

2021-2022 Academic Senate Minutes
May 9, 2022

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

Ex Officio: Present: Van Selst, Curry, Rodan, Kaur Absent: Rodan	CHHS Representatives: Present: Sen, Smith, Schultz-Krohn, Baur Absent: None
Administrative Representatives: Present: Perez, Wong(Lau), Faas, Del Casino, Day Absent: None	COB Representatives: Present: Rao, Tian Absent: None
Deans / AVPs: Present: Ehrman, d'Alarcao, Shillington, Lattimer Absent: None	COED Representatives: Present: Mathur, Muñoz-Muñoz Absent: None
Students: Present: Chuang, Cramer, Kumar Sandoval-Rios, Allen, Walker Absent: None	ENGR Representatives: Present: Kao Absent: Saldamli
Alumni Representative: Absent: Walters	H&A Representatives: Present: Khan, Frazier, Riley, Han, Massey, Kataoka Absent: None
Emeritus Representative: Present: Jochim	COS Representatives: Present: French, White, Switz, Andreopoulos Absent: None
Honorary Representatives: Present: Peter, Lessow-Hurley Absent: Buzanski	COSS Representatives: Present: Hart, Sasikumar, Wilson, Raman, Haverfield Absent: None
General Unit Representatives: Present: Yang, Higgins, Masegian, Lee Absent: Monday	

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

III. Approval of Academic Senate Minutes–
 The Senate Minutes of April 18, 2022 were approved as amended (40-0-3).

IV. Communications and Questions –
A. From the Chair of the Senate:

Acting Chair Sasikumar announced today would be the last two meetings before Alison returns from leave and she is no longer Acting Chair.

The Senate Administrator will be taking roll call.

Acting Chair Sasikumar announced the meetings would be recorded for use only by the Senate Chair and Senate Administrator when preparing the minutes.

Acting Chair Sasikumar presented the University Governance Awards (UGA) to the AS President and all student Senators. The UGA will be noted on the students' transcripts.

Acting Chair Sasikumar presented Service Awards to departing Senators.

Acting Chair Sasikumar presented plaques in honor of 10 years or more of service to Senators Mary Wilson and Wynn Schultz-Krohn.

Acting Chair Sasikumar presented Past Chair Ravisha Mathur with a plaque honoring her for her extraordinary support and service during this semester while Chair McKee was away on medical leave.

Past Chair Mathur introduced Chair Alison McKee. Chair McKee presented Acting Chair/Vice Chair Sasikumar with a plaque in honor of her service as Chair of the Academic Senate during this past semester and wished all departing senators good luck and well wishes. Chair McKee also thanked Senators Mathur and Schultz-Krohn and Senate Administrator Eva Joice for their assistance during this past semester. Chair McKee also thanked everyone for their support and well wishes while she was on leave.

B. From the President:

The President thanked Acting Chair Sasikumar for her service to the Senate this past semester.

We are in the interesting part of the budget season where we try to figure out what will happen. In January 2021, the governor put out a budget allocating \$211 million increase in funding for the CSU. We are very appreciative of this amount, but know that it is not nearly enough to cover the cost of what we need to do to make sure that our students can be successful, and to continue fulfilling our mission. The CSU's legislative affairs asked for an additional \$381 million on top of that \$211 million. Recently, the legislature put out a proposal asking for an additional \$400 million for the CSU on top of the \$211 million. We are confident we are going to land somewhere there, but just not sure where. Some of you may be aware the CSU contracted with an outside agency to do an analysis of staff salaries and the staff salary structures. That came in with some recommendations about how to better support our staff.

The price tag we are looking at for that is another \$287 million. We have been very clear with the legislature and governor that the CSU needs additional funding just to continue doing what we are doing. When the staff salary survey came in that added another \$287 million that we need. This shouldn't be surprising. We all know we don't have what we need. All in all the governor is proposing \$211 million, and we've asked for another \$381 million and now another \$287 million on top of that for staff salaries. We look forward to partnering with our CSUEU colleagues when we lobby the governor and our legislators over the next month or so. I think the CSU will also be doing a faculty salary survey. The staff survey came back showing that our staff are underpaid relative to market, that there are cost of living differences across the state of California, and all of these things need to be addressed. On top of that we need one-time funding. Our campus has about \$900 million in deferred maintenance costs. The CSU has about \$18 billion in deferred maintenance costs across the system. The governor has proposed \$100 million and we've asked for \$900 million, but we are going to need ongoing and continued support.

Recently we had our WASC visit and it went well. When we looked at the recommendations and commendations from the visiting team, the commendations were strong. We now have the draft report and can make factual changes. This isn't an opportunity to respond to the report, but we can correct factual issues. We will get the final report in a few weeks at which point we can put in a response. That report and the response will go to the WASC Commission and on June 23, 2022 we will go to Berkeley or Oakland where we will have the meeting and hear the commission's final analysis.

Commencement is coming up. We have over 10,000 people graduating this year. We have about 7,500 people that will walk across the stage over the course of three days. Those will be long, long days, but very exciting to see everyone in person. This is a great event and celebration. You get to see the joy in the faces of the people. Please attend if you can.

Title IX Update:

To support the Title IX and Gender Equity Officer, we've added two full-time staff members. We've also actively put out searches for investigators. It is hard to hire investigators right now, they are in very high demand. We've contracted with an outside agency to be able to do the investigations we need to do. This office is responding to reports of sex and gender-based discrimination, harassment, dating violence, domestic violence, stalking, retaliation, properly conducting intake meetings, overseeing timely, equitable, and thorough formal and informal resolution processes, developing and delivering trainings and collaborating with campus partners to ensure the campus is meeting its obligations under the Department of Justice Resolution Agreement. We anticipate filling several additional positions in the next couple of months, including a Deputy Title IX Coordinator and Project

Manager. These positions are difficult to fill, but we are committed to making sure we have the resources and the people we need in order to support a safe working and learning environment. We continue to schedule education and training workshops across campus to supplement the mandatory online training sessions for students and staff. We are meeting the terms of the resolution agreement with the Department of Justice. We know that we need to do even more. Since the beginning of the year, we've enhanced our Title IX website and will continue to enhance it. It isn't always as timely as we'd like it to be, but part of our agreement with the Department of Justice is that they will look over what we post on our website before it is posted. We've improved and broadened our reporting portal. We've designed and distributed new materials that describe what happens in the office and the processes. We've developed and implemented a well-being attendant policy for safe provision, sports medicine treatment, and improved internal Title IX protocols. This is all a work in progress and it will continue to be a work in progress. We want this to be the safest work and learning environment we possibly can get. There is a sign I see on the way to work every day that says, "Do the best that you can until you know better. When you know better then do better." We are going to continue to do the best that we can and to improve our processes and support structures in this area and every area, but this area is so critical to this university in particular and to everybody at this university.

Questions:

Q: As you may know Sacramento State and CSU Channel Islands have started outsourcing mental health counselor services. They do not provide the same quality of counseling as onsite counselors. My question is whether SJSU is likely to go the same route?

A: [Interim President] We want our students to have the mental health support that they need. We've got one counselor to every 1,800 students, which I believe is probably pretty good within the CSU. If we decide to add counselors, we'll have to figure out the best way to do it. We have not had that conversation yet.

A: [VP Day] We have no plans of outsourcing the really exceptional work our team is doing right now. We will continue to talk with them about how we structure that work. We may consider an after-hours type of emergency response. That would be on a case-by-case basis. Outsourcing is not a part of our plan at this time.

Q: In the last Executive Committee Minutes of April 25, 2022, it talks about the taskforce on bullying that was created in 2019 as a result of a resolution the Senate passed in 2018 on civility and preventing bullying. The result of any taskforce is to create expectations and hold people accountable. I'd like to ask about your personal view of accountability?

A: [Interim President] That is a pretty big question. It is important for any organization, especially one as big as ours, to have a conversation about how

we should treat each other, and how should we expect to be treated when we are a part of the SJSU team. Several institutions have codes of conduct. I think it is the conversation where those codes are developed that is the most important. Once we have a shared agreement on what those codes of conduct are, it allows groups to say we agreed we weren't going to treat each other this way if they feel the code has been violated. This is one way that we can hold someone accountable. That's what I would have been referring to in the meeting. It is hard when you have 4,000 staff and faculty and 37,000 students and people have varying personalities and different ways of acting. However, we ought to be able to expect that as a group we are treated civilly and in ways we can agree on.

Q: The Professional Standards Committee worked on the resolution getting the taskforce appointed for about a year when I was chair. There was unanimous agreement on the Senate that something needed to be done about bullying, especially faculty-on-faculty bullying. I still haven't heard what the taskforce decided. I haven't heard of any action from the taskforce. Is it time to start all over again? Five years of work haven't produced anything yet.

A: [Interim President] I wasn't around when that taskforce was created, but my sense from CDO Wong and Chair McKee is that the taskforce went somewhat dormant and maybe it is time to reconstitute it and start from scratch. I think the conversations we are going to have about it are as important as anything written down, but you do need it to be written down for the people that come later. Let's refocus and regroup and see where we can do the best work.

V. Executive Committee Report:

A. Minutes of the Executive Committee:

Executive Committee Minutes of April 11, 2022 – No questions.

Executive Committee Minutes of April 25, 2022 – No questions.

B. Consent Calendar:

There was no consent calendar.

C. Executive Committee Action Items:

VI. Unfinished Business:

A. Organization and Government Committee (O&G):

Senator Hart presented ***AS 1832, Senate Management Resolution, Update of the Standing Rules of the Academic Senate (Final Reading)***. Senator Frazier presented a motion to suspend the rules and make AS 1832 a First Reading. Senator Hart seconded the motion. **The Senate voted and the motion passed (37-0-4)**. This first reading is proposing changes to standing rule 17, section g, which lays out the modality for the Senate Executive Committee Meetings, the meetings of

the Senate, the policy committee meetings, and the meetings of all other Senate committees. The modality impacts not just our attendance, but how we engage as a Senate. The standing rules currently read that Senate and Executive Committee meetings will be in person with no exceptions, and only rare accommodations on an individual basis for policy and other committee meetings. O&G is recommending that the meeting modality not be predetermined but be selected with the full members' input. This is a first reading and your questions and feedback are very welcome.

Questions:

Q: Did the committee discuss the damage done to individual humans and society already with regard to how we relate to and understand each other using zoom meetings? My second question is in regard to the chart. Under the "Pros" category more equitable meetings is listed. My question is did someone do an actual empirical study to determine this, or was this an impression? In my opinion in the two years we've been online, I have not seen more equal participation. I've seen the same dynamic that we've always seen with some people talking a lot, and others being silent. This is a problem we need to solve whether in person or via zoom. It has been consistent.

A: O&G discussed in some detail the pros and cons of meeting modality. We have not had this discussion at large. We've had some discussions about hybrid meetings as well, but we don't have the resources necessary to have hybrid meetings. That is still an open question. The data on the chart came from the Senate Retreat this year. Each committee posed some discussion questions and then we discussed. There are lots of different ways people participate in meetings.

Q: Just to confirm then, the pros and cons on the chart are just comments and no one did a study?

A: Correct.

Q: Thank you to the committee for all your hard work. I have three questions I'd like you to take back to the committee and have them discuss. You don't have to answer right now. For each of the separate meetings, at the end you note that the decisions will be guided by current conditions, available resources, etc., it is the same statement for each committee. For an example, the Executive Committee meetings, it says the guidance will be coming from the needs of the Academic Senate members. In some cases, the Executive Committee meetings are not open meetings. If the Academic Senate says those meetings should be open, in-person, or via zoom is that the appropriate group to make that decision? Should the larger Academic Senate determine this or should the individual committee members decide this? My second question is about not equality but equity in participation. I believe there is actually some research on zoom meetings noting that in some zoom meetings

there is already inequity built in. That needs to be considered in the zoom environment. There is a lot of opportunity for supporting and mentoring in in-person meetings. I'd like for the committee to consider the equity and mentoring issues.

A: Thank you. The committee will consider it.

Q: For each of these committees the decision about modality defers to the chair of the committee rather than the members. Would O&G consider changing this to have the decision made by the chair of the committee.

A: Yes. We will consider it.

C: There is research that shows that particularly for Black and African-Americans in zoom people feel they are less susceptible to some of the dynamics of having to monitor the glances and exclusions of the experience in an in-person environment, but at the same time they may have less access to opportunities of personal connection that might provide the ability to move up or become more involved in the organization. I would like to see the pros and cons a little more balanced for instance saying that zoom meetings can produce more equal participation, but on the other hand it can reduce the opportunity for access to power in a way that you can in-person. Zoom meetings can also reduce social anxiety for some folks, but then again they limit access to people.

Senator Mathur presented a motion to suspend the standing rules and allow the C&R Committee to present AS 1807 and the PS Committee to present AS 1833 out of order. The motion was seconded. The Senate voted and the Mathur motion passed (36-0-3).

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

Senator Frazier presented ***AS 1831, Policy Recommendation, Adding, Dropping, and Withdrawing from Courses, "W Symbol Refunds (Final Reading)***. Senator Khan presented an amendment that was friendly to the body to page 29, paragraph g, to change "faculty member" to "instructor of record" wherever it appears, and also to change the second sentence that reads, "This signature acknowledges that the faculty member has been informed of the student's intent to drop the course." to read, "Students must first obtain a signature from the instructor of record." **The Senate voted and AS 1831 passed as amended (39-0-3).**

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

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

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

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

D. Professional Standards Committee (PS):

Senator Schultz-Krohn presented ***AS 1833, Policy Recommendation, Amendment H to University Policy S15-8, Retention, Tenure and Promotion for Regular Faculty Employees: Criteria and Standards: To include within the category of Academic Assignment, activities that specifically enhance inclusion, educational equity and achievement in the surrounding and broader communities (Final Reading)***. Senator Raman presented an amendment to replace a sentence in section 3.3.1.3 where it reads, “Student numerical SOTES, narrative SOTES, and other evidence indicate effectiveness in academic assignment, taking into account the nature, subject, and level of classes taught.” with “Student numerical SOTES, narrative SOTES, and other evidence indicate effectiveness in academic assignment. All materials submitted should be gerund from a holistic view that takes into account the nature, subject, and level of classes taught.” Senator White presented an amendment to the Raman amendment to strike the first sentence. Senator Khan seconded the White amendment. The Senate voted and the White Amendment to the Raman Amendment failed (15-16-11). **The Senate voted and the Raman amendment passed as written (30-3-7). The Senate voted on AS 1833 and it passed as amended (33-0-7).**

E. Curriculum and Research Committee (C&R):

Senator White presented ***AS 1807, Policy Recommendation, Adoption of Guidelines for General Education (GE), American Institutions (AI), and the Graduation Writing Assessment Requirement (GWAR) (Final Reading)***. **The Senate voted and AS 1807 passed as written (36-0-6).**

VIII. Special Committee Reports: None

IX. New Business: None

X. State of the University Announcements:

A. Associated Students President (AS): Moved to the next meeting.

B. Vice President for Administration and Finance (VPAF): Moved to the next meeting.

C. Vice President of Student Affairs (VPSA): Moved to the next meeting.

D. Chief Diversity Officer: Moved to the next meeting.

E. CSU Faculty Trustee: Moved to the next meeting.

F. Statewide Academic Senators: Moved to the next meeting.

G. Provost: Moved to the next meeting.

XI. Adjournment: The meeting adjourned at 4:01 p.m.