

Executive Committee Minutes
May 3, 2021
via Zoom, 11:00 a.m. to 1:30 p.m.

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

1. The Executive Committee moved into Executive session to discuss a confidential matter.
2. The Executive Committee discussed the nominees for the American Council on International Programs (ACIP) representative. There were seven nominees. A motion was made to approve Katherine Olson for a second term. The motion was seconded. The committee discussed a message from ACIP noting that they prefer that the incumbent serve a second term due the level of knowledge required for committee work where possible. The Executive Committee voted and the motion was approved (13-0-0).
3. Policy Committee Updates:
 - a. From the Curriculum and Research Committee (C&R):
C&R will be bringing a policy recommendation on Adopting New Program Learning Outcomes for General Education for a final reading, and a policy recommendation that rescinds University Policy S68-18, Special Major for a final reading at the May 10th Senate meeting.
 - b. From the Organization and Government Committee (O&G):
O&G is working on possibly adding “or designee” to student seats on Senate committees. O&G is also working on a Senate Management Resolution Creating a Faculty Diversity Committee and policy amendments to the Budget Advisory Committee and Campus Planning Board for the May 10th Senate meeting.
 - c. From the Instruction and Student Affairs Committee (I&SA):
I&SA is working on updates to the syllabus website. I&SA will also be bringing a policy recommendation on Undergraduate Advising to the May 10th Senate meeting.
 - d. From the Professional Standards Committee (PS):
PS will be discussing the name change in policies for the AVP of Faculty Affairs. PS will also be working this week to finish reviewing three sets of department guidelines. PS is also working on a template for the guidelines.
4. The AVC amended the consent calendar to add Christopher Yang as a Senator from the General Unit with a term ending 2022. There was no dissent to approving the consent calendar as amended (15-0-0).
5. Updates from the President:
President Papazian expressed her appreciation to Senator Peter for his wisdom and voice on the Executive Committee and the Academic Senate over many years.

President Papazian also expressed her appreciation to Chair Mathur for her extraordinary leadership as Chair of the Executive Committee and Senate over the course of COVID-19 while also dealing with major curriculum issues.

President Papazian thanked AVC Marachi for her strong ethical streak and work as AVC.

President Papazian also thanked AS President Delgadillo for her leadership and voice in the Executive Committee and Senate this year.

President Papazian thanked Senator Frazier for his service as he steps off the Executive Committee after eight years.

President Papazian further acknowledged the work the Senate has done all year.

President Papazian and the CDO, Kathy Wong, are moving forward with the Native American Taskforce. There is also a need for an APIDA Center. There will be a lot more to say about this in the fall.

President Papazian has reviewed the Faculty Athletics Representative (FAR), Tamar Semerjian, in accordance with university policy and will move forward with her reappointment for two years. President Papazian will also be making a referral to O&G to consider changing the policy to extend the FAR term due to the learning curve.

Chancellor Castro will be visiting the campus via zoom all day tomorrow. Each campus is different and it is important for the chancellor to see our unique differences.

Questions:

Q: Are there key things to advocate for with the chancellor tomorrow?

A: [President] It is really your chance to speak. I will be talking about our demographic profile. We are the only CSU campus this diverse. The other thing is the strong role and focus we have on graduate education. I will also stress the issues facing our faculty and staff such as the high cost of living and how can we assist our employees. We should also emphasize our points of pride (e.g. research).

Q: Will the community policing report be out soon?

A: [VP Day] The committee is getting the report all wrapped up. It will then go to the president for review. After that it will go out to the campus sometime in June.

6. University Updates:

a. From the Chief Diversity Officer (CDO):

Invitations have been sent out for the Black Spartan Advisory Committee. The Campus Committee on Diversity, Equity, and Inclusion (CCDEI) is co-chaired by Anne Marie Todd and Angee Ortega-McGhee. This a working committee examining some of the issues that emerged from the Campus Climate Survey. They have several working groups including ones focused on faculty, staff, communication, and community.

CDO Staff members will provide administrative support for the Native American Taskforce.

The CDO website will have a new page dedicated to the Native American Land Acknowledgement. There will also be an employee affinity groups webpage.

There will be Campus Climate Forums and the next one will focus on disability services.

The CDO will be working with Institutional Research on a dashboard for the Campus Climate Survey. This should be done by June 2021.

The CDO announced a Summer Institute on Reprogramming Racism which is a collaboration with CHHS. There are nine campuses that have asked to attend this institute.

Questions:

Q: How many people are on the CCDEI?

A: There are 32 people. It is a large committee and there are seven students. There are issues in terms of managing that large of a committee.

b. From the Provost:

The Provost is reviewing 118 RTP cases. It is well worth it. Faculty have done some incredible work. They will be sent to the President by the deadline this week.

Faculty hiring is going well. Candidates are pushing for start-up packages. We may end up with more Ethnic Studies hires than planned. The CDO and the recruitment training helped bring diverse candidates to campus.

The Provost received a letter from the Chairs about their concern over how quickly the fall schedule was changed and how hard it has been to manage the changes with all of the uncertainty. This will probably be an ongoing issue because there are so many unknowns still. We don't know if we will have an approved vaccine by fall, or maps of rooms and how much ventilation we have in each. Also, chairs still have to contact a person to get a classroom. We are working on upgrading in this area.

Questions

Q: How many tenured faculty will be hired this year? What is the attrition rate with COVID?

A: [Provost] I'm not sure, around 50. We lost about 75 faculty. We did retain a few with counter offers. We have to evaluate all the pieces. Housing prices have skyrocketed. It is a real challenge for us.

[Faas] The overall attrition numbers are way down as are retirements due to COVID. I think there will be more retirements next year after people come back.

Q: When you said we needed to be more tactical in the area of hiring, what did you mean?

A: [Provost] We have to compare the cost of a raise and a 2nd startup package with the cost of recruiting. We have to think strategically about what type of incentives we give in the counteroffer.

Q: To what extent, if any, were there offers given to CBI Fellows?

A: [Provost] I only know of one. [CDO] We need to link to fellows from training and find more incentives.

c. From the CSU Statewide Representative:

There is a meeting next week. There have been discussions surrounding the community colleges and Ethnic Studies. There has been quite an uproar over the CSU trying to circumvent the community colleges from being able to offer Ethnic Studies classes. There has been talk about the community colleges only requiring that an instructor to have had one Ethnic Studies class in order to teach it and this would have to be accepted in the transfer agreement.

[Provost] Over half of our classes are lower division GE. The CSU should be offering classes for community college instructors in Ethnic Studies. That would be an interesting intervention.

A: [Curry] I agree the articulation agreement needs to be addressed. The Council on Ethnic Studies has been preparing for the GE surge since the requirement passed at the last meeting, but just received the requirement to develop Area F in one week. Only one course came through this spring. I don't know how this was implemented at SJSU.

A: [Provost] I slowed down the process due to the tension around related issues. We only needed one class for fall. The next step is developing what the curriculum will look like. I'm okay with the pace. Next year we will be having the big conversation and the big financial change.

A: [Provost] We want to hire T/TT faculty, but we will have to teach a lot of students.

A: [President] The CSU and SJSU are not just teachers of curriculum, but thought leaders. We want to balance T/TT faculty and lecturers. That is what is behind hiring T/TT faculty.

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

Our UPD Chief of Police resigned. She is returning to Sacramento. onny Gordon from CSU Maritime is the Interim. We will initiate a search committee right away.

Questions:

Q: Are we going to connect the Committee on Policing Report and the difficulty hiring and keeping a police chief?

A: Yes.

e. From the Vice President of Student Affairs (VPSA):

Spartan Admitted Days went very well. We will have lots of students on campus this fall. The Frosh prediction is 4,500 based on the intent to enroll. Transfer student intent to enroll is also strong. Housing is up 80%. We have 3,400 contracts in right now.

Our Veteran Center has been named #14 in the West for veterans.

A few items from the Community Policing Report includes the need to increase communication regarding safety on campus. We also need to address transportation and making sure it is safe. We need to look into areas where we are over-policing and

adopt a more demilitarized approach with increased accountability and partnering between UPD and the community.

We have the framework for the APIDA Center. We need to look at how we think of ourselves when over 42% of our student population is from APIDA.

Questions

Q: I live in the downtown area. I'd like to know how we can make changes downtown to increase safety?

A: We have talked about increased lighting, access points on campus, and changing how many buildings can be accessed and who can access them, and we are partnering with the city. None of these issues are simple. We can have a safety corridor on campus, but what happens when we go off campus? We have to partner with the city over the downtown area.

7. The Executive Committee discussed and selected members for the Institutional Review Board (IRB), University Sustainability Board (USB), and Budget Advisory Committee (BAC). For the USB – Faranak Memarzadeh, for the BAC – B.J. Grosvenor, and for the IRB – Emily Slusser.
8. This was outgoing Chair Mathur's last meeting as Chair. Chair Mathur thanked everyone for the past two years and commented on how much she had learned. She appreciated the efforts, long working hours, and perseverance of the members of the executive committee throughout this time.
9. The meeting adjourned at 1:38 p.m.

These minutes were taken by the Senate Administrator, Eva Joice, on May 3, 2021 and transcribed on June 12, 2021. The minutes were reviewed and edited by Chair McKee on June 13, 2021. The minutes were approved by the Executive Committee on June 16, 2021.