

Executive Committee Minutes
November 22, 2021
via Zoom, 12:00 to 1:30 p.m.

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

1. The Executive Committee approved the Consent Agenda of August 30, 2021 [Executive Committee Minutes of August 9, 2021 and August 23, 2021, Consent Calendar of August 30, 2021] (12-0-1).

2. Skip Bishop

From Sacramento State. Here he is working with Title IX to make sure they have the resources they need to succeed. Staffing up, making emergency hires, etc. Came from civil rights law arena. Title IX is prominent (as well as Title VII and ADA). Very passionate about DEI space/lens as well. Has a lot of compliance-related experience (just the basics) but wants more than mere compliance: wants these things to be part of campus culture. Wants to start developing relationships so that everyone can trust that issues will be handled (with empathy and compassion).

Q Sasikumar: Where is your office located and where do students go?

A: Located in ADM #112

Q: What kinds of things are in the works?

Chris Smead was hired on emergency basis as an Interim Title IX analyst. A deputy Title IX officer hiring committee is being formulated. They are a little behind on permanent investigators, need internal investigators. The vision for the office is to grow the department so we can do the things we are required to do by CSU policy (beyond DOJ compliance). Training piece is important as well. Wants to add more to the training, in-person training, and tailored training (e.g., guest lectures in class). Outreach is also important. Wants to collaborate with various programs (for example, athletics).

C: Campus culture needs to be changed.

Q: Trainings are fine but they are inadequate for students when they report. One issue: There's not closing of the loop: no one knows what happens after the report. Reports are made, but no feedback or resolution is forthcoming. When calling over there, we don't hear back. Is a hotline number possible?

A: That goes to the education piece. Wants to talk people through the steps so people can know what happens when you report. This isn't new to DOJ mandates, it is required by 2014 CSU. Response should be immediate and complete and everyone should understand the process and what rights need to be protected.

Q: Could you comment on the importance or plan regarding the independence piece of the DOJ report/agreement (mentioned multiple times)?

A: Title IX has to report to a VP or above but must be willing to push or advocate hard for that independence. Sac State Provost who will be our interim President will tell you: Skip pushes hard for independence. He has already established this. He is

collaborative but needs to push to do the right thing he will push no matter who it is. Not just protecting the name. If there is something going on, it will be known. He has four children. As a parent, he takes this personally.

Q: Second part of your title refers to gender equity. How do you plan to address it?

A: Gender equity is covered by Title IX but also falls under DEI lens, unconscious bias, equity, etc. Needs to find out where we are and then find out what needs to be done.

C: Please reach out to us for information or assistance along the way.

Q: Could you speak to the timeline at the end of the DOJ report, and how compliance will be reported?

A: His understanding that everything he is doing is public. He's not aware of anything that won't be public. He is also asking us what we are doing. He believes that Title IX isn't the only place where great ideas are happening. Let him know how he can help.

3. Updates from the President:

President Papazian recognized the important work of the Title IX office and was glad we invited Skip Bishop to Senate Exec.

Would be happy to talk about the transition. Said the incoming Interim president was a prior Senate Chair and feels like he will be a good partner to the Senate. Please be patient and kind while he gets oriented.

Q: We will be patient. Will we be continuing programs and initiatives (the strategic plan?) with this change of leadership?

A: The Interim President is excited about what's going on at SJSU. Excited about continuing to move forward with the university's initiatives. Coming in mid-year is a great way to learn because momentum is already in place. Sees good ideas continuing to move forward. At the faculty level but also the student level: partnerships, collaborations, city hall, business and industry, the Tech Museum, etc. The relationships are already there, not built on one person. So these relationships are based on the campus community in win-win relationships. Faculty and students need to keep expressing their needs and desires. Start the new year with hope and optimism.

Q: The Mercury News reported an additional settlement with victims of sexual abuse amounting to \$3.3 million. Are these different individuals from those who were included in the previously reported settlement of \$1.6 million?

A: Different people. 28 were identified all together. All were offered \$125K. 13 of them took it. The remaining 7 took a different path. These are all that we know, so far. But there is room for others if they come forward. This was one way to help people with closure. Also supportive measures have been made available. They've been setting up a process so if more come forward, they will get the help that they need.

A: Day: We are locking in place a response process if more come forward.

4. Discussion of draft policy on Curricular Accessibility

C&R wanted to bring the draft policy on Curricular Accessibility into Exec for discussion. Policy provides faculty must have training. Who is responsible for this training? The

question is partially implementation. If we lose that language, we feel like the training won't be done or be done efficiently.

A Provost: Provost oversees all accessibility. We get reports from Faas and IT. We submitted all of our stuff to budget for accessibility training. There is language that the Provost is responsible for accessibility.

Q: Are you suggesting we delete one of the whereas (second one?)

A: 1111 says the campus has to do this work. Ultimately, the Provost is responsible. So maybe say, "with the support of campus."

Q: Was the concern about the location of the services?

A: Location, yes, but also who is going to be charged to do this. Everybody believes in this. The question and concerns are about enough resources available to support this. It is about implementation. On other campuses there is a central location to deal with about these issues.

Q: Saying it is under the Provost doesn't help faculty.

A" Del Casino: I don't disagree, but it shouldn't be policy, because including language that has been changed in the past, and might be changed again, isn't helpful..

Q: This policy is requiring faculty to do something. How can we do that successfully without support from other units on campus?

A; Del Casino: What if we add a context memo to the policy so we don't get tied down in case there's a reorganization. Not in disagreement with you.

Q: Has the committee considered doing guidelines?

A: Committee on Curriculum and Research wants this one-stop resource. The problem is, there isn't a one-stop place. It is sprinkled all over campus. Office of Provost sounds fine to me.

C: President: Keeping policy and implementation separate from one another so things can stay current .

C: Likes the idea of an implementation memo instead of whereas clauses. This has been good feedback.

5. University Updates

AS President Kaur:

Hope you are having a good day. Tomorrow they are launching a resolution to acknowledge the historical discrimination of Chinese Americans asking to acknowledge those histories and issues.

VP Student Affairs Day:

The numbers for enrollments are fine. Fall applications are way up on first time Frosh applications. And up 73 in transfer numbers. Doing an assessment of financial aid to come up with a strategy there. 12/7 is going to be a review of registrar's office; that will be conducted by an external professional agency.

Q: Have you done analysis of those undergraduate applications? Gender gaps?

A: No we haven't analyzed numbers yet. But we are looking at pre-enrollment campaigns; we've seen that a lot of students came back. We will be watching trends to see whether we are seeing drops in any areas. Transfer numbers always seem more dynamic.

ASCSU Senator Curry:

Working on policies (reported last Senate meeting). Search committee for Channel Islands.

VP Administration & Finance Faas:

We just got notice from Chancellor's office that the Starbucks in the library has been approved.]

Provost: Getting ready for the incoming Interim President.

Q: Attended Chicano Latino caucus. Reported proposals sent to Provost for \$300K being given to the campus.

A: We were allocated \$800k base money including benefits designed to expand ethnic studies access (mostly hires). There is money that could be allocated to projects. Met with one department to talk about strategies about funding on a one-time basis to expand ethnic studies offerings. Just last week he received feedback. Met with Dean Jacobs regarding the first-cut proposals. Trying not to be top down "here's what the Provost thinks you should do." So he asked Dean Jacobs to go through the proposals. The long-term objective is that these should go to faculty line hires. \$540K isn't a lot of money. Has been annoyed because investment isn't enough.

6. Policy Committee Updates:

O&G: Will be bringing two policies (carried over from last year) having to do with student seats on Budget Advisory and Faculty Diversity Committees. Should be straightforward. Committee is also still working on Senate expansion.

ISA: Hoping to bring the policy on university excused absences forward. Also working on referral on add-drop dates (waiting on information). Continuing to work on other referrals such as ed equity policy.

PS: Reviewing RTP guidelines. Creating a one-stop shop for information on development of guidelines. Plan is to have an amendment to S-15-8 re: service. Also working on amendments academic assignment.

C&R: Bringing 2 or 3 policies to final meeting: GE Guidelines, ORTUS, Accessibility. Also looking at a Master's in Design (new program).

Q: Which GE areas?

A: The entire 30-page guidelines.

These minutes were taken by AVC, Kimb Massey, on November 22, 2021. The minutes were edited by Vice Chair Karthika Sasikumar on December 2, 2021 and reviewed by Chair McKee on January 9, 2022. The minutes were approved by the Executive Committee on January 12, 2022.