

# AGENDA

**Academic Senate – Executive Committee  
June 29, 2020 12:00- 1:30 pm, Via Zoom:**

<https://sjsu.zoom.us/j/95033766741?pwd=SSStUeEN3b2tMalYyN3hEcHc0dHQvZz09>

Note: Password to meeting sent via email and calendar invite.

1. Approval of meeting minutes of June 16, 2020
2. President's Update
3. Consultation regarding new chair of Accreditation Review Committee
4. University updates
  - a. Associated Students President
  - b. VP Student Affairs
  - c. Chief Diversity Officer
  - d. Provost and Senior Vice President
  - e. Statewide Senate
  - f. VP Administration and Finance
5. Policy committee updates
  - a. Curriculum & Research
  - b. Organization & Government
  - c. Instruction & Student Affairs
  - d. Professional Standards

Note Remaining Summer Executive Committee Meeting Dates and Times:

July 20th - 11:00am- 12:30pm

Aug 3rd - 12:00pm-1:30pm

**Executive Committee Minutes**  
**June 29, 2020**  
**via Zoom, 12:00 p.m. to 1:30 p.m.**

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

Absent: Day, Faas

1. Approval of meeting minutes of June 16, 2020 (13-0-0).
2. Consent calendar for June 29, 2020 was approved.
3. There was unanimous support to recommend a faculty candidate for IRB.
4. Updates from the President:
  - a. Adaptation Plan: The Chancellor's Office (CO) had questions regarding SJSU's Adaptation Plan, particularly around such areas as Kinesiology, athletics, and labs. These issues have been worked through, the plan has been resubmitted, and the hope is to receive the results as early as sometime this week.
  - b. Public Health: There has been some outreach from the Santa Clara County Office of Public Health who want to work with us on repopulation. We are seeing some spikes in COVID-19 cases in Santa Clara County.
  - c. Labor Council: The President has formed a Labor Council to meet with the leaders of the various unions, and it will convene for the first time tomorrow in order to begin opening up conversations that are separate and distinct from bargaining or meet-and-confer processes. The frequency of the meetings has yet to be determined.
  - d. Time, Place, and Manner Regulations: The President has created an initiative to resolve three different presidential directives which have been difficult to align over time, and a group is working on this now. The hope is to move toward something coherent by sometime in Fall 2020. There needs to be consultation with different stakeholder groups (e.g., Labor Council, groups within LC, students, etc.). We need a single document that will speak to the campus as a whole, and some issues may require a meet-and-confer. For example, there is a lot of desire to be in public spaces right now, so we need to provide clarity about such issues as how groups can post things and where they can gather. These policies must be content-neutral and consistent.
  - e. Budget: We don't know yet how cuts will be allocated across the CSU. There is a net loss of \$299 million dollars.
  - f. Response to current events, particularly anti-Black racism: The President has received strong expression of different points of view and ideas via letters from various groups and stakeholders and is considering them and different forms of action. Some will involve changing culture, processes, and protocols over time, but we need to take specific action to

work toward these changes now. The President will send out periodic emails to campus regarding these actions. She is forming an advisory committee to work with UPD and welcomes suggestions for candidates for this committee (contact Lisa Millora). We need to think carefully about all the voices that need to be heard, including those of students. The goal is to reach out in the next couple of weeks and name the group and its members by the end of July.

- g. Equity and Inclusion: There will be a formation of something that is currently called the President's Commission (the name will probably change) that will focus on equity and inclusion issues. It will be launched soon. This work will be done at the institutional level but also within individual units. Change can't all be driven from the top; it must happen at the grass roots level as well.
- h. New Positions and VPs: Our office will be hiring Director of Presidential Initiatives (particular focus on equity initiatives) to bring all initiatives together and ensure progress. The position will complement Chief Diversity Officer Kathleen Wong(Lau)'s Office of Diversity, Equity and Inclusion (ODEI) and work hand in glove with the ODEI. The search for that Director is going on now. The goal is to have someone in place this summer before Fall 2020. Lisa Millora's role has been reclassified and she will now be Vice President of Strategy and Chief of Staff. Theresa Davis has been appointed the Vice President for University Advancement and the CEO of the Tower foundation and starts July 1. These announcements will go out on Wednesday. We have welcomed Traci Ferdolage as the new Senior Associate Vice President of Facilities and she will be the lead person for development of the Alquist Building.

#### Questions:

C: Time, Place, and Manner: It is important to recognize that some key groups are not available during the summer who need to weigh in on this merging of these directives. These groups may present unique perspectives and provide useful feedback.

Q: Is there an idea to look back at older iterations of UPD, prior leadership, and past unfortunate events and revisit them in order to achieve greater transparency?

A: The purpose of the Advisory Committee is to really look at UPD, how to be as transparent as possible (i.e., specific budget numbers), and to make public everything that we can. Should we divert funds, how do we bring in counselors, do we have the resources to do these things, do we need to shift or augment budgets? Everything should be on the table for discussion. Regarding past events and prior cases, there are issues of confidentiality that have to be respected, but UPD chief Gina Dei Napoli has been very responsive.

C: Everyone is really concerned about doing what's right and no one is here to protect the institution. Most of campus leadership team wasn't here when some of these past incidents happened.

Q: The nation is appropriately focused on anti-Black racism right now. But other minority groups who have also experienced racism feel left out of current discussions. How difficult is it to balance anti-Black racism concerns with general reform involving wider issues?

A: The President had a call with 100 black faculty and staff last week. Right now, we need to keep a laser focus on anti-Black racism at this particular moment in history in order to effect change, but we also need to address those wide issues, perhaps through the Presidential Commission and discussions of inclusion and equity across campus. We're all in this together,

so what lifts up one group will also help other populations. However, we will look at data regarding success in different population groups in order to understand both different and shared experiences. There will be a time when we can bring other voices to the table, but we don't want to blink on this issue right now.

C: Systemic anti-Black racism is intersectional. Anti-Black racism crisscrosses other groups in addition to white groups. It is both specific and unique, but it has also been taken up by other cultures and global populations. Last week the President met with the leaders of SJSU's Solidarity Network which includes several campus organizations aimed at enhancing student life. There has to be a commitment on the part of the campus as a whole to combat systematic racism. The President wants to hear from all communities. As one example, approximately 100 staff, faculty, students were on last week's DACA informational call.

Q: Students are still very concerned about 2008 incident of on-campus racism. Social media is labeling SJSU a racist university. Is there any way that the university will make a statement about this?

A: Ideally we would like to get to a place where we can make that kind of statement.

5. Consultation regarding new chair of Accreditation Review Committee. The Provost recommended a faculty candidate who brings many skills and history to this position. Committee members discussed the candidate.
6. Updates from the Associated Students President:  
AS President Delgadillo hopes to open the CDC in July. AS is preparing for its financial audit in August.

Questions:

Q: How are students feeling during these times?

A: They're experiencing great difficulty and stress because of COVID-19, racial unrest, and the recession and economy. There is a lot of angst about returning in Fall 2020 and what that return will look like.

C: Chair Mathur thanked AS President Delgadillo for her remarkable work thus far in only the first month of her term.

7. Updates from the CDO:  
CDP Wong(Lau) noted that ODEI continues to support SJSU Teach Online Summer Institute. There are three cohorts of approximately 300+ people each. The Campus Belonging Committee is ending its work, and the results of the survey will be rolled out to campus in November. ODEI is working with the President's Leadership Council on anti-Black racism and how to effect systemic change. ODEI is working on mandatory training for staff re: micro-aggressions, and VPs and AVPs will be included. There have been a series of DACA town hall events (SJSU, CSU, and community) and smaller seminars both regarding resources and information for students, faculty, and staff. Title IX: We're awaiting CSU system's executive orders per the Department of Education. Due date is August 14. There would be a need for rapid turnaround, and we're still doing fact-finding. The search for a Title IX coordinator is also happening now. ODEI staff has been helping various units and departments with curricular innovation. Felicia McKee Higgins starts July 1 as the ODEI Executive Assistant.
8. Updates from the Provost and Senior Vice President:  
There is a restructuring of the Academic Affairs Division in order to have a greater faculty focus. There will be a Vice Provost of Faculty Success, and Dr. Magdalena Barrera will assume that role

on an interim basis as of July 31. Dr. Deanna Fassett will now be the Assistant Vice Provost for Faculty Development, and Dr. Jennifer Redd will become the Senior Director of eCampus. The Provost will have budget conversations with the Deans tomorrow. The goal is to protect the core mission of the University, but many things must be evaluated. Rather than imposing cuts across the board, they will be made strategically. Given the current economic/financial scene, this may impact faculty hiring. We do want to hire faculty, however, and there are three-year hiring plans being discussed. There's potential for cluster hires focused on equity and inclusion, but we don't know what budgets will look like yet. The CSU may come down with its own budget plans that will impact SJSU.

Questions:

Q: What is the relationship between the new office for Faculty Success and University Personnel?

A: RTP 2019-2020: There were 122 cases overall. The rate across all levels was 92%. The unsuccessful population aligns ethnically with those who successful (i.e. there was no evidence of ethnic bias in the numbers). The Provost and the President did have a lot of disagreement with University RTP recommendations. We overturned a number of their decisions, often very positively. There was the lack of a depth of analysis of some dossiers, including SOTEs.

Q: URTP has some challenges in terms of policy application. Will you work with URTP to address issues?

A: The Vice President of Faculty Success will be the one to work with URTP

C: RTP is a peer review process, and we don't want to tell faculty what to do, but we do have to align with University policy. SOTEs are only partially evaluated. We have to talk about student learning questions and not consider the only the so-called teaching effectiveness number.

Q: How useful a tool are SOTEs?

A: The Vice President of Faculty Success will be considering such question. Further training is needed.

Q : Will a Dean of the Library be hired?

A: Yes. The committee has been formed. Walt Jacobs was recently appointed as the dean representative on the committee.

Q: What library services can faculty and students expect to have for Fall 2020 for both research and instruction? (A recommendation followed: that the library arrange for the paging of hard-copy resources and plan for electronic selections from those resources.)

A: I am working on a plan with the Interim Dean now.

C: Faculty are planning their fall courses now, so please communicate with them as soon as possible. Students will be making decisions about classes to take based on whether they can afford assigned textbooks and readings, and this issue is time-sensitive.

Q: Can you speak to the issue of RSCA funding and the possibility of doing a diversity audit to determine if there are structural inequities in the awarding of those funds?

A: This issue fell off my radar in March when COVID-19 happened. I will look into it. SJSU has given out a lot of RSCA support through College and Departments in terms of assigned time, and it is not always distributed in the same amounts and manner in each unit.

C: The Research Foundation should be examined as well in terms of how we could align better with anti-racist principles and also what evaluators believe counts as research.

A: What does responsible peer review look like? SJSU has not done a good job in training

faculty how to document peer review. What does it look like across disciplines? This is one of the reasons I'm in favor of external peer review.

9. The meeting adjourned at 1:52 p.m.

These minutes were taken by the Vice Chair Alison McKee on June 29, 2020. The minutes were transcribed by Vice Chair on July 3, 2020. The minutes were reviewed by Chair Mathur on July 10, 2020. The minutes were approved by the Executive Committee on July 20, 2020.