

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

ACADEMIC SENATE

EXECUTIVE COMMITTEE MINUTES

Wednesday, March 25, 2026
CLA Building, 98, P2-8

Attendees: Greg Barding, Aaron Cayer, David Edens, Ghada Gad, Peter Hanink, Rita Kumar, Kelly Min, Julie Shen, and Nicholas Von Glahn.

Proxies: Rita Kumar for Gerd Welke, Nicholas Von Glahn for Dennis Quinn and Faye Wachs

Guests: Interim President Levine and Provost Gomez

1) Minutes

Executive Committee Meeting Minutes from March 11, 2026.

There was no discussion.

Senator Edens motioned to approve the meeting minutes. Vice Chair Barding seconded.

All in favor. The motion passed.

M/s/p to approve the Executive Committee Meeting Minutes from March 11, 2026.

2) Chair's Report

Meeting with Provost S. Terri Gomez

Chair Hanink reported that he and Vice Chair Greg Barding recently met with the Provost, who was scheduled to attend the meeting and provide further updates directly.

Priority Registration

Chair Hanink highlighted a recent discussion with Drs. Keith Forward and Cecilia Santiago-Gonzalez regarding priority registration. A pilot initiative is underway to eliminate the current priority registration window structure. Under the proposed model, once priority registration begins, registration will remain open continuously, allowing eligible students to make changes without waiting for a secondary registration period. The pilot is expected to affect approximately 2,000–2,500 students (about 10% of the

student population). Chair Hanink expressed support for the pilot, noting that it appears beneficial and aligns with practices that could have been implemented earlier.

The Ombuds Office

Chair Hanink also noted anticipated discussion with the Provost regarding the Ombuds Office. He explained that recent concerns stem from the conflation of two separate issues:

1. a personnel matter, which the administration cannot comment on, and
2. a revisioning of the Ombuds position.

According to conversations with University leadership, the revision is driven by California law, collective bargaining requirements, and confidentiality constraints on unionized campuses. The General Counsel has advised that full confidentiality is not feasible under these conditions, which explains why CSU campuses do not currently maintain Ombuds offices, unlike UC campuses.

Chair Hanink noted that while some CSU campuses previously had Ombuds offices, many have since closed them, potentially due to legal or budgetary constraints, and some campus websites may not be fully updated. He emphasized that this issue warrants further consideration and discussion.

Finally, Chair Hanink acknowledged that communication regarding the Ombuds issue had been poor, including implications that Senate leadership had prior knowledge, which he clarified was not the case. Discussions with administration focused only on constraints and possible revision not on eliminating the office. Chair Hanink indicated that this breakdown in communication is an important topic to raise with the Provost and President.

3) Vice Chair's Report

There is no vice chair's report.

4) Reports

There are no reports.

5) Old Business

Service Opportunity

The Executive Committee assigned Assistant Professor Anthony Peña, the College of Education and Integrative Studies (CEIS), to the Academic Programs Committee.

Senator Shen motioned to approve the appointment. Senator Ghada seconded. All in favor. The motion passed.

M/s/p to assign Anthony Peña to the Academic Programs Committee.

6) New Business

Service Opportunities

The Executive Committee determined that Senator Rita Kumar and Vice Chair Greg Barding will serve as representation from the Executive Committee on the Exceptional Assigned Time (EAT) Appeals Committee.

The Executive Committee has appointed the following faculty members to the search committee for the Associate Dean of Engineering Research and Industry Engagement, College of Engineering:

- Simeng Li, Associate Professor (Civil Engineering)
- Jessica O.Perez, Associate Professor (CEMaST/ SCI)
- Ha T Le, Professor (Electrical and Computer Engineering)

7) Discussion

Policy 1310 Working Group Update

Senator Rita Kumar, Vice Chair Greg Barding, and Chair Hanink reported on ongoing work within the Policy 1310 revision working group. While there is agreement that the policy requires revision, progress toward consensus has been limited due to significant disagreements with some proposals originating from Human Resources (HR).

Several HR suggestions were described as non-starters, including a proposal that would allow the hiring officer to appoint the search committee chair. The faculty representatives expressed strong opposition to recommendations perceived as diminishing the faculty's role in search committees.

Chair Hanink noted that while there was initial optimism about completing a comprehensive revision through the working group this semester, substantive disagreements may necessitate referring the policy to the Faculty Affairs Committee in the next academic year for drafting.

One area of consensus is the need to address existing gaps in the policy related to state and federal legal requirements. A narrowly tailored referral focused solely on legal compliance—without introducing broader structural changes—is expected by approximately April 8 and is considered non-controversial.

Updates from Interim President Levine and Provost Gomez

- **Ombuds Office**

Interim President Levine and Provost Gomez emphasized their commitment to supporting faculty, staff, and students, particularly regarding concerns surrounding the ombuds function. They acknowledged the significant effort made in good faith by faculty to honor the 2022 resolution to reestablish an ombuds office and recognized the time and dedication invested by the campus community.

They explained that, after extensive review, the traditional single point ombuds model does not adequately serve the unique needs of the CSU campus community. A single ombuds role cannot effectively meet the distinct and specialized needs of faculty, staff, and students, and this structure has created vulnerabilities—particularly for students requiring urgent mental health referrals, which in some cases were not appropriately addressed.

They clarified that absolute confidentiality cannot be guaranteed in a public institution such as the CSU. California law does not recognize ombuds confidentiality or privilege in the same way as attorney-client or physician-patient relationships, and all records remain subject to public records laws and legal or reporting obligations (e.g., Title IX). National ombuds models do not align fully with California law, and the unionized environment further requires compliance with collective bargaining agreements. While confidentiality is maintained whenever possible, it cannot be assured.

Existing campus practices, such as HR-facilitated conversations, already provide avenues for addressing workplace conflicts, though similar confidentiality limitations apply. Non-discrimination and anti-retaliation policies remain in place to protect individuals who raise concerns.

Administration leadership acknowledged vulnerabilities faced by junior faculty, including power imbalances related to tenure, promotion, and departmental dynamics. They affirmed that these concerns are understood and inform ongoing discussions.

To expand support, the administration is exploring alternative models focused on conflict resolution, skill-building, and proactive community development rather than a traditional ombuds structure. Potential options include embedding conflict resolution and interpersonal skills training within Faculty Affairs, Faculty Center/Café programs, Student Affairs, and broader professional development initiatives.

They also noted that faculty have access to the Employee Assistance Program (LifeMatters by Empathia), which offers 24/7 support and up to six confidential counseling sessions addressing workplace and personal concerns—an underutilized resource that leadership plans to better publicize.

Leadership stated that the matter involves personnel issues that cannot be discussed in detail but confirmed that current and incoming presidents are actively engaged in determining next steps. External ombuds providers were explored but were found to operate under legal frameworks incompatible with California law.

Interim President Levine and Provost Gomez expressed regret that the limitations of confidentiality were not better understood earlier and acknowledged faculty frustration. They affirmed their intent to continue working with faculty to develop legally compliant, supportive, and effective mechanisms for conflict resolution and community support moving forward.

- **CHRS (Common Human Resources System) Go Live Update**

The administration reported that the Common Human Resources System (CHRS) officially went live today, marking a major CSU wide initiative to modernize HR, payroll, and benefits systems across all campuses. The implementation replaces legacy PeopleSoft systems with a streamlined, integrated platform. Leadership acknowledged and thanked the campus teams who contributed significant effort to support the transition.

It was noted that this is a meaningful system change and will require adjustment. Initial support inquiries have largely involved students and staff seeking assistance with time entry and timekeeping. Campus resources are in place to support users, including phone and email support, with dedicated staff available to respond to questions.

Impact on Faculty:

- The system has a new interface and functionality.
- Faculty are no longer required to enter “no leave taken,” though the option may still appear.
- New leave forecasting tools allow faculty to preview future leave balances before submitting requests.
- Absences may be entered up to 12 months in advance, supporting improved planning.
- Payroll actions now process twice daily.
- Monthly calendars close on the last day of the pay period, resulting in more timely and accurate leave balances.

Benefits and Employee Self Service:

- CHRS introduces eBenefits, enabling faculty to enroll in and manage benefits through self service.
- CSU is moving toward centralized benefits administration through the Chancellor’s Office, with some campus based support continuing during the transition.

- Faculty will retain online access to manage most benefits related information.
- Employees working at multiple CSU campuses will use a single employee self service profile.
- Personal information updates only need to be entered once, reducing duplication and improving data accuracy.
- New functionality also supports temporary and active employees across campuses.

Administration reiterated that additional guidance and support will continue as the campus adjusts to the new system.

- **Academic Senate Meeting on April 15, 2026**

The President and Provost will not attend the Academic Senate meeting on Wednesday, April 15, 2026, due to their attendance at the Hill in Washington, D.C.

Adjourned @ 4:28 PM