

2013/2014 Academic Senate

MINUTES  
April 28, 2014

**I. The meeting was called to order at 2:04 p.m. and roll call was taken by the Senate Administrator. Forty-Five Senators were present.**

**Ex Officio:**

Present: Heiden, Von Till,  
Van Selst, Sabalius,  
Ayala, Lessow-Hurley

**Administrative Representatives:**

Present: Dukes, Nance, Feinstein  
Qayoumi, Bibb

**Deans:**

Present: Green, Vollendorf  
Absent: Stacks, Kifer

**Students:**

Present: Hart, Hernandez, Jeffrey  
Absent: Gupta, Gottheil, Miller

**Alumni Representative:**

Present: Walters

**Emeritus Representative:**

Present: Buzanski

**General Unit Representatives:**

Present: Kohn, Fujimoto, Morazes,  
Kauppila

**CASA Representatives:**

Present: Schultz-Krohn, Hebert, Cara, Rosenblum,  
Guerrazzi

**COB Representatives:**

Present: Sibley  
Absent: Campsey

**EDUC Representatives:**

Present: Swanson, Kimbarow

**ENGR Representatives:**

Present: Du, Gleixner, Backer

**H&A Representatives:**

Present: Brown, Frazier, Desalvo, Bacich  
Brada-Williams, Grindstaff

**SCI Representatives:**

Present: Kaufman  
Absent: McClory, Bros-Seemann, Kress

**SOS Representatives:**

Present: Trulio, Ng, Peter, Rudy, Wilson

**II. Approval of Academic Senate Minutes–**

The Senate minutes of April 14, 2014 were approved unanimously (45-0-0).

**III. Communications and Questions –**

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

Chair Heiden made the following announcements:

The Executive Committee met with the Chancellor about the results of the Governance Review. The Chancellor listed specific goals and timelines. The Chancellor will provide a formal response to the campus in about a week.

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

The President will be looking at the whole communication system and ways to include more people.

The role of the Provost will also be redefined.

For the first time in a long time the academic budget has been fully funded.

With VP Nance's decision to move back to the faculty, we are looking at hiring an Interim VP of Student Affairs and then in the Fall we will start the permanent replacement search.

When the Student Success Excellence in Technology Fee (SSETF) was created, all other student fees were collapsed into this fee, such as the IRA fee. This is why it looks much larger than it is.

At commencement two honorary doctorates will be awarded for Bill Hauck and Nancy McFadden.

**IV. Executive Committee Report –**

**A. Executive Committee Minutes –**

Executive Committee Minutes of March 17, 2014 – No questions.

**B. Consent Calendar –**

**C. Executive Committee Action Items:**

**V. Unfinished Business - No Unfinished Business.**

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

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

Senator Frazier presented *AS 1533, Policy Recommendation, Accommodation to Student's Religious Holidays (Final Reading)*.

**The Senate voted and AS 1533 was approved (44-1-0).**

Senator Frazier presented *AS 1545, Policy Recommendation, Course Section Cancellations (First Reading)*.

Students have been increasingly negatively affected by late class section cancellations. As an example of how many sections were cancelled this semester, 74 class sections were cancelled prior to day one of the semester. After day one of the semester an additional 820 class sections were cancelled. Ten of these sections were canceled almost one month into the semester.

## Questions:

Q: On page 1, number 3, my understanding is if I teach two sections of two classes, I get paid for the semester, is that correct?

A: [There was discussion, but a clear yes or no answer was not given.]

Q: I think we need to be 100% sure, because that could be very problematic.

Q: On page 2, number 4a, the university electronic notification system shall provide instant notification of a class cancellation if it is technologically feasible. It is not technologically feasible on this campus. Instead, we should put the best practices around that in this policy, which is what we currently do—have the roster run by the department before the class is canceled and the department does the notification.

A: The whole 4a. might be modified or stricken because there are situations in which large section classes are canceled, but then a replacement section is added at the same time.

Departments usually move the students from the canceled section to the new section, so immediate electronic notification of a class cancellation would only tell them of the class cancellation and wouldn't notify them they were being moved. The committee is still considering this.

Q: Is it really necessary to involve the dean in these decisions as their workload can be excessive. For example, I doubt the dean would care if I canceled a class that was regenerated at another time to accommodate my students.

A: This will be brought back to the committee to consider.

Q: Under Article 12(5) of the CFA contract, if the class is canceled prior to the 3<sup>rd</sup> class meeting the temporary employee shall be paid for class hours taught. If the class is canceled after the 3<sup>rd</sup> class, the temporary employee shall be paid for the remaining portion of the class assignment, or provided an alternative work assignment.

A: This will also be brought back to the committee for consultation.

Q: Number 3 states under no circumstance shall the section be canceled fewer than 2 days before the start of the semester. Does this mean that you can't cancel classes for the two days immediately prior to the start of the semester, but then on the first day of classes you can cancel?

A: Yes. The committee will review the language and make this clearer.

Q: If we are going to regulate when and how classes are canceled, what we are missing here is money. Since the dean controls the budget, absolutely the dean should be involved in the decisions. I'm concerned we, as a Senate, are writing a "gotcha" policy. What we should be writing is a policy of best practices, while keeping our priorities straight.

Q: What problem are we trying to solve here?

A: The observation has been made that a lot of sections are being canceled without consulting with chairs.

Q: I don't understand how that can happen, as a department chair I have to sign a form to cancel a section.

A: I'll have to take that question back to the committee as I've never been a department chair.

Q: Would the committee consider giving priority registration to those students that were in a class that gets canceled?

A: The committee will review this, but I'm not sure this is possible.

Q: From a student point of view, when classes are canceled late many students have already established their work schedules and this poses problems for them. Also, sometimes when a class is canceled late, students cannot find another class. This can affect international graduate students that must carry 9 units, or lose their eligibility to be in the country. There are also problems for athletes when a class is canceled say a day prior to them going to a game and they suddenly are not eligible to play. Another example is a class cancellation that results in a student losing eligibility for financial aid, because they can't find another class to enroll in.

Q: Having been a department chair in the past, I urge the Senate to be as flexible as possible here. I certainly understand how frustrating this could be for students and do not think classes should be canceled after the third class unless it is absolutely necessary. Having been a chair, I can tell you that it is a very challenging process especially trying to manage low enrollment classes. There are some stopgap measures in place right now. For example, open enrollment does stop for a period of time to allow recalibration.

A: Right now open enrollment ends 10 days before the beginning of the semester, but starting in the fall this will be shortened to 2 business days.

**B. University Library Board (ULB):**

The ULB met with the external reviewers about the five-year plan and expect to receive their report soon. The results will be shared with the Senate.

On May 30, 2014, there will be a multi-agency Active Shooter drill in the MLK Library and the library will be closed 8 a.m. to 3 p.m. Three different agencies will be participating.

There have been some questions recently about University policy S04-9, which applies to the removal of video materials. This policy has been referred to the ULB to update next year.

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

Senator Peter presented *AS 1543, Policy Recommendation, Selection and Review of Department Chairs (First Reading)*.

**Questions:**

Q: Would the committee consider adding program directors and directors of schools as well as chairs?

A: Somewhere in our policies, program directors and directors of schools are identified as being the equivalent of chairs, so wherever this policy references chairs it would apply to them. The committee will consider putting a note in this policy to clarify this.

Q: The job description for chairs is developed after the review committee is formed. Would the committee consider having chair job descriptions made prior to a chair being appointed?

A: The committee didn't get into the review part of the policy, but we can look at it. Would it help to say when a chair is appointed there needs to be a job description and that this should form the basis for review?

A: Yes.

Q: Could the policy committee chairs number the lines on the policy recommendations so this will make it easier for Senators?

A: Senator Peter will do this.

Q: The President and then the Provost are listed in different sections and maybe it should just say the President or designee.

Q: On page 5, section 5, can the committee find some parameters for how long a temporary absence is, such as exceeds one month?

Q: I have seen chairs removed for personnel issues and the policy lists specific reasons so maybe it should just say, "or other serious personnel matters."

A: Senator Peter will bring this back to the committee.

Q: On section III (2), it says the votes will be publically counted by an election committee. What exactly does that mean?

A: The counting of the votes could be publically counted. There are double envelopes used so once the outer envelope is removed, the name is removed and the ballot itself only has the vote.

Q: Having sat on the college RTP committee, I can say we have never counted these ballots publically. I think that public counting, with the candidates there, might be intimidating to the people voting. Could the committee consider that?

A: The committee will discuss this.

Q: Can you specify in section VI. 5., External Interim Chairs, that external refers to outside the department but within the campus?

A: This is what the committee meant, but we will look at the language.

Q: If the secret ballot for a chair is unanimous, is there any reason to have an election?

A: The department only elects the nominee, the actual approval of the chair is by the President.

Q: In Section III. 3, Voting Procedures it states that the majority vote of the probationary and tenured faculty will be sent to the President. In section VI., Failure to Obtain Chair Nominees, case 3, the department has attempted a normal nomination process but no candidate was able to obtain a majority vote of probationary and tenured faculty—this

concerns me.

A: In the current voting policy, probationary and tenured faculty are treated the same, but temporary faculty have their votes counted separately and forwarded separately to the President.

Q: If we are including or excluding directors, is this applicable to faculty directors only or to MPP directors also, such as the Chair of Counseling Services?

A: The committee will look at existing policy and see how the directors are identified and make sure it only applies to directors that are the equivalent of department chairs.

A: According to the job classification, unit 3 directors are faculty. So you could just refer to the unit 3 directors in the policy.

Q: Under section VI., External Searches, it talks about the hiring and appointment of a faculty member and the nomination of a person to a chair position. As I understand it, before a search starts, the department can choose one of three approaches. The department can choose to be the committee as a whole, or they choose to appoint a person to the committee, but what does number 2 intend to do? Does it mean the department as a whole reviews the appointment of the faculty member, or the nomination as a department chair, or both, or neither?

A: That should be clarified and the committee will work on the language. In the very large departments, it may not make sense to have the entire department act as the committee. However, a department may wish to pass judgment on what a smaller recruitment committee comes up with. I see we need to be clearer here about what the recruitment committee is recommending to the department, and what the department is recommending.

Q: Are we satisfied that our voting rights policy, as written into this policy, does not conflict with the recent arbitration decision by the CFA regarding CSU Fresno's division of voting for department chairs

A: This is the first the committee has heard of this decision. Chair Heiden responded that the arbitration issue at CSU Fresno was specific to a department conducting the election of a department chair during hours when lecturers were teaching and could not be available to vote.

Q: On page 4 of the voting procedures, it says the name or names of those receiving a majority vote of the regular faculty will be forwarded.... When I first read that I thought it meant more than one person could be recommended, is this true?

A: The way it works under the existing policy you only forward the name of someone receiving the majority of the votes. It never occurred to the committee that more than one person could get a majority if the votes.

Q: At CSU Long Beach, faculty recommend people to be chair, but you can vote for more than one person.

A: The committee will discuss this. The committee may consider removing that section we imported from the voting rights policy, and asking the Organization and Government Committee to rework it.

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Senator Peter presented *AS 1544, Policy Recommendation, Replaces S99-9, Board of Academic Freedom and Professional Responsibility (First Reading)*.

This policy is coming to you with recommendations for changes that come from the Board of Academic Freedom itself.

**Questions:**

Q: On page 4, the policy references holding a special election to replace a member for the period of a leave from the university, does this apply to sabbaticals, and if so, is this necessary for a one semester sabbatical replacement?

A: The committee will review the language. Typically, a replacement would be sought for a leave of one year or longer.

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

Senator Gleixner presented *AS 1538, Policy Recommendation, Policy and Assurance for Humane Care and Use of Animals at San José State University (Final Reading)*.

**The Senate voted and AS 1538 was approved with No Nays or Abstentions (45-0-0).**

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Senator Gleixner presented *AS 1541, Policy Recommendation, Master's Committee Structure and Processes and Thesis Embargoes (First Reading)*.

This policy is being brought as a result of a referral from Graduate Studies and Research.

**No Questions.**

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Senator Gleixner presented *AS 1542, Policy Recommendation, Removal of Physical Education Requirement (First Reading)*.

This policy would replace two Physical Education policies, S73-5 and F96-12.

The C&R Committee has been discussing this policy all semester and has been split on the issues until recently when one member changed their vote to abstain. Today, we will have questions on the policy first, then some limited debate to help C&R with necessary changes.

**Questions:**

Q: What is the PE requirement?

A: The PE requirement is two activity units. One unit can be taken elsewhere, and one at SJSU. However, they cannot be the same activity.

Q: Can you share information with us on how many exemptions there are?

A: The College of Engineering has an exemption for every single major in the college. Other majors such as Music, the Fine Arts, Nursing, and some Business majors have exemptions. An exact number of the majors will be brought to the next meeting.

Q: Just to clarify, the resolved clause says that two units of PE will no longer be required beginning with Fall 2014, so this means no lower division requirement as well?

A: That is correct, this is removing all requirements for PE. This has been what C&R is debating.

Q: If this is the existing PE requirement, who is being harmed and why is there a need to remove the requirement now?

A: There is a feeling that the requirement is being unfairly applied. For example, transfer students don't have to meet this requirement, and high unit majors have exemptions, etc. In addition, the waivers are only good for one year, so every year the departments must reapply, and an enormous amount of work goes into this by C&R. As S13-3 is currently written, the waivers come to C&R every year for approval.

Q: The effective date is Fall 2014, does this mean that it applies to those admitted Fall 2014, or applies to everyone effective Fall 2014?

A: It applies to those entering in Fall 2014.

Q: Have students complained about this, or are students wanting this?

A: A poll of 50 students by AS revealed that 38 students liked the PE requirement, and 12 wanted it removed. Those that wanted it removed had to do with problems with the number of units taken in a semester.

Q: Has the committee considered the fact that the second whereas points out how critical PE is the well being of our students and directly contradicts the resolved clause that seeks to eliminate the PE requirement?

A: C&R left the whereas clauses as a true reflection of all the debate we had over the issue.

Q: Has anybody considered the alternative possibility of eliminating the inconsistency and requiring 2 units from all students, including transfer students?

A: C&R considered removing it, rewriting the policy to make it a requirement for all students, and rewriting the policy to eliminate the need for C&R to review waivers every year.

Q: Was any additional student input sought when formulating the policy?

A: C&R did get student input via our student representative.

Q: Has the committee considered rewording that phrase so that it is in the remaining 60 units rather than in the upper division?

A: The committee will consider this.

Q: Has the committee also considered the reduction of workload for some departments, including classes, lecturers, etc.

A: C&R did look at this. However, C&R doesn't know how many students will still take PE classes without the requirement.



Q: This policy says that we are the only campus that requires PE units, but how did we get so different from the other campuses?

A: C&R did not find out how the difference came about, but did carefully check to see if other campuses had the requirement. The only other campuses that were found that had the requirement had it embedded in Area E.

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Professor Shirley Reekie was recognized by Chair Heiden and asked to speak on behalf of the Kinesiology Department.

Professor Reekie said, “The decision you make regarding this issue will affect the health and well-being of thousands of students. Please listen to your consciences as honorable men and women for their sake. Yes, I come to praise activity and not to bury it.

This is not about enrollment nor Athletics, the 1%. We are talking about the 99% which surely also deserve the opportunity to have excellent instruction in physical activity. If the university wants to do more than pay lip service to the published goal of improving students’ health and well-being this is the only requirement entirely devoted to doing exactly that. More than 5,000 students signed an online petition last year to keep the program when its demise was widely rumored.

To those who were schooled in the cognitive, effective, and psychologic domains, which other departments center on the motive domain apart from Kinesiology and Dance, which would also be affected if this was passed. SJSU rightly includes many classes centering on the cognitive and effective domains, does the motive domain not deserve a minimum of two units among the 120 in order to give our students a more well-rounded education? Every other advanced civilization throughout history have thought so, at least for the educated.

Those that care about social skills and social well-being should know that physical activity can be a powerful learning experience. For example, in Dance and Martial Arts, including our famous and Olympic medal winner producing Judo classes, students of different ages, genders, races, and sexual orientation, can touch one another in skill-based socially acceptable situations.

In Kayaking, the bonds forged when students must work together in situations with real life and immediate consequences are extremely strong. And, by the way, while out Kayaking with my class last week in the rain, I heard and saw an entire class of adults shout with joy at being alive. What prize that college experience.

The proposal you see before you is an approach that throws the activity baby out with the high-unit major bath water. And, of course, without activity courses, that baby can’t swim.

Removing the requirement would mean that some students never experience what can be a life-changing class. Those students that will miss out if the requirement is removed will be the very students that have the most to gain, the reluctant exercisers.

I say to those who care about scientific method and evidence-based research, I hope that's all of us, there can be absolutely no doubt about the many physical, cognitive, and social benefits of regular physical activity.

While thousands of scholarly articles clearly show this, I cite only one. The Lancet, in 2012, indicated that both the United Nations and the World Health Organization include physical inactivity among the top four global health risks.

Hundreds of our students every semester take a physical activity class and find it reduces stress. There are countless research studies on that. It improves their achievement in academic areas, many studies on that too. It helps them reduce risks for numerous chronic diseases including Cardiovascular Disease, Type II Diabetes, Osteoporosis, lose weight—up to 50 pounds one semester in one case at SJSU, as well as giving them an adult opportunity to explore skills that may provide them a lifetime of enjoyment.

Many students tell us it is an activity class that gets them up in the morning. This program is both cost-effective to run and inexpensive for students. Where else can students learn to sail for example, effectively free? It fits conveniently into student schedules, and it being academic has that little extra incentive for students to participate regularly.

We claim SJSU is about enriching lives. What better way to do that than by teaching the skills that will contribute to a healthier lifestyle. To those who still care about GE, students tell us that with all the many recent GE changes, activity classes are one of the few places they can still meet students outside of their major.

If you are a comparativist, we hear that China is overtaking the U.S. in certain aspects. Yet one area in which SJSU is a model is in our activity requirement. The Kinesiology Department hosts many visiting Chinese Professors every semester. They observe our program here and then implement it back home where obesity has reached equally alarming rates. SJSU is a leader in this regard, just like MIT, and other highly renowned institutions. We should keep an activity requirement so all can benefit, even the reluctant exercisers. How ironic if we should drop our activity requirement just as the Chinese see the value of implementing it.

The fact that SJSU has an activity requirement should be a source of tremendous pride. We are located in the heart of the Silicon Valley, a center of innovation and creative leadership. We were pioneers in 1862 when we began offering physical activity for all students, the first school West of Massachusetts to do so. We were and are leaders in recognizing its importance and with your help we can remain leaders into the future.

You may have been told that we cannot fit activity classes into our curriculum, but other CSU campuses manage it in a variety of ways and we can too. Some SJSU programs have included two units of physical activity and have still met the requirements of SB 1440. Dropping the requirement is just a quick fix, and I know you are under pressure to do just that. Instead, let's work together to keep this experience for all. I suggest to you that this is not an issue that calls for the simple solution—the elimination of a long-standing graduation requirement.

As academics, we are at time masters of our students' fate. I urge you to defeat this motion and give us all time to work out an alternative that holds to the principles that this body, an ironic term given our subject, has approved and actually strengthened every time it has been discussed. To paraphrase, ask not what is the simple solution simply ask what is best for our students.”

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A: It is also proved by scientific research that eating vegetables is healthy, but we don't require our students to eat vegetables. We should provide opportunities for physical exercise. We are not talking about the virtues of physical activity, or even the existence of physical activity classes. We are just saying it shouldn't be a requirement to graduate from the university to Dance or to Bowl.

A: Our students with a Bachelor's degree are unable to compete with the students that graduate from universities in Europe. A Bachelor's degree in the U.S. is equal to a High School diploma in Europe. That is a fact. With the requirement handed down by the Chancellor's Office to limit our degrees to 120 units, putting in units of physical activity as a mandatory requirement means we are watering-down our degree even more. Why are we the only CSU out of 23 that has this requirement? The UC does not have this requirement.

A: The mission of this institution is the welfare of our students and I think of that welfare in terms of their intellectual, social, and physical well-being. There really is extensive research that students do much better when they are healthy. We now live in a society where third graders are at risk of coronary disease, and type II diabetes is epidemic, where children can't learn because they are inactive and malnourished. The question you are asking is isn't the 120 unit essentially watering-down our programs, to solve that by eliminating a 2 unit requirement that makes really good sense is the wrong answer.

A: Our minds and our bodies are not separate, they are one. So much of our students' time is spent sitting. They sit at computers and in front of the TV. We should require courses in Nutrition. Students that don't get the PE requirement are the students we are treating unfairly.

A: In 1996 when this issue came before the Senate last, the Senate actually strengthened the requirement. I view this requirement as exposing students to skills that can enhance their lives. We do put books in a library and we do require students to go to library, or go to an Art Gallery. Since 1996 have you seen what your students do? Our students live on the internet and stare at their cell phones. Students are more sedentary today than at any other time in history. The argument today to retain this requirement is much stronger than it was in 1996 when we last debated the issue.

#### **E. Organization and Government Committee (O&G):**

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

AVP of Faculty Affairs, Elna Green, presented a report on Faculty Diversity.

No report was given last year, but this is normally a report given to the Senate every year by Faculty Affairs.

The number one reason given for faculty declining employment offers is the cost of housing in the area. Although our salaries are competitive, except when compared against the cost of housing. Other challenges include the age and condition of our facilities including the labs and offices.

We also have challenges in hiring a diverse faculty as a result of Proposition 209. We cannot consider race, gender, etc. in hiring or not hiring a faculty member.

In addition, we cannot do opportunity hiring. Opportunity hiring is when someone comes to us and says they know of someone that would be great. We cannot go after the individual.

We are allowed to do outreach, recruitment, and advertising as long as it is geared to all.

Under the provisions of the Diversity Master Plan, we have a program of training and outreach for diversifying our faculty. We also have established best practices and procedures. We continue to operate under that plan.

Faculty Affairs reviews all job descriptions to ensure the language is not discriminatory, and to ensure that we include a statement that we want to hire candidates with sensitivity to the goals of a multicultural population.

Departments are encouraged to create search committees that are themselves diverse. All search committees receive training that includes discussion of diversity outreach strategies and practices. After the training, the recruitment committee is encouraged to implement the most aggressive advertising possible. Faculty Affairs places advertisements for all recruitments in a number of brochures, magazines, newspapers, etc. This allows the department to spend their money on advertising in discipline-specific venues.

Every applicant pool is reviewed by Faculty Affairs and the Dean of the college. Both Faculty Affairs and the Dean are looking to ensure the applicant pool is broad and shows evidence of a diverse outreach. However, at this time we cannot collect information on gender, race, or ethnicity. The applicant pool is looked at to see that there are candidates from all over, and from a variety of institutions, etc.

Looking at the last two recruitment cycles, in 2011-2012 we had 49 searches, 37 tenure/tenure-track hires, and 1 temporary hire for a total of 38 new hires.

In 2012-2013, we had 26 searches, 24 tenure/tenure-track hires, and 2 temporary hires.

However, in 2011-2012 we lost 2 assistant professors, 2 associate professors, and 2 full professors.

In 2012-2013, we lost 7 assistant professors, 1 associate professor, and 2 full professors.

In 2013-2014, we lost 3 assistant professors, 2 associate professors, and 3 full professors.

A question was raised as to whether exit interviews were conducted. AVP Green reported that faculty are asked to do them, but they do not. However, Faculty Affairs does know that they regularly hear those leaving are going to other jobs with higher salaries.

The annual results for 2011-2012 were 38 hires and 6 losses. The results for 2012-2013 were 26 hires and 10 losses, and for 2013-2014, 38 hires and 8 losses.

Looking at the total headcount for faculty this year of just under 600, the overall gender ratio is 55% male, and 45% female. Of this 600, 60% are white, and 40% are minority/other/unknown. The largest non-white group is Asian at 21.5%, approximately 5.7% is Hispanic, and 3% are African-American.

In the last two recruitment cycles, there has been a slight majority of females hires compared to males (53% female, 47% male).

In a comparison to Fall 2012, we do appear to be doing slightly better in the hiring of minority females than the CSU as a whole, but we are not doing as well as the CSU as a whole in recruiting minority males. However, this is just a one-year comparison.

If you look at the trends since 1997 when data became available, our percentage of hiring minority females has increased 4%, so progress is slow. We have not done quite as well in recruiting minority males.

### **Questions:**

Provost Feinstein announced that he was very close to allocating a significant amount of resources to the colleges to address a number of issues including funding for instruction and this will include funds for hiring additional faculty members. It is the Provost's hope to drastically increase the number of new permanent faculty hires this coming cycle.

Q: It would be useful to have data on retention, tenure, and promotion and the data on the attrition of minority faculty. Research shows that one of the factors that impedes the progress of minority faculty is the fact that they are required to stand up and represent their color and ethnicity at every opportunity, and they are overburdened with service commitments to the detriment of their research and teaching responsibilities, so while we have a good intention in looking to the minority faculty to diversify our committees, we may be doing them a disservice. I would like for us to look a little harder at this.

Q: There was a recent Supreme Court decision in Michigan which allows other factors to be used in the recruitment of students such as income level and the area they come from, if these can be used for students we should be able to use them for faculty hiring.

A: You are right there are other factors that can be used, but I'm not sure how income level could be used.

**VIII. New Business – None**

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

**A. Vice President for Student Affairs-**

VP Nance announced that May 1, 2014 is the deadline for intent to enroll.

There was a fire South of campus last week and one of our students is still hospitalized. We are working with a number of students to relocate them. Please donate to the Student Emergency Fund. This is a fund we use to help students that have one-time emergency need for funds. Vice President Dukes will send an email to Senators about how they can contribute to this fund.

**B. Associated Students President-**

AS elections have been completed, and the new government takes over on June 1, 2014.

**C. Vice President for University Advancement-**

May 6, 2014 is the day of giving with the Silicon Valley Community Foundation. Any gifts donated on May 6, 2014 will be matched.

The Tower Foundation Endowment now stands at \$116 million.

**D. Statewide Academic Senators –**

SB 850—The Senate bill that would allow community colleges to offer Baccalaureate degrees passed out of the Senate Education Committee easily with an 8-0 vote. It is now going to the Senate Appropriations Committee.

The state assembly approved AB 2324—which would allow a faculty member that is a Faculty Trustee to keep his/her position beyond the expiration date in the event the Governor does not appoint a new Faculty Trustee prior to their term expiration date. AB 2324 is now moving to the Senate.

**E. Provost – No report**

**F. Vice President for Administration and Finance – No report.**

**X. Adjournment – The meeting adjourned at 4:58 p.m.**