

Executive Committee Minutes
November 16, 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:

The Taskforce on Community Safety and Policing will be coming to our next meeting, Monday, November 23, 2020.

From the Vice Chair:

The Senate Retreat will be held on February 12, 2021 via zoom. It will only be from 9 a.m. to noon. There will be no panels. There will be a few speakers and possibly some breakout groups with facilitators. Topics being considered include post-pandemic and the SJSU campus, supporting and retaining graduate students, teaching and learning, creating a sense of community and fighting burnout during and post pandemic.

Comments:

A member encouraged the Vice Chair to consider having student panels. They are quite valuable in getting student feedback.

2. The Executive Committee approved the consent agenda (Executive Committee Agenda of November 16, 2020, Executive Committee Minutes of November 2, 2020, and the Consent Calendar of November 16, 2020).

3. From the President:

The president will be sending out information this afternoon regarding the county health shift to the red tier. If the county moves to the purple tier, the president is also preparing that campus message.

4. From the Vice President of Administration and Finance (VPAF):

VP Faas gave an update on the Campus Master Plan Committee as aligned with the strategic plan. They are conducting stakeholder interviews across campus and looking at how to develop the campus while working towards our Transformation 2030 goals. This will be a yearlong process. When the pandemic ends we may find we do not need as much space as we have, if we continue with hybrid courses.

Questions:

Q: Are we moving back to the red tier level tomorrow and if so what does that mean for the campus?

A: We will not be all out closing like we did in March. We are much better positioned now. Also, the state guidelines gave higher education more flexibility than other businesses. Closing the campus and cancelling classes adds pressure to students in different areas like financial aid. We are adhering to the safety protocols we have in place.

5. From the AS President:

The community garden has been made more accessible for disabled students.

At the recent California State Student Association (CSSA) meeting, they passed a resolution on flexible grading options.

Questions:

Q: What was in the flexible grading resolution?

A: It asks for the Credit/No Credit option to be flexibly applied on campuses.

6. From the President of Student Affairs (VPSA):
Our enrollment looks good for spring. We are up 21% in applications, but we are down 9% in graduate students. Our intent to enroll numbers are at about 84%, our graduate numbers are also up. However, what is of concern is the number of drops from fall to spring.

As noted earlier, the Community Safety and Policing Taskforce has been invited to come to the Executive Committee and also will meeting with other groups. Getting faculty input is fantastic. This allows the taskforce to address any disconnects. Also, we can look at staffing needs relative to a public institution.

Question:

Q: Have we gotten input from the San José Police Department and what is their role in our process?

A: We will get their input in several ways. First, one of the faculty members is a former police officer. Secondly, we have a city council member on the taskforce. Lastly, we will have direct dialogue with their liaison to the taskforce and the university.

Q: AS has an operating agreement that the president must sign every year. Associated Students at other campuses have longer agreements. Some agreements go up to ten years. There are a lot of challenges getting this signed every year. Can we look into this?

A: How the auxiliaries operate is different at each campus. The broader question is how can we provide support, but give them their independence.

7. From the Chief Diversity Officer:
We are thrilled to announce that Dr. Patience Bryant will be joining the CDO's Office as the Director of Black/African American Equity.

Campus Climate Town Hall meetings were held on last Thursday and Friday. Rankin and Associates presented the information. It was very sobering. Issues for students included housing insecurity and low salary ranges. Faculty issues included equity. The CDO will be releasing the slides and recording from Rankin and Associates as soon as some technical difficulties with their move to the new website are fixed.

The CDO will be putting out a call for nominations for the Committee on Diversity, Equity and Inclusion. Many people reviewed composition and role of the committee including the senate chair. You may self-nominate, or nominate someone else and should be appointed by January 2021.

The Election Response Committee finished up with the support meetings after the elections. One thing that people made very clear was that they missed having face-to-face interaction with their colleagues on campus. People miss the "small talk." The CDO will attempt to set something up to address this issue.

Questions:

Q: Have you heard anything about ruling regarding the lack of authority that the current acting Director of Homeland Security had regarding DACA?

A: We are so happy to see it. It is such a relief. The judge's ruling open up the door for 165,000 new DACA applications which were in a holding pattern.

Q: How were people selected for the standing committee?

A: They haven't been selected yet.

Q: Will there be an open call for nominations?

A: Yes.

Q: It has been two years since the Senate passed the bullying resolution. It sounds like about 5% to 10% of faculty have experienced bullying. What is the current status of the committee? Will they be doing a report to the senate on December 7th? What progress has been made?

A: We are meeting on a regular basis. We have an obligation to report to the President and the

Senate by December 7, 2020 to give an update. The charge of the committee is slightly different than just bullying. The guidelines for student conduct appear to be far more extensive than the faculty guidelines. We are looking at those. We are also looking at policies that might be good resources.

C: People need to remember that changes at the national level won't happen immediately after January 21, 2021. For example, changes made with Title IX. It would be good if there was campus messaging about continued advocacy or continued needed supports and it provided where we can provide it.

Q: When does Dr. Bryant start?

A: December 7, 2021.

8. From the Provost:

COVID-19 is impacting our ability to complete searches. There have been some travel issues with Dean of the Library and the Vice Provost for Institutional Effectiveness searches.

We should hear where the CSU is at in the next 24 to 48 hours regarding AB 1460.

Other issues being discussed at the CSU level include the C/NC option. Data gathered at our campus was pulled from last spring. Ten percent of all grades were changed to C/NC. However, 72% of the grades that were changed were A's, B's, or C's. Once they were changed to C/NC they added nothing to the grade point average. Also, 35% of the 72% were A's and B's, overall only 28% were D's and F's. Some D's may even have counted for passing a course. Our high achieving students were concerned that they could be hurt and opted for the C/NC option, but the Provost is not sure we helped them. The Provost does not think we should opt for C/NC for students. What might make better sense is to look at our policies regarding retaking courses and changing policies regarding withdrawals.

We have been hearing a lot of concerns about RTP policies and inequities for faculty of color. We need to have larger conversations, maybe a taskforce on RTP.

C: We should allow a more liberal withdrawal policy. If a student is struggling they could withdraw from the class.

A: We could do something to modify the withdrawal policy, but it should come from a Senate committee.

C: It is a procedure and they can do retroactive withdrawals as well. We can start a conversation with Dean d'Alarcao and Vice Provost Anagnos. We can pull everyone with a 1.0 or lower GPA. Students have been taking advantage of the withdrawals. Withdrawals have doubled from last year.

C: I urge you to take a hard look at the withdrawal policy.

A: We need to consider the message we are sending and be cautious we are not saying you might not be able to do all the work we are giving them.

C: I would encourage a long term perspective on this. As more companies let people work from home, people will move. We need to disassociate the stresses of COVID-19 as we think of moving to C/NC.

A: We need to sit down and talk about the concerns with this policy.

C: I hesitate to launch another task force, when service demands are so great and you advocated for flexibility or slow-downs in service.

Q: When there is a change to the RTP process, it might be good to consider RSCA and allow for time to do the work we do. It might be helpful to have an analysis of how RSCA intersects with RTP? Also has there been a diversity or equity audit done with regard to RSCA assigned time?

A: There is no easy answer to this. There are efforts to make RTP more equitable. The Provost would hope RSCA could be more equitable.

C: There is always the issue of service. Frequently, committees don't value service as much as RSCA and teaching. Are we focusing on policy instead of implementation or interpretation of policy by evaluators?

A: If one did an assessment of the T/TT faculty you would be shocked to find that they did 8 hours of service each week.

Q: Can you find out the service hours for the T/TT faculty? Has there been an assessment from faculty regarding their service work? Also depends on how/what you define as service.

A: Deans are working on this. My question is how many committees do we really need? Are we overdoing this? Service shouldn't be 33% of the job you do unless your time is bought out to do that work.

C: Cultural taxation affects faculty inside and outside the university and RSCA as well.

C: If you can pull off reform to Scholarship and Engagement this year it will be a massive step forward. The three categories do not always count equally. The flexibility was intentional. Change comes generationally. Let's have a longer talk. Some people don't like giving RSCA as much weight as others including some senior leadership.

A: You have to give something up to get a larger portion.

C: This needs further discussion.

C: Maggie Barrera is on the PS Committee and may be able to support and provide perspectives.

9. From the CSU Statewide Senate:

An emergency meeting of the ASCSU was called. A substitute resolution for AB1460 was passed after a heated discussion. The ASCSU held an open, public meeting and this was also at the request of the Council of Ethnic Studies. ASCSU senators were asked to vote on the resolution in the public meeting.

Other topics discussed included faculty having their mode of teaching changed mid-semester and impact on teaching, peer observations, and evaluations. Loren Blanchard took notes and will speak to the Provosts. Nobody raised a complaint to the Provost.

10. The meeting adjourned at 1:34 p.m.

These minutes were taken and transcribed by the Senate Administrator, Eva Joice, on November 16, 2020. The minutes were reviewed by Chair Mathur on November 20, 2020. The minutes were approved by the Executive Committee on November 23, 2020.