**Humboldt ERFSA Executive Committee Meeting Notes and The Association Program Chair Bylaw Change March 13, 2025**

**ERFSA President’s Report**

**Exc Com Time Schedule 2025 Spring Semester**

* March 27th Grant applications deadline

March 28th  Kumi sends the grants to Exc Com by Friday

April 3rd Zoom Exc Com meeting to select grant recipients.

* April 10, 2025: ERFSA Luncheon: Sarah Lasley, Cal Poly Humboldt Art & Film Assistant Professor.
* April 30th Emeritus Status Awardees, Grant Donors, ERFSA members & Grant Awardees Reception at Septentrio Winery. President Michael E. Spagna will be attending. His Exc Council invited.
* May 8, 2025: ERFSA Luncheon: Maxwell Schnurer, Communication Department Chair and Transformative Restorative Education Center (TREC); Mark Taylor, MSW, Project Rebound; Steve Ladwig, TREC; Sidney Asfrzadeh, TREC.
* May 13, 2025 [most likely] OAA reception for Faculty Award /ERFSA Grant Recipients/Senators—Marshelle emailed the Provost Office—date/place is being decided.

**The Association Program Chair Bylaw Change**

Exc Com approved sending the modified Program Chair’s list of duties to the membership on Feb. 13, 2025.

Membership approved the changes on February 26, 2025: 56% of the Humboldt-ERFSA Membership voted on the proposed change. Of those that voted, 100% voted to accept the Bylaw Change.

March 9, 2025: requested Angie Petroske update ERFSA Bylaws and post on the ERFSA website.

**The Association Program Chair [previous]**

III. The Association Program Chair shall develop a speaker’s program for the association in

conjunction with the Executive Committee for presentations at regular monthly business

luncheons, introduce or arrange to have the speakers introduced at the meetings and/or send thank you letters on behalf of the Executive Committee members.

**Bylaws: Program Chair Approved Changes**

III. The Association Program Chair shall develop a program of presentations for the association in conjunction with the Executive Committee for the regular monthly business luncheons. The Association Program Chair has these additional responsibilities:

a. Creates a list of potential speakers as developed by the Executive Committee.

b. Contacts prospective speakers and coordinates selected dates.

c. Confirms presentation descriptions and contact information.

d. Designates introducers and thank you letters.

e. Finalizes and distributes Luncheon Series.

f. Reminds Presenter of expected format, equipment availability and possible further  contact by the Communications Chair regarding press releases.

**Fundraiser:** No additional contributors since Feb—ERFSA receives the HAF & WRCF reports a month late.

**Academic Senate/Emeritus Status: Kenny Richards,**Lecturer and Education Leadership Program Leader, School of Education. **Notified the ERFSA listserv on March 9, 2025**

**University Senate: Current Events/News Topics: March 11, 2025, Committee Reports Executive Cabinet Report to University Senate**

In response to a [media inquiry](https://kymkemp.com/2025/03/04/student-activists-assert-cal-poly-university-police-are-suppressing-dissent-following-arrests/) regarding two individuals who were arrested:

University Police can confirm that they were arrested for Vandalism, Conspiracy, and Masked While Committing a Crime. (To be clear, wearing a mask itself is not a crime or a violation of University policy, but it becomes both when doing so for the purposes of concealment of identity when violating the law.)

The University not only supports freedom of speech—regardless of the content of that speech—but we protect it and encourage all voices to be heard. The CSU’s interim Time, Place, and Manner policy (TPM), which the University has shared widely with the campus community and explained in multiple announcements, exists to protect everyone’s First Amendment rights while also protecting the right to learn and work in a safe environment.

Understanding that balance is key. We’ve seen a number of protests on campus with dozens of people in attendance since the beginning of the school year where participants have followed TPM policy. In the case of the Jan. 21 event, the two individuals were arrested for the alleged criminal activity on campus, not because they were engaged in free speech. Beyond that, we cannot comment further on an ongoing investigation.

In response to [news of a complaint submitted](https://lostcoastoutpost.com/2025/mar/6/federal-antisemitism-complaint-filed-against-cal-p/) to the Office of Civil Rights:

Cal Poly Humboldt is reviewing the federal complaint and will, of course, fully cooperate with the Office of Civil Rights in any investigation.

Hatred or discrimination in any form, including anti-semitism, is contrary to our core values. The University unequivocally condemns all acts of hatred, bigotry, and violence, and we are committed to keeping safe our students, staff, and faculty of all religions. We will continue to work together to foster a learning and working environment where we can all feel safe, included, and respected.

**Small Grant Program**

2025 Grant Applications are due Thurs, March 27th & applications sent to the Exc Com on Friday, March 28th & will select recipients on April 3rd.

* Angie Petroske sent the Grant flyer to the campus community on March 5th & will have a 2nd notice sent after Spring Break. Marshelle has been advertising it in her Academic Senate written reports for the past month. Jeff emailed the flyer to the dean’s offices for distribution to the departments.
* Kumi Watanabe-Schock receives the Grant Applications & will send them to the Exc Com for ranking by March 28th.
* Exc Com will select the grant recipients on April 3rd.
* Lou Ann will send appropriate documentation to HAF & WRCF Donor Relations Coordinator, Risa Carmello. She can be reached at [Marisac@hafoundation.org](mailto:Marisac@hafoundation.org) or (707) 324-3501.
* Jeff will send the letters to the applicants, including an invitation to attend the ERFSA ES/donor reception...

Who will attend the OAA reception *in May 13th—most likely*

*Should we re-look at the Grants Program since there is a freeze on hiring?*

**Association Program Chair Report (Susan):**

* Sarah Lasley lecture on April 10. LouAnn introduces. Maxwell Schnurer and Project Rebound folx on May 8. Kumi introduces.
* Jeff would like to know if his laptop is needed for their presentations. It would be good to have the presentations ahead of time to make sure they run smoothly at BGCC.

**Membership Chair Report(Jeff):**

* Jeff shared the list of current Humboldt-ERFSA members. 49 AY

**Treasurer Report (Lou Ann):**

* ERFSA funds CPH: TV012 Account: $5,832
* HAF & WRCF: March report not available until mid-March
* Communication with Josh at BGCC has been streamlined, but not with Tynell at Septentrio (re. 4/30 reception)

**Communications Report (Kumi)**

* Tabled at 11th Annual Authors Celebration sponsored by the Provost’s Office and the Library on 2.14.25. Spoke with potential retirees and retired faculty/staff
* ERFSA lecture series is featured in OLLI e-newsletters
* Northcoast Journal calendar section hasn’t been listing the lectures in Feb/Mar. Kumi will inquire why. University Notices working well. Kumi will continue to use
  + [Getting the Word Out Checklist](https://docs.google.com/document/d/1GmZC2RG1SeGlGSaeYBVuiyEuKmPcXmzkHaAoj3pU5xU/edit?tab=t.0)

**Next ERFSA Exc Com Meeting: April 10th**

**CFA Updates**

CSU: Layoff Notices: SF, LA, SO, SJ

8% cut from State

Decrease in assigned time

**Cal Poly Humboldt Mergers**: CAHSS (Art+ Film, Dance, Music, Theater, Applied Humanities, Philosophy, WLC (Economics and Business)

**Eliminate:**

German Minor (proposed cut)

International Studies (proposed cut?)

RS Minor (proposed cut)

Educational Leadership (EDL) (proposed cut)

Economics (proposed cut?)

1. **Meet and Confer Issue One: CAHSS Mergers**: we have not yet met again with management about the mergers of 1.) Dance, Music, and Theater, 2.) Art and Film, and 3.) Applied Humanities, Philosophy, and World Languages and Cultures.  CFA Humboldt has begun to revise the MOU draft and will eventually discuss it with Management, probably in the next week or so. Outside of simple edits we have heard that there are concerns of program autonomy/support and the need for clarifying language involving evaluation/ promotion/retention/tenure.  Also, there have been some substantive concerns raised regarding the third proposed merger amongst impacted faculty.  CFA Humboldt is committed to represent all faculty in good faith and negotiate the best MOU possible that clarifies these important employee rights.

Also, as of just yesterday, I received a meet and confer request to negotiate an agreement about merging the Economics program into the Business Department. (It is unclear of their intentions here with regard to the economics program, see below. We have only received preliminary information.)

1. **Issue Two: Program Discontinuations:** Management has noticed us that they wish to discontinue the Religious Studies major, the German minor, the Economics Program, the International Studies major, and the Educational Leadership (EDL) Program. We have not yet met on these issues.
2. **Issue Three: Changes in Summer Parking Fees:** Management has noticed us that they wish to begin charging faculty members for parking during the summer. We haven’t started to meet on this issue.

1. **Issue Four: Voluntary Separation Incentive Program:** Management has noticed us that they wish to implement a Voluntary Separation Incentive Program. Those of you who were around during the Covid pandemic might remember we had a similar program at that time. The specifics of this need to be negotiated, but basically they want to offer severance pay to entice individuals to separate from the university (retire). Dissimilar from the pandemic era agreement, their *original*proposal does not include temporary faculty (Lecturers, Counselors, Coaches or temporary librarian faculty). Stay tuned. $25-75,000 [not an early retirement]
2. **Issue Five: Unilateral Decision to Close Campus last Spring – supported by PERB (Good News):** *unfair labor practice.* So, this one involves some really good news. Recall that last spring the campus was shut down the final two weeks of the semester during the student protests. This was a unilateral decision by management and resulted in a (radical) change in working conditions without Union consultation.  CFA filed an unfair labor practice charge with the Public Employee Relations Board (PERB) shortly after the campus shutdown. We attempted to negotiate over this issue over the summer and into the fall, but management did not agree with any of our recommendations. Given impasse at the table, the unfair labor practice charge continued through the system.  We have recently heard back from PERB and they agree that we have a legitimate claim. So, we are going back to the table to see what we can negotiate on behalf of faculty who (as you-all communicated with us) incurred numerous negative consequences due to the shutting of campus. Stay tuned.

1. **Statewide Bargaining Update:** The newly formed CFA Bargaining Team has begun to meet in preparation of our ‘big table” contract negotiations. Unlike the bargaining campaign that ended in our strike last January, we will now be bargaining over numerous articles in the contract.  For the first time, the bargaining team includes members voted on by their respective chapters as well as those appointed by CFA President Charles Toombs and the CFA Board of Directors.  The team met at CFA HQ at the tail end of January and have also had a couple of zoom meetings. So far, the emphasis has been to make sure all of us are informed about the bargaining process, to discuss what it means to prioritize our commitment to racial and social justice as we engage in this work, and to review the Bargaining Survey taken last year. While we have had some very preliminary discussions, we aren’t close to drafting any language. I expect there will be much more to report out after Spring Break.