

SAN JOSÉ STATE UNIVERSITY ACADEMIC SENATE

2022/2023

Agenda

March 20, 2023/2:00 to 5:00 pm

In Person

ENGR 285/287

- I. Call to Order and Roll Call:**
- II. Land Acknowledgement:**
- III. Approval of Minutes:**
Senate Minutes of February 27, 2022
- IV. Communications and Questions:**
 - A. From the Chair of the Senate
 - B. From the President of the University
- V. Executive Committee Report:**
 - A. *Minutes of the Executive Committee –
Executive Committee Minutes of February 13, 2023
Executive Committee Minutes of February 20, 2023*
 - B. Consent Calendar –
***Consent Calendar of March 20, 2023
Senate Calendar of 2023-2024***
 - C. Executive Committee Action Items –
- VI. Unfinished Business:**
 - A. Professional Standards Committee (PS):
***AS 1844, Amendment I to University Policy S15-8,
Retention, Tenure, Promotion for Regular Faculty
Employees; Criteria and Standards (Final Reading)***
 - B. Curriculum and Research Committee (C&R):
***AS 1846, Amendment B to University Policy S19-3,
University Writing Requirements/Guidelines, University
Writing Committee (Final Reading)***
 - C. Organization and Government Committee (O&G):
***AS 1843, Amendment B to University Policy S16-1, Faculty
Athletics Representative (FAR) (First Reading)***
 - D. Professional Standards Committee (PS):
***AS 1845, Amendment K to University Policy S15-7,
Retention, Tenure, Promotion for Regular Faculty
Employees; Procedures (Final Reading)***

- VII. Policy Committee and University Library Board Action Items (In rotation):**
- A. Organization and Government Committee (O&G):
AS 1847, Modification of the Senate Constitution Related to Powers and Responsibilities (Timely Responses to Senate Resolutions and Policies) (First Reading)
 - B. University Library Board (ULB):
 - C. Instruction and Student Affairs Committee (I&SA):
 - D. Professional Standards Committee (PS):
AS 1848, Policy Recommendation, Amendment A to University Policy F14-2, Emeriti Faculty (Final Reading)

AS 1850, Sense of the Senate Resolution, In Opposition to Florida House Bill 999 and in Solidarity with Public University Faculty in the State of Florida (Final Reading)

AS 1851, Policy Recommendation, Amendment I to University Policy S15-8, Retention, Tenure, and Promotion for Regular Faculty Employees: Criteria and Standards (First Reading)
 - E. Curriculum and Research Committee (C&R):
- VIII. Special Committee Reports:**
Athletics Board and FAR Report by Tamar Semerjian, Time Certain: 3:00 p.m.
- IX. New Business:**
- X. State of the University Announcements:**
- A. Vice President for Student Affairs
 - B. Chief Diversity Officer
 - C. CSU Faculty Trustee (by standing invitation)
 - D. Statewide Academic Senators
 - E. Provost
 - F. Associated Students President
 - G. Vice President for Administration and Finance
- XI. Adjournment**

**2022-2023 Academic Senate Minutes
February 27, 2023**

I. The meeting was called to order at 2:00 p.m. and roll call was taken by the Senate Administrator. Forty-four Senators were present.

Ex Officio: Present: Chuang, McKee, Curry Absent: Van Selst, Rodan	CHHS Representatives: Present: Sen, Smith, Baur Absent: Chang
Administrative Representatives: Present: Teniente-Matson, Day, Del Casino, Faas Absent: Bryant	COB Representatives: Present: None Absent: Chen
Deans / AVPs: Present: d'Alarcao, Ehrman, Meth Absent: Kaufman	COED Representatives: Present: Mathur, Muñoz-Muñoz Absent: None
Students: Present: Saif, Treseler, Maldonado, Herrlin, Sheta, Chadwick Absent: None	ENGR Representatives: Present: Kao, Wong, Sullivan-Green Absent: None
Alumni Representative: Absent: Vacant	H&A Representatives: Present: Khan, Frazier, Kataoka, Lee, Han Absent: Riley
Emeritus Representative: Present: Jochim	COS Representatives: Present: French, Muller, Shaffer, Andreopoulos Absent: None
Honorary Representatives: Present: Peter, Lessow-Hurley Absent: Buzanski	COSS Representatives: Present: Sasikumar, Pinnell, Raman, Gomez, Hart Absent: Haverfield
General Unit Representatives: Present: Masegian, Flandez, Pendyala Absent: Monday, Higgins	

II. **Land Acknowledgement:** Chair McKee read the history of the land acknowledgement and Senator Saif presented the land acknowledgement.

III. **Approval of Academic Senate Minutes–**
 The Senate Minutes of February 6, 2023 were approved as amended (39-0-2).

IV. **Communications and Questions –**
A. From the Chair of the Senate:
 Chair McKee announced the General Election results that were sent out with the Senate packet before the meeting.

Chair McKee announced that last week's visit by a Cozen O'Connor representative was delayed due to person circumstances beyond their control. As Senate Chair, Chair McKee will continue to advocate for a meeting with her.

Chair McKee announced that there are opportunities for Senate leadership coming up with the new Senate turnover in May. Feel free to talk to the Senate Chair or any person in Senate leadership.

Chair McKee and the Senate welcomed Senator Vishnu Pendyala as the newest Senator from the General Unit.

Chair McKee announced she expects to see some kind of a resolution come forward this semester regarding Senate composition, its possible expansion, and adding staff. There have been three referrals on this in the last two years. It is important for those conversations to take place in within the full Senate.

Questions:

Q: We have an Assistant Professor in the library, Dr. Ulia Gosart, that is attempting to digitize the collection in her hometown library in Ukraine to save it from destruction. She has reached out to a number of international organizations that are now attempting to digitize all library materials in Ukraine. The Russian forces have destroyed over 150 libraries and damaged another 250. I am wondering if the Senate, or the Executive Committee, would consider a Sense of the Senate Resolution acknowledging her work?

A: Certainly the Executive Committee will consider that.

Q: I'm heartened to hear about the work on the referrals to add staff to the Senate. Two of these referrals I authored. My question has to do with the Bullying Taskforce. Has there been any movement?

A: I was a co-chair of that committee and it basically no longer exists, as I reported last September. It is a critical issue. I have spoken with the President about the issue of bullying on this campus and underscored the importance of addressing this.

B. From the President:

President Teniente-Matson has been reaching out to people in the community as well as on campus. The president has also attended several system meetings and the discussions have centered on enrollment. There are several systemwide work groups tackling the broad work of enrollment marketing and recruiting, and how we handle transfer students. We understand there are some potential impediments in this process including policies and practices around impaction and the overall competitive nature of the business. This is being focused on by the CSU system as enrollment positioning. They will be having outside help look at our messaging and how we position ourselves across the state while still maintaining our true unique identity. We too have engaged a consulting firm, Logica. Divisions across

Academic Affairs, Student Affairs, Marketing and Communications, etc. have been looking at research specifically around high school students and their families and how they view SJSU, as well as our transfer student population. That work is moving ahead.

The other broad focus at the CSU system level has been on recruiting the next chancellor.

Over the last month the president has also had the opportunity to meet with the Alumni Board from SJSU. The president meets with alumni on an almost daily basis. There are three recurring messages she gets from alumni. First, they are very proud of being alum. Some have multigenerational ties with multiple SJSU graduates. Second, there is a group that are proud of being an alum but feel disconnected from the university and want to be more connected to the university. Third, there is a group that say they are alumnus but are concerned about what they read about SJSU in the public space. These are messages that are also driving our work and building our culture and relationships out in the community. The president talked to the Senate about building a culture of trust and accountability at the last meeting.

The president has spent a lot of time out in the community this last two weeks. She spent time at the Healthy Development Community Clinic which is an incredible example of outreach, research and academically connectedness physically located in Oak Grove High School. It is interconnected with the HonorsX program and faculty and students that are doing some great change-making.

The president has also met with some of the funders from the East Side Promise Group and they expressed interest in having SJSU being more engaged and visible in the community at large. There are lots of efforts moving forward in that direction in terms of the president's outreach in learning and listening.

This week the president had a meeting with the mayor. One of the president's requests was that he consider in his budget-making process, which is going on right now, further co-branding our university within the urban core. She asked him to think about banners and flags and markers all the way through downtown. The president pitched several items to him.

The president has also continued to meet with students. She has attended several "Weeks of Welcome" events that each had over 200 students at them. She has also met with several student groups and clubs, and of course has met with Associated Students. Students are also reaching out to her on social media and she appreciates that. That sort of connectivity takes time to build.

Over the next couple of weeks and into March 2023, you are going to see some work begin on our strategic recalibration. She mentioned this at last month's Senate meeting. First, she wants to take a new look at how we are characterizing our mission, vision and values. The mission statement is most commonly referred to on our website and in reaccreditation documents. She will be taking a look at that and making changes based on where we are today and going forward. We do not currently have a vision statement. We need to look at that and emphasize the importance of shared values especially post pandemic. We need to come up with our goals, our action plan, and then our communications. This is critically important because we need to move the university forward, but also alongside that comes resource allocation and enrollment planning. We need to be in alignment and have a visible connection with our strategic plan.

Yesterday the president was at Emmanuel Baptist Church which is an important part of our community and very special to many of our alumni. It was a special moment for the president to be able to celebrate Black History month with the words of Professor Millner, African-American Studies. He talked about the influence SJSU has had on him. He was not there in person, but was part of a taped interview. However, the impact was very strong in our community. As we head into Women's History month next month, please remember none of us walk this path alone, nor should we have to. We are all coming together to reach our ambitious goals.

Chair McKee mentioned the Cozen visit. The visit was delayed due to some unavoidable personal issues. On the president's radar is creating the Cozen implementation team. There will be a member from the Senate, a member from the students, and there will be members from other internal groups. It will be a small group, but it is part of a systemwide initiative to look at the systemwide implementation of that report.

You heard from Chair McKee about the expansion of the Senate. This is a critical conversation. The president also imparted her sense of urgency that the Senate make a decision on this during this semester, so that we can have the debate on the Senate floor. In terms of bullying, we have discussed it a couple of times in the Executive Committee. The provost and president are also discussing this so it is not falling on deaf ears. However, the president doesn't have a formal position on this today, but please be assured she recognizes the importance of the issue and will be addressing it.

On March 14, 2023, the president will give her state of the university address. She invited everyone to attend.

Questions:

Q: Thank you for being with the Senate. We have 17 states now that the state of California won't allow its funds to be used for faculty to travel to and many faculty that are doing research on diversity, equity and inclusion as well

as racism and bigotry and must sometimes travel to one of those states to complete their research. It would be nice if there were some funds available that could be used for this purpose, is that possible?

A: [Provost] It is actually 23 states now. We have to have a broader conversation about where we politically align with the travel. Technically, under the ban you can use state funds if there is a work demand that is generated by it. I think we've had a pretty narrow interpretation of the law. I think the law does give us some space to ask that question. For example, our athletics program would have to drop out of the Mountain West Division if they couldn't travel to some of those states. We are allowed to do that since there is a business need. I think you are talking about Tower Foundation dollars because even PACE dollars are complicated to use because they have to be applied to the program they are coming from. We aren't very robust in our endowment, so there isn't a lot of money there right now. That's why we are investing in the Tower Foundation to generate those types of dollars. We do have to go back though and consider to what extent we align with the politics of the law.

A: [VP Faas] On the athletics side, there is some grandfathering in for the conferences that allows us to do that.

Q: Could you give out information on how to go around this?

Q: [President] You and the Provost can discuss the parameters with me. Is that acceptable to you?

A: Yes.

Q: I was Chair of the Senate in 2017-2019, when Transformation 2030 was created. You mentioned the mission and vision statements and these were specifically excluded from the process at that time, so I think what a lot of people would be interested in is knowing the motivation for this recalibration? Also, what might the recalibration look like by the end of this semester?

A: [President] When going through the presidential search, I found it difficult to have clarity on what our values are which is the glue that holds us together and what is the vision we aspire to. There is clarity about the goals. However, continuing that process through the pandemic seems to have stopped. The action plan, the outcomes, the measures and how we put resources to them is not crystal clear. As an institution with 4,000 employees and 36,000 students, it is a powerful message that is not consistently told. I in no way, shape, or form wish to scrap the work that has been done. I actually think it is very good. I wish to provide clarity and then create annual action items, priorities, and where we put our resources.

Q: There has been some talk about taking resources from campuses that do not meet their enrollment target and reallocating them to campuses that do. Can you give us an idea of where that conversation is and where it might go in the future? Will it be effective for Fall 2023?

A: [VP Day] As we go into the 2023-2024 academic year, we will be looked at as to whether we hit our enrollment target. Then we will be measured.

There are three categories. The first is meets/exceeds the enrollment target. The second is slightly below (to 10%). The third is significantly below target. Next year is important. There will be reallocation of resources in 2024-2025.

Q: I read in the Executive Committee minutes that you want to partner with the Budget Advisory Committee (BAC). Can you speak to this?

A: [President] Yes, I want the BAC to be more engaged in understanding the various elements of the budget so that they can then provide advice to me. We are just beginning this process and I'm imagining more educational input from the administration to the BAC so there is clarity on the fund sources and how they operate as well as resource allocation. I'm asking the vice presidents to help me think this through and that is what is happening right now.

V. Executive Committee Report

A. Minutes of the Executive Committee:

Executive Committee Minutes of November 21, 2022 –

Q: Regarding the discussion of the Faculty Athletics Representative (FAR), it is the responsibility of the FAR to monitor student wellbeing. It is part of the NCAA FAR Handbook that student wellbeing is a key part and advocating for student wellbeing is a part of their role. I just want to clarify where that information in the Executive Committee minutes came from? According to the FAR handbook it is the responsibility of the FAR, so can a note be added to the Executive Committee minutes stating this?

A: [Chair McKee] Yes.

Executive Committee Minutes of January 30, 2023 – No questions.

B. Consent Calendar:

AVC Katoaka presented the Consent Calendar of February 27, 2023. There was no dissent to the consent calendar.

C. Executive Committee Action Items: None

Senator Mathur made a motion to suspend Standing Rule 7a to move the University Reports up in the agenda. The Senate voted and the Mathur motion passed (40-0-0).

VI. State of the University Announcements:

A. Chief Diversity Officer: No report.

B. CSU Faculty Trustee:

Trustee Sabalius reminded Senators he sent them his report so they could read it over the weekend. For the past 18 years, CSU leaders have attended services during African American History month at predominantly

African American churches in order to spread the word that the CSU is diverse learning organization.

About 2,000 people participated in the online open forums for the chancellor's search. A new chancellor is expected to be hired by July 2023.

At the end of March 2023, the BOT expect to hire the new president of CSU Los Angeles. By the end of May 2023, the BOT expect to hire new presidents for Chico and Sacramento State.

The interim chancellor has announced that she will realign our budget with enrollment. This will not kick in until 2024-2025. It doesn't affect campuses that have a brief drop in enrollment. It is targeted at campuses that have chronic low enrollment. Overall the CSU is about 7% below our enrollment target. Most of the campuses are north of San José. There will be a maximum 5% cut per year. Campuses will be affected if they are 10% or more below their enrollment target. The nationwide drop in enrollment was a problem even before COVID. The community colleges are down 20% in enrollment.

Regarding the budget I have good and bad news. The good news is that the governor honored the compact agreement he made with the CSU and the state allocation will go up 5%. However, this is only a 2.8% increase in the CSU Operating Budget. The governor had proposed to give us \$277 million. We asked for \$300 million more. If we only get the \$277 million and we address all our mandatory costs, we will only have \$100 million left to finance the Graduation Initiative, etc. The BOT have asked for \$300 million for the faculty/staff compensation pool. Trustee Sabalius argued for an additional \$100 million last year to keep up with inflation. This is bad news. Collective bargaining begins in May.

In other good news, the BOT gave the first approval moving forward on the Alquist Building.

Questions:

Q: Is someone doing any research on the big drop in enrollment?

A: The drop is nationwide. However, in California we have fewer and fewer high school graduates. That would be due to COVID. Then there is a big drop in community colleges also due to COVID. Secondly, there are a lot of jobs out there. Whenever we have a high demand for labor, many students drop out and go to work. There are a number of reasons for the drop in enrollment nationwide, California-wide, and CSU systemwide.

C. Statewide Academic Senators:

Senator Curry sent out her report to Senators. There are links to the resolutions being discussed in the report. Please read them.

The ASCSU has been slow to return to in-person meetings due to uncertainties about COVID. Los Angeles was one of the areas most heavily hit with COVID. Nevertheless, the ASCSU is going to attempt a hybrid meeting March 15-17, 2023. Senator Curry will be attending in person. Senator Curry will also be sitting on the committee that will select the candidate that will be considered for Faculty Trustee.

Senator Curry announced that she was very grateful to Senator Rodan who sent in the summary of resolutions from the January ASCSU meeting. These were the resolutions that were passed as well as the first readings. The role of Senators Curry, Rodan, and Van Selst is to represent SJSU Senators at the ASCSU so please read the resolutions and provide your feedback. Two of the resolutions have to do with Cal IGETC and AB 927.

There is an ASCSU discussion on expanding representation to include lecturers. Some campuses do not allow lecturers on their Senates and/or allow lecturer representatives to be ASCSU Senators. There is another discussion about the advisability of term limits. Senator Curry would be in favor of term limits, except that the current discussion seems tied to an attempt to remove some people who voice opinions around issues of Justice, Equity, Diversity and Inclusion (JEDI) that are not favorable to the ASCSU.

The ASCSU is waiting on the Cozen O'Connor report. The report will go to the BOT and not the presidents of the universities. Then it is up to the BOT to determine how they will discuss it with us. The ASCSU has been encouraging Cozen O'Connor to be very open about those findings, because they have addressed issues of bullying, retaliation, and harassment, many of which do not rise to the level of Title IX's legal definition of bullying, retaliation, and harassment.

Questions:

Q: Do you know which campuses are telling lecturers don't bother?

A: Most people at the campuses say everybody has the opportunity, but what we are trying to do is go through the policy to see whether colleges actually restrict and whether people are encouraged or discouraged by asking questions. We don't have answers at this point. We do have a resolution to expand the number of lecturer seats on the ASCSU. However, this was discussed three years ago and it failed.

D. Provost:

If you look at the budget book, you will see that we are budgeted for 27,500 FTES. When we got the budget and looked at enrollment we knew

we weren't going to get there as a division, so we put out a goal as a division of 26,291 FTES. We taught 99.2% of those FTES. At the beginning of the year, the Office of the Provost held back \$4 million from the teaching budget, because we knew we weren't going to teach as many students. We have to give back \$4.5 million. A lot of people have said there was a big budget cut this year, but there wasn't a budget cut. There was an enrollment decline. That translated into less money in the colleges, particularly for one-time dollars. The third number you'll hear bounced around is our California target. Our goal was 23,891. That is what we get funded for from the state. The difference between the California number and our goal is our international students. You'll hear all three of these numbers and they are sometimes confusing to people.

The Provost had a meeting with Black faculty. He does this once a semester. They asked for some clarity on the budget information, so the Provost is putting together a "Budget 101" for the division and will do a townhall meeting sometime this spring.

In the Provost's four years here, he has authorized 313 tenure track searches. In the first three years there were 246 searches. Of the 246, we had 180 successful searches. This is over 70%. In that same amount of time, we had 176 departures. Of the 176, 51.4% of the departures were due to retirements. About 24.8% were resignations. The diversity of our assistant professors is higher than that of our associate professors. Of the full professors, African Americans make up 3%, whereas of the assistant professors they make up 5.3%. We've done a good job. Where a gap remains is in Latinx faculty. We've increased those numbers as well. The provost also has an analysis of some RTP data.

SJSU Online went live this January. We've had really great success. In a nutshell, the industry average for converting an inquiry into an enrollment is 3%. We hit 6%. Over 80% of the students that enrolled had never been to SJSU before. These are good numbers for us. They suggest that the brand equity of the institution is very strong out in the marketplace. The provost is looking forward to several new degrees. We've got general business in fall 2023, and public health in spring 2024. After that maybe public relations and mass communications. We have over 200 students enrolled. Those are pretty solid numbers for us. These numbers are better than the provost had at Arizona.

There are two dean searches going on right now. The search for the Dean of the College of Social Sciences is in the middle. The search for the Dean of the College of Business is interviewing semi-finalists this week. There are also two Vice Provost searches open. The two Vice Provost searches will be internal SJSU campus only.

The provost has been asked by the Executive Vice Chancellor, Sylvia Alva, to take up a position leading professional and continuing education at the system level for six months.

The Vice President of Student Affairs, Patrick Day, and Provost Del Casino had a great meeting at the CSU. It was the Vice Presidents of Student Affairs and Provosts. Several things came out of that meeting. One of the things the provost is trying to revamp is the reenrollment system. Students trying to reenroll give up after about the eighth click. We are trying to work on these kinds of deterrents and blockages at the system level.

Questions:

Q: We'd like to know if there have been any developments in Institutional Research and Strategic Analytics since it was directly implicated in six of the eight WASC reports?

A: [Provost] Since I decided not to fill the MPP seat, Marco Antonio Cruz has been working directly under me. He has been working very hard to backfill a number of positions, and he is working very hard on dashboards and enrollment. We want to get to a place where people can go in and pull their own data. The CSU system rules create real challenges for us in how we count certain things as well as some of our own processes. However, I feel good about where we are going. They aren't at 100% as far as filled positions go, but getting close. In fact, he is doing a great job of starting to recruit students from our own campus to help build out some of the efforts in management information systems and other areas. He is also trying to get alumni to come back and be part of the team. Several really positive things are going on there.

Q: You mentioned data on Black faculty hiring. Do you have information on gender distribution as well as professional data? The reason I say that is anecdotally I find that women faculty are stuck at the Associate Professor position taking on a lot of service, and I'm wondering what support is there for them?

A: [Provost] I don't have that data on me right at this second, but I can bring that back. Normally, I would give that information during the budget presentation. One of the things I'm asking my team to look at is years in rank, particularly for associate professors to see what the trends are. I haven't pulled that data yet to look at the trends for years in rank, but it is a natural challenge. It isn't unique to SJSU, but it is one where we need to really dig in and look harder. I will say that Vice Provost Barrera developed a writing group for women, women of color in particular, to advance their careers. VP Barrera is looking at other things we could put in place.

Q: What percentage of the teaching faculty in SJSU Online are tenure line as compared to lecturers both full-time and part-time as well as those that are in SJSU or who are outside SJSU and have been hired to teach SJSU Online?

A: [Provost] I don't have that data right now, but I can work with Ron Rogers and get that data.

Q: Do you have some idea of the potential number of faculty searches for fall? Also, can you give us an update on the College of Professional and Global Education (CPGE) search?

A: [Provost] I can tell you there are 58 faculty are identified already as leaving this year. We have 67 searches out there. We are not going to break even. It looks like we will lose ground on some of the movement we've made over my four years. I will say that number would be lower if we hadn't started a series of counteroffers to retain faculty. We haven't retained them all, but we are acting as a university that wants to keep its people. Clearly, I asked to continue hiring through the pandemic, and I think we need a robust hiring plan. However, we have to do it in a way that is financially responsible. As for the CPGE search, I did not put that one out in the fall because there was so much going on in that area. I put together a working group that includes Senator Mathur and Sami Monsur from my office to look at what the future structure might be before we decide to hire. This group is meant to give recommendations before the end of the semester to start to figure out a plan. Then we will decide how and what that structure might look like.

The Senate took a four-minute break.

E. Vice President for Administration and Finance:

We have the SJSU Staff Awards Ceremony coming up. It will be in the Student Union Ballroom and we, the Senate, have one of our own we are honoring. Eva Joice, the Senate Administrator, will receive the Distinguished Service Award. Hopefully, all of you will attend.

Facilities-wise there are two main things going on this semester. First, the new ISB Building will be opening for some traffic in April and opening for classes in August. We haven't opened a new academic building in 30 years. Second, this summer we will be opening the Spartan Athletic Complex on South Campus for the football and soccer teams.

The last update is we got the BOT, with the help of Faculty Trustee Sabalius, to approve the Alquist Building that will be faculty and staff housing. The president along with the chancellor's office did a wonderful job presenting the Alquist Building.

Questions:

Q: What is the status of the migration of all our old content to the new website? I'm curious about the resources, funding, and personnel.

A: Happy to share my thoughts, but those aren't the ones you want. I'd be happy to bring Michael Crawford in here to speak to this. He is our senior vice president.

Q: What is the timeline for the Alquist Building?

A: 2027

Q: What are the criteria for which departments are moved into the new ISB?

A: That will be determined by Dean Kaufman. A lot of it will be done during summertime.

Q: Back in November, a colleague and I asked about the lag time it took to get paid for doing special project over the summer. Have you checked into this? In my college the lag time for being paid is 3 to 4 months.

A: [Joanne Wright] I think we need to talk about exactly what the payments are for, because there are different payments for special consultant. I know I've had conversations with people in the College of Education about this. I need to have a conversation with you and look at those payments specifically. That will help us see where things aren't going through, etc. I can talk to you after the meeting.

Q: My question is about the safety situation around campus. Last week we all got a notification about a homeless person defecating on campus. However, we are not always notified of more important safety events on campus. Why? There seems to be a disconnect between really dangerous situations and situations that just look bad.

A: Prior to this meeting, several of us were in MLK Library for the UPD briefing. I highly recommend you attend the townhall meetings held by UPD at the MLK Library. We've had situations of drugs, knives, switch blades, and guns. This is what we are focusing on. However, Trustee Sabalius asked the question as to whether the majority of crimes are committed by students, faculty, or staff. About 95% of the crime is from individuals outside of the campus. It is UPD's job to protect the campus. We had a 17-year-old drug addict with a gun who tried to break into the SRAC building. A student saw it and called UPD. If you see something, say something. UPD was able to track this person down and arrest him.

Q: It seems like there is a disconnect between UPD and students. For example, a few weeks ago someone was setting off fireworks off campus and you couldn't tell if it was fireworks or someone shooting. Can you comment on this?

A: I've never seen anything in the UPD logs about this. UPD will respond if you call them, but that call has to be made.

F. Associated Students President:

AS President Chuang introduced and recognized all of the student senators.

AS President Chuang thanked everyone for their support of the Day of Remembrance for Japanese Americans. There was also a fireside chat with Congressman Mike Honda. It was a very empowering event.

AS President Chuang had the privilege of attending one of the open forums for the CSU Chancellor. It was an amazing experience and a time for students to speak up about what we want in the next chancellor. Some of the qualities that came up concerned [transparency and openness.

This past Saturday, AS President Chuang was part of the Student Trustee search.

AS President Chuang had the privilege of introducing President Teniente-Matson to the BOT. Students on campus are thrilled they are getting to do simple things like take a selfie with the president. They are very happy about being able to communicate with her.

AS President Chuang announced that AS Scholarships are now live. Last year AS awarded \$93,250 in scholarships. There is a First Generation, Legacy, Leadership, Advocacy, Global Color, and Black Authority. Please encourage your students to apply for these scholarships.

Next week AS President Chuang will be attending the March plenary meeting at the CSU, and will also have the opportunity to lobby our legislators during her annual meeting in Sacramento.

AS President Chuang asked senators to include students in policy development and to help decrease barriers to access for scholarships, particularly for graduate scholarships and international students.

Students continue to face safety issues across the U.S. and AS President Chuang encouraged senators to continue to develop a culture of care at SJSU.

AS is supporting the repeal of HR 3621 which is a bill that allows the President to incarcerate people during times of war without due process.

Questions:

Q: Can you give us an update on AS involvement in SOTES?

A: Student leaders have been discussing SOTES. AS has a new Director of Academic Affairs and AS President Chuang would be happy to introduce you so you can continue to have these discussions with him.

Q: Does AS want to spearhead a movement for a more visible remembrance of Japanese Americans perhaps at Uchida Hall?

A: Thank you. AS President Chuang has been in collaboration with Japantown and Asian American Studies on a project that has three phases. The first phase is a mural outside of Uchida Hall and a walk through of the history inside the building. The second phase is the institutionalization of the Day of Remembrance, and the third phase is a monument outside of Uchida Hall.

G. Vice President for Student Affairs (VPSA):

VP Day announced that he had worked with a lot of student government presidents and AS President Chuang is a great one.

VP Day was also a participant in Super Sunday along with President Teniente-Matson. VP Day gave a shout out to Trustee Sabalius who started calling VP Day in December to make sure we were prepared for Super Sunday.

We were at 99.29% of our California FTES target as of census day. VP Day would like to be at 100% or 102%, but he is happy with where we are at. It was an absolute fight to get to target this year and it will continue to be a fight. A lot of people in Academic Affairs and Student Affairs worked really hard to get us to target.

We still have two classes, our continuing juniors and seniors, that are lagging behind. These are our COVID classes and this is a national phenomenon. They just didn't return after COVID. There is a significant decline. Our juniors are down 449 and our seniors are down 809. We are probably going to have to live with that for a little bit. Part of what we are measured on, this FTES number, is not a headcount measurement. It is a Full Time Equivalent Student, so it has to do with the number of courses a student is taking. You hear some of us talk about Average Unit Load (AUL). AUL is literally the number of units that a student is taking. We saw this year that AUL decline by .21 from last year. What that .21 translates to is somewhere in the neighborhood of 300 students. When we talk about AUL decline, there is a real impact when students take fewer courses and drop below full time. This is a real metric for us to consider.

Having said that the good news is that fall is looking bright. Our overall fall applications are up by 1,222. That's a 22.5% increase from this past fall and that's great news. We are still seeing some decline in the transfer students coming back. It will probably take a year or two for that to come back. We are still seeing a decline in that number for fall of about 247 students. However, the frosh students are up by 1,469 students. That

increase is significant, because what it suggests is that we are starting to see a wave that is coming back. Now from here on out we are in the yield process trying to make sure we are doing everything we can to net students. Everything matters. Everything we do matters. Bear in mind, we are competing for enrollment. If you look at the other schools, students are applying to when they apply to us, the top five are UC's. For some of our majors, we are competing for the very best students.

There are some changes as a result of Executive Order 803, which has to do with student immunization. Essentially what we think will happen is that things that were once requirements will become recommendations. The rationale is primarily that most of the things that were on the pre-matriculation requirement list aren't things that are required if you attend high school in the state of California. Hepatitis is the one thing required by state law and that there is no flexibility about. These recommendations are separate at this time from what the COVID requirements will be. However, I anticipate we will be moving in the same direction with the COVID requirements. This is just a heads-up. There may be some different requirements for people living in residence halls and athletics.

Finally, the Spartan Speakers Series is coming up on March 1, 2023 with Jenny Slate, the actress, comedian, and writer at 7 p.m.

Questions:

Q: How does all the enrollment figure into graduation 2025?

A: They are all related. We are going to be measured by looking at those cohorts and how they perform. Everyone is going to be measured on this. What we are seeing in that the juniors and seniors group is a national phenomenon. We are seeing it in FAFSA completions. We are seeing that everything has bottomed out for that population. While it will impact our 2025 numbers, it's not isolated to SJSU.

Q: You provided data on juniors and seniors. Do you have data on graduate students and international students? Do the 803 changes apply to international students?

A: I don't have the international student data. I have graduate data for this year. Our graduate students headcount is down by 13, and our new graduate students are down by 130, and our FTE is down by 165 in terms of graduate students. As for the requirements, they apply to everyone. We did ask the same question about what if they didn't go to school in California. It does supply the campus with the ability to have requirements around certain populations. However, those requirements are for all students.

Q: This is a fascinating problem, I just wish it didn't have real life consequences on enrollment. The demographic cliff, the COVID effect,

the lack of population to draw from: where are we going to find the bodies? What are some of the strategies?

A: I'm not sure we are seeing huge effects of the demographic cliff. The North and Northeast are. We are not seeing that much of a problem, but may see more in a few years but even then, it is expected not to be that bad in California because we have a growth population. We are probably not going to see huge increases in first-time frosh students. The students are going to start leveling off. We've seen some of that cresting for a few years now. Many of the new students are returning adult students, but that's not everybody. There is not going to be any one group. I think we have some collective market opportunities where we might be able to yield some additional students. We aren't going to yield 2,000 to 3,000. However, we may be able to yield something in the hundreds with some selective market expansion, but the competition is going to increase significantly. I mentioned the governor's challenge to UCLA to create a direct entrance route for students coming out of community college. That is a direct competition to us. While we may find more markets, we will have more competition. What some of the institutions in the system are trying to figure out right now is who are we going to be? The good thing about us is we have a very expansive portfolio. That provides us a substantive advantage. However, I think enrollment is going to look different over time. What we are used to students looking like is going to change. We are still going to have a robust freshman class, and transfers are probably going to come back. I think we have to be more mindful of how people are enrolling. Part of what we are seeing with those juniors and seniors is not just those that are lost in the world, but some have decided to enroll in different ways. I think we are still trying to find out what that looks like. There is a large immigration population from China and there is a prediction that in 2025 that is going to crest. We know that institutions are going to feel that significantly. I think we need to get creative and create different ways for students to enroll. I think we are well positioned. That's the thing I remain confident about. We have to make sure every move matters, and that every connection matters as we move through this.

Q: I work in the Engineering Student Success Center and I feel like there is a disconnect between after students get the admission letter. They often get bumped to us and we sometimes don't have the answers.

A: I'd love to talk to you more about this because we are going to have to figure this out.

Q: I know the numbers are going down, but I just want to be sure we are not compromising on the quality of students on intake. Can you shed some light on that?

A: We are not compromising. Admission requirements have not changed. You need a 4.3 or 4.4 to get into Computer Science on a 4.0 scale. You

need a 4.2 to get in Animation. The challenge that we have is we are competing with the UC and they are yielding better than we are. We have not shifted our quality indicators across majors.

Q: It is crucial after students receive the admission letter that they get information about financial aid, scholarships, and work study. That might determine whether they accept or not, because money matters. Are they getting this information?

A: Absolutely. We have what they call the “Next Steps” process where that communication begins to occur, and we begin to go out into the community and host a series of engagements inviting perspective families that want to ask questions. However, once they get that letter, they begin receiving electronic communications about what to do next such as here’s how to apply for financial aid, or here’s what you need to do next. We do need to look at it, scrub it, and make sure it’s working well.

Q: Are juniors and seniors that are leaving flunking out or kind of being forced to leave? Do you know what percentage that is?

A: Off the top of my head no, but I’m really happy you asked that question. What we know is that for many of them that is not the case. For many of them, they are choosing to go to work, or they transfer to other institutions. There are lots of reasons.

Q: Concerning the decline in students, is there a strategy to keep students here and make them feel supported?

A: Great question. The hard part about these groups is that how they think about things is different. Some have decided to go to work and others have decided to wait. We do direct outreach to try and get them re-enrolled to try and create those opportunities. What we are going to do is look at the National Clearinghouse that allows us to see where students go. What we will be able to tell is did we lose this group of students or did they just enroll in another institution.

Q: Lots of students come in with the GI Bill and they have a strict timeline to finish their degree. I’m wondering if you have numbers on how many of them are leaving, and also immigrants?

A: I don’t know what all the different numbers in the population are. That is where it starts to get very individualized. I think this is a growth area. To answer the question, that is one of the things we need to look at in higher education, which is who is going to be enrolling. That’s why the way SJSU Online is being structured may be a good fit because it gives you a more individualized and personalized advising structure. We need to figure out how to craft a better experience for different kinds of students.

VII. Unfinished Business:

A. Professional Standards Committee (PS):

Senator French presented ***AS 1842, Sense of the Senate Resolution, In Opposition to the Exclusion of Faculty Early Retirement Program Faculty from Pandemic Compensation (Final Reading)***.

Senator French presented an amendment to the last line of the last resolved clause to add, "California State Emeritus and Retired Faculty Association (CSU ERFFA)". The Senate voted and the amendment passed (41-0-0). The Senate voted and AS 1842 was approved (41-0-0).

VIII. Policy Committee and University Library Board Action Items (In rotation)

A. University Library Board (ULB): No Report.

B. Instruction and Student Affairs Committee (I&SA): No Report

C. Professional Standards Committee (PS): No Report.

D. Curriculum and Research Committee (C&R): No Report.

E. Organization and Government Committee (O&G): No Report

IX. Special Committee Reports: None

X. New Business: None

XI. Adjournment: The meeting adjourned at 5:10 p.m.

Executive Committee Minutes
February 13, 2023
Noon - 1:30 p.m. via Zoom

Present: Alison McKee (Chair), Karthika Sasikumar, Cynthia Teniente-Matson, Vincent Del Casino, Charlie Faas, Patrick Day, Patience Bryant, Reiko Kataoka, Julia Curry, Nina Chuang, Priya Raman, Hiu Yung Wong, Laura Sullivan-Green, Tabitha Hart, Rachael French

Absent: None

Recorder: Eva Joice, Senate Administrator

1. The committee approved the consent agenda (Consent Calendar of February 13, 2023, Executive Committee Minutes of November 21, 2022 and January 30, 2023) (15-0-0).
2. The Executive Committee approved the election of Vishnu Pendyala as a Senator from the General Unit for Spring 2023 (15-0-0).
3. Update from the President:
President Teniente-Matson commented on how professionally Chair McKee had handled the Senate meeting on February 6, 2023. The president has been setting up external communication meetings with the local community and has met with the University Leadership Council. The Board of Trustees is talking about enrollment. We are also discussing this in the Budget Advisory Committee (BAC) and the Strategic Planning Steering Committee (SPSC).

During the first Executive Committee meeting Reiko Kataoka, AVC, asked about bullying and RTP. The president doesn't have those answers yet, but is working on it. There was also a question about the Athletics budget during the last Senate meeting and the president will bring an answer to the next Senate meeting.

[Note from Chair McKee] Chair McKee commented that a meeting is being setup with Lisa Millora, Julia Curry, and President Teniente-Matson on bullying, and enrollment also came up at the recent CSU Senate Chairs' meeting.

4. University Updates:

From the Interim Deputy Diversity Officer:

There is now a Black Student Success Study Work Group.

We are looking at student retention, campus climate, and the role faculty and staff play in student success. We need two staff groups: one for MPPs and one for all other staff. We have an April 1, 2023 deadline to report back to the Chancellor's Office.

The office recently finished our facilitator's training for 15 faculty and staff. This was an 8-week training session. We hope to create a version just for students on "Conflict Management." We are trying to get course credit for students that complete it.

Questions:

Q: Is the campus Committee on Equity, Diversity, and Inclusion still meeting?

A: Yes.

C: I'm looking forward to the 2022-2023 report.

a. From the Provost:

There are two dean searches and two dean reviews underway. The Provost is also getting ready to launch the search for a vice provost for academic innovation and institutional effectiveness. In addition Thalia Anagnos is retiring at the end of the year and we will need to launch a search for a new Vice Provost of Undergraduate Education.

The Provost recently met with the Black faculty.

The Provost is putting together a Budget 101 Town Hall meeting for this spring. Four colleges hit enrollment goal and four did not; there will be a redistribution of resources as a result.

The Provost's office is working on a faculty development plan for faculty this summer.

Questions:

Q: How is it going with SJSU Online?

A: We will be adding General Business in Fall 2023. We will also be adding new programs from Health and Human Sciences in Spring 2024. We are investing more than we are bringing in right now because we are growing. The Provost is not concerned about this.

Q: One of the primary goals around enrollment is discussing equity, diversity, and inclusion. Work is being done all over campus and there are so many initiatives. Is there anyone keeping track of all the initiatives?

A: Are you asking what is our overall strategy for diversity, equity, and inclusion in enrollment? Let me take this back and think on it.

A: Looking to the future, we do have to look at how we support and integrate these initiatives. We also have to look at how budget and all of this work together.

Q: Will the degree in business online start and end online? Will it be the same as in person?

A: It is still degree completion, and an upper division transfer degree.

Q: Will students receive academic credit for work in the community? For example, the computing skills for students-by-students program.

A: I don't know but will find out.

Q: What percentage of in-state/out-of-state students are in SJSU Online? Do you feel it will hurt in-person classes?

A: Our target is Santa Clara County. I will get more detail for the next meeting. We are looking for adult learners that are older than our current students.

Q: In the past, modality was emphasized with these classes, and now it seems that enrollment is emphasized. Can you explain?

A: The focus is on enrollment. When we are under-enrolled and academic affairs has to give back \$5 million for enrollment we didn't get, they have to go hand-in-hand. The CSU has done something they have never done. They are moving enrollment dollars around the system.

A: [President Teniente-Matson] This deserves a full Senate meeting for explanation.

C: We are examining what classes attract online and in-person at the macro level.

b. CSU Statewide Senate:

We had an interim policy meeting last Friday and discussed continuing resolutions and some new issues such as enrollment targets and benchmarks. One conversation was on the way budgets are made. People are very concerned about how these decisions are being made. Benchmarking seems to have penalized everyone regardless of regional circumstances.

March meetings will be hybrid. A survey will go out to statewide senators.

Two resolutions are being discussed. One resolution is about allowing lecturers on the Academic Senate California State University (ASCSU). Some campuses still don't allow lecturers to run for the CSU Statewide Senate. The question is whether eligibility for the ASCSU is controlled on each campus or by the ASCSU. Another resolution is on staff/faculty salary discussions, particularly in light of these budgets.

Questions:

Q: There was an ASCSU January 2023 resolution encouraging campuses to establish a 60-day response by the President to policies in the bylaws. Can you speak to it?

A: This came about as a result of many policies being passed that aren't being signed by presidents. There is a need to know. One discussion on Friday continued to highlight the issues with former Chancellor Castro. There is a great concern he may be teaching at San Luis Obispo.

c. From the Vice President for Administration and Finance (VPAF):

UPD will host a conversation with the police on February 27, 2023 at 1 p.m. in the MLK Library right before the Senate meeting. Please try to attend.

We had a perfect example of someone seeing something and saying something this past weekend. AS President Chuang saw a text about someone skimming on our ATMs on campus and reported it to me. UPD went out and removed all devices.

d. From the Vice President for Student Affairs (VPSA):

We are continuing to remain at 102% of our target enrollment for Fall 2023. VP Day is very pleased, but the caveat is that our Average Unit Load (AUL) has declined again. Our spring enrollment showed a decline in headcount, largely juniors and seniors that are not continuing. Our fall applications are up .3%. Our Frosh are up 5.3% but our transfers are down 13.5%. This is a decline of 1,700 applications. We are doing lots of

engagement. Housing is at 91% of occupancy. Our community garden won an award as a champion of Sustainability.

- e. From the Associated Students President (AS):
Happy Black History month. We are hosting a Day of Remembrance, Wednesday, 10:30 a.m. to 2 p.m.

AS hosted the CSSA in January. We discussed dining issues across the CSU and also student debt and loan relief. Another discussion was on qualities needed in the next Chancellor.

AS has been discussing food needs for International Students.

AS President Chuang is part of the CSU Chancellor's search committee.

AS is discussing the possibility of installing glass about shame/internment of Japanese on Uchida Hall with the Campus Planning Board right now. The first draft of a proposal has been shared with the CPB.

- 5. The meeting adjourned at 1:31 p.m.

The minutes were edited by Chair McKee on February 22, 2023.
The minutes were approved by the Executive Committee on March 6, 2023.

Executive Committee Minutes
February 20, 2023
12 - 1:30 p.m. via Zoom

Present: Alison McKee (Chair), Nina Chuang, Karthika Sasikumar, Cynthia Teniente-Matson, Vincent Del Casino, Charlie Faas, Patrick Day, Patience Bryant, Reiko Kataoka, Julia Curry, Priya Raman, Hiu-Yung Wong, Laura Sullivan-Green, Tabitha Hart

Absent: Rachael French

Recorder: Reiko Kataoka (AVC)

1. Approval of the Agenda

The committee approved the consent agenda: Executive Committee Agenda of February 20, 2023, Consent Calendar of February 20, 2023, and Senate Appointment Calendar for 2023. (13-0-0)

2. Chairs Announcements

Chair McKee thanked the co-organizers of the Senate Retreat Vice Chair Sasikumar and the O&G Chair Hart for a successful retreat with robust discussions.

Chair McKee congratulated Senate Administrator Eva Joice for the Distinguished Service Award for 2022-2023, which will be presented at the 55th Annual Staff Service Celebration on Thursday, March 2 at the Student Union BallRoom.

The campus visit of Cozen O'Connor's representative, Maureen Holland, will be on Wednesday and Thursday of this week. A campus-wide announcement was made. Chair McKee will meet her on Wednesday at 8 am.

3. Update from the President

The president is having an ongoing conversation on enrollment management and strategy. Her other activities have included the following:

- Attended the event at the Oak Grove High School's grand opening of the Healthy Development Community Clinic.
- Met the Consulate General with the provost Del Casino to discuss how to collaborate as partners.
- Participated in Chancellor's Leadership. Key topics included enrollment and Chancellor search. On the enrollment the role of messaging was discussed.

- Participated in Joint Venture Silicon Valley. One theme was community engagement. Edwin Tan was asked to invite the director Russell Hancock for a presentation for interested campus members.

Q&A (C = Comment)

[Q]: The recent ASCSU update shared by Senator Curry includes an item about how the policies passed by the Senate would be handled by each president. ASCSU's recommendations are to respond within 60 calendar days and provide rationales if the policy is vetoed by the president. Our constitution is vague on these. Will you work with O&G to make our policies more precise?

[A] President: 60 days is reasonable. I'll be happy to have more conversations with the group.

[Q]: Campus climate is listed as a "Recommendation" (or to-do) item in the WASC Team Report. In your vision, what would be some key components of a positive campus climate?

[A] President: Within my strategic recalibration, we are revising mission, vision, and values. Setting a standard set of values that drive behaviors is one thing. There would be common practices that lead to restoration of trust. It would also include equity, inclusion, and respect that go to shared values. Another element is safety.

4. Policy Committee Updates:

a. From Professional Standards (PS):

[Senator Rachael French] No report, not present

b. From Organization and Government Committee (O&G):

[Senator Tabitha Hart] – There are two updates:

1. O&G drafted a resolution on Faculty Athletic Representative (FAR) to be presented as the first reading at the next Senate meeting. There was a policy passed in 2016 that limits the term of the FAR to five years. O&G's policy recommendation is to remove this term limit.
2. On the staff representation, based on the data collected in the last Senate Retreat, my assessment is that the best way forward would be to convene a special committee by resolution from the Executive Committee.

Q&A (Q = Question; C = Comment)

[C]: Chair McKee described the previous discussion at the Executive Committee meeting for context.

[Q]: Chair McKee: There were multiple referrals on this topic. Could you also explain the third referral that came on January 11th?

[A]: The third referral requests the Constitution be amended so as to give the term "Faculty" a more expansive definition.

[Q]: Is O&G working on that referral?

[A]: O&G discussed it. While O&G is enthusiastic about staff representation, the specific strategy of re-defining the term was not favored. The preferred strategy is to maintain the ratio and add more seats.

[Q]: Provost Del Casino: Currently staff seats are only for SSP III and IV. I appreciate the special committee but it will take time. Adjusting who can run for general election seats could be a good step forward. Does O&G consider it along with the special commission?

[A]: If we expand the eligibility, it could create more competition for the seat. That's why keeping the eligibility the same and increasing the number of seats would be better.

[C] Chair McKee: For clarification, a resolution does not have to reproduce exactly what a referral requests. The issues of staff representation and senate expansion are important. I know that those who have brought those referrals forward are waiting to see some movement by the Senate. I can't dictate the decisions of committees, nor would it be appropriate for me to do so, but these items have been in various committees for two years now. There needs to be public debate in and by the full Senate, regardless of outcomes, and I'd like to see that happen before the end of this semester. I think this is critical.

[C]: Provost Del Casino The value of opening up outweighs the risk, I believe. It would be a mistake to spend another semester or a year without taking any step forward.

[Q]: What is the timeline? When would the new resolution be presented?

[A]: In my view, a special committee is best handled by this Executive Committee. For this, I don't control the timeline, but a resolution on the special committee could be drafted this semester.

[Q]: Would there be any update made at the next Senate meeting?

[C]: Chair McKee I will provide an update, pending the outcome of our discussion today..

[C]: Even if a referral was sent to O&G, anybody can write a resolution. Another comment is that any Constitutional amendment requires, in addition to the vote of the Senate, majority vote of the faculty of SJSU and the approval of the president. Since this is a Constitutional amendment, the president's opinion will be a determiner.

[Q]: Was there any consensus at the end of the retreat?

[A]: There were four strategies discussed at the retreat. My preliminary analysis suggests that the special committee strategy was preferred, for the reason that it distributes the responsibility to the Executive Committee.

[Q]: Chair McKee: Chair Hart, will you be able to draft a resolution?

[C]: A special committee should be our resolution.

[C]: Discussion in the retreat is not binding. Also, any senator or a group of senators can present any resolution on the floor.

[C]; Chair McKee: A resolution to form a special committee around the issue of Senate expansion does not preclude other resolutions. However, I would like to see some definitive forward movement here for public debate in front of the Senate.

- Action Item: It was decided that Senators Hart, Curry, and Vice Chair Sasikumar will take the lead on drafting a resolution to form a special committee to come from the Senate Executive Committee. This resolution will follow the normal procedure for any policy recommendation made by a committee (in this case, the Executive Committee): i.e. the committee members will participate in drafting and revising it, will vote on it, and if it passes, will present it to the Senate for discussion, deliberation, and a vote.

[C]: Chair McKee: I would like something to be presented to the full Senate by our March meeting or, at the latest, in April.

c. From Curriculum & Research (C&R)

[Chair Hiu-Yung Wong] – There are two updates:

1. C&R finalized the amendment of S19-3 that would eliminate WST. It will be presented as a final reading.
2. C&R is also working on streamlining the curriculum approval process and reviewing a new ISE concentration.

There were no questions.

d. From Instruction and Student Affairs (I&SA):

[Senator Laura Sullivan-Green]

1. I&SA aims to revise S16-16, regarding GPA calculation for undergraduate and graduate students.
2. The committee will also start sub-committee work on key referrals regarding scheduling, student advising, course offerings, etc.
3. The committee has a new time-sensitive referral on advanced registration policy. It is important to accommodate student parents, implemented by July.

There were no questions.

5. University Updates

a. Update from AS President

[AS President Chuang]

President Chang thanked the committee for its support for the Day of Remembrance event. The guests included former Congressman Mike Honda, Councilmember Rosemary Kamei, and Shirley Kuramoto as well as New Gen panelists Kayla Le, Dominique Tresler, Jaria Jaug, and Ariana Shah.

A couple of key topics at recent CSSA meetings are:

1. dining issues across CSU campuses: decrease requirements such as income requirements.
2. including students in policy development: working more with administration.

Student Trustee application and timeline is underway. Other current topics include mid-year evaluation, preparing for the Cozen O'Connor visit, Chancellor search etc.

There were no questions.

b. Update from Interim Diversity Officer Patience

The Spring InterGroup Dialogue (IGD) series is starting next month. Interested members can sign up now. Officer Bryant is having meetings with Cabinet members and other affinity groups such as the Jewish Faculty and Staff Association, the Black Faculty and Staff Association, and the Native American and Indigenous Student group.

There will be a survey study and we are working on an IRB approval. The results will be shared with the Senate Exec. committee.

There were no questions.

c. Update from the Provost
[Provost Del Casino]

Census is due today. We lost some enrollment last week. Division goal was 26,291 FTES. We are at 99.2% of that goal. The budget book was 27,500 FTES, so \$4.2 million will go back to the central administration. Four colleges are under-enrolled and four are over-enrolled, leading to enrollment redistribution next year.

A summary of T/TT hiring was in. 300 T/TT searches were authorized for the past four years. There were 246 searches in the past three years and 180 successful hires. There was attrition; we lost 176 faculty. Of them, 51% were in the category of FERP finishing their cycle or retiring. The next category was resignation (24%).

Q&A (Q = Question; C = Comment)

[Q]: (1) May we ask which college had the most difficulty and the reason? (2) Do we lose faculty to other universities and industry?

[A]: ((2) We haven't had an exit interview, so there is no data. Anecdotally it's yes for both. They went to top-level institutions.

[C]: It's concerning that, due to the loss of faculty, students lose opportunities such as mentorship and classes were dropped. We need to continue collaboration in finding ways to keep faculty and student support.

[A]: There has actually been an increase in T/TT faculty in past years. SJSU has hired more faculty than other CSU campuses. Another point is lecturer faculty who are the other 1400 faculty teaching here. We have to think about how to invest in that group with more full-time positions.

d. Update from Statewide Senate
[Senator Curry]:

Some important questions asked in ASCSU are as follows:

1. Whether there are term-limits for ASCSU senators.
2. Whether lecturers can serve as ASCSU senators.
3. Regarding the memo from EVC Alva on the policy (EO 0803) on the change in immunization requirement: the memo will be shared with the Executive Committee members.

There were no questions.

e. Update from Vice President of Finance

[VP Faas]

A campus email was sent out on the vandalism of the Victory Salute statue of Tommie Smith and John Carlos that occurred on Saturday. University Police responded quickly, and the suspect was arrested and put in jail. FD&O cleaned the area. Such incidents are not tolerated.

There were no questions.

f. Update from Vice President of Student Affairs

[VP Day]:

We are at 99.9% of California FTES targets. Head count is up and AUL is decreased.

This weekend will be a Super Sunday. CSU will go to churches to talk about CSU. We will go to different denominations, and the president will join us too.

COVID is dealt with separately from the ASCSU's EO. Vaccination was moved from Requirement to Recommendations, except for Hepatitis (required by the State law).

We had Spring Formal. 600 students came. It was fun and engaging.

[Q]: At the Undocu Spartan Center, I learned that the Director Ana Navarrete has been on leave since December. How have students been served since then?

[A]: We have a temporary person supporting students in this interim period.

6. Adjournment

The meeting adjourned at 1:30 p.m.

The minutes were edited by Chair McKee on February 25, 2023.

The minutes were approved by the Executive Committee on March 6, 2023.

SJSU 2022-2023	ACADEMIC SENATE								
3-20 2023	CONSENT CALENDAR								

2022-2023	SENATE SEATS								
-----------	--------------	--	--	--	--	--	--	--	--

ADD TO VACANT SEATS									
COMMITTEE TYPE	COMMITTEE NAME	SEAT	SEAT TITLE	NAME	ZIP	PHONE	TERM ENDS	CONSENT CALENDAR	FACULTY AT-LARGE
OPERATING	Institutional Review Board IRB	M	Student	Ikaika Rapanot	0128	46241	2023	3/6	
SPECIAL AGENCY	Accreditation Review	G	Member of President's Cabinet	Mohamed Abousalem	0022	43318	2023	3/20	
SPECIAL AGENCY	Budget Advisory	G	Faculty Senator	Alerie Flandez	1001	43982	2024	3/6	
SPECIAL AGENCY	Strategic Planning Steering	K	Staff	Fernando Ansaldo-Sanchez	0279	43846	2023	3/6	
OTHER	Transit/Traffic & Parking	2	Student	Justin Duong		justin.k.duong@sjsu.edu	2023	3/20	

Academic Senate
2023-2024 Calendar of Meetings
 Senate, Executive Committee,
 and Policy Committees

Office of the Academic Senate
 Clark 500 Office/CLK 520 Chair, 0024
 Office: 4-2440 Fax: 4-2451
<http://www.sjsu.edu/senate>
eva.joice@sjsu.edu

Fall 2023		Spring 2024	
Aug. 21	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meeting (2-4 p.m.)	Jan 29	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meetings (2-4 p.m.)
Aug. 28	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meeting (2-4 p.m.)	Feb. 5	Senate Meeting (2-5 p.m.)
Sept. 11	Senate Meeting (2-5 p.m.)	Feb. 12	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meetings (2-4pm)
Sept. 18	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meeting (2-4 p.m.)	Feb. 19	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meetings (2-4pm)
Sept. 25	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meeting (2-4 p.m.)	Feb. 26	Senate Meeting (2-5 p.m.)
Oct. 2	Senate Meeting (2-5 p.m.)	Mar. 4	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meetings (2-4 p.m.)
Oct. 9	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meeting (2-4 p.m.)	Mar. 11	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meetings (2-4 p.m.)
Oct. 16	Senate Meeting (2-4 p.m.) (AA and University Budget)	Mar. 18	Senate Meeting (2-5 p.m.)
Oct. 23	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meeting (2-4 p.m.)	Mar. 25	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meetings (2-4pm)
Oct. 30	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meeting (2-4 p.m.)	Apr. 8	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meetings (2-4 p.m.)
Nov. 6	Senate Meeting (2-5 p.m.)	Apr. 15	Senate Meeting (2-5 p.m.)
Nov. 13	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meeting (2-4 p.m.)	Apr. 22	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meetings (2-4pm)
Nov. 27	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meetings (2-4 p.m.)	Apr. 29	Executive Committee Meeting (12-1:30 p.m.) Policy Committee Meetings (2-4pm)
Dec. 4	Senate Meeting (2-5 p.m.)	May 6	Senate Meeting (2-4 p.m.) Last of 2022-2023 Senate Meeting (4-5 p.m.) First of 2023-2024

Meeting Locations: Senate Meetings in Engr. 285/287. Executive Committee Meetings in CLK 551. Policy Committee Meetings TBD by each committee.

Notes: Campus closed Sept. 4 (Labor Day), Nov. 10 (Veteran's Day), Nov. 22 non-instructional day, Nov. 23-24 (Thanksgiving); Dec. 6 last day of classes. Dec. 8— Finals begin.

Senate Retreat: TBD

Notes: Campus closed Jan 1, Jan 15 (MLK Jr. Day), Apr. 1 (Cesar Chavez Day), May 27 (Memorial Day); Apr. 1 – Apr. 5 - Spring Recess; May 13- Last day classes. May 15 – Finals begin.

[Additional emergency meetings are scheduled as needed.]

7
8 **Policy Recommendation**
9 **Amendment I to University Policy S15-8**
10 **Retention, Tenure and Promotion for Regular Faculty**
11 **Employees: Criteria and Standards**

12 Legislative History: This is the second of two policy proposals intended to add
13 information about administrative recusal of RTP committee members to S15-7 and S15-
14 8.

15
16 Rationale: S15-8 includes a recommendation on self-recusal in the case of bias (or
17 appearance of bias), but the availability of administrative recusal is not
18 described in policy (nor widely known among faculty). This proposal would
19 amend S15-8 to include information that such a procedure exists and how
20 to report a suspected conflict of interest or bias.

21
22 Resolved That section 3.2 of S15-8 (Retention, Tenure and Promotion for Regular
23 Faculty Employees: Criteria and Standardssjsu s) be modified as follows:
24

25 **3.0 Evaluation of Achievements**

26 3.1 At each level of review, committees and administrators will provide written
27 recommendations or decisions that evaluate levels of achievement in each of
28 the three categories. These evaluations shall classify the candidate's level of
29 achievement in each category by describing it in terms of one of the four
30 levels described below (3.3) and provide a detailed rationale for the
31 classification.

32 3.1.1 In extraordinary times when the campus community is impacted by an
33 emergency that would hinder the typical career (e.g., natural disaster,
34 campus closure, and similar events), the President may declare that a
35 serious campus-wide disruption to normal faculty activities has
36 occurred. If so, committees and evaluators shall adjust their analysis of
37 the levels of achievement of candidates in the following way: in addition
38 to evaluating all documented achievements of candidates as per
39 normal, they shall also consider the trajectory of each candidate's
40 professional development prior to the disruption and determine whether
41 that trajectory would normally have allowed the faculty member to meet
42 the policy standards.

43 3.2 It is the role of evaluators to judge the level of achievement regardless of
44 the form it takes, while respecting the academic freedom and professional
45 choices made by each candidate. Evaluators should not substitute their own
46 preferences for policy and should recuse themselves if necessary to avoid
47 the possibility (or the appearance) of bias. **If any faculty member, including a**
48 **candidate, believes a committee member may have a bias or conflict of**
49 **interest that could affect their impartiality, that person should report their**
50 **concerns to their college Dean and/or Faculty Services before deliberations**
51 **begin. Faculty Services will determine whether recusal is necessary**
52 **following administrative recusal guidelines.**

53 Evaluators who ~~recuse themselves~~ **are recused** ~~should~~ **shall** abstain from
54 voting and absent themselves from discussion of a case. Examples of
55 attitudes that would warrant recusal include (but are not limited to)

56 3.2.1 Hostility toward a candidate's ideology as expressed in a research
57 agenda.

58 3.2.2 Opposition to a candidate's choice of pedagogy when the pedagogy is
59 exercised appropriately under curricular policy.

60 3.2.3 Dislike of a candidate's emphasis in professional development when
61 the emphasis is permitted by policy.

62 3.2.4 Any personal or professional conflicts-of-interest such as those
63 delineated in the University's policy on Academic Freedom and
64 Professional Responsibility.

65

66 Approved: February 13, 2023

67 Vote: 9-0-1

68 Present: Barrera, French, Gómez, Kazemifar, Maldonado, Monday, Pruthi, Riley,
69 Smith, Wang

70 Absent: None

71

72 Financial Impact: None

73 Workload Impact: None anticipated

74

1 San José State University
2 Academic Senate
3 Curriculum and Research Committee
4 March 20, 2023
5 Final Reading
6
7

AS 1846

8 **Amendment B to University Policy S19-3**
9 **University Writing: Requirements/Guidelines**
10 **University Writing Committee**
11

12 **Whereas:** The March 24, 2022 Chancellor [Memorandum](#) regarding CSU
13 Policy on the Graduation Writing Assessment Requirement (GWAR) states,
14 “the use of a stand-alone examination may no longer be used to
15 demonstrate competence in writing under the GWAR”; and
16

17 **Whereas:** University data, collected between Fall 2019-Fall 2021, highlight
18 minimal differences in 100W grades among students who completed the
19 WST versus those who completed the directed self-placement assessment;
20 and
21

22 **Whereas:** The CSU Credit for Prior Learning [policy](#), revised in October
23 2021, requires that when applicable, students shall earn academic credit
24 for prior learning; and
25

26 **Whereas:** Completion of 100W is intended to strengthen writing skills,
27 which supports student success in advanced courses and culminating
28 experiences; and be it further
29

30 **Resolved:** That the following amendments to S19-3 be adopted.
31
32

33 Approved: February 13, 2023
34

35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69

- Vote: 9-0-0
- Present: Thalia Anagnos, Marc d'Alarcao, Megan Chang, Collin Onita, Hiu Yung Wong, Stefan Frazier, Scott Shaffer, Marie Haverfield, Safiullah Saif
- Absent: Richard Mocarski, Ellen Middaugh
- Workload Impact: ~~None.~~ Elimination of workload for the administration of WST; New workload for the administration of Upper Division Writing Directed Self-Placement (UDW-DSP); Management of 100W placement process moves from the Testing Office to Academic Affairs.
- Financial Impact: ~~None.~~ Reduction of testing fees for students. Testing Office will lose two-thirds of its income due to the removal of WST.

UNIVERSITY POLICY
University Writing: Requirements/Guidelines
University Writing Committee (UWC)
(from <https://www.sjsu.edu/senate/docs/S19-3.pdf>)

1. **Graduation Writing Assessment Requirement (GWAR), undergraduate level.**
 - a. Demonstration of competence in written communication shall be a requirement for graduation with any bachelor's degree. Competence shall be demonstrated by satisfaction of the university requirement for Writing in the Disciplines (WID). ~~Written Communication II (Area Z)~~. Students shall satisfy the ~~WID~~ Written Communication II requirement either by passing a course approved as provided below in (c), ~~or, if permitted by the requirements of their major, by passing at the designated level the Writing Skills Test (WST) provided for below in (d)~~, or by satisfying the CSU Graduation Writing Assessment Requirement (GWAR) prior to

70 matriculation at San José State University, or through credit for prior
71 learning as applicable.- Completion of General Education lower-division
72 requirements for written communication and a formal placement
73 mechanism~~passage of the WST~~ shall be the prerequisites for taking the
74 WID~~Written Communication II~~ course.

- 75 b. Normally, students shall satisfy the WID~~Area Z~~ requirement as soon as
76 possible after completion of 60 units. Departments should include a WID
77 course (100W) between 60 units and 90 units in their curricular roadmaps.
78 The Provost or designee ~~shall take appropriate measures to assure that~~
79 ~~students satisfy the requirement before completion of 90 units. In~~
80 ~~exercising this authority, the Provost or designee may allow~~ WID courses
81 (100W) to appear in the roadmaps~~satisfaction of the requirement~~ after
82 ~~completion of 90 units if they finds/he finds~~ that curricular patterns and
83 requirements in particular majors justify the postponement, ~~and also give~~
84 ~~adequate assurance that the requirement will be duly satisfied.~~

- 85 c. Courses fulfilling the WID requirement:~~Area Z:~~

- 86 i. Every department (or equivalent unit) responsible for an
87 undergraduate degree program shall either offer an upper-division
88 Writing in the Disciplines (100W)~~writing workshop (Written~~
89 ~~Communication II)~~ course for its majors or designate for its majors,
90 by agreement with that department, such a course offered by
91 another department. College deans shall coordinate department
92 offerings to assure that students will be accommodated. The
93 primary responsibility for offering such courses is that of the major
94 department and college. A department shall not designate a
95 course in another college without notice to and consent of both
96 college deans.

- 97 i. — Courses satisfying the WID~~Written Communication II~~ requirement
98 are submitted for approval to the ~~Board of~~ General Education
99 Advisory Committee (GEAC) Studies~~in the same manner as~~ lower
100 divisional~~other~~ GE and SJSU Studies courses. For approval,
101 GEAC~~the Board~~ must be satisfied that the proposed course will
102 require substantial appropriate writing, that a high standard for
103 successful completion of the course will be maintained and that the
104 course complies with all other applicable criteria. ~~GEAC~~The Board
105 shall periodically review all approved courses and may recommend
106 withdrawal if, in GEAC's~~the Board's~~ judgment, sufficiently high

standards have not been maintained or the course has otherwise become deficient. ~~The University Writing Committee (UWC) shall be consulted for advice at the Board's request.~~ The University Writing Committee (UWC) shall be consulted for advice at GEAC's request.

~~b. Writing Skills Test (WST):~~

- ~~i. If permitted by the requirements of a major, the Writing Skills Test referred to above in (a) may also serve as a waiver examination for Written Communication II. The UWC shall designate the score on the WST necessary to satisfy the Written Communication II requirement.~~
- ~~ii. The specific form and content of the WST and the minimum passing score shall be as approved by the Curriculum and Research Committee on the recommendation of the UWC.~~
- ~~iii. The WST shall be administered by the Testing Office at least twice a semester and once each summer. Students taking the WST shall pay a fee sufficient to cover the costs of providing, administering, and grading the test.~~
- ~~iv. The Provost or designee shall appoint a faculty member recommended by the UWC as Writing Skills Test Coordinator. The duties of the Coordinator shall include appointment and training of faculty or other readers for the essays.~~

**2. Graduation Writing Assessment Requirement (GWAR), graduate level.
[Unchanged]**

3. University Writing Committee (UWC) Charge and Membership

- a. Charge: The charge of the UWC shall be to develop and support writing instruction at SJSU. To do this, the UWC shall study and support the teaching of writing at all levels, all across the curriculum. The UWC shall be a resource for the teaching and learning of writing all across campus, in support of student writers' university careers from beginning to end.

Members of the UWC serve a vital role as representatives of their colleges and departments. UWC members shall communicate with faculty members in their home colleges and departments, keeping them informed of the activities of the UWC; act as conduits between their colleges and

144 departments and the UWC, helping the committee understand the various
145 (and varied) needs of departments and programs on campus; and help
146 develop policies and programs to address these needs.

147
148 The UWC may sponsor workshops and training programs for instructors of
149 approved courses and shall use these and other appropriate means to
150 provide guidance on the uniformity of composition standards throughout
151 the University.

152
153 The UWC will be consulted as necessary for the following:

- 154 • assessment of the writing core competency
- 155 • placement of students in writing ~~classes as part of the Directed Self-~~
156 ~~Placement program~~
- 157 • supplementary writing support for students
- 158 • writing in General Education and GVAR courses, especially Areas
159 A2, A3, and R; and writing in capstone and other courses as part of
160 a student's degree program

161
162
163 b. Committee membership: [Unchanged]
164

7 **POLICY RECOMMENDATION**
8 **Amendment B to University Policy S16-1**
9 **Faculty Athletics Representative (FAR)**

10 **RATIONALE**

11 This policy recommendation concerns the term limits for SJSU's Faculty Athletic
12 Representative, or FAR.

13
14 Prior to 2016, the Academic Senate's policy on the FAR role allowed them to serve a term of
15 three years, *renewable with approval of the President in consultation with the Academic Senate*
16 *Executive Committee*, stipulating that, "Additional years of service may be added if service on
17 national committees result in a significant benefit to the University."

18
19 In Spring 2016, an update to the FAR policy, [S16-1](#), was approved by the Senate and signed by
20 then-Interim President Martin. In the interest of encouraging more regular turnover, the updated
21 policy limited SJSU's FAR to a maximum five year term, a term limit that has now been in
22 practice for approximately seven years.

23
24 The downsides of this term limit, communicated to O&G by the current FAR and the Chair of the
25 Athletics Board, include the following:

- 26
- 27 1. SJSU's term limit makes it difficult for SJSU's FAR to serve on a national committee, as
28 those committees typically require that candidates have at least five years' experience in
29 the role.
 - 30 2. The three-year term limit hinders the FAR's ability to fully learn the job, or to serve at
31 their fullest capacity as an advocate for student athlete well-being and institutional
32 control. Within the first three years the FAR is typically just beginning to understand the
33 complexities of the role and to develop the perspectives they need to best serve the
34 university.
 - 35 3. The term limit seems not to accord with term limits for other roles at SJSU. For example,
36 Departmental chairs have a term of 4 years, which is renewable without a term limit.
 - 37 4. Prior to 2016, the review process required for a FAR's reappointment was not sufficiently
38 outlined. However, S16-1 successfully implemented detailed guidance to provide a much
39 more robust review of the FAR prior to reappointment.
 - 40 5. The 2016 term limits for the FAR were implemented to address concerns about
41 potentially lengthy terms. However, the improved guidance on review and reappointment
42 that S16-1 provides allay these concerns.

43 6. In 2013 the NCAA published the FAR Study Report: Roles, Responsibilities and
44 Perspectives of NCAA Faculty Athletics Representatives. The report stated that the
45 typical FAR had been in their role for seven years. Further, most FARs reported that
46 their term had no specific limit, and sixty-five percent of Division I FARs reported having
47 no fixed term. Within the Mountain West Conference, of which SJSU is a member
48 institution, there are no term limits among the FARs.

49
50
51 With this input in mind, O&G therefore recommend that S16-1 be amended as described herein.

52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89
90
91
92
93
94

3.1 The Senate Chair, Chair of the Athletics Board and the President are responsible for establishing, regularly reviewing, and updating as needed, the position description for the FAR.

~~3.2 The FAR will serve a 3-year term. The FAR could be re-appointed for up to 2 years by the President. An example of a situation when an extension might be appropriate would be where an NCAA investigation begins during the FAR's last semester but extends into the following year.~~ **The term of a FAR's appointment shall be three years, renewable for additional three-year terms at the President's discretion, with input from the Chair of the Academic Senate and the Chair of the Athletics Board.** Recruitment of applicants to serve as the Faculty Athletics Representative will be done through the President's Office. All full time tenured faculty interested in the FAR position will be required to submit a 1-page application detailing their experiences and qualifications to serve as SJSU's FAR. All applications will be forwarded to the Executive Committee of the Senate and the Athletics Board for review. In review of applicants consideration should include (a) the candidate must be a full time tenured faculty member, (b) the candidate should have prior successful faculty leadership experience, unrelated to intercollegiate athletics, (c) there should be no conflict of interest, and (d) the candidate should have experiences and skills likely to enhance their effectiveness as SJSU's FAR.

The Senate Executive Committee and the Athletics Board each will forward its recommendations to the President who will arrange for the individuals nominated to be interviewed by the Chair of the Academic Senate, Chair of the Athletics Board, and the President. The President shall appoint a FAR following the interview process.

3.2.1 Reappointment of a FAR. Reappointment should not be automatic, **but rather shall be carefully considered by the President in consultation with the faculty members of the Executive Committee of the Academic Senate and the Athletics Board.** ~~Reappointment for up to 2 years would be appropriate in special cases where continuity is needed.~~

3.2.1.1 Timeline for re-appointments: At the conclusion of the second year of ~~the~~ **an initial** 3-year term, the President ~~will~~ **will** ~~would~~ consult with the faculty members of the Executive Committee of the Academic Senate and the Athletics Board if considering the re-appointment of an incumbent FAR.

3.2.1.2 Review process. ~~At the conclusion of the second year of a FAR's three-year term, Following a decision to consider re-appointment of a FAR,~~ the Chief of Staff ~~will~~ **will** ~~would~~ initiate and complete a review of the performance of the FAR in sufficient time to identify a FAR elect if the incumbent is not re-appointed. Review of the performance of the FAR

95 includes a review by the Athletics Board and faculty members of the
96 Executive Committee of the Academic Senate, and input from other
97 members of the Senate.

98
99 3.2.1.3 Reappointment. The president makes the final decision on
100 reappointment.

101
102 3.2.2 Interim appointments. When a FAR will be unable to serve for just one
103 semester (e.g., sabbatical) an interim appointment can be made by the
104 President in consultation with the Executive Committee of the Academic Senate.
105 If a FAR will be unable to serve for a year or more, recruitment of a new FAR will
106 be needed.

107
108 4. Recruitment and appointment of the FAR-elect.

109
110 At the start of the **final** last year of a FAR's term, the President's Office will put out a call
111 for applicants to serve as FAR-elect in the final semester of the FAR's term and
112 subsequently assume the FAR role. The selection and appointment process followed is
113 that noted above in section 3.2.

114
115 4.1 FAR-elect responsibilities. Confer and work with the outgoing FAR the semester
116 before assuming their role as FAR. To facilitate a smooth transition, efforts should be
117 directed toward gaining a solid understanding of and ability to assume their FAR
118 Responsibilities. **Timing and release time should be considered to provide the incoming
119 FAR with sufficient on-the-job training, ideally from the outgoing FAR.**

120
121 4.2 FAR-elect term. A FAR-elect serves for one semester as FAR-elect followed by a 3-
122 year term as SJSU's FAR.

123
124
125 **Approved:** February 13, 2023
126 **Vote:** 8-0-0

127
128 **Present:** Andreopoulos, Baur, Han, Hart, Herrlin, Higgins, Lee,
129 Muñoz-Muñoz
130 **Absent:** Jochim, Tan

131
132 **Financial impact:**

133 **Workload impact:**

134

7 **Policy Recommendation**
8 **Amendment K to University Policy S15-7**
9 **Retention, Tenure and Promotion for Regular Faculty**
10 **Employees: Procedures**
11

12 Legislative History: This is the first of two policy proposals intended to add information
13 about administrative recusal of RTP committee members to S15-7 and S15-8.
14

15 Rationale: S15-8 includes a recommendation on self-recusal in the case of bias (or
16 appearance of bias), but the availability of administrative recusal is not
17 described in policy (nor widely known among faculty). This proposal would
18 amend S15-7 to indicate the existence of a procedure for administrative
19 recusal of RTP committee members.
20

21 Resolved That section 3.0 of S15-7 (Retention, Tenure and Promotion for Regular
22 Faculty Employees: Procedures) be modified as follows:
23

24 3.0 Procedures for Retention, Tenure, and Promotion

25 3.1 Procedures and principles for all personnel committees

26 3.1.1 Training. All committee members must be thoroughly trained in the use of
27 the present university policies on Criteria and Standards and for
28 Procedures for Retention, Tenure, and Promotion. Department chairs,
29 college deans, and the Associate Vice President for Faculty Affairs shall
30 arrange for appropriate training in the application of this policy.

31 3.1.2 Charge. Prior to deliberations, all members of a personnel committee shall
32 sign a statement prepared by the Office of Faculty Affairs indicating that
33 they have been trained appropriately, that they have read and understood
34 the relevant policies, and that they will apply the policies fairly and
35 accurately to the best of their ability. The statement shall also include their
36 agreement to keep confidential all content of committee deliberations. The
37 charge will be delivered by the Senior Director, Faculty Affairs, or the
38 Dean, or the Chair, corresponding to the level of the committee.
39 Committee members may not view dossiers or deliberate until after having
40 signed the agreement.

- 41 3.1.3 Election of RTP members
- 42 3.1.3.1 At all levels, faculty shall be elected to serve on RTP committees by
43 secret ballot.
- 44 3.1.3.2 Faculty elected to serve on RTP committees should consider that
45 their participation affects the careers of colleagues as well as the
46 well-being of students and the health of the University more
47 generally. This service shall be their highest professional priority.
- 48 3.1.3.3 Candidates should verify their ability to serve during the scheduled
49 meeting times. If necessary and feasible, Deans and Chairs should
50 adjust members' teaching schedules to accommodate their ability to
51 attend the scheduled meetings. If an elected member has
52 unresolvable conflict with the meeting schedule, that member should
53 promptly notify the Dean and Chair who should arrange to replace
54 the member via a special election prior to the beginning of committee
55 deliberations.
- 56 3.1.3.4 No one may serve during the same review cycle on more than one
57 level of committee; membership on the University committee, a
58 college committee, or a department committee precludes
59 membership on the other two.
- 60 3.1.3.5 All departments with four or more active Professors are expected to
61 provide members/nominees to higher level committees. Departments
62 with three or fewer active Professors may provide
63 members/nominees to higher level committees by supplementing
64 their department level committee with external faculty (if needed) as
65 per 3.2.7. A department with insufficient faculty to provide a
66 representative to a College level committee may elect a
67 representative from outside its department in a related discipline, or it
68 may elect another department's elected representative as a designee
69 to explain the department's criteria and context to the College
70 committee.
- 71 3.1.3.6 Only faculty who will be on academic assignment for both semesters
72 of the Academic Year are eligible to serve on RTP committees.
- 73 3.1.3.7 Faculty members who are enrolled in the early retirement program
74 (FERP) are eligible to serve on RTP committees if they meet all other
75 criteria, including holding the appropriate rank, being active for both
76 semesters of the academic year, and being elected by secret ballot.
77 Elsewhere where this policy says "tenured faculty" it includes FERP
78 faculty in that definition, as per the Collective Bargaining Agreement.

79 3.1.4 Recusals: A procedure to request the administrative recusal of
80 committee members in cases of bias or conflict of interest will be
81 developed by Faculty Services in consultation with the Professional
82 Standards Committee.

83 3.1.5 Quorums

84 A simple majority of the full membership of the committee must be
85 present to obtain a quorum necessary in order to conduct business.
86 In all personnel recommendations, a simple majority of those voting
87 prevails. A quorum is determined at the beginning of the meeting,
88 prior to any members removing themselves for purposes of
89 abstention.

90 3.1.56 Voting procedures for all decisions

91 3.1.56.1 Voting. College and University committees and any Department
92 committees consisting solely of tenured Professors may devise their
93 own voting procedures. Department Committees with members of less
94 than full rank shall always vote by written secret ballot. Regardless of
95 the voting method, the results shall be immediately announced in the
96 committee and recorded. If written secret ballots are used, they shall
97 be retained and sealed and stored in the Department / College /
98 AVP's office until after the following stage of review has been
99 completed, then they shall be destroyed. Electronic voting may not be
100 used unless it is implemented in a manner that provides the same
101 degree of secrecy and security as paper ballots. No member may vote
102 (electronically or any other way) who has not participated in the full
103 discussion of any case.

104 3.1.56.2 Abstentions

105 3.1.56.2.1 Permitted reasons for abstention include if a member has a
106 conflict of interest concerning the candidate, or if a member has
107 failed to do due diligence in reviewing the dossier. Committee
108 members shall not abstain simply because they find a case
109 difficult to decide.

110 3.1.56.2.2 Committee members who abstain must declare their intention
111 in advance and must absent themselves from committee
112 deliberations. Abstaining members may not contribute to the text
113 of the committee's explanation (majority or minority) for its
114 decision.

115 3.1.67 Voting for Tenure and Promotion

116 3.1.~~67~~.1 For tenure and promotion decisions, committees will conduct
117 separate votes to determine the candidate's level of achievement in
118 each category of achievement.

119 3.1.~~67~~.2 The final committee recommendation for tenure and promotion will
120 be determined by comparing the three levels of achievement to the
121 standards described in the policy on Criteria and Standards.

122 3.1.~~78~~ Voting for Retention

123 For retention there will be one vote to "retain" or "do not retain." using the
124 standards described in the policy on Criteria and Standards.

125 3.1.~~89~~ Recording Committee recommendations. Committees shall write reports
126 for each case stating the reasons for all votes cast. (An abstention is not
127 considered a "vote" for this purpose.) A statement of these reasons shall
128 be included in a single report from the committee, with the possibility of a
129 separate "minority" report. In either case, the confidentiality of voting shall
130 be maintained, and signatures on the report(s) shall not indicate how
131 individual members voted when recommendations are not unanimous.

132 3.1.~~910~~ Confidentiality. All personnel materials, proceedings, and
133 recommendations are confidential, except (a) that positive final decisions
134 may be announced; (b) that each faculty member shall have access to
135 materials in his/her personnel files as provided by law, the Agreement,
136 and Trustee policy; and (c) that any individual may voluntarily disclose
137 materials from his/her personnel file at an appropriate proceeding, such as
138 a grievance or court hearing.

139 3.1.~~101~~ Deadlines. Deadlines for the procedural steps provided herein shall be
140 established at the start of the academic year by the Associate Vice
141 President for Faculty Affairs. Deadlines shall include a specific closing
142 date "at which time the Personnel Action File is declared complete with
143 respect to documentation of performance for the purpose of evaluation,"
144 as required by the Agreement (Section 15.12.b). If any stage of the review
145 has not been completed within the specified time, the performance review
146 shall automatically be transferred to the next review level and the faculty
147 member shall be so notified. The calendar with deadlines shall be
148 communicated to all faculty subject in a given academic year to personnel
149 actions governed by this policy.

150 Approved: February 13, 2023
151 Vote: 10-0-0
152 Present: Barrera, French, Gómez, Kazemifar, Maldonado, Monday, Pruthi, Riley,
153 Smith, Wang
154 Absent: None

155

156 Financial Impact: None

157 Workload Impact: A small amount of work by UP/FS and PS to develop the procedure

158 described here.

POLICY RECOMMENDATION
**Modification of the Senate Constitution Related to Powers
and Responsibilities (Timely Responses to Senate
Resolutions and Policies)**

RATIONALE

At the [January 2023 plenary of the Academic Senate of the California State University \(ASCSU\)](#), policy AS-3584-22/FA “Establishing Timely Responses to Campus Senate Resolutions and Policies” was presented for a second reading and subsequently approved (i.e. passed) by that body.

The intention of AS-3584-22/FA, as stated in its preamble, is to “recognize and reaffirm the rights and responsibilities of CSU faculty via their campus senates;” improve faculty “cooperation with the campus administration;” and ensure “timely communication from the President regarding resolutions and policies passed by the campus senate.”

Specifically, AS-3584-22/FA calls on all senates of the CSU to clarify the processes by which resolutions and policies passed by those senates are handled once they have been sent on for presidential review. To this end, AS-3584-22/FA recommends that,

“where a presidential signature is required on resolutions or policies, to establish within [the senate’s] constitution or bylaws, *a timely deadline not to exceed sixty calendar days* for presidential responses to curricular and academic policy related resolutions and policies passed by the campus senate, beyond which deadline such legislative resolutions and policies shall be considered enacted and in force;” and that

“each campus senate [should] require all presidential vetoes to include a rationale that is reported to the Senate and accessible to the campus community.”

Considering this, and given that the Constitution of SJSU’s Academic Senate is not sufficiently clear on these points, O&G therefore recommends that Article IV (Powers and Responsibilities) Section 2 of our senate’s [Constitution](#) be amended as described herein.

ARTICLE IV -- POWERS AND RESPONSIBILITIES

Section 2. Upon passage by the Academic Senate, proposed policies and procedures shall be submitted to the President of the University for consideration and action **to be taken within a deadline of sixty calendar days after receipt.** Those **policies and procedures that are** approved by the President **within this deadline** become official University Policy and will be implemented as soon as practicable **feasible.** ~~The President will report to the Senate promptly on those proposed measures of which he or she does not approve.~~ **Policies and procedures that are vetoed by the President shall include a rationale that is reported back to the Senate in writing and made accessible to the larger campus community within this deadline. In the absence of any presidential response within this deadline, the proposed policies and procedures will be considered automatically approved and will go into effect as soon as feasible.**

Approved: March 6, 2023

Vote: 8-0-0

Present: Andreopoulos, Baur, Hart, Herrlin, Higgins, Jochim, Lee, Tan

Absent: Han, Muñoz-Muñoz

Financial impact: None anticipated.

Workload impact: The changes proposed here require that presidential vetoes be accompanied by a written rationale within the given deadline. This would disambiguate expectations that were already in place, and formalize processes that were already being followed, albeit in an informal manner. For these reasons, no significant impact to workload is anticipated.

1 San Jose State University
2 Academic Senate
3 Professional Standards Committee
4 March 20, 2023
5 Final Reading

AS 1848

6 **Policy Recommendation**
7 **Amendment A to University Policy F14-2**
8 **Emeriti Faculty**
9

10
11 Legislative History: This proposal would amend the policy on Emeriti Faculty to include
12 access to buildings at SJSU.
13

14 Rationale: University Policy F14-2 grants emeriti faculty a number of privileges,
15 including library privileges, access to campus recreational facilities, and
16 official SJSU email accounts. Emeriti faculty often teach classes and
17 continue their RSCA activities. Access to campus buildings is a necessary
18 component of both teaching and scholarship, and F14-2 currently has no
19 provision for building access. In addition, F14-2 makes several references
20 to “regular” faculty, but this language has been replaced in recent policy
21 with language that is more inclusive and specific.
22

23 Resolved: That F14-2 be modified as provided in this recommendation.
24
25

26 Approved: 3/6/23

27 Vote: 9-0-0

28 Present: Barrera, French, Gómez, Kazemifar, Monday, Pruthi, Riley, Smith, Wang

29 Absent: Maldonado
30

31 Financial Impact: None anticipated

32 Workload Impact: Some additional work by FD&O to process updates to Emeriti Faculty
33 building access
34
35
36

37 **EMERITI FACULTY**

38 1. Eligibility for Emeriti Faculty Status

39 1.1. Emeritus standing shall normally be conferred on each tenured
40 faculty member upon retirement from the University.

- 41 1.2. Emeritus standing shall normally be conferred on non-tenured
42 faculty upon retirement from the University who meet the following
43 conditions:
- 44 1.2.1. They have been employed for a minimum of ten years.
45 Those years shall be continuous except for leaves consistent
46 with the Collective Bargaining Agreement.
- 47 1.2.2. They have been approved by a Department personnel
48 committee, which must find that the faculty member has made
49 significant contributions to the University, allowing for the
50 particular character of the academic assignment, i.e., most
51 Lecturers are employed strictly as teachers, non-tenured
52 Counselor faculty are employed as counselors, etc. As evidence
53 of its approval, the committee shall summarize its decision in
54 writing and shall provide a copy of the decision to the President or
55 ~~his~~ **their** designee.
- 56 1.3. In special circumstances the President may withhold the awarding
57 of emeritus standing for cause. Prior to the conferral of emeritus standing,
58 the President may ask appropriate officials and the Board of
59 Academic Freedom and Professional Responsibility whether there is
60 cause to withhold this standing.
- 61 1.4. The President may confer emeritus standing on any other retiring
62 faculty member.
63
- 64 1.5. Faculty participating in the Early Retirement Program are considered to
65 be ~~tenured regular members of the~~ faculty and therefore are not yet eligible
66 for emeritus standing.

67 2. Privileges of Faculty Emeriti

- 68 2.1. Faculty emeriti may place the Latin designation *emeritus* or *emerita*
69 following the title of their highest academic position on
70 official correspondence, (i.e. Professor Emerita, Professor Emeritus,
71 or Lecturer Emeritus, Lecturer Emerita, Librarian Emerita, Librarian
72 Emeritus, Counselor Faculty Emeritus, Counselor Faculty Emerita,
73 etc.)
- 74 2.2. New faculty emeriti shall be listed in the program of the
75 commencement ceremony closest to their retirement. Faculty emeriti
76 will be listed in a position of honor on a prominent University website
77 and in appropriate University publications.

- 78 2.3. Faculty emeriti shall be given a certificate of emeritus status and a
79 permanent ID card indicating their status as emeritus members of
80 the faculty.
- 81 2.4. Faculty emeriti shall be granted the same library privileges and held to
82 the same responsibilities as **all other regular** faculty.
- 83 2.5. The University should, so far as space, resources, and priorities
84 permit, assist faculty emeriti in their scholarly or professional pursuits.
85 Such assistance may include, but is not limited to, the assignment of
86 an appropriate office space if available, access to equipment or services,
87 and the right to compete for research grants through the
88 University Foundation. Decisions about the provision of resources should
89 be broadly consultative and should include officials from affected units
90 (i.e., Chairs when Department resources are involved, Deans when
91 college resources are involved, etc.)
- 92 2.6. Faculty emeriti should have access to campus recreational facilities and to
93 cultural and athletic events on the same basis as **all other regular** faculty.
- 94 2.7. Upon request, faculty emeriti shall be granted, insofar as space allows,
95 free parking permits.
- 96 2.8. Faculty emeriti shall be permitted to keep and continue to use their
97 official SJSU email accounts.
- 98 **2.9 Faculty emeriti shall have access to campus buildings on the same basis as**
99 **all other faculty.**

100 3. Association for emeriti and retired faculty

- 101 3.1. A voluntary association has been established to serve the needs of
102 emeriti and retired faculty, and to help them maintain a continuing and fruitful
103 association with the University.
- 104 3.2. All emeriti and retired faculty are eligible for membership, and
105 the association's members should elect its officers. The association
106 shall determine its own name and constitution, and is presently named
107 the Emeritus and Retired Faculty Association (ERFA).
- 108 3.3. The association endeavors to keep emeriti and retired faculty informed of
109 University affairs, and to develop means to facilitate their participation as
110 may be appropriate in the life of the University.

1 **San Jose State University**
2 **Academic Senate**
3 **Professional Standards Committee**
4 **March 20, 2023**
5 **Final Reading**

AS 1850

6
7
8
9

**Sense of the Senate Resolution
In Opposition to Florida House Bill 999 and in Solidarity with
Public University Faculty in the State of Florida**

10 **Whereas:** HB 999 would put control of curriculum and institutional mission statements
11 entirely in the hands of political appointees, substituting the ideological beliefs of those
12 in power for the freedom necessary for institutions of higher education to serve the
13 common good, and

14 **Whereas** HB 999 would effectively silence faculty and students across the ideological
15 spectrum, limit or ban students' ability to pursue certain areas of study, and purge whole
16 fields of study from public universities, and

17 **Whereas:** HB 999 would destroy academic freedom, tenure, and shared governance in
18 Florida's public colleges and universities, and

19 **Whereas:** Historically, autocratic regimes have set their sights on cultural centers, the
20 arts, and colleges and universities, because they see these places as threats to their
21 power and control, and

22 **Whereas:** HB 999 is clearly an attempt to stifle ideas, silence debate, and make
23 Florida's institutions of higher education into an arm of Governor DeSantis' political
24 operation; therefore be it

25 **Resolved:** That the Academic Senate of San José State University (SJSU) must, in the
26 strongest possible terms, denounce these authoritarian measures and express our
27 solidarity with the faculty, students, and staff of Florida's public colleges and
28 universities; be it further

29 **Resolved:** That the Academic Senate of San José State University (SJSU) calls on the
30 faculty and administration of SJSU to speak out in opposition to HB 999 and in support
31 of academic freedom everywhere; be it further

32 **Resolved:** That copies of this resolution be distributed widely to students, faculty, and
33 staff members of the SJSU community, to the Academic Senate of the CSU, to the CSU
34 Chancellor, Executive Vice Chancellor for Academic Affairs, President of CFA, Faculty
35 Trustee of the Board of Trustees, and the President of the United Faculty of Florida
36 (UFF), the Academic Senates of Florida's public universities, the Southern Association
37 of Colleges and Schools Commission on Colleges (SACSCOC), the Chronicle of Higher
38 Education, and other public venues.

39

40 Approved: 3/6/23

41 Vote: 9-0-0

42 Present: Barrera, French, Gómez, Kazemifar, Monday, Pruthi, Riley, Smith,
43 Wang

44 Absent: Maldonado

45

46 Financial Impact: None anticipated

47 Workload Impact: None anticipated

48

49

50

1 San Jose State University
2 Academic Senate
3 Professional Standards Committee
4 March 20, 2023
5 First Reading

AS 1851

6 **Policy Recommendation**
7 **Amendment I to University Policy S15-8**
8 **Retention, Tenure, and Promotion for Regular Faculty**
9 **Employees: Criteria and Standards**

10
11
12 Legislative History: This proposal would amend the policy on Criteria and Standards for
13 Retention, Tenure, and Promotion to clarify the standards for early tenure and promotion to
14 Associate Professor.

15
16 Rationale: In recent years, SJSU has continued to hire exceptional faculty and increase
17 support for RSCA endeavors, which has resulted in more faculty applying for
18 early tenure and promotion, with a high success rate, in their fifth year in
19 rank. As a result, an increasing number of faculty are applying for early
20 tenure and promotion in their fourth (and occasionally third) year in rank. In
21 addition, candidates who join SJSU with service credit for work at other
22 universities may apply for early tenure and promotion having never
23 completed a performance review. University Policy S15-8 currently does not
24 specify any requirement for how many years relative to rank are needed
25 before applying for early tenure and promotion.

26
27 S15-8 indicates that the standards for retention include “increasing
28 effectiveness in academic assignment, or consistent effectiveness in the
29 case of individuals whose performance in academic assignment is fully
30 satisfactory from the start”. Assessment of whether performance is
31 increasing over time requires evaluation of a track record of
32 accomplishments at SJSU.

33
34 In addition, the standards for early promotion to Associate currently require
35 “evaluations of Excellent in two categories and Baseline or better in the
36 remaining category.” If the standards for tenure and promotion in the fifth
37 year of rank are significantly higher than in the sixth year of rank, in order to
38 assess the potential for ongoing success at SJSU, they should be still higher
39 in the fourth year of rank.

40
41
42 Resolved That section 4.1 S15-8 (Retention, Tenure, and Promotion for Regular
43 Faculty Employees: Criteria and Standards) be modified as provided in this
44 recommendation.
45

46
47 Approved: 3/6/23
48 Vote: 9-0-0
49 Present: Barrera, French, Gómez, Kazemifar, Monday, Pruthi, Riley, Smith, Wang
50 Absent: Maldonado
51
52 Financial Impact: None anticipated
53 Workload Impact: None anticipated
54
55

56 **S15-8, Retention, Tenure, and Promotion for Regular Faculty** 57 **Employees: Criteria and Standards**

58 ...

59 4.1.4 Early decisions. Candidates may request consideration for tenure and
60 promotion up to two years early, provided they have previously completed a
61 performance review for retention and are not currently scheduled for a
62 special retention review.

63 4.1.4.1 Favorable early decisions require a significantly higher level of
64 achievement than a favorable decision after the normal period of
65 review.

66 4.1.4.1.1 One year early. Candidates may be tenured and promoted to
67 Associate one year early ~~at the prior to the end of their fourth~~
68 ~~year of service probationary period~~ if they attain evaluations of
69 Excellent in two categories and Baseline or better in the
70 remaining category.

71 4.1.4.1.2 Two years early. Candidates may be tenured and promoted
72 to Associate two years early if they attain evaluations of
73 Excellent in two categories and Good or better in the remaining
74 category.

75 ...