

AGENDA

Academic Senate – Executive Committee
August 24, 2020 12:00- 1:30 pm, Via Zoom:

<https://sjsu.zoom.us/j/91437765442?pwd=UGhMTHdmMVd0WThXZzBOY2ZYeHVtdz09>

Note: Password to meeting sent via calendar invite.

1. Approval of the agenda
 - a. Meeting minutes of August 3, 2020
 - b. Consent Calendar
2. Statements for Review (Committee Seats)
3. President's Update
4. Use of MLK Library services for faculty and students
5. University Updates
 - a. Provost and Senior Vice President
 - b. Statewide Senate
 - c. VP Administration and Finance
 - d. Associated Students President
 - e. VP Student Affairs
 - f. Chief Diversity Officer
6. Policy Committee Updates
 - a. Organization & Government
 - b. Instruction & Student Affairs
 - c. Professional Standards
 - d. Curriculum & Research

Executive Committee Minutes
August 24, 2020
via Zoom, 12:00 p.m. to 1:30 p.m.

Present: Curry, Day, Del Casino, Delgadillo, Faas, Frazier, Marachi, Mathur, McKee, Peter, Sasikumar, Sullivan-Green, White
Absent: Papazian
Guest: Ann Agee, Interim Dean of MLK Jr. Library.

1. Approval of Executive Committee Agenda of August 24th, 2020 [Executive Committee Agenda of August 24th, 2020, Executive Committee Minutes of August 3rd, 2020, Consent Calendar of August 24th, 2020] (12-0-0).
2. The Executive Committee discussed statements of interest for the Alcohol and Drug Abuse Prevention Committee. A motion was made to approve Dr. Matthew Capriotti for appointment. The motion was seconded. The Executive Committee voted and the appointment was approved (13-0-0). It was recommended that the Associate Vice Chair reach out to other candidates interested in this position to encourage future application for a forthcoming vacancy next year.
3. Ann Agee, Interim Dean of MLK Jr. Library, Use of Library Services for Faculty and Students
What will be available for faculty/students in the next few weeks/upcoming semester?

Reservation only seating on the 2nd floor – library would control capacity. Students would have to sign up in advance for a block of time. This is still in process and might still change.

C: This is one of the areas contingent on state guidelines. Strict interpretation of state guidelines, not an open space.

Lockers: Students can request print books through the catalog and then have contactless pickup through lockers. We will also use lockers for laptop checkouts and other tech (requested online; semester long checkouts for laptops). Looking for digital material for course reserves when possible. 96 hour quarantine on library materials based on current research on the time for the virus to die. This will slow down course reserve system for a while. Leganto is up and going and is integrated with Canvas.

There is a proactive chat feature in the library system– popup asks if people need help. Individuals can also go directly from chat to Zoom. Student tech training and late night training moved and are staying online. We have new databases, archives and streaming video. Streaming videos are very popular. In addition to 1million plus eBooks, we added 49,000 eBooks over summer. We have emergency access to the Hathi Trust Digital library. 56% of print collection also available electronically. We have controlled digital lending. One print book, one digital copy. Also have 'virtual browse' bottom of the page for any print book.

Q: Question about Canvas/Leganto integration and data/privacy/security issues. American Library Association has strong protections for patron data. How will these be extended in Canvas integration?

A: We don't keep records on what people check out. Records of anyone using library are encrypted as well. Leganto offers analytics so you know if someone accessed a reading assigned, but only open to instructor.

Q: August 26th could be date at which services would be provided. Is there a new date? What are the considerations?

A: Aug. 26th won't be happening. State guidelines/interpretations are in flux. FD&O is working on accommodations.

Q: King library open to public for patrons to pick up books. Will contactless lockers be available for public patrons?

A: There is curbside pickup.

Q: Will contactless lockers be available for public patrons or to pickup curbside?

A: Locker route took longer than expected. Training needed on software to run software. Evacuation slowed down process. Need to reschedule the training now due to campus closures. Having SJPL in library makes things complicated. Maintenance is taking longer than expected. Two cases of Covid-19 over the summer. Restarting LinkPlus service which means more delivery people/staff in the building. If we open space up with LSOs (Library Security Officers) like we did last Spring – we could minimize books that would be delivered.

A: Staff have also expressed concerns about going back in indoor space for long periods of time.

Q: If students are off campus or away from San Jose, how do students pick up IT equipment?

A: There are limits to what we can do. We've had students drive long distances to pick up materials. Not going to be able to mail equipment all over the state.

C: Many faculty are awaiting access to the special collections, specifically also for research.

4. University Updates

a. From the Provost:

Challenges because of the campus closure. Our goal is to open everything for Wednesday. We are looking at the fire complexes, where they are, the impact on everyone. We have done a geographic analysis of where all faculty and staff live and are able to overlay that onto the evacuation areas to see the density of impact. Heard from a few people who would prefer a full shut down right now but we have stayed the course trying to understand where the majority of people are and who has been impacted. Bookstore will be back up and running so that we can distribute materials, we need to be patient as students may not have materials into next week.

Patrick Day and staff have done an excellent job of housing displaced colleagues and students. We have had calls from community college partners, UCSC, and City of San Jose for support.

Traci's (FD&O) team has done well managing the physical plant. We are close to getting additional filtration in the buildings that will help with the particulate matter. When there are fires, you are supposed to close off outside air, but with COVID-19, it is the opposite where you are supposed to run fresh air. Secondary filtration systems let us do both. State guidelines have added challenge to our plans from the last three months. Traci is working right now to set up a technology/support center in the Student Union to support students who are in between classes when they are on campus. Chancellor's office also offered different interpretations to allow for some space. There are significant limits on the use of indoor space in the state guidelines. On our campus, there are also changes to building access. Faculty and students will need tower cards to access buildings, offices, classes.

In discussions with the President about hiring plan for Tenure/Tenure Track Faculty.

Q: In the past with hiring, we started advertising in summer and concluded everything by December. That's not workable this year so what's the timeline for faculty hiring?

A: Meeting with the Deans on September 1st. We will discuss cluster hires for Black/African American and Latinx expertise areas to improve diversity of faculty. Deans are reading other college's plans to discuss intersections and opportunities. Goal is by mid-September or early October, to authorize. Multiple hires (two-for-one hires) will be unlikely. Trying to do replacement, between 45-50, so may authorize more than that. Smaller number than last year but still decent. Biggest impact will be startup funds for these faculty.

Q: On the topic of replacement - you're talking about a number of those to be hired back. Would there be qualitative question of replacement... is there a need for a replacement by area and not necessarily number? Cluster hires can be great, especially around diversity. But it also seems to take some of the decision out of individual departments' in terms of what they really need to sustain current programming.

A: Every department has a critical need when they put their plan together. Those are always filtered by Deans and ultimately the Provost in making decisions on hires. We don't have the budget to fill everything that's critical and lines don't follow people. Some are FERPS, some are halves, also tied to enrollment. Also, we have asked colleges to think about what may be transformative over critical. A matrix of factors go into the decision making. We wanted the Deans to have a conversation together. One of the things we are not going to be able to do is truly transformative work solely in one college. We have to look at topics that cross cut the university. If we want to be somewhere 5 years from now in some critical areas, what will that look like? We will need more boundary crossing to happen as opposed to disciplinary niches that sometimes we fall back on.

C: Can you speed up the logistics around approval and timing of advertising? It can take several weeks between the time a position is approved and when the call goes out in ads. There is a concern around timeline. If approved mid-September, may not get ads out until November. If there are ways to speed up logistical features, that would facilitate more effective recruiting. A: Budget cuts will be a challenge too. Agreed that we want to get advertising out sooner than later.

C: If someone violates mask wearing orders in classroom/refuses to wear a mask, you can ask a student to leave. Question is what happens if they refuse, etc. Protocol/script will go out soon.

Q: Library not able to get books, thinking of younger colleagues expected to publish/do research without access to material. University as whole should take this into consideration, not having basic things they need to do their work.

A: Staff nervous about re-entering the library and how many people to get in to do the work. Everyone trying to respond with as many options as possible.

Q: How many faculty have requested one-year extensions for probationary period?

A: We have moved deadline for requesting, it was too early.

C: Different messaging across different colleges regarding extensions, it is important to be consistent and neutral about these extensions.

Q: Concern raised about Online Learning Readiness Questionnaire on the Learn Anywhere site. Some questions may be messaging to students that they wouldn't be 'ready' and it may discourage students from continuing at SJSU if many responses are 'disagree.' Would it possible to review this survey and ensure that it doesn't have unintended consequences?

A: Yes, be sure to invite CFD/eCampus colleagues to a next meeting. Have not seen drop in enrollment as a result currently. It was put together by eCampus.

C: We need to call as many people's attention to the Provost's memo as possible. If research has been stymied because of lack of access to print materials, the memo covers this. Need to ensure that all are reading it. Reminder to keep publicizing this memo. Allowances have been made for situations many are facing.

A: Also, this memo will be embedded in training programs with candidates and committees.

C: In addition to training evaluators, please encourage chairs/colleagues working with junior colleagues to really work on narratives. Narratives are critical.

Q: Now that online classes have started, are there any protocols for students who have offensive Zoom backgrounds? Situation happened with a flag in the background and it caused controversy. The professor was caught off guard and other students were responding. Any protocol, messaging?

A: Good question, first I've heard of this. Now it's in ethos. We will have conversation about what we can/can't do. There are limits to what we can do and what we can accomplish. Maybe neutral backgrounds or authorized backgrounds, that might be option.

b. From the Statewide Senate:

ASCSU will be working with the Chancellor's Office on implementation of the Board of Trustee Title V change (Ethnic Studies and Social Justice requirement) and changes as a result of the passage of AB 1460. Biggest concerns are around the Title V lower division provision, the impact on GE, and the relationship to the community college articulations. ASCSU senators have been assigned to their respective committees and those committee meetings will start September 16th, already some work has already begun. Preparations are being made for the virtual Plenary from Sept. 16th- Sept. 18th. ASCSU has raised questions regarding the use of Zoom and Canvas and the uniformity across the CSU.

c. From the Vice President of Administration and Finance (VPAF):

There is lots of construction on campus Science building will be very functional and it is a very much needed building. We have put bollards up on 7th Street (parking lot by Administration building) and elsewhere to deter cars from going on campus. We will continue to monitor vehicular access to campus.

Our Cogeneration plant produces a lot of electricity. Approximately 70-85% of campus supplied this way. We have also installed solar panels on South Campus to help power that part of our campus.

Q: There was an article in Silicon Valley Business Journal that discussed with no football, we will urgently need a spring season. Is a spring season for Athletics needed for financial sustainability? Otherwise will we be in serious financial difficulty?

A: Yes and no. We have a large conference TV contract that we would get paid for, but Athletics and drop off of revenue is a bigger issue for Fresno and San Diego State.

d. From the Associated Students President (AS):

Our AS departments such as the General Services Center, Transportation Solutions, Child Development Center, and the community garden had opened at the beginning of the semester. They have now closed due campus closure, the fires, and poor air quality. We will re-open when air quality has improved.

Q: Have you heard any concerns regarding issues with the waitlist?

A: We haven't heard concerns about this issue specifically, but have heard from other students about the start of classes.

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

Continuing enrollment is up by 4.2%. As we have discussed before, the mix of students has shifted. We have more CA residents and upper division students and some decline in Frosh and out of state. We have a significant decline in international students like many other institutions across the country. The financial implications are substantial. We are one of the top CSUs in terms of international students enrolled on campus. What does it mean if that population doesn't come or doesn't come back? As an enrollment management question, this is a concern. Lots of institutions are banking on international student enrollment. It's not a question of should we, shouldn't we, it is where on the continuum. We're taking a significant hit because of the decline in international students.

Housing is a serious problem for us. We have 4200 beds on campus at normal capacity. We were approved to be at 50% of that number. Looks like we'll be at the 20% range, around 840 students in housing this semester. Implications are measured in the tens of millions of dollars. Not much we can do about that. It is what it is. Comparing with other urban universities we're middle of the pack in terms of percentage of student population that we house.

We currently have about 37 Santa Cruz students that we are housing due to evacuations and their campus closure (might go up to 50). We were contacted by Chancellors office of West Valley / Mission College and also contacted by City of San Jose, to request some housing support. We did outreach to approximately 1200 SJSU students around the fires and we have

received about 100 emails with thanks for these check-ins. We had 15 students who said they needed some kind of support as result of fires. We also have SJSU students who are firefighters who are doing the essential work.

We have had 97 events/engagements as part of Weeks of Welcome. All are virtual and using a virtual framework. We will continue to operate our events in this mode.

We are working with Traci Ferdolage for when we will be able to open up the student union and SRAC.

We are launching this year's Spartan Speaker Series this Wednesday with Leslie Odom Jr. (Hamilton). We have some great speakers like Mona Hanna-Attisha and Antoni Porowski.

Lastly, we do have Covid-19 cases. Special thank you to AS President for her leadership. We have a quarantine protocol in place. There are cases in the Greek System. Right now, numbers are between 20 and 30. And, we are working with the Public Health Department. Fortunately, we are not seeing severe symptoms in confirmed diagnoses, but it is still a real challenge.

Q: What is our ability to regulate and intervene when it is private property off campus, if/when students engage in risky behavior?

A: We have a structure where we have a large number of Sorority/Fraternity chapters. Some of them have privately owned facilities/houses. We have no oversight over those houses. However, when they come to be recognized as an affiliate/chapter of the university, then there are codes of conduct that they're required to abide by. In a case like this, challenge is not necessarily our students. The challenge is there are privately managed properties. Some do not want to decrease density or revenue. We are working with property owners and/or management organizations that are somewhere across the country. What happens if a chapter goes away? The challenge is that the student might still be member and they may be in a contractual relationship with the organization.

Q: Letters of concerns from County, DA, etc. attendant ramifications, fines. What is the likelihood of those being followed up on by the issuing office?

A: Three years ago, if it was a party with alcohol, probably pretty low chance. In talking with them about Covid-19, chances are much higher. The DA has issued an order, specifically to our fraternities and sororities. If we find out folks are in violation of the order as part of the code of student conduct, we will follow up for sure. They (and we) are taking this very seriously for obvious reasons.

f. From the Chief Diversity Officer (CDO):

We are working to transition to new federal Title IX Regulations (messed the campus about a week ago). It has taken a lot of time and effort on the part of ODEI and Student Conduct Office. It involves large coordination with communication and infrastructure for new procedures. Processes have changed, but the reminder is that we still have the current state executive orders that we can use. We do have to go through Federal process first, then we can go back to state process. That adds a delay in there, but our system fortunately decided to keep both of them.

Update on the Title IX coordinator, we are in the final stages of search. Two viable, wonderful candidates visited. In the process now to finalize the permanent Title IX Coordinator.

Cabinet leadership with Patrick, Vin, and Lisa are looking at systemic anti-racism on campus. Specifically looking at assessing gaps in terms of protocols and practices in units. This group is working with the President's Leadership Council (PLC) in doing an assessment and providing plans by November 1st. The PLC members are working on identifying gaps and addressing the issues, particularly on Anti- Black racism, but also on racism in general.

Campus Climate Survey report out will occur in series of Town Halls. Group of people who will also be looking at and evaluating request for data, campus wide. Similar to Human Subjects, this team will evaluate how the data can be provided with anonymity to interested researchers.

CDO is working with Magdalena Barrera looking at fine tuning Faculty Diversity Search Committee training and incorporating how inequities and bias enters into the RTP process in general as well as teaching processes in particular.

C: Regarding biases in the SOTES, please reach out to SERB, Student Evaluation Review Board. They are working on an article about this.

Q: Is the Anti-bullying effort coming along?

A: This group is in discussions and have convened the first meeting. They are in the process of scheduling two meetings a month. Discussion of having robust senate update in December, but possibly pushing work forward to 2021. The group's work has been derailed by Covid-19 in Spring and off to rough start now.

Q: Can you give us an update about whether there's going to be a pause on the Title IX changes?

A: Court cases did not rule in favor of the states. Basic premise of complaint was that because changes were so difficult to pull through right now, it would be difficult to implement properly so delay was sought. Regardless of the outcome of election, we are still likely to have these new regulations and will have to adjust.

Meeting adjourned at 1:45pm.

These minutes were taken and transcribed by the Associate Vice Chair Marachi on August 27, 2020. The minutes were reviewed by Chair Mathur on August 28, 2020. The minutes were approved by the Executive Committee on August 31, 2020.