

**2020-2021 Academic Senate Minutes**  
**December 7, 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, Mathur, Delgadillo Absent: None	<b>CHHS 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>COED Representatives:</b> Present: Marachi Absent: None
<b>Students:</b> Present: Kaur, Quock, Walker, Chuang, Gomez Absent: Jimenez	<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, Riley Absent: None
<b>Emeritus Representative:</b> Present: McClory	<b>COS Representatives:</b> Present: Cargill, French, White, Maciejewski Absent: None
<b>Honorary Representative:</b> Present: Lessow-Hurley	<b>COSS Representatives:</b> Present: Peter, Hart, Sasikumar, Wilson, Raman Absent: None
<b>General Unit Representatives:</b> Present: Masegian, Monday, Lee, Yang, Higgins Absent: None	

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

**III. Approval of Academic Senate Minutes–**  
 The minutes of November 9, 2020 were approved (42-0-0).

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

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

Chair Mathur welcomed Senators to the final Fall 2020 meeting. This meeting will be recorded for transcription purposes. Please ensure you type SL in the Chat if you have a question. Please wait until you are called on. For amendments, please type SL Amendment into the Chat then when Chair Mathur calls on you put the Amendment into the Chat. When we are in debate, please clarify SL debate, SL amendment, or SL main motion. Please only vote if you are a Senator.

Today's agenda has Final Readings first. For those six Final Readings, we will move right into debate so be prepared for that. If we don't get to the first readings, which we optimistically hope will happen today, please provide feedback in the google doc Chair Mathur sent to you last week.

Chair Mathur expressed condolences on behalf of the Academic Senate on the recent passing of Jeanine Jones. Jeanine was an excellent member of the staff and very well known and loved by many members of the Senate including the Senate Chair and Senate Administrator. Jeanine will be greatly missed. Those who are interested can make a donation to the Student Hunger Fund in her name.

We received additional sad news that former Senate Chair and AVP of Research, Pamela Stacks, has announced her retirement as of December 30, 2020. We recently honored her with a Sense of the Senate Resolution. A zoom farewell session will be held on December 23, 2020.

The Executive Committee has reviewed and approved the nomination of Romey Sabalius for Faculty Trustee. We must now wait an additional two weeks per policy F86-1 for any additional nominations before forwarding to the Chancellor's Office. We thank Romey for his continued advocacy on the behalf of CSU Faculty and on the behalf our students and other stakeholders within the Board of Trustees.

The President's Senate Holiday Reception will be held December 16, 2020 from 3 p.m. to 4:30 p.m. There will be door prizes as well as an Ugly Sweater, and most Creative Zoom Background contests. We hope to see you there, stay tuned for the RSVP and Zoom link.

The Senate Retreat will be held on February 12, 2021 from 9 a.m. to noon via zoom. The subject will be, *SJSU and the Post Pandemic University*. Please save the date and time.

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

President Papazian announced that the Chancellor's Office has advised us to stay home as much as we can with the increases in COVID exposure. They

also suggested we delay the start of in person classes for Spring 2021 to get through the next 8 weeks or so around the holidays. We are fortunate that we have already made the adjustment in our academic calendar and we don't start until the very end of January. Some campuses start a lot earlier. President Papazian will leave that to the Provost and Academic team to look at what makes sense there. Another suggestion was to think about what we are doing around spring break and whether we want to make adjustments. We took a look at that and we also heard from students and it appears people need a break, so to make adjustments right now would just add more stress than reduce stress. At this point we aren't planning to do that. We will be looking at the testing protocol for students leaving and then returning back after break. This will be a very deliberate process and something along the lines of what we did around Thanksgiving.

The court ruling around DACA allows new DACA applications to be accepted and this is good news for our students. This is a good short term win for now. Our UndocuSpartan Student Resource Center can provide assistance and is willing to help any student.

The newly elected officials are being sworn in today I believe. Things will start up again in earnest after the new year. With the support of our faculty trustee who has been a very articulate advocate for appropriately funding the budget for the CSU, the Board of Trustees increased the budget they were asking for to \$556 million. There will be a lot of work advocating for the new budget in the new year. You may hear more from the Academic Senate of the CSU. It will be heavy lifting to get this through. There is good news about revenue coming into the state budget, but the costs of the pandemic are severe. It is not clear whether this \$900 billion stimulus package being negotiated in Washington D.C. will come to pass. This depends a lot on what the new administration is able to get through congress. Part of this is making up for the cuts from last year and part of it is providing support for Ethnic Studies. It will take everyone advocating for this budget including faculty, staff, students, and community members.

We still have some room for nominations for the Campus Climate and Belonging Committee (deadline is December 21<sup>st</sup>). This is a large committee that will address in earnest and have the responsibility for beginning to understand the Campus Climate Survey and how we create the kind of environment on campus that allows all of us to thrive.

Last point, there has been a decline in enrollment applications across the country. There has been a decline in FAFSA applications being reviewed by the feds and there has been a serious decline at community colleges, which will hit us up in a couple of years. So, we know there will be some enrollment challenges over the next several years. CalApply has been extended until December 15, 2020. We are not in as bad a position in the aggregate. The

VPSSA and the enrollment management team are working very hard to follow-up on that. This is going to be important for us to keep an eye on. We are optimistic the fall will be much more in person than we are now if vaccines go well, but clearly potential students are worried about it.

**Questions:**

Q: We received an email over the weekend about COVID positive individuals. Any additional updates on that?

A: No, if you had been exposed, you would have already heard.

C: Our case management team would reach out to you directly if you were actually exposed. We will continue to update the website if things change.

Q: Are we doing any outreach to stay in touch with people who used to support us like janitors who aren't currently part of SJSU? If we've failed to rehire some individuals, I'm wondering if we are providing any support for them?

A: We really need the custodial staff at the university right now more than ever, so we have been able to keep them employed. We haven't released any staff at that level. We have made a real effort to maintain the employment of folks. The Alumni Association is also doing what they can to reach out to folks. We do some outreach with counselors. There is a lot of effort on mental health and wellness.

C: Staff in CAPS are spending a huge amount of time reaching out to current students and we continue to provide a range of services to current students. We do live chats virtually to help students to return to the institution. If you have suggestions we would be happy to hear them.

C: We are having an employee connection session from noon to 1:30 p.m. tomorrow and 62 people have already registered. Staff morale is very important and we are working on it. We are working on more ways to make connections while people are feeling isolated.

**V. Executive Committee Report:**

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

EC Minutes of November 2, 2020 – No questions

EC Minutes of November 16, 2020 – No questions

EC Minutes of November 23, 2020 – No questions

**B. Consent Calendar:**

Consent Calendar of December 7, 2020—There was no dissent to the consent calendar as presented by AVC Marachi.

**C. Executive Committee Action Items:**

**VI. Unfinished Business:** None.

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

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

Senator White presented **AS 1798, Amendment C to University Policy S14-5, Guidelines for General Education (GE), American Institutions (AI), and the Graduation Writing Assessment Requirement (GWAR) (Final Reading)**. This recommendation will bring us into alignment with the changes the Board of Trustees made to Title 5 as an outcome of the law that was passed over the summer. It is a reduction in number of units in Area D from 9 units in the lower division to 6 units in the lower division and the addition of Area F for the Ethnic Studies graduation requirement. This is the structural step that will allow us to start the process to add this new requirement into our GE guidelines. Senator Van Selst presented an amendment that was friendly to the body to change line 13 where it reads, "CSU Executive Order 1100," to read, "CSU Policy on General Education (formerly Executive Order 1100, Revised August 2017)." **The Senate voted and AS 1798 passed as amended** (40-1-4).

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

Senator Sullivan-Green presented **AS 1787, Policy Recommendation, Adding Classes after Advance Registration (Final Reading)**. She noted key changes from the first reading such as movement to the top of the waitlist and priorities within graduating seniors. Senate has worked with the University's IT department on implementation issues and what can be done immediately and what can be worked on during the Spring semester (e.g., communication back to faculty about student adds from the waitlist). Senator Sullivan-Green presented an amendment to add at line 103 another bullet to read,"

- The instructor-of-record will be separately notified through Peoplesoft of each student added to class after advance registration to allow for consultation and communication regarding missed materials and assignments."

Senator Van Selst presented an amendment to the Sullivan-Green amendment to change, "notified through Peoplesoft" to read, "notified through the enrollment management system (Peoplesoft)". Senator Del Casino presented a substitute amendment to the Van Selst amendment to the Sullivan-Green amendment to delete, "through Peoplesoft". Senator Van Selst withdrew his amendment. A motion was made to move the question on the Del Casino amendment. The motion passed with 1 Nay. The Senate voted on the Del Casino amendment and it passed (25-14-6). Senator Rodan presented an amendment to the Del Casino amendment to the Sullivan-Green amendment to change it to read, "will be notified automatically from the Student Registration System..." The Senate voted and the Rodan amendment failed (15-24-4). The Senate voted on the Sullivan-Green/Del

Casino Amendment and it passed (40-2-4). **The Senate voted and AS 1787 passed as amended (45-0-2).**

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Senator Sullivan-Green presented ***AS 1792, Sense of the Senate Resolution, On Continued Maximum Flexibility and Support of SJSU Students During the Prolonged COVID-19 Pandemic (Final Reading).*** She noted that the campus was continuing to be impacted by the COVID-19 pandemic, but also by the wildfires across the Bay Area that impacted the start of the semester, which ranged from campus being closed due to poor air quality to students and faculty having to be evacuated and losing internet services. Senator Del Casino presented an amendment to add another Resolved clause to read, "Resolved: that SJSU should, so far as is legally possible, convert all WU grades in Fall 2020 and Spring 2021 to W grades." Senator Peter presented an amendment to the Del Casino Amendment to change it to read, "; and therefore be it Resolved: that SJSU should, where legally possible, convert all WU grades in Fall 2020 and Spring 2021 to W grades; and finally". Senate Van Selst presented an amendment to the Del Casino Amendment to change it to read, "...possible, consider a resolution converting..." Senator Peter presented an amendment to the Van Selst Amendment to change it to read, "...possible, consider a policy of converting..." The Senate voted and the Van Selst Amendment to the Peter Amendment to the Del Casino Amendment failed (15-24-6). The Senate voted on the Peter Amendment to the Del Casino Amendment and it passed (37-6-2). Senator Del Casino modified his amendment to read, "...that SJSU should, so far as legally possible, consider a policy of converting all "F" grades in Fall 2020 and Spring 2021 to No Credit." Senator Del Casino called the question. The Senate voted and the question was called. The Senate voted on the Del Casino Amendment and it passed (26-16-1). Senator Van Selst made a motion to split the resolution into a Sense of the Senate Resolution retaining all Whereas clauses while removing the two resolved clauses directing the university to take action, and then creating a separate policy recommendation containing all the Whereas clauses and all the rest of the Resolved clauses from AS 1792. The motion was seconded. **The Senate voted and the Van Selst motion to split the Sense of the Senate into a Resolution and Policy Recommendation passed (32-9-3). The Senate voted on AS 1792 as amended and it passed (41-2-0). The Senate voted on the new policy recommendation with the Whereas clauses and Resolved clauses from AS 1792 and the policy recommendation passed (35-8-1).**

A motion was made and seconded to extend the meeting until after debate on AS 1793. The Senate voted and the motion passed.

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Senator Sullivan-Green presented **AS 1793, Policy Recommendation, Amendment C to University Policy S16-16, Probation and Disqualification, Temporary Amendment due to COVID-19 Pandemic (Final Reading)**. She noted this policy change would be for students who are currently on academic probation or would end up on probation. That will be, they will be allowed to continue on probation through spring 2021. There are equity gaps in probation and disqualification. Senator Sullivan-Green made an amendment that was friendly to the body to change the title to read, "Amendment D to University Policy S16-16.... **The Senate voted and AS 1793 passed as written (42-1-2)**."

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

Senator Peter presented **AS 1794, Policy Recommendation, Amendment D to University Policy S15-8, Retention, Tenure and Promotion for Regular Faculty Employees: Criteria and Standards, Deleting an Obsolete Reference (Final Reading)**.

Senator Peter presented **AS 1796, Policy Recommendation, Amendment C to University Policy S15-6, Appointment of Regular Faculty Employees, Deleting an Obsolete Reference (Final Reading)**.

Senator Peter presented a motion to suspend the rules to override the published agenda of the Senate and consider AS 1794 and AS 1796 together. The motion was seconded. The Senate voted and the Peter motion passed (40-0-2). The Senate voted and AS 1794 and AS 1796 passed as written (46-0-0).

**D. Organization and Government Committee (O&G):** Moved to Next Meeting.

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

**VIII. State of the University Announcements:** (Due to a lack of time, no State of the University Announcements were given.)

**A. Provost:**

**B. Associated Students President:**

**C. Vice President for Administration and Finance (VPAF):**

**D. Vice President of Student Affairs (VPSA):**

**E. Chief Diversity Officer:**

**F. CSU Faculty Trustee:**

**G. Statewide Academic Senators:**

**IX. Special Committee Reports:**

A. Update by Vice Chair McKee and CDO Kathy Wong(Lau) on the Committee on Professional, Productive, and Ethical Expectations in Work Relations.

This committee was developed as a result of Sense of the Senate Resolution, SS-F18-5, which called for a committee to combat bullying and preserve civility at SJSU. The tasks put forth in the resolved clauses were to make recommendations of any steps necessary to promote a safe and supportive environment. There was a specific task to craft a definition of bullying acceptable and appropriate for our campus, and also to make plans to combat bullying and recommend a formal process for resolving issues.

When the committee was officially charged a year after the resolution passed, the task of crafting a definition of bullying acceptable and appropriate for the campus was missing. There was a lot of debate in the Senate around the definition. The charge of the committee also does not include writing policy. There are some challenges for this committee. Bullying in the literature is an imprecise umbrella term as Appendix A of the Sense of the Senate Resolution touched upon. The fact of the matter is that we know anecdotally and through evidence-based research, such as the Campus Climate and Lecturer Climate Surveys, that bullying does take place within the SJSU community. The reality is that in the current absence of adequate laws, policies, and codes of conduct (and that is part of our audit of resources), those kinds of bullying, unsafe, unsupportive, and exclusive conditions have been somehow tolerated. The question is what is SJSU prepared to do about it?

We spent quite a bit of time in three hour retreats trying to analyze the literature on bullying and understand the inadequacies of resources as well as reviewing policies and other things that are available to try to act on any of these types of complaints and situations. What we developed were three major areas. One is to set expectations and possibly looking at codes of conduct. We discovered that students are held to a much higher code of conduct than employees on our campus in terms of types of ethical and professional behavior. We need to look at how we can use different types of disciplinary conduct and language in order to set some standards.

Another area is providing education and transforming the campus culture. We need to normalize discussions about departures from ethical workplace conduct. We want to make sure people are given tools and examples and we need to get people talking about these issues so they aren't suffering in silence. We also want to provide special programming and resources for people in units and provide communication training initiatives that define ethical workplace expectations.

Then we are also looking at restorative justice programs and frameworks. We would like to centralize and have web-based information. There would be a portal for resources, policies, codes of conduct, and also contacts and resources for mediation. We have accessed the types of resources available on campus, but they are spread out all over campus and none of them



address precisely what we are talking about. Moving forward we are looking at what other places and institutions have done. It is a common problem and struggle. In employment law it is difficult to define bullying and that is part of the struggle when trying to address it from a policy perspective, so these are the three avenues we are examining.

There is a preliminary structure for a committee report that is already being drafted. Our target date is June 1, 2021. What we would like to have is a history of how the committee came to be, a literature review on bullying in higher education, and then the evidence-based assessment of SJSU. The committee charge is very focused on making recommendations.

## **B. Update from the Athletics Board, the Faculty Athletics Representative (FAR), the Athletics Director, and the Deputy Director of Athletics**

From Marie Tuite, Athletics Director:

Good afternoon everyone. Nice to see all of you via zoom. We will start with a presentation from our FAR.

I'm Tamar Semerjian. I'm the FAR and also a faculty member in and Chair of the Kinesiology Department. My role is to represent faculty perspectives on all aspects of our intercollegiate athletics program and to serve as an advocate for student athlete well-being and also to play a part in maintaining institutional control of the athletics program. First, I have a message from Colleen Johnson, Chair of the Athletics Board who couldn't be here today. Colleen says, "Good Afternoon, I hope you are all doing as well as possible during these challenging times. Thank you for your service in the Academic Senate. My apologies for not be able to join you via zoom. There are a few things I'd like to share with you about what the board has been working on and discussing. First, we have been updating the Athletics Board policy. We will have a referral submitted to the Academic Senate by the end of the semester with significant updates by the board members and it changes one of the positions from the co-curricular AS student member to a student athlete, because we don't have a student athlete on the board. Another thing we have been working on is that we continue to receive information on the various guidelines, modifications and adjustments from the Athletics Department, primarily how student athletes are affected due to COVID which has been going on since March 2020 and I know Laura will be speaking more to that later. We have also modified our meetings to have more focused discussions and not just have reports. Marie Tuite has been great about sending a summary of the report in advance so we can have more substantive meetings. We have continuing discussions about how to increase knowledge and support from main campus, particularly faculty, staff, and students. We have some ideas such as getting resident advisers in housing to incorporate athletic events into some of the programming and having student athletes provide invitations to their faculty for their prospective games and

events so faculty can see what their students are doing on the field and to have a better connection between academics and athletics. We have had continued discussions about how to better recognize our student athlete accomplishments. We are working to recognize our student athlete initiatives and working on ways to teach about racial inequality and advocate for social change. In the coming year we will be talking more about name, image, and likeness. That is a significant topic that is going to impact our campus and we will be talking about that through Spring 2021.

From Tamar Semerjian, the FAR:

As the FAR, I have the great privilege to be in a lot of meetings with our athletics folks, our student athletes, and the coaches. One of the things that has really struck me this year is the tremendous support from the Athletics Department for student athlete activism. SJSU Speaks Up is one example. I want to really emphasize to this body the support the administration and the coaches have given student athletes for student engagement with Black Lives Matter and speaking out about racial injustice and an array of other activities has been remarkable. That level of support is not typical across our conference or the NCAA Athletics Department. I'm really proud of the work that that has been done to support our student athletes within the Athletics department.

I've been working with academic advisers that work with student athletes to help create better communication with the Athletic Department. I've reached out to department chairs to identify academic liaisons in departments where there hasn't always been a strong connection between academic advisers that support our student athletes. This is something that will be ongoing. Eileen Daley is going to speak about the academic achievements of our student athletes during COVID so I'll let her speak more to that. I do want to say that it is my impression as the FAR that academics is really important in terms of the focus of our coaches and student athletes.

The whole athletic team has worked very hard to roll with the punches as COVID has overshadowed all aspects of athletics since March 2020 and the coaches are focused on keeping the athletes safe and engaged. They are zooming with them and doing everything they can to keep those connections. With the constantly changing landscape, it is difficult for the student athletes to navigate. Having their teammates together when they could has been really positive. Every team has had a really different experience. Coaches have worked really hard to stay connected to their athletes and keep them focused on their academic progress.

Another highlight is the Beyond Sparta program which is in the initial stages. This is an extension of Beyond Football which I think the Senate has had presentations on before. It focuses on leadership and community, and

academic engagement. This is now rolling out with other teams beyond football.

The last update I'd like to share is that David Rasmussen, who is in charge of Compliance on our campus, has started a project to ensure we are using best practices to ensure academic integrity and we are reviewing procedures in light of that. We are making modifications to ensure that we are in compliance in terms of reporting and communicating to ensure academic integrity on our campus.

From the Deputy Director of Athletics, Eileen Daley:

We did a historical assessment of where we came from and where we are today. We have been historically consistent with a GPA of 3.0 or higher and we are continuing on that trend. What I did want you to look at was Fall 2017 and Spring 2018, specifically men's soccer, you will see a 2.4 and a 2.73 and then if you look at men's basketball for 2017, there will be a 2.9 and a 2.76. If you then look at men's water polo for 2017 and 2018 you will see a higher GPA. These were some of our at-risk teams that we were very concerned about in terms of their overall performance, APR data, and GPA. I wanted you to hone in on those numbers.

Department average GPA is for Fall and Spring combined and you'll see a progression to 3.26. We are very excited with the outcomes in the spring in light of the pandemic and some of the struggles all our students have had in terms of transitioning online. Next, I'd like you to look at the WU's department wide. We actually improved in this area by 34%. I focused on Fall this year, because for Spring it is very consistent. We tend to perform better in Spring. Our initiatives seem to be working. Some of those initiatives included increasing peer mentoring opportunities for our student athletes. We have really triaged our incoming students with regard to their SATs/ACTs coming in the door. We have increased services for our first time Freshman, incoming Transfers, and International students coming in the door. So far our programs are working, but we have a long way to go, 77 WUs is not a happy number to us. However, a 34% decrease in the number of WUs is a huge win for us.

A little while ago I asked you to look at the men's soccer and basketball from 2017 and 2018. We put more emphasis and support in for them and you will see a 50% reduction in the number of student athletes from those teams that got WUs. There were 32 student athletes from those teams that earned those grades so that is why we put that emphasis into them. It was very alarming to us. You will see those numbers decreased by 50%.

I also looked at the overall student athlete population for Fall, because as I mentioned as a department we perform much better in the Spring. You will see in Fall 2016, 21.27% of our student athlete population had an "F", No Credit, or WU. We have decreased that to 14%. That is an improvement of

7.27%. We are definitely headed in the right direction. Our advisers are working diligently with different strategies to provide support. We have a graduate assistant also assisting our student athletes. What we are doing is working, which is what I wanted to highlight today.

From Laura Alexander, Head Football Athletic Trainer, Assistant Athletics Director for Student Athlete Enrollment and Leadership Development: I just want to highlight some of our COVID protocols that we have been utilizing with our student athletes as we have been repopulating and then participating and preparing them for their conference seasons. Feel free to ask questions. Before any participation, even on campus, we have the athletes decide whether they want to opt in or opt out. We want students to know there are risks involved and it is voluntary. We want them to know they will not be penalized for not participating. In addition, the students sign a COVID Acknowledgement Form stating they understand the risks and to ensure they uphold the protocols and guidelines in order to participate in athletics. As an addendum to the code of conduct for SJSU, we developed a student athlete COVID code of conduct. This is in addition to the acknowledgement form. We want them to understand that there are certain sacrifices they will have to make in order to keep our community as safe as possible. One of these is perhaps not going home for the weekend, or going to any parties. In addition, before they can even return to campus there is a quarantine process they have to undergo at home and on campus, along with having a negative COVID test.

Each of our teams is in a different stage of participation. The red phase includes students and teams that are not participating in any way, shape, or form. This could be students that have opted out or teams that have opted to keep their student athletes at home. The yellow phase includes teams that are participating in household only workouts such as voluntary strength training. Their risk is much lower in the yellow phase than the green phase. The green phase includes our teams that are actively practicing. Right now, that would be football, men's and women's softball, and a few other teams as well. Whatever phase they are in is how we determine the testing protocol and what daily procedures the teams have. The daily protocol includes the procedures we require the student to follow every day in order to come on campus and access our facilities. This includes a daily check-in form which is filled out online. When the student gets to campus, we check their temperature and then we give them a wristband. This allows the student access to our facilities for that day. Finally, when leaving our community student athletes are asked not to participate in any risky behavior such as attending parties/gatherings with people outside our community. We then make sure they follow protocol when they return which usually means a 7-day quarantine where they don't access our facilities and then we test them on the fifth day. On receipt of a negative COVID test, we can then allow them back in the facilities.

Our green teams include football, women's swimming, men's and women's basketball. We require three PCR tests per week. This is a requirement that came down from the county. The tests must be on nonconsecutive days. Every student athlete on a green team participates in these tests. The yellow teams that are practicing individually outdoors have 10% of their population tested once a week and the testing is random every single week. The red teams are students who have opted out.

We've been extremely fortunate. We've collected over 8,600 tests on campus and we've only had 9 positive results in all of athletics since we came back at the beginning of July. We are at a .1% rate.

From the Deputy Director of Athletics, Eileen Daley:  
I've just had a couple of dates for our fall 2020 social justice initiatives as Tamar mentioned. What we thought was really important was providing a space for our student athletes to work through these very difficult social justice issues in a supportive environment with staff as advisers and with guidance and leadership. The student athletes developed a committee and they call themselves "SJSU Speaks Up." They are in partnership with "Student Advocates for Social Justice" which is a national organization. What we did was talk about what was important to them. We did our welcome back event in August around social justice and educating them on the resources we have here at SJSU. Dr. Patrick Day, Kathy Wong(Lau), Dr. Carter-Francique, Jahmal Williams, and Dr. Fletcher were extremely instrumental in helping us gear this event for our student athletes. That committee also chose two movies for the entire department to watch to promote education in the realm of social justice. The first movie was "13th" regarding the 13<sup>th</sup> Amendment. The second movie was "Ruby Bridges." The teams watched these via zoom before we came together for a welcome back event. They have been instrumental in voter education. We registered to vote as a department. Every team incentivized that with t-shirts. They also organized a "Strike for Justice" walk. Their goal was to raise \$1,500. They ended up raising \$3,000 and they donated that money to a local African-American Black Community Engagement Organization here in San José. Our football team has also gotten together and developed a committee called "People of Change." They organized solidarity walks and invited the entire department back in September 2020. They walked to city hall and had a collective gathering about the importance of us sticking together. We've had a good semester and have been very busy.

Questions:

Q: This is so impressive to see how far our academic support has come for our student athletes over the years. Thank you for that. A few years ago, we had some detailed data presented on the number of concussions in the various sports and I'd like to know how we are doing to see if we are doing

better than before? My other question is how much do these PCR tests cost for 8,600 of them and who is paying for that?

A: President Papazian directed me early in this process that no state dollars could be used for any of the testing that we do, so we are certainly going to have to look at other revenue sources. I will say that the football testing would be the most expensive and it is being funded by the Mountain West Conference. It is still an expensive venture. What we are doing is working and I'm convinced the safest place for a 18-22 year old is inside the bubble we've created for athletics.

A: Yes, specifically within the realm of football, the numbers have significantly decreased. Now, the risk of concussion is always going to be the same. I think the level of education we do regularly helps a lot. I think the procedure we take in supporting them through recovery has really helped with problems subsequent to the concussion. We do our best to prevent concussions, but what we can do is support them through the recovery process and any effects later. This is where we are seeing some real improvement.

Q: Tamar, could the Athletics Board track this over time and let the Senate know how we are doing in various sports annually? I know Women's Gymnastics had a really high number a few years ago and it would be nice to see that number go down.

A: This is an excellent point and we'd love to provide that data for you. We can do that on an annual basis in the Spring when we give our Athletics Board Year End Report.

Q: Thank you for this wonderful report. Does the Athletics Board work with the Institute for the Study of Sports, Society, and Social Change, and if they do collaborate what kind of collaboration are they doing? I do know they are doing a lot of social justice work.

A: Absolutely, we are working with the institute. One of the interns in the institute happens to be one of our basketball players, Caleb Simmons, who has been complimented on the work he has done in social justice. It is important that we have that relationship with the institute. We also look forward to enhancing that relationship. Dr. Carter-Francique has been instrumental and vital in providing our student athletes, our coaches, and us in general in our department with guidance for every step, every event. She has been amazing. She actually had a presentation at the Mountain West Conference.

Q: You mentioned the students are not penalized in any way if they opt out. Could you elaborate on what that means? Do you have any numbers on how many students opted out? My understanding is that the PCR test takes about 48 hours for the results to come back, so how do you handle the possibility that by the time you get the results it may be too late and the student has already infected others?

A: Those are three great questions. In terms of not penalizing the students, that is in regards to keeping them on the team and not taking their

scholarships. They aren't penalized in any way. In terms of the number of students who have opted out, we've had almost 100 students opt out this fall out of 550. A number of our International students chose not to return. Also, the NCAA has given an extra year of eligibility. We've also been fortunate to find some labs that get the results of the PCR tests to us generally within 24-36 hours. We are testing every other day almost every single week. When we test on Monday we usually have the results before the end of the day on Tuesday.

Q: I'm told our Track and Field Team is no longer going to have a track on our campus, when they were promised so I'm wondering what is being done to ensure their success?

A: You are correct. We were told a few years ago that if we could raise the money we could have a track, unfortunately, the plans for South campus changed and that will no longer be the case. I'm proud of our track and field program. We have 70 student athletes in the program. We continue to work with San José City College and to use their track. This is where we have been able to practice in the past. Over \$1 million has been dedicated to scholarships for track and field athletes. We continue to support them in other ways, but unfortunately we won't have a track on South campus. This is something we have to manage.

Q: Thank you for the report. The number of student athletes that have tested positive seems to be quite low, but when a student did test positive the teams did shutdown right?

A: Some tested positive when they first got here so we think they brought it with them and they were quarantined and isolated. Eight were asymptomatic. Secondly, I think the first six tested positive upon returning from their homes. There were three track and field, and three football players. We've had one football player who tested positive since August. We are finding most cases came from students moving out of the SJSU community. For every positive case we move forward with the quarantine guidelines from the CDC. When we have a positive case, I immediately contact the Student Health Center and they move forward with case management. They interview to see who has been in close contact. We don't quarantine people that have not been identified as close contacts, but we are very thorough in the process of case management and removing anyone that is a close contact.

C: [Marie Tuite] I'd like to thank Dr. Semerjian for her guidance as the FAR. I think this is her second year. She is the conduit for faculty and their spokesperson. I also want to note that all the presenters today are women, which is sort of unusual. We need to get some of the guys in here to report on the great things happening in Athletics. On behalf of all student athletes, coaches, and staff, we send our sincere thanks to all of you for supporting us. It has been very, very busy time. Our staff has been working non-stop over the last few months. We have an incredibly big football game this Friday. If

you get a chance, please watch the game. If there is anything we can ever do for the Senate certainly reach out to us. Go Spartans.

**X. New Business:** None

**XI. Adjournment:** The meeting adjourned at 5:44 p.m.