

Executive Committee Minutes
November 2, 2020
via Zoom, 12:00 p.m. to 1:30 p.m.

Present: Curry, Day, Del Casino, Delgadillo, Faas, Frazier, Marachi, Mathur, McKee, Peter, Sasikumar, Sullivan-Green, White, Papazian, Faas, Wong(Lau)

Absent: None

1. From the Chair:

Chair Mathur and the Executive Committee wished the CDO a Happy Birthday. Chair Mathur announced that there were quite a few nominations for the campus faculty awards and a few Wang Family Excellence Award nominations. However, this year's Wang Award nominees did not meet the eligibility criteria. A member noted that past campus faculty award recipients could be considered for the Wang Award in the analogous categories for the award.

2. The Executive Committee approved the consent agenda (Executive Committee Agenda of November 2, 2020, Executive Committee Minutes of October 19, 2020, and the Consent Calendar of November 2, 2020).

3. From the President:

President Papazian announced that the Elections Response Committee had been established and involves cross section of people from the university. One positive sign, as far as the elections are concerned, is that record numbers of young voters are voting. We hope students continue to learn about the importance of democracy from voting this year.

There was a special Board of Trustees (BOT) meeting last week to approve the two new Presidents of CSU East Bay and Northridge. Approval of our Spartan Athletic Center will come before the BOT in the November meeting. We will share the schematic design and hopefully get the go ahead.

Questions:

Q: There have been a couple of student deaths in one of the colleges. One was a student and one was an alumni. We have concerns about the mental health of our students. Can we get more mental health assistance and possibly some training for faculty to identify students at risk (and how to effectively connect them to the campus resources)?

A: Faculty play a critical role in identifying students at risk. Students will often reach out to faculty. There are a number of strategies we can use here.

C: This is a perennial challenge. This will take full scale mental health effort on campus. Counseling and Psychological Services (CAPS) is fully engaged. Our therapists are actively working with students. They are also present in Student Success Centers. We also implemented apps last year, and we increased group therapy. We are thrilled to hear faculty would like to attend training opportunities. There are some training programs that give models of students and what they might say. We are not utilizing this right now, but can incorporate moving forward. We need to get faculty and staff into orientation with CAPS.

A: We need to partner with the CDO and be mindful of the stress levels. Perhaps CSU Learn might have some resources we can use. The cabinet will look at this more and follow-up with the Executive Committee.

Q: There is a peaceful gathering of students scheduled for November 3, 2020 at 10th Street in front of the fraternities. Will UPD be respectful to students?

A: We are never interested in interrupting peaceful protest, but outside of campus grounds on the perimeter may pose some problems. For instance, there may be permit issues with the city, or if traffic is blocked there may be issues. SJSU has no plans to disrupt the protest.

C: No permits are allowed for large public gatherings at this time in Santa Clara County. Also, only SJSU students, faculty, and staff are allowed on campus at this time. Whomever is planning this protest is strongly encouraged to research this further before moving forward with it due to these

issues.

Q: A few people have raised concerns about dossiers and some security breaches. People are seeing faculty dossiers they shouldn't see via eFaculty, more this year than ever before. Also, the optional SOTES have been left in Personnel Action Files (PAF) and so may be considered in the review.

A: This is a question for the Provost. It sounds like an operational issue.

C: We have not heard of these breaches of confidentiality and will check into it. All SOTES go into the PAF. The only people that have access to the entire PAF are the President and Provost. I believe all the selected SOTES go into the working PAF or review.

C: The working PAF is the dossier and it excluded optional SOTES. I thought deans and department chairs had access to the PAF. We had the wife of a candidate put on his review committee. The problems have been corrected, but it was a rocky start.

A: That should not be happening. We will look at the process and fix it.

C: My impression was that it was a glitch and not intentional.

C: A lack of communication is causing problems. Lecturers and others are not having their emails responded to by Faculty Affairs.

C: I do know that Faculty Affairs lost a key player recently and that may be part of the problem.

4. From the Policy Committees:

a. From Instruction and Student Affairs (I&SA):

I&SA hopes to bring the Waitlist Policy to the Senate for a First Reading on November 9, 2020. I&SA sent out a survey and got feedback from the campus on the waitlist. We will be reviewing the results today. We also hope to rescind an old policy, S93-7, and move the only part of the policy that isn't out of date, graduating senior priority, to the new waitlist policy. We hope to bring a final reading to the Senate in December 2020.

I&SA is also working on a Grade Forgiveness and Grade Averaging policy. Currently, students can have 16 units of grade forgiveness with only 9 units in upper division courses. However, our Peoplesoft system cannot distinguish between lower and upper division courses. It just forgives 16 units. Executive Order 1037 does not specify upper or lower division, but we can be more stringent than the Executive Order. The question is do we amend the policy, or fix Peoplesoft?

C: We can fix Peoplesoft. We cannot let Peoplesoft drive our policy. I suggest you establish a small group of Senate leadership with Vice Provost Anagnos, the Provost, and CIO to brainstorm fixing this problem. The only other product out there besides Peoplesoft is Workday. I'm not convinced Workday is right for us.

b. From the Professional Standards Committee (PS):

PS will not have anything for the next Senate meeting on November 9, 2020.

PS is working on a draft lecturer policy. It is circulating with the lecturer council now and so far they have liked the changes. This policy clarifies the language regarding range elevations. This is a long term project.

The bargaining agreement contains language about external review. The most extensive language on external reviews comes from Long Beach. The idea behind the external review was to allow faculty who weren't in the mainstream to get their work evaluated and get credit for it. As an alternative to External Reviews, PS has been looking at universities with a Scholarship of Engagement category. PS will start this conversation today.

c. From the Curriculum and Research Committee (C&R):

C&R has been working on establishing a General Education Review Panel (GRP) on American Institutions (AI). The Vice Provost for Undergraduate Education, chair of the General Education Advisory Committee (GEAC), and the AVC reviewed the AI GRP composition (delineated in policy) and also reviewed the campus message. The call for

nominations was sent out by the senate chair this morning.

C&R will delay any further work on the Ethnic Studies requirement until December. In the meantime, C&R is looking at program learning outcomes.

C&R has been working on two degree programs. The first one is the move is Hospitality Management into the College of Business. One issue that arose is whether lecturers would have a loss of entitlement with the move to business. This is an issue for CFA. However, the former Dean has committed the resources to the College of Business for three years. The program must grow in size by then.

C: There is a budget review whenever a program or department is moved. The funds will be kept separate until we see if the department grows in three years.

Other policies C&R are reviewing include a policy on accessibility that may come to the Senate for a First Reading on November 9, 2020, and a policy on First Year Experience Courses that will not come to the Senate until Spring 2021.

d. From the Organization and Government Committee (O&G):

O&G is working on a Senate Management Resolution that would insert the Land Acknowledgement into the Senate Agenda. This should come to the Senate for a Final Reading on November 9, 2020.

C: Ryan Ward has several versions of the Land Acknowledgement that have been approved by the Muwekma Ohlone tribe.

O&G is also conducting research on expanding the number of seats and considering diversity on the Senate.

5. Updates From the University:

a. From the CSU Statewide Senator:

The second fall plenary meetings are this week. More work will be done regarding AB 1460 in preparation for the BOT meeting.

Senator Curry checked to see if the CSU Statewide Senate was meeting with the Council on Ethnic Studies and they are still uncertain. They want to remove more than just 'Social Justice' from Title V and they are also very disappointed about the lower division general education implementation of the graduation requirement.

Other policies include one on Emeritus status. Eight campuses do not have a policy.

b. From the Vice President for Administration and Finance (VPAF):

Does anyone have any feedback on the budget presentation or other questions?

Questions:

Q: Chartwells shows an expenditure of \$7 million, isn't that high?

A: We normally expend about \$25 million on Chartwells, which includes the Dining Commons, and Food and Beverage across campus. The \$25 million pretty much equals the expense line. Chartwells isn't making much even in a normal year. With the library being closed as well as the markets, no football and concessions, Chartwells revenue is substantially down.

Q: Are there fees we have to pay Chartwells as part of the contract we signed?

A: There is a \$400,000 management fee that was a part of the \$7 million expenditures.

Q: What is the return in a normal year?

A: We haven't had a normal year. In the past, Spartan Shops operated at a loss. Hopefully, Chartwells will make a small profit.

A: Food Service revenue is typically only 2%.

Q: Has there been any discussion across the CSU about reducing Category 2 fees? If that happens AS won't have a lot of money? How can we ensure that their reserves are protected?

A: We have no plans of reducing fees in Fall or Spring going forward. Going into Spring we look at excesses, and if there are any then we will look at what kind of reductions we could do. Reductions would be for Spring only, and one-time only. We haven't started our review yet. We will begin to look at category 2 fee units.

c. From Associated Students (AS):

AS will host decompression virtual spaces after the elections. Many AS students have participated in voter registration and other election initiatives.

AS Staff have attended dialogue training.

AS is hosting a political trivial game night.

d. From the Vice President of Student Affairs (VPSA):

Enrollment is going well. Fall applications are up by 19%. Frosh applications are up 11%, and Transfer applications are up 5.6%. It is hard to tell what those numbers will mean for fall right now. Enrollments remain up for Spring 2020. However, work continues right up until Census Day. In January 2021, we will begin future enrollment conversations with the Executive Committee.

The Taskforce for Community Safety and Policing is being established. VP Day is currently the co-chairs. Edith Kinney is the other co-chair. There will be a website and portal link from the President's website. Racial Justice work is highlighted. This is an opportunity for people to engage in Community Safety and Policing.

Question:

Q: Do you have any sense of the increases in withdrawals this semester? I have seen students withdraw and disappear as a department chair.

A: I don't have the numbers now. I will give an update at the November 16, 2020 Executive Committee meeting.

e. From the Chief Diversity Officer (CDO):

The campus Elections Response Committee has 44 members. We have been working on pre-election, election day, and post-election programming. This includes safety and COVID safety. There will be staff, including the CDO's Office, on campus on election day should there be a mass-to-mass presence on campus. We have told UPD and San José Police that we value people over property. We are prepared post-election with workshops and Empathia counselors. We were surprised how many faculty were not familiar with the Red Folder.

There will be Campus Climate Townhalls on November 12 and 13, 2020 from 1 to 2:30 p.m. and Rankin and Associates will present the findings from the survey. Open forums will be arranged for faculty, staff, and students after the holidays. The new year starts on January 27, 2021. We will have some forums in February 2021.

f. From the Provost:

The second podcast, *The Accidental Geographer*, launches today.

The big issue is managing AB 1460. We met and discussed how responses from the campus should be framed in regards to the Chancellor's office request for feedback on the draft Executive Order. The Provost is happy to share with the Executive Committee. The response just said where we are as a campus and the issues as we view them.

Questions

C: The findings will be shared at the next senate meeting.

C: Concerns were noted that the campus senate is serving as the proxy for the Chancellor's office message and implementation. This has led to some difficulty in making plans on our campus.

C: The senate has suggested a delay for campus implementation and to slow the process down. We have also made efforts to ensure that we collaborate with our ethnic studies faculty with the provost's support.

C: We will pause and see what the finalized executive order and Title 5 language is.

6. The meeting adjourned at 1:52 p.m.

These minutes were taken and transcribed by the Senate Administrator, Eva Joice, on November 2, 2020. The minutes were reviewed by Chair Mathur on November 6, 2020. The minutes were approved by the Executive Committee on November 16, 2020.