

**SAN JOSÉ STATE UNIVERSITY ACADEMIC SENATE  
2021/2022**

**Agenda**

**September 13, 2021, 2:00 pm – 5:00 pm**

**via Zoom: <https://sjsu.zoom.us/j/83606115616>**

If you would like to attend this meeting, please contact the Chair ([Alison.McKee@sjsu.edu](mailto:Alison.McKee@sjsu.edu)) or the Senate Administrator ([Eva.Joice@sjsu.edu](mailto:Eva.Joice@sjsu.edu)) for the password.

- I. **Call to Order and Roll Call:**
- II. **Land Acknowledgement:**
- III. **Approval of Minutes:**
  - Senate Minutes of May 10, 2021 – Last Meeting of 2020-2021*
  - Senate Minutes of May 10, 2021 – First Meeting of 2021-2022*
- 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 –
    - EC Minutes of May 3, 2021*
    - EC Minutes of May 21, 2021*
    - EC Minutes of June 16, 2021*
    - EC Minutes of June 25, 2021*
    - EC Minutes of July 19, 2021*
    - EC Minutes of July 26, 2021*
    - EC Minutes of August 2, 2021*
    - EC Minutes of August 9, 2021*
    - EC Minutes of August 23, 2021*
  - B. Consent Calendar –
    - Consent Calendar of September 13, 2021*
  - C. Executive Committee Action Items –
- VI. **Unfinished Business:**
- VII. **Policy Committee and University Library Board Action Items (In rotation):**
  - A. Professional Standards Committee (PS):
  - B. Curriculum and Research Committee (C&R):
  - C. Organization and Government Committee (O&G):
  - D. University Library Board (ULB):
  - E. Instruction and Student Affairs Committee (I&SA):

**VIII. Special Committee Reports:**

Time Certain: 3:30pm, *An Overview of the SJSU Online Initiative*,  
Ron Rogers, Interim Vice Provost for Academic Innovation and Online  
Initiatives

**IX. New Business:**

**X. State of the University Announcements:**

- A. Vice President for Administration and Finance
- B. Vice President for Student Affairs
- C. Chief Diversity Officer
- D. SJSU Faculty Trustee (by standing invitation)
- E. Statewide Academic Senators
- F. Provost
- G. Associated Students President

**XI. Adjournment**

**2020-2021 Academic Senate Minutes**  
**May 10, 2021**

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

<b>Ex Officio:</b> Present: Van Selst, Curry, Rodan, Mathur, McKee, Delgadillo Absent: None	<b>CHHS Representatives:</b> Present: Grosvenor, Sen, Smith, Schultz-Krohn Absent: None
<b>Administrative Representatives:</b> Present: Day, Del Casino, Papazian Absent: Faas, Wong(Lau)	<b>COB Representatives:</b> Present: Rao Absent: Khavul
<b>Deans / AVPs:</b> Present: Lattimer, Ehrman, d'Alarcao, Shillington Absent: None	<b>COED Representatives:</b> Present: Marachi Absent: None
<b>Students:</b> Present: Kaur, Quock, Chuang, Gomez, Birrer Absent: Walker	<b>ENGR Representatives:</b> Present: Sullivan-Green, Saldamli, Okamoto Absent: None
<b>Alumni Representative:</b> Absent: Walters	<b>H&amp;A Representatives:</b> Present: Kitajima, Khan, Frazier, Taylor, Thompson, Riley Absent: None
<b>Emeritus Representative:</b> Present: McClory	<b>COS Representatives:</b> Present: Cargill, French, White, Maciejewski Absent: None
<b>Honorary Representative:</b> Present: Lessow-Hurley	<b>COSS Representatives:</b> Present: Peter, Hart, Sasikumar, Wilson, Raman Absent: None
<b>General Unit Representatives:</b> Present: Masegian, Monday, Lee, Yang, Higgins Absent: None	

**II. Land Acknowledgement:** The land acknowledgement is a formal statement that recognizes the history and legacy of colonialism that has impacted our Indigenous peoples, their traditional territories, and their practices. It is a simple and powerful way of showing respect and a step towards correcting the stories and practices that have erased our Indigenous people’s history and culture and it is a step towards inviting and honoring the truth. Senator Wei-Chien Lee read the Land Acknowledgement.

**III. Approval of Academic Senate Minutes–**  
 The minutes of April 19, 2021 were approved as amended by AVC Marachi (41-0-0).

#### **IV. Communications and Questions –**

##### **A. From the Chair of the Senate:**

Chair Mathur announced the meeting would be recorded for the purpose of preparing the minutes. Only the Senate Chair and Senate Administrator will have access. Please keep yourself muted unless speaking. Only Senators may speak and vote in the Senate meetings. Roll call will be taken by the Senate Administrator using the participant list, so be sure your full name shows. Please type “SL” to speak to a resolution in the chat. If you wish to speak to an amendment please type, “SL Amendment” into the chat. If you have a longer amendment, please type it into the chat and send to Senator Marachi.

Chair Mathur announced that Katharine Olson was appointed as SJSU's Academic Council of International Programs (ACIP) representative for an appointment ending June 1, 2024.

Chair Mathur announced the Student Senators and student committee members that would be receiving the University Governance Award. A notation will be made to each student's transcript. Students must have attended 80% of the Senate or committee meetings this year to be eligible for the award. Certificates were also presented. Students were also given certificates for their service to the Senate.

Chair Mathur presented service awards to all departing Senators and wished them well in all future endeavors.

A plaque was presented to the Senate Administrator for 20 years of service to the SJSU Academic Senate.

Chair Mathur gave special thanks to Senators Delgadillo, Papazian, Del Casino, the Executive Committee members, the Faculty of the Executive Committee, the Senate Administrator and all Senators for their support and hard work over the past two years.

##### **B. From the President:**

President Papazian thanked Chair Mathur for her leadership especially over the last 14 months.

The Administration is working hard on repopulation plans. Commencement and graduation will have a piece that is in person.

As you know, an investigation is being conducted into Scott Shaw, the former Director of Sports Medicine. There were substantial student allegations against him and a Title IX investigation has been initiated. The Title IX

investigation must follow specific procedures. The President is looking for evidence-based findings. We will hold ourselves responsible. As information can be released to the campus you will find it on the SJSU website.

Questions:

Q: Are we being flexible enough in allowing faculty that need to teach from off campus due to medical reasons to teach remotely?

A: If there is a legitimate medical condition they should go through University Personnel.

Q: How will the university handle taking over Student Union operations?

A: Supporting students is always at the forefront of our priorities. VP Day and Provost Del Casino will be working together on this.

C: Perhaps we could we could consider non-police options for escorts.

**V. Executive Committee Report:**

**A. Minutes of the Executive Committee:**

EC Minutes of April 12, 2021 – No questions

EC Minutes of April 26, 2021 – No questions

**B. Consent Calendar:**

Consent Calendar of May 10, 2021(last consent calendar of 2020-2021)

**C. Executive Committee Action Items:**

A motion was made, seconded, and approved by the Senate to suspend the standing rules to present two resolutions from the floor at the same time for approval (40-0-3).

**A Sense of the Senate Resolution Honoring the Senate Chair Ravisha Mathur and a Sense of the Senate Resolution Honoring Senator Kenneth Peter were presented, seconded, and approved by the Senate (49-0-0).**

Senator Frazier made a motion to suspend the rules to allow the presentation of a Sense of the Senate Resolution Expressing Concern about Athletics at SJSU. The motion was seconded. The Senate voted and the motion passed (39-2-2). Senator Sasikumar presented a Sense of the Senate Resolution Expressing Concern about the Athletics Administration at SJSU (Final Reading). Senator Sullivan-Green presented an amendment that was friendly to the body to amend line 20 after, “faculty member” to add “and coaches.”

**The Senate voted and the resolution passed as amended (40-0-2).**

**VI. Unfinished Business: None**

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

**A. Instruction and Student Affairs (I&SA):**

Senator Sullivan-Green presented ***AS 1818, Policy Recommendation, Undergraduate Advising (Final Reading) with Appendix A, Executive Summary. The Senate voted and AS 1818 passed (40-2-1).***

A motion was made to suspend the rules and introduce a Sense of the Senate Resolution, Advocating for a Collaborative Advising Structure. The motion was seconded and approved (36-3-3). ***Senator Sullivan Green presented a Sense of the Senate Resolution, Advocating for a Collaborative Advising Structure (Final Reading).*** Senator Sullivan Green presented an amendment that was friendly to the body to add, "students" to the key stakeholders. **The Senate voted and the resolution passed (39-3-0).**

**B. Curriculum and Research Committee (C&R):**

Senator White presented ***AS 1810, Policy Recommendation, Amendment E to to University Policy S14-5, Adopt Program Learning Outcome for General Education (Final Reading). The Senate voted and AS 1810 passed (37-3-4).***

Senator White presented ***AS 1817, Policy Recommendation, Rescinds S68-18, Special Major (Final Reading). The Senate voted and AS 1817 passed (41-0-0).***

**C. Professional Standards (PS):** No report.

**D. Organization and Government (O&G):**

Senator Sasikumar presented ***AS 1819, Policy Recommendation, Amendment D to University Policy F15-9, Budget Advisory Committee (BAC) (Final Reading).*** A motion was made to table the resolution and refer it back to committee until Fall 2021. **The motion was seconded and approved (41-0-0).**

Senator Sasikumar presented ***AS 1820, Policy Recommendation, Amendment D to University Policy S08-4, Campus Planning Board (CPB) (Final Reading). The Senate voted and AS 1820 passed (41-0-0).***

**E. University Library Board (ULB):** No report.

**VIII. Special Committee Reports:** None

**IX. New Business:** None

**X. State of the University Announcements:**

- A. Vice President for Administration and Finance (VPAF):** None
- B. Vice President of Student Affairs (VPSA):** None
- C. Chief Diversity Officer:** None
- D. CSU Faculty Trustee:** Report distributed via the Senate Listserv
- E. Statewide Academic Senators:** None
- F. Provost:** None
- G. Associated Students President:** None

**XI. Adjournment:** The meeting adjourned at 4:10 pm.

**2021-2022 Academic Senate**

**MINUTES  
May 10, 2021**

**I. The meeting was called to order at 4:00 p.m. and roll call was taken via Zoom Participant List by the Senate Administrator. Forty-six Senators were present.**

<b>Ex Officio:</b> Present: Van Selst, Curry, Rodan, Kaur, McKee Absent: None	<b>HHS Representatives:</b> Present: Schultz-Krohn, Sen, Baur Smith Absent: None
<b>Administrative Representatives:</b> Present: Del Casino Absent: Faas, Day, Papazian, Wong(Lau)	<b>COB Representatives:</b> Present: Rao, Tian Absent: None
<b>Deans / AVPs:</b> Present: Lattimer, Ehrman, d'Alarcao, Shillington Absent: None	<b>EDUC Representatives:</b> Present: Mathur Absent: None
<b>Students:</b> Present: Chuang, Cramer, Sandoval-Rios, Allen, Kumar Absent: Walker	<b>ENGR Representatives:</b> Present: Sullivan-Green, Saldamli, Okamoto Absent: None
<b>Alumni Representative:</b> Absent: Walters	<b>H&amp;A Representatives:</b> Present: Hsu, Khan, Frazier, Massey, Kataoka, Han Absent: None
<b>Emeritus Representative:</b> Present: McClory	<b>SCI Representatives:</b> Present: Cargill, White, Maciejewski Absent: French
<b>Honorary Representative:</b> Present: Lessow-Hurley	<b>SOS Representatives:</b> Present: Hart, Sasikumar, Wilson, Raman, Haverfield Absent: None
<b>General Unit Representatives:</b> Present: Masegian, Monday, Yang, Lee Higgins Absent: None	

**II. Approval of Academic Senate Minutes– There were no minutes for approval.**

**III. Communications and Questions –**

**A. From the Chair of the Senate:**

Chair McKee welcomed new Senators for AY 2021-2022.

Chair McKee announced that today's meeting was primarily to elect Senate Officers for the 2021-2022 Academic Senate and thanked all the candidates for their willingness to serve as leaders in the Senate.

This meeting will be recorded for purposes of transcribing the minutes. Only the Senate Administrator and Chair McKee will have access to it.

The Senate Administrator will be using the Participant List to do Roll Call.

Please ensure you mute when not speaking. If you are having bandwidth issues, please consider stopping your video. Please wait until you are called, but you may post your questions in the chat. We will vote using the polling feature. Please do not email the Chair during the meeting. Use private chat instead.

**B. From the President:** Not present/no report.

**IV. Executive Committee Report:**

**A. Minutes of the Executive Committee:**

There were no minutes for approval.

**B. Consent Calendar:**

There was no dissent to the initial consent calendar of appointments for 2021-2022 as presented by Senator Marachi.

**C. Executive Committee Action Items:**

None.

**V. Unfinished Business:** None.

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

**A. Curriculum and Research Committee (C&R):** None

**B. Organization and Government Committee (O&G):** None

**C. University Library Board (ULB):** None

**D. Instruction and Student Affairs Committee (I&SA):** None

**E. Professional Standards Committee (PS):** None

**VII. State of the University Announcements:**

**A. Vice President for Student Affairs:** No report.

**B. Chief Diversity Officer:** No report.

**C. CSU Faculty Trustee (by standing invitation):** No report.

**D. Statewide Academic Senators:** No report.

**E. Provost:** No report.

**F. Associated Students President:** No report.

**G. Vice President for Administration and Finance:**

**VIII. Special Committee Reports:**

**IX. New Business:**

**Election of Senate Officers for 2021-2022.**

**A. Election of the Vice Chair:**

Chair McKee announced the candidates for Vice Chair are Senators Sasikumar and White and called for any additional nominations from the floor. There were no additional nominations. Senators Sasikumar and White presented their statements of interest. Senator Sasikumar was elected.

**B. Election of the Associate Vice Chair:**

Chair McKee announced the candidate for Associate Vice Chair is Senator Massey and called for any nominations from the floor. There were no additional nominations. Senator Massey presented her statement of interest. Senator Massey was elected.

**C. Election of the Chair of the Curriculum and Research Committee:**

Chair McKee announced the candidates for Chair of the Curriculum and Research Committee are Senators Sasikumar and White and called for any nominations from the floor. There were no additional nominations. Senator Sasikumar withdrew her nomination. Senator White was elected.

**D. Election of the Chair of the Professional Standards Committee:**

Chair McKee announced the candidate for the Professional Standards Committee is Senator Cargill and called for any nominations from the floor. There were no additional nominations. Senator Cargill presented her statement of interest. Senator Cargill was elected.

**E. Election of the CSU Statewide Representative to the Executive Committee:**

Chair McKee announced the candidates for the CSU Statewide Representative to the Executive Committee are Senators Van Selst and Curry. There were no additional nominations. Senators Van Selst and Curry presented their statements of interest. Senator Curry was elected.

**F. Election of the Chair of the Instruction and Student Affairs Committee:**

Chair McKee announced the candidate for the Chair of the Instruction and Student Affairs Committee is Senator Laura Sullivan-Green and called for any nominations from the floor. There were no additional nominations. Senator Sullivan-Green was elected.

**G. Election of the Chair of the Organization and Government Committee:**

Chair McKee announced the candidate for the Chair of the Organization and Government Committee was Senator Sasikumar and called for any nominations from the floor. Senator Sasikumar withdrew her nomination. Senator Hart was nominated from the floor and accepted the nomination. Senator Hart was elected.

**X. Adjournment:** The meeting adjourned at 5:00 p.m.

**Executive Committee Minutes**  
**May 3, 2021**  
**via Zoom, 11:00 a.m. to 1:30 p.m.**

Present: Curry, Day, Del Casino, Delgadillo, Faas, Frazier, Mathur (Chair), McKee, Peter, Sasikumar, Sullivan-Green, White, Wong(Lau), Papazian, Marachi

1. The Executive Committee moved into Executive session to discuss a confidential matter.
2. The Executive Committee discussed the nominees for the American Council on International Programs (ACIP) representative. There were seven nominees. A motion was made to approve Katherine Olson for a second term. The motion was seconded. The committee discussed a message from ACIP noting that they prefer that the incumbent serve a second term due the level of knowledge required for committee work where possible. The Executive Committee voted and the motion was approved (13-0-0).
3. Policy Committee Updates:
  - a. From the Curriculum and Research Committee (C&R):  
C&R will be bringing a policy recommendation on Adopting New Program Learning Outcomes for General Education for a final reading, and a policy recommendation that rescinds University Policy S68-18, Special Major for a final reading at the May 10<sup>th</sup> Senate meeting.
  - b. From the Organization and Government Committee (O&G):  
O&G is working on possibly adding “or designee” to student seats on Senate committees. O&G is also working on a Senate Management Resolution Creating a Faculty Diversity Committee and policy amendments to the Budget Advisory Committee and Campus Planning Board for the May 10<sup>th</sup> Senate meeting.
  - c. From the Instruction and Student Affairs Committee (I&SA):  
I&SA is working on updates to the syllabus website. I&SA will also be bringing a policy recommendation on Undergraduate Advising to the May 10<sup>th</sup> Senate meeting.
  - d. From the Professional Standards Committee (PS):  
PS will be discussing the name change in policies for the AVP of Faculty Affairs. PS will also be working this week to finish reviewing three sets of department guidelines. PS is also working on a template for the guidelines.
4. The AVC amended the consent calendar to add Christopher Yang as a Senator from the General Unit with a term ending 2022. There was no dissent to approving the consent calendar (15-0-0).
5. Updates from the President:  
President Papazian expressed her appreciation to Senator Peter for his wisdom and voice on the Executive Committee and the Academic Senate over many years.

President Papazian also expressed her appreciation to Chair Mathur for her extraordinary leadership as Chair of the Executive Committee and Senate over the course of COVID-19 while also dealing with major curriculum issues.

President Papazian thanked AVC Marachi for her strong ethical streak and work as AVC.

President Papazian also thanked AS President Delgadillo for her leadership and voice in the Executive Committee and Senate this year.

President Papazian thanked Senator Frazier for his service as he steps off the Executive Committee after eight years.

President Papazian further acknowledged the work the Senate has done all year.

President Papazian and the CDO, Kathy Wong, are moving forward with the Native American Taskforce. There is also a need for an APIDA Center. There will be a lot more to say about this in the fall.

President Papazian has reviewed the Faculty Athletics Representative (FAR), Tamar Semerjian, in accordance with university policy and will move forward with her reappointment for two years. President Papazian will also be making a referral to O&G to consider changing the policy to extend the FAR term due to the learning curve.

Chancellor Castor will be visiting the campus via zoom all day tomorrow. Each campus is different and it is important for the chancellor to see our unique differences.

**Questions:**

**Q:** Are there key things to push for with the chancellor tomorrow?

**A:** [President] It is really your chance to speak. I will be talking about our demographic profile. We are the only CSU campus this diverse. The other thing is the strong role and focus we have on graduate education. I will also stress the issues facing our faculty and staff such as the high cost of living and how can we assist our employees. We should also emphasize our points of pride (e.g. research).

**Q:** Will the community policing report be out soon?

**A:** [VP Day] The committee is getting the report all wrapped up. It will then go to the president for review. After that it will go out to the campus.

6. University Updates:

a. From the Chief Diversity Officer (CDO):

Invitations have been sent out for the Black Spartan Advisory Committee. The Campus Committee on Diversity, Equity, and Inclusion (CCDEI) is co-chaired by Emily Todd and Angee Ortega. This a working committee examining faculty and staff issues.

CDO Staff members will provide administrative support for the Native American Taskforce.

The CDO website will have a new page dedicated to the Native American Land Acknowledgement. There will also be employee affinity groups and LGBTQ will be the first group on the webpage.

There will be Campus Climate Forums and the next one will focus on disability services.

The CDO will be working with Institutional Research on a dashboard for the Campus Climate Survey. This should be done by June 2021.

The CDO announced a Summer Institute on Deprogramming Racism which is a collaboration with CHHS. There are nine campuses that have asked to attend.

**Questions:**

**Q:** How many people are on the CCEDI?

**A:** There are 32 people. It is a large committee and there are seven students. There are issues in terms of managing that large of a committee.

b. From the Provost:

The Provost is reviewing 118 RTP cases. It is well worth it. Faculty have done some incredible work. They will be sent to the President by the deadline this week.

Faculty hiring is going well. Candidates are pushing for start-up packages. We may end up with more Ethnic Studies hires than planned. The CDO helped bring diverse candidates to campus.

The Provost received a letter from the Chairs about their concern over how quickly the fall schedule was changed and how hard to it has been to manage the changes with all the uncertainty. This will probably be an ongoing issue because there are so many unknowns still. We don't know if we will have an approved vaccine by fall, or maps of rooms and how much ventilation we have in each. Also, chairs still have to contact a person to get a classroom. We are working on upgrading in this area.

**Questions**

**Q:** How many tenured faculty will be hired this year? What is the attrition rate with COVID?

**A:** [Provost] I'm not sure, around 50. We lost about 75 faculty. We did retain a few with counter offers. We have to evaluate all the pieces. Housing prices have skyrocketed. It is a real challenge for us.

[Faas] The overall attrition numbers are way down as are retirements due to COVID. I think there will be more retirements next year after people come back.

**Q:** When you said we needed to be more tactical in the area of hiring, what did you mean?

**A:** [Provost] We have to compare the cost of a raise and a 2<sup>nd</sup> startup package with the cost of recruiting. We have to think strategically about what type of incentives we give in the counteroffer.

**Q:** To what extent, if any, were there offers given to CBI Fellows?

**A:** [Provost] I only know of one. [CDO] We need to link to fellows from training and find more incentives.

- c. From the CSU Statewide Representative:  
There is a meeting next week. There have been discussions surrounding the community colleges and Ethnic Studies. There has been quite an uproar over the CSU trying to circumvent the community colleges from being able to offer Ethnic Studies classes. There has been talk about the community colleges only requiring that an instructor to have had one Ethnic Studies class in order to teach it and this would have to be accepted in the transfer agreement.

[Provost] Over half of our classes are lower division GE. The CSU should be offering classes for community college instructors in Ethnic Studies. That would be an interesting intervention.

A: [Curry] I agree the articulation agreement needs to be addressed. The Council on Ethnic Studies has been preparing for the GE surge since the requirement passed at the last meeting, but just received the requirement to develop Area F in one week. Only one course came through this spring. I don't know how this was implemented at SJSU.

A: [Provost] I slowed down due to the tension around related issues. We only needed one class for fall. The next step is developing what the curriculum will look like. I'm okay with the pace. Next year we will be having the big conversation and the big financial change.

C: [Curry] I'm not accusing, just reporting.

A: [Provost] We want to hire T/TT faculty, but we will have to teach a lot of students.

A: [President] The CSU and SJSU are not just teachers of curriculum, but thought leaders. We want to balance T/TT faculty and lecturers. That is what is behind hiring T/TT faculty.

- d. From the Vice President for Administration and Finance (VPAF):  
Our UPD Chief of Police resigned. She is returning to Sacramento. Her mother is sick and her husband had stayed in Sacramento this whole time to assist. Donny Gordon from CSU Maritime is the Interim. We will initiate a search committee right away.

**Questions:**

**Q:** Are we going to connect the Committee on Policing Report and the difficulty hiring and keeping a police chief?

**A:** Yes.

- e. From the Vice President of Student Affairs (VPSA):  
Spartan Days went very well. We will have lots of students on campus this fall. The Frosh prediction is 4,500 based on the intent to enroll. Transfer student intent to enroll is also strong. Housing is up 80%. We have 3,400 contracts in right now.

Our Veteran Center has been named #14 in the West for veterans.

A few items from the Community Policing Report includes the need to increase communication regarding safety on campus. We also need to address transportation and making sure it is safe. We need to look into areas where we are over-policing and

adopt a more demilitarized approach with increased accountability and partnering between UPD and the community.

We have the framework for the APIDA Center. We need to look at how we think of ourselves when over 42% of our student population is from APIDA.

**Questions**

**Q:** I live in the downtown area. I'd like to know how we can make changes downtown to increase safety?

**A:** We have talked about increased lighting, access points on campus, and changing how many buildings can be accessed and who can access them, and we are partnering with the city. None of these issues are simple. We can have a safety corridor on campus, but what happens when we go off campus? We have to partner with the city over the downtown area.

7. The Executive Committee discussed and selected members for the Institutional Review Board (IRB), University Sustainability Board (USB), and Budget Advisory Committee (BAC). For the USB – Faranak Memarzadeh, for the BAC – B.J. Grosvenor, and for the IRB – Emily Slusser.
8. This was outgoing Chair Mathur's last meeting as Chair. Chair Mathur thanked everyone for the past two years and commented on how much she had learned.
9. The meeting adjourned at 1:38 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on May 3, 2021 and transcribed on June 12, 2021. The minutes were reviewed and edited by Chair McKee on June 13, 2021. The minutes were approved by the Executive Committee on June 16, 2021.

**Executive Committee Minutes**  
**May 21, 2021**  
**via Zoom, 12:00 p.m. – 1:00 p.m.**

Present: Curry, Day, Del Casino, Cargill, Faas, Kaur, Massey, Mathur, McKee (Chair), Sasikumar, Sullivan-Green, White, Wong(Lau)

Absent: Papazian

1. Chair McKee welcomed the newly constituted Executive Committee for AY 2021-2022.
2. Approval of agenda of May 21, 2021. (There was no consent calendar.)

Memo attached for consideration by the Executive Committee on behalf of the Academic Senate during its summer 2021 recess: “2021-2022 Academic Year Waiver Request for 22 Bachelor Degree Programs” from Thalia Anagnos, Vice Provost, Undergraduate Education to Vincent Del Casino, Provost/Vice President for Academic Affairs.

3. Provost: There are 22 programs that will be out of compliance when they add the mandated GE units next year because they will exceed the required degree limit of 120 units. The campus has authority to make such a decision to waive 3 units of Area C temporarily.

C: These types of waivers are common and usually go through GEAC or Curriculum & Research. However, the Academic Senate adjourned for the summer before it was determined that this decision could, in fact, be made at the campus level. GEAC and Curriculum & Research did not have time to bring a resolution before the full Senate.

Committee deliberations:

C: The language needs to be changed to make sure the addition of 3 units of Area F are not villainized.

Provost: Noted that the memo was to him and does not included the language that would be used to write the waiver.

C: We can have a vote today, with a clear timeline, transparent to the campus. We could also write a more specific temporary policy, making the waiver specific to those 22 programs.

Provost: Writing policy to solve this issue is a bad idea because the catalog for AY 2021-2022 must be changed immediately before it is published, and it is already past its deadline. The exceptions list for General Education is long and program-based. Theoretically, the request under consideration could have asked for 22

separate decisions. The proposed temporary year-long solution would not waive C for the campus. It is a program-level challenge.

C: Need to verify the actual number of programs impacted.

C: Obviously, Engineering is affected by this. Engineering already cut 14 units to fulfill 120-unit graduation requirement. Engineering asked for a long-term Area, C waiver, not just for one year, because cutting more programmatic units will make the degree less competitive in a market students are trying to get jobs in.

Provost: That request would have to be made and go through all regular channels. This proposal is for a one-year waiver only.

C: Not sure the proposed waiver is equitable across programs. Recently, the Kinesiology department asked about the waiving of P.E. units and was concerned about the impact upon students' health. Students who lack that one unit of P.E. have to stay to complete it.

Provost: Without the approval of the waiver by the Executive Committee on behalf of the full Senate during its summer recess, he will have to ask the President to issue a Presidential Directive.

Q: Why is Area C the area to be cut?

A: There is a 6-unit Area C requirement; the idea is that students already have exposure to Area C.

Q: Can we find out what other CSUs are doing? Are they cutting C also? Are accredited programs (that would be consistent across campuses) unable to cut because of accreditation?

Provost: Some CSU campuses are in compliance, and some are not. If SJSU doesn't take action now, it will be out of compliance with the law. He has discussed the matter with other Provosts in the system. Lots of waivers are created for historical reasons.

A member called the question on debate. It was seconded and approved.

Motion:

- a) to allow a one-year waiver of GE Area C for those degree programs impacted to permit adequate time to complete a thorough and thoughtful curriculum review and program revision
- b) that the Provost, White, and McKee work together to create language for notification of Senate and impacted programs.

The motion was approved 14-0-0.

Motion to adjourn. It was seconded and approved unanimously (14-4-0). Meeting adjourned at 12:38 p.m.

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These minutes were taken by the Associate Vice Chair Kimb Massey, on May 21, 2021. They were reviewed and edited by Chair McKee on May 24, 2021. The minutes were approved by the Executive Committee on June 16, 2021.

**Executive Committee Minutes**  
**June 16, 2021**  
**via Zoom, 12:00 p.m. to 1:30 p.m.**

Present: Cargill, Curry, Day (12:40), Del Casino, Hart, Faas, Massey, Mathur, McKee (Chair), Papazian (12:13), White, Wong(Lau),

Absent: Kaur, Sasikumar, Sullivan-Green

1. From the Chair:

Chair McKee thanked the president and cabinet for the blue carpet photo op during commencement week. It was amazing and touching. It was a very meaningful experience for graduates and their families.

C: [Wong(Lau)] My daughter graduated and we were there. It was a wonderful event. Staff worked very hard and did an amazing job.

Chair McKee thanked President Papazian and the cabinet in advance for the Summer Adapt Town Hall meeting to be held on June 24, 2021. Chair McKee is hearing daily from faculty and staff about repopulation concerns and what that is going to look like going forward.

Chair McKee announced that the Academic Senate website was migrated and went live Friday of last week. Chair McKee thanked Past Chair Mathur and Senate Administrator Eva Joice for their efforts in getting the new website up and running over the last year. There have been many hurdles along the way and it has taken over six months for the migration. Additional thanks to Strategic Communications and Brenden Sparks, Web and Campus Applications. Many people are not aware that the Academic Senate website is one of the most dynamic and changing websites in the university. It is a critical site for a repository of information and communication for the university. The Senate Administrator is one of the top five website editors in the university in terms of transactions. Hundreds of changes are made by the Senate Administrator in the space of a single month. The content of the Senate website was frozen on March 23, 2021 until last Friday. The Senate Administrator, the sole employee in the Senate Office, is now working on updating content that changed between March 23, 2021 and last Friday. It will take time to make all the updates that occurred during those three months. If you have any questions about the website please email Chair McKee or Senate Administrator Eva Joice.

2. The Executive Committee approved the consent agenda [Executive Committee minutes of May 3, 2021 and May 21, 2021] (11-0-0).

3. Review of Statements for the Athletics Board:

There was only one nomination for the Athletics Board, Dr. Pat Backer. The committee discussed the nominee. Past Chair Mathur presented a motion to approve recommending Dr. Backer to the President. The motion was seconded. The committee voted and the Mathur motion carried (10-0-1).

4. Updates from the President:

The President welcomed the new Executive Committee for 2021-2022.

The President talked a little bit about the feedback she got on the hybrid experience from students about and appreciation for the in-person commencement events. Students and their families were very happy.

We are in the middle of trying to figure out what reopening California means for SJSU for Fall 2021. There are a lot of decisions to be made. The President and her cabinet will be presenting that information in Adapt Town Hall meetings over the next couple of months.

We are working really hard to make sure that students who are taking in person or hybrid classes have access to both kinds of experiences on campus. The university is using CARES dollars to add WiFi to all main outdoor spaces.

There are changes going on with regard to density and social distancing. This will mean continuing adjustments on our end. As far as vaccinations go, the CSU is still waiting for full authorization of existing vaccine(s). The CSU expects full authorization for Fall 2021. The Chancellor's Office has put together a method of self-reporting of vaccination status for students. At SJSU, we are looking at a procedure for faculty and staff that will be conducted by University Personnel. We expect people to be honest. This will help make employees and students more comfortable. However, it is still a work in progress.

The other part of reopening concerns events. What events will be allowed on campus? We still want to use Fall 2021 as a transition semester. We still want to take some precautions in terms of the flow of people. Even if we are in an endemic state it doesn't mean there is no COVID around us.

We are going through a process with University Personnel in terms of repopulation of staff. The default we are planning for is that everyone will be returning. Each department is putting together a staffing plan with University Personnel to be phased in over the course of July and August 2021. The President's view is that we need to bring people back to reestablish a sense of community on campus. After we do that, we will have the chance as a campus to talk about what the future of work will look like on our campus. That is a different conversation. We need to do this thoughtfully to ensure support is there. This is an exciting time for us as a campus. It has been incredibly challenging. Lots of us will be taking some time to catch our breath over the summer.

We will be announcing the results of the Economic and Social Impact Study by the end of June. This study was done by an outside consulting firm. The numbers are pretty impressive. They used data from 2018-2019. The overall impact of direct and indirect spending was over \$4 billion in impact for one year.

Questions:

Q: I noticed the announcement on SJSU's website about a new Senior AVP for University Marketing and Communications. I know Christine Hutchins works in a similar position. I was wondering if you can speak to this. Is this an additional MPP position, or a reorganization of some kind of an existing MPP position?

A: Christine has been an incredible member of our team. This is really a reorganization of Strategic Communications and Marketing. This is the next phase in our communication strategy. We are moving towards an agency model.

Q: Are you going to provide some context along with the distribution of the Economic and Social Impact study to the campus? The presentation you gave to the Tower Board was very powerful and I think the campus should hear that.

A: [President] Thank you. I appreciate it very much. We have a rollout plan. Certainly we will be doing that with our external stakeholders, local officials, alumni, but it is also important for our campus community so I'll take that back to the cabinet.

C: [Chair McKee] I would like to echo that comment and offer to assist as appropriate with increasing campus awareness of the study.

C: I think this would be invaluable to include in the department packets we send out to potential students to show the impact SJSU has on the local community.

5. Updates from the Vice President for Student Affairs (VPSA):

Enrollment has grown. We are anticipating 4,000 Frosh. The transfer numbers are about where they were previously, maybe a little higher. This is a great position to be in compared to some of our colleagues on the East coast. However, there are some challenges as well. We need to make sure we don't lose students. We have started New Student Orientation and will be doing presentations to transfer students this evening. This is our 2<sup>nd</sup> summer of completely virtual orientations.

We are at 97% of our capacity for housing in terms of applications received. Our full capacity when everything is open is 4,200 beds. We will be requiring vaccinations for students living in housing. Students will be able to upload documentation of their vaccination status to the university.

We are continuing to work on our Strategic Enrollment Plan. The Provost and I are working closely with the Deans. We are heading towards some recommendations next month. About a year to a year and a half ago, we began looking at our enrollment. We did not have a strategic enrollment plan at SJSU. This is important because we are anticipating a demographic flip. There will be a sharp decline in traditional college students in about five years. All universities are aware of and anticipating this. This means we may not have the same enrollment opportunities that we have right now. This is why we need to plan now for what we can do in the future. I will be spending time with groups across the university to see what their enrollment currently looks like and what people think we can do to increase our enrollment in their areas.

Questions:

Q: Will the report from the Taskforce on Campus Safety and Policing be distributed to the campus?

A: It will be distributed in Fall 2021 and widely communicated.

Q: Is there anything in the report that might help us retain a UPD Chief?

A: In the next few weeks the VPAF, the UPD Chief, and I will be walking through the report piece-by-piece.

6. Update from the Chief Diversity Officer (CDO):

The Campus Committee on Diversity, Equity and Inclusion (CCDEI) completed its meetings for the academic year at the end of May. Anne Marie Todd, Angee Ortega-McGhee, and I have been writing a report from all the findings and recommendations from all the working committees. This report also has some feedback from subcommittees and groups we invited to provide input. The committee member appointments were for two years. The report should be finalized and submitted to President Papazian by the end of July 2021.

The CCDEI has been working on an asynchronous summer institute with the College of Health and Human Sciences. The title is Anti-Racism Action Summer Institute. The institute runs July 6-30, 2021. There are eight other campuses and universities participating. Some are from the CSU and some are from universities outside California as well. This institute is being led by Dr. Michelle Hampton from Nursing and there are faculty associates that are being given a small stipend to help coach. This model is something we would like to continue. I've already spoken with the Dean of Engineering about doing an institute with them next summer. One of the reasons we are doing something like this institute is that it is faculty driven and it is very important that faculty feel that they can lead and create change. We hope to do this every year. We are also working with the Center for Faculty Development and they are doing some other training as well.

We are doing some Professional Development Training for Student Affairs and other staff this summer. We are also involved in the summer student orientation and provide training for housing staff. There is always a high turnover in housing staff.

In terms of the APIDA Student Success Center, I am on the committee and we are finishing our review. We are hammering out recommendations right now. I've also been tasked with forming a Native American Taskforce. This has moved a little more slowly than I would have liked because of the low number of people on campus available to serve. The group has asked not to have a chair, but to be more of a steering committee. The CDO's Office is providing the administrative and research support.

The Land Acknowledgement that has been well vetted and is on the CDO website. We would like for the campus to use this version.

There is a lot of synergy among a couple of initiatives affecting Black students on campus. There is the formation of a summer institute for new and continuing Black students. There is also synergy around African-American Studies, including the work of Patience Bryant and Emerald Green. There is also the hiring of a new faculty associate to work with Black scholars.

Questions:

Q: There are a lot of concerns from faculty regarding how people are being identified as Native American. Will the data reporting get better?

A: The methodology we chose in terms of qualitative statistical analysis has its limitations in being able to ethically disaggregate information regarding smaller groups, and Native Americans is one of those groups. Having said that, you have focus group information as well as some general information that we can report. We will be pursuing that. We are doing that for the Native American Taskforce.

I want to talk very briefly about the controversy about who is identified as Native American. One of the things people often don't understand is the system of rancherias that were put into place in California and how that created situations where many Native Americans are of mixed nationality, and many have Mexican surnames. It is important for people to know that the way the institution collects information may not be the best or most accurate way to identify students and capture student needs.

C: I think it is important to honor how students identify themselves and not push them to identify differently.

A: I absolutely agree.

7. Update from the Provost:

The Provost recently made recommendations for RTP:

93% positive recommendation rate for tenure

82% positive recommendation rate for full professor

72% positive recommendation rate for early tenure

There is a Dean of the MLK Library search going on right now. We did not have success the last time so we are trying again.

There are three Deans/AVP reviews for Walt Jacobs, Ruth Huard, and Thalia Anagnos that are almost complete.

We have about 55 new faculty hires. Right now we've only had about 19 faculty leave. We have had several successful retentions. We were able to put together packages that appealed to them.

We have three major competitive research fellowships this year. This is very exciting.

We are hoping to launch a new Coache survey.

Questions:

Q: The Coache survey was not open to lecturers last time. Will it be open to lecturers this time?

A: It will only be open to full-time lecturers, due to the limitations of Coache's back-end functionality. However, my office is researching and working on ways to take into account part-time lecturers as well.

Q: Thank you for the information on the Dean of the MLK Library search. Can you give us any information on the reopening of the Library?

A: If the rest of the university reopens, then the MLK Library will need to open in some fashion, but we have not really talked to the MLK Library about their plans yet. With everything going on we are definitely going to need more open spaces.

C: Many of us don't have access to materials we need.

A: If you don't have access to the materials you need, then that is a bigger problem we need to address.

C: When the MLK library first opened, we encountered many issues with homelessness and maintaining clean bathroom facilities.

A: The MLK Library's relationship with the public is an ongoing issue. Some of the issues have to do with the design of the MLK Library and spacing. Many candidates for the Dean of the MLK Library are excited about the fact it is a joint library. It will be a complicated reopening. We do own the building and can set some requirements, but we also cannot discriminate. We will be working on it.

8. Update from the CSU Statewide Senator:

I will send my report out via email for you. The only other thing to report is that on May 26, 2021, we had a seminar as part of our Equity, Diversity, and Inclusion efforts. It was funded by the legislature for CSU and UC. Currently they are doing data development.

We are also eagerly awaiting the announcement of the Faculty Trustee. There has been no word yet.

Questions:

Q: Has there been any more discussion from the Council on Ethnic Studies around the implementation of Area F?

A: There have not been any general discussions with the entire ASCSU, but there have been some conversations with the Academic Preparations Committee. However, there is an intention to have those conversations with the Council on Ethnic Studies. This was voted on but not agreed about by all members of the ASCSU. This speaks to the division within the ASCSU regarding Ethnic Studies.

9. Update from the Vice President of Administration and Finance (VPAF):

We were funded by the state, but it continues to be a very tight budget. We are working through those things.

We have an Interim Police Chief, Donny Gordon, from CSU Maritime filling in. We will most likely bring back a former police chief in the next couple of weeks.

The VPAF announced in the fall when we reopen we will have a better, faster, burger option in the Student Union. In addition, we have doubled the capacity of Panda Express.

Questions:

Q: Is the police chief you are bringing back "interim"?

A: Yes.

Q: Can you tell us how much of the funding the state has given to the CSU that SJSU will get, and what projects are we going to be funding? Are we going to be funding mental

health? Are we going to be funding hiring Ethnic Studies faculty? Are we going to be funding the APIDA Center?

A: The state gave us General Fund dollars and that is what I'm talking about here. We haven't gotten any one-time dollars yet. We have a meeting in about a week and a half and that will be one of the first times we begin discussing how the one-time money will be divided up. Each VP will put forward with their one-time requests.

10. The meeting adjourned at 1:31 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on June 16, 2021 and transcribed on June 22, 2021. The minutes were reviewed and edited by Chair McKee on June 23, 2021. The minutes were approved by the Executive Committee on June 25, 2021.

**Executive Committee Minutes**  
**June 25, 2021**  
**via Zoom, 1:00 p.m. to 2:30 p.m.**

Present: Cargill, Curry, Faas, Hart, Kaur, Massey, Mathur, McKee (Chair), Papazian, Wong(Lau)  
[joined at 1:49 p.m.]

Absent: Day, Del Casino, Sasikumar, Sullivan-Green, White

From the Chair:

1. Discussion of Summer ADAPT Town Hall on June 24, 2021

Q: Do you know how many attended Town Hall?

A [Faas]: 700+ registered and high 500s attended. We are planning another in August because changes in repopulation plans and protocols are happening every day (e.g., masks, distancing, variants, etc.)

Q: How will information about these meetings be disseminated?

A [Faas]: All Town Halls are recorded. Everything the University has will be posted to SJSU's ADAPT Web site.

Chair McKee observed that repopulation plans will impact the Academic Senate (e.g., whether to bring meetings/committees back in person or the full Senate meetings themselves).

Faas shared that he has been coming to campus consistently as his style of leadership is to be physically present. He feels the sooner we start showing up, the better: people take cues from Senate Exec and the Senate.

McKee will be going to her physical Senate office in Fall 2021 when it becomes habitable. She agreed that the Academic Senate leads by example but added that we want to be mindful of varying concerns and hesitations in a consultative process.

McKee announced that the new athletic director Jeff Konya will be attending the July 26, 2021 Senate Executive meeting.

2. A motion was made and seconded to approve the Senate Executive minutes of June 16, 2021 (7-0-1).

3. Updates from the President:

The President plans to take a vacation in the next couple of weeks. Most upper leadership has not taken a vacation in over a year. She urges everyone to take breaks. There is a lot of work to be done coming up. She feels grateful for all the work that has been done to support students and SJSU as a whole.

Repopulation is at the top of the agenda. Many questions arose during the June 24 ADAPT Town Hall. There will be lots of different questions specific to different campus populations (i.e., staff, students, parents, etc.)

A lot of the information revolves around the vaccine policies. The expectation is that most students and staff will be vaccinated come Fall 2021. There is growing confidence that herd immunity will be reached. However, the variant is emerging to be much more contagious than the early COVID strand. As we get information, it will continue to be posted.

There will be a gradual repopulation, but we need to rebuild and return to campus knowing it will look different than before COVID. Folks may think, "I'm successful working from home." But how do we know? Just because an individual feels successful doesn't necessarily mean it translates to how working from home has affected SJSU in general, students, or employees.

Impacts are different from unit to unit to unit. Remote working needs to be better understood in terms of how it affects learning and impacts the organization. It will be a work in progress. There will be confusion. We need to keep our ears open, keep listening to all perspectives, and we need to address issues as they arise.

CFO Faas will be finishing up the fiscal year. There is no signed budget yet, despite the May revise. We are still not sure what impacts will be made on contracts and allocations. A lot of that is based at the Chancellor's office. The economic recovery is uneven and uncertain. However, I'm really proud what we've accomplished during these trying times and now as we bring ourselves back.

Questions:

Q: How do we find out if working from home has been effective? It seems as if this may differ, depending what type of interactions, groups and/or situation are being considered. Will there be latitude for diverse solutions?

A: There will be a lot of ways to think about these questions. Adding a disparity lens to it will help us understand how we can support groups going forward. For example, department meetings: some meetings can be done remotely. But there may be other meetings that require more in-depth discussion (e.g., planning events, curriculum, etc.). These kinds of conversations may require an in-person dynamic. What we've learned is how many more tools we have in our toolkit. How do we want to define ourselves? This is a question we will be working on.

C: We need to be mindful of what we do in person and save work that can be done online to be online.

Q: What is happening in terms of the vaccination deadlines and policies around that? Will the Student Wellness Center provide vaccinations?

A: There is every expectation that vaccines will be ultimately required. But the question is: when? Different vaccines require different times to complete the vaccination. Some are one

shot and done. Others, for example Moderna, require 3 weeks between shots to be fully vaccinated. The Student Wellness Center will not provide vaccinations but there have been pop-up vaccination sites on campus and there are various community resources.

Q: Are there more details on the return to campus?

A: Each unit is working to make sure their phase-in repopulation plan is working for them. We will start in July but won't be fully back until August.

Q [to Kaur] President: How many AS Board Members are in town?

A: [Kaur] Only 5 out of 14 student members are in town now. But by August they will mostly be back because they anticipate their meetings will be in person.

Q: A reflection on the return to campus and flexibility: we are all in a place of privilege in this room because we have choice and control over our return. But I'm concerned about staff not having that level of privilege. Concerned about inequities. How is the cabinet addressing this?

A: Is it inequity that some people have been working the entire time of COVID (i.e., maintenance, etc.)? Is it inequity or simply their job that they were required to do safely? It depends on the specific job. There have always had differences in work. For example, faculty have always had more flexibility than some other kinds of employees. But faculty also have their work always with them, unlike some other positions (i.e., they can't leave it at the end of the day). This has always been true.

Q: What about some staff working from home while others do not? These differences often vary from supervisor to supervisor.

A: If we apply the same principles to decision-making and it is transparent, then there will be equity.

Q: There is also an equity issue in terms of location and salaries.

A: Those questions need to be directed to employees' specific unions.

Q: To what extent would each unit be able to reimagine the way it wants to move forward?

A: We need to create the space for that to happen. We will try to figure out how to do this in a way that's inclusive as we go into the future.

Q: When you announced how you were supporting the APIDA center, that was very exciting. Are we on track? What is the progress? The description for the director has already been written and pushed forward. Hiring can occur with or without a fully ready space.

A: Patrick is working on a soft opening this fall and we are looking for funding to support that. The Native American Task Force is also working on this. We have meetings set at end of July.

C: There's a lot of potential for funding among our alumni and other high-profile API members of our community and beyond.

#### 4. Policy Committee Updates

##### Update from the Chair of Professional Standards

Cargill has accepted the position of Interim Dean for College of Science and thus cannot serve as a senator and chair of Professional Standards. She is more than willing to assist with transitions. The Senate Executive Committee extended its congratulations to Cargill.

##### Update from the Chair of Organization and Government

Hart: This is my first time to address you. I'm working with the previous Chair of O&G (Sasikumar) to ensure a smooth transition.

C: Make sure to talk with Karthika about referrals, particularly regarding representation issues on the Senate.

A: I will do that.

[Remaining Policy Chairs were not present.]

#### 5. University Updates

##### Update from the President of Associated Students

Two-year operating agreement has been signed by the President and is moving forward to the Chancellor's Office. We hope to extend the signing length. The community garden is now going to be accessible to all. Half of students want to return to campus and continue their college journey. The other half want to remain online. There is a range of different concerns among students: housing, accessibility of parking, having spaces on campus to congregate safely. How will students navigate the 30 minutes passing time between classes? They are excited to hear the library will be open and perhaps classrooms for students to access wifi at school instead of at home.

C: Also outdoor campus wifi has been upgraded and is much stronger than before so students can access it outside of buildings.

Q: Did the AS Board of Directors assume their new roles on June 1, 2021?

A: Yes

##### Update from the Vice President of Administration and Finance (VPAF):

The MLK library will be opening up. A fair number of classrooms are opening as well. Over the spring and summer, significant work has gone on in the International House which hasn't been updated since it was built (e.g., ADA access, elevator, exterior work). Other students besides international students also stay there.

Questions:

Q: What kinds of provisions will be taken with Clark or Sweeney without windows and crowding, especially in terms of students congregating? For example, an office is in Clark, very small, and often the door opens to crowds of students. Smells tend to linger in the hallways with lack of circulation.

A: We won't be filled to capacity on campus (i.e., only 50-60% of the regular population is expected). We are making sure things are safe. Every step of the way the environmental safety people are working to make it safe for everyone.

A: I've been getting questions about air quality and ventilation (which were also issues brought up in the June 24, 2021 Town Hall). Some people have expressed a desire to see the data that support these assurances.

A: The science isn't about airflow or cleaning like it used to be. It is a little confusing where and why people are looking for data.

C [President]: Not everyone is scientifically qualified to assess some of the data. Perhaps we can put together an informational FAQ addressing some of these recurring issues and questions, however, and share what has been done because people's concerns do matter.

C: There wasn't a student on the search committee for the new athletic director.

A: It was a fast but thorough process. A former student athlete was part of the process.

Q: CSU San Diego hired 2 social workers for their police force. Is SJSU thinking about doing something along those lines?

A: We are waiting for the task force results to find a way to continue to make SJSU a safe place.

C: [President]: I've seen the draft report. There are a lot of recommendations there and one of them adding health counseling on the police team. I anticipate it will take some time to get through the information. There are good recommendations there with input from many very good people.

## 6. Update from the Chief Diversity Officer (CDO):

Questions:

Q: Could we get a status update on the Committee on Professional, Productive, and Ethical Expectations in Work Relations? Specifically, are there any planned budget line-items that would demonstrate a real fiduciary investment and commitment by SJSU to "anti-bullying," and to providing a safe and positive work environment for its faculty, staff, and students?

A: A challenge for the group is that it is a fairly small group for an enormously complicated topic (e.g., different definitions of bullying from different perspectives: i.e. legal, labor) and there have been changes in group composition over time. We are looking forward—holistically—at work culture. We are looking at coaching, resources. A struggle is working with collective bargaining agreements, policies, and regulations which define these behaviors differently in terms of conduct.

C [President]: We are already creating a better workplace environment. We come together as a cabinet. Specifics will unfold based upon the recommendations. We've set up a priority for antiracism. We are looking seriously at it.

Q: Has there been a discussion around a Faculty-Staff Ombudsman position?

A: That has been discussed and there are aspects of that in the report.

C: The placement of that person is going to be critical. People consult for a reason. I had an instance where I went straight to Mary. It would have been easier if we had an Ombudsman.

C [McKee]: As someone on that Committee, I can say that has been discussed. There will need to be real investment in human and financial resources and changes in culture in order to make effective interventions at SJSU.

7. Update from the CSU Statewide Senator:

ASCSU is also engaged in questions regarding repopulation (i.e., how we will we have our meetings, etc.) Looking forward to MOVING BEYOND BIAS seminar next week. Working on finding ways to diversify the Senate and give space/voice to those that have not been historically represented. There will be a fall exhibit: JUSTICE FOR OUR LIVES. Really exciting. Images by Oakland based artist of people who have died at the hands of police brutality (400 pieces).

Questions:

Q: Were there critical issues that the ad hoc committee discussed that we need to address at SJSU?

A: We're examining the issue of people of color and opportunities for leadership (these have traditionally been filled by mostly white leaders). JEDI (Justice, Equity, Diversity, and Inclusion) exists on the state level. Some issue revolve around data that we're unpacking now: implications of Federal decisions, identity contraction, salary, adjustments, pay equity, etc. Those concerns need evidence and data about them. I'd be happy to share information as we go.

8. The meeting adjourned at 2:38 p.m.

These minutes were taken by Associate Vice Chair Kimb Massey on June 25, 2021 and transcribed on June 26, 2021. The minutes were reviewed and edited by Chair McKee on July 13, 2021. The minutes were approved by the Executive Committee on July 19, 2021.

**Executive Committee Minutes**  
**July 19, 2021**  
**via Zoom, 12:00 p.m. to 1:30 p.m.**

Present: Curry, Day, Del Casino, Hart, Faas, Massey, Mathur, McKee (Chair), Papazian, White, Kaur, Sasikumar, Sullivan-Green

Absent: Wong(Lau)

1. The Executive Committee approved the agenda (EC Agenda of July 19, 2021, EC Minutes of June 26, 2021) (10-0-3).
2. Update from the President:  
There are lots of moving parts around vaccinations and masks and the Delta variant. There is a little bit of a disconnect between what the UC is doing and what came out of the Chancellor's Office. This all has to do with the emergency use authorization. At this point, we are encouraging everyone on campus (faculty, staff, and students) to get vaccinated, but we are not requiring it except in certain areas such as Athletics and for those students living in housing. We are much luckier than some other counties and states. The vaccination rate in Santa Clara County is close to 80%. There are surveys going out on the faculty/staff side as well as to students asking people to voluntarily indicate their status (vaccinated vs. not vaccinated). The student survey also allows for the upload of proof of vaccination. Right now we are following what Santa Clara County is doing, but this may change depending on what happens with the Delta variant and the county's response. We also want to make sure international students have access to get vaccinated here if they did not have access to be vaccinated where they came from. International students have to quarantine for 14 days upon arrival and we are helping them with what they need during this time. Staff will be returning more fully to campus on August 2, 2021. Faculty and students will be returning a few weeks later.

The Deferred Action for Childhood Arrivals (DACA) ruling by the federal judge on Friday is something that troubles all of us. It was heartening to see that the Biden administration plans on fighting this in court. It will take congressional action for this to be settled. We will continue to pressure to see a broader change.

We are watching the infrastructure package in congress. As you know the budget process in California is already completed and is moving forward. There still is a large two-part infrastructure package in congress. One part looks like it will go through the traditional way and the other through budget reconciliation. There may be funds in this package for public universities to support infrastructure costs. There is an interest for us in ensuring this happens. We have been pressing hard for it with our elected officials.

Finally, we launched our Learner Design Summit through the Lurie College of Education. It is all about partnerships with K-12, the community colleges, and the university. Lurie is focusing on removing systemic barriers by putting the learner at the center and really listening and hearing their ideas.

Questions:

Q: Do we have any numbers yet from the students self-reporting on the vaccination surveys?

A: We do. I will defer to VP Day. [VP Day] The numbers are looking good. Out of the 5,560 surveys that have been submitted, 5,345 students have been vaccinated. There are 138 that have medical, and 28 that have religious exemptions. There are 49 that are not vaccinated. That is 96% vaccination rate. However, It is still very early in terms of survey submission.

Q: That is great, but those numbers seem really low considering we have 30,000 students at SJSU. Is there going to be a deadline to submit, or any consequences for not submitting a survey?

A: Typically, we will get a large number of surveys in the beginning, then we will have a lull, and finally a large push in the end. We are not ready to sound the alarm just yet. We have a lot of messaging out there and will continue messaging. Usually in the last week, the number of surveys will jump by the thousands. We are encouraged by the early numbers. We will be following up with every student that is not vaccinated. We will be doing random testing of students in the residence halls. There is a process to deal with every student depending on their status.

Q: What is the student's incentive to respond if they aren't vaccinated?

A: For students this survey is self-reporting and verification. Students must upload documentation. We have a service that then verifies the documentation. If they don't provide documentation/proof of vaccination, they will be considered unvaccinated.

Q: Southern California has already changed their mask mandates. Are we doing some planning in terms of whether Santa Clara County changes their mask mandates and physical distancing?

A: We are following the county at this point. Santa Clara County has a higher vaccination rate and lower positivity rate than Southern California. We don't anticipate making any wholesale changes to classrooms, etc. It really is more about whether people will be required to wear masks on campus. It depends on what happens with the Delta variant. Interestingly enough, the Alpha variant is more common in Santa Clara County than the Delta variant, but that may flip itself. We will continue to keep you updated.

C: Thank you for this information. I know there will be faculty returning from all over the country for face-to-face instruction and just wanted to know that we have some contingency plans.

Q: Did VP Day just say we aren't going to require students to have vaccinations to come to SJSU? The reason I ask is that I know we were listed in one of the papers as being one of the universities that requires vaccinations for their students?

A: We are strongly recommending it and requiring it once one of the vaccines is no longer under the emergency use authorization. The difference between us and the UC is that the UC is saying that it is required regardless of the emergency use authorization, but the CSU is waiting until it is no longer under the emergency use authorization. We are hoping that the Pfizer or Moderna vaccination will gain full authorization. The Pfizer is further along. Once one of them has full authorization vaccinations will be required. However, there are places on campus where we are requiring it now such as in housing, and for our Athletes.

Our swimming and diving team is 100% vaccinated. Our student athletes have responded well.

Q: Can you comment on any additional organizational changes you see coming up?

A: For the most part, the big organizational changes have taken place already. There may be some changes in particular divisions that still need to occur. [Provost] I don't see any major changes except for Honors. We do have to think about what the organization is going to look like in the future. We will start by looking at the strategic plan. We are currently in the middle of the master planning process.

Q: Is there any progress on the APID/A Center?

A: [VP Day] I have a meeting tomorrow about this. We are still working on what it will look like. [President] This is very important to me and we will get it up and going in the fall. We are also hiring someone full time to help with the curation and repatriation that comes with the new state law to recognize federally recognized tribes.

Q: What is our position on vaccinations from other countries that may not be approved by the Food and Drug Administration (FDA)?

A: We haven't said the vaccine can only be one of the three vaccines. However, we will help them get one of our vaccines if they choose to. This won't be a barrier. We are creating pathways for international students that haven't been able to get vaccinated to get into the vaccination process as quickly as possible upon arrival and after quarantine.

Q: Do international students have to be quarantined?

A: Yes, that is a Center for Disease Control (CDC) requirement. If you come into the U.S. from a foreign country you must quarantine for seven days. If a student is coming to live on campus they will go into housing and we will help them get vaccinated if need be. However, if they are living off campus, we won't be monitoring their quarantine.

Q: We had a "hiring chill" last year. Is the "hiring chill" still on?

A: [President] That was Chancellor's Office language and they rescinded that language. However, we are still being very careful about hiring. We have continued to hire faculty. You just can't turn it off and on with faculty hiring. We also continued to hire staff in the areas of safety, advising and student success. Those were the hiring priorities for last year. We were committed to not having layoffs. We never have control of furloughs. They come out of the Chancellor's Office. Fortunately, we didn't move into that area. We are starting to learn what the budget will look like for this year. We will continue hiring on the faculty side this year as well as staff in safety and advising/student success areas. We will look at all the other areas of staff hiring carefully and weigh it against the budget. We will continue to add key people.

[VP Faas] We are trying to figure out exactly what the budget will be and will know more in the next couple of weeks. The bulk of the numbers have come in and we are just figuring out what that means for us.

Q: Does the hiring of faculty, staff, and student assistants each come from a different line of money in the budget?

A: [VP Faas] There are different departments and lines. That is correct. We are and have been continuing to hire faculty. We are also looking at critical positions. We are not filling

all of the old positions. [President] At the end of the day, it all comes out of the same budget, except for the student hiring. Student hiring doesn't come out of permanent funds. Student hiring can be done with one-time funds.

Q: What I saw in terms of hiring last year was lots of faculty and MPP hiring. However, this year we are transitioning back and we need a lot of operational staff. My concern is that we continue to hire faculty and MPPs, but we don't have enough operational staff across the divisions and we aren't hiring any new staff or student assistants.

A: [President] We have approved a lot of positions at all levels. I will say some of the areas have probably been understaffed for some time so it is not just a matter of replacing people but rethinking what we have. We aren't using the process, and it is a healthy process, to see how we can best support the university going forward. That may mean redesigning some things and recasting them. However, I agree with you it is critical to look at our support staff. I pretty much gave VP Faas open approval for maintenance and trades staff. We always say yes to those and usually the others. It isn't always easy to hire new staff. That is part of the challenge. It is hard to find people in this economy for the pay rate. [Provost] We have a few open admin positions at the unit level, but I think they have been approved and are moving forward. We are making investitures in advising. That is a new line item for the institute. We also took the opportunity in the colleges to change positions as they have opened up to more mirror the Provost's Office with Resource and Operations Directors. The other thing that is happening a lot is people are moving around the university. We are hiring internally and that creates a new vacancy in the department/college. This has happened on multiple occasions. This leads to a bigger discussion. We have a lot of people that are in the wrong classifications. They may have been hired to do one job, but that job has evolved. [VP Faas] I'm going to see the Council of Deans next week and I'll get some feedback from them. [Provost] Traci Ferdolage has a new staffing idea where we go to a staffing company when we need multiple people in the trades and they look for us. She has had a lot of success very quickly in filling trades positions. We may be able to use that for some of our administrative openings. We may be able to use our benefits there.

C: I think it would also be valuable to think about opportunities to keep people in the same positions, because a lot of times we encourage people to move from office-to-office because they can't get promoted in their existing job where we could maybe upgrade their position and keep them in their current space/department.

A: [Provost] This is what I was talking about in terms of a wholesale assessment. I've been at places where it took two years to review and reclassify staff, but clear steps of progression for staff positions were established. This is already being done with the advising positions. It would help to have some trajectory of growth with our current positions, but we do need to accept that sometimes people do grow out of jobs and need to move on.

C: I know chairs are really hurting right now in terms of staff and support for their staff in terms of student assistants. I know you know this, but it is a real struggle right now for them and I wanted to point this out. Departments are in desperate need of administrative support and student assistants are a large part of that support.

3. From the Vice President of Student Affairs [VPSA]:  
Enrollment continues to look strong. We are seeing some softening of our Frosh. We have seen some no shows at Orientation. Nothing to get alarmed about. We are seeing increases in our transfer numbers. We should still have over 4,000 Frosh.

Housing is at 94% of capacity. That is slightly down from the 96%, but is still great. All of our Frosh students have been housed. We have about 285 transfer students on our waiting list. This is because students want a particular location. I will continue to update you on vaccinations.

We are very concerned about DACA. We are seeing a decline in the number of undocumented students in California. This chilling effect is something we should be concerned about. It is impacting how people are making decisions about their future. We will certainly be doing outreach.

Our Spartan Speaker's Series will kick off on September 15, 2021. Kudos to Dr. Daniels and her team for pulling this together. More information to come.

Questions:

Q: What efforts are being taken to assist both DACA and undocumented students? I have been sending you emails from students desperately trying to reach people but the website lists people that have left, sometimes up to five years ago. I also am getting calls from Mothers. What efforts are being done to update the website?

A: We have been doing immediate consultation with students you sent me. I need a little more information from you to update the website. Send me the links to old information and we will follow-up.

Q: We had a conversation in the Spring about student Senators on the Instruction and Student Affairs Committee (I&SA). Alison and I would like to meet with you. Alison will send you an invite.

A: Great.

4. From the Associated Students President:  
All AS departments are preparing to reopen on August 2, 2021. We are excited to get back into the AS House. Our AS Board of Directors Retreat will be in August.

I attended the California State Student Association (CSSA) meeting in July, 2021 if anyone has any questions about that.

Questions:

Q: Has the CSSA spoken about what their priorities will be this year?

A: We saw a draft of their policy agenda, but they made it clear that we would define it in August and the policies that we are following at the CSU and State legislature level are clear.

5. From the Provost:  
This period of time gets very busy for the Provost. I am reviewing tenure, promotion, and range elevation. We are also reviewing salaries and doing reviews for all the direct reports

that I have. The Honors group is meeting and coming up with ideas. There are two leadership searches right now. I hope to conclude the Dean of the Library search. We have three candidates. I believe the search committee is meeting today.

Questions:

Q: The Senate passed a policy in the last meeting about advising. I would like to know if you and the President have been able to look at it and possibly sign it? Also, could you elaborate a little more about the hiring of advising personnel?

A: I will readily admit that like everyone I really wanted a vacation and have just returned. The President and I meet today and will hash through a bunch of things. As far as advising, we want to start with the first year experience. We needed leadership in that space. We will also have a little bit of reorganization. Once we have leadership in place then we will start to look at where advisers should be, what makes sense, etc. That is where we are right now.

Q: My second question is about what the administration's stance and perspective is on AB 928 and what you think that will do to our general education?

A: For those of you that are not familiar, this is the general education bill that is set to require the community colleges, CSU and UC to have the same general education pattern. My position is that I don't want to go through that nightmare. I don't know if the momentum will be stoppable or what the timeline will look like. We know that the UC's first response will be that we have a perfect general education package, use ours. This will be a problem. I don't know what it is going to mean to be really honest. We now have a state law for the Ethnic Studies requirement. The community colleges are already having to do this because of the way we set our requirements. There are better ways to get transfer packages more efficient.

C: My question has come out of interactions I've had with Thalia Anagnos. We are being encouraged to look at our degree programs, including General Engineering, and plan for AB 928 now so we know what we are going to change. I found it very concerning that it sounds like this is a done deal as we are dealing with Area F changes.

C: [Chair McKee] This is a critical conversation and it is important to know how the university is going to respond to AB 928, but this is a conversation I can follow-up with the President and Provost at a later time in the interest of moving the agenda along.

A: [Provost] Curriculum and state law changes and it demands a critical review. We made the temporary waiver in good faith that everyone would review and come up with permanent solutions. It is complicated because of how the law was written so that we can't increase units.

C: Is there any effort to join with the UC push back on AB 928? We have so many wonderful courses in our general education and by marching along in uniformity we are losing many of these courses. It is a really big issue and it feels like every year they come back with something else.

Q: Is there any additional information on the Library Dean search?

A: The search committee did a great job. This is a very difficult job for us to find someone because it is a joint position. The candidates the search committee found were very excited about the position.

Q: What is the situation this year for hiring student assistants? Many departments rely on student assistants to help their overburdened administrative staff.

A: [Provost] I'll have to go back and look at the budget. We definitely have some money in the budget for it. I don't have the details right now.

C: I'll follow-up with you.

A: [President] There is a lot of push to increase Pell Grants. I think there will be an increase there that will really help students.

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

Rick Abeyta has agreed to come back and will be the bridge while we look for a new University Police Chief.

Questions:

Q: Three or four years ago in the Budget Advisory Committee (BAC) meetings you and I were a part of, we talked about the budget reserves. We talked about the challenges of having those reserves in the CSU system. However, I think this past year has proven how beneficial and essential it is to have those reserves. Is there planning going on to build our reserves again?

A: Thank you for the recognition and understanding. This is hopefully what the BAC does to explain these things to the campus. Having reserves is not a bad thing. People think when we have reserves we need to spend that money. We are years away from rebuilding those reserves back up again. There are more hands out there asking for money. We have lots of CERF money but these are one-time funds. These funds can't be spent on whatever we want to spend it on, they have to be spent on things that enable us to get through and out of the pandemic. It is going to be a few years before we can begin to rebuild. We are struggling now even with the funds we've received. There was a lot of money allocated our way, but we need a lot more. It is brutal trying to recruit people and get them to live in this area. Having reserves allows us to act in hiring when we need to.

Q: When can we access our offices without having to fill out forms to be on campus?

A: We are telling everyone to come back. We just want to know when you are here. This is for your safety more than anything else. If we had a fire or earthquake tomorrow, we need to know who is in what building so we know where to look for people.

7. The meeting adjourned at 1:35 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on July 19, 2021 and transcribed on July 27, 2021. The minutes were reviewed and edited by Chair McKee on July 27, 2021. The minutes were approved by the Executive Committee on August 2, 2021.

**Executive Committee Minutes**  
**July 26, 2021**  
**via Zoom, 12:00 p.m. to 1:30 p.m.**

Present: McKee (Chair), Curry, Del Casino, Hart, Faas, Mathur, Papazian, White, Sasikumar, Sullivan-Green, Wong(Lau)

Absent: Massey, Day, Kaur

Guest: Konya

1. Update from the President:

We are preparing to bring staff back on August 2, 2021 and are continuing to follow Santa Clara County closely in terms of the Delta variant. We are not sure where the mask mandate is going. However, the transmission numbers in Santa Clara County are very low. The transmission rate is 1.1%. Our team is watching this carefully. I do suspect that we will see some adjustments over the next couple of weeks and we will need to have some flexibility as we move forward. We are looking at testing and what that will look like at SJSU. The Chancellor is having meet-and-confer meetings with the unions about it. We are looking at things like who gets tested—vaccinated vs. unvaccinated, how much testing we do, whether it is random, etc. Hopefully the Chancellor will have a proposal for us in the next couple of days.

Questions:

Q: I was looking at something this morning that said that even though immunocompromised people are getting the vaccine, they aren't developing immunity because of the medications they take. I have a few people I'm concerned about including myself. Are we giving maximum flexibility to our faculty and staff that may find they are in this situation moving forward?

A: It is a really important question. It would be on a case-by-case basis. Faculty and staff affected should reach out to University Personnel. This would be an accommodation. I think it is also wrapped up in the discussion around boosters. We are watching that closely as well.

Q: Can the university provide lavalier microphones for faculty?

A: [Provost] We may need to buy more.

Q: With the changes with the Delta variant, are there any changes in travel guidelines?

A: [President] We haven't gotten anything on that yet. We are paying attention to this, especially at the international level. We aren't encouraging travel, but we recognize there are certain things that need to be done in person. More may open up in the fall depending on where we go with the Delta variant. I think we will have a pretty good handle on the vaccination level on campus. The challenge we are going to have is where we interface with the public. On the one hand we are a public university, but on the other hand we have an obligation to keep the university safe. The challenge for us is going to be in the library. How do we allow spaces for students to study and still keep them safe?

Q: What if a student comes to class and doesn't want to wear a mask? Do we turn them away? My instinct would be to not turn them away.

A: If we go back to requiring masks indoors, then you would have to turn them away. If people are vaccinated and wear a mask, then we should all be pretty well protected. If Santa Clara County orders masks, so will we.

C: [Provost] We received about 25% of surveys from students reporting their vaccination status. Of that 25%, about 96% reported being vaccinated. We are working on procedures where if a student is not vaccinated, it becomes an accommodation, and that would be listed for faculty. You are not allowed to ask why they aren't vaccinated. They are also working on a code of conduct. However, the Delta variant is changing things. We need to send out clear messaging as soon as we know more.

C: I think it would be really useful to have some kind of list or FAQ of specific procedures that is distributed to faculty and especially lecturers who may be new to campus during the first few weeks of class. It could be something that is updated every week.

A: [Provost] Yes, we might even go so far as to have information to be put in syllabi.

Q: We've been talking about the Delta variant and also we are still in fire season, so I wonder to what extent we are supporting faculty in our strategic planning with having the possibility of having to switch to online teaching? How are we getting ready for these possibilities?

A: [President] The cabinet has been talking about developing a continuity plan. We have a lot more knowledge about what we need to do this year than we did last year. It is going to be important to have messaging to the campus.

C: [Provost] We started to collect all the messages we sent out last year. If you recall, we shut down most of the first two weeks last year due to the fires. We do have to have an academic and business continuity plan. We can't make-up lost days/weeks every year. The challenge we have this year is that we are much fuller in housing so we can't assist in that way during crises as we did with UC Santa Cruz during the fires. We are pulling all the information together right now and will post it on the website.

2. The Executive Committee introduced themselves to Jeff Konya, Director of Athletics. Director Konya stated he had been a student athlete at Princeton. He went to law school at the University of Iowa. Director Konya has been an Athletics Director at four different institutions. He is committed to our student athletes and believes strongly in academics. He is looking forward to working with SJSU students and appreciated being invited to speak to the Executive Committee. He enjoys these types of presentations because they lead to healthy debates and Director Konya believes his Political Science degree as well as law school have prepared him for any challenge.

Questions:

Q: The Athletics Department provides good advising. I was wondering if you've connected with the other adviser initiatives that are happening on campus in terms of adviser training?

A: I think the advisers in Athletics do an exceptional job, especially during the pandemic. As far as the initiatives, I'm still a little too green right now to discuss them. However, I look forward to learning about them.

Q: The reason I'm asking is that we are expanding our advising personnel, but I don't know if we are expanding our advisers in majors that athletes typically take as well as in those

they don't typically take. It would be good for our athletes to interact with classes with students and instructors from other disciplines.

A: I couldn't agree with you more. In the industry there is a term called "stacking" that refers to stacking athletes in certain majors. We really need to serve all interests of the students in whatever major that is. I'm not about stacking. In my last university, we had a wide variety of degrees that our athletes were pursuing.

Q: I know you've spoken about your emphasis on social justice and diversity and also the importance of platforms for questions from student athletes. I'm wondering if you could say a little more about that and what those things might look like on the ground in practical terms?

A: I can certainly talk about where I'd like to be, but it really is going to be a discussion I have with the student athletes themselves. I have a deep commitment to the diversity, equity, and inclusion principals of national committees that are looking to elicit actionable change and not just check off boxes. Something that I am particularly interested in is opening up social media channels for student athletes so that they can express themselves. Also, student athletes can now express themselves in terms of their uniform. Legislation is going through the NCAA right now that would allow student athletes to monetize certain parts of their name, their image, and their likeness. I think the facilitation of that voice is very important for student athletes.

Q: You are coming into our Athletics Department at a time of great upheaval and a lot needs to be done to reestablish trust. Can you let us know how you plan on addressing this and bringing athletics at SJSU back to a place of respect?

A: We have already started some of that work. The coaches, assistant coaches, and I have worked together collaboratively to put together a mission statement about what we would like to be from this point forward. I think a lot of it comes down to authentic relationships and having effective communication. We also have to be very transparent in how we are operating and why we are making the decisions we are making. You mention trust and we have to get that back into everything we do. We have to reestablish trust with the whole university as well. There will be tangible change as we move forward.

C: [Chair McKee] Do you have any questions for us?

A: [Director Konya]: Yes, I'd like to know what information you would like to see from me going forward or any tidbits?

A: [Chair McKee] You and I will be in touch, and we can talk very specifically about what has been presented by the Academic in the past and what you might want to present. You can also call on me anytime.

C: We are not a Faculty Senate. We are an Academic Senate. We are comprised of Administrators, Faculty, Staff, Deans, Students, an Emeritus Representatives, and an Alumni Representative. Even though there are a lot of faculty in the Senate, every member is a Senator and has a vote. [Note: Except for the Honorary Senator who is a non-voting member. In addition, staff on the Senate are restricted to Student Services. Professionals III and IV that are serving as part of the General Unit and are representing faculty.]

C: One of the best presentations the Senate ever had was about concussions. It was very informative. I would like to hear more about women's sports and gender equity issues as well as hearing about social justice issues and how the students are involved.

C: [President] Gender equity is a big topic in the NCAA right now. I anticipate that we will get the first round of reports on gender equity from external consultants relatively soon. It is going to be instructive. The impact on women and their participation in athletics is profound in terms of the type of leaders it produces. It is something we need to pay attention to.

C: [Konya] This will be another benefit to using social media. We will be putting the stories of our athletes out there in a number of platforms to the campus.

C: We have a long history of shared governance and policy-making on this campus. You may find that the policies can help guide your work. [Note: All university policies are housed on the Academic Senate website at <http://www.sjsu.edu/senate/university-policies/current-policies-chronological-order.php>]. If you see a policy that needs review or updating, bring it to the Instruction and Student Affairs Committee and Chair McKee.

C: [Provost] A deeper integration of all advising support is critical. We should also look at the major numbers. One of the biggest emerging issues is graduate transfers. We have 12 entering graduate student athlete transfers this fall. They are in all sports. The NCAA is a messy, ugly beast that contradicts itself constantly. The graduate college is working very hard with graduate transfers.

C: [Konya] With the elimination of penalties for transfer from institution-to-institution, I think SJSU is going to be a really preferred destination in the collegiate athletic market. I also think the graduate transfer numbers are only going to increase moving forward.

3. The Executive Committee approved the agenda of July 26, 2021 (11-0-0).
4. Updates from the Policy Committees:
  - a. Professional Standards Committee (PS):  
The PS Committee is still looking for a chair.
  - b. Curriculum and Research Committee (C&R):  
The C&R Committee had two policy referrals from last year and I believe we will have some referrals from Graduate Studies as well. We will also be working on GE. It will be a busy fall.
  - c. Organization and Government Committee (O&G):  
The O&G Chair, Tabitha Hart, is working with last year's Chair of O&G, Karthika Sasikumar, on transitioning in as the new chair.
  - d. Instruction and Student Affairs Committee (I&SA):  
The I&SA Committee will be working on two student absence referrals. I&SA also has a referral on an equity policy we have. The Chair of I&SA will be meeting with the CDO to discuss that referral. There is another referral on inappropriate sexual behavior. I&SA will need to make sure our policy is up to date with Title IX. I&SA will also work on any policies regarding advising that come from President Papazian and Provost Del Casino.
5. Updates from the University:

a. Updates from the Provost:

Provost Del Casino brought up his growing concern regarding MPPs that are faculty that were not at their highest rank when they became MPPs. There are almost a half dozen people in this position. The RTP policy covers faculty. When you move to an MPP position, you are no longer faculty. Besides sending people back to their units for a year to go through the RPT process, the only other way is that the President can promote MPPs. However, this eliminates the faculty review. This is a real problem. In my previous institution, we didn't have this issue because Associate Deans were considered faculty.

C: Is this a Senate issue or a Collective Bargaining Unit issue?

A: I don't really know. I know that once I become an MPP I'm not considered faculty, but I still have retreat rights back to the faculty. Most MPPs do have a retreat right. What I don't know is can we have policy for evaluating people in MPP positions for faculty promotions?

C: I think it is worth talking to the CFA about.

C: [Provost] It is important and there are a couple of roads we could go. I do want to see us take up this issue this year. I would like to be able to provide some professional development guidance.

Q: My real question is about Chairs and what kinds of support is being put in place? I'm still hearing from chairs that it is a very stressful role. Many chairs are feeling burnt out.

A: We are putting together a summit and are going to go through some of these issues. Some of this is self-inflicted by the institution and some of this is structural which has to do with the way we fund education in California. I think there are some core things we can do. Some of the structural issues are in how we hire, how we enroll, and some of it is processes that we put in our own way. That is the goal of the summit. One of the issues is how we have structured the overall faculty. One thing that burns us all out is the review process. When we have twice as many lecturers compared to T/TT faculty, that is a lot of reviews to do. I think we should hire 100 lecturers into long-term positions and start to invest in the faculty. They would go through competitive searches. There is a ton of chair work right now. We have structurally put ourselves in the way in the past by not hiring long-term people. The President and I believe in hiring long term. Maybe one of the structural things we also need is more associate chairs. These are the kinds of things I'd like to do, and we need to have some conversations about some creative ways we can do these things.

Q: I think I may have misunderstood your question about Associate Chairs. I'm the Vice Chair in my department and I don't get anything for it. Could we get course release time?

A: [Provost] One of the questions I get is about making all chairs 1.0 and I disagree with it. If you are going to do that then you might as well make them MPPs. If you make chairs MPPs, it changes the game. That doesn't mean some large departments don't need more than 1.0 of chair support, but it shouldn't be provided by one person only. In the college I was in, chairs taught at least one or two classes a year. If you had a .60 and a .40 Assistant Chair in a department and they were getting 12-month compensation, you could get a 1.0. What I'm saying is we should put these ideas on the table. There is also a lot of difference in the colleges. If we are going to talk about changing structurally, colleges have to be able to set aside their individual ideas and

look at it from an overall institution perspective. This is what I'm hoping to get to as part of the process, but it will be hard.

Q: Could we come back to the topic of balancing demands for good service (research vs. teaching) again in the future?

A: [Chair McKee] I will bookmark that for a future meeting of the Executive Committee as well as the Academic Senate.

6. The meeting adjourned at 1:30 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on July 26, 2021 and transcribed on August 4, 2021. The minutes were reviewed and edited by Chair McKee on August 6, 2021. The minutes were approved by the Executive Committee on August 9, 2021.

**Executive Committee Minutes**  
**August 2, 2021**  
**via Zoom, 12:00 to 1:30 p.m.**

Present: Cargill, Curry, Faas, Hart, Kaur, Massey, McKee (Chair), Papazian, Day,  
Del Casino, Sasikumar, Sullivan-Green, White  
Absent: Mathur, Wong(Lau)

1. The Executive Committee approved the minutes of July 19, 2021 (7-0-3).

2. Update from the President:

We are trying to figure out what's going on with Santa Clara County. We aren't sure what the mask guidelines will be yet. We will follow what the county does. The county started changing direction a few weeks ago. We are also working through the process for vaccinations.

Questions:

Q: There are concerns from faculty that are teaching in-person or hybrid classes. First, they want to know if there are rules in place for social distancing on campus? Next, how is the university going to support faculty in the classroom if students won't wear masks and aren't vaccinated? This could be potentially difficult in a one-on-one situation. Can the university send out steps a faculty member should follow when confronted with these situations?

A: We are requiring vaccinations, so we will know who has an exemption in the classroom. The exemptions are a very small percentage of students. This is an endemic and we need to develop ways of living with it long-term. We can't always operate in crisis mode. Pfizer and Moderna are working to get approval for booster shots. However, our faculty, students, and staff are largely vaccinated, and you are about as safe as you can be in our environment. We will supply some FAQs.

C: [VP Day] Things can change rapidly. What I anticipate on the student conduct side is that we will see some violations in different categories, and we will have to address them. We will start with conversations with the student and then move on from there. We don't want faculty to become policemen. Faculty can fill out an online form and Student Affairs will contact the student. Repeated violations by the same person could result in the student no longer being able to be a part of the SJSU community.

C: [President] We will monitor this and if we start to see problems, we will see if it is the same student in multiple classes and address this.

C: [VP Day] We are only speaking about students here, but students could have the same issue with a faculty member.

Q: Who is communicating the information in the example you described?

A: We are talking about faculty in the classroom right now. If the faculty member isn't comfortable speaking with the student, then they will be able to go online and fill out a form and the staff of Student Affairs will contact the student and address the issues.

C: It would be very helpful to have lots of messaging about this and to have the protocols sent out to faculty and staff. It would also be good to have Frequently Asked Questions (FAQs) not only on the website, but also sent out to faculty and staff. In addition, it would be great if we could have some visuals as far as videos promoting wearing masks that students see as they come into each building.

Q: I have had a couple of conversations with students that are tracking the information they have found online on the COVID-19 dashboard. This shows all the locations on campus where someone has tested positive for COVID-19.. Students want to know if someone with COVID-19 was in a particular place, should they not visit that place for two weeks? Hearing that question, I'm thinking as a faculty member, what if a student doesn't want to come to class because someone that tested positive was in the building or classroom? Do I have to teach them online if they don't want to come to class?

A: [VP Faas] If we are in class together and I sat in the row in front of you and I come down with COVID, you will be contacted. However, if I sat in the back of the classroom, there's no problem. Everything gets cleaned multiple times a day.

C: [VP Day] If a student has been exposed, there will be direct outreach.

Q: What I mean is, if the student is afraid to come to class, what do I do?

A: [Provost] The university is not going to ask you to teach them online if they refuse to come to class. Students get sick all the time. We don't yet know what this is going to look like. We will make sure our makeup process is clear. If a major outbreak happens, that will change the game again. If they choose not to come to class, then it would fall under the normal makeup procedures.

A: [VP Day] I will bring this up at our next cabinet meeting and we will get back to you.

C: [From the chat] What should be done about lab spaces where students are moving around all over the lab?

A: [Provost] We may revise our policy so that labs have additional time between them to allow for the recirculation of air. These kinds of things can help. We have to have some conversations to see if this is feasible. We are in a different place than we were three weeks ago.

Q: What about an instructor that decides they want to change their in-person class and suddenly go all online?

A: Faculty can't change their class in the middle of a semester to a different class modality on their own. There is always a faculty member somewhere that goes on catastrophic leave. We have most pieces in place already for students and faculty that must take leave. We would look to our standard policies regarding illness and absences. Then again, if we had a faculty member that came down with COVID and was starting to feel better, but the faculty member could only teach online for medical reasons, we might support that as an institution. However, that is not a decision the faculty member can make on their own.

3. Update from the CSU Statewide Senate:  
The only thing that is happening at the ASCSU is that our September meeting has been changed to a virtual meeting. There was a possibility that the Fall meetings would be in person.

Just one point I'd like to address that is old news. Dr. Sylvia Alva has been appointed as the Executive Vice Chancellor for Academic and Student Affairs to replace Loren Blanchard.

There is also some discussion around Ethnic Studies and the three systems California Community Colleges (CCC), CSU, and UC. Nothing has been resolved. There is confusing messaging about whether the CCC is requiring or not requiring the Ethnic Studies class. This is frustrating to some people because it is going to be required in high schools. This has led to confusion about what the link between the CCC and the CSU is.

Questions:

Q: Has the decision been made about the new Faculty Trustee?

A: I have been asking weekly, and as of last week no decision has been made. I don't know why—maybe the President knows? Could it be the recall?

A: [President] I don't know why. It is probably because of more pressing issues right now. Hopefully we hear before the September Senate meeting.

4. Update from the Vice President for Student Affairs (VPSA):  
We are at 94% of housing capacity. We've added some specialized videos targeting Sophomores this year during Welcome Week. Sophomores did not have the opportunity last year to experience the campus as Freshmen and we wanted to do something specifically targeted to them. There will also be giveaways. We want them to feel they are a part of the campus and to feel engaged.

We have a new program called Spartan Village and Helping People Along. The idea is to establish small cohorts, whether the student is online or in person and that they remain connected throughout their time at SJSU.

Enrollment continues to be up. It will be interesting to see the impact of the pandemic and how changed division practices will shake out. However, it will be dramatically different from last year. We have about 3,900 Frosh right now and predict we will be in the 4,400 range. This is all ahead of where we have been.

We did do a student basic needs survey in Spring 2021. This gives us a specific snapshot of our SJSU students. As an example, instead of asking, "Have you experienced housing insecurity?" we are asking "how long have you experienced housing insecurity. The reason this is important is it allows us to then target more specific strategies to support that. What we are finding is that we have far more students that have short-term housing insecurity than long-term.

Questions:

Q: Perhaps, you, the AS President, and I (Chair McKee) can meeting and drill down on this survey?

A: Sure.

Q: I wanted to follow-up on my question at the last meeting about the APID/A Center and whether you had the meeting you talked about?

A: Yes, we did. My staff has developed a core group of people that will be the steering group that will be working on programming and building out the budget for that center. We also spent time in the meeting talking about peer review and the need for a leader in the space. I will have another one-on-one with my staff this week.

Q: I'm wondering about the Taskforce on Community and Policing Report that has been delayed. I had guests this past week on campus. They were professors that stayed at campus village. This was good and I'm grateful it is available for visiting faculty. However, there was some police action on 10<sup>th</sup> Street and it reminded me that we hadn't seen that report yet. Is there any update?

A: Yes, we were just given some edits and we are taking a look at those. When we are finished we will submit the final report to the President with our plan for how we are going to address the issues. We have a series of pretty comprehensive and robust recommendations. I think it will get us started in a really good direction. There will be plenty of opportunities to discuss it.

Q: [President] VP Faas, are you aware of what was going on downtown?

A: [VP Faas] Any number of things. There was very little SJSU activity of note. There was nothing of significance.

Q: [President] VP Faas, do you have a sense of a timeline for the new UPD Chief?

A: [VP Faas] Our Interim UPD Chief is only here for 900 hours so we are moving along. We have the search committee all set and ready to go. The search firm is also all ready to go. Should be about three months.

5. Update from the Associated Students President (AS):  
The Universal Design Project at the gardens is now complete.

All AS Departments are working diligently to get ready for the fall semester.

Stay tuned for the Grand Reopening of the AS House event.

This weekend we will be switching it back to the AS Director of Legislative Affairs as the CSSA representative.

I would like to urge faculty to be flexible when it comes to accommodations for students, ranging from financial need to being caregivers to mental health issues as we enter this fourth wave of COVID.

On the topic of the importance of communication, I am concerned with language that referred to students as “kids.” We are adults and we understand the severity of the pandemic.

Q: When the AS House reopens will there be an invitation to visit?

A: Our Grand Reopening is September 22, 2021 I believe. It is open to the public. As for the fall semester, the AS House will only be open when staff are in the building.

6. Update from the Provost:

I don't really have an update since the last meeting.

A message went out recently. Christina Mune is stepping in as Interim Dean of the library. This should be short term. A notice will go out to the campus by the end of the week. We are working on the MLK Library and Hammer Theatre. As for the library policy, floors 6-8 will be open only to SJSU faculty, staff, and students. Masks are required in the library, and this is easier since masks have to be worn on campus again. All shared spaces we have are complicated by what is going on.

Questions:

Q: How is the Research, Scholarship, and Creative Activity (RSCA) reassigned time program being sustainably funded and out of what fund?

A: There is a central pot of money that was matched by Academic Affairs originally. We moved dollars around and I think we are doing that again this year. It is supposed to be embedded in central funding. It is already baked into the long-term budget.

C: [President] This is an institutional commitment. It is part of our Strategic Plan. Students are also engaged. It is a high-impact practice. What we didn't anticipate when we launched Vision 2030 was the pandemic. We know what our long-term goals are. The money comes from different sources, but ultimately it is funding for the institution. That is something people don't need to worry about. We have committed to this.

C: I do get questions from people about what funds the money is coming from and what those funds are supposed to be used for.

A: [Provost] VP Faas and I have talked about doing a separate presentation to the Senate separate from our budget report. When President Papazian started at this university there were 625 T/TT faculty and now there are 726 T/TT faculty. The numbers do speak to the larger question. During the last two years of financial crisis, we didn't take a nickel away from T/TT hiring. We hired more T/TT faculty than any other CSU campus last year. We also fully funded RSCA and we fully funded the doubling of start-up dollars for faculty. The numbers match the philosophy and rhetoric of the leadership.

A: [President] Another goal for us is to really support student success through strengthening advising. Our goal is to get to 200 students to each adviser. We were at 800 to 1 before. The way to do this is to increase efficiencies. This is the benefit

of having a holistic budgeting model. In EOP, for instance, the admissions fees used to take 45 days to process and that is now down to 15 days. These are some of the benefits of increased business efficiencies.

C: I appreciate this, but I do think it involves a paradigm shift in terms of other budgeting models.

Q: I see that the Research Foundation contributed \$2 million to RSCA, but can you tell us who else contributed to the funding?

A: [Provost] I don't have all that information right now. There was a total of about \$5 million. Some of it was one-time funding and some was from Auxiliary reserves. We also moved some money around. I will take a look and let you know next week. There is built-in long-term funding for RSCA.

A: [President] We are trying to create as much flexibility as possible in our budget. Our goal is to grow the pie. Where the pie won't grow is in allocations from the CSU. We are confident in where we are headed, but we aren't there yet.

Q: Will we be able to see three-year budgeting for Student Success Excellence Technology Fee (SSETF)?

A: We are working on getting a pot of money together for funding these things.

7. The meeting adjourned at 1:33 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on August 2, 2021 and transcribed on August 3, 2021. The minutes were reviewed and edited by Chair McKee on August 6, 2021. The minutes were approved by the Executive Committee on August 9, 2021.

**Executive Committee Minutes**  
**August 9, 2021**  
**via Zoom, 12:00 p.m. to 1:30 p.m.**

Present: McKee (Chair), Curry, Day, Del Casino, Hart, Faas, Kaur, Massey, Mathur, Papazian, White, Sullivan-Green, Wong(Lau)

Absent: Sasikumar

1. The Executive Committee approved the agenda (EC Agenda of August 9, 2021, EC Minutes of July 26, 2021, EC Minutes of August 2, 2021, Consent Calendar for August 9, 2021) (11-0-1).
2. Update from the President:  
The focus of the cabinet is on the preparation for opening campus for fall next week. Much of information about opening the campus will be addressed in today's townhall.

Questions:

Q: Has there been discussion in the Chancellor's office about the impact of the Lambda variant on potential closing of campuses?

A: It is important to note that a lot of the decisions are based on local decision-making. We are staying in close touch with the local county officials. If there will be changes, it will mostly likely be determined by the local guidance that we receive.

3. Chair of Professional Standards  
Due to the resignation of the previous chair of Professional Standards, there is a need to appoint a new chair. Unlike other policy chairs, there is a distinct need to have a seated Professional Standards chair to assist with campus messaging, and to work closely with Faculty Affairs and the Provost's office before the new RTP cycle begins. Chair McKee and past Chair Mathur have been actively recruiting for a full professor to serve as chair. We have one nomination of a highly qualified candidate. Senate executive committee enacted bylaw 4.2.1, to act on the behalf of the senate while it is not in session. The senate executive also voted to suspend the bylaw 2.2.2.2, as there is only one highly-qualified full professor who is able to serve as chair (12-0-1).

The committee discussed the professional standards nominee,= Dr. Winifred Schultz-Krohn and unanimously appointed her to be the chair of Professional Standards (12-0-1).

Questions:

Q: Why was there only one highly qualified candidate?

A: There were others who were also approached, but they were not able to serve at this time. Professional Standards has significant workload, the chair coordinates with many offices and with CFA.

#### 4. University Communication

Currently, in terms of information there is a lot in flux right now. One suggestion is to put forward a FAQ that addresses very specific questions around instruction,= and campus re-opening. The provost has drafted an overall message and put together a FAQ which is being revised to ensure that it is in alliance and coordinated with Student Affairs and Deans. He may also share with UCCD and the senate executive committee prior to sending out to the campus. The provost noted that the campus has established emergency procedures. The president noted that we have received 80% attestation from faculty and staff. 90% of faculty and staff have reported that they are vaccinated. Nearly 20,000 students have attested and over 90% noted that they are vaccinated. Overall, in Santa Clara County we have a 84% rate of vaccination. As a campus we are at a fairly good rate of vaccination, but we do stay vigilant. We will be living this for some time.

Questions:

Q: Will there be a partner document for students?

A: Not a partner document, per se, but students have been messaged as a group and also individually.

Q: Could at least department chairs be messaged with those messages to students?

A: Yes we will look into doing that.

Q: Some faculty may need a change in accommodation due to children at home. How do you qualify for accommodations? What are the protocols for accommodation? Do they begin at the department level? Does a faculty member inform the department chair?

A: Chairs and directors cannot make individual accommodations. A faculty member can inform the chair, but it is the responsibility of the EARC (Employment Accommodations Resource Center). Modality is a university decision. WASC may hold us to the 50% face-to-face classes in the spring. We are currently at 40% in-person. It is important to note that individual cases will be also reviewed by the EARC.

Q: Has there been some consideration of changing some of the dates to withdraw, or late drop? There is not enough time to withdraw in case of an outbreak. And, this is especially for the in-person classes.

A: Some of this we will get advice and guidance from the system. We will adjust as we can in terms of deadlines.

C: It is important to have that flexibility for in-person classes, especially for those students who are immune-compromised.

A: If we have to change the course of the campus, we make adjustments. If there is a real major outbreak, everything will go remote anyways. We are at 94%

students. 98% faculty, 96% staff. When we need to make changes, we will. We are observing things carefully. If an outbreak happens, we may be dropping students without vaccinations. We want to avoid sending constant messages and we want to avoid sending conflicting messages. We are not going to change the messaging around Sept 30<sup>th</sup> deadline.

C: Historically, campus has pivoted more quickly than other campuses. We understand the anxiety, but as a campus we have done really well in the past, better than some of the other campuses.

5. Policy committee updates:
  - a. Organization and Government: No additional updates from the last meeting.
  - b. Instruction and Student Affairs: No additional updates from the last meeting.
  - c. Professional Standards: We can consider this updated with the appointment of the new chair.
  - d. Curriculum and Research: No additional updates from the last meeting.
6. University Updates:
  - a. VP, Admin and Finance

Questions:

Q: Any updates on the Science Building?

A: Major problems with turnover of fire marshals. We have gotten everyone aligned, and now tarping, quickly going to see glass going up. Working on inside slower than we would like. We are still hoping for next August unveiling.

Q: Any updates on the Alquist building?

Met with Department for General Services: they are happy with our progress. Also talked with former Senator Jim Beall. Discussed what it will take to knock building down, testing the groundwater. Conducting a massing study. Height is interesting, it could be quite tall. We can go higher, as that building is not in the flight path. The higher we go, then the lower the pricing of the units.

Q: Will the name be retained? Will this be a naming opportunity?

A: Name will not be retained. There will be a legacy plaque. SJSU will be looking for major donor. But for now, we call it the Alquist building.

- b. Provost and Senior Vice President:

There will be an announcement regarding the dean of the library coming out soon. Developing an Interdisciplinary Honors, group includes the Head of Humanities Honors, Anoop, and others. Developing an interdisciplinary minor for upper division students. This program is not going to be housed in an academic college. They have put together information for funding.

We have about 6 programs that want to offer their degree programs online via self-support. The provost would like to do a presentation to the senate on online education and self-support. We want to make serious investments in online education. Really want to create consistency in programming, pricing and other things that increase accessibility to students. The provost has some conversations with the system. The price will be the same for all programs. Curriculum, branding, budgeting all need to be worked out. This is not a requirement, and we are not trying to double enrollments. But some programs are interested in this. Hoping this allows increases in accessibility for students. We are working on making this a scale deal, not program-by-program. Scalability is critical. Have a road map aligned with strategic enrollment management. This is what Ron [Rogers] is working on and he has been meeting with various groups on campus.

President: Adding to this, this will allow us to reach working adults who might drop out at the end who can finish with this vehicle. These students tend to be diverse and Pell-eligible, people who have already incurred costs but were not able to graduate.

Q: Are these degree-completion programs? Or completely online?

A: Provost: These are existing programs, technically not degree completion. They are for the 60-transfer-unit students. We are using non-state dollars to invest in the infrastructure. We may not need campus senate review. In a self-support space if it is not sustainable, then it will not continue.

Q: There is a lot more involved in developing online programs.

Provost: We will invest non-state dollars into training. The question is do departments want their programs to be re-reviewed after they have already been approved. Is it necessary? Infrastructure is critical, the idiosyncratic approach of program review through C&R won't work. Trying to think creatively to provide access more quickly. Let me put together the plan for infrastructure and then present.

C: C&R doesn't just review curriculum. They also look at sustainability of programs to ensure that students are offered programs that will last.

A: Provost: Agree with sustainability. We have adult populations without any access to programs at all. So, we have to come up with a model. In a self-support space, if it is not sustainable, it will become obvious very quickly.

Q: What is the timeframe for what you are you thinking about?

A: We have two programs already piloted. We have a BS in Information Sciences and Interdisciplinary Studies. We are looking at beginning this in Fall 2022. Have to work with WASC about how they will be categorized. Also trying to get the system to see this differently as opposed to doing things they way that they have always been done.

Q: Do you think some of these should come through C&R? There are concerns about robbing Peter to pay Paul because lecturers were being

pulled into these programs as pay was better. I think it is a good idea to run things through C&R so there is a central entity looking at all these. Provost: I know the pieces. Having already approved programs reviewed would be a conversation between you and your programs.

Q: Is there a place where there is more information publicly available? A shared drive, campus presentations that we can review?

A: Background is being developed. So far it is conversations. Some conversations between Ron and me. I am trying to kick-off a larger conversation.

C: Thank you Vin for including staff in the OpED Project. Hope there are more opportunities for staff integration into campus projects.

c. Chief Diversity Officer:

Committee on Diversity report is going to Mary at the end of the week. Last year we had only 4 working group meetings, but we got a lot accomplished. We are opening up the process from within some small focus groups to the whole committee. Anti-racism Summer Institute just completed. 50+ faculty from 9 institutions, 7 champion faculty. Working with Engineering for another Summer Institute for their college next year. Looking at pedagogy and teaching and closing equity gaps for the tech sector and industry. Meeting with the chairs and directors to see how they can participate in the planning of this institute. Undergrad research opportunities program where faculty are being mentor researchers on equity and social justice research, program is being led by Dr. Akilah Carter-Francique. Goal is 30 faculty and 30 students (based on Michigan model). Starting this year, we are rotating faculty fellows through centers across campus to develop faculty programming. Today is the kick-off for parents and students for New Black Student event. Large integrated program. Participating in summer orientation for incoming students and we are working with housing staff. Working directly with the Family Advisory Board, first integrated large programming for students. Presenting to Jump Start (new faculty orientation). Will continue our support to BIPOC faculty. We had our own staff retreat on Friday.

Q: What is the status of the bullying taskforce report?

A: This has been dormant over the summer. We will connect to ensure that this is moved forward.

7. The meeting adjourned at 1:31 p.m.

These minutes were taken by Past Chair, Ravisha Mathur, on August 9, 2021 and transcribed on August 20, 2021. The minutes were reviewed and edited by Chair McKee on August 27, 2021. The minutes were approved by the Executive Committee on August 30, 2021.

**Executive Committee Minutes**  
**August 23, 2021**  
**via Zoom, 12:00 to 1:30 p.m.**

Present: McKee (Chair), Curry, Faas, Hart, Kaur, Massey, Papazian, Day,  
Del Casino, Sasikumar, Sullivan-Green, White, Mathur, Wong(Lau),  
Schultz-Krohn

Absent: None

1. The Executive Committee approved the Executive Committee Agenda of August 23, 2021 (12-0-0).
2. Chair McKee and the committee welcomed Senator Schultz-Krohn as the new Chair of the Professional Standards Committee.
3. Updates and Questions about Repopulation:  
This is a separate agenda item because there is concern from faculty about the approval process and criteria for a change in course modality. Chair McKee is concerned with the possibility that this could cause a rift between faculty and the administration. She has a query into Joanne Wright about the turnaround time for applications, accommodations, and requests for changes in course modalities and how many faculty members have applied at this time.

Questions:

Q: How did the student housing move in go? My nephew just moved into dorms at his college and already there are already some cases of COVID-19 in just the first couple of days so of course he is nervous about it. I was wondering what our housing experience has been?

A: [VP Day] Move in has gone very well. The vast majority of students in our residence halls are vaccinated. What is different now about moving into housing is that you have a specific time frame. You don't just get to walk in. We had about 2,000 students move in on Saturday and then Sunday a little less, and so on. Right now we have 3,486 students checked into housing. In theory there are 238 still not checked in. Some of these students may still move in and some may opt out. We did not let anyone in that was not vaccinated or had not gone through the exemption process. We have one student in I-House who tested positive. We do not have any in any other parts of housing. The vast majority of students are vaccinated. Right now we have a total of 3 students that are not vaccinated. We do anticipate that over time some people will test positive. All students that are not vaccinated must be tested.

Q: I have students contacting me wanting to know that if they have been vaccinated, but do a home test and it comes up positive what they are supposed to do next? Can we send out some messaging to students about the procedures and website reporting?

A: [VP Day] Yes, definitely. There is a lot of information that comes at you during the first few weeks. We will be messaging a lot. Just so you know, there are no sanctions for testing positive. Our position is that we want to get students and employees the support they need. First, we want to make sure you are okay, and then we want to ensure we notify those that you were in contact with.

Q: I went to the email we got to register our vaccination in two places, but when I went there it errored out. I tried many times. Whom do I tell about this and send the information to?

A: [President] There are two different mechanisms, one for the students to use and another for the employees. Employees access it through Peoplesoft. I'll check with you and make UP aware of the issue.

4. Update from the President:

I did want to start with an update on President Qayoumi. Several of you had reached out to me to find out how he was. We did reach him and he is in Hayward with his immediate family and is fine. He is concerned about people that he knows in Afghanistan, but for now his family members that are in Afghanistan are safe. I will leave questions about repopulation and the vaccine to the Provost and Vice President for Student Affairs.

I have spoken with the City of San José about the VTA and light rail. The city is very happy to have us returning.

We have joined with CSU Dominguez Hills and SDSU to formally request authorization for a doctorate in Public Health from the legislature. It will take four or five years before we could have graduates, but we anticipate a lot of retirements in the Public Health sector on the backside of COVID-19.

We are also looking at CV3 again. One of the things we realized when we renovated the Student Union is that we should have added a third floor. We don't have enough space there to do everything we would like to do. In moving forward with the replacement of Washburn, we won't have a traditional CV2 residence hall. First, we want to take advantage of the sun, because we don't want to completely shade the pool area. Next, we want to add a new dining complex and either one or two floors that can accommodate meeting spaces that are student-focused in addition to offering housing for students.

Questions:

Q: Can you give me the status of the APIDA Center?

A: [VP Day] We are beginning our recruitment of people with the background and experience we need. The job description is moving forward. We have talked about allocating funds so they are there when we need them to launch the program. When you talk about repopulation, you are really talking about space. We need to think about how we do space so that we are prioritizing it in a way that is best for students. We can't just slam everything into the Student Union and do it well for the

long term. VP Faas and I have been meeting and discussing this regularly. We have not landed on a search committee yet but hope to do so this week.

5. Updates from the Vice President for Student Affairs (VPSA):

We have 4,279 Frosh. We estimated 4,400, so we are getting pretty close to that number. We will probably land somewhere around 4,325. Interestingly enough, our transfer student numbers are down. We do think some of the UC requirements are impacting this. Hard to say for sure. I think there is some impact by the availability/non-availability of getting classes online. This is what we are hearing from some folks. It is a point of concern because we will continue to need to have a strong transfer population. This is something we are keeping our eye on. We need to dig into this further.

As some of you may know, we launched Spartan Village. This was designed to connect students across modalities during their first year. We are pretty excited about this. We are piloting this with a group of Sophomore students that didn't get the first-year experience last year. We want the students to feel connected. Last year people began to just fall away and we don't want that to happen.

The Weeks of Welcome are also underway. We are very excited on to have Johanna Jones speaking on campus Sept. 15, 2021. She is also very enthusiastic about coming.

Questions:

Q: Will the event with Johanna Jones be livestreamed?

A: Yes, it is a virtual event.

Q: Many undocumented students have been sending me questions about professional licensing after their education. I have contacted the UndocuSpartans Center about this issue throughout the summer but have not received a response. These students deserve a reply.

A: [VP Day] I will follow up. This is one of those things where I think we also have to bring the Career Center into it. It requires a collaborative approach. Often it requires a profession-by-profession collaborative approach. You can refer students directly to me and I will talk to them.

6. From the Associated Students President:

We have a board meeting on August 25, 2021 via Zoom. Board of Directors meetings start next week. We are working on a new FAQ regarding resources.

We have 57 children in the Child Development Center and have space for 27 more in the toddler age group (3 years or older). We have been recruiting student teachers and we still need a few more so we are continuing to recruit for that. We are staying vigilant with our safety and COVID-19 protocols. Parents are required to wear masks in the buildings.

We are also recruiting students for many positions on campus.

Our financial audit is going well and we anticipate its conclusion by the end of August 2021.

We have several events scheduled online and in person to welcome students back to campus including the Grand Re-Opening of the AS House on September 23, 2021 from noon to 2 p.m. You are all invited to this event.

I attended the California State Student Association (CSSA) meeting. We are currently dropping the policy agenda and the researching and categorizing phase from August 9<sup>th</sup> through September 8, 2021. The final policy agenda will be approved in October.

AS President Kaur will have her first one-on-one meeting with President Papazian and VP Day this week and is very excited.

Questions:

C: The student seats on Senate committees have been updated. Please take a look at the vacant seats. We don't want any student seats to go unfilled.

A: We have updated and simplified our student application. We will look at the vacancies as well.

7. From the CSU Statewide Senator:

Our first meeting will be held the first week of September. Committee meetings will be held September 1, 2021 with the plenary meeting on September 2-3, 2021. The next Board of Trustees (BOT) meeting will be on September 14-15, 2021. Lastly, Senator Sabalius has been reappointed by the Governor to be our faculty trustee.

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

Last Friday we had a cosponsored event with the City of San José outside of the MLK Library. We had food, drink, and a live band. Many of our alumni played in the band. Hundreds of people came out for it. We will be hosting another of these events this coming Friday. What is significant is that people are realizing what the impact of not having the university around has had over the past year and a half on the city.

9. Provost:

There are no new updates since the Executive Committee meeting last Monday. I'll take questions.

Questions:

Q: I understood from last semester that there are some advising updates?

A: An announcement went out today that we have a new Assistant Vice Provost for Undergraduate Advising and Success, Shonda Goward, coming from CSU East Bay

on September 13, 2021. Some of our colleges are also in the process of hiring additional advisers for our freshmen students.

Q: Is there someone in particular we should be coordinating with in getting scholars and potential faculty out of Afghanistan?

A: There are a number of people we would have to connect here. We have Joanne Wright in UP, and the Research Foundation; J-1 Visa's would mean we would have to provide jobs, etc. Departments would have to say yes first and then we would have to locate funds within the instructional budget, so it's not an easy answer. It takes something like nine offices to think this through. Probably my office would play a critical role if we are trying to bring them in as faculty. We would love to do something, but it is a matter of logistics.

C: It has always been this way. It takes multiple forms in triplicate to get a visiting scholar here. If in the future there is a way to simplify the process for visiting scholars, that would be greatly appreciated.

Q: Has your office sent out the approvals for faculty recruitment, and if no how soon can we expect that?

A: Yes, we have. We had two lists. One list was yes right off the bat, and the other list was maybe. On the latter list I wanted more information on how hires could help us address issues such as Latinx and LGBTQI issues. There were some questions about funding and if we could move things around and do them a little differently.

Q: So is there going to be some cluster hiring?

A: No, not really. We are pushing more towards the themed approach. We looked at issues and what makes sense given what we are trying to accomplish. I would love to see a cluster hire in LGBTQI, but we didn't push it. We did a deeper reading of job descriptions and offered a little more intervention. We asked departments to drill down a little deeper with what they were really trying to accomplish.

Q: So there was back and forth negotiation? This is an iterative process?

A: There is now. If they want a position, they must come back to us with the information we asked for.

10. Updates from the Chief Diversity Officer (CDO):

Our office participated in making sure the welcome back of employees went well. The feedback we have gotten is that staff thought it was great. This was a partnership with UP as well.

Our office is participating in Weeks of Welcome also. In addition, my office is supporting a faculty member for the Chicano/Latinx Center. We have Dr. Monica Gavino that will be supporting the blog and working in collaboration with the center. We are launching the undergraduate research opportunity program. This is a program where we are recruiting faculty to provide mentoring to undergraduate researchers. We are utilizing work study funds to fund students so they can have a research experience. Dr. Andrew Carter will be leading this program. We have a sister program at CSU Dominguez Hills. This summer we started training for staff on microaggression and management interactions and how to intervene.

Our Director of African-American Affairs launched a new Black Spartan Institute that was very successful. There were about 55 students who signed up. There was an opportunity for students and parents to meet professionals on campus.

Dr. Patience Bryant and Emerald Green have been working with Student Involvement and have organized meetings for those advisers, alumni, and students that are interested in revitalizing Black Sorority and Fraternities.

For the second time the Santa Clara County Board of Supervisors has recently funded a project to look at Asian-American community and identify issues with Yvonne Kwan. They have also reached out to the Office of Diversity, Equity, and Inclusion to support their work with their hate crimes taskforce. We were tasked with a contract to locate experts on campus to assist the taskforce. Supervisor Cindy Chavez reached out to SJSU because she felt we had a better pulse on what is going on with hate crimes. We also have some faculty and staff that are members of the hate crimes taskforce.

Questions:

Q: I have a question about the Campus Committee on Diversity, Equity, and Inclusion. Can you tell me what progress the committee has made on our recommendations from last year? Also, can you tell me what the committee will look like for this year?

A: The final draft will be submitted to the President very shortly. It will include feedback from the committee members. In terms of the work moving forward, one of the caveats last year was a result of the short timeframe we had. Part of the work this fall will be working on an overall plan for the university. This will be something that emerges from the committee. We need to do more substantive work that involves the subcommittees. Everyone had a two-year term so we will be accepting nominations in the spring for the following year.

Q: We were very active in encouraging people to take the census. Is there going to be some discussion of those findings?

A: We've already packaged the census data and it is being delivered to departments. We have focused on Native American and Asian American students. This information was shared with JumpStart and will be shared with the rest of the campus faculty and staff soon. We have met with one of the Native American faculty and staff groups. They sent me a message and are really grateful for all the support from the President, but they want to be thoughtful in their assessments and replies and are focusing on welcoming students right now. We will collaborate with them on a timeframe that works for them.

Q: What is going on with bullying [Committee on Professional, Productive, and Ethical Expectations in Work Relations]?

A: Alison McKee and I are setting aside time to move this forward. It is a hard problem to solve. We have a lot of materials, but we need to sit down and go through it all.

Q: Do you have any kind of a timeline for moving forward?

A: I will defer to Co-Chair McKee.

A: [Chair McKee] We two co-chairs are meeting next week regarding next steps. The committee is behind in its original projected timeframe, in part due to COVID-19 and a skeleton committee at this point. There is a commitment to report to the Senate going forward.

11. Updates from the Policy Committees:

a. From the Instruction and Student Affairs Committee (I&SA):

We are going to working on a few key policies this year. These are pretty complicated. I did want to ask about the Advising policy sent to the President. Is there any word on it or changes that need to be made?

A: [Provost] Given everything else going on, we have not had a chance to have this conversation. I apologize.

C: I understand. I just want to stay on top of it.

b. From the Professional Standards Committee (PS):

We will be addressing service in Retention-Tenure-Promotion (RTP) and will be gathering feedback from departments. We will also be looking at and discussing SOTEs with the Student Evaluation Review Board (SERB), which falls under the Professional Standards Committee. Also, we have a few department guidelines we will be looking at.

Questions:

Q: Thank you for taking on the role of Chair of the PS Committee. Will you have a discussion and possibly training around how to create those guidelines within departments?

A: My goal is to support the RTP Guidelines. I'm looking at how to have all voices come to the table. Guidelines should be supportive but not punitive or restrictive.

c. From the Curriculum and Research Committee (C&R):

I don't really have any updates since last week. Today we will be prioritizing our referrals and continuing to work on GE materials and hopefully bringing the full GE Guidelines to the Senate this year.

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

We will be carrying over key topics from last semester and these include Senate Expansion, University Sabbatical Committee, and deliberating on virtual meetings in the Senate going forward.

Questions:

C: [Provost] This is more of a heads-up. I have been to multiple staff related events and they talked about their role on the campus. I told them I'm a big fan of expanding the Senate and adding staff which would mean adding more faculty. I just wanted to let you know. At Long Beach we had a much larger Senate and had many staff members and it was very successful. I just want to say out loud that I do support thoughtfully adding staff to the Senate.

C: [Chair McKee] Thank you, Vin. I have also been receiving questions and engaging in discussions about having staff on the Senate so I appreciate your comments.

C: [Past Chair] I don't know how many staff actually go to the staff council meetings. I think that only about 20 people attend the meetings, so there isn't the representation there that they would have on the Senate.

C: [President] I'm very pleased the Staff Council has constituted itself and is doing its work. It is an important space for staff to come together. However, it is not equivalent to the Academic Senate. The Academic Senate is constituted in a very different way with a certain level of authority. The Senate is a space where different stakeholders come together. It makes sense to be more inclusive. I certainly would support a proposal of the Senate to add the staff voice. I don't think the Academic Senate and the Staff Council are mutually exclusive.

12. The meeting adjourned at 1:32 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on August 23, 2021 and transcribed on August 28, 2021. The minutes were reviewed and edited by Chair McKee on August 29, 2021. The minutes were approved by the Executive Committee on August 30, 2021.

SJSU 2021-2022 ACADEMIC SENTATE

September 13, 2021 CONSENT CALENDAR

2021-2022 SENATE VACANCIES

**ADD FACULTY, STAFF, STUDENTS, AND ADMINISTRATORS**

COMMITTEE TYPE	COMMITTEE NAME	SEAT	SEAT TITLE	NAME	ZIP	PHONE	TERM ENDS	CONSENT CAL
POLICY	Curriculum & Research	L	Chloe Quyên Cramer	Student-Senator	2022	46242	2022	8/9/2021
POLICY	Instruction & Student Affairs	E	Anoop Manjinder Kaur	Student-Senator	2022	46242	2022	8/9/2021 8/23/2021
POLICY	Instruction & Student Affairs	H	Jalen Allen	Student-Senator	2022	46242	2022	8/9/2021 8/23/2021
POLICY	Instruction & Student Affairs	I	Sharanya Kumar	Student-Senator	2022	46242	2022	8/9/2021 8/23/2021
POLICY	Instruction & Student Affairs	J	Student-Senator	Kadence Sky Walker	0268	46242	2022	8/23/2021
POLICY	Organization & Government	K	JaeLyn Sandoval-Rios	Student-Senator	2022	46242	2022	8/9/2021
POLICY	Professional Standards	J	Nina Chuang	Student-Senator	2022	46242	2022	8/9/2021

COMMITTEE TYPE	COMMITTEE NAME	SEAT	SEAT TITLE	NAME	ZIP	PHONE	TERM ENDS	CONSENT CAL
SPECIAL AGENCY	Athletics Board	I	Faculty-at-Large (Tenured)	Pat Backer	0061	43214	2024	8/9/2021
OTHER	Board of Academic Freedom and Professional Responsibility	H	General Unit	Darra Hoffman	0029	42490	2024	8/9/2021
OTHER	University Sustainability	A	Director Sustainability	Bill DeVincenzi	0066	43488	EXO	8/9/2021
POLICY	Committee on Committees	B	Business	Hyojin Lee*	0069	43693	2022	8/9/2021

\*Jennifer Bechhoff is on Sabb F2021, will be replaced by Hyojin Lee for the semester.

COMMITTEE TYPE	COMMITTEE NAME	SEAT	SEAT TITLE	NAME	ZIP	PHONE	TERM ENDS	CONSENT CAL
POLICY	Organization & Government	F	Humanities & Arts	Reiko Kataoka	0093	46624	2022	8/23/2021
OTHER	University Sustainability	H	Faculty-at-Large	Yinghua Huang*	0164	43274	2022	8/23/2021

\*Covering F2021 semester while Tianqin "Kelly" Shi" is on sabbatical

COMMITTEE TYPE	COMMITTEE NAME	SEAT	SEAT TITLE	NAME	ZIP	PHONE	TERM ENDS	CONSENT CAL
OPERATING	General Education Advisory	E	Engineering	David Parent	0087	43963	2024	8/30/2021
OPERATING	Program Planning	A	Vice Provost Institutional Effectiveness & Strategic Analytics	Junelynn Peeples	0020	41577	EXO	8/30/2021
OPERATING	Program Planning	D	Dean Graduate Studies or designee	Jeff Honda	0020	42427	EXO	8/30/2021
OTHER	University Library Board	C	Library Faculty (T/TT)	Carli Lowe	0028	82300	2024	8/30/2021
OTHER	University Library Board	D	Library Faculty (T/TT)	Nick Szydlowski	0028	82300	2022	8/30/2021
OTHER	University Library Board	E	Library Faculty (T/TT)	Anne Marie Engelsen	0028	82300	2024	8/30/2021
OTHER	University Library Board	O	Library Staff Member	Christine Holmes	0028	82300	2024	8/30/2021
OTHER	University Library Board	P	Library Staff Member	Jill Strykowski	0028	82300	2023	8/30/2021
SPECIAL AGENCY	Athletics Board	B	Director Division of Athletics (Non-Voting)	Jeff Konya	0062	41596	EXO	8/30/2021
SPECIAL AGENCY	Strategic Planning Steering	G	Dean	Dan Moshavi	0065	43419	2024	8/30/2021
OTHER	Academic Disqualification & Reinstatement Review	F	Associate Dean, Engineering	Nicole Okamoto	0080	43876	EXO	8/30/2021
OTHER	Academic Disqualification & Reinstatement Review	J	Associate Dean, Social Sciences	Anne Marie Todd	0107	45300	EXO	8/30/2021
OTHER	Academic Disqualification & Reinstatement Review	I	Associate Dean, Sciences	Shelley Cargill	0099	44999	EXO	8/30/2021
OPERATING	Graduate Studies & Research	A	Coordinator, Library Collection	Mantra Roy	0028	82039	EXO	8/30/2021
OTHER	Academic Disqualification & Reinstatement Review	L	Director Advising & Retention Services or designee	Michael Randle	0193	41537	EXO	8/30/2021
OPERATING	Undergraduate Studies	D	Education	Maureen Smith*	0075	43740	2022	8/30/2021

\*Maureen Smith is substituting for Maria Fusaro while she is on sabbatical

OPERATING	Student Fairness	I	General Unit	Mantra Roy	0028	82039	2022	8/30/2021
OPERATING	General Education Advisory	D	Education	Robin Love	0075	44698	2024	8/30/2021

OPERATING	Intl Programs & Students	L	Education	Kyoung Mi Choi	0073	43634	2024	8/30/2021
SPECIAL AGENCY	Campus Planning Board	I	Education	Andrea Golloher	0078	45791	2023	8/30/2021
SPECIAL AGENCY	Accreditation Review	R	Faculty-at-Large	Masaaki Tsuruike	0054	43040	2024	8/30/2021
OPERATING	General Education Advisory	G	Humanities & Arts	Allison M. Johnson	0090	43257	2022	8/30/2021
OTHER	Board of Academic Freedom and Professional Responsibility	E	Humanities & Arts	Harry Mathias	0098	44550	2024	8/30/2021
OPERATING	Intl Programs & Students	O	Humanities & Arts	Hahn Koo	0093	47093	2023	8/30/2021
OTHER	University Writing Committee	P	Science	Thomas Madura	0106	45268	2023	8/30/2021
SPECIAL AGENCY	Campus Planning Board	L	Science/Biology	Jennifer Johnston	3613	44904	2023	8/30/2021
<b>COMMITTEE TYPE</b>	<b>COMMITTEE NAME</b>	<b>SEAT</b>	<b>SEAT TITLE</b>	<b>NAME</b>	<b>ZIP</b>	<b>PHONE</b>	<b>TERM ENDS</b>	<b>CONSENT CAL</b>
SPECIAL AGENCY	Athletics Board	C	Senior Athletics Administrator Compliance (Non-Voting)	Kristan Kelly	0062	41514	EXO	9/13/2021
POLICY	Instruction & Student Affairs	M	Business	Nathaniel Lupton	0069	TBD	2022	9/13/2021
POLICY	Curriculum & Research	E	Business	Yan (Diana) Wu	0069	45574	2022	9/13/2021
SPECIAL AGENCY	Accreditation Review	K	Department Chair	Monika Kress	0106	45255	2024	9/13/2021
SPECIAL AGENCY	Budget Advisory	F	Department Chair	Tamar Semerjian	0054	43069	2024	9/13/2021
OPERATING	Faculty Diversity	I	Humanities & Arts	Shaun Fletcher	0180	42985	2024	9/13/2021
SPECIAL AGENCY	Accreditation Review	K	Department Chair	Monika Kress	0106	45255	2024	9/13/2021
SPECIAL AGENCY	Budget Advisory	F	Department Chair	Tamar Semerjian	0054	43069	2024	9/13/2021
POLICY	Organization & Government	D	Engineering	Farzan Kazemifar	0088	43393	2022	9/13/2021
OPERATING	Faculty Diversity	G	Engineering	Keles, Ozgur	0082	4400	2022	9/13/2021
*Keles is substituting for S. Ayca Erdogan on sabbatical 21-22								
OTHER	University Writing Committee	Q	Social Sciences	Christine Ma-Kellams	0120	45642	2024	9/13/2021
OPERATING	General Education Advisory	A	Vice Provost Undergraduate Education or designee (Non-Voting)	Melinda Jackson	0030	45293	EXO	9/13/2021
OPERATING	General Education Advisory	J	Faculty-at-Large 1 GE Area Representative	Liat Rosenfeld	0082	45182	2024	9/13/2021
OPERATING	Student Eval & Review Board	I	Science	Cristina Tortora	0103	48369	2022	9/13/2021
OPERATING	Institutional Review Board IRB	J	Science	Ehsan Khatami	0106	45235	2024	9/13/2021
OPERATING	Program Planning	U	General Unit	Tonia San Nicolas-Rocca	0029		2022	9/13/2021
OPERATING	General Education Advisory	K	Faculty-at-Large 2 GE Area Representative	Souvick Ghosh	0029	42479	2022	9/13/2021
SPECIAL AGENCY	Accreditation Review	A	Faculty Serving as Chair of Committee Member of Steering Committee	Pamela Richardson	0049	43072	2024	9/13/2021
POLICY	Organization & Government	I	Emeritus Rep	Christian Jochim			2022	9/13/2021
OPERATING	Institutional Review Board IRB	P	Prisoner Advocate	Mike Henehan D.O.			as needed	9/13/2021
POLICY	Professional Standards	H	Science	Neil Switz	0106	45252	2022	9/13/2021
POLICY	Curriculum & Research	G	Engineering	Katy Kao	0082	43827	2024	9/13/2021
OPERATING	General Education Advisory	1	Student-AS Board Member	Chloe Cramer	0128	46242	2022	9/13/2021
OTHER	Board of Academic Freedom and Professional Responsibility	C	Education	Matt Love	0078	43695	2024	9/13/2021
OPERATING	General Education Advisory	F	Health and Human Sciences	Denise Dawkins	0057	41327	2022	9/13/2021
OPERATING	General Education Advisory	L	Faculty-at-Large 3 GE Area Representative	Liz Jordan	0096		2023	9/13/2021
OPERATING	Undergraduate Studies	G	Humanities & Arts	Hojeong Lee	0098	43333	2024	9/13/2021
OPERATING	Student Eval & Review Board	H	Humanities & Arts	Elizabeth Walsh	0104	45205	2024	9/13/2021
OPERATING	Student Fairness	I	General Unit	Deborah Hicks	0029	n/a	2022	9/13/2021
SPECIAL AGENCY	Athletics Board	G	Senior Athletics Administrator for Academic Student Services (Non-Voting)	Julie Stansberry	0194	41252	Non-Voting	9/13/2021
SPECIAL AGENCY	Accreditation Review	K	Department Chair	Monika Kress	0106	45255	2024	9/13/2021

SPECIAL AGENCY	Budget Advisory	F	Department Chair	Tamar Semerjian	0054	43069	2024	9/13/2021
<b>REMOVE</b>								
COMMITTEE TYPE	COMMITTEE NAME	SEAT	SEAT TITLE	NAME	ZIP	PHONE	TERM ENDS	CONSENT CAL
SPECIAL AGENCY	Athletics Board	J	Faculty-at-Large (Tenured)	Seung Ho Chang	0054	48154	2024	8/9/2021
OPERATING	Student Fairness	B	Deanna Gonzales	Administration Representative	0016	42013	EXO	8/9/2021
OTHER	University Sustainability	A	Debbie Andres	Director Sustainability	0006	41946	EXO	8/9/2021
COMMITTEE TYPE	COMMITTEE NAME	SEAT	SEAT TITLE	NAME	ZIP	PHONE	TERM ENDS	CONSENT CAL
POLICY	Curriculum & Research	D	Health and Human Sciences	Winifred Schultz-Krohn	0268	43077	2022	8/23/2021
POLICY	Curriculum & Research	E	Business	Fangjun Xiao	0066	43473	2022	8/23/2021
POLICY	Professional Standards	B	Health Human Sciences	Jerilyn "Gigi" Smith	0059	43081	2022	8/23/2021
OPERATING	Faculty Diversity	I	Humanities & Arts	Yasue Yanai	0091	44063	2024	8/23/2021
OPERATING	Intl Programs & Students	O	Humanities & Arts	Yasue Yanai	0091	44063	2023	8/23/2021
COMMITTEE TYPE	COMMITTEE NAME	SEAT	SEAT TITLE	NAME	ZIP	PHONE	TERM ENDS	CONSENT CAL
POLICY	Curriculum & Research	G	Engineering	Nicole Okamoto	0087	43800	2022	8/30/2021
OPERATING	Program Planning	A	Vice Provost Institutional Effectiveness & Strategic Analytics	Jeff Honda	0020	42427	EXO	8/30/2021
OTHER	University Library Board	D	Library Faculty (T/TT)	Cheng Cheng	0028	82119	2022	8/30/2021
OPERATING	Program Planning	D	Dean Graduate Studies or designee	Lillian Zheng	0186	41516	EXO	8/30/2021
OPERATING	Graduate Studies & Research	A	Coordinator, Library Collection	Cheng Cheng	0028	82119	EXO	8/30/2021
OTHER	Academic Disqualification & Reinstatement Review	F	Associate Dean, Engineering	Jinny Rhee	0080	43876	EXO	8/30/2021
OTHER	Academic Disqualification & Reinstatement Review	J	Associate Dean, Social Sciences	Ron Rogers	0107	45300	EXO	8/30/2021
OTHER	Academic Disqualification & Reinstatement Review	L	Director Advising & Retention Services or designee	Cindy Kato	0193	41537	EXO	8/30/2021
OTHER	Academic Disqualification & Reinstatement Review	I	Associate Dean, Sciences	Elaine Collins	0099	44999	EXO	8/30/2021
OPERATING	General Education Advisory	L	Faculty-at-Large 3 GE Area Representative	Ruma Chopra* (on sabbatical)	0117	45515	2023	8/30/2021
OPERATING	Graduate Studies & Research	A	Coordinator, Library Collection	Cheng Cheng	0028	82119	EXO	8/30/2021
OPERATING	Undergraduate Studies	G	Humanities & Arts	Diane Lee	0225	44340	2024	8/30/2021
POLICY	Organization & Government	I	Emeritus Rep	Susan McClory			2022	8/30/2021
COMMITTEE TYPE	COMMITTEE NAME	SEAT	SEAT TITLE	NAME	ZIP	PHONE	TERM ENDS	CONSENT CAL
SPECIAL AGENCY	Athletics Board	C	Senior Athletics Administrator Compliance (Non-Voting)	David Rasmussen	0062	41514	EXO	9/13/2021
OPERATING	General Education Advisory	A	Vice Provost Undergraduate Education or designee (Non-Voting)	Kathleen McSharry	0090	44495	EXO	9/13/2021
OPERATING	Student Fairness	I	General Unit	Mantra Roy	0028	82039	2022	9/13/2021
SPECIAL AGENCY	Athletics Board	G	Senior Athletics Administrator for Academic Student Services (Non-Voting)	Eileen Daley	0062	41692	Non-Voting	9/13/2021
OPERATING	Student Fairness	F	Education	Nicole Ramos-Beban	0074	43734	2022	9/13/2021