

2019/2020 Academic Senate

MINUTES
September 16, 2019

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

Ex Officio:

Present: Rodan, Van Selst, Curry,
Frazier, Mathur, Parent
Absent: None

CHHS Representatives:

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

Administrative Representatives:

Present: Papazian, Day, Faas,
Wong(Lau), Del Casino
Absent: None

COB Representatives:

Present: He
Absent: Khavul

Deans:

Present: Lattimer, d'Alarcao, Stacks
Absent: Ehrman

EDUC Representatives:

Present: Marachi

Students:

Present: Kaur, Delgadillo, Gallo,
Trang, Birrer, Roque
Absent: None

ENGR Representatives:

Present: Sullivan-Green, Kumar, Okamoto,
Ramasubramanian
Absent: None

H&A Representatives:

Present: Khan, Riley, McKee, Kitajima, Coelho

Alumni Representative:

Present: Walters

SCI Representatives:

Present: White, Cargill, French, Kim
Absent: None

Emeritus Representative:

Present: McClory

SOS Representatives:

Present: Peter, Wilson, Jackson, Hart
Absent: None

Honorary Representative:

Present: Lessow-Hurley

General Unit Representatives:

Present: Higgins, Masegian, Monday
Absent: None

II. Approval of Academic Senate Minutes–

The minutes of May 13, 2019 (last meeting of 2018-2019) were approved as amended by President Papazian (48-0-2). The minutes of May 13, 2019 (first meeting of 2019-2020) were approved as written (46-0-4).

III. Communications and Questions –

A. From the Chair of the Senate:

Chair Mathur welcomed new Senators for AY 2019-2020. Senators were reminded that they represent the needs of their college as well as the university.

Chair Mathur announced the holiday party at the President's house on December 12, 2019 at 6:30 p.m.

Chair Mathur announced that the Senate Retreat will be held on January 31, 2020 from 8:30 a.m. to 3:00 p.m. in MLK 225/229.

The Senate will be sending out calls for nominations for three special elections in the colleges of Social Sciences, Education, and the General Unit in the next week.

The Senate Administrator and Associate Vice Chair have been working diligently to staff the committees and are close to filling all vacant seats. The Board of Academic Freedom and Professional Responsibility is mostly staffed except for the Colleges of Health and Human Sciences and Humanities and the Arts.

The Senate now has a twitter account @SJSUSenate.

The Senate Office is working on keywords for policy searches, website changes, and converting older Senate Meeting minutes from tape to digital records.

B. From the President of the University –

The President welcomed all new Senators and students as well as Trustee Sabalius.

The Trustee's Budget was mostly supported by the Governor and legislature and the University is in a good place this year.

There are several bills that will affect the CSU pending in the legislature. The most significant bills include AB 829, that the Governor signed, that granted the doctorate in Occupational Therapy to the CSU. Our colleagues in Health and Human Sciences are already hard at work on the curriculum.

SB 206 will allow student athletes to monetize their name, likeness, and image. This bill is likely to be signed by the governor and will have unintended consequences as linked to NCAA rules and regulations. AB 48 is the Capital Budget vote bill that would allow bonds for capital projects to be put on the ballot such as for deferred maintenance.

SB 24, medical abortion bill, would require campuses and health centers to provide abortion support. There have been some amendments that would allow a third party to provide the services. The Governor is expected to sign this.

Then there is AB 1460, that requires a 3-unit course in Ethnic Studies for every student as part of the general education. The president reviewed the progress of this bill over the summer and noted some of the opposition to this bill. This has been extended to a two-year bill.

Census is coming up and the President is working to ensure everyone is counted. There are real consequences when the census is undercounted. There will be well paying jobs for students. You will be hearing a lot more about this.

The President gave updates on several searches including the Vice President of University Advancement (VPUA), Dean of the College of Health and Human Sciences, and the Dean of the College of Graduate Studies. It is especially important to get a new VPUA on board with the launch of the Capital Campaign.

The Provost and Senate Chair have been working on staffing the Strategic Planning Steering Committee.

Questions:

Q: The President was asked if there would be fewer unsigned policies in the future, given the number of unsigned policies still pending?

A: The President responded that once she signed these policies they are university policies and she needs to be sure they are right for the university. The President cannot always review a policy in two weeks and wants to ensure that the policies can be implemented.

Q: Can you update us on the steps being taken to address the athletics and Title IX issues brought up in the news articles over the summer?

A: Some of the issues were addressed right away such as correcting mis-statements in the article and adding support and training. Then we had a consultant team come here and look at athletics and procedures and they are making recommendations. Other issues are still being addressed under Title IX.

Q: Can you update us on what is happening with regard to creating a task force to study the issue of bullying on this campus?

A: The CDO will comment on this in her announcements later in the meeting as she is working on this with the Provost Office.

IV. Executive Committee Report –

A. Executive Committee Minutes –

Executive Committee Minutes of June 5, 2019

Executive Committee Minutes of July 18, 2019

Executive Committee Minutes of August 8, 2019

Executive Committee Minutes of August 26, 2019

Questions:

Q: Regarding the minutes of June 5, 2019 and August 8, 2019 about the Event Center being named Provident Credit Union Event Center, it says a public announcement will be sent, but I've never seen one. Was this sent out?

A: An announcement was sent out last week by VP Faas' office. Essentially, it said that the Event Center had been renamed the Provident Credit Union Event Center. Provident will pay us \$300,000 plus a 3% yearly increase for ten years. These funds will be used for Event Center upkeep.

B. Consent Calendar –

Associate Vice Chair (AVC) Marachi presented an amendment to remove Katy Kao from the Graduate Studies and Research Committee and replace her with Gokay Saldamli, also from Engineering, due to a conflict with the committee meeting times.

A question was asked about why the student, Flor Sario, was not removed from the Campus Planning Board (CPB) on the consent calendar as she has a conflict with classes and can't make the meetings. The CPB Chair notified the AVC, Senate Office, and Chair of the Senate on multiple occasions. AVC Marachi explained that the seat Ms. Sario occupies is a designated seat for that particular AS Board Director and that the Executive Committee had discussed and decided to remove her from the consent calendar until the AS President makes a determination as to how AS wants to handle the situation. The seat is designated specifically for Ms. Sario's position and does not currently allow for a "designee" to fill the seat. The AS President is discussing this issue with the AS Board of Directors and will provide feedback to the AVC regarding this designated student senator seat.

There was no dissent to the consent calendar as amended by AVC Marachi.

C. Executive Committee Action Items:

The Executive Committee approved *SS-F19-1, Sense of the Senate Resolution, Opposing AB 1460*, on July 10, 2019 on behalf of the Academic Senate while the Senate was out on summer recess. The Senate voted unanimously to endorse SS-F19-1 (50-0-0).

V. Unfinished Business - None

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

A. Instruction and Student Affairs Committee (I&SA) – No report.

B. Professional Standards Committee (PS) – No report.

C. Organization and Government Committee (O&G) –

Senator Shifflett presented *AS 1743, Policy Recommendation, Amendment B to S16-8, Selection and Review of Administrators (Final Reading)*.

Senator Shifflett presented an amendment that was friendly to the body to change lines 30 and 46 to read "Senior Director of Faculty Affairs." Senator Stacks presented an amendment to add the AVP of Research. The amendment was seconded. The Senate voted and the Stacks amendment passed with no Nays or Abstentions (50-0-0).

The President commented that the voice of the Vice President of Research and Innovation (VPRI) was absent on appointing someone who works within his office and this is the type of thing that would hold up approval of a policy like this. The Provost commented that we might want to table the resolution until after we consult with the VPRI. **Senator Frazier presented a motion to postpone the resolution until the next Senate meeting. The motion was seconded. The**

Senate voted and the motion passed with 1 Nay and 3 Abstentions (46-1-3).

Senator Shifflett presented *AS 1742, Amendment A to University Policy S10-5, Charge and Membership of the Sustainability Board (Final Reading)*. Senator Parent presented an amendment that was friendly to the body to change the name of the “AS Director of Sustainability Affairs” to “AS Director of Sustainability.”
The Senate voted and AS 1742 passed as amended (48-2-0).

Senator Shifflett pulled *AS 1747, Policy Recommendation, Amendment A to SM-F09-2, Change to the Composition of the Academic Disqualification and Reinstatement Review Committee (First Reading)* from discussion at the senate due to some feedback received.

Senator Shifflett presented *AS 1748, Policy Recommendation, Adding General Unit Seats to the Student Evaluation Review Board (SERB), Student Fairness Committee (SFC), University Library Board (ULB), University Writing Committee (UWC) (First Reading)*.

Questions:

Q: Under the new policy, section 3.b.1, allows for faculty from all colleges so the UWC has already got spots for the general unit.

A: Here is the problem, that section is talking about representative units. The College of Professional and Global Education (CPGE) faculty are members of the general unit. If we put a seat for the CPGE then we would be giving a seat to a department since the CPGE only has one department right now. Until that college is something more than the general unit, the policy needs a seat for the general unit.

Q: Then I would suggest changing the wording so that it doesn't say faculty from all colleges, since CPGE is a college.

A: O&G will take this under advisement.

Q: In the past, the general unit included faculty who were not teaching faculty and the reason the general unit was excluded from SERB was that it was felt the members of Student Evaluation Review Board (SERB) should be teaching faculty who were subjected to SOTES. In the case of the Student Fairness Committee (SFC), it was felt that only faculty who were teachers of record and had experience assigning grades should be members. Now it is more complicated. There are both teaching and non-teaching faculty in the general unit as well as staff. Would O&G consider limiting the members of the general unit who can serve on SERB and the SFC to only teaching faculty?

A: Yes. O&G will take this up. There was discussion in O&G that staff advisers in the general unit had insight and maybe we should keep the general unit open for them. We will continue that discussion.

Q: If the charge of SERB is expanded to include SOTES for advisers, then it would be appropriate for them to be included.

Q: Regarding the SFC, since you are adding an additional faculty member will that change the student-faculty ratio and should you be adding another student?

A: Each time we add a faculty member to a committee, we do not automatically add a student. If you want to suggest the need for that please do and I'll bring that into the discussion.

Q: Could you look into the SFC, because I believe that a percentage of the committee may need to be students and that if you add a faculty member it could change that percentage. Could O&G look at particular policies and make sure students are represented according to those proportions if any?

A: Yes.

Senator Shifflett presented *AS 1749, Amendment B to University Policy S13-9, Merging, Dividing, Transferring, Eliminating Academic Units (First Reading)*.

Questions:

Q: In line 68-72, would O&G consider implications for non-tenure-track faculty and also implications for course offerings?

A: Yes.

Q: In 7, and probably 5 as well, I think it might be useful to mention seniority. Would O&G consider this?

A: Yes, we've got that.

Q: Would the committee consider the term "meaningful consultation"?

A: The approach the committee took was to make sure things were put in writing so there was time to consider things. We felt putting it in writing and ensuring there was a timeline would ensure "meaningful consultation."

Q: When this comes back could we have something a little more specific about the reason for the changes?

A: When you don't have something in writing, one person hears one thing and another person hears something else, so this is why.

Q: Line 57 refers to Academic Semester, so is that meant to exclude Summer and Winter Session?

A: Yes.

Q: Then could we be more specific about it.

A: O&G will revisit this.

Q: Could O&G specify what a reasonable amount of time is?

A: What we have here is that voting should not commence until after 10 duty days of review, and voting faculty should have no less than 5 days or more than 15 days to vote.

Senator Shifflett presented *AS 1750, Policy Recommendation, Amendment to the Senate Constitution Regarding Administrator Representatives (First Reading)*.

Questions:

Q: What is the thinking in O&G about placing the AVP of Research on the Senate instead of the VPRI? Wouldn't having the VPRI on the Executive Committee give an important voice to that committee as well?

A: O&G discussed this at length. O&G feels the level of engagement the Senate needs is the AVP of Research. That person can best inform the Senate on policy.

Q: Did you also consider the need to balance different levels of management such as a certain number of VPs and a certain number of Deans?

A: We tried to hint at that in the rationale at the end when we said that the Senate needs, from the leadership side, people with responsibility for visionary planning to concrete implementation responsibilities across and within divisions. When it comes to the new VPRI, O&G felt that the Senate needs the AVP of Research. It was a very thoughtful discussion. O&G also thought that if we add another VP then we need to add two additional faculty members to the Senate.

Q: In terms of the past on the Senate, we had some rotation possibility with the AVPs and/or Deans being able to occupy those seats. Originally we had four representatives. We had two Deans and two rotators. O&G and the Senate need to consider the consequence of removing that rotation possibility.

A: Thank you.

D. Curriculum and Research Committee (C&R) –

Senator White presented *AS 1751, Policy Recommendation, Combined Bachelor's and Master's Program (Final Reading)*.

Senator White presented a page of amendments from the Curriculum and Research Committee that were friendly to the body. **The Senate voted and AS 1751 passed as amended with 0 Nays and 0 Abstentions (50-0-0).**

E. University Library Board (ULB) –

Senator Frazier encouraged Senators to attend a presentation on Elsevier at the MLK Library on September 26, 2019 at noon in MLK 225. The library is looking at what we might do if they lose the subscription to Elsevier and would like input. Please RSVP. Senator Frazier will re-send the link for registration. Lunch will be provided.

VII. State of the University Announcements. Questions. In rotation.

A. Vice President for Student Affairs –

We are two days away from census. Our total enrollment at this point is 35,803 students. About two weeks ago, we were at 36,084. However, that is expected. That is a robust enrollment for us. We are not experiencing enrollment declines yet. However, we need to be concerned about internal trends in the state of California and about our own marketability. One of the things we are seeing is a dropping off in enrollment of our first-year students. This is a national trend. We are hearing this

from lots of institutions. Other universities are also going deeper into their waiting lists. Our international students are down by about 200 students. Our graduate student numbers are just about where they were previously.

Student Affairs is also working on a Strategic Enrollment Plan. SJSU does not have a Strategic Enrollment Plan right now. This will take us a good year. We will be looking at an Academic Plan component, how we want to shape the classes, our graduate enrollment, marketing and brand awareness, and the undergraduate student experience. This will strategically make us ready for what is coming.

Questions:

Q: I have question about the NACADA Report on Advising. Some of the items in the summary are somewhat concerning. Particularly, any recommendations to consider exclusively professional adviser models, when advising is one of the expectations for faculty for retention-tenure-promotion, is of concern. Will this be considered?

A: This is an external review. We have never taken every suggestion and implemented it from an external review. What an external review does is give us a reflection back to understand what may be happening in the marketplace, what makes sense, and works best for us. What we have right now is a situation where students are going to different places on campus for advising and getting different answers. There are lots of things in the report we are not going to do. Whatever we do will not be a surprise and will make sense for our campus.

Q: What steps have been taken to address the drop in international students?

A: Our international recruitment is mainly coming out of the College of Professional and Global Studies and we are doing pretty well. We need to look at what our goals are around enrollment before we can effect a plan.

Q: Would it be possible to have international students online and not physically present at the university?

A: I'm happy to bring that back to the next conversation. It may take a little work to look into and I'd like the Dean to be with us for that conversation. VP Day is happy to talk about this offline as well.

Q: In considering recruitment practices for international students, we need to consider employment, particularly with Graduate STEM focus that is in place today. This needs to be a part of any international student recruitment plan.

A: Agreed.

B. Chief Diversity Officer (CDO) –

Over the summer the CDO's office did face-to-face training with 8,700 new students including frosh and transfers. These students were given an hour of intergroup engagement and facilitation skills including Title IX. This is the third summer the CDO's Office has given this training to incoming students. CDO Wong(Lau) was also invited to facilitate a day and a half long retreat for all the directors and their

staff for the Institute for Teaching and Learning by the Chancellor's Office in Long Beach. In addition, the CDO's staff did several hours of training with new tenure-track faculty and the Jumpstart program.

For Fall 2019, the CDO and staff will be focusing on the Campus Climate Survey. Rankin and Associates will be handling the survey and results and have come to the campus to meet with the President and her cabinet to discuss how they will be conducting the survey and handling the results. Rankin and Associates are very experienced and they are all academics themselves. When everything is completed, they will return to the campus (in a year) and give a full report of the results of the survey to the President and the campus at the same time. There are 30 members of the working committee. They are mostly faculty, staff, and students. We were asked not to include Management Personnel Plan (MPP) members. Rankin and Associates are running 24 focus groups on one day in October. At this point, they are populating those focus groups to be sure they are representatives of all groups. The campus needs a 30% completion rate in order to report our findings. We are going through the Institutional Review Board (IRB) process to be sure the data is protected. The target date for the survey to go live is March 2020 for 30 days. The working committee will come up with the questions as a result of the focus groups. There is a website setup if you have any questions.

An anti-bullying committee is being setup and CDO Wong(Lau) and Vice Chair McKee will be Co-Chairs of that committee. They have been working on the charge for that group. They have one additional seat to fill on the committee and then an announcement will be made and letters of appointment will be sent to the campus.

We are in the "Red Zone" for Title IX. This is what most campuses refer to as the first six weeks of school. This is when the highest number of sexual assaults, sexual misconduct, and harassment and other issues occur, particularly between first time students. We've also had our second hearing on campus in terms of the new Title IX process. We'll probably have another one in October.

The CDO will be having some campus conversations about the hate fliers that were put up on campus. These are yet to be scheduled.

The CDO continues to do 2-hour diversity trainings for faculty search committees on campus. The CDO is running these trainings with the Senior Director of Faculty Affairs, James Lee. This is the first time training will be required of all committee members and not just the chair. The CDO Office has completed 8 trainings. There will be an opportunity to Zoom in for one of these trainings.

Questions:

Q: Can you elaborate a little bit on the anti-bullying committee and how the members are being selected?

A: They are being selected for their expertise as well as the range of knowledge they bring and representation of different parts and groups on campus, e.g. lecturers, etc. The committee is projecting that the committee will have until December 2020.

Q: Is the committee going to be called something other than the Anti-Bullying Committee?

A: Yes, it will be called the Committee on Professional, Productive, and Ethical Expectations in Work Relations. This is language that came from some key documents from the Chancellor's Office.

C. CSU Faculty Trustee (by standing invitation) –

On August 9, 2019, Governor Newsom appointed Faculty Trustee Sabalius to another two-year term. The Senate gave Trustee Sabalius applause. Trustee Sabalius thanked the Senate and SJSU for their ongoing support and pledged to work diligently on behalf of SJSU and the CSU.

The appointment is twelve months and there is work over the summer. There is usually a July meeting of the Board of Trustees. Trustee Sabalius sent the report out. In addition, there was an August meeting of the education committee to discuss the fourth year of quantitative reasoning as a requirement for admission to the CSU.

Trustee Sabalius is also a guest of the ASCSU Executive Committee. In addition, there was also an Academic Senate Leadership Retreat.

Trustee Sabalius was in Georgia and visited our Dean from San Diego State where they conduct an Engineering program.

The legislators were in session over the summer and finalizing legislation so it was busy.

The next Board of Trustee meeting is next week. The big items that received a lot of media attention were the discussion on quantitative reasoning, admission requirements to the CSU, and a state auditor report that faulted the CSU for having \$1.5 billion in reserves. That report got a lot of media attention when it was released. It is neither the case that the money was hidden or that it is extra money. Much of it was designated reserves. The worst we are being accused of is saving too much money. The rainy day fund is only \$400 million and that would only get the CSU through about three weeks. The reserve funds held at the Chancellor's Office are only 1% to 2% of our yearly operating budget.

Regarding the ethnic studies requirement, the ASCSU will act even though AB 1460 has been postponed.

The CFA contract expires in June and bargaining is coming up. The Faculty Trustee is prohibited from being a part of any salary negotiations by the California Education Code, so Trustee Sabalius will not be participating.

This week on Wednesday, Thursday, and Friday, the ASCSU will meet and Trustee Sabalius will be there as well.

On Sunday, Trustee Sabalius will address the CSSA Board of Directors in San Marcos. The following week there is a Board of Trustees meeting on Tuesday and Wednesday. On Thursday, Trustee Sabalius will visit the Northridge campus. The following day on Friday, the CSU World Language Council will meet at Northridge and Trustee Sabalius will be attending that meeting as well.

In addition to all of this, in two weeks we begin planning for our 2020-2021 budget. This year's budget is a historic increase for the CSU. We did not get everything we wanted in ongoing funds, however, we received more than we asked for in one-time funds. We are very, very happy. It is a better budget than we have seen in a long, long, time.

Senator Peter made a motion to move the Provost next in rotation before the CSU Statewide Senators. The motion was seconded and approved.

D. Provost—

The Provost has visited a number of the colleges and chair meetings.

Last fall the we did a COACHE survey. The results are in and we are working on a communication plan right now. What is really exciting is that 51% of those asked to respond responded. People feel very strong about chairs and deans on the campus. People indicated they really want more emphasis on research and more transparency from senior leadership. There are some really interesting results. Some of the results were surprising and some were not. More to come on that.

We have two dean searches underway. One search is for the Dean of Graduate Studies, and is an internal search. We felt there was enough talent on the campus that we did not have to go with a national search. Then there is the search for a new Dean of the College of Health and Human Sciences. This search will launch soon and is on a national level.

We have authorized 70 faculty searches. The state has told the CSU that we need to spend \$35 million on increasing tenure density. That isn't \$35 million new dollars to spend, they want us to spend \$35 million out of what we have been given to increase the number of tenure and tenure-track faculty.

There has been a lot of organizational change. We want to align titles. People reporting to the Provost Office should have Vice Provost titles. We are also going to do a search for a Vice Provost of Institutional Effectiveness and Strategic Analytics. This VP's charge will be to guide us through the asking and analyzing of data on the campus. The university is woefully short in this area. The structure of the Provost Office would become the Vice Provost of Undergraduate Studies, the Senior Vice

Provost of Academic Affairs, and the Vice Provost of Institutional Effectiveness and Strategic Analytics.

Questions:

Q: The accreditation report makes specific reference to quantitative reasoning. The data from the August 29th meeting made crystal clear that the additional work has had a positive impact on graduation rates. Before the students get here, can your office look into the impact of additional quantitative reasoning work on our graduation rates?

A. Yes. Great idea.

Q: What kind of background do you expect for a Vice Provost of Institutional Effectiveness and Strategic Analytics?

A: It could be a faculty member, or research and assessment folks.

Senator Marachi moved to extend the meeting by ten minutes. The Senate voted and the motion passed (49-1-0).

E. CSU Statewide Academic Senators –

A meeting has not been held yet but some items have already been discussed, such as AB 1460, 4th year quantitative requirements, and the GE Special Report. There is an outstanding report due from us in November. Expect to hear more next month.

The three things on our plate coming up next week include Ethnic Studies and there will be action before December. This campus has had a strong tradition of responding early and well. The 4th year quantitative reasoning has gotten a lot of discussion statewide. The evidence shows that if you have this fourth year, it is very beneficial, but of course the people most likely to have it are the people most favored by their background to begin with, so there is a lot of tension there. The final thing is that there is some tension around this push for “systemness.”

There are two technology-related committees at the CSU statewide level. We already had some issues with systems being taken offline during finals.

F. Associated Students President –

The AS Child Development Center has received the highest ranking in the Quality Rating Improvement System (QRIS) and has been reaccredited for next year. They have also received an award for an inclusive room for children with disabilities.

AS has a new Interim Director of Transportation Solutions, Tiffany Rodriguez.

AS is working on a land acknowledgement to honor the Muwekma Ohlone tribe as the original stewards of the land SJSU sits on.

Homecoming royalty is still taking applications.

AS President Parent will be joining Trustee Sabalius in San Marcos for the CSSA meeting.

G. Vice President for Administration and Finance –

VP Faas announced that the Faculty and Staff Lounge has been completed and the vending machines will be installed soon.

The new Science and Innovation Building is on track and on budget.

At a recent meeting at the Chancellor's Office, they commented that the CSU needs more of the type of deals we secured with the Provident Credit Union to bring in funds for the CSU.

VIII. Special Committee Reports –

IX. New Business –

The Academic Senate of 2019-2020 had its picture taken by the University Photographer, Bob Bain.

X. Adjournment – The meeting adjourned at 5:10 p.m.