

Academic Senate CSU (ASCSU)  
401 Golden Shore, Suite 243  
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**Robert Keith Collins, Chair**  
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[www.calstate.edu/csu-system/faculty-staff/academic-senate](http://www.calstate.edu/csu-system/faculty-staff/academic-senate)

March 21, 2022

Steve Relyea, Acting CSU Chancellor  
The California State University  
401 Golden Shore, Room 641  
Long Beach, California 90802-4210

Dear Acting Chancellor Relyea:

At its virtual meeting on March 17-18, 2022, the Academic Senate of the California State University 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,



Robert Keith Collins  
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

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## EXECUTIVE SUMMARY OF RESOLUTIONS ACADEMIC SENATE CSU PLENARY- MARCH 17-18, 2022

The Academic Senate CSU (ASCSU) met virtually on March 17-18, 2022. The ASCSU passed the following resolutions. Copies of these and other resolutions may be found at: <https://www.calstate.edu/csu-system/faculty-staff/academic-senate/Pages/Resolutions.aspx>.

1. [AS-3525-22/FGA \(Rev\)](#)

**Request for Review of the Fiscal Impact of any Proposed California Community College Baccalaureate Programs**

*Approved Unanimously*

Given the possibility that new CCC programs may be created that duplicate existing CSU programs, the resolution requests that the Chancellor's Office work, in collaboration with the ASCSU, to develop a CSU enrollment impact report on the potential for lost CSU revenue

2. [AS-3526-22/AA \(Rev\)](#)

**Involving California State University (CSU) Faculty in the Approval Process for California Community College (CCC) Four-year Baccalaureate Programs**

*Approved Unanimously*

This resolution asks that a memorandum of understanding (MOU) be established between the CCCs and the CSU concerning cutoff dates, the definition of 'a duplicate program,' the geographical scope of new CCC programs, and materials to be submitted with program approval requests.

3. [AS-3527-22/EX \(Rev\)](#)

**Endorsement of the California State Student Association (CSSA) Resolution Calling for the CSU to Include Caste in Anti-Discriminatory Policy**

*Approved Unanimously*

This resolution Endorses the CSSA resolution "Calling for the CSU to Include Caste in Antidiscriminatory Policy", commends the CSU Office of the Chancellor and CSU Board of Trustees for adding caste to the "Interim CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation," and urges campus senates to revise or develop policies for prohibiting caste discrimination.

4. [AS-3529-22/FGA](#)

*Approved*

**2022 Legislative Advocacy Positions of the Academic Senate of the California State University (ASCSU)**

The resolution adopts provisional positions on legislation to guide legislative advocacy during the 2022 Legislative calendar

5. [AS-3530-22/APEP/AA](#)

*Approved Unanimously*

**Recommendation for a Singular General Education (GE) Transfer Pathway**

This resolution is co-sponsored between APEP and AA. It calls for prioritizing the inclusion of skills and core competencies associated with Oral Communication, Written Communication, Quantitative Reasoning and Critical Thinking in the AB 928 transfer pathway.

6. [AS-3531-22/EX](#)

*Approved by Acclamation*

**Commendation for Assistant Vice Chancellor Nichole Muñoz-Murillo**

This commendation is offered as Muñoz-Murillo assumes a new role as Deputy Legislative Director overseeing education policy in the Office of the Governor.

7. [AS-3532-22/APEP](#)

*Approved Unanimously*

**Eliminating the Use of SAT and ACT for CSU Admissions Decisions**

This resolution provides an endorsement of the recommendation of the Admission Advisory Council to discontinue the use of the SAT and ACT in admissions decisions to the CSU. The resolution also requests the Chancellor's Office to engage in formal shared governance to assess the consequences of this change and when developing minimum multi-factor eligibility standards.

8. [AS-3539-22/FA](#)

*Approved*

**Call for an Independent Investigation into the Actions Taken by Former CSU Chancellor Castro While President of CSU Fresno**

This resolution calls for an independent investigation by the Legislature of the State of California and appropriate legal authorities into the Lamas Affair at CSU Fresno and the role of former CSU Chancellor Castro and any other parties to that affair. It also calls for a broader investigation into Title IX violations throughout the CSU, and that these findings be reported out to the ASCSU and campus Senates.

9. [AS-3543-22/EX](#)

*Approved*

**Condemnation of the Russian Invasion Of Ukraine**

The ASCSU condemns the Russian invasion of the sovereign nation of Ukraine; rejects the distortions of Ukrainian history, sovereignty, and struggles for democracy used to justify the invasion; and offers solidarity with students staff and faculty with ties to Ukrainians in the struggle for democracy and those in the Russian Federation engaged in anti-war activities.

**THE FOLLOWING RESOLUTIONS WERE INTRODUCED FOR FIRST READING  
CONSIDERATION:**

1. [AS-3533-22/FA](#)

**Cultural Taxation, Issues and Faculty input**

Calls for faculty experiences of cultural taxation not only during the pandemic, but before and its ongoing effect. Faculty will be provided with a link to share their stories, what campus actions were taken during the pandemic and the support that they received. The feedback will be in the form of open-ended questions that will be a “read-only” folder in Dropbox.

2. [AS-3534-22/EX](#)

**Enabling Victim Advocacy in CSU Title IX Practice**

Reaffirms commitment to workplace bullying and the need for support of victims; supports the Board of Trustees investigation into the mishandling of complaints during President Castro’s time at CSU Fresno; urges Campus senates and administrations to implement strategies to enable victim advocacy and ensure that disciplinary action for bullying and sexual misconduct is not limited to members of protected categories; and urges the Chancellor’s Office to consider the reparations necessary to restore victim trust and faith in the CSU.

3. [AS-3535-22/APEP](#)

**Defining the “Singular Lower Division General Education (GE) pathway”**

This resolution urges the Intersegmental Committee of Academic Senates (ICAS), when determining the new California Lower Division General Education Transfer Pathway, to include policy scope and detail commensurate with what currently resides in the existing IGETC standards.

4. [AS-3536-22/FA](#)

**Establishment of Ombuds Positions at Every CSU Campus**

Ombuds position resolution: urging the CSU campuses to develop Ombudsperson positions on each campus, including such positions for faculty, students, and staff.

5. **AS-3537-22/EX**

**Academic Senate of the CSU 2022-2023 Meetings**

Adopts a calendar of meetings following past practice, preceding Board of Trustee meetings by a week as far as practicable

6. **AS-3538-22/APEP**

**Call for Intersegmental Workgroups to Develop Common Understandings for the Foundational Areas of the California Lower Division General Education (GE) Transfer Pathway (AB 928)**

This calls for ICAS to form workgroups of disciplinary experts from all three segments to develop curricular standards for the foundational areas of Oral Communication, Written Communication, Critical Thinking and Quantitative Reasoning to be included in the new California Lower Division General Education Transfer Pathway.

7. **AS-3540-22/EX**

**Requirements for Shared Governance Process To Support Systemwide California State University (CSU) Naming**

Urges the ASCSU and the Chancellor's Office to engage in a review process that includes i) The Chancellor's Office consulting with the ASCSU on proposed system naming recognitions, ii) the ASCSU Executive Committee reviewing naming materials and offering feedback, iii) The ASCSU Chair submitting written opinions of concern or support, and iv) ASCSU Chair meeting with the Chancellor's Office to resolve inconsistencies in support.

8. **AS-3541-22/APEP**

**Increased Support for C-ID Course Review**

Acknowledges the difficulty in recruiting faculty to review courses in the C-ID process and requests, declares the compensation is insufficient and requests the CO

9. **AS-3542-22/FA**

**Loss of Confidence in the Board of Trustees' Handling of Former Chancellor Castro's Resignation and Call to Reform Executive Compensation Upon Separation from the California State University (CSU)**

Calls for reform to the Executive Compensation programs within the CSU system and rescinding the Executive Transition Program, calls on the CSU Board of Trustees rescind the "golden handshake" provided to former Chancellor Castro upon his resignation, and states our loss of confidence in the Board over its handling of the Castro's role in the Lamas Affair at CSU Fresno.

**10. AS-3544-22/APEP**

**Recommendation for a Course in Oral Communication in the Singular General Education (GE) Transfer Pathway**

Calls on ICAS to include a 3 semester-unit course in Oral Communication in the new California Lower Division GE Transfer Pathway.

**11. AS-3545-22/FA**

**Faculty and Staff Mental Health Concerns During the COVID-19 Pandemic**

Calls for additional resources to support faculty and staff as a result of the mental health crises during the COVID-19 pandemic and requests a task force to determine what additional resources and actions can support faculty mental health long-term, including related issues surrounding increased workload, emotional labor, cultural taxation, isolation, and burnout.

**12. AS-3546-22/APEP/AA**

**On Reconciliation of the CSU and UC Ethnic Studies Competences**

Acknowledges the existence of differences in the descriptions of the core competencies adopted by the UC and the CSU, but pending endorsement by the CSU Ethnic Studies Council, asserts that the ASCSU considers them as equivalent and any course meeting one of the sets would also meet the other, thus making changes in IGETC and CSU policy language to reconcile the different wordings unnecessary.

**13. AS-3547-22/FA**

**Renaming Buildings and Removing Symbols that Memorialize White Supremacy**

Recommends campus senates to support Brown, Black, Asian and Pacific Islanders, Native and Indigenous, undocumented, mixed-status, and system impacted students, staff and faculty with actionable steps that dismantle structural racism. We resolve to call for the removal of statues, renaming of buildings, classrooms, benches, roadways, and any other memorials that commemorate white supremacy, nativism, and racism. We also pledge to include a universal statement about the campuses that are built on sacred ground in consultation with local nations. Further, we resolve that the renaming should recognize diversity, educational equity, racial and social justice through a broad and inclusive process. We also charge all senate standing committees to educate our next generation of leaders on the history of naming.

**14. AS-3548-22/APEP**

**In Support of Increasing Access to CSU Teacher Preparation Programs**

Acknowledges and supports efforts to increase Teacher Credential candidate pools and the new pathways to meet the Basic Skills Requirement (BSR) and Subject Matter Competency (SMC). It also supports continued use of BSR and SMC as admissions requirements systemwide.

**15. AS-3549-22/FA**

**Establishment of a Standing Committee to Advance Justice, Equity, Diversity, and Inclusion Within the ASCSU**

Seeks to modify ASCSU bylaws in two places: 1) inserting a permanent standing Justice, Equity, Diversity, and Inclusion Committee to section 4a(1). And, 2) describing the charge of the committee in 4d(5). An ad-hoc committee was formed with a unanimously approved resolution in 2019 with AS-3404-19/EX (Rev). The committee has reported on its activities to address structural changes to the ASCSU for the past two years. The endeavor of this committee is to have a permanent body that focuses on equity and inclusion in all aspects of the ASCSU.

**16. AS-3550-22/FA**

**Chancellor and President Search Process in the California State University (CSU) system: Announcement of Finalists and Campus Visits**

Calls for open finalists searches for both University Presidents and CSU Chancellor in the CSU system, and to give the decision-makers relevant information for reaching their decisions. The cost of closed searches prevents both inside CSU system employees and outside communities from giving feedback for these candidates. It is imperative that we have any and all information so that both the candidate and the body have an opportunity to meet each other to determine the “fit” for this relationship of leadership.

**17. AS-3551-22/FA/AEDI**

**Establishing an Interruption Practice for the ASCSU**

Continues the ASCSU's work nurturing an environment of equity, diversity and inclusion. It does so by instituting formal procedures whereby our senators can thoughtfully and kindly interrupt our meetings to draw one another's attention to examples of racial narratives, misogyny or racism when we experience them.

**THE FOLLOWING RESOLUTION WAS WITHDRAWN FOR FURTHER COMMITTEE CONSIDERATION:**

**1. AS-3528-22/AA**

**CSU 2030 Challenges: Faculty Perspectives**

*Comments and recommendations from the ASCSU are appreciated for considerations before submitting these resolutions before the Senate body as a second reading.*

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3525-22/FGA (Rev)  
January 20-21, 2022

**REQUEST FOR REVIEW OF THE FISCAL IMPACT OF ANY PROPOSED CALIFORNIA  
COMMUNITY COLLEGE BACCALAUREATE PROGRAMS**

- RESOLVED:** That the Academic Senate of the California State University (ASCSU) note that [AB 927](#) specifies a process for dealing with disagreements between the California State University (CSU) and the California Community Colleges (CCCs) regarding program duplication between proposed CCC four-year Baccalaureate Programs and existing CSU programs that potentially leads to the two systems agreeing to disagree about program duplication; and be it further
- RESOLVED:** That the ASCSU expresses its concern that, given the possibility that the two systems agree to disagree, several new CCC programs may be created that duplicate existing CSU programs leading to reduced enrollment in CSU programs, a reduction in revenue from student fee and potentially a reduction in State support; and be it further
- RESOLVED:** That the ASCSU requests that the Chancellor's Office work, in collaboration with the ASCSU, to develop a CSU enrollment impact report of any new CCC four-year baccalaureate programs, using the data required pursuant to Section 4 of Section 78042 (f)(4); concerning the enrollment projections for each program; and be it further
- RESOLVED:** That the ASCSU requests the Chancellor's Office produce a report on the potential for lost CSU revenue by virtue of newly created majors being approved by the Chancellor of the Community Colleges; 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 Provosts/Vice Presidents of Academic Affairs, California Faculty Association (CFA), CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA), Academic Senate for the California Community Colleges, and the California Community Colleges' Board of Governors,

***RATIONALE:** AB 927 grants the California Community Colleges (CCC's) the right to offer four-year baccalaureate degrees as long as these do not conflict with programs offered by the California State University (CSU). The law leaves the determination of where a proposed program overlaps with the two system heads. There is nothing in the legislation that requires faculty involvement yet under the Higher Education*

*Employee/Employer Relations Act (HEERA), curriculum is the purview of the faculty. It is therefore appropriate to establish a formal process for faculty consultation within the CSU when CCCs tender new program proposals for joint approval. A resolution concerning these curricula impacts is the subject of proposed Resolution AS-3526-22/AA and is hereby integrated by reference.*

*Moreover, the national trend in CCC baccalaureates is toward business, engineering, nursing, health, and computer science; hence the potential for conflicts in degree programs is likely. This suggests that in addition to the pedagogical reasons for ASCSU shared decision-making, there is an economic argument as well. California Community Colleges have experienced a 318,000 (15%) decline in enrollment year over year for 2020-21. This may already have a potential impact of 10,000 fewer transfers to the CSU. Now consider the additive impact of AB 927. If only 10% of the 1,832,000 enrolled in the CCC stay for the BA, because curriculum overlaps significantly with the CSU, that portends a minimum of more than 6,000 students not transferring to the CSU ( $3.3\% \times 10\% \times 1,832,000$ ) more students not transferring to the CSU, which in total could translate into many million more in lost CSU revenues. Therefore, financial impact is a crucial variable for both the Chancellor's Office and the ASCSU to consider in the evaluation of majors proposed by the CCC. Since no impact study has been done concerning the effect of AB 927 on CSU revenues, it is incumbent upon the Chancellor's Office to prepare such a report so that the CSU and ASCSU can be prepared to discuss the financial impact, if any, in resolving these potential curricular conflicts.*

**Approved Unanimously – March 17-18, 2022**

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3526-22/AA (Rev)  
January 20-21, 2022

**INVOLVING CALIFORNIA STATE UNIVERSITY (CSU) FACULTY IN THE APPROVAL  
PROCESS FOR CALIFORNIA COMMUNITY COLLEGE (CCC) FOUR-YEAR  
BACCALAUREATE PROGRAMS**

**RESOLVED:** That the Academic Senate of the California State University (ASCSU) notes with great concern the extremely short time (30 days) allowed by AB 927 for new California Community College (CCC) four-year baccalaureate programs to be reviewed and approved or denied by the California State University (CSU); and be it further

**RESOLVED:** That, since the Higher Education Employee Relations Act ([HEERA](#)) [section 3561](#) recognizes joint decision-making and consultation between administration and faculty as the long-accepted manner of governing institutions of higher learning and that the involvement in the review process of the CSU faculty is thus called for, the ASCSU ask that a memorandum of understanding (MOU) be established between the two systems - the CCCs and the CSU - agreeing on the following as important in order to facilitate and expedite a proper program review involving CSU faculty:

- That programs received before the biannual cut-off dates, August 15<sup>th</sup>, and January 15<sup>th</sup>, be treated for the purposes of timing of the review period as having been received on the cut-off date.
- An agreement as to the meaning of what constitutes a “duplicate program”.
- An understanding as to the geographic scope of any new CCC programs approved by the CSU.
- The following items to accompany new CCC program approval requests:
  - i. The program’s course numbers and titles.
  - ii. The CSU program that the CCC system considers closest in content to the new program being proposed.
  - iii. The Associates Degree of Transfer (ADT), if any, around which the program is to be built.
  - iv. Whether external accreditation [exists or] is being sought for the proposed program.

- v. Whether any CSU program that the proposed CCC program might be reasonably considered to duplicate is impacted and at which CSU campuses such impactation has been declared.

**RESOLVED:** That the ASCSU warmly acknowledge the intent of the Chancellor's Office to work collaboratively with faculty in evaluating the duplication in new CCC four-year baccalaureate programs with existing CSU degrees and undertakes to work with the Chancellor's Office to create a process (as suggested in the Appendix) by which CSU faculty would be involved in the approval of new CCC four-year baccalaureate 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 Provosts/Vice Presidents of Academic Affairs, California Faculty Association (CFA), Intersegmental Committee of the Academic Senates (ICAS), CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA), Academic Senate for the California Community Colleges, and the California Community Colleges' Board of Governors.

***RATIONALE:** AB 927 grants the California Community Colleges (CCCs) the right to offer four-year baccalaureate degrees as long as these do not duplicate overall with programs offered by the California State University (CSU). The process specified in AB 927 for addressing potential program overlap requires the Community College district proposing the program submit its proposal to the University of California (UC) and CSU; in the case of the CSU proposals are submitted to the CSU Office of the Chancellor. AB 927 requires that the state universities (UC or CSU) respond to the Chancellor of the Community Colleges with written objections and supporting evidence within 30 days of receipt of the proposal and that the two system heads. While AB 927 makes no mention of faculty involvement in the assessment of proposed program duplication, HEERA, section 3561 establishes that joint decision-making and consultation between administration and faculty is the long-accepted manner of governing institutions of higher learning and is essential to the performance of the educational missions of these institutions.*

*To that end this resolution offers an initial proposal for the implementation of joint decision-making and consultation process by which a response to all CCC bachelors' program proposals might be developed.*

*It is also worth noting that even with faculty involvement in the review process for new CCC baccalaureate process, the issue addressed in this resolution, AB 927 lacks clarity as to what happens when the segments are unable to reach consensus: Section 78042. (i)(3) requires that in the event of an objection by the CSU or the UC, “a written agreement [be established] before the program is approved”. However, Section 78042. (i)(5) requires that “The written agreement established between the objecting segment and the Chancellor of the California Community Colleges shall address, at a minimum, whether each of the elements of the original objection addressed in paragraph (4) have been resolved”. That leaves open the possibility that the segments simply agree to disagree, meaning that the legislated requirement to craft “an agreement” would have been met and the legal impediment to the implementation of the proposed CCC four-year baccalaureate would be removed. It is therefore possible that CCC four-year baccalaureate programs may be established, that overlap significantly with those already offered by the CSU. Were that to happen CSU enrollment and funding may be adversely impacted. That is the subject of a parallel resolution, AS-3525-22/FGA (Rev), which is hereby integrated by reference.*

**Approved Unanimously – March 17-18, 2022**

*Appendix for AS-3526-22/AA (Rev)*

**Proposed process**

If, as suggested in this resolution, an appropriate Memorandum of Understanding (MOU) is established between the two systems on timing and content of submissions, the Chancellor's Office will receive biannually - and on a date certain - a single package containing all California Community College (CCC) district proposals for that approval cycle. Each submission should contain:

- the program name,
- the program's course numbers and titles,
- the California State University (CSU) programs that the CCC system considers closest in content to those in its proposal package
- the Associate Degree for Transfer (ADT), if any, that would allow students to transfer into the four-year programs being proposed.

The ASCSU and the Chancellor's Office will jointly convene for the Friday following the receipt of the proposal package, a meeting of a Faculty Program Review Committee (FPRC) comprising:

- one member of the Academic Senate CSU (ASCSU) Academic Affairs Committee;
- one member of the ASCSU designated by the ASCSU Senate Executive Committee based on disciplinary background in each of the following areas as needed given the mix of program proposals to review;
  - Arts and humanities,
  - Social sciences,
  - Engineering,
  - Business,
  - Health sciences,
  - Business,
  - Library science,
  - Life and physical sciences.
- A liaison from the Chancellor's office
- An administrative support person from the Chancellor's Office

Prior to the first meeting of the FPRC, the proposal package will be distributed to FPRC members; those appointed for their disciplinary expertise will make a preliminary decision as to whether a proposed program appears to overlap with one

in their disciplinary domain; if not, they may excuse themselves from the FPRC's initial biannual meeting.

The FPRC will begin by confirming or identifying the CSU program that most closely resembles each of the new CCC programs being proposed. Where there exists an ADT that allows transfer into a new CCC program, the determination of duplication will be based on the overlap in upper division courses. Where there is no identified ADT, lower division articulation agreements between the proposed new program and a CSU campus may be used to help identify the closest matching CSU program.

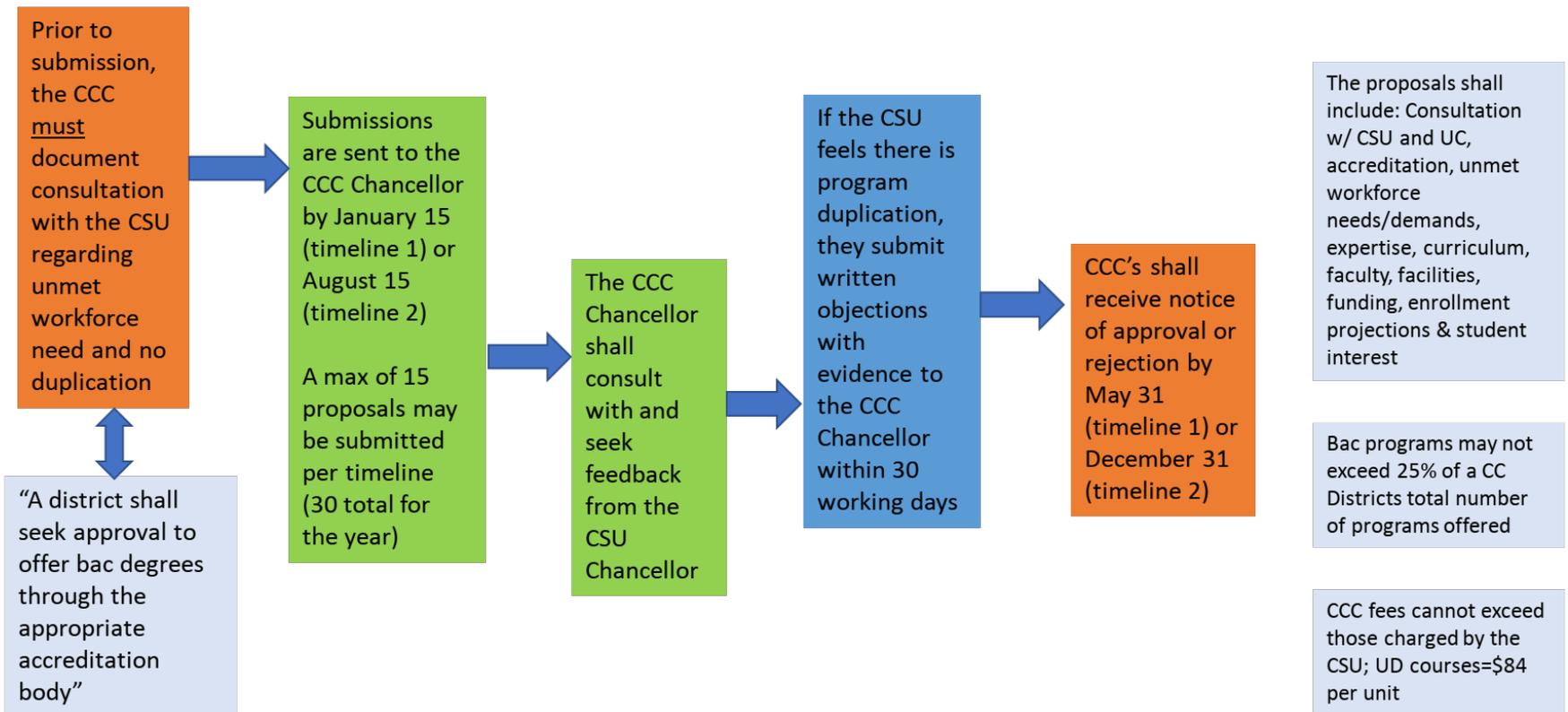
Once a closely matched CSU program is identified, the degree of overlap for all non-General Education (GE) courses - that are not free electives - will be assessed by the faculty members of the FPRC.

A second meeting two weeks after the initial meeting will be convened at which the results of the assessment exercise will be discussed to provide the basis for the CSU Chancellor's Office response to the CCC system.

In determining whether the overlap is considered sufficient to object to the proposed CCC program, a holistic perspective is recommended in which both the proportion of overlapping material and the potential for the proposed new CCC program to lead to the same outcomes (e.g., in terms of job opportunities) as the existing CSU program, are taken into account. A graphical representation of the proposed process is included in this appendix to this resolution.

The ASCSU hopes that this process (or something akin to it) be established and looks forward to ongoing discussions with the Chancellor's Office to put in place necessary systems and support infrastructure to make the review process function both effectively and expeditiously, given the very short amount of time (30 days) provided in AB 927 for the program review process.

AB 927, Annual CCC Proposal Timelines (w/ obligation to the CSU) for authorization to offer baccalaureate degrees

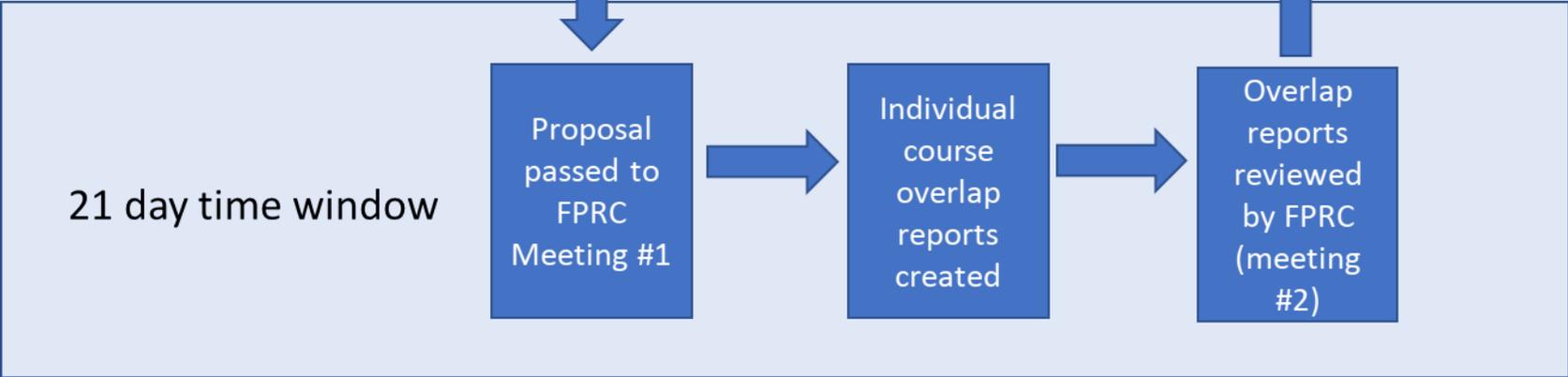


Submissions are sent to the CCC Chancellor by January 15 (timeline 1) or August 15 (timeline 2)

The CCC Chancellor shall consult with and seek feedback from the CSU Chancellor

Proposal received at the CO

Response prepared by CO Academic Affairs



**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3527-22/EX (Rev)  
January 20-21, 2022

**ENDORSEMENT OF THE CALIFORNIA STATE STUDENT ASSOCIATION (CSSA)  
RESOLUTION CALLING FOR THE CSU TO INCLUDE CASTE IN  
ANTI-DISCRIMINATORY POLICY**

- RESOLVED:** That the Academic Senate of the California State University (ASCSU) endorse the CSSA “Resolution Calling for The CSU to Include Caste in Anti-Discriminatory Policy,” which reflects the caste oppression concerns and voice of over 487,000 students in the CSU; and be it further
- RESOLVED:** That the ASCSU commend the CSU Office of the Chancellor and CSU Board of Trustees for adding caste to the [“Interim CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation”](#) that protects the full participation rights of all CSU faculty, students, and staff; and be it further
- RESOLVED:** That the ASCSU urge campus senates to review their policies in order to revise or develop new policies for prohibiting caste discrimination; 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 and Staff Association (CSUERFSA).

***RATIONALE:** When CSSA passed their “Resolution Calling for the CSU to Include Caste in Anti-Discriminatory Policy,” the goal was to bring attention to the ways in which caste oppression creates barriers to students’ success for Dalit or “untouchable” class students in the CSU. These barriers manifest as verbal and physical assaults, unfair treatment during their educational pursuits, and derogatory comments in their everyday lived experiences. This resolution endorses the California State Student Association’s (CSSA) resolution; affirms the ASCSU’s commitment to reducing barriers to faculty and student success that caste discrimination can create; and continued conversation on the extent to which caste discrimination can be address through shared governance. For more information, please see the attached CSSA resolution and embedded link to the “Interim CSU Policy Prohibiting Discrimination, Harassment,*

*Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation.*

*The Academic Senate of the California State University (ASCSU) recognize the barriers to student success that caste can create for students of the California State University (CSU).*

**Approved Unanimously – March 17-18, 2022**



**RESOLUTION CALLING FOR THE CSU TO INCLUDE CASTE IN ANTI-DISCRIMINATORY POLICY**

- WHEREAS:** the California State Student Association (CSSA) is the single recognized voice for over 487,000 students of the California State University (CSU) system; and
- WHEREAS:** Caste is a structure of oppression that affects over 1 billion people across the world based in birth that determines social status and assigns “spiritual purity”;<sup>1</sup> and
- WHEREAS:** There are four main caste groups: Brahmins, Kshatriyas, Vaishyas, and Shudras, and those outside the caste system entirely, with lower caste Shudras and those outside the caste system, known as Dalits meaning “broken but resilient” and formerly known as “untouchables”, considered oppressed by caste; and
- WHEREAS:** Caste-oppressed groups continue to experience profound injustices including socioeconomic inequalities, usurpation of their land, rights, and experience brutal violence at the hands of the “upper” Castes; and
- WHEREAS:** 25 percent of Dalits who responded to a survey, of 1,200 respondents, executed by Equality Labs reported facing verbal or physical assault based on their caste in the United States; and<sup>2</sup>
- WHEREAS:** One in three Dalit students report being discriminated against during their education in the United States; and<sup>3</sup>
- WHEREAS:** Two out of three Dalits surveyed reported being treated unfairly at their workplace in the United States; and<sup>4</sup>
- WHEREAS:** 60 percent of Dalits report experiencing caste-based derogatory jokes or comments in the United States; and<sup>5</sup>
- WHEREAS:** 20 percent of Dalit respondents report feeling discriminated at a place of business because of their caste in the United States; and<sup>6</sup>

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<sup>1</sup> <https://www.equalitylabs.org/castesurvey>

<sup>2</sup> Ibid

<sup>3</sup> Ibid

<sup>4</sup> Ibid

<sup>5</sup> Ibid

<sup>6</sup> Ibid

- WHEREAS:** All of these inequalities associated with caste status have become embedded in all of the major South Asian American institutions and they extend into American mainstream institutions that have significant South Asian immigrant populations, with some of the caste social locators being last names, whether a family eats meat, whether they own land in their country of origin, who they want to marry or be in romantic relationships with, and whether they are allowed to be out in their place of worship and community; and<sup>7</sup>
- WHEREAS:** In a Caste in America series it was stated, “Caste-based discrimination often appears in higher education institutions, according to a report published last year by Equality Labs, a Dalit research organization”<sup>8</sup>; and
- WHEREAS:** The series also noted, “Overall, students from India represent the second-largest group of international students in the US But universities are just beginning to address caste dynamics among its student population”<sup>9</sup>; and
- WHEREAS:** In the last decade alone, numerous incidents of caste-based discrimination and suicides of Dalit students have been reported on the campuses across the country<sup>10</sup>; and
- WHEREAS:** This resolution would be an important first step to addressing campus Caste-based discrimination since, “there is scarcely any research on the changed demographic [*growing population of lower caste students on college campuses*] in higher education and its implications on students and the campus climate”<sup>11</sup>; and
- WHEREAS:** Lack of Caste-based Anti-Discrimination Policies make it difficult to find data of student’s facing Caste-based discrimination since there is no policy to categories the discrimination; and
- WHEREAS:** The CSU, “Strives to be free of all forms of Discrimination, including Harassment, because of any Protected Status: i.e., age, Disability (physical and mental), Gender (or sex), Gender Identity (including transgender), Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Race or Ethnicity (including color or ancestry), Religion (or Religious Creed), Sexual Orientation, sex stereotype, and Veteran or Military Status”; and<sup>12</sup>

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<sup>7</sup>[https://static1.squarespace.com/static/58347d04bebafeb1e66df84c/t/5d9b4f9afbaef569c0a5c132/1570459664518/Caste\\_report\\_2018.pdf](https://static1.squarespace.com/static/58347d04bebafeb1e66df84c/t/5d9b4f9afbaef569c0a5c132/1570459664518/Caste_report_2018.pdf)

<sup>8</sup> <https://www.pri.org/stories/2019-03-08/caste-discrimination-exists-college-campuses-some-schools-are-trying-change?amp:>

<sup>9</sup> <https://www.pri.org/stories/2019-03-08/caste-discrimination-exists-college-campuses-some-schools-are-trying-change?amp:>

<sup>10</sup> <https://journals.sagepub.com/doi/abs/10.1177/2394481119900838>

<sup>11</sup> <https://journals.sagepub.com/doi/abs/10.1177/2394481119900838>

<sup>12</sup> <https://calstate.policystat.com/policy/8453516/latest/>

- WHEREAS:** However, current CSU policy prohibiting discrimination includes many of the identities intertwined with caste, but does not protect from caste-based discrimination specifically; and <sup>13</sup>
- WHEREAS:** Caste discrimination has long been overlooked by American institutions, with almost all institutions in the United States failing to protect caste oppressed people, highlighted most recently by the state of California’s ongoing lawsuit against Cisco regarding caste discrimination in the workplace; and <sup>14</sup>
- WHEREAS:** Brandeis University was the first US university to ban caste-based discrimination<sup>15</sup>, understanding that “caste identity is so intertwined with many of the legally recognized and protected characteristics, discrimination based on a person’s caste is effectively the same”<sup>16</sup>; and
- WHEREAS:** In addition to Brandeis University, the University of California, Berkeley, and Harvard University have begun to explore caste issues on their campuses<sup>17</sup>; and
- WHEREAS:** The addition of caste within the anti-discrimination policy will make the California State University’s in compliance with the recommendations of Equality Labs, an international human rights organization; and
- WHEREAS:** The addition of caste within the anti-discrimination policy will reaffirm and add to the CSU’s commitment to diversity, equity and support for those most systemically marginalized; and therefore be it
- RESOLVED:** That CSSA commits to advocating for the addition of caste in anti-discrimination policy moving forward through conversations with the Chancellor’s Office that include students; and be it further
- RESOLVED:** That CSSA calls upon the CSU Board of Trustees to implement an addition of caste in the CSU anti-discrimination policy on, or before, the June 18<sup>th</sup> CSU Board of Trustees meeting; and be it further
- RESOLVED:** This addition of caste as a protected category should be paired with assurance that staff working in the Title IX office are given resources to learn and better understand what caste is, such as the report on “Caste in the United States” from Equality Labs<sup>18</sup>; and be it finally

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<sup>13</sup> Ibid

<sup>14</sup> <https://www.npr.org/2020/10/12/922936053/california-workplace-discrimination-system-sheds-light-on-caste-system>

<sup>15</sup> <https://www.insightintodiversity.com/brandeis-becomes-first-us-university-to-ban-caste-based-discrimination/>

<sup>16</sup> <https://www.insidehighered.com/news/2019/12/20/university-adds-caste-nondiscrimination-policy>

<sup>17</sup> <https://www.pri.org/stories/2019-03-08/caste-discrimination-exists-college-campuses-some-schools-are-trying-change>

<sup>18</sup> <https://www.equalitylabs.org/castesurvey>

**RESOLVED:** The California State Student Association will make this document public and will forward this resolution to all affected parties including all 23 CSU Presidents, CSU Board of Trustees, Chancellor Joseph I. Castro, Academic Senate of the CSU, The California Faculty Association.

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3529-22/FGA  
March 17-18, 2022

**2022 LEGISLATIVE ADVOCACY POSITIONS OF THE ACADEMIC SENATE OF THE  
CALIFORNIA STATE UNIVERSITY (ASCSU)**

- RESOLVED:** That the Academic Senate of the California State University (ASCSU) adopt the provisional positions on bills currently under consideration in the California Legislature as identified in the attached document titled *Academic Senate of the California State University, Positions on Proposed Bills in the California State Legislature – 2022*; and be it further
- RESOLVED:** That these adopted provisional positions guide ASCSU advocacy activities during the 2022 legislative calendar; and be it further
- RESOLVED:** That if a change in the ASCSU position on a bill is warranted and, due to time or other constraints, consultation with the Academic Senate is not possible, the ASCSU Executive Committee is encouraged to act on behalf of the Senate, in accordance with resolution [AS-3513-21/FGA \(Rev\)](#) and the [ASCSU Bylaws](#), while exercising due diligence in keeping the ASCSU informed of such actions; and be it further
- RESOLVED:** That the ASCSU distribute this resolution and document to the Governor of the State of California, California Senate Pro Tempore Toni G. Atkins, Speaker of the California Assembly Anthony Rendon, Chair of the Assembly Higher Education Committee, Chair of the Assembly Budget Committee, Chair of the Assembly Banking and Finance Committee, CSU Board of Trustees, CSU Chancellor, CSU Advocacy and State Relations, CSU campus Presidents, CSU campus Senate Chairs, 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), Academic Senate for the California Community Colleges (CCC), Academic Senate of the University of California (UC), President of the California Community Colleges, CCC Board of Governors, and the Chair of the UC Board of Regents.

***RATIONALE:*** *This resolution is part of the ASCSU Legislative advocacy strategy for 2022, based on the guidelines approved by the Senate in Fall 2021. Its purpose is to assist the Academic Senate and its members to be effective and to respond quickly to proposed legislation during the key period of the legislative calendar (January-May). It is during that time that Legislative bills are heard in committee in their House of origin.*

*Advocacy efforts to shape and influence bill development are likely to be most effective at that time. The positions adopted in this resolution are understood as provisional since bills often change between January and May; adopting provisional positions allows flexibility in advocacy efforts while still ensuring that - at any one point in time - the positions have the backing of the entire ASCSU body, or of the ASCSU Executive Committee acting on behalf of the ASCSU.*

**Approved - March 17-18, 2022**

**AMENDMENT (AS-3529-22/FGA)**

**Priority – Advocacy Bills**

	<b>Bill</b>	<b>Author</b>	<b>Position</b>	<b>Comments</b>
<b>Student health well being</b>				
<b>1. Nutrition</b>				
	<a href="#">SB 641</a>	Skinner	Support	Requires internet posting of procedures for applying for CalFresh
<b>2. Mental Health</b>				
	<a href="#">AB 2122</a>	Choi	Support	Each CSU campus must establish a mental health hotline w/phone # on ID card
<b>3. Sexual Assault</b>				
	<a href="#">AB 524</a>	Rodriguez	Oppose	Deletes Cleary act info on campus "recognized" Fraternity/Sorority
	<a href="#">AB 1467</a>	Cervantes	More info	Requires independent title IX counselors for sexual assault counseling
<b>4. Law Enforcement and Crisis Response</b>				
	<a href="#">SB 1038</a>	Bradford	Support	Extends law negating use of facial recognition by law enforcement
	<a href="#">AB 1997</a>	Gibson	Support	CSU to develop a crisis response team

<b>Student Financial Aid</b>				
	<a href="#">SB 785</a>	Glazier	Oppose	Guarantees 4-year completion for CCC ADT's (5% x 70% minority)
	<a href="#">AB 1746</a>	Medina	Support	Revision of Cal Grant Program to address student needs
	<a href="#">AB 2371</a>	Santiago	Oppose	Free CSU Tuition for ADT qualified (\$\$ Unfunded Mandate)

<b>Enrollment</b>	-	-		
	<a href="#">AB2881</a>	Berman	Need more info	Public postsecondary education: students with dependent children.

<b>Faculty and Curriculum</b>				
<b>1. Faculty</b>				
	<a href="#">AB 2464</a>	Garcia	Support	Six months paid leave for Employee following birth or adopting a child
<b>2. Curriculum</b>	<a href="#">AB 2401</a>	McCarty	Need more info	\$250k grants to develop programs leading to more 4-5 yr credentialed teachers
	<a href="#">AB 2624</a>	Kalra	Oppose	Requires posting of all costs associated with online course material
	<a href="#">AB 1939</a>	Revis	Oppose	To include climate change course as part of science path to HS graduation
	<a href="#">SB 964</a>	Wiener	Oppose	Creates combined 4-5 yr BA+MA to accelerate more social workers

<b>Infrastructure</b>				
	<a href="#">AB 1602</a>	McCarty	Support	Establishes \$5 billion zero interest funds replacing faculty/student housing bonds
	<a href="#">AB 2232</a>	McCarty	Oppose	Requires CSU HVAC upgrades but no funding to do so
	<a href="#">AB 2272</a>	Low	Need more info	California Educational Facilities Authority (provides for Public/Private Partnerships)
	<a href="#">AB 1850</a>	Ward	Oppose	Requires public entities acquiring rental property to subsidize rents 20%
	<a href="#">SB 886</a>	Weiner	Support	Accelerates CEQA requirement for university housing

Investment				
	<a href="#">AB2689</a>	Cunningham	Oppose	Allows for use of virtual currency for state (CSU) services
	<a href="#">AB2422</a>	McCarty	Support	Increases from 30% to 65% use of reserve funds for mutual funds/real estate

### Priority – Advocacy Bills

Bill	Author	Position	Comments
<b>Student health well being</b>			
<b>1. Nutrition</b>			
<a href="#">SB641</a>	Skinner	Support	Requires internet posting of procedures for applying for CalFresh
<b>2. Mental Health</b>			
<a href="#">AB2122</a>	Choi	Support	Each CSU campus must establish a mental health hotline w/phone # on ID card
<b>3. Sexual Assault</b>			
<a href="#">AB524</a>	Rodriguez	Oppose	Deletes Cleary act info on campus "recognized" Fraternity/Sorority
<a href="#">AB1467</a>	Cervantes	More info	Requires independent title IX counselors for sexual assault counseling
<b>4. Law Enforcement and Crisis Response</b>			
<a href="#">SB1038</a>	Bradford	Support	Extends law negating use of facial recognition by law enforcement
<a href="#">AB1997</a>	Gibson	Support	CSU to develop a crisis response team
<b>Student Financial Aid</b>			
<a href="#">SB785</a>	Glazer	Oppose	Guarantees 4-year completion for CCC ADT's (5% x 70% minority)
<a href="#">AB1746</a>	Medina	Support	Revision of Cal Grant Program to address student needs
<a href="#">AB2371</a>	Santiago	Oppose	Free CSU Tuition for ADT qualified (\$\$ Unfunded Mandate)
<b>Enrollment</b>			
<a href="#">AB2881</a>	Berman	Need more info	Public postsecondary education: students with dependent children.
<b>Faculty and Curriculum</b>			
<b>1. Faculty</b>			
<a href="#">AB2464</a>	Garcia	Support	Six months paid leave for Employee following birth or adopting a child
<a href="#">AB2401</a>	McCarty	Need more info	\$250k grants to develop programs leading to more 4-5 yr credentialed teachers

<b>2. Curriculum</b>			
<a href="#">AB2624</a>	Kalra	Oppose	Requires posting of all costs associated with online course material
<a href="#">AB1939</a>	Revis	Oppose	To include climate change course as part of science path to HS graduation
<a href="#">SB964</a>	Wiener	Oppose	Creates combined 4-5 yr BA+MA to accelerate more social workers

<b>Infrastructure</b>			
<a href="#">AB1602</a>	McCarty	Support	Establishes \$5 billion zero interest funds replacing faculty/student housing bonds
<a href="#">AB2232</a>	McCarty	Oppose	Requires CSU HVAC upgrades but no funding to do so
<a href="#">AB2272</a>	Low	Need more info	California Educational Facilities Authority (provides for Public/Private Partnerships)
<a href="#">AB1850</a>	Ward	Oppose	Requires public entities acquiring rental property to subsidize rents 20%
<a href="#">SB886</a>	Wiener	Support	Accelerates CEQA requirement for university housing

<b>Investment</b>			
<a href="#">AB2689</a>	Cunningham	Oppose	Allows for use of virtual currency for state (CSU) services
<a href="#">AB2422</a>	McCarty	Support	Increases from 30% to 65% use of reserve funds for mutual funds/real estate

## Priority – Non-Advocacy

Bill	Author	Position	Comments
<a href="#">AB 1655</a>	Jones-Sawyer	Support	State holidays: Juneteenth.
<a href="#">AB 1685</a>	Bryan	Support	Vehicles: parking violations forgiveness.
<a href="#">AB 2815</a>	Berman	Support	Vote by mail on campus ballot drop-off locations.
<a href="#">AB 2379</a>	Dahle	Need more info	Postsecondary education: segments.
<a href="#">SB 20</a>	Dodd	Support	Provides written notice for those eligible for CalFresh benefits.
<a href="#">AB 1987</a>	Salas	Support	Requires yearly report on student mental health spending
<a href="#">AB 1633</a>	Seyarto	Support	Veterans' educational benefits: information sharing.
<a href="#">AB 2692</a>	Choi	Support	Priority registration for former/current Armed Forces.
<a href="#">AB 1625</a>	Medina	Support	California State University: student Trustees continues
<a href="#">AB 2222</a>	Reyes	Support	Financial Aid for graduate students.
<a href="#">SB 1141</a>	Limon	Support	Reduces exemption from nonresident tuition from 3 to 2 yrs
<a href="#">AB 295</a>	Jones-Sawyer	Need more info	Working group to Pilot program for tuition free education.
<a href="#">AB 1671</a>	Patterson	Support	Ban on Scholarship Displacement for Foster Youth Act
<a href="#">SB 1023</a>	Hurtado	Need more info	Establishes commission to increase Health care degrees
<a href="#">AB 2747</a>	Nazarian	Support	Tuition and fee waiver for Team USA student athletes.
<a href="#">AB 1844</a>	Medina	Support	Requires disclosure of sexual harrassment; precludes hiring
<a href="#">AB 2683</a>	Gabriel	Support	Requires CSU to include anti sexual assault training for all students
<a href="#">AB 1968</a>	Seyarto	Support	CSU must deveop standards for website re guide to sex assault protocols
<a href="#">AB 1606</a>	Irwin	Support	Fee waiver for military spouses
<a href="#">AB 2004</a>	Garcia	Support	Prevents student from borrowing more than \$40k for school
<a href="#">AB 1796</a>	Choi	Support	Five years to reenroll after dropping out
<a href="#">AB 2497</a>	Reyes	Support	Requires HS Climate Change course as part of science CSU requirement
<a href="#">SB 844</a>	Min	Support	Spot bill; amends cyber Security Integration Center
<a href="#">SB 1173</a>	Gonzales	Support	Prevent CalPERS from new or renewed investments in Fossil Fuel
<a href="#">SB 840</a>	Skinner	Need more info	Budget Act of 2022.

<a href="#">AB 1624</a>	Ting	Need more info	Budget Act of 2022.
<a href="#">SB 129</a>	Skinner	Need more info	Budget Act of 2021.
<a href="#">SB 115</a>	Skinner	Need more info	Budget Act of 2021.
<a href="#">AB 147</a>	Ting	Need more info	Budget Act of 2021.
<a href="#">SB 161</a>	Skinner	Need more info	Budget Act of 2022.
<a href="#">SB 132</a>	Bud&Fis Rev Cmte	Need more info	Budget Act of 2022.
<a href="#">SB 164</a>	Skinner	Need more info	Budget Act of 2022.
<a href="#">SB 167</a>	Bud&Fis Rev Cmte	Need more info	Budget Act of 2022.
<a href="#">SB 128</a>	Skinner	Need more info	Budget Act of 2022.
<a href="#">SB 133</a>	Bud&Fis Rev Cmte	Need more info	Budget Act of 2022.
<a href="#">SB 130</a>	Bud&Fis Rev Cmte	Need more info	Budget Act of 2022.
<a href="#">SB 141</a>	Bud&Fis Rev Cmte	Need more info	Budget Act of 2022.
<a href="#">SB 137</a>	Bud&Fis Rev Cmte	Need more info	Budget Act of 2022.
<a href="#">SB 138</a>	Bud&Fis Rev Cmte	Need more info	Budget Act of 2022.
<a href="#">SB 148</a>	Bud&Fis Rev Cmte	Need more info	Budget Act of 2022.
<a href="#">SB 131</a>	Bud&Fis Rev Cmte	Need more info	Budget Act of 2022.
<a href="#">SB 145</a>	Bud&Fis Rev Cmte	Need more info	Budget Act of 2022.
<a href="#">SB 135</a>	Bud&Fis Rev Cmte	Need more info	Budget Act of 2022.
<a href="#">AB 169</a>	Ting	Need more info	Budget Act of 2022.
<a href="#">AB 170</a>	Ting	Need more info	Budget Act of 2022.
<a href="#">AB 129</a>	Ting	Need more info	Budget Act of 2022.
<a href="#">AB 168</a>	House Budget Cmte	Need more info	Budget Act of 2022.

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3530-22/APEP/AA  
March 17-18, 2022

**RECOMMENDATION FOR A SINGULAR GENERAL EDUCATION (GE)  
TRANSFER PATHWAY**

**RESOLVED:** That the Academic Senate of the California State University (ASCSU) recommend that in designing the 34-unit “singular lower-division general education transfer pathway” called for in AB 928<sup>1</sup>, the Intersegmental Committee of the Academic Senates (ICAS) prioritize the inclusion of foundational skills and core competencies (Critical Thinking, Oral Communication, Written Communication, and Quantitative Literacy) that are currently required by the [Western Association of Schools and Colleges Senior College and University Commission \(WSCUC\)](#), and recommended by nationally recognized organizations or structures such as the [Association of American Colleges and Universities \(AAC&U\)](#), the [Degree Qualifications Profile \(DQP\)](#) and the [Western Interstate Commission for Higher Education \(WICHE\)](#); and be it further,

**RESOLVED:** That the ASCSU distribute this resolution to the Intersegmental Committee of Academic Senates (ICAS), California State University (CSU) Board of Trustees, CSU campus Senate Chairs, CSU campus Presidents, CSU Provosts and Vice Presidents of Academic Affairs, California State Student Association (CSSA), CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA).

***RATIONALE:** This resolution recommends a set of priorities for the Intersegmental Committee of Academic Senates (ICAS) to follow in response to recent legislation – AB 928 ([Student Transfer Achievement Reform Act of 2021: Associate Degree for Transfer Intersegmental Implementation Committee](#)). AB 928 specifies two major actions. The first is described by the Legislative Counsel’s Digest as:*

*“This bill would establish, until July 1, 2025, the Associate Degree for Transfer Intersegmental Implementation Committee to serve as the primary entity charged with the oversight of the ADT... and the duty to develop a comprehensive communications plan and guidance to inform students about the ADT pathway.”*

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<sup>1</sup> [AB-928 Student Transfer Achievement Reform Act of 2021: Associate Degree for Transfer Intersegmental Implementation Committee](#)

*The second part, and the focus of this resolution, is described as:*

*“The bill would require the Intersegmental Committee of the Academic Senates of the University of California, the California State University, and the California Community Colleges, on or before May 31, 2023, to establish a singular lower division general education pathway that meets the academic requirements necessary for transfer admission to the California State University and the University of California, and would require, if the committee is unable to come to agreement on or before May 31, 2023, the respective administrative bodies of those segments to establish a singular lower division general education pathway that meets the academic requirements necessary for transfer admission to the California State University and the University of California by December 31, 2023. The bill would require the singular lower division general education pathway, commencing with the fall term of the 2025–26 academic year, to be the only lower division general education pathway used to determine eligibility and sufficient academic preparation for transfer into both segments, and to not lengthen the time-to-degree or include more units than those required under the Intersegmental General Education Transfer Curriculum on July 1, 2021. These requirements pertaining to the singular lower division general education pathway would apply to the University of California only if the regents adopt an appropriate resolution, as required by existing law.”*

*AB 928 specifies that the to-be-developed pattern will be:*

*“used to determine eligibility and sufficient academic preparation for transfer into both segments, and to not lengthen the time-to-degree or include more units than those required under the Intersegmental General Education Transfer Curriculum on July 1, 2021.”*

*Unpacking this statement implies: (i) that the preparatory elements of the package are sufficient to meet both CSU and UC student needs, and (ii) that the new pathway may not lengthen existing time-to-degree. Furthermore, the statement implies that the common pathway would not exceed the 34 units representing 11 three-unit courses and the 1 unit of laboratory activity associated with science laboratory requirements defined within existing University of California (UC) and CSU transfer patterns.*

*In moving toward the goal of this to-be-established pattern, it is important to note the dual-role of lower division General Education (GE) in both: (i) providing the prerequisite basic skills and competencies needed to be successful in the full spectrum of*

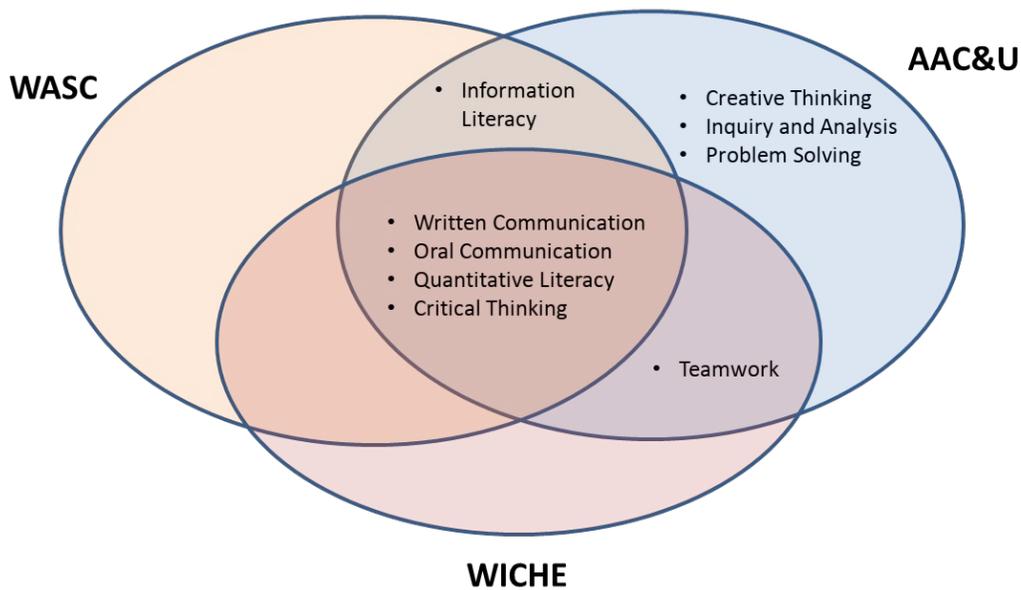
*upper division programs at the UC and the CSU and (ii) to contribute to/ lead to becoming an educated person<sup>2</sup>.*

*More specifically, the resolution asks that in its proposed pathway ICAS include the four core competencies identified by the three national organizations WASC/WSCSU, AAC&U, and WICHE. These four common core competencies are:*

- *Critical Thinking,*
- *Oral Communication,*
- *Written Communication, and*
- *Quantitative Literacy.*

**Figure 1**

**FOUNDATIONAL & CROSSCUTTING SKILLS**



<sup>2</sup> Note that for some of these competencies, CSU GE and UC Intersegmental General Education Transfer Curriculum (IGETC) definitions and standards differ from each other (and the definitions from the national institutions cited) and will need to be resolved.

*The resolution asks ICAS, in seeking to maximize the likelihood of a transfer student succeeding at either the UC or CSU and in streamlining the transfer process, to ensure that these competencies are part of the new single transfer pathway and in so doing, prioritize those GE areas and courses that best achieve the larger general education goals.*

**Approved Unanimously – March 17-18, 2022**

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3531-22/EX  
March 17-18, 2022

**COMMENDATION FOR ASSISTANT VICE CHANCELLOR NICHOLE  
MUÑOZ-MURILLO**

- WHEREAS,** Assistant Vice Chancellor (AVC) Nichole Muñoz-Murillo earned her master's degree in public policy from the University of Southern California (USC) and Bachelor of Science in education and public policy from Northwestern University; and
- WHEREAS,** AVC Muñoz-Murillo, began her career in legislative advocacy by serving the California School Boards Association from 2003-2005 and consulting for the California State Senate, Office of Senator Martha Escutia from 2005-2007; and
- WHEREAS,** AVC Muñoz-Murillo has been a champion for the CSU, first as the Legislative Liaison for California State University (CSU) Sacramento for five years, and then for ten years at the CSU Chancellor's Office for Advocacy and State Relations (ASR) in Sacramento; and
- WHEREAS,** AVC Muñoz-Murillo, expanded her legislative advocacy expertise and profile over ten years by serving as a Senior Legislative Advocate, Interim Assistant Vice Chancellor, Director of State Relations, and - in 2020 - becoming Assistant Vice Chancellor of Advocacy and State Relations; and
- WHEREAS,** during her years of service, AVC Muñoz-Murillo helped guide the office through the Great Recession, the development and success of Graduation Initiative (GI) 2025, experienced the transition of two new chancellors, secured the CSU's first fully funded budget request in many years, and oversaw engaging budget advocacy efforts such as #StandWithCSU, which elevated the system's reputation in the capitol; and
- WHEREAS,** AVC Muñoz-Murillo's service also included the deepening of relations with vital stakeholders such as the Academic Senate CSU (ASCSU) through inclusion and partnership, honesty, and open communication even when the ASCSU and CSU's interests were not always aligned; and
- WHEREAS,** AVC Muñoz-Murillo is universally respected in the Sacramento Capitol community and is seen not only as an expert in higher education policy and the intricacies of the largest four-year system of public higher education in the state, but also a kind mentor and friend to many; therefore be it

**RESOLVED:** That the ASCSU commend AVC Muñoz-Murillo for her contributions to the CSU system, her collegial and supportive working relationship with the ASCSU, and dedication to candid and honest dialogue with faculty; and be it further

**RESOLVED:** That the ASCSU offer its best wishes to AVC Muñoz-Murillo as she assumes her new role as Deputy Legislative Secretary for the Office of Governor Gavin Newsom, where she will oversee education policy.

**Approved by Acclamation – March 17-18, 2022**

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3532-22/APEP  
March 17-18, 2022

**ELIMINATING THE USE OF SAT AND ACT FOR CSU ADMISSIONS DECISIONS**

- RESOLVED:** That the Academic Senate of the California State University (ASCSU) endorse the recommendation by the Admissions Advisory Council (AAC), in [“CSU First-time Freshman Standardized Exams and Admissions Recommendations”](#) (January 5, 2022), that the CSU discontinue the use of the SAT and ACT in first-year admissions decisions; and be it further
- RESOLVED:** That the ASCSU request the CSU Office of the Chancellor to engage in formal shared governance processes to assess the consequences of the discontinuation of the use of the SAT and ACT in first-year admissions decisions; and be it further
- RESOLVED:** That the ASCSU request the CSU Office of the Chancellor engage in formal shared governance processes when developing multi-factor eligibility standards for applicants to be admitted for Fall 2024 and beyond; and be it further
- RESOLVED:** That the ASCSU distribute this resolution to the CSU Board of Trustees, CSU campus Presidents, CSU campus Senate Chairs, California State Student Association (CSSA), CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA), Academic Senate for the California Community Colleges (CCC), and the Academic Senate of the University of California (UC).

***RATIONALE:** Multiple research studies indicate that standardized testing data specifically from the ACT and SAT, contributes little above high school Grade Point Average (GPA) to prediction of student academic success at the CSU, while at the same time evidence indicates the use of such exams inequitably restricts access to the CSU. The Admissions Advisory Council (AAC) consisting of students, staff, administrators and faculty in the ASCSU, the CSU Math Council, and the CSU English Council has spent years studying this issue and has recently released their [report and recommendation](#) based on a wide variety of research including studies, internal to the CSU, examining data particular to our campuses. It should be noted that this recommendation is consistent with the actions of the University of California (UC). After reviewing similar data and results in May 2021 the UC permanently discontinued use of standardized testing in admissions.*

*One possible consequence of the removal of the SAT/ACT from admissions considerations could be that high school GPA plays a greater role than it does currently in a multi-factor admission criteria. With this greater role, it is likely that additional pressures will be placed on high school grades – these pressures may create new inequities beyond those currently present in reported high school grades.*

**Approved Unanimously– March 17-18, 2022**

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3539-22/FA  
March 17-18, 2022

**CALL FOR AN INDEPENDENT INVESTIGATION INTO THE ACTIONS TAKEN BY  
FORMER CSU CHANCELLOR CASTRO WHILE PRESIDENT OF CSU FRESNO**

- RESOLVED:** That the Academic Senate of the California State University (ASCSU) call for an immediate investigation, to be commenced and concluded on a timeline that addresses the urgent need to fix a broken system, directed by the California State Attorney General's Office and conducted by an independent body into the actions taken by former Chancellor Castro, his staff, and other participants aware of or who participated in handling the sexual harassment allegations against Frank Lamas during former Chancellor Castro's time as President of CSU Fresno; and be it further
- RESOLVED:** That the ASCSU call upon the Legislature of the State of California to direct the appropriate legal authorities to follow through with an independent investigation into the entirety of the Lamas affair and any similar allegations of sexual misconduct, regardless of whether or not the parties resign and regardless of other actions taken within or outside the system to address Title IX policies and implementation in the CSU; and be it further
- RESOLVED:** That the ASCSU call upon the Legislature of the State of California to direct the appropriate legal authorities to conduct an independent investigation into all Title IX practices throughout the entirety of the CSU, as the Lamas affair represents the latest in several failures to hold those in power within the CSU accountable to Title IX standards; and be it further
- RESOLVED:** That the ASCSU call upon the Legislature of the State of California to disseminate the results of the systemwide Title IX investigation and recommendations to the CSU Board of Trustees, who are requested to share the results with the ASCSU and all CSU campus senates, including reports and recommendations for each CSU for real and tangible improvements to Title IX processes; and be it further
- RESOLVED:** That the ASCSU call upon the CSU Board of Trustees to cooperate fully with the Legislature of the State of California and the appropriate legal authorities in any and all steps during the investigatory process; and be it further

**RESOLVED:** That the ASCSU distribute this resolution to the CSU Board of Trustees, Acting CSU Chancellor Steve Relyea, 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), CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA), California Senate Education Committee, California Assembly Higher Education Committee, California State Attorney General’s Office, and California Governor Gavin Newsom.

***RATIONALE:** On February 3, 2022 USA Today journalist Kenny Jacoby broke the story on the Lamas affair at California State University (CSU) Fresno: that former Vice President for Student Affairs Frank Lamas had been credibly accused of sexual harassment, and this had been handled by a “golden handshake” deal between Lamas, then-President of CSU Fresno Joseph I. Castro, and a retired federal judge as mediator. This deal included \$260,000 payout, retirement benefits, and a letter of recommendation from Castro<sup>1</sup>. This was confirmed by a statement released by now-then-Chancellor Castro<sup>2</sup> following the breaking of the USA Today story. Three days later, a follow-up story by USA Today revealed the year-long efforts to withhold the investigative reports and to pressure those with access to the reports to sign non-disclosure agreements<sup>3</sup>. This affair was ongoing during the Chancellor search process (of which Castro was a finalist) and information on the events withheld by Castro during the process. (Lamas has since founded a higher education consulting service, advertised on his LinkedIn profile<sup>4</sup>.)*

*On February 17, 2022, Castro resigned as Chancellor of the CSU following a several hour meeting with the Board of Trustees<sup>5</sup>. As part of his resignation, the Board agreed to a settlement that included a one-year salary of \$401,364; six months’ housing allowance of \$7,917 per month (notably more than the overall monthly salary of most faculty in the system); classified his position as advisor to the Board, representing either continued undue influence within the system during that year, or providing an*

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<sup>1</sup> Jacoby, K. (2022) “Fresno State president mishandled sexual harassment complaints. Now he leads all 23 Cal State colleges”. USA Today February 3.

<sup>2</sup> Castro, J. (2022) [An Open Letter from Chancellor Castro to the CSU Community](#). February 4.

<sup>3</sup> Jacoby, K. (2022) [Fresno State stonewalled the release of sexual harassment investigation reports, sought NDA](#). USA Today February 7.

<sup>4</sup> [LinkedIn profile](#) for Dr. Frank Lamas, showing his current employment activities as Founder and President at Lamas Education Advisory Services (LEADS). Last accessed February 12, 2022.

His About section states, “Lamas Education Advisory Services (LEADS) founder and president, former Chairman of Board of NASPA and experienced Vice President for Student Affairs and Enrollment Management. Long history of working in the higher education industry setting university/divisional vision/goals with strong track record of accomplishments. Highly skilled and experienced in the following areas-Student Success, Wellness, Student Involvement/Engagement, Enrollment Management, Technology/Data Analysis, Student Diversity/Social Justice, First Generation, Basic Needs, Academic Support Services, Residence Life, Academic Advising, Crisis Management, Fundraising and Building Projects/Master Planning among other areas. Faculty Teaching, Community Outreach and National/Local Boards leadership experience. Experienced in assisting institutions in finding qualified individuals to fill open or interim position vacancies.”

<sup>5</sup> CSU Press Release (2022). [Dr. Joseph I. Castro Resigns as CSU Chancellor: University to Launch Systemwide Title IX Assessment](#). February 17.

*inappropriate perception of Castro's continued position during this time; and confirmed his retreat rights to Cal Poly San Luis Obispo.*

*As part of Castro's resignation, the Board announced plans to hire a consulting firm to review Title IX practices in the CSU. While we applaud the need to strengthen Title IX implementation and enforcement in the system, this move is misguided at best, missing the point that their review and potential recommendations are unlikely to address the inherent imbalances of power that allowed this situation (and similar situations at other CSUs, such as San José State University) to occur. More employee sexual harassment training modules will not prevent the next golden handshake from occurring after inappropriate actions are taken, whether by a President, a Chancellor, or the Board itself.*

*Such a Title IX investigation also allows the other parties to the Lamas Affair (and other similar situations, such as the [Department of Justice investigation](#) into sexual harassment in the Athletics Department at San José State University) to remain consequence-free from their participation. Only a truly independent investigation by the Attorney General's office and/or the state legislature can begin to address both the systemic issues within the CSU system as well as the specific issues in the Lamas Affair. This also aligns with the proposed [Assembly Bill \(AB\) 1844](#), introduced by Assemblymember Medina, requiring such investigations to be seen through to their conclusion, even if the parties involved resign.*

**Approved – March 17-18, 2022**

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3543-22/EX  
March 17-18, 2022

**CONDEMNATION OF THE RUSSIAN INVASION OF UKRAINE**

- RESOLVED:** That the Academic Senate of the California State University (ASCSU), as the democratically elected body of the CSU faculty, condemn the Russian invasion of the sovereign nation of Ukraine; and be it further
- RESOLVED:** That the ASCSU, as stewards of California State University curriculum, reject distortions of Ukrainian history, sovereignty, and struggles for democracy used to justify the invasion; and be it further
- RESOLVED:** That the ASCSU recognize the value of libraries, archives, and museums as conservators of the intellectual, cultural and historical elements of the peoples of Ukraine; and be it further
- RESOLVED:** That the ASCSU urge CSU campus senates to stand in solidarity and support for our faculty, students, staff, and administrators that have colleagues, friends and relatives engaged in - and risking their lives for - the Ukrainian fight for democracy and freedom and the Russian Federation citizens who risk incarceration and their lives engaging in anti-war activities; and be it further
- RESOLVED:** That the ASCSU commends all CSU community members that are supporting refugees and encourages the CSU community to get further involved in generating financial or moral support for all victims of this war; and be it further
- RESOLVED:** That the ASCSU urges the CSU Chancellor's Office to divest from Russian Federation assets; 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 (CCC), Academic Senate of the University of California (UC), CCC Board of Governors, UC Board of Regents.

***RATIONALE:*** *On February 24, 2022, the Russian Federation invaded the sovereign nation of Ukraine. Under the guise of a “military operation,” this encroachment upon Ukrainian sovereignty has resulted in the bombardment of many cities (including Mariupol, Kharkiv, and the capital Kyiv) and has displaced over 2 million Ukrainians fleeing the conflict. This resolution acknowledges their struggle and condemns the invasion by the Russian Federation and efforts to suppress and usurp Ukrainian rights to self-determination and the power of democratically elected Ukrainian leaders. As steward of faculty shared governance, we stand in strong solidarity with the Ukrainian people and the democratic values they struggle to retain.*

**Approved – March 17-18, 2022**