



CALIFORNIA STATE UNIVERSITY, LONG BEACH

OFFICE OF THE ACADEMIC SENATE

July 22, 2020

Academic Senate Executive Committee Statement on Anti-Blackness and Racial Justice at CSULB

The CSULB Academic Senate is not in session during the summer; we, the Executive Committee of the CSULB Academic Senate, have been meeting periodically and are issuing this statement.

The CSULB Academic Senate Executive Committee stands in solidarity with Black Lives Matter and pledges to work towards racial justice and [against Anti-Blackness](#) at CSU Long Beach. We acknowledge that for most of its existence the Academic Senate has been led by white professors, and the Senate at CSULB has been a predominantly white institution. While we will not be able to fully understand the experiences of Black Americans, we aim to work together to change inequitable frameworks and structures.

This is a living document; while some of our plans are incomplete or insufficiently specific, we have to start somewhere. The actions we plan to take include (but are not limited to):

Working on Ourselves

- **Senate Executive training:** We will start by educating ourselves; the Senate Executive Committee is actively participating in a series of trainings through the California Conference for Equity and Justice to help us better understand the systemic inequities of our institution.
- **Fall 2020 Senate Retreat:** Our fall 2020 retreat will be on the topic of working together for racial justice and against Anti-Blackness at a historically and traditionally white institution that is no longer predominantly white. The retreat will be a working event at which we all learn together—not in the traditional format of speaker/discussion/share out. We have invited ASI Government leaders to be a part of this retreat as they are, and represent, the students who have direct insight into the issues at hand. In our long-term planning, we will recommend that future senates continue this work at retreats or other special events.

Faculty Hiring

- We will create a Faculty Hiring Policy (we do not have one) that includes anti-bias training for committee members, steps for not only pool approval but also semi-finalist and finalist approval for diversity, and other elements that will help us limit unconscious bias and exclusionary practices. We will consider adding lecturer faculty hiring to this policy as well.
- We will continue to review data on hiring and retention of faculty of color and support the work of the Faculty Equity Advocates program.

Review of Faculty (RTP) and Faculty Research Policies

We will

- Revise service definitions in the [Reappointment, Tenure and Promotion \(RTP\) policy](#) to support faculty of color whose service includes supporting affinity groups on and off campus to account for cultural taxation of faculty of color.

- In the same policy, examine the roles of the Department Chair and Dean in ensuring a fair and unbiased review.
- In the same policy, require implicit bias training for RTP committee members.
- Revise definitions of Research, Scholarly, and Creative Activities (RSCA) in the RTP document and in the [RSCA policy](#) to better capture and value the scholarship of Black academics and other faculty of color, including for example community-based research. Ensure that college policies reflect this.
- Remind the University Mini-Grant and Summer Stipend review committee that the Collective Bargaining Agreement Article 20.37: Assigned Time for Exceptional Levels of Service to Students was meant as a way to offer assigned time for those faculty of color who engage in this service to students, to relieve some of the burden of cultural taxation on those faculty.

Access and Retention

We will use the revived Advisory Council on Strategic Enrollment Management (ACSEM) in three ways:

- To continue to disaggregate admissions and retention data for Black students, with the goal of interrogating and remedying inequities in Black student access and retention at CSULB. We will analyze these inequities by college at the undergraduate and graduate levels and include external evaluation to determine why Black students withdraw from or why they choose to persist at CSULB. We will ask for a Data Fellows team for extended work on this project.
- To ask colleges to link findings from this project to Diversity Action Plans for access and retention.
- To ensure that ACSEM local partners are representative of schools and districts from which we want to recruit Black students, being very clear and public about goals for recruitment and retention of students.

Academic Administrator Hiring, Appointment and Review

In revisions of PS 17-08, the Selection, Appointment and Review of Academic Administrators (coming to the floor of the Senate this Fall), we will propose the inclusion of Equity Advisors in all search committees. We will also include administrators' work towards racial justice as a category to be evaluated in the review process.

Diversity Action Plans

In Spring 2021, the Senate will develop a Diversity Action Plan for future years' work towards a more inclusive campus based on the results of HERI campus climate survey results (sample resolution [here](#).) We will encourage all divisions and units in the university to make Diversity Action Plans as part of all Beach 2030 planning. The Senate plan will have clear goals and accountability measures.

Policy Review

We will review and analyze Senate Policies for anti-Blackness and racist statements to ensure that we move forward with more inclusivity and strive for equity. For example, we have much work to do on the Reappointment, Tenure Promotion (RTP) Policy.

In addition to these concrete plans, we have the following evolving collaborative plans:

Student support

We will support the departments and programs that support Black students. We will support the institutionalization of funding for the Black Graduation, and the BSU more broadly. Some plans students are asking us to support include:

- Fully removing Prospector Pete from campus to show solidarity with Indigenous Communities.
- Requiring all faculty to include statements of anti-racism and basic needs resources in their syllabi.
- Advocating for the university to defund the police and stop criminalizing Black, Indigenous and People of Color.
- Connecting with students, from ASI leadership and Affinity Group leadership.

Student research. We will expand and institutionally support Black students' access to research programs.

Curriculum. We will work with our Ethnic Studies faculty leaders and colleagues on campus and in the CSU more broadly to implement an Ethnic Studies General Education requirement courses as part of the California Assembly Bill 1460: "California State University; graduation requirement; ethnic studies" or as part of the CSU Board of Trustee's Title V Ethnic Studies graduation requirement changes. We also encourage faculty across the university to examine their own curricula through the lens of racial justice.

We will continue to examine racial injustice on campus, advocate for its elimination, and listen and learn from our colleagues in CSULB and the CSU.

Academic Senate Executive Summer Committee Members

Jessica Zacher Pandya, Chair (Education); Neil Hultgren, Vice Chair (Liberal Arts); Pei-Fang Hung, Secretary (Health & Human Services); Nancy Meyer-Adams (Health & Human Services), Mehrdad Aliasgari (Engineering), Praveen Shankar (Engineering) & Christine Kang (Business), Members at large; Brian Jersky, Provost and Senior Vice President; Omar Prudencio Gonzalez, ASI President; Deborah Hamm, CFA Co-President; Kelly Janousek, Eileen Klink & Praveen Soni, ASCSU Senators; Norbert Schürer, Past Senate Chair (Liberal Arts); Ann Kinsey (Academic Senate Office); Kristin Bonetati, Staff Council Chair; Jody Cormack, Vice Provost for Academic Programs, Dean of Graduate Studies; John Hamilton, Assistant Vice President, Student Affairs; Scott Apel, Vice President, Administration & Finance.