

Executive Committee Minutes
August 23, 2021
via Zoom, 12:00 to 1:30 p.m.

Present: McKee (Chair), Curry, Faas, Hart, Kaur, Massey, Papazian, Day,
Del Casino, Sasikumar, Sullivan-Green, White, Mathur, Wong(Lau),
Schultz-Krohn

Absent: None

1. The Executive Committee approved the Executive Committee Agenda of August 23, 2021 (12-0-0).
2. Chair McKee and the committee welcomed Senator Schultz-Krohn as the new Chair of the Professional Standards Committee.
3. Updates and Questions about Repopulation:
This is a separate agenda item because there is concern from faculty about the approval process and criteria for a change in course modality. Chair McKee is concerned with the possibility that this could cause a rift between faculty and the administration. She has a query into Joanne Wright about the turnaround time for applications, accommodations, and requests for changes in course modalities and how many faculty members have applied at this time.

Questions:

Q: How did the student housing move in go? My nephew just moved into dorms at his college and already there are already some cases of COVID-19 in just the first couple of days so of course he is nervous about it. I was wondering what our housing experience has been?

A: [VP Day] Move in has gone very well. The vast majority of students in our residence halls are vaccinated. What is different now about moving into housing is that you have a specific time frame. You don't just get to walk in. We had about 2,000 students move in on Saturday and then Sunday a little less, and so on. Right now we have 3,486 students checked into housing. In theory there are 238 still not checked in. Some of these students may still move in and some may opt out. We did not let anyone in that was not vaccinated or had not gone through the exemption process. We have one student in I-House who tested positive. We do not have any in any other parts of housing. The vast majority of students are vaccinated. Right now we have a total of 3 students that are not vaccinated. We do anticipate that over time some people will test positive. All students that are not vaccinated must be tested.

Q: I have students contacting me wanting to know that if they have been vaccinated, but do a home test and it comes up positive what they are supposed to do next? Can we send out some messaging to students about the procedures and website reporting?

A: [VP Day] Yes, definitely. There is a lot of information that comes at you during the first few weeks. We will be messaging a lot. Just so you know, there are no sanctions for testing positive. Our position is that we want to get students and employees the support they need. First, we want to make sure you are okay, and then we want to ensure we notify those that you were in contact with.

Q: I went to the email we got to register our vaccination in two places, but when I went there it errored out. I tried many times. Whom do I tell about this and send the information to?

A: [President] There are two different mechanisms, one for the students to use and another for the employees. Employees access it through Peoplesoft. I'll check with you and make UP aware of the issue.

4. Update from the President:

I did want to start with an update on President Qayoumi. Several of you had reached out to me to find out how he was. We did reach him and he is in Hayward with his immediate family and is fine. He is concerned about people that he knows in Afghanistan, but for now his family members that are in Afghanistan are safe. I will leave questions about repopulation and the vaccine to the Provost and Vice President for Student Affairs.

I have spoken with the City of San José about the VTA and light rail. The city is very happy to have us returning.

We have joined with CSU Dominguez Hills and SDSU to formally request authorization for a doctorate in Public Health from the legislature. It will take four or five years before we could have graduates, but we anticipate a lot of retirements in the Public Health sector on the backside of COVID-19.

We are also looking at CV3 again. One of the things we realized when we renovated the Student Union is that we should have added a third floor. We don't have enough space there to do everything we would like to do. In moving forward with the replacement of Washburn, we won't have a traditional CV2 residence hall. First, we want to take advantage of the sun, because we don't want to completely shade the pool area. Next, we want to add a new dining complex and either one or two floors that can accommodate meeting spaces that are student-focused in addition to offering housing for students.

Questions:

Q: Can you give me the status of the APIDA Center?

A: [VP Day] We are beginning our recruitment of people with the background and experience we need. The job description is moving forward. We have talked about allocating funds so they are there when we need them to launch the program. When you talk about repopulation, you are really talking about space. We need to think about how we do space so that we are prioritizing it in a way that is best for students. We can't just slam everything into the Student Union and do it well for the

long term. VP Faas and I have been meeting and discussing this regularly. We have not landed on a search committee yet but hope to do so this week.

5. Updates from the Vice President for Student Affairs (VPSA):

We have 4,279 Frosh. We estimated 4,400, so we are getting pretty close to that number. We will probably land somewhere around 4,325. Interestingly enough, our transfer student numbers are down. We do think some of the UC requirements are impacting this. Hard to say for sure. I think there is some impact by the availability/non-availability of getting classes online. This is what we are hearing from some folks. It is a point of concern because we will continue to need to have a strong transfer population. This is something we are keeping our eye on. We need to dig into this further.

As some of you may know, we launched Spartan Village. This was designed to connect students across modalities during their first year. We are pretty excited about this. We are piloting this with a group of Sophomore students that didn't get the first-year experience last year. We want the students to feel connected. Last year people began to just fall away and we don't want that to happen.

The Weeks of Welcome are also underway. We are very excited on to have Johanna Jones speaking on campus Sept. 15, 2021. She is also very enthusiastic about coming.

Questions:

Q: Will the event with Johanna Jones be livestreamed?

A: Yes, it is a virtual event.

Q: Many undocumented students have been sending me questions about professional licensing after their education. I have contacted the UndocuSpartans Center about this issue throughout the summer but have not received a response. These students deserve a reply.

A: [VP Day] I will follow up. This is one of those things where I think we also have to bring the Career Center into it. It requires a collaborative approach. Often it requires a profession-by-profession collaborative approach. You can refer students directly to me and I will talk to them.

6. From the Associated Students President:

We have a board meeting on August 25, 2021 via Zoom. Board of Directors meetings start next week. We are working on a new FAQ regarding resources.

We have 57 children in the Child Development Center and have space for 27 more in the toddler age group (3 years or older). We have been recruiting student teachers and we still need a few more so we are continuing to recruit for that. We are staying vigilant with our safety and COVID-19 protocols. Parents are required to wear masks in the buildings.

We are also recruiting students for many positions on campus.

Our financial audit is going well and we anticipate its conclusion by the end of August 2021.

We have several events scheduled online and in person to welcome students back to campus including the Grand Re-Opening of the AS House on September 23, 2021 from noon to 2 p.m. You are all invited to this event.

I attended the California State Student Association (CSSA) meeting. We are currently dropping the policy agenda and the researching and categorizing phase from August 9th through September 8, 2021. The final policy agenda will be approved in October.

AS President Kaur will have her first one-on-one meeting with President Papazian and VP Day this week and is very excited.

Questions:

C: The student seats on Senate committees have been updated. Please take a look at the vacant seats. We don't want any student seats to go unfilled.

A: We have updated and simplified our student application. We will look at the vacancies as well.

7. From the CSU Statewide Senator:

Our first meeting will be held the first week of September. Committee meetings will be held September 1, 2021 with the plenary meeting on September 2-3, 2021. The next Board of Trustees (BOT) meeting will be on September 14-15, 2021. Lastly, Senator Sabalius has been reappointed by the Governor to be our faculty trustee.

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

Last Friday we had a cosponsored event with the City of San José outside of the MLK Library. We had food, drink, and a live band. Many of our alumni played in the band. Hundreds of people came out for it. We will be hosting another of these events this coming Friday. What is significant is that people are realizing what the impact of not having the university around has had over the past year and a half on the city.

9. Provost:

There are no new updates since the Executive Committee meeting last Monday. I'll take questions.

Questions:

Q: I understood from last semester that there are some advising updates?

A: An announcement went out today that we have a new Assistant Vice Provost for Undergraduate Advising and Success, Shonda Goward, coming from CSU East Bay

on September 13, 2021. Some of our colleges are also in the process of hiring additional advisers for our freshmen students.

Q: Is there someone in particular we should be coordinating with in getting scholars and potential faculty out of Afghanistan?

A: There are a number of people we would have to connect here. We have Joanne Wright in UP, and the Research Foundation; J-1 Visa's would mean we would have to provide jobs, etc. Departments would have to say yes first and then we would have to locate funds within the instructional budget, so it's not an easy answer. It takes something like nine offices to think this through. Probably my office would play a critical role if we are trying to bring them in as faculty. We would love to do something, but it is a matter of logistics.

C: It has always been this way. It takes multiple forms in triplicate to get a visiting scholar here. If in the future there is a way to simplify the process for visiting scholars, that would be greatly appreciated.

Q: Has your office sent out the approvals for faculty recruitment, and if no how soon can we expect that?

A: Yes, we have. We had two lists. One list was yes right off the bat, and the other list was maybe. On the latter list I wanted more information on how hires could help us address issues such as Latinx and LGBTQI issues. There were some questions about funding and if we could move things around and do them a little differently.

Q: So is there going to be some cluster hiring?

A: No, not really. We are pushing more towards the themed approach. We looked at issues and what makes sense given what we are trying to accomplish. I would love to see a cluster hire in LGBTQI, but we didn't push it. We did a deeper reading of job descriptions and offered a little more intervention. We asked departments to drill down a little deeper with what they were really trying to accomplish.

Q: So there was back and forth negotiation? This is an iterative process?

A: There is now. If they want a position, they must come back to us with the information we asked for.

10. Updates from the Chief Diversity Officer (CDO):

Our office participated in making sure the welcome back of employees went well. The feedback we have gotten is that staff thought it was great. This was a partnership with UP as well.

Our office is participating in Weeks of Welcome also. In addition, my office is supporting a faculty member for the Chicano/Latinx Center. We have Dr. Monica Gavino that will be supporting the blog and working in collaboration with the center. We are launching the undergraduate research opportunity program. This is a program where we are recruiting faculty to provide mentoring to undergraduate researchers. We are utilizing work study funds to fund students so they can have a research experience. Dr. Andrew Carter will be leading this program. We have a sister program at CSU Dominguez Hills. This summer we started training for staff on microaggression and management interactions and how to intervene.

Our Director of African-American Affairs launched a new Black Spartan Institute that was very successful. There were about 55 students who signed up. There was an opportunity for students and parents to meet professionals on campus.

Dr. Patience Bryant and Emerald Green have been working with Student Involvement and have organized meetings for those advisers, alumni, and students that are interested in revitalizing Black Sorority and Fraternities.

For the second time the Santa Clara County Board of Supervisors has recently funded a project to look at Asian-American community and identify issues with Yvonne Kwan. They have also reached out to the Office of Diversity, Equity, and Inclusion to support their work with their hate crimes taskforce. We were tasked with a contract to locate experts on campus to assist the taskforce. Supervisor Cindy Chavez reached out to SJSU because she felt we had a better pulse on what is going on with hate crimes. We also have some faculty and staff that are members of the hate crimes taskforce.

Questions:

Q: I have a question about the Campus Committee on Diversity, Equity, and Inclusion. Can you tell me what progress the committee has made on our recommendations from last year? Also, can you tell me what the committee will look like for this year?

A: The final draft will be submitted to the President very shortly. It will include feedback from the committee members. In terms of the work moving forward, one of the caveats last year was a result of the short timeframe we had. Part of the work this fall will be working on an overall plan for the university. This will be something that emerges from the committee. We need to do more substantive work that involves the subcommittees. Everyone had a two-year term so we will be accepting nominations in the spring for the following year.

Q: We were very active in encouraging people to take the census. Is there going to be some discussion of those findings?

A: We've already packaged the census data and it is being delivered to departments. We have focused on Native American and Asian American students. This information was shared with JumpStart and will be shared with the rest of the campus faculty and staff soon. We have met with one of the Native American faculty and staff groups. They sent me a message and are really grateful for all the support from the President, but they want to be thoughtful in their assessments and replies and are focusing on welcoming students right now. We will collaborate with them on a timeframe that works for them.

Q: What is going on with bullying [Committee on Professional, Productive, and Ethical Expectations in Work Relations]?

A: Alison McKee and I are setting aside time to move this forward. It is a hard problem to solve. We have a lot of materials, but we need to sit down and go through it all.

Q: Do you have any kind of a timeline for moving forward?

A: I will defer to Co-Chair McKee.

A: [Chair McKee] We two co-chairs are meeting next week regarding next steps. The committee is behind in its original projected timeframe, in part due to COVID-19 and a skeleton committee at this point. There is a commitment to report to the Senate going forward.

11. Updates from the Policy Committees:

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

We are going to working on a few key policies this year. These are pretty complicated. I did want to ask about the Advising policy sent to the President. Is there any word on it or changes that need to be made?

A: [Provost] Given everything else going on, we have not had a chance to have this conversation. I apologize.

C: I understand. I just want to stay on top of it.

b. From the Professional Standards Committee (PS):

We will be addressing service in Retention-Tenure-Promotion (RTP) and will be gathering feedback from departments. We will also be looking at and discussing SOTEs with the Student Evaluation Review Board (SERB), which falls under the Professional Standards Committee. Also, we have a few department guidelines we will be looking at.

Questions:

Q: Thank you for taking on the role of Chair of the PS Committee. Will you have a discussion and possibly training around how to create those guidelines within departments?

A: My goal is to support the RTP Guidelines. I'm looking at how to have all voices come to the table. Guidelines should be supportive but not punitive or restrictive.

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

I don't really have any updates since last week. Today we will be prioritizing our referrals and continuing to work on GE materials and hopefully bringing the full GE Guidelines to the Senate this year.

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

We will be carrying over key topics from last semester and these include Senate Expansion, University Sabbatical Committee, and deliberating on virtual meetings in the Senate going forward.

Questions:

C: [Provost] This is more of a heads-up. I have been to multiple staff related events and they talked about their role on the campus. I told them I'm a big fan of expanding the Senate and adding staff which would mean adding more faculty. I just wanted to let you know. At Long Beach we had a much larger Senate and had many staff members and it was very successful. I just want to say out loud that I do support thoughtfully adding staff to the Senate.

C: [Chair McKee] Thank you, Vin. I have also been receiving questions and engaging in discussions about having staff on the Senate so I appreciate your comments.

C: [Past Chair] I don't know how many staff actually go to the staff council meetings. I think that only about 20 people attend the meetings, so there isn't the representation there that they would have on the Senate.

C: [President] I'm very pleased the Staff Council has constituted itself and is doing its work. It is an important space for staff to come together. However, it is not equivalent to the Academic Senate. The Academic Senate is constituted in a very different way with a certain level of authority. The Senate is a space where different stakeholders come together. It makes sense to be more inclusive. I certainly would support a proposal of the Senate to add the staff voice. I don't think the Academic Senate and the Staff Council are mutually exclusive.

12. The meeting adjourned at 1:32 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on August 23, 2021 and transcribed on August 28, 2021. The minutes were reviewed and edited by Chair McKee on August 29, 2021. The minutes were approved by the Executive Committee on August 30, 2021.