

Executive Committee Minutes
April 5, 2021
via Zoom, 12:00 p.m. to 1:30 p.m.

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

1. From the Chair:

Chair Mathur met with the Family Advisory Board and it was a wonderful opportunity to talk with some of the parents about the Senate. We talked about what their concerns were and how the Senate could provide assistance. It is a relatively new board. We discussed key resources on campus with whom the Board may want to connect. It was a very rich experience.

There are a number of reports due to the Senate throughout the year. We only have a few meetings left and we have asked for those remaining reports to be submitted in writing due to the packed agenda for the final meetings of the year. This includes a report on Academic Integrity, Exceptional Admissions, etc.

Chair Mathur has invited Dr. Junelyn Peeples, Vice Provost for Institutional Effectiveness and Strategic Analytics (IESA) to speak with the Executive Committee about the Campus Data Warehouse Project.

The Exceptional Assigned Time Committee is being reconstituted for this academic year. It was supposed to expire in 2017, but the policy was amended to allow it to be extended as long as the contract was in effect and they continue to extend the contract. The Senate's role is to appoint the General Unit member.

C: In the past, one of the issues in getting someone to apply for this position is that the General Unit members are not allowed to apply for this award because they are not classified as being in teaching positions and so is difficult to provide assigned time for these faculty (e.g., librarians, counselors).

2. The Executive Committee Agenda was approved (Executive Committee Agenda of 4-5-21, and Executive Committee Minutes of March 15, 2021)(15-0-0).

3. From the President:

We have come up with a hybrid model for Commencement. Students will be able to sign-up to walk across the stage with their name being announced and have a few family members with them. The formal degrees will still be handed out in a virtual format. The hybrid experience will cover three days. The President and Provost will be there. Students will have the opportunity to put their gowns on and walk across the stage. The President is very excited about this opportunity.

The President has been spending time with our elected officials and talking about our campus priorities. We are pushing hard for a path for our California Dreamers. The other piece we are talking about is the Recovery Act and the Infrastructure Bill. SJSU has over ½

billion in infrastructure needs. We are optimistic that we will get some one-time funding for infrastructure. We are pushing for a Public Institutions Infrastructure Package.

We are hard at work on a repopulation plan for the campus. University Personnel is doing a lot of work on this as well. In terms of staff, we are looking at when they will come back, how that will be phased in, what the density will look like to have a safe environment.

SJSU had hoped to be a vaccination site, but the County of Santa Clara decided not to go with us. We are working with the Chancellor's Office and the county and haven't given up on this. As we continue to increase the amount of vaccine that is available in the county, we hope they will reconsider. As you may have heard there are some universities that have stipulated that vaccinations will be required of all students. We aren't there yet and the President is not sure we will ever be there. We will be looking at ways to strongly encourage this. We may require it in residence halls and in Athletics.

You may not be aware of a new bill AB 940 that would increase support for mental health for our students. We are working hard to support this bill.

Chancellor Castro will be visiting the campus virtually on May 4, 2021. We are still working out the details, but he will be visiting with various groups on campus.

Questions:

Q: There have been lots of complaints about the outside firm that has been helping with the website transfers. People are saying they are not helpful and seem confused. One chair told me she had over 30 emails about this. Can someone look into this?

A: [President] I had no idea. I will take it back to the folks that can look into it.

C: The Senate website was supposed to be migrated starting on March 23, 2021 and we have had no movement yet. We were initially supposed to be migrated over on December 15, 2020 and got moved to March 2021. It has been extremely frustrating.

A: I get it. It is never a fun thing to do. I will share the feedback and see what we can do.

Q: Speaking of mandating vaccines, is the reason we can't mandate having students get the vaccine because we are a public university?

A: [President and VP Day] We can't even figure out if we can mandate because of the Emergency Use Authorization. There is a whole set of data that has to go with this authorization. I think it is highly doubtful we will get to a point of requiring vaccinations beyond those activities that are optional such as living in residence halls and Athletics. This is what I'm hearing. We are getting guidance from the Chancellor's Office. As we know more we will share that with you. The challenge is that now the variants are highly contagious.

Q: I'm curious to know for some of these optional activities that may require vaccines if there will be proposals for some of these apps that are being used for proof of vaccination like daily pass? Is that part of the conversation or would people be allowed to use other methods to show proof of vaccination?

A: [President] We haven't even gotten to that point and I haven't even heard of these apps yet. This hasn't even come up yet.

C: If this comes forward hopefully we can have a conversation about it.

A: [President] Absolutely.

C: I have heard concerns from people about Commencement being on the exam make-up day and now faculty are having to rearrange those exam makeups.

A: [President] Duly noted.

4. Senator Sasikumar, Chair of the Organization and Government Committee, announced that AS President, Zobeida Delgadillo just received acceptance to a Master's degree in Sports Management at University of San Francisco and was awarded a scholarship. The committee congratulated AS President Delgadillo.
5. The committee discussed and approved the general unit nominee for the Exceptional Assigned Time Committee.
6. University Updates:
 - a. From the Vice President for Administration and Finance (VPAF):

Lots of work going on around the campus with construction and new spaces and improvements such as in Audiology and the International House. The Science building is continuing to make progress. There are some field issues on South Campus we are working through. With people not physically around we can get a lot more done.

Questions:

Q: The faculty in the College of Science were recently told there has been a significant delay in building the College of Science.

A: We haven't had this problem until this year with the state Fire Marshal, but they are really far behind in inspections. We are assessing how much of an issue this can cause us right now. It is probably from three to six months delay. We are trying to figure out if the fall is at risk now or not. We are trying to get the siding up on the building in the next month and then things can move more quickly.

Q: When we return to face-to-face instruction, what does the faculty member need to do if a student refuses to wear a mask? Some CSU Campuses are saying call the police? Other campuses have response teams that go out.

A: [VPSA] We are working on this right now. Faculty should not be calling the police. There will be some kind of a response team or person. We haven't thought this through completely yet, but we are working through scenarios.

C: There is a concern among faculty about in the moment response by faculty. How do you respond on the fly?

A: [VPSA] There will probably be some information on that and this is what we are working on. It is not nearly as simple as sending someone to the classroom.

Q: There is a new Chief of Police in San José and I'm wondering if there have been discussions between our Chief of Police and San José's Chief of Police regarding downtown safety?

A: Our Chief of Police meets routinely with all the other local police chiefs. In addition, we routinely walk the paths students travel going to and through the campus checking for problem areas and broken lights, etc.

C: Because of all the recent attacks on Asian people, I'm very concerned with all our students, faculty, and staff returning to campus.

Q: There was an incident a couple weeks ago where a student who is Asian was assaulted close to campus. Are we able to provide safety to our students, faculty, and staff in walking to campus?

A: The original report was filed with the San José Police Department, but it occurred on the edge of campus near 4th Street. We were able to look at surveillance information and track down and arrest the perpetrator the same day we got the information. This was really good hard work by our UPD.

b. From the AS President:

Voting in AS Elections will be held on April 12-13, 2021. A virtual meet and greet the candidates on Instagram will be held this week with debates following next week.

Please encourage students to sign-up for coffee with a faculty member through the Center for Faculty Development. The first 100 students to sign-up will receive coffee gift cards.

AS is working on renewing their operating agreement. The current agreement expires on June 30, 2021.

AS is also working on their staffing plan for Fall 2021.

Questions:

Q: When will the election results be available?

A: We will know on April 15, 2021.

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

The intent to enroll numbers are going back up to what they were in Fall 2019. That is really good news. For example, our first-time freshmen are at 76% and our transfer students are at 57%. It is early, but it is good the number is bouncing back. This is good news early on in the process.

We are still seeing our FAFSA applications down. That is a concern. We don't know if students are leaving because they couldn't do the online learning, or if they have moved to other institutions. We just don't know yet. We are down 1%, but that is about 600 students. Our Dream Act students are down about 5% or 56 students. Hopefully, we will make progress with the re-enrollment campaigns we have going on right now. The good news is that fall is looking good albeit very early in the process.

We are doing our APID/A review. In addition, the Taskforce on Community and Policing will be wrapping up their report shortly.

Questions:

Q: With regard to standardized test scores, has there been any movement towards ending that process permanently? What is the comparison of FAFSA applications at SJSU to other universities?

A: There has been no additional news on the standardized tests. There was a real interest in not going back. The consensus among VPSSA's is not to go back. With regard to FAFSA, what we know is that FAFSA completion rates vary across communities. There are some trends. Some communities have different perspectives around financial aid than others. I'll have to get back to you on where SJSU is specifically. It is a challenge.

C: It would be helpful to have a comparison of SJSU to other universities.

A: Sure, I'll look into where we are.

C: [President] Please tell them about your nomination.

A: [VPSSA] Yes, I've been nominated by the CSU to the CA Student Aid Commission.

There are some significant things proposed with regard to CAL Grants. There is a real interest in expanding CAL Grants.

C: Some of the reasons our students don't use FAFSA is that in some Latinx and Southeast Asian communities there is a fear that if you get financial aid you are in a mixed status family in terms of immigration status. This will require a lot of education to change these concerns/fears.

Q: Has there been any kind of exploration of what kind of communication is going to students from EAB? For example, if a student is reported to be at-risk for not completing the coursework. I haven't been answering, because there used to be a dropdown menu that had options for the faculty member like financial reasons, mental health reasons, etc. I'm wondering if they are getting communication from EAB about this and whether they might be also getting emails from others saying something like, "We understand you might be struggling financially, let us help."

A: [VPSSA] We probably need to be looking at all communication to students. The Provost and I have been on three or four calls with them. We have spoken about communication and specifically how students are selected, how their model works, and how equity and race are used in their model. Yes, we are in the process of getting answers from them.

A [Provost] There is no messaging going to students from EAB. All messaging is done by SJSU. It is a tool with analytics behind it that does the work. What is interesting about that is different universities have selected different inputs to inform the algorithm. It is not an individually oriented tool, it is an aggregate tool.

If you are worried about what happens with the data, not much is being done with it right now. What the model is predicting right now is potential to graduate. Shockingly, the predictions look like the historical graduation rates of the institution, which show an equity gap in graduation between different populations.

The data is not widely used except for the VPSSA's folks.

A: [Provost] It is critical that we train our advisers so they know as soon as they see the data where they need to reach out and provide help.

Q: How much are we paying for this tool we aren't using very much?

A: The CSU was paying for it initially, now we are. The problem is we don't have enough analytic people in front of it to use it effectively to target things.

d. From the Chief Diversity Officer (CDO):

The CDO and the Department of Nursing are partnering on an event on April 7th where they are looking at anti-racism and dismantling racism within Health and Human Sciences. It is a 3 hour conference. There are other CSUs attending that have

professional programs. It is being led by Dr. Michelle Hampton. We are bringing in guest speakers. It is really a kickoff for things like how to write case studies that are not stereotyping. It is also a kickoff for a summer long institute. Our office is putting together a pretty extensive canvas course dealing with equity and systemic racism.

The first meeting of the Campus Committee on Diversity, Equity, and Inclusion will have its first meeting on April 16, 2021. There will be four meetings and a summer retreat. The co-chairs are Anne Marie Todd and Angee Ortega McGhee.

Just to remind folks, the Chauvin trial is underway in Minnesota. This has affected a number of our faculty, staff, students, and community members. We think the trial will be done in a month. We are very concerned that if the trial doesn't go against Chauvin, there will be a lot of distress in our community.

Anti-Asian and Anti-APID/A hate continues to be a concern as well.

Questions:

Q: We used to have an over 65 years old program at SJSU. I loved having those students in my class and the younger students benefited from those interactions. What happened to this program? Are we going to start focusing on ageism?

A: [President] We will look into what happened and see what may be possible.

C: There has been a lot of excitement about the APID/A Center. Many faculty, staff and students have been waiting a long time for this center (including APIFSA)

e. From the Provost:

We did a search for a Special Advisor to the Provost on Sustainability. The committee recommended William DeVincenzi from the College of Business.

The Honor Taskforce will report back to the Provost in the next week or so.

The VPAF and Provost have been working together on the International House renovation. Looks like they will start with safety upgrades. They plan to house students there in Fall 2021.

The VPSA and Provost have been having lots of discussions about advising. We are going to be investing in a restructuring of advising and an increase in the number of advisers who will start with a first-year set of people with a ratio almost unheard of in higher education. We will be looking for leadership on that side. The idea behind the model is that for the first 60 units students will have the same adviser. We will have a serious training program this summer. Over the next three years we will roll out a really aggressive advising plan.

Questions:

Q: Can we get an update on scheduling for Fall?

A: I've suggested to departments to try to use flexibility so that students have different options for multiple sections. We don't yet know the distancing requirements. We don't yet know if we will be in the yellow tier. Will there be changes? The usual ones. Will there be wholesale changes? We don't plan on it. We will do an evaluation here soon as

far as classrooms. We may have to move some classes around if the space isn't being used effectively.

Q: Can you go into more detail about the advising you talked about, especially with regard to faculty advisers? Is there going to be a way for faculty to get messages to the GE advisers or how will that play out?

A: We don't have an effective training program for advisers. We want to take and train advisers for a full month, before they begin advising any students. What we are talking about right now is mainly GE advising. We are going to want real outcomes based learning objectives. We don't have that right now. We don't have a consistent note-taking system. Obviously, we also need a feedback mechanism from the departments and deans. These new first-year advisers will be the most trained on campus. Advisers will be hired and after their first year will move up and a new group of advisers will take their place.

Q: Are you also going to train faculty?

A: Faculty won't be involved in GE advising, only in major advising.

C: I have to disagree with you about that. Faculty should take an interest in advising students so they take the GE classes needed for their major.

A: Faculty move around a lot. I'd rather faculty spend their time doing other things.

C: I find advising in GE more rewarding than a lot of things I do at SJSU. I'm afraid if you give this up to professional advisers less faculty will want to be involved in GE advising.

A: I taught all GE. As a department chair if I thought it was valuable for a faculty member to learn GE, I assigned them GE classes. The top 10 reasons students leave a university include financial difficulties, health and welfare issues. We need professional advisers who can stick with the student.

C: The learning outcomes that the Area F GRP has created will not be modified. We as a Senate are going to utilize the expertise of our Ethnic Studies faculty. Also, the Area F GRP will not be disbanded and will continue with the course approval process.

7. The meeting adjourned at 1:48 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on April 5, 2021 and transcribed on April 9, 2021. The minutes were reviewed and edited by Chair Mathur on April 9, 2021. The minutes were approved by the Executive Committee on April 12, 2021.