

## Nov 20, 2025, Humboldt-ERFSA Executive Meeting Notes and ERFSA Timeline

### President Report (Marshelle)

- Oct. 14 & 28<sup>th</sup> Attended University Senate Meetings. Primarily curricular issues. I submit a written report on our activities at most meetings,
- October 25<sup>th</sup> Attended the CSU-ERFSA State Council Meeting. Passed Resolution: *CSU-ERFSA aligns itself with the position of the California Faculty Association with regard to the requests from EEOC for faculty and staff personal information.*
- \*Oct.28<sup>th</sup> Emailed ERFSA Listserv that CSU-ERFSA Assembly passed a motion supporting CFA Statement (Anagnosson) An amended Motion. Passed: *CSU-ERFSA aligns itself with the position of the California Faculty Association with regard to the requests from EEOC for faculty and staff personal information.* Refer to end of the meeting agenda.  
*\*Faculty Trustee Melichar emailed information from Interim EVC/General Counsel Theodora to CSU-ERFSA members from an earlier October 2025 CSU Academic Senate Chairs Meeting--if a CSU campus is asked to provide names, phone numbers, email addresses, etc., pursuant to a subpoena or other request, what is the protocol for responding?* Refer to the end of the agenda.
- Nov. 9-10<sup>th</sup> Trysta Donaldson, Interim Director, Campus Human Resources, HR re-activated email of ES Mary Greta Gratopp on March 5, 2024.
- Nov. 4<sup>th</sup> emailed invitation to be Faculty Mentors Needed Deadline to apply is Nov. 12<sup>th</sup>.
- Does anyone want to be a CSU-ERFSA delegate? The response was No
- Nov. 12<sup>th</sup> Attended the McCrone Honors Reception to listen to 2021 ERFSA Grant Recipient Allison Bronson presentation on The Evolutionary Anatomy of Shark Ears. Presented at ERFSA luncheon Feb. 9, 2023. She was a lecturer now Assistant Professor - Zoology and Marine Biology
- Nov.13<sup>th</sup> Attended the Humboldt Area Foundation Year End Celebration representing Humboldt-ERSFA
- Nov. 15<sup>th</sup> Kumi and Marshelle attended OLLI's 20<sup>th</sup> Anniversary Event at Cal Poly Humboldt
- Nov. 16<sup>th</sup> – 18<sup>th</sup> Developed Timeline for ERFSA—refer to *Timeline: ERFA → Humboldt-ERFSA*
  - Requested additional information from listserv: Kumi's referral to Librarian Carly Marino and Susan Bicknell offering to check Senate resolutions .
  - Nov. 17-18<sup>th</sup> Met with Cal Poy Humboldt Special Collections Librarian Carly Marino to research Humboldt-ERFSA documents. contacted CSU-ERFSA's office manager; Patrick Maolloy-Humboldt Seante Adv. Asst for ERFSA documents.
- Nov. 19<sup>th</sup> Email to listserv President Spagna appointed President of Sonoma State University
- **Nov. 21<sup>st</sup> Emailed to the listserv: VP Advancement Search Com Humboldt-ERFSA Member set up Seeking Humboldt-ERFSA Nominations to Serve on the Cal Poly Humboldt Vice President for University Advancement Search Committee.**  
**Process sent up to appoint**

### Discussion to continue:

- Junior Faculty and Staff grants – prepare
- Emeritus status reception in April at the Septentrio Winery—start planning

- Celebration of **1984 -2026** Humboldt-ERFSA 42 History with welcoming of **President Richard A. Carvajal ?**

### **Program Chair (Susan)**

#### **Spring Program: provided after the meeting**

Feb 12, 2026

**12:00 Oscar M. Vargas:** Biological Sciences (2021 Grant Recipient)

*Project: The evolutionary origin and conservation genetics of rare plants in California.*

Portions of the tree of life, the evolutionary origin of rare plants and genetic diversity can be inferred from the use of next generation DNA sequencing. My research team examines this data for conservation purposes.

**12:30 Catalina Cuellar-Gempeler:** Biological Science (2020 Grant Recipient).

*Project: Revealing biodiversity–ecosystem function relationships through microbial nitrogen*

*metabolism.* Studying the relationship between Biodiversity–ecosystem function helps us understand how the variety of life in a system affects how well that system works. However, we still have major gaps in knowledge, especially about how the movement of organisms between habitats affect ecosystem health. Our findings highlight how complex and dynamic microbial roles can be in shaping the natural world and proposes novel frameworks to manage and predict microbial function in natural and constructed systems.

March 12, 2026

**Kyle Weis:** Acting Captain of the research vessel, R/V North Wind, Woodley Island Marina

A visit from 12:00 to 1:00pm at CalPoly Humboldt's new research vessel, R/V North Wind, meeting at Dock A at the Woodley Island Marina in Eureka. We will remain at the dock, and Kyle Weis will be available to answer questions during your informal tour. There are many opportunities for lunch in Eureka, including the on-site Café Marina. Dock A is located at the south end of the marina.

April 9, 2026

**Brandon L. Browne:** Professor, Department of Geology,

*Project: Probing the subvolcanic magma plumbing systems of continental and oceanic basaltic volcanoes, examples from Medicine Lake volcano and the Axial Seamount.*

Results of new geological research on the magma systems that underly two very different basaltic volcanoes located in the Pacific Northwest, including Medicine Lake Volcano in the California Cascades and the Axial Seamount submarine volcano on the Juan de Fuca Ridge. New evidence from geochemical and geophysical observations is advancing our ability to monitor and forecast volcanic eruptions, driving volcanologists to reimagine classical models of subvolcanic magma systems from simple, long-lived, and melt-dominated systems to complex, ephemeral, and crystal-rich systems.

May 14, 2026

**Jose Marin Jarrin:** Fisheries Biology (2020 Grant Recipient)

*Project: Using genetic barcoding and otolith analysis to train a diverse workforce in Fisheries*

*Ecology.* Genetic barcoding and otolith analysis allow ecologists to identify fisheries species, and estimate fish growth and survival rates. In our lab, we have been training students and local partners to use these techniques basic parameters for fisheries management and stewardship to study octopus in the Galapagos Islands, and smelt and surfperch in Northern California. Our work will allow students and local partners to use the techniques critical to small-scale fisheries in small underserved communities.

### **Membership Chair (Jeff)**

Number of ERFSA members: sum=48; 2semesters=35

Confirmed Ship Tour: Kyle Weis, Captain of the R/V North Wind.

### **Treasurer Lou Ann**

The Cal Poly Humboldt ERFSA Account TV012-HSU\_ERFA\_Fund: \$7,957.10

HAF & WRCF Account: \$68,502.13

Baywood updates: No invoices for Fall Semester submitted

### **Communications Chair (Kumi)**

Press releases & UNotices had gone out through the regular channels.

-press release for Dec luncheon lecture is out, and has been submitted to Northcoast Journal calendar University Notices in Dec.

-providing information to retiring and retired CPH staff re. ERFSA, membership, and Emeritus application

-for more publicity, use HumboldtNOW and Redwood News coverage about ERFSA in the future

**Date of Next Meeting: Dec. 11<sup>th</sup> VP Steven Karp to attend the meeting**

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### **\*October 25, 2025: CSU-ERFSA State Council Meeting**

**Motion supporting CFA Statement (Anagnosson) An amended Motion.**

**Passed: CSU-ERFSA aligns itself with the position of the California Faculty Association with regard to the requests from EEOC for faculty and staff personal information.**

Notes: • This motion pertained to the Article published by CFA: "CSU Administration Says It Will Hand Over Faculty and Staff Information to Federal Agency." *Refer to the article below.*

• Motion evolved after CSU LA was required to give over, in response to a subpoena, personal information for their faculty and staff. There was some negotiation on what had to be turned over - to limit it.

### ***CSU Administration Says It Will Hand Over Faculty and Staff Information to Federal Agency News Higher Education October 2, 2025***

*The U.S. Equal Employment Opportunity Commission (EEOC)—an agency significantly reshaped by President Donald Trump—has initiated an antisemitism complaint against the CSU system. The U.S. Department of Education’s Office for Civil Rights (OCR) also notified the CSU—along with hundreds of other universities across the country—of alleged racial discrimination due to interactions with the PhD Project, a private, non-profit organization with the goal of diversifying business education and the corporate workforce. This is deeply concerning for two important reasons. First, this is the Trump administration’s broader attack on public education and labor, from freezing federal funding to conducting investigations on Diversity, Equity, and Inclusion (DEI) initiatives. The EEOC’s complaint is not about ensuring safety; it’s an attempt to intimidate faculty, suppress free speech, and restrict what faculty are allowed to teach and what students are allowed to learn. Second, this is not a sincere effort to address antisemitism nor campus safety. In fact, the Trump administration has cut vital funding meant for combating antisemitism and has also appointed officials like Kash Patel and Robert F. Kennedy Jr. who have touted antisemitic conspiracy theories. This is far less about protecting Jewish faculty and students, and more about silencing members of public universities who challenge US foreign policy. As CFA members, we are united against antisemitism; it has no place in our communities. We also recognize our campus members’ academic freedom to speak*

*on issues that are meaningful to them, even if we sharply disagree. Safety must entail the right to speak, teach, and challenge authority in ways that move our society forward. Rather than taking a stance against an authoritarian regime, CSU leadership has chosen to be complicit. Chancellor García released a statement last Friday announcing that our university system would fully comply with the EEOC's and OCR's actions. CSU Los Angeles leadership told faculty and staff the day prior that the university must respond to a subpoena to turn over personal phone numbers and e-mail addresses for all employees. This subpoena raises serious concerns about our members' rights and privacy. We have demanded a copy of the subpoena and are asking that CSULA not comply with it until we have had a chance to review it and formulate a response. To date, we have not heard from the Chancellor's Office or CSULA regarding our demand. This is a very troubling pattern of misconduct from CSU leadership. Shortly after taking office, García implemented an interim Time, Place, and Manner policy that has chilled free speech and harassed and surveilled students across the CSU system. Now with the EEOC and OCR investigations underway, our campus communities will face amplified attacks on free speech and academic freedom. Assembly Bill 715, currently on Governor Gavin Newsom's desk, further escalates these attacks. California teachers have been adamantly opposed to this bill. If it is signed into law, it will censor educators' ability to discuss topics that challenge the status quo while undermining genuine efforts to fight antisemitism. Make no mistake, none of these efforts from the CSU administration, from EEOC, or from this Assembly bill are about protecting against hate; they are attempts to silence anyone deemed controversial. The efforts also greatly risk suppressing meaningful approaches to combating antisemitism. This is a test of power, and it sets a dangerous precedent that weakens the transformative power of education for our students and the broader communities that we all serve. Note that the EEOC can only file a lawsuit against the CSU and/or CFA as institutions and cannot target individual employees, though this does not rule out that they cannot use employee names in other ways that may be adverse. If you are contacted by either the EEOC or the OCR, you do not need to speak to them immediately. You may ask for the name, title, and contact information of the person who contacts you and let them know you will get back to them after you have had a chance to consult with your union or legal counsel. Please be in touch with your chapter leadership or field representative about any contacts or information you receive related to these matters so they can offer support.*

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**Faculty Trustee Melichar noted: Interim EVC/General Counsel Theodora kindly indicated that I [she] could provide you [CSU senate chairs] with the following information from the earlier October 2025 CSU Academic Senate Chairs Meeting**

Additional information provided by CSU Faculty Trustee related to this question from SJSU Senate Chair: ***My question is, if a CSU campus is asked to provide names, phone numbers, email addresses, etc., pursuant to a subpoena or other request, what is the protocol for responding?***

If the system or a CSU campus is asked to provide employee names, phone numbers, email addresses, or other information pursuant to a subpoena or formal federal request, the CSU follows established legal and compliance protocols coordinated through the Chancellor's Office and Office of General Counsel. Under federal law, the U.S. Equal Employment Opportunity Commission has the authority to obtain records relevant to its investigations, including basic

employee demographic and contact information. CSU campuses are legally obligated to comply with such subpoenas. Refusal could result in enforcement actions and sanctions in federal court.

When Cal State LA received a subpoena in connection with their EEOC investigation, the campus:

- Withheld personal contact information until a lawful subpoena was issued.
- Filed a petition with the EEOC to modify the subpoena, citing privacy and burden concerns.
- Negotiated limits to the scope of the request—excluding home addresses and detailed separation reasons—and ultimately provided only the minimum information legally required.

In terms of employee notification, federal law does not require advance notice to employees when an employer provides information in response to an EEOC subpoena. The EEOC’s investigative authority under Title VII of the Civil Rights Act of 1964 permits the agency to access relevant employer records without notifying individual employees beforehand. However, CSU provided voluntary notice after compliance to promote transparency. At Cal State LA, employees were notified on September 25, 2025, the same day information was provided to the EEOC, and student employees received a follow-up FERPA notice on October 3, 2025. It is important to note that California’s “Notice to Consumer” rule—which requires notice before producing personal information—applies only to state court subpoenas, not to federal investigatory subpoenas such as those issued by the EEOC.

**If a campus were to receive a similar subpoena in the future, the same approach would apply:**

- **Legal counsel would review the request and, if necessary, petition to modify or limit its scope.**
- **The campus would comply only to the extent required by law.**
- **Employees would receive notification after information is produced, consistent with CSU’s practice of transparency.**

Dr. Darlene Yee-Melichar Faculty Trustee The California State University 401 Golden Shore, Long Beach, CA 90802

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### **Seeking Humboldt-ERFSA Nominations to Serve on the Cal Poly Humboldt Vice President for University Advancement Search Committee**

Thanks to President Spagna Humboldt-ERFSA has been invited to select a member to serve on the **Cal Poly Humboldt VP for University Advancement Search Committee**

*We will need to react quickly to select a representative from the current membership.*

#### **Brief Description of the Position**

The Vice President for University Advancement leads Cal Poly Humboldt’s advancement enterprise—including fundraising, donor relations, alumni engagement, marketing, communications, and government relations—while serving as Executive Director of the Cal Poly Humboldt Foundation. The role provides strategic leadership to enhance the University’s

reputation, align advancement with academic priorities, and foster a collaborative, inclusive, and accountable organizational culture.

**Anticipated Time Commitment:**

- **January (10 hours)** - Initial meetings and applicant screening.
- **February (5-10 hours)** - First interviews
- **March (10+ hours)** - In-person interviews and final deliberations

**Required Courses:** the VP for University Advancement Search Committee members will be required to complete the:

- Avoiding Unconscious Bias in the Hiring Process Course on Zoom
- Recruiting Committee Briefing and Applicant Review courses.

More information about the current training and recruitment processes and schedules will be provided after selection of the ERFSA Representative .

**Please submit nominations to:** *(after ensuring interest in the position)*. Self-nominations are welcome.

[jeffry.borgeld@humboldt.edu](mailto:jeffry.borgeld@humboldt.edu) by *6pm on Monday December 8th*, 2025.

**Voting by the current membership** will be conducted once nominations are secured

- via email (**voting deadline Dec. 11th at Noon**) or
- **in-person at our December 11<sup>th</sup> ERFSA Luncheon meeting**

### Timeline: 1984 -2025 ERFA → -ERFSA

Year / Date	Event / Milestone	Source / Notes
1984	ERFA founded by Kathryn Corbett	Based <i>A View from the Hill: A History of Humboldt State University</i> (1993) by William Tanner
1987	<b>Trust</b> established under the umbrella of the <b>HSU Foundation</b> to “benefit the academic and creative programs, scholarly and creative activities and research at HSU	Humboldt-ERFA Newsletter #3 plans were to ask each professor to donate \$100.
2015	<b>Letter of Agreement</b> with <b>Humboldt Area Foundation and the Wild Rivers Community Foundation (HAF&amp;WRCF)</b> for fund administration	Indicates ERFA has a formal board and can negotiate fund management. <a href="https://www.humboldt.edu/emeritus-and-retired-faculty">https://www.humboldt.edu/emeritus-and-retired-faculty</a>
2019	<b>All Retired Annuitants (faculty, staff and administrators)</b> be included in ERFSA membership.	Humboldt-ERFSA website <a href="https://www.humboldt.edu/emeritus-and-retired-faculty">https://www.humboldt.edu/emeritus-and-retired-faculty</a>
2019	<b>Bylaws approved</b> ; organization formally becomes <b>Humboldt-ERFSA</b>	Codifies governance, fiscal year, officer roles; formalizes existing .operations <a href="http://www.humboldt.edu/emeritus-and-retired-faculty">http://www.humboldt.edu/emeritus-and-retired-faculty</a>
2020–present	<b>ERFSA</b> recognized in University Senate minutes and policies	Confirms ongoing activity, engagement with administration, and emeritus nomination process.
2024	<b>HAF&amp;WRCF</b> agreement updated; fund continues to support junior faculty and ERFSA activities	Ensures continuity and clarifies succession if the local ERFSA dissolves. <a href="https://www.humboldt.edu/emeritus-and-retired-faculty">https://www.humboldt.edu/emeritus-and-retired-faculty</a>

#### Humboldt-ERFSA: Key Historical Points

##### • Founding and Early Mission (1984–1987):

Kathryn Corbett founded the Emeritus & Retired Faculty Association (ERFA) in 1984. Within a few years, the group formalized its support for academic enrichment through the creation of an HSU Foundation trust and early grant-fundraising efforts.

##### • Connection to CSU-wide Advocacy (1985):

Parallel to local efforts, CSU-ERFSA secured policies recognizing emeritus faculty as continuing members of the academic community with full faculty privileges—context that strengthened ERFA’s position and expectations at Humboldt.

- **Strengthening Infrastructure (2015):**

A formal agreement with the Humboldt Area Foundation & Wild Rivers Community Foundation established long-term, professional administration of the ERFA/ERFSA fund.

- **Organizational Transition (2019):**

ERFA evolved into Humboldt-ERFSA with the adoption of bylaws, expanded membership, and clarified governance. The new structure formalized decades of activity while remaining consistent with the group's founding mission.

- **Continued Presence and Support (2020–present):**

Humboldt-ERFSA remains active in university governance and continues to support junior faculty and staff through its endowed fund, bolstered by updated agreements in 2024 ensuring long-term continuity.