preferred name and pronouns wherever possible within the CSU system.

The ASCSU recognizes that some students may prefer to use a name other than their primary/legal/given name to identify themselves. To accommodate and honor these student preferences, the CSU has created a preferred name option for all CSU students, faculty, staff, and administrators within Peoplesoft and other locations. Pronoun specification is also available to students within Peoplesoft, but not for faculty, staff, and administrators. All campuses have the ability to turn this feature on and should do so, if they have not already. All campuses should also create local policies regarding preferred name and pronoun usage on their local campuses. Such policies should allow campus community members to make changes to their preferred names and pronouns on their own by entering it into their Peoplesoft account. Campuses should provide easily accessible and easy-to-follow instructions on how to make such changes.

While all are welcome to use a preferred given name and pronouns, there are several groups of people for whom this option is invaluable. This option will allow transgender and non-binary students to use a preferred name and correct pronouns on campuses prior to or without pursuing a legal change of their primary/legal/given name. In addition, some students are known by a middle name or a nickname and are hard to identify when their primary/legal/given name is used.

The preferred name and pronouns should be used where possible in the course of CSU business and education. Persistent failure to use a student's

preferred name and pronouns could result in a complaint of discrimination, harassment, retaliation, or unprofessional conduct.¹

A student's primary/legal/given name should continue to appear where legally required, until such laws are changed.

Approved – January 19-20, 2023

¹Regarding gender as a protected status: Executive Orders 1096/07 (Title IX) include gender as a protected status. This includes gender identity and gender expression. A persistent misnaming of a student, whose preferred name is associated with their gender identity or expression, could result in a Title IX complaint of discrimination or harassment. This language from the Title IX Coordinator might be helpful in developing a better understanding: "If an incident or harassing conduct is based on protected status, the vulnerability of people with protected status, by law, requires a more 'robust' process of addressing such conduct. If an incident, harassing conduct, or disrespectful behavior is not based on protected status, we still address the conduct but either through the collective bargaining agreement or education code provisions related to unprofessional conduct."