

2016/2017 Academic Senate

MINUTES
October 10, 2016

I. The meeting was called to order at 2:02 p.m. and roll call was taken by the Senate Administrator. Fifty Senators were present.

Ex Officio:

Present: Kimbarow, Sabalius,
Van Selst, Lee, Perea
Absent: None

CASA Representatives:

Present: Schultz-Krohn, Lee, Shifflett, Grosvenor, Sen
Absent: None

Administrative Representatives:

Present: Papazian, Feinstein, Faas,
Blaylock
Absent: Lanning

COB Representatives:

Present: Reade, Rodan, Campsey
Absent: None

Deans:

Present: Green, Jacobs, Schutten
Absent: Stacks

EDUC Representatives:

Present: Laker, Mathur
Absent: None

Students:

Present: Caesar, Medina, Spica,
Balal, Torres-Mendoza
Absent: Medrano

ENGR Representatives:

Present: Sullivan-Green, Chung
Absent: Hamedi-Hagh

Alumni Representative:

Present: Walters
Absent: None

H&A Representatives:

Present: Frazier, Grindstaff, Riley,
Ormsbee, Miller
Absent: Khan

Emeritus Representative:

Present: Buzanski
Absent: None

SCI Representatives:

Present: Kaufman, White, Cargill, Boekema
Absent: None

Honorary Representative:

Present: Lessow-Hurley
Absent: None

SOS Representatives:

Present: Peter, Wilson, Trulio, Curry, Hart
Absent: None

General Unit Representatives:

Present: Matoush, Kauppila,
Higgins, Trousdale
Absent: None

II. Approval of Academic Senate Minutes– None.

III. Communications and Questions –

A. From the Chair of the Senate:

We are trying for the very first time this year to have a separate Senate meeting just for the University and Academic Affairs budget presentations. The budget presentations in the past have been rushed due to other Senate business in the same meeting.

We were going to do a test of the clickers today, but we have not used the clickers for over six months and the unbeknownst to us, the manufacturer issued a software update for the receiver that we need to download before we can test them.

Many of you have expressed concerns to members of the Executive Committee about the funding and hiring of a new Vice President. The Executive Committee had a discussion with the President regarding this last week. Chair Kimbarow is very comfortable assuring the Senate that the explanation for the decision to make this organizational change is sound, and that subsequent administrator searches will follow policy. The Executive Committee was also reassured that this will not negatively affect the Academic Affairs division. President Papazian will speak to this issue when she arrives.

B. From the President of the University:

The summit on September 30, 2016 focused on education and college readiness. This was a really important day for us on a number of levels. The collaborative effort between Provost Andy Feinstein and VP Reggie Blaylock around the Student Success Initiative presented SJSU as the leader in creating an environment where we can talk about our prospective students and the issues around college readiness in a way that includes our community partners, community college partners, and also K-12 superintendents.

The keynote speaker for this summit was Martha Kanter, former Under Secretary of Education, also a former faculty member and leader at DeAnza/Foothill Community College. There was a very rich conversation based on research questions. The summit focused some on Mathematics and how critical 8th grade is. Then they talked about 3rd grade, teacher preparation, and math readiness. Assemblyman Evan Low was very interested in what he might take away from this in terms of actual legislations/bills.

President Papazian just came from one of those states where the legislature tried to step in and run the universities. About four years ago that state's legislature got so fed up with the higher education sector that they stepped in and said you are not going to be able to do developmental courses any longer in the way that you are doing them.

Katy Murphy wrote a long story in the San José Mercury News focused primarily on the community colleges and this question. President Papazian was surprised SJSU wasn't included in the article since it takes the whole ecosystem including K-16, and not just K-14.

The summit also focused on what could be done in terms of real partnerships. The student success teams led by the Provost and VP Blaylock will be looking at ways to partner with the community colleges in particular. President Papazian has already had meetings with the new Chancellors of our community colleges. Their talks have included some innovative possibilities, but they all agree that our students must come first. This means doing whatever it takes to ensure our students are successful and college ready.

In the community colleges this means building some of their dual enrollment programs, where a student in 10th, 11th, and 12th grade might take a college-level course. This partnership is between the community colleges and the high schools in particular. At SJSU, we need to ask where do we as a university fit in, and how might we use the research that shows that students that take two or three kinds of remediation in their first year which prevents them from getting into credit-bearing courses have very small chances for success. These students tend to drop out, or they use their financial aid so their resources dwindle, and they haven't actually moved into a credit-bearing program yet. We are considering what part of this could be fixed in partnership with community colleges. The community colleges and the 4-year universities often share a lot of faculty that are in the part-time ranks. The summit focused on ways we can bring together faculty that are teaching in both places to build a partnership that ensures a rigor we want to see, and that students that transfer from the community college system after getting their Associates degree are as successful in completing their Bachelor's degree as the students that start at a 4-year university.

The other piece is the re-scanning of the high schools to make sure we are not waiting until it is too late, for instance the four years of Mathematics that should be taken in high school. These are the kinds of things that can be done in 10th, 11th, and 12th grade as well as in the summer. SJSU piloted some of that this year with the Spartan Scholars Program. There is more of this that we can do.

The day of the summit was a very important day. President Papazian was so pleased that SJSU had really stepped up as the leader in this conversation. SJSU is the only major 4-year public university in this region, and we also have a very robust College of Education that is preparing many of the K-12 teachers in the region. SJSU has a stake in these teachers and in their continuing professional development.

SJSU also needs to ensure that we are at the table when legislation is being drafted. If we are not at the table and don't take care of things, our legislators will step in. Remember that our legislators are hearing from their constituents and they want to make a difference and be re-elected. This is why it is important that we build those relationships. We have a great deal of professional expertise on this campus in a number of areas including content, education, and academic student success. The Glazer bill is a good example of legislators not thinking of the unintended consequences of a bill on our CSU campuses, such as what happens to all the other students and additional costs. We need to be at the table to recognize when there is a problem and to speak up. It takes all of us at the table to make good and positive

change. Every decision we make needs to put student welfare and student success at the core. If it makes more sense for a program that we have been running to be taught at the community college because it is more effective, then we should support that because the impact should be on what students need. We must stay focused on the students, so let's collaborate and work together on that.

Questions:

Q: The ASCSU was at the table and was in contact with the legislators constantly about making improvements in that bill, but we had only so much pull.

A: There are a number of avenues to address issues, and certainly our ASCSU is really helpful. The ASCSU addresses these issues across CSU campuses.

Provost Feinstein commented "this is just the first step and not the last. In fact, today the notes from those meetings will be made available publically. Our goal is to have another meeting in January 2017. Two years ago 45% of our students needed remediation and this year we are at 29%, so a lot of the work has been done. However, that should be down to zero. We are committed to that, and want to make sure that occurs."

VP Blaylock commented that most of the people in the room did not know each other and this was an excellent opportunity to meet people. Also, there was no finger-pointing or placing blame.

President Papazian introduced Jaye Bailey, the new Chief of Staff and VP for Organizational Development. The push in Jaye's appointment was really to get someone into the Chief of Staff role. We needed full-time leadership in Student Success so Stacy Gleixner stepped up. There were some questions that arose and the Executive Committee had a robust discussion about Jaye's appointment. President Papazian said that "given the nature of the Chief of Staff piece, I elected to go ahead and move forward on the appointment with somebody that I had worked with for 4 ½ years, that I managed to persuade to come out here. There was a certain urgency in some issues that needed to be addressed."

One of those issues was the need to move Human Resources and the personnel side of Faculty Affairs under Jaye's purview. The academic part of Faculty Affairs, which includes RTP, sabbaticals, and faculty development, will remain under the Provost's purview. What has become clear to President Papazian in the few months she has been here is that there is a serious issue on this campus. Right now HR functions are spread out in too many places and there is a need for better communication and integration of processes. There have been lots of investigations and issues that President Papazian cannot speak to due to confidentiality restrictions. For personnel matters, President Papazian is ultimately accountable and control of these matters needs to be with the President's Office.

At the same time the Office of Diversity, Equity, and Inclusion, to which the Title IX

Officer reports, will work in collaboration with the Chief of Staff and VP for Organizational Development. The new Title IX Officer just started on Monday and her name is Natalie Potts. Natalie will report to the Chief Diversity Officer, Kathleen Wong. The Office of Diversity, Equity, and Inclusion will also report to the President.

There was some concern from the faculty leaders on the Executive Committee about how this will work on the faculty side. It will probably take at least a semester to fully evaluate how the flow works and what makes sense, and it may end up that only a small part of faculty affairs is transferred under the purview of the Chief of Staff/VP for Organizational Development. We need to give the Chief of Staff, Director of Diversity, Equity, and Inclusion, and Title IX Officer time to evaluate how these offices will work together.

Questions:

Q: Is it your intention that the authorization and distribution of faculty lines will continue to operate through the Provost/VP of Academic Affairs?

A: Absolutely. President Papazian noted she is a former Provost. The only exception might be the actual authorization of funded lines in terms of the total amount, because that is ultimately a budgetary issue. Once we've allocated and said we can fund so many lines, the President's Office is out of it.

Q: Can you shed any light on the HGH (Hugh Gillis Hall) episode, whatever that may be?

A: No.

Q: My question stems from an article in the SF Chronicle about African-American students complaining about some hate leaflets found in HGH that specifically targeted African-American students.

A: President Papazian did not see the article but is aware of some flyers from the Asian Students Against Black Lives Matter that were written in a language other than English. Kathy Wong is working on this in conjunction with the University Police Department (UPD) to see if they can pinpoint where the flyers came from. It seems to be a non-affiliate from outside the campus that came through and put up a few flyers, but UPD is working with the Office of Diversity, Equity, and Inclusiveness on this. President Papazian is not sure where they are in the investigation, but the flyers were taken down immediately.

IV. Executive Committee Report –

A. Executive Committee Minutes – None.

B. Consent Calendar –

Consent Calendar of October 10, 2016 – approved as amended (49-0-0).

C. Executive Committee Action Items: None

- V. **New Business – None**
- VI. **Unfinished Business: None**
- VII. **Policy Committee and University Library Board Action Items. In rotation.**
 - A. **Curriculum and Research Committee (C&R) – None**
 - B. **Organization and Government Committee (O&G) – None**
 - C. **Instruction and Student Affairs Committee (I&SA) – None**
 - D. **University Library Board (ULB) – None**
 - E. **Professional Standards Committee (PS) – None**
- VIII. **State of the University Announcements. Questions. In rotation.**
 - A. **CSU Statewide Senators –**
 - B. **Provost –**
 - C. **Vice President of Finance and Administration –**
 - D. **Vice President for Student Affairs –**
 - E. **Associated Students President (AS) –**
 - F. **Vice President for University Advancement – None**
- IX. **Special Committee Reports –**
 - A: **University Budget Presentation by Charlie Faas, VP of Administration and Finance**
(See University Budget Presentation PowerPoint attached, and/or the meeting recording on the Senate website at <http://www.sjsu.edu/Senate/docs/sminsf16-3.MP3> (forward to 0.2.20))
 - B. **Academic Affairs Budget Presentation by Andy Feinstein, Provost and VP of Academic Affairs**
(See Academic Affairs Budget Presentation PowerPoint attached, and/or the meeting recording on the Senate website at <http://www.sjsu.edu/Senate/docs/sminsf16-3.MP3> (forward to 1.23.43))
- X. **Adjournment – The meeting adjourned at 4:01p.m.**