

2022-2023 Academic Senate Minutes
September 12, 2022

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

II.

Ex Officio: Present: Van Selst, Curry, Rodan, Chuang, McKee Absent: None	CHHS Representatives: Present: Sen, Smith, Chang Absent: Baur
Administrative Representatives: Present: Perez, Wong(Lau), Faas, Del Casino, Day Absent: None	COB Representatives: Present: None Absent: Tian
Deans / AVPs: Present: Ehrman, Kaufman Absent: Meth, d'Alarcao	COED Representatives: Present: Mathur, Muñoz-Muñoz Absent: None
Students: Present: Chadwick, Saif, Treseler, Rapanot Absent: Herrlin, Sheta	ENGR Representatives: Present: Kao, Wong, Sullivan-Green Absent: None
Alumni Representative: Absent: Vacant	H&A Representatives: Present: Khan, Frazier, Kataoka, Lee Absent: Riley, Han
Emeritus Representative: Present: Jochim	COS Representatives: Present: French Absent: Andreopoulos
Honorary Representatives: Present: Peter, Buzanski Absent: Lessow-Hurley	COSS Representatives: Present: Sasikumar, Haverfield, Pinnell, Hart, Raman Absent: None
General Unit Representatives: Present: Monday, Higgins, Masegian, Flandez Absent: Lee	

III. Land Acknowledgement: Senator Kao presented the Land Acknowledgement.

IV. Approval of Academic Senate Minutes–

The Senate Minutes of May 9, 2022, Last minutes of 2021-2022, were approved (34-0-8).

The Senate Minutes of May 9, 2022, First minutes of 2022-2023 were approved (31-0-10).

V. Communications and Questions –

A. From the Chair of the Senate:

Chair McKee welcomed all Senators and guests. This meeting is being recorded for purposes of the minutes.

Chair McKee thanked the Executive Committee for meeting over the summer while the Senate was in recess. One item that came up this summer is that Brandon White, who was elected Chair of the Curriculum and Research (C&R) Committee for 2022-2023, had to go out on leave for a semester. Since the C&R Committee needed to meet before the first Senate meeting, there was a need to seat a new Chair by the Executive Committee. The Executive Committee enacted bylaw 4.2.1 to act in place of the full Senate when the Senate is not in session and voted to appoint Senator Marie Haverfield as Chair of C&R for Fall 2022 while Senator White is on leave. Chair McKee thanked Senator Haverfield for her support and leadership.

Another issue that came up during the summer is that the Executive Committee voted to approve a temporary amendment to University Policy F18-3 to add an alternate community member to the Institutional Review Board. No additional vote was added. The reason for adding an alternate community member to the Institutional Review Board (IRB) is that the current community member cannot always make the meetings which delays the work of the committee. A referral will be submitted by the IRB to permanently amend university policy F18-3 this semester.

Chair McKee thanked the CSU Statewide Senators for their work over the summer. Special thanks were given to Associate Vice Chair Reiko Kataoka and the Committee on Committees who all worked tirelessly over the summer on committee appointments and special elections among other items. It is labor-intensive and virtually invisible to anyone besides the Senate Chair, Senate Administrator, and Senate Student Assistant.

The Senate Administrator conducted special elections in four different colleges. Four new Senators should be seated in time for our next Senate meeting.

As we move into Fall 2022, one of the questions is modality. Right now we are going by the approved Senate calendar from last year to this year which is zoom meetings until further notice. However, we are planning to do a broader survey of the campus about modality preferences, specifically in terms of the Senate, but not only related to COVID, e.g. ease of access and online modality. Chair McKee asked Senate Administrator Eva Joice to book Engineering Rooms 285/287 for the year in the event that the Senate goes back to in-person meetings. Chair McKee noted that it is her personal preference to resume in-person Senate meetings. However, may not share this view. Chair McKee checked with other CSU chairs. About 10 campuses responded and they are doing a variety of modality combinations depending on a number of factors. We are not equipped to do a hybrid meeting at this time in terms of current technology and resources so that is not something Chair McKee envisions happening in the very near term.

There is a larger issue around modality. The O&G Committee had a first reading of AS 1832 last year. It raised some of these important issues. It was referred back to committee for further discussion, research, and consideration. Modality impacts the way we engage as a group moving forward. All of this needs to be considered.

The university's search for a permanent president is underway. Chair McKee referred to that in her message to the Senate last August. There is an advisory committee which is composed of not only faculty, but also staff, students, and alumni. All of these people are selected by their constituency groups. There is also a Vice President or Academic Dean from the campus, and the committee has a president from another CSU campus on the committee selected by the chancellor in consultation with the board chair. All of these people function as a single group even though they represent different constituencies.

Another consideration we need to discuss is the possible expansion of the Senate. This topic has come up repeatedly over the years. At the beginning of last year O&G received a referral on this issue. Chair McKee will continue to update the Senate on this as well.

Finally, in Fall 2018 the Academic Senate passed a Sense of the Senate Resolution titled, "Creating a Taskforce for a Supportive Workplace and Calling Upon the President and Community to Preserve Civility and Combat Bullying at San José State University." Nearly a year later then-President Papazian responded with the formation of something called, "Committee on Professional, Productive, and Ethical Expectations in Work Relations." As you can tell from the title of that committee, it's focus and mission were certainly related to the issue, but also significantly different. Bullying as such was relegated to that committee. The Chief Diversity Officer (CDO), Kathy Wong(Lau) and Chair Alison McKee were appointed as co-chairs of this committee. Chair McKee participated in the writing of original Sense of the Senate resolution, and the task force did some really good preliminary research and work. However, the COVID shutdown and committee attrition have impacted its effectiveness over time. In it's current state it is pretty much moribund, but one of the good things that happened over the summer is that Interim President Perez, CDO Wong(Lau) and Chair McKee met several times. Chair McKee was pleasantly surprised to hear of Interim President Perez' expressed desire to revive, reactivate, and support efforts to combat bullying as well as the larger issue of campus climate. Chair McKee earnestly hopes that meaningful progress will now be made to intervene and combat bullying at San José State University. There are really complicated and difficult issues involved.

Questions:

Q: What was the process that was used to replace C&R Committee Chair White with C&R Chair Haverfield?

A: [Chair McKee] That's in the Executive Committee minutes. There was outreach to a number of different Senators and to the C&R Committee over the summer. We needed to put someone in place right away because C&R needed to meet prior to the first Senate meeting. Senator Haverfield submitted a statement to the Executive Committee and was currently serving on C&R. The Executive Committee acted on behalf of the Senate when the Senate was not in session in accordance with Senate Bylaws.

C: I'm very happy to hear about the movement on getting staff on the Senate as well.

B. From the President:

Interim President Perez welcomed everyone and commented that he has a long affiliation with working on Senates. He observed last year that the Senate at SJSU gets a lot of work done and it is very important work. He was especially impressed with the work on the RTP standards and the changes made to make them more inclusive. These can be exceptionally difficult conversations to have and he was very impressed with the outcome.

We are in the third week of the semester. We just changed our mask mandates today. Our enrollment is strong, particularly relative to other campuses across the state. We are close to our funded FTES target and will get there by the end of the year. Other campuses are seeing significant declines in enrollment. We are seeing a decline in transfer students but are making up for it in other areas. We have a strong case to be made for students to want to come here. It is our academic programs that are drawing people here.

We have a budget deficit that we need to take care of and we need to bring in more money and generate sources of revenue. We have a compact with the state of California that if we do what we should be doing anyway, we should be getting increases in baseline funding and hopefully that will lead to enough of an increase for us to continue doing what we are doing. We know that we got an increase last year for this fiscal year, but most of that was eaten up by mandatory costs, not the least of which were much needed salary increases for our staff and faculty.

We've been developing our Campus Master Plan. We do a Campus Master Plan to say where we want to be in another 20 or 30 years. The reason we plan out that far is so that we can see what our development will look like over the next couple of decades. Then we can do an environmental impact analysis. We have a draft ready to go and then we will be looking to get input into the plan from the public and the university community with the hopes of presenting it to the Board of Trustees (BOT) next year.

Chair McKee mentioned bullying and Campus Climate. This is something that was called out in our WASC reaccreditation letter. We were reaccredited

for six years. We will have a visit in three years. One thing we will need to show significant progress on when they come to visit in three years is campus climate. One of the things we can talk about is diversity, equity, and inclusion issues and what that means for campus climate. Another way we can look at this is how we treat each other. How do we expect to be treated when we come to work? Do we have a shared agreement about what we can expect from each other? At other universities I have served has served they have had either an honor code or principles of community. At Fresno State they have a good set of principles of community and from what I understand of the process under which those were developed, it was pretty inclusive of the campus. Interim President Perez also read the Sense of the Senate resolution of 2018 on bullying, although he wasn't here then. He is looking forward to talking to the Senate about how we might address this directly. We need to talk about what types of things we already have that might be effective and what we need to develop on top of that. We need to look at what we need to be doing this coming year in terms of campus climate.

Interim President Perez hopes people will be very understanding with each other about their choices to wear or not to wear masks.

Interim President Perez hopes that others are seeing the joy and smiles that he sees on students returning to campus. During the weeks of welcome there was a showing of "Nemo" on campus and the Interim President attended and there were many, many students eating pizza and viewing the movie.

Questions:

Q: I saw a one-liner about the President of Iceland being on campus and that his father went to SJSU. Could you briefly tell us what he did, where you took him, and so on? My second question is a little more serious. I was glad to hear you say how we treat each other is important. One of the things the WASC Report said is that lecturer faculty and staff feel that they are not treated well. You said at the Executive Committee meeting that SJSU needs to address this, so my question is what does the university intend to do in the near future?

A: [Interim President Perez] We need to come to an understanding that we all need to be treated with respect and kindness and be welcoming of people's contributions. That goes for all our constituencies on campus. I think you are correct that there is a sentiment among some of our lecturers and staff on campus that they are not being included nor treated with the care and respect they wish they were being treated with. A president can write an edict saying people have to be nice to each other, but if people don't buy into it then it's not going to be very effective.

The President of Iceland did visit in the Spring. We had a very nice conversation. His father did attend SJSU in the 1960's. He was a

Kinesiology major and was learning how to teach physical education. He went back to Iceland and coached their Olympic basketball team and their track and field team as well. His son, the current President of Iceland, is a history professor at a university in Iceland. He sent me a gift of the book he wrote on the history of Iceland. We showed him around campus and took him to some classes his father would have attended.

Q: What measures is the campus taking to address the heat in classrooms with no air conditioning?

A: [Interim President Perez] We moved as many of those classes as we could to other classrooms. As you know, we have a lot of really old buildings on campus that don't have air conditioning and have single pane windows. These are things we are going to have to work on. It is a challenge given the small deferred maintenance budget we have.

Q: You noted in the May 22, 2022 Executive Committee Meeting that Lisa Millora was going to have the duties of the VP of Advancement and that there was a redistribution of duties. Could you please clarify what the status of the search for the VP of Advancement is and what that reorganization involves? Do we really need all of those University Advancement positions like the 19 vacant positions we seem to be doing fine without? Is there an opportunity to trim and save salaries in University Advancement?

A: [Interim President Perez] What I asked Lisa to do last year was oversee University Advancement. In her portfolio she already had community-government relations, marketing-communications, and university personnel among other things she worked on in addition to being Chief of Staff. I asked her to take over University Advancement, the Tower Foundation, and the Alumni Association. I have not started a search for that position yet. This has to do with my interim status. There are a few key positions for a president in terms of appointing his staff and the VP of Advancement is one of those positions and I feel should be filled by the new President. You mentioned saving money by not filling vacant positions. Since we aren't filling those positions we aren't spending money on them. We have a significant University Advancement need over the next few years. We are launching a \$350 million advancement campaign. This will hopefully help us address some needs that we haven't been able to get funding for on campus.

VI. Executive Committee Report:

A. Minutes of the Executive Committee:

Executive Committee Minutes of May 2, 2022—No questions

Executive Committee Minutes of June 10, 2022—No questions

Executive Committee Minutes of July 7, 2022—No questions

Executive Committee Minutes of August 8, 2022—

C: Just a comment on the August 8, 2022 minutes. Someone mentioned there were some policies on the books that people weren't aware of. Years ago it was standard practice for the President's Office to send out new policies to the campus. Perhaps that could be started again.

Q: In both the August 8 and August 22, 2022 minutes, there seems to be some discussion about the WASC recommendations. There was a lot of discussion about what that meant and the shared governance in the Senate. I'm wondering if there has been discussion in other areas of the campus like within the cabinet, or elsewhere about shared governance. I don't think the WASC recommendation was just about shared governance in the Senate, but was meant to be broader to include across the university in other areas like committees, etc. Can you tell us if there have been discussions among the administration and if there are plans regarding shared governance across campus, because we are going to be working on it within the Senate already?

A: [Interim President Perez] There has been more shared governance in this Senate than I have seen at many other campuses. We do need to do a better job of including the voices of everyone on campus before we make decisions. We need to figure out how we are going to get feedback from the students and staff across campus. I would love to hear people's suggestions.

Executive Committee Minutes of August 22, 2022—[see question above]

B. Consent Calendar:

Consent Calendar of September 12, 2022. There was no dissent to the consent calendar of September 12, 2022.

C. Executive Committee Action Items:

VII. Unfinished Business: None

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

A. University Library Board (ULB): Report moved to next meeting.

B. Instruction and Student Affairs Committee (I&SA): Report moved to next meeting.

C. Professional Standards Committee (PS): Report moved to next meeting.

D. Curriculum and Research Committee (C&R): Report moved to next meeting.

E. Organization and Government Committee (O&G): Report moved to next meeting.

IX. Special Committee Reports:

Special Report from Peter Lim, Interim Title IX and Gender Equity Officer:
I'm joined here today by my colleague, Andrew Nguyen, who will be running the slides. My name is Peter Lim. I serve SJSU as the Title IX and Gender Equity Officer. Although I serve as SJSU's Title IX and Gender Equity Officer, I'm not employed by SJSU. I'm employed by a law firm based in Philadelphia called Cozen O'Connor. It is a relatively large law firm. I work with about 9 other attorneys and what we do is assist colleges and universities across the country in a number of Title IX functions including organizing or developing a Title IX program from the foundation up. What I want to do today is cover some updates on our SJSU staff and the core responsibilities we've given to each of our staff. I want to talk to you about enhancements we've made to our intake and initial appointments. I want to talk to you about some new ways we are making the investigations more compassionate, effective and thorough. I also want to report about enhancements we made to our evaluation processes. We will talk about the enhanced training we've developed in our Title IX Office for the 2022-2023 academic year. Then we will talk about our partnership with marketing and communications in our continuing Title IX Marketing Campaign. We will show you what that looks like.

The Title IX continuing campaign for Fall 2022 will include videos to encourage individuals to report instances of sexual harassment, sexual assault, dating violence, etc. We are really excited about this continuing campaign and the care that marketing and communications put into this campaign. We are very pleased with those students that participated in the videos. Sharing this is also part of our campaign, so you will see this on our website and across campus in the Fall 2022.

Questions:

Q: I wonder if you might speak to your dual role with SJSU and Cozen-O'Connor, particularly at CSU Statewide? What are the pros and cons of the role? My second question around Title IX is what are you doing differently in your office to retain personnel since there has been a massive turnover of Title IX personnel across the CSU?

A: I am part of the same group that has been conducting a CSU systemwide assessment. I think my role here at SJSU provides SJSU with a unique opportunity to evaluate your effectiveness with Title IX. My work at SJSU has evolved over time. I started with SJSU by assisting with implementing the provisions of the DOJ resolution in Fall 2021. As I started to work on implementing the provisions of the resolution agreement and began speaking with student leadership, I learned very quickly that I might better serve the university if I actually had an internal role, so I began to serve as the Deputy Title

IX Coordinator. On June 30, 2022, I became the Interim Title IX and Gender Equity Officer. As my colleagues in institutional response would say, you need to evaluate the effectiveness of the CSU systemwide Title IX program at each individual campus. We really need to do that same audit and we need to work that set of data. Generally speaking, when you have an audit that is performed by an audit professional you get insights into how to improve your efforts moving forward. Not only will we be able to do that, but we will be able to tell you how our efforts have improved over time and where we plan to go moving forward.

For your second question about how do we retain personnel, it is not just systemwide. It is nationwide. I can tell you from my own experience that the burnout rate for Title IX personnel is high. The average turnover nationwide is 3 years. At SJSU and in the CSU system it is even less than that. Part of that is because the changes weren't robust enough so the responsibility for the entire office fell on the shoulders of one or two people. How you deal with that is to build a more robust program at SJSU and divide those responsibilities. That's what we plan to do. Then we can say, "Deputy Title IX Coordinator these are your responsibilities." "Deputy Title IX Coordinator these are your responsibilities." What I hope that does is one, teach professional competency, and two create a sustainable calm for the Title IX Office here at SJSU.

Q: [AS President] I just recently heard about Cozen-O'Connor and this assessment. Are student voices going to be a part of the process?

A: My colleagues are doing an institutional process at CSU systemwide. What I can say is that I've been responsive to their requests for information. We have held a number of listening sessions with interested students and staff. We are always seeking to do better and to improve. Part of that process is to engage in listening sessions. It is a way to learn by having these meet-and-greet sessions on campus. Not only can we share information, but we can gather information on how to do better. We will continue to have these sessions and to meet with interested students.

Q: [AS President] To be completely transparent, I was not made aware of these listening sessions. I would just like to encourage your team to reach out to Associated Students. My second question is, are there any plans for additional system support for Title IX? I have concerns about the students on campus being able to find the resources they need.

A: I'm not sure who is aware of this, but we will have created a new position that is a Confidential Survivor Advocate. Selena Gonzalez has this position and has done a remarkable job in supporting survivors and any individuals that need support.

Q: Thank you for the presentation. It was very clear. It was so clear I'd like to know how you came to be in this position, were you chosen by the CSU, or SJSU administration? How did you come to be with us to fix our broken system?

A: I was initially engaged by the CSU System to build a program here at SJSU due to the resolution agreement signed with the DOJ of September 21, 2021.

After I started, I really started to see what the office was dealing with. At that time there was only one person in the office. Here at SJSU with the addition of the DOJ Resolution Agreement and the communication both written and verbal that need to transpire between the university and SJSU, SJSU really needed someone that could engage and represent the university in that capacity. As I started to look under the hood, I saw that I could better serve the university as the Deputy Title IX Coordinator. I began to work very closely with Interim President Perez and Lisa Millora and then I started to work more closely with SJSU than the CSU system. As the Interim Title IX and Gender Equity Officer, I now meet regularly with them both to provide updates on our efforts. We are going to provide the campus community with a really robust update by the end of the month. It is going to include information about our new office, when and where we will have listening sessions, etc. The work we are doing in the Title IX Office only works if there is support from leadership and I can tell you that SJSU has provided us with tremendous leadership support. Also, the DOJ will be conducting a site visit at SJSU on October 11-14, 2022. We will be sending an additional update to share that visit. I started working for the CSU, but I'm working much more closely with SJSU now.

C: [Interim President Perez] Peter [Lim] is being modest. He has an extensive background in this area working with other universities over long periods of time. You can see he is building out a tremendous office for us and I want to thank him for his presentation. I hope it has been informative and helps build confidence in the campus community that we are building an office we can all be proud of. As Peter said, we will spend every day doing the best we can, but also learning how we can do it better and enhance what we are doing. I just wanted to take this minute to thank Peter and thank everyone for listening to him.

X. New Business: None

XI. State of the University Announcements:

A. Vice President for Administration and Finance (VPAF):

Welcome to Fall 2022. Just two quick updates. The heat last week on campus was unbearable, and it was a really tough week. I've said this before, we have over \$900 million in deferred maintenance costs on this campus. This year our budget was \$7 million for deferred maintenance. It will allow us to fix a few things but won't help when it comes to Joe West and Washburn not having air conditioning. My team and the Provost and his team were phenomenal. We met over the weekend and were looking at where the hot spots were and moved as many classes as possible. When you have the bulk of your classrooms that aren't air conditioned, there is only so much you can do when you are dealing with 60 and 70-year-old buildings. We go through this usually two times each Fall. We have our campus master plan in place that is giving us a path forward to fixing and correcting a lot of building

issues that have happened on this campus for the past 30 years. We are trying to get more money to fix these things.

We continue to work with our new police chief, Chief Carroll. We continue to have our monthly meetings in the MLK Library where we welcome people from the community. We have frank discussions on what is working and what is not working. We also talk about where the problem areas are on campus and what everyone can do to help our police force maintain the safety on our campus. We will send information to Chair McKee and the Senate Administrator, Eva Joice, to send to the full Senate on when the next meeting will be. Usually it is the third Thursday of the month.

Questions:

Q: Recently I saw a communication that was sent from Transportation Solutions to students and it took me by surprise because my use of the VTA goes way back to when riding the VTA was free for students. The message said you need to renew your VTA pass and it cost \$100.50. I checked and found out that yes faculty and staff are still only paying \$25. I thought why are students paying four times that amount? There was a time that students didn't have to pay to ride VTA, but they did pay a transportation fee in their student fees. Can you tell us about the history of the movement from \$0 fee to paying four times as much as employees?

A: This is news to me. Tiffany from transportation solutions, which is part of Associated Students, is on the line here so she can correct anything wrong I might say. Associated Students is paying money to the VTA so students do not have to pay any money. They have to pay a small clipper card initiation fee, but they get to ride the buses and now that extends to BART and other around the bay transportation this year, so I'm not sure that is right. If you can forward that email to me, I can look into it. Please email VP Faas and/or Chair McKee with any questions.

Questions:

Q: Can you give us an update on where we stand in creating housing for faculty and staff in the federal building across the street?

A: That is another reason I'm in Long Beach today meeting with some trustees. The Alquist building continues to move forward and make very good progress. We have put together a white paper, Powerpoint presentation, and a path to success for the trustees to move forward with this building that will consist of 500+ faculty and staff apartments. The state is essentially giving us for free a \$70 or \$80 million plot of land in the heart of downtown San José. It is essentially going to be one of the ways make sure we can provide fmore aculty, staff, and graduate students with below-market rate affordable housing.

Q: Can you give us a most realistic timeframe for completion of this project?

A: Probably three years. What I will say is that we put out a survey a month ago and it went out to all faculty, staff, and graduate students. We got maybe

10-15% return on that. To say I'm disappointed would be a massive understatement. A lot of us have lived in the Bay Area for a while and have figured out how to live here. It is the next generation of people that we will be hiring who don't have a chance at this unless we all work to find affordable housing for the next generation of not just faculty but staff on our campus. When you have to commute 1 ½ to 2 hours one way there is no quality of life and no quality of education, because that time spent commuting could be spent with students on campus. There are certain things we have to do before we can even accept the property from the state, so we have to make sure we complete all the right steps. We are going as fast as we can with limited dollars and hope to bring to the BOT in January next year.

Q: Has there been any discussion about expanding training besides the *Run, Hide, Defend Active Shooter* training to include the API Safety Awareness Training that the county is offering?

A: Again, come on out next Thursday to the MLK Library for the monthly meeting and we can address that. You can also attend virtually.

Q: You mentioned in your report about Chief Carroll's efforts as far as community feedback and getting to know the community, but there have been two recent events I've been a part of on campus where we had a really hard time getting UPD response. If we are going to be having more on campus events, then I feel this should be a focus for UPD. We have a lot of traffic on campus that isn't part of the campus community. I was at one of the very first in person orientation sessions where we had multiple issues we had to call UPD about in June 2022. More recently the Career Center did our carnival for the first time since 2019 on August 30, 2022 and we had to call UPD again. The response time is really slow and this is not the kind of impression we want to give our new students. One of our staff members almost got hit in the face by someone at orientation. What is UPD doing to increase safety at these in-person events? There should be a police presence there already. We shouldn't have to be calling and waiting.

A: If there is a unique event on campus that is not part of say, the "Weeks of Welcome," it never hurts to send a notice ahead of time to either myself or Chief Carroll inviting us so that we can appropriately staff those areas. In the case of the orientation in June, there was a food issue but we worked through that. I was out there, VP Day was out there, and Chief Carroll was out there. If we know that there will be free food we can appropriately staff the event, but we have a limited police force.

Q: Just so you know, the carnival was during the "Weeks of Welcome" events.

A: We'll do our best.

Q: Can you comment on what items in the police report that came from the taskforce have already been addressed and how has that been

communicated to the campus particularly in terms around community interaction?

A: Again, we've been having these Thursday meetings at the MLK Library. Sometimes it is light-hearted and sometimes it is serious. It's all about communicating. One of the things the police are doing is going and having lunch in the dining commons. I told them I'd pay for their lunch, but they can't eat alone, they must eat with students. We are trying to go down the list of recommendations that was put in place by the task force.

B. Vice President of Student Affairs (VPSA):

We are coming off a really strong summer moving into orientation. We had 16 different sessions and over 8,000 students this summer. We also did opening convocation in person this year. There were about 3,000 to 4,000 people in the Event Center. Then we were out on the Tower Lawn with a highly engaged group of students and their parents

Our Resident Halls occupancy rate is at 96% of capacity. In real numbers that is 4,070. We think it is going to hold there which is an indicator of how much our students want to return.

Our enrollment is at 99% of our target and I'm thrilled by this compared to what is going on with other campuses in the CSU. We are seeing some declines, however. We were up to 105%-109% in previous years. Certainly, in our first-year students. Our new students are down about 135 Frosh, and 480 transfer students. We are seeing a decline in AUF of .12 which is also affecting that overall number. We are seeing a decline in Free Application for Federal Student Aid (FAFSA) and California Dream Act Application (CADAA) submissions, which is odd because what we end up seeing is that the bigger declines are in the junior and senior levels. We get these data across the state and we are seeing this trend across the state as well.

Our COVID compliance is at 97%. That's exceptional.

Questions:

Q: This year we restricted incoming transfer students from registering until orientation and I think that actually harmed our enrollment quite a bit at least judging by my experience in Psychology. Can you comment on this?

A: It is not uncommon to have people register at orientation. I don't think what we are seeing is outside what we may have predicted. We knew we would have declines in transfer students due to the low rates in community colleges. Then as I've already commented on the FAFSA and CADAA numbers across the state. The fact that it is juniors and seniors is a very troubling thing.

Q: What are our enrollment numbers for International students?

A: I don't know that I have those numbers. I'll grab them and put it into the chat. What I can say that may have some impact on it is that our graduate special session is about 45 students below and our graduate regular session is up by 206.

Q: You mentioned the 97% COVID vaccine compliance, but I presume that was for compliance with the now obsolete vaccine since the new vaccine came out last Thursday. Is there any thought about a new requirement that our staff, students, and employees get the new vaccine? The evidence is overwhelming that the old vaccine did relatively little to stop transmission although it works to combat the illness. However, as long as the transmission is happening, long-term COVID continues to be a major problem. This vaccine really might help with that.

A: [Interim President Perez] I believe the wording in our policy says our people will be fully vaccinated as defined by the CDC. The mandates are CSU systemwide policies. We don't have that control. Where did you get the vaccine?

A: Walgreens.

Q: All three years that I've been here Orientation has been done differently with different formats. A lot of our students talk to each other and spread word. Has there been any analysis on the effectiveness of Orientation?

A: We are looking at Orientation all the time to determine what has worked and what has been effective. We have created a robust transfer Orientation. The changes you are speaking about would have come out of our reviewing the previous year to see what worked and what did not. I have a meeting in about a week to begin speaking with the President about the format for Orientation for next year.

If there are specific things you'd like to talk to me about, I'd be happy to discuss.

Q: There was one student that had an enrollment date of June 6, 2022 before they even saw their advisors. The second time around, we did a two-day advising session where there was a pre-advising day and then a month later was the actual Orientation day. I'm just really curious in terms of improving our system.

A: I would say that what you are reflecting back is a result of the analysis and trying to figure out what works best. I'm happy to receive feedback and recommendations if you want to meet with me.

C: [VP Day] This is a group of students that are very engaged and are very happy to be back. They may have some struggles since they've spent the last two years learning totally online, but they are happy to be here. We need to think about what that expectation means for our presence as well. This is a different group than we saw last year and even in 2019.

C. Chief Diversity Officer:

I concur with VP Day's comments. The Office of Diversity, Equity, and Inclusion tables during the "Weeks of Welcome" had a huge amount of engagement from students. We gave out way more swag than we usually do. We were amazed at how much more engaged our students were.

We participated in Orientations for First-Time Freshmen, Transfer. And Graduate students over the summer. DHR, as well as the Title IX Office, and some educators from student health, are working with us to put together something about inclusion, diversity, equity, and belonging that is holistic in terms of the presentation given the amount of time we have for the materials and the presentation. It worked really well this summer, although it was a struggle to get everything in required by the DOJ. We received feedback from students. Again, there was excitement about engaging on campus.

We also spent quite a bit of time consulting with different units on campus this summer and staff in terms of the training they wanted for some of the programs they want to launch. We also did a lot of consulting with different grant groups. We also worked with the co-chairs to complete the work that we needed to complete from the CCDEI from the last academic year. Our first CCDEI meeting for this Fall is tomorrow. We had new representatives join. We are adding a faculty member that has expertise with disability issues.

We have spent quite a bit of time gearing up to do faculty Orientation. I facilitated a 1 ½ hour workshop for Jumpstart for new faculty. Most of it was really getting people to become literate about the details of the demographics of our campus—not just students but also faculty and staff, and to understand the local area in terms of demographics. We addressed pedagogy and teaching practices and did a lot of Q and A.

We still participate with the training for searches. The training is online. We will again be monitoring the search pools as they come in working with Maggie Barrera's office as well as University Personnel (UP).

For the first time we did faculty training for the faculty in Moss Landing. We have been working with them over the Spring and Summer in preparation for the training this Fall 2022.

I have good news. I found out on Friday that I'm a Co-PI on a SAMHSA Grant on mental health. It is a National Center for Excellence on Asian-American, Native Hawaiian, and Pacific Islander behavioral health and wellness and it is to setup an online resource center as well as to provide trainings, data, and resources. I was invited by Hawaii's public mental health department to participate and to bring in SJSU. They purposely chose a non-R1 because they really believed we would have the on-the-ground experience and SJSU had a very strong research program as well as teaching and

applied community work. What is really wonderful is that it is a \$3.5 million grant over five years. It is funding six of our faculty, all of whom are experts on Asian-American, Native Hawaiian, and Pacific Islander mental health and substance abuse. I am really proud of the team and really grateful to Research and Innovation for providing the staff to support this. It starts immediately. I just want to brag a little because Stanford, Harvard, and UCLA also put in for the grant.

Questions:

Q: Congratulations to the CDO and the team. My question is about the possibility of hiring a faculty Ombudsman. I know the ASCSU put out a resolution last year about the campus Ombudspeople and I think that our campus is definitely in need of a faculty Ombudsman. Is there any chance of this?

A: It is interesting that you brought this up, because the Interim President and I just had an initial discussion about the possibility given the budget climate we are in. We discussed how important that might be, how that might take shape, whether that would be just for faculty or all employees, etc. The CCDEI in its first-year report recommended an Ombudsperson as well. I don't think we have an answer, but we certainly think it is a priority. I'd like to invite Interim President Perez to speak to this.

A: [Interim President Perez] The CDO and I did discuss this and we are trying to figure out how we can move forward under these circumstances.

D. CSU Faculty Trustee:

For the new Senators, I'm a professor in the Department of World Languages and Literature. I've been at SJSU since 1995. I served about 20 years in the SJSU Academic Senate and close to 15 years in the ASCSU. In 2017, I was appointed the Faculty Trustee to the BOT. The terms are two years. The Faculty Trustee is appointed by the governor. I'm now in the 2nd year of my third term. I'm not a Senator and don't vote. In my Faculty Trustee role, I'm a standing member of the plenary and attend those meetings as well as their Executive Committee meetings. After every BOT meeting, I do a report and send it to the Senate Listserv. The reason I show up at the SJSU Senate meetings is because I am local to SJSU. I don't show up at the other campuses Senate meetings.

The next BOT meeting starts tomorrow and runs for two days. I am the Chair of the Committee on Educational Policy. There is only one item on the agenda for tomorrow and it is to get a report on Research, Scholarship, and Creative Activity. This should be a good report. Faculty systemwide have brought in over \$600 million. This used to be the time the BOT finalized their budget to the state. That, however, has changed. We are moving to a different sequence. It used to be that we had an information item on the budget for September and then in November an action item. We have moved this to July for a first reading/information item and September for the final

budget request. We will be finalizing our budget tomorrow. Staff had asked for this in order to have more time to lobby the governor before he makes his preliminary budget. I'm very busy as the Faculty Trustee and as I said I attend the three-day plenary meeting. On Friday I also drove to Fresno for the investiture of a new President. Then I stayed another day to attend the football game.

Questions:

Q: Did the decision to revisit GEAC for upper division come from the BOT or the Chancellor's Office?

A: The BOT has not been brought into the loop yet and I think that is a good thing, because I don't think the trustees should be involved in the curriculum. While it is true the BOT has the authority to change Title V, it should go through the shared governance between the administration and ASCSU and then come to us. SJSU is extremely well represented in the ASCSU. Not only am I on the BOT, but Senator Van Selst is the Secretary of the ASCSU and Senator Rodan is a committee chair so they serve on the ASCSU Executive Committee. Senator Curry was elected to the SJSU Executive Committee. There is a strong SJSU presence at the ASCSU and in Long Beach at the Chancellor's Office. Also, Senator Curry communicates well between the ASCSU and the SJSU Academic Senate.

Q: Thank you for the update. I appreciate your comment about the BOT not being involved in curricular matters. It is refreshing to hear that. My question is that the ASCSU came out with a resolution on presidential search processes. When the BOT came to our campus, I know we had questions about the search process and felt there should be more faculty and staff on the committee. Has the BOT further discussed some of these issues like transparency in the search process and greater involvement on the search committee of faculty and staff? I also wanted to say that I did read your 17-page report this summer. Maybe not in this meeting, but in a future meeting you could talk more about the Executive Transition Program? I heard that was on the chopping block, but now it seems like it may be retained.

A: Thank you for reading my report. You can be assured that at every new search I remind the BOT of the faculty's desire to have open searches. They were adamant in the majority that having closed searches would bring a better pool of candidates. I was surprised last Thursday when the chancellor spoke to the ASCSU about this important topic of open searches. He was asked if we couldn't agree on something in the middle between open and closed searches. The chancellor asked for any ideas on how this could be done. I believe if we can communicate with ideas on how greater transparency can be brought into the process and have greater representation by faculty that would be good. One of the responsibilities of the BOT is to hire the chancellor and presidents. Over the summer we hired the president of Monterey Bay, and we will commence the search for the chancellor soon and that should be completed by next spring. I keep making

the point about faculty representation every chance I get. Feel free to send me an email if you still have questions.

E. Statewide Academic Senators:

Senator Curry said she had already sent a written copy of her report to the Academic Senate. [Senator Curry] As the elected CSU Statewide Representative to the Executive Committee, I not only represent myself but my two colleagues Senator Rodan, and Senator Van Selst in writing my report. I do take responsibility for any mistakes I might have made. The first ASCSU meeting took place last week Wednesday through Friday. The first day we have policy committee meetings, then the second and third days (Thursday and Friday) are referred to as the plenary of the ASCSU. This is when we all meet together and discuss those resolutions and receive a host of reports from the chancellor and other individuals in the chancellor's office and some visitors. This time along we collectively presented 12 resolutions from our five committees. I provided the list of topics on the report. I want to focus on one of the resolutions that was passed and that was AS 3565, which was presented to us by Academic Preparation Committee. There was feedback from the Intersegmental Committee of the Academic Senate on the IGETC proposal. Feedback had been given last spring for IGETC to come up with a proposal and now what they are asking for is feedback on the proposal. The full text is available from Senator Van Selst. He has a link to the full resolution. What he would like you to know is that this resolution is asking for feedback from our campuses again. This time the feedback is going to be given direct to the ASCSU Executive Committee and there is a very tight deadline of October 24, 2022. Then the Executive Committee will give campuses a report on what happened. What you need to keep in mind is that AB 928 requires that the three systems—Community Colleges, CSU, and UC, all must formulate a singular statewide lower division general education transfer curriculum pathway. Those of you involved in GE in your departments or the campus committees in GEAC or C&R may recognize AB 928 as we have provided feedback in the spring and Chair White discussed this extensively in C&R. We just want to make sure you are aware because it is important that faculty speak up about curriculum and make their positions known. There will be opportunities to do this, so read the resolution. We will remind you. This is your first notice. Also, Senator Van Selst served as the chair of the Chancellor's Committee on General Education and is an expert in this area. Senator Van Selst has been keeping very close tabs on this and AB 928. Senator Rodan is also keeping close tabs and is chair of the Academic Affairs Committee. The other 11 resolutions are going to be made available to you but there is a little bit of a delay.

The other thing I'd like to talk to you about is the report given to us by Interim Chancellor Jolene Koester. She was accompanied by two BOT members to help her give the report, Vice Chair of the BOT, Jack Clarke, Jr. and Chair, Wenda Fong. I've never seen that before. They started their report with the

compact between the Governor and the CSU which is going to go before the BOT this week. The compact is on the operating budget of 2023-2024. This compact provides a 5% increase in CSU allocation with various commitments that are required to be fulfilled. Those commitments are outlined in my report. Another discussion focused on the compensation received in the executive packages. Many people received the CFA table which included that the presidents in the CSU received between 7% and 29% increases compared to our humble 3% increases. The Interim Chancellor was speaking as though she had heard there was some concern. The chancellor's report says those increases were actually a delayed corrective of the salaries and compensation of the executive that had been delayed following the resolution taken by the BOT in 2019 to investigate comparable salaries of university presidents at other campuses. They had decided to award the median or to get to the median with those comparable organizations. There are going to be more raises for executives at some point if there is money. The three of them (Koester, Fong, and Clarke) also confirmed that the Executive Compensation Program, which was as you may recall was problematic in that we learned about in part by the departure of Chancellor Castro and his executive transition package that brought attention to it, was being discussed by the BOT as to whether they needed to end this practice. They have reiterated that the BOT has been deeply affected by the incidents that happened earlier this year and they wanted to ensure that something honorable happened in this discussion. I think that is really important. They are engaged in serious examination and policy analysis to identify next steps. Their intention I believe is to find a way to change such a practice.

Another issue was the discussion of Cozen-O'Connor's visit to our campus on August 2nd, 3rd, and 4th (2022), which we only learned about because Senator Van Selst is the Secretary of the ASCSU and they received a report that Cozen-O'Connor had been on our campus earlier in August. I found the report very interesting in terms of reminding us that the Cozen-O'Connor team was investigating the CSU Title IX practices and were focusing on practices of our Title IX Office so this particular visit did not necessarily include faculty or Senate notification even because that's not what they are doing at this point. That is from my point of view an excuse. Communication is important and I think communication about this particular subject, particularly after having listened to Mr. Lim today, is that he is part of the response to the issues we have been seeing around Title IX on campus and I think this would have been an important endeavor. They explained to us that the Title IX workers that were spoken to were provided to the team by the president of the university. There was some concern over the top-down approach, but in listening to the earlier report it makes sense that if they are investigating the Title IX Office they would go to the people that employ those Title IX people.

The report then transitioned and involved the Chair of the BOT, Wenda Fong, who spoke to us a little bit about the executive searches. She said there was an ongoing assessment which was commissioned by the BOT to investigate changes to presidential searches. There were several questions and recommendations. There were in fact several questions and recommendations and statements of frustration about the fact that those searches are closed and that the committee compensation doesn't represent a large enough pool. One of the points made was both Chair Fong and Interim Chancellor Koester invited people to send in their recommendations about alternative ways we might have privacy for those people applying and openness for those people that will be receiving new executives.

There was supposed to be a faculty salary study but that hasn't happened yet, because apparently there were issues with the way the staff salary survey was conducted and they wanted to make some corrections. Be on the lookout for that.

There is a 20/30 Project that is conducting a survey of faculty regarding changes that are forthcoming in higher education. The survey will be available on Wednesday. Senator Rodan has been the lead on that. We invite and encourage you to complete the survey.

Questions:

C: AB 928 reduces the transfer GE package down from 39 units to 34 units. It reduces GE by essentially two courses. As a campus response, what would be useful to the ASCSU is something that is AB 928 compliant that is likely to be approved by the community colleges and UC. That's kind of the box we are in looking for feedback. The ASCSU will be seeking to take a position on proposal in the November meeting.

F. Provost:

I sent a message out today to those of you in Academic Affairs about getting a plan together to deal with the heat-related issues.

I held a town hall meeting for staff only in August 2022. I wanted to give staff a separate space to ask questions. I'm planning one for faculty as well.

We will be conducting two dean searches in Business and Social Science that will be moving to a vote by faculty and staff. We also have three deans that will need to go through their five-year reviews. Junelyn Peeples left the campus at the end of August 2022. I've decided not to rebuild that office. Ron Rogers has offered to step in and support accreditation. I have not added MPPs on the state side since I got here, and this will be a reduction.

Accreditation is moving forward and we are repopulating the Accreditation Review Committee. As everyone knows we got a 6-year reaccreditation with

a three-year special visit. I'm excited about the opportunity to engage in the process.

We are moving forward on a number of fronts as far as the equity gap question goes. Melinda Jackson and Deanna Fassett are working with a number of the Associate Deans to apply for the middle leadership academy to do a project on supporting faculty and looking at equity gaps.

Questions:

Q: Can you give us more details on the heat issues?

A: It impacted a lot of places. Can we easily move things around? I don't think that's always going to be the answer. It's really a matter of gathering information first. Some of the classes can't be moved. The information came from departments.

Q: I know there has been a significant change in the advising structure and that might have had some unintended consequences. What I've heard over the last three or four months is that there has been the loss of some excellent staff in advising. Many were unhappy with the changes in advising. It wasn't because they weren't being paid enough. Can you comment on this?

A: Yes, there has been some change and turnover. When we dig down into why some people are leaving it has come down to frustration between faculty and staff advising. What we've also found is the amount of work that has been put into these advising centers that is not really advising related. The official transition didn't happen until May. Up until May, the advising centers fell under the Associate Deans so if there hasn't been a robust professional development program, certainly not related to the organizational change and so forth, then that is an issue. I've met with all the Associate Deans of Instruction and Shonda Goward in June or early July and we had a great conversation and transition plan that starts to look at where some of the overlaps are and making sure everyone is involved in the conversations about where we go. We have multiple years to reimagine the advising structure. I understand there are lots of things being brought up and there are lots of other pieces of data that I've learned in the last four or five months that suggests there are many different elements, and there is a national trend in advisors moving around. Just like there is in Title IX. We are moving forward on a lot of things. This summer led to a lot of good conversations, particularly with the Associate Deans. We have a new leadership group that we've brought together and we have rethought block scheduling already. These advising centers have been used as much for administrative work as they have for advising work. Regarding the question of how to manage and oversee a process and structure of advising, there are some opportunities to focus on bringing the centers together to support each other. I advocated for keeping college success centers at the very beginning of this transitional conversation. We have maintained that because it is at the colleges that you

see local difference. We want to make sure that the differences and nuances of the various colleges are there.

Q: Thank you for your update. As you know this is the time when eligible lecturer faculty apply for range elevation. You are the final arbitrator as to who gets the range elevation and how much. What do lecturer faculty have to do to get a higher raise than the minimum? What are the criteria and what are you looking for? This is an equity issue. When Assistant Professors are promoted they get a 9% raise, but Lecturer faculty only get 5%.

A: When I became Provost the standard on most campuses was only 5%. Over the last three years, we've given a number of people more than the 5%.

G. Associated Students President (AS):

This year AS President Chuang will continue to cultivate partnerships with the Senate, faculty, and staff to advocate for shared governance on campus. Some priorities for this year will be cultural, physical, and mental wellness, and cultivating a sense of belonging on campus.

AS is very excited about the implementation of the Bay Pack program. Please reach out to AS President Chuang for information about this program.

AS President Chuang is in Long Beach today where she was advocating with the Board of Trustees (BOT) and people from the Chancellor's Office specifically for wellness, deferred maintenance, and advising on campus.

XII. Adjournment: The meeting adjourned at 5:09 p.m.