

Executive Committee Minutes
March 8, 2021
via Zoom, 12:00 p.m. to 1:30 p.m.

Present: Curry, Day, Del Casino, Faas, Frazier, Marachi, Mathur, McKee, Peter, Sasikumar, Sullivan-Green, White, Wong(Lau), Delgadillo, Papazian
Absent: None

1. From the Chair:

The Chair announced it was International Women's Day and noted that the theme for this year is Choose to Challenge, something that is aligned with our Strategic Plan.

The University Council on Accessibility and Compliance is being re-formed. A call was sent out for faculty nominees. There were 18 applications for three seats. There is lots of interest in this committee which is great. Those applications have been forwarded to Cindy Marota and Deanna Fassett.

Kudos to University Personnel, the Advancement team, Lisa Millora, and President Papazian on the staff awards. Great event. Special shout-out to Erlinda Yanez who won the Staff of the Year Award. Some of you may remember Erlinda's daughter, Jade Sanders, worked in the Senate Office for a couple years. Her other daughter, Ebony, was Chair Mathur's student in ChAD. Erlinda has done an amazing job raising two daughters.

We are conducting a Senate election in the College of Business and that will run through the end of the week. All election results will be announced to the Senate at the March 22, 2021 meeting. There is almost a full Senate for next year when Vice Chair McKee takes over.

Before we move to the consent calendar, there is a need for a new staff member on the Accreditation Review Committee (ARC). There was only one staff member who put her name forward and that was Sharon Willey. We did provide you a statement for informational purposes only. If there is any objection we can pull this off the consent agenda. President Papazian acknowledged the excellent work of Senior AVP Willey. There was no dissent.

Chair Mathur announced the Campus Master Planning group will be coming to our next Senate meeting for a brief presentation.

2. The Consent Agenda was approved (Executive Committee Agenda of March 8, 2021, Consent Calendar of March 8, 2021, Executive Committee minutes of February 15, 2021, Executive Committee minutes of February 25, 2021) (14-0-0).

3. President's Update:

President Papazian recognized International Women's Day and the importance of recognizing women of all backgrounds and nationalities and to consider the intersectional identities of women in our communities.

There are a number of initiatives going on. We are launching a Master's Facility planning process. It will be a year-long process. It involves looking at both academic and non-academic areas and our goals over the next decade. This process is co-chaired by VP Faas and Provost Del Casino. There is a lot of data and many, many stakeholders. We have several external consultants working with us on this. We will be having various surveys and townhalls, and other activities.

There will be a Townhall on Wednesday on the repopulation plan. This is a day-to-day process. Every day we wake up and there are new guidelines. We expect another update no later than April 1, 2021, but probably some guidance before that. We have been working hard with VP Day's Office, Traci Ferdolage, the Provost, University Personnel, on everything that must go into this. We will try and anticipate as much as possible where we will be in the Fall. As we move into the Summer things are changing and nobody knows exactly where we will be. It is a moving target. We hope this moves in the right direction. It seems to be, but time will tell. There are things like what will the density look like, what does the signage need to look like, air flow requirements, many considerations. We will be sharing this with the President's leadership council in the next few weeks. We will be sharing as much as we can also in the Townhalls. We already have over 300 people signed up for Wednesday's Townhall.

Regarding commencement, it is tough for us to consider a drive through like some other campuses, such as CSU East Bay, due to our downtown location and our city streets that lead to interstates. We can't block access to interstates on public streets. It is really hard to compare one institution to another. An in person ceremony probably won't be feasible for May 2021, but students really want to celebrate with their families. We will probably do a virtual event in May, and then hopefully have them come back for an in person event in September. What we are looking at is a calendar over the course of this full year. We hope to do something in August 2021 for last year's graduating class, then in September 2021 for this year's graduating class. By December 2021, we hope to pickup with Fall as normal. We will put together a detailed Frequently Asked Questions (FAQ) and Calendar for the New Year.

We have launched the Campus Council on Diversity, Equity, and Inclusion (CCDEI). CDO Wong(Lau) is one of the co-chairs. There is much work to do. This is a very important committee that will address some important issues for our campus.

We are in the planning stages of a Racial, Equity, and Justice Symposium. This will be led by Jahmal Williams and working with VP Day, Patience Bryant, Provost Del Casino, and Lisa Millora. We hope to create an annual space to address these kind of issues. This is in the early stages right now, but doing some really good work.

We are hopeful that the House of Representatives will pass the American Rescue Plan and that will make it to the President's desk. We know that the aid that is in there with the Child Credits, and the direct economic support will have a tremendous impact on communities and our students. There should also be some good support

for the university as well. The numbers the President has seen are \$88 million to SJSU. Half of that will go directly to students as student aid like the \$14 million in the first aid package. This would mean going from \$14 million to \$44 million in aid to students. This is very important for our students. The other \$44 million allows us to continue to invest in health and safety, repopulation efforts, and to do multiple commencements since that is something that was impacted by COVID-19.

The Accessible Technology Initiative coming up from the Chancellor's Office is really important and we will be putting together a team to implement this. Julia Curry sent this out to the senate via email. This will ensure that universal design is there and really create that support for everyone at the university.

The President had a really frank conversation with the AS Board. This is the first of multiple conversations she will have with the board. The President and her team are engaging with students and making sure they hear them and come up with solutions and what the next steps should be. The President and her cabinet have discussed this as well. The President thanked the AS Chair and the AS Board.

Questions:

Q: When you are talking about the drive through for commencement and our campus not being a good venue I understand that, but there may be other venues. I know that Levi Stadium is being used for vaccinations, but what about the drive-in movie theatre in South San José. They have the screens there, etc. Has this been considered, because it would help a local business as well?

A: [VP Faas] I didn't realize it was still open. We will take a look at it.

[President] We are open to any ideas.

Q: You mentioned repopulation, one of the anxieties that chairs are feeling is around FTES. For example, in my case, we are being given a little incentive to go to in person teaching by dropping the caps on some of our classes because the rooms aren't big enough. The problem is that we can lose some FTES by dropping caps. FTES being our currency and this causes some anxiety. Then I'm trying to schedule for a lot of in person classes for next semester. I don't know why, maybe I'm being overly confident. I feel things are moving in a direction where we can have a significant number of in person classes next semester. However, I know a lot of other departments in my college are not so optimistic and there is added anxiety as to what if students choose other classes because they don't want to go in person. If they don't choose our classes, then are we punished for having done the gamble of trying to have in person classes next semester? I'm just bringing this up as a preview to what could come up in the Townhall meeting.

A: [Provost] Couple of things, this is where the potential for hybrid works. If you had 50% that were asynchronous you wouldn't lose any FTES, because you'd have half working one day and half working the next day while they are working asynchronously. The second thing I'd say is, students are telling us they want diversification of all things. Thalia surveyed the University Statistics course. Only 8% of students said they wanted it to be in person in the Fall 2021. Forty-five percent said they wanted hybrid and 47% said they wanted an online course. It is differential depending on where they are in the curriculum. Ask your colleagues to talk to the

students about what they want and have conversations about how to organize the curriculum. If you go with your own perceptions without asking the students, we are going to have a mismatch. I've been in a small department before and these kind of data points are critical. I wouldn't necessarily take it as an incentive to go face-to-face to have less students. I would probably have a conversation with my colleagues on how you can meet your students in the right place. The other thing is that we are going to have to tackle reorganizing access to classrooms for classes that are face-to-face. VP Faas and I have talked and VP Faas has some in roads with the Convention Center and maybe we can teach some of our classes there, because we are going to run into ceilings on size relative to physical distancing. That is brand new information we just heard today that we might have access to the Convention Center. The question is what does that look like and would people be willing to teach in the Convention Center? That could change the game quite a bit. If we are at 50% and 6 feet, but we have lots of 50 person classes, we could offer them there. We might even be able to do some larger classes if we are in yellow, because there is no cap on the gathering size of lectures. That would change things as well. The last thing I'll say is I'm landing more on the optimistic side as well. This time last year I was very pessimistic. These are some of the things going on. With these new opportunities, we may have to rethink some of the ways we were going to do things.

Q: If I understood correctly there may be an opportunity for students to actually walk the stage in September, is that correct?

A: [President] This is what we are looking into. We would like to create that possibility if we can. As soon as we know for sure we will share that information. We hope to have a virtual event in May 2021, and then students can come back and actually walk the stage in September 2021.

Q: If that does happen, will that option be offered to 2020 graduates as well?

A: [President] We are thinking of trying to have Commencement for the 2020 graduates in August 2021 if possible, and then Commencement for the 2021 graduates in September. We are not yet sure about August 2021. We have to do this in CEFCU stadium, because the Event Center won't be big enough. We have a new video screen that is a lot like what is at Levi Stadium and is really high quality. That is where commencement would take place.

Q: Seeing that other campuses are planning some initiatives around in-person commencement, will the university will be giving out any incentives to graduates this May 2021? I keep hearing comments and concerns from students calling commencement meaningless, or not as special since we've been online for a year.

A: [President] I know that Brian Bates and his team are looking at this. Please send any feedback you get from students to Brian so his team can follow-up. It is a special event and anything we can do is important. VP Day will follow-up on this with Brian as well.

Q: President Papazian I'm sure you are aware there has been this string of ugly headlines in the Mercury News and elsewhere about the sexual misconduct allegations in the Athletics Division. I know we can't really talk about the allegations once it goes into a lawsuit situation. One aspect of the story that disturbed me as well as the sexual misconduct is allegations that the whistleblower was mistreated or

disciplined. I don't know the truth to that and whether or not it really happened, but regardless of whether or not it has created a perception on this campus that whistleblowers may not be protected. Without getting into specifics of that incident is there anything that can be done to encourage people to come forward, as opposed to discouraging them, when they have complaints or concerns to make them feel their advice is welcome when they see something that should be changed?

A: [President] I appreciate the comment and the sensitivity around what can and can't be said. There is a lot we can't say. Whistleblowers and people coming forward are critical to ensuring we continue to find avenues for people to express themselves. The last place we want to be is where this is being closed down. I can assure you people are being protected. There are all kinds of rules and regulations around it. There are state laws and system-wide laws and we are following all of them very carefully. You can be sure that we are following all the guidance that is there for us. First, we believe in it. We believe it is important, because truth comes from all kinds of places. What you hear in the newspaper is what you hear in the newspaper, and I'm not going to speak to that. What I can say is that we are committed to those processes. We work closely with the Chancellor's Office on this. All the guidelines and protections are in place and that's our commitment.

Q: You may persuade me, but can you say the same thing to the whole campus so that everybody knows that their input is welcome and desired?

A: Yes, and their input is encouraged. I absolutely can without any problem. Let me talk to Joanne Wright and Kathy Wong(Lau) about what we can do.

C: [CDO Wong(Lau)] I'd like to speak to a team of people who are putting together a formal bias response protocol that we are presenting to the campus from the Bias Response Team (BRT). The reason we are doing this is because we know that across the county 85% of the things that get reported to any Title IX Office or other types of offices do not meet the minimum criteria for launching an investigation. Either the violation is not severe enough or people don't want to come forward and we have reluctant witnesses. All of these things happen that may not allow us to have a full blown investigation. That doesn't mean that things don't need to be done. Part of the BRT work is to educate the campus. Just because there wasn't a Title IX investigation doesn't mean things weren't done behind the scenes. These things are guided by Executive Orders, state rules and regulations, as well as federal prohibitions against retaliation. Part of the concern we have when working on these cases is that I have to remind the person that no matter what happens, the minute it looks like there was retaliation we are forced to open an investigation to see if there was retaliation. We take this very seriously. The CSU has struggled to codify these practices. I just wanted to let you know there is a team on campus trying to make sure we adhere to all the federal and state standards as well as system standards on how to address these issues. Part of the language we use is directly from the Whistleblower law and anti-retaliation language.

C: It sounds to me like we are doing a great job of adhering to the laws, but I'm talking about a cultural shift so the campus as a whole feels more comfortable coming forward.

A: [President] I appreciate the point. So much of this gets done behind the scenes. We will take your question and Kathy and I and the rest of the team will discuss how we can share this with the campus community in a way that is helpful to the campus community. Thank you very much for this.

A: [CDO] Just so you know, some of us are being asked to present at the Chancellor's Office because they don't have protocols themselves.

Q: Because it is public record in the Mercury now, I'm concerned about ongoing student protection on the athletics teams and how the athletes are being supported through this. Are there protocols being put into place so that students, athletes in particular, feel comfortable in case anything in the future should happen?

A: [President] You have to remember this took place in 2008. In 2008, we did not have the extensive protocols as well as a Title IX Coordinator in place like we have today. The protocols are the same for all students and all laws are followed.

4. The Executive Committee reviewed and discussed nominees for the Dean of the University Library Search Committee. Recommendations were made to the Provost.
5. University Updates:
 - a. From the Vice President for Administration and Finance (VPAF):
The VPAF is busy working on the budget and waiting to see what funds we get from the CARES Act.

The VPAF and his team are working on plans for reopening the campus and what must be done between now and Fall 2021. The focus is on reopening for Fall 2021. We are not trying to repopulate until then. In the meantime, the University Police Department (UPD) is working on trying to keep the buildings secure with the increase in burglaries. We continue to be a safe campus. The increase in burglaries is because there are no faculty and staff on campus right now, so there are no eyes on all the buildings. Doors have been manipulated and opened and we have caught this on camera and have made adjustments.

Questions:

Q: Is any of the money being given for infrastructure projects going to be given to campuses?

A: [VPAF] If the Chancellor's Office does receive money from the state for infrastructure projects, they will look at all the campus projects and select from there. We are not sure what the criteria will be right now. However, even if we receive funds it will be nowhere near the \$500 million we need for infrastructure projects on campus.

C: [President] I can say that the state has taken in more money than expected. We asked for more one-time funds. We will get the \$299 million back in recurring funds. We are hopeful that we will get an additional \$145 million. Please continue to make the case with your legislators. The \$145 million is focused on the Graduation Initiative.

Q: Is there any update on getting Kaiser vaccines at SJSU?

A: Kaiser doesn't have any of the vaccines yet.

- b. From the AS President:
AS is still waiting to have their budget signed by the President.

AS is excited about the AS Board nominees and their elections.

The Campus Community Garden project should be completed by the end of March 2021. They are working on finishing projects like the fence installation, etc.

Questions:

Q: Given the incidents that occurred at the last AS Board meeting are any steps being taken to prevent a repeat? Also, can you shed some light on how AS is working with no budget?

A: [AS President] I am not sure what the protocol is for next week. We need to check with the President. I am also not sure why our budget is still not signed.

A: [VP Day] I have a meeting with the AS President tomorrow. We will be discussing and putting some protocols in place.

A: [VP Faas] VP Day and I will be speaking later today about the AS Budget. I am not sure why it is not signed yet.

C: [President] I understand from the last meeting that AS received some kind of clearance with regard to the AS House?

A: [VP Faas] The Fire Marshal has cleared the AS House. We are repainting it right now and it is almost finished.

C: There need to be some protocols going forward for the AS Board meetings and the safety of the board members.

A: [AS President] The only thing I've heard is to switch to a Townhall format. The University is working with the AS Vice President on this.

A: [VP Day] Help and assistance will be provided in managing these meetings, but you have to remember that these are AS meetings. There are a list of things we can do if they are wanted.

C: [President] The protocols are not a lot different from what the Senate uses for its meetings. This just hasn't been the practice for the AS Board meetings.

c. From the Vice President for Student Affairs (VPSA):

We are wrapping up the Taskforce for Community Policing and Safety. They have some broad recommendations. Working with Edith Kinney has been amazing. The input from the faculty members on the taskforce has been invaluable. Their report with recommendations is being prepared and should be available after spring break. I will discuss the report with the Executive Committee after that.

We just finished family weekend. We had a Townhall meeting and most parents and students wanted to know what Fall 2021 was going to look like. The Provost was great. He talked about the delivery of courses. We also surveyed parents. There was lots of excitement about reopening and discussion about how students should be engaged.

Every two to three years, we do a National College Health Assessment. We will have this assessment this Spring. We will share information with the Executive Committee when the time comes. I know the committee has been concerned with students and mental health issues.

Questions:

C: The virtual guide that was sent out by Counseling and Psychological Services (CAPS) was very helpful.

A: Thanks. I will pass this feedback on.

d. From the CDO:

We have officially launched the CCDEI. There are two co-chairs; one faculty member and one staff member. There are seven student representatives including Senator Anoop Kaur. Senate Chair Mathur and Senator Sharmin Khan are also on the committee. This year we will spend time developing the committee members and because of the savings we have had by going virtual, we are able to send all members to NCORE this year. Normally this would cost \$2,500 per person but by going virtual this year, it is only \$300 per person. The first task of the committee is to setup subcommittees to handle the various issues.

CAPS and the CDO are in regular contact with each other. We are working on establishing a complaint forum. There is no Executive Order that directs us on what to do. Everyone is asking us what we are doing. We are in the process of setting up that protocol.

The CDO, Patience Bryant, and Jahmal Williams are creating a spreadsheet that lists the demands, activities, and requests asked of the administration. This way they can report on the progress being made on all of them.

Questions:

Q: Would the CCDEI be the committee to address the Education Advisory Board (EAB) Partnership? SJSU is not the focus, but SJSU does partner with the EAB. A number of questions have been raised about their use of data/analytics.

A: [CDO] I'm not sure the CCDEI is the best place to address this. The CCDEI has a bias response incident based focus. This doesn't mean we can't pass this on to the right person.

C: Regarding whistleblowers, I can't say how important protocols are. I urge the cabinet to be as transparent as possible.

A: Part of the problem has been that there were no protocols in the past. We want to be there for people, but many don't want to be involved. If the case is borderline it can be difficult. However, if there is retaliation we will open an investigation no matter what.

A: [President] It is important that we keep asking questions and reviewing feedback. It helps us understand how things are being heard.

A: [CDO] There are so many forms of bad behavior. We suggest certain people have certain conversations. These are hard conversations. We have advised lots of CEOs in the system on how to do that.

C: I have been victimized by many people on campus. I don't understand personally, although I understand intellectually, what is happening here. I have spent a lot of time last week trying to understand how people, our students, have experienced harassment and ended up in a legal grievance because it was not addressed or resolved on campus.

e. From the Provost:

We have the student honors numbers in. There are 10,751 President's/Dean's Scholars, which is up 7,365 students over last year. Something quite dramatic has happened. If you have credit/no credit classes you can't get honors, and if you have below a "C" grade you can't get honors. This shows students have done exceptionally well.

Tenure/Tenure-Track faculty hiring is ongoing. I have asked departments to submit their next three-year plans.

f. From the CSU Statewide Senator:

We have had two important memos sent around. One memo President Papazian eluded to was on the Accessible Technology Initiative. Another has to do with the Cal State Connect 2021 Conference in July.

6. The meeting adjourned at 1:41 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on March 8, 2021 and transcribed on March 10, 2021. The minutes were reviewed and edited by Chair Mathur on March 10, 2021. The minutes were approved by the Executive Committee on March 15, 2021.