

**2022-2023 Academic Senate Minutes
February 27, 2023**

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

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

II. **Land Acknowledgement:** Chair McKee read the history of the land acknowledgement and Senator Saif presented the land acknowledgement.

III. **Approval of Academic Senate Minutes–**
 The Senate Minutes of February 6, 2023 were approved as amended (39-0-2).

IV. **Communications and Questions –**
A. From the Chair of the Senate:
 Chair McKee announced the General Election results that were sent out with the Senate packet before the meeting.

Chair McKee announced that last week's visit by a Cozen O'Connor representative was delayed due to person circumstances beyond their control. As Senate Chair, Chair McKee will continue to advocate for a meeting with her.

Chair McKee announced that there are opportunities for Senate leadership coming up with the new Senate turnover in May. Feel free to talk to the Senate Chair or any person in Senate leadership.

Chair McKee and the Senate welcomed Senator Vishnu Pendyala as the newest Senator from the General Unit.

Chair McKee announced she expects to see some kind of a resolution come forward this semester regarding Senate composition, its possible expansion, and adding staff. There have been three referrals on this in the last two years. It is important for those conversations to take place in within the full Senate.

Questions:

Q: We have an Assistant Professor in the library, Dr. Ulia Gosart, that is attempting to digitize the collection in her hometown library in Ukraine to save it from destruction. She has reached out to a number of international organizations that are now attempting to digitize all library materials in Ukraine. The Russian forces have destroyed over 150 libraries and damaged another 250. I am wondering if the Senate, or the Executive Committee, would consider a Sense of the Senate Resolution acknowledging her work?

A: Certainly the Executive Committee will consider that.

Q: I'm heartened to hear about the work on the referrals to add staff to the Senate. Two of these referrals I authored. My question has to do with the Bullying Taskforce. Has there been any movement?

A: I was a co-chair of that committee and it basically no longer exists, as I reported last September. It is a critical issue. I have spoken with the President about the issue of bullying on this campus and underscored the importance of addressing this.

B. From the President:

President Teniente-Matson has been reaching out to people in the community as well as on campus. The president has also attended several system meetings and the discussions have centered on enrollment. There are several systemwide work groups tackling the broad work of enrollment marketing and recruiting, and how we handle transfer students. We understand there are some potential impediments in this process including policies and practices around impaction and the overall competitive nature of the business. This is being focused on by the CSU system as enrollment positioning. They will be having outside help look at our messaging and how we position ourselves across the state while still maintaining our true unique identity. We too have engaged a consulting firm, Logica. Divisions across

Academic Affairs, Student Affairs, Marketing and Communications, etc. have been looking at research specifically around high school students and their families and how they view SJSU, as well as our transfer student population. That work is moving ahead.

The other broad focus at the CSU system level has been on recruiting the next chancellor.

Over the last month the president has also had the opportunity to meet with the Alumni Board from SJSU. The president meets with alumni on an almost daily basis. There are three recurring messages she gets from alumni. First, they are very proud of being alum. Some have multigenerational ties with multiple SJSU graduates. Second, there is a group that are proud of being an alum but feel disconnected from the university and want to be more connected to the university. Third, there is a group that say they are alumnus but are concerned about what they read about SJSU in the public space. These are messages that are also driving our work and building our culture and relationships out in the community. The president talked to the Senate about building a culture of trust and accountability at the last meeting.

The president has spent a lot of time out in the community this last two weeks. She spent time at the Healthy Development Community Clinic which is an incredible example of outreach, research and academically connectedness physically located in Oak Grove High School. It is interconnected with the HonorsX program and faculty and students that are doing some great change-making.

The president has also met with some of the funders from the East Side Promise Group and they expressed interest in having SJSU being more engaged and visible in the community at large. There are lots of efforts moving forward in that direction in terms of the president's outreach in learning and listening.

This week the president had a meeting with the mayor. One of the president's requests was that he consider in his budget-making process, which is going on right now, further co-branding our university within the urban core. She asked him to think about banners and flags and markers all the way through downtown. The president pitched several items to him.

The president has also continued to meet with students. She has attended several "Weeks of Welcome" events that each had over 200 students at them. She has also met with several student groups and clubs, and of course has met with Associated Students. Students are also reaching out to her on social media and she appreciates that. That sort of connectivity takes time to build.

Over the next couple of weeks and into March 2023, you are going to see some work begin on our strategic recalibration. She mentioned this at last month's Senate meeting. First, she wants to take a new look at how we are characterizing our mission, vision and values. The mission statement is most commonly referred to on our website and in reaccreditation documents. She will be taking a look at that and making changes based on where we are today and going forward. We do not currently have a vision statement. We need to look at that and emphasize the importance of shared values especially post pandemic. We need to come up with our goals, our action plan, and then our communications. This is critically important because we need to move the university forward, but also alongside that comes resource allocation and enrollment planning. We need to be in alignment and have a visible connection with our strategic plan.

Yesterday the president was at Emmanuel Baptist Church which is an important part of our community and very special to many of our alumni. It was a special moment for the president to be able to celebrate Black History month with the words of Professor Millner, African-American Studies. He talked about the influence SJSU has had on him. He was not there in person, but was part of a taped interview. However, the impact was very strong in our community. As we head into Women's History month next month, please remember none of us walk this path alone, nor should we have to. We are all coming together to reach our ambitious goals.

Chair McKee mentioned the Cozen visit. The visit was delayed due to some unavoidable personal issues. On the president's radar is creating the Cozen implementation team. There will be a member from the Senate, a member from the students, and there will be members from other internal groups. It will be a small group, but it is part of a systemwide initiative to look at the systemwide implementation of that report.

You heard from Chair McKee about the expansion of the Senate. This is a critical conversation. The president also imparted her sense of urgency that the Senate make a decision on this during this semester, so that we can have the debate on the Senate floor. In terms of bullying, we have discussed it a couple of times in the Executive Committee. The provost and president are also discussing this so it is not falling on deaf ears. However, the president doesn't have a formal position on this today, but please be assured she recognizes the importance of the issue and will be addressing it.

On March 14, 2023, the president will give her state of the university address. She invited everyone to attend.

Questions:

Q: Thank you for being with the Senate. We have 17 states now that the state of California won't allow its funds to be used for faculty to travel to and many faculty that are doing research on diversity, equity and inclusion as well

as racism and bigotry and must sometimes travel to one of those states to complete their research. It would be nice if there were some funds available that could be used for this purpose, is that possible?

A: [Provost] It is actually 23 states now. We have to have a broader conversation about where we politically align with the travel. Technically, under the ban you can use state funds if there is a work demand that is generated by it. I think we've had a pretty narrow interpretation of the law. I think the law does give us some space to ask that question. For example, our athletics program would have to drop out of the Mountain West Division if they couldn't travel to some of those states. We are allowed to do that since there is a business need. I think you are talking about Tower Foundation dollars because even PACE dollars are complicated to use because they have to be applied to the program they are coming from. We aren't very robust in our endowment, so there isn't a lot of money there right now. That's why we are investing in the Tower Foundation to generate those types of dollars. We do have to go back though and consider to what extent we align with the politics of the law.

A: [VP Faas] On the athletics side, there is some grandfathering in for the conferences that allows us to do that.

Q: Could you give out information on how to go around this?

Q: [President] You and the Provost can discuss the parameters with me. Is that acceptable to you?

A: Yes.

Q: I was Chair of the Senate in 2017-2019, when Transformation 2030 was created. You mentioned the mission and vision statements and these were specifically excluded from the process at that time, so I think what a lot of people would be interested in is knowing the motivation for this recalibration? Also, what might the recalibration look like by the end of this semester?

A: [President] When going through the presidential search, I found it difficult to have clarity on what our values are which is the glue that holds us together and what is the vision we aspire to. There is clarity about the goals. However, continuing that process through the pandemic seems to have stopped. The action plan, the outcomes, the measures and how we put resources to them is not crystal clear. As an institution with 4,000 employees and 36,000 students, it is a powerful message that is not consistently told. I in no way, shape, or form wish to scrap the work that has been done. I actually think it is very good. I wish to provide clarity and then create annual action items, priorities, and where we put our resources.

Q: There has been some talk about taking resources from campuses that do not meet their enrollment target and reallocating them to campuses that do. Can you give us an idea of where that conversation is and where it might go in the future? Will it be effective for Fall 2023?

A: [VP Day] As we go into the 2023-2024 academic year, we will be looked at as to whether we hit our enrollment target. Then we will be measured.

There are three categories. The first is meets/exceeds the enrollment target. The second is slightly below (to 10%). The third is significantly below target. Next year is important. There will be reallocation of resources in 2024-2025.

Q: I read in the Executive Committee minutes that you want to partner with the Budget Advisory Committee (BAC). Can you speak to this?

A: [President] Yes, I want the BAC to be more engaged in understanding the various elements of the budget so that they can then provide advice to me. We are just beginning this process and I'm imagining more educational input from the administration to the BAC so there is clarity on the fund sources and how they operate as well as resource allocation. I'm asking the vice presidents to help me think this through and that is what is happening right now.

V. Executive Committee Report

A. Minutes of the Executive Committee:

Executive Committee Minutes of November 21, 2022 –

Q: Regarding the discussion of the Faculty Athletics Representative (FAR), it is the responsibility of the FAR to monitor student wellbeing. It is part of the NCAA FAR Handbook that student wellbeing is a key part and advocating for student wellbeing is a part of their role. I just want to clarify where that information in the Executive Committee minutes came from? According to the FAR handbook it is the responsibility of the FAR, so can a note be added to the Executive Committee minutes stating this?

A: [Chair McKee] Yes.

Executive Committee Minutes of January 30, 2023 – No questions.

B. Consent Calendar:

AVC Katoaka presented the Consent Calendar of February 27, 2023. There was no dissent to the consent calendar.

C. Executive Committee Action Items: None

Senator Mathur made a motion to suspend Standing Rule 7a to move the University Reports up in the agenda. The Senate voted and the Mathur motion passed (40-0-0).

VI. State of the University Announcements:

A. Chief Diversity Officer: No report.

B. CSU Faculty Trustee:

Trustee Sabalius reminded Senators he sent them his report so they could read it over the weekend. For the past 18 years, CSU leaders have attended services during African American History month at predominantly

African American churches in order to spread the word that the CSU is diverse learning organization.

About 2,000 people participated in the online open forums for the chancellor's search. A new chancellor is expected to be hired by July 2023.

At the end of March 2023, the BOT expect to hire the new president of CSU Los Angeles. By the end of May 2023, the BOT expect to hire new presidents for Chico and Sacramento State.

The interim chancellor has announced that she will realign our budget with enrollment. This will not kick in until 2024-2025. It doesn't affect campuses that have a brief drop in enrollment. It is targeted at campuses that have chronic low enrollment. Overall the CSU is about 7% below our enrollment target. Most of the campuses are north of San José. There will be a maximum 5% cut per year. Campuses will be affected if they are 10% or more below their enrollment target. The nationwide drop in enrollment was a problem even before COVID. The community colleges are down 20% in enrollment.

Regarding the budget I have good and bad news. The good news is that the governor honored the compact agreement he made with the CSU and the state allocation will go up 5%. However, this is only a 2.8% increase in the CSU Operating Budget. The governor had proposed to give us \$277 million. We asked for \$300 million more. If we only get the \$277 million and we address all our mandatory costs, we will only have \$100 million left to finance the Graduation Initiative, etc. The BOT have asked for \$300 million for the faculty/staff compensation pool. Trustee Sabalius argued for an additional \$100 million last year to keep up with inflation. This is bad news. Collective bargaining begins in May.

In other good news, the BOT gave the first approval moving forward on the Alquist Building.

Questions:

Q: Is someone doing any research on the big drop in enrollment?

A: The drop is nationwide. However, in California we have fewer and fewer high school graduates. That would be due to COVID. Then there is a big drop in community colleges also due to COVID. Secondly, there are a lot of jobs out there. Whenever we have a high demand for labor, many students drop out and go to work. There are a number of reasons for the drop in enrollment nationwide, California-wide, and CSU systemwide.

C. Statewide Academic Senators:

Senator Curry sent out her report to Senators. There are links to the resolutions being discussed in the report. Please read them.

The ASCSU has been slow to return to in-person meetings due to uncertainties about COVID. Los Angeles was one of the areas most heavily hit with COVID. Nevertheless, the ASCSU is going to attempt a hybrid meeting March 15-17, 2023. Senator Curry will be attending in person. Senator Curry will also be sitting on the committee that will select the candidate that will be considered for Faculty Trustee.

Senator Curry announced that she was very grateful to Senator Rodan who sent in the summary of resolutions from the January ASCSU meeting. These were the resolutions that were passed as well as the first readings. The role of Senators Curry, Rodan, and Van Selst is to represent SJSU Senators at the ASCSU so please read the resolutions and provide your feedback. Two of the resolutions have to do with Cal IGETC and AB 927.

There is an ASCSU discussion on expanding representation to include lecturers. Some campuses do not allow lecturers on their Senates and/or allow lecturer representatives to be ASCSU Senators. There is another discussion about the advisability of term limits. Senator Curry would be in favor of term limits, except that the current discussion seems tied to an attempt to remove some people who voice opinions around issues of Justice, Equity, Diversity and Inclusion (JEDI) that are not favorable to the ASCSU.

The ASCSU is waiting on the Cozen O'Connor report. The report will go to the BOT and not the presidents of the universities. Then it is up to the BOT to determine how they will discuss it with us. The ASCSU has been encouraging Cozen O'Connor to be very open about those findings, because they have addressed issues of bullying, retaliation, and harassment, many of which do not rise to the level of Title IX's legal definition of bullying, retaliation, and harassment.

Questions:

Q: Do you know which campuses are telling lecturers don't bother?

A: Most people at the campuses say everybody has the opportunity, but what we are trying to do is go through the policy to see whether colleges actually restrict and whether people are encouraged or discouraged by asking questions. We don't have answers at this point. We do have a resolution to expand the number of lecturer seats on the ASCSU. However, this was discussed three years ago and it failed.

D. Provost:

If you look at the budget book, you will see that we are budgeted for 27,500 FTES. When we got the budget and looked at enrollment we knew

we weren't going to get there as a division, so we put out a goal as a division of 26,291 FTES. We taught 99.2% of those FTES. At the beginning of the year, the Office of the Provost held back \$4 million from the teaching budget, because we knew we weren't going to teach as many students. We have to give back \$4.5 million. A lot of people have said there was a big budget cut this year, but there wasn't a budget cut. There was an enrollment decline. That translated into less money in the colleges, particularly for one-time dollars. The third number you'll hear bounced around is our California target. Our goal was 23,891. That is what we get funded for from the state. The difference between the California number and our goal is our international students. You'll hear all three of these numbers and they are sometimes confusing to people.

The Provost had a meeting with Black faculty. He does this once a semester. They asked for some clarity on the budget information, so the Provost is putting together a "Budget 101" for the division and will do a townhall meeting sometime this spring.

In the Provost's four years here, he has authorized 313 tenure track searches. In the first three years there were 246 searches. Of the 246, we had 180 successful searches. This is over 70%. In that same amount of time, we had 176 departures. Of the 176, 51.4% of the departures were due to retirements. About 24.8% were resignations. The diversity of our assistant professors is higher than that of our associate professors. Of the full professors, African Americans make up 3%, whereas of the assistant professors they make up 5.3%. We've done a good job. Where a gap remains is in Latinx faculty. We've increased those numbers as well. The provost also has an analysis of some RTP data.

SJSU Online went live this January. We've had really great success. In a nutshell, the industry average for converting an inquiry into an enrollment is 3%. We hit 6%. Over 80% of the students that enrolled had never been to SJSU before. These are good numbers for us. They suggest that the brand equity of the institution is very strong out in the marketplace. The provost is looking forward to several new degrees. We've got general business in fall 2023, and public health in spring 2024. After that maybe public relations and mass communications. We have over 200 students enrolled. Those are pretty solid numbers for us. These numbers are better than the provost had at Arizona.

There are two dean searches going on right now. The search for the Dean of the College of Social Sciences is in the middle. The search for the Dean of the College of Business is interviewing semi-finalists this week. There are also two Vice Provost searches open. The two Vice Provost searches will be internal SJSU campus only.

The provost has been asked by the Executive Vice Chancellor, Sylvia Alva, to take up a position leading professional and continuing education at the system level for six months.

The Vice President of Student Affairs, Patrick Day, and Provost Del Casino had a great meeting at the CSU. It was the Vice Presidents of Student Affairs and Provosts. Several things came out of that meeting. One of the things the provost is trying to revamp is the reenrollment system. Students trying to reenroll give up after about the eighth click. We are trying to work on these kinds of deterrents and blockages at the system level.

Questions:

Q: We'd like to know if there have been any developments in Institutional Research and Strategic Analytics since it was directly implicated in six of the eight WASC reports?

A: [Provost] Since I decided not to fill the MPP seat, Marco Antonio Cruz has been working directly under me. He has been working very hard to backfill a number of positions, and he is working very hard on dashboards and enrollment. We want to get to a place where people can go in and pull their own data. The CSU system rules create real challenges for us in how we count certain things as well as some of our own processes. However, I feel good about where we are going. They aren't at 100% as far as filled positions go, but getting close. In fact, he is doing a great job of starting to recruit students from our own campus to help build out some of the efforts in management information systems and other areas. He is also trying to get alumni to come back and be part of the team. Several really positive things are going on there.

Q: You mentioned data on Black faculty hiring. Do you have information on gender distribution as well as professional data? The reason I say that is anecdotally I find that women faculty are stuck at the Associate Professor position taking on a lot of service, and I'm wondering what support is there for them?

A: [Provost] I don't have that data on me right at this second, but I can bring that back. Normally, I would give that information during the budget presentation. One of the things I'm asking my team to look at is years in rank, particularly for associate professors to see what the trends are. I haven't pulled that data yet to look at the trends for years in rank, but it is a natural challenge. It isn't unique to SJSU, but it is one where we need to really dig in and look harder. I will say that Vice Provost Barrera developed a writing group for women, women of color in particular, to advance their careers. VP Barrera is looking at other things we could put in place.

Q: What percentage of the teaching faculty in SJSU Online are tenure line as compared to lecturers both full-time and part-time as well as those that are in SJSU or who are outside SJSU and have been hired to teach SJSU Online?

A: [Provost] I don't have that data right now, but I can work with Ron Rogers and get that data.

Q: Do you have some idea of the potential number of faculty searches for fall? Also, can you give us an update on the College of Professional and Global Education (CPGE) search?

A: [Provost] I can tell you there are 58 faculty are identified already as leaving this year. We have 67 searches out there. We are not going to break even. It looks like we will lose ground on some of the movement we've made over my four years. I will say that number would be lower if we hadn't started a series of counteroffers to retain faculty. We haven't retained them all, but we are acting as a university that wants to keep its people. Clearly, I asked to continue hiring through the pandemic, and I think we need a robust hiring plan. However, we have to do it in a way that is financially responsible. As for the CPGE search, I did not put that one out in the fall because there was so much going on in that area. I put together a working group that includes Senator Mathur and Sami Monsur from my office to look at what the future structure might be before we decide to hire. This group is meant to give recommendations before the end of the semester to start to figure out a plan. Then we will decide how and what that structure might look like.

The Senate took a four-minute break.

E. Vice President for Administration and Finance:

We have the SJSU Staff Awards Ceremony coming up. It will be in the Student Union Ballroom and we, the Senate, have one of our own we are honoring. Eva Joice, the Senate Administrator, will receive the Distinguished Service Award. Hopefully, all of you will attend.

Facilities-wise there are two main things going on this semester. First, the new ISB Building will be opening for some traffic in April and opening for classes in August. We haven't opened a new academic building in 30 years. Second, this summer we will be opening the Spartan Athletic Complex on South Campus for the football and soccer teams.

The last update is we got the BOT, with the help of Faculty Trustee Sabalius, to approve the Alquist Building that will be faculty and staff housing. The president along with the chancellor's office did a wonderful job presenting the Alquist Building.

Questions:

Q: What is the status of the migration of all our old content to the new website? I'm curious about the resources, funding, and personnel.

A: Happy to share my thoughts, but those aren't the ones you want. I'd be happy to bring Michael Crawford in here to speak to this. He is our senior vice president.

Q: What is the timeline for the Alquist Building?

A: 2027

Q: What are the criteria for which departments are moved into the new ISB?

A: That will be determined by Dean Kaufman. A lot of it will be done during summertime.

Q: Back in November, a colleague and I asked about the lag time it took to get paid for doing special project over the summer. Have you checked into this? In my college the lag time for being paid is 3 to 4 months.

A: [Joanne Wright] I think we need to talk about exactly what the payments are for, because there are different payments for special consultant. I know I've had conversations with people in the College of Education about this. I need to have a conversation with you and look at those payments specifically. That will help us see where things aren't going through, etc. I can talk to you after the meeting.

Q: My question is about the safety situation around campus. Last week we all got a notification about a homeless person defecating on campus. However, we are not always notified of more important safety events on campus. Why? There seems to be a disconnect between really dangerous situations and situations that just look bad.

A: Prior to this meeting, several of us were in MLK Library for the UPD briefing. I highly recommend you attend the townhall meetings held by UPD at the MLK Library. We've had situations of drugs, knives, switch blades, and guns. This is what we are focusing on. However, Trustee Sabalius asked the question as to whether the majority of crimes are committed by students, faculty, or staff. About 95% of the crime is from individuals outside of the campus. It is UPD's job to protect the campus. We had a 17-year-old drug addict with a gun who tried to break into the SRAC building. A student saw it and called UPD. If you see something, say something. UPD was able to track this person down and arrest him.

Q: It seems like there is a disconnect between UPD and students. For example, a few weeks ago someone was setting off fireworks off campus and you couldn't tell if it was fireworks or someone shooting. Can you comment on this?

A: I've never seen anything in the UPD logs about this. UPD will respond if you call them, but that call has to be made.

F. Associated Students President:

AS President Chuang introduced and recognized all of the student senators.

AS President Chuang thanked everyone for their support of the Day of Remembrance for Japanese Americans. There was also a fireside chat with Congressman Mike Honda. It was a very empowering event.

AS President Chuang had the privilege of attending one of the open forums for the CSU Chancellor. It was an amazing experience and a time for students to speak up about what we want in the next chancellor. Some of the qualities that came up concerned [transparency and openness.

This past Saturday, AS President Chuang was part of the Student Trustee search.

AS President Chuang had the privilege of introducing President Teniente-Matson to the BOT. Students on campus are thrilled they are getting to do simple things like take a selfie with the president. They are very happy about being able to communicate with her.

AS President Chuang announced that AS Scholarships are now live. Last year AS awarded \$93,250 in scholarships. There is a First Generation, Legacy, Leadership, Advocacy, Global Color, and Black Authority. Please encourage your students to apply for these scholarships.

Next week AS President Chuang will be attending the March plenary meeting at the CSU, and will also have the opportunity to lobby our legislators during her annual meeting in Sacramento.

AS President Chuang asked senators to include students in policy development and to help decrease barriers to access for scholarships, particularly for graduate scholarships and international students.

Students continue to face safety issues across the U.S. and AS President Chuang encouraged senators to continue to develop a culture of care at SJSU.

AS is supporting the repeal of HR 3621 which is a bill that allows the President to incarcerate people during times of war without due process.

Questions:

Q: Can you give us an update on AS involvement in SOTES?

A: Student leaders have been discussing SOTES. AS has a new Director of Academic Affairs and AS President Chuang would be happy to introduce you so you can continue to have these discussions with him.

Q: Does AS want to spearhead a movement for a more visible remembrance of Japanese Americans perhaps at Uchida Hall?

A: Thank you. AS President Chuang has been in collaboration with Japantown and Asian American Studies on a project that has three phases. The first phase is a mural outside of Uchida Hall and a walk through of the history inside the building. The second phase is the institutionalization of the Day of Remembrance, and the third phase is a monument outside of Uchida Hall.

G. Vice President for Student Affairs (VPSA):

VP Day announced that he had worked with a lot of student government presidents and AS President Chuang is a great one.

VP Day was also a participant in Super Sunday along with President Teniente-Matson. VP Day gave a shout out to Trustee Sabalius who started calling VP Day in December to make sure we were prepared for Super Sunday.

We were at 99.29% of our California FTES target as of census day. VP Day would like to be at 100% or 102%, but he is happy with where we are at. It was an absolute fight to get to target this year and it will continue to be a fight. A lot of people in Academic Affairs and Student Affairs worked really hard to get us to target.

We still have two classes, our continuing juniors and seniors, that are lagging behind. These are our COVID classes and this is a national phenomenon. They just didn't return after COVID. There is a significant decline. Our juniors are down 449 and our seniors are down 809. We are probably going to have to live with that for a little bit. Part of what we are measured on, this FTES number, is not a headcount measurement. It is a Full Time Equivalent Student, so it has to do with the number of courses a student is taking. You hear some of us talk about Average Unit Load (AUL). AUL is literally the number of units that a student is taking. We saw this year that AUL decline by .21 from last year. What that .21 translates to is somewhere in the neighborhood of 300 students. When we talk about AUL decline, there is a real impact when students take fewer courses and drop below full time. This is a real metric for us to consider.

Having said that the good news is that fall is looking bright. Our overall fall applications are up by 1,222. That's a 22.5% increase from this past fall and that's great news. We are still seeing some decline in the transfer students coming back. It will probably take a year or two for that to come back. We are still seeing a decline in that number for fall of about 247 students. However, the frosh students are up by 1,469 students. That

increase is significant, because what it suggests is that we are starting to see a wave that is coming back. Now from here on out we are in the yield process trying to make sure we are doing everything we can to net students. Everything matters. Everything we do matters. Bear in mind, we are competing for enrollment. If you look at the other schools, students are applying to when they apply to us, the top five are UC's. For some of our majors, we are competing for the very best students.

There are some changes as a result of Executive Order 803, which has to do with student immunization. Essentially what we think will happen is that things that were once requirements will become recommendations. The rationale is primarily that most of the things that were on the pre-matriculation requirement list aren't things that are required if you attend high school in the state of California. Hepatitis is the one thing required by state law and that there is no flexibility about. These recommendations are separate at this time from what the COVID requirements will be. However, I anticipate we will be moving in the same direction with the COVID requirements. This is just a heads-up. There may be some different requirements for people living in residence halls and athletics.

Finally, the Spartan Speakers Series is coming up on March 1, 2023 with Jenny Slate, the actress, comedian, and writer at 7 p.m.

Questions:

Q: How does all the enrollment figure into graduation 2025?

A: They are all related. We are going to be measured by looking at those cohorts and how they perform. Everyone is going to be measured on this. What we are seeing in that the juniors and seniors group is a national phenomenon. We are seeing it in FAFSA completions. We are seeing that everything has bottomed out for that population. While it will impact our 2025 numbers, it's not isolated to SJSU.

Q: You provided data on juniors and seniors. Do you have data on graduate students and international students? Do the 803 changes apply to international students?

A: I don't have the international student data. I have graduate data for this year. Our graduate students headcount is down by 13, and our new graduate students are down by 130, and our FTE is down by 165 in terms of graduate students. As for the requirements, they apply to everyone. We did ask the same question about what if they didn't go to school in California. It does supply the campus with the ability to have requirements around certain populations. However, those requirements are for all students.

Q: This is a fascinating problem, I just wish it didn't have real life consequences on enrollment. The demographic cliff, the COVID effect,

the lack of population to draw from: where are we going to find the bodies? What are some of the strategies?

A: I'm not sure we are seeing huge effects of the demographic cliff. The North and Northeast are. We are not seeing that much of a problem, but may see more in a few years but even then, it is expected not to be that bad in California because we have a growth population. We are probably not going to see huge increases in first-time frosh students. The students are going to start leveling off. We've seen some of that cresting for a few years now. Many of the new students are returning adult students, but that's not everybody. There is not going to be any one group. I think we have some collective market opportunities where we might be able to yield some additional students. We aren't going to yield 2,000 to 3,000. However, we may be able to yield something in the hundreds with some selective market expansion, but the competition is going to increase significantly. I mentioned the governor's challenge to UCLA to create a direct entrance route for students coming out of community college. That is a direct competition to us. While we may find more markets, we will have more competition. What some of the institutions in the system are trying to figure out right now is who are we going to be? The good thing about us is we have a very expansive portfolio. That provides us a substantive advantage. However, I think enrollment is going to look different over time. What we are used to students looking like is going to change. We are still going to have a robust freshman class, and transfers are probably going to come back. I think we have to be more mindful of how people are enrolling. Part of what we are seeing with those juniors and seniors is not just those that are lost in the world, but some have decided to enroll in different ways. I think we are still trying to find out what that looks like. There is a large immigration population from China and there is a prediction that in 2025 that is going to crest. We know that institutions are going to feel that significantly. I think we need to get creative and create different ways for students to enroll. I think we are well positioned. That's the thing I remain confident about. We have to make sure every move matters, and that every connection matters as we move through this.

Q: I work in the Engineering Student Success Center and I feel like there is a disconnect between after students get the admission letter. They often get bumped to us and we sometimes don't have the answers.

A: I'd love to talk to you more about this because we are going to have to figure this out.

Q: I know the numbers are going down, but I just want to be sure we are not compromising on the quality of students on intake. Can you shed some light on that?

A: We are not compromising. Admission requirements have not changed. You need a 4.3 or 4.4 to get into Computer Science on a 4.0 scale. You

need a 4.2 to get in Animation. The challenge that we have is we are competing with the UC and they are yielding better than we are. We have not shifted our quality indicators across majors.

Q: It is crucial after students receive the admission letter that they get information about financial aid, scholarships, and work study. That might determine whether they accept or not, because money matters. Are they getting this information?

A: Absolutely. We have what they call the “Next Steps” process where that communication begins to occur, and we begin to go out into the community and host a series of engagements inviting perspective families that want to ask questions. However, once they get that letter, they begin receiving electronic communications about what to do next such as here’s how to apply for financial aid, or here’s what you need to do next. We do need to look at it, scrub it, and make sure it’s working well.

Q: Are juniors and seniors that are leaving flunking out or kind of being forced to leave? Do you know what percentage that is?

A: Off the top of my head no, but I’m really happy you asked that question. What we know is that for many of them that is not the case. For many of them, they are choosing to go to work, or they transfer to other institutions. There are lots of reasons.

Q: Concerning the decline in students, is there a strategy to keep students here and make them feel supported?

A: Great question. The hard part about these groups is that how they think about things is different. Some have decided to go to work and others have decided to wait. We do direct outreach to try and get them re-enrolled to try and create those opportunities. What we are going to do is look at the National Clearinghouse that allows us to see where students go. What we will be able to tell is did we lose this group of students or did they just enroll in another institution.

Q: Lots of students come in with the GI Bill and they have a strict timeline to finish their degree. I’m wondering if you have numbers on how many of them are leaving, and also immigrants?

A: I don’t know what all the different numbers in the population are. That is where it starts to get very individualized. I think this is a growth area. To answer the question, that is one of the things we need to look at in higher education, which is who is going to be enrolling. That’s why the way SJSU Online is being structured may be a good fit because it gives you a more individualized and personalized advising structure. We need to figure out how to craft a better experience for different kinds of students.

VII. Unfinished Business:

A. Professional Standards Committee (PS):

Senator French presented ***AS 1842, Sense of the Senate Resolution, In Opposition to the Exclusion of Faculty Early Retirement Program Faculty from Pandemic Compensation (Final Reading)***.

Senator French presented an amendment to the last line of the last resolved clause to add, "California State Emeritus and Retired Faculty Association (CSU ERFFA)". The Senate voted and the amendment passed (41-0-0). The Senate voted and AS 1842 was approved (41-0-0).

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

A. University Library Board (ULB): No Report.

B. Instruction and Student Affairs Committee (I&SA): No Report

C. Professional Standards Committee (PS): No Report.

D. Curriculum and Research Committee (C&R): No Report.

E. Organization and Government Committee (O&G): No Report

IX. Special Committee Reports: None

X. New Business: None

XI. Adjournment: The meeting adjourned at 5:10 p.m.