

Faculty and Staff news continued

Symposium on Genocide

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exhibit was to tell history of the genocide against the Ukrainian nation through the prism of the UN Convention on the Prevention and Punishment of the Crime of Genocide.

The symposium brought together scholars from Ukraine, Canada, Italy, and UK to discuss promising new directions for writing a social history of the Holodomor. Myroslava Antonovych, Director of the Centre for International Human Rights at the National University of Kyiv-Mohyla Academy in Ukraine, discussed a victimological aspect of the genocide, focusing on the three techniques—biological, physical, and cultural eradication of the Ukrainian nation.

Olga Bertelsen, Visiting Research Scholar from the Robert Schuman Centre for Advanced Studies at the European University Institute in Florence, Italy, presented her somber findings on the least investigated phenomenon of survivor cannibalism at sites of genocide in Soviet Ukraine in 1932-1933. Dr. Bertelsen used studies from the fields of anthropology, psychology, biology, and medicine to analyze women's behavior at the peak of the famine.

Daria Mattingly, a Ph.D. candidate in Slavonic Studies at the University of Cambridge, UK, illuminated various roles that women played in the mechanism of the famine on district and village levels as perpetrators. Hers is one of the first comprehensive studies of female perpetrators of the Holodomor, their characteristics and institutional affiliations.

Jars Balan, Director of the Canadian Institute of Ukrainian Studies at the University of Alberta, Canada, a biographer of Rhea Clyman, raised issues



Organizers, guest speakers, and attendees of the Second Symposium on the Holodomor-Genocide at California State University, Fresno on October 5, 2018. Photo by Andrew Korotun.

of professional ethics and gender bias against a woman journalist who told truth to power. To counter popular perceptions that the facts about the famine in Soviet Ukraine were not known to the Western world, Mr. Balan cited evidence from a large number of publications penned by Ms. Clyman. She was one of the first journalists to venture into the heart of the "workers' paradise" to find its true nature: the use of political prisoners as slave labor. Ms. Clyman was abruptly arrested in 1932 by the Soviet secret police and given twenty-four hours to leave the country for allegedly spreading "false news" about the Soviet Union. Rhea's expulsion on the order (continued on page 7) (continued from page 6) of the Politburo, the first by Soviet authorities of a Western journalist in eleven years, was reported in scores of newspapers across North America, Europe and around the world, including the Fresno Bee. Sadly, she had been forgotten until scholars brought to light her insightful reporting, which confirmed other findings about the true nature of the tragedy in Soviet Ukraine in the 1930s.

Historian and academician Volodymyr Serhiychuk from

Taras Shevchenko National University in Kyiv, Ukraine, presented his newly published English language edition and signed copies of his book, *Genocide-Holodomor of Ukrainians, 1932-1933*. In his lecture with an evocative title, "To Honor All Innocent Victims of the Holodomor," Dr. Serhiychuk emphasized the necessity to continue archival research to reconstruct the full picture of the catastrophic population losses.

The symposium allowed scholars from the area of the Holodomor Studies to engage in a dialog to clarify legal definitions and moral aspects of the actions of "victims" and "perpetrators" in light of research on other cases from the area of the Genocide Studies. In addition, the symposium confirmed further need to conduct archival research to illuminate the roles various social groups and institutions played in the unraveling of the genocidal famine in the 1930s. Finally, the symposium helped college faculty refine curricula for teaching the subject.

Seven Ukrainian community organizations from California, Illinois, and New York pulled their resources together to acquaint the American public not only with history but also

with some of the elements of Ukrainian culture, including songs and poetry about the Holodomor. There was also a display of books on the topic from the Fresno State's Henry Madden Library collection and a one-act play, "Buried Truth," written and performed by George Wyhinny at the Fresno Art Museum. Mr. Wyhinny intertwined the story of a Ukrainian family with excerpts from the diaries of the Welsh journalist Gareth Jones and the New York Times reporter Walter Duranty and interspersed the plot with powerful recitations from the "Requiem for Those Who Died of Hunger in 1921-1922, 1932-1933, 1946-1947" by Dmytro Pavlychko in Ukrainian with English translation.

The last in a series of commemorative events was a groundbreaking film, "Hunger for Truth: The Rhea Clyman Story," which premiered at the University Business Center Alice Peters Auditorium on November 9. The feature-length documentary was an official selection at the 2018 USA Film Festival in Dallas, where it won Honorable Mention in the short film category, nonfiction. Discussion followed after the film with Emmy award-winning filmmaker Andrew Tkach and Michelle DenBeste, Dean of the College of Social Sciences.

Pub crawl continued

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for Social Policy." *Psychology Today*. Barbara J. Risman and Jennifer Randles.

Book. *Tell Me About the YKA*. Marn J. Chan.

Forthcoming

Book. *Nerds, Goths, Geeks, and Freaks: Outsiders in Latin@ Young Adult Literature*. Cristina Herrera.

Journal article. "Role Modeling Responsibility: The Essential Father Discourse in Responsible Fatherhood Programming and Policy." *Social Problems*. Jennifer Randles.

Book chapter. "Chinese Restaurant Kids Speak! Labor, Lifeways and Legacies," in *American Chinese Restaurant Society, Culture, and Consumption*, Jenny Banh, ed. Jenny Banh.

Journal article. "Field Experiments: Design and Implementation Challenges using a Minority Voter Mobilization Study," *Sage Research Methods: Politics & International Relations*. Lisa Bryant.



Journal article. "Working Moms Represent: How Children Affect the Legislative Agenda of Women in Congress," *American Politics Research*. Lisa Bryant.

Bryant.

Book. *Victimology and Victim Assistance: Advocacy, Intervention, and Restoration*. Yoshiko Takahashi and Chadley James.

Journal article. "The reproduction of social disadvantage through educational demobilization: A critical analysis of parental incarceration," *Critical Criminology*. Marcus Shaw.



Presenters for the Know Your Rights workshop included two unidentified students, Brisa Cruz, Judith Scott, cohosts Annabella España-Nájera and Dvera Saxton, and Jonathan Zepeda. October 24, 2018.

Know your rights workshop held

By Dvera Saxton

On October 24th, Annabella España-Nájera and Dvera Saxton hosted a Know Your Rights Workshop featuring Fresno State alumni Brisa Cruz of California Immigrant Youth Justice Alliance (CIYJA) and Jonathan Zepeda of Mi Familia Vota.

Though attendance was lower than anticipated, the small

group had deep discussions about the intersections of immigration, citizenship, and voting rights and how we can protect ourselves and our communities through different forms of civic action and engagement. If there is interest among COSS colleagues to host future workshops on these and other topics (e.g. know your rights for activists and protesting, know your

rights with police encounters, know your rights as communities), please contact Saxton (dsaxton@csufresno.edu).

"Thank you to COSS, the Departments of Anthropology and Chicano and Latin American Studies, California Faculty Association-Fresno Chapter, and Associated Students Inc. for helping support and sponsor the workshop," Saxton said.

Alumni Corner

Here is what COSS alumni have been up to since last issue:

Matthew Ford (BA, Sociology, 2010; MA, History, 2015) is a doctoral student in history at Stony Brook University. Ford recently won The Academy of American Franciscan History 2018 Dissertation Fellowship Scholarship. His dissertation is titled "Colonizing the Frontier: Capuchin Missionaries,

Indians, and State Formation in the Ecuador-Colombia Borderlands."

Jesse Mendiola (BA, Sociology, 2012) graduated from Washington State University, Pullman with a Masters in Environmental Sociology.

Cintia Quesada (BA, Sociology 2017), Melissa Quesada (BA, Sociology, 2017), Maria Ortega (BA, Sociology and

Political Science, 2014), and Houa Vang (BA, Sociology and Psychology, 2015) participated in the Fresno State Sociology AKD induction and winter commencement ceremony on December 14, 2018. They gave a brief talk to the graduates and AKD initiates on how Fresno State prepared them for graduate school, and the benefits and skills they acquired from majoring in sociology.

Faculty and Staff news continued

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Election Data and Science Lab.

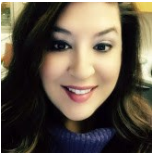
Bryant's project is titled: "Vote Center Implementation in California: Analysis of a Beta Test in the 2018 Primary and General Elections."

Sabbaticals

Jennifer Randles (SOC)

Transitions

Melissa Perez



Melissa Perez transferred to the College of Science and Mathematics near the beginning of the fall semester.

She began working for Chicano Latin American Studies and Sociology in fall of 2013. At the end of spring 2018, she was transferred to Geography and Africana Studies. "I've always wanted to be an analyst, and I wanted to grow. I feel like I am going into a good environment."

With the move to CSM, Melissa will be working as an analyst and assistant to the dean of CSM.



Faculty, staff, and students mingled for the annual COSS Holiday Open House, which was held in the quad area December 14, 2018.

Kris Clarke



Kris Clarke, who joined the Sociology Department in 2018, accepted a position with the University of Helsinki,

Finland.

Though her tenure with COSS was short, she intends to build connections between her new university and COSS, and

may serve as a visiting lecturer for the Sociology Department in the future.

Andrew Fox



Andrew Fox, who was hired in 2016, abruptly left the Criminology Department last summer. He

and his family decided to move to Washington State

where they have close relatives. Fox took a job as the lead researcher for the state's juvenile justice system.

Mark Somma

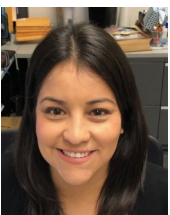
Mark Somma decided to end his FERP after only one year and fully retired from the Political Science Department in Spring of 2018. Somma specialized in environmental politics and founded the journal, *Green Theory and Praxis: A Journal of Ecological Politics*.

New Staff continued

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learning more about how the college works, how I can contribute to the success of our students and our faculty, and, eventually, finishing my undergraduate degree."

Reyna Alvarado



Reyna Alvarado took over as the ASC for Sociology last semester, after Melissa Perez

was re-assigned to Geography and City and Regional Planning, and Africana Studies.

Reyna moved to Fresno from Los Angeles, where she had worked in an office at a community college for the previous four years. This month marks five months for her living in Fresno.

Chelsea Beeson

With the departure of Melissa Perez early last semester, Geography and City and Re-



gional Planning and Africana Studies were in need of a new Administrative Support Coordinator. Chelsea Beeson

joined those departments in October, 2018.

Born and raised in Clovis, Chelsea spent several years in the Bay Area, and graduated from St. Mary's College. She moved back to the Central Valley last year and is happy to be back among family. This is her first position

working at Fresno State.

Kori Hanson



Kori Hanson became an addition to Anthropology at the beginning of last semester, taking up the

position vacated by Britni Wisler. Kori has lived in Fresno for 28 years, and like Chelsea is new to Fresno State. She is a graduate of Chico State, and enjoys going to the beach, quilting, and baking.

Collegiality concerns

By Colleen Flaherty
January 2, 2019
Inside Higher Education

Like many institutions, California State University, Fresno, has seen some major campus speech flaps in the past few years. One of its faculty members was investigated and eventually cleared by the Federal Bureau of Investigation for tweeting that “[President Donald] Trump must hang.” Another professor publicly called Barbara Bush an “amazing racist” hours after the late first lady’s death.

Now the university is attempting to build positive “community” with a set of draft principles that “exemplify what we can and should be.” Specific principles include, “We approach interpersonal interactions with collegiality and integrity” and “We hold ourselves and our colleagues accountable for behaviors and outcomes.”

Professors who joined administrators and staff members in writing the principles say that their work was about improving campus culture -- not about controversies over free expression. But the proposed principles have alarmed and annoyed First Amendment and academic freedom watchdogs. The American Association of University Professors, for example, opposes institutional regulations -- namely tenure criteria -- on “collegiality” for their potential to chill unpopular ideas or be used against controversial scholars. Henry Reichman, professor emeritus of history at California State University, East Bay, and chair of the AAUP’s Committee on Academic Freedom and Tenure, said that documents such as Fresno State’s are at best “anodyne and quickly forgotten.” At worst, he said, they’re “used to justify censorship and conformity.”

Much depends on how these

documents are used, Reichman said. The “problem” at Fresno State thus far is that the draft text “includes nothing to suggest what that use will be,” he added.

If the devil is in the details, or lack thereof, here are some details. Fresno State’s draft

“Principles of Community” say, “We all play a role in fostering a work and learning environment of respect, kindness, collaboration and accountability where every student, faculty, staff and administrator can thrive.” Such principles “reflect our core values of **Discovery, Diversity and**

Distinction and our deep commitment to our mission to **boldly educate and empower students for success.**” they continue (emphasis Fresno State’s).

The draft continues as follows:

(continued on page 10)

WE ARE RESPECTFUL

We approach interpersonal interactions with collegiality and integrity.

- Value all employees and welcome their contributions.
- Listen with attention to all perspectives with the intent to understand.
- Consider the impact of our communication.
- Honor our word and commitments.
- Maintain confidentiality and privacy as appropriate.

WE ARE KIND

We foster a sense of belonging by demonstrating compassion, empathy, care and concern.

- Contribute to making Fresno State a welcoming community for all.
- Use words thoughtfully and be mindful of our actions.
- Assume good intentions.
- Acknowledge the contributions of others.
- Be patient and supportive.

WE ARE COLLABORATIVE

We work together to achieve common goals, support the greater good and embrace Fresno State’s mission.

- Build relationships to create a positive work and learning environment.
- Communicate to engage and be supportive of each other’s goals.
- Consider diverse ideas and opinions.
- Participate fully as a team member, do our share and make space for others to shine.

WE ARE ACCOUNTABLE

We hold ourselves and our colleagues accountable for behaviors and outcomes.

- Clearly communicate expectations and, when appropriate, jointly develop goals and objectives.
- Explain the purpose of decisions and actions.
- Share honest, meaningful feedback in a timely manner and receive feedback with an open mind.
- Own responsibility for our behaviors and actions.

Collegiality concerns continued

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Thomas T. Holyoke, professor of political science and chair of Fresno State's Academic Senate, was part of a task force that wrote the principles. That task force held open forums, presented to the Senate and unions, and solicited faculty and staff input online, he said. And while forum attendance was never strong, Holyoke described feedback in general as "supportive."

"After all, basically the principles just say we should be nice to each other. How do you object to that?" he asked. "The principles were, after all, created by faculty and staff for faculty and staff in an effort to reduce bullying problems."

Academic bullying is not unique to Fresno State: stories abound across higher ed. And bullying doesn't seem to be pervasive at Fresno State, based on a 2017 workplace quality survey that informed the principles. Respondents tended to agree that theirs was a good, inclusive place to work. Some 83 percent said they were well accepted by their co-workers, for example; the same percentage said they had a good relationship with their chair or supervisor. Still, the survey revealed some concerns about "accountability, especially as it relates to the inability to deal with low performers, disrespectful behaviors, and the perception of favoritism," according to one report. Holyoke said some other faculty members involved in the project had experienced bullying firsthand.

Those concerns aside, Holyoke emphasized that the principles won't and can't be enforced.

"This is something I hope everyone at Fresno State is clear about -- these principles are just guidelines," he said. "It is an aspirational document, not a policy."

The Academic Senate will

soon take up a separate project on guidelines for free speech and social media, he added, saying that, too, will be aspirational and not enforceable.

A university spokesperson referred a request for comment to another faculty member involved in the task force, Matthew Jendian, chair of sociology. Like Holyoke, he said that the principles are "not a policy or a set of rules." Rather, he said, they're a "philosophy that will inform and inspire the day-to-day practices of everyone who works at Fresno State. The principles are aspirational and align with our university values of discovery, diversity and distinction."

Jendian said that his work surrounding this project -- including reading 2,600 responses to the online poll question "What are some of the behaviors we should expect of our teams and each other at Fresno State?" -- revealed "we had some workplace issues to address." Nevertheless, he said, there will be "no disciplinary ramifications related to nonadherence."

A second workplace quality

survey will be conducted in March. Jendian said he imagines the principles will be revisited upon occasion.

As for the current draft, Jendian said the task force finalized it last month. The final version will be presented by Fresno State's president, Joseph Castro, later this month.

Adam Steinbaugh, director of the Individual Rights Defense program at the Foundation for Individual Rights in Education, is among those who have publicly criticized the draft. He said via email that Fresno State's principles "urge that people should 'clearly communicate expectations,' which is good advice." But the draft itself "falls short of that goal," he said, "leaving unclear whether the 'principles' are merely aspirational goals or instead enforceable in some manner. They're almost certainly aspirational, as the principles are far too vague and subjective to be enforced without violating the First Amendment, but any chilling effect could be mitigated by clearly stating that they're goals, not rules."

Steinbaugh said that some of the past speech controversies on at Fresno State were

"prolonged" by the university's "hesitation to affirmatively defend its faculty members' First Amendment rights." So "being clear now would help the university explain -- if, or when, the next controversy arises -- that while the institution has goals, its constituents have rights," he added.

Reichman, of AAUP, said that campus officials have elsewhere stated that the principles will inform campus interactions. "Well, what happens if they don't inform the practice of someone who works at Fresno State?" he asked. Noting the principles' nod to "accountability," he wondered, "How will people be held accountable if these are just unenforceable guidelines? At minimum far greater clarity is needed."

Reichman also criticized the principles' use of the term "community" as lacking, in that it does not describe Fresno State as a very particular kind of community -- a university.

"One would think that in a university the first principle of community would be that we as a community are dedicated to the unfettered pursuit of knowledge through teaching and learning," he said. "Yet there isn't the slightest recognition of that."



Whitney Foundation pledges endowment

The Whitney Foundation has generously pledged \$300,000 and challenged the University to match it by June 30, 2019 to establish a \$600,000 endowment to sustain Humanics at Fresno State.

"We are diligently working to raise the remaining \$175,000 in matching funds to secure this transformative gift," stated Matthew Jendian, director of

the Humanics Program.

In May 2018, The Whitney Foundation invested \$515,000 in a new ESG Fund created by the Central Valley Community Foundation in 2018, which takes into consideration environmental, social, and governance criteria with regard to a firm's ethical impact and sustainable practices.

The annual return on this investment will support the Humanics Students4Giving Philanthropy Project which strategically allocates grants to Community Benefit Organizations for "the most difficult areas to fund." From 2007-2018, more than 345 Fresno State students have awarded \$146,000 in grants to 35 different organizations.