

2016/2017 Academic Senate

MINUTES
May 1, 2017

I. The meeting was called to order at 2:05 p.m. and roll call was taken by the Senate Administrator. Forty-one Senators were present.

Ex Officio:

Present: Van Selst, Lee,
Sabalius, Perea
Absent: Kimbarow

CASA Representatives:

Present: Schultz-Krohn, Grosvenor, Sen, Lee
Absent: Shifflett

Administrative Representatives:

Present: Faas, Papazian, Feinstein,
Wong(Lau)
Absent: Blaylock

COB Representatives:

Present: Reade, Rodan
Absent: Campsey

Deans:

Present: Stacks, Jacobs, Green,
Schutten

EDUC Representatives:

Present: Mathur, Laker

Students:

Present: Tran, Caesar, Medrano
Absent: Balal, Spica

ENGR Representatives:

Present: Chung, Hamedi-Hagh

H&A Representatives:

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

Alumni Representative:

Present: Walters
Absent: None

SCI Representatives:

Present: White, Cargill, Boekema, Kaufman

Emeritus Representative:

Present: Buzanski
Absent: None

SOS Representatives:

Present: Peter, Trulio, Hart
Absent: Wilson

Honorary Representative:

Present: Lessow-Hurley

General Unit Representatives:

Present: Higgins, Trousdale
Absent: Matoush, Kauppila

II. Approval of Academic Senate Minutes—

The minutes of April 10, 2017 were approved as amended (41-0-0).

III. Communications and Questions –

A. From the Chair of the Senate—

Vice Chair Frazier announced that Chair Kimbarow would not be at the meeting today. Also, the reason that there are speakers up front is that the sound system in the room is not working and we were only notified about it this morning so Eva (Senate Administrator) worked hard to get a last minute replacement public address system setup for this meeting.

Vice Chair Frazier also announced there are two time certain for this meeting. The first is from the AVP of Faculty Affairs, Elna Green, on faculty recruitment, and the second is from the Athletics Board Chair, Professor Annette Nellen, the Interim Athletics Director, Marie Tuite, the Sr. Associate Athletics Director, Eileen Daley, the Director of Compliance, Jacquelyn Duysen, and the Faculty Athletics Representative, Professor Sen Chiao.

B. From the President—

The Presidential inauguration is on May 4, 2017 at 9:30 a.m. on the Tower Hall Lawn.

President Papazian commented on the documentary called, "They Shall Not Perish: The Story of Near East Relief," shown on April 30, 2017, 3 p.m., at the Hammer Theatre. The work that was done was launched in 1915 as a consequence of the Armenian genocide and has laid the groundwork for our role as a country in international and humanitarian efforts. This was something done by a group of businessmen in New York as a response to a crisis that left hundreds of thousands of people orphaned and many, many more killed. This showed what everyday Americans can do when faced with a crisis. The individual efforts made a huge difference. The people working with the Near East Foundation were the people that laid the foundation for the Marshall plan to rehabilitate Europe after WWII, and they were also the people behind the development of the Peace Corp. This plan worked around sustainable development and human rights, basically winning the peace on a community-by-community and individual-by-individual basis. President Papazian wanted to be sure all Senators saw the connection in terms of the values of social justice and inclusion that we are committed to as an institution, and making sure that differences don't divide us and that there are ways to bridge our differences and bring us together. There are many more events scheduled during inauguration week celebrating our students, and celebrating Humanities and the Arts.

The CIO/VP of Information Technology search committee had semi-finalists here last Thursday and Friday. The plan is to have the selection made before faculty depart for the summer. In addition, the Athletics Director search is moving along as well.

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

A. CSU Statewide Senators –

Things on the top of the Chancellor's mind right now seem to be Tenure Density, the Graduation Initiative 2025, and the effect that state funding is going to have on these things, including deferred maintenance and whether or not we will have to raise tuition. If the state were to fully fund us then the Chancellor is talking about no tuition increase. However, if not we have some really important things that must be taken care of. There is one thing about tenure density that is worth mentioning and that is that the Chancellor's Office is interested in studying whether our 75% mark is the mark we ought to be using on every campus. The suggestion is that on some campuses, lecturers make more sense for some departments.

There was a question last time about the Intellectual Property proposal set forth by the CSU, and it turns out that most of the feedback sent to the ASCSU is that the IT policy is taking something away from faculty and others in exchange for nothing of value. It was created with no faculty input, and had only a 60-day response window. There is also the perception that there is no interest in faculty feedback. It was described as misleading with respect to federal law. There is also a trend that we should not be replying, because this is so insulting it should just be turned over to the bargaining unit. A few campuses have responded, but the emphasis seems to be on the SJSU resolution that set forth the main arguments that keep coming in.

Regarding tenure density, the CSU Faculty Affairs Committee is all over the board. There was even a Senate proposition to make it mandatory that the CSU go to 75%, but of course there are no funds attached so how do you do this. Then we would be mandated by law to get that tenure density. Most of the Board of Trustees are opposed to that proposal. In the Faculty Affairs Committee, we have been discussing the conversion of senior contingent faculty to tenured faculty or tenure-like faculty, which would in effect increase the tenure density at a fraction of the cost of hiring tenure or tenure-track faculty. We have hired in record numbers in the last two years, but have barely made a dent due to the number of faculty that retire or move somewhere else.

Questions:

Q: When I first heard this I thought the chancellor was suggesting that on some campuses there might be a reason to have more adjunct faculty in applied fields, and was he implying that he would then bump the tenure density up in other areas on campuses that do not have large applied fields to 75%? However, then I heard Senator Sabalius and it became clear the Chancellor has no such intentions, and this is actually a way of increasing the number of adjuncts without raising the tenure density in the places where it could be raised. Therefore, I would urge our CSU Statewide Senators to "resist."

A: I think the Chancellor is not actually intending to try to bump down tenure density. There is a tenure density task force right now and I think the recommendation coming out of the task force will be what guides the larger system.

Q: You replaced me on the CSU Statewide Senate and you've been there now two years and I was there 9 years, and some of my colleagues were there longer than that and we are still talking about this, so be really careful.

A: It is a very expensive proposition that's for sure.

Q: Education is expensive, but ignorance is free.

B. Provost –

Provost Feinstein asked that Senators attend as many of the events during the inauguration week as possible. This is a celebration of the campus. The Provost would love to see Senators attend the Jazz Concert tonight. There are also Brass

Ensemble concerts as well. And, there is a Legacy of Poetry event occurring on Wednesday at 5 p.m. as well as a spring Glee concert on Wednesday evening.

The inauguration ceremony is on Thursday, May 4, 2017 at 9:30 a.m. on Tower Lawn. Provost Feinstein encouraged all faculty to attend. Faculty are to assemble at 8:45 a.m. in Morris Daily Auditorium for the inauguration. Later that evening is the Inspiration and Innovation Gala. This should be a wonderful event.

On Friday, the College of Science is hosting the Student Research Day, and there is a Wind Ensemble concert in the Music Building at 7:30 p.m.

One of the finalists for the position of the Dean of the College of Education is on campus today and the Provost will be dining with him/her tonight. There is one additional finalist still to come.

Questions:

Q: When might we hear about naming an interim Dean for the College of Humanities and the Arts?

A: That should be out if not at the end of this week, then by the end of next week.

Q: Is the Accelerated Graduation Project going to exist in future summers for students?

A: It is an important program to have. This is a trial period this summer, but we will try and keep it going. There wasn't a lot of participation in it this summer. Many students expressed interest in the program, but we did not have a lot of takers.

Q: Some of my colleagues have been asking how long the inaugural event will last, because they have classes but would like to attend?

A: The event runs from 9:30 a.m. to 11 a.m. formally, but then there is a reception.

C. Vice President of Finance and Administration –

Senator and VP of Finance and Administration, Charlie Faas, announced that FD&O had their safety walk last Monday night. There were about fifteen to sixteen people that attended, including two students. One student lived in the dorms and one lived off site. They walked around campus for two hours. The lighting and safety have improved quite a bit since last fall, but there is still some work to do.

D. Vice President for Student Affairs – No report.

E. Associated Students President –

The AS elections closed on April 13, 2017. A total of 3,496 students voted which is

13.55% of the students eligible to vote. That's about 3% higher than last year, so it is an incremental improvement.

About two weeks ago, we hosted a Spartan Showcase. The showcase allowed many of the student groups that AS funded to showcase their projects. So far this year, AS has allocated about \$350,000 to student organizations on campus.

There is a Student Leadership Gala event coming up this coming Wednesday from 5 to 7 p.m. in the Student Union. This is where faculty and students can nominate students that they consider excellent leaders on campus. Everyone is invited.

AS is working on a Student Resource Guide that will be ready this coming fall.

AS is also transitioning the incoming AS Board of Directors.

There are also a series of mixers scheduled for Heritage month.

F. Chief Diversity Officer (CDO) – No report.

V. Executive Committee Report –

A. Executive Committee Minutes –

Executive Committee Minutes of April 3, 2017 – No questions.

B. Consent Calendar –

There was no consent calendar.

C. Executive Committee Action Items: None

VI. New Business – None

VII. Unfinished Business: None

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

A. Organization and Government Committee (O&G) – No report.

B. University Library Board (ULB) – No report.

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

Senator Mathur presented *AS 1651, Policy Recommendation, Research, Scholarship, and Creative Activity (RSCA): Advisor-Student Relationship, Sponsored Projects, and proprietary RSCA and Issues of Confidentiality (Final Reading)*. The Senate voted and AS 1651 passed as written (34-0-1).

Senator Mathur presented *AS 1652, Policy Recommendation, Organization of the Program Planning Process at San José State University (First Reading)*. Following our last WASC accreditation, there were some recommendations to improve the program planning procedures on campus. There has also been some concern on the campus that the departments and faculty do not find the program planning process very meaningful. Some departments feel that it is more about obstructing their path than strategizing about their future. With the help of the Program Planning Committee, C&R has created this initial draft policy. C&R wants to make program planning more future-oriented by using our current assessment data as well as other kinds of evidence to strategically think about our curricular offerings, our advising, and ways to improve our overall department programs. The program cycle has been somewhat onerous for some with some departments feeling they have insufficient time to address all the issues from the previous cycle of review before having to initiate another review. C&R suggests in this policy a longer cycle of seven years. This draft policy was sent out simultaneously to many groups on campus for their feedback including the deans, associate deans, and UCCD. As an informational point, it is important to recognize that what we are looking at is the policy. The guidelines are not something that is voted on by the Senate, but are provided for your reference. You may provide information about the guidelines, such as typos. However, you will vote on the policy itself.

Key aspects of the policy change from the 1994 policy include a 4th goal to allow departments to showcase some of their own strengths and program contributions. Departments can use that 4th goal to report on their own initiatives and to highlight what they think is very valuable for their students and programs. C&R also clarified some operating processes of the PPC with the help of the O&G Committee. C&R clarified the scope of program planning and the process for accredited programs. Overall what we've tried to do as a committee is to streamline the program planning process and guidelines and simplify a complex process.

Questions:

Q: Is the Program Planning Committee a Senate Committee?

A: Yes, it is an Operating Committee.

Q: Would it be covered by that same policy S16-11, which covers membership?

A: It is covered, but after speaking with the Chair of the O&G Committee, she would like for any committee policy changes to incorporate the statement that committee members can be removed for non-attendance at more than three meetings to facilitate understanding by committee members who may not go back and review all Senate policies.

Q: Might I suggest that C&R cite the policy and not repeat the language in this policy?

A: Okay. Thank you.

Q: My department just had a program review and one big topic of discussion was the facilities we have to operate in and it looks like the process for program planning limits what is to be discussed here to the actual courses and curricular issues. Where would

facilities that impact curricular issues fall under this program planning policy?

A: Are you talking about what happened in your action plan, or did you include information about your facilities in your actual self study.

Q: In our self study we included it.

A: There is nothing to preclude you doing that again. There are no prohibitions about including information about facilities as linked to the success of your programs in this policy.

Senator Mathur presented *AS 1653, Policy Recommendation, San José State University Graduate and Undergraduate Learning Goals (First Reading)*.

After the ULGs were established and reviewed by the Senate in 2013, the university received some feedback on the ULGs from WASC as well as from many of the graduate programs on campus about the need to revise them to ensure they fit well for both undergraduate and graduate programs in terms of matching our program learning outcomes with our ULGs. C&R wanted to ensure these learning goals are for all SJSU students, both graduate and undergraduate.

Some key things you might note when reviewing the revised ULGs, is that C&R has reordered them. The social and global responsibilities have been moved up. C&R welcomes feedback on the ordering. With the help of the Dean of Graduate Studies, these goals have been reviewed by the Deans, the Associate Deans, the UCCD, and the Accreditation Review Committee.

Social and Global Responsibilities has been carefully reworded. There is a minor change in the Specialized Knowledge. In the Intellectual Skills Goal, C&R removed some of the oddities and moved lifelong learning into that ULG. C&R also highlighted a key undergraduate and graduate difference here in terms of representing our general education. Integrative Knowledge was renamed Integrative Skills and there are some minor changes in that section. Finally, in the Applied Knowledge and Skills area C&R merged three individual items to remove some of the redundancy that was there.

Questions:

Q: What is the utility of this?

A: Our accrediting agency requires us to have ULGs.

Q: Are there utilities other than their compliance?

A: There is a value as a university to say here is what we want. Here are the goals for our graduate and undergraduate students. It is our vision and part of our guiding principles.

Q: How many layers of learning goals do we have now?

A: What do you mean layers of learning goals?

Q: Well you have the ULGs, then there are various things in general education, in programs, and course learning goals.

A: We have ULGs, Program Learning Outcomes, and Course Learning Outcomes.

Q: So these ULGs would apply to undergraduate and graduates, but not to credential students, or do they?

A: They should.

Q: I noticed in the final category there used to be a line about working individually and working in groups and it is gone. My guess is there was some debate in the committee about this. Employers want to know that students can work collaboratively. Was there any particular reason this line was removed?

A: There was some debate on this but it wasn't removed by C&R. It happened in the Graduate Studies and Research (GS&R) Committee. Associate Dean Bruck clarified that it was not removed by GS&R and is still in line 78.

Q: Can you explain why we are creating skills rather than knowledge now?

A: This was a debate in C&R. We had a lot of discussion about integrative skills versus knowledge. C&R spoke with the UCCD about this and they preferred skills over knowledge. However, if you have feedback on this issue, please send it to C&R.

Q: Can you talk about quantitative or qualitative methodology? This strikes me as a bizarre choice.

A: Do you think it should be and/or?

Q: No, I think that quantitative skills are something we expect and ought be called out by themselves.

D. Instruction and Student Affairs Committee (I&SA) –

Senator Kaufman presented *AS 1649, Policy Recommendation, Registration Priority Policy (also Amendment A to University Policy S73-4) (Final Reading)*.

Senator Kaufman presented a friendly amendment to rename section 1.0, "Registration Priority," to strike "priority" in line 17, and to rename section 2.0 on line 38, "2.0 Categories of Group 1: Special Categories."

Question:

Q: Can you tell me where ROTC is categorized?

A: Yes, ROTC is in Category B. Students in the ROTC program don't have an every semester course requirement from what I understand. My understanding is they take a Freshman-year course and then courses in their last two semesters. That gets approved separately from the portions that are called for by law in Category 1A.

Q: There are courses at the Freshmen, Sophomore, Junior, and Senior levels for Military Science and ROTC students, so wouldn't this fall under contractual obligations because to get financial support they are required to take these courses doesn't this fall under Category A?

A: ROTC was not in the list in the existing policy. They are in a category that gets approved every five years by the Student Success Committee. I don't know historically why they are not on this particular list.

Q: Are ROTC students contractually required to carry a full load of courses?

A: The Department of Defense (DoD) gives them academic scholarships based on taking a full course load every semester while they are here and maintaining a certain gpa, so it would seem the funding becomes a contractual obligation. The university

also has a contractual agreement with the military folks, so I'm just trying to figure out what contractual obligation means?

A: As far as I know, the only group that is on this list that falls under the contractual agreement are students that are on campus as part of campus exchanges who we promise will be able to get a full course load when they are here.

Q: Well, just for your information ROTC students that don't carry a full course load, or don't meet the gpa requirements are dismissed from the program and lose their academic funding. They don't necessarily get dismissed from the university, but they would lose their scholarships from the DoD.

A: I wish I could give you a better answer as to why they are not in category A, but I can assure you that they are part of the list of students who are given priority registration because they are members of that program.

Q: Just to clarify, we are the hosts for the Military Science, this isn't necessarily true for the Army ROTC, but it is also true for the Air Force ROTC students. We are currently working in the college to give Army ROTC students the same priority as the other ROTC students.

A: I can show you a list of approved programs that are currently approved, and Air Force ROTC is one of them. The only difference between those on this list and those not on this list, is that they have to reapply every five years and be approved by the Student Success Committee. They are currently getting priority registration.

Q: The Air Force ROTC is, but Military Science, in which 50% of the students are San José Students, is not. Most of the students in the Army ROTC are not getting it.

A: They can apply for it.

Q: It has been done, but not moved forward.

A: Okay.

President Papazian commented that if the body voted to approve this policy, she was still a little bit confused with the question just asked and the response didn't really help her. She would like to look at this again and have it brought back to the body with more clarification, because she would like to understand it a little more. This does not necessarily preclude the Senate from approving it, but President Papazian may ask the Chair of the Committee to give a little more thought and clarification to that section, because this is an important population. Otherwise the President may have to send the policy back and she would like to avoid this.

The main reason this policy was reopened was in response to the California Promise which requires us to give priority registration to students that are making progress toward a four-year degree. Nothing in the additional language is a change from our existing policy under which the Air Force ROTC program does get priority registration, but they have to apply for it every five years instead of automatically getting it like the student athletes.

President Papazian appreciates that. However, once a policy is opened and a question has been raised about something else in the policy, then it would be prudent to clarify it. The old list may be useful or it may be out-of-date. President Papazian wants extra time to look at this, but she doesn't want to stop the vote on the policy either.

Senator Buzanski commented that the Senate could approve this policy and then the President could offer a friendly amendment and the Senate could accept it and that would be the end of it.

The Senate voted and AS 1649 was approved as written (29-1-3).

E. Professional Standards Committee (PS) –

Senator Peter presented *AS 1646, Policy Recommendation, Selection and Review of Department Chairs (Final Reading)*. Senator Peter presented a motion to refer back to committee. The motion was seconded. **The Senate voted and the Peter motion passed (31-0-2).**

IX. Special Committee Reports –

AVP of Faculty Affairs and Senator Elna Green gave a report on tenure density and diversity in faculty recruitment.

In 2012-2013 we had 30, in 2014-2015 we had 58, and in 2015-2016 we this year we had 68 faculty hires. Over the past five years, we have hired 244 faculty. However, our tenure density has remained flat despite all the work that we have done. It was 54.3% in 2012 and is 54.7% in 2016. This is partly because of the number of lecturers we hire as well as attrition. We continue to lose 10 to 15 faculty members per year. The class of 68 that we hired this year includes almost 2/3rds female (24 male and 43 female, 1 unreported), 56% were white, 22% Asian, 4.4% Hispanic, 1.5% African-American, and 16% not specified. Of the 16 Asian faculty hired, 9 were female and 6 were male. There was one African-American female hired. There were three Hispanic females hired. There were 24 white females and 14 white males hired. In the unspecified category, there were 6 females, 4 males, and 1 unreported. As of Fall 2016, we had a total of 638 tenure/tenure-track faculty. Of this 638, there were 317 female (49.7%) and 321 male (50.3%).

Chief Diversity Officer, Kathy Wong(Lau) gave a report on diversity. Over the past semester there has been a faculty diversity working group put together by Ken Peter, Michael Kimbarow, and leaders of the Faculty Diversity Committee. Also included in the group was Jaye Bailey, Kathy Wong(Lau), and Doris Shaw. This group also worked with the Faculty-in-Residence who have been working with AVP Green over the years. There was an ambitious plan this year to have mandatory training that would specifically focus on faculty diversity recruitment processes as well as search and interview processes. Sometime in the spring, the CDO was told this would not work due to the extra workload for department chairs and the timeline for searches. The CDO responded to those critiques and came up with a transition year and requested an extra hour be added to the already required traditional workshops that are done in the fall for faculty searches. The CDO will send a member of the faculty diversity working group to attend those workshops to ensure those people stay on track. There are also a number of refresher workshops that people could choose to do if they are getting ready to bring a candidate to campus. This hour would be tacked on to the existing workshops set to occur during the fall. This is a joint effort

between Faculty Affairs, the CDO, and the Provost.

Some of the topics the CDO is proposing include looking at the college's breakdown of diversity in terms of underrepresented minorities. The CDO is also working with the Faculty Diversity Committee to get information about ethnic and racial caucuses that might be specific to a discipline as well as the contact information. The CDO is trying to make the work easier for departments to be able to target and get information that is sometimes hard to find. The CDO is trying to find more resources for people to do more holistic outreach as well as the development of questions during the interview for candidates. Basically, what the CDO would have is the basic workshop with an additional hour that would be on faculty diversity search processes across the nation and the CSU, and then optional refresher workshops in the fall. The CDO also has the ability to meet with those folks that have early searches in the summer.

Questions:

Q: In the past, we've gotten help from Faculty Affairs for advertising that goes to general locations, but when it comes to professional associations within our disciplines we have been responsible for those and it can be expensive. In there any chance of getting help with those particular outreach efforts?

A: The CDO could not speak to that at this moment, but will commit to seeing whether she can locate resources for that.

Q: On the demographic profile slide, I'm assuming that is not really reflective of the underlying population distribution?

A: It is not.

Q: It seems to be very skewed in one direction. I'm curious as to why we have not been able to shift the needle in the last five years?

A: There are many, many reasons. However, the reasons we hear most commonly in our ballot are the inability to provide a decent cost of living at a sustained level for any of the CSUs that have a high cost of living. Additionally, the pipeline is more limited then we would like. Some possible avenues we might take include identifying universities that produce high levels of a particular demographic, and then develop relationships with them. We can also give some coaching and be a resource for the search committees.

Comment: Bigotry is an additional factor that interferes with increasing faculty demographic diversity. In addition to reviewing candidate pools and campus interview invitations, hiring authorities should be required to justify selection of finalists other than those representing protected and/or marginalized populations.

Q: Where does SJSU stand in comparison to other CSUs?

A: We are actually not that bad compared to other CSU campuses with similar economic issues. However, all the CSU campuses are working hard to improve and we are a little behind in this area. Some campuses now have representatives on every committee who are cleared to interrupt and intervene should something happen during the search process or should something be said that is problematic.

Professor Annette Nellen, Chair of the Athletics Board, Marie Tuite, Interim Athletics Director, Jacquelyn Duysen, Director of Compliance, Eileen Daley, Senior Associate Athletics Director, and the Faculty Athletics Representative (FAR), Sen Chiao reported on the state of Athletics and gave the year end Athletics Board Report.

University Policy F07-2 lays out the charge and membership of the Athletics Board. The Athletics Board is not here to micromanage athletics, but to make sure we are aware of things going on and to improve the dialogue on campus. The Athletics Board reports to both the Senate and the University President. The Athletics Board membership includes the Director of Athletics, the President's Designee, the Director of Compliance, the AS President and the AS Director of Extracurricular Affairs as well as the President of the Spartan Foundation, the FAR, and five faculty. There is an NCAA bylaw that requires every Division 1 institution to have an Athletics Board. San José State University is a Division 1 institution.

Interim Director of Athletics, Marie Tuite, reported that the core values for the Athletics Department and student athletes are student athlete well being, academics, compliance, Spartan pride, and be more competitive in the conferences in which they compete. Athletics has had a great spring. The Gymnastics and Women's Tennis teams won conference championships. The women's golf coach received the Coach of the Year Award, and the Women's Softball team is tied for first place.

The Athletics Department has 20 athletic programs which is soon to be 22. They will be adding indoor and outdoor Men's Track in 2018. There are about 450 student athletes and about 250 are receiving scholarships. Most of Director Tuite's experience has been at large state schools. Even though most Athletics Departments are isolated and on the outskirts of campus, it is still crucial to have the support of the faculty. Thank you hardly seems enough.

It is a privilege to be a student athlete and with privilege comes responsibility. The word student-athlete is one word. Athletics takes both parts of the word very seriously. Also, the Athletics Department wants good student citizens, and the student-athletes have completed over 900 hours of community service this year.

Director Tuite introduced Jacquelyn Duysen, Director of Compliance. Director Duysen introduced the Faculty Athletics Representative, Sen Chiao. The FAR began his position last January and reported that it had been quite interesting. The FAR communicates regularly with Directors Tuite and Duysen. The FAR signs off on the reports to the NCAA. Also, the FAR must sign off on the eligibility list each semester. The FAR had the chance to get involved in the coach interviews this year. In addition, the FAR is also the Mountain West Conference Joint Council Chair. There is a Mountain West Conference this coming weekend.

Questions:

Q: Does the FAR have anything to do with the Athletic Department's Budget?

A: No, he doesn't have any information on that.

Director Duysen grew up in the Bay area, she has been with SJSU since late September. She received her Business degree at the University of Washington and her law degree at the University of San Francisco. From a compliance background, Director Duysen started at the University of Alaska-Omaha and helped transition them from Division 2 to Division 1. Then Director Duysen moved to Stanford University, and finally to SJSU in September. Institutional control is what Director Duysen lives and breathes everyday. What Director Duysen looks at when she says institutional control is making sure we have adequate compliance systems in place. She then moves into monitoring and enforcement. This is the majority of what she spends her time on along with rules and education. This is the foundation on which everything works. The Athletics Department as a whole takes compliance incredibly seriously. One of Director Duysen's visions is transparency and accountability, and she wants to ensure that Athletics is not getting any special treatment from a policy and practices standpoint.

Extra benefit is any special benefit or arrangement by an institutional employee to provide a student athlete or the student athlete's family or friends with a benefit not authorized by the NCAA. Every semester Director Duysen meets with the student athletes and asks them if a benefit or arrangement was made available to them because they are a student athlete. If so, it is not permitted. If it is generally available to the student body, or a segment of the student body, then it is okay for the student-athlete to accept it.

Lastly, having been here a few months, there is one area that Director Duysen hopes to improve and that is making sure student-athletes have the textbooks they need in a timely manner. Director Duysen hopes to work with the faculty to ensure textbooks are available from the bookstore in a timely manner. This helps the student-athletes be successful, and the university is contractually obligated to provide textbooks in a timely manner for certain student-athletes.

Director Duysen introduced Eileen Daley, Senior Associate Athletics Director. Director Daley reported that she has been fortunate enough to be with SJSU for the past 14 years and in the CSU system for the past 16 years. Director Daley was hired to fix our Academic Progress Rate (APR), and then she moved to Graduate Admissions for the next five years. She just recently came back to the Athletics Department in her new role as Senior Associate Athletics Director.

What we observed with regard to the textbook orders is that some of our faculty are not putting in their textbook orders on time and some of our student-athletes aren't getting their books until three to four weeks after classes have started. This is potentially a very big issue on a campus of 30,000 students.

Athletics has mandatory tutoring for all of their remedial students. These students have one hour of Math and one hour of English each week. Athletics also provides mandatory pre-advising workshops based on class level, e.g. freshmen, sophomores, juniors, and seniors. The pre-advising workshops are geared to what each class level needs to be focusing on. For instance, sophomores need to be thinking about the WST, and juniors need to be thinking about applying for graduation early, etc. Athletics also has mandatory general

education advising each semester. Athletics does not advise on the major. They send the student-athletes to the department for that advising and have them report back to Athletics advisors. This is an early intervention tool. Athletics does require student-athletes did not attend class to pay them back for those classes. Early intervention allows Director Daley to setup an academic recovery plan for those students that are struggling. This allows the Athletics Department to figure out how best to help them.

Athletics does have a student bridge program. This program has student-athletes take up to 6 units during the summer and allows them to get acclimated to the university environment. This has been really successful.

Athletics also sets out four-year graduation plans. Most athletes will take 30 units a semester. Athletics may have a student take a winter and two summer classes to help catch up after that first year if they need remediation classes. The goal is for all student-athletes to attain a 3.0 gpa.

The APR was instituted in 2003. It is based on a four-year graduation and not six years. Athletics also includes student-athletes that are freshmen as well as transfers in the cohort. Student-athletes receive 1 point for retention, and 1 point for being eligible and/or graduating. Lastly, the NCAA does give recognition to over and underachievers. Underachievers receive penalties. In 2006/2007, when Director Daley was hired, SJSU was in penalty with multiple teams. That is no longer the case. In 2016/2017, the Athletics Department had 9 teams with perfect APRs. Athletics also hit a record this year for multi-year perfect APRs with 6 teams that hit a perfect APR four years in a row. Also, all of our teams are higher than the NCAA benchmark of 930 APR for multiple years. This equates to a 50% four-year graduation rate. Overall the Athletics Department has a 978 APR. This is an 85% graduation rate.

Questions:

Q: In the past, the FAR was a member of the Academic Senate. This meant he was present for the budget presentations. I'd like to ask our incoming Chair, Stefan Frazier, to invite Professor Chiao to attend the Senate meeting when the budget is discussed. I think this would be very insightful for the FAR. Also, when was the Athletics Director added to the President's Cabinet.

A: The Athletics Director has been a part of the President's cabinet for as long as Senator Nellen has been at SJSU (27 years).

Q: Is there a difference between the Executive Committee and the President's cabinet?

A: Yes. Also, the FAR's job description does not include having to be on the Senate. If he were on the Senate, he would be representing the College of Science.

Q: I would like to thank the Athletics Department for turning student-athlete academics around. When you read the press about the various scandals that occur on the academic side, such as North Carolina where people took fake online courses, and/or independent operators who helped athletes maintain their eligibility by taking online exams for them. What are we doing here to make sure that doesn't happen?

A: I think the faculty here are paying very close attention to what is going on, and the

academic culture is different. Faculty often comment about how we should implement the programs we have in Athletics in other departments across campus for the rest of our students. In addition, the coaches are really helping their students academically. The softball coach takes \$100 off student-athlete scholarships if they miss a class.

SJSU also has processes in place to be sure we are doing everything we can to operate our athletic program with academic integrity. In addition, Directors Tuite and Daley meet with every student that fails a course to talk about what they did and didn't do, etc. We have found that the majority of classes that our students failed were online courses, so we are considering not allowing our students free reign to take online courses. If they are a high performing student then maybe, but if they are struggling then we won't. We are in the process of implementing a policy about that right now.

Q: You said you have an 85% graduation rate, so what's the secret sauce and why can't we duplicate it for all our students?

A: We invite our freshmen students to campus and talk about taking 12 units a semester. They will never graduate in four years taking 12 units a semester. We tell our student-athletes they will take 15 units a semester. We are setting a lower standard for our other students. We should have a 100% graduation rate for our student athletes given the support they get here. Director Daley suggested summer bridge, mandatory remediation and tutoring, having the students retake the ELM, and workshops to prep them for the ELM and WST.

X. Adjournment – The meeting adjourned at 4:45 p.m.