

**SAN JOSE STATE UNIVERSITY ACADEMIC SENATE**

**2020/2021**

**Agenda**

**October 12, 2020, 2:00 pm – 5:00 pm**

**via Zoom: <https://sjsu.zoom.us/j/95344573378/>**

If you would like to attend this meeting, please contact the Chair ([Ravisha.Mathur@sjsu.edu](mailto:Ravisha.Mathur@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 September 14, 2020*
- 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 August 31, 2020*  
*EC Minutes of September 21, 2020*
  - B. Consent Calendar –  
*Consent Calendar of October 12, 2020*
  - C. Executive Committee Action Items –  
*AS 1786, Sense of the Senate Resolution, Honoring SJSU History: 150 Years in San José to be Celebrated October 20, 2020 as “Heritage Day” (Final Reading)*
- VI. **Unfinished Business:**
- VII. **Policy Committee and University Library Board Action Items (In rotation)**
  - A. Organization and Government Committee (O&G):
  - B. University Library Board (ULB):
  - C. Curriculum and Research Committee (C&R):
  - D. Instruction and Student Affairs Committee (I&SA):  
*AS 1785, Policy Recommendation, Amendment B to University Policy, S17-13, Undergraduate Student Honors at SJSU (First Reading)*

- E. Professional Standards Committee (PS):  
***AS 1784, Policy Recommendation, Amendment D to University Policy S15-8, Retention, Tenure and Promotion for Regular Faculty Employees: Criteria and Standards to Provide Guidance during External Reviews (First Reading)***

**VIII. Special Committee Reports:**

**IX. New Business:**

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

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

**XI. Adjournment**

**2020-2021 Academic Senate**

**MINUTES**  
**September 14, 2020**

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

<b>Ex Officio:</b> Present: Van Selst, Curry, Rodan, Delgadillo, Mathur Absent: None	<b>HHS Representatives:</b> Present: Grosvenor, Sen, Smith, Dudley Absent: None
<b>Administrative Representatives:</b> Present: Day, Faas, Del Casino, Wong(Lau), Papazian Absent: None	<b>COB Representatives:</b> Present: Rao, Khavul Absent: None
<b>Deans / AVPs:</b> Present: Lattimer, Ehrman, d'Alarcao, Shillington Absent: None	<b>EDUC Representatives:</b> Present: Marachi Absent: None
<b>Students:</b> Present: Kaur, Quock, Jimenez, Walker, Chuang, Gomez Absent: None	<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, McKee, Khan, Frazier, Taylor, Thompson Absent: Riley
<b>Emeritus Representative:</b> Present: McClory	<b>SCI Representatives:</b> Present: Cargill, French, White, Maciejewski Absent: None
<b>Honorary Representative:</b> Present: Lessow-Hurley	<b>SOS Representatives:</b> Present: Peter, Hart, Sasikumar, Wilson, Raman Absent: None
<b>General Unit Representatives:</b> Present: Masegian, Monday, Lee, Yang, Higgins Absent: None	

**II. Approval of Academic Senate Minutes–**

The minutes of May 11, 2020, Last Minutes of 2019-2020 were approved.  
 The minutes of May 11, 2020, First Minutes of 2020-2021 were approved.

**III. Communications and Questions –**

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

Chair Mathur welcomed all the Senators for AY 2020-2021.

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

Be sure that your full name is shown in your participant listing. Use the chat window for communication. Please ensure you mute when not speaking. If you are having bandwidth issues, please consider stopping your video. Type SL into chat if you have a question or an amendment. Wait until the senate chair calls on you. Do not post your questions in the chat unless requested. We will vote using the polling feature, only vote if you are a senator.

There are a few corrections to the Senate Agenda. The date should be 2020-2021 and not 2019-2020. Also, there are Executive Committee Minutes from August 3, 2020 that are in the packet, but not on the agenda. Finally, there is an error on the policy recommendation from the Organization and Government Committee, AS 1783. The title should be "Updating the Charge of the Student Evaluation Review Board" not "Updating the Membership of the Student Evaluation Review Board."

The Senate Office has moved out of the Administration Building and into two small cubicles in Clark Hall at the far corner of Clark 500. The Senate Chair is also inside of Clark 500 in an office at the far corner of Clark 500 that is Clark 520.

Over the summer the Senate participated in several activities. Some activities we are working on include a working group of Senators to look at how we are addressing racial inequity and anti-Black racism. If you are interested in joining this group, let Chair Mathur know. One of the first things the group is doing is writing a Sense of the Senate Resolution condemning anti-Black Racism. There is another working group discussing general education as we navigate the Board of Trustees Title 5 proposal and AB 1460. That group will be meeting this week.

The University Writing Committee and the University Library Board were moved into the category of Other Committees instead of under Special Agencies. This was correcting an error in the bylaws. The AVC and Senate Administrator have worked hard to complete updates to the committees and many seat titles over the summer. The Senate Administrator processed about 80 committee appointment letters over the last two weeks.

Chair Mathur welcomed 16 new Senators.

Congratulations to former Senator, Pat Backer, as the recipient of the 2020 CSU Faculty Innovation and Leadership Award.

Congratulations to Senator and CDO Kathy Wong(Lau) for winning the YWCA Silicon Valley Tribute to Women Award.

Happy 60<sup>th</sup> Birthday to our Senate Administrator, Eva Joice!

Chair Mathur urged everyone to continue to be considerate, patient, and kind during these very trying times.

Chair Mathur acknowledged the workload the cabinet, faculty, and staff have had over the summer. Many of our colleagues continue working well into the night and into the early morning hours.

**B. From the President:**

We are facing a pandemic, wildfires, and economic uncertainty. This is an unparalleled time. People may be experiencing things you don't even know about so kindness is essential.

Welcome to all new Senators and thank you for your service. Also, special thanks to the Executive Committee for working over the summer. It was especially important as we transitioned over the summer and looked at what our adapt plan would look like. The senate via the Executive Committee was particularly active this summer and provided leadership. Thank you for your dedication and commitment.

The adapt plan is posted online. We have to have measures in place so that we either move forward or take a step back if needed. This will continue to be updated and if there are any questions, and what are the measures we use to make the decisions take a look at the Health Advisories or FYI site.

The Chancellor has announced that Spring 2021 term will mirror what we have done for Fall 2020. There may need to be tweaks made to our plan as things evolve. Even if a vaccine is developed, we will need to have it and have it and be able to distribute it to everyone to ensure health and safety.

We have about 1,000 students living in residence halls. This is about 25% of our normal capacity. Priority has been for those who needed to be on campus. We had to control the density (having single rooms). Thus far things have been going fairly well in residence halls. The COVID-19 outbreaks we are seeing across the country at other institutions have primarily come from Greek Life or dorms in some communities. We have had a little of that, but not what other institutions are seeing.

Enrollment has been pretty stable, but the mix is a little different. For instance, we are slightly down in freshmen, but up in transfer students. This means a little different mix of classes with more upper division courses. We are slightly down in graduate students, but not as many as we thought we were going to be, since many people decided to come back and pursue their education. We have continuing students that increased their units as they weighed their options. We had concerns about continuing international students with some policies coming out of Washington over the summer, but most of our students

were already in the U.S. However, there are real reductions in our number of new international students, no big surprise there. We have overall stable enrollment with a headcount increase of about 1.5%-2%. This is great for our budget and it ensured we kept our faculty and staff working. Thanks to all of you and to all of your colleagues for your work.

A stable budget is dependent on enrollment. The CSU had about a \$300 million budget shortfall. Let's not pretend this isn't a difficult year. We are looking at some pretty big gaps. The biggest hit for us is in housing. We usually make about \$50 million and we are at less than 25% of that and we had to give refunds to students to the tune of \$15 to \$20 million at the end of the Spring term. The good news is that we do have reserves across the campus. One of expectations from the governor as well as from the legislature is that we use our reserves, and we have been using them in a thoughtful and careful way. VP Faas will go into more detail about that. We are using about 60% of our reserves this year and will be using more over the next two years. We see our recovery as taking that long. Hopefully, we can bring more students into housing next year. However, the state won't recover that quickly. We are fortunate that our enrollment is stable. We have been looking at efficiencies and places where we can save money. We have also used the Cares funding for faculty training, equipment (software and tools needed), and support for students. We used some of the funding for cleaning supplies as well.

We were fortunate that we didn't have to layoff faculty or staff. There were some layoffs in Chartwells and auxiliaries. The unions were great about working with us to come up with ways to reassign staff that did not have work to keep them working. The layoffs are different campus-to-campus. SFSU is up to about 130 layoffs. The circumstances are different on each campus. We have been fortunate we were able to continue to support our faculty and staff. However, there were some layoffs in the auxiliary areas. Furloughs are handled out of the Chancellor's Office. The Chancellor decided there would not be any furloughs this year. However, they may be on the table next year. It has much to do with how the payroll is paid out.

Couple of initiatives that are going on this year. Master facilities planning is continuing all year. We have to maintain our physical space even though we may be operating differently this year. This is really about supporting academic programming, and ensure we have the spaces to support the academic mission. The committee for this is chaired by the Provost. There will be lots of discussions across campus.

We are involved in the first impact study with the city of San José to really see the impact the campus has on the city. Edwin Tan in the President's Office is in charge of this study for SJSU.

We welcome Audrey Shillington, the new Dean of the College of Health and Human Sciences. We have also hired a new VP of University Advancement, Theresa Davis. Theresa started in July and is settling in. She has been working in examining all of our initiatives around the comprehensive campaign.

We are committed to racial equity and justice on this campus. This will be a university-wide effort and commitment and won't be ending anytime soon. The President will be announcing, in the next day or so, the membership of the Taskforce on Community Safety and Policing. This will be co-chaired by VP Day and Edith Kinney, Associate Professor in Justice Studies. There will be representation from all sectors on campus. They should have some meaningful recommendations for us by January 2021.

Interviews will be starting this week for a new position in the Office of the President for a Director of Advocacy for Racial Justice. There are some great candidates. There is another position that the CDO will be hiring for that will be a Black Equity trainer in ODEI. The Senate will also be addressing these matters. Many other groups also working on these issues, Solidarity network, Black faculty and staff, and others. We are looking at all the input we are getting to see where things overlap. There will also be a webpage (in design) where all this information will be and people will also be able to offer suggestions anonymously.

Questions:

Q: Can you speak to the Athletics program and alleviating their budget shortfall through savings since they are not traveling?

A: This is still a work in progress as far as what sports will look like for the Fall and the Spring. There is some work going on for possible events in the Spring. A lot of the issue has to do with testing and health and safety. We have to see if the new testing, the Abbott Rapid test, that gives almost instantaneous results will be available. In terms of the budget, there is an impact. There was a significant loss when the Big Ten decided to play only conference games. We would have made over \$1 million if we had played the Penn State game. There is a reduction in cost when not traveling. There are also media dollars. If we play in the spring, we will get some of those dollars. Athletics has trimmed their budget. We are also looking at some low interest loans coming out of the Chancellor's Office to help cover the shortfall, so it doesn't come out of the operating funds.

Q: A number of departments have pretty extensive PACE funds and we have gotten the word that the university may be taking those funds to help offset the budget shortfall, can you speak to that?

A: I can't speak to the details. I would defer to the Provost. However, at the end of the day it is one budget and one university. We are talking about a shortfall of just under \$100 million. This means we have to look at everything

on campus, even the auxiliaries. It is this or laying people off. We have to look at all the resources and then see what makes sense. At the end of the day it is a university problem. I don't believe in across the board cuts. It is not cost effective. We have to be very thoughtful where we can pull back and where we need to invest and we have to all be at the table to do that.

A: [Provost Comment] We are not taking all the PACE dollars. There is about \$18 to \$20 million in PACE. We moved about \$4 million. We are evaluating the overall pay structure. We've never had a cap on reserves and we are moving to a cap on reserves. We found there were about \$20 million in PACE reserves. We don't want that kind of money sitting in reserves. In addition, a lot of things were encumbered and we didn't touch those funds. We are creating a new model that should create more flexibility in the use PACE dollars. And we are looking at a new strategy to circulate the dollars more effectively that can be flipped back to teaching investment, want as money in the colleges as possible. Actually, in the entire budget restructuring this year, Academic Affairs only was cut by 3.5%. Sense of how much we centralizing, to ensure maximum dollars to the colleges.

C: [President] One comment about burnout. I just want to acknowledge it. Particularly when it is magnified with the pandemic, the economic times, and the K-12 school situation. We are very much aware of these problems and the impact on our students, faculty, and staff. This is why it is so important to remember that you do not know what someone may be going through so let us all be kind to each other.

#### **IV. Executive Committee Report:**

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

EC Minutes of May 4, 2020 – No questions.

EC Minutes of June 1, 2020—No questions.

EC Minutes of June 16, 2020—No questions.

EC Minutes of June 29, 2020—No questions.

EC Minutes of July 20, 2020—No questions.

EC Minutes of August 3, 2020—

Q: In the Updates from the Provost it says the Provost will be meeting with Joanne Wright to discuss where to place the RTP memo in the dossier and what to do regarding lecturers, so what is being done and why not place the memo for lecturers in the range elevation application as well as their annual evaluations in spring? My second question is regarding SOTES and SOTES being automatically uploaded, what is the mechanism to remove a SOTE?

A: [Provost] The answer about getting that memo into the range elevation documentation is, absolutely, we will be putting that memo in the dossier, and I'm happy to put it in the range elevation documentation. The memo addresses both lecturers and tenure and tenure-track faculty. The memo will

be included for multiple years. No problem we will make sure that this memo is put in there for lecturers.

Senate Chair recognized James Lee.

A: [James Lee] We happen to be uploading those memos to range elevation cases as we speak. Faculty may edit the attachments in the classes taught area in the additional student evaluations area. They should be able to remove any SOTES they want. We also recommend that faculty acknowledge where SOTES have been removed so reviewers don't get confused as to whether SOTES have been received or not.

EC Minutes of August 24, 2020—No questions.

**B. Consent Calendar:**

Consent Calendar of September 14, 2020—The consent calendar was approved as amended by AVC Marachi.

**C. Executive Committee Action Items:**

Vice Chair McKee presented a motion to suspend standing rule 17g, Remote Attendance, until such time where we can resume our normal meeting practice. The motion was seconded. The Senate voted and the motion carried. Standing Rule 17g is suspended until we can resume our normal meeting practice (43-0-2).

**V. Unfinished Business: None.**

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

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

**B. Curriculum and Research Committee: None**

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

**D. Professional Standards Committee (PS):**

Senator Peter presented ***AS 1778, Policy Recommendation, Amendment C to University Policy S15-8, Retention, Tenure, and Promotion for Regular Faculty Employees: Criteria and Standards to Provide Flexibility during Campus-wide Disasters (Final Reading).***

Senator Rodan presented an amendment to line 73 to add after, "the President," "in conjunction with the Academic Senate." The amendment was seconded. The Senate voted and the amendment failed (9-27-8). Senator Marachi presented an amendment that was friendly to the body in line 71 to add "community" after "campus." The Senate voted and AS 1778 passed as amended (41-0-3).

Senator Peter presented ***AS 1779, Policy Recommendation, Amendment A to University Policy, S20-4, Optional Exclusion of Student Opinion of Teaching Effectiveness Survey (SOTEs) Administered during Spring, Summer and Fall 2020 (Final Reading).***

Senator McClory presented an amendment to line 17 to change it to read, “to exclude any SOTE results obtained during times when there is an emergency declaration that affects the way in which faculty deliver their class materials to students from future evaluations.” The amendment was seconded. The Senate voted and the amendment failed (7-31-8). Senator Marachi presented an amendment that was friendly to the body to replace, “their particular learning styles” after “ill-suited” in line 30 with, “to effective learning.” The Senate voted and AS 1779 passed as amended (35-12-2).

**E. Organization and Government Committee (O&G):**

Senator Sasikumar presented **AS 1780, Senate Management Resolution, Updating Membership on the Professional Standards Committee (Final Reading)**. Senator Sasikumar presented an amendment that was friendly to the body to add to line 10 that this resolution, “Rescinds SM-F18-2.” The Senate voted and AS 1780 passed as amended (40-0-3).

Senator Sasikumar presented **AS 1771, Senate Management Resolution, Adding the Senate Administrator to the Committee on Committees (Final Reading)**. Senator Sasikumar presented a friendly amendment to change “advisor” to “member” in the first whereas clause, line 13, and to add a new sentence to the Resolved clause that reads, “and to replace the word advisor with member in sections 3.6 and 4.3.2. of the bylaws.” The Senate voted and AS 1771 passed as amended (42-1-5).

Senator Sasikumar presented **AS 1782, Policy Recommendation, Amendment C to University Policy S08-4, Updating Membership on the Campus Planning Board (Final Reading)**. The Senate voted and AS 1782 passed (35-3-5).

Senator Sasikumar presented **AS 1783, Policy Recommendation, Amendment M to University Policy S78-7, Updating the Charge of the Student Evaluation Review Board (Final Reading)**. Senator Sasikumar presented an amendment that was friendly to the body to replace IEA in lines 14 and 35, “Institutional Research.” The Senate voted and AS 1783 passed as amended (44-1-3).

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

**A. Chief Diversity Officer:**

We have hired a new Title IX Coordinator who starts on October 1, 2020. We have had an interim coordinator. The new coordinator’s name is Wendy Liss. She has worked with us before, but had to leave due to a personal emergency with her family, but is now available and we are thrilled to have her. We are also hiring a person to fill the seat of Director of Black and African-American Equity on our campus. This person will have expertise in training not only on Anti-Black racism issues on campus, but also have expertise on censoring black frameworks in academia either in teaching or in

pedagogy and with consulting across campus. This person will also be a liaison with different groups on campus such as the Chair of African-American Studies as well as the Director of African-American and Black Student Success. We are happy we have gotten such a good pool of candidates.

We have been working with the new Interim Vice Provost for Faculty Success, Magdalena Barerra, in helping with RTP candidate training as well training for RTP committee members. We are also strengthening and continuing training for faculty search committees. We are seeing success in hiring a more diverse faculty.

The CDO's Office will soon be ready to roll out mandatory training for MPPs on micro-aggression, empathy, and supervisory management of employees and intervention techniques. That training will come out in late September and early October and working with University Personnel on this training.

Rankin and Associates will present the results of The Campus Climate Survey at two Town Hall meetings on November 12 and November 13, 2020. We are finalizing the time. It was delayed this fall due to the sheltering in place due to the pandemic.

We will be appointing the President's Commission on Diversity, Equity and Inclusion. There is a complex charge for this group. There will be about 22 Commission members and some appointed staff members for support. There will be 6 students, 6 staff, and 6 faculty and a few at-large folks. This has been a long time coming. The structure of the group is that it will be assessing and looking at issues on campus as well as protocols, processes, and initiatives and programs. There will likely be open forums and a variety of ways that they will collect information. They will also be identifying priority areas for the President as well as assessing relevant data and reports. There will also be two alumni on this committee. One who has graduated less than 10 years ago and one who has graduated within the last 10 years. This committee has been a while in coming. This group will file a report with the President. The President will then act on these recommendations. A call for nominations will go out in two to three weeks. The appointments will be for two years, staggering the terms.

We have been working on the Anti-Bullying resolution that came out of the Senate. The President had appointed a taskforce to look at ethical work relationships in the workplace. That committee is going to extend its work into the spring and there will be a robust update on or before the last meeting of the Senate in the Fall.

**A motion was made to extend the meeting for 15 minutes. The motion was seconded. The Senate voted and the motion carried. The meeting was extended to 5:15 p.m.**

## **B. Faculty Trustee:**

Congratulations to San José State University on getting its new independent doctorate in Occupational Therapy! Congratulations also to President Papazian and Senator Schultz-Krohn! The Board of Trustees set the tuition for this doctorate at the last meeting in July 2020. Our campus is now ready to enroll students. The trustees plan to pass a fast track approval of a Masters of Arts in Teaching for implementation in Fall 2021 at its board meeting next week.

The Ethnic Studies graduation requirement was on the agenda in July 2020. After passionate debate and several votes the trustees approved a Title 5 mandate of an Ethnic Studies and Social Justice course graduation requirement. However, AB 1460 passed and was signed into law by the governor. As a result, the trustees have to align the Title 5 change with the new law. At the next board meeting it will come as an information item and then in November as an action item. The Title 5 change is rather simple, the proposal is to strike Social Justice from the title of the course, so it is only Ethnic Studies required course. Please remember that the trustees do not make curricular decisions. The Title 5 change merely creates a framework in which the other university entities can operate according to HEERA, the Higher Education Employer Employees Relations Act. How these Ethnic Studies courses will be implemented on campuses depends on the collaboration of the Chancellor's Office, the CSU Statewide Academic Senate, and the Council on Ethnic Studies as a representative of the disciplinary faculty. AB 1460 specifically names these three entities and requires their joint decision making.

In November 2019, the Board of Trustees asked for permanent augmentation to the CSU allocation of \$564 million. In July, Governor Newsome issued an increase of only \$200 million. This was already a disappointment. Since then everything has changed. Since Spring 2020, the CSU has lost nearly \$340 million in revenue and due to increases related to the pandemic. Fortunately, the CARES Act brought about \$300 million to the CSU, not including about the same amount that went directly to students. This just about covered our Spring 2020 losses. After a lot of negotiation and advocacy, the final allocation from the state of California left us with a \$300 million cut, a 7.4% reduction compared to last year. That is a half a billion swing from January to August. The effect the pandemic has had on the CSU can be estimated around a billion dollars. The hope is that an influx of federal funds would help offset these losses. However, this needs to be decided by Washington by October 15, 2020, but the way it looks now it is questionable whether the two parties will reach an agreement before the election. Only half of the CSU budget of \$7 billion comes from state funding. Over 40% comes from tuition and fees. Since our enrollment has remained steady, the CSU's total fund reduction will be about 4.4%. Just as we reach certainty on our budget for this

year, it is time to begin discussion about the budget for next year. According to the agenda for the next meeting, the board will discuss asking for a permanent augmentation of \$240 million. This is less than half of what we asked for last year. This would be a modest increase over our truncated budget this year of 3.4%.

Lastly, the trustees will select the next Chancellor of the CSU in closed session next Sunday and Monday. We expect to announce the new Chancellor at our board meeting next Wednesday, September 23, 2020. We are quite fortunate that each of the finalists would be a good Chancellor. The fact that they stayed in the competition for a year and a half speaks very highly of the finalists.

**C. Statewide Academic Senators:**

It is a pleasure to see everyone and hear such detailed reports today in community. This month I am reporting for my fellow CSU Statewide Senators, Senator Van Selst and Senator Rodan.

Trustee Sabalius reported on the status of AB 1460 and changes to Title 5. We have a very short timeline in terms of input. There will be a great deal of work ahead. Although we have given plenty of input over the course of the year on what we thought about an Ethnic Studies requirement, particularly one legislated or proposed by the CFA and the legislature. As you know, we worked very hard to extend various discussions and resolutions in opposition to AB 1460, not because we did not support Ethnic Studies, but because we did not support legislative intrusion. This year we have representation from SJSU's three CSU Statewide Senators on the Academic Affairs, Academic Preparation, and Faculty Affairs Committees of the Academic Senate California State University (ASCSU). We are also fortunate to have Senator Van Selst serving as Chair, of the GEAC for the ASCSU again this year. This is very important.

**D. Provost:**

We are finishing up hiring memos for tenure and tenure-track faculty. Those should go out to the colleges today or tomorrow so departments can start the hiring process. The goal is 60 to 65 lines, which should yield us anywhere from 48 to 50 new faculty. This is about replacement rate for a normal year. We are not focusing on cluster hires per se. We are not focusing as tightly, working around themes. We are using the three-year hiring plans as guide posts. However, we are trying to focus on BIPOC and Latinx faculty hires. We have been doing a really good job of increasing the diversity of the faculty hires on campus with the President's and CDO's hire. We have increased the diversity of the tenure and tenure-track faculty on campus moving from about 55% white five years ago to about 38% white this year. This means we have diversified in many areas. However, there is more work to be done and talking about a number of new strategies to implement.

The constant closing and opening of the campus has been interesting. I am thrilled to be part of this community and I want thank everyone for the effort to get this fall semester off the ground. The amount of work put in by the faculty and the staff, and I especially want to commend the staff, the work has been staggering. We can't thank everyone enough for all the hard work.

Questions:

Q: Can you give us an update on the plans for the MLK Library to resume limited services?

A: That plan is still ongoing. There will be an ability to get services from outside the library and to drop off items. I believe that is the plan. I haven't gotten an update from the Dean of the Library, but I will check and get back to you.

Q: I wanted to bring up range elevation. The deadline is this Friday, September 18, 2020 as I'm sure you know. There are 44 eligible lecturers and things are not going smoothly. Emails are not being replied to, retrieval of required documents is not happening, the e-faculty portal hasn't been open, and there have been a lot of errors and confusion with courses taught. The burden seems to be with the lecturers to ask the questions. However, when they ask questions, their emails are not answered. How can you assure lecturers they will not be penalized?

A: I will have a conversation with University Personnel as soon as I get out of this meeting to see where we are and how many lecturers are affected and we will see if there is need for an extension. If we need a little more space and time, I'm sure we can accommodate that.

Q: I think an extension would be great.

Q: If we are doing searches for new faculty, and also our students are having difficulty getting access to materials, then reopening the MLK Library is an issue that I really want to push.

A: I hear you.

Q: Thank you.

#### **E. Associated Students President:**

Our Cesar Chavez Community Action Center will be celebrating their 15 year anniversary with a couple of events and giveaways.

Our Child Development Center continues to serve families and provide them with high quality care.

Our government department created a timeline for the students' "Election Council" and we will begin recruiting for special officer positions. We also have our college representative positions out for the Academic Affairs Committee as well as other AS committees.

Our General Service Center recently hired RSM as new auditors. Some current projects we have going on include a financial audit, and finalizing department goals to align with our Strategic Plan.

We are planning the move back into the AS House. However, we are waiting for permits.

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

There is a lot of construction going on around campus. We hired our AVP of Facilities, Traci Ferdolage, who started in May. Traci is a seasoned professional who came from UC Santa Cruz prior to that was at Humboldt. It is a great relief to have a quality person on the staff to help us navigate everything going on with fires and COVID.

Construction-wise the Science building is moving along and going on well. The outside of that building will be going up in the fall. The parking garage and recreation field at South Campus will be finished in late November or early December 2020. You will be seeing a lot of underground utility work going on. We are putting ballasts outside of Clark Hall that will stop anyone getting on campus going down 7<sup>th</sup> Street. That has been an issue.

The construction in Clark Hall on the fifth floor is almost finished. We welcomed Chair Mathur and Eva, who were moved over the weekend.

Questions:

Q: Many people that come on campus are not wearing masks. How are we going to address this as we return to campus?

A: You are welcome to tell people to wear a mask. We have put up signs. Only faculty, staff, and students are supposed to be on campus. We have gotten pushback, following Chancellor's office rules. I can't say anyone is enforcing those rules. We aren't arresting anyone at this time.

Q: Some universities have hired extra security to enforce this. However, as people return to our campus something will have to change.

A: If you walk across campus, see something, say something. It is all of our responsibility to say something. I haven't had a single person I've asked not reach into their pocket and pull out a mask and put it on.

Q: With housing revenues falling short, couldn't housing costs be decreased in order to attract more students?

A: This really isn't a rate issue. This is a demand issue. It is how many students we are allowed to have in housing. There are 4,000 beds in housing, but we can only have 2,000 people in housing to begin with. Then you have online classes and students are working from home. They don't want to spend that money. We anticipate when we come out of the pandemic that demand will pick up. It will take another year at least. We really need more

housing for students. We are continuing the work on the Alquist Building. We hope to break ground in a couple years.

**G. Vice President for Student Affairs:**

There is a lot happening with enrollment. This is a conversation we should revisit. There could be some very substantial shifts in how we think about enrollment.

Just a FYI, we did house about 50 UC Santa Cruz students displaced due to the fires. We were asked by the city and we accommodated those students.

Staff in Student Affairs have been doing an exceptional job of making the transfer to online activities. One example is the Spartan Speaker Series. First speaker was Leslie Odom Jr. There were 600 students in attendance. There is another event this coming Wednesday, Dr. Mona Hana-Attisha

You may have heard about lots of student conduct issues across the country and masses of students being kicked out of schools. That is not going to happen here. We believe in due process.

Lastly, we are ready to reopen our facilities as soon as the county gives the go ahead. We are ready to go.

**VIII. Special Committee Reports: None**

**IX. New Business: None**

**X. Adjournment: The meeting adjourned at 5:15 p.m.**

**SJSU Academic Senate  
October 12<sup>th</sup>, 2020 Consent Calendar**

Add to Committee	Name	Zip	Phone	Term	Seat (Title)
Accreditation Review Committee	Stacey Porter	0002	41177	2021	Seat M - Member At Large - Off Campus Community (appointed by President)
Accreditation Review Committee	Sumita Raghuram	0070	43567	2021	Seat R – Faculty At Large
Campus Planning Board	Edwin Tan	0002	41117	EXO	Seat F – President’s Designee
Campus Planning Board	Trevor Thompson	0002	41177	2021	Seat Q - Community
General Education Advisory Committee	Marjan Madadi	0069	43513	2021	Seat J – Faculty at Large (1) GE Area Representative
General Education Advisory Committee	Leslye Tinson	0108	45871	2022	Seat K – Faculty at Large (2) GE Area Representative
General Education Advisory Committee	Ruma Chopra	0017	45515	2023	Seat L – Faculty at Large (3) GE Area Representative
Instruction and Student Affairs	Chris Yang	0031	43903	2021	Seat U – General Unit (2)
Organization and Government	Soma DeBourbon	0107	47747	2021	Seat D – [Education] FAL
Program Planning Committee	Anji Buckner	0052	42971	Dec.2020*	Seat F – Health and Human Sciences
Traffic, Transit, and Parking	Denise Dawkins	0057	41327	2022	Seat H - Faculty

Remove from Committee:	Name	Zip	Phone	Term	Seat/College
Campus Planning Board	Lisa Millora	0002	41177	EXO	Seat F – President’s Designee
Organization and Government	Robert Ovetz	0119	45555	2021	Seat D – [Education] FAL

\* One semester placement. Deepika Goyal to return Spring 2021.

**Executive Committee Minutes**  
**August 31, 2020**  
**via Zoom, 12:00 p.m. to 1:30 p.m.**

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

Absent: Faas, Wong(Lau)

1. Chair Mathur announced that she had approve some editorial changes to seats such as the Associate Dean of Undergraduate Studies to the Associate Dean of Undergraduate Education. Chair Mathur, AVC Marachi, and the Senate Administrator are working through the changes being careful to see that only those changes that are merely a title change and not a position change are made without a referral to the Organization and Government Committee. However, there are additional changes like this nearly every day and it takes time.

**Questions:**

Q: What about developing a checklist for these type of changes that could be automatically sent to the Senate when they occur?

C: The Committee on Committees is working on incorporating some processes.

A: The Senate Chair and AVC are working with the VP of Strategy and Chief of Staff on reviewing the requested changes to ensure only titles are changed.

2. The Executive Committee approved the minutes of August 24, 2020 (11-0-0).
3. There was no dissent to the Consent Calendar of August 31, 2020.
4. The Executive Committee, acting in absence of the Academic Senate, approved the appointment of Dr. Nancy Dudley as a one semester replacement from the College of Health and Human Sciences for Dr. Winifred Schultz-Krohn on the Senate and the Curriculum and Research Committee (11-0-0).

**Questions:**

Q: When can the Professional Standards Committee expect to have the position for the Deputy Provost changed to the Vice Provost for Faculty Success?

A: The Organization and Government Committee has already drafted a Senate Management Resolution to bring to the Senate on September 14, 2020.

5. President's Update:  
It has been a rocky start to the semester with the fires. SJSU has reached out to UC Santa Cruz and we now have about 50 of their students and some of their staff in our residence halls. People do not know what they may be going back to.

There are ongoing discussions about the spring semester. We do not know if a vaccine will become available and if people will take it. The President's best guess is that spring will resemble fall. It will most likely be several years before we are close to anything normal.

The governor has signed AB 1460. There is an aggressive timetable to enact the Title V changes. The president did raise the question with the Chancellor about why the classes had to be in area D. We may look at cross listing some classes. One strength we have is that we have continued to hire Ethnic Studies professors.

The president's Community Policing and Safety Committee will have about 12 people and will begin meetings this fall. They will work on coming up with recommendations for the campus by spring. The President will announce the committee to the campus next week.

The president's office has finished the application review for the Director of Advocacy and Racial Justice position in the President's Office. There is one additional Equity Trainer position that will be out of the Chief Diversity Officer's Office.

A big issue with the budget has been the decrease in housing revenue. This semester we only have 25% of our normal occupancy. Many other institutions have already given layoff notices. The president has been given authority for layoffs. However, we are not doing layoffs this year. We are relying on reserves. We will have to see what happens with the federal funding next year.

**Questions:**

Q: Are we thinking of trying to open the campus back up during spring semester, because trying to transition back would be very difficult?

A: We should plan on still being primarily online through spring.

C: Our strength this semester was that we announced things early. We should plan on a schedule that looks a lot like fall for spring. We might think about possibly having some 7 ½ week courses in late spring on campus depending on what occurs, but you should plan on mostly online.

Q: Does the no layoffs mean we won't be having fewer classes and laying off lecturers?

A: Our student numbers are pretty good, but have shifted. We have more transfer students, but fewer graduate students. Our enrollment is about 2% above last year. Students need to be able to made academic progress. However, there may be places where we need fewer classes and others where we need more.

Q: Is anyone addressing burnout in the staff? For instance, the staff in Student Affairs worked all summer long. Faculty are feeling very tired in this second week of classes.

A: The administration discusses this frequently and University Personnel has taken up wellness. The administration faces this as well. No one is taking vacations, because there is nowhere to go. We encourage people to take long weekends or days here and there. This will only get worse with school starting and children being at home. The provost said it best when he said we all need to be kind to each other and remember you don't know the pressures or issues someone may be facing at home

C: Thank you for that answer. Along those lines, if there is any way the administration could find a way to assist the staff by alleviating some of that pressure it would go a long way. For example, the Senate Administrator must work without a student this semester. The Senate Administrator is the only staff member in the Senate Office and now every appointment letter and every website change along with minutes and other duties must be completed by one person. Having a student assistant would go a long way in alleviating some of that stress.

C: We are seeing this burnout in faculty and staff across divisions as well as Zoom fatigue in students.

Q: Will commencement be virtual again this year?

A: The president does not see any way that commencement can be in person in December 2020. We do not know yet about spring.

6. Chair Mathur presented a motion to suspend Standing Rule 17g for an indefinite date until the campus is safe again for in-person meetings. The Executive Committee acting as the Academic Senate approved the motion (13-0-0). We will ask the Senate to suspend this standing rule in our first meeting of the semester.

7. Policy Committee Updates:

- a. **Curriculum and Research Committee (CR):**

- C&R is working on curriculum reviews and a first-year experience policy.

- C&R is continuing general education discussions while awaiting for guidance from the chancellor on Ethnic Studies and will probably bring something to the Senate in October or November.

- C&R is working on a curriculum policy in general, and reviewing all old policies from the 60's to

see if they are still needed and current, or need to be rescinded.

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

O&G has completed four Senate Management Resolutions in their first meeting to bring to the Senate at the September 14, 2020 Senate meeting.

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

A waiver went out regarding internships that did not read very friendly. I&SA is looking into this.

I&SA is working on updating the Academic Integrity policy.

I&SA has encountered some push back on a wait list policy suggesting it is a procedure and should not be policy. However there are key principles that should be addressed via policy.

**Questions:**

C: Students used to have to get an add code from their professor. This allowed faculty the time to reach out and help the student catch up with missed material. Now we have no say in this process, and we don't know who is added when (and thus outreach is more difficult and students will start off behind in the course).

**d. Professional Standards Committee (PS):**

The amendment to the RTP policy has changed quite a bit since Chair Peter brought it to the Executive Committee in June 2020. Although a memo was suggested, a memo has no force behind it and PS feels it could be seen as only a suggestion.

PS is working on policy related to SOTE reviews for classes that were moved online. Many faculty feel it is unfair to be evaluated on courses that were never intended to be taught online. However, other faculty would like to be evaluated. Chair Peter reminded everyone that SERB handles anything related to SOTES.

PS will be discussing guidelines for external reviews.

PS will also be asking the Board of Academic Freedom and Professional Responsibility to review and possibly adopt the Academic Freedom Statement from the University of Chicago. The University of Chicago is the gold standard in Academic Freedom.

**Questions:**

Q: Many faculty taught in a compressed schedule over the summer. Will the SOTES policy be inclusive of summer?

A: We will take that up today. Departments decided whether to do SOTES over the summer and some did not consult with their faculty.

Q: The University of Chicago Academic Freedom statement is more on inquiry have you discussed freedom of expression issues?

A: Not yet, but the Board of Academic Freedom should be consulted first. We have an obligation to ensure many voices are heard at the university.

**e. CSU Statewide Representative:**

There are two main issues at the ASCSU. The first is AB 1460. The Council of Ethnic Studies has said that campuses need to go through their Senates.

There are many questions regarding spring. As the president said, this may come in September.

**f. AS President:**

AS has been developing a COVID-19 return to campus plan.

Online order forms for course readers are on the website.

AS has added a marketing feature to the website.

The AS events team held their first meeting on September 3, 2020. There are 50 students registered.

AS is currently undergoing a department audit.

An issue has come up regarding inappropriate Zoom etiquette. It has been reported and is being dealt with.

**Question:**

Q: Is there a rise in inappropriate Zoom etiquette?

A: There is no rise in behavior, but it is an extension of the electronic culture. This particular student will face expulsion.

g. **Vice President for Student Affairs:**

Last Wednesday was the first in the Spartan Speaker Series. It was a great success. There were 600 attendees.

The VPSA will in the next month or so brief the Executive Committee on enrollment and future plans.

Regarding the COVID-19 cases and Greek life, they have been given direct orders on procedures from the county.

**Questions:**

C: It is important for frosh to get connected to student organizations especially now. Is there a process to follow-up on students?

A: Students are getting an orientation leader that stays with them. There are also about 800 students in the residence halls. We are finding where our gaps are.

8. The meeting adjourned at 1:36 p.m.

These minutes were taken and transcribed by the Senate Administrator, Eva Joice, on August 31, 2020. The minutes were reviewed by Chair Mathur on September 1, 2020. The minutes were approved by the Executive Committee on September 21, 2020.

**Executive Committee Minutes**  
**September 21, 2020**  
**via Zoom, 12:00 p.m. to 1:30 p.m.**

Present: Curry, Day, Del Casino, Delgadillo, Frazier, Marachi, Mathur, McKee, Peter, Sasikumar, White, Papazian

Absent: Faas, Sullivan-Green

1. Chair's Update:

Chair Mathur acknowledged the passing of Justice Ruth Bader-Ginsburg. She also acknowledged September 21<sup>st</sup> is the United Nations' International Day of Peace, with non-violent observation and cease fires across the world. Chair Mathur announced that VP Faas had been called away for last minute business and would not be joining the meeting today. IS&A Chair Sullivan-Green has a family emergency.

2. Approval of Executive Committee Agenda of September 21, 2020 [Executive Committee Agenda of September 21, 2020, Executive Committee Minutes of August 31, 2020, Consent Calendar of September 21, 2020] (13-0-0).

3. The Executive Committee discussed statements of interest for the Accreditation Review Committee (ARC). A motion was made to approve Dr. Sumita Rashuram for a one semester appointment. The motion was seconded. The Executive Committee voted and the appointment was approved (13-0-0).

4. The Executive Committee discussed statements of interest for the General Education Advisory Committee (GEAC). A motion was made to approve the appointment of Alaka Rao to the Business seat. The motion was seconded. The Executive Committee voted and the appointment was approved (13-0-0).

The Executive discussed and approved the appointments of Marjan Madadi, Leslye Tinson, and Ruma Chopra to the three GE Area Representative seats. A motion was made and seconded to stagger the terms. The Executive Committee voted and both motions were approved (13-0-0).

5. President's Update:

The President thanked Chair Mathur for her comments regarding the passing of Justice Bader-Ginsburg. Her work and advocacy changed the trajectory of many people's lives especially in terms of gender equity.

The President signed 3 of the 4 policies sent to her after the Senate meeting on September 14, 2020, including the RTP disaster amendment. However, the president will not be signing the SOTE policy.

We should plan on the Spring 2021 term looking much the same as the Fall 2020 semester.

As far as COVID-19 and health and safety on campus, the density of students and employees on campus is pretty low and we are safely within the county limits.

There will be an announcement this week about the Chancellor-elect. This announcement will be made during the Board of Trustees meeting coming up this week.

Questions:

Q: Thank you for signing the RTP disaster amendment. Will you be declaring a disaster now?

A: Yes, and a memo will go into the files.

Q: Regarding the article on Athletics, are the students who expressed the initial concerns as well as

the students today being supported in terms of whistleblowing? Are there transparent ways for athletes to report incidents/concerns safely?

A: The President authorized a new investigation at the Chancellor's Office level. SJSU is not conducting the investigation. There is no retaliation by anyone. Five separate investigations have been launched with no findings of wrongdoing on our part. The students, staff, etc. have all been contacted and interviewed again as part of the Title IX investigation that has also been moved to the Chancellor's Office. There were four other reports outsourced to other entities to avoid the appearance of a conflict of interest. There are some good recommendations for better ways to do things that we will be looking into. The President urged committee members to be careful when reading articles about someone who has a reason not to be happy with SJSU.

Q: There is a rumor that Marna Genes is leaving SJSU. The VP of Finance needs a good partner in that position during uncertain financial times. Can you confirm this?

A: The President will not comment on a rumor. However, if she were to leave there would be prep for a smooth and responsible transition. The university would seek to fill that role as soon as possible.

6. Senator Julia Curry presented a Sense of the Senate Resolution, Honoring SJSU History: 150 Years in San José to be Celebrated October 20, 2020 as "Heritage Day." The resolution will come from the Executive Committee to the full Senate at the October 12, 2020 meeting. A motion was made and seconded to approve the resolution. The committee voted and the motion passed unanimously (13-0-0).

7. General Education Updates:

Chair Mathur, Provost Del Casino, and Chair of the Curriculum and Research Committee, Brandon White, discussed an amendment to the GE policy that would establish Area F, Ethnic Studies, and at the same time reduce Area D by three units. Guidelines and timelines coming from the Chancellor's office is driving the need for this amendment. The five learning objectives have already been established by the ASCSU. However, they are unclear how detailed the Executive Order is going to be when it comes to Ethnic Studies, including who will be qualified to teach and how many students can be in each class. We will not be able to get through everything by the December deadline. The plan is to bring a skeleton policy for a final reading on October 12, 2020. We have to ensure the catalog rights of our students according to law, which is silent about who can teach these classes. Our campus must ensure we have GE guidelines for Area F. According to Title V, we must reduce Area D, and the Chancellor's Office will enforce staying within the 120 units. This is not as much of a big deal as it is for some other campuses, such as Maritime, that have zero classes. If we don't ensure the catalog rights, we can't meet future graduation mandates. We need to provide a guaranteed course in our catalog to frosh entering in Fall 2021. Courses will likely be cross-listed with the Ethnic Studies prefix.

Questions:

C: Chair White's skeletal policy that leaves all controversies for a future time is probably the best we can do with the deadline. We will all need to think carefully in stage 2. There will be controversy over the qualifications. If we start scrutinizing the qualifications of one area, then we need to decide if we need to reevaluate all GE course teaching qualifications.

C: It was suggested that a course be established on how to teach in this area. Agreed, this will be a tension point. The question is who will make that decision. We may need a coordinator analogous to our Writing Across the Curriculum coordinator.

C: We are encouraging people to think outside of the box on ways to handle this.

C: It is erroneous for us to think that Ethnic Studies folks were talking about the importance of Ph.D.'s. The Ethnic Studies expertise comes in the teaching and training of Ethnic Studies, not degrees. Only a few campuses have lots of Ph.D.'s in this area. For instance, the expertise in Chicano/Chicano Studies is very diverse.

C: The argument is over. If we ignore the politics of all this and move forward, this could be really interesting and exciting. We have to think about how to implement this. There may be a shift in resources and an intellectual impact on social science teaching.

C: SJSU was the place to go because of EOP in the 1950's. We can get back to the days and time when SJSU was the place to go. This is a historic resolution and we should be excited, despite the interference of the legislature.

C: This will be a daunting task for next year. We will have ongoing conversations.

8. Updates from Policy Committee Chairs and Administrators:

a. Vice President for Student Affairs (VP SA):

As of the Census date, we have 32,935 students. Last year we had 33,282. There were a good number of students that missed the final payment (up from 4% last year to 8% this year), so this is a concern and it crossed all student class levels. All things considered, we are doing pretty well.

Questions:

Q: When students were dropped due to non-payment and then asked to fill out paperwork via DocuSign. Many students don't know much about DocuSign. My students were emailing me about what the process was?

A: We are aware of the issue. We will be looking at the whole process.

Q: There is a lot of concern about food and housing insecurity for students. What is the status on campus?

A: This is the same thing we've been dealing with for several years. We still have the campus pantry. We also have SJSU Cares that can help with grants for on and off campus housing. We have already done a lot of work on our campus with regard to these issues. Many campuses are not where we are at.

b. Chief Diversity Officer:

The CDO has been working with Maggie Barrera, Vice Provost for Student Success, on RTP training regarding how bias enters into ways in which people evaluate portfolios.

There is concern about the days immediately before and the two weeks following the elections. The CDO is pulling together a team of people to provide support. We want everyone to feel safe.

Questions:

Q: It is exciting to hear about the RTP guidelines and bias guidance. Regarding the messaging sent about Tapas Talks on Black Lives Matter via email from AVP Stacks, none of those listed for presentations were from our Black faculty and the presentations don't center on BLM. Is your office being consulted? We should be consulting with our Black faculty. Then the title was changed and that felt like a further erasure to some Black faculty.

A: The CDO's Office received emails and consulted with AVP Stacks. There was an effort to reach out and extensive recruiting, but submissions were not from key Black faculty. Therefore, the announcement didn't match the submissions. We need to centralize leadership and decision making among Black faculty. This wasn't done and we need to learn. We consulted key members of the Black faculty over the weekend. We will reframe the Tapas Talks next time around and look forward to Black Lives Matter talks. AVP Stacks was very concerned about this. We need to centralize the programming in one office.

c. From the Associated Students President:

AS has been working on voter registration. AS is also working hard to ensure the Child Development Center is following all health and safety guidelines. AS staff will incorporate anti-bias, identity, and diversity training.

- d. From the CSU Statewide Representative:  
There were two resolutions during plenary. The first was on competencies and the second was about funding to implement the Ethnic Studies requirement.

Another resolution was discussed on suspension of peer evaluations and SOTES for 2020-2021. It was disappointing to hear President Papazian does not support that resolution on our campus. Many faculty feel there are inequities between online and in-person classes.

There will be an election for a new faculty trustee coming up. Romey Sabalius intends to run for another term.

9. The meeting adjourned at 1:40 p.m.

These minutes were taken and transcribed by the Senate Administrator on September 21, 2020. The minutes were reviewed by Chair Mathur on September 23, 2020. The minutes were approved by the Executive Committee on October 5, 2020.

1 **SAN JOSÉ STATE UNIVERSITY**  
2 **Academic Senate**  
3 **Professional Standards Committee**  
4 **October 12, 2020**  
5 **First Reading**

**AS 1784**

6  
7  
8 **POLICY RECOMMENDATION**  
9 **Amendment D to University Policy, S15-8**  
10 **Retention, Tenure and Promotion for Regular Faculty Employees:**  
11 **Criteria and Standards**  
12 **To Provide Guidance regarding External Reviews**

13  
14 **Resolved:** That S15-8 be amended as shown in the ~~strikeout~~ and underline of the  
15 excerpted policy, with the text renumbered and formatted as shown.

16  
17 **Rationale:** This policy recommendation began with a suggestion from the Provost to  
18 provide more procedural guidance for those faculty who choose to solicit  
19 external reviews of their Scholarly, Artistic, or Professional Achievement.  
20 The existing policy does make provision for external reviews but is mostly  
21 silent on when such reviews would be appropriate or how they would be  
22 carried out. This amendment provides guidance for when external reviews  
23 are most appropriate and on how reviewers should be selected. It makes  
24 clear that departments may adopt their own procedures—as appropriate—  
25 for conducting such reviews by writing them into their guidelines. It also  
26 offers a brief “generic” approach for when reviews when requested in  
27 departments that lack guidelines.

28  
29 **Approved:** October 5, 2020

30 **Vote:** (9-0-0)

31 **Present:** Peter, Wang, Raman, Smith, Cargill, Saldamli, Riley, Quock,  
32 Mahendra

33 **Absent:** Barerra, Monday

34 **Financial Impact:** No direct impact

35 **Workload Impact:** No direct impact

36  
37  
38

39 **POLICY RECOMMENDATION**  
40 **Amendment D to University Policy, S15-8**  
41 **Retention, Tenure and Promotion for Regular Faculty Employees:**  
42 **Criteria and Standards**  
43 **To Provide Guidance regarding External Reviews**  
44

45 2.3.1.3 Evaluation must be made by disciplinary peers. Acceptance of scholarly or  
46 artistic work by an editorial or review board (or jury) constitutes an evaluation of  
47 that work. Professional contributions should be evaluated by persons in a  
48 position to assess the quality and significance of the contributions.  
49

50 2.3.1.4 Candidates may request that disciplinary experts provide evaluations of any of  
51 their work to be included in the dossier, but external reviews shall not otherwise  
52 be required. External reviews are normally limited to the evaluation of  
53 accomplishments that have not been formally peer reviewed (such as occurs with  
54 public scholarship or as-yet unpublished works), and may be especially  
55 appropriate when a department committee lacks appropriate expertise in the  
56 candidate's scholarly, artistic, or professional specialization. Department  
57 guidelines may describe timelines for requesting external reviews and  
58 procedures for selecting reviewers. All external reviewers must be objective, and  
59 any relationships that could compromise objectivity should be disclosed in the  
60 evaluation. Reviewers should normally come from an institution similar to San  
61 José State University. In the absence of department guidelines, a candidate  
62 desiring external review of an achievement will nominate at least three reviewers  
63 and the Department Chair shall select from among the nominees.  
64

65 2.3.1.45 Published or otherwise completed works that are peer-reviewed or juried will  
66 normally receive the greatest weight. Work in progress and unpublished work  
67 should be assessed whenever possible. In cases where there is no external  
68 evaluation of an achievement the department committee will review the work and  
69 indicate the extent of its quality and significance.

1 **SAN JOSÉ STATE UNIVERSITY**  
2 **Academic Senate**  
3 **Instruction and Student Affairs Committee**  
4 **October 12, 2020**  
5 **First Reading**  
6  
7  
8

**AS 1785**

9  
10 **POLICY RECOMMENDATION**  
11 **Amendment B to University Policy S17-13**  
12 **Undergraduate Student Honors at SJSU**

13 **Whereas:** S17-13 was written in such a manner that students in certain majors in  
14 multidisciplinary departments are unable to receive honors because there  
15 is not sufficient commonality in the programs to justify honors at the  
16 departmental level; and  
17

18 **Whereas:** All degree programs should have the opportunity to create an honors  
19 track within their program; therefore be it  
20

21 **Resolved:** That S17-13 be amended to define honors by the major rather than by  
22 department.  
23  
24

25 **Policy Recommendation**  
26 **Amendment B to University Policy S17-13**  
27 **Undergraduate Student Honors at SJSU**

28 **1.0 Overview and General Procedures**

29  
30 **1.1** In order to encourage and reward outstanding academic  
31 achievement of students, San José State University awards honorific  
32 designations in these categories:

33  
34 2.0 The Semester Honor Roll: President's and Dean's  
35 Scholars [3.0 Departmental Major Honors](#)  
36 [3.0 Honors in the](#)  
37 [Major](#)  
38 4.0 Honors in a Special Course  
39 Sequence 5.0 Latin Honors at  
40 Graduation

41 **1.2** All references to grade point average (GPA) in this  
42 document are to a 4.0 letter grading system, as defined in the  
43 SJSU catalog.  
44

45  
46 **~~3.0 Departmental Major Honors~~ Honors in the Major**

47  
48 **3.1** Qualifications: ~~Departmental major honors~~ **Honors in the major**  
49 are awarded to students who successfully complete an approved  
50 program with their major.  
51

52 **3.1.1** Each department that elects to have a major  
53 honors program should customize the program to  
54 its individual discipline.  
55

56 **3.1.2** ~~Departmental major honors~~ **Honors in the major** must be  
57 approved by the same on-campus mechanisms that are used  
58 to approve other academic programs. This includes review by  
59 the appropriate college curriculum committee and the relevant  
60 curriculum committees of the Academic Senate.  
61

62 **3.1.3** Approved ~~departmental major honors programs~~  
63 **Honors in the Major** are then filed with the ~~Office of~~  
64 ~~Graduate and Undergraduate Programs,~~ **Office of**  
65 **Undergraduate Education** which then notifies the  
66 appropriate campus agencies to begin implementation.  
67

68 **3.2** Criteria for honors in the major programs: honors should be earned by

69 specific honors level work as contrasted to work only in regular classes and  
70 should reflect the student's choice to attempt departmental major honors.  
71

72 **3.2.1** ~~Departmental major honors~~ Honors in the major should be  
73 awarded strictly for academic achievement (GPA and specified  
74 coursework).

75  
76 **3.2.2** ~~Departmental major honors~~ Honors in the major will be  
77 given only to students who distinguish themselves within their  
78 department with outstanding academic achievement. Among  
79 the methods used to measure this achievement, there must be  
80 a component that uses grades earned in the department.

81  
82 **3.2.2.1** This may include use of a minimum GPA requirement in the  
83 major

84  
85 **3.2.2.2** This may include use of a minimum GPA  
86 requirement in a specified group of ~~departmental~~  
87 major courses

88  
89 **3.2.3** There must be a component of academic work that is  
90 unique to the ~~departmental major honors program,~~ Honors in  
91 the major (e.g., honors thesis, an honors colloquium, etc.)  
92

93 **3.2.4** There may be other components as recommended  
94 by the department and approved by the relevant  
95 committees.

96  
97 **3.2.5** Programs must be constructed so as to  
98 provide the opportunity for transfer students to  
99 participate.

100  
101 **3.2.6** All indications of ~~departmental major honors~~ Honors  
102 in the major prior to successful completion of all  
103 requirements must be noted as tentative and dependent  
104 upon maintenance of honors standards in the student's  
105 final semester.

### 106 **3.3** Recognition and Privileges

107  
108  
109 **3.3.1** ~~Departmental major honors~~ Honors in the major status  
110 will be shown on the transcript, together with a notation  
111 explaining what the designation means.

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113 **3.3.2** ~~Departmental major honors~~ Honors in the major status will  
114 be indicated on the official diploma of the student.

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**Approved:** October 5, 2020  
**Vote:** 16-0-0  
**Present:** Chuang, Delgadillo, French, Gomez Marcelino, Hill,  
Jackson (non-voting), Khan, Lee, Leisenring (non-voting),  
Rao, Rollerson, Sen, Sorkhabi, Sullivan-Green, Walker,  
Wilson, Wolcott, Yao  
**Absent:** Walters  
**Financial impact:** None expected.  
**Workload impact:** No change from current situation.

A copy of S17-13 as it currently reads is as follows on the next page.

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# **S17-13, University Policy, Undergraduate Student Honors at SJSU (with Amendment A)**

## **Legislative History:**

In 1996, F96-5 codified several previous Senate policies on honors, replaced previous University Policies S65-24, F86-5, S93-6, S66-7, F85-9, S86-7, and used forgotten information from supposedly superseded policies F65-12 and F67-10.

On May 15, 2017, the Academic Senate approved AS 1650 (sent to the President for signature as University Policy S17-13) presented by Senator Kaufman for the Instruction and Student Affairs Committee. This policy recommendation was returned unsigned by President Papazian with a request to revisit the GPA level for Summa Cum Laude.

At its meeting of September 18, 2017, the Academic Senate approved an amendment to AS 1650, presented by Senator Sullivan-Green for the Instruction and Student Affairs Committee. This amendment restored the GPA level for Summa Cum Laude to 3.85.

On October 4, 2017, President Mary A. Papazian approved University Policy S17-13.

On April 30, 2018, the Academic Senate approved Amendment A to University Policy S17-13 presented by Senator Khan for the Instruction and Student Affairs Committee.

Amendment A to University Policy S17-13 was approved and signed by President Mary A. Papazian on May 9, 2018. Amendment A changed section 2.7.1 and added section 2.7.3. and is incorporated in the original policy below.

## **Rescinds and Replaces: F96-5**

**UNIVERSITY POLICY  
UNDERGRADUATE STUDENT  
HONORS AT SJSU**

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- Whereas, San Jose State University's current policy codifying student honors, F96-5, is more than 20 years old; and
- Whereas, Several conditions of F96-5 have not been consistent in their implementation; and
- Whereas, Awarding Honors at Entrance for freshmen based on GPA, ELM, and EPT scores is difficult to implement because they are not awarded until after the student matriculates; and
- Whereas, Determining President's and Dean's Scholars based on a two-semester "block of work" excludes the possibility of entering students earning honors their first semester, causes confusion for students and advisors, and complicates the computing process; and
- Whereas, Students and faculty have requested a means by which honors-level work could be recognized in interdisciplinary course sequences; therefore be it
- Resolved, The attached document rescinds previous policy F96-5 and implements "Undergraduate Student Honors at San Jose State University."
- Rationale: This final reading addresses the issue raised by the President and returns the GPA level for Summa Cum Laude to 3.85. All other components of this policy recommendation were previously (spring 2017) approved by the Senate.

# UNDERGRADUATE STUDENT HONORS AT SJSU

## 1.0 Overview and General Procedures

1.1 In order to encourage and reward outstanding academic achievement of students, San José State University awards honorific designations in these categories:

[2.0 The Semester Honor Roll: President's and Dean's Scholars](#)

[3.0 Departmental Major Honors](#)

[4.0 Honors in a Special Course Sequence](#)

[5.0 Latin Honors at Graduation](#)

1.2 All references to grade point average (GPA) in this document are to a 4.0 letter grading system, as defined in the SJSU catalog.

## 2.0 The Semester Honor Roll: President's and Dean's Scholars

2.1 Honor Roll designations will be determined twice a year, for the Fall and Spring semesters. Summer and Winter term coursework does not play any role in determining Fall and Spring Honors.

2.2 Only SJSU courses are counted for honor roll calculations. A minimum of 12 letter-graded units (UG) is required to qualify for consideration. Credit ("CR") grades are not counted either in the calculation of grade point average nor towards the 12-unit minimum. Any grades below "C" (2.0) and/or any No Credit ("NC") grades disqualify a student from consideration.

2.3 The determination and transcript notation of honor roll designations shall be done as soon as possible following the census date of the following Fall or Spring semester.

2.4 Semester honors may be awarded retroactively for students who have Incomplete ("I") and/or Report Delayed ("RD") grades that are cleared after honors status reporting per Section 2.2 and 2.3 of this policy. Retroactive honors requests shall be submitted to the Office of Graduate and Undergraduate Programs.

2.5 Any undergraduate student who has earned an SJSU GPA of 4.00 for the Fall or Spring semester shall be deemed to be a President's Scholar for that semester.

2.6 Any undergraduate student who has earned an SJSU GPA of 3.65 or higher GPA shall be deemed to be a Dean's Scholar for that semester.

237 **2.7 Recognition and Privileges**

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239 **2.7.1** All honor roll awards, whether earned for the previous Fall or for  
240 the previous Spring, will be recognized by the Office of the Provost.

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242 **2.7.2** Honor roll status will be shown on the transcript beneath the  
243 semester in which it is earned, together with a notation explaining  
244 what the designation means.

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246 **2.7.3** The University shall host an Honors Convocation (at least  
247 yearly) overseen by the Office of the Provost.

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249 **3.0 Departmental Major Honors**

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251 **3.1** Qualifications: Departmental major honors are awarded to students who  
252 successfully complete an approved program with their major.

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254 **3.1.1** Each department that elects to have a major honors  
255 program should customize the program to its individual  
256 discipline.

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258 **3.1.2** Departmental major honors programs must be approved by the  
259 same on-campus mechanisms that are used to approve other  
260 academic programs. This includes review by the appropriate college  
261 curriculum committee and the relevant curriculum committees of the  
262 Academic Senate.

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264 **3.1.3** Approved departmental major honors programs are then  
265 filed with the Office of Graduate and Undergraduate  
266 Programs, which then notifies the appropriate campus  
267 agencies to begin implementation.

268

269 **3.2** Criteria for departmental major honors programs: honors should be earned by  
270 specific honors level work as contrasted to work only in regular classes and  
271 should reflect the student's choice to attempt departmental major honors.

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273 **3.2.1** Departmental major honors should be awarded strictly for academic  
274 achievement (GPA and specified coursework).

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276 **3.2.2** Departmental major honors will be given only to students who  
277 distinguish themselves within their department with outstanding  
278 academic achievement. Among the methods used to measure this  
279 achievement, there must be a component that uses grades earned in  
280 the department.

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282 **3.2.2.1** This may include use of a minimum GPA requirement in the major

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**3.2.2.2** This may include use of a minimum GPA requirement in a specified group of departmental major courses

**3.2.3** There must be a component of academic work that is unique to the departmental major honors program, (e.g., honors thesis, an honors colloquium, etc.)

**3.2.4** There may be other components as recommended by the department and approved by the relevant committees.

**3.2.5** Programs must be constructed so as to provide the opportunity for transfer students to participate.

**3.2.6** All indications of departmental major honors prior to successful completion of all requirements must be noted as tentative and dependent upon maintenance of honors standards in the student's final semester.

### **3.3 Recognition and Privileges**

**3.3.1** Departmental major honors status will be shown on the transcript, together with a notation explaining what the designation means.

**3.3.2** Departmental major honors status will be indicated on the official diploma of the student.

### **4.0 Honors in a Special Course Sequence**

**4.1** Qualifications: Honors in a Special Course Sequence (SCS) are awarded to students who successfully complete an approved SCS honors program.

**4.1.1** SCSs are unique course sequences outside of a major program, which provide students with an interdisciplinary perspective on topics of broad interest. By their nature, SCSs require curricular oversight and subject expertise across departments and/or colleges.

SCSs are subject to the same unit minima as minors.

**4.1.2** Honors requirements for a SCS must be approved by the same on-campus mechanisms used to approve other academic programs. This includes review by the appropriate college curriculum committee(s) and the relevant curriculum committees of the Academic Senate.

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**4.1.3** Approved SCS honors programs are then filed with the Office of Graduate and Undergraduate Programs (GUP), which then notifies the appropriate campus agencies to begin implementation.

**4.2** Criteria for SCS honors: honors should be earned by specific honors level work in the designated SCS.

**4.2.1** SCS honors should be awarded strictly for academic achievement (GPA and specified coursework).

**4.2.2** SCS honors will be given only to students who distinguish themselves within their SCS with outstanding academic achievement. Among the methods used to measure this achievement, there must be a component that uses grades earned in the SCS.

**4.2.2.1** This may include use of a minimum GPA requirement in the SCS

**4.2.3** There may be other components as recommended by the coordinating body and approved by the relevant committees.

**4.2.4** All indications of SCS honors prior to successful completion of all requirements must be noted as tentative and dependent upon maintenance of honors standards in the student's final semester.

### **4.3** Recognition and Privileges

**4.3.1** SCS honors status will be shown on the transcript, together with a notation explaining what the designation means.

**4.3.2** SCS honors status will be indicated on the official diploma of the student.

## **5.0** Latin Honors at Graduation

### **5.1** Qualifications

**5.1.1** The Latin honors designations depend upon the achievement of a high grade point average at graduation in each of two categories:

**5.1.1.1** An "All College" GPA, which reflects all graded, accredited baccalaureate work and assures that the honor is bestowed for outstanding achievement in the earning of the entire degree; and

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**5.1.1.2** The “SJSU cumulative” GPA, which reflects all graded collegiate work at this university and assures that the honor (also) reflects outstanding achievement in work completed at SJSU.

**5.1.1.3** Each average will include work completed during the semester immediately preceding graduation. Graduation programs will note that indications of honor awards are tentative and depend on maintenance of honors standards in the student's final semester.

**5.1.2** Any undergraduate student who has earned a 3.85 or higher GPA (both All College and SJSU Cumulative), shall graduate Summa Cum Laude.

**5.1.3** Any undergraduate student who has earned a 3.70 or higher, but less than 3.85, GPA (both All College and SJSU Cumulative), shall graduate Magna Cum Laude.

**5.1.4** Any undergraduate student who has earned a 3.50 or higher, but less than 3.70, GPA (both All College and SJSU Cumulative), shall graduate Cum Laude.

**5.2** Recognition and Privileges

**5.2.1** All those earning Latin honors shall be authorized to wear a symbol on their academic regalia, which shall be chosen by an appropriate Academic Senate committee.

**5.2.2** Latin honors status will be indicated on the transcript, together with a key explaining what the designation means.

**5.2.3** Latin honors status will be indicated on the official diploma of the student.

I&SA vote on original policy:

Approved: April 3, 2017  
Vote: 11-0-0  
Present: Kaufman (Chair), Walters, Yao, Simpson, Miller, Wilson, Nash, Perea, Mendoza, Spica, Sen, Bruck (non-voting)  
Financial impact: None  
Workload impact: The result of this policy would be a decrease in the number of students receiving honors (elimination of Honors at Entrance) and potentially smaller numbers of Latin honors designations due to higher GPA requirements. Semester honors designations will be

421 determined on a shorter time scale, but by eliminating the use of  
422 the past 3 semesters work, fewer total honors designations are  
423 likely.

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425 I&SA vote on amendment:

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427 Approved: September 11, 2017  
428 Vote: 14-0-1  
429 Present: Bullen, Busick, Gill, Hill, Khan, Nash, Ng, Sen, Simpson, Sofish,  
430 Sullivan-Green, Trousdale, Walters, Wilson, Yao  
431 Absent: Grindstaff, Hospidales, Kinney, Manzo  
432 Financial impact: None expected  
433 Workload impact: No change from current situation  
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1 **SAN JOSÉ STATE UNIVERSITY**  
2 **Academic Senate**  
3 **Executive Committee**  
4 **October 12, 2020**  
5 **Final Reading**  
6

**AS 1786**

7 **SENSE OF THE SENATE RESOLUTION**  
8 **HONORING SJSU HISTORY: 150 YEARS IN SAN JOSÉ TO BE**  
9 **CELEBRATED OCTOBER 20, 2020 as “HERITAGE DAY”**  
10

11 **Whereas:** SJSU has a rich history tied to California’s history, as well as that of the  
12 City of San José and the educational system of California. The history of  
13 San José State University began in San Francisco in 1857 with a school  
14 for preparing teachers—Minns’ Evening Normal School. This school  
15 became the California State Normal School, created by the California  
16 legislature in 1862. In subsequent years, a few cities attempted to get the  
17 School to relocate and San José was selected by the California legislature  
18 in 1870.  
19

20 **Whereas:** On October 20, 1870, the cornerstone of the first California State Normal  
21 School was laid in Washington Square in a ceremony celebrated by  
22 students, community members, and leaders of the City of San José and  
23 State of California. Over 3,000 people attended the festivities that began  
24 with a parade from City Hall up First Street to San Antonio Street and then  
25 east to Washington Square. A time capsule containing such items as a  
26 copy of the California school laws, a normal school diploma, a local paper,  
27 and a copy of the San José city charter, was placed beneath the  
28 cornerstone. State Superintendent of Public Instruction O.P. Fitzgerald  
29 delivered a speech stating:

30 “The laying of this cornerstone today becomes a very significant act,  
31 reminding us of the profound feeling of responsibility and the thorough  
32 conscientiousness which we should bring to bear in discharging our official  
33 duties in organizing and establishing this institution on a right foundation.  
34 Let, then, this noble structure rise upon its solid foundations. Let it rise in its  
35 beauty and grandeur, the mother institution of its class upon the Pacific  
36 Coast. Let it rise as a monument of the enterprise and far-reaching sagacity  
37 of an enlightened people. Let it rise here in this valley of surpassing beauty  
38 and fertility, in the very heart and center of California, where it will be  
39 accessible to all, and from which it shall radiate light and blessing all over

40 the State, from the sunny crests of the Sierras to the orange groves of the  
41 south. This is the first State Normal School of California; others will be  
42 established in due time and in proper places...”

43 “We represent not only for the present, but for the future. We are now  
44 planting a tree whose growth coming generations will foster, and whose fruit  
45 they will gather. Let us do our work well, that those who come after us may  
46 follow our good example, and carry forward the great work which we shall  
47 transmit to them.”

48 **Whereas:** On October 20, 2000, the campus celebrated University Heritage Day as  
49 another tree was planted—laying the cornerstone of the Dr. Martin Luther  
50 King, Jr. Library, the first ever city-university joint library, another historic  
51 event that continues to strengthen the connection between SJSU and the  
52 communities it serves.

53 **Whereas:** Celebration of SJSU’s history presents an opportunity to honor and  
54 strengthen our pride in our students, alumni, employees, friends and  
55 community by remembering our enduring legacy of educating millions of  
56 students through our longstanding contributions to innovative teaching,  
57 focus on social justice, and empowering students to thrive as lifelong  
58 learners serving the world in numerous ways.

59 **Whereas:** As the various recent challenges encountered by SJSU, the surrounding  
60 community, and the planet have poignantly illuminated many unsettled  
61 aspects of persistent and systemic discrimination, recognition of our  
62 history is an opportunity to reflect on and celebrate the fact that SJSU has  
63 always weathered challenges by embracing our rich diversity as one of the  
64 cornerstones of the university’s foundation for distinguished and  
65 transformative learning.

66 **Whereas:** Remembrance, reconciliation, and celebration of our past and how it  
67 shaped and continues to shape the campus and the community  
68 contributes to our many points of pride and advances opportunities for the  
69 future.

70 **Whereas:** Recognition and celebration of our history helps us reach our  
71 “Transformation 2030” goals looking towards the 22<sup>nd</sup> century to be sure  
72 we continue to contribute to solving the world’s problems and to  
73 continually reinvent ourselves to serve a changing world.

74 **Resolved:** That the SJSU Academic Senate recognize October 20, 2020 as *Heritage*  
75 *Day* and encourage all members of the campus community to become  
76 involved in events planned for the day.

77 **Resolved:** That the SJSU Academic Senate support efforts to continue to document,  
78 remember, recognize, and celebrate our diverse history-as a way of  
79 promoting common collective experiences to solidify San José State  
80 University’s multifaceted points of pride into the future.

81

82 **Approved:** September 21, 2020

83 **Present:** Curry, Day, Del Casino Jr., Delgadillo, Frazier,  
84 Marachi, Mathur, McKee, Papazian, Peter,  
85 Sasikumar, White, Wong(Lau)

86 **Absent:** Faas, Sullivan-Green

87 **Vote:** 13-0-0

88 **Financial Impact:** Minimal costs of virtual events for a campus and  
89 community celebration on October 20, 2020, with  
90 ongoing efforts to develop and implement ways to  
91 share SJSU history with all members of the SJSU  
92 community.

93