

2006/2007 Academic Senate

MINUTES  
September 25, 2006

**I. The meeting was called to order at 2:08 p.m. and attendance was taken. Forty Senators were present.**

**Ex Officio:**

Present: Van Selst, Sabalius,  
Gorman, Gutierrez,  
Lessow-Hurley  
Absent: Kassing, Veregge

**CASA Representatives:**

Present: David, Fee, Perry, Canham  
Absent: Hooper

**Administrative Representatives:**

Present: Phillips, Najjar, Sigler  
Absent: Lee

**COB Representatives:**

Present: Campsey, Gehrt

**Deans:**

Present: Merdinger,  
Absent: Wei, Hegstrom, Stacks

**ED Represent:**

Present: Maldonado-Colon, Parsons  
Absent: Rickford

**Students:**

Present: Bridgeman, Reyes,  
Dresher, Patel, Henderson  
Absent: Sakadjian

**ENG Representatives:**

Present: Meldal  
Absent: Backer, Gao

**Alumni Representative:**

Present: Thompson

**H&A Representatives:**

Present: Van Hooff, Desalvo, Leddy, Harris, Belet

**Emeritus Representative:**

Present: Buzanski

**SCI Representatives:**

Present: Bros, McClory, Kaufman, Hamill, Hilliard

**Honorary Senators (Non-Voting):**

Present: Norton

**SOS Representatives:**

Present: Peter, Hebert  
Absent: Von Till

**General Unit Representatives:**

Present: Thames, Griffith

**II. Approval of Academic Senate Minutes –**  
Minutes of May 15, 2006 (Last) - Approved  
Minutes of May 15, 2006 (First) - Approved

**III. Communications and Questions –**

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

Chair Lessow-Hurley welcomed the new Senators and Student Senators, and asked the

senior Senators to get to know and mentor the new Senators.

Chair Lessow-Hurley said, "The agenda is quite full today. We will have a presentation from the Student Evaluation Review Board (SERB). I have asked our presenters to limit their presentations to fifteen minutes, to keep their slides brief, and to provide us with handouts.

The Professional Standards Committee has moved ahead with the Retention-Tenure-Promotion (RTP) policy that was passed last spring, and we are going to be taking a good look at that today. There are several policy recommendations coming through the Organization and Government (O&G) Committee. In particular, they are turning their attention to the role and membership of the Resource Planning Board (RPB). We will be hearing more about that that. Also, the Curriculum and Research (C&R) Committee has started looking at the Interdisciplinary Programs and you can see on the agenda that we will be considering the first steps in that regard today.

The University Planning Council (UPC) worked diligently all summer and made a series of recommendations to the President about what we might undertake towards Vision 2010, and they are going to have some good news about that in just a few minutes.

We are also at a critical point in the Western Alliance of Schools and Colleges (WASC) accreditation process and the Program Planning Committee is working on revisions to the Program Planning Guidelines and that should be coming our way. In October, 2006, we will be having a presentation on WASC, and one of the Senate policies requires that all substantive change proposals be announced to the Senate. It is not clear to me in my ten years in the Senate that we have obliged that as thoroughly as we might. So, for the record, from here forward any substantive change proposals will be announced to the Senate. In a more immediate matter related to WASC, the educational effectiveness documents are in progress. The WASC Steering Committee will be calling on some of us to review those documents in October. If you hear from Kathleen Roe, or Bethany Shifflett that is a very important task, so please help us out.

Constitution Day was a big success. I'd like to thank those that read, and also Senator Thames for planning the event.

Our Senate Retreat is scheduled for October 6, 2006. Over the summer, it came to me that many faculty felt that the Senate wasn't relevant to them, and I spent a lot of time thinking about how we could change that. While I was mulling that over, Senator Thames was looking for Retreat topics. Senator Sabalius suggested that we look at our own effectiveness, and that was what I was thinking, so that will be the Retreat topic. Please let Eva know if you are coming. Senator Thames has also asked that you complete the green form she handed out, because that will be used as data for the retreat.

I have started attending meetings of the Council of Chairs as a way of staying in touch with current issues, and creating linkages for us. I've initiated conversations with the leadership at the California Faculty Association (CFA), and I've actively begun to recruit participation in

the Senate and Senate activities. We still need a Senator from the College of Social Sciences on the Senate. I have lots of ideas about how to make the Senate more engaging to faculty as a whole. I've bored several of you over the summer, so I won't go into it in great detail now. I will try your patience more at the Retreat, so be sure and come.

I am really pleased to be here both as a Senator and Senate Chair. These are really critical times and democratic values, as I was raised to understand them, are eroded on a daily basis. It seems like there are political, social, and technological forces constantly launching assaults on open government, freedom of information, and free and civil expression. I find this very frustrating and very frightening. Like a lot of other people, I'm not sure what I can possibly do to redirect all the energies of our society in a direction that would preserve our basic freedoms. Neil Postman, a well-known writer in the field of education, wrote a book a long time ago called *Teaching as a Subversive Activity*, and that title appealed to me. I was quite surprised when some years later he wrote another book called, *Teaching is a Conserving Activity*, which was equally engaging. I think of campus government as both subversive and conserving. I think we need to subvert our indifference to the forces that impact us, and conserve the values that we really cherish. That is why it is really gratifying for me to be here. I look forward to working with everyone this year.

After being in the Senate office almost daily for the past three months, I've come to really embrace a basic operating principle, and in the name of good scholarship I've tried to attribute it. I thought it belonged originally to Pogo, but I haven't been able to confirm the source. I'm sure it is a notion that you are very familiar with, and I'd like us to bear it in mind as we turn our attention to our work today and the rest of the year. It goes something like this, "When you are ass-deep in alligators, try to remember that your original intention was to drain the swamp."

#### **B. From the President of the University –**

Provost Sigler gave a report for President Kassing. Provost Sigler said, "Good afternoon, it gives me great pleasure to welcome the new and returning Senators today.

President Kassing is in Miami with a few of the deans today. He asked me to report to you regarding the decisions he has made regarding allocation of funds to support the activities of the University Planning Council (UPC) and the strategic planning process.

As Chair Lessow-Hurley indicated, the UPC met many times during the summer. We spent many hours engaged in discussion and deliberation. We reviewed proposals that were submitted by the various panels. In mid-August we made recommendations to the President regarding proposals we thought were very promising and that we wanted to recommend for funding. Altogether, the UPC made recommendations totaling \$3,174,000. After reviewing our recommendations, taking into account the financial situation of the university and mandatory costs and expenditures, the President determined that we had approximately \$3,000,000 that could be allocated for UPC initiatives. The President has approved \$842,000 in base dollars. That means those are ongoing expenditures. He has also approved \$2,333,000 on a one-time basis. In the next few days you will be receiving communications from the President, from me in my capacity as Chair of the UPC, and the Chair of the

Academic Senate with details about how the funds will be allocated, how they can be spent, and what activities they will be supporting. I will just give you some of the highlights, and I think you will be pleased in how we are going to be spending a significant amount of the resources in the next year.

We are going to provide funding, and this is in no special order, mostly in faculty assigned time to support faculty in developing pilot projects to integrate general education in the major as well as integration of liberal and professional education. We are going to focus on improved advising, developing an electronic hub as a repository of advising information. We have also begun to work with the deans to determine how advising could be improved, particularly during the summer. The deans are going to be working with the department chairs and faculty to look at what needs to be done in particular colleges. One subject that came up very clearly is that advising during the summer is problematic. Advising during the summer is problematic because faculty are not here, and most of the advising is done by the department chairs. However, department chairs earn vacation, and they are expected to take it. There are moments when no one is here. The deans said if we want to have advising during the summer, we should be compensating faculty that are doing advising during the summer. We are going to come up with a budget proposal indicating how much money we need to use to provide advising during the summer.

We are also going to be providing personnel in the form of an instructional designer and student assistants, writing tutors, peer mentors, and operating expenses to support the Academic Success Center that we just opened in Clark, and some of the activities associated with the first year experience. We are going to be making a significant investment in faculty support. We will be providing \$600,000 to fund professional conferences for tenure-line faculty. That breaks down to about \$750 per faculty member. This is in addition to lottery funds and funds provided by departments and colleges, etc. This is one of the projects I pushed, because I believe it is very important for faculty to have resources to attend professional conferences. I know it is a subject that was raised on several occasions during accreditation visits.

In addition, we are going to be providing \$310,000 during spring semester to provide release time to approximately 1/10th of the faculty to engage in activities that support student success, e.g. student clubs, providing additional advising, doing research with students and so on.

The university is going to provide funding in the amount of \$50,000 to do campus-wide advertising of faculty positions. The university, through AVP Merdinger's office, will be placing advertisements in national publications, particularly those that have an audience of under-represented groups.

In addition, we are going to be investing \$380,000 to support programs that enrich the student experience. Vice President Phillips will be providing more information about this. Some of the funds will be used to institutionalize "Welcome Week," to institutionalize the campus reading program, and to renovate space for campus clubs, etc.

We are going to invest over \$500,000 in technology. We will be spending \$100,000 to continue our commitment to the wireless initiative, and \$470,000 to upgrade classroom technology.

Once again, the details are forthcoming, but I wanted you to be the first to know. I would also like to express publicly my appreciation to all the members of the UPC, and to all the individuals who worked on the panels and committees, to the President, and especially to Dorothy Poole, who is the person who provided support to the UPC. If you have questions, I will be happy to answer them."

**IV. Executive Committee Report –**

**A. Executive Committee Minutes –**

May 15, 2006 - No questions

June 12, 2006 - No questions

July 17, 2006 - No questions

September 11, 2006 - No questions

September 18, 2006 - No questions

**B. Consent Calendar – Approved.**

**C. Executive Committee Action Items:**

Senator Thames presented *AS 1336, Sense of the Senate Resolution in Support of Associated Students 2006 Campus-Wide Voter Registration Drive (Final Reading)*. **The Senate voted and AS 1336 passed unanimously.**

**V. Unfinished Business - None**

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

**A. Professional Standards Committee -**

Senator Bros presented *AS 1338, Policy Recommendation, Appointment, Retention, Tenure and Promotion Criteria, Standards and Procedures for Probationary and Tenured Faculty Employees (First Reading)*. Senator Desalvo made a motion to move this resolution to a Final Reading. The Senate voted and the motion passed. **The Senate then voted on the main resolution and AS 1338 passed.**

**B. Curriculum and Research Committee -**

Senator David presented *AS 1337, Senate Management Resolution, Creating an Interdisciplinary Programs Task Force (Final Reading)*. Senator Gutierrez made a friendly amendment to add a Student-at-Large to the membership. **The Senate voted and AS 1337 passed as amended.**

**C. Organization and Government Committee - None**

**D. Instruction and Student Affairs Committee - None**

### **E. University Library Board -**

Senator Peter said, "The committee met last week for the first time. We then broke out into subcommittees. One subcommittee will be looking at the library's role in supporting information literacy. That is a popular subcommittee. The second subcommittee is interested in digital information. The library has a number of resources that aren't available anywhere else in the world. The subcommittee will be looking at whether it is possible to make these materials more widely available to additional repositories. A third subcommittee will be looking at development issues, such as how we can support the President's Capital Campaign. Finally, we will be looking at the library policy which is almost eight years old. This policy was written in anticipation of issues with the joint library, some of those issues may not have come to pass, and some issues may have come to pass that are not in that policy. This is our agenda for the year."

## **VII. Special Committee Reports –**

### **1. Report from the Student Evaluation Review Board (SERB) on On-Line SOTES-**

Dr. Andrea Whittaker and Dr. Steven Lee gave a presentation on on-line SOTES.

The planned implementation of the PILOT of on-line SOTES has been moved to Spring 2008. SERB has spent a good deal of time reviewing literature on faculty evaluations, and on-line evaluations in particular. SERB consulted with a variety of experts. In most of the universities where they have gone to on-line evaluations, the process is monitored by the Center for Faculty Development. SERB also conducted a survey of SJSU faculty. SERB got a 21% return rate with the survey which is low, but was representative of the distribution of faculty on campus. Overall, 60% of the faculty in the survey favored on-line SOTES. Thirteen percent of the qualitative survey comments were positive, but 87% were negative. There were a number of negative comments about SOTES and the RTP process in general. Other issues included response rate, how representative the scores would be, peer influences on students completing SOTES, security, and distrust of students and administration. SERB has done presentations to the Council of Deans, the Professional Standards Committee, the CFA, and the Center for Faculty Development. SERB has also worked with the Peoplesoft people on formatting.

SERB will be monitoring the progress of the on-line SOTES pilot. SERB members will be testing the system this fall. Students will also be asked to test and provide feedback. Not everyone is aware the SOTE interpretation guidelines are on-line, and SERB will be doing some public outreach. SERB will also be working on some form of incentives to get students to fill out SOTES on-line. In addition, SERB is looking for some new members, particularly students. SERB will be posting their meeting minutes, and other information on their website at <http://www.sjsu.edu/SERB>. Senators are invited to come to SERB meetings, and the next meeting is October 24, 2006. (See presentation notes attached.)

### **2. CFA report on Bargaining-**

Dr. Liz Cara gave a report on the CFA's position on bargaining. Dr. Cara said, "A letter was sent out that stated that the CSU was offering a very generous 25% increase over four years. What they are really offering is about 14.8% over four years. CSU would like to take Salary Step Increases (SSI) out of the General Salary Increases (GSI). They wanted to take 3% out of the GSIs over four years and put into the SSIs. CFA is opposed to that, because they believe the

SSIs pay for themselves. Also, 3% of the CSU package would come only if there was an augmentation from the legislature to the CSU. The Chancellor doesn't usually ask for more money from the CSU. The last issue has to do with what the CSU is calling merit pay, and the CFA is calling discretionary pay. Three percent of what the CSU is offering would go towards discretionary pay. The CSU also wants to reduce FERPs to 4-years. CFA doesn't see the need to reduce a successful program. They also mentioned health and dental, which is not even on the table. Last they want to increase parking fees to equal student fees in four years. On some campuses this would only be a few extra dollars a month, but other campuses could see increases up to \$100 a month. It appears the increase the CSU wants to give faculty will go back into parking fees. The CFA is pleased that the CSU backed away from lecturer rights. Initially, the CSU wanted to take back the 3-year contract for lecturer rights. CSU walked away from the table. On October 24th and 25th there will be two separate actions and the CFA would like faculty to join in these events. The first event is a crime scene investigation, and the other event will feature faculty in their regalia washing cars.

### **VIII. New Business – None**

### **IX. State of the University Announcements. Questions. In rotation.**

#### **A. Provost -**

Provost Sigler said, "The number one item, of course, is always enrollment. Last week was the census date and I don't have an exact figure, but there is a possibility that we will not meet our enrollment target this year. We had a record number of applications, and a record number of admissions. However, that did not materialize in a record number of students attending the university. As a matter of fact, we are a couple of hundred students short of our headcount from last year.

There has also been a change in the way the CSU is counting enrollment. First, they are now counting undergraduate and graduate enrollment in a different way. For graduate students, 12 units now constitute 1 FTES. For undergraduate enrollment, 15 units count for 1 FTES. Our target that was supposed to be 22,800 FTES, but that was recalculated to 23,606. Then in late July, there was a budgeting issue that resulted in the state not funding the CSU for growth in non-resident students. By non-resident students we mean international students and out-of-state students. Our enrollment target was then changed to reflect the number of resident and non-resident students. At this point, we are still calculating. However, our prediction at this point is that we may not meet our target. We have had a number of conversations on how we can increase our enrollment for spring.

Another item I would like to mention is the number of great changes in Clark Hall. Several departments are now located in Clark Hall including: Linguistics and Language Development, Humanities, and Political Science, etc. In addition, we have opened a number of student support facilities on the first floor including the Student Success Center. There are also places for students to utilize state-of-the-art technology, use video-editing facilities, check-out laptops, and special rooms where students and faculty can work. There are also incubator classrooms that allow faculty to experiment with new technology to see how it can be used in the classroom.

I am very happy to report that we do not have any Interim Deans. For the past three years, we have engaged in a very aggressive recruitment process. I'm very proud of that.

Last week I had the opportunity to attend a wonderful event at the Library. It was a historical event. For the first time in the history of the library, they have finalized an endowment for the library collection. This was actually a tragic story with a wonderful ending. A lady named Ruth Ann Moore passed away unexpectedly about 2 years ago. She had been a reentry student at SJSU, and then became a library docent. Her family got together and made an endowment for the arts collection. The dedication ceremony was held last week.

Finally we are going to be celebrating homecoming in 2 or 3 weeks. Information regarding the events that are being held that week is posted on the university web page. I hope you will participate.

The campus *Moviefest* is a program that provides students the opportunity to sign up in teams to get video equipment and make a movie in a week. Then the projects will be judged, and the winning project will be announced on Friday of Homecoming Week. We have 61 teams signed up. This program was featured in the *Wall Street Journal*."

**B. VP for Administration and Finance – not present.**

**C. VP Student Affairs --**

Senator Phillips said, "Associated Students will have a new director, Cheryl Vargas, on board on October 11, 2006. She comes from a non-profit background, particularly YMCAs.

I'd like to thank everyone that participated in the *Welcome Convocation* and a number of events in *Welcome Week*.

I'd like to call attention to the fact that student organizations this year must have faculty or professional staff advisers in order to gain recognition for funding and facilities. That is a result of Executive Order (EO) 969 and one of the few provisions in that EO that SJSU was not already in compliance with before it was passed. We do need faculty and staff advisers. Staff that have a baccalaureate degree can serve as advisers.

The Provost already mentioned the *Moviefest*. On Friday, October 13, 2006, we will see the successful presentations in the event center.

Finally, we had Lynn Lancaster here on Friday last week and she talked a great deal about the four generations: the Traditionalists, the Baby Boomers, the Gen X'rs, and the Millenials and how they have a different collection of expectations. This is partly because of the era in which they grew up, and also influences from a variety of sources. One of the things that was striking for me was the number of people in each of those generations alive today. Particularly, the Gen X'rs are a lot smaller in number than the



Baby Boomers or the Millenials and as a result that has made them far more competitive. I'd also like to remind you that this is the year we are celebrating diversity as our value for the university. There will be numerous opportunities to go to workshops, have discussions, and hear speakers on diversity."

**D. VP for Advancement --**

VP for Advancement Fred Najjar said, "On October 12, 2006, we will be recognizing Connie Lurie, who has been a long-time supporter of the university. Also, we are getting ready to celebrate our 150th celebration, and we will be providing a lot more information about this. It should be a year filled with events and I am very excited about that.

I did want to mention fundraising numbers. This year was our largest fundraising year in the history of the university. This year we raised \$27.2 million, and last year we raised just over \$25 million. This puts us in the top five in the CSU system. We have had over 6,000 donors this year at the university."

**E. Associated Students President --**

President Gutierrez asked all Senators to assist in recruiting students to be on Senate committees. Students must be enrolled in at least six units to be eligible. Associated Students will be getting a new director, Cheryl Vargas. Cheryl will begin on October 11, 2006. Cheryl got both her bachelor and masters degrees from San Diego State University, and has over 20 years of experience working in non-profits.

President Gutierrez thanked Senator Griffith for her work during Academic Integrity week. Associated Students is currently working on a Voter Registration Drive, and a multi-lingual poster (5 languages) about what they have to offer students as part of this year's theme of diversity. Associated Students is also working on an advising resolution that will include giving students a list of on-campus resources, department advisers, and success tips when a student declares their major. In addition, Associated Students will be working on developing a program that will increase graduation rates, and on a "sweat-free" campus project. Last, Associated Students will be looking at the campus policy on student tardiness.

**F. Statewide Academic Senators --**

Senator Van Selst said, "There were three resolutions in the last Academic Senate meeting. One would support Proposition 1B, which is a statewide funding issue." [The second issue involved] "a recommended change to the admission requirement for sciences from requiring a life science and 2 of the other sciences, to any 2 sciences. The third is a commendation for CSU Executive Compensation becoming more transparent. The early assessment program is something the CSU Statewide Senate is heavily involved in. There is also a push for on-line degree programs for the military residing elsewhere in the world. The largest movement right now is where we are in terms of Cornerstones. Over the next year or so, Cornerstones 2 will be developed. Senator Sabalius said, "Cornerstones 2 will involve outside constituents. Also, I have never seen so many questions put to Chancellor Reed regarding compensation." Senator Gorman

said, "A new trustee, Jeffrey Bleich, has expressed interest in visiting the campuses. He is a lawyer with a very strong record in Human Rights."

**X. Adjournment** – The meeting adjourned at 4:25 p.m.